



State of the WA public sector statistical bulletin 2014 - Measuring up

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Introduction

The *State of the WA public sector statistical bulletin 2014 – Measuring up* provides a detailed overview of the state of administration and human resources management in public sector bodies for 2013/14. The bulletin includes:

- workforce demographic data as at 30 June 2014 collected from entities as part of the [human resource minimum obligatory information requirement](#) (HRMOIR) program
- employing authority data collected from public sector bodies as part of the 2014 public sector entity survey (PSES)
- employee perception data collected from a sample of public sector employees as part of the 2014 [employee perception survey](#) (EPS).

Section 1 shows the composition of the WA public sector workforce over the past decade. This provides an opportunity for entities to assess how changes may be impacting on capability requirements, human resource policies and the overall administration and management of the sector.

Section 2 provides detailed information about the state of administration and management in public sector entities. It

covers the strategies that are being used to plan and prepare for the future workforce and those that ensure compliance with the requirements of the [Public Sector Management Act 1994](#) (PSM Act) and ethical codes.

Section 3 includes employee views about workplace management, ethics and general conditions in the sector.

This bulletin serves as an information resource only. The workforce profile data and survey responses should be considered in the context of entity size, risk profile, recent structural and leadership changes, and other business imperatives. The use of different strategies depends on the structure of an entity, administrative arrangements, known capability gaps, and the location of the workforce.

The Public Sector Commission uses information presented in the bulletin in developing and implementing its oversight, assistance and capability programs. Entities are encouraged to compare their responses and workforce profile against other entities that may have a similar business purpose or comparable risk profile, and against the sector as a whole.

Public sector workforce profile

This section profiles the WA public sector workforce as at 30 June 2014, including information about age, gender, diversity, salary, location, occupation and employment status. The data is collected as part of the human resource minimum obligatory information requirement (HRMOIR) process which was developed in 1993 to ensure access to information for the strategic management of the public sector workforce.

On a quarterly basis, the Commission collects and reports HRMOIR workforce data from public sector bodies through the Workforce Analysis and Collection Application.

The HRMOIR process aims to provide high quality data for entity and sector-wide workforce analysis, planning and reporting and helps to ensure that a consistent methodology is applied across public sector bodies.

Tables in this section include:

- 1.1 Summary of the WA public sector over the last five years
- 1.2 Headcount, FTE, gender, age
- 1.3 Salary – mean, median, bands
- 1.4 Occupational groups and regional distribution
- 1.5 Appointment type and separation rate
- 1.6 Length of service in an agency (tenure)
- 1.7 Equity and diversity – women, youth and mature employees
- 1.8 Equity and diversity – Indigenous Australians, people with culturally diverse backgrounds, and people with disability
- 1.9 Occupational profile – FTE, gender, age, salary band, and metropolitan/regional

Please refer to Appendix C for full and abbreviated names used in the following tables.

Table 1.1 Summary of the WA public sector over the last five years

Data as at 30 June. Source HRMOIR.

		2010	2011	2012	2013	2014
Headcount		134 026	137 177	140 725	138 863	137 944
FTE		102 318	104 544	107 579	110 544	108 999
Gender (Headcount)	Female	71.2%	71.6%	71.9%	71.7%	71.9%
	Male	28.8%	28.4%	28.1%	28.3%	28.1%
Age (Headcount)	Under 20	0.8%	0.8%	0.7%	0.7%	0.6%
	20 to 24	4.7%	4.7%	4.6%	4.5%	4.1%
	25 to 29	8.9%	8.9%	9.0%	9.2%	9.1%
	30 to 34	9.5%	9.6%	9.7%	10.1%	10.3%
	35 to 39	11.4%	11.1%	10.9%	10.7%	10.7%
	40 to 44	13.0%	13.1%	13.1%	13.0%	12.8%
	45 to 49	14.6%	14.1%	13.6%	13.0%	13.0%
	50 to 54	15.0%	14.8%	14.5%	14.1%	14.0%
	55 to 59	12.2%	12.4%	12.6%	12.7%	12.9%
	60 to 64	7.2%	7.6%	7.8%	8.2%	8.4%
65 and above	2.7%	3.0%	3.4%	3.8%	4.2%	
SES (Headcount)	Female	26.7%	26.4%	27.6%	29.2%	30.1%
	Male	73.3%	73.6%	72.4%	70.8%	69.9%
ANZSCO Major Groups (FTE)	Managers	6.8%	7.1%	7.6%	7.8%	7.2%
	Professionals	47.2%	47.0%	48.0%	47.9%	49.0%
	Technicians and Trades Workers	4.2%	4.4%	4.3%	4.3%	4.5%
	Community and Personal Service Workers	16.9%	16.9%	16.5%	17.1%	16.8%
	Clerical and Administrative Workers	20.3%	19.8%	18.7%	18.4%	17.8%
	Sales Workers	0.5%	0.5%	0.5%	0.5%	0.5%
	Machinery Operators and Drivers	0.8%	0.8%	0.7%	0.7%	0.7%
	Labourers	3.4%	3.4%	3.8%	3.3%	3.5%
PSGOGA equivalent salary bands (FTE)	Level 1 and below	21.9%	18.6%	21.0%	19.3%	18.4%
	Level 2	12.3%	12.6%	11.8%	11.8%	11.6%
	Level 3	10.3%	9.7%	9.6%	9.8%	10.1%
	Level 4	13.4%	14.3%	13.7%	13.7%	13.2%
	Level 5	15.6%	12.9%	13.1%	17.3%	14.1%
	Level 6	15.3%	19.9%	18.9%	15.9%	20.2%
	Level 7	6.0%	6.1%	6.2%	6.1%	6.4%
	Level 8	3.0%	2.9%	3.1%	3.3%	3.0%
	Level 9	0.7%	1.2%	0.8%	0.9%	1.3%
	Class 1 and above	1.6%	1.7%	1.7%	1.8%	1.8%

		2010	2011	2012	2013	2014
Regions (Headcount)	Gascoyne	0.6%	0.6%	0.6%	0.5%	0.5%
	Goldfields Esperance	2.7%	2.5%	2.4%	2.3%	2.2%
	Great Southern	3.0%	3.0%	2.9%	2.9%	2.7%
	Kimberley	2.3%	2.3%	2.4%	2.5%	2.7%
	Mid West	2.6%	2.6%	2.7%	2.6%	2.5%
	Peel	2.0%	2.1%	2.1%	2.0%	2.1%
	Pilbara	2.1%	2.1%	2.1%	2.1%	2.1%
	South West	5.6%	5.7%	5.8%	5.8%	5.5%
	Wheatbelt	3.7%	3.6%	3.5%	3.3%	2.9%
	Metropolitan	75.3%	75.4%	75.5%	76.0%	76.7%
Appointment Type (Contracts)	Others	0.1%	0.1%	0.1%	0.1%	0.1%
	Permanent Full Time	43.9%	43.3%	42.8%	44.3%	43.6%
	Permanent Part Time	27.1%	26.9%	28.0%	26.3%	26.5%
	Fixed-Term Full Time	9.2%	9.5%	9.9%	10.4%	10.6%
	Fixed-Term Part Time	8.3%	8.9%	8.1%	7.7%	7.6%
	Trainee Full Time	0.1%	0.0%	0.0%	0.1%	0.1%
	Trainee Part Time	0.1%	0.2%	0.3%	0.1%	0.0%
	Casual	9.9%	9.9%	9.7%	9.9%	10.4%
	Sessional	0.9%	0.9%	0.8%	0.9%	1.0%
	Others	0.4%	0.3%	0.5%	0.3%	0.2%
Tenure (Contracts)	Mean (years)	8.6	8.7	8.7	8.8	9.1
	Median (years)	5.4	5.4	5.5	5.7	6.2
	Less than 1 year	14.1%	14.8%	15.4%	15.1%	12.2%
	1 to less than 2 years	11.7%	9.7%	10.0%	10.4%	10.3%
	2 to less than 3 years	9.6%	9.3%	7.4%	7.7%	8.5%
	3 to less than 4 years	6.7%	8.1%	7.7%	6.0%	6.7%
	4 to less than 5 years	6.2%	5.7%	6.8%	6.6%	5.4%
	5 to 9 years	17.7%	18.9%	19.6%	21.0%	23.0%
	10 to 14 years	15.1%	14.5%	13.8%	13.5%	11.3%
	15 to 19 years	6.5%	6.9%	7.4%	7.8%	10.5%
20 to 24 years	6.0%	5.7%	5.3%	4.9%	4.5%	
25 to 29 years	2.6%	2.8%	2.8%	3.3%	3.8%	
30 to 34 years	2.2%	2.0%	1.9%	1.8%	1.7%	
35 years and above	1.6%	1.7%	1.8%	2.0%	2.1%	

Table 1.2 Headcount, FTE, gender, age

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2014. Source: HRMOIR.

Entity	Headcount	FTE	Proportion of Female employees (Headcount)	Proportion of Male employees (Headcount)	Age Profile (Headcount)													
					Female median age	Male median age	Entity median age	Less than 20	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 64	65 and above
WA public sector	137 944	108 999	71.9%	28.1%	45.2	48.0	45.9	0.6%	4.1%	9.1%	10.3%	10.7%	12.8%	13.0%	14.0%	12.9%	8.4%	4.2%
Agric	1 232	1 107	46.0%	54.0%	45.2	53.3	49.2	0.2%	2.3%	4.7%	7.7%	10.4%	11.6%	15.0%	15.7%	17.8%	11.3%	3.2%
AGWA	74	58	73.0%	27.0%	45.8	50.7	45.9	0.0%	4.1%	5.4%	9.5%	9.5%	18.9%	13.5%	13.5%	12.2%	8.1%	5.4%
ARC	71	46	71.8%	28.2%	31.3	36.2	32.1	0.0%	21.1%	16.9%	23.9%	8.5%	7.0%	7.0%	8.5%	2.8%	4.2%	0.0%
Audit	148	142	56.8%	43.2%	35.6	37.7	35.9	0.0%	5.4%	17.6%	20.3%	14.9%	8.8%	10.8%	6.8%	8.1%	5.4%	2.0%
BGPA	156	125	50.6%	49.4%	42.6	44.2	42.8	0.6%	7.1%	9.0%	11.5%	13.5%	14.7%	11.5%	10.3%	9.0%	5.8%	7.1%
CCC	152	146	46.7%	53.3%	41.2	48.9	45.3	0.0%	1.3%	5.9%	9.2%	15.8%	17.1%	18.4%	9.9%	13.8%	5.9%	2.6%
Central	1 261	941	63.4%	36.6%	50.0	51.9	50.6	0.8%	2.0%	4.4%	5.7%	9.0%	12.8%	13.4%	15.7%	15.1%	13.2%	7.9%
Challenger	855	683	55.6%	44.4%	47.7	53.6	49.4	0.7%	2.2%	4.8%	7.3%	8.5%	12.7%	14.7%	15.7%	15.1%	12.9%	5.4%
Chem Centre	120	115	50.0%	50.0%	36.0	44.1	39.3	0.0%	4.2%	18.3%	15.0%	14.2%	5.8%	15.8%	5.8%	12.5%	5.0%	3.3%
CHSHA	156	125	67.3%	32.7%	50.3	53.0	51.2	0.0%	2.6%	6.4%	5.8%	9.6%	9.6%	12.8%	15.4%	14.1%	17.3%	6.4%
Commerce	861	793	57.4%	42.6%	44.1	50.2	46.7	0.3%	2.4%	8.7%	12.0%	9.5%	12.4%	13.1%	15.1%	14.1%	8.8%	3.5%
CYOC	146	119	65.1%	34.9%	49.8	57.3	51.7	0.7%	1.4%	3.4%	3.4%	10.3%	6.2%	19.2%	17.8%	17.8%	12.3%	7.5%
DAA	155	144	60.0%	40.0%	42.3	46.6	44.3	2.6%	5.2%	5.8%	9.0%	14.8%	17.4%	10.3%	12.3%	12.9%	5.8%	3.9%
DAO	258	196	74.4%	25.6%	44.9	48.6	45.7	0.8%	2.3%	7.0%	10.1%	10.5%	15.9%	18.2%	8.5%	14.0%	8.9%	3.9%
DCA	186	168	65.1%	34.9%	42.9	47.6	45.1	0.0%	3.2%	9.7%	11.8%	10.8%	14.0%	16.1%	14.0%	11.3%	8.1%	1.1%
DCPFS	2 512	2 175	82.4%	17.6%	42.2	47.3	43.0	0.4%	3.7%	11.8%	13.6%	12.9%	12.1%	11.7%	12.9%	11.7%	6.1%	3.0%
DCS	4 621	4 260	46.5%	53.5%	46.6	50.4	48.6	0.2%	2.0%	6.0%	9.1%	9.2%	12.6%	15.6%	16.6%	14.0%	10.2%	4.6%
DER	352	304	58.2%	41.8%	37.0	44.4	41.4	0.3%	2.0%	13.4%	17.0%	13.9%	15.3%	13.4%	9.1%	9.1%	4.0%	2.6%
DES	109	99	66.1%	33.9%	48.1	47.9	47.9	0.0%	1.8%	4.6%	10.1%	14.7%	11.9%	11.9%	11.9%	17.4%	11.0%	4.6%
DFES	1 506	1 433	16.9%	83.1%	40.9	44.5	43.7	0.4%	1.5%	8.5%	12.0%	14.1%	17.5%	14.1%	16.7%	11.0%	3.5%	0.7%
DLGC	310	279	78.4%	21.6%	45.6	49.6	46.6	0.0%	1.0%	11.0%	11.6%	10.6%	11.9%	11.9%	15.5%	14.2%	9.4%	2.9%
DMP	837	790	47.4%	52.6%	46.8	50.9	49.0	0.6%	3.1%	5.5%	11.4%	8.8%	10.5%	12.8%	16.4%	14.6%	10.5%	5.9%
DOTAG	1 748	1 547	67.5%	32.5%	43.0	46.2	44.1	1.3%	7.5%	11.0%	12.1%	9.2%	10.4%	11.0%	12.2%	13.6%	8.4%	3.3%
DPaW	1 802	1 525	44.1%	55.9%	41.4	47.9	45.2	0.6%	3.7%	7.7%	11.9%	12.7%	13.1%	12.5%	14.6%	12.9%	7.2%	3.0%
DPC	540	460	61.1%	38.9%	39.2	46.5	43.2	1.5%	5.2%	13.9%	12.8%	11.5%	10.0%	10.2%	13.1%	12.0%	6.5%	3.3%
DPP	256	230	61.3%	38.7%	37.4	40.1	39.0	1.2%	5.1%	14.8%	14.8%	18.0%	10.2%	12.9%	9.8%	7.0%	5.5%	0.8%
DRD	162	143	64.2%	35.8%	41.5	45.8	44.1	1.9%	3.1%	9.3%	16.7%	12.3%	10.5%	16.7%	14.2%	8.6%	5.6%	1.2%
DSC	1 818	1 539	68.2%	31.8%	49.8	53.2	50.9	0.2%	1.7%	5.3%	8.1%	9.4%	11.1%	11.6%	16.1%	16.3%	12.3%	7.8%
DSD	177	161	54.2%	45.8%	41.9	51.7	46.5	0.0%	2.3%	14.7%	11.9%	8.5%	9.0%	12.4%	15.8%	10.7%	7.9%	6.8%
DSR	263	196	53.6%	46.4%	35.9	41.0	38.5	3.0%	11.0%	15.6%	9.5%	16.0%	11.8%	9.5%	9.5%	6.5%	4.2%	3.4%
DTWD	492	447	64.8%	35.2%	43.8	45.4	44.5	1.6%	3.9%	9.3%	12.4%	12.2%	12.2%	16.3%	12.8%	13.8%	4.1%	1.4%
Durack	282	230	63.8%	36.2%	44.5	49.6	45.4	0.4%	2.1%	5.3%	9.2%	15.6%	15.6%	12.8%	13.8%	10.3%	10.3%	4.6%
Education	48 438	35 212	82.5%	17.5%	46.1	50.0	46.6	0.5%	3.7%	7.6%	8.7%	10.3%	14.3%	14.2%	14.3%	13.7%	8.6%	4.1%
EOC	29	25	75.9%	24.1%	51.9	55.6	55.0	0.0%	10.3%	3.4%	6.9%	6.9%	3.4%	13.8%	3.4%	34.5%	13.8%	3.4%
ERA	56	56	48.2%	51.8%	35.1	43.8	38.6	0.0%	3.6%	10.7%	26.8%	10.7%	5.4%	10.7%	12.5%	14.3%	3.6%	1.8%

Entity	Headcount	FTE	Proportion of Female employees (Headcount)	Proportion of Male employees (Headcount)	Age Profile (Headcount)													
					Female median age	Male median age	Entity median age	Less than 20	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 64	65 and above
Finance	1 338	1 236	49.0%	51.0%	42.3	47.8	44.7	0.1%	3.6%	12.9%	12.0%	9.9%	12.2%	12.8%	12.9%	12.0%	8.5%	3.0%
Fisheries	531	491	46.7%	53.3%	38.6	43.4	41.3	0.4%	2.4%	11.1%	14.7%	16.6%	13.9%	13.6%	11.7%	9.0%	5.3%	1.3%
FPC	199	171	42.7%	57.3%	45.7	47.9	47.3	1.0%	1.5%	5.5%	10.1%	9.5%	15.6%	17.6%	13.6%	14.1%	9.0%	2.5%
GESB	229	214	55.5%	44.5%	37.5	40.6	39.7	0.0%	2.2%	14.0%	20.1%	16.2%	17.5%	10.5%	6.1%	7.9%	3.9%	1.7%
Goldfields IT	103	95	56.3%	43.7%	40.2	48.4	44.4	0.0%	2.9%	8.7%	13.6%	14.6%	13.6%	18.4%	6.8%	7.8%	8.7%	4.9%
GSIT	236	168	61.0%	39.0%	49.6	54.4	50.5	0.4%	1.3%	4.2%	2.5%	6.8%	14.8%	16.5%	19.5%	18.6%	10.6%	4.7%
Health	45 510	35 554	77.4%	22.6%	44.5	44.8	44.6	0.4%	4.9%	11.4%	11.6%	11.1%	11.9%	11.6%	13.4%	11.8%	8.1%	3.8%
Housing	1 722	1 572	63.5%	36.5%	42.1	48.4	44.2	0.8%	5.3%	11.4%	12.3%	9.9%	12.2%	13.4%	15.3%	11.6%	5.6%	2.1%
ICWA	391	343	56.8%	43.2%	42.2	45.1	43.9	0.0%	3.8%	11.0%	16.9%	10.5%	11.3%	13.6%	16.6%	8.7%	4.6%	3.1%
KTI	199	179	59.3%	40.7%	46.6	46.7	46.7	0.0%	0.5%	5.5%	12.6%	11.6%	14.6%	15.1%	17.1%	13.1%	8.5%	1.5%
Landgate	842	743	46.2%	53.8%	46.1	51.3	48.1	0.7%	2.9%	5.7%	10.5%	8.7%	12.8%	13.8%	15.2%	14.3%	10.7%	4.9%
Lands	184	166	52.7%	47.3%	42.4	50.6	44.6	0.5%	12.5%	10.3%	8.2%	7.6%	11.4%	9.2%	16.8%	14.1%	6.5%	2.7%
Legal Aid	335	301	81.8%	18.2%	42.6	48.1	43.4	0.3%	3.3%	13.4%	12.8%	12.5%	12.2%	12.5%	12.8%	11.3%	5.4%	3.3%
Lotterywest	215	199	56.3%	43.7%	42.8	45.1	43.3	0.5%	2.8%	11.6%	13.0%	14.4%	12.1%	14.4%	9.3%	12.6%	7.4%	1.9%
LPBWA	47	40	76.6%	23.4%	45.6	56.1	48.5	0.0%	6.4%	0.0%	21.3%	17.0%	4.3%	6.4%	14.9%	21.3%	8.5%	0.0%
Main Roads	1 114	1 035	29.6%	70.4%	40.7	50.9	48.3	0.3%	5.3%	11.0%	10.1%	7.2%	9.6%	11.0%	15.8%	14.3%	11.0%	4.6%
MCB	160	147	37.5%	62.5%	46.2	46.8	46.5	1.3%	6.3%	5.0%	10.0%	9.4%	14.4%	11.3%	21.3%	14.4%	3.8%	3.1%
MHC	99	89	70.7%	29.3%	45.1	45.4	45.4	0.0%	5.1%	9.1%	12.1%	9.1%	14.1%	17.2%	15.2%	8.1%	7.1%	3.0%
MRA	127	120	66.9%	33.1%	34.3	38.2	35.8	0.0%	7.9%	15.0%	23.6%	18.9%	11.0%	10.2%	3.1%	6.3%	3.1%	0.8%
NTWA	43	30	60.5%	39.5%	51.1	58.6	52.3	0.0%	2.3%	4.7%	4.7%	2.3%	11.6%	14.0%	18.6%	16.3%	20.9%	4.7%
OEPA	107	95	54.2%	45.8%	41.0	44.3	43.3	0.0%	1.9%	9.3%	15.9%	15.9%	12.1%	15.0%	16.8%	7.5%	1.9%	3.7%
Ombudsman	67	60	79.1%	20.9%	43.6	45.0	44.4	0.0%	0.0%	14.9%	9.0%	9.0%	19.4%	14.9%	16.4%	9.0%	7.5%	0.0%
Perth Market	48	31	47.9%	52.1%	27.9	44.5	36.8	10.4%	18.8%	10.4%	6.3%	6.3%	8.3%	8.3%	6.3%	16.7%	4.2%	4.2%
Pilbara DC	24	21	58.3%	41.7%	41.2	48.8	44.9	0.0%	0.0%	16.7%	16.7%	12.5%	4.2%	8.3%	12.5%	16.7%	4.2%	8.3%
Pilbara Institute	212	191	64.2%	35.8%	47.0	54.8	49.4	0.0%	3.3%	4.2%	6.6%	10.4%	11.3%	16.0%	14.6%	17.0%	9.9%	6.6%
Planning	479	448	52.2%	47.8%	43.4	45.8	44.8	0.0%	1.7%	9.2%	13.6%	13.8%	12.5%	10.9%	14.6%	14.4%	6.9%	2.5%
Police	2 849	2 136	56.1%	43.9%	47.2	52.4	48.9	2.0%	4.5%	7.8%	8.4%	8.7%	9.9%	11.2%	12.4%	11.3%	9.5%	14.4%
Polytechnic	1 218	1 004	48.8%	51.2%	51.0	53.9	52.5	0.5%	2.3%	3.4%	4.8%	8.4%	8.7%	14.7%	15.5%	18.4%	12.8%	10.4%
PSC	167	131	61.1%	38.9%	33.4	37.5	36.4	10.2%	10.8%	12.6%	13.8%	13.2%	7.2%	9.6%	12.0%	5.4%	4.2%	1.2%
PTA	1 576	1 516	23.5%	76.5%	41.9	47.7	46.5	0.2%	2.5%	7.3%	12.7%	11.3%	12.0%	13.1%	15.4%	12.2%	8.9%	4.4%
RGL	118	112	45.8%	54.2%	46.9	48.5	47.6	0.0%	2.5%	7.6%	5.9%	11.9%	16.9%	10.2%	16.9%	17.8%	5.9%	4.2%
Rottnest Island	131	107	55.7%	44.3%	42.0	46.5	43.4	0.0%	3.1%	8.4%	19.8%	11.5%	9.2%	7.6%	15.3%	12.2%	7.6%	5.3%
SBDC	64	55	64.1%	35.9%	43.8	53.7	46.0	0.0%	1.6%	3.1%	17.2%	12.5%	14.1%	15.6%	10.9%	9.4%	9.4%	6.3%
SCSA	174	150	69.0%	31.0%	49.1	52.5	51.0	0.0%	1.7%	5.2%	6.9%	5.7%	13.2%	14.4%	14.4%	17.2%	14.9%	6.3%
SLWA	196	170	71.9%	28.1%	51.3	45.5	50.4	0.5%	3.6%	7.7%	6.1%	6.6%	10.2%	14.8%	14.3%	17.9%	14.3%	4.1%
SRT	56	47	51.8%	48.2%	37.5	40.1	39.2	0.0%	0.0%	10.7%	23.2%	17.9%	19.6%	7.1%	12.5%	1.8%	7.1%	0.0%
State Heritage	34	31	76.5%	23.5%	38.6	45.1	39.8	0.0%	5.9%	5.9%	23.5%	14.7%	14.7%	20.6%	11.8%	2.9%	0.0%	0.0%
SWDC	23	22	56.5%	43.5%	51.1	47.4	51.1	0.0%	0.0%	0.0%	8.7%	4.3%	17.4%	17.4%	17.4%	17.4%	13.0%	4.3%
SWIT	325	241	65.2%	34.8%	49.3	54.9	50.7	0.3%	0.6%	1.8%	2.8%	7.7%	17.2%	16.9%	17.8%	18.2%	12.0%	4.6%

Entity	Headcount	FTE	Proportion of Female employees (Headcount)	Proportion of Male employees (Headcount)	Age Profile (Headcount)													
					Female median age	Male median age	Entity median age	Less than 20	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 64	65 and above
Tourism WA	102	94	73.5%	26.5%	38.3	43.4	40.4	0.0%	5.9%	9.8%	21.6%	11.8%	16.7%	13.7%	10.8%	7.8%	2.0%	0.0%
Transport	1 536	1 392	57.2%	42.8%	43.5	49.3	45.7	0.5%	3.8%	10.5%	11.4%	9.9%	12.2%	11.4%	14.5%	13.4%	9.4%	3.1%
Treasury	303	275	50.2%	49.8%	37.6	46.0	40.3	0.3%	5.3%	15.8%	13.9%	14.2%	9.9%	13.9%	13.2%	7.9%	4.0%	1.7%
VenuesWest	551	222	57.5%	42.5%	29.5	28.1	29.1	15.2%	25.6%	11.3%	10.0%	8.0%	7.6%	7.3%	6.4%	4.2%	2.4%	2.2%
WA Museum	250	210	62.0%	38.0%	44.1	51.8	48.0	0.0%	3.2%	6.4%	10.4%	12.0%	14.0%	8.0%	13.6%	13.2%	10.4%	8.8%
WAEC	52	47	53.8%	46.2%	52.8	51.1	51.9	0.0%	0.0%	7.7%	7.7%	11.5%	7.7%	7.7%	21.2%	15.4%	9.6%	11.5%
WAIRC	39	35	69.2%	30.8%	42.6	44.7	42.8	0.0%	7.7%	5.1%	12.8%	12.8%	20.5%	12.8%	12.8%	10.3%	5.1%	0.0%
Water	475	412	50.7%	49.3%	39.3	44.1	41.5	0.2%	1.7%	9.5%	15.6%	17.9%	13.7%	11.6%	9.3%	12.0%	6.9%	1.7%
WCIT	377	313	59.4%	40.6%	48.0	49.7	48.7	0.8%	3.4%	2.9%	8.5%	10.3%	11.7%	16.7%	19.4%	11.4%	9.8%	5.0%
WorkCover	150	136	61.3%	38.7%	46.8	48.2	47.1	2.0%	4.0%	9.3%	12.0%	8.7%	10.7%	10.7%	16.7%	13.3%	7.3%	5.3%
Zoo	216	163	67.6%	32.4%	37.0	45.6	39.7	2.8%	4.2%	17.6%	16.2%	9.7%	13.4%	10.2%	8.3%	8.3%	6.0%	3.2%

Table 1.3 Salary – mean, median, bands

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2014. Source: HRMOIR.

Entity	Mean Salary (Contracts)	Median Salary (Contracts)	PSGOGA Equivalent Salary Bands (FTE)									
			Level 1 and below	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Class 1 and above
WA public sector	79 047	75 793	18.4%	11.6%	10.1%	13.2%	14.1%	20.2%	6.4%	3.0%	1.3%	1.8%
Agric	87 065	84 503	4.5%	13.7%	14.1%	11.7%	13.0%	14.9%	21.3%	5.8%	0.2%	0.8%
AGWA	74 717	68 287	8.6%	21.6%	14.0%	14.7%	19.5%	9.5%	5.2%	5.2%	0.0%	1.7%
ARC	65 508	60 365	28.6%	27.2%	14.2%	14.8%	6.8%	4.2%	0.0%	2.1%	0.0%	2.2%
Audit	97 236	91 676	2.2%	6.3%	8.8%	15.7%	16.4%	19.6%	14.5%	7.3%	2.1%	7.1%
BGPA	67 241	59 523	30.6%	14.8%	18.8%	4.6%	12.3%	5.9%	8.1%	0.8%	3.2%	0.8%
CCC	114 726	111 785	1.4%	3.7%	4.8%	13.3%	6.2%	14.2%	22.0%	19.6%	7.5%	7.4%
Central	77 027	78 782	12.4%	14.3%	6.4%	9.8%	25.4%	26.3%	2.4%	2.3%	0.1%	0.6%
Challenger	74 189	70 820	20.4%	11.2%	9.8%	9.4%	23.7%	18.4%	4.1%	2.1%	0.6%	0.3%
Chem Centre	90 197	82 764	1.7%	14.3%	12.7%	11.1%	17.6%	20.0%	9.7%	7.0%	5.0%	0.9%
CHSHA	47 248	42 868	81.3%	12.4%	3.2%	0.0%	0.8%	0.0%	0.8%	1.4%	0.0%	0.0%
Commerce	89 217	84 200	3.4%	12.2%	12.7%	11.9%	20.4%	13.2%	12.4%	6.5%	4.3%	2.9%
CYOC	77 781	78 782	11.3%	9.3%	8.2%	12.4%	34.0%	17.2%	4.2%	2.4%	0.0%	0.8%
DAA	98 519	101 517	0.0%	12.4%	3.9%	8.0%	15.3%	19.1%	14.6%	18.6%	1.4%	6.7%
DAO	92 477	84 214	6.0%	9.3%	4.9%	11.0%	30.5%	16.7%	10.8%	1.5%	3.1%	6.2%
DCA	89 236	87 070	4.3%	12.2%	11.8%	8.5%	15.6%	23.8%	11.9%	8.3%	1.1%	2.4%
DCPFS	81 388	82 764	3.2%	16.9%	15.6%	9.3%	21.0%	20.1%	10.6%	2.7%	0.3%	0.4%
DCS	78 307	76 083	4.3%	9.5%	10.7%	38.6%	19.5%	9.8%	5.0%	1.3%	0.5%	0.8%
DER	93 039	90 638	0.1%	6.0%	10.9%	10.8%	21.4%	21.0%	20.7%	6.5%	1.6%	1.0%
DES	96 118	98 055	2.2%	7.9%	13.0%	8.6%	13.1%	17.5%	17.6%	15.1%	2.0%	3.0%
DFES	92 755	88 617	0.3%	3.8%	2.9%	12.8%	40.4%	22.3%	12.1%	3.6%	0.8%	1.2%
DLGC	85 732	81 439	4.2%	9.1%	7.1%	24.8%	21.0%	16.6%	9.7%	4.3%	1.1%	2.2%
DMP	91 743	87 070	0.9%	9.9%	12.5%	12.6%	15.0%	17.5%	21.5%	7.9%	1.0%	1.1%
DOTAG	83 531	68 287	4.4%	27.0%	17.0%	12.0%	12.0%	10.5%	6.9%	3.4%	1.6%	5.2%
DPaW	73 335	68 287	18.2%	16.8%	15.0%	11.2%	17.2%	9.3%	8.4%	2.9%	0.5%	0.5%
DPC	95 716	87 070	2.5%	15.5%	13.6%	10.4%	15.9%	11.8%	10.9%	8.0%	2.7%	8.8%
DPP	109 148	84 805	3.7%	22.3%	14.9%	8.1%	7.8%	5.3%	8.3%	2.6%	4.4%	22.7%
DRD	95 123	91 676	1.4%	4.2%	9.4%	8.1%	22.2%	17.5%	19.5%	13.5%	1.4%	2.8%
DSC	70 759	59 523	11.8%	40.6%	6.2%	10.9%	13.8%	8.8%	5.2%	1.7%	0.4%	0.5%
DSD	106 156	101 517	0.0%	2.2%	9.3%	7.2%	15.0%	15.3%	22.1%	18.5%	3.6%	6.8%
DSR	73 850	68 287	13.1%	14.7%	10.2%	12.1%	16.2%	16.0%	5.4%	8.2%	1.0%	3.1%
DTWD	90 692	87 070	1.6%	8.0%	12.5%	11.1%	14.7%	26.2%	15.3%	7.2%	2.5%	1.1%
Durack	75 122	74 845	16.2%	10.1%	11.0%	16.2%	21.4%	19.2%	3.7%	1.7%	0.0%	0.4%
Education	73 476	74 791	31.3%	4.7%	7.4%	5.8%	8.7%	32.8%	6.1%	1.7%	1.3%	0.1%
EOC	92 733	87 070	10.9%	3.2%	8.0%	8.0%	20.0%	22.4%	19.4%	0.0%	4.0%	4.0%
ERA	104 254	101 517	0.0%	10.8%	9.0%	5.4%	12.6%	15.5%	16.2%	19.6%	3.6%	7.2%
Finance	92 598	87 070	2.3%	4.6%	11.8%	15.4%	18.0%	18.7%	14.8%	10.6%	1.1%	2.8%

Entity	Mean Salary (Contracts)	Median Salary (Contracts)	PSGOGA Equivalent Salary Bands (FTE)									
			Level 1 and below	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Class 1 and above
Fisheries	80 969	72 804	4.7%	14.3%	19.4%	21.0%	13.7%	8.5%	12.5%	4.6%	0.4%	0.8%
FPC	78 273	74 845	7.6%	12.8%	17.8%	21.6%	14.6%	7.8%	9.3%	4.9%	1.7%	1.7%
GESB	96 560	87 070	0.0%	9.3%	17.8%	16.7%	16.0%	11.4%	9.1%	7.5%	7.4%	4.7%
Goldfields IT	80 146	84 200	11.7%	12.3%	6.4%	12.7%	34.8%	13.7%	5.3%	2.1%	0.0%	1.1%
GSIT	72 144	69 018	16.8%	11.6%	12.8%	11.8%	19.7%	20.8%	4.8%	1.2%	0.0%	0.6%
Health	83 194	76 846	17.4%	14.1%	10.0%	18.5%	15.9%	13.7%	3.1%	2.5%	1.2%	3.6%
Housing	81 770	74 845	1.0%	15.7%	21.8%	12.3%	18.7%	13.1%	9.4%	6.4%	0.7%	1.0%
ICWA	85 073	74 845	3.2%	17.0%	22.1%	10.8%	11.7%	20.0%	6.1%	1.8%	2.9%	4.4%
KTI	78 120	76 371	9.1%	10.4%	13.4%	21.2%	22.5%	15.1%	6.1%	1.7%	0.0%	0.6%
Landgate	87 264	84 200	2.1%	9.7%	13.3%	18.9%	16.9%	16.5%	14.1%	6.1%	1.3%	1.1%
Lands	88 271	80 111	2.4%	10.7%	16.9%	13.6%	11.8%	17.4%	15.9%	8.9%	0.6%	1.8%
Legal Aid	90 829	82 764	2.6%	19.1%	17.6%	9.8%	13.4%	12.7%	9.5%	3.4%	8.8%	3.1%
Lotterywest	89 088	87 070	1.9%	5.4%	13.1%	18.6%	16.4%	23.3%	10.9%	7.3%	1.5%	1.5%
LPBWA	104 054	84 805	2.5%	20.9%	13.0%	0.0%	16.5%	5.0%	19.0%	3.5%	7.0%	12.5%
Main Roads	96 789	94 336	1.3%	3.8%	7.7%	17.7%	16.1%	19.4%	14.8%	12.2%	5.4%	1.6%
MCB	63 552	56 744	44.4%	21.1%	8.6%	9.9%	6.1%	5.1%	2.0%	2.0%	0.0%	0.7%
MHC	101 434	101 517	2.0%	3.8%	7.9%	5.6%	11.6%	20.8%	28.1%	11.4%	4.2%	4.5%
MRA	93 869	87 070	1.1%	4.7%	18.2%	7.2%	21.2%	17.1%	15.9%	8.8%	3.3%	2.5%
NTWA	73 885	71 812	12.4%	4.5%	15.5%	20.3%	13.5%	6.7%	10.2%	3.4%	10.1%	3.4%
OEPA	102 890	105 551	0.0%	2.0%	8.4%	8.0%	17.9%	17.2%	32.8%	9.5%	1.1%	3.2%
Ombudsman	104 172	101 517	0.0%	3.4%	2.7%	15.9%	20.1%	12.1%	21.2%	12.9%	3.4%	8.4%
Perth Market	67 393	64 667	16.5%	6.4%	23.1%	15.9%	9.5%	9.5%	6.4%	6.4%	0.0%	6.4%
Pilbara DC	103 265	101 517	0.0%	0.0%	17.8%	7.5%	4.7%	32.7%	14.0%	18.7%	0.0%	4.7%
Pilbara Institute	76 510	78 368	12.6%	14.0%	13.6%	7.3%	27.2%	18.4%	4.7%	1.6%	0.0%	0.5%
Planning	95 156	93 726	2.1%	9.8%	8.2%	10.0%	17.2%	16.8%	24.7%	7.2%	2.9%	1.1%
Police	64 450	59 523	16.1%	36.2%	11.6%	10.9%	10.1%	6.6%	4.9%	2.2%	0.5%	0.8%
Polytechnic	75 670	78 368	20.1%	11.4%	5.2%	7.4%	24.6%	26.6%	3.0%	0.8%	0.4%	0.4%
PSC	92 461	91 676	1.5%	4.6%	8.3%	13.5%	8.2%	24.4%	18.1%	10.9%	4.6%	5.9%
PTA	76 123	67 978	11.6%	23.0%	25.6%	8.5%	10.3%	9.7%	4.2%	3.2%	2.6%	1.3%
RGL	80 559	74 845	4.6%	5.6%	28.7%	21.3%	19.2%	8.1%	6.3%	3.6%	0.9%	1.8%
Rottneest Island	75 064	68 286	21.8%	11.6%	20.5%	12.6%	8.4%	12.9%	7.6%	0.9%	2.8%	0.9%
SBDC	95 349	96 434	2.6%	6.5%	6.1%	5.4%	14.9%	38.7%	18.5%	3.6%	0.0%	3.6%
SCSA	95 588	104 359	1.7%	14.5%	11.1%	4.1%	3.8%	12.8%	42.1%	6.0%	3.3%	0.7%
SLWA	71 594	68 287	27.2%	15.1%	10.7%	9.4%	20.7%	9.1%	4.4%	2.1%	0.6%	0.6%
SRT	90 042	90 638	2.1%	4.2%	18.5%	6.4%	20.6%	25.7%	14.4%	6.0%	0.0%	2.1%
State Heritage	91 785	87 070	0.0%	6.5%	12.9%	3.2%	38.5%	12.9%	12.9%	9.7%	0.0%	3.2%
SWDC	94 196	87 070	3.7%	4.6%	7.4%	13.0%	29.6%	18.5%	4.6%	13.9%	0.0%	4.6%
SWIT	71 953	69 749	18.4%	13.8%	11.3%	16.1%	17.6%	17.5%	3.7%	1.2%	0.0%	0.4%
Tourism WA	99 373	96 434	0.0%	1.9%	12.7%	11.7%	20.1%	21.8%	11.4%	14.1%	1.1%	5.3%
Transport	77 994	68 287	1.4%	28.0%	20.6%	14.5%	10.6%	11.6%	7.7%	3.9%	0.7%	0.9%

Entity	Mean Salary (Contracts)	Median Salary (Contracts)	PSGOGA Equivalent Salary Bands (FTE)									
			Level 1 and below	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Class 1 and above
Treasury	107 705	107 200	0.0%	2.2%	11.0%	9.4%	10.3%	16.1%	20.8%	18.7%	1.8%	9.7%
VenuesWest	52 148	41 697	46.5%	20.8%	9.1%	7.3%	4.4%	6.5%	1.8%	1.3%	1.8%	0.4%
WA Museum	74 781	68 287	20.3%	13.6%	11.4%	11.8%	15.6%	11.6%	10.9%	2.9%	1.4%	0.5%
WAEC	81 762	74 845	5.6%	11.1%	20.9%	24.0%	15.0%	6.4%	6.4%	8.5%	0.0%	2.1%
WAIRC	78 353	68 287	0.0%	22.5%	42.2%	5.8%	8.7%	9.8%	2.9%	5.2%	0.0%	2.9%
Water	90 843	87 070	0.2%	6.3%	12.3%	18.0%	19.0%	19.9%	16.7%	5.3%	1.0%	1.2%
WCIT	76 980	78 368	19.2%	8.9%	7.7%	13.3%	23.6%	21.6%	3.2%	1.6%	0.6%	0.3%
WorkCover	88 777	78 782	1.7%	13.7%	17.4%	13.1%	17.6%	11.4%	9.6%	5.6%	2.2%	7.7%
Zoo	64 745	57 705	32.8%	22.9%	7.6%	17.6%	9.1%	4.6%	1.8%	3.1%	0.0%	0.6%

Table 1.4 Occupational groups and regional distribution

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2014. Source: HRMOIR.

