|  |
| --- |
|  |
| **State of the sectors statistical bulletin 2016**  Reinvent, re-inform, reinforce |

Public Sector Commission  
Dumas House, 2 Havelock Street, West Perth 6005  
Locked Bag 3002, West Perth WA 6872  
Telephone: (08) 6552 8500 Fax: (08) 6552 810  
Email: [survey@psc.wa.gov.au](mailto:survey@psc.wa.gov.au)   
Website: [www.publicsector.wa.gov.au](http://www.publicsector.wa.gov.au)

**© State of Western Australia 2016**

There is no objection to this publication being copied in whole or part, provided there is due acknowledgement of any material quoted or reproduced.

Published by the Public Sector Commission, 2016.

This publication is available on the Public Sector Commission website at [www.publicsector.wa.gov.au](http://www.publicsector.wa.gov.au)

**Disclaimer**

The Western Australian Government is committed to quality service to its customers and makes every attempt to ensure accuracy, currency and reliability of the information contained in this publication. However, changes in circumstances over time may impact on the veracity of this information.

**Accessibility**

Copies of this publication are available in alternative formats upon request.

ISSN 1839-7891

Contents

[Introduction 5](#_Toc481657703)

[Public sector workforce profile 6](#_Toc481657704)

[Table 1.1 Summary of the WA public sector over the last five years 7](#_Toc481657705)

[Table 1.2 Headcount, FTE, gender, age 8](#_Toc481657706)

[Table 1.3 Salary – mean, median, bands 10](#_Toc481657707)

[Table 1.4 Occupational groups and regional distribution 12](#_Toc481657708)

[Table 1.5 Appointment type and separation rate 15](#_Toc481657709)

[Table 1.6 Length of service in an agency (tenure) 17](#_Toc481657710)

[Table 1.7 Equity and diversity – women, youth and mature employees 19](#_Toc481657711)

[Table 1.8 Equity and diversity – Indigenous Australians, people with culturally diverse backgrounds, people with disability 21](#_Toc481657712)

[Table 1.9 Occupational profile – FTE, gender, age, salary band, and metropolitan/regional 23](#_Toc481657713)

[Public sector entity survey results 29](#_Toc481657714)

[Table 2.1 Responses to PSES: Public interest disclosure and ethics and integrity 30](#_Toc481657715)

[Table 2.2 Responses to PSES: Human resource management – standards and disciplinary processes 33](#_Toc481657716)

[Table 2.3 Responses to PSES: Human resource management – grievance processes 37](#_Toc481657717)

[Table 2.4 Responses to PSES: Development and planning 40](#_Toc481657718)

[Table 2.5 Responses to PSES: Employment of Aboriginal Australians 46](#_Toc481657719)

[Table 2.6 Responses to PSES: Employment of people with disability 50](#_Toc481657720)

[Table 2.7 Responses to PSES: Administration and management 53](#_Toc481657721)

[Employee perception survey results 56](#_Toc481657722)

[Table 3.1 Comparison of EPS respondents and WA public sector employees 57](#_Toc481657723)

[Table 3.2 EPS response rates for entities 57](#_Toc481657724)

[Table 3.3 Summary of EPS results by demographic categories 59](#_Toc481657725)

[Appendix A – Structure of the government sector 81](#_Toc481657726)

[Public sector 81](#_Toc481657727)

[Government boards and committees 81](#_Toc481657728)

[*Public Sector Management Act 1994* (PSM Act) Schedule 1 entities 81](#_Toc481657729)

[Table A.1 WA government sector structure 82](#_Toc481657730)

[Table A.2 Departments 84](#_Toc481657731)

[Table A.3 SES organisations (listed in Schedule 2 of the PSM Act) 86](#_Toc481657732)

[Table A.4 Non-SES organisations 88](#_Toc481657733)

[Table A.5 Public universities 90](#_Toc481657734)

[Table A.6 Other Schedule 1 entities 90](#_Toc481657735)

[Appendix B – Calculating the equity index 92](#_Toc481657736)

[Appendix C – Abbreviated entity names 93](#_Toc481657737)

Introduction

The *State of the sectors statistical bulletin 2016* provides a detailed overview of the state of administration and human resources management in public sector bodies for 2015/16. The bulletin includes:

* workforce demographic data as at 30 June 2016 collected from entities as part of the [human resource minimum obligatory information requirement](https://publicsector.wa.gov.au/workforce-and-diversity/workforce-trends/collecting-data/h%E2%80%8Buman-resource-minimum-obligatory-information-requirement-hrmoir) (HRMOIR) program
* employing authority data collected from public sector bodies as part of the 2016 [public sector entity survey](https://publicsector.wa.gov.au/public-administration/sector-performance-and-oversight/monitoring-and-reporting-sector-performance/public-sector-entity-survey) (PSES)
* employee perception data collected from a sample of public sector employees as part of the 2016 [employee perception survey](https://publicsector.wa.gov.au/public-administration/sector-performance-and-oversight/monitoring-and-reporting-sector-performance/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*](http://www.slp.wa.gov.au/legislation/statutes.nsf/main_mrtitle_771_homepage.html) (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 2016, 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. Summary of the WA public sector over the last five years
  2. Headcount, FTE, gender, age
  3. Salary – mean, median, bands
  4. Occupational groups and regional distribution
  5. Appointment type and separation rate
  6. Length of service in an agency (tenure)
  7. Equity and diversity – women, youth and mature employees
  8. Equity and diversity – Indigenous Australians, people with culturally diverse backgrounds, and people with disability
  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 2016. Source HRMOIR.

|  | | 2012 | 2013 | 2014 | 2015 | 2016 |
| --- | --- | --- | --- | --- | --- | --- |
| Headcount | | 140 725 | 138 863 | 137 944 | 138 440 | 135 770 |
| FTE | | 107 579 | 110 544 | 108 999 | 109 019 | 107 809 |
| Gender  (Headcount) | Female | 71.9% | 71.7% | 71.9% | 72.3% | 72.6% |
| Male | 28.1% | 28.3% | 28.1% | 27.7% | 27.4% |
| Age  (Headcount) | Under 20 | 0.7% | 0.7% | 0.6% | 0.4% | 0.3% |
| 20 to 24 | 4.6% | 4.5% | 4.1% | 4.0% | 3.7% |
| 25 to 29 | 9.0% | 9.2% | 9.1% | 9.1% | 8.8% |
| 30 to 34 | 9.7% | 10.1% | 10.3% | 10.6% | 10.8% |
| 35 to 39 | 10.9% | 10.7% | 10.7% | 10.8% | 11.1% |
| 40 to 44 | 13.1% | 13.0% | 12.8% | 12.6% | 12.3% |
| 45 to 49 | 13.6% | 13.0% | 13.0% | 13.1% | 13.3% |
| 50 to 54 | 14.5% | 14.1% | 14.0% | 13.7% | 13.4% |
| 55 to 59 | 12.6% | 12.7% | 12.9% | 13.0% | 13.0% |
| 60 to 64 | 7.8% | 8.2% | 8.4% | 8.6% | 9.0% |
| 65 and above | 3.4% | 3.8% | 4.2% | 4.1% | 4.3% |
| SES  (Headcount) | Female | 27.6% | 29.2% | 30.1% | 32.2% | 33.8% |
| Male | 72.4% | 70.8% | 69.9% | 67.8% | 66.2% |
| ANZSCO Major Groups  (FTE) | Managers | 7.6% | 7.8% | 7.2% | 7.9% | 8.7% |
| Professionals | 48.0% | 47.9% | 49.0% | 48.8% | 49.0% |
| Technicians and Trades Workers | 4.3% | 4.3% | 4.5% | 4.4% | 4.3% |
| Community and Personal Service Workers | 16.5% | 17.1% | 16.8% | 16.3% | 16.2% |
| Clerical and Administrative Workers | 18.7% | 18.4% | 17.8% | 18.0% | 17.1% |
| Sales Workers | 0.5% | 0.5% | 0.5% | 0.5% | 0.6% |
| Machinery Operators and Drivers | 0.7% | 0.7% | 0.7% | 0.7% | 0.7% |
| Labourers | 3.8% | 3.3% | 3.5% | 3.5% | 3.4% |
| PSGOGA equivalent salary bands  (FTE) | Level 1 and below | 21.0% | 19.3% | 18.4% | 17.7% | 18.3% |
| Level 2 | 11.8% | 11.8% | 11.6% | 11.6% | 12.5% |
| Level 3 | 9.6% | 9.8% | 10.1% | 9.7% | 9.2% |
| Level 4 | 13.7% | 13.7% | 13.2% | 13.1% | 12.3% |
| Level 5 | 13.1% | 17.3% | 14.1% | 14.2% | 14.8% |
| Level 6 | 18.9% | 15.9% | 20.2% | 20.2% | 20.2% |
| Level 7 | 6.2% | 6.1% | 6.4% | 6.6% | 6.7% |
| Level 8 | 3.1% | 3.3% | 3.0% | 3.2% | 3.1% |
| Level 9 | 0.8% | 0.9% | 1.3% | 1.5% | 1.1% |
| Class 1 and above | 1.7% | 1.8% | 1.8% | 2.0% | 1.9% |
| Regions  (Headcount) | Gascoyne | 0.6% | 0.5% | 0.5% | 0.6% | 0.5% |
| Goldfields Esperance | 2.4% | 2.3% | 2.2% | 2.2% | 2.3% |
| Great Southern | 2.9% | 2.9% | 2.7% | 2.9% | 2.5% |
| Kimberley | 2.4% | 2.5% | 2.7% | 2.6% | 2.6% |
| Mid West | 2.7% | 2.6% | 2.5% | 2.5% | 2.5% |
| Peel | 2.1% | 2.0% | 2.1% | 2.1% | 2.3% |
| Pilbara | 2.1% | 2.1% | 2.1% | 2.0% | 2.0% |
| South West | 5.8% | 5.8% | 5.5% | 6.0% | 6.5% |
| Wheatbelt | 3.5% | 3.3% | 2.9% | 3.2% | 3.1% |
| Metropolitan | 75.5% | 76.0% | 76.7% | 75.9% | 75.6% |
| Outside WA | 0.1% | 0.1% | 0.1% | 0.1% | 0.1% |
| Appointment Type  (Contracts) | Permanent Full Time | 42.8% | 44.3% | 43.6% | 43.7% | 43.8% |
| Permanent Part Time | 28.0% | 26.3% | 26.5% | 26.6% | 26.6% |
| Fixed-Term Full Time | 9.9% | 10.4% | 10.6% | 10.8% | 10.7% |
| Fixed-Term Part Time | 8.1% | 7.7% | 7.6% | 7.5% | 7.2% |
| Trainee Full Time | 0.0% | 0.1% | 0.1% | 0.1% | 0.1% |
| Trainee Part Time | 0.3% | 0.1% | 0.0% | 0.0% | 0.0% |
| Casual | 9.7% | 9.9% | 10.4% | 10.3% | 10.6% |
| Sessional | 0.8% | 0.9% | 1.0% | 0.9% | 0.8% |
| Others | 0.5% | 0.3% | 0.2% | 0.2% | 0.1% |
| Tenure  (Contracts) | Mean (years) | 8.7 | 8.8 | 9.1 | 9.2 | 9.6 |
| Median (years) | 5.5 | 5.7 | 6.2 | 6.5 | 7.0 |
| Less than 1 year | 15.4% | 15.1% | 12.2% | 13.9% | 10.3% |
| 1 to less than 2 years | 10.0% | 10.4% | 10.3% | 7.8% | 9.9% |
| 2 to less than 3 years | 7.4% | 7.7% | 8.5% | 7.7% | 6.5% |
| 3 to less than 4 years | 7.7% | 6.0% | 6.7% | 7.1% | 6.8% |
| 4 to less than 5 years | 6.8% | 6.6% | 5.4% | 6.1% | 6.5% |
| 5 to 9 years | 19.6% | 21.0% | 23.0% | 23.4% | 24.1% |
| 10 to 14 years | 13.8% | 13.5% | 11.3% | 11.7% | 13.2% |
| 15 to 19 years | 7.4% | 7.8% | 10.5% | 10.2% | 10.2% |
| 20 to 24 years | 5.3% | 4.9% | 4.5% | 4.4% | 4.8% |
| 25 to 29 years | 2.8% | 3.3% | 3.8% | 3.9% | 3.8% |
| 30 to 34 years | 1.9% | 1.8% | 1.7% | 1.7% | 1.9% |
| 35 years and above | 1.8% | 2.0% | 2.1% | 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 2016. 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** | **135 770** | **107 809** | **72.6%** | **27.4%** | **45.5** | **47.9** | **46.1** | **0.3%** | **3.7%** | **8.8%** | **10.8%** | **11.1%** | **12.3%** | **13.3%** | **13.4%** | **13.0%** | **9.0%** | **4.3%** |
| Agric | 1 020 | 928 | 47.1% | 52.9% | 45.4 | 53.9 | 49.6 | 0.1% | 1.8% | 3.2% | 7.4% | 10.1% | 14.0% | 14.5% | 14.5% | 20.0% | 10.8% | 3.6% |
| AGWA | 66 | 55 | 71.2% | 28.8% | 47.8 | 53.1 | 48.9 | 0.0% | 0.0% | 4.5% | 6.1% | 9.1% | 18.2% | 13.6% | 15.2% | 13.6% | 16.7% | 3.0% |