Entity	Australia and New Zealand Standard Classification of Occupations (ANZSCO) Major Groups (FTE)								Regions (Contracts)										
	Managers	Professionals	Technicians and Trades Workers	Community and Personal Service Workers	Clerical and Administrative Workers	Sales Workers	Machinery Operators and Drivers	Labourers	Gascoyne	Goldfields Esperance	Great Southern	Kimberley	Mid West	Peel	Pilbara	South West	Wheatbelt	Metropolitan	Outside WA
WA public sector	7.2%	49.0%	4.5%	16.8%	17.8%	0.5%	0.7%	3.5%	0.5%	2.3%	2.9%	2.5%	2.6%	2.1%	2.1%	5.9%	3.4%	75.7%	0.1%
Agric	12.4%	43.1%	27.4%	0.0%	16.2%	0.0%	0.0%	0.8%	0.7%	3.2%	8.9%	3.8%	3.9%	0.6%	0.2%	7.6%	10.6%	60.2%	0.0%
AGWA	15.6%	30.9%	16.6%	5.1%	26.6%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.8%	0.0%	0.0%	0.0%	0.0%	92.2%	0.0%
ARC	8.4%	4.4%	70.6%	0.0%	8.1%	0.0%	0.0%	8.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Audit	19.3%	69.9%	1.4%	0.0%	9.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
BGPA	12.3%	22.4%	43.0%	3.1%	7.5%	5.4%	0.0%	6.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
CCC	13.7%	65.8%	0.7%	0.0%	19.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Central	7.1%	66.5%	5.4%	0.5%	19.8%	0.1%	0.1%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Challenger	9.8%	64.1%	1.9%	0.6%	21.0%	0.0%	2.1%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	95.2%	0.0%
Chem Centre	12.9%	58.1%	21.4%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
CHSHA	11.1%	0.0%	11.4%	51.4%	8.2%	0.0%	0.0%	17.9%	0.0%	9.4%	11.9%	13.8%	10.1%	0.0%	0.0%	0.0%	38.4%	16.4%	0.0%
Commerce	15.2%	22.8%	12.2%	0.0%	49.5%	0.3%	0.0%	0.0%	0.0%	0.2%	0.3%	0.5%	0.7%	0.0%	0.2%	1.6%	0.0%	96.4%	0.0%
CYOC	12.1%	64.5%	0.7%	2.3%	17.9%	0.8%	0.8%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
DAA	34.4%	19.1%	0.0%	0.0%	46.5%	0.0%	0.0%	0.0%	0.0%	1.3%	2.5%	7.0%	3.2%	0.0%	1.9%	0.0%	0.0%	84.1%	0.0%
DAO	13.7%	57.7%	1.9%	4.6%	21.6%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
DCA	28.4%	20.0%	2.1%	0.0%	49.1%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
DCPFS	7.3%	59.1%	0.9%	16.7%	15.9%	0.0%	0.0%	0.0%	0.7%	2.8%	2.5%	6.8%	3.3%	3.6%	4.1%	5.2%	3.6%	67.4%	0.0%
DCS	4.1%	17.1%	0.4%	63.6%	14.7%	0.0%	0.0%	0.0%	0.2%	3.2%	6.0%	6.0%	5.2%	4.0%	3.4%	5.2%	0.5%	66.3%	0.0%
DER	12.8%	57.0%	0.3%	0.0%	29.9%	0.0%	0.0%	0.0%	0.0%	2.5%	2.5%	0.8%	1.4%	0.0%	2.3%	2.0%	0.0%	88.4%	0.0%
DES	28.1%	39.3%	0.0%	0.0%	32.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
DFES	14.6%	10.1%	3.1%	63.6%	8.6%	0.0%	0.0%	0.0%	0.0%	1.8%	2.5%	0.6%	2.5%	1.2%	0.7%	4.5%	0.7%	85.5%	0.0%
DLGC	11.9%	31.4%	0.7%	16.6%	39.3%	0.0%	0.0%	0.0%	1.0%	1.0%	1.0%	0.6%	0.3%	1.6%	0.3%	0.6%	1.3%	92.3%	0.0%
DMP	8.5%	41.2%	16.0%	0.0%	34.3%	0.0%	0.0%	0.0%	0.0%	5.1%	0.0%	0.1%	0.7%	0.0%	1.0%	1.2%	0.2%	91.6%	0.0%
DOTAG	11.6%	21.5%	2.3%	1.9%	62.4%	0.0%	0.0%	0.2%	0.4%	0.9%	0.7%	1.1%	0.6%	0.5%	0.7%	1.9%	0.8%	92.3%	0.0%
DPaW	8.9%	42.1%	6.3%	20.1%	19.7%	0.5%	0.1%	2.3%	4.2%	2.3%	4.1%	5.6%	2.1%	3.4%	2.0%	24.6%	4.5%	46.1%	0.9%
DPC	14.5%	39.2%	3.7%	0.0%	38.9%	0.2%	3.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	99.6%	0.4%
DPP	2.2%	47.8%	1.7%	0.0%	48.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
DRD	25.4%	30.7%	0.0%	0.0%	43.9%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	1.9%	0.0%	0.6%	0.0%	0.6%	1.2%	95.1%	0.0%
DSC	6.5%	29.3%	1.1%	53.7%	6.8%	0.0%	0.0%	2.5%	0.0%	0.3%	0.9%	0.8%	0.5%	1.8%	0.4%	2.0%	0.8%	92.6%	0.0%
DSD	32.0%	20.3%	0.0%	0.0%	47.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	97.8%	2.2%
DSR	19.1%	20.5%	1.4%	13.7%	42.2%	0.0%	0.0%	3.0%	1.1%	1.5%	1.9%	1.1%	1.9%	1.9%	1.1%	1.1%	1.5%	86.7%	0.0%
DTWD	17.3%	41.5%	0.0%	0.0%	41.2%	0.0%	0.0%	0.0%	0.0%	0.8%	0.2%	0.8%	0.4%	0.4%	0.4%	1.4%	2.6%	93.0%	0.0%
Durack	9.7%	61.0%	7.8%	3.4%	16.0%	0.3%	0.9%	0.9%	11.0%	0.0%	0.0%	0.0%	89.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	7.1%	54.5%	2.7%	22.0%	8.8%	0.0%	0.0%	4.9%	0.5%	3.2%	3.3%	2.5%	3.1%	4.1%	2.8%	8.2%	5.0%	67.2%	0.2%
EOC	19.4%	32.0%	0.0%	18.4%	30.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%

Entity	Australia and New Zealand Standard Classification of Occupations (ANZSCO) Major Groups (FTE)								Regions (Contracts)										
	Managers	Professionals	Technicians and Trades Workers	Community and Personal Service Workers	Clerical and Administrative Workers	Sales Workers	Machinery Operators and Drivers	Labourers	Gascoyne	Goldfields Esperance	Great Southern	Kimberley	Mid West	Peel	Pilbara	South West	Wheatbelt	Metropolitan	Outside WA
ERA	12.6%	65.8%	0.0%	0.0%	21.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Finance	34.3%	16.5%	1.4%	1.1%	46.1%	0.5%	0.0%	0.0%	0.1%	1.2%	0.8%	0.8%	0.8%	0.0%	0.3%	1.1%	0.7%	94.1%	0.0%
Fisheries	13.9%	29.5%	36.8%	0.0%	19.8%	0.0%	0.0%	0.0%	3.2%	0.6%	2.3%	3.8%	3.8%	3.0%	0.9%	3.2%	1.3%	78.0%	0.0%
FPC	15.4%	30.6%	9.4%	0.0%	18.3%	0.0%	0.0%	26.3%	0.5%	3.5%	3.5%	0.0%	0.0%	0.0%	0.0%	63.8%	0.0%	28.6%	0.0%
GESB	16.0%	40.6%	0.0%	0.0%	43.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Goldfields IT	11.6%	60.0%	5.4%	0.0%	19.9%	0.0%	0.0%	3.2%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GSIT	8.9%	56.7%	5.6%	3.8%	24.2%	0.6%	0.0%	0.2%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Health	2.4%	59.7%	5.2%	12.7%	14.5%	0.0%	0.9%	4.4%	0.5%	1.9%	2.7%	2.5%	2.4%	0.2%	1.6%	4.8%	3.1%	80.4%	0.0%
Housing	9.6%	20.9%	1.0%	2.3%	43.5%	22.7%	0.0%	0.0%	0.7%	2.2%	1.9%	4.6%	2.3%	0.9%	3.1%	3.1%	1.6%	79.7%	0.0%
ICWA	9.6%	23.9%	1.2%	0.0%	65.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
KTI	11.2%	60.9%	3.5%	3.6%	18.0%	0.0%	0.0%	2.8%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Landgate	15.3%	46.1%	2.7%	0.0%	35.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	1.7%	0.0%	97.7%	0.0%
Lands	19.5%	13.1%	0.0%	0.0%	67.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	0.0%	0.0%	0.0%	2.2%	0.0%	94.6%	0.0%
Legal Aid	2.3%	52.5%	0.0%	0.0%	45.2%	0.0%	0.0%	0.0%	0.0%	2.1%	2.4%	5.3%	3.2%	0.0%	1.8%	2.9%	0.6%	81.7%	0.0%
Lotterywest	26.7%	33.7%	2.5%	0.0%	33.7%	3.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
LPBWA	2.5%	46.6%	7.5%	0.0%	43.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Main Roads	16.7%	34.4%	24.5%	0.0%	23.9%	0.0%	0.0%	0.5%	2.3%	1.9%	3.2%	3.3%	3.5%	0.0%	2.6%	6.4%	4.3%	72.4%	0.0%
MCB	5.4%	9.3%	3.4%	8.4%	28.6%	0.0%	5.7%	39.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
MHC	33.2%	18.4%	0.0%	0.0%	48.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
MRA	33.9%	38.4%	0.8%	0.0%	25.6%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
NTWA	26.6%	18.3%	0.0%	0.0%	47.0%	0.0%	0.0%	8.0%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%	93.2%	0.0%
OEPA	20.0%	66.4%	0.0%	0.0%	13.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Ombudsman	27.7%	47.0%	0.0%	0.0%	25.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Perth Market	15.9%	9.5%	0.0%	3.2%	48.1%	10.0%	3.2%	10.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Pilbara DC	37.4%	9.3%	0.0%	0.0%	53.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	62.5%	0.0%	0.0%	37.5%	0.0%
Pilbara Institute	10.0%	58.8%	3.1%	0.0%	23.5%	0.0%	0.0%	4.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Planning	5.9%	66.3%	0.7%	0.4%	22.9%	0.7%	0.0%	3.2%	0.0%	0.0%	1.7%	0.2%	1.0%	3.1%	0.2%	4.4%	0.0%	89.4%	0.0%
Police	6.5%	22.3%	2.8%	10.6%	50.2%	0.0%	0.0%	7.7%	0.0%	1.2%	1.4%	0.9%	1.5%	1.5%	0.7%	1.4%	1.1%	90.2%	0.0%
Polytechnic	5.6%	66.3%	3.2%	0.0%	22.3%	0.0%	2.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
PSC	22.6%	48.5%	0.5%	0.0%	28.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
PTA	6.8%	14.5%	8.1%	18.3%	17.5%	8.0%	22.4%	4.4%	0.0%	0.2%	0.3%	0.0%	0.4%	8.9%	0.0%	1.5%	0.1%	88.7%	0.0%
RGL	17.0%	19.4%	1.8%	0.0%	61.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Rottnest Island	19.7%	26.4%	2.6%	0.9%	39.6%	5.3%	5.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
SBDC	16.3%	69.2%	0.0%	0.0%	14.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
SCSA	11.3%	58.6%	1.3%	0.0%	28.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
SLWA	11.3%	36.4%	9.7%	0.6%	37.0%	0.9%	4.1%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	99.5%	0.0%
SRT	25.1%	41.6%	0.0%	0.0%	29.1%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%

Entity	Australia and New Zealand Standard Classification of Occupations (ANZSCO) Major Groups (FTE)								Regions (Contracts)										
	Managers	Professionals	Technicians and Trades Workers	Community and Personal Service Workers	Clerical and Administrative Workers	Sales Workers	Machinery Operators and Drivers	Labourers	Gascoyne	Goldfields Esperance	Great Southern	Kimberley	Mid West	Peel	Pilbara	South West	Wheatbelt	Metropolitan	Outside WA
State Heritage	22.7%	51.5%	0.0%	0.0%	25.9%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	97.1%	0.0%
SWDC	23.1%	13.0%	0.0%	0.0%	63.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
SWIT	6.6%	62.1%	8.9%	2.0%	20.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Tourism WA	38.1%	39.2%	0.0%	0.0%	22.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	99.0%	0.0%
Transport	14.6%	22.5%	5.1%	0.0%	57.9%	0.0%	0.0%	0.0%	0.7%	1.2%	1.3%	1.2%	1.8%	1.4%	1.6%	2.1%	0.0%	88.9%	0.0%
Treasury	30.8%	45.1%	0.3%	0.0%	23.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
VenuesWest	11.0%	6.9%	3.2%	40.2%	16.4%	9.0%	0.4%	12.8%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	99.6%	0.0%
WA Museum	15.0%	34.5%	13.9%	17.3%	15.3%	1.3%	0.0%	2.7%	0.0%	3.9%	4.3%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	85.9%	0.0%
WAEC	17.1%	17.6%	2.1%	0.0%	61.1%	0.0%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
WAIRC	19.7%	11.0%	7.5%	0.0%	61.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Water	10.3%	67.3%	1.8%	0.0%	20.6%	0.0%	0.0%	0.0%	3.8%	0.0%	2.7%	2.9%	0.4%	4.4%	1.3%	8.2%	0.0%	76.2%	0.0%
WCIT	6.6%	69.3%	4.2%	1.2%	17.1%	0.0%	0.3%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
WorkCover	17.1%	28.2%	0.0%	0.0%	54.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Zoo	9.0%	13.1%	47.2%	3.3%	12.5%	7.6%	0.6%	6.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%

Table 1.5 Appointment type and separation rate

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2014. Source: HRMOIR.

Entity	Appointment Type (Contracts)									Separations (Permanent employees only)		
	Permanent Full Time	Permanent Part Time	Fixed-Term Full Time	Fixed-Term Part Time	Trainee Full Time	Trainee Part Time	Casual	Sessional	Others	Separations	Total employees throughout the FY	Separation Rate
WA public sector	43.6%	26.5%	10.6%	7.6%	0.1%	0.0%	10.4%	1.0%	0.2%	8 800	109 048	8.1%
Agric	70.2%	15.2%	4.5%	1.4%	0.0%	0.0%	0.0%	8.7%	0.1%	139	1 204	11.5%
AGWA	49.4%	20.8%	10.4%	10.4%	0.0%	0.0%	9.1%	0.0%	0.0%	4	58	6.9%
ARC	64.8%	12.7%	14.1%	0.0%	8.5%	0.0%	0.0%	0.0%	0.0%	4	59	6.8%
Audit	73.0%	13.5%	10.8%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	9	137	6.6%
BGPA	52.6%	12.2%	9.6%	6.4%	5.1%	0.0%	14.1%	0.0%	0.0%	10	111	9.0%
CCC	0.0%	0.0%	88.2%	10.5%	0.0%	0.0%	1.3%	0.0%	0.0%	0	0	N/A
Central	39.0%	18.4%	10.3%	11.3%	0.0%	0.4%	20.6%	0.0%	0.0%	74	802	9.2%
Challenger	41.8%	9.1%	15.0%	6.4%	0.1%	0.0%	27.5%	0.0%	0.0%	52	491	10.6%
Chem Centre	70.0%	6.7%	20.8%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	10	102	9.8%
CHSHA	40.3%	40.3%	1.3%	0.6%	0.0%	0.0%	17.6%	0.0%	0.0%	21	149	14.1%
Commerce	80.4%	13.8%	4.8%	0.9%	0.0%	0.1%	0.0%	0.0%	0.0%	162	992	16.3%
CYOC	65.1%	12.3%	4.1%	5.5%	0.0%	0.0%	13.0%	0.0%	0.0%	11	124	8.9%
DAA	71.3%	7.0%	19.1%	0.0%	0.6%	1.9%	0.0%	0.0%	0.0%	16	145	11.0%
DAO	38.0%	26.0%	15.1%	9.7%	0.0%	0.0%	8.9%	2.3%	0.0%	21	186	11.3%
DCA	64.7%	10.7%	20.3%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	15	156	9.6%
DCPFS	68.1%	20.5%	8.8%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	231	2 476	9.3%
DCS	80.9%	7.4%	5.4%	1.5%	1.2%	0.0%	2.1%	1.5%	0.0%	324	4 424	7.3%
DER	71.1%	15.3%	9.9%	3.1%	0.0%	0.3%	0.3%	0.0%	0.0%	32	337	9.5%
DES	71.6%	13.8%	11.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	5	98	5.1%
DFES	91.9%	2.5%	3.1%	0.4%	1.9%	0.1%	0.0%	0.0%	0.0%	96	1 520	6.3%
DLGC	70.0%	14.2%	11.3%	3.9%	0.0%	0.0%	0.6%	0.0%	0.0%	73	337	21.7%
DMP	76.8%	8.2%	13.6%	0.8%	0.1%	0.2%	0.1%	0.0%	0.0%	56	770	7.3%
DOTAG	71.7%	13.7%	8.7%	1.4%	0.7%	0.1%	3.6%	0.1%	0.0%	97	1 600	6.1%
DPaW	63.3%	10.8%	14.5%	2.6%	0.8%	0.0%	8.1%	0.0%	0.0%	132	1 479	8.9%
DPC	56.0%	7.2%	25.7%	2.8%	0.0%	0.6%	1.1%	0.0%	6.7%	45	394	11.4%
DPP	69.9%	16.8%	10.5%	2.0%	0.0%	0.8%	0.0%	0.0%	0.0%	22	244	9.0%
DRD	60.5%	14.2%	22.8%	0.6%	1.2%	0.6%	0.0%	0.0%	0.0%	19	140	13.6%
DSC	67.4%	20.5%	3.9%	1.8%	0.2%	0.1%	5.6%	0.1%	0.7%	200	1 799	11.1%
DSD	77.5%	12.9%	9.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	18	181	9.9%
DSR	49.0%	4.9%	14.1%	3.8%	0.0%	0.8%	27.4%	0.0%	0.0%	9	153	5.9%
DTWD	67.8%	11.3%	16.7%	2.6%	0.6%	0.2%	0.4%	0.0%	0.4%	62	465	13.3%
Durack	34.3%	14.1%	25.4%	11.3%	0.0%	0.0%	14.8%	0.0%	0.0%	7	146	4.8%
Education	34.5%	35.5%	6.6%	9.6%	0.0%	0.0%	13.5%	0.0%	0.4%	2 576	39 614	6.5%
EOC	58.6%	27.6%	6.9%	3.4%	3.4%	0.0%	0.0%	0.0%	0.0%	8	33	24.2%
ERA	73.2%	3.6%	23.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4	47	8.5%
Finance	81.1%	8.3%	9.3%	1.2%	0.0%	0.0%	0.1%	0.0%	0.0%	195	1 409	13.8%

Entity	Appointment Type (Contracts)									Separations (Permanent employees only)		
	Permanent Full Time	Permanent Part Time	Fixed-Term Full Time	Fixed-Term Part Time	Trainee Full Time	Trainee Part Time	Casual	Sessional	Others	Separations	Total employees throughout the FY	Separation Rate
Fisheries	75.9%	12.2%	8.5%	1.7%	0.0%	0.0%	1.7%	0.0%	0.0%	16	484	3.3%
FPC	71.9%	7.5%	4.0%	1.0%	0.0%	0.0%	15.6%	0.0%	0.0%	10	168	6.0%
GESB	18.3%	3.9%	68.6%	8.3%	0.0%	0.0%	0.9%	0.0%	0.0%	3	54	5.6%
Goldfields IT	26.2%	1.0%	54.4%	11.7%	0.0%	0.0%	6.8%	0.0%	0.0%	2	30	6.7%
GSIT	34.9%	14.3%	12.2%	16.0%	0.0%	0.0%	22.7%	0.0%	0.0%	12	129	9.3%
Health	30.8%	30.1%	15.8%	10.1%	0.0%	0.0%	10.6%	2.6%	0.0%	2 765	30 536	9.1%
Housing	69.6%	8.8%	19.4%	2.0%	0.0%	0.1%	0.1%	0.0%	0.0%	85	1 439	5.9%
ICWA	76.5%	16.9%	6.4%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	25	390	6.4%
KTI	55.3%	7.5%	22.1%	4.0%	0.0%	0.0%	11.1%	0.0%	0.0%	29	154	18.8%
Landgate	77.3%	15.8%	5.1%	1.3%	0.0%	0.5%	0.0%	0.0%	0.0%	34	818	4.2%
Lands	69.0%	8.2%	11.4%	11.4%	0.0%	0.0%	0.0%	0.0%	0.0%	8	150	5.3%
Legal Aid	66.4%	16.2%	12.7%	4.7%	0.0%	0.0%	0.0%	0.0%	0.0%	16	296	5.4%
Lotterywest	71.2%	10.2%	14.9%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	1	176	0.6%
LPBWA	57.4%	10.6%	19.1%	12.8%	0.0%	0.0%	0.0%	0.0%	0.0%	3	35	8.6%
Main Roads	91.1%	5.7%	1.3%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	83	1 161	7.1%
MCB	71.4%	12.4%	9.9%	5.0%	0.0%	0.6%	0.6%	0.0%	0.0%	20	155	12.9%
MHC	53.5%	8.1%	25.3%	11.1%	0.0%	0.0%	1.0%	1.0%	0.0%	8	71	11.3%
MRA	63.8%	9.4%	19.7%	4.7%	0.0%	0.0%	2.4%	0.0%	0.0%	5	98	5.1%
NTWA	22.7%	9.1%	31.8%	13.6%	0.0%	0.0%	20.5%	0.0%	2.3%	4	18	22.2%
OEPA	75.7%	18.7%	4.7%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	4	105	3.8%
Ombudsman	68.7%	17.9%	10.4%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5	64	7.8%
Perth Market	54.2%	0.0%	4.2%	0.0%	0.0%	2.1%	39.6%	0.0%	0.0%	2	28	7.1%
Pilbara DC	54.2%	4.2%	41.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5	19	26.3%
Pilbara Institute	58.0%	7.1%	22.2%	3.8%	0.5%	0.0%	8.5%	0.0%	0.0%	22	160	13.8%
Planning	77.5%	12.5%	8.4%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	60	491	12.2%
Police	60.6%	11.7%	6.0%	0.9%	0.0%	0.0%	20.7%	0.0%	0.0%	188	2 260	8.3%
Polytechnic	57.6%	11.2%	6.8%	1.1%	0.1%	0.0%	23.2%	0.0%	0.0%	62	905	6.9%
PSC	61.1%	12.6%	9.6%	1.2%	13.8%	1.8%	0.0%	0.0%	0.0%	18	148	12.2%
PTA	88.1%	5.1%	5.5%	0.7%	0.1%	0.1%	0.4%	0.0%	0.0%	121	1 591	7.6%
RGL	83.9%	11.9%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7	120	5.8%
Rottneest Island	45.0%	23.7%	8.4%	13.0%	0.0%	0.0%	9.9%	0.0%	0.0%	2	93	2.2%
SBDC	64.1%	14.1%	7.8%	3.1%	0.0%	0.0%	10.9%	0.0%	0.0%	2	52	3.8%
SCSA	52.9%	11.5%	22.4%	8.6%	0.0%	0.0%	4.6%	0.0%	0.0%	6	118	5.1%
SLWA	58.1%	24.7%	11.1%	6.1%	0.0%	0.0%	0.0%	0.0%	0.0%	25	191	13.1%
SRT	64.3%	12.5%	16.1%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	6	50	12.0%
State Heritage	79.4%	8.8%	11.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4	35	11.4%
SWDC	73.9%	21.7%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4	26	15.4%
SWIT	40.5%	21.3%	9.1%	8.2%	0.0%	0.0%	20.7%	0.0%	0.0%	18	222	8.1%
Tourism WA	68.6%	11.8%	16.7%	2.0%	0.0%	0.0%	1.0%	0.0%	0.0%	11	93	11.8%

Entity	Appointment Type (Contracts)									Separations (Permanent employees only)		
	Permanent Full Time	Permanent Part Time	Fixed-Term Full Time	Fixed-Term Part Time	Trainee Full Time	Trainee Part Time	Casual	Sessional	Others	Separations	Total employees throughout the FY	Separation Rate
Transport	74.8%	12.4%	10.9%	1.7%	0.0%	0.1%	0.1%	0.0%	0.0%	99	1 440	6.9%
Treasury	75.2%	11.6%	11.9%	1.0%	0.0%	0.3%	0.0%	0.0%	0.0%	52	321	16.2%
VenuesWest	14.9%	9.8%	3.7%	1.4%	0.0%	0.0%	70.1%	0.0%	0.0%	21	162	13.0%
WA Museum	40.4%	25.9%	24.7%	7.8%	0.0%	0.0%	1.2%	0.0%	0.0%	23	192	12.0%
WAEC	80.8%	13.5%	1.9%	1.9%	0.0%	0.0%	1.9%	0.0%	0.0%	5	54	9.3%
WAIRC	71.8%	25.6%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2	40	5.0%
Water	74.7%	18.9%	5.7%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	56	503	11.1%
WCIT	52.8%	18.0%	6.6%	3.2%	0.0%	0.0%	19.4%	0.0%	0.0%	25	293	8.5%
WorkCover	73.3%	9.3%	12.7%	3.3%	1.3%	0.0%	0.0%	0.0%	0.0%	13	139	9.4%
Zoo	50.0%	17.1%	6.9%	5.1%	0.5%	0.0%	20.4%	0.0%	0.0%	11	156	7.1%

Table 1.6 Length of service in an agency (tenure)

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2014. Source: HRMOIR.

Entity	Mean tenure	Median tenure	Tenure groups											
			Less than 1 year	1 to less than 2 years	2 to less than 3 years	3 to less than 4 years	4 to less than 5 years	5 to 9 years	10 to 14 years	15 to 19 years	20 to 24 years	25 to 29 years	30 to 34 years	35 years and above
WA public sector	9.1	6.2	12.2%	10.3%	8.5%	6.7%	5.4%	23.0%	11.3%	10.5%	4.5%	3.8%	1.7%	2.1%
Agric	14.3	10.7	11.0%	4.1%	4.5%	3.8%	1.8%	21.8%	12.0%	11.0%	9.7%	8.0%	5.0%	7.2%
AGWA	9.6	7.9	2.6%	6.5%	9.1%	6.5%	5.2%	33.8%	19.5%	7.8%	0.0%	5.2%	2.6%	1.3%
ARC	6.8	6.3	15.5%	7.0%	7.0%	2.8%	7.0%	43.7%	8.5%	4.2%	0.0%	2.8%	1.4%	0.0%
Audit	6.3	3.8	14.9%	12.8%	14.9%	9.5%	5.4%	25.7%	8.8%	2.0%	2.0%	1.4%	0.7%	2.0%
BGPA	9.3	6.2	10.9%	12.8%	10.3%	5.1%	5.8%	25.6%	9.0%	8.3%	1.9%	3.2%	2.6%	4.5%
CCC	5.5	5.4	8.6%	16.4%	9.9%	9.2%	4.6%	36.2%	15.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Central	8.7	6.2	9.9%	9.7%	7.3%	7.1%	7.1%	26.5%	12.8%	11.8%	2.9%	2.6%	1.0%	1.3%
Challenger	7.6	4.9	11.9%	10.4%	10.5%	10.8%	7.7%	24.4%	8.4%	7.0%	5.0%	1.6%	1.2%	1.2%
Chem Centre	5.2	6.9	5.8%	8.3%	7.5%	7.5%	8.3%	62.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CHSHA	5.6	3.7	17.6%	21.4%	5.0%	8.8%	3.1%	28.9%	6.3%	5.7%	2.5%	0.6%	0.0%	0.0%
Commerce	7.8	5.9	6.5%	5.5%	8.5%	10.9%	5.6%	38.3%	13.0%	4.5%	3.4%	2.6%	0.7%	0.6%
CYOC	7.4	5.8	9.6%	8.2%	10.3%	12.3%	4.1%	25.3%	17.1%	11.6%	1.4%	0.0%	0.0%	0.0%
DAA	5.5	4.2	14.6%	10.8%	12.7%	9.6%	12.7%	23.6%	10.8%	4.5%	0.6%	0.0%	0.0%	0.0%
DAO	7.8	6.1	11.2%	13.2%	9.7%	3.9%	1.2%	32.9%	14.7%	6.2%	1.9%	3.5%	0.8%	0.8%
DCA	6.6	4.6	18.7%	16.0%	8.6%	3.7%	3.2%	26.2%	11.8%	7.0%	2.1%	1.6%	0.5%	0.5%
DCPFS	6.8	5.0	10.8%	9.0%	11.9%	10.0%	8.4%	32.7%	6.7%	3.4%	2.5%	2.5%	1.2%	1.1%
DCS	7.8	7.0	8.3%	6.8%	5.0%	5.5%	8.2%	49.0%	6.7%	4.3%	2.4%	1.9%	1.1%	0.8%
DER	6.5	5.6	18.1%	5.7%	9.1%	5.4%	5.9%	39.4%	8.5%	2.8%	2.0%	2.3%	0.3%	0.6%
DES	5.3	3.6	7.3%	35.8%	5.5%	2.8%	7.3%	26.6%	8.3%	4.6%	0.0%	0.9%	0.9%	0.0%
DFES	12.2	8.8	7.8%	7.0%	6.7%	6.0%	3.3%	23.0%	10.3%	12.6%	9.2%	7.6%	4.0%	2.4%
DLGC	6.7	5.0	8.1%	11.6%	10.3%	11.9%	8.1%	32.6%	5.8%	5.8%	1.9%	2.6%	0.6%	0.6%
DMP	10.2	5.5	7.2%	10.0%	11.9%	8.6%	3.8%	27.6%	7.0%	5.6%	4.4%	5.6%	3.6%	4.5%
DOTAG	10.8	7.4	7.1%	6.0%	7.3%	5.9%	4.9%	31.7%	12.8%	6.9%	7.0%	4.5%	2.0%	4.0%
DPaW	12.0	8.1	7.0%	8.1%	6.3%	5.8%	4.2%	26.2%	13.1%	9.7%	3.6%	6.3%	4.7%	5.1%
DPC	5.7	3.4	12.9%	15.9%	13.9%	14.6%	5.7%	19.2%	7.8%	5.5%	2.2%	1.8%	0.2%	0.2%
DPP	8.2	6.5	9.8%	7.8%	7.0%	8.6%	5.1%	34.8%	14.5%	4.7%	2.7%	2.3%	1.6%	1.2%
DRD	5.8	3.7	18.5%	10.5%	13.6%	9.3%	13.6%	19.8%	8.0%	0.6%	0.6%	3.7%	1.9%	0.0%
DSC	10.7	7.6	6.8%	7.3%	6.9%	6.4%	7.3%	23.6%	15.8%	8.9%	6.1%	6.7%	2.4%	1.9%
DSD	4.2	4.4	7.3%	9.0%	16.3%	15.7%	6.7%	43.8%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%
DSR	6.8	5.1	13.3%	10.6%	9.1%	9.9%	6.5%	30.4%	10.3%	3.4%	1.5%	3.0%	1.5%	0.4%
DTWD	3.3	3.9	12.3%	13.9%	12.1%	12.5%	49.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Durack	6.5	4.4	14.5%	11.0%	12.4%	10.2%	6.4%	22.6%	9.9%	10.6%	1.8%	0.7%	0.0%	0.0%
Education	10.3	7.7	13.0%	10.3%	7.2%	5.1%	4.0%	16.8%	12.7%	16.4%	5.7%	4.4%	1.9%	2.5%
EOC	10.6	8.0	6.9%	13.8%	3.4%	6.9%	6.9%	17.2%	17.2%	13.8%	3.4%	6.9%	0.0%	3.4%
ERA	4.3	3.2	12.5%	14.3%	21.4%	8.9%	7.1%	30.4%	5.4%	0.0%	0.0%	0.0%	0.0%	0.0%
Finance	7.6	5.4	9.9%	7.6%	9.7%	9.8%	7.3%	35.1%	10.1%	2.8%	1.4%	2.7%	1.5%	2.1%

Entity	Mean tenure	Median tenure	Tenure groups											
			Less than 1 year	1 to less than 2 years	2 to less than 3 years	3 to less than 4 years	4 to less than 5 years	5 to 9 years	10 to 14 years	15 to 19 years	20 to 24 years	25 to 29 years	30 to 34 years	35 years and above
Fisheries	9.8	6.8	7.2%	10.2%	8.5%	9.8%	5.5%	24.1%	12.6%	8.5%	4.1%	3.6%	2.8%	3.2%
FPC	13.3	9.2	7.0%	8.0%	10.1%	5.5%	1.5%	21.1%	9.0%	10.6%	6.5%	7.5%	8.5%	4.5%
GESB	6.8	5.0	5.7%	17.5%	10.0%	8.3%	9.2%	30.1%	9.2%	3.9%	1.3%	3.9%	0.0%	0.9%
Goldfields IT	2.1	2.2	25.2%	19.4%	18.4%	36.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GSIT	8.5	6.7	10.5%	4.6%	11.3%	8.0%	4.6%	28.2%	13.0%	13.0%	2.1%	2.5%	2.1%	0.0%
Health	8.0	5.3	13.2%	11.6%	9.9%	8.0%	5.8%	23.3%	11.0%	7.8%	4.0%	3.3%	1.1%	1.0%
Housing	8.7	4.3	16.1%	14.7%	9.2%	8.5%	5.6%	19.3%	7.0%	4.2%	3.7%	4.9%	2.8%	4.0%
ICWA	13.3	8.0	11.5%	5.6%	6.9%	5.4%	3.6%	21.5%	10.5%	5.6%	5.6%	11.8%	5.9%	6.1%
KTI	4.3	2.8	22.6%	16.6%	14.1%	10.6%	6.0%	17.6%	9.0%	3.5%	0.0%	0.0%	0.0%	0.0%
Landgate	16.0	10.6	3.9%	6.1%	2.3%	4.2%	2.7%	29.0%	10.7%	7.7%	6.3%	8.7%	5.3%	13.2%
Lands	5.7	4.3	19.6%	9.8%	12.0%	7.1%	4.9%	16.3%	28.3%	1.1%	0.5%	0.5%	0.0%	0.0%
Legal Aid	8.8	6.9	5.6%	8.9%	8.6%	9.8%	6.5%	27.8%	16.0%	6.2%	5.0%	3.8%	1.5%	0.3%
Lotterywest	8.0	6.1	14.9%	10.7%	9.8%	1.9%	6.0%	28.8%	10.2%	8.8%	5.1%	1.9%	1.4%	0.5%
LPBWA	5.9	5.8	14.9%	8.5%	8.5%	10.6%	4.3%	40.4%	6.4%	6.4%	0.0%	0.0%	0.0%	0.0%
Main Roads	14.8	9.6	4.9%	8.1%	6.6%	3.5%	4.1%	24.0%	13.1%	4.7%	7.0%	7.2%	5.9%	10.9%
MCB	6.2	3.6	16.8%	13.7%	14.9%	8.7%	5.6%	25.5%	4.3%	5.6%	1.2%	0.6%	0.0%	3.1%
MHC	4.3	2.5	24.2%	20.2%	14.1%	8.1%	4.0%	18.2%	4.0%	5.1%	1.0%	1.0%	0.0%	0.0%
MRA	3.1	2.1	19.7%	28.3%	19.7%	6.3%	2.4%	22.0%	0.8%	0.0%	0.8%	0.0%	0.0%	0.0%
NTWA	6.3	4.1	9.1%	15.9%	2.3%	22.7%	4.5%	20.5%	15.9%	9.1%	0.0%	0.0%	0.0%	0.0%
OEPA	8.0	7.1	4.7%	12.1%	16.8%	6.5%	2.8%	32.7%	7.5%	11.2%	2.8%	2.8%	0.0%	0.0%
Ombudsman	6.1	4.7	4.5%	13.4%	17.9%	7.5%	10.4%	34.3%	6.0%	0.0%	1.5%	4.5%	0.0%	0.0%
Perth Market	3.3	3.2	10.4%	16.7%	18.8%	14.6%	22.9%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Pilbara DC	3.4	3.0	25.0%	8.3%	16.7%	25.0%	4.2%	16.7%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Pilbara Institute	5.7	4.4	16.0%	12.7%	9.9%	9.4%	8.5%	27.4%	9.4%	3.3%	1.4%	1.4%	0.0%	0.5%
Planning	9.0	6.5	7.7%	6.7%	7.9%	8.1%	4.8%	35.7%	10.9%	6.9%	4.4%	4.0%	1.3%	1.7%
Police	7.8	5.6	12.8%	10.9%	9.1%	7.7%	5.2%	30.4%	7.8%	7.3%	3.7%	2.9%	1.2%	1.2%
Polytechnic	9.3	6.4	6.6%	6.1%	9.0%	6.5%	5.9%	34.6%	12.6%	8.0%	3.0%	3.6%	2.1%	2.1%
PSC	4.3	3.1	26.3%	7.8%	15.6%	19.8%	3.6%	20.4%	3.6%	0.6%	0.0%	0.6%	1.2%	0.6%
PTA	10.0	6.5	9.3%	8.5%	8.4%	5.5%	8.2%	31.9%	12.1%	1.8%	1.6%	2.7%	2.4%	7.6%
RGL	10.6	6.4	4.2%	6.8%	8.5%	6.8%	3.4%	41.5%	7.6%	0.8%	6.8%	7.6%	1.7%	4.2%
Rottneest Island	6.1	4.6	14.6%	12.3%	9.2%	10.8%	6.2%	27.7%	10.0%	7.7%	0.0%	0.8%	0.8%	0.0%
SBDC	8.0	6.2	10.9%	10.9%	10.9%	3.1%	3.1%	32.8%	9.4%	9.4%	6.3%	3.1%	0.0%	0.0%
SCSA	6.1	6.2	15.5%	11.5%	6.3%	6.9%	4.0%	40.8%	7.5%	5.2%	0.6%	1.7%	0.0%	0.0%
SLWA	12.4	8.5	12.1%	7.1%	7.1%	3.5%	2.0%	22.2%	9.6%	12.6%	9.1%	4.5%	5.6%	4.5%
SRT	6.4	6.4	8.9%	7.1%	14.3%	3.6%	7.1%	48.2%	5.4%	3.6%	0.0%	0.0%	0.0%	1.8%
State Heritage	4.9	4.6	20.6%	11.8%	5.9%	2.9%	20.6%	26.5%	8.8%	0.0%	2.9%	0.0%	0.0%	0.0%
SWDC	4.7	6.3	13.0%	13.0%	13.0%	4.3%	0.0%	52.2%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%
SWIT	8.6	7.5	7.0%	6.7%	12.2%	8.5%	2.7%	25.6%	21.3%	9.8%	4.3%	1.2%	0.6%	0.0%
Tourism WA	7.1	4.5	13.7%	7.8%	11.8%	14.7%	4.9%	25.5%	11.8%	2.9%	1.0%	2.9%	0.0%	2.9%

Entity	Mean tenure	Median tenure	Tenure groups											
			Less than 1 year	1 to less than 2 years	2 to less than 3 years	3 to less than 4 years	4 to less than 5 years	5 to 9 years	10 to 14 years	15 to 19 years	20 to 24 years	25 to 29 years	30 to 34 years	35 years and above
Transport	8.9	6.4	7.1%	10.2%	9.6%	6.5%	6.6%	32.1%	10.9%	6.6%	1.9%	4.4%	1.5%	2.7%
Treasury	8.2	5.1	11.9%	9.2%	10.6%	7.6%	9.6%	26.7%	9.2%	4.3%	2.0%	4.0%	2.3%	2.6%
VenuesWest	3.8	2.3	27.4%	18.5%	9.8%	12.8%	8.3%	13.7%	6.0%	2.6%	0.9%	0.0%	0.0%	0.0%
WA Museum	10.1	6.8	12.9%	8.2%	6.7%	4.3%	5.5%	25.1%	15.7%	7.8%	2.4%	2.7%	3.5%	5.1%
WAEC	9.8	6.5	15.4%	5.8%	1.9%	7.7%	1.9%	32.7%	11.5%	11.5%	3.8%	0.0%	3.8%	3.8%
WAIRC	10.7	6.9	10.3%	7.7%	7.7%	5.1%	7.7%	17.9%	20.5%	5.1%	0.0%	12.8%	5.1%	0.0%
Water	10.9	8.1	2.5%	5.9%	5.7%	4.6%	4.0%	41.1%	14.1%	10.5%	2.5%	2.1%	3.6%	3.4%
WCIT	7.9	5.1	12.7%	7.7%	9.0%	13.3%	5.6%	23.9%	10.6%	8.8%	4.0%	2.4%	1.3%	0.8%
WorkCover	8.3	4.9	11.3%	12.0%	10.0%	6.7%	11.3%	21.3%	7.3%	4.0%	9.3%	5.3%	0.0%	1.3%
Zoo	7.7	5.4	17.1%	9.3%	9.7%	4.6%	6.9%	26.9%	12.0%	5.6%	2.3%	2.8%	0.9%	1.9%

Table 1.7 Equity and diversity – women, youth and mature employees

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2014. Source: HRMOIR.

Entity	Women							Youth (Aged <25)	Mature employees (Aged ≥45)	
	Headcount	Representation	% Women in SES	% Women in MT1	% Women in MT2	% Women in MT3	% Women in MT2&3			Women Equity Index
WA public sector	99 120	71.9%	30.1%	29.3%	34.9%	42.7%	40.7%	71.8	4.6%	52.5%
Agric	567	46.0%	12.5%	0.0%	0.0%	31.6%	26.7%	70.2	2.5%	63.1%
AGWA	54	73.0%	0.0%	N/A	0.0%	66.7%	50.0%	84.1	4.1%	52.7%
ARC	51	71.8%	N/A	100.0%	60.0%	66.7%	63.6%	81.0	21.1%	22.5%
Audit	84	56.8%	40.0%	0.0%	50.0%	39.1%	41.4%	78.5	5.4%	33.1%
BGPA	79	50.6%	50.0%	0.0%	50.0%	35.7%	38.9%	92.8	7.7%	43.6%
CCC	71	46.7%	N/A	N/A	0.0%	20.0%	16.7%	75.6	1.3%	50.7%
Central	800	63.4%	33.3%	0.0%	42.9%	57.1%	54.3%	90.4	2.8%	65.3%
Challenger	475	55.6%	80.0%	100.0%	66.7%	50.0%	53.6%	92.1	2.9%	63.7%
Chem Centre	60	50.0%	0.0%	0.0%	16.7%	100.0%	37.5%	57.8	4.2%	42.5%
CHSHA	105	67.3%	N/A	N/A	100.0%	33.3%	38.5%	61.8	2.6%	66.0%
Commerce	494	57.4%	38.5%	0.0%	31.3%	38.5%	36.8%	71.7	2.8%	54.6%
CYOC	95	65.1%	0.0%	0.0%	66.7%	45.5%	50.0%	68.9	2.1%	74.7%
DAA	93	60.0%	33.3%	0.0%	30.0%	53.8%	47.2%	78.5	7.7%	45.2%
DAO	192	74.4%	50.0%	0.0%	57.1%	84.2%	76.9%	89.1	3.1%	53.5%
DCA	121	65.1%	25.0%	0.0%	37.5%	50.0%	45.5%	75.4	3.2%	50.5%
DCPFS	2 070	82.4%	60.0%	100.0%	57.1%	60.0%	59.7%	89.6	4.1%	45.3%
DCS	2 149	46.5%	23.5%	0.0%	30.0%	45.0%	40.0%	98.1	2.2%	60.9%
DER	205	58.2%	25.0%	0.0%	66.7%	45.5%	50.0%	79.5	2.3%	38.1%
DES	72	66.1%	0.0%	0.0%	20.0%	40.0%	35.0%	62.4	1.8%	56.9%
DFES	254	16.9%	30.0%	0.0%	14.3%	28.6%	25.0%	97.2	1.9%	46.0%
DLGC	243	78.4%	57.1%	100.0%	40.0%	45.0%	44.0%	79.0	1.0%	53.9%
DMP	397	47.4%	20.0%	0.0%	20.0%	24.1%	23.5%	66.3	3.7%	60.1%
DOTAG	1 180	67.5%	33.3%	100.0%	27.3%	44.4%	41.1%	74.0	8.8%	48.6%
DPaW	794	44.1%	9.1%	0.0%	14.3%	10.7%	11.4%	69.3	4.3%	50.2%
DPC	330	61.1%	23.8%	0.0%	22.6%	30.8%	26.3%	74.9	6.7%	45.2%
DPP	157	61.3%	0.0%	0.0%	0.0%	50.0%	38.5%	90.9	6.3%	35.9%
DRD	104	64.2%	20.0%	0.0%	0.0%	57.9%	47.8%	75.9	4.9%	46.3%
DSC	1 240	68.2%	55.6%	0.0%	77.8%	45.8%	54.5%	102.5	1.9%	64.2%
DSD	96	54.2%	33.3%	0.0%	16.7%	41.7%	33.3%	80.6	2.3%	53.7%

Entity	Women								Youth (Aged <25)	Mature employees (Aged ≥45)
	Headcount	Representation	% Women in SES	% Women in MT1	% Women in MT2	% Women in MT3	% Women in MT2&3	Women Equity Index		
DSR	141	53.6%	0.0%	0.0%	25.0%	12.5%	16.7%	53.0	14.1%	33.1%
DTWD	319	64.8%	28.6%	100.0%	20.0%	45.0%	40.0%	76.8	5.5%	48.4%
Durack	180	63.8%	0.0%	0.0%	50.0%	40.0%	42.1%	74.1	2.5%	51.8%
Education	39 938	82.5%	25.9%	100.0%	10.0%	38.5%	32.7%	76.6	4.2%	54.9%
EOC	22	75.9%	N/A	100.0%	75.0%	N/A	75.0%	89.0	10.3%	69.0%
ERA	27	48.2%	0.0%	0.0%	0.0%	41.7%	33.3%	61.3	3.6%	42.9%
Finance	656	49.0%	33.3%	100.0%	25.0%	39.4%	35.6%	78.8	3.7%	49.2%
Fisheries	248	46.7%	25.0%	0.0%	33.3%	12.5%	15.8%	61.7	2.8%	40.9%
FPC	85	42.7%	N/A	0.0%	37.5%	37.5%	37.5%	51.3	2.5%	56.8%
GESB	127	55.5%	0.0%	0.0%	0.0%	61.1%	50.0%	91.4	2.2%	30.1%
Goldfields IT	58	56.3%	0.0%	0.0%	80.0%	50.0%	60.0%	74.3	2.9%	46.6%
GSIT	144	61.0%	100.0%	100.0%	33.3%	60.0%	56.5%	84.4	1.7%	69.9%
Health	35 218	77.4%	55.0%	0.0%	16.7%	57.0%	54.1%	74.2	5.2%	48.8%
Housing	1 093	63.5%	13.3%	0.0%	0.0%	30.4%	25.9%	68.9	6.1%	48.1%
ICWA	222	56.8%	0.0%	0.0%	25.0%	20.0%	22.2%	51.0	3.8%	46.5%
KTI	118	59.3%	100.0%	100.0%	33.3%	55.6%	52.4%	98.5	0.5%	55.3%
Landgate	389	46.2%	25.0%	0.0%	33.3%	48.1%	45.5%	71.7	3.6%	58.8%
Lands	97	52.7%	0.0%	0.0%	40.0%	45.5%	43.8%	87.1	13.0%	49.5%
Legal Aid	274	81.8%	N/A	0.0%	57.1%	76.0%	71.9%	83.6	3.6%	45.4%
Lotterywest	121	56.3%	66.7%	100.0%	66.7%	44.4%	50.0%	92.1	3.3%	45.6%
LPBWA	36	76.6%	N/A	0.0%	100.0%	57.1%	66.7%	93.4	6.4%	51.1%
Main Roads	330	29.6%	0.0%	0.0%	9.1%	9.1%	9.1%	60.6	5.6%	56.6%
MCB	60	37.5%	0.0%	0.0%	40.0%	42.1%	41.7%	142.5	7.5%	53.8%
MHC	70	70.7%	40.0%	0.0%	66.7%	42.9%	53.8%	95.3	5.1%	50.5%
MRA	85	66.9%	25.0%	0.0%	40.0%	57.1%	52.6%	73.7	7.9%	23.6%
NTWA	26	60.5%	N/A	0.0%	50.0%	66.7%	60.0%	76.3	2.3%	74.4%
OEPA	58	54.2%	0.0%	0.0%	0.0%	40.0%	30.8%	72.6	1.9%	44.9%
Ombudsman	53	79.1%	N/A	0.0%	100.0%	62.5%	72.7%	104.5	0.0%	47.8%
Perth Market	23	47.9%	N/A	0.0%	33.3%	0.0%	16.7%	48.8	29.2%	39.6%
Pilbara DC	14	58.3%	0.0%	0.0%	40.0%	N/A	40.0%	83.3	0.0%	50.0%
Pilbara Institute	136	64.2%	100.0%	100.0%	50.0%	52.4%	52.0%	87.1	3.3%	64.2%
Planning	250	52.2%	42.9%	100.0%	50.0%	38.2%	39.5%	83.2	1.7%	49.3%

Entity	Women								Youth (Aged <25)	Mature employees (Aged ≥45)
	Headcount	Representation	% Women in SES	% Women in MT1	% Women in MT2	% Women in MT3	% Women in MT2&3	Women Equity Index		
Police	1 597	56.1%	0.0%	0.0%	0.0%	28.6%	22.2%	70.3	6.5%	58.7%
Polytechnic	594	48.8%	37.5%	100.0%	28.6%	36.4%	35.0%	67.4	2.8%	71.8%
PSC	102	61.1%	41.7%	0.0%	85.7%	58.3%	68.4%	78.2	21.0%	32.3%
PTA	371	23.5%	14.3%	0.0%	0.0%	20.0%	16.9%	104.0	2.7%	54.0%
RGL	54	45.8%	33.3%	0.0%	50.0%	28.6%	33.3%	60.3	2.5%	55.1%
Rottnest Island	73	55.7%	0.0%	0.0%	25.0%	27.3%	26.7%	63.8	3.1%	48.1%
SBDC	41	64.1%	50.0%	0.0%	50.0%	20.0%	33.3%	71.3	1.6%	51.6%
SCSA	120	69.0%	50.0%	0.0%	60.0%	61.1%	60.9%	76.0	1.7%	67.2%
SLWA	141	71.9%	100.0%	N/A	50.0%	83.3%	75.0%	98.5	4.1%	65.3%
SRT	29	51.8%	0.0%	0.0%	100.0%	50.0%	60.0%	75.6	0.0%	28.6%
State Heritage	26	76.5%	0.0%	0.0%	75.0%	50.0%	66.7%	75.6	5.9%	35.3%
SWDC	13	56.5%	0.0%	0.0%	60.0%	N/A	60.0%	70.1	0.0%	69.6%
SWIT	212	65.2%	0.0%	0.0%	33.3%	61.5%	56.3%	70.3	0.9%	69.5%
Tourism WA	75	73.5%	40.0%	100.0%	50.0%	66.7%	62.5%	80.4	5.9%	34.3%
Transport	878	57.2%	19.0%	0.0%	100.0%	14.3%	25.0%	59.4	4.2%	51.7%
Treasury	152	50.2%	15.8%	0.0%	0.0%	13.3%	11.1%	77.3	5.6%	40.6%
VenuesWest	317	57.5%	N/A	0.0%	12.5%	36.4%	26.3%	60.9	40.8%	22.3%
WA Museum	155	62.0%	0.0%	N/A	0.0%	33.3%	28.6%	76.2	3.2%	54.0%
WAEC	28	53.8%	N/A	0.0%	28.6%	0.0%	22.2%	49.7	0.0%	65.4%
WAIRC	27	69.2%	100.0%	100.0%	50.0%	100.0%	85.7%	118.1	7.7%	41.0%
Water	241	50.7%	30.0%	100.0%	0.0%	40.0%	22.2%	80.4	1.9%	41.5%
WCIT	224	59.4%	50.0%	100.0%	33.3%	50.0%	44.4%	87.9	4.2%	62.3%
WorkCover	92	61.3%	50.0%	0.0%	40.0%	27.3%	31.3%	65.1	6.0%	53.3%
Zoo	146	67.6%	100.0%	100.0%	50.0%	50.0%	50.0%	95.7	6.9%	36.1%

Table 1.8 Equity and diversity – Indigenous Australians, people with culturally diverse backgrounds, people with disability

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2014. Source: HRMOIR.

Entity	Indigenous Australians (IA)					People with culturally diverse backgrounds (CDB)					People with disability (PWD)				
	IA Valid responses	IA % Valid responses	Indigenous Australian	IA Representation	IA Equity Index	CDB Valid responses	CDB % Valid responses	Culturally Diverse Background	CDB Representation	Equity Index	PWD Valid responses	PWD % Valid responses	People with Disability	PWD Representation	Equity Index
WA public sector	82 994	60.2%	2 390	2.9%	41.3	79 613	57.7%	9 960	12.5%	95.4	83 432	60.5%	1 953	2.3%	99.2
Agric	1 139	92.5%	18	1.6%	39.7	1 199	97.3%	181	15.1%	82.7	1 128	91.6%	21	1.9%	96.0
AGWA	62	83.8%	2	3.2%	183.8	60	81.1%	5	8.3%	387.8	56	75.7%	2	3.6%	25.1
ARC	71	100.0%	1	1.4%	4.0	71	100.0%	6	8.5%	478.5	71	100.0%	4	5.6%	14.8
Audit	148	100.0%	0	0.0%	N/A	148	100.0%	57	38.5%	66.1	148	100.0%	0	0.0%	N/A
BGPA	154	98.7%	2	1.3%	15.9	155	99.4%	16	10.3%	143.4	155	99.4%	0	0.0%	N/A
CCC	152	100.0%	1	0.7%	102.7	152	100.0%	7	4.6%	57.1	152	100.0%	1	0.7%	31.0
Central	1 159	91.9%	16	1.4%	124.7	1 234	97.9%	234	19.0%	70.8	1 163	92.2%	27	2.3%	85.8
Challenger	785	91.8%	11	1.4%	94.4	817	95.6%	92	11.3%	96.2	802	93.8%	29	3.6%	125.1
Chem Centre	116	96.7%	0	0.0%	N/A	117	97.5%	28	23.9%	89.1	114	95.0%	4	3.5%	117.7
CHSHA	153	98.1%	2	1.3%	7.7	156	100.0%	7	4.5%	701.0	153	98.1%	1	0.7%	7.7
Commerce	614	71.3%	5	0.8%	40.7	720	83.6%	102	14.2%	94.3	314	36.5%	27	8.6%	64.6
CYOC	139	95.2%	6	4.3%	38.6	146	100.0%	14	9.6%	153.4	137	93.8%	2	1.5%	32.8
DAA	150	96.8%	44	29.3%	70.9	147	94.8%	20	13.6%	68.7	143	92.3%	5	3.5%	110.3
DAO	218	84.5%	13	6.0%	52.6	208	80.6%	27	13.0%	111.6	233	90.3%	3	1.3%	252.3
DCA	170	91.4%	1	0.6%	69.8	175	94.1%	30	17.1%	71.9	163	87.6%	3	1.8%	118.4
DCPFS	2 498	99.4%	199	8.0%	57.7	2 496	99.4%	320	12.8%	97.7	2 331	92.8%	22	0.9%	84.6
DCS	3 058	66.2%	243	7.9%	60.2	3 129	67.7%	355	11.3%	119.9	3 534	76.5%	299	8.5%	76.0
DER	342	97.2%	2	0.6%	59.4	340	96.6%	38	11.2%	75.8	316	89.8%	5	1.6%	87.1
DES	100	91.7%	3	3.0%	41.1	90	82.6%	14	15.6%	63.2	98	89.9%	1	1.0%	19.2
DFES	843	56.0%	24	2.8%	59.2	878	58.3%	57	6.5%	81.5	811	53.9%	9	1.1%	83.3
DLGC	260	83.9%	20	7.7%	24.7	260	83.9%	34	13.1%	103.7	242	78.1%	9	3.7%	95.2
DMP	747	89.2%	12	1.6%	28.2	805	96.2%	166	20.6%	92.2	746	89.1%	25	3.4%	49.5
DOTAG	1 108	63.4%	58	5.2%	32.0	1 130	64.6%	172	15.2%	83.7	1 196	68.4%	38	3.2%	70.3
DPaW	1 439	79.9%	61	4.2%	20.2	1 477	82.0%	112	7.6%	109.0	1 614	89.6%	42	2.6%	130.8
DPC	414	76.7%	9	2.2%	64.4	429	79.4%	53	12.4%	77.8	410	75.9%	16	3.9%	32.6
DPP	70	27.3%	1	1.4%	13.3	85	33.2%	13	15.3%	80.7	65	25.4%	9	13.8%	121.9
DRD	76	46.9%	3	3.9%	79.8	54	33.3%	10	18.5%	81.0	10	6.2%	1	10.0%	64.1
DSC	1 519	83.6%	11	0.7%	25.4	1 299	71.5%	271	20.9%	57.1	1 317	72.4%	46	3.5%	105.4

Entity	Indigenous Australians (IA)					People with culturally diverse backgrounds (CDB)					People with disability (PWD)				
	IA Valid responses	IA % Valid responses	Indigenous Australian	IA Representation	IA Equity Index	CDB Valid responses	CDB % Valid responses	Culturally Diverse Background	CDB Representation	Equity Index	PWD Valid responses	PWD % Valid responses	People with Disability	PWD Representation	Equity Index
DSD	165	93.2%	1	0.6%	56.8	163	92.1%	27	16.6%	80.8	165	93.2%	2	1.2%	280.0
DSR	244	92.8%	8	3.3%	47.6	248	94.3%	19	7.7%	86.5	239	90.9%	7	2.9%	406.0
DTWD	446	90.7%	14	3.1%	76.9	406	82.5%	50	12.3%	78.3	439	89.2%	7	1.6%	36.7
Durack	279	98.9%	10	3.6%	58.9	280	99.3%	16	5.7%	71.8	276	97.9%	5	1.8%	18.9
Education	34 095	70.4%	907	2.7%	34.4	31 601	65.2%	2 379	7.5%	68.1	33 765	69.7%	543	1.6%	70.1
EOC	10	34.5%	0	0.0%	N/A	16	55.2%	3	18.8%	87.2	10	34.5%	1	10.0%	10.1
ERA	56	100.0%	0	0.0%	N/A	56	100.0%	17	30.4%	77.7	55	98.2%	1	1.8%	72.9
Finance	777	58.1%	4	0.5%	66.0	840	62.8%	197	23.5%	74.6	13	1.0%	11	84.6%	86.0
Fisheries	106	20.0%	2	1.9%	35.9	112	21.1%	20	17.9%	87.3	102	19.2%	5	4.9%	26.8
FPC	176	88.4%	0	0.0%	N/A	184	92.5%	24	13.0%	48.2	159	79.9%	6	3.8%	22.6
GESB	209	91.3%	0	0.0%	N/A	208	90.8%	45	21.6%	101.6	207	90.4%	2	1.0%	34.8
Goldfields IT	98	95.1%	4	4.1%	65.0	102	99.0%	18	17.6%	94.8	100	97.1%	3	3.0%	61.6
GSIT	234	99.2%	8	3.4%	108.7	235	99.6%	12	5.1%	329.9	234	99.2%	8	3.4%	45.5
Health	14 540	31.9%	373	2.6%	32.3	13 189	29.0%	2 525	19.1%	110.5	18 075	39.7%	351	1.9%	161.4
Housing	1 467	85.2%	71	4.8%	59.3	1 468	85.2%	183	12.5%	88.6	1 596	92.7%	23	1.4%	64.7
ICWA	381	97.4%	1	0.3%	14.6	382	97.7%	73	19.1%	62.7	379	96.9%	9	2.4%	73.6
KTI	191	96.0%	20	10.5%	47.1	198	99.5%	17	8.6%	106.5	196	98.5%	4	2.0%	95.0
Landgate	699	83.0%	7	1.0%	25.5	399	47.4%	77	19.3%	66.2	30	3.6%	26	86.7%	103.0
Lands	112	60.9%	2	1.8%	44.2	91	49.5%	15	16.5%	79.4	12	6.5%	3	25.0%	85.3
Legal Aid	330	98.5%	6	1.8%	70.7	328	97.9%	35	10.7%	77.7	331	98.8%	15	4.5%	74.2
Lotterywest	215	100.0%	1	0.5%	31.9	214	99.5%	33	15.4%	73.0	215	100.0%	2	0.9%	27.8
LPBWA	42	89.4%	0	0.0%	N/A	43	91.5%	4	9.3%	84.5	44	93.6%	0	0.0%	N/A
Main Roads	552	49.6%	10	1.8%	41.1	675	60.6%	120	17.8%	89.1	445	39.9%	27	6.1%	77.3
MCB	150	93.8%	7	4.7%	2.7	160	100.0%	18	11.3%	201.8	137	85.6%	3	2.2%	435.5
MHC	59	59.6%	1	1.7%	58.2	54	54.5%	9	16.7%	101.3	68	68.7%	6	8.8%	115.2
MRA	126	99.2%	3	2.4%	71.5	105	82.7%	17	16.2%	108.8	127	100.0%	0	0.0%	N/A
NTWA	43	100.0%	0	0.0%	N/A	43	100.0%	2	4.7%	86.7	43	100.0%	0	0.0%	N/A
OEPA	101	94.4%	1	1.0%	54.8	101	94.4%	13	12.9%	113.8	96	89.7%	0	0.0%	N/A
Ombudsman	62	92.5%	1	1.6%	46.3	64	95.5%	2	3.1%	99.3	64	95.5%	3	4.7%	31.3
Perth Market	48	100.0%	0	0.0%	N/A	48	100.0%	8	16.7%	231.4	48	100.0%	0	0.0%	N/A
Pilbara DC	12	50.0%	0	0.0%	N/A	7	29.2%	0	0.0%	N/A	1	4.2%	0	0.0%	N/A
Pilbara Institute	168	79.2%	11	6.5%	86.3	179	84.4%	31	17.3%	57.9	167	78.8%	6	3.6%	105.2

Entity	Indigenous Australians (IA)					People with culturally diverse backgrounds (CDB)					People with disability (PWD)				
	IA Valid responses	IA % Valid responses	Indigenous Australian	IA Representation	IA Equity Index	CDB Valid responses	CDB % Valid responses	Culturally Diverse Background	CDB Representation	Equity Index	PWD Valid responses	PWD % Valid responses	People with Disability	PWD Representation	Equity Index
Planning	189	39.5%	1	0.5%	16.7	269	56.2%	63	23.4%	80.6	58	12.1%	10	17.2%	62.4
Police	2 112	74.1%	37	1.8%	45.3	2 283	80.1%	324	14.2%	81.4	2 110	74.1%	77	3.6%	91.2
Polytechnic	1 057	86.8%	20	1.9%	37.5	1 087	89.2%	193	17.8%	66.9	1 039	85.3%	19	1.8%	45.2
PSC	143	85.6%	30	21.0%	10.2	145	86.8%	18	12.4%	84.3	142	85.0%	5	3.5%	47.7
PTA	1 467	93.1%	11	0.7%	11.4	1 371	87.0%	296	21.6%	78.8	1 392	88.3%	10	0.7%	51.3
RGL	107	90.7%	0	0.0%	N/A	109	92.4%	25	22.9%	100.1	36	30.5%	5	13.9%	148.6
Rottneest Island	116	88.5%	1	0.9%	2.7	115	87.8%	19	16.5%	44.1	115	87.8%	0	0.0%	N/A
SBDC	64	100.0%	1	1.6%	45.9	64	100.0%	6	9.4%	162.2	64	100.0%	0	0.0%	N/A
SCSA	159	91.4%	0	0.0%	N/A	147	84.5%	22	15.0%	73.0	155	89.1%	2	1.3%	103.2
SLWA	172	87.8%	5	2.9%	85.8	174	88.8%	21	12.1%	36.8	148	75.5%	3	2.0%	39.4
SRT	55	98.2%	3	5.5%	38.0	54	96.4%	5	9.3%	80.7	45	80.4%	0	0.0%	N/A
State Heritage	20	58.8%	0	0.0%	N/A	20	58.8%	2	10.0%	104.0	17	50.0%	1	5.9%	133.9
SWDC	20	87.0%	0	0.0%	N/A	17	73.9%	0	0.0%	N/A	5	21.7%	1	20.0%	294.6
SWIT	278	85.5%	3	1.1%	87.5	288	88.6%	25	8.7%	78.3	279	85.8%	6	2.2%	98.3
Tourism WA	102	100.0%	1	1.0%	56.6	102	100.0%	7	6.9%	49.5	102	100.0%	0	0.0%	N/A
Transport	774	50.4%	11	1.4%	29.9	910	59.2%	174	19.1%	99.8	677	44.1%	27	4.0%	68.9
Treasury	158	52.1%	1	0.6%	55.6	165	54.5%	39	23.6%	80.7	4	1.3%	4	100.0%	100.0
VenuesWest	538	97.6%	2	0.4%	2.4	541	98.2%	85	15.7%	123.4	537	97.5%	4	0.7%	163.0
WA Museum	214	85.6%	2	0.9%	84.0	210	84.0%	32	15.2%	81.1	193	77.2%	7	3.6%	47.0
WAEC	52	100.0%	0	0.0%	N/A	52	100.0%	10	19.2%	28.2	52	100.0%	0	0.0%	N/A
WAIRC	39	100.0%	0	0.0%	N/A	39	100.0%	6	15.4%	61.0	39	100.0%	4	10.3%	178.1
Water	346	72.8%	5	1.4%	127.3	365	76.8%	52	14.2%	125.3	41	8.6%	5	12.2%	52.2
WCIT	344	91.2%	3	0.9%	19.5	353	93.6%	38	10.8%	65.6	343	91.0%	5	1.5%	46.1
WorkCover	150	100.0%	5	3.3%	43.9	150	100.0%	19	12.7%	85.0	10	6.7%	9	90.0%	88.6
Zoo	216	100.0%	3	1.4%	2.8	216	100.0%	13	6.0%	118.0	216	100.0%	13	6.0%	131.5

Table 1.9 Occupational profile – FTE, gender, age, salary band, and metropolitan/regional

Australia and New Zealand Standard Classification of Occupations (ANZSCO) with more than 20 full-time equivalents (FTE), sorted by ANZSCO unit group code.

Data as at 30 June 2014. Source: HRMOIR.

ANZSCO unit group title	ANZSCO unit group code	FTE	Female (FTE)	Male (FTE)	Age group			PSGOGA equivalent salary band										Regional	Metropolitan
					Age under 25	Age 25 - 45	Age 45 and over	Level 1 and below	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Class 1 and above		
MANAGERS																			
Chief Executives and Managing Directors	1111	132	26.6%	73.4%	0.0%	8.3%	91.7%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	1.5%	3.7%	93.5%	12.1%	87.9%
General Managers	1112	453	34.4%	65.6%	0.0%	18.5%	81.5%	0.0%	0.0%	0.0%	0.2%	0.2%	2.2%	6.3%	19.0%	22.4%	49.6%	5.1%	94.9%
Advertising, Public Relations and Sales Managers	1311	95	57.7%	42.3%	1.1%	56.3%	42.6%	0.0%	0.0%	0.0%	7.8%	5.3%	24.6%	26.5%	31.5%	4.2%	0.0%	3.2%	96.8%
Corporate Services Managers	1321	220	44.9%	55.1%	0.9%	27.2%	71.9%	0.0%	0.0%	0.8%	2.7%	5.8%	19.9%	25.2%	25.8%	12.2%	7.7%	11.8%	88.2%
Finance Managers	1322	247	34.5%	65.5%	0.0%	29.7%	70.3%	0.0%	0.0%	0.4%	1.2%	4.9%	16.3%	35.1%	29.0%	8.5%	4.7%	10.0%	90.0%
Human Resource Managers	1323	194	59.5%	40.5%	0.0%	34.9%	65.1%	0.0%	0.0%	0.0%	0.0%	2.0%	16.4%	36.0%	34.8%	8.7%	2.1%	4.1%	95.9%
Policy and Planning Managers	1324	1 175	42.6%	57.4%	0.0%	31.9%	68.1%	0.0%	0.0%	0.2%	0.4%	3.7%	6.9%	27.6%	42.0%	11.0%	8.1%	7.4%	92.6%
Research and Development Managers	1325	111	46.3%	53.7%	1.8%	39.1%	59.1%	0.0%	0.0%	0.9%	0.9%	4.5%	20.6%	24.9%	39.2%	5.4%	3.6%	10.8%	89.2%
Construction Managers	1331	91	10.3%	89.7%	0.0%	30.7%	69.3%	0.0%	0.0%	0.0%	1.1%	8.8%	23.2%	26.5%	18.3%	16.5%	5.5%	32.1%	67.9%
Engineering Managers	1332	31	9.7%	90.3%	0.0%	12.9%	87.1%	0.0%	0.0%	0.0%	3.2%	0.0%	0.0%	3.2%	12.9%	48.4%	32.3%	6.5%	93.5%
Supply, Distribution and Procurement Managers	1336	156	43.3%	56.7%	0.6%	46.8%	52.6%	0.0%	0.0%	0.0%	2.6%	2.4%	45.3%	40.7%	7.1%	1.3%	0.6%	4.5%	95.5%
Health and Welfare Services Managers	1342	704	64.7%	35.3%	0.0%	28.4%	71.6%	0.4%	1.1%	0.3%	4.0%	5.8%	22.8%	29.9%	23.0%	4.0%	8.6%	32.3%	67.7%
School Principals	1343	2 191	56.9%	43.1%	0.3%	24.5%	75.2%	0.0%	0.6%	0.2%	0.3%	0.7%	7.5%	47.6%	23.3%	19.8%	0.0%	37.2%	62.4%
Other Education Managers	1344	210	54.5%	45.5%	0.6%	21.3%	78.0%	0.5%	2.6%	1.9%	0.8%	7.4%	16.1%	50.3%	17.1%	0.5%	2.9%	21.1%	78.9%
ICT Managers	1351	323	27.5%	72.5%	0.3%	35.1%	64.6%	1.2%	0.9%	0.6%	0.9%	5.4%	15.1%	34.7%	28.4%	9.3%	3.5%	2.9%	97.1%
Commissioned Officers (Management)	1391	203	2.0%	98.0%	0.0%	27.6%	72.4%	0.0%	0.0%	0.0%	1.0%	7.4%	18.7%	49.7%	9.4%	3.4%	10.3%	42.9%	57.1%
Other Specialist Managers	1399	924	35.0%	65.0%	0.3%	29.4%	70.3%	0.1%	0.2%	0.1%	0.5%	5.5%	17.8%	33.1%	29.8%	6.6%	6.4%	14.2%	85.4%
Cafe and Restaurant Managers	1411	49	85.8%	14.2%	0.9%	21.9%	77.3%	47.0%	2.1%	36.3%	8.2%	4.3%	0.0%	2.1%	0.0%	0.0%	0.0%	16.4%	83.6%
Call or Contact Centre and Customer Service Managers	1492	114	49.7%	50.3%	0.9%	33.1%	66.0%	0.0%	0.9%	4.3%	9.8%	20.7%	33.5%	23.8%	5.3%	1.8%	0.0%	26.0%	74.0%
Conference and Event Organisers	1493	29	67.1%	32.9%	17.3%	56.7%	26.0%	0.0%	5.2%	17.3%	31.2%	15.2%	13.9%	3.5%	10.4%	3.5%	0.0%	1.7%	98.3%
Transport Services Managers	1494	26	7.7%	92.3%	0.0%	26.9%	73.1%	0.0%	0.0%	3.8%	0.0%	15.4%	34.6%	15.4%	15.4%	7.7%	7.7%	15.4%	84.6%
Other Hospitality, Retail and Service Managers	1499	65	36.9%	63.1%	0.0%	35.7%	64.3%	0.0%	0.0%	18.0%	9.2%	11.2%	30.8%	13.9%	13.9%	3.1%	0.0%	10.3%	89.7%
PROFESSIONALS																			
Accountants	2211	470	52.6%	47.4%	1.1%	47.1%	51.9%	0.6%	0.8%	6.7%	11.4%	27.6%	36.2%	12.7%	3.1%	0.6%	0.2%	6.5%	93.5%
Auditors, Company Secretaries and Corporate Treasurers	2212	170	45.9%	54.1%	4.7%	58.8%	36.5%	0.0%	5.9%	6.8%	18.5%	24.1%	23.1%	17.0%	3.5%	0.4%	0.6%	1.2%	98.8%

ANZSCO unit group title	ANZSCO unit group code	FTE	Female (FTE)	Male (FTE)	Age group			PSGOGA equivalent salary band										Regional	Metropolitan
					Age under 25	Age 25 - 45	Age 45 and over	Level 1 and below	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Class 1 and above		
Financial Investment Advisers and Managers	2223	24	41.7%	58.3%	0.0%	58.3%	41.7%	0.0%	0.0%	0.0%	4.2%	8.3%	20.8%	20.8%	4.2%	16.7%	25.0%	0.0%	100.0%
Human Resource Professionals	2231	709	73.3%	26.7%	1.7%	56.5%	41.8%	0.0%	2.1%	7.3%	22.2%	29.9%	29.3%	8.1%	0.8%	0.1%	0.1%	5.3%	94.7%
Training and Development Professionals	2233	377	59.8%	40.2%	0.5%	42.6%	56.8%	0.1%	0.7%	9.6%	22.8%	34.4%	23.4%	8.2%	0.5%	0.3%	0.0%	8.2%	91.8%
Actuaries, Mathematicians and Statisticians	2241	50	47.4%	52.6%	0.0%	52.3%	47.7%	0.9%	0.8%	0.0%	9.7%	4.9%	37.7%	34.8%	5.2%	4.0%	2.0%	2.0%	98.0%
Archivists, Curators and Records Managers	2242	220	61.7%	38.3%	3.7%	42.9%	53.4%	0.0%	3.2%	9.6%	17.4%	31.7%	23.1%	15.0%	0.0%	0.0%	0.0%	4.1%	95.9%
Economists	2243	61	43.5%	56.5%	6.6%	50.4%	43.0%	0.0%	3.3%	3.3%	5.9%	9.5%	26.3%	27.3%	19.5%	4.9%	0.0%	13.1%	86.9%
Intelligence and Policy Analysts	2244	1 234	59.9%	40.1%	1.9%	54.3%	43.8%	0.0%	0.2%	5.1%	8.5%	18.5%	33.0%	27.5%	6.2%	0.5%	0.5%	2.0%	98.0%
Land Economists and Valuers	2245	133	22.9%	77.1%	1.5%	32.6%	65.9%	0.0%	0.8%	8.0%	8.4%	19.3%	22.4%	35.9%	4.5%	0.8%	0.0%	7.1%	92.9%
Librarians	2246	149	87.0%	13.0%	0.4%	24.8%	74.8%	8.9%	8.1%	7.7%	5.3%	46.1%	17.5%	6.4%	0.0%	0.0%	0.0%	15.4%	84.6%
Management and Organisation Analysts	2247	823	65.8%	34.2%	1.5%	49.0%	49.5%	0.1%	0.9%	2.5%	10.5%	22.2%	40.6%	16.0%	5.8%	0.4%	1.0%	7.9%	92.1%
Other Information and Organisation Professionals	2249	1 128	62.7%	37.3%	1.7%	45.8%	52.5%	1.4%	2.4%	8.7%	19.7%	21.1%	27.6%	15.1%	3.4%	0.4%	0.2%	10.8%	89.2%
Advertising and Marketing Professionals	2251	97	70.5%	29.5%	3.1%	73.3%	23.6%	0.0%	4.3%	15.0%	13.9%	27.1%	26.8%	4.1%	6.2%	2.7%	0.0%	7.0%	93.0%
Public Relations Professionals	2253	330	76.8%	23.2%	3.6%	64.8%	31.6%	1.8%	1.7%	6.0%	18.9%	27.8%	27.7%	12.4%	3.5%	0.3%	0.0%	6.5%	93.5%
Marine Transport Professionals	2312	28	12.0%	88.0%	7.0%	43.7%	49.3%	0.0%	0.0%	19.0%	24.6%	7.0%	35.2%	14.1%	0.0%	0.0%	0.0%	3.5%	96.5%
Surveyors and Spatial Scientists	2322	228	28.5%	71.5%	0.8%	42.0%	57.2%	0.0%	2.0%	11.5%	29.9%	28.5%	14.6%	12.6%	0.9%	0.0%	0.0%	2.5%	97.5%
Graphic and Web Designers, and Illustrators	2324	48	47.6%	52.4%	0.0%	60.3%	39.7%	0.0%	9.6%	34.5%	36.0%	16.5%	3.4%	0.0%	0.0%	0.0%	0.0%	2.1%	97.9%
Urban and Regional Planners	2326	299	43.1%	56.9%	4.2%	62.7%	33.1%	0.0%	1.6%	4.8%	2.4%	19.3%	26.5%	36.8%	5.4%	3.3%	0.0%	14.5%	85.5%
Chemical and Materials Engineers	2331	38	5.3%	94.7%	2.6%	23.7%	73.7%	0.0%	5.3%	18.4%	13.2%	13.2%	21.1%	19.7%	9.2%	0.0%	0.0%	71.1%	28.9%
Civil Engineering Professionals	2332	135	24.8%	75.2%	15.8%	51.0%	33.2%	0.2%	0.0%	9.6%	18.2%	15.4%	13.5%	15.6%	26.8%	0.7%	0.0%	24.1%	75.9%
Electrical Engineers	2333	42	4.2%	95.8%	7.2%	66.5%	26.3%	0.0%	0.0%	14.4%	0.0%	19.2%	21.0%	21.6%	24.0%	0.0%	0.0%	2.4%	97.6%
Electronics Engineers	2334	40	5.0%	95.0%	0.0%	30.2%	69.8%	0.0%	0.0%	7.5%	2.5%	45.4%	17.4%	14.7%	12.5%	0.0%	0.0%	5.0%	95.0%
Other Engineering Professionals	2339	24	50.3%	49.7%	5.8%	62.1%	32.1%	0.0%	0.0%	12.4%	1.7%	16.6%	22.4%	38.7%	8.3%	0.0%	0.0%	0.0%	100.0%
Agricultural and Forestry Scientists	2341	337	33.9%	66.1%	1.9%	36.8%	61.3%	0.6%	1.2%	2.5%	9.2%	17.6%	23.3%	42.1%	3.5%	0.0%	0.0%	56.8%	43.2%
Chemists, and Food and Wine Scientists	2342	68	49.7%	50.3%	4.4%	63.4%	32.2%	1.4%	6.5%	5.8%	8.1%	23.4%	36.0%	13.4%	2.9%	0.0%	2.5%	5.5%	94.5%
Environmental Scientists	2343	960	40.2%	59.8%	2.2%	60.8%	37.0%	3.4%	9.7%	13.4%	11.5%	24.5%	17.3%	17.6%	2.7%	0.0%	0.0%	38.0%	62.0%
Geologists, Geophysicists and Hydrogeologists	2344	108	41.0%	59.0%	1.9%	35.9%	62.3%	0.0%	0.0%	2.8%	6.4%	14.5%	29.4%	34.2%	12.8%	0.0%	0.0%	6.5%	93.5%
Life Scientists	2345	56	37.8%	62.2%	0.9%	49.9%	49.2%	0.9%	1.8%	0.0%	3.9%	13.0%	41.1%	18.2%	5.0%	3.6%	12.4%	4.8%	95.2%
Medical Laboratory Scientists	2346	765	63.9%	36.1%	2.4%	53.3%	44.4%	0.0%	0.5%	6.3%	8.2%	43.3%	31.5%	5.9%	2.7%	1.5%	0.0%	0.1%	99.9%
Veterinarians	2347	33	37.6%	62.4%	0.0%	38.2%	61.8%	0.0%	0.0%	0.0%	0.0%	12.0%	16.5%	62.5%	9.0%	0.0%	0.0%	48.0%	52.0%

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					Age under 25	Age 25 - 45	Age 45 and over	Level 1 and below	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Class 1 and above		
Other Natural and Physical Science Professionals	2349	45	39.0%	61.0%	2.2%	44.7%	53.1%	0.0%	2.2%	4.5%	8.9%	16.7%	27.7%	16.5%	10.1%	0.0%	13.4%	4.5%	95.5%
Early Childhood (Pre-primary School) Teachers	2411	2 055	98.6%	1.4%	6.7%	51.3%	42.0%	0.0%	1.3%	11.3%	12.0%	17.2%	58.2%	0.0%	0.0%	0.0%	0.0%	26.7%	73.2%
Primary School Teachers	2412	8 633	84.2%	15.8%	5.2%	47.2%	47.6%	0.0%	1.8%	10.3%	11.3%	16.2%	60.3%	0.0%	0.0%	0.0%	0.0%	33.8%	65.9%
Secondary School Teachers	2414	7 329	62.0%	38.0%	3.2%	43.4%	53.4%	0.0%	1.4%	7.2%	7.5%	12.3%	61.2%	10.3%	0.0%	0.0%	0.1%	30.3%	69.5%
Special Education Teachers	2415	92	87.0%	13.0%	4.4%	46.5%	49.2%	0.0%	1.4%	7.4%	19.1%	21.0%	51.2%	0.0%	0.0%	0.0%	0.0%	17.5%	82.5%
Vocational Education Teachers (Aus) \ Polytechnic Teachers (NZ)	2422	2 416	45.4%	54.6%	0.3%	27.7%	72.0%	16.8%	0.2%	2.7%	12.3%	36.3%	31.7%	0.1%	0.0%	0.0%	0.0%	27.9%	72.1%
Education Advisers and Reviewers	2491	341	72.3%	27.7%	0.3%	32.5%	67.2%	0.3%	1.5%	3.5%	6.6%	22.8%	17.9%	41.5%	5.0%	0.9%	0.0%	11.6%	88.4%
Teachers of English to Speakers of Other Languages	2493	201	87.1%	12.9%	0.5%	28.8%	70.7%	0.0%	0.1%	3.0%	5.0%	13.3%	78.6%	0.0%	0.0%	0.0%	0.0%	0.8%	99.2%
Nutrition Professionals	2511	138	95.7%	4.3%	4.5%	74.7%	20.8%	0.7%	0.7%	8.4%	14.8%	30.7%	41.5%	3.2%	0.0%	0.0%	0.0%	20.2%	79.8%
Medical Imaging Professionals	2512	463	64.9%	35.1%	8.9%	56.4%	34.7%	0.9%	0.4%	8.1%	11.6%	34.6%	39.9%	2.6%	1.7%	0.0%	0.2%	10.2%	89.8%
Occupational and Environmental Health Professionals	2513	123	62.0%	38.0%	3.7%	44.2%	52.1%	0.1%	0.5%	4.7%	12.2%	42.5%	25.7%	8.0%	4.7%	1.6%	0.0%	10.8%	89.2%
Pharmacists	2515	320	69.2%	30.8%	5.5%	70.6%	24.0%	4.4%	1.5%	0.7%	0.4%	24.3%	59.9%	7.0%	1.9%	0.0%	0.0%	9.2%	90.8%
Other Health Diagnostic and Promotion Professionals	2519	158	77.7%	22.3%	3.1%	54.4%	42.5%	0.4%	2.5%	4.5%	38.9%	32.9%	18.6%	1.5%	0.5%	0.0%	0.0%	31.3%	68.7%
Dental Practitioners	2523	120	55.8%	44.2%	4.6%	55.9%	39.5%	0.0%	0.0%	0.0%	0.0%	0.0%	12.9%	25.4%	22.4%	35.0%	4.3%	0.0%	100.0%
Occupational Therapists	2524	588	92.0%	8.0%	9.6%	67.8%	22.6%	1.0%	2.2%	8.7%	11.7%	29.5%	44.9%	1.2%	0.8%	0.0%	0.0%	19.0%	81.0%
Physiotherapists	2525	568	81.7%	18.3%	13.9%	61.2%	25.0%	0.2%	1.0%	8.5%	12.8%	28.7%	46.0%	2.2%	0.7%	0.0%	0.0%	15.7%	84.3%
Podiatrists	2526	37	63.2%	36.8%	8.7%	53.4%	38.0%	0.0%	0.0%	7.0%	9.4%	34.4%	46.4%	2.7%	0.0%	0.0%	0.0%	21.1%	78.9%
Audiologists and Speech Pathologists \ Therapists	2527	303	96.1%	3.9%	12.4%	65.7%	21.9%	0.7%	1.7%	8.5%	12.4%	36.5%	37.5%	2.7%	0.0%	0.0%	0.0%	22.7%	77.3%
General Practitioners and Resident Medical Officers	2531	2 644	48.5%	51.5%	4.4%	87.3%	8.3%	0.1%	0.0%	11.8%	9.9%	10.1%	24.9%	13.8%	10.5%	9.1%	9.7%	7.8%	92.2%
Anaesthetists	2532	172	29.2%	70.8%	0.0%	59.7%	40.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.6%	0.9%	98.0%	7.3%	92.7%
Specialist Physicians	2533	273	27.7%	72.3%	0.0%	40.7%	59.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.4%	0.3%	98.8%	4.3%	95.7%
Psychiatrists	2534	124	40.5%	59.5%	0.0%	33.7%	66.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.2%	99.6%	9.6%	90.4%
Surgeons	2535	98	21.0%	79.0%	0.0%	51.4%	48.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	1.0%	0.0%	2.3%	95.7%	2.0%	98.0%
Other Medical Practitioners	2539	226	30.7%	69.3%	0.0%	45.5%	54.5%	0.0%	0.0%	0.0%	0.0%	0.0%	1.9%	0.9%	0.9%	1.0%	95.4%	6.2%	93.8%
Midwives	2541	562	99.5%	0.5%	4.0%	50.1%	45.9%	0.0%	8.1%	11.0%	46.5%	27.9%	5.5%	1.0%	0.0%	0.0%	0.0%	13.6%	86.4%
Nurse Educators and Researchers	2542	275	89.3%	10.7%	1.0%	39.1%	59.9%	0.3%	1.4%	2.9%	10.4%	39.0%	41.2%	1.1%	3.8%	0.0%	0.0%	12.4%	87.6%
Nurse Managers	2543	426	86.6%	13.4%	0.0%	23.7%	76.3%	0.0%	0.0%	0.3%	1.1%	14.8%	70.5%	4.1%	6.6%	2.5%	0.1%	31.5%	68.5%
Registered Nurses	2544	10 648	87.7%	12.3%	6.4%	50.0%	43.6%	0.2%	10.9%	13.4%	38.0%	27.7%	9.0%	0.1%	0.6%	0.1%	0.0%	20.4%	79.6%
ICT Business and Systems Analysts	2611	306	41.9%	58.1%	1.6%	52.4%	46.0%	0.0%	0.3%	6.6%	16.3%	29.8%	38.1%	6.7%	2.3%	0.0%	0.0%	0.2%	99.8%
Multimedia Specialists and Web Developers	2612	62	45.2%	54.8%	3.9%	66.1%	30.0%	0.0%	7.3%	9.6%	23.9%	39.5%	10.6%	9.2%	0.0%	0.0%	0.0%	3.0%	97.0%