| ARC | 67 | 63 | 73.1% | 26.9% | 33.2 | 40.3 | 33.9 | 1.5% | 6.0% | 25.4% | 20.9% | 9.0% | 9.0% | 9.0% | 7.5% | 3.0% | 9.0% | 0.0% |
| BGPA | 154 | 124 | 57.8% | 42.2% | 41.6 | 46.2 | 42.5 | 3.2% | 3.2% | 8.4% | 14.3% | 14.3% | 12.3% | 12.3% | 9.7% | 8.4% | 7.8% | 5.8% |
| CCC | 127 | 124 | 55.9% | 44.1% | 41.8 | 50.7 | 46.0 | 0.0% | 0.8% | 8.7% | 12.6% | 6.3% | 16.5% | 22.0% | 15.0% | 9.4% | 4.7% | 3.9% |
| Chem Centre | 123 | 115 | 52.0% | 48.0% | 37.9 | 43.1 | 40.7 | 0.0% | 5.7% | 11.4% | 16.3% | 13.0% | 12.2% | 11.4% | 10.6% | 8.9% | 7.3% | 3.3% |
| CHSHA | 144 | 109 | 71.5% | 28.5% | 49.3 | 47.5 | 48.7 | 0.0% | 0.7% | 4.9% | 9.7% | 11.8% | 12.5% | 13.2% | 14.6% | 13.9% | 11.8% | 6.9% |
| Commerce | 813 | 744 | 57.3% | 42.7% | 45.6 | 50.9 | 47.9 | 0.0% | 1.0% | 7.4% | 10.1% | 12.3% | 11.1% | 12.8% | 14.8% | 15.5% | 10.5% | 4.7% |
| CPFS | 2 497 | 2 162 | 82.1% | 17.9% | 42.9 | 46.6 | 43.5 | 0.2% | 2.8% | 11.5% | 12.8% | 14.0% | 12.5% | 11.8% | 11.7% | 12.6% | 7.4% | 2.7% |
| CR TAFE | 435 | 349 | 62.1% | 37.9% | 46.1 | 51.5 | 48.0 | 0.5% | 1.6% | 3.7% | 9.2% | 11.3% | 14.9% | 15.2% | 14.0% | 14.7% | 10.3% | 4.6% |
| DAA | 134 | 127 | 63.4% | 36.6% | 44.3 | 49.1 | 45.9 | 0.0% | 3.7% | 10.4% | 6.7% | 10.4% | 15.7% | 11.9% | 14.9% | 10.4% | 10.4% | 5.2% |
| DCA | 125 | 113 | 64.8% | 35.2% | 44.9 | 50.2 | 47.1 | 0.8% | 1.6% | 9.6% | 9.6% | 10.4% | 12.0% | 16.8% | 14.4% | 12.8% | 9.6% | 2.4% |
| DCS | 4 418 | 4 160 | 45.0% | 55.0% | 47.5 | 50.9 | 49.4 | 0.0% | 1.6% | 4.8% | 9.0% | 9.3% | 12.5% | 14.6% | 16.9% | 15.8% | 10.4% | 5.0% |
| DER | 335 | 303 | 58.8% | 41.2% | 40.4 | 46.8 | 43.3 | 0.0% | 1.2% | 7.8% | 19.1% | 13.4% | 13.7% | 16.4% | 11.9% | 8.7% | 4.8% | 3.0% |
| DES | 109 | 100 | 61.5% | 38.5% | 46.6 | 48.1 | 47.2 | 0.0% | 0.9% | 5.5% | 5.5% | 15.6% | 14.7% | 15.6% | 15.6% | 9.2% | 15.6% | 1.8% |
| DFES | 1 637 | 1 543 | 18.9% | 81.1% | 42.5 | 45.2 | 44.5 | 0.1% | 1.8% | 7.8% | 13.3% | 12.6% | 15.8% | 15.5% | 15.4% | 12.2% | 4.5% | 1.0% |
| DLGC | 304 | 258 | 79.9% | 20.1% | 46.4 | 50.4 | 47.6 | 1.0% | 0.3% | 7.9% | 10.9% | 14.8% | 8.2% | 13.5% | 15.1% | 13.8% | 9.9% | 4.6% |
| DMP | 822 | 770 | 48.7% | 51.3% | 47.8 | 52.0 | 49.5 | 0.2% | 2.1% | 4.9% | 10.8% | 10.1% | 10.3% | 12.5% | 15.9% | 15.9% | 9.9% | 7.3% |
| DOTAG | 1 626 | 1 422 | 68.1% | 31.9% | 44.4 | 48.2 | 45.7 | 0.6% | 4.6% | 10.4% | 13.3% | 9.5% | 10.3% | 10.2% | 13.0% | 14.5% | 9.9% | 3.9% |
| DPAW | 1 625 | 1 412 | 43.0% | 57.0% | 42.8 | 48.7 | 46.3 | 0.2% | 2.6% | 7.0% | 10.5% | 13.5% | 12.2% | 14.2% | 14.2% | 13.7% | 8.3% | 3.5% |
| DPC | 568 | 475 | 59.9% | 40.1% | 40.8 | 46.2 | 44.3 | 1.1% | 4.8% | 11.6% | 14.1% | 12.0% | 7.7% | 12.5% | 12.1% | 12.7% | 7.6% | 3.9% |
| DPP | 250 | 228 | 60.0% | 40.0% | 38.5 | 41.7 | 39.8 | 1.6% | 3.2% | 11.6% | 15.6% | 18.0% | 11.2% | 12.4% | 10.4% | 8.8% | 5.6% | 1.6% |
| DRD | 158 | 145 | 61.4% | 38.6% | 41.6 | 47.6 | 45.4 | 2.5% | 3.2% | 5.1% | 10.1% | 19.6% | 8.2% | 20.9% | 14.6% | 7.6% | 7.6% | 0.6% |
| DSC | 1 689 | 1 458 | 68.0% | 32.0% | 49.7 | 52.8 | 50.7 | 0.1% | 1.1% | 4.5% | 8.8% | 10.7% | 11.4% | 11.6% | 14.9% | 16.5% | 13.5% | 6.9% |
| DSD | 160 | 147 | 55.6% | 44.4% | 42.9 | 52.1 | 47.8 | 0.0% | 1.3% | 13.1% | 10.6% | 10.0% | 10.0% | 10.6% | 11.9% | 13.1% | 11.9% | 7.5% |
| DSHO | 84 | 62 | 57.1% | 42.9% | 40.1 | 48.9 | 42.4 | 1.2% | 4.8% | 10.7% | 9.5% | 16.7% | 9.5% | 13.1% | 14.3% | 4.8% | 4.8% | 10.7% |
| DSR | 233 | 174 | 52.4% | 47.6% | 40.5 | 41.7 | 40.8 | 1.7% | 8.2% | 9.4% | 12.9% | 13.7% | 13.3% | 13.3% | 11.6% | 6.0% | 4.7% | 5.2% |
| DTWD | 531 | 479 | 65.3% | 34.7% | 44.2 | 45.8 | 44.8 | 0.2% | 3.6% | 7.7% | 12.1% | 15.1% | 12.2% | 13.7% | 13.4% | 14.3% | 6.8% | 0.9% |
| Education | 50 434 | 37 671 | 82.8% | 17.2% | 46.3 | 49.2 | 46.7 | 0.4% | 3.8% | 7.8% | 9.1% | 10.4% | 13.2% | 14.7% | 13.8% | 13.1% | 9.4% | 4.3% |
| ERA | 55 | 50 | 49.1% | 50.9% | 40.3 | 42.1 | 40.3 | 0.0% | 1.8% | 10.9% | 12.7% | 21.8% | 5.5% | 14.5% | 12.7% | 14.5% | 3.6% | 1.8% |
| Finance | 1 058 | 988 | 48.6% | 51.4% | 43.5 | 47.0 | 45.3 | 0.0% | 0.9% | 11.0% | 13.5% | 11.7% | 12.1% | 12.5% | 14.3% | 11.8% | 8.9% | 3.3% |
| Fisheries | 522 | 470 | 45.0% | 55.0% | 40.1 | 44.3 | 42.4 | 0.0% | 1.3% | 10.0% | 13.8% | 17.6% | 14.4% | 12.3% | 10.2% | 11.3% | 7.3% | 1.9% |
| FPC | 200 | 179 | 43.5% | 56.5% | 45.2 | 47.4 | 46.4 | 2.5% | 4.5% | 5.0% | 8.0% | 12.0% | 12.0% | 19.0% | 13.5% | 14.0% | 6.5% | 3.0% |
| GESB | 51 | 46 | 54.9% | 45.1% | 42.5 | 44.1 | 43.9 | 0.0% | 2.0% | 2.0% | 5.9% | 23.5% | 19.6% | 13.7% | 13.7% | 11.8% | 2.0% | 5.9% |
| Health | 44 182 | 34 150 | 77.6% | 22.4% | 44.4 | 44.9 | 44.5 | 0.2% | 4.4% | 11.0% | 12.3% | 11.5% | 11.8% | 11.8% | 12.4% | 12.3% | 8.4% | 3.9% |
| Housing | 1 647 | 1 523 | 65.1% | 34.9% | 42.4 | 47.1 | 44.0 | 0.5% | 4.9% | 10.3% | 13.3% | 12.8% | 11.2% | 12.1% | 14.1% | 13.0% | 6.3% | 1.7% |
| ICWA | 392 | 343 | 58.4% | 41.6% | 42.6 | 45.2 | 43.7 | 0.8% | 0.8% | 10.7% | 13.5% | 16.3% | 10.7% | 13.8% | 17.1% | 8.4% | 5.6% | 2.3% |
| Landgate | 659 | 624 | 46.3% | 53.7% | 46.4 | 50.6 | 48.2 | 0.2% | 2.4% | 4.6% | 10.8% | 10.9% | 11.8% | 14.0% | 16.5% | 15.6% | 9.3% | 3.9% |
| Lands | 219 | 207 | 58.4% | 41.6% | 45.3 | 49.0 | 46.4 | 0.9% | 6.4% | 14.6% | 7.8% | 6.8% | 10.5% | 14.6% | 12.3% | 15.1% | 7.3% | 3.7% |
| Legal Aid | 308 | 261 | 80.8% | 19.2% | 45.0 | 50.1 | 46.0 | 0.3% | 1.3% | 8.8% | 12.3% | 13.6% | 10.1% | 14.9% | 12.0% | 14.9% | 7.5% | 4.2% |
| Lotterywest | 240 | 220 | 55.8% | 44.2% | 41.3 | 44.4 | 42.4 | 0.4% | 3.8% | 9.2% | 14.2% | 15.8% | 14.2% | 12.1% | 12.1% | 8.8% | 6.7% | 2.9% |
| LPBWA | 52 | 45 | 82.7% | 17.3% | 43.6 | 58.1 | 44.7 | 1.9% | 3.8% | 7.7% | 7.7% | 13.5% | 17.3% | 7.7% | 9.6% | 21.2% | 9.6% | 0.0% |
| Main Roads | 1 063 | 1 010 | 30.5% | 69.5% | 41.6 | 51.1 | 48.4 | 0.2% | 3.7% | 10.4% | 11.1% | 8.0% | 8.9% | 11.1% | 14.7% | 14.8% | 10.9% | 6.2% |
| MCB | 156 | 135 | 34.6% | 65.4% | 48.2 | 48.2 | 48.2 | 0.6% | 2.6% | 7.1% | 5.8% | 12.8% | 10.9% | 15.4% | 20.5% | 16.0% | 5.1% | 3.2% |
| MHC | 352 | 292 | 71.6% | 28.4% | 45.2 | 47.5 | 46.5 | 0.0% | 1.7% | 6.3% | 13.9% | 11.9% | 11.9% | 18.5% | 11.4% | 10.5% | 8.5% | 5.4% |
| MRA | 144 | 131 | 68.1% | 31.9% | 35.8 | 39.9 | 36.6 | 0.0% | 4.9% | 18.1% | 18.8% | 20.8% | 11.8% | 10.4% | 4.9% | 5.6% | 3.5% | 1.4% |
| NM TAFE | 1 291 | 1 020 | 61.9% | 38.1% | 49.6 | 51.5 | 50.1 | 0.4% | 1.6% | 4.6% | 5.9% | 9.8% | 11.6% | 16.0% | 15.6% | 16.0% | 11.8% | 6.6% |
| NR TAFE | 287 | 244 | 59.9% | 40.1% | 45.2 | 50.6 | 48.3 | 0.7% | 1.4% | 4.9% | 8.0% | 11.8% | 12.9% | 16.4% | 16.7% | 11.8% | 11.1% | 4.2% |
| NTWA | 43 | 32 | 62.8% | 37.2% | 47.9 | 58.0 | 51.9 | 0.0% | 2.3% | 2.3% | 4.7% | 9.3% | 14.0% | 11.6% | 16.3% | 9.3% | 23.3% | 7.0% |
| OAG | 146 | 136 | 55.5% | 44.5% | 36.1 | 36.9 | 36.6 | 0.0% | 5.5% | 17.8% | 20.5% | 18.5% | 6.2% | 12.3% | 7.5% | 6.2% | 4.8% | 0.7% |
| OEPA | 89 | 81 | 59.6% | 40.4% | 41.3 | 44.2 | 42.8 | 0.0% | 0.0% | 9.0% | 6.7% | 28.1% | 10.1% | 14.6% | 16.9% | 11.2% | 2.2% | 1.1% |
| Ombudsman | 71 | 66 | 78.9% | 21.1% | 42.9 | 46.4 | 43.9 | 0.0% | 0.0% | 9.9% | 21.1% | 7.0% | 12.7% | 19.7% | 4.2% | 15.5% | 8.5% | 1.4% |
| Perth Zoo | 227 | 162 | 71.4% | 28.6% | 35.2 | 44.7 | 37.3 | 0.9% | 7.9% | 15.4% | 21.6% | 10.1% | 10.1% | 8.8% | 8.4% | 7.9% | 5.7% | 3.1% |
| Planning | 469 | 437 | 52.9% | 47.1% | 41.3 | 46.1 | 43.5 | 0.0% | 2.3% | 7.5% | 15.4% | 15.8% | 12.2% | 11.9% | 11.9% | 14.1% | 7.5% | 1.5% |
| Police | 2 546 | 1 872 | 58.7% | 41.3% | 48.4 | 55.0 | 50.8 | 0.4% | 2.6% | 7.0% | 9.3% | 7.3% | 10.6% | 10.9% | 12.4% | 12.2% | 10.3% | 16.9% |
| PSC | 169 | 128 | 60.4% | 39.6% | 34.8 | 39.2 | 37.4 | 8.3% | 11.2% | 10.7% | 15.4% | 11.8% | 7.7% | 7.1% | 9.5% | 11.8% | 3.0% | 3.6% |
| PTA | 1 663 | 1 602 | 23.8% | 76.2% | 41.6 | 47.4 | 46.5 | 0.1% | 1.9% | 6.9% | 12.9% | 13.4% | 10.8% | 13.5% | 15.0% | 11.7% | 9.7% | 4.1% |
| PTT | 192 | 95 | 57.3% | 42.7% | 40.3 | 33.6 | 36.2 | 1.6% | 13.0% | 16.1% | 17.7% | 6.8% | 9.4% | 9.9% | 6.8% | 8.3% | 5.2% | 5.2% |
| RGL | 110 | 101 | 44.5% | 55.5% | 45.7 | 48.4 | 47.2 | 0.0% | 0.0% | 7.3% | 9.1% | 11.8% | 16.4% | 12.7% | 11.8% | 20.0% | 6.4% | 4.5% |
| Rottnest Island | 105 | 88 | 62.9% | 37.1% | 38.8 | 41.9 | 40.9 | 1.0% | 3.8% | 9.5% | 21.0% | 12.4% | 11.4% | 5.7% | 14.3% | 7.6% | 10.5% | 2.9% |
| SBDC | 56 | 49 | 67.9% | 32.1% | 46.2 | 56.2 | 47.9 | 0.0% | 0.0% | 1.8% | 12.5% | 16.1% | 12.5% | 14.3% | 8.9% | 17.9% | 8.9% | 7.1% |
| SCSA | 200 | 155 | 67.0% | 33.0% | 51.4 | 57.6 | 53.6 | 0.0% | 6.0% | 4.5% | 4.0% | 5.5% | 5.0% | 14.0% | 15.5% | 12.0% | 18.0% | 15.5% |
| SLWA | 176 | 153 | 72.2% | 27.8% | 53.8 | 51.6 | 52.9 | 1.7% | 0.0% | 5.1% | 7.4% | 4.0% | 11.9% | 10.2% | 15.9% | 15.9% | 20.5% | 7.4% |
| SM TAFE | 1 727 | 1 392 | 51.3% | 48.7% | 50.5 | 53.6 | 51.8 | 0.2% | 1.4% | 3.2% | 5.6% | 7.8% | 11.6% | 14.6% | 15.3% | 18.6% | 13.6% | 8.1% |
| SR TAFE | 514 | 374 | 66.9% | 33.1% | 49.5 | 54.0 | 50.8 | 0.0% | 0.8% | 3.7% | 4.3% | 7.2% | 14.0% | 16.1% | 19.6% | 18.9% | 12.1% | 3.3% |
| SWDC | 25 | 22 | 64.0% | 36.0% | 51.3 | 44.5 | 51.0 | 0.0% | 0.0% | 0.0% | 12.0% | 4.0% | 24.0% | 4.0% | 20.0% | 16.0% | 16.0% | 4.0% |
| Tourism | 90 | 82 | 75.6% | 24.4% | 40.0 | 44.1 | 41.2 | 0.0% | 2.2% | 7.8% | 21.1% | 14.4% | 12.2% | 16.7% | 13.3% | 8.9% | 3.3% | 0.0% |
| Transport | 1 460 | 1 325 | 58.3% | 41.7% | 43.8 | 48.4 | 45.7 | 0.1% | 2.6% | 9.4% | 12.4% | 11.8% | 11.4% | 12.5% | 13.6% | 12.7% | 10.5% | 2.9% |
| Treasury | 320 | 299 | 51.3% | 48.8% | 39.4 | 45.0 | 39.7 | 0.0% | 4.1% | 11.3% | 19.4% | 16.3% | 9.4% | 11.3% | 13.8% | 9.1% | 3.8% | 1.9% |
| Venueswest | 513 | 247 | 57.9% | 42.1% | 33.9 | 30.5 | 32.1 | 12.7% | 22.6% | 9.2% | 11.7% | 10.1% | 9.0% | 8.6% | 9.0% | 4.1% | 1.8% | 1.4% |
| WA Museum | 236 | 207 | 61.0% | 39.0% | 44.3 | 50.8 | 46.2 | 0.0% | 1.7% | 8.9% | 10.6% | 11.4% | 14.0% | 11.0% | 12.7% | 13.1% | 9.3% | 7.2% |
| WAEC | 53 | 45 | 49.1% | 50.9% | 51.7 | 53.0 | 52.3 | 1.9% | 0.0% | 5.7% | 11.3% | 11.3% | 5.7% | 7.5% | 18.9% | 18.9% | 5.7% | 13.2% |
| WAIRC | 33 | 30 | 63.6% | 36.4% | 46.9 | 45.5 | 46.5 | 0.0% | 3.0% | 9.1% | 3.0% | 15.2% | 15.2% | 15.2% | 9.1% | 24.2% | 3.0% | 3.0% |
| Water | 495 | 444 | 50.5% | 49.5% | 40.4 | 44.6 | 42.5 | 0.0% | 1.2% | 4.8% | 17.0% | 18.2% | 15.6% | 12.1% | 9.9% | 11.7% | 6.5% | 3.0% |
| WorkCover | 145 | 133 | 58.6% | 41.4% | 48.7 | 46.6 | 47.6 | 0.0% | 3.4% | 9.0% | 13.1% | 8.3% | 7.6% | 13.1% | 17.9% | 13.8% | 9.7% | 4.1% |