ANZSCO unit group title	ANZSCO unit group code	FTE	Female (FTE)	Male (FTE)	Age group			PSGOGA equivalent salary band										Regional	Metropolitan
					Age under 25	Age 25 - 45	Age 45 and over	Level 1 and below	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Class 1 and above		
Software and Applications Programmers	2613	288	29.4%	70.6%	0.3%	60.5%	39.1%	0.0%	2.4%	9.7%	17.5%	25.3%	38.7%	4.0%	2.4%	0.0%	0.0%	1.7%	98.3%
Database and Systems Administrators, and ICT Security Specialists	2621	352	31.6%	68.4%	1.1%	54.9%	44.0%	0.0%	2.8%	5.6%	19.0%	39.9%	25.8%	4.8%	2.0%	0.0%	0.0%	4.1%	95.9%
Computer Network Professionals	2631	123	14.0%	86.0%	0.8%	51.6%	47.6%	0.0%	0.0%	7.2%	29.0%	27.9%	24.4%	8.1%	3.3%	0.0%	0.0%	8.5%	91.5%
ICT Support and Test Engineers	2632	107	24.2%	75.8%	4.7%	50.6%	44.7%	0.0%	0.9%	13.4%	43.9%	18.7%	20.3%	2.8%	0.0%	0.0%	0.0%	2.4%	97.6%
Barristers	2711	98	54.2%	45.8%	3.1%	62.5%	34.4%	0.0%	0.0%	0.0%	4.1%	12.3%	7.2%	17.4%	6.1%	8.2%	44.7%	0.0%	100.0%
Judicial and Other Legal Professionals	2712	234	53.7%	46.3%	0.8%	48.8%	50.4%	0.0%	0.4%	3.1%	3.4%	12.6%	9.0%	32.8%	16.5%	9.6%	12.6%	0.0%	100.0%
Solicitors	2713	272	64.1%	35.9%	0.7%	55.5%	43.7%	0.0%	0.0%	1.5%	5.9%	13.5%	9.4%	12.7%	15.2%	14.6%	27.3%	12.2%	87.8%
Counsellors	2721	159	74.2%	25.8%	0.3%	48.4%	51.4%	0.0%	0.6%	8.2%	6.9%	29.2%	41.8%	11.2%	1.3%	0.0%	0.6%	27.0%	73.0%
Psychologists	2723	693	80.3%	19.7%	2.5%	54.4%	43.1%	0.1%	0.0%	2.7%	3.8%	14.2%	26.8%	40.0%	12.3%	0.0%	0.1%	18.9%	81.0%
Social Workers	2725	1 526	86.2%	13.8%	3.2%	54.3%	42.5%	0.1%	2.3%	11.1%	12.1%	32.5%	35.3%	6.3%	0.2%	0.0%	0.0%	29.0%	71.0%
Welfare, Recreation and Community Arts Workers	2726	478	78.3%	21.7%	1.8%	49.7%	48.5%	1.0%	4.1%	4.1%	19.0%	45.9%	25.3%	0.6%	0.0%	0.0%	0.0%	41.0%	59.0%
TECHNICIANS AND TRADES WORKERS																			
Agricultural Technicians	3111	214	37.6%	62.4%	3.6%	27.1%	69.2%	7.8%	24.4%	29.6%	25.1%	13.2%	0.0%	0.0%	0.0%	0.0%	0.0%	41.4%	58.6%
Medical Technicians	3112	1 380	70.2%	29.8%	7.5%	46.7%	45.8%	15.6%	26.3%	22.0%	19.4%	8.7%	7.3%	0.4%	0.1%	0.2%	0.0%	9.1%	90.9%
Primary Products Inspectors	3113	203	23.5%	76.5%	2.0%	53.5%	44.5%	1.0%	18.0%	33.8%	36.4%	10.4%	0.5%	0.0%	0.0%	0.0%	0.0%	63.4%	36.6%
Science Technicians	3114	420	62.1%	37.9%	2.4%	36.9%	60.7%	26.7%	30.7%	17.8%	11.4%	8.1%	3.1%	2.0%	0.2%	0.0%	0.0%	24.6%	75.4%
Architectural, Building and Surveying Technicians	3121	49	13.4%	86.6%	2.0%	39.2%	58.8%	0.0%	9.3%	13.4%	24.5%	15.9%	20.4%	12.3%	4.1%	0.0%	0.0%	4.1%	95.9%
Civil Engineering Draftspersons and Technicians	3122	201	11.8%	88.2%	4.3%	35.0%	60.7%	0.0%	4.0%	9.4%	14.6%	21.2%	26.3%	13.9%	10.5%	0.0%	0.0%	29.1%	70.9%
Safety Inspectors	3126	184	19.6%	80.4%	1.1%	30.1%	68.9%	0.0%	0.5%	5.8%	6.4%	22.2%	25.6%	35.1%	4.4%	0.0%	0.0%	17.2%	82.8%
Other Building and Engineering Technicians	3129	111	4.3%	95.7%	2.7%	25.3%	72.0%	3.9%	6.8%	26.2%	20.8%	16.3%	18.9%	3.6%	3.6%	0.0%	0.0%	33.2%	66.8%
ICT Support Technicians	3131	420	20.4%	79.6%	7.0%	61.1%	31.9%	2.9%	14.4%	37.7%	30.5%	9.6%	2.4%	2.5%	0.0%	0.0%	0.0%	9.6%	90.4%
Telecommunications Technical Specialists	3132	43	6.1%	93.9%	0.0%	25.4%	74.6%	4.7%	6.6%	16.4%	49.3%	11.7%	11.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Motor Mechanics	3212	67	1.5%	98.5%	0.0%	14.9%	85.1%	4.5%	13.5%	1.5%	71.5%	7.5%	1.5%	0.0%	0.0%	0.0%	0.0%	1.5%	98.5%
Metal Fitters and Machinists	3232	38	0.0%	100.0%	0.0%	15.9%	84.1%	7.7%	18.6%	71.1%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	15.8%	84.2%
Carpenters and Joiners	3312	45	2.2%	97.8%	0.0%	20.1%	79.9%	4.5%	15.2%	80.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	26.7%	73.3%
Electricians	3411	95	1.1%	98.9%	6.3%	22.9%	70.7%	1.1%	15.6%	63.3%	12.7%	1.1%	4.2%	1.1%	1.1%	0.0%	0.0%	30.6%	69.4%
Electrical Distribution Trades Workers	3422	36	0.0%	100.0%	7.9%	32.1%	60.0%	2.8%	16.0%	37.6%	18.9%	2.8%	22.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Cooks	3514	144	67.9%	32.1%	1.2%	18.9%	79.9%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	63.4%	36.6%
Animal Attendants and Trainers	3611	88	67.1%	32.9%	12.0%	71.9%	16.0%	34.3%	32.0%	5.9%	22.7%	5.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%

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Gardeners	3622	715	21.1%	78.9%	1.4%	22.5%	76.1%	97.9%	0.7%	0.4%	0.1%	0.7%	0.0%	0.1%	0.0%	0.0%	0.0%	42.8%	57.2%
Gallery, Library and Museum Technicians	3993	95	63.8%	36.2%	0.0%	34.8%	65.2%	3.7%	58.2%	23.5%	13.5%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	5.8%	94.2%
Other Miscellaneous Technicians and Trades Workers	3999	175	21.6%	78.4%	3.6%	31.8%	64.6%	29.3%	49.7%	15.0%	4.8%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	56.9%	43.1%
COMMUNITY AND PERSONAL SERVICE WORKERS																			
Dental Hygienists, Technicians and Therapists	4112	184	84.8%	15.2%	6.3%	35.0%	58.7%	4.1%	7.5%	20.1%	52.0%	14.7%	1.6%	0.0%	0.0%	0.0%	0.0%	0.8%	99.2%
Enrolled and Mothercraft Nurses	4114	1 213	91.3%	8.7%	6.4%	25.0%	68.6%	20.7%	77.7%	0.1%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	35.8%	64.2%
Indigenous Health Workers	4115	147	67.3%	32.7%	7.0%	43.2%	49.8%	37.0%	18.2%	8.5%	21.6%	7.2%	6.1%	1.4%	0.0%	0.0%	0.0%	68.7%	31.3%
Welfare Support Workers	4117	1 912	66.4%	33.6%	3.0%	37.4%	59.6%	8.6%	45.2%	10.9%	22.1%	9.9%	3.0%	0.3%	0.0%	0.0%	0.0%	22.7%	77.3%
Child Carers	4211	94	67.4%	32.6%	5.9%	42.5%	51.6%	76.4%	5.4%	9.9%	2.1%	4.3%	1.8%	0.0%	0.0%	0.0%	0.0%	62.2%	37.8%
Education Aides	4221	7 458	96.0%	4.0%	4.5%	38.7%	56.8%	99.2%	0.4%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	32.6%	67.3%
Dental Assistants	4232	311	99.1%	0.9%	4.1%	35.9%	60.0%	90.1%	5.2%	4.1%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Nursing Support and Personal Care Workers	4233	2 459	65.3%	34.7%	5.4%	26.7%	67.9%	91.7%	6.8%	0.8%	0.4%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	31.9%	68.1%
Special Care Workers	4234	41	42.8%	57.2%	0.8%	26.8%	72.4%	90.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Cafe Workers	4312	35	87.1%	12.9%	9.2%	38.6%	52.2%	88.4%	8.7%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	31.8%	68.2%
Fire and Emergency Workers	4412	1 177	3.8%	96.2%	2.2%	52.2%	45.6%	11.7%	7.2%	3.9%	12.6%	44.3%	18.4%	1.9%	0.0%	0.0%	0.0%	27.5%	72.5%
Police	4413	226	41.1%	58.9%	32.7%	41.8%	25.5%	18.5%	65.9%	12.2%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.8%	91.2%
Prison Officers	4421	2 210	23.1%	76.9%	0.6%	32.6%	66.8%	0.0%	7.9%	13.4%	60.2%	16.5%	0.6%	1.2%	0.3%	0.0%	0.0%	42.2%	57.8%
Security Officers and Guards	4422	449	5.5%	94.5%	1.8%	61.0%	37.2%	1.5%	48.5%	17.5%	19.6%	6.6%	6.1%	0.2%	0.0%	0.0%	0.0%	14.2%	85.8%
Gallery, Museum and Tour Guides	4514	62	58.6%	41.4%	5.4%	36.6%	58.1%	93.3%	4.7%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	24.9%	74.9%
Tourism and Travel Advisers	4516	30	89.5%	10.5%	3.2%	25.7%	71.2%	88.3%	0.0%	10.1%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	71.3%	15.2%
Outdoor Adventure Guides	4522	35	60.3%	39.7%	33.1%	58.0%	8.9%	61.3%	17.5%	15.5%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%	98.3%
Sports Coaches, Instructors and Officials	4523	174	88.8%	11.2%	24.4%	37.0%	38.6%	19.9%	68.4%	2.6%	8.9%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	99.1%
Sportspersons	4524	24	26.5%	73.5%	59.3%	30.8%	9.8%	71.8%	15.6%	12.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
CLERICAL AND ADMINISTRATIVE WORKERS																			
Contract, Program and Project Administrators	5111	2 439	58.1%	41.9%	3.9%	47.0%	49.1%	0.3%	1.6%	9.8%	16.8%	31.4%	25.2%	11.0%	3.7%	0.4%	0.0%	13.4%	86.6%
Office Managers	5121	1 645	82.9%	17.1%	1.6%	26.4%	72.0%	2.0%	5.5%	43.7%	10.2%	17.6%	12.9%	6.0%	1.8%	0.2%	0.1%	32.7%	67.2%
Personal Assistants	5211	496	98.2%	1.8%	5.9%	35.0%	59.1%	0.4%	14.7%	48.8%	22.8%	10.5%	2.4%	0.2%	0.3%	0.0%	0.0%	8.3%	91.7%
Secretaries	5212	550	98.1%	1.9%	7.7%	34.5%	57.8%	10.6%	53.9%	21.3%	11.3%	2.3%	0.5%	0.0%	0.0%	0.0%	0.0%	7.7%	92.3%
General Clerks	5311	4 688	84.7%	15.3%	8.8%	34.9%	56.3%	21.9%	49.0%	17.7%	7.3%	2.0%	1.1%	0.6%	0.2%	0.1%	0.0%	19.4%	80.6%
Keyboard Operators	5321	205	94.4%	5.6%	2.6%	29.8%	67.5%	15.9%	66.5%	11.6%	4.6%	0.4%	0.5%	0.5%	0.0%	0.0%	0.0%	8.5%	91.5%
Call or Contact Centre Workers	5411	350	70.5%	29.5%	13.9%	46.3%	39.9%	2.7%	47.8%	32.3%	14.4%	1.7%	1.1%	0.0%	0.0%	0.0%	0.0%	0.3%	99.7%

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Information Officers	5412	998	78.5%	21.5%	8.3%	42.6%	49.1%	3.1%	67.8%	20.9%	5.9%	1.7%	0.6%	0.0%	0.0%	0.0%	0.0%	24.8%	75.2%
Receptionists	5421	935	96.2%	3.8%	9.1%	30.7%	60.2%	34.2%	60.1%	2.6%	1.8%	0.4%	0.9%	0.0%	0.0%	0.0%	0.0%	35.8%	64.2%
Accounting Clerks	5511	721	70.5%	29.5%	2.8%	38.5%	58.7%	3.1%	28.8%	39.2%	18.4%	6.8%	2.7%	1.0%	0.0%	0.0%	0.0%	8.5%	91.5%
Payroll Clerks	5513	361	72.9%	27.1%	9.4%	45.3%	45.2%	1.2%	34.1%	32.8%	28.7%	1.8%	1.3%	0.0%	0.0%	0.0%	0.0%	0.4%	99.6%
Couriers and Postal Deliverers	5612	44	27.2%	72.8%	7.7%	16.5%	75.8%	92.9%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	97.7%
Filing and Registry Clerks	5613	734	76.4%	23.6%	10.5%	32.6%	56.9%	30.2%	44.1%	12.4%	8.3%	2.9%	1.5%	0.6%	0.0%	0.0%	0.0%	8.9%	91.1%
Switchboard Operators	5616	94	94.5%	5.5%	2.3%	20.3%	77.4%	34.8%	56.0%	5.9%	2.1%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	13.0%	87.0%
Other Clerical and Office Support Workers	5619	1 842	91.5%	8.5%	3.5%	31.2%	65.3%	50.1%	34.5%	8.7%	3.5%	2.1%	0.7%	0.3%	0.1%	0.0%	0.1%	30.2%	69.6%
Purchasing and Supply Logistics Clerks	5911	170	55.6%	44.4%	4.1%	28.6%	67.3%	7.6%	28.3%	17.7%	28.2%	12.9%	4.7%	0.0%	0.6%	0.0%	0.0%	11.0%	89.0%
Conveyancers and Legal Executives	5991	25	80.1%	19.9%	0.0%	37.9%	62.1%	4.0%	19.9%	52.2%	4.0%	19.9%	0.0%	0.0%	0.0%	0.0%	0.0%	4.0%	96.0%
Court and Legal Clerks	5992	782	70.8%	29.2%	13.4%	42.5%	44.1%	5.8%	43.9%	25.6%	13.7%	7.7%	2.4%	0.9%	0.0%	0.0%	0.0%	14.9%	85.1%
Human Resource Clerks	5994	337	80.6%	19.4%	14.6%	49.9%	35.5%	1.8%	34.5%	39.3%	17.9%	4.7%	1.5%	0.3%	0.0%	0.0%	0.0%	6.5%	93.5%
Inspectors and Regulatory Officers	5995	798	35.4%	64.6%	2.1%	40.1%	57.8%	0.0%	9.6%	23.1%	31.0%	19.0%	13.5%	3.1%	0.5%	0.2%	0.0%	12.1%	87.9%
Insurance Investigators, Loss Adjusters and Risk Surveyors	5996	148	59.6%	40.4%	3.4%	45.1%	51.5%	3.4%	8.2%	36.4%	15.8%	13.2%	20.3%	2.7%	0.0%	0.0%	0.0%	0.0%	100.0%
Library Assistants	5997	537	95.7%	4.3%	1.7%	19.1%	79.2%	43.8%	54.9%	1.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	31.4%	68.6%
Other Miscellaneous Clerical and Administrative Workers	5999	419	74.1%	25.9%	6.5%	42.1%	51.5%	4.0%	22.6%	26.6%	31.1%	10.1%	4.2%	1.1%	0.2%	0.0%	0.0%	10.6%	89.4%
SALES WORKERS																			
Sales Representatives	6113	22	60.5%	39.5%	4.5%	58.0%	37.5%	21.5%	15.3%	13.2%	13.7%	22.8%	9.1%	4.6%	0.0%	0.0%	0.0%	0.0%	100.0%
Real Estate Sales Agents	6121	360	63.5%	36.5%	5.8%	46.5%	47.6%	0.0%	0.3%	59.5%	14.9%	20.3%	3.9%	1.1%	0.0%	0.0%	0.0%	47.1%	52.9%
Sales Assistants (General)	6211	34	82.5%	17.5%	9.6%	38.8%	51.6%	65.0%	26.1%	8.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	87.9%
Ticket Salespersons	6394	131	44.6%	55.4%	2.5%	32.9%	64.7%	83.7%	7.1%	9.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.3%	74.7%
MACHINERY OPERATORS AND DRIVERS																			
Other Machine Operators	7119	153	73.8%	26.2%	0.0%	21.3%	78.7%	91.4%	6.0%	2.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.2%	89.8%
Other Stationary Plant Operators	7129	39	7.7%	92.3%	0.0%	17.9%	82.1%	18.9%	5.1%	2.5%	2.6%	22.2%	40.9%	7.7%	0.0%	0.0%	0.0%	7.7%	92.3%
Bus and Coach Drivers	7312	48	6.9%	93.1%	0.0%	6.9%	93.1%	28.1%	71.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	27.5%	72.5%
Train and Tram Drivers	7313	280	8.8%	91.2%	0.4%	30.5%	69.2%	0.0%	0.0%	85.0%	8.6%	6.4%	0.0%	0.0%	0.0%	0.0%	0.0%	21.6%	78.4%
Delivery Drivers	7321	35	17.1%	82.9%	5.7%	31.4%	62.9%	82.9%	11.4%	0.0%	5.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.7%	94.3%
Storepersons	7411	180	15.3%	84.7%	5.2%	25.1%	69.7%	72.3%	20.0%	5.5%	1.1%	0.6%	0.6%	0.0%	0.0%	0.0%	0.0%	18.5%	81.5%
LABOURERS																			
Commercial Cleaners	8112	2 409	75.2%	24.8%	3.3%	26.9%	69.8%	99.5%	0.2%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34.7%	65.3%
Domestic Cleaners	8113	36	74.3%	25.7%	0.0%	10.0%	90.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	97.1%
Housekeepers	8114	90	77.3%	22.7%	3.5%	19.6%	76.8%	98.0%	0.9%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	74.5%	25.5%

ANZSCO unit group title	ANZSCO unit group code	FTE	Female (FTE)	Male (FTE)	Age group			PSGOGA equivalent salary band										Regional	Metropolitan
					Age under 25	Age 25 - 45	Age 45 and over	Level 1 and below	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Class 1 and above		
Laundry Workers	8115	103	69.6%	30.4%	5.1%	29.0%	65.9%	97.1%	1.0%	1.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	44.9%	55.1%
Railway Track Workers	8216	34	2.9%	97.1%	2.9%	20.2%	76.8%	79.8%	17.3%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Forestry and Logging Workers	8413	58	19.1%	80.9%	1.7%	61.5%	36.8%	16.9%	27.6%	41.6%	5.2%	6.9%	1.7%	0.0%	0.0%	0.0%	0.0%	79.2%	20.8%
Garden and Nursery Labourers	8414	64	13.6%	86.4%	11.8%	39.3%	48.9%	93.7%	4.7%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	95.0%
Other Farm, Forestry and Garden Workers	8419	27	17.9%	82.1%	10.6%	49.2%	40.1%	29.2%	48.9%	7.3%	10.9%	0.0%	3.6%	0.0%	0.0%	0.0%	0.0%	47.4%	52.6%
Kitchenhands	8513	682	83.8%	16.2%	6.1%	23.4%	70.5%	99.0%	0.0%	0.7%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	34.0%	66.0%
Handypersons	8993	90	2.2%	97.8%	1.1%	19.2%	79.6%	60.0%	33.3%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	41.5%	58.0%
Other Miscellaneous Labourers	8999	231	26.4%	73.6%	4.0%	14.7%	81.3%	76.6%	21.1%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.5%	94.5%

Public sector entity survey results

The annual public sector entity survey (PSES; formerly the annual agency survey) requests information from entities about their administration and management practices, such as capability development, occupational health and safety and innovation. The survey also requests information about designated public interest disclosure officers, internal procedures and any disclosures received. The PSES provides entities with an internal planning and diagnostic tool.

In 2013/14, only public sector entities with more than 20 full-time equivalents¹ (FTE) completed the PSES. Those with between 20 and 100 FTE (19 entities) completed a shorter version of the survey for the first time. The standard PSES

was completed by 67 entities. The PSES continues to evolve and gathers information about different topics from year to year. As such, trends across time may not be available for some items.

Please refer to Appendix C for full and abbreviated names used in the following table.

¹ Includes all current employees, except for casuals not paid in the final pay period fortnight of the financial year. One FTE equals one person paid for a full-time position at the end of the financial year.

Table 2.1 Responses to PSES A1 – B10

Entity	A1. Have you designated at least one occupant of a specified position with your entity to receive disclosures of public interest information under the PID Act (i.e. to be a PID officer)?		A5. Which of the following measures were used by your entity in 2013/14 to ensure it complied with the PID Act?			A6. In 2013/14, were any disclosures received by your entity under the PID Act?		A8. How many of the disclosures received by your entity were assessed as being appropriate for the purposes of ss. 3 and 5 of the PID Act?	B1. Does your entity have a code of conduct?		Years since entity's code of conduct was reviewed	B7, B8. Percentage of entity's employee headcount participating in AEDM training over the past five years.	B9, B10. Percentage of entity's corporate executive headcount participating in AEDM training over the past five years. (Entities with less than 100 FTE at December 2013 not surveyed for this question)	
	Yes	No	Published internal procedures relating to the entity's obligations under the PID Act	Ensured employees attended entity sessions covering PID awareness	Published the names of the entity's PID officers	Yes	No		Yes	No				
WA public sector	98%	2%	86%	30%	69%	10%	90%	18	99%	1%	Under review	8%	61%	84%
											0 years	48%		
											1 year	30%		
											2 years	6%		
											3+ years	8%		
Agric	Yes		x		x	Yes			Yes		0		98	100
AGWA	Yes		x			No			Yes		Under review		99	
ARC	Yes					No			Yes		0		Information not available	
Audit	Yes		x	x	x	No			Yes		0		89	86
BGPA	Yes					No			Yes		1		Information not available	100
CCC	Yes		x		x	Yes		0	Yes		0		100	75
Central	Yes		x		x	No			Yes		1		90	100
Challenger	Yes		x			No			Yes		0		95	100
Chem Centre	Yes		x	x	x	No			Yes		1		Information not available	100
CHSHA	Yes				x	No			Yes		1		86	100
Commerce	Yes		x		x	No			Yes		3+		99	100
CYOC	Yes		x	x	x	No			Yes		1		86	100
DAA	Yes		x		x	No			Yes		3+		86	100
DAO	Yes		x		x	No			Yes		1		90	100
DCA	Yes		x	x	x	No			Yes		0		99	100
DCPFS	Yes		x		x	No			Yes		1		87	100
DCS	Yes		x	x	x	Yes		0	Yes		0		56	57
DER	Yes					No			Yes		Under review		87	100
DES	Yes		x		x	No			Yes		0		99	100
DFES	Yes		x		x	No			Yes		1		100	100
DLGC	Yes		x		x	No			Yes		0		Information not available	100
DMP	Yes		x	x	x	No			Yes		0		49	27
DOTAG	Yes		x	x	x	No			Yes		1		99	100
DPaW	Yes		x	x	x	No			Yes		0		58	50
DPC	Yes			x		No			Yes		0		80	69
DPP	Yes		x	x	x	No			Yes		0		Information not available	Information not available
DRD	Yes		x		x	No			Yes		0		Information not available	100

Entity	A1. Have you designated at least one occupant of a specified position with your entity to receive disclosures of public interest information under the PID Act (i.e. to be a PID officer)?	A5. Which of the following measures were used by your entity in 2013/14 to ensure it complied with the PID Act?			A6. In 2013/14, were any disclosures received by your entity under the PID Act?	A8. How many of the disclosures received by your entity were assessed as being appropriate for the purposes of ss. 3 and 5 of the PID Act?	B1. Does your entity have a code of conduct?	Years since entity's code of conduct was reviewed	B7, B8. Percentage of entity's employee headcount participating in AEDM training over the past five years.	B9, B10. Percentage of entity's corporate executive headcount participating in AEDM training over the past five years. (Entities with less than 100 FTE at December 2013 not surveyed for this question)
		Published internal procedures relating to the entity's obligations under the PID Act	Ensured employees attended entity sessions covering PID awareness	Published the names of the entity's PID officers						
DSC	Yes	x		x	No		Yes	0	Information not available	100
DSD	Yes	x		x	No		Yes	1	93	87
DSR	Yes	x		x	No		Yes	0	Information not available	83
DTWD	Yes	x		x	Yes	1	Yes	1	100	100
Durack	Yes		x		No		Yes	0	74	100
Education	Yes	x	x	x	Yes	0	Yes	2	36	100
EOC	Yes	x			No		Yes	Under review	Information not available	
ERA	Yes	x			No		Yes	2	100	
Finance	Yes	x	x	x	No		Yes	2	89	83
Fisheries	Yes	x	x	x	No		Yes	1	85	80
FPC	Yes	x		x	No		Yes	1	48	83
GESB	Yes	x	x	x	No		Yes	2	100	100
Goldfields IT	Yes	x			No		Yes	1	96	
GSIT	Yes	x		x	No		Yes	1	74	100
Health	Yes	x		x	No		Yes	1	78	81
Healthway	Yes	x			No		Yes	1	95	
Housing	Yes	x	x	x	Yes	0	Yes	0	95	100
ICWA	Yes	x		x	No		Yes	0	99	100
KTI	Yes	x	x	x	No		Yes	0	99	100
Landgate	Yes	x		x	No		Yes	Under review	96	100
Lands	Yes	x	x	x	No		Yes	1	Information not available	Information not available
Legal Aid	Yes				No		Yes	3+	70	36
Lotterywest	Yes	x	x	x	No		Yes	0	60	100
LPBWA	Yes	x			No		No	Under review	0	
Main Roads	Yes	x	x	x	No		Yes	1	93	88
MCB	Yes			x	No		Yes	1	100	100
MHC	Yes	x			No		Yes	1	66	
MRA	Yes	x		x	No		Yes	1	72	100
NTWA	Yes	x			No		Yes	1	87	
OEPA	Yes	x		x	No		Yes	0	92	100
Ombudsman	Yes	x			Yes	5	Yes	3+	88	
Perth Market	Yes	x			No		Yes	2	72	
Pilbara DC	Yes	x			No		Yes	0	86	
Pilbara Institute	Yes				No		Yes	0	87	100

Entity	A1. Have you designated at least one occupant of a specified position with your entity to receive disclosures of public interest information under the PID Act (i.e. to be a PID officer)?	A5. Which of the following measures were used by your entity in 2013/14 to ensure it complied with the PID Act?			A6. In 2013/14, were any disclosures received by your entity under the PID Act?	A8. How many of the disclosures received by your entity were assessed as being appropriate for the purposes of ss. 3 and 5 of the PID Act?	B1. Does your entity have a code of conduct?	Years since entity's code of conduct was reviewed	B7, B8. Percentage of entity's employee headcount participating in AEDM training over the past five years.	B9, B10. Percentage of entity's corporate executive headcount participating in AEDM training over the past five years. (Entities with less than 100 FTE at December 2013 not surveyed for this question)
		Published internal procedures relating to the entity's obligations under the PID Act	Ensured employees attended entity sessions covering PID awareness	Published the names of the entity's PID officers						
Planning	Yes	x		x	No		Yes	1	70	83
Police	Yes	x			No		Yes	3+	63	75
Polytechnic	Yes	x	x	x	No		Yes	0	95	100
PSC	Yes	x	x	x	Yes	12	Yes	1	64	63
PTA	Yes	x	x	x	No		Yes	0	29	100
RGL	Yes			x	Yes	0	Yes	0	36	14
Rottneest Island	Yes	x		x	No		Yes	0	86	80
SBDC	Yes	x			No		Yes	0	100	
ScreenWest	No				No		Yes	0	90	
SCSA	Yes	x		x	No		Yes	0	91	100
SLWA	No	x		x	No		Yes	3+	98	100
State Heritage	Yes	x			No		Yes	0	65	
SWDC	Yes	x			No		Yes	0	95	
SWIT	Yes	x		x	No		Yes	1	Information not available	100
Tourism WA	Yes	x			No		Yes	0	Information not available	
Transport	Yes	x		x	No		Yes	Under review	98	88
Treasury	Yes	x	x	x	No		Yes	0	65	33
VenuesWest	Yes	x		x	No		Yes	Under review	15	100
WA Museum	Yes	x		x	No		Yes	0	94	100
WAEC	Yes				No		Yes	0	Information not available	
WAIRC	Yes	x			No		Yes	0	100	
Water	Yes	x		x	No		Yes	0	95	80
WCIT	Yes	x	x	x	No		Yes	0	100	100
WorkCover	Yes	x		x	No		Yes	0	98	100
Zoo	Yes	x	x	x	No		Yes	3+	58	100

Table 2.2 Responses to PSES B11

Entity	B11. Were the following strategies in place in your entity in 2013/14 to encourage employee reporting of unethical behaviour? (Entities with less than 100 FTE at December 2013 not surveyed for this question)																	
	The chief executive has publicised a commitment to the reporting of unethical behaviour in the entity's code of conduct or other policy		The way to report unethical behaviour is published in the entity's code of conduct or other policy		The entity's code of conduct or other policy contains a statement that victimisation of those reporting unethical behaviour will not be tolerated		The entity communicates to employees (e.g. in employee newsletters, emails) how to report unethical behaviour		Managers receive training in how to handle reports of unethical behaviour		The contact names for reporting unethical behaviour are accessible to employees		A confidential phone or email service has been set up to encourage the reporting of unethical behaviour		The entity's public interest disclosure procedures are accessible to employees		Others	
WA public sector	Yes - fully	96%	Yes - fully	91%	Yes - fully	84%	Yes - fully	64%	Yes - fully	40%	Yes - fully	88%	Yes - fully	28%	Yes - fully	99%	Yes - fully	100%
	Yes - partially	3%	Yes - partially	9%	Yes - partially	9%	Yes - partially	18%	Yes - partially	42%	Yes - partially	9%	Yes - partially	4%	Yes - partially	0%	Yes - partially	0%
	Being developed	0%	Being developed	0%	Being developed	3%	Being developed	9%	Being developed	6%	Being developed	1%	Being developed	0%	Being developed	1%	Being developed	0%
	No	1%	No	0%	No	4%	No	9%	No	12%	No	1%	No	67%	No	0%	No	0%
Agric	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully			
AGWA																		
ARC																		
Audit	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully			
BGPA	Yes - fully		Yes - fully		Yes - fully		Yes - fully		No		Yes - fully		No		Yes - fully			
CCC	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully			
Central	No		Yes - partially		Yes - fully		No		Yes - fully		Being developed		No		Yes - fully			
Challenger	Yes - fully		Yes - fully		Yes - fully		No		Yes - partially		Yes - fully		No		Yes - fully			
Chem Centre	Yes - fully		Yes - fully		Yes - partially		Yes - partially		Yes - partially		Yes - partially		No		Yes - fully			
CHSHA	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully			
Commerce	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - partially		Yes - fully		No		Yes - fully			
CYOC	Yes - fully		Yes - fully		Yes - fully		Yes - partially		Yes - partially		Yes - fully		No		Yes - fully			
DAA	Yes - fully		Yes - fully		Yes - fully		Being developed		Yes - fully		Yes - fully		No		Yes - fully			
DAO	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - partially		Yes - fully		No		Yes - fully			
DCA	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - partially		Yes - fully		Yes - partially		Yes - fully			
DCPFS	Yes - fully		Yes - fully		Yes - fully		Yes - fully		No		Yes - fully		Yes - fully		Yes - fully		Yes - fully	
DCS	Yes - fully		Yes - fully		Being developed		Yes - fully		Yes - partially		Yes - fully		Yes - fully		Yes - fully		Yes - fully	
DER	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		No		Yes - fully			
DES	Yes - fully		Yes - fully		Yes - fully		Yes - fully		No		Yes - fully		No		Yes - fully			
DFES	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully	
DLGC	Yes - fully		Yes - partially		Yes - fully		Being developed		Being developed		Yes - fully		No		Yes - fully			
DMP	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		No		Yes - fully			
DOTAG	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully	
DPaW	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		No		Yes - fully			
DPC	Yes - fully		Yes - fully		Yes - fully		No		Yes - fully		Yes - fully		No		Yes - fully			
DPP	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		No		Yes - fully			
DRD	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - partially		Yes - fully		No		Yes - fully			
DSC	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - partially		Yes - fully		Yes - fully		Yes - fully		Yes - fully	
DSD	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		No		Yes - fully			
DSR	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		No		Yes - fully			
DTWD	Yes - fully		Yes - partially		Yes - fully		Yes - fully		Yes - partially		Yes - fully		No		Yes - fully		Yes - fully	

Entity	B11. Were the following strategies in place in your entity in 2013/14 to encourage employee reporting of unethical behaviour? (Entities with less than 100 FTE at December 2013 not surveyed for this question)								
	The chief executive has publicised a commitment to the reporting of unethical behaviour in the entity's code of conduct or other policy	The way to report unethical behaviour is published in the entity's code of conduct or other policy	The entity's code of conduct or other policy contains a statement that victimisation of those reporting unethical behaviour will not be tolerated	The entity communicates to employees (e.g. in employee newsletters, emails) how to report unethical behaviour	Managers receive training in how to handle reports of unethical behaviour	The contact names for reporting unethical behaviour are accessible to employees	A confidential phone or email service has been set up to encourage the reporting of unethical behaviour	The entity's public interest disclosure procedures are accessible to employees	Others
Durack	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	Yes - fully	No	Yes - fully	
Education	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
EOC									
ERA									
Finance	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No	Yes - fully	
Fisheries	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No	Yes - fully	Yes - fully
FPC	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Being developed	
GESB	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No	Yes - fully	
Goldfields IT									
GSIT	Yes - fully	Yes - fully	Being developed	No	No	Yes - fully	No	Yes - fully	
Health	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Healthway									
Housing	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	Yes - fully	Yes - fully	
ICWA	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No	Yes - fully	Yes - fully	Yes - fully	
KTI	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Landgate	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - partially	No	No	Yes - fully	
Lands	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No	Yes - fully	
Legal Aid	Yes - fully	Yes - partially	Yes - fully	No	No	Yes - fully	No	Yes - fully	
Lotterywest	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - fully
LPBWA									
Main Roads	Yes - partially	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	
MCB	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No	Yes - fully	Yes - fully
MHC									
MRA	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	Yes - fully	No	Yes - fully	
NTWA									
OEPA	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No	Yes - fully	
Ombudsman									
Perth Market									
Pilbara DC									
Pilbara Institute	Yes - fully	Yes - fully	Yes - partially	Being developed	Being developed	Yes - partially	Yes - partially	Yes - fully	
Planning	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - fully	No	Yes - fully	
Police	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Polytechnic	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully
PSC	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	
PTA	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No	Yes - fully	

Entity	B11. Were the following strategies in place in your entity in 2013/14 to encourage employee reporting of unethical behaviour? (Entities with less than 100 FTE at December 2013 not surveyed for this question)								
	The chief executive has publicised a commitment to the reporting of unethical behaviour in the entity's code of conduct or other policy	The way to report unethical behaviour is published in the entity's code of conduct or other policy	The entity's code of conduct or other policy contains a statement that victimisation of those reporting unethical behaviour will not be tolerated	The entity communicates to employees (e.g. in employee newsletters, emails) how to report unethical behaviour	Managers receive training in how to handle reports of unethical behaviour	The contact names for reporting unethical behaviour are accessible to employees	A confidential phone or email service has been set up to encourage the reporting of unethical behaviour	The entity's public interest disclosure procedures are accessible to employees	Others
RGL	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No	Yes - fully	
Rottneest Island	Yes - fully	Yes - partially	No	Being developed	Yes - partially	Yes - fully	No	Yes - fully	
SBDC									
ScreenWest									
SCSA	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - fully	No	Yes - fully	
SLWA	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully
State Heritage									
SWDC									
SWIT	Yes - fully	Yes - fully	No	Yes - partially	Yes - partially	Yes - fully	No	Yes - fully	
Tourism WA									
Transport	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No	Yes - fully	
Treasury	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	
VenuesWest	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	
WA Museum	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	
WAEC									
WAIRC									
Water	Yes - partially	Yes - fully	Yes - partially	Being developed	Being developed	Yes - partially	No	Yes - fully	
WCIT	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	
WorkCover	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No	Yes - fully	
Zoo	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	Yes - fully	

Table 2.3 Responses to PSES C2 – C6

Entity	C2. Were any breach of standard claims resolved within your entity (i.e. not referred to the Commission) in 2013/14?		C3. How many breach of standard claims were resolved within your entity for the following standards during 2013/14?							C4. Does your entity have a policy or other publication that explains the different pathways to deal with conflict in the workplace and manage inappropriate employee behaviour? (Entities with less than 100 FTE at December 2013 not surveyed for this question)		C6. How many discipline processes were completed in 2013/14?		
			Employment: Recruitment, selection and appointment	Employment: Acting	Employment: Secondment	Employment: Transfer	Grievance resolution	Performance management	Redeployment			Termination	Under the <i>Public Sector Management Act 1994</i>	Under another instrument (e.g. industrial award, policy)
WA public sector	Yes	26%	73	1	0	1	20	0	6	0	Yes - fully	88%	643	608
	No	74%									Yes - partially	7%		
											Being developed	4%		
											No	0%		
Agric	No										Yes - fully		5	0
AGWA	No										Yes - fully		1	0
ARC	Yes		0	0	0	0	1	0	0	0	Yes - fully		0	1
Audit	No										Yes - fully			
BGPA	No										Yes - fully			
CCC	No										Yes - fully		0	6
Central	No										Yes - fully		0	8
Challenger	Yes		1	0	0	0	0	0	0	0	Yes - fully		0	3
Chem Centre	No										Yes - fully			
CHSHA	No										Yes - fully		0	2
Commerce	Yes		3	0	0	0	0	0	0	0	Yes - partially		5	0
CYOC	No										Yes - fully			
DAA	No										Yes - fully			
DAO	No										Yes - fully		0	1
DCA	Yes		0	0	0	0	1	0	0	0	Yes - fully			
DCPFS	No										Yes - fully		144	9
DCS	Yes		5	0	0	0	0	0	0	0	Yes - fully		26	88
DER	No										Being developed			
DES	No										Being developed			
DFES	Yes		0	0	0	1	0	0	0	0	Yes - fully		2	2
DLGC	Yes		1	0	0	0	0	0	0	0	Yes - fully		3	0
DMP	No										Yes - fully		3	0
DOTAG	Yes		1	0	0	0	0	0	0	0	Yes - fully		5	0
DPaW	Yes		1	0	0	0	0	0	0	0	Yes - fully		5	3
DPC	No										Yes - fully			
DPP	No										Yes - fully			
DRD	No										Yes - fully			
DSC	Yes		1	0	0	0	2	0	0	0	Yes - fully		2	12
DSD	No										Yes - fully			
DSR	No										Yes - fully			
DTWD	No										Yes - fully		1	0
Durack	No										Yes - partially		Information not available	1

Entity	C2. Were any breach of standard claims resolved within your entity (i.e. not referred to the Commission) in 2013/14?	C3. How many breach of standard claims were resolved within your entity for the following standards during 2013/14?								C4. Does your entity have a policy or other publication that explains the different pathways to deal with conflict in the workplace and manage inappropriate employee behaviour? (Entities with less than 100 FTE at December 2013 not surveyed for this question)	C6. How many discipline processes were completed in 2013/14?	
		Employment: Recruitment, selection and appointment	Employment: Acting	Employment: Secondment	Employment: Transfer	Grievance resolution	Performance management	Redeployment	Termination		Under the <i>Public Sector Management Act 1994</i>	Under another instrument (e.g. industrial award, policy)
Education	Yes	21	0	0	0	2	0	3	0	Yes - fully	337	56
EOC	No											
ERA	No											
Finance	Yes	1	0	0	0	0	0	0	0	Yes - partially	3	0
Fisheries	No									Yes - fully	3	0
FPC	No									Yes - fully		
GESB	No									Yes - fully		
Goldfields IT	Yes	1	0	0	0	0	0	0	0			
GSIT	Yes	0	1	0	0	0	0	0	0	Yes - fully	0	3
Health	Yes	25	0	0	0	4	0	3	0	Yes - fully	3	342
Healthway	No											
Housing	Yes	3	0	0	0	1	0	0	0	Yes - fully	3	0
ICWA	No									Yes - fully	0	2
KTI	Yes	1	0	0	0	0	0	0	0	Yes - fully		
Landgate	No									Yes - fully	0	5
Lands	Yes	1	0	0	0	0	0	0	0	Yes - fully		
Legal Aid	No									Yes - fully		
Lotterywest	Yes	1	0	0	0	3	0	0	0	Yes - fully		
LPBWA	No											
Main Roads	No									Yes - fully	0	2
MCB	No									Yes - fully	0	9
MHC	No											
MRA	No									Being developed		
NTWA	No											
OEPA	No									Yes - fully	1	0
Ombudsman	No											
Perth Market	No											
Pilbara DC	No											
Pilbara Institute	No									Yes - partially	0	4
Planning	No									Yes - fully	3	0
Police	No									Yes - fully	72	1
Polytechnic	Yes	1	0	0	0	0	0	0	0	Yes - fully	0	3
PSC	No									Yes - fully	1	0
PTA	No									Yes - fully	Information not available	28
RGL	No									Yes - partially		
Rottneest Island	No									Yes - fully	3	1

Entity	C2. Were any breach of standard claims resolved within your entity (i.e. not referred to the Commission) in 2013/14?	C3. How many breach of standard claims were resolved within your entity for the following standards during 2013/14?								C4. Does your entity have a policy or other publication that explains the different pathways to deal with conflict in the workplace and manage inappropriate employee behaviour? (Entities with less than 100 FTE at December 2013 not surveyed for this question)	C6. How many discipline processes were completed in 2013/14?	
		Employment: Recruitment, selection and appointment	Employment: Acting	Employment: Secondment	Employment: Transfer	Grievance resolution	Performance management	Redeployment	Termination		Under the <i>Public Sector Management Act 1994</i>	Under another instrument (e.g. industrial award, policy)
SBDC	No											
ScreenWest	No											
SCSA	No									Yes - fully		
SLWA	No									Yes - fully		
State Heritage	No											
SWDC	No											
SWIT	No									Yes - fully	0	11
Tourism WA	No											
Transport	Yes	4	0	0	0	0	0	0	0	Yes - fully	12	0
Treasury	Yes	1	0	0	0	6	0	0	0	Yes - fully		
VenuesWest	No									Yes - fully	0	2
WA Museum	No									Yes - fully		
WAEC	No											
WAIRC	No											
Water	No									Yes - fully		
WCIT	No									Yes - fully	0	1
WorkCover	No									Yes - fully		
Zoo	No									Yes - fully	0	2

Table 2.4 Responses to PSES C7 – C18

Entity	C7. What was the average length of time taken to complete the discipline processes?		C8. For those completed discipline processes, were any breaches of discipline found?		C16. How many grievance cases addressed through a formal process were completed by your entity in 2013/14?	C17. What was the average length of time taken to complete the grievance cases addressed through a formal process?		C18. Which of the following matters were contained within the grievance cases completed through a formal process by your entity?												
	< 3 months	3 – 6 months	Yes	No		< 3 months	3 – 6 months	Information not available	Disagreement with a decision of the entity	Disagreement with a policy/procedure of the entity	Unfair treatment	Performance feedback or assessment	Access to leave or other conditions of employment	Procedural issues relating to recruitment actions	Interpersonal conflict	Bullying	Discrimination	Inappropriate behaviour in the workplace	Workplace change (e.g. changes in duties)	Others
WA public sector	< 3 months	16%	Yes	45%	245	< 3 months	24%	1%	13%	10%	22%	9%	3%	7%	36%	30%	6%	28%	8%	2%
	3 – 6 months	22%	No	3%		3 – 6 months	22%													
	6 – 12 months	7%	Not applicable	51%		6 – 12 months	3%													
	> 12 months	2%				> 12 months	1%													
	Info not available	1%				Info not available	3%													
	Not applicable	51%				Not applicable	45%													
Agric	Between 6 and 12 months		Yes		4	Between 3 and 6 months					x				x					
AGWA	More than 12 months		Yes			Not applicable														
ARC	Between 3 and 6 months		Yes		1	Within 3 months										x				
Audit	Not applicable		Not applicable			Not applicable														
BGPA	Not applicable		Not applicable			Not applicable														
CCC	Between 3 and 6 months		Yes		1	Between 3 and 6 months										x		x		
Central	Between 3 and 6 months		Yes		7	Within 3 months			x	x	x				x		x		x	
Challenger	Within 3 months		Yes		2	Within 3 months			x		x									
Chem Centre	Not applicable		Not applicable			Not applicable														
CHSHA	Between 3 and 6 months		Yes			Not applicable														
Commerce	Between 3 and 6 months		Yes			Not applicable														
CYOC	Not applicable		Not applicable		3	Within 3 months					x				x	x	x			
DAA	Not applicable		Not applicable		1	Within 3 months									x					
DAO	Between 6 and 12 months		Yes		1	Between 3 and 6 months										x		x		
DCA	Not applicable		Not applicable		1	Between 3 and 6 months								x						
DCPFS	Between 3 and 6 months		Yes			Not applicable														
DCS	Between 3 and 6 months		Yes		13	Information not available			x		x				x	x		x		
DER	Not applicable		Not applicable		2	Between 3 and 6 months			x	x	x			x		x				
DES	Not applicable		Not applicable		1	Within 3 months										x				
DFES	Within 3 months		Yes		2	Between 3 and 6 months					x				x	x		x		
DLGC	Between 3 and 6 months		No		1	More than 12 months						x			x	x		x		
DMP	Between 6 and 12 months		Yes		1	Between 6 and 12 months			x	x										
DOTAG	Between 6 and 12 months		Yes		1	Within 3 months					x					x				

Entity	C7. What was the average length of time taken to complete the discipline processes?	C8. For those completed discipline processes, were any breaches of discipline found?	C16. How many grievance cases addressed through a formal process were completed by your entity in 2013/14?	C17. What was the average length of time taken to complete the grievance cases addressed through a formal process?	C18. Which of the following matters were contained within the grievance cases completed through a formal process by your entity?																
					Information not available	Disagreement with a decision of the entity	Disagreement with a policy/procedure of the entity	Unfair treatment	Performance feedback or assessment	Access to leave or other conditions of employment	Procedural issues relating to recruitment actions	Interpersonal conflict	Bullying	Discrimination	Inappropriate behaviour in the workplace	Workplace change (e.g. changes in duties)	Others				
LPBWA	Not applicable	Not applicable		Not applicable																	
Main Roads	Between 3 and 6 months	Yes	5	Within 3 months		x	x	x	x			x	x	x	x						
MCB	Within 3 months	Yes		Not applicable																	
MHC	Not applicable	Not applicable		Not applicable																	
MRA	Not applicable	Not applicable		Not applicable																	
NTWA	Not applicable	Not applicable		Not applicable																	
OEPA	Between 3 and 6 months	Yes		Not applicable																	
Ombudsman	Not applicable	Not applicable		Not applicable																	
Perth Market	Not applicable	Not applicable		Not applicable																	
Pilbara DC	Not applicable	Not applicable		Not applicable																	
Pilbara Institute	Between 3 and 6 months	Yes	4	Between 3 and 6 months			x					x								x	
Planning	Between 3 and 6 months	Yes	1	Between 6 and 12 months								x	x							x	
Police	Within 3 months	Yes	28	Within 3 months		x	x	x		x	x										x
Polytechnic	Within 3 months	Yes	3	Within 3 months		x		x				x	x							x	
PSC	Within 3 months	No		Not applicable																	
PTA	Information not available	Yes	9	Information not available						x		x								x	x
RGL	Not applicable	Not applicable		Not applicable																	
Rottnest Island	Within 3 months	Yes	1	Between 3 and 6 months								x	x							x	
SBDC	Not applicable	Not applicable		Not applicable																	
ScreenWest	Not applicable	Not applicable		Not applicable																	
SCSA	Not applicable	Not applicable		Not applicable																	
SLWA	Not applicable	Not applicable		Not applicable																	
State Heritage	Not applicable	Not applicable		Not applicable																	
SWDC	Not applicable	Not applicable	1	Within 3 months								x									
SWIT	Within 3 months	Yes	1	Within 3 months								x									
Tourism WA	Not applicable	Not applicable	1	Within 3 months																x	x
Transport	Between 3 and 6 months	Yes	5	Within 3 months				x	x			x	x								

Entity	C7. What was the average length of time taken to complete the discipline processes?	C8. For those completed discipline processes, were any breaches of discipline found?	C16. How many grievance cases addressed through a formal process were completed by your entity in 2013/14?	C17. What was the average length of time taken to complete the grievance cases addressed through a formal process?	C18. Which of the following matters were contained within the grievance cases completed through a formal process by your entity?											
					Information not available	Disagreement with a decision of the entity	Disagreement with a policy/procedure of the entity	Unfair treatment	Performance feedback or assessment	Access to leave or other conditions of employment	Procedural issues relating to recruitment actions	Interpersonal conflict	Bullying	Discrimination	Inappropriate behaviour in the workplace	Workplace change (e.g. changes in duties)
Treasury	Not applicable	Not applicable	4	Between 3 and 6 months				×				×	×	×		
VenuesWest	Within 3 months	Yes	2	Within 3 months				×							×	
WA Museum	Not applicable	Not applicable		Not applicable												
WAEC	Not applicable	Not applicable	1	Within 3 months								×				
WAIRC	Not applicable	Not applicable		Not applicable												
Water	Not applicable	Not applicable		Not applicable												
WCIT	Within 3 months	Yes	3	Between 3 and 6 months			×						×		×	
WorkCover	Not applicable	Not applicable		Not applicable												
Zoo	Within 3 months	Yes	1	Within 3 months								×			×	

Table 2.5 Responses to PSES C20 – C24

Entity	C20. Which other actions were taken in relation to the grievance cases completed through a formal process by your entity?										C24. Did your entity implement the following occupational safety and health strategies in 2013/14?									
	Information not available	Commencement of a discipline process	Commencement of an industrial process	Commencement of a substandard performance process	Referral to the entity's occupational health and safety policies and processes	Referral to the Equal Opportunity Commission	Training	Counselling	Others	No other actions taken	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters)	Clear processes have been established for consultation with staff and dealing with issues	Managers receive training on how to respond to and manage workplace injuries	Senior leaders monitor and ensures that incidents are properly addressed	Senior leaders utilise safety, workers' compensation and injury management performance data to regularly monitor the success of associated strategies	Others				
WA public sector	1%	15%	3%	2%	8%	3%	24%	29%	13%	9%	Yes - fully 85% Yes - partially 14% Being developed 1% No 0%	Yes - fully 86% Yes - partially 12% Being developed 2% No 0%	Yes - fully 52% Yes - partially 37% Being developed 6% No 5%	Yes - fully 80% Yes - partially 17% Being developed 2% No 0%	Yes - fully 62% Yes - partially 24% Being developed 7% No 7%	Yes - fully 9% Yes - partially 2% Being developed 1% No response 87%				
Agric							x	x			Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully					
AGWA											Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully					
ARC		x									Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully					
Audit											Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully					
BGPA											Yes - fully	Yes - fully	Yes - partially	Yes - fully	No					
CCC										x	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No					
Central			x				x	x			Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully					
Challenger										x	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully					
Chem Centre											Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed				
CHSHA											Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully					
Commerce											Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully					
CYOC					x		x	x			Yes - partially	Yes - fully	Being developed	Yes - fully	Yes - fully					
DAA								x			Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully					
DAO									x		Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully				
DCA							x		x		Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially					
DCPFS											Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully					
DCS		x					x	x			Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially				
DER							x	x			Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully					
DES					x						Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully					
DFES		x							x		Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially					
DLGC					x		x	x			Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - partially					
DMP										x	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully					
DOTAG		x									Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully					
DPaW										x	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully					
DPC											Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially					
DPP											Yes - fully	Yes - fully	No	Yes - fully	Yes - fully					
DRD										x	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully					
DSC		x					x	x	x		Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully					
DSD											Yes - fully	Yes - fully	Being developed	Yes - fully	Yes - fully					
DSR											Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially					

Entity	C20. Which other actions were taken in relation to the grievance cases completed through a formal process by your entity?										C24. Did your entity implement the following occupational safety and health strategies in 2013/14?					
	Information not available	Commencement of a discipline process	Commencement of an industrial process	Commencement of a standard performance process	Referral to the entity's occupational health and safety policies and processes	Referral to the Equal Opportunity Commission	Training	Counselling	Others	No other actions taken	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters)	Clear processes have been established for consultation with staff and dealing with issues	Managers receive training on how to respond to and manage workplace injuries	Senior leaders monitor and ensures that incidents are properly addressed	Senior leaders utilise safety, workers' compensation and injury management performance data to regularly monitor the success of associated strategies	Others
DTWD							x	x	x		Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	
Durack								x			Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	
Education	x										Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	
EOC		x						x			Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	
ERA									x		Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Finance											Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Fisheries									x		Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully
FPC						x	x	x			Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	
GESB											Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	
Goldfields IT											Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
GSIT											Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	
Health		x	x	x	x	x	x	x	x		Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially
Healthway											Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	
Housing							x	x			Yes - fully	Yes - fully	Yes - partially	Yes - fully	Being developed	
ICWA							x	x			Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully
KTI											Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	
Landgate							x				Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	
Lands											Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Legal Aid											Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	Yes - fully
Lotterywest					x			x			Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	
LPBWA											Being developed	Yes - partially	Yes - partially	Yes - fully	Yes - fully	
Main Roads					x		x	x			Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
MCB											Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
MHC											Yes - fully	Yes - partially	No	Yes - fully	Being developed	
MRA											Yes - fully	Yes - fully	Being developed	Yes - fully	Being developed	
NTWA											Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
OEPA											Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Ombudsman											Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Perth Market											Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Pilbara DC											Yes - fully	Yes - partially	Yes - partially	Yes - partially	No	
Pilbara Institute		x						x			Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	
Planning							x	x			Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	
Police					x		x				Yes - fully	Yes - fully	Yes - partially	Yes - fully	Being developed	
Polytechnic							x	x			Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully

Entity	C20. Which other actions were taken in relation to the grievance cases completed through a formal process by your entity?										C24. Did your entity implement the following occupational safety and health strategies in 2013/14?					
	Information not available	Commencement of a discipline process	Commencement of an industrial process	Commencement of a standard performance process	Referral to the entity's occupational health and safety policies and processes	Referral to the Equal Opportunity Commission	Training	Counselling	Others	No other actions taken	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters)	Clear processes have been established for consultation with staff and dealing with issues	Managers receive training on how to respond to and manage workplace injuries	Senior leaders monitor and ensures that incidents are properly addressed	Senior leaders utilise safety, workers' compensation and injury management performance data to regularly monitor the success of associated strategies	Others
PSC										Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
PTA		x	x	x			x	x		Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	
RGL										Yes - fully	Yes - partially	Yes - partially	Being developed	No		
Rottnest Island		x						x		Yes - partially	Being developed	Being developed	Yes - partially	Yes - partially		
SBDC										Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully		
ScreenWest										Yes - partially	Being developed	Yes - partially	Being developed	Being developed		
SCSA										Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully		
SLWA										Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially		
State Heritage										Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - partially		
SWDC								x		Yes - fully	Yes - fully	Being developed	Yes - fully	No		
SWIT		x								Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully		
Tourism WA								x	x	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully		
Transport		x								Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Treasury						x	x		x	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Being developed		
VenuesWest								x		Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully		
WA Museum										Yes - fully	Yes - fully	No	Yes - fully	Yes - fully		
WAEC									x	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially		
WAIRC										Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully		
Water										Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully		
WCIT							x	x		Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully		
WorkCover										Yes - fully	Yes - fully	No	Yes - fully	Yes - fully		
Zoo		x								Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully		

Table 2.6 Responses to PSES D1 – D6

Entity	D1. Did your entity make available to employees the following learning and development activities during 2013/14?																			D5. Overall, what percentage of your entity's Tier 2 and 3 officers participated in at least one formal, documented performance planning or appraisal meeting conducted by their manager in 2013/14?	D6. Overall, what percentage of your entity's other staff participated in at least one formal, documented performance planning or appraisal meeting conducted by their line manager in 2013/14?
	Leadership development programs	Occupation-specific skill development programs	Formal training courses, seminars or conferences that lead to a qualification	Other formal training courses, seminars or conferences	Mentoring	Coaching	Project work, stretch assignments, job rotations or job shadowing	Secondments	Exchange programs	Others											
WA public sector	Yes Being developed 86% No 6% No info 8%	Yes Being developed 91% No 2% No info 7%	Yes Being developed 88% No 2% No info 9%	Yes Being developed 98% No 0% No info 2%	Yes Being developed 67% No 14% No info 17% No info 1%	Yes Being developed 64% No 12% No info 22% No info 2%	Yes Being developed 81% No 7% No info 9% No info 2%	Yes Being developed 86% No 1% No info 13% No info 0%	Yes Being developed 21% No 3% No info 65% No info 10%	Yes Being developed 10% No 0% No response 45% No info 1%	0-19% 20-39% 6% 20-39% 40-59% 5% 40-59% 60-79% 16% 60-79% 80-100% 10% 80-100% No info 58% 5%	0-19% 20-39% 9% 20-39% 40-59% 15% 40-59% 60-79% 22% 60-79% 80-100% 42% 80-100% No info 7%									
Agric	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Information not available		80-100%	60-79%									
AGWA	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	20-39%	20-39%									
ARC	No	Yes	No	Yes	Yes	Yes	Yes	No	No		80-100%	80-100%									
Audit	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		40-59%	80-100%									
BGPA	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No		80-100%	40-59%									
CCC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	80-100%	60-79%									
Central	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Information not available	Information not available									
Challenger	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		80-100%	80-100%									
Chem Centre	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No		80-100%	80-100%									
CHSHA	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No		40-59%	60-79%									
Commerce	Yes	Yes	Yes	Yes	No	No	Yes	Yes	No	Yes	80-100%	Information not available									
CYOC	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No		80-100%	80-100%									
DAA	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No		80-100%	80-100%									
DAO	Yes	Yes	Yes	Yes	No	Yes	No	Yes	No		80-100%	80-100%									
DCA	Yes	Yes	Yes	Yes	Being developed	Information not available	Yes	Yes	No		40-59%	20-39%									
DCPFS	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		40-59%	40-59%									
DCS	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No		60-79%	60-79%									
DER	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No		0-19%	0-19%									
DES	Yes	Yes	Yes	Yes	Being developed	Yes	No	Yes	No		80-100%	60-79%									
DFES	Yes	Yes	Yes	Yes	Yes	Yes	Being developed	Yes	Being developed		80-100%	20-39%									
DLGC	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No		80-100%	60-79%									
DMP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	80-100%	80-100%									
DOTAG	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		80-100%	80-100%									
DPaW	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No		0-19%	0-19%									
DPC	Being developed	No	Yes	Yes	No	Yes	Yes	Yes	Yes		40-59%	40-59%									
DPP	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No		20-39%	20-39%									
DRD	Being developed	Yes	Yes	Yes	Being developed	Being developed	Being developed	Yes	No		60-79%	40-59%									
DSC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No		80-100%	80-100%									
DSD	Yes	Yes	Yes	Yes	Yes	Being developed	Yes	Yes	No		80-100%	60-79%									

Entity	D1. Did your entity make available to employees the following learning and development activities during 2013/14?										D5. Overall, what percentage of your entity's Tier 2 and 3 officers participated in at least one formal, documented performance planning or appraisal meeting conducted by their manager in 2013/14?	D6. Overall, what percentage of your entity's other staff participated in at least one formal, documented performance planning or appraisal meeting conducted by their line manager in 2013/14?
	Leadership development programs	Occupation-specific skill development programs	Formal training courses, seminars or conferences that lead to a qualification	Other formal training courses, seminars or conferences	Mentoring	Coaching	Project work, stretch assignments, job rotations or job shadowing	Secondments	Exchange programs	Others		
DSR	Yes	Yes	Yes	Yes	Being developed	Yes	Yes	Yes	No	Yes	40-59%	60-79%
DTWD	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		80-100%	80-100%
Durack	Yes	Yes	Yes	Yes	Yes	Being developed	Yes	Yes	No	Yes	40-59%	40-59%
Education	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No		60-79%	80-100%
EOC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		80-100%	80-100%
ERA	Yes	Yes	Yes	Yes	Being developed	Being developed	Being developed	Yes	No		80-100%	80-100%
Finance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Information not available		80-100%	80-100%
Fisheries	Yes	Yes	Yes	Yes	Being developed	Being developed	Information not available	Yes	No		40-59%	20-39%
FPC	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No		40-59%	80-100%
GESB	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No		80-100%	80-100%
Goldfields IT	Yes	Yes	Yes	Yes	Being developed	Being developed	Yes	No	No		60-79%	60-79%
GSIT	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	80-100%	80-100%
Health	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	40-59%	40-59%
Healthway	Yes	Yes	Yes	Yes	Being developed	No	Yes	No	No		40-59%	40-59%
Housing	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No		40-59%	60-79%
ICWA	Yes	Yes	Yes	Yes	No	No	No	Yes	No		80-100%	80-100%
KTI	Yes	Yes	Yes	Yes	Being developed	No	Yes	Yes	No		80-100%	40-59%
Landgate	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No		80-100%	80-100%
Lands	Yes	Yes	Being developed	Yes	Being developed	Being developed	Yes	Yes	No	Yes	Information not available	Information not available
Legal Aid	No	Yes	Yes	Yes	Yes	No	Yes	Yes	Information not available	Information not available	20-39%	20-39%
Lotterywest	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	80-100%	80-100%
LPBWA	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No		80-100%	80-100%
Main Roads	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No		80-100%	60-79%
MCB	Being developed	Yes	Yes	Yes	No	No	No	No	No		80-100%	60-79%
MHC	Yes	No	No	Yes	No	No	Being developed	Yes	No		80-100%	40-59%
MRA	Yes	Yes	Yes	Yes	Information not available	Information not available	Information not available	Yes	Information not available		Information not available	Information not available
NTWA	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes		80-100%	80-100%
OEPA	Yes	Being developed	Yes	Yes	Yes	Yes	Yes	Yes	No		80-100%	80-100%
Ombudsman	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No		80-100%	80-100%
Perth Market	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No		0-19%	0-19%
Pilbara DC	Yes	Yes	Yes	Yes	No	No	Yes	Yes	No		60-79%	Information not available
Pilbara Institute	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No		60-79%	40-59%
Planning	Yes	Being developed	Yes	Yes	No	No	No	Yes	No		20-39%	20-39%

Entity	D1. Did your entity make available to employees the following learning and development activities during 2013/14?										D5. Overall, what percentage of your entity's Tier 2 and 3 officers participated in at least one formal, documented performance planning or appraisal meeting conducted by their manager in 2013/14?	D6. Overall, what percentage of your entity's other staff participated in at least one formal, documented performance planning or appraisal meeting conducted by their line manager in 2013/14?
	Leadership development programs	Occupation-specific skill development programs	Formal training courses, seminars or conferences that lead to a qualification	Other formal training courses, seminars or conferences	Mentoring	Coaching	Project work, stretch assignments, job rotations or job shadowing	Secondments	Exchange programs	Others		
Police	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Information not available		80-100%	80-100%
Polytechnic	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		80-100%	60-79%
PSC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Information not available		40-59%	40-59%
PTA	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Information not available		80-100%	60-79%
RGL	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Information not available	Yes	80-100%	80-100%
Rottneest Island	Being developed	Yes	No	Yes	Yes	Yes	Yes	Yes	No		60-79%	60-79%
SBDC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	80-100%	60-79%
ScreenWest	No	No	No	Yes	No	No	Yes	Yes	Yes		0-19%	0-19%
SCSA	No	Yes	No	Yes	Yes	Being developed	Being developed	Being developed	No		80-100%	80-100%
SLWA	No	Yes	No	Yes	Being developed	No	Yes	Yes	No		60-79%	80-100%
State Heritage	Yes	Yes	Yes	Yes	No	No	No	Yes	No	Yes	80-100%	80-100%
SWDC	Yes	Yes	Yes	Yes	No	No	Yes	No	No		80-100%	40-59%
SWIT	No	Yes	Yes	Yes	No	No	Yes	Yes	Yes		Information not available	Information not available
Tourism WA	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	40-59%	20-39%
Transport	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	80-100%	60-79%
Treasury	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		60-79%	80-100%
VenuesWest	Being developed	Yes	Yes	Yes	No	Yes	Yes	Yes	No		80-100%	80-100%
WA Museum	Yes	Yes	Yes	Yes	Being developed	Being developed	Yes	No	No		0-19%	40-59%
WAEC	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		80-100%	80-100%
WAIRC	Yes	Yes	Being developed	Yes	Yes	Yes	Yes	Yes	No		80-100%	60-79%
Water	Yes	No	Yes	Yes	Yes	Being developed	Being developed	Yes	Being developed		80-100%	80-100%
WCIT	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Information not available		80-100%	60-79%
WorkCover	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Being developed		80-100%	80-100%
Zoo	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	80-100%	80-100%

Table 2.7 Responses to PSES D13

Entity	D13. Did your entity implement the following strategies during 2013/14 to contribute to the employment of Aboriginal Australians? (Entities with less than 100 FTE at December 2013 not surveyed for this question)											
	Cultural awareness training/information is included in induction materials or programs	Managers are educated regarding supervision of Aboriginal employees	Flexible work practices have been promoted to assist Aboriginal employees to balance work and cultural issues	Recruitment policies and practices have been reviewed to ensure they are culturally inclusive	Advertising strategies adopt a proactive approach to seeking Aboriginal applicants	Strategies are in place to provide leadership development opportunities for Aboriginal employees	Strategies are in place to provide other development opportunities for Aboriginal employees	Peer support networks and/or programs are in place for Aboriginal employees	Aboriginal employees are encouraged to disclose information about their diversity status during workforce data collection	The entity has a 'Reconciliation action plan' that provides an overview of inclusive employment strategies	The entity's employment strategies are informed by the Commission's <i>Aboriginal Employment Strategy 2011-2015</i>	Others
WA public sector	Yes – fully 42% Yes – partially 27% Being developed 13% No 18%	Yes – fully 24% Yes – partially 30% Being developed 22% No 24%	Yes – fully 46% Yes – partially 21% Being developed 15% No 18%	Yes – fully 51% Yes – partially 22% Being developed 21% No 6%	Yes – fully 34% Yes – partially 37% Being developed 13% No 15%	Yes – fully 30% Yes – partially 22% Being developed 19% No 28%	Yes – fully 42% Yes – partially 24% Being developed 13% No 21%	Yes – fully 37% Yes – partially 22% Being developed 10% No 30%	Yes – fully 82% Yes – partially 6% Being developed 3% No 9%	Yes – fully 52% Yes – partially 10% Being developed 15% No 22%	Yes – fully 66% Yes – partially 15% Being developed 9% No 10%	Yes – fully 50% Yes – partially 0% Being developed 25% No 25%
Agric	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Being developed	Yes - fully	Yes - fully	Yes - fully	No
AGWA												
ARC												
Audit	No	No	No	Yes - partially	No	No	No	No	No	No	No	No
BGPA	No	No	No	Being developed	Yes - partially	No	No	No	No	Yes - fully	No	
CCC	No	No	Yes - partially	Yes - partially	No	Yes - partially	No	No	Yes - fully	No	Yes - partially	
Central	Yes - fully	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Challenger	Yes - fully	No	Yes - fully	Yes - fully	Being developed	Yes - partially	Yes - fully	Being developed	Yes - fully	No	Yes - fully	
Chem Centre	No	Yes - partially	No	Being developed	Yes - partially	No	No	No	Yes - partially	No	Yes - partially	
CHSHA	Being developed	Being developed	Yes - partially	Yes - fully	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	
Commerce	Being developed	Yes - partially	Being developed	Yes - partially	Being developed	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
CYOC	Yes - fully	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	
DAA	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
DAO	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully
DCA	Yes - partially	Being developed	Being developed	Being developed	No	No	No	Being developed	Yes - fully	Being developed	Being developed	
DCPFS	Yes - fully	Yes - partially	No	Yes - fully	Yes - fully	Being developed	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	
DCS	Being developed	No	No	Yes - partially	No	Being developed	Yes - partially	Being developed	Yes - fully	Being developed	Yes - fully	
DER	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	
DES	No	No	No	No	No	No	Yes - fully	No	Yes - fully	No	No	
DFES	Yes - partially	Being developed	Being developed	Yes - partially	Yes - fully	Being developed	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Being developed
DLGC	Yes - partially	Yes - partially	Being developed	Yes - fully	Yes - partially	No	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
DMP	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
DOTAG	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
DPaW	Being developed	Being developed	Being developed	Yes - fully	Yes - fully	Being developed	Being developed	Yes - partially	Yes - fully	Yes - fully	Yes - fully	
DPC	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	
DPP	Being developed	Being developed	Being developed	Yes - partially	Being developed	Being developed	Being developed	No	Yes - fully	Yes - fully	Yes - fully	
DRD	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - partially	
DSC	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
DSD	Being developed	Being developed	Being developed	Being developed	Yes - partially	No	No	No	Yes - fully	No	Yes - partially	
DSR	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	

Entity	D13. Did your entity implement the following strategies during 2013/14 to contribute to the employment of Aboriginal Australians? (Entities with less than 100 FTE at December 2013 not surveyed for this question)											
	Cultural awareness training/information is included in induction materials or programs	Managers are educated regarding supervision of Aboriginal employees	Flexible work practices have been promoted to assist Aboriginal employees to balance work and cultural issues	Recruitment policies and practices have been reviewed to ensure they are culturally inclusive	Advertising strategies adopt a proactive approach to seeking Aboriginal applicants	Strategies are in place to provide leadership development opportunities for Aboriginal employees	Strategies are in place to provide other development opportunities for Aboriginal employees	Peer support networks and/or programs are in place for Aboriginal employees	Aboriginal employees are encouraged to disclose information about their diversity status during workforce data collection	The entity has a 'Reconciliation action plan' that provides an overview of inclusive employment strategies	The entity's employment strategies are informed by the Commission's <i>Aboriginal Employment Strategy 2011-2015</i>	Others
DTWD	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Durack	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Being developed	Being developed	
Education	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
EOC												
ERA												
Finance	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - fully	
Fisheries	No	No	No	Yes - partially	Yes - partially	No	No	No	Yes - fully	No	Being developed	
FPC	Yes - partially	No	No	No	No	No	No	No	No	No	No	
GESB	No	No	No	Yes - fully	No	No	No	No	No	No	No	
Goldfields IT												
GSIT	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	
Health	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - partially	
Healthway												
Housing	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
ICWA	No	Yes - partially	Yes - fully	No	No	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
KTI	Yes - partially	Yes - partially	Yes - fully	Being developed	Being developed	Being developed	Yes - partially	Being developed	Yes - partially	Being developed	Yes - fully	
Landgate	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Lands	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - partially	
Legal Aid	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Lotterywest	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No	Yes - fully	No	No	Yes - fully	Yes - fully	
LPBWA												
Main Roads	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
MCB	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	
MHC												
MRA	Yes - fully	Yes - fully	Yes - partially	Being developed	No	No	Being developed	No	Yes - fully	Yes - fully	No	
NTWA												
OEPA	Being developed	Being developed	Being developed	Being developed	Being developed	Being developed	Being developed	Being developed	Being developed	Being developed	Being developed	
Ombudsman												
Perth Market												
Pilbara DC												
Pilbara Institute	Being developed	Being developed	No	No	No	Being developed	Being developed	Being developed	Being developed	Being developed	Being developed	
Planning	Yes - partially	Yes - partially	Being developed	Being developed	Being developed	No	Being developed	No	Yes - fully	Yes - fully	Yes - fully	
Police	Yes - fully	No	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - partially	No	Yes - fully	Yes - fully	Yes - partially	
Polytechnic	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
PSC	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	

Entity	D13. Did your entity implement the following strategies during 2013/14 to contribute to the employment of Aboriginal Australians? (Entities with less than 100 FTE at December 2013 not surveyed for this question)											
	Cultural awareness training/information is included in induction materials or programs	Managers are educated regarding supervision of Aboriginal employees	Flexible work practices have been promoted to assist Aboriginal employees to balance work and cultural issues	Recruitment policies and practices have been reviewed to ensure they are culturally inclusive	Advertising strategies adopt a proactive approach to seeking Aboriginal applicants	Strategies are in place to provide leadership development opportunities for Aboriginal employees	Strategies are in place to provide other development opportunities for Aboriginal employees	Peer support networks and/or programs are in place for Aboriginal employees	Aboriginal employees are encouraged to disclose information about their diversity status during workforce data collection	The entity has a 'Reconciliation action plan' that provides an overview of inclusive employment strategies	The entity's employment strategies are informed by the Commission's <i>Aboriginal Employment Strategy 2011-2015</i>	Others
PTA	Yes - partially	Being developed	Yes - fully	Yes - fully	Yes - partially	No	No	No	Yes - fully	Yes - fully	Yes - fully	
RGL	No	No	Yes - partially	Being developed	Being developed	Yes - partially	No	No	Yes - fully	Yes - fully	Being developed	
Rottneest Island	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
SBDC												
ScreenWest												
SCSA	Being developed	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No	Yes - fully	No	Yes - fully	
SLWA	Yes - partially	Being developed	Yes - partially	Being developed	Yes - partially	Being developed	Being developed	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully
State Heritage												
SWDC												
SWIT	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	
Tourism WA												
Transport	Yes - partially	Yes - partially	Yes - partially	Being developed	Being developed	No	Yes - partially	No	Yes - fully	Yes - fully	Yes - fully	
Treasury	No	No	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	
VenuesWest	No	No	No	Yes - fully	Yes - fully	No	No	No	No	No	No	
WA Museum	Yes - partially	Being developed	No	Being developed	Yes - partially	No	No	Yes - partially	Yes - fully	Being developed	Yes - fully	
WAEC												
WAIRC												
Water	Yes - partially	Being developed	Being developed	Being developed	Yes - partially	No	No	No	Yes - fully	No	Yes - fully	
WCIT	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Being developed	Yes - fully	
WorkCover	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - partially	
Zoo	Yes - partially	No	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - partially	

Table 2.8 Responses to PSES D14

Entity	D14. Did your entity implement the following strategies during 2013/14 to contribute to the employment of people with disability? (Entities with less than 100 FTE at December 2013 not surveyed for this question)																			
	Information about working with people with disability is included in induction materials or programs		Employees with disability are encouraged to disclose information about their diversity status during workforce data collection		Selection criteria and job requirements have been designed with consideration of how to make jobs more accessible to people with disability		Information about working with the entity is available in a variety of accessible formats		Managers are educated about available support options for people with disability		The entity's 'Disability access and inclusion plan' provides an overview of inclusive employment strategies		Strategies are in place to provide leadership development opportunities to employees with disability		Employees with disability participate in mentoring programs or other formal support networks		The entity's employment strategies are informed by the Commission's <i>Disability Employment Strategy 2013-2015</i>		Others	
WA public sector	Yes – fully	46%	Yes – fully	88%	Yes – fully	28%	Yes – fully	51%	Yes – fully	36%	Yes – fully	52%	Yes – fully	25%	Yes – fully	24%	Yes – fully	57%	Yes – fully	33%
	Yes – partially	21%	Yes – partially	6%	Yes – partially	30%	Yes – partially	13%	Yes – partially	27%	Yes – partially	18%	Yes – partially	18%	Yes – partially	18%	Yes – partially	15%	Yes – partially	0%
	Being developed	9%	Being developed	3%	Being developed	24%	Being developed	19%	Being developed	24%	Being developed	16%	Being developed	13%	Being developed	9%	Being developed	18%	Being developed	0%
	No	24%	No	3%	No	18%	No	16%	No	13%	No	13%	No	43%	No	49%	No	10%	No	67%
Agric	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - partially		Yes - fully		No	
AGWA																				
ARC																				
Audit	Yes - partially		Yes - fully		No		Yes - fully		Yes - fully		Being developed		Yes - fully		No		Yes - partially			
BGPA	No		No		Yes - partially		Yes - fully		Yes - fully		Yes - fully		No		No		No		No	
CCC	No		Yes - fully		Yes - partially		No		No		Yes - fully		Yes - partially		Yes - partially		No		No	
Central	No		Yes - fully		No		No		No		No		No		No		No		No	
Challenger	No		Yes - fully		Being developed		Yes - fully		Yes - partially		Yes - partially		Yes - fully		No		Yes - fully			
Chem Centre	No		Yes - partially		Being developed		Being developed		Being developed		Yes - partially		Yes - partially		Yes - partially		Yes - partially			
CHSHA	Yes - fully		Yes - fully		Being developed		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - partially		Being developed			
Commerce	Yes - partially		Yes - fully		Yes - fully		Yes - fully		Yes - fully		No		No		No		Yes - fully			
CYOC	Yes - fully		Yes - fully		Being developed		Being developed		Being developed		Yes - fully		Yes - fully		No		Yes - fully			
DAA	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully			
DAO	Yes - fully		Yes - fully		Yes - partially		Yes - fully		Yes - fully		Being developed		Yes - partially		No		Yes - partially			
DCA	Yes - fully		Yes - fully		Being developed		Being developed		Yes - partially		Yes - partially		No		No		Being developed			
DCPFS	No		Yes - fully		Being developed		No		No		Yes - fully		No		Yes - fully		Yes - fully			
DCS	Yes - partially		Yes - partially		Yes - partially		Yes - partially		No		Being developed		No		No		No			
DER	Being developed		Yes - fully		Yes - fully		Yes - fully		Yes - partially		Yes - fully		Yes - partially		Yes - partially		Yes - fully			
DES	No		Yes - fully		Being developed		Yes - fully		Yes - fully		Yes - fully		No		Yes - partially		No			
DFES	Yes - partially		Yes - fully		Yes - partially		Yes - partially		Being developed		Yes - fully		No		No		Yes - partially			
DLGC	Being developed		Yes - fully		Being developed		Yes - fully		Yes - partially		Yes - fully		Being developed		No		Yes - fully			
DMP	Yes - fully		Yes - fully		Being developed		Yes - fully		Being developed		Yes - fully		Being developed		Being developed		Yes - fully			
DOTAG	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully			
DPaW	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - partially		Yes - partially		Yes - fully			
DPC	Yes - fully		Yes - fully		Yes - partially		Yes - partially		Yes - fully		Yes - fully		Yes - partially		No		Yes - fully			
DPP	Yes - fully		Yes - fully		Being developed		Yes - fully		Yes - partially		Yes - partially		Yes - fully		Yes - fully		Yes - fully			
DRD	No		Yes - fully		No		No		No		No		No		No		Yes - partially			
DSC	Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully			
DSD	Being developed		Yes - fully		Being developed		Being developed		Being developed		Yes - fully		No		Yes - fully		Yes - fully			
DSR	Yes - partially		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - fully		Yes - partially		Yes - fully		Yes - fully			
DTWD	Yes - fully		Yes - fully		No		Yes - fully		Yes - fully		Yes - partially		Yes - fully		Yes - fully		Yes - fully			
Durack	Yes - fully		Yes - fully		Yes - fully		Being developed		Yes - partially		Yes - fully		Being developed		Being developed		Being developed		Yes - fully	

Entity	D14. Did your entity implement the following strategies during 2013/14 to contribute to the employment of people with disability? (Entities with less than 100 FTE at December 2013 not surveyed for this question)									
	Information about working with people with disability is included in induction materials or programs	Employees with disability are encouraged to disclose information about their diversity status during workforce data collection	Selection criteria and job requirements have been designed with consideration of how to make jobs more accessible to people with disability	Information about working with the entity is available in a variety of accessible formats	Managers are educated about available support options for people with disability	The entity's 'Disability access and inclusion plan' provides an overview of inclusive employment strategies	Strategies are in place to provide leadership development opportunities to employees with disability	Employees with disability participate in mentoring programs or other formal support networks	The entity's employment strategies are informed by the Commission's <i>Disability Employment Strategy 2013-2015</i>	Others
Education	Yes - partially	Yes - fully	Yes - partially	Being developed	Yes - partially	Yes - fully	Being developed	Being developed	Being developed	
EOC										
ERA										
Finance	Yes - fully	Yes - fully	No	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - fully	
Fisheries	No	Yes - fully	Yes - partially	Being developed	Being developed	Being developed	No	Yes - partially	Being developed	
FPC	No	No	No	No	No	No	No	No	No	No
GESB	No	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No	Yes - fully	Yes - fully	
Goldfields IT										
GSIT	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Being developed	No	No	Being developed	
Health	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	
Healthway										
Housing	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - fully	
ICWA	Yes - fully	Yes - fully	No	No	Yes - partially	Yes - fully	No	No	No	
KTI	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Landgate	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Lands	No	Yes - fully	No	No	No	No	No	No	Yes - partially	
Legal Aid	Yes - partially	Yes - fully	Yes - partially	No	Yes - partially	Being developed	No	Yes - partially	Yes - partially	
Lotterywest	No	Yes - partially	Yes - partially	Being developed	Yes - partially	Yes - partially	No	No	Being developed	
LPBWA										
Main Roads	Yes - fully	Yes - fully	Yes - fully	Being developed	Being developed	Being developed	Being developed	Being developed	Yes - fully	
MCB	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	Being developed	No	Yes - fully	
MHC										
MRA	Yes - fully	Yes - fully	Being developed	Being developed	Being developed	No	No	No	Being developed	
NTWA										
OEPA	Being developed	Being developed	Being developed	Being developed	Being developed	Being developed	Being developed	Being developed	Being developed	
Ombudsman										
Perth Market										
Pilbara DC										
Pilbara Institute	Yes - partially	Yes - partially	No	Being developed	Being developed	Being developed	No	No	Yes - fully	
Planning	Yes - partially	Yes - fully	Yes - partially	Being developed	Yes - partially	Yes - fully	Being developed	No	Yes - fully	
Police	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	No	Yes - fully	
Polytechnic	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - partially	No	Yes - fully	
PSC	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	
PTA	Yes - fully	Yes - fully	No	No	Yes - fully	No	No	No	Yes - fully	
RGL	Being developed	Yes - fully	No	Yes - fully	Being developed	Yes - partially	Yes - partially	No	Being developed	
Rottnest Island	Being developed	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	No	No	Yes - fully	

Entity	D14. Did your entity implement the following strategies during 2013/14 to contribute to the employment of people with disability? (Entities with less than 100 FTE at December 2013 not surveyed for this question)									
	Information about working with people with disability is included in induction materials or programs	Employees with disability are encouraged to disclose information about their diversity status during workforce data collection	Selection criteria and job requirements have been designed with consideration of how to make jobs more accessible to people with disability	Information about working with the entity is available in a variety of accessible formats	Managers are educated about available support options for people with disability	The entity's 'Disability access and inclusion plan' provides an overview of inclusive employment strategies	Strategies are in place to provide leadership development opportunities to employees with disability	Employees with disability participate in mentoring programs or other formal support networks	The entity's employment strategies are informed by the Commission's <i>Disability Employment Strategy 2013-2015</i>	Others
SBDC										
ScreenWest										
SCSA	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	No	Yes - fully	
SLWA	Yes - partially	Yes - fully	Yes - partially	No	No	Yes - partially	No	No	Yes - partially	
State Heritage										
SWDC										
SWIT	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Tourism WA										
Transport	Yes - partially	Yes - fully	Being developed	No	Being developed	Being developed	No	No	Yes - fully	
Treasury	No	Being developed	Being developed	Yes - fully	Yes - fully	Yes - fully	No	Being developed	Yes - fully	
VenuesWest	No	Yes - fully	No	Yes - fully	Yes - partially	Being developed	No	No	Yes - fully	
WA Museum	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	No	Being developed	
WAEC										
WAIRC										
Water	No	Yes - fully	Being developed	Yes - partially	Being developed	Yes - fully	No	Yes - partially	Yes - fully	
WCIT	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
WorkCover	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No	No	No	Yes - partially	
Zoo	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Being developed	Yes - partially	Yes - fully	Yes - fully	Being developed	

Table 2.9 Responses to PSES E7 – F3

Entity	E7. Does your entity collect feedback on whether external stakeholders are satisfied with its services?					F2. Which of the following options best reflects the connection between strategic and operational planning in your entity? ¹	F3. Which of the following options best reflects the scope of your entity's internal audit and evaluation program? ¹
	Yes - from existing customers/clients	Yes - from potential customers/clients	Yes - from wider community/general public	Yes - other	No		
WA public sector	91%	36%	44%	16%	3%	Option a 0% Option b 4% Option c 12% Option d 22% Option e 16% Option f 34% Option g 10%	Option a 0% Option b 4% Option c 4% Option d 12% Option e 33% Option f 45% Option g 1%
Agric	x					Option g	Option e
AGWA	x	x	x				
ARC	x	x					
Audit	x					Option e	Option f
BGPA	x					Option d	Option e
CCC	x					Option d	Option e
Central	x	x		x		Option c	Option d
Challenger	x					Option f	Option f
Chem Centre	x	x	x			Option f	Option e
CHSHA	x					Option e	Option f
Commerce	x	x	x			Option d	Option e
CYOC	x					Option e	Option f
DAA	x					Option b	Option f
DAO	x	x	x			Option f	Option f
DCA	x					Option d	Option d
DCPFS	x	x	x			Option d	Option f
DCS				x		Option g	Option b
DER	x					Option c	Option d
DES	x					Option g	Option f
DFES	x		x	x		Option d	Option e
DLGC	x		x			Option c	Option b

Entity	E7. Does your entity collect feedback on whether external stakeholders are satisfied with its services?					F2. Which of the following options best reflects the connection between strategic and operational planning in your entity? ¹	F3. Which of the following options best reflects the scope of your entity's internal audit and evaluation program? ¹
	Yes - from existing customers/clients	Yes - from potential customers/clients	Yes - from wider community/general public	Yes - other	No		
DMP	x	x	x			Option f	Option f
DOTAG	x	x	x			Option f	Option e
DPaW	x	x				Option d	Option f
DPC	x					Option c	Option e
DPP				x		Option b	Option e
DRD	x					Option g	Option e
DSC	x			x		Option f	Option e
DSD					x	Option c	Option c
DSR	x	x	x			Option d	Option e
DTWD	x		x			Option f	Option f
Durack	x			x		Option d	Option f
Education	x					Option f	Option e
EOC	x	x	x				
ERA	x						
Finance	x	x	x			Option e	Option e
Fisheries	x		x			Option f	Option f
FPC	x	x	x	x		Option f	Option f
GESB	x					Option f	Option f
Goldfields IT	x						
GSIT	x					Option f	Option f
Health	x					Option f	Option e
Healthway	x		x				
Housing	x			x		Option g	Option f
ICWA	x		x			Option e	Option f
KTI	x	x	x			Option d	Option e
Landgate	x	x	x			Option f	Option f
Lands	x					Option g	Option g

Entity	E7. Does your entity collect feedback on whether external stakeholders are satisfied with its services?					F2. Which of the following options best reflects the connection between strategic and operational planning in your entity? ¹	F3. Which of the following options best reflects the scope of your entity's internal audit and evaluation program? ¹
	Yes - from existing customers/clients	Yes - from potential customers/clients	Yes - from wider community/general public	Yes - other	No		
Legal Aid	x					Option c	Option d
Lotterywest	x	x	x	x		Option c	Option f
LPBWA					x		
Main Roads	x					Option f	Option e
MCB	x	x	x	x		Option f	Option f
MHC			x				
MRA	x			x		Option e	Option f
NTWA	x		x				
OEPA	x					Option f	Option b
Ombudsman	x						
Perth Market	x		x				
Pilbara DC	x						
Pilbara Institute	x	x	x			Option d	Option e
Planning	x					Option d	Option e
Police	x		x			Option e	Option f
Polytechnic	x	x	x			Option f	Option f
PSC	x					Option b	Option d
PTA	x	x	x			Option e	Option f
RGL				x		Option f	Option d
Rottnest Island	x	x	x			Option f	Option c
SBDC	x	x					
ScreenWest					x		
SCSA	x	x	x			Option f	Option f
SLWA	x					Option g	Option d
State Heritage	x	x	x				
SWDC	x						
SWIT	x	x				Option c	Option e

Entity	E7. Does your entity collect feedback on whether external stakeholders are satisfied with its services?					F2. Which of the following options best reflects the connection between strategic and operational planning in your entity? ¹	F3. Which of the following options best reflects the scope of your entity's internal audit and evaluation program? ¹
	Yes - from existing customers/clients	Yes - from potential customers/clients	Yes - from wider community/general public	Yes - other	No		
Tourism WA	x	x		x			
Transport			x			Option d	Option e
Treasury	x					Option d	Option f
VenuesWest	x	x	x			Option f	Option f
WA Museum	x	x	x			Option e	Option c
WAEC	x	x	x	x			
WAIRC	x		x				
Water	x					Option d	Option d
WCIT	x					Option e	Option e
WorkCover	x		x			Option f	Option f
Zoo	x	x	x			Option e	Option f

Employee perception survey results

The employee perception survey (EPS) evaluates employee views about their workplace, including ethical behaviour, equity and diversity, and job satisfaction. The EPS is a valuable tool to identify areas of concern and acknowledge good practice.