## Table 1.3 Salary – mean, median, bands

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2016. 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** | **85 607** | **82 953** | **18.3%** | **12.5%** | **9.2%** | **12.3%** | **14.8%** | **20.2%** | **6.7%** | **3.1%** | **1.1%** | **1.9%** |
| Agric | 95 796 | 93 994 | 3.7% | 12.3% | 13.0% | 12.9% | 12.7% | 16.0% | 22.4% | 6.0% | 0.2% | 0.9% |
| AGWA | 84 652 | 78 981 | 7.9% | 22.9% | 10.2% | 15.9% | 15.8% | 14.6% | 3.6% | 5.5% | 0.0% | 3.6% |
| ARC | 68 342 | 64 256 | 35.4% | 21.7% | 21.4% | 10.7% | 7.6% | 1.6% | 0.0% | 0.0% | 0.0% | 1.6% |
| BGPA | 70 289 | 67 896 | 31.9% | 13.0% | 23.8% | 2.9% | 12.7% | 4.1% | 8.3% | 0.0% | 1.6% | 1.6% |
| CCC | 120 009 | 115 725 | 0.0% | 2.4% | 7.1% | 13.4% | 10.5% | 15.8% | 15.0% | 22.4% | 7.3% | 6.1% |
| Chem Centre | 94 897 | 89 345 | 4.5% | 12.9% | 16.2% | 10.0% | 18.3% | 13.7% | 12.3% | 8.4% | 2.6% | 0.9% |
| CHSHA | 52 359 | 47 318 | 77.1% | 16.5% | 2.7% | 1.8% | 0.0% | 0.0% | 0.0% | 1.8% | 0.0% | 0.0% |
| Commerce | 95 687 | 93 994 | 3.4% | 13.7% | 11.4% | 10.1% | 22.7% | 16.4% | 12.0% | 6.0% | 2.3% | 2.0% |
| CPFS | 89 452 | 89 345 | 2.8% | 15.4% | 14.6% | 8.9% | 21.3% | 21.8% | 11.6% | 1.9% | 1.3% | 0.4% |
| CR TAFE | 83 535 | 82 536 | 9.0% | 10.8% | 7.7% | 15.5% | 29.1% | 21.2% | 4.9% | 1.4% | 0.0% | 0.3% |
| DAA | 109 836 | 109 590 | 0.0% | 12.5% | 3.9% | 5.8% | 17.2% | 20.9% | 13.7% | 19.2% | 1.6% | 5.2% |
| DCA | 95 039 | 93 994 | 4.1% | 9.3% | 13.1% | 12.0% | 17.4% | 21.1% | 14.2% | 7.1% | 0.8% | 0.9% |
| DCS | 86 111 | 82 687 | 3.6% | 9.9% | 10.8% | 40.0% | 18.3% | 9.4% | 5.0% | 1.6% | 0.6% | 0.9% |
| DER | 104 076 | 101 179 | 0.1% | 4.4% | 8.3% | 9.8% | 19.1% | 24.4% | 22.5% | 7.5% | 2.0% | 2.0% |
| DES | 102 452 | 93 994 | 1.2% | 4.6% | 20.5% | 8.6% | 15.5% | 14.0% | 17.6% | 12.0% | 3.0% | 3.0% |
| DFES | 100 350 | 95 663 | 0.3% | 3.6% | 3.0% | 12.2% | 40.3% | 23.0% | 12.2% | 3.6% | 1.2% | 0.6% |
| DLGC | 93 577 | 87 915 | 2.8% | 6.7% | 10.2% | 22.1% | 22.8% | 15.7% | 10.4% | 5.0% | 1.9% | 2.3% |
| DMP | 100 403 | 97 845 | 0.5% | 9.3% | 11.5% | 13.1% | 14.7% | 17.7% | 22.8% | 7.7% | 1.3% | 1.4% |
| DOTAG | 92 084 | 78 593 | 3.9% | 25.5% | 16.5% | 11.8% | 13.4% | 10.4% | 7.5% | 3.7% | 1.4% | 5.9% |
| DPAW | 79 737 | 73 717 | 23.6% | 12.4% | 13.5% | 11.7% | 16.5% | 10.0% | 8.2% | 2.8% | 0.6% | 0.7% |
| DPC | 105 583 | 93 994 | 1.9% | 15.1% | 12.7% | 9.9% | 14.7% | 12.3% | 12.3% | 9.7% | 1.9% | 9.4% |
| DPP | 119 062 | 91 222 | 2.8% | 18.1% | 16.5% | 9.3% | 8.6% | 3.3% | 11.7% | 3.3% | 3.5% | 22.9% |
| DRD | 111 280 | 109 590 | 0.7% | 2.1% | 5.5% | 6.2% | 21.2% | 20.7% | 22.8% | 12.3% | 2.8% | 5.8% |
| DSC | 80 268 | 73 717 | 6.7% | 37.7% | 7.8% | 11.0% | 16.7% | 10.0% | 6.6% | 2.2% | 0.5% | 0.8% |
| DSD | 116 534 | 115 725 | 0.7% | 1.9% | 9.8% | 7.1% | 17.0% | 11.0% | 21.6% | 20.9% | 3.3% | 6.8% |
| DSHO | 78 773 | 67 896 | 34.3% | 4.9% | 8.4% | 0.0% | 23.3% | 8.1% | 8.1% | 11.3% | 0.0% | 1.6% |
| DSR | 80 291 | 80 797 | 12.7% | 15.0% | 9.1% | 11.7% | 17.4% | 15.5% | 6.8% | 7.1% | 0.6% | 4.0% |
| DTWD | 97 305 | 93 994 | 0.4% | 12.1% | 16.0% | 11.0% | 13.6% | 23.2% | 13.3% | 6.7% | 2.7% | 1.0% |
| Education | 78 090 | 79 824 | 30.8% | 7.5% | 5.9% | 5.8% | 9.7% | 31.3% | 6.1% | 2.2% | 0.5% | 0.1% |
| ERA | 114 574 | 109 590 | 0.0% | 10.0% | 10.0% | 8.0% | 7.4% | 17.6% | 14.8% | 20.4% | 4.0% | 8.0% |
| Finance | 102 889 | 93 994 | 0.5% | 4.0% | 13.3% | 14.8% | 18.4% | 18.8% | 15.5% | 9.2% | 2.2% | 3.2% |
| Fisheries | 89 976 | 80 797 | 4.3% | 12.1% | 16.5% | 21.0% | 17.1% | 8.7% | 12.4% | 6.5% | 0.6% | 0.9% |
| FPC | 81 697 | 80 797 | 15.3% | 8.1% | 18.8% | 20.6% | 15.2% | 8.0% | 8.4% | 2.8% | 1.7% | 1.1% |
| GESB | 124 131 | 119 701 | 0.0% | 2.2% | 0.7% | 7.6% | 19.5% | 17.4% | 27.3% | 14.3% | 2.2% | 8.9% |
| Health | 91 617 | 83 916 | 16.5% | 15.8% | 9.1% | 16.7% | 16.9% | 13.5% | 3.6% | 2.6% | 1.5% | 3.8% |
| Housing | 88 913 | 80 797 | 0.6% | 15.7% | 21.2% | 12.7% | 19.3% | 13.0% | 9.7% | 6.6% | 0.5% | 0.9% |
| ICWA | 91 669 | 80 797 | 2.3% | 14.4% | 23.0% | 11.6% | 11.5% | 22.8% | 5.8% | 3.8% | 0.6% | 4.2% |
| Landgate | 95 831 | 93 994 | 1.5% | 7.6% | 15.7% | 15.2% | 20.2% | 17.2% | 14.5% | 5.6% | 1.1% | 1.2% |
| Lands | 97 891 | 93 994 | 2.3% | 7.4% | 15.8% | 12.9% | 15.1% | 17.9% | 13.0% | 12.2% | 1.0% | 2.4% |
| Legal Aid | 100 598 | 91 548 | 3.0% | 18.6% | 16.6% | 9.7% | 11.1% | 12.6% | 11.8% | 3.1% | 10.0% | 3.6% |
| Lotterywest | 95 113 | 88 679 | 3.3% | 6.6% | 11.1% | 21.5% | 18.4% | 18.7% | 9.5% | 7.2% | 2.3% | 1.4% |
| LPBWA | 104 253 | 87 166 | 13.5% | 9.8% | 17.3% | 5.3% | 12.4% | 2.2% | 18.2% | 3.5% | 4.4% | 13.3% |
| Main Roads | 104 478 | 102 802 | 1.4% | 3.3% | 9.9% | 13.0% | 16.3% | 19.2% | 19.1% | 11.1% | 4.9% | 1.9% |
| MCB | 68 350 | 60 197 | 45.6% | 18.6% | 8.0% | 10.6% | 9.6% | 3.9% | 0.0% | 3.0% | 0.0% | 0.7% |
| MHC | 106 092 | 93 994 | 4.8% | 7.3% | 4.7% | 10.3% | 24.2% | 17.8% | 14.5% | 6.7% | 3.4% | 6.3% |
| MRA | 103 288 | 98 966 | 1.0% | 3.8% | 12.9% | 10.3% | 19.4% | 17.8% | 20.2% | 7.7% | 3.8% | 3.1% |
| NM TAFE | 85 357 | 88 929 | 6.8% | 12.6% | 8.1% | 11.2% | 31.1% | 24.4% | 2.8% | 2.0% | 0.4% | 0.5% |
| NR TAFE | 82 242 | 80 797 | 6.5% | 14.8% | 13.7% | 14.5% | 23.8% | 19.2% | 4.9% | 2.0% | 0.0% | 0.4% |
| NTWA | 79 536 | 80 797 | 14.5% | 4.0% | 17.7% | 17.8% | 12.6% | 6.0% | 14.8% | 0.0% | 9.5% | 3.2% |
| OAG | 104 101 | 93 993 | 0.7% | 5.2% | 16.7% | 11.0% | 18.2% | 19.0% | 12.6% | 7.8% | 3.7% | 5.2% |
| OEPA | 117 734 | 117 969 | 0.0% | 1.2% | 4.9% | 6.1% | 10.6% | 19.9% | 37.7% | 13.4% | 1.2% | 4.9% |
| Ombudsman | 111 219 | 105 853 | 0.0% | 4.6% | 7.6% | 10.7% | 18.3% | 23.4% | 12.5% | 12.2% | 4.6% | 6.1% |
| Perth Zoo | 67 851 | 60 781 | 32.6% | 25.4% | 7.6% | 15.6% | 7.4% | 5.2% | 3.1% | 2.5% | 0.0% | 0.6% |
| Planning | 101 816 | 101 179 | 1.5% | 9.1% | 10.5% | 10.9% | 15.0% | 17.2% | 25.9% | 5.1% | 3.8% | 1.1% |
| Police | 70 508 | 64 256 | 14.5% | 34.0% | 11.9% | 11.4% | 10.7% | 8.2% | 5.7% | 2.1% | 0.6% | 1.0% |
| PSC | 102 298 | 102 350 | 0.0% | 1.4% | 9.8% | 14.6% | 11.5% | 24.0% | 11.3% | 12.8% | 2.3% | 12.1% |
| PTA | 81 447 | 71 937 | 16.0% | 20.1% | 24.2% | 8.7% | 9.5% | 9.1% | 5.1% | 4.0% | 2.0% | 1.4% |
| PTT | 52 446 | 41 890 | 54.6% | 10.8% | 6.3% | 11.6% | 6.3% | 4.2% | 5.1% | 1.1% | 0.0% | 0.0% |
| RGL | 89 216 | 80 797 | 3.0% | 6.1% | 25.8% | 22.8% | 17.6% | 11.9% | 6.9% | 4.0% | 0.0% | 2.0% |
| Rottnest Island | 81 084 | 73 717 | 18.5% | 7.7% | 26.3% | 10.0% | 11.3% | 11.2% | 10.4% | 2.3% | 1.1% | 1.1% |
| SBDC | 103 682 | 109 590 | 2.4% | 7.3% | 8.9% | 8.1% | 12.5% | 38.6% | 12.5% | 4.0% | 0.0% | 5.7% |
| SCSA | 97 130 | 107 722 | 3.5% | 17.2% | 9.6% | 6.7% | 3.4% | 11.1% | 38.2% | 6.4% | 3.2% | 0.6% |
| SLWA | 79 316 | 77 164 | 24.5% | 16.1% | 5.6% | 11.6% | 22.8% | 11.4% | 4.7% | 2.6% | 0.0% | 0.7% |
| SM TAFE | 81 957 | 85 673 | 14.8% | 12.0% | 7.2% | 7.3% | 28.5% | 24.5% | 3.6% | 1.5% | 0.4% | 0.4% |
| SR TAFE | 76 595 | 73 717 | 20.7% | 13.3% | 7.8% | 12.5% | 18.6% | 22.6% | 2.7% | 1.6% | 0.0% | 0.3% |
| SWDC | 102 390 | 93 994 | 3.6% | 0.0% | 10.5% | 7.3% | 34.1% | 22.3% | 4.5% | 13.2% | 0.0% | 4.5% |
| Tourism | 107 661 | 104 102 | 0.0% | 1.2% | 13.2% | 12.2% | 17.8% | 21.9% | 12.9% | 12.2% | 2.4% | 6.1% |
| Transport | 85 191 | 76 452 | 0.8% | 27.6% | 18.6% | 15.2% | 11.1% | 12.7% | 8.1% | 3.9% | 0.6% | 1.2% |
| Treasury | 116 493 | 109 590 | 0.0% | 2.0% | 13.3% | 8.9% | 11.4% | 14.7% | 18.1% | 18.7% | 2.3% | 10.4% |
| Venueswest | 61 375 | 47 597 | 41.7% | 22.0% | 9.4% | 7.4% | 5.0% | 7.2% | 2.4% | 2.0% | 2.4% | 0.4% |
| WA Museum | 83 595 | 79 695 | 17.1% | 12.3% | 13.8% | 9.7% | 17.3% | 11.9% | 13.1% | 2.9% | 1.0% | 1.0% |
| WAEC | 90 174 | 80 797 | 1.3% | 8.1% | 25.2% | 23.1% | 17.6% | 11.0% | 2.7% | 6.6% | 0.0% | 4.4% |
| WAIRC | 89 894 | 80 797 | 0.0% | 20.2% | 22.2% | 13.5% | 18.9% | 12.9% | 3.4% | 5.6% | 0.0% | 3.4% |
| Water | 100 712 | 93 994 | 0.2% | 4.4% | 10.9% | 14.6% | 21.0% | 19.6% | 18.6% | 8.0% | 1.4% | 1.4% |
| WorkCover | 96 413 | 80 797 | 0.6% | 11.0% | 24.0% | 14.6% | 13.9% | 10.1% | 9.2% | 8.0% | 1.5% | 7.2% |

## Table 1.4 Occupational groups and regional distribution

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2016. Source: HRMOIR.

| Entity | Australia and New Zealand Standard Classification of Occupations (ANZSCO) Major Groups (FTE) | | | | | | | | Regions (Headcount) | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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** | **8.7%** | **49.0%** | **4.3%** | **16.2%** | **17.1%** | **0.6%** | **0.7%** | **3.4%** | **0.5%** | **2.3%** | **2.5%** | **2.6%** | **2.5%** | **2.3%** | **2.0%** | **6.5%** | **3.1%** | **75.6%** | **0.1%** |
| Agric | 12.3% | 44.1% | 27.0% | 0.0% | 15.8% | 0.0% | 0.0% | 0.8% | 1.1% | 4.3% | 8.7% | 4.4% | 3.2% | 0.4% | 0.1% | 8.4% | 11.5% | 57.8% | 0.0% |
| AGWA | 21.9% | 30.4% | 15.1% | 4.4% | 24.7% | 3.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 7.6% | 0.0% | 0.0% | 0.0% | 0.0% | 92.4% | 0.0% |
| ARC | 7.9% | 6.4% | 68.1% | 0.0% | 8.6% | 0.0% | 0.0% | 9.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| BGPA | 13.3% | 22.2% | 35.2% | 2.3% | 12.3% | 9.8% | 0.0% | 4.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| CCC | 12.9% | 63.8% | 0.8% | 0.0% | 22.5% | 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% |
| Chem Centre | 12.8% | 55.1% | 24.3% | 0.0% | 7.9% | 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% |
| CHSHA | 11.0% | 0.0% | 14.2% | 44.5% | 11.0% | 0.0% | 0.0% | 19.3% | 0.0% | 10.4% | 11.8% | 12.5% | 13.9% | 0.0% | 0.0% | 0.0% | 34.0% | 17.4% | 0.0% |
| Commerce | 11.1% | 29.2% | 12.0% | 0.0% | 47.4% | 0.3% | 0.0% | 0.0% | 0.0% | 0.1% | 0.4% | 0.4% | 0.7% | 0.0% | 0.4% | 1.6% | 0.0% | 96.4% | 0.0% |
| CPFS | 8.0% | 59.8% | 0.8% | 16.1% | 15.3% | 0.0% | 0.0% | 0.0% | 1.1% | 2.9% | 2.3% | 7.0% | 3.3% | 3.8% | 3.7% | 5.5% | 3.4% | 67.0% | 0.0% |
| CR TAFE | 10.5% | 62.5% | 5.6% | 2.1% | 16.5% | 0.3% | 0.9% | 1.7% | 4.8% | 22.8% | 0.0% | 0.0% | 48.7% | 0.0% | 0.0% | 0.0% | 23.7% | 0.0% | 0.0% |
| DAA | 32.3% | 23.7% | 0.0% | 0.0% | 44.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.7% | 0.7% | 5.2% | 3.7% | 0.0% | 2.2% | 0.0% | 0.0% | 87.3% | 0.0% |
| DCA | 22.0% | 27.6% | 2.2% | 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% |
| DCS | 6.2% | 19.2% | 0.7% | 59.4% | 12.9% | 0.4% | 0.7% | 0.5% | 0.2% | 3.3% | 6.5% | 5.7% | 5.1% | 4.1% | 3.6% | 5.2% | 0.5% | 65.9% | 0.0% |
| DER | 17.7% | 52.5% | 0.7% | 0.0% | 29.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.9% | 1.5% | 0.9% | 1.2% | 0.0% | 1.8% | 2.1% | 0.0% | 91.6% | 0.0% |
| DES | 26.3% | 38.6% | 1.0% | 0.0% | 34.1% | 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% |
| DFES | 14.7% | 10.9% | 3.0% | 61.7% | 9.4% | 0.0% | 0.1% | 0.1% | 0.1% | 1.8% | 2.4% | 0.8% | 2.4% | 1.3% | 0.5% | 4.3% | 0.9% | 85.5% | 0.0% |
| DLGC | 16.6% | 27.5% | 0.8% | 14.3% | 40.9% | 0.0% | 0.0% | 0.0% | 1.0% | 1.0% | 1.0% | 0.7% | 1.0% | 1.6% | 0.7% | 1.0% | 1.3% | 90.8% | 0.0% |
| DMP | 10.0% | 40.8% | 16.3% | 0.0% | 32.9% | 0.0% | 0.0% | 0.0% | 0.0% | 4.5% | 0.0% | 0.1% | 0.5% | 0.0% | 1.1% | 1.1% | 0.2% | 92.5% | 0.0% |
| DOTAG | 5.1% | 21.2% | 2.9% | 1.9% | 68.7% | 0.0% | 0.0% | 0.1% | 0.4% | 0.8% | 0.7% | 1.2% | 0.6% | 0.6% | 0.7% | 1.8% | 0.8% | 92.4% | 0.0% |
| DPAW | 9.0% | 42.5% | 5.5% | 22.4% | 18.4% | 0.6% | 0.1% | 1.4% | 4.6% | 2.1% | 5.0% | 6.2% | 2.1% | 3.8% | 2.3% | 22.6% | 4.6% | 46.7% | 0.0% |
| DPC | 13.2% | 43.6% | 2.7% | 0.0% | 37.2% | 0.2% | 3.2% | 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% | 47.9% | 1.3% | 0.0% | 48.6% | 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% |
| DRD | 28.1% | 35.8% | 0.0% | 0.0% | 36.0% | 0.0% | 0.0% | 0.0% | 0.6% | 0.0% | 0.0% | 3.2% | 0.0% | 0.0% | 0.0% | 0.6% | 1.3% | 94.3% | 0.0% |
| DSC | 9.2% | 32.3% | 1.3% | 46.0% | 9.2% | 0.0% | 0.0% | 2.1% | 0.0% | 0.6% | 0.9% | 0.4% | 0.4% | 1.8% | 0.4% | 2.7% | 0.9% | 91.8% | 0.0% |
| DSD | 33.9% | 23.3% | 0.0% | 0.0% | 42.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 97.5% | 2.5% |
| DSHO | 21.0% | 26.8% | 3.2% | 26.0% | 16.2% | 6.7% | 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% |
| DSR | 20.2% | 19.9% | 2.3% | 12.9% | 41.7% | 0.0% | 0.0% | 3.1% | 0.4% | 1.3% | 2.1% | 1.7% | 1.7% | 1.3% | 0.9% | 1.3% | 1.7% | 87.6% | 0.0% |
| DTWD | 17.7% | 36.8% | 0.2% | 0.0% | 45.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.4% | 0.0% | 0.2% | 0.4% | 0.0% | 0.0% | 0.4% | 1.7% | 97.0% | 0.0% |
| Education | 11.3% | 53.0% | 2.4% | 21.4% | 7.1% | 0.0% | 0.0% | 4.9% | 0.5% | 3.1% | 3.2% | 2.6% | 2.9% | 4.4% | 2.8% | 8.4% | 4.4% | 67.7% | 0.1% |
| ERA | 12.0% | 60.7% | 0.0% | 0.0% | 27.4% | 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% |
| Finance | 32.0% | 17.6% | 1.5% | 0.0% | 48.9% | 0.0% | 0.0% | 0.0% | 0.1% | 1.2% | 0.4% | 1.0% | 0.8% | 0.0% | 0.4% | 1.3% | 0.6% | 94.2% | 0.0% |
| Fisheries | 15.9% | 29.3% | 39.0% | 0.0% | 15.8% | 0.0% | 0.0% | 0.0% | 2.5% | 0.4% | 2.7% | 4.0% | 4.2% | 3.1% | 1.3% | 3.1% | 1.5% | 77.2% | 0.0% |
| FPC | 12.9% | 12.2% | 11.7% | 0.0% | 17.6% | 0.0% | 0.0% | 45.6% | 0.5% | 3.5% | 3.5% | 0.0% | 0.0% | 0.0% | 0.0% | 67.5% | 0.0% | 25.0% | 0.0% |
| GESB | 28.7% | 58.7% | 0.0% | 0.0% | 12.6% | 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% |
| Health | 2.0% | 60.7% | 5.5% | 11.8% | 15.2% | 0.0% | 1.0% | 3.8% | 0.5% | 1.9% | 1.7% | 2.7% | 2.3% | 0.4% | 1.7% | 6.6% | 3.0% | 79.3% | 0.0% |
| Housing | 9.7% | 20.6% | 0.4% | 2.2% | 43.1% | 24.0% | 0.0% | 0.0% | 0.5% | 1.9% | 1.7% | 4.2% | 2.4% | 0.9% | 2.8% | 2.7% | 1.8% | 81.3% | 0.0% |
| ICWA | 11.2% | 25.7% | 0.8% | 0.0% | 62.3% | 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% |
| Landgate | 18.0% | 41.9% | 2.1% | 0.0% | 37.7% | 0.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.6% | 0.0% | 0.0% | 0.0% | 0.0% | 2.0% | 0.0% | 97.4% | 0.0% |
| Lands | 20.8% | 17.9% | 0.0% | 0.0% | 61.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.8% | 0.0% | 0.0% | 0.0% | 1.8% | 0.0% | 96.3% | 0.0% |
| Legal Aid | 2.7% | 52.2% | 0.0% | 0.0% | 45.1% | 0.0% | 0.0% | 0.0% | 0.0% | 2.3% | 2.3% | 4.5% | 2.3% | 0.0% | 2.3% | 3.2% | 0.0% | 83.1% | 0.0% |
| Lotterywest | 22.1% | 30.2% | 4.4% | 0.0% | 39.4% | 4.0% | 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% |
| LPBWA | 2.2% | 38.6% | 8.9% | 0.0% | 50.4% | 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 | 24.8% | 31.4% | 16.8% | 0.0% | 26.6% | 0.0% | 0.1% | 0.4% | 1.4% | 1.7% | 2.9% | 2.5% | 2.6% | 0.0% | 2.4% | 5.7% | 4.0% | 76.8% | 0.0% |
| MCB | 7.2% | 8.0% | 34.8% | 0.0% | 21.8% | 6.1% | 6.9% | 15.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| MHC | 19.1% | 50.6% | 0.8% | 3.6% | 25.8% | 0.0% | 0.0% | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| MRA | 34.4% | 36.2% | 0.8% | 0.0% | 27.8% | 0.9% | 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% |
| NM TAFE | 6.5% | 66.8% | 5.3% | 0.6% | 19.9% | 0.1% | 0.0% | 0.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| NR TAFE | 12.1% | 55.7% | 3.9% | 2.7% | 21.2% | 0.0% | 0.0% | 4.3% | 0.0% | 0.0% | 0.0% | 60.6% | 0.0% | 0.0% | 39.4% | 0.0% | 0.0% | 0.0% | 0.0% |
| NTWA | 19.9% | 25.9% | 0.0% | 0.0% | 46.9% | 0.0% | 0.0% | 7.4% | 0.0% | 0.0% | 2.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 4.7% | 93.0% | 0.0% |
| OAG | 17.4% | 72.9% | 2.1% | 0.0% | 7.6% | 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% |
| OEPA | 19.5% | 71.9% | 0.0% | 0.0% | 8.6% | 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 | 20.6% | 51.9% | 1.5% | 0.0% | 25.9% | 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% |
| Perth Zoo | 9.9% | 11.8% | 47.9% | 4.5% | 11.4% | 8.9% | 0.6% | 5.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Planning | 17.1% | 54.3% | 0.3% | 0.2% | 23.9% | 0.7% | 0.0% | 3.4% | 0.0% | 0.0% | 1.7% | 0.2% | 0.2% | 2.8% | 0.0% | 3.8% | 0.0% | 91.3% | 0.0% |
| Police | 6.8% | 24.0% | 3.0% | 0.1% | 58.5% | 0.0% | 0.2% | 7.5% | 0.0% | 1.2% | 1.5% | 0.8% | 1.5% | 0.0% | 0.9% | 1.5% | 1.2% | 91.4% | 0.0% |
| PSC | 24.1% | 40.2% | 0.5% | 0.0% | 35.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.6% | 0.0% | 0.0% | 99.4% | 0.0% |
| PTA | 7.5% | 17.9% | 8.3% | 18.9% | 16.7% | 7.5% | 20.0% | 3.2% | 0.0% | 0.2% | 0.2% | 0.0% | 0.4% | 9.6% | 0.0% | 1.4% | 0.1% | 88.2% | 0.0% |
| PTT | 17.1% | 17.4% | 15.5% | 5.0% | 20.0% | 7.0% | 0.0% | 17.9% | 0.0% | 0.0% | 9.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 90.1% | 0.0% |
| RGL | 16.8% | 23.0% | 3.0% | 0.0% | 57.2% | 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 | 20.6% | 22.5% | 2.6% | 0.0% | 46.9% | 7.2% | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| SBDC | 15.8% | 66.5% | 0.0% | 0.0% | 17.8% | 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% |
| SCSA | 11.5% | 49.7% | 1.3% | 0.0% | 37.5% | 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% |
| SLWA | 15.6% | 36.3% | 8.5% | 0.0% | 36.3% | 0.7% | 2.6% | 0.0% | 0.0% | 0.0% | 0.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 99.4% | 0.0% |
| SM TAFE | 7.8% | 65.7% | 3.2% | 0.1% | 20.2% | 0.0% | 2.2% | 0.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2.2% | 0.0% | 0.0% | 0.0% | 97.8% | 0.0% |
| SR TAFE | 8.8% | 60.6% | 6.4% | 2.1% | 22.0% | 0.0% | 0.0% | 0.1% | 0.0% | 4.3% | 40.7% | 0.0% | 0.0% | 0.0% | 0.0% | 51.6% | 3.5% | 0.0% | 0.0% |
| SWDC | 22.3% | 11.4% | 0.0% | 0.0% | 66.4% | 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 | 33.1% | 40.0% | 0.0% | 0.0% | 26.9% | 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% |
| Transport | 15.0% | 22.7% | 3.8% | 0.0% | 58.5% | 0.0% | 0.0% | 0.0% | 0.7% | 1.0% | 1.2% | 1.1% | 1.8% | 1.4% | 1.5% | 1.8% | 0.0% | 89.5% | 0.0% |
| Treasury | 32.6% | 40.8% | 0.0% | 0.0% | 26.6% | 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% |
| Venueswest | 14.8% | 9.4% | 3.6% | 34.7% | 17.5% | 7.2% | 0.7% | 12.1% | 0.0% | 0.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 99.6% | 0.0% |
| WA Museum | 16.0% | 33.5% | 12.6% | 14.9% | 20.5% | 1.2% | 0.0% | 1.3% | 0.0% | 3.8% | 3.4% | 0.0% | 3.8% | 0.0% | 0.0% | 0.0% | 0.0% | 89.0% | 0.0% |
| WAEC | 15.4% | 26.4% | 2.2% | 0.0% | 53.8% | 0.0% | 2.2% | 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 | 19.6% | 21.8% | 6.7% | 0.0% | 52.0% | 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 | 13.1% | 66.0% | 1.6% | 0.0% | 19.3% | 0.0% | 0.0% | 0.0% | 1.2% | 0.0% | 2.6% | 3.4% | 2.6% | 4.0% | 1.2% | 8.5% | 0.0% | 76.4% | 0.0% |
| WorkCover | 17.3% | 26.6% | 0.8% | 0.0% | 55.3% | 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% |

## Table 1.5 Appointment type and separation rate

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2016. 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** | **43.8%** | **26.6%** | **10.7%** | **7.2%** | **0.1%** | **0.0%** | **10.6%** | **0.8%** | **0.1%** | **8 545** | **107 264** | **8.0%** |
| Agric | 72.9% | 13.9% | 7.7% | 1.9% | 0.0% | 0.0% | 0.1% | 3.4% | 0.0% | 105 | 997 | 10.5% |
| AGWA | 60.6% | 12.1% | 12.1% | 7.6% | 0.0% | 0.0% | 7.6% | 0.0% | 0.0% | 4 | 52 | 7.7% |
| ARC | 82.1% | 14.9% | 0.0% | 0.0% | 0.0% | 0.0% | 3.0% | 0.0% | 0.0% | 5 | 70 | 7.1% |
| BGPA | 48.7% | 10.4% | 11.0% | 9.1% | 7.1% | 0.0% | 13.6% | 0.0% | 0.0% | 8 | 99 | 8.1% |
| CCC | 0.0% | 0.0% | 92.1% | 7.1% | 0.0% | 0.0% | 0.8% | 0.0% | 0.0% | N/A | N/A | N/A |
| Chem Centre | 64.2% | 8.1% | 24.4% | 3.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 3 | 92 | 3.3% |
| CHSHA | 39.9% | 40.5% | 7.8% | 3.9% | 0.0% | 0.0% | 7.8% | 0.0% | 0.0% | 25 | 148 | 16.9% |
| Commerce | 75.6% | 14.8% | 8.6% | 1.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 49 | 803 | 6.1% |
| CPFS | 66.6% | 21.3% | 9.4% | 2.5% | 0.0% | 0.0% | 0.2% | 0.0% | 0.0% | 165 | 2 373 | 7.0% |
| CR TAFE | 49.4% | 11.0% | 21.6% | 8.7% | 0.0% | 0.0% | 9.2% | 0.0% | 0.0% | 19 | 283 | 6.7% |
| DAA | 76.9% | 9.7% | 13.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 12 | 130 | 9.2% |
| DCA | 71.2% | 10.4% | 12.8% | 4.8% | 0.0% | 0.8% | 0.0% | 0.0% | 0.0% | 22 | 124 | 17.7% |
| DCS | 84.6% | 8.2% | 5.5% | 1.2% | 0.1% | 0.0% | 0.2% | 0.3% | 0.0% | 234 | 4 347 | 5.4% |
| DER | 75.2% | 18.5% | 5.4% | 0.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 25 | 339 | 7.4% |
| DES | 67.9% | 15.6% | 12.8% | 3.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 5 | 99 | 5.1% |
| DFES | 90.7% | 3.3% | 4.0% | 0.5% | 1.5% | 0.0% | 0.0% | 0.0% | 0.0% | 55 | 1 594 | 3.5% |
| DLGC | 71.4% | 17.1% | 8.2% | 2.0% | 0.0% | 1.0% | 0.3% | 0.0% | 0.0% | 33 | 303 | 10.9% |
| DMP | 76.0% | 9.0% | 12.7% | 1.9% | 0.0% | 0.2% | 0.1% | 0.0% | 0.0% | 41 | 740 | 5.5% |
| DOTAG | 70.1% | 16.1% | 10.7% | 1.4% | 0.1% | 0.3% | 1.2% | 0.0% | 0.0% | 255 | 1 664 | 15.3% |
| DPAW | 64.2% | 11.7% | 13.8% | 1.8% | 0.7% | 0.1% | 7.8% | 0.0% | 0.0% | 75 | 1 322 | 5.7% |
| DPC | 54.6% | 6.5% | 26.8% | 3.7% | 0.0% | 0.7% | 0.0% | 0.0% | 7.7% | 30 | 388 | 7.7% |
| DPP | 74.4% | 17.2% | 6.8% | 1.2% | 0.0% | 0.0% | 0.4% | 0.0% | 0.0% | 24 | 253 | 9.5% |
| DRD | 58.2% | 8.9% | 27.8% | 3.2% | 0.6% | 1.3% | 0.0% | 0.0% | 0.0% | 19 | 135 | 14.1% |
| DSC | 68.4% | 21.1% | 4.4% | 2.1% | 0.1% | 0.1% | 3.8% | 0.0% | 0.0% | 173 | 1 690 | 10.2% |
| DSD | 77.5% | 12.5% | 9.4% | 0.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 19 | 163 | 11.7% |
| DSHO | 42.9% | 42.9% | 8.3% | 6.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 7 | 79 | 8.9% |
| DSR | 45.1% | 11.9% | 16.6% | 3.4% | 0.4% | 0.0% | 22.6% | 0.0% | 0.0% | 14 | 150 | 9.3% |
| DTWD | 79.5% | 13.2% | 5.6% | 1.5% | 0.2% | 0.0% | 0.0% | 0.0% | 0.0% | 61 | 559 | 10.9% |
| Education | 35.1% | 32.9% | 8.6% | 9.5% | 0.0% | 0.0% | 13.7% | 0.0% | 0.3% | 2 441 | 39 488 | 6.2% |
| ERA | 76.4% | 9.1% | 14.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 3 | 50 | 6.0% |
| Finance | 78.0% | 9.6% | 11.1% | 1.2% | 0.0% | 0.1% | 0.0% | 0.0% | 0.0% | 169 | 1 113 | 15.2% |
| Fisheries | 74.7% | 14.4% | 7.7% | 2.3% | 0.0% | 0.0% | 1.0% | 0.0% | 0.0% | 21 | 488 | 4.3% |
| FPC | 67.0% | 10.5% | 5.5% | 1.5% | 0.0% | 0.0% | 15.5% | 0.0% | 0.0% | 3 | 158 | 1.9% |
| GESB | 62.7% | 9.8% | 17.6% | 2.0% | 0.0% | 0.0% | 7.8% | 0.0% | 0.0% | 8 | 45 | 17.8% |
| Health | 31.0% | 32.0% | 14.2% | 8.7% | 0.0% | 0.0% | 11.4% | 2.6% | 0.0% | 3 039 | 30 938 | 9.8% |
| Housing | 73.9% | 8.8% | 15.5% | 1.6% | 0.0% | 0.1% | 0.0% | 0.0% | 0.0% | 145 | 1 517 | 9.6% |
| ICWA | 76.5% | 15.6% | 5.9% | 1.3% | 0.0% | 0.8% | 0.0% | 0.0% | 0.0% | 21 | 382 | 5.5% |
| Landgate | 81.0% | 12.3% | 5.6% | 1.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 152 | 767 | 19.8% |
| Lands | 68.0% | 8.2% | 20.1% | 3.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 12 | 182 | 6.6% |
| Legal Aid | 68.5% | 15.1% | 10.9% | 5.1% | 0.0% | 0.0% | 0.3% | 0.0% | 0.0% | 17 | 277 | 6.1% |
| Lotterywest | 66.3% | 10.8% | 19.6% | 3.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 16 | 201 | 8.0% |
| LPBWA | 59.6% | 19.2% | 7.7% | 11.5% | 0.0% | 0.0% | 1.9% | 0.0% | 0.0% | 4 | 45 | 8.9% |
| Main Roads | 92.0% | 6.5% | 0.8% | 0.1% | 0.5% | 0.1% | 0.0% | 0.0% | 0.0% | 48 | 1 097 | 4.4% |
| MCB | 75.8% | 15.3% | 7.0% | 1.3% | 0.0% | 0.6% | 0.0% | 0.0% | 0.0% | 14 | 157 | 8.9% |
| MHC | 48.6% | 22.7% | 14.5% | 4.3% | 0.0% | 0.0% | 9.1% | 0.9% | 0.0% | 37 | 293 | 12.6% |
| MRA | 68.1% | 9.7% | 17.4% | 4.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 15 | 127 | 11.8% |
| NM TAFE | 44.4% | 17.0% | 13.1% | 12.5% | 0.0% | 0.0% | 12.9% | 0.0% | 0.0% | 85 | 890 | 9.6% |
| NR TAFE | 55.4% | 8.4% | 20.6% | 3.1% | 0.0% | 0.3% | 12.2% | 0.0% | 0.0% | 44 | 227 | 19.4% |
| NTWA | 34.9% | 14.0% | 20.9% | 9.3% | 0.0% | 0.0% | 20.9% | 0.0% | 0.0% | 5 | 26 | 19.2% |
| OAG | 72.6% | 8.2% | 17.1% | 2.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 10 | 128 | 7.8% |
| OEPA | 73.0% | 22.5% | 4.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 7 | 92 | 7.6% |
| Ombudsman | 71.8% | 14.1% | 14.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 3 | 65 | 4.6% |
| Perth Zoo | 41.9% | 15.4% | 10.6% | 6.6% | 0.4% | 0.0% | 25.1% | 0.0% | 0.0% | 13 | 144 | 9.0% |
| Planning | 75.3% | 12.2% | 10.9% | 1.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 47 | 457 | 10.3% |
| Police | 59.3% | 12.1% | 4.9% | 1.3% | 0.0% | 0.0% | 22.3% | 0.0% | 0.0% | 130 | 1 961 | 6.6% |
| PSC | 59.8% | 13.6% | 7.7% | 0.6% | 13.6% | 4.1% | 0.0% | 0.0% | 0.6% | 11 | 136 | 8.1% |
| PTA | 88.8% | 5.2% | 5.5% | 0.2% | 0.1% | 0.0% | 0.3% | 0.0% | 0.0% | 110 | 1 691 | 6.5% |
| PTT | 2.1% | 1.5% | 21.1% | 3.6% | 0.0% | 0.0% | 71.6% | 0.0% | 0.0% | 1 | 8 | 12.5% |
| RGL | 79.1% | 16.4% | 3.6% | 0.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 6 | 113 | 5.3% |
| Rottnest Island | 56.2% | 12.4% | 10.5% | 6.7% | 0.0% | 0.0% | 14.3% | 0.0% | 0.0% | 13 | 86 | 15.1% |
| SBDC | 67.9% | 21.4% | 3.6% | 3.6% | 0.0% | 0.0% | 3.6% | 0.0% | 0.0% | 4 | 54 | 7.4% |
| SCSA | 40.2% | 10.8% | 17.2% | 9.8% | 0.0% | 0.0% | 21.6% | 0.0% | 0.5% | 4 | 108 | 3.7% |
| SLWA | 57.6% | 28.8% | 7.9% | 4.5% | 0.0% | 1.1% | 0.0% | 0.0% | 0.0% | 20 | 173 | 11.6% |
| SM TAFE | 52.0% | 11.0% | 12.5% | 4.0% | 0.1% | 0.1% | 20.3% | 0.0% | 0.0% | 61 | 1 153 | 5.3% |
| SR TAFE | 32.9% | 16.6% | 11.8% | 11.6% | 0.0% | 0.0% | 27.2% | 0.0% | 0.0% | 75 | 332 | 22.6% |
| SWDC | 72.0% | 20.0% | 8.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 | 23 | 0.0% |
| Tourism | 65.6% | 16.7% | 14.4% | 3.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 8 | 82 | 9.8% |
| Transport | 76.1% | 14.0% | 8.4% | 1.2% | 0.1% | 0.0% | 0.2% | 0.0% | 0.0% | 117 | 1 455 | 8.0% |
| Treasury | 64.7% | 12.2% | 21.6% | 1.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 19 | 273 | 7.0% |
| Venueswest | 17.0% | 7.8% | 8.4% | 2.9% | 0.0% | 0.0% | 63.9% | 0.0% | 0.0% | 15 | 142 | 10.6% |
| WA Museum | 45.8% | 19.3% | 25.2% | 9.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 24 | 179 | 13.4% |
| WAEC | 79.2% | 11.3% | 0.0% | 0.0% | 0.0% | 1.9% | 7.5% | 0.0% | 0.0% | 5 | 53 | 9.4% |
| WAIRC | 72.7% | 21.2% | 0.0% | 6.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 4 | 35 | 11.4% |
| Water | 72.5% | 18.6% | 8.5% | 0.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 18 | 473 | 3.8% |
| WorkCover | 72.4% | 15.9% | 8.3% | 2.8% | 0.7% | 0.0% | 0.0% | 0.0% | 0.0% | 7 | 136 | 5.1% |