In 2014, employees from 21 public sector entities were invited to complete the EPS. These entities comprised a range of sizes and portfolios as, typically, the EPS is conducted in each entity with more than 20 employees approximately once every five years. The EPS continues to evolve and gather information about different topics from year to year. As such, trends across time may not be available for some items.

The average response rate for 2014 was 48%. The *State of the WA public sector report 2014* assumes there is no significant difference between those employees who were asked to participate and those who were not. It also assumes that there was no difference between those participants who responded and those who did not. However, some care should

be taken in considering the EPS results as they may not be entirely representative of the views of the broader public sector.

Table 3.1 provides a comparison of the demographics of the 2014 EPS respondents with those of the wider public sector.² Compared with the sector, the EPS respondents were more likely to be male and working in a regional location.

Table 3.2 provides a list of the entities that completed the EPS in 2014 and their individual response rates.

² Source: Human resource minimum obligatory information requirement ([HRMOIR](#)) workforce data as at 30 June 2014.

Table 3.1 Comparison of EPS respondents and WA public sector employees

		EPS respondents (%)	WA public sector (%)
Gender	Men	45	28
	Women	55	72
Region	Metropolitan	69	76
	Regional	31	24
Age (years)	Under 30	13	14
	30 – 49	48	47
	50 and over	39	39

Table 3.2 EPS response rates for entities

Participating entity	Surveys distributed	Surveys returned	Response rate (%)
Art Gallery of Western Australia	75	51	68
Commissioner of Main Roads	1073	694	65
Department of Culture and the Arts	177	122	69
Department of Education Services	98	76	78
Department of Education - Goldfields	1370	413	30
Department of Education - Wheatbelt	1918	594	31
Department of Fire and Emergency Services	1395	611	44
Department of Health - Health Corporate Network	679	454	67

Participating entity	Surveys distributed	Surveys returned	Response rate (%)
Department of Health - WACHS – Pilbara	1 313	374	28
Department of Housing	1 337	790	59
Department of Racing, Gaming and Liquor	107	62	58
Department of Transport	1 512	928	61
Goldfields Institute of Technology	97	59	61
Kimberley Training Institute	167	108	65
Public Sector Commission	135	120	89
Public Transport Authority of Western Australia	1 466	590	40
School Curriculum and Standards Authority	142	97	68
State Library of Western Australia	187	133	71
The Western Australian Museum	237	143	60
Western Australian Land Information Authority (Landgate)	809	369	46
WorkCover Western Australia Authority	134	91	68
Total	14 428	6 879	48

Table 3.3 Summary of EPS results by demographic categories

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?		
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability	
SECTION A: GENERAL IMPRESSIONS																		
A1. In relation to your current job, please indicate your level of satisfaction with the following statements.	The job overall	Very satisfied	30%	28%	32%	30%	29%	25%	28%	31%	35%	28%	32%	30%	27%	30%	25%	30%
		Moderately satisfied	41%	40%	42%	39%	42%	44%	41%	40%	42%	40%	35%	41%	39%	41%	43%	41%
		Mildly satisfied	14%	14%	13%	14%	14%	18%	16%	12%	12%	14%	17%	14%	16%	14%	13%	14%
		Neither satisfied nor dissatisfied	5%	6%	4%	6%	4%	6%	5%	5%	3%	6%	6%	5%	6%	5%	5%	5%
		Mildly dissatisfied	5%	5%	4%	4%	5%	3%	5%	5%	3%	5%	5%	5%	5%	5%	4%	5%
		Moderately dissatisfied	4%	4%	3%	4%	4%	2%	4%	4%	3%	4%	4%	4%	4%	4%	4%	6%
	Your agency as an employer	Very dissatisfied	2%	2%	2%	3%	2%	1%	2%	2%	1%	2%	1%	2%	3%	2%	4%	2%
		Very satisfied	23%	24%	21%	22%	25%	28%	24%	23%	25%	23%	32%	23%	22%	23%	19%	23%
		Moderately satisfied	35%	36%	34%	34%	36%	39%	36%	35%	37%	35%	31%	35%	35%	35%	32%	35%
		Mildly satisfied	17%	16%	17%	18%	16%	16%	18%	15%	16%	17%	16%	17%	17%	17%	19%	17%
		Neither satisfied nor dissatisfied	7%	7%	6%	7%	6%	6%	6%	7%	5%	7%	9%	7%	9%	6%	6%	7%
		Mildly dissatisfied	8%	8%	9%	8%	8%	5%	7%	9%	8%	8%	4%	8%	8%	8%	9%	8%
A2. In relation to your current job, please indicate your level of agreement with the following statements.	My job allows me to utilise my skills, knowledge and abilities	Moderately dissatisfied	6%	5%	8%	6%	5%	5%	5%	6%	5%	6%	3%	5%	4%	6%	6%	5%
		Very dissatisfied	5%	4%	5%	5%	4%	1%	4%	6%	4%	5%	3%	5%	5%	5%	8%	5%
		Strongly agree	35%	33%	41%	34%	36%	29%	33%	38%	48%	32%	35%	36%	30%	36%	32%	36%
		Moderately agree	35%	35%	36%	35%	35%	36%	37%	34%	34%	35%	35%	35%	34%	35%	33%	35%
		Mildly agree	15%	16%	13%	16%	15%	21%	17%	14%	10%	17%	17%	16%	20%	15%	16%	15%
		Neither agree nor disagree	3%	4%	2%	4%	3%	4%	3%	4%	2%	4%	4%	3%	5%	3%	3%	3%
		Mildly disagree	4%	4%	3%	4%	4%	4%	4%	4%	2%	4%	3%	4%	5%	4%	3%	4%
		Moderately disagree	4%	4%	3%	4%	4%	4%	4%	4%	3%	4%	2%	4%	2%	4%	5%	4%
	I am clear what my duties and responsibilities are	Strongly disagree	3%	3%	2%	3%	3%	1%	2%	3%	1%	3%	3%	3%	5%	2%	7%	2%
		Don't know or doesn't apply	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%
		Strongly agree	42%	41%	45%	39%	44%	41%	38%	46%	46%	41%	44%	42%	36%	43%	37%	42%
		Moderately agree	33%	33%	32%	33%	32%	32%	35%	31%	33%	32%	32%	33%	35%	32%	32%	33%
		Mildly agree	13%	12%	13%	13%	12%	18%	14%	11%	11%	13%	13%	12%	15%	12%	11%	13%
		Neither agree nor disagree	3%	3%	3%	4%	3%	2%	3%	3%	2%	3%	4%	3%	5%	3%	5%	3%
		Mildly disagree	4%	5%	4%	5%	4%	6%	5%	4%	3%	5%	4%	4%	4%	4%	5%	4%
I understand how my work contributes	Moderately disagree	3%	4%	2%	3%	3%	1%	3%	3%	3%	3%	3%	3%	3%	3%	5%	3%	
	Strongly disagree	2%	2%	2%	3%	2%	0%	2%	2%	2%	2%	1%	2%	3%	2%	5%	2%	
	Don't know or doesn't apply	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	
	Strongly agree	48%	48%	47%	46%	50%	48%	45%	50%	55%	46%	50%	48%	45%	48%	42%	48%	
	Moderately agree	33%	32%	35%	33%	33%	36%	34%	32%	31%	33%	32%	33%	34%	33%	38%	33%	

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?			
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability		
A2. In relation to your current job, please indicate your level of agreement with the following statements.	to my agency's objectives	Mildly agree	11%	11%	10%	11%	10%	10%	12%	10%	7%	12%	10%	11%	11%	11%	11%	7%	11%
		Neither agree nor disagree	4%	4%	4%	4%	4%	3%	4%	4%	2%	4%	4%	4%	5%	4%	6%	4%	
		Mildly disagree	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	1%	2%	2%	2%	2%	2%
		Moderately disagree	1%	1%	1%	2%	1%	0%	1%	1%	1%	1%	1%	2%	1%	2%	1%	2%	1%
		Strongly disagree	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%	0%	1%	2%	1%	3%	1%
		Don't know or doesn't apply	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%
	I have the authority (e.g. the necessary delegations, autonomy, level of responsibility) to do my job effectively	Strongly agree	31%	31%	32%	29%	33%	39%	30%	33%	36%	30%	33%	31%	28%	32%	26%	32%	
		Moderately agree	34%	33%	35%	33%	35%	33%	35%	33%	33%	34%	33%	34%	32%	34%	29%	34%	
		Mildly agree	16%	17%	15%	17%	15%	15%	17%	15%	15%	16%	17%	16%	17%	16%	15%	16%	
		Neither agree nor disagree	5%	5%	4%	6%	4%	6%	5%	5%	3%	5%	7%	5%	6%	5%	8%	5%	
		Mildly disagree	6%	6%	6%	6%	6%	4%	6%	6%	6%	6%	3%	6%	7%	6%	7%	6%	
		Moderately disagree	4%	4%	4%	4%	3%	1%	4%	4%	4%	4%	4%	3%	4%	3%	4%	6%	4%
	I am sufficiently challenged by my work	Strongly agree	33%	30%	42%	31%	35%	29%	29%	37%	47%	30%	33%	33%	29%	34%	29%	34%	
		Moderately agree	33%	33%	33%	34%	32%	29%	34%	32%	33%	33%	30%	33%	33%	33%	29%	33%	
		Mildly agree	15%	16%	13%	15%	15%	18%	18%	12%	10%	16%	17%	15%	15%	15%	17%	15%	
		Neither agree nor disagree	6%	6%	4%	7%	5%	6%	6%	5%	3%	6%	9%	6%	10%	5%	6%	6%	
		Mildly disagree	5%	6%	3%	5%	6%	9%	6%	5%	2%	6%	4%	5%	4%	5%	5%	5%	
		Moderately disagree	4%	5%	3%	4%	4%	6%	5%	4%	3%	5%	3%	4%	5%	4%	7%	4%	
	I am able to effectively manage my workload	Strongly agree	34%	36%	29%	30%	36%	40%	34%	33%	27%	36%	35%	33%	35%	33%	33%	34%	
		Moderately agree	35%	35%	33%	37%	33%	37%	36%	34%	35%	35%	39%	35%	35%	35%	33%	35%	
		Mildly agree	14%	13%	15%	14%	13%	13%	14%	13%	16%	13%	11%	14%	14%	14%	12%	14%	
		Neither agree nor disagree	4%	4%	4%	5%	3%	4%	4%	4%	3%	4%	4%	4%	5%	4%	6%	4%	
		Mildly disagree	6%	5%	8%	6%	6%	3%	6%	7%	8%	6%	4%	6%	5%	6%	7%	6%	
		Moderately disagree	4%	4%	5%	4%	4%	1%	4%	4%	5%	4%	3%	4%	3%	4%	2%	4%	
	I am recognised for the contribution I make	Strongly agree	20%	20%	20%	17%	22%	21%	21%	18%	23%	19%	22%	20%	16%	20%	15%	20%	
		Moderately agree	26%	27%	25%	26%	27%	29%	27%	26%	29%	26%	29%	26%	29%	26%	24%	26%	
		Mildly agree	19%	19%	20%	19%	19%	20%	20%	18%	18%	19%	14%	19%	17%	19%	18%	19%	
		Neither agree nor disagree	10%	11%	9%	11%	9%	11%	9%	11%	10%	10%	10%	10%	13%	10%	12%	10%	
Mildly disagree		8%	8%	9%	8%	8%	9%	9%	8%	7%	9%	8%	8%	8%	9%	7%	8%		

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?			
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability		
A3. In relation to your current agency, please indicate your level of agreement with the following statements.	I am satisfied with the opportunities available to me for career progression in my current agency	Moderately disagree	7%	7%	7%	8%	6%	4%	6%	7%	6%	7%	5%	7%	7%	7%	9%	7%	
		Strongly disagree	9%	9%	10%	10%	8%	5%	8%	10%	8%	10%	10%	9%	10%	9%	14%	9%	
		Don't know or doesn't apply	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%
	I am proud to work in the Western Australian public sector	Strongly agree	16%	15%	18%	14%	17%	20%	16%	16%	22%	14%	22%	16%	15%	16%	11%	16%	
		Moderately agree	23%	22%	24%	22%	23%	28%	22%	23%	26%	22%	28%	23%	20%	23%	21%	23%	
		Mildly agree	16%	16%	16%	17%	16%	16%	18%	15%	14%	17%	13%	16%	17%	16%	13%	16%	
		Neither agree nor disagree	12%	11%	13%	12%	11%	8%	10%	13%	10%	12%	11%	12%	12%	11%	15%	11%	
		Mildly disagree	10%	10%	9%	9%	10%	11%	10%	9%	9%	10%	6%	10%	8%	10%	12%	10%	
		Moderately disagree	8%	9%	7%	9%	8%	7%	8%	8%	7%	8%	4%	8%	8%	8%	7%	8%	
		Strongly disagree	15%	15%	12%	16%	13%	8%	14%	15%	10%	16%	13%	14%	18%	14%	21%	14%	
		Don't know or doesn't apply	1%	1%	2%	1%	1%	1%	1%	2%	1%	1%	2%	1%	2%	1%	1%	1%	1%
		I feel that my agency on the whole is well managed	Strongly agree	39%	40%	37%	39%	39%	40%	37%	40%	41%	39%	46%	39%	45%	38%	38%	39%
	Moderately agree		28%	28%	28%	27%	28%	30%	28%	27%	29%	27%	25%	28%	25%	28%	20%	28%	
	Mildly agree		13%	13%	15%	13%	13%	11%	15%	12%	14%	13%	12%	13%	10%	14%	14%	13%	
	Neither agree nor disagree		12%	12%	12%	12%	12%	12%	12%	12%	9%	13%	11%	12%	10%	12%	18%	12%	
	Mildly disagree		3%	3%	3%	3%	3%	3%	3%	3%	2%	3%	1%	3%	3%	3%	2%	3%	
	Moderately disagree		2%	2%	3%	3%	2%	2%	3%	2%	2%	3%	2%	2%	3%	2%	3%	2%	
	Strongly disagree		3%	2%	3%	3%	2%	1%	2%	3%	2%	3%	2%	3%	4%	3%	6%	2%	
	Don't know or doesn't apply	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%		
	Change is managed well in my agency	Strongly agree	15%	15%	14%	14%	15%	19%	14%	15%	18%	14%	23%	14%	16%	14%	14%	15%	
		Moderately agree	30%	32%	28%	30%	31%	29%	30%	31%	33%	30%	29%	31%	30%	30%	22%	31%	
		Mildly agree	20%	19%	22%	21%	19%	22%	21%	19%	21%	20%	15%	20%	18%	20%	21%	20%	
		Neither agree nor disagree	9%	9%	7%	9%	9%	11%	9%	9%	7%	9%	11%	9%	12%	8%	11%	9%	
		Mildly disagree	10%	10%	10%	9%	10%	7%	11%	9%	8%	10%	6%	10%	7%	10%	8%	10%	
		Moderately disagree	8%	8%	8%	8%	8%	8%	8%	8%	7%	8%	9%	8%	7%	8%	10%	8%	
		Strongly disagree	8%	7%	10%	9%	7%	3%	8%	9%	6%	9%	7%	8%	9%	8%	14%	8%	
		Don't know or doesn't apply	1%	1%	0%	0%	1%	0%	0%	1%	0%	1%	1%	0%	1%	0%	0%	1%	
	Change is managed well in my agency	Strongly agree	10%	10%	10%	8%	11%	16%	9%	10%	10%	9%	20%	9%	9%	10%	7%	10%	
		Moderately agree	24%	25%	24%	23%	26%	27%	24%	25%	27%	24%	23%	25%	24%	25%	21%	25%	
		Mildly agree	21%	20%	23%	22%	20%	24%	21%	21%	22%	21%	21%	21%	21%	21%	20%	21%	
Neither agree nor disagree		10%	11%	9%	11%	10%	10%	10%	11%	8%	11%	10%	10%	14%	10%	10%	10%		
Mildly disagree		13%	13%	13%	13%	14%	10%	15%	12%	14%	13%	7%	14%	10%	14%	11%	13%		
Moderately disagree		10%	10%	11%	11%	10%	7%	11%	10%	10%	10%	10%	10%	10%	10%	12%	10%		
Strongly disagree		10%	9%	11%	11%	9%	5%	9%	11%	9%	10%	8%	10%	10%	10%	16%	9%		
Don't know or doesn't apply	1%	1%	1%	1%	1%	1%	1%	1%	0%	1%	2%	1%	1%	1%	1%	1%			

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?			
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability		
A3. In relation to your current agency, please indicate your level of agreement with the following statements.	My agency's senior leaders provide effective leadership	Strongly agree	15%	15%	16%	14%	17%	25%	16%	14%	18%	15%	26%	15%	16%	16%	13%	16%	
		Moderately agree	26%	26%	25%	24%	28%	28%	26%	26%	29%	25%	25%	26%	26%	26%	21%	26%	
		Mildly agree	19%	19%	19%	19%	18%	18%	18%	19%	18%	21%	18%	13%	19%	17%	19%	18%	19%
		Neither agree nor disagree	11%	11%	11%	12%	10%	13%	10%	11%	8%	12%	12%	11%	14%	11%	12%	11%	
		Mildly disagree	10%	10%	10%	10%	10%	8%	11%	10%	10%	10%	10%	8%	10%	10%	10%	13%	10%
		Moderately disagree	9%	9%	8%	9%	8%	4%	9%	9%	7%	9%	9%	9%	9%	5%	9%	7%	9%
		Strongly disagree	9%	9%	11%	10%	8%	3%	8%	11%	8%	10%	7%	9%	11%	9%	15%	9%	
		Don't know or doesn't apply	1%	1%	1%	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%	1%	0%	1%
	In general, my agency makes sound financial decisions	Strongly agree	12%	11%	12%	11%	12%	15%	11%	12%	15%	11%	21%	11%	11%	12%	8%	12%	
		Moderately agree	23%	24%	21%	21%	24%	23%	23%	23%	29%	21%	22%	23%	24%	23%	21%	23%	
		Mildly agree	16%	15%	16%	17%	15%	16%	16%	15%	17%	15%	14%	16%	16%	15%	10%	16%	
		Neither agree nor disagree	18%	19%	16%	18%	18%	14%	18%	18%	13%	19%	18%	18%	19%	18%	21%	18%	
		Mildly disagree	9%	9%	9%	10%	8%	11%	10%	8%	10%	9%	8%	9%	7%	9%	12%	9%	
		Moderately disagree	7%	6%	8%	8%	6%	6%	7%	7%	6%	7%	4%	7%	4%	7%	7%	7%	
		Strongly disagree	8%	6%	11%	8%	7%	3%	7%	9%	7%	8%	6%	8%	10%	8%	12%	8%	
	Don't know or doesn't apply	8%	9%	6%	7%	9%	12%	8%	8%	3%	10%	8%	8%	8%	8%	9%	8%		
	My agency encourages creativity and innovation	Strongly agree	16%	16%	16%	14%	17%	21%	16%	16%	20%	15%	26%	16%	17%	16%	13%	16%	
		Moderately agree	24%	24%	25%	24%	25%	26%	23%	25%	29%	23%	24%	25%	24%	25%	20%	25%	
		Mildly agree	22%	22%	22%	21%	22%	20%	23%	21%	23%	21%	19%	22%	19%	22%	20%	22%	
		Neither agree nor disagree	14%	14%	14%	14%	13%	17%	13%	14%	9%	15%	13%	14%	15%	14%	17%	14%	
		Mildly disagree	10%	10%	9%	10%	10%	8%	11%	9%	8%	10%	7%	10%	9%	10%	12%	10%	
		Moderately disagree	7%	7%	7%	7%	6%	4%	7%	6%	5%	7%	6%	6%	5%	7%	5%	7%	
		Strongly disagree	7%	6%	7%	7%	6%	3%	6%	8%	5%	7%	4%	7%	9%	6%	12%	6%	
		Don't know or doesn't apply	1%	1%	1%	1%	1%	2%	1%	1%	0%	1%	1%	1%	1%	1%	0%	1%	
	My agency encourages the public to participate in the design of services and programs (e.g. consults and engages with communities on issues affecting them)	Strongly agree	12%	12%	13%	11%	13%	12%	11%	13%	14%	12%	17%	12%	14%	12%	9%	12%	
		Moderately agree	22%	22%	23%	22%	23%	24%	21%	23%	27%	21%	23%	22%	21%	22%	21%	22%	
		Mildly agree	19%	18%	22%	21%	18%	18%	20%	19%	22%	19%	17%	19%	17%	19%	18%	19%	
		Neither agree nor disagree	19%	20%	18%	19%	19%	25%	19%	18%	15%	20%	20%	19%	22%	19%	26%	19%	
		Mildly disagree	7%	7%	8%	7%	8%	7%	8%	7%	8%	7%	8%	7%	8%	7%	5%	7%	
		Moderately disagree	5%	4%	6%	5%	4%	3%	5%	5%	4%	5%	2%	5%	1%	5%	4%	5%	
		Strongly disagree	5%	4%	6%	5%	5%	2%	4%	5%	4%	5%	5%	5%	7%	4%	9%	4%	
		Don't know or doesn't apply	11%	13%	6%	10%	11%	10%	11%	10%	5%	12%	7%	11%	10%	11%	9%	11%	
I feel a strong personal attachment to my agency	Strongly agree	22%	22%	22%	23%	21%	15%	20%	24%	29%	20%	23%	22%	21%	22%	19%	22%		
	Moderately agree	26%	25%	26%	26%	25%	29%	24%	26%	29%	25%	24%	26%	29%	25%	19%	26%		
	Mildly agree	20%	20%	20%	19%	21%	18%	22%	19%	18%	21%	18%	20%	19%	21%	18%	20%		

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?		
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability	
A3. In relation to your current agency, please indicate your level of agreement with the following statements.	Neither agree nor disagree	16%	16%	15%	15%	16%	21%	17%	15%	11%	17%	17%	16%	15%	16%	23%	16%	
		Mildly disagree	6%	6%	5%	6%	5%	9%	6%	5%	4%	6%	7%	6%	5%	6%	3%	6%
		Moderately disagree	5%	5%	5%	4%	5%	5%	5%	5%	4%	5%	5%	5%	4%	5%	8%	5%
		Strongly disagree	5%	5%	7%	6%	5%	3%	5%	6%	4%	6%	3%	5%	6%	5%	9%	5%
		Don't know or doesn't apply	0%	0%	0%	0%	1%	0%	0%	1%	0%	0%	1%	0%	0%	0%	0%	0%
	My agency motivates me to help it achieve its objectives	Strongly agree	14%	14%	15%	12%	15%	17%	14%	14%	18%	13%	20%	14%	15%	14%	12%	14%
		Moderately agree	25%	25%	24%	24%	25%	27%	24%	25%	28%	24%	28%	25%	26%	25%	18%	25%
		Mildly agree	22%	22%	22%	21%	22%	24%	23%	21%	22%	22%	17%	22%	20%	22%	22%	22%
		Neither agree nor disagree	15%	16%	14%	16%	15%	17%	15%	15%	11%	17%	17%	15%	18%	15%	17%	15%
		Mildly disagree	10%	10%	10%	10%	10%	8%	12%	9%	9%	11%	4%	10%	8%	10%	11%	10%
		Moderately disagree	7%	7%	7%	7%	6%	4%	6%	7%	7%	6%	5%	7%	4%	7%	8%	6%
		Strongly disagree	7%	7%	8%	8%	6%	3%	6%	8%	6%	8%	7%	7%	8%	7%	12%	7%
		Don't know or doesn't apply	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	1%	0%	1%	0%	0%	0%
	My agency inspires me to do the best in my job	Strongly agree	16%	16%	17%	14%	18%	25%	16%	16%	19%	16%	23%	16%	17%	16%	14%	16%
		Moderately agree	25%	25%	25%	24%	25%	24%	24%	26%	28%	24%	26%	25%	25%	25%	18%	25%
		Mildly agree	20%	20%	19%	21%	19%	24%	21%	19%	20%	20%	17%	20%	19%	20%	21%	20%
		Neither agree nor disagree	15%	15%	14%	16%	14%	12%	15%	15%	11%	16%	18%	15%	16%	15%	18%	15%
		Mildly disagree	9%	9%	9%	10%	9%	7%	10%	9%	9%	9%	4%	9%	8%	10%	9%	9%
		Moderately disagree	7%	7%	6%	7%	6%	4%	6%	7%	7%	7%	4%	7%	5%	7%	9%	7%
		Strongly disagree	7%	7%	9%	8%	7%	3%	7%	9%	6%	8%	7%	7%	8%	7%	12%	7%
	Don't know or doesn't apply	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	1%	0%	0%	0%	
	I am proud to tell others I work for my agency	Strongly agree	29%	29%	30%	30%	29%	34%	28%	30%	35%	28%	35%	29%	32%	29%	23%	30%
		Moderately agree	26%	26%	27%	26%	26%	30%	27%	26%	28%	26%	23%	26%	26%	26%	26%	26%
		Mildly agree	17%	17%	16%	17%	17%	15%	17%	17%	15%	17%	13%	17%	13%	17%	15%	17%
		Neither agree nor disagree	14%	15%	14%	14%	15%	12%	15%	14%	12%	15%	16%	14%	15%	14%	17%	14%
		Mildly disagree	5%	5%	5%	5%	5%	4%	6%	4%	3%	5%	4%	5%	4%	5%	5%	5%
		Moderately disagree	4%	4%	4%	4%	4%	4%	4%	4%	3%	4%	3%	4%	3%	4%	7%	4%
		Strongly disagree	4%	4%	5%	5%	4%	1%	4%	5%	3%	5%	4%	4%	6%	4%	7%	4%
		Don't know or doesn't apply	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	1%	0%	1%	0%	0%	0%
	I would recommend my agency as a great place to work	Strongly agree	24%	25%	22%	24%	24%	30%	25%	23%	26%	23%	29%	24%	26%	24%	21%	24%
Moderately agree		24%	24%	25%	24%	25%	26%	25%	24%	27%	24%	26%	24%	23%	25%	15%	25%	
Mildly agree		19%	18%	19%	20%	18%	18%	19%	19%	21%	18%	11%	19%	19%	19%	23%	19%	
Neither agree nor disagree		14%	15%	13%	14%	14%	13%	14%	15%	10%	15%	16%	14%	14%	14%	15%	14%	
Mildly disagree		7%	7%	7%	6%	7%	6%	8%	6%	5%	7%	5%	7%	8%	7%	9%	7%	
Moderately disagree		5%	5%	6%	5%	5%	3%	4%	6%	4%	5%	4%	5%	2%	5%	6%	5%	

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?		
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability	
	Strongly disagree	7%	6%	8%	7%	7%	3%	5%	8%	5%	7%	7%	7%	8%	7%	11%	6%	
	Don't know or doesn't apply	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	
A4. It is likely that you will resign or retire from your agency within:	The next 12 months	9%	8%	9%	8%	9%	13%	10%	7%	7%	9%	6%	9%	9%	8%	10%	8%	
	More than 1 year to 2 years	9%	8%	11%	7%	10%	10%	9%	9%	8%	9%	9%	9%	6%	9%	8%	9%	
	More than 2 years to 3 years	8%	8%	9%	9%	8%	10%	7%	9%	8%	8%	7%	8%	8%	8%	9%	8%	
	More than 3 years	41%	40%	42%	44%	38%	24%	33%	49%	48%	39%	36%	41%	34%	41%	49%	41%	
A5. If you intend to leave within the next 3 years, are you planning to:	Not applicable	34%	36%	29%	32%	35%	44%	41%	26%	28%	35%	43%	33%	43%	33%	25%	34%	
	Work for another WA public sector agency (not including local government, public universities, Police Force, electorate offices or government trading enterprises such as utilities and port authorities)	9%	10%	7%	8%	11%	15%	13%	6%	9%	10%	11%	9%	10%	9%	8%	9%	
	Work in the Commonwealth government or local government sector	5%	5%	4%	4%	6%	9%	7%	3%	4%	5%	7%	5%	6%	5%	5%	5%	
	Work in the private sector	9%	9%	9%	9%	8%	14%	11%	7%	9%	9%	8%	9%	10%	8%	9%	9%	
	Study full-time	1%	1%	1%	1%	1%	6%	2%	0%	0%	2%	4%	1%	2%	1%	0%	1%	
	Retire	6%	5%	8%	7%	6%	0%	0%	12%	8%	6%	5%	6%	3%	6%	11%	6%	
	Other	5%	4%	7%	3%	6%	7%	6%	4%	4%	5%	3%	5%	3%	5%	4%	5%	
SECTION B: HUMAN RESOURCE MANAGEMENT AND AGENCY ADMINISTRATION																		
B1. Please indicate your level of agreement with the following statements.	In your work area, communication between senior managers and other employees is effective	Strongly agree	16%	15%	17%	14%	17%	17%	15%	16%	21%	14%	20%	16%	16%	16%	11%	16%
		Moderately agree	29%	29%	30%	30%	29%	32%	30%	29%	35%	28%	28%	29%	26%	29%	24%	29%
		Mildly agree	20%	20%	19%	21%	19%	21%	21%	19%	19%	20%	17%	20%	21%	20%	20%	20%
		Neither agree nor disagree	7%	7%	6%	8%	6%	7%	6%	7%	4%	7%	11%	6%	10%	6%	11%	6%
		Mildly disagree	10%	10%	10%	9%	11%	8%	11%	9%	9%	10%	5%	10%	8%	10%	10%	10%
		Moderately disagree	9%	9%	8%	8%	9%	8%	9%	8%	5%	9%	8%	8%	7%	9%	11%	8%
		Strongly disagree	10%	9%	10%	10%	9%	6%	8%	11%	7%	10%	10%	10%	10%	9%	13%	9%
		Don't know or doesn't apply	0%	0%	0%	1%	0%	1%	0%	1%	0%	1%	1%	0%	1%	0%	1%	0%
	Your input is adequately sought and considered about decisions that directly affect you	Strongly agree	16%	16%	18%	14%	18%	16%	16%	17%	24%	14%	18%	16%	15%	17%	9%	17%
		Moderately agree	27%	27%	28%	28%	27%	30%	28%	27%	32%	26%	31%	27%	24%	28%	25%	27%
		Mildly agree	20%	20%	20%	20%	20%	21%	21%	19%	18%	20%	15%	20%	19%	20%	17%	20%
		Neither agree nor disagree	8%	9%	7%	9%	7%	8%	8%	8%	5%	9%	12%	8%	14%	8%	11%	8%
		Mildly disagree	10%	10%	10%	10%	10%	11%	11%	9%	8%	11%	9%	10%	10%	10%	12%	10%
		Moderately disagree	8%	8%	8%	9%	8%	7%	8%	9%	6%	9%	7%	8%	5%	9%	12%	8%
		Strongly disagree	9%	9%	9%	10%	9%	5%	8%	11%	7%	10%	8%	9%	11%	9%	13%	9%
Don't know or doesn't apply	0%	1%	0%	0%	0%	3%	0%	0%	0%	1%	1%	0%	1%	0%	0%	0%		
Good information management practices are promoted and	Strongly agree	18%	17%	18%	16%	19%	23%	16%	18%	24%	16%	25%	17%	18%	18%	13%	18%	
	Moderately agree	28%	27%	29%	28%	28%	26%	29%	27%	34%	26%	27%	28%	25%	28%	24%	28%	
	Mildly agree	19%	19%	19%	20%	19%	22%	20%	18%	18%	20%	14%	19%	19%	19%	18%	19%	

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?			
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability		
B2. Please indicate your level of agreement with the following statements.	supported in your work area	Neither agree nor disagree	11%	12%	10%	12%	10%	13%	11%	11%	7%	12%	12%	11%	15%	11%	15%	11%	
		Mildly disagree	9%	10%	9%	9%	10%	9%	9%	10%	9%	8%	10%	8%	9%	8%	10%	10%	9%
		Moderately disagree	7%	7%	7%	7%	7%	7%	2%	7%	7%	5%	7%	4%	7%	7%	7%	8%	7%
		Strongly disagree	8%	8%	7%	8%	7%	7%	3%	6%	9%	5%	8%	8%	7%	7%	7%	11%	7%
		Don't know or doesn't apply	1%	1%	1%	1%	0%	2%	1%	1%	1%	0%	1%	1%	1%	1%	1%	1%	1%
	Your immediate supervisor makes use of appropriate communication and interpersonal skills when dealing with you	Strongly agree	40%	40%	39%	38%	41%	48%	41%	38%	43%	39%	40%	40%	36%	40%	33%	40%	
		Moderately agree	28%	28%	28%	29%	27%	24%	28%	28%	28%	28%	26%	28%	30%	28%	25%	28%	
		Mildly agree	13%	13%	12%	13%	13%	10%	13%	13%	13%	13%	10%	13%	13%	13%	19%	13%	
		Neither agree nor disagree	5%	5%	4%	5%	4%	4%	4%	5%	4%	5%	7%	5%	6%	5%	5%	5%	
		Mildly disagree	4%	4%	5%	4%	4%	5%	5%	4%	3%	5%	4%	4%	5%	4%	6%	4%	
		Moderately disagree	4%	4%	5%	4%	4%	3%	4%	4%	3%	4%	6%	4%	3%	4%	4%	4%	
		Strongly disagree	6%	5%	6%	6%	6%	4%	5%	6%	5%	6%	5%	6%	8%	6%	8%	6%	
	Don't know or doesn't apply	0%	1%	0%	1%	0%	1%	0%	0%	1%	0%	1%	0%	1%	0%	1%	0%		
	Your immediate supervisor is effective in managing people	Strongly agree	34%	34%	34%	33%	35%	45%	35%	32%	36%	33%	34%	34%	32%	34%	29%	34%	
		Moderately agree	27%	27%	27%	27%	27%	22%	27%	27%	29%	27%	28%	27%	28%	27%	24%	27%	
Mildly agree		13%	14%	13%	14%	13%	11%	13%	14%	13%	14%	7%	14%	13%	13%	17%	13%		
Neither agree nor disagree		7%	7%	6%	8%	6%	5%	6%	8%	6%	7%	10%	7%	8%	7%	8%	7%		
Mildly disagree		6%	6%	6%	5%	7%	8%	6%	5%	5%	6%	4%	6%	5%	6%	6%	6%		
Moderately disagree		5%	4%	5%	5%	4%	4%	4%	5%	4%	5%	6%	5%	4%	5%	4%	5%		
Strongly disagree		8%	7%	8%	7%	8%	5%	7%	9%	6%	8%	10%	8%	9%	8%	11%	8%		
Don't know or doesn't apply	1%	1%	0%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	2%			
B2. Please indicate your level of agreement with the following statements.	Your immediate supervisor appropriately deals with employees that perform poorly	Strongly agree	21%	21%	21%	21%	22%	31%	23%	19%	24%	20%	27%	21%	20%	21%	20%	21%	
		Moderately agree	21%	22%	21%	23%	21%	24%	21%	21%	26%	20%	22%	22%	22%	22%	14%	22%	
		Mildly agree	13%	13%	14%	13%	13%	9%	13%	14%	13%	13%	11%	13%	10%	14%	16%	13%	
		Neither agree nor disagree	13%	13%	13%	14%	12%	8%	12%	14%	12%	13%	15%	13%	16%	13%	17%	13%	
		Mildly disagree	7%	7%	8%	7%	8%	7%	8%	7%	6%	8%	4%	7%	7%	7%	6%	7%	
		Moderately disagree	6%	6%	6%	6%	6%	4%	6%	6%	4%	6%	5%	6%	5%	6%	6%	6%	
		Strongly disagree	10%	9%	10%	9%	10%	9%	9%	10%	8%	10%	10%	9%	10%	9%	14%	9%	
		Don't know or doesn't apply	9%	9%	7%	8%	9%	9%	8%	9%	6%	9%	5%	9%	10%	8%	8%	8%	
Your immediate supervisor appropriately assesses risks relevant to your work area	Strongly agree	32%	32%	33%	30%	35%	42%	34%	30%	34%	32%	34%	32%	28%	33%	26%	33%		
	Moderately agree	26%	26%	27%	28%	25%	23%	27%	27%	28%	26%	21%	27%	28%	26%	26%	26%		
	Mildly agree	14%	14%	13%	14%	13%	9%	13%	14%	13%	14%	12%	14%	12%	14%	14%	14%		
	Neither agree nor disagree	11%	11%	10%	11%	11%	9%	10%	12%	10%	11%	13%	11%	13%	11%	17%	11%		
	Mildly disagree	5%	4%	5%	5%	5%	4%	5%	5%	4%	5%	5%	5%	5%	5%	5%	5%		
	Moderately disagree	3%	3%	4%	4%	3%	2%	3%	3%	3%	3%	6%	3%	3%	3%	2%	3%		

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?			
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability		
B3. Please indicate your level of agreement with the following statements.		Strongly disagree	5%	5%	6%	5%	5%	3%	5%	6%	5%	5%	8%	5%	7%	5%	7%	5%	
		Don't know or doesn't apply	4%	4%	3%	3%	4%	6%	3%	4%	3%	4%	1%	4%	4%	4%	3%	4%	
	The people in your work group cooperate to get the job done	Strongly agree	46%	47%	44%	45%	47%	47%	44%	48%	50%	45%	43%	46%	41%	46%	42%	46%	
		Moderately agree	31%	30%	32%	32%	29%	27%	31%	30%	32%	30%	32%	31%	33%	30%	29%	31%	
		Mildly agree	13%	12%	14%	13%	13%	16%	14%	11%	12%	13%	13%	13%	15%	13%	12%	13%	
		Neither agree nor disagree	4%	4%	4%	4%	3%	4%	3%	4%	2%	4%	5%	4%	5%	4%	5%	4%	
		Mildly disagree	3%	3%	4%	2%	3%	3%	3%	3%	2%	3%	3%	3%	2%	3%	3%	3%	
		Moderately disagree	2%	2%	2%	2%	2%	1%	2%	2%	2%	2%	2%	3%	2%	1%	2%	4%	2%
		Strongly disagree	2%	2%	1%	1%	2%	1%	2%	1%	1%	2%	1%	2%	2%	2%	2%	5%	1%
		Don't know or doesn't apply	1%	1%	1%	1%	1%	0%	1%	1%	1%	0%	1%	1%	1%	1%	1%	0%	1%
	The people in your work group use their time and resources efficiently	Strongly agree	35%	34%	36%	32%	37%	35%	34%	35%	35%	34%	34%	35%	30%	35%	30%	35%	
		Moderately agree	34%	34%	35%	36%	33%	33%	34%	35%	39%	33%	35%	34%	37%	34%	32%	34%	
		Mildly agree	15%	15%	15%	16%	14%	14%	16%	14%	14%	15%	16%	15%	16%	15%	15%	15%	
		Neither agree nor disagree	5%	5%	5%	5%	5%	6%	4%	6%	3%	6%	6%	5%	7%	5%	6%	5%	
		Mildly disagree	5%	6%	4%	5%	6%	7%	5%	5%	3%	6%	4%	5%	4%	5%	5%	5%	
		Moderately disagree	3%	3%	2%	3%	3%	2%	3%	2%	2%	3%	3%	3%	3%	3%	3%	4%	3%
Strongly disagree		2%	3%	2%	2%	3%	2%	3%	3%	2%	3%	1%	3%	2%	2%	2%	7%	2%	
Don't know or doesn't apply		1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%	2%	1%	1%	1%	2%	1%	
Your workgroup achieves a high level of productivity	Strongly agree	43%	44%	41%	40%	45%	43%	42%	43%	45%	42%	43%	43%	37%	43%	39%	43%		
	Moderately agree	31%	30%	34%	33%	30%	36%	31%	32%	35%	30%	32%	31%	36%	31%	27%	32%		
	Mildly agree	13%	12%	13%	13%	12%	8%	14%	12%	11%	13%	12%	13%	13%	13%	14%	12%		
	Neither agree nor disagree	5%	5%	5%	5%	5%	5%	4%	5%	3%	5%	7%	5%	6%	5%	8%	5%		
	Mildly disagree	3%	4%	3%	3%	4%	4%	4%	3%	3%	4%	2%	3%	3%	4%	3%	3%		
	Moderately disagree	2%	2%	2%	3%	2%	2%	2%	2%	1%	2%	1%	2%	1%	2%	3%	2%		
	Strongly disagree	2%	2%	2%	2%	2%	1%	2%	2%	1%	2%	1%	2%	2%	2%	5%	2%		
	Don't know or doesn't apply	1%	1%	1%	1%	1%	2%	1%	1%	0%	1%	2%	1%	2%	1%	1%	1%		
B4. Please indicate your level of agreement with the following statements.	Recruitment and promotion decisions in this agency are fair	Strongly agree	14%	13%	17%	13%	15%	19%	14%	14%	22%	12%	20%	14%	12%	15%	11%	14%	
		Moderately agree	22%	22%	22%	22%	22%	24%	23%	22%	27%	21%	21%	22%	21%	22%	16%	22%	
		Mildly agree	14%	14%	13%	15%	13%	13%	15%	13%	15%	14%	13%	14%	14%	14%	15%	14%	
		Neither agree nor disagree	13%	13%	13%	13%	13%	16%	12%	14%	10%	14%	14%	13%	13%	13%	16%	13%	
		Mildly disagree	10%	10%	10%	9%	11%	6%	11%	9%	9%	10%	9%	10%	12%	10%	11%	10%	
		Moderately disagree	7%	8%	7%	7%	8%	6%	8%	7%	7%	8%	5%	8%	6%	8%	9%	7%	
		Strongly disagree	14%	14%	13%	15%	12%	8%	12%	15%	10%	15%	13%	14%	18%	13%	17%	14%	
		Don't know or doesn't apply	5%	5%	6%	4%	6%	7%	5%	5%	2%	6%	5%	5%	6%	5%	4%	5%	
Positions are	Strongly agree	16%	14%	20%	14%	17%	23%	16%	15%	21%	14%	23%	15%	14%	16%	15%	16%		

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?		
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability	
B5. Please indicate your level of agreement with the following statements.	generally advertised within a reasonable time of becoming vacant	Moderately agree	21%	21%	22%	22%	21%	21%	22%	23%	21%	21%	21%	19%	22%	16%	21%	
		Mildly agree	15%	15%	14%	15%	14%	16%	15%	14%	15%	14%	15%	15%	18%	14%	12%	15%
		Neither agree nor disagree	14%	14%	13%	14%	14%	13%	13%	15%	10%	15%	16%	14%	15%	14%	15%	14%
		Mildly disagree	9%	9%	8%	9%	9%	7%	9%	9%	10%	8%	5%	9%	8%	9%	12%	9%
		Moderately disagree	7%	7%	6%	7%	7%	3%	7%	7%	6%	7%	4%	7%	6%	7%	9%	7%
		Strongly disagree	12%	12%	10%	12%	11%	7%	11%	12%	12%	12%	9%	12%	13%	12%	14%	11%
		Don't know or doesn't apply	7%	7%	7%	7%	8%	10%	8%	7%	3%	8%	7%	7%	8%	7%	7%	7%
	Decisions to second or transfer employees to equivalent or higher levels are made fairly	Strongly agree	12%	11%	13%	11%	12%	15%	12%	11%	19%	10%	16%	11%	8%	12%	7%	12%
		Moderately agree	18%	18%	17%	18%	17%	18%	18%	17%	20%	17%	20%	17%	16%	18%	14%	18%
		Mildly agree	12%	13%	12%	13%	12%	9%	13%	12%	15%	12%	9%	12%	13%	12%	11%	12%
		Neither agree nor disagree	19%	19%	19%	20%	18%	20%	18%	20%	17%	20%	23%	19%	19%	19%	21%	19%
		Mildly disagree	8%	8%	9%	8%	9%	9%	8%	8%	8%	9%	3%	9%	8%	8%	11%	8%
		Moderately disagree	7%	7%	5%	7%	7%	4%	7%	7%	6%	7%	7%	7%	5%	7%	8%	7%
		Strongly disagree	12%	13%	11%	13%	11%	7%	11%	13%	9%	13%	12%	12%	17%	12%	15%	12%
	Don't know or doesn't apply	13%	12%	14%	11%	14%	17%	14%	11%	6%	14%	10%	13%	14%	12%	11%	13%	
	Candidates for relieving or acting opportunities are selected on the basis of merit	Strongly agree	14%	13%	16%	14%	15%	20%	14%	14%	22%	12%	20%	14%	12%	14%	10%	14%
		Moderately agree	19%	19%	17%	20%	18%	18%	19%	18%	23%	17%	18%	19%	17%	19%	13%	19%
		Mildly agree	15%	15%	14%	16%	14%	12%	15%	14%	17%	14%	10%	15%	13%	15%	12%	15%
		Neither agree nor disagree	16%	15%	16%	16%	15%	16%	14%	17%	11%	17%	20%	15%	17%	15%	22%	15%
		Mildly disagree	9%	9%	8%	8%	10%	7%	9%	8%	8%	9%	7%	9%	10%	9%	10%	9%
		Moderately disagree	6%	7%	6%	6%	6%	3%	6%	6%	6%	7%	7%	6%	5%	6%	9%	6%
		Strongly disagree	13%	13%	12%	13%	12%	7%	12%	14%	10%	14%	10%	13%	15%	13%	15%	13%
	Don't know or doesn't apply	9%	8%	11%	7%	10%	16%	10%	8%	3%	10%	7%	9%	10%	9%	9%	9%	
	Training and development opportunities in your work area are available to all employees	Strongly agree	27%	28%	26%	25%	28%	34%	25%	28%	33%	25%	34%	27%	27%	27%	23%	27%
		Moderately agree	27%	28%	26%	28%	27%	27%	27%	28%	30%	27%	22%	28%	25%	28%	26%	28%
		Mildly agree	18%	17%	20%	18%	18%	15%	20%	17%	19%	18%	14%	18%	17%	18%	20%	18%
		Neither agree nor disagree	7%	8%	5%	7%	7%	7%	7%	7%	4%	8%	9%	7%	9%	7%	6%	7%
		Mildly disagree	8%	8%	9%	8%	8%	9%	9%	7%	6%	8%	11%	8%	7%	8%	9%	8%
Moderately disagree		5%	5%	6%	6%	5%	4%	5%	5%	4%	6%	4%	5%	6%	5%	8%	5%	
Strongly disagree		7%	6%	8%	8%	6%	2%	6%	7%	5%	7%	5%	7%	8%	6%	8%	7%	
Don't know or doesn't apply	1%	1%	1%	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%	1%	1%		
You receive appropriate training or have access to information that enables you to meet your record keeping	Strongly agree	28%	29%	25%	25%	30%	37%	28%	27%	31%	27%	37%	27%	27%	28%	24%	28%	
	Moderately agree	31%	31%	30%	32%	31%	31%	30%	32%	33%	30%	24%	31%	30%	31%	28%	31%	
	Mildly agree	20%	19%	21%	20%	19%	16%	21%	18%	18%	20%	12%	20%	19%	20%	20%	20%	
	Neither agree nor disagree	8%	8%	7%	8%	7%	6%	7%	8%	6%	8%	10%	7%	9%	7%	12%	7%	

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?			
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability		
B6. Are you aware that Public Sector Standards in Human Resource Management exist for:	responsibilities	Mildly disagree	6%	5%	7%	6%	6%	4%	7%	6%	5%	6%	8%	6%	5%	6%	5%	6%	
		Moderately disagree	4%	3%	4%	4%	3%	3%	3%	4%	4%	4%	2%	4%	3%	4%	3%	4%	
		Strongly disagree	4%	3%	5%	4%	4%	0%	3%	4%	3%	4%	5%	4%	5%	4%	7%	4%	
		Don't know or doesn't apply	1%	1%	1%	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%	1%	1%	1%
	The feedback you receive helps you to improve your performance	Strongly agree	22%	22%	23%	19%	25%	32%	23%	21%	25%	22%	32%	22%	22%	22%	21%	22%	
		Moderately agree	29%	29%	28%	29%	29%	32%	28%	29%	31%	28%	24%	29%	29%	29%	30%	29%	
		Mildly agree	20%	20%	20%	21%	19%	15%	21%	19%	19%	20%	11%	20%	19%	20%	16%	20%	
		Neither agree nor disagree	13%	14%	12%	14%	12%	11%	12%	14%	10%	14%	13%	13%	13%	13%	15%	13%	
		Mildly disagree	6%	6%	6%	6%	6%	5%	6%	6%	6%	6%	8%	6%	5%	6%	7%	6%	
		Moderately disagree	4%	4%	4%	5%	4%	2%	4%	4%	4%	4%	4%	4%	3%	4%	4%	4%	
		Strongly disagree	5%	5%	5%	5%	4%	2%	4%	6%	4%	5%	6%	5%	7%	4%	7%	5%	
		Don't know or doesn't apply	1%	1%	1%	1%	1%	2%	1%	1%	1%	1%	2%	1%	2%	1%	0%	1%	
		In your agency, there is adequate opportunity to develop the required skills for being a leader	Strongly agree	18%	18%	19%	17%	20%	24%	18%	18%	28%	16%	28%	18%	19%	18%	11%	19%
			Moderately agree	25%	25%	23%	27%	23%	27%	25%	25%	29%	23%	24%	25%	24%	25%	22%	25%
	Mildly agree		17%	17%	18%	18%	17%	16%	19%	16%	17%	17%	12%	18%	15%	18%	16%	17%	
	Neither agree nor disagree		12%	12%	11%	12%	12%	12%	11%	13%	7%	14%	10%	12%	11%	12%	15%	12%	
	Mildly disagree		10%	9%	10%	9%	10%	9%	11%	9%	7%	10%	8%	10%	10%	10%	11%	10%	
	Moderately disagree		7%	7%	7%	7%	7%	6%	7%	7%	5%	7%	9%	7%	7%	7%	9%	7%	
	Strongly disagree		9%	9%	9%	9%	8%	3%	8%	10%	6%	10%	7%	9%	11%	8%	13%	8%	
	Don't know or doesn't apply	2%	3%	2%	2%	3%	3%	2%	3%	0%	3%	3%	2%	3%	2%	3%	2%		
	Employment (incorporates recruitment, secondment, transfer and acting)?	Yes	89%	91%	87%	90%	89%	82%	89%	90%	95%	88%	89%	89%	85%	90%	83%	90%	
		No	11%	9%	13%	10%	11%	18%	11%	10%	5%	12%	11%	11%	15%	10%	17%	10%	
	Grievance resolution?	Yes	89%	90%	86%	89%	88%	75%	86%	92%	94%	87%	85%	89%	85%	89%	85%	89%	
		No	11%	10%	14%	11%	12%	25%	14%	8%	6%	13%	15%	11%	15%	11%	15%	11%	
	Performance management?	Yes	88%	88%	89%	87%	89%	79%	86%	90%	95%	86%	89%	88%	86%	88%	86%	88%	
		No	12%	12%	11%	13%	11%	21%	14%	10%	5%	14%	11%	12%	14%	12%	14%	12%	
	Redeployment, termination, and discipline?	Yes	86%	86%	85%	86%	86%	78%	85%	87%	92%	84%	82%	86%	80%	86%	80%	86%	
No		14%	14%	15%	14%	14%	22%	15%	13%	8%	16%	18%	14%	20%	14%	20%	14%		
B7. Do you understand what courses of action are available to you if you believe your agency has breached a Human Resource Management Standard?	Yes	37%	37%	38%	37%	38%	27%	32%	42%	50%	34%	43%	37%	35%	38%	33%	38%		
	No	25%	24%	27%	24%	25%	38%	28%	21%	14%	28%	21%	25%	31%	24%	26%	25%		
	No, but know where to find out	38%	39%	35%	39%	38%	35%	39%	37%	36%	39%	37%	38%	34%	38%	40%	38%		
B8. Do you believe any decision made in your agency in the past 12 months did not comply with a Public Sector Standard in Human Resource	Yes, and I raised it with my agency	5%	5%	5%	5%	5%	3%	3%	6%	5%	5%	6%	5%	4%	5%	9%	5%		
	Yes, and I lodged a breach of standard claim	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%	1%	1%	1%	0%	1%		

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?			
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability		
Management? ¹	Yes, and I took no action (please specify)	7%	8%	7%	7%	8%	7%	8%	7%	6%	8%	7%	7%	9%	7%	9%	7%		
	Don't know	49%	51%	45%	49%	48%	48%	49%	49%	35%	52%	55%	49%	54%	48%	55%	49%		
	No	38%	36%	42%	38%	39%	41%	39%	37%	53%	34%	29%	38%	31%	39%	28%	38%		
B9a. Please indicate if your agency has clearly documented policies and procedures for the following:	Employment (includes recruitment, secondment, transfer and acting)	Yes	70%	69%	71%	72%	68%	66%	68%	71%	82%	66%	75%	70%	66%	70%	62%	70%	
		No	4%	3%	4%	3%	4%	3%	4%	4%	4%	4%	3%	4%	3%	4%	3%	4%	
		Don't know, but know where to find out	16%	18%	14%	15%	17%	17%	17%	17%	15%	9%	18%	11%	17%	18%	16%	19%	16%
		Don't know	10%	10%	11%	10%	11%	15%	11%	10%	5%	12%	10%	10%	12%	10%	16%	10%	
	Induction, training and professional development	Yes	75%	74%	77%	76%	74%	74%	74%	76%	83%	73%	72%	75%	72%	75%	71%	75%	
		No	5%	5%	6%	5%	5%	4%	5%	5%	6%	5%	9%	5%	6%	5%	5%	5%	
		Don't know, but know where to find out	12%	13%	10%	12%	12%	9%	13%	12%	8%	14%	11%	12%	14%	12%	14%	12%	
		Don't know	8%	8%	7%	7%	8%	12%	8%	7%	3%	9%	8%	7%	8%	8%	10%	7%	
	Supervision and performance management	Yes	69%	66%	76%	68%	70%	65%	66%	72%	80%	66%	71%	69%	65%	69%	67%	69%	
		No	6%	6%	5%	6%	6%	4%	6%	6%	6%	6%	5%	6%	6%	6%	7%	6%	
		Don't know, but know where to find out	15%	17%	11%	15%	14%	15%	17%	13%	9%	16%	16%	15%	16%	15%	14%	15%	
		Don't know	11%	12%	8%	11%	10%	16%	11%	10%	4%	12%	8%	11%	13%	10%	11%	10%	
	Occupational health and safety	Yes	85%	85%	86%	87%	84%	82%	84%	87%	91%	84%	83%	85%	82%	86%	83%	85%	
		No	2%	2%	3%	2%	3%	1%	2%	2%	3%	2%	4%	2%	3%	2%	3%	2%	
		Don't know, but know where to find out	8%	9%	7%	8%	9%	10%	9%	8%	5%	9%	8%	8%	11%	8%	9%	8%	
		Don't know	4%	4%	4%	3%	4%	7%	4%	3%	2%	4%	5%	4%	4%	4%	4%	4%	
	Conduct and discipline	Yes	77%	75%	81%	78%	77%	72%	75%	79%	85%	75%	78%	77%	71%	78%	74%	77%	
		No	4%	4%	3%	4%	3%	4%	3%	4%	3%	4%	3%	4%	4%	4%	5%	3%	
		Don't know, but know where to find out	13%	14%	10%	12%	13%	14%	14%	11%	8%	14%	11%	13%	16%	12%	12%	13%	
		Don't know	7%	7%	7%	6%	7%	10%	8%	6%	4%	8%	8%	7%	9%	7%	9%	7%	
	Classification and classification review	Yes	47%	46%	48%	48%	45%	43%	45%	48%	55%	44%	55%	46%	44%	47%	43%	47%	
		No	7%	7%	7%	7%	7%	6%	7%	8%	8%	7%	7%	7%	10%	7%	9%	7%	
		Don't know, but know where to find out	23%	25%	20%	22%	24%	21%	24%	22%	21%	24%	18%	23%	20%	23%	23%	23%	
		Don't know	23%	22%	26%	22%	24%	31%	24%	22%	16%	25%	20%	23%	27%	23%	24%	23%	
Grievance resolution	Yes	69%	70%	69%	72%	68%	59%	66%	73%	80%	67%	71%	70%	64%	70%	65%	70%		
	No	4%	4%	4%	4%	4%	5%	4%	4%	4%	4%	6%	4%	5%	4%	6%	4%		
	Don't know, but know where to find out	17%	17%	15%	16%	17%	16%	18%	15%	11%	18%	13%	17%	18%	16%	18%	17%		
	Don't know	10%	9%	11%	8%	11%	19%	12%	8%	5%	11%	9%	10%	13%	10%	11%	10%		

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?		
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability	
B9a. Please indicate if your agency has clearly documented policies and procedures for the following:	Redeployment	Yes	47%	45%	51%	46%	47%	44%	45%	48%	57%	44%	55%	47%	43%	47%	41%	47%
		No	7%	7%	6%	7%	6%	6%	6%	7%	6%	7%	9%	7%	8%	7%	10%	6%
		Don't know, but know where to find out	25%	27%	22%	25%	26%	21%	27%	24%	24%	26%	20%	26%	24%	25%	24%	25%
		Don't know	21%	22%	20%	22%	21%	29%	21%	21%	13%	24%	16%	21%	26%	21%	25%	21%
	Managing conflicts of interest (e.g. conflict between public role and personal interest)	Yes	68%	68%	66%	70%	66%	65%	67%	68%	76%	65%	68%	68%	65%	68%	60%	68%
		No	5%	5%	5%	5%	4%	3%	4%	5%	5%	5%	8%	5%	6%	5%	8%	5%
		Don't know, but know where to find out	16%	16%	16%	15%	17%	15%	17%	15%	13%	17%	14%	16%	17%	16%	16%	16%
		Don't know	12%	11%	13%	10%	13%	17%	12%	11%	7%	13%	10%	12%	12%	12%	16%	11%
	Offer and acceptance of gifts	Yes	81%	84%	74%	84%	79%	71%	80%	83%	88%	79%	72%	81%	79%	81%	79%	81%
		No	2%	2%	4%	2%	2%	3%	2%	3%	2%	2%	6%	2%	3%	2%	4%	2%
		Don't know, but know where to find out	10%	10%	11%	9%	11%	12%	11%	9%	6%	11%	10%	10%	10%	10%	9%	10%
		Don't know	7%	5%	11%	5%	8%	15%	7%	5%	4%	7%	13%	6%	8%	6%	8%	6%
Reporting unethical behaviour and misconduct	Yes	73%	72%	76%	75%	72%	72%	72%	75%	81%	71%	77%	73%	71%	74%	69%	74%	
	No	4%	4%	4%	4%	4%	5%	3%	4%	4%	4%	5%	4%	5%	4%	6%	4%	
	Don't know, but know where to find out	15%	16%	12%	14%	15%	13%	16%	14%	10%	16%	10%	15%	14%	15%	17%	15%	
	Don't know	8%	8%	8%	7%	9%	10%	9%	8%	5%	9%	8%	8%	10%	8%	8%	8%	
Reporting workplace bullying	Yes	73%	72%	75%	75%	71%	72%	72%	74%	80%	71%	76%	73%	69%	73%	69%	73%	
	No	4%	4%	4%	4%	4%	4%	3%	5%	5%	4%	6%	4%	6%	4%	7%	4%	
	Don't know, but know where to find out	15%	16%	12%	13%	16%	12%	16%	14%	10%	16%	10%	15%	15%	15%	15%	15%	
	Don't know	8%	8%	9%	8%	9%	11%	9%	8%	5%	10%	8%	8%	11%	8%	10%	8%	
B9b. Please indicate if you have confidence in these procedures:	Employment (includes recruitment, secondment, transfer and acting)	Yes	58%	58%	58%	60%	57%	57%	60%	57%	70%	55%	60%	59%	55%	59%	49%	59%
		No	28%	28%	29%	29%	28%	23%	27%	30%	23%	30%	22%	28%	30%	28%	34%	28%
		Don't know	13%	14%	13%	11%	15%	20%	13%	13%	7%	15%	19%	13%	15%	13%	17%	13%
Induction, training and professional development	Yes	68%	68%	69%	68%	68%	75%	68%	68%	76%	66%	69%	68%	65%	68%	61%	68%	
	No	21%	21%	23%	23%	20%	12%	21%	22%	18%	22%	21%	21%	23%	21%	25%	21%	
	Don't know	11%	12%	8%	10%	12%	13%	11%	10%	6%	12%	10%	11%	11%	11%	14%	11%	
Supervision and performance management	Yes	59%	56%	64%	58%	59%	61%	58%	59%	68%	56%	63%	59%	57%	59%	53%	59%	
	No	28%	29%	26%	29%	27%	19%	28%	29%	25%	29%	26%	28%	28%	28%	32%	28%	
	Don't know	13%	15%	10%	12%	14%	20%	14%	12%	7%	15%	11%	13%	15%	13%	15%	13%	
Occupational health and safety	Yes	83%	83%	83%	83%	82%	83%	83%	83%	88%	81%	80%	83%	78%	83%	75%	83%	
	No	10%	9%	11%	10%	10%	6%	9%	11%	8%	10%	12%	10%	13%	10%	18%	10%	
	Don't know	7%	8%	6%	6%	8%	11%	8%	7%	3%	8%	8%	7%	9%	7%	7%	7%	

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?		
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability	
Conduct and discipline	Yes	65%	63%	68%	66%	64%	68%	65%	64%	72%	63%	69%	65%	63%	65%	53%	65%	
	No	22%	22%	22%	22%	22%	16%	21%	23%	20%	23%	19%	22%	22%	22%	35%	22%	
Classification and classification review	Yes	46%	47%	46%	48%	45%	45%	48%	45%	55%	44%	49%	46%	41%	47%	41%	47%	
	No	22%	22%	20%	23%	20%	16%	21%	23%	20%	22%	23%	22%	28%	21%	27%	21%	
	Don't know	32%	31%	34%	29%	34%	39%	31%	32%	24%	34%	28%	32%	31%	32%	32%	32%	
Grievance resolution	Yes	58%	58%	58%	62%	55%	55%	58%	58%	69%	55%	62%	58%	54%	58%	49%	58%	
	No	22%	21%	24%	20%	23%	16%	21%	22%	19%	22%	22%	22%	25%	21%	30%	21%	
	Don't know	20%	21%	18%	18%	23%	29%	21%	19%	12%	23%	16%	21%	21%	20%	21%	20%	
Redeployment	Yes	47%	47%	47%	48%	46%	45%	48%	46%	57%	44%	53%	46%	43%	47%	38%	47%	
	No	19%	17%	23%	18%	19%	17%	18%	19%	17%	19%	24%	19%	23%	18%	27%	18%	
	Don't know	35%	37%	30%	34%	35%	38%	34%	35%	25%	37%	23%	35%	34%	35%	35%	35%	
Managing conflicts of interest (e.g. conflict between public role and personal interest)	Yes	64%	64%	63%	66%	62%	65%	64%	64%	74%	61%	61%	64%	60%	64%	54%	64%	
	No	15%	14%	17%	15%	15%	11%	15%	15%	12%	16%	18%	15%	20%	15%	20%	15%	
	Don't know	21%	21%	21%	18%	23%	25%	21%	21%	14%	23%	20%	21%	20%	21%	26%	21%	
B9b. Please indicate if you have confidence in these procedures:	Offer and acceptance of gifts	Yes	78%	79%	74%	79%	76%	68%	77%	79%	86%	75%	65%	78%	74%	78%	77%	78%
	No	8%	8%	9%	9%	7%	9%	8%	8%	7%	8%	13%	8%	11%	8%	10%	8%	
	Don't know	14%	13%	17%	12%	16%	23%	15%	13%	8%	16%	22%	14%	15%	14%	13%	14%	
Reporting unethical behaviour and misconduct	Yes	65%	64%	66%	67%	63%	73%	66%	63%	73%	62%	69%	65%	64%	65%	57%	65%	
	No	18%	17%	21%	17%	19%	15%	17%	19%	16%	19%	18%	18%	21%	18%	24%	18%	
	Don't know	17%	19%	14%	16%	18%	12%	17%	17%	11%	19%	13%	17%	15%	17%	19%	17%	
Reporting workplace bullying	Yes	62%	62%	61%	65%	59%	71%	63%	60%	71%	59%	68%	62%	61%	62%	50%	62%	
	No	21%	20%	24%	19%	23%	14%	20%	23%	18%	22%	20%	21%	24%	21%	31%	21%	
	Don't know	17%	18%	15%	15%	18%	14%	17%	17%	11%	19%	12%	17%	15%	17%	18%	17%	
B10. If you commenced employment within your agency in the past 12 months, did you participate in an induction program? ¹	Yes, participated in one with my agency	12%	12%	13%	10%	14%	35%	16%	8%	7%	14%	21%	12%	18%	12%	8%	13%	
	Yes, participated in the Public Sector Induction Program	3%	3%	3%	2%	4%	11%	3%	2%	2%	3%	6%	3%	5%	3%	3%	3%	
	No	4%	3%	5%	4%	4%	7%	5%	3%	3%	4%	7%	4%	5%	4%	3%	4%	
	Does not apply	78%	79%	75%	81%	75%	53%	74%	82%	84%	76%	68%	78%	70%	78%	82%	78%	
B11. If you have been employed in your agency for more than 12 months, have you participated in one or more formal, documented performance management meetings with your supervisor in the past 12 months?	Yes	66%	66%	67%	64%	69%	56%	65%	69%	71%	65%	61%	67%	73%	66%	69%	66%	
	No	23%	23%	22%	25%	20%	16%	23%	23%	21%	23%	23%	23%	17%	23%	23%	23%	
	Does not apply	11%	11%	11%	11%	11%	28%	13%	8%	7%	12%	16%	11%	10%	11%	9%	11%	
B12. How often do you meet with your immediate supervisor informally in a setting that allows for	Fortnightly or more frequently	29%	28%	31%	30%	28%	32%	31%	27%	39%	26%	30%	29%	25%	29%	27%	29%	
	Monthly	15%	15%	13%	15%	15%	21%	16%	13%	16%	14%	14%	15%	14%	15%	14%	15%	

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?		
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability	
discussion about performance and development matters?	Six monthly	22%	23%	19%	22%	22%	17%	22%	22%	21%	22%	14%	22%	26%	22%	22%	22%	
	Annually	12%	11%	15%	11%	13%	6%	11%	14%	10%	13%	15%	12%	13%	12%	12%	12%	
	Never	13%	13%	13%	13%	12%	10%	11%	14%	8%	14%	12%	13%	11%	13%	19%	13%	
	Unsure	10%	10%	9%	9%	10%	13%	9%	10%	5%	11%	15%	9%	11%	9%	7%	9%	
SECTION C: ETHICS																		
C1. Please indicate your level of agreement with the following statements.	Management practices in your agency create and sustain a culture of integrity	Strongly agree	25%	24%	27%	24%	26%	28%	23%	26%	30%	24%	30%	25%	27%	25%	19%	25%
		Moderately agree	30%	30%	29%	30%	29%	30%	30%	29%	32%	29%	26%	30%	28%	30%	26%	30%
		Mildly agree	17%	17%	17%	17%	16%	18%	18%	16%	17%	17%	15%	17%	14%	17%	17%	17%
		Neither agree nor disagree	11%	11%	9%	11%	11%	10%	10%	12%	7%	12%	10%	11%	12%	11%	16%	11%
		Mildly disagree	7%	7%	6%	6%	7%	4%	8%	6%	6%	7%	8%	6%	6%	7%	6%	7%
		Moderately disagree	5%	4%	5%	4%	5%	2%	5%	4%	4%	5%	4%	5%	3%	5%	5%	5%
		Strongly disagree	5%	5%	5%	6%	5%	3%	5%	6%	4%	5%	5%	5%	7%	5%	7%	5%
		Don't know or doesn't apply	2%	2%	2%	2%	2%	4%	2%	2%	0%	2%	2%	2%	3%	2%	3%	2%
	Your agency actively encourages ethical behaviour by all of its employees	Strongly agree	39%	38%	42%	39%	39%	41%	37%	41%	46%	37%	42%	39%	37%	39%	34%	39%
		Moderately agree	29%	30%	28%	30%	29%	31%	31%	28%	31%	29%	25%	30%	29%	30%	28%	30%
		Mildly agree	15%	16%	14%	15%	15%	14%	16%	14%	13%	16%	14%	15%	15%	15%	19%	15%
		Neither agree nor disagree	8%	8%	7%	7%	8%	9%	8%	7%	5%	9%	10%	8%	8%	8%	7%	8%
		Mildly disagree	3%	3%	3%	3%	3%	1%	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%
		Moderately disagree	2%	2%	2%	2%	2%	1%	2%	2%	1%	2%	3%	2%	3%	2%	3%	2%
Strongly disagree		2%	2%	2%	3%	2%	2%	2%	3%	2%	2%	2%	2%	4%	2%	5%	2%	
Don't know or doesn't apply	1%	1%	1%	1%	1%	2%	1%	1%	0%	1%	1%	1%	2%	1%	1%	1%		
C1. Please indicate your level of agreement with the following statements.	Senior managers in your agency lead by example in ethical behaviour	Strongly agree	28%	26%	33%	27%	30%	37%	27%	29%	35%	27%	36%	28%	26%	29%	21%	29%
		Moderately agree	28%	28%	27%	28%	28%	25%	30%	27%	30%	27%	23%	28%	26%	28%	22%	28%
		Mildly agree	14%	15%	13%	14%	14%	17%	15%	14%	13%	14%	11%	14%	13%	14%	17%	14%
		Neither agree nor disagree	10%	10%	8%	10%	9%	9%	9%	10%	7%	10%	12%	10%	11%	9%	16%	9%
		Mildly disagree	7%	7%	6%	7%	6%	4%	7%	7%	5%	7%	5%	7%	6%	7%	8%	7%
		Moderately disagree	4%	4%	4%	4%	4%	4%	4%	4%	3%	4%	4%	4%	6%	4%	5%	4%
		Strongly disagree	6%	6%	6%	6%	5%	1%	6%	6%	5%	6%	5%	6%	7%	6%	8%	6%
		Don't know or doesn't apply	3%	3%	3%	4%	3%	3%	3%	3%	1%	4%	2%	3%	5%	3%	4%	3%
	Conflicts of interest are identified and managed effectively in your workplace	Strongly agree	24%	23%	26%	23%	25%	31%	23%	24%	31%	22%	34%	24%	23%	24%	19%	24%
		Moderately agree	24%	23%	25%	25%	23%	23%	25%	23%	29%	23%	16%	24%	23%	24%	17%	24%
		Mildly agree	13%	13%	13%	13%	14%	13%	13%	13%	13%	13%	15%	13%	12%	13%	17%	13%
		Neither agree nor disagree	14%	14%	13%	15%	14%	13%	13%	15%	10%	15%	15%	14%	15%	14%	19%	14%
		Mildly disagree	6%	6%	6%	6%	6%	7%	6%	6%	6%	6%	7%	6%	7%	6%	5%	6%
		Moderately disagree	3%	3%	3%	3%	3%	2%	3%	3%	2%	3%	3%	3%	3%	3%	4%	3%

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?			
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability		
C1. Please indicate your level of agreement with the following statements.		Strongly disagree	5%	5%	5%	5%	5%	2%	4%	5%	3%	5%	3%	5%	6%	4%	8%	4%	
		Don't know or doesn't apply	11%	12%	9%	11%	11%	8%	11%	11%	7%	12%	7%	11%	12%	11%	11%	11%	11%
	Your immediate supervisor demonstrates honesty and integrity	Strongly agree	52%	52%	51%	52%	52%	50%	51%	53%	59%	50%	52%	52%	48%	52%	45%	52%	
		Moderately agree	24%	24%	22%	24%	24%	27%	25%	22%	21%	24%	20%	24%	21%	24%	23%	24%	
		Mildly agree	9%	9%	10%	9%	9%	9%	10%	9%	8%	9%	10%	9%	12%	9%	12%	9%	
		Neither agree nor disagree	7%	6%	7%	7%	6%	7%	6%	7%	4%	7%	9%	6%	8%	6%	9%	7%	
		Mildly disagree	3%	3%	3%	2%	3%	3%	3%	3%	2%	3%	1%	3%	2%	3%	4%	3%	
		Moderately disagree	2%	2%	2%	2%	2%	0%	2%	2%	1%	2%	3%	2%	2%	2%	2%	2%	2%
		Strongly disagree	3%	3%	3%	3%	3%	2%	3%	3%	3%	3%	4%	3%	5%	3%	6%	3%	
		Don't know or doesn't apply	1%	1%	1%	1%	1%	2%	1%	1%	1%	1%	1%	1%	2%	1%	1%	1%	
	You are treated with respect by your immediate supervisor	Strongly agree	54%	54%	54%	53%	55%	54%	53%	54%	61%	52%	54%	54%	50%	54%	46%	54%	
		Moderately agree	24%	24%	22%	24%	23%	23%	24%	23%	22%	24%	18%	24%	24%	24%	25%	23%	
		Mildly agree	9%	9%	10%	9%	9%	9%	10%	9%	6%	10%	9%	9%	11%	9%	8%	9%	
		Neither agree nor disagree	5%	5%	5%	5%	5%	3%	5%	5%	3%	5%	8%	5%	6%	5%	9%	5%	
		Mildly disagree	3%	3%	3%	3%	3%	5%	3%	3%	2%	3%	4%	3%	3%	3%	3%	3%	
		Moderately disagree	2%	2%	2%	2%	2%	0%	2%	2%	2%	2%	3%	2%	1%	2%	3%	2%	
		Strongly disagree	3%	3%	3%	3%	3%	3%	3%	4%	2%	3%	3%	3%	5%	3%	6%	3%	
		Don't know or doesn't apply	1%	1%	0%	1%	0%	2%	0%	1%	0%	1%	1%	1%	1%	1%	0%	1%	
	You are treated with respect by other employees in your agency	Strongly agree	42%	41%	44%	41%	43%	44%	39%	44%	47%	41%	48%	42%	38%	42%	35%	42%	
		Moderately agree	34%	36%	31%	36%	33%	30%	35%	34%	33%	35%	26%	34%	34%	34%	28%	34%	
		Mildly agree	13%	13%	13%	13%	13%	13%	15%	11%	11%	13%	13%	13%	14%	13%	17%	13%	
		Neither agree nor disagree	5%	5%	5%	5%	5%	6%	4%	5%	3%	5%	7%	5%	8%	4%	10%	5%	
		Mildly disagree	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%	4%	3%	2%	3%	
		Moderately disagree	2%	1%	2%	1%	2%	1%	2%	1%	2%	2%	1%	2%	1%	2%	4%	1%	
		Strongly disagree	1%	1%	1%	1%	1%	2%	1%	1%	1%	1%	3%	1%	1%	1%	4%	1%	
		Don't know or doesn't apply	0%	0%	0%	1%	0%	2%	0%	0%	0%	1%	1%	0%	1%	0%	0%	0%	
	Your co-workers demonstrate honesty and integrity in the workplace	Strongly agree	42%	41%	42%	42%	41%	39%	39%	44%	47%	40%	45%	41%	37%	42%	35%	42%	
		Moderately agree	34%	34%	32%	34%	34%	32%	35%	33%	34%	34%	25%	34%	37%	34%	32%	34%	
Mildly agree		13%	12%	14%	13%	12%	15%	14%	11%	11%	13%	14%	12%	11%	13%	14%	12%		
Neither agree nor disagree		6%	5%	6%	6%	5%	5%	6%	5%	4%	6%	8%	5%	7%	5%	8%	5%		
Mildly disagree		3%	3%	3%	2%	3%	3%	3%	3%	2%	3%	2%	3%	3%	3%	3%	3%		
Moderately disagree		1%	1%	2%	1%	2%	2%	2%	1%	1%	2%	2%	1%	2%	1%	2%	1%		
Strongly disagree		1%	1%	1%	1%	2%	1%	1%	1%	1%	1%	3%	1%	1%	1%	5%	1%		
Don't know or doesn't apply		1%	1%	1%	1%	1%	2%	1%	1%	0%	1%	1%	1%	2%	1%	0%	1%		
Confidential	Strongly agree	42%	41%	43%	41%	43%	46%	39%	44%	46%	41%	46%	42%	42%	42%	40%	42%		

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?		
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability	
information in your workplace is only disclosed to appropriate people	Moderately agree	26%	26%	26%	27%	26%	26%	28%	25%	29%	25%	23%	26%	25%	26%	24%	26%	
	Mildly agree	10%	10%	11%	10%	11%	12%	12%	9%	11%	10%	14%	10%	11%	10%	12%	10%	
	Neither agree nor disagree	7%	7%	6%	7%	6%	5%	7%	6%	4%	7%	5%	7%	8%	6%	5%	7%	
	Mildly disagree	4%	4%	4%	4%	5%	3%	4%	4%	4%	4%	2%	4%	4%	4%	6%	4%	
	Moderately disagree	3%	2%	3%	3%	3%	2%	3%	3%	2%	3%	1%	3%	3%	3%	4%	3%	
	Strongly disagree	3%	3%	4%	3%	4%	3%	4%	3%	3%	4%	4%	4%	3%	3%	4%	6%	3%
	Don't know or doesn't apply	4%	5%	3%	5%	3%	3%	4%	5%	2%	5%	4%	4%	6%	4%	3%	4%	
	Purchasing decisions in your workplace are not influenced by gifts or incentives	Strongly agree	57%	54%	65%	56%	59%	54%	56%	59%	72%	54%	51%	58%	52%	58%	50%	58%
		Moderately agree	15%	15%	15%	15%	15%	16%	17%	14%	14%	15%	20%	15%	16%	15%	14%	15%
		Mildly agree	4%	3%	4%	3%	4%	4%	4%	3%	3%	4%	4%	4%	3%	4%	5%	4%
		Neither agree nor disagree	7%	7%	5%	7%	6%	7%	6%	7%	3%	8%	10%	6%	8%	6%	9%	6%
		Mildly disagree	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	1%	0%	1%	0%
		Moderately disagree	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	1%	0%	1%	0%
		Strongly disagree	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	2%	1%	2%	1%	2%	1%
	Don't know or doesn't apply	16%	19%	9%	17%	15%	18%	15%	16%	6%	18%	11%	16%	18%	16%	18%	16%	
	Employees in your workplace behave ethically, professionally and fairly when making decisions that affect your agency's clients and customers	Strongly agree	45%	44%	48%	45%	45%	40%	43%	47%	53%	43%	38%	45%	41%	46%	39%	45%
		Moderately agree	29%	29%	28%	30%	28%	32%	30%	28%	30%	29%	28%	29%	28%	29%	27%	29%
		Mildly agree	9%	9%	10%	9%	10%	15%	11%	8%	8%	10%	14%	9%	10%	9%	12%	9%
		Neither agree nor disagree	7%	7%	7%	7%	7%	5%	7%	7%	5%	8%	9%	7%	9%	7%	10%	7%
		Mildly disagree	2%	2%	2%	2%	3%	3%	3%	2%	2%	2%	3%	2%	2%	2%	2%	2%
		Moderately disagree	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	2%	1%	1%	1%	2%	1%
Strongly disagree		1%	2%	1%	1%	1%	1%	1%	1%	1%	1%	3%	1%	2%	1%	3%	1%	
Don't know or doesn't apply	5%	6%	3%	5%	5%	4%	4%	6%	1%	6%	3%	5%	6%	5%	4%	5%		
Employees in your workplace are committed to providing excellent customer service and making a positive difference to the community	Strongly agree	46%	45%	49%	44%	48%	46%	43%	49%	52%	45%	43%	47%	43%	47%	42%	47%	
	Moderately agree	30%	30%	29%	31%	29%	29%	31%	29%	31%	29%	27%	30%	30%	30%	29%	30%	
	Mildly agree	12%	12%	11%	12%	12%	12%	14%	10%	10%	12%	13%	12%	13%	12%	13%	12%	
	Neither agree nor disagree	6%	6%	5%	6%	5%	7%	6%	5%	4%	6%	8%	6%	7%	6%	8%	6%	
	Mildly disagree	3%	3%	2%	2%	3%	1%	3%	2%	2%	3%	3%	2%	2%	2%	2%	3%	
	Moderately disagree	1%	1%	1%	1%	2%	1%	1%	1%	1%	1%	2%	1%	2%	1%	1%	1%	
	Strongly disagree	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	3%	1%	2%	1%	3%	1%	
Don't know or doesn't apply	2%	2%	1%	2%	1%	3%	1%	2%	0%	2%	2%	1%	2%	1%	0%	2%		
C2. Are you familiar with the Public Sector Code of Ethics?	Yes	82%	84%	78%	80%	83%	74%	80%	84%	88%	80%	82%	82%	81%	82%	80%	82%	
	No	18%	16%	22%	20%	17%	26%	20%	16%	12%	20%	18%	18%	19%	18%	20%	18%	
C3. Are you familiar with your agency's code of conduct?	Yes	91%	91%	92%	89%	92%	88%	90%	92%	95%	90%	90%	91%	89%	91%	85%	91%	
	No	9%	9%	8%	11%	8%	12%	10%	8%	5%	10%	10%	9%	11%	9%	15%	9%	