## 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 2016. 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** | **9.58** | **6.98** | **10.3%** | **9.9%** | **6.5%** | **6.8%** | **6.5%** | **24.1%** | **13.2%** | **10.2%** | **4.8%** | **3.8%** | **1.9%** | **2.1%** |
| Agric | 14.84 | 11.49 | 4.7% | 7.3% | 5.6% | 3.2% | 3.6% | 19.4% | 15.1% | 12.0% | 5.8% | 9.7% | 6.9% | 6.7% |
| AGWA | 10.91 | 9.48 | 7.6% | 4.5% | 3.0% | 4.5% | 4.5% | 30.3% | 19.7% | 16.7% | 0.0% | 6.1% | 3.0% | 0.0% |
| ARC | 8.25 | 7.71 | 4.5% | 10.4% | 10.4% | 6.0% | 6.0% | 32.8% | 16.4% | 9.0% | 0.0% | 3.0% | 1.5% | 0.0% |
| BGPA | 9.71 | 6.76 | 10.4% | 11.7% | 6.5% | 7.8% | 7.1% | 22.1% | 13.6% | 8.4% | 3.2% | 2.6% | 2.6% | 3.9% |
| CCC | 6.26 | 5.75 | 11.8% | 11.8% | 4.7% | 11.0% | 7.1% | 22.8% | 30.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Chem Centre | 6.35 | 7.81 | 7.4% | 6.6% | 4.9% | 7.4% | 6.6% | 67.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| CHSHA | 7.14 | 4.39 | 18.3% | 12.4% | 5.9% | 11.1% | 4.6% | 19.6% | 13.7% | 8.5% | 3.3% | 1.3% | 1.3% | 0.0% |
| Commerce | 9.08 | 7.54 | 5.2% | 4.9% | 3.9% | 4.9% | 7.9% | 43.5% | 14.8% | 6.8% | 3.7% | 2.3% | 1.4% | 0.7% |
| CPFS | 7.63 | 6.05 | 6.5% | 10.3% | 8.5% | 7.0% | 9.3% | 38.2% | 9.3% | 3.7% | 2.6% | 2.2% | 1.3% | 1.0% |
| CR TAFE | 7.13 | 5.33 | 8.4% | 12.9% | 9.3% | 6.8% | 8.9% | 28.0% | 11.4% | 8.2% | 5.4% | 0.7% | 0.0% | 0.0% |
| DAA | 7.16 | 6.12 | 9.0% | 7.5% | 6.0% | 7.5% | 9.7% | 36.6% | 11.9% | 9.0% | 3.0% | 0.0% | 0.0% | 0.0% |
| DCA | 8.22 | 5.45 | 4.0% | 9.7% | 12.9% | 12.9% | 8.1% | 21.0% | 14.5% | 10.5% | 3.2% | 0.8% | 0.8% | 1.6% |
| DCS | 8.88 | 8.25 | 4.7% | 6.3% | 5.6% | 5.8% | 4.4% | 33.8% | 28.0% | 4.9% | 2.5% | 2.0% | 1.0% | 0.9% |
| DER | 7.80 | 6.95 | 7.5% | 6.6% | 8.7% | 5.1% | 9.0% | 38.2% | 16.1% | 3.9% | 1.8% | 2.1% | 0.6% | 0.6% |
| DES | 5.38 | 3.56 | 9.2% | 9.2% | 6.4% | 30.3% | 4.6% | 22.9% | 16.5% | 0.9% | 0.0% | 0.0% | 0.0% | 0.0% |
| DFES | 12.41 | 9.21 | 6.7% | 8.0% | 5.7% | 5.7% | 5.6% | 21.5% | 12.6% | 8.0% | 10.0% | 8.4% | 4.5% | 3.2% |
| DLGC | 7.19 | 5.80 | 5.6% | 15.8% | 7.2% | 6.3% | 7.6% | 39.8% | 6.9% | 4.3% | 3.3% | 2.3% | 0.7% | 0.3% |
| DMP | 10.98 | 7.49 | 3.9% | 8.0% | 5.4% | 8.4% | 10.3% | 31.3% | 9.7% | 5.1% | 4.1% | 5.2% | 3.3% | 5.2% |
| DOTAG | 12.18 | 9.13 | 4.0% | 5.7% | 5.2% | 4.3% | 6.1% | 30.7% | 15.7% | 8.8% | 6.5% | 5.2% | 3.3% | 4.4% |
| DPAW | 13.11 | 9.80 | 4.4% | 4.1% | 5.1% | 5.8% | 5.1% | 26.8% | 17.2% | 9.9% | 5.1% | 5.4% | 5.0% | 6.1% |
| DPC | 6.21 | 4.36 | 15.3% | 11.3% | 8.5% | 11.3% | 9.9% | 27.0% | 7.4% | 3.5% | 2.8% | 1.4% | 0.5% | 1.1% |
| DPP | 8.96 | 7.82 | 6.0% | 7.2% | 6.8% | 5.6% | 6.4% | 34.4% | 19.6% | 8.0% | 2.4% | 1.2% | 1.2% | 1.2% |
| DRD | 6.00 | 3.53 | 16.5% | 17.1% | 10.1% | 8.2% | 10.8% | 22.8% | 5.7% | 2.5% | 0.6% | 1.3% | 3.2% | 1.3% |
| DSC | 10.92 | 8.10 | 6.6% | 8.5% | 4.2% | 5.4% | 6.0% | 27.8% | 15.8% | 8.5% | 6.3% | 6.0% | 3.0% | 1.8% |
| DSD | 5.74 | 5.94 | 5.0% | 6.3% | 6.3% | 6.9% | 14.4% | 60.0% | 0.0% | 0.0% | 0.0% | 1.3% | 0.0% | 0.0% |
| DSHO | 3.13 | 1.06 | 16.7% | 48.8% | 4.8% | 4.8% | 2.4% | 15.5% | 6.0% | 0.0% | 0.0% | 1.2% | 0.0% | 0.0% |
| DSR | 7.86 | 6.16 | 11.1% | 8.1% | 6.0% | 8.9% | 8.5% | 31.9% | 14.9% | 3.8% | 1.7% | 2.6% | 2.1% | 0.4% |
| DTWD | 7.26 | 6.03 | 9.2% | 4.0% | 5.7% | 10.6% | 9.2% | 32.5% | 24.7% | 2.6% | 0.2% | 0.6% | 0.4% | 0.4% |
| Education | 10.52 | 7.78 | 12.3% | 9.1% | 5.9% | 6.0% | 5.4% | 18.9% | 12.3% | 15.5% | 5.7% | 4.6% | 1.9% | 2.4% |
| ERA | 5.60 | 4.76 | 9.1% | 10.9% | 7.3% | 5.5% | 20.0% | 32.7% | 14.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Finance | 9.21 | 7.25 | 5.1% | 6.1% | 6.5% | 6.1% | 8.6% | 39.1% | 14.7% | 4.1% | 2.0% | 2.7% | 2.2% | 2.8% |
| Fisheries | 10.86 | 7.69 | 7.1% | 4.6% | 5.2% | 8.1% | 7.3% | 29.8% | 12.9% | 9.6% | 6.0% | 2.7% | 3.1% | 3.8% |
| FPC | 14.03 | 10.15 | 10.5% | 3.0% | 5.0% | 5.0% | 9.0% | 17.0% | 11.5% | 8.5% | 9.5% | 5.5% | 6.5% | 9.0% |
| GESB | 6.67 | 4.38 | 19.6% | 9.8% | 2.0% | 11.8% | 13.7% | 15.7% | 21.6% | 2.0% | 2.0% | 2.0% | 0.0% | 0.0% |
| Health | 8.37 | 5.75 | 10.4% | 12.2% | 7.4% | 7.8% | 7.4% | 25.0% | 12.4% | 7.3% | 4.7% | 3.1% | 1.4% | 1.0% |
| Housing | 8.57 | 4.86 | 9.4% | 11.1% | 11.3% | 11.7% | 7.5% | 24.1% | 7.9% | 3.9% | 3.2% | 3.4% | 3.0% | 3.5% |
| ICWA | 13.23 | 8.46 | 5.6% | 8.2% | 9.2% | 4.3% | 5.9% | 23.7% | 8.9% | 7.1% | 3.1% | 11.7% | 5.9% | 6.4% |
| Landgate | 15.96 | 10.91 | 3.9% | 4.6% | 2.0% | 5.5% | 2.3% | 25.0% | 16.8% | 9.1% | 5.5% | 7.4% | 5.8% | 12.1% |
| Lands | 5.86 | 3.82 | 14.2% | 18.8% | 11.0% | 6.4% | 7.3% | 15.1% | 25.7% | 0.5% | 0.5% | 0.5% | 0.0% | 0.0% |
| Legal Aid | 10.69 | 9.13 | 3.2% | 4.8% | 2.9% | 7.4% | 6.8% | 32.5% | 17.4% | 13.2% | 4.2% | 4.8% | 2.3% | 0.6% |
| Lotterywest | 7.95 | 5.79 | 16.3% | 8.8% | 10.0% | 7.5% | 6.7% | 22.9% | 12.1% | 4.6% | 4.6% | 5.0% | 1.3% | 0.4% |
| LPBWA | 6.45 | 5.46 | 19.2% | 13.5% | 3.8% | 1.9% | 7.7% | 28.8% | 17.3% | 5.8% | 1.9% | 0.0% | 0.0% | 0.0% |
| Main Roads | 15.23 | 10.94 | 3.4% | 4.3% | 4.1% | 7.5% | 6.1% | 21.1% | 16.8% | 6.0% | 5.6% | 8.2% | 6.5% | 10.3% |
| MCB | 7.13 | 4.76 | 11.5% | 5.7% | 10.2% | 12.1% | 12.1% | 23.6% | 15.9% | 4.5% | 1.9% | 0.6% | 0.0% | 1.9% |
| MHC | 7.40 | 5.04 | 10.8% | 11.1% | 8.5% | 10.2% | 9.1% | 26.4% | 12.2% | 5.4% | 2.8% | 1.1% | 1.7% | 0.6% |
| MRA | 4.01 | 3.30 | 16.7% | 18.8% | 9.7% | 18.1% | 9.7% | 21.5% | 4.9% | 0.0% | 0.7% | 0.0% | 0.0% | 0.0% |
| NM TAFE | 9.24 | 7.41 | 3.8% | 9.8% | 5.7% | 6.8% | 6.0% | 32.9% | 14.1% | 11.8% | 5.0% | 2.2% | 1.4% | 0.5% |
| NR TAFE | 6.28 | 4.45 | 11.2% | 13.0% | 13.0% | 8.4% | 7.7% | 26.0% | 10.5% | 7.0% | 2.1% | 1.1% | 0.0% | 0.0% |
| NTWA | 6.38 | 5.22 | 27.9% | 11.6% | 0.0% | 4.7% | 2.3% | 27.9% | 14.0% | 9.3% | 2.3% | 0.0% | 0.0% | 0.0% |
| OAG | 7.00 | 4.92 | 7.5% | 10.3% | 13.0% | 8.2% | 13.0% | 28.8% | 9.6% | 4.1% | 2.1% | 0.0% | 1.4% | 2.1% |
| OEPA | 9.06 | 7.90 | 3.4% | 2.2% | 4.5% | 11.2% | 15.7% | 24.7% | 22.5% | 7.9% | 3.4% | 2.2% | 2.2% | 0.0% |
| Ombudsman | 6.16 | 5.43 | 14.1% | 9.9% | 2.8% | 8.5% | 11.3% | 39.4% | 8.5% | 2.8% | 1.4% | 1.4% | 0.0% | 0.0% |
| Perth Zoo | 7.48 | 4.83 | 11.9% | 17.3% | 8.4% | 4.0% | 9.7% | 21.2% | 14.6% | 5.8% | 1.8% | 3.1% | 0.9% | 1.3% |
| Planning | 9.01 | 7.46 | 13.6% | 7.7% | 4.1% | 5.3% | 6.8% | 31.3% | 13.2% | 6.8% | 4.5% | 2.8% | 2.1% | 1.7% |
| Police | 8.76 | 7.05 | 10.6% | 8.2% | 6.2% | 7.3% | 6.4% | 30.7% | 13.5% | 6.7% | 4.4% | 2.8% | 1.8% | 1.2% |
| PSC | 4.98 | 4.43 | 28.4% | 5.3% | 7.1% | 5.3% | 11.8% | 33.1% | 5.9% | 0.0% | 0.6% | 0.6% | 0.6% | 1.2% |
| PTA | 9.83 | 7.06 | 8.2% | 8.0% | 7.7% | 7.3% | 6.9% | 33.1% | 14.7% | 2.4% | 1.1% | 2.6% | 1.4% | 6.6% |
| PTT | 1.60 | 1.49 | 17.5% | 75.8% | 1.5% | 0.5% | 1.5% | 2.1% | 1.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| RGL | 11.77 | 8.24 | 1.8% | 2.7% | 3.6% | 6.4% | 8.2% | 43.6% | 11.8% | 4.5% | 0.9% | 8.2% | 3.6% | 4.5% |
| Rottnest Island | 6.75 | 5.47 | 14.3% | 5.7% | 8.6% | 11.4% | 7.6% | 32.4% | 12.4% | 3.8% | 1.9% | 1.0% | 1.0% | 0.0% |
| SBDC | 9.73 | 8.22 | 1.8% | 7.1% | 5.4% | 10.7% | 10.7% | 30.4% | 14.3% | 5.4% | 10.7% | 3.6% | 0.0% | 0.0% |
| SCSA | 9.07 | 8.41 | 8.8% | 17.2% | 3.4% | 1.5% | 7.8% | 27.9% | 15.7% | 8.8% | 2.0% | 2.9% | 2.0% | 2.0% |
| SLWA | 14.82 | 11.65 | 5.6% | 5.1% | 5.1% | 3.4% | 4.0% | 22.0% | 13.0% | 10.7% | 10.7% | 7.3% | 6.2% | 6.8% |
| SM TAFE | 9.66 | 7.49 | 4.2% | 7.2% | 4.5% | 5.8% | 7.7% | 37.0% | 14.9% | 8.0% | 4.6% | 3.1% | 1.3% | 1.7% |
| SR TAFE | 7.51 | 5.44 | 17.2% | 12.1% | 4.5% | 3.4% | 8.1% | 21.1% | 18.0% | 10.1% | 3.6% | 1.2% | 0.6% | 0.2% |
| SWDC | 5.68 | 5.82 | 12.0% | 12.0% | 8.0% | 8.0% | 8.0% | 48.0% | 0.0% | 4.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Tourism | 8.24 | 6.31 | 8.9% | 6.7% | 10.0% | 6.7% | 7.8% | 36.7% | 10.0% | 5.6% | 2.2% | 2.2% | 1.1% | 2.2% |
| Transport | 9.58 | 7.60 | 5.8% | 7.3% | 5.3% | 8.3% | 8.3% | 32.1% | 15.3% | 7.3% | 2.0% | 3.4% | 2.5% | 2.3% |
| Treasury | 8.34 | 6.03 | 10.9% | 9.7% | 10.0% | 5.0% | 8.1% | 29.7% | 12.2% | 5.3% | 1.3% | 2.8% | 2.8% | 2.2% |
| Venueswest | 4.01 | 2.36 | 26.9% | 20.1% | 10.9% | 8.6% | 6.4% | 17.0% | 5.8% | 3.1% | 0.8% | 0.4% | 0.0% | 0.0% |
| WA Museum | 9.88 | 7.20 | 7.1% | 10.9% | 9.7% | 6.3% | 4.6% | 25.6% | 17.6% | 5.5% | 4.2% | 2.5% | 1.3% | 4.6% |
| WAEC | 11.91 | 8.48 | 5.7% | 3.8% | 11.3% | 5.7% | 1.9% | 30.2% | 15.1% | 3.8% | 11.3% | 3.8% | 3.8% | 3.8% |
| WAIRC | 13.07 | 11.92 | 0.0% | 15.2% | 9.1% | 0.0% | 6.1% | 15.2% | 21.2% | 9.1% | 3.0% | 6.1% | 15.2% | 0.0% |
| Water | 11.21 | 9.55 | 3.2% | 9.5% | 1.6% | 4.8% | 4.8% | 31.1% | 21.6% | 10.5% | 5.1% | 1.2% | 3.2% | 3.2% |
| WorkCover | 9.69 | 6.67 | 5.6% | 5.6% | 7.6% | 10.4% | 9.7% | 29.9% | 9.7% | 4.2% | 8.3% | 6.3% | 1.4% | 1.4% |