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?		
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability	
C4. Have you observed or witnessed unethical behaviour in your workplace in the past 12 months?	Yes	20%	19%	24%	18%	23%	21%	21%	20%	22%	20%	26%	20%	23%	20%	25%	20%	
	No	80%	81%	76%	82%	77%	79%	79%	80%	78%	80%	74%	80%	77%	80%	75%	80%	
C4a. If you have observed or witnessed unethical behaviour in your workplace, which broad categories of conduct did it relate to and how often did it occur?	Unauthorised disclosure of information	Rarely (1 to 3 occasions)	28%	27%	30%	29%	28%	26%	28%	29%	29%	28%	19%	29%	20%	30%	29%	28%
		Sometimes (4 to 6 occasions)	17%	14%	21%	14%	19%	12%	20%	16%	20%	16%	33%	16%	23%	17%	23%	17%
		Frequently (7 to 10 occasions)	5%	4%	6%	5%	4%	2%	4%	5%	6%	4%	5%	4%	3%	4%	6%	4%
		Very frequently (more than 10 occasions)	3%	2%	3%	3%	3%	2%	3%	3%	2%	3%	7%	3%	6%	2%	4%	3%
		Unsure or not applicable	47%	52%	39%	50%	46%	58%	45%	48%	43%	48%	36%	48%	47%	47%	38%	48%
	Failure to manage conflicts of interest (e.g. conflict between public role and personal interests)	Rarely (1 to 3 occasions)	25%	25%	24%	27%	23%	24%	22%	27%	27%	24%	21%	25%	17%	26%	35%	25%
		Sometimes (4 to 6 occasions)	16%	13%	20%	13%	17%	14%	16%	15%	16%	15%	33%	15%	21%	15%	18%	15%
		Frequently (7 to 10 occasions)	7%	6%	10%	7%	7%	10%	9%	6%	9%	7%	12%	7%	12%	7%	12%	7%
		Very frequently (more than 10 occasions)	5%	6%	4%	5%	6%	2%	5%	5%	3%	6%	9%	5%	7%	5%	4%	5%
		Unsure or not applicable	47%	50%	42%	48%	46%	50%	47%	47%	46%	47%	26%	48%	42%	47%	31%	48%
	Inappropriate acceptance of gifts or benefits	Rarely (1 to 3 occasions)	19%	18%	21%	17%	20%	23%	16%	20%	19%	19%	38%	18%	25%	18%	26%	18%
		Sometimes (4 to 6 occasions)	3%	4%	3%	5%	2%	2%	2%	4%	3%	3%	7%	3%	3%	3%	6%	3%
		Frequently (7 to 10 occasions)	1%	1%	1%	2%	1%	0%	1%	1%	1%	1%	0%	1%	2%	1%	2%	1%
		Very frequently (more than 10 occasions)	1%	1%	1%	1%	1%	0%	1%	0%	0%	1%	0%	1%	2%	1%	2%	1%
		Unsure or not applicable	76%	77%	75%	75%	77%	74%	79%	74%	78%	76%	55%	77%	68%	77%	64%	77%
	Fraudulent or corrupt behaviour (e.g. employees using their position to obtain an inappropriate benefit for themselves or others)	Rarely (1 to 3 occasions)	22%	23%	21%	23%	22%	29%	21%	22%	25%	21%	31%	22%	22%	22%	29%	22%
		Sometimes (4 to 6 occasions)	9%	8%	10%	9%	9%	10%	7%	11%	10%	9%	17%	9%	9%	9%	12%	9%
		Frequently (7 to 10 occasions)	3%	3%	4%	3%	3%	2%	3%	3%	3%	3%	7%	3%	5%	3%	2%	3%
		Very frequently (more than 10 occasions)	3%	3%	4%	4%	2%	4%	3%	3%	2%	3%	2%	3%	6%	3%	4%	3%
		Unsure or not applicable	63%	64%	61%	60%	65%	55%	65%	61%	60%	64%	43%	63%	59%	63%	53%	64%
Improper use of internet or email	Rarely (1 to 3 occasions)	19%	18%	21%	21%	18%	20%	19%	19%	21%	19%	31%	19%	23%	19%	18%	19%	
	Sometimes (4 to 6 occasions)	14%	16%	12%	14%	14%	14%	16%	13%	15%	14%	14%	15%	14%	15%	18%	14%	
	Frequently (7 to 10 occasions)	8%	8%	8%	8%	8%	4%	8%	9%	9%	8%	14%	8%	11%	8%	14%	8%	
	Very frequently (more than 10 occasions)	9%	11%	7%	8%	10%	14%	11%	8%	9%	9%	2%	9%	11%	9%	10%	9%	
	Unsure or not applicable	49%	47%	52%	49%	50%	48%	47%	51%	46%	50%	38%	49%	41%	50%	39%	50%	
C4a. If you have observed or witnessed unethical behaviour in your workplace, which broad categories of conduct did it relate to and how often did it occur?	Discrimination or harassment (e.g. racial discrimination, sexual harassment)	Rarely (1 to 3 occasions)	26%	26%	26%	24%	27%	28%	26%	26%	26%	26%	36%	26%	25%	26%	32%	26%
		Sometimes (4 to 6 occasions)	17%	18%	17%	16%	19%	14%	17%	18%	16%	18%	17%	18%	19%	17%	18%	17%
		Frequently (7 to 10 occasions)	8%	7%	9%	7%	8%	10%	8%	8%	5%	9%	14%	7%	8%	8%	12%	7%
		Very frequently (more than 10 occasions)	7%	7%	6%	8%	6%	4%	5%	8%	3%	8%	5%	7%	12%	6%	10%	7%
		Unsure or not applicable	42%	42%	42%	45%	40%	44%	44%	40%	50%	40%	29%	43%	35%	42%	28%	43%

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?	
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability
Inappropriate personal behaviour (e.g. inappropriate language, misuse of drugs or alcohol, disrespectful treatment of co-workers)	Rarely (1 to 3 occasions)	26%	27%	26%	28%	25%	14%	27%	27%	29%	26%	24%	27%	20%	27%	29%	27%
	Sometimes (4 to 6 occasions)	27%	28%	27%	26%	28%	29%	30%	25%	31%	26%	24%	27%	28%	27%	23%	27%
	Frequently (7 to 10 occasions)	14%	14%	15%	13%	15%	18%	13%	14%	11%	15%	24%	14%	12%	14%	21%	14%
	Very frequently (more than 10 occasions)	14%	15%	11%	14%	13%	10%	14%	13%	11%	14%	7%	14%	17%	13%	12%	13%
	Unsure or not applicable	19%	17%	21%	18%	19%	29%	16%	20%	18%	19%	20%	19%	23%	18%	15%	19%
Inappropriate access of confidential information (e.g. agency's database)	Rarely (1 to 3 occasions)	20%	20%	20%	18%	21%	21%	19%	21%	22%	19%	29%	20%	24%	20%	29%	19%
	Sometimes (4 to 6 occasions)	4%	5%	3%	5%	4%	2%	6%	4%	3%	5%	10%	4%	7%	4%	4%	4%
	Frequently (7 to 10 occasions)	2%	1%	3%	1%	2%	0%	2%	2%	2%	2%	7%	2%	1%	2%	0%	2%
	Very frequently (more than 10 occasions)	1%	2%	1%	2%	1%	0%	1%	2%	1%	2%	5%	1%	6%	1%	2%	1%
	Unsure or not applicable	72%	72%	73%	74%	71%	77%	72%	72%	71%	73%	50%	73%	63%	73%	65%	73%
Workplace theft (e.g. stationery, computers)	Rarely (1 to 3 occasions)	20%	20%	21%	18%	21%	22%	19%	21%	22%	20%	36%	20%	22%	20%	29%	20%
	Sometimes (4 to 6 occasions)	4%	5%	4%	4%	4%	4%	5%	4%	4%	5%	5%	4%	9%	4%	8%	4%
	Frequently (7 to 10 occasions)	2%	1%	2%	2%	1%	0%	2%	1%	3%	1%	2%	1%	0%	2%	2%	1%
	Very frequently (more than 10 occasions)	1%	0%	2%	1%	1%	2%	1%	1%	0%	1%	0%	1%	0%	1%	2%	1%
	Unsure or not applicable	73%	74%	72%	74%	72%	72%	73%	73%	72%	73%	57%	74%	69%	73%	58%	74%
Misuse of public resources (e.g. improper use of vehicles, computers)	Rarely (1 to 3 occasions)	21%	18%	24%	22%	19%	20%	20%	22%	25%	19%	31%	20%	19%	21%	27%	20%
	Sometimes (4 to 6 occasions)	9%	10%	9%	9%	10%	12%	9%	9%	8%	10%	10%	9%	7%	10%	12%	9%
	Frequently (7 to 10 occasions)	4%	4%	6%	4%	5%	0%	4%	5%	5%	4%	5%	4%	7%	4%	10%	4%
	Very frequently (more than 10 occasions)	4%	3%	4%	5%	3%	2%	3%	4%	2%	4%	0%	4%	4%	3%	4%	4%
	Unsure or not applicable	62%	65%	58%	60%	64%	66%	63%	60%	60%	62%	55%	62%	62%	62%	47%	63%
Falsification of information or records	Rarely (1 to 3 occasions)	18%	17%	20%	17%	18%	20%	16%	19%	22%	17%	29%	17%	20%	18%	17%	18%
	Sometimes (4 to 6 occasions)	5%	5%	5%	5%	4%	2%	5%	5%	4%	5%	7%	5%	6%	5%	8%	5%
	Frequently (7 to 10 occasions)	2%	2%	1%	2%	2%	2%	2%	1%	1%	2%	5%	1%	1%	1%	2%	1%
	Very frequently (more than 10 occasions)	2%	2%	2%	4%	1%	0%	2%	3%	1%	3%	0%	2%	3%	2%	6%	2%
	Unsure or not applicable	74%	74%	72%	72%	75%	76%	75%	72%	72%	74%	60%	74%	69%	74%	67%	74%
C4b. If you have observed or witnessed an occurrence of unethical behaviour in your workplace, did you report it?	In all instances	19%	16%	23%	18%	20%	14%	14%	24%	35%	14%	36%	18%	17%	19%	24%	19%
	For some, but not all instances	37%	36%	37%	37%	36%	35%	41%	34%	39%	36%	40%	36%	37%	37%	37%	37%
	Never	38%	41%	34%	39%	38%	45%	39%	36%	22%	43%	22%	39%	38%	38%	31%	39%
	Don't know how to report it	6%	7%	6%	7%	6%	6%	7%	6%	4%	7%	2%	7%	8%	6%	7%	6%
C4c. If not, why did you not report it?	I did not want to upset relationships in the workplace	6%	5%	7%	5%	7%	7%	7%	5%	4%	6%	6%	6%	9%	6%	8%	6%
	I did not have enough evidence	4%	4%	5%	4%	5%	6%	5%	4%	4%	4%	4%	4%	4%	4%	5%	4%
	It could affect my career	6%	6%	6%	5%	6%	7%	6%	5%	5%	6%	5%	6%	7%	6%	8%	5%

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?		
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability	
	I did not think any action would be taken	8%	8%	8%	7%	9%	8%	9%	7%	7%	8%	7%	8%	9%	8%	8%	8%	
	The matter was resolved informally	2%	2%	3%	2%	2%	2%	2%	2%	4%	2%	8%	2%	2%	2%	2%	2%	
	I did not think the issue was serious enough	3%	2%	3%	2%	3%	5%	3%	2%	3%	3%	2%	3%	2%	3%	3%	3%	
	Other	2%	2%	2%	2%	3%	3%	2%	2%	2%	2%	2%	2%	2%	2%	3%	2%	
C5. During the past 12 months have you been subjected to repeated bullying in your workplace?	Yes	10%	9%	12%	8%	11%	10%	10%	10%	9%	10%	12%	10%	13%	10%	17%	10%	
	No	84%	85%	82%	86%	82%	81%	84%	84%	86%	83%	74%	84%	76%	85%	78%	84%	
	Not sure	6%	6%	6%	6%	6%	10%	6%	6%	5%	7%	14%	6%	11%	6%	6%	6%	
C6. If you have been subjected to bullying in the past 12 months which of the following describes the nature of the bullying you have experienced? ¹	Verbally abusing, insulting or offending you including criticising you in the form of yelling or screaming	5%	4%	7%	4%	6%	5%	5%	5%	5%	5%	5%	5%	6%	5%	10%	5%	
	Spreading misinformation or malicious rumours	4%	4%	5%	4%	5%	6%	4%	4%	5%	4%	6%	4%	6%	4%	8%	4%	
	Teasing or regularly making you the brunt of practical jokes or pranks	2%	2%	2%	2%	2%	4%	2%	1%	1%	2%	4%	2%	3%	1%	4%	1%	
	Frightening, humiliating, belittling or degrading you through physical behaviour (e.g. assault, aggressive body language)	2%	2%	2%	2%	2%	3%	2%	2%	2%	2%	3%	2%	2%	2%	5%	2%	
	Excluding or isolating you from others	4%	4%	5%	3%	5%	3%	4%	5%	5%	4%	5%	4%	5%	4%	6%	4%	
	Assigning you tasks unrelated to your job or that are unreasonably below or beyond your skills level	3%	3%	3%	2%	3%	4%	3%	2%	2%	3%	5%	3%	5%	3%	7%	3%	
	Setting timelines that are difficult to achieve or constantly changing deadlines	2%	2%	3%	2%	3%	3%	2%	2%	2%	2%	2%	2%	3%	2%	5%	2%	
	Deliberately changing work rosters or leave arrangements to inconvenience you	2%	1%	2%	2%	2%	2%	2%	1%	1%	2%	3%	2%	2%	2%	3%	2%	
	Deliberately withholding information, resources or consultation which is vital to your effective work performance	3%	3%	4%	3%	4%	3%	4%	3%	4%	3%	4%	3%	4%	3%	6%	3%	
	Inappropriately or unfairly managing your performance	4%	3%	4%	3%	4%	4%	4%	3%	2%	4%	8%	3%	4%	3%	7%	3%	
	Other	2%	2%	3%	2%	3%	1%	2%	3%	2%	2%	3%	2%	4%	2%	3%	2%	
	SECTION D: PID ACT																	
	D1. Are you aware of the <i>Public Interest Disclosure Act 2003</i> (the PID Act) and how to make a disclosure?	Yes	30%	31%	29%	29%	31%	18%	28%	33%	42%	27%	32%	30%	28%	30%	32%	30%
No		37%	36%	38%	38%	36%	48%	38%	35%	26%	40%	37%	37%	42%	36%	41%	37%	
No, but know where to find out		33%	33%	32%	33%	33%	33%	34%	32%	33%	33%	31%	33%	30%	33%	27%	33%	
D2. Would you use the PID Act to make a disclosure of public interest information to a proper authority if you were aware of improper conduct in your workplace?	Always	48%	47%	51%	52%	45%	40%	45%	50%	56%	45%	53%	48%	52%	48%	42%	48%	
	Sometimes	21%	21%	21%	22%	20%	24%	23%	20%	21%	21%	20%	21%	19%	21%	22%	21%	
	Never	5%	5%	4%	5%	5%	7%	4%	5%	4%	5%	5%	5%	5%	5%	10%	4%	
	Don't know	26%	27%	24%	21%	30%	29%	28%	25%	20%	29%	22%	26%	23%	26%	26%	27%	
D3. If you were to make a public interest disclosure under the PID Act, how confident are you that:	Your rights would be protected, in accordance with the PID Act																	
	Completely confident	30%	29%	33%	32%	29%	43%	32%	29%	33%	29%	50%	30%	32%	31%	27%	31%	
	Somewhat confident	40%	42%	37%	42%	39%	37%	44%	38%	42%	40%	30%	41%	37%	41%	33%	40%	
	Not at all confident	17%	17%	18%	16%	18%	11%	12%	21%	16%	18%	7%	18%	19%	17%	29%	17%	
Don't know	12%	12%	12%	10%	13%	9%	12%	12%	9%	13%	13%	12%	12%	12%	11%	12%		

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?			
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability		
Your agency's Public Interest Disclosure Officer would ensure information is adequately investigated	Completely confident	36%	36%	34%	36%	35%	43%	37%	35%	44%	32%	49%	35%	36%	36%	32%	36%		
	Somewhat confident	37%	37%	37%	40%	35%	39%	40%	34%	36%	37%	29%	37%	34%	37%	31%	37%		
	Not at all confident	14%	12%	17%	13%	15%	7%	9%	17%	12%	15%	9%	14%	15%	14%	18%	14%		
	Don't know	14%	15%	11%	11%	15%	11%	14%	14%	9%	16%	13%	14%	15%	13%	18%	14%		
	Completely confident	39%	39%	39%	39%	38%	50%	39%	38%	44%	37%	51%	38%	41%	39%	38%	39%		
	Somewhat confident	38%	38%	38%	39%	38%	37%	40%	37%	37%	38%	26%	39%	35%	38%	38%	38%		
	Not at all confident	10%	9%	11%	11%	9%	7%	7%	12%	9%	10%	8%	10%	14%	10%	11%	10%		
	Don't know	13%	14%	13%	11%	14%	7%	13%	13%	10%	15%	15%	13%	10%	13%	13%	13%		
SECTION E: DIVERSITY AND WELLBEING																			
E1. Please indicate your level of agreement with the following in relation to your own experience in your agency. (Flexible work options and leave arrangements include flexible start and finish times, part-time work and purchased leave arrangements.)	Your workplace culture supports people to achieve a suitable work/life balance	Strongly agree	35%	38%	30%	34%	37%	42%	37%	33%	35%	36%	41%	35%	39%	35%	34%	36%	
		Moderately agree	35%	38%	30%	34%	37%	42%	37%	33%	35%	36%	41%	35%	39%	35%	34%	36%	
		Mildly agree	29%	29%	30%	31%	28%	28%	28%	28%	30%	31%	29%	23%	30%	28%	30%	25%	30%
		Neither agree nor disagree	15%	15%	15%	14%	15%	13%	15%	14%	16%	14%	14%	15%	14%	15%	15%	15%	
		Mildly disagree	5%	5%	6%	5%	5%	5%	4%	6%	4%	6%	7%	5%	5%	5%	8%	5%	
		Moderately disagree	5%	5%	6%	5%	5%	5%	6%	5%	5%	5%	5%	2%	5%	4%	5%	6%	5%
		Strongly disagree	4%	4%	6%	5%	4%	2%	4%	5%	5%	4%	5%	4%	5%	4%	5%	4%	
		Don't know or doesn't apply	5%	4%	7%	5%	5%	3%	5%	5%	4%	5%	7%	5%	5%	5%	7%	5%	
You are able to access and use flexible work arrangements to assist in your work/life balance	Strongly agree	2%	2%	3%	2%	2%	3%	1%	3%	2%	2%	2%	2%	2%	2%	1%	2%		
	Moderately agree	40%	44%	31%	39%	41%	47%	42%	38%	39%	40%	42%	40%	43%	40%	36%	40%		
	Mildly agree	25%	25%	23%	26%	24%	21%	24%	25%	27%	24%	22%	25%	26%	25%	24%	25%		
	Neither agree nor disagree	14%	13%	15%	14%	14%	13%	14%	14%	13%	14%	15%	14%	12%	14%	14%	14%		
	Mildly disagree	5%	4%	6%	5%	5%	5%	5%	5%	5%	5%	8%	5%	4%	5%	6%	5%		
	Moderately disagree	5%	4%	6%	4%	5%	4%	5%	5%	6%	4%	2%	5%	5%	5%	6%	5%		
	Strongly disagree	4%	3%	5%	4%	4%	3%	4%	4%	4%	4%	3%	4%	4%	4%	3%	4%		
	Don't know or doesn't apply	6%	5%	9%	7%	6%	3%	5%	7%	5%	6%	6%	6%	5%	6%	10%	6%		
Your agency is committed to health and wellbeing within the workplace	Strongly agree	1%	1%	1%	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%	0%	1%		
	Moderately agree	37%	40%	30%	36%	37%	42%	36%	37%	39%	36%	45%	37%	41%	36%	34%	37%		
	Mildly agree	26%	27%	24%	28%	25%	28%	26%	26%	27%	26%	20%	26%	24%	26%	26%	26%		
	Neither agree nor disagree	16%	15%	16%	15%	16%	15%	15%	16%	15%	16%	14%	16%	12%	16%	16%	16%		
	Mildly disagree	8%	7%	10%	8%	8%	6%	8%	8%	6%	8%	7%	8%	9%	8%	8%	8%		
	Moderately disagree	5%	4%	7%	4%	5%	4%	5%	5%	4%	5%	6%	5%	4%	5%	6%	5%		

Employee perception survey question		Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?		
				Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability	
E2. Please indicate your level of agreement with the following in relation to your own experience in your agency.	Your workplace culture is equally welcoming of people from all diversity groups	Strongly disagree	4%	3%	6%	3%	4%	3%	4%	4%	4%	4%	5%	4%	4%	4%	4%	4%	
		Don't know or doesn't apply	4%	3%	6%	4%	4%	1%	4%	4%	4%	4%	2%	4%	4%	4%	7%	4%	
		Strongly agree	1%	1%	1%	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%	1%	1%	1%
		Moderately agree	54%	54%	53%	51%	56%	66%	53%	54%	58%	53%	49%	54%	49%	54%	52%	54%	
		Mildly agree	28%	27%	29%	29%	26%	22%	28%	28%	28%	27%	23%	28%	25%	28%	23%	28%	
		Neither agree nor disagree	9%	9%	9%	10%	9%	6%	10%	9%	8%	10%	14%	9%	12%	9%	14%	9%	
		Mildly disagree	4%	4%	4%	4%	4%	3%	4%	5%	3%	5%	6%	4%	5%	4%	5%	4%	
		Moderately disagree	2%	2%	2%	2%	2%	1%	2%	2%	1%	2%	4%	2%	3%	2%	0%	2%	
	Your agency is committed to creating a diverse workforce	Strongly disagree	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	2%	1%	2%	1%	3%	1%	
		Don't know or doesn't apply	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	2%	1%	2%	1%	3%	1%	
		Strongly agree	4%	4%	3%	4%	3%	3%	3%	4%	2%	4%	1%	3%	4%	3%	2%	4%	
		Moderately agree	45%	46%	43%	43%	47%	57%	45%	44%	48%	45%	44%	45%	46%	45%	42%	45%	
		Mildly agree	28%	28%	28%	29%	27%	25%	28%	28%	30%	28%	26%	28%	24%	28%	27%	28%	
		Neither agree nor disagree	11%	11%	12%	12%	10%	8%	12%	11%	10%	11%	12%	11%	12%	11%	13%	11%	
		Mildly disagree	9%	8%	9%	9%	8%	5%	8%	9%	7%	9%	9%	9%	7%	9%	11%	9%	
		Moderately disagree	2%	2%	2%	2%	2%	1%	2%	2%	2%	2%	4%	2%	3%	2%	0%	2%	
	Your agency has supported you in feeling confident in working with people from different diversity groups	Strongly disagree	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	2%	1%	2%	1%	2%	1%	
		Don't know or doesn't apply	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	2%	1%	3%	1%	3%	1%	
		Strongly agree	3%	3%	3%	3%	3%	3%	3%	3%	2%	3%	2%	3%	3%	3%	1%	3%	
		Moderately agree	41%	41%	41%	38%	44%	56%	42%	40%	44%	40%	45%	41%	42%	41%	38%	41%	
		Mildly agree	27%	27%	26%	27%	26%	25%	28%	26%	28%	26%	20%	27%	25%	27%	21%	27%	
		Neither agree nor disagree	11%	11%	12%	12%	11%	7%	12%	11%	11%	11%	14%	11%	13%	11%	15%	11%	
		Mildly disagree	13%	13%	12%	14%	12%	7%	11%	14%	10%	14%	11%	13%	11%	13%	14%	13%	
		Moderately disagree	2%	2%	3%	2%	2%	1%	3%	2%	2%	2%	4%	2%	3%	2%	5%	2%	
	Your immediate supervisor treats employees from all diversity groups in the workplace with equal respect	Strongly disagree	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	2%	1%	2%	1%	3%	1%	
		Don't know or doesn't apply	1%	1%	1%	2%	1%	1%	1%	2%	1%	1%	2%	1%	3%	1%	3%	1%	
		Strongly agree	2%	2%	3%	3%	2%	2%	2%	3%	2%	2%	2%	2%	2%	2%	1%	2%	
		Moderately agree	60%	60%	59%	58%	61%	71%	61%	58%	63%	59%	61%	60%	55%	60%	55%	60%	
Mildly agree		22%	22%	22%	23%	22%	17%	23%	22%	23%	22%	15%	22%	22%	22%	21%	22%		
Neither agree nor disagree		6%	6%	7%	7%	6%	5%	7%	6%	5%	7%	9%	6%	8%	6%	9%	6%		
Mildly disagree		5%	5%	5%	6%	5%	2%	5%	6%	4%	6%	9%	5%	8%	5%	6%	5%		
Moderately disagree		2%	2%	2%	1%	2%	2%	1%	2%	1%	2%	2%	2%	1%	2%	2%	2%		
Your co-workers	Strongly disagree	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	2%	1%	1%	1%	2%	1%		
	Don't know or doesn't apply	1%	2%	1%	1%	1%	1%	1%	2%	1%	2%	2%	1%	3%	1%	3%	1%		
	Strongly agree	1%	1%	2%	1%	2%	2%	1%	2%	1%	2%	1%	1%	1%	1%	1%	1%		

Employee perception survey question	Response options	Overall	Where is your primary work location?		Gender		Age group			Do you have senior managerial responsibility?		Are you of Australian Aboriginal and/or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a disability?	
			Metropolitan	Regional/Rural	Male	Female	24 years and under	25 to 44 years	45 years and over	Manager	Not a manager	Aboriginal and/or Torres Strait Islander	Not Aboriginal or Torres Strait Islander	Ethnic minority	Not an ethnic minority	Disability	No disability
treat employees from all diversity groups in the workplace with equal respect	Moderately agree	52%	52%	51%	49%	55%	66%	52%	51%	53%	52%	51%	52%	48%	52%	48%	52%
	Mildly agree	28%	28%	29%	31%	26%	22%	28%	29%	31%	27%	25%	28%	24%	29%	25%	28%
	Neither agree nor disagree	9%	9%	9%	9%	8%	6%	10%	8%	8%	9%	12%	9%	11%	9%	12%	9%
	Mildly disagree	5%	5%	5%	5%	5%	2%	5%	6%	4%	6%	5%	5%	8%	5%	6%	5%
	Moderately disagree	3%	3%	2%	3%	2%	1%	2%	3%	2%	3%	3%	3%	4%	2%	4%	2%
	Strongly disagree	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	2%	1%	2%	1%	2%	1%
	Don't know or doesn't apply	1%	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%	2%	1%	3%	1%

¹ Respondents were able to select more than one response to the question.

Appendix A – Structure of the government sector

The WA government sector structure is outlined in Table A.1.

Public sector

Collectively, departments, senior executive service (SES) organisations, non-SES organisations and ministerial offices are referred to as the public sector.

Tables A.2 to A.5 provide lists of the entities making up the public sector in 2013/14. Entities are classified according to functional category and size.

Government boards and committees

For a list of boards and committees, see the Department of the Premier and Cabinet's Government Boards and Committees Register at

<http://www.dpc.wa.gov.au/Consultation/Pages/GovernmentBoardsandCommittees.aspx>.

Public Sector Management Act 1994 (PSM Act) Schedule 1 entities

Entities listed in Schedule 1 of the PSM Act comprise local government authorities, public universities, and other Schedule 1 entities.

For a list of local government authorities, see the Local Government Directory on the Department of Local Government and Communities website at <http://dlg.wa.gov.au/Content/Directory/Default.aspx>.³

Tables A.6 and A.7 provide lists of public universities and other Schedule 1 entities.

³ The Shires of Christmas Island and Cocos (Keeling) Islands were not part of the 2013/14 reporting sample.

All lists are based on information available to the Public Sector Commission at the time of printing the report.

Table A.1 WA government sector structure

Entity type	Examples
<p>Departments</p> <p>Primarily responsible for delivery of public services and providing policy advice and administrative support to ministers. Departments are established under s. 35 of the Public Sector Management Act 1994 (PSM Act).</p>	<ul style="list-style-type: none"> • Department of the Attorney General • Department of the Premier and Cabinet • Department of Commerce
<p>SES organisations</p> <p>Established for public purposes under a written law to perform defined statutory functions, and generally responsible through a board to a minister. SES organisations are specified in Schedule 2 of the PSM Act.</p>	<ul style="list-style-type: none"> • Rottneest Island Authority • Botanic Gardens and Parks Authority • Western Australian Tourism Commission
<p>Non-SES organisations</p> <p>Established for public purposes under a written law to perform defined statutory functions; generally responsible through a board to a minister, although usually with a degree of operational independence.</p>	<ul style="list-style-type: none"> • Forest Products Commission • Corruption and Crime Commission • Legal Aid Commission of Western Australia
<p>Ministerial offices</p> <p>Persons appointed to assist certain political officeholders.</p>	<ul style="list-style-type: none"> • Staff of the office of the Minister for Health

Entity type	Examples
<p>Government boards and committees</p> <p>Established under law to perform statutory functions such as guidance and direction for an organisation; regulation, registration and appeal; coordination of policies and projects; and advisory functions.</p>	<ul style="list-style-type: none"> • Road Safety Council • Mental Health Review Board • Gender Reassignment Board
<p>PSM Act Schedule 1 entities^(a)</p> <p>Entities as defined in Schedule 1 of the PSM Act. These entities are constituted by or under a written law, or by the Governor or a minister, to undertake specific public functions, but operate at arm's length to the executive arm of the Government, often in a commercial/semi-commercial environment or as part of the Westminster system of government. Schedule 1 entities include the judiciary (courts and tribunals), legislature (Parliament), public universities and local government authorities.</p>	<ul style="list-style-type: none"> • Public universities (e.g. Murdoch University) • Local government authorities (e.g. City of Perth) • Government trading enterprises (e.g. Water Corporation) • Port authorities (e.g. Fremantle Port Authority) • Police Force (i.e. sworn officers) • Courts and tribunals (e.g. State Administrative Tribunal) • Departments of the Parliament (e.g. Department of the Legislative Assembly) • Electorate offices

(a) Schedule 1 entities are not required to report to the Public Sector Commission under the PSM Act.

Table A.2 Departments

Department	
Department for Child Protection and Family Support	Department of Corrective Services
Department of Aboriginal Affairs	Department of Culture and the Arts

Department	
Department of Agriculture and Food	Department of Education
Department of Commerce	Department of Education Services
Department of Environmental Regulation	Department of the Premier and Cabinet ⁴
Department of Finance	Department of the Registrar Western Australian Industrial Relations Commission
Department of Fire and Emergency Services	Department of Training and Workforce Development
Department of Fisheries	Department of Transport
Department of Health	Department of Treasury
Department of Housing ⁵	Department of Water
Department of Lands	Disability Services Commission ⁶
Department of Local Government and Communities	Mental Health Commission
Department of Mines and Petroleum	Office of the Auditor General
Department of Parks and Wildlife	Office of the Director of Public Prosecutions
Department of Planning	Office of the Environmental Protection Authority

⁴ For the purposes of this report, the Department of the Premier and Cabinet includes ministerial offices.

⁵ The Housing Authority completed the [public sector entity survey](#) on behalf of the Department of Housing.

⁶ The Disability Services Commission is both a department (established under s. 35) and a SES organisation (as described in Schedule 2) within the [PSM Act](#).

Department	
Department of Racing, Gaming and Liquor	Office of the Inspector of Custodial Services
Department of Regional Development	Public Sector Commission
Department of Sport and Recreation	Western Australia Police ⁷
Department of State Development	Western Australian Electoral Commission
Department of the Attorney General	

Table A.3 SES organisations (listed in [PSM Act Schedule 2](#))

SES organisation	
Art Gallery of Western Australia	Great Southern Institute of Technology
Botanic Gardens and Parks Authority	Housing Authority
C. Y. O'Connor Institute	Insurance Commission of Western Australia
Central Institute of Technology	Kimberley Development Commission
Challenger Institute of Technology	Kimberley Training Institute
Chemistry Centre (WA)	Lotteries Commission (Lotterywest)

⁷ The Police Service is a department (established under s. 35) and the Police Force is a Schedule 1 entity under the PSM Act.

SES organisation

Commissioner of Main Roads	Metropolitan Cemeteries Board
Country High School Hostels Authority	Metropolitan Redevelopment Authority
Country Housing Authority ⁸	Mid West Development Commission
Disability Services Commission ⁹	Minerals Research Institute of Western Australia
Durack Institute of Technology	Peel Development Commission
Economic Regulation Authority	Perth Theatre Trust
Gascoyne Development Commission	Pilbara Development Commission
Goldfields-Esperance Development Commission	Pilbara Institute
Goldfields Institute of Technology	Polytechnic West
Government Employees Superannuation Board	Professional Standards Council ¹⁰
Great Southern Development Commission	Public Transport Authority of Western Australia
Rottneest Island Authority	West Coast Institute of Training

⁸ This entity has not been captured in the 2013/14 reporting sample.

⁹ The Disability Services Commission is both a department (established under s. 35) and a SES organisation (as described in Schedule 2) within the [PSM Act](#).

¹⁰ This entity has not been captured in the 2013/14 reporting sample.

SES organisation	
School Curriculum and Standards Authority	Western Australian Alcohol and Drug Authority (Drug and Alcohol Office)
Small Business Development Corporation	Western Australian Land Information Authority (Landgate)
South West Development Commission	Western Australian Tourism Commission
South West Institute of Technology	Wheatbelt Development Commission
The Library Board of Western Australia (State Library of Western Australia)	WorkCover Western Australia Authority
The Western Australian Museum	Zoological Parks Authority

Table A.4 Non-SES organisations

Non-SES organisation	
Agricultural Produce Commission	Parliamentary Commissioner for Administrative Investigations (Ombudsman)
Animal Resources Authority	Parliamentary Inspector of the Corruption and Crime Commission of Western Australia ¹¹
Architects Board of Western Australia	Perth Market Authority

¹¹ This entity has not been captured in the 2013/14 reporting sample.

Non-SES organisation	
Commissioner for Children and Young People	Potato Marketing Corporation of Western Australia
Commissioner for Equal Opportunity	ScreenWest
Conservation Commission of Western Australia	Solicitor General ⁸
Construction Industry Long Service Leave Payments Board	Teacher Registration Board of Western Australia ⁸
Construction Training Fund	The Burswood Park Board
Corruption and Crime Commission	The National Trust of Australia (WA)
Forest Products Commission	The Queen Elizabeth II Medical Centre Trust
Health and Disability Services Complaints Office	Veterinary Surgeons' Board
Heritage Council of Western Australia	Western Australian Coastal Shipping Commission ⁸
Keep Australia Beautiful Council (WA)	Western Australian Health Promotion Foundation (Healthway)
Legal Aid Commission of Western Australia	Western Australian Meat Industry Authority
Legal Practice Board	Western Australian Sports Centre Trust (VenuesWest)
Office of the Information Commissioner	

Table A.5 Entities that report under another entity

Reporting entity	Included entity	Type of included entity
Department of Agriculture and Food	Rural Business Development Corporation	SES organisation
Department of Commerce	Building Commission	Non-SES organisation
	Commission for Occupational Safety and Health	Non-SES organisation
	Plumbers Licensing Board	Non-SES organisation
Department of Education Services	Trustees of Public Education Endowment	Non-SES organisation
	Teacher Registration Board of Western Australia	Non-SES organisation
Department of Parks and Wildlife	Swan River Trust	Non-SES organisation
Department of Finance	State Supply Commission	SES organisation
Department of Housing	Country Housing Authority	SES organisation
Department of Planning	Western Australian Planning Commission	Non-SES organisation
Department of Sport and Recreation	Combat Sports Commission	Non-SES organisation
Department of the Attorney General	Law Reform Commission of Western Australia	Non-SES organisation
	Office of the Public Advocate	Non-SES organisation
	Public Trustee's Office	Non-SES organisation
Government Employees Superannuation Board	Parliamentary Superannuation Board	Non-SES organisation
Heritage Council of Western Australia	State Heritage Office	Non-SES organisation

Reporting entity	Included entity	Type of included entity
Office of the Environmental Protection Authority	Environmental Protection Authority	Non-SES organisation
Public Sector Commission	Office of the Director of Equal Opportunity in Public Employment	Non-SES organisation
	Salaries and Allowances Tribunal	Non-SES organisation

Table A.6 Public universities

Universities	
Curtin University of Technology	Murdoch University
Edith Cowan University	University of Western Australia

Table A.7 Other Schedule 1 entities

Other Schedule 1 entities	
Albany Port Authority	Police Force
Bunbury Port Authority	Prisoners Review Board of Western Australia
Bunbury Water Board	Racing and Wagering Western Australia
Busselton Water Board	Racing Penalties Appeal Tribunal
Department of the Legislative Assembly	State Administrative Tribunal

Other Schedule 1 entities	
Department of the Legislative Council	The Electricity Generation Corporation (Verve Energy)
Electorate offices	The Electricity Networks Corporation (Western Power)
Esperance Port Authority	The Electricity Retail Corporation (Synergy)
Fremantle Port Authority	The Independent Market Operator
Gold Corporation	The Regional Power Corporation (Horizon Power)
Governor's Establishment	Water Corporation
Kimberley Ports Authority ¹²	Western Australian Energy Disputes Arbitrator
Liquor Commission	Western Australian Greyhound Racing Association
Mid West Ports Authority ¹³	Western Australian Land Authority (LandCorp)
Pilbara Ports Authority ¹⁴	Western Australian Treasury Corporation

12 On 1 July 2014, the Broome Port Authority changed name to the Kimberley Ports Authority.

13 On 1 July 2014, the Geraldton Port Authority changed name to the Mid West Ports Authority.

14 On 1 July 2014, the Dampier and Port Hedland Ports Authorities merged to form the Pilbara Ports Authority.

Appendix B – Calculating the Equity Index

The *State of the WA public sector statistical bulletin 2014* provides a detailed overview of the state of administration and human salary profile. An index of 100 is considered optimal; an index less than 100 suggests the group is disproportionately represented in lower salary levels; an index more than 100 suggests the group is disproportionately represented in higher salary levels.

If there are less than 10 persons in a diversity group, the index may not be a good indicator of the true distribution of salary levels within the group.

The equity index has the following formula:

$$E_{Group} = \frac{\sum_j j \frac{s_j T}{S t_j} \left(\frac{t_j}{T}\right)^a}{\sum_j j \left(\frac{t_j}{T}\right)^a} \times 100$$

where:

- E_{Group} is the equity index for the diversity group
- a is equal to 0.5
- j is the salary level (from 1-10)
- s_j is the number of employees with valid responses in the diversity group at salary level j
- S is the total number of employees with valid responses in the diversity group in the entity
- t_j is the number of employees with valid responses to the entity's diversity survey at salary level j
- T is the total number of employees with valid responses across the entity.

Appendix C – Abbreviated entity names

The table below lists the full and corresponding abbreviated entities names that have been included in Chapters 1, 2 and 3.

Full name	Abbreviated name
Animal Resources Authority	ARC
Art Gallery Of Western Australia	AGWA
Botanic Gardens and Parks Authority	BGPA
C. Y. O'Connor Institute	CYOC
Central Institute of Technology	Central
Challenger Institute of Technology	Challenger
Chemistry Centre (WA)	Chem Centre
Commissioner for Equal Opportunity	EOC
Commissioner of Main Roads	Main Roads

Full name	Abbreviated name
Corruption and Crime Commission	CCC
Country High School Hostels Authority	CHSHA
Department for Child Protection and Family Support	DCPFS
Department of Aboriginal Affairs	DAA
Department of Agriculture and Food	Agric
Department of Commerce	Commerce
Department of Corrective Services	DCS
Department of Culture and the Arts	DCA

Full name	Abbreviated name
Department of Education	Education
Department of Education Services	DES
Department of Environment Regulation	DER
Department of Finance	Finance
Department of Fire and Emergency Services	DFES
Department of Fisheries	Fisheries
Department of Health	Health
Department of Lands	Lands
Department of Local Government and Communities	DLGC
Department of Mines and Petroleum	DMP
Department of Parks and Wildlife	DPaW
Department of Planning	Planning
Department of Racing, Gaming and Liquor	RGL
Department of Regional Development	DRD
Department of Sport and Recreation	DSR
Department of State Development	DSD

Full name	Abbreviated name
Department of the Attorney General	DOTAG
Department of the Premier and Cabinet	DPC
Department of the Registrar Western Australian Industrial Relations Commission	WAIRC
Department of Training and Workforce Development	DTWD
Department of Transport	Transport
Department of Treasury	Treasury
Department of Water	Water
Disability Services Commission	DSC
Durack Institute of Technology	Durack
Economic Regulation Authority	ERA
Forest Products Commission	FPC
Goldfields Institute of Technology	Goldfields IT
Government Employees Superannuation Board	GESB
Great Southern Institute of Technology	GSIT
Housing Authority	Housing

Full name	Abbreviated name
Insurance Commission of Western Australia	ICWA
Kimberley Training Institute	KTI
Legal Aid Commission of Western Australia	Legal Aid
Legal Practice Board	LPBWA
Lotteries Commission	Lotterywest
Mental Health Commission	MHC
Metropolitan Cemeteries Board	MCB
Metropolitan Redevelopment Authority	MRA
Office of the Auditor General	Audit
Office of the Director of Public Prosecutions	DPP
Office of the Environmental Protection Authority	OEPA
Parliamentary Commissioner for Administrative Investigations	Ombudsman
Perth Market Authority	Perth Market
Pilbara Development Commission	Pilbara DC
Pilbara Institute	Pilbara Institute
Polytechnic West	Polytechnic

Full name	Abbreviated name
Public Sector Commission	PSC
Public Transport Authority of Western Australia	PTA
Rottnest Island Authority	Rottnest Island
School Curriculum and Standards Authority	SCSA
ScreenWest	ScreenWest
Small Business Development Corporation	SBDC
South West Development Commission	SWDC
South West Institute of Technology	SWIT
State Heritage Office	State Heritage
State Library of Western Australia	SLWA
Swan River Trust	SRT
The National Trust of Australia (W.A.)	NTWA
The Western Australian Museum	WA Museum
West Coast Institute of Training	WCIT
Western Australia Police	Police
Western Australian Alcohol and Drug Authority	DAO

Full name	Abbreviated name
Western Australian Electoral Commission	WAEC
Western Australian Health Promotion Foundation	Healthway
Western Australian Land Information Authority	Landgate

Full name	Abbreviated name
Western Australian Sports Centre Trust	VenuesWest
Western Australian Tourism Commission	Tourism WA
WorkCover Western Australia Authority	WorkCover
Zoological Parks Authority	Zoo