## 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 2016. Source: HRMOIR.

| Entity | Women | | | | | | | | Youth  (Aged <25) | Mature employees  (Aged ≥45) |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Headcount | Women Representation | % Women in SES | % Women in MT1 | % Women in MT2 | % Women in MT3 | % Women in MT2&3 | Women Equity Index |
| **WA public sector** | **135 770** | **72.6%** | **32.7%** | **19.8%** | **37.4%** | **42.4%** | **41.1%** | **73.2** | **4.0%** | **53.0%** |
| Agric | 1 020 | 47.1% | 11.1% | 0.0% | 0.0% | 34.2% | 30.2% | 74.2 | 1.9% | 63.4% |
| AGWA | 66 | 71.2% | 0.0% | N/A | 0.0% | 83.3% | 62.5% | 81.3 | 0.0% | 62.1% |
| ARC | 67 | 73.1% | N/A | 0.0% | 60.0% | 77.8% | 71.4% | 60.2 | 7.5% | 28.4% |
| BGPA | 154 | 57.8% | 50.0% | 0.0% | 66.7% | 38.5% | 43.8% | 80.9 | 6.5% | 44.2% |
| CCC | 127 | 55.9% | N/A | 0.0% | 0.0% | 66.7% | 50.0% | 82.1 | 0.8% | 55.1% |
| Chem Centre | 123 | 52.0% | 0.0% | 0.0% | 0.0% | N/A | 0.0% | 62.2 | 5.7% | 41.5% |
| CHSHA | 144 | 71.5% | N/A | N/A | 100.0% | 50.0% | 54.5% | 87.9 | 0.7% | 60.4% |
| Commerce | 813 | 57.3% | 38.1% | 100.0% | 25.0% | 32.0% | 30.3% | 71.8 | 1.0% | 58.2% |
| CPFS | 2 497 | 82.1% | 72.7% | 100.0% | 66.7% | 57.4% | 58.3% | 91.9 | 3.0% | 46.2% |
| CR TAFE | 435 | 62.1% | 0.0% | 0.0% | 50.0% | 35.7% | 38.9% | 75.2 | 2.1% | 58.9% |
| DAA | 134 | 63.4% | 0.0% | 0.0% | 33.3% | 60.0% | 54.8% | 77.9 | 3.7% | 53.0% |
| DCA | 125 | 64.8% | 50.0% | 0.0% | 42.9% | 61.5% | 55.0% | 84.8 | 2.4% | 56.0% |
| DCS | 4 418 | 45.0% | 31.6% | 0.0% | 33.3% | 57.1% | 50.0% | 103.1 | 1.7% | 62.7% |
| DER | 335 | 58.8% | 57.1% | 0.0% | 66.7% | 41.2% | 47.8% | 91.8 | 1.2% | 44.8% |
| DES | 109 | 61.5% | 20.0% | 0.0% | 40.0% | 15.4% | 22.2% | 68.9 | 0.9% | 57.8% |
| DFES | 1 637 | 18.9% | 30.0% | 0.0% | 28.6% | 36.8% | 34.6% | 117.2 | 1.9% | 48.6% |
| DLGC | 304 | 79.9% | 75.0% | 100.0% | 62.5% | 57.1% | 59.1% | 81.5 | 1.3% | 56.9% |
| DMP | 822 | 48.7% | 27.3% | 0.0% | 16.7% | 23.1% | 21.9% | 69.5 | 2.3% | 61.6% |
| DOTAG | 1 626 | 68.1% | 30.0% | 100.0% | 27.3% | 41.5% | 38.5% | 73.6 | 5.2% | 51.4% |
| DPAW | 1 625 | 43.0% | 8.3% | 0.0% | 18.2% | 14.3% | 15.4% | 72.4 | 2.9% | 54.0% |
| DPC | 568 | 59.9% | 22.2% | 0.0% | 21.9% | 48.1% | 33.9% | 81.7 | 5.8% | 48.8% |
| DPP | 250 | 60.0% | 0.0% | N/A | N/A | N/A | N/A | 85.6 | 4.8% | 38.8% |
| DRD | 158 | 61.4% | 16.7% | 0.0% | 25.0% | 21.4% | 22.7% | 78.3 | 5.7% | 51.3% |
| DSC | 1 689 | 68.0% | 53.8% | 0.0% | 66.7% | 54.5% | 58.1% | 103.9 | 1.2% | 63.4% |
| DSD | 160 | 55.6% | 35.7% | 0.0% | 22.2% | 55.6% | 38.9% | 86.4 | 1.3% | 55.0% |
| DSHO | 84 | 57.1% | 0.0% | 0.0% | 75.0% | 50.0% | 60.0% | 115.8 | 6.0% | 47.6% |
| DSR | 233 | 52.4% | 0.0% | 0.0% | 16.7% | 33.3% | 28.6% | 57.0 | 9.9% | 40.8% |
| DTWD | 531 | 65.3% | 31.3% | 0.0% | 33.3% | 35.0% | 34.8% | 76.3 | 3.8% | 49.2% |
| Education | 50 434 | 82.8% | 33.3% | 100.0% | 33.3% | 42.4% | 40.5% | 79.2 | 4.2% | 55.2% |
| ERA | 55 | 49.1% | 0.0% | 0.0% | 0.0% | 50.0% | 41.2% | 65.6 | 1.8% | 47.3% |
| Finance | 1 058 | 48.6% | 29.6% | 50.0% | 28.6% | 18.8% | 20.5% | 76.0 | 0.9% | 50.8% |
| Fisheries | 522 | 45.0% | 20.0% | 100.0% | 0.0% | 11.1% | 9.1% | 66.2 | 1.3% | 42.9% |
| FPC | 200 | 43.5% | N/A | N/A | 33.3% | 38.5% | 36.8% | 58.0 | 7.0% | 56.0% |
| GESB | 51 | 54.9% | 33.3% | 0.0% | 33.3% | 57.1% | 50.0% | 101.2 | 2.0% | 47.1% |
| Health | 44 182 | 77.6% | 58.8% | 0.0% | 28.6% | 56.9% | 54.4% | 75.0 | 4.5% | 48.8% |
| Housing | 1 647 | 65.1% | 9.1% | 0.0% | 66.7% | 25.0% | 31.6% | 71.1 | 5.3% | 47.2% |
| ICWA | 392 | 58.4% | 0.0% | 0.0% | 14.3% | 33.3% | 23.1% | 52.1 | 1.5% | 47.2% |
| Landgate | 659 | 46.3% | 27.3% | 0.0% | 50.0% | 59.1% | 56.7% | 79.1 | 2.6% | 59.3% |
| Lands | 219 | 58.4% | 20.0% | 0.0% | 57.1% | 43.8% | 47.8% | 91.8 | 7.3% | 53.0% |
| Legal Aid | 308 | 80.8% | N/A | 0.0% | 50.0% | 68.4% | 63.0% | 84.0 | 1.6% | 53.6% |
| Lotterywest | 240 | 55.8% | 40.0% | 0.0% | 50.0% | 35.7% | 40.0% | 81.3 | 4.2% | 42.5% |
| LPBWA | 52 | 82.7% | N/A | 0.0% | 100.0% | 50.0% | 66.7% | 83.9 | 5.8% | 48.1% |
| Main Roads | 1 063 | 30.5% | 22.2% | 0.0% | 20.0% | 23.8% | 23.3% | 66.7 | 3.9% | 57.7% |
| MCB | 156 | 34.6% | 0.0% | 0.0% | 40.0% | 20.0% | 26.7% | 182.1 | 3.2% | 60.3% |
| MHC | 352 | 71.6% | 42.9% | 0.0% | 66.7% | 70.6% | 69.6% | 88.7 | 1.7% | 54.3% |
| MRA | 144 | 68.1% | 25.0% | 0.0% | 20.0% | 58.8% | 50.0% | 74.8 | 4.9% | 25.7% |
| NM TAFE | 1 291 | 61.9% | 25.0% | 100.0% | 14.3% | 44.1% | 39.0% | 84.1 | 2.0% | 66.1% |
| NR TAFE | 287 | 59.9% | 0.0% | 0.0% | 60.0% | 58.3% | 58.6% | 82.5 | 2.1% | 60.3% |
| NTWA | 43 | 62.8% | N/A | 0.0% | 40.0% | N/A | 40.0% | 62.3 | 2.3% | 67.4% |
| OAG | 146 | 55.5% | 40.0% | 0.0% | 50.0% | 38.9% | 41.7% | 84.2 | 5.5% | 31.5% |
| OEPA | 89 | 59.6% | 25.0% | 0.0% | 25.0% | 40.0% | 35.7% | 79.1 | 0.0% | 46.1% |
| Ombudsman | 71 | 78.9% | N/A | 0.0% | 100.0% | 50.0% | 70.0% | 102.1 | 0.0% | 49.3% |
| Perth Zoo | 227 | 71.4% | 100.0% | 100.0% | 66.7% | 50.0% | 55.6% | 100.4 | 8.8% | 33.9% |
| Planning | 469 | 52.9% | 42.9% | 100.0% | 75.0% | 25.8% | 35.9% | 81.9 | 2.3% | 46.9% |
| Police | 2 546 | 58.7% | 60.0% | 0.0% | 0.0% | 36.4% | 26.7% | 70.2 | 3.0% | 62.7% |
| PSC | 169 | 60.4% | 50.0% | 0.0% | 20.0% | 54.5% | 43.8% | 83.1 | 19.5% | 34.9% |
| PTA | 1 663 | 23.8% | 0.0% | 0.0% | 9.1% | 21.8% | 19.7% | 98.6 | 2.0% | 54.1% |
| PTT | 192 | 57.3% | N/A | N/A | N/A | 25.0% | 25.0% | 77.7 | 14.6% | 35.4% |
| RGL | 110 | 44.5% | 0.0% | 0.0% | 0.0% | 25.0% | 20.0% | 52.8 | 0.0% | 55.5% |
| Rottnest Island | 105 | 62.9% | 50.0% | 0.0% | 100.0% | 20.0% | 33.3% | 73.7 | 4.8% | 41.0% |
| SBDC | 56 | 67.9% | 50.0% | 0.0% | 60.0% | 33.3% | 50.0% | 81.6 | 0.0% | 57.1% |
| SCSA | 200 | 67.0% | 50.0% | 0.0% | 60.0% | 50.0% | 53.8% | 85.6 | 6.0% | 75.0% |
| SLWA | 176 | 72.2% | 100.0% | N/A | 100.0% | 66.7% | 71.4% | 93.9 | 1.7% | 69.9% |
| SM TAFE | 1 727 | 51.3% | 62.5% | 100.0% | 85.7% | 52.6% | 57.8% | 87.2 | 1.6% | 70.2% |
| SR TAFE | 514 | 66.9% | 0.0% | 0.0% | 28.6% | 58.8% | 50.0% | 77.7 | 0.8% | 70.0% |
| SWDC | 25 | 64.0% | 0.0% | 0.0% | 50.0% | N/A | 50.0% | 68.8 | 0.0% | 60.0% |
| Tourism | 90 | 75.6% | 60.0% | 100.0% | 57.1% | 70.4% | 67.6% | 85.2 | 2.2% | 42.2% |
| Transport | 1 460 | 58.3% | 28.6% | 0.0% | 50.0% | 50.0% | 50.0% | 66.5 | 2.7% | 52.3% |
| Treasury | 320 | 51.3% | 31.6% | 0.0% | 25.0% | 23.8% | 24.0% | 82.8 | 4.1% | 39.7% |
| Venueswest | 513 | 57.9% | N/A | 0.0% | 33.3% | 29.4% | 30.0% | 67.3 | 35.3% | 24.8% |
| WA Museum | 236 | 61.0% | 0.0% | N/A | 0.0% | 71.4% | 55.6% | 83.8 | 1.7% | 53.4% |
| WAEC | 53 | 49.1% | N/A | 0.0% | 0.0% | 0.0% | 0.0% | 36.6 | 1.9% | 64.2% |
| WAIRC | 33 | 63.6% | 100.0% | 100.0% | 75.0% | 100.0% | 88.9% | 123.2 | 3.0% | 54.5% |
| Water | 495 | 50.5% | 10.0% | 0.0% | 0.0% | 0.0% | 0.0% | 75.8 | 1.2% | 43.2% |
| WorkCover | 145 | 58.6% | 50.0% | 100.0% | 25.0% | 62.5% | 50.0% | 72.2 | 3.4% | 58.6% |

## 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 2016. 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** | **92 977** | **68.5%** | **2 473** | **2.7%** | **41.4** | **85 473** | **63.0%** | **10 740** | **12.6%** | **99.2** | **92 097** | **67.8%** | **1 859** | **2.0%** | **103.5** |
| Agric | 960 | 94.1% | 12 | 1.3% | 42.0 | 996 | 97.6% | 135 | 13.6% | 82.8 | 952 | 93.3% | 18 | 1.9% | 84.4 |
| AGWA | 54 | 81.8% | 1 | 1.9% | 180.7 | 57 | 86.4% | 6 | 10.5% | 161.6 | 49 | 74.2% | 2 | 4.1% | 23.9 |
| ARC | 67 | 100.0% | 1 | 1.5% | 4.9 | 67 | 100.0% | 5 | 7.5% | 174.7 | 67 | 100.0% | 1 | 1.5% | 4.9 |
| BGPA | 154 | 100.0% | 3 | 1.9% | 9.4 | 154 | 100.0% | 17 | 11.0% | 38.8 | 154 | 100.0% | 1 | 0.6% | 2.5 |
| CCC | 127 | 100.0% | 0 | 0.0% | N/A | 127 | 100.0% | 4 | 3.1% | 123.2 | 127 | 100.0% | 0 | 0.0% | N/A |
| Chem Centre | 119 | 96.7% | 0 | 0.0% | N/A | 120 | 97.6% | 26 | 21.7% | 96.7 | 117 | 95.1% | 2 | 1.7% | 42.7 |
| CHSHA | 100 | 69.4% | 1 | 1.0% | 151.0 | 90 | 62.5% | 8 | 8.9% | 162.0 | 100 | 69.4% | 0 | 0.0% | N/A |
| Commerce | 564 | 69.4% | 6 | 1.1% | 39.7 | 648 | 79.7% | 91 | 14.0% | 91.1 | 310 | 38.1% | 29 | 9.4% | 58.9 |
| CPFS | 2 482 | 99.4% | 201 | 8.1% | 55.6 | 2 486 | 99.6% | 335 | 13.5% | 87.7 | 2 340 | 93.7% | 24 | 1.0% | 89.5 |
| CR TAFE | 427 | 98.2% | 17 | 4.0% | 51.4 | 434 | 99.8% | 48 | 11.1% | 101.1 | 423 | 97.2% | 12 | 2.8% | 42.4 |
| DAA | 134 | 100.0% | 34 | 25.4% | 73.8 | 134 | 100.0% | 17 | 12.7% | 128.1 | 133 | 99.3% | 1 | 0.8% | 62.2 |
| DCA | 112 | 89.6% | 0 | 0.0% | N/A | 115 | 92.0% | 22 | 19.1% | 83.6 | 107 | 85.6% | 3 | 2.8% | 133.7 |
| DCS | 2 721 | 61.6% | 198 | 7.3% | 69.0 | 2 796 | 63.3% | 313 | 11.2% | 123.9 | 3 046 | 68.9% | 256 | 8.4% | 69.8 |
| DER | 329 | 98.2% | 1 | 0.3% | 68.4 | 328 | 97.9% | 40 | 12.2% | 69.0 | 309 | 92.2% | 3 | 1.0% | 97.7 |
| DES | 105 | 96.3% | 0 | 0.0% | N/A | 92 | 84.4% | 16 | 17.4% | 57.0 | 97 | 89.0% | 2 | 2.1% | 18.7 |
| DFES | 1 399 | 85.5% | 43 | 3.1% | 69.5 | 1 393 | 85.1% | 77 | 5.5% | 98.0 | 495 | 30.2% | 5 | 1.0% | 81.8 |
| DLGC | 276 | 90.8% | 16 | 5.8% | 26.2 | 278 | 91.4% | 45 | 16.2% | 83.4 | 273 | 89.8% | 13 | 4.8% | 80.5 |
| DMP | 741 | 90.1% | 19 | 2.6% | 44.6 | 792 | 96.4% | 163 | 20.6% | 89.4 | 742 | 90.3% | 22 | 3.0% | 59.3 |
| DOTAG | 1 011 | 62.2% | 41 | 4.1% | 37.7 | 1 033 | 63.5% | 160 | 15.5% | 74.9 | 1 130 | 69.5% | 37 | 3.3% | 79.3 |
| DPAW | 1 383 | 85.1% | 64 | 4.6% | 19.5 | 1 411 | 86.8% | 102 | 7.2% | 108.4 | 1 497 | 92.1% | 39 | 2.6% | 116.1 |
| DPC | 427 | 75.2% | 8 | 1.9% | 35.3 | 442 | 77.8% | 57 | 12.9% | 73.1 | 425 | 74.8% | 13 | 3.1% | 22.4 |
| DPP | 110 | 44.0% | 3 | 2.7% | 8.5 | 125 | 50.0% | 18 | 14.4% | 102.1 | 100 | 40.0% | 14 | 14.0% | 97.7 |
| DRD | 104 | 65.8% | 7 | 6.7% | 65.7 | 63 | 39.9% | 10 | 15.9% | 58.4 | 45 | 28.5% | 0 | 0.0% | N/A |
| DSC | 1 496 | 88.6% | 12 | 0.8% | 85.0 | 1 326 | 78.5% | 258 | 19.5% | 54.9 | 1 536 | 90.9% | 42 | 2.7% | 115.5 |
| DSD | 148 | 92.5% | 2 | 1.4% | 38.6 | 149 | 93.1% | 24 | 16.1% | 66.0 | 149 | 93.1% | 2 | 1.3% | 280.5 |
| DSHO | 62 | 73.8% | 0 | 0.0% | N/A | 62 | 73.8% | 3 | 4.8% | 156.6 | 57 | 67.9% | 2 | 3.5% | 127.1 |
| DSR | 215 | 92.3% | 2 | 0.9% | 87.8 | 219 | 94.0% | 16 | 7.3% | 102.3 | 215 | 92.3% | 7 | 3.3% | 91.8 |
| DTWD | 486 | 91.5% | 17 | 3.5% | 81.0 | 521 | 98.1% | 79 | 15.2% | 73.4 | 489 | 92.1% | 9 | 1.8% | 46.9 |
| Education | 42 714 | 84.7% | 1 020 | 2.4% | 37.7 | 38 606 | 76.5% | 3 191 | 8.3% | 59.4 | 42 342 | 84.0% | 599 | 1.4% | 69.8 |
| ERA | 54 | 98.2% | 0 | 0.0% | N/A | 55 | 100.0% | 16 | 29.1% | 80.8 | 54 | 98.2% | 1 | 1.9% | 70.5 |
| Finance | 687 | 64.9% | 3 | 0.4% | 68.8 | 738 | 69.8% | 193 | 26.2% | 84.0 | 185 | 17.5% | 12 | 6.5% | 45.9 |
| Fisheries | 300 | 57.5% | 7 | 2.3% | 35.6 | 303 | 58.0% | 43 | 14.2% | 122.1 | 297 | 56.9% | 15 | 5.1% | 57.3 |
| FPC | 175 | 87.5% | 0 | 0.0% | N/A | 185 | 92.5% | 28 | 15.1% | 43.4 | 160 | 80.0% | 6 | 3.8% | 24.2 |
| GESB | 48 | 94.1% | 1 | 2.1% | 64.4 | 46 | 90.2% | 10 | 21.7% | 181.7 | 48 | 94.1% | 1 | 2.1% | 171.8 |
| Health | 17 252 | 39.0% | 432 | 2.5% | 30.3 | 13 400 | 30.3% | 2 619 | 19.5% | 123.0 | 19 098 | 43.2% | 282 | 1.5% | 168.4 |
| Housing | 1 444 | 87.7% | 73 | 5.1% | 46.7 | 1 443 | 87.6% | 194 | 13.4% | 82.9 | 1 537 | 93.3% | 21 | 1.4% | 72.7 |
| ICWA | 385 | 98.2% | 3 | 0.8% | 157.5 | 386 | 98.5% | 80 | 20.7% | 74.3 | 383 | 97.7% | 9 | 2.3% | 94.8 |
| Landgate | 559 | 84.8% | 3 | 0.5% | 23.7 | 352 | 53.4% | 77 | 21.9% | 68.5 | 517 | 78.5% | 19 | 3.7% | 66.5 |
| Lands | 162 | 74.0% | 3 | 1.9% | 38.2 | 97 | 44.3% | 14 | 14.4% | 115.7 | 41 | 18.7% | 4 | 9.8% | 110.9 |
| Legal Aid | 302 | 98.1% | 6 | 2.0% | 68.0 | 300 | 97.4% | 34 | 11.3% | 66.6 | 303 | 98.4% | 12 | 4.0% | 41.9 |
| Lotterywest | 240 | 100.0% | 2 | 0.8% | 20.5 | 240 | 100.0% | 42 | 17.5% | 68.6 | 240 | 100.0% | 5 | 2.1% | 33.9 |
| LPBWA | 48 | 92.3% | 0 | 0.0% | N/A | 49 | 94.2% | 2 | 4.1% | 259.9 | 50 | 96.2% | 0 | 0.0% | N/A |
| Main Roads | 501 | 47.1% | 8 | 1.6% | 53.8 | 607 | 57.1% | 109 | 18.0% | 78.2 | 408 | 38.4% | 22 | 5.4% | 80.9 |
| MCB | 148 | 94.9% | 4 | 2.7% | 2.8 | 156 | 100.0% | 17 | 10.9% | 130.3 | 115 | 73.7% | 5 | 4.3% | 389.5 |
| MHC | 265 | 75.3% | 9 | 3.4% | 49.1 | 252 | 71.6% | 35 | 13.9% | 100.0 | 282 | 80.1% | 12 | 4.3% | 332.6 |
| MRA | 143 | 99.3% | 4 | 2.8% | 112.1 | 131 | 91.0% | 21 | 16.0% | 87.9 | 141 | 97.9% | 1 | 0.7% | 79.8 |
| NM TAFE | 1 207 | 93.5% | 12 | 1.0% | 182.0 | 1 263 | 97.8% | 219 | 17.3% | 73.4 | 1 206 | 93.4% | 32 | 2.7% | 88.7 |
| NR TAFE | 255 | 88.9% | 25 | 9.8% | 45.2 | 265 | 92.3% | 39 | 14.7% | 97.1 | 257 | 89.5% | 8 | 3.1% | 55.2 |
| NTWA | 18 | 41.9% | 0 | 0.0% | N/A | 22 | 51.2% | 2 | 9.1% | 74.3 | 43 | 100.0% | 0 | 0.0% | N/A |
| OAG | 146 | 100.0% | 0 | 0.0% | N/A | 146 | 100.0% | 57 | 39.0% | 68.6 | 146 | 100.0% | 0 | 0.0% | N/A |
| OEPA | 85 | 95.5% | 1 | 1.2% | 86.2 | 86 | 96.6% | 10 | 11.6% | 72.5 | 79 | 88.8% | 1 | 1.3% | 92.3 |
| Ombudsman | 69 | 97.2% | 1 | 1.4% | 127.2 | 70 | 98.6% | 4 | 5.7% | 103.8 | 70 | 98.6% | 3 | 4.3% | 32.7 |
| Perth Zoo | 226 | 99.6% | 3 | 1.3% | 68.9 | 227 | 100.0% | 15 | 6.6% | 56.9 | 226 | 99.6% | 10 | 4.4% | 97.2 |
| Planning | 237 | 50.5% | 1 | 0.4% | 18.0 | 348 | 74.2% | 74 | 21.3% | 66.9 | 145 | 30.9% | 10 | 6.9% | 67.5 |
| Police | 1 867 | 73.3% | 23 | 1.2% | 28.3 | 1 997 | 78.4% | 291 | 14.6% | 92.9 | 1 844 | 72.4% | 69 | 3.7% | 79.2 |
| PSC | 143 | 84.6% | 31 | 21.7% | 13.2 | 144 | 85.2% | 21 | 14.6% | 67.6 | 141 | 83.4% | 8 | 5.7% | 26.9 |
| PTA | 1 569 | 94.3% | 12 | 0.8% | 16.4 | 1 490 | 89.6% | 306 | 20.5% | 81.7 | 1 508 | 90.7% | 10 | 0.7% | 62.9 |
| PTT | 121 | 63.0% | 1 | 0.8% | 3.6 | 157 | 81.8% | 10 | 6.4% | 602.2 | 111 | 57.8% | 2 | 1.8% | 3.4 |
| RGL | 103 | 93.6% | 0 | 0.0% | N/A | 104 | 94.5% | 25 | 24.0% | 90.7 | 40 | 36.4% | 4 | 10.0% | 151.4 |
| Rottnest Island | 105 | 100.0% | 0 | 0.0% | N/A | 94 | 89.5% | 13 | 13.8% | 28.8 | 94 | 89.5% | 0 | 0.0% | N/A |
| SBDC | 56 | 100.0% | 3 | 5.4% | 80.8 | 56 | 100.0% | 7 | 12.5% | 116.9 | 56 | 100.0% | 2 | 3.6% | 59.8 |
| SCSA | 159 | 79.5% | 0 | 0.0% | N/A | 145 | 72.5% | 23 | 15.9% | 77.5 | 156 | 78.0% | 2 | 1.3% | 101.3 |
| SLWA | 153 | 86.9% | 3 | 2.0% | 91.0 | 154 | 87.5% | 17 | 11.0% | 78.8 | 139 | 79.0% | 4 | 2.9% | 31.7 |
| SM TAFE | 1 552 | 89.9% | 21 | 1.4% | 39.4 | 1 601 | 92.7% | 261 | 16.3% | 87.8 | 1 551 | 89.8% | 33 | 2.1% | 72.5 |
| SR TAFE | 481 | 93.6% | 14 | 2.9% | 99.9 | 494 | 96.1% | 36 | 7.3% | 94.4 | 483 | 94.0% | 10 | 2.1% | 51.0 |
| SWDC | 22 | 88.0% | 0 | 0.0% | N/A | 18 | 72.0% | 0 | 0.0% | N/A | 8 | 32.0% | 1 | 12.5% | 389.1 |
| Tourism | 88 | 97.8% | 0 | 0.0% | N/A | 85 | 94.4% | 9 | 10.6% | 46.6 | 87 | 96.7% | 3 | 3.4% | 77.2 |
| Transport | 809 | 55.4% | 11 | 1.4% | 51.6 | 935 | 64.0% | 192 | 20.5% | 101.7 | 715 | 49.0% | 20 | 2.8% | 50.8 |
| Treasury | 208 | 65.0% | 2 | 1.0% | 81.9 | 217 | 67.8% | 53 | 24.4% | 80.8 | 83 | 25.9% | 6 | 7.2% | 163.0 |
| Venueswest | 510 | 99.4% | 0 | 0.0% | N/A | 508 | 99.0% | 89 | 17.5% | 107.6 | 510 | 99.4% | 4 | 0.8% | 520.7 |
| WA Museum | 200 | 84.7% | 5 | 2.5% | 80.8 | 205 | 86.9% | 28 | 13.7% | 52.6 | 190 | 80.5% | 3 | 1.6% | 32.7 |
| WAEC | 53 | 100.0% | 0 | 0.0% | N/A | 53 | 100.0% | 10 | 18.9% | 34.7 | 53 | 100.0% | 0 | 0.0% | N/A |
| WAIRC | 33 | 100.0% | 0 | 0.0% | N/A | 33 | 100.0% | 5 | 15.2% | 45.7 | 33 | 100.0% | 3 | 9.1% | 132.5 |
| Water | 339 | 68.5% | 6 | 1.8% | 58.8 | 358 | 72.3% | 52 | 14.5% | 115.5 | 70 | 14.1% | 8 | 11.4% | 35.6 |
| WorkCover | 145 | 100.0% | 5 | 3.4% | 16.1 | 145 | 100.0% | 24 | 16.6% | 79.3 | 145 | 100.0% | 9 | 6.2% | 28.1 |

## 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 2016. 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 | 118 | 23.7% | 76.3% | 0.0% | 7.6% | 92.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.8% | 2.5% | 1.6% | 95.0% | 9.3% | 90.7% |
| General Managers | 1112 | 441 | 38.7% | 61.3% | 0.0% | 19.3% | 80.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.5% | 2.0% | 7.2% | 19.3% | 19.4% | 51.6% | 3.2% | 96.8% |
| Advertising, Public Relations and Sales Managers | 1311 | 88 | 62.4% | 37.6% | 0.0% | 50.8% | 49.2% | 0.0% | 0.0% | 0.0% | 2.3% | 5.6% | 27.7% | 31.6% | 28.2% | 4.6% | 0.0% | 2.1% | 97.9% |
| Corporate Services Managers | 1321 | 1 101 | 84.2% | 15.8% | 0.3% | 18.5% | 81.2% | 0.0% | 3.4% | 55.5% | 2.5% | 11.3% | 5.7% | 8.4% | 6.4% | 4.3% | 2.5% | 34.7% | 65.1% |
| Finance Managers | 1322 | 267 | 36.2% | 63.8% | 0.0% | 27.2% | 72.8% | 0.0% | 0.0% | 0.0% | 1.0% | 4.8% | 12.8% | 37.5% | 31.2% | 7.9% | 4.9% | 7.3% | 92.7% |
| Human Resource Managers | 1323 | 186 | 60.4% | 39.6% | 0.0% | 31.9% | 68.1% | 0.0% | 0.0% | 0.0% | 0.5% | 0.5% | 18.2% | 36.4% | 32.6% | 8.6% | 3.2% | 4.1% | 95.9% |
| Policy and Planning Managers | 1324 | 1 167 | 44.6% | 55.4% | 0.1% | 31.3% | 68.6% | 0.0% | 0.0% | 0.2% | 0.1% | 1.3% | 7.4% | 29.9% | 42.0% | 10.4% | 8.8% | 7.7% | 92.3% |
| Research and Development Managers | 1325 | 86 | 50.3% | 49.7% | 0.0% | 35.0% | 65.0% | 0.0% | 0.0% | 0.0% | 0.0% | 8.0% | 22.4% | 32.4% | 31.4% | 2.3% | 3.5% | 15.7% | 84.3% |
| Construction Managers | 1331 | 109 | 15.2% | 84.8% | 0.9% | 35.8% | 63.3% | 0.0% | 0.0% | 0.0% | 0.9% | 7.8% | 23.3% | 37.5% | 22.1% | 4.7% | 3.7% | 29.5% | 70.5% |
| Engineering Managers | 1332 | 84 | 4.2% | 95.8% | 0.0% | 20.2% | 79.8% | 0.6% | 1.2% | 0.0% | 0.0% | 0.0% | 3.6% | 11.9% | 28.0% | 39.3% | 15.5% | 24.4% | 75.6% |
| Supply, Distribution and Procurement Managers | 1336 | 117 | 44.5% | 55.5% | 0.0% | 43.8% | 56.2% | 0.0% | 0.0% | 0.0% | 2.6% | 3.3% | 36.8% | 46.2% | 7.7% | 1.7% | 1.7% | 3.4% | 96.6% |
| Health and Welfare Services Managers | 1342 | 377 | 70.4% | 29.6% | 0.0% | 23.8% | 76.2% | 0.0% | 0.0% | 0.0% | 1.3% | 3.3% | 15.0% | 34.2% | 20.4% | 12.7% | 13.1% | 22.0% | 78.0% |
| School Principals | 1343 | 2 199 | 59.4% | 40.6% | 0.0% | 25.4% | 74.6% | 0.0% | 0.2% | 0.0% | 0.1% | 0.2% | 9.2% | 47.5% | 35.0% | 7.7% | 0.0% | 36.9% | 62.8% |
| Other Education Managers | 1344 | 1 196 | 53.0% | 47.0% | 0.1% | 33.8% | 66.1% | 0.0% | 0.3% | 0.4% | 0.3% | 1.6% | 16.7% | 75.9% | 3.0% | 0.8% | 1.0% | 30.4% | 69.6% |
| ICT Managers | 1351 | 294 | 26.2% | 73.8% | 0.3% | 30.9% | 68.8% | 1.0% | 3.7% | 0.2% | 0.7% | 6.1% | 14.1% | 34.8% | 28.5% | 8.2% | 2.7% | 4.4% | 95.6% |
| Commissioned Officers (Management) | 1391 | 186 | 2.7% | 97.3% | 0.0% | 21.0% | 79.0% | 0.0% | 0.0% | 0.0% | 1.1% | 5.4% | 19.4% | 53.8% | 12.4% | 6.4% | 1.6% | 44.6% | 55.4% |
| Other Specialist Managers | 1399 | 966 | 36.3% | 63.7% | 0.2% | 29.5% | 70.3% | 0.2% | 0.0% | 0.3% | 0.7% | 5.3% | 17.5% | 34.1% | 30.6% | 5.2% | 6.0% | 13.9% | 85.7% |
| Cafe and Restaurant Managers | 1411 | 40 | 89.4% | 10.6% | 0.0% | 20.4% | 79.6% | 54.6% | 33.6% | 7.6% | 1.7% | 2.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 16.9% | 83.1% |
| Call or Contact Centre and Customer Service Managers | 1492 | 108 | 56.3% | 43.7% | 0.9% | 37.1% | 62.0% | 0.0% | 0.0% | 3.6% | 16.2% | 19.5% | 37.2% | 14.2% | 8.4% | 0.9% | 0.0% | 21.2% | 78.8% |
| Conference and Event Organisers | 1493 | 26 | 83.8% | 16.2% | 11.7% | 68.6% | 19.7% | 7.8% | 2.0% | 0.0% | 41.2% | 19.4% | 21.8% | 0.0% | 7.8% | 0.0% | 0.0% | 2.0% | 98.0% |
| Transport Services Managers | 1494 | 24 | 12.5% | 87.5% | 0.0% | 20.8% | 79.2% | 0.0% | 0.0% | 4.2% | 8.3% | 8.3% | 29.2% | 20.8% | 16.7% | 8.3% | 4.2% | 8.3% | 91.7% |
| Other Hospitality, Retail and Service Managers | 1499 | 89 | 27.1% | 72.9% | 0.1% | 24.0% | 76.0% | 2.6% | 0.0% | 4.1% | 6.8% | 16.9% | 38.2% | 23.7% | 6.8% | 1.1% | 0.0% | 16.2% | 83.8% |
| **PROFESSIONALS** | | | | | | | | | | | | | | | | | | | |
| Accountants | 2211 | 401 | 50.9% | 49.1% | 1.5% | 47.6% | 50.9% | 0.0% | 1.2% | 3.0% | 8.1% | 26.7% | 44.1% | 14.7% | 1.7% | 0.2% | 0.2% | 6.3% | 93.7% |
| Auditors, Company Secretaries and Corporate Treasurers | 2212 | 173 | 45.4% | 54.6% | 4.0% | 54.0% | 42.0% | 0.0% | 2.9% | 10.8% | 12.8% | 25.7% | 22.7% | 20.2% | 4.0% | 0.6% | 0.5% | 1.2% | 98.8% |
| Human Resource Professionals | 2231 | 704 | 71.9% | 28.1% | 1.6% | 54.1% | 44.3% | 0.3% | 1.4% | 9.4% | 16.6% | 32.8% | 29.8% | 7.7% | 1.4% | 0.6% | 0.1% | 4.5% | 95.5% |
| Training and Development Professionals | 2233 | 623 | 41.4% | 58.6% | 0.5% | 32.9% | 66.6% | 0.5% | 0.3% | 24.6% | 26.9% | 26.2% | 14.5% | 5.5% | 1.3% | 0.0% | 0.2% | 23.6% | 76.4% |
| Actuaries, Mathematicians and Statisticians | 2241 | 35 | 56.1% | 43.9% | 0.0% | 45.8% | 54.2% | 0.0% | 0.0% | 4.0% | 8.6% | 8.6% | 43.0% | 24.4% | 0.0% | 8.6% | 2.9% | 8.6% | 91.4% |
| Archivists, Curators and Records Managers | 2242 | 220 | 59.6% | 40.4% | 2.9% | 47.0% | 50.1% | 0.3% | 1.5% | 9.2% | 14.9% | 31.9% | 27.6% | 14.5% | 0.0% | 0.0% | 0.0% | 1.7% | 98.3% |
| Economists | 2243 | 43 | 32.0% | 68.0% | 0.0% | 45.8% | 54.2% | 0.0% | 0.0% | 0.0% | 6.1% | 8.9% | 23.4% | 33.2% | 23.8% | 4.7% | 0.0% | 12.6% | 87.4% |
| Intelligence and Policy Analysts | 2244 | 1 259 | 59.2% | 40.8% | 1.1% | 53.2% | 45.7% | 0.0% | 0.9% | 4.6% | 7.0% | 19.0% | 33.0% | 28.4% | 6.2% | 0.3% | 0.7% | 1.9% | 98.1% |
| Land Economists and Valuers | 2245 | 131 | 26.7% | 73.3% | 2.3% | 34.5% | 63.2% | 0.0% | 0.8% | 9.8% | 8.2% | 15.9% | 25.2% | 35.6% | 3.8% | 0.8% | 0.0% | 7.0% | 93.0% |
| Librarians | 2246 | 130 | 84.7% | 15.3% | 0.9% | 24.0% | 75.1% | 9.1% | 9.8% | 3.1% | 7.3% | 49.0% | 17.5% | 4.2% | 0.0% | 0.0% | 0.0% | 11.8% | 88.2% |
| Management and Organisation Analysts | 2247 | 622 | 63.3% | 36.7% | 0.2% | 46.2% | 53.7% | 0.0% | 1.3% | 2.4% | 7.5% | 20.2% | 42.9% | 16.1% | 7.7% | 0.2% | 1.7% | 7.2% | 92.8% |
| Other Information and Organisation Professionals | 2249 | 1 064 | 64.7% | 35.3% | 1.4% | 43.6% | 54.9% | 0.2% | 3.8% | 9.6% | 15.3% | 21.2% | 31.5% | 14.1% | 3.5% | 0.5% | 0.4% | 10.0% | 90.0% |
| Advertising and Marketing Professionals | 2251 | 97 | 74.8% | 25.2% | 0.0% | 71.7% | 28.3% | 0.0% | 3.1% | 15.2% | 18.5% | 26.1% | 19.7% | 10.3% | 6.2% | 0.0% | 1.0% | 3.6% | 96.4% |
| Public Relations Professionals | 2253 | 316 | 77.8% | 22.2% | 1.9% | 63.2% | 34.9% | 1.6% | 5.4% | 4.7% | 14.7% | 27.0% | 29.7% | 13.5% | 3.2% | 0.3% | 0.0% | 8.0% | 92.0% |
| Surveyors and Spatial Scientists | 2322 | 196 | 28.4% | 71.6% | 1.0% | 38.6% | 60.4% | 0.0% | 0.9% | 13.3% | 25.1% | 26.1% | 18.2% | 16.0% | 0.5% | 0.0% | 0.0% | 1.5% | 98.5% |
| Graphic and Web Designers, and Illustrators | 2324 | 52 | 52.0% | 48.0% | 0.0% | 60.5% | 39.5% | 0.0% | 4.8% | 35.3% | 34.5% | 21.5% | 1.9% | 1.9% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Urban and Regional Planners | 2326 | 249 | 43.9% | 56.1% | 5.5% | 65.6% | 29.0% | 0.0% | 1.4% | 7.9% | 3.1% | 22.9% | 25.6% | 37.9% | 1.2% | 0.0% | 0.0% | 12.9% | 87.1% |
| Civil Engineering Professionals | 2332 | 120 | 19.1% | 80.9% | 4.2% | 56.8% | 39.1% | 0.0% | 0.8% | 2.5% | 2.5% | 20.2% | 20.8% | 26.0% | 27.2% | 0.0% | 0.0% | 16.6% | 83.4% |
| Electrical Engineers | 2333 | 73 | 11.0% | 89.0% | 2.7% | 49.3% | 47.9% | 0.0% | 0.0% | 11.0% | 2.7% | 34.3% | 21.9% | 13.7% | 15.1% | 1.4% | 0.0% | 4.1% | 95.9% |
| Other Engineering Professionals | 2339 | 30 | 41.2% | 58.8% | 0.0% | 63.1% | 36.9% | 0.0% | 0.0% | 3.4% | 1.8% | 10.1% | 31.5% | 43.2% | 10.1% | 0.0% | 0.0% | 0.0% | 100.0% |
| Agricultural and Forestry Scientists | 2341 | 253 | 34.5% | 65.5% | 0.8% | 35.6% | 63.6% | 0.0% | 0.4% | 2.4% | 4.4% | 13.8% | 26.9% | 49.4% | 2.7% | 0.0% | 0.0% | 56.4% | 43.6% |
| Chemists, and Food and Wine Scientists | 2342 | 66 | 51.3% | 48.7% | 2.7% | 68.7% | 28.6% | 1.4% | 7.0% | 7.7% | 6.8% | 26.8% | 27.2% | 18.2% | 1.5% | 0.0% | 3.4% | 3.5% | 96.5% |
| Environmental Scientists | 2343 | 897 | 40.2% | 59.8% | 1.3% | 57.7% | 41.0% | 4.5% | 9.0% | 12.4% | 10.7% | 23.1% | 18.5% | 19.1% | 2.6% | 0.0% | 0.0% | 37.4% | 62.6% |
| Geologists, Geophysicists and Hydrogeologists | 2344 | 100 | 41.7% | 58.3% | 2.0% | 34.0% | 64.0% | 0.0% | 0.0% | 1.0% | 6.5% | 13.1% | 27.7% | 37.5% | 14.2% | 0.0% | 0.0% | 4.4% | 95.6% |
| Life Scientists | 2345 | 63 | 39.0% | 61.0% | 1.6% | 49.9% | 48.5% | 0.0% | 3.2% | 1.6% | 1.3% | 14.7% | 39.0% | 20.7% | 3.5% | 3.2% | 13.0% | 2.8% | 97.2% |
| Medical Laboratory Scientists | 2346 | 724 | 66.5% | 33.5% | 2.2% | 54.4% | 43.4% | 0.1% | 1.6% | 3.7% | 5.3% | 49.9% | 29.2% | 6.2% | 2.4% | 1.5% | 0.0% | 0.0% | 100.0% |
| Veterinarians | 2347 | 38 | 42.7% | 57.3% | 0.0% | 32.3% | 67.7% | 0.0% | 0.0% | 0.0% | 2.7% | 9.4% | 27.1% | 44.9% | 15.9% | 0.0% | 0.0% | 52.5% | 47.5% |
| Other Natural and Physical Science Professionals | 2349 | 40 | 46.6% | 53.4% | 0.0% | 54.4% | 45.6% | 0.0% | 2.5% | 2.3% | 11.9% | 18.0% | 23.8% | 18.4% | 11.2% | 0.0% | 11.9% | 2.5% | 97.5% |
| Early Childhood (Pre-primary School) Teachers | 2411 | 2 152 | 98.6% | 1.4% | 5.3% | 51.3% | 43.4% | 0.0% | 6.2% | 5.4% | 11.5% | 20.0% | 56.9% | 0.0% | 0.0% | 0.0% | 0.0% | 27.6% | 72.4% |
| Primary School Teachers | 2412 | 8 633 | 85.7% | 14.3% | 5.3% | 47.4% | 47.3% | 0.0% | 7.0% | 5.5% | 10.3% | 18.5% | 58.6% | 0.0% | 0.0% | 0.0% | 0.0% | 32.9% | 66.8% |
| Secondary School Teachers | 2414 | 7 933 | 66.6% | 33.4% | 5.5% | 47.0% | 47.5% | 0.5% | 8.0% | 8.1% | 9.7% | 15.8% | 57.7% | 0.1% | 0.0% | 0.0% | 0.1% | 30.4% | 69.3% |
| Special Education Teachers | 2415 | 139 | 79.4% | 20.6% | 2.7% | 42.9% | 54.3% | 0.0% | 2.9% | 3.6% | 15.0% | 15.0% | 63.4% | 0.0% | 0.0% | 0.0% | 0.0% | 14.9% | 85.1% |
| Vocational Education Teachers (Aus) \ Polytechnic Teachers (NZ) | 2422 | 1 971 | 46.1% | 53.9% | 0.2% | 25.8% | 74.0% | 10.4% | 0.1% | 2.2% | 11.2% | 42.5% | 33.6% | 0.0% | 0.0% | 0.0% | 0.0% | 28.3% | 71.7% |
| Education Advisers and Reviewers | 2491 | 302 | 75.2% | 24.8% | 0.1% | 33.4% | 66.5% | 0.0% | 1.5% | 3.0% | 4.3% | 20.1% | 24.5% | 42.9% | 2.7% | 1.0% | 0.0% | 7.1% | 92.9% |
| Teachers of English to Speakers of Other Languages | 2493 | 178 | 88.6% | 11.4% | 1.1% | 29.1% | 69.8% | 0.0% | 5.2% | 1.0% | 3.0% | 12.5% | 78.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.6% | 99.4% |
| Nutrition Professionals | 2511 | 133 | 96.2% | 3.8% | 5.2% | 72.6% | 22.3% | 0.4% | 0.8% | 10.9% | 8.2% | 37.3% | 40.6% | 1.9% | 0.0% | 0.0% | 0.0% | 19.6% | 80.4% |
| Medical Imaging Professionals | 2512 | 463 | 63.1% | 36.9% | 6.4% | 56.9% | 36.7% | 1.5% | 1.4% | 4.2% | 9.1% | 38.6% | 40.0% | 2.8% | 2.2% | 0.2% | 0.0% | 10.3% | 89.7% |
| Occupational and Environmental Health Professionals | 2513 | 131 | 63.0% | 37.0% | 4.6% | 50.2% | 45.2% | 0.0% | 0.8% | 2.3% | 11.6% | 38.7% | 28.4% | 12.4% | 5.1% | 0.8% | 0.0% | 11.2% | 88.8% |
| Pharmacists | 2515 | 351 | 70.2% | 29.8% | 7.3% | 68.7% | 24.1% | 4.3% | 2.6% | 0.6% | 0.7% | 27.6% | 56.4% | 5.9% | 2.0% | 0.0% | 0.0% | 9.3% | 90.7% |
| Other Health Diagnostic and Promotion Professionals | 2519 | 142 | 75.0% | 25.0% | 1.1% | 56.0% | 42.9% | 0.5% | 0.8% | 13.8% | 27.5% | 32.1% | 23.9% | 1.3% | 0.0% | 0.0% | 0.0% | 32.4% | 67.6% |
| Dental Practitioners | 2523 | 130 | 58.5% | 41.5% | 6.8% | 56.2% | 36.9% | 0.0% | 0.0% | 0.0% | 0.0% | 3.1% | 13.4% | 26.0% | 21.7% | 30.9% | 5.0% | 31.3% | 68.7% |
| Occupational Therapists | 2524 | 505 | 91.5% | 8.5% | 8.7% | 64.0% | 27.3% | 0.7% | 2.4% | 6.4% | 10.4% | 33.5% | 45.0% | 0.9% | 0.8% | 0.0% | 0.0% | 21.5% | 78.5% |
| Physiotherapists | 2525 | 518 | 84.6% | 15.4% | 11.0% | 63.2% | 25.8% | 0.4% | 0.9% | 7.0% | 10.6% | 32.7% | 45.9% | 1.9% | 0.7% | 0.0% | 0.0% | 16.5% | 83.5% |
| Podiatrists | 2526 | 35 | 76.3% | 23.7% | 3.8% | 61.4% | 34.8% | 0.0% | 0.0% | 0.0% | 5.5% | 39.5% | 52.1% | 2.9% | 0.0% | 0.0% | 0.0% | 30.9% | 69.1% |
| Audiologists and Speech Pathologists \ Therapists | 2527 | 300 | 94.1% | 5.9% | 11.1% | 64.3% | 24.6% | 1.3% | 1.8% | 7.9% | 10.6% | 41.2% | 34.8% | 2.4% | 0.0% | 0.0% | 0.0% | 22.3% | 77.7% |
| General Practitioners and Resident Medical Officers | 2531 | 2 795 | 50.1% | 49.9% | 4.5% | 86.2% | 9.2% | 0.0% | 0.0% | 11.5% | 11.9% | 8.8% | 22.2% | 15.9% | 7.9% | 12.2% | 9.6% | 8.3% | 91.7% |
| Anaesthetists | 2532 | 182 | 30.7% | 69.3% | 0.0% | 57.8% | 42.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 3.6% | 96.4% |
| Specialist Physicians | 2533 | 286 | 30.7% | 69.3% | 0.0% | 40.8% | 59.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2.1% | 1.0% | 0.4% | 0.5% | 95.9% | 6.8% | 93.2% |
| Psychiatrists | 2534 | 125 | 42.5% | 57.5% | 0.0% | 31.5% | 68.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2.0% | 98.0% | 7.8% | 92.2% |
| Surgeons | 2535 | 121 | 20.4% | 79.6% | 0.0% | 49.5% | 50.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.8% | 0.0% | 2.5% | 2.1% | 94.6% | 1.8% | 98.2% |
| Other Medical Practitioners | 2539 | 222 | 34.0% | 66.0% | 0.0% | 42.8% | 57.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.9% | 1.1% | 0.9% | 0.0% | 1.4% | 95.7% | 7.5% | 92.5% |
| Midwives | 2541 | 606 | 99.3% | 0.7% | 4.6% | 47.1% | 48.3% | 0.0% | 9.2% | 8.8% | 46.0% | 26.6% | 6.3% | 3.2% | 0.0% | 0.0% | 0.0% | 16.9% | 83.1% |
| Nurse Educators and Researchers | 2542 | 241 | 89.7% | 10.3% | 0.0% | 36.4% | 63.6% | 0.0% | 0.0% | 2.2% | 7.8% | 35.7% | 48.2% | 0.4% | 5.3% | 0.4% | 0.0% | 16.6% | 83.4% |
| Nurse Managers | 2543 | 389 | 87.1% | 12.9% | 0.0% | 20.9% | 79.1% | 0.0% | 0.0% | 0.1% | 1.6% | 11.6% | 74.2% | 4.1% | 6.9% | 1.5% | 0.0% | 32.9% | 67.1% |
| Registered Nurses | 2544 | 10 267 | 87.7% | 12.3% | 6.3% | 49.6% | 44.1% | 0.2% | 10.3% | 11.6% | 39.2% | 29.0% | 8.9% | 0.1% | 0.6% | 0.1% | 0.0% | 21.2% | 78.8% |
| ICT Business and Systems Analysts | 2611 | 310 | 43.7% | 56.3% | 1.3% | 51.5% | 47.2% | 0.0% | 0.9% | 4.7% | 12.2% | 31.2% | 40.8% | 9.0% | 1.2% | 0.0% | 0.0% | 0.9% | 99.1% |
| Multimedia Specialists and Web Developers | 2612 | 53 | 39.9% | 60.1% | 1.9% | 75.3% | 22.8% | 0.0% | 4.4% | 12.0% | 23.2% | 36.0% | 11.6% | 12.7% | 0.0% | 0.0% | 0.0% | 0.2% | 99.8% |
| Software and Applications Programmers | 2613 | 277 | 31.3% | 68.7% | 0.7% | 56.7% | 42.6% | 0.0% | 1.8% | 9.4% | 13.4% | 28.8% | 38.1% | 4.7% | 3.4% | 0.4% | 0.0% | 8.6% | 91.4% |
| Database and Systems Administrators, and ICT Security Specialists | 2621 | 363 | 30.9% | 69.1% | 1.0% | 57.1% | 41.9% | 0.0% | 0.5% | 7.6% | 21.1% | 37.2% | 27.1% | 5.7% | 0.8% | 0.0% | 0.0% | 3.3% | 96.7% |
| Computer Network Professionals | 2631 | 144 | 14.4% | 85.6% | 0.0% | 54.5% | 45.5% | 0.0% | 0.0% | 6.6% | 26.4% | 30.8% | 25.7% | 9.2% | 1.4% | 0.0% | 0.0% | 8.9% | 91.1% |
| ICT Support and Test Engineers | 2632 | 94 | 21.7% | 78.3% | 3.2% | 54.3% | 42.4% | 0.0% | 6.0% | 8.1% | 42.2% | 20.3% | 21.4% | 2.0% | 0.0% | 0.0% | 0.0% | 1.1% | 98.9% |
| Barristers | 2711 | 97 | 49.5% | 50.5% | 1.0% | 62.8% | 36.1% | 0.0% | 0.0% | 0.0% | 4.1% | 9.3% | 2.7% | 25.4% | 6.7% | 6.4% | 45.3% | 0.0% | 100.0% |
| Judicial and Other Legal Professionals | 2712 | 248 | 60.1% | 39.9% | 0.4% | 49.1% | 50.5% | 0.0% | 0.0% | 2.0% | 2.4% | 11.1% | 8.6% | 31.9% | 23.5% | 6.5% | 14.0% | 0.0% | 100.0% |
| Solicitors | 2713 | 250 | 63.9% | 36.1% | 0.4% | 50.5% | 49.1% | 0.0% | 0.0% | 0.0% | 4.3% | 13.1% | 9.7% | 13.7% | 14.4% | 16.0% | 28.8% | 9.4% | 90.6% |
| Counsellors | 2721 | 120 | 74.3% | 25.7% | 0.0% | 39.1% | 60.9% | 0.0% | 0.8% | 10.7% | 8.5% | 23.6% | 38.7% | 17.7% | 0.0% | 0.0% | 0.0% | 21.0% | 79.0% |
| Psychologists | 2723 | 703 | 81.3% | 18.7% | 1.5% | 55.5% | 43.0% | 0.0% | 0.0% | 5.8% | 5.3% | 8.9% | 23.8% | 48.0% | 8.2% | 0.0% | 0.0% | 19.8% | 80.1% |
| Social Professionals | 2724 | 61 | 81.9% | 18.1% | 0.0% | 56.5% | 43.5% | 0.2% | 1.6% | 6.7% | 1.8% | 18.6% | 71.0% | 0.0% | 0.0% | 0.0% | 0.0% | 15.7% | 84.3% |
| Social Workers | 2725 | 1 496 | 86.7% | 13.3% | 2.9% | 52.8% | 44.3% | 0.0% | 2.1% | 10.5% | 10.1% | 34.3% | 35.8% | 7.0% | 0.2% | 0.0% | 0.0% | 30.4% | 69.6% |
| Welfare, Recreation and Community Arts Workers | 2726 | 438 | 73.8% | 26.2% | 1.6% | 44.8% | 53.6% | 1.1% | 4.4% | 8.8% | 24.0% | 37.2% | 24.1% | 0.5% | 0.0% | 0.0% | 0.0% | 39.9% | 60.1% |
| **TECHNICIANS AND TRADES WORKERS** | | | | | | | | | | | | | | | | | | | |
| Agricultural Technicians | 3111 | 168 | 36.7% | 63.3% | 2.4% | 23.1% | 74.6% | 8.0% | 21.3% | 31.0% | 28.1% | 11.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 42.7% | 57.3% |
| Medical Technicians | 3112 | 1 428 | 70.1% | 29.9% | 6.5% | 47.5% | 45.9% | 13.6% | 45.0% | 13.2% | 9.2% | 9.7% | 8.4% | 0.5% | 0.1% | 0.3% | 0.0% | 8.8% | 91.2% |
| Primary Products Inspectors | 3113 | 201 | 25.4% | 74.6% | 1.5% | 52.1% | 46.4% | 1.0% | 20.2% | 28.3% | 33.7% | 16.4% | 0.5% | 0.0% | 0.0% | 0.0% | 0.0% | 64.2% | 35.8% |
| Science Technicians | 3114 | 396 | 64.3% | 35.7% | 2.4% | 38.1% | 59.5% | 28.7% | 32.8% | 18.4% | 9.6% | 6.9% | 1.9% | 1.8% | 0.0% | 0.0% | 0.0% | 22.4% | 77.6% |
| Architectural, Building and Surveying Technicians | 3121 | 37 | 17.9% | 82.1% | 0.0% | 47.8% | 52.2% | 0.0% | 0.0% | 15.2% | 32.1% | 33.7% | 5.4% | 10.9% | 2.7% | 0.0% | 0.0% | 12.0% | 88.0% |
| Civil Engineering Draftspersons and Technicians | 3122 | 125 | 15.0% | 85.0% | 9.6% | 35.9% | 54.5% | 0.0% | 6.1% | 26.0% | 19.7% | 26.4% | 16.1% | 4.8% | 0.8% | 0.0% | 0.0% | 39.7% | 60.3% |
| Safety Inspectors | 3126 | 189 | 22.3% | 77.7% | 0.5% | 28.4% | 71.1% | 0.0% | 0.5% | 3.4% | 3.2% | 25.9% | 25.2% | 38.0% | 3.7% | 0.0% | 0.0% | 14.0% | 86.0% |
| Other Building and Engineering Technicians | 3129 | 106 | 5.6% | 94.4% | 2.2% | 28.0% | 69.9% | 4.2% | 12.8% | 28.3% | 19.8% | 17.9% | 9.4% | 2.8% | 4.7% | 0.0% | 0.0% | 35.9% | 64.1% |
| ICT Support Technicians | 3131 | 407 | 24.5% | 75.5% | 6.5% | 60.0% | 33.5% | 0.6% | 15.8% | 49.5% | 20.7% | 9.6% | 2.5% | 1.1% | 0.2% | 0.0% | 0.0% | 8.0% | 91.7% |
| Telecommunications Technical Specialists | 3132 | 48 | 4.2% | 95.8% | 8.3% | 31.3% | 60.4% | 8.3% | 4.2% | 14.6% | 50.0% | 10.4% | 10.4% | 2.1% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Motor Mechanics | 3212 | 47 | 2.1% | 97.9% | 0.0% | 14.8% | 85.2% | 0.0% | 21.1% | 2.1% | 68.4% | 6.3% | 2.1% | 0.0% | 0.0% | 0.0% | 0.0% | 2.1% | 97.9% |
| Metal Fitters and Machinists | 3232 | 30 | 0.0% | 100.0% | 0.0% | 16.7% | 83.3% | 6.4% | 29.5% | 64.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 20.0% | 80.0% |
| Carpenters and Joiners | 3312 | 36 | 2.7% | 97.3% | 0.0% | 19.2% | 80.8% | 0.0% | 34.0% | 66.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 32.6% | 67.4% |
| Plumbers | 3341 | 21 | 0.0% | 100.0% | 0.0% | 19.0% | 81.0% | 4.8% | 14.3% | 76.2% | 0.0% | 4.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 19.0% | 81.0% |
| Electricians | 3411 | 88 | 2.3% | 97.7% | 1.1% | 28.2% | 70.7% | 1.1% | 17.1% | 67.0% | 5.7% | 3.4% | 2.3% | 2.3% | 1.1% | 0.0% | 0.0% | 30.8% | 69.2% |
| Electrical Distribution Trades Workers | 3422 | 33 | 0.0% | 100.0% | 9.1% | 42.5% | 48.4% | 0.0% | 6.1% | 63.6% | 0.0% | 3.0% | 27.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Cooks | 3514 | 132 | 67.2% | 32.8% | 2.3% | 22.0% | 75.8% | 99.8% | 0.0% | 0.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 69.1% | 30.9% |
| Animal Attendants and Trainers | 3611 | 102 | 70.6% | 29.4% | 11.2% | 69.2% | 19.6% | 39.7% | 28.0% | 9.2% | 17.9% | 5.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Gardeners | 3622 | 742 | 21.1% | 78.9% | 3.0% | 20.6% | 76.4% | 96.9% | 1.6% | 0.9% | 0.1% | 0.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 38.3% | 61.7% |
| Gallery, Library and Museum Technicians | 3993 | 89 | 64.0% | 36.0% | 1.1% | 33.5% | 65.4% | 5.9% | 65.5% | 19.8% | 7.8% | 0.0% | 1.1% | 0.0% | 0.0% | 0.0% | 0.0% | 7.0% | 93.0% |
| Other Miscellaneous Technicians and Trades Workers | 3999 | 101 | 23.0% | 77.0% | 3.1% | 20.6% | 76.3% | 20.4% | 57.7% | 10.4% | 5.5% | 4.0% | 2.0% | 0.0% | 0.0% | 0.0% | 0.0% | 37.6% | 62.4% |
| **COMMUNITY AND PERSONAL SERVICE WORKERS** | | | | | | | | | | | | | | | | | | | |
| Dental Hygienists, Technicians and Therapists | 4112 | 191 | 84.5% | 15.5% | 7.1% | 36.9% | 56.0% | 3.2% | 14.3% | 15.0% | 50.8% | 15.2% | 1.6% | 0.0% | 0.0% | 0.0% | 0.0% | 26.1% | 73.9% |
| Enrolled and Mothercraft Nurses | 4114 | 1 031 | 91.5% | 8.5% | 7.2% | 24.7% | 68.1% | 47.1% | 52.0% | 0.0% | 0.1% | 0.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 39.4% | 60.6% |
| Indigenous Health Workers | 4115 | 190 | 73.1% | 26.9% | 3.2% | 41.2% | 55.6% | 31.7% | 24.2% | 12.4% | 14.6% | 10.2% | 5.9% | 1.1% | 0.0% | 0.0% | 0.0% | 62.9% | 37.1% |
| Welfare Support Workers | 4117 | 1 905 | 61.6% | 38.4% | 2.2% | 38.9% | 58.9% | 4.6% | 48.2% | 13.7% | 20.2% | 10.3% | 2.1% | 0.8% | 0.0% | 0.0% | 0.0% | 21.4% | 78.6% |
| Education Aides | 4221 | 7 793 | 95.7% | 4.3% | 4.4% | 36.4% | 59.1% | 99.5% | 0.2% | 0.1% | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 33.2% | 66.8% |
| Dental Assistants | 4232 | 309 | 99.0% | 1.0% | 2.6% | 37.8% | 59.6% | 87.0% | 7.0% | 5.3% | 0.0% | 0.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 24.3% | 75.7% |
| Nursing Support and Personal Care Workers | 4233 | 2 120 | 67.9% | 32.1% | 4.0% | 24.1% | 71.8% | 90.6% | 8.0% | 0.4% | 0.5% | 0.1% | 0.2% | 0.0% | 0.0% | 0.0% | 0.0% | 38.4% | 61.6% |
| Special Care Workers | 4234 | 39 | 46.4% | 53.6% | 0.3% | 12.3% | 87.4% | 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 | 32 | 80.2% | 19.8% | 19.6% | 34.9% | 45.5% | 96.9% | 3.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 17.9% | 82.1% |
| Other Hospitality Workers | 4319 | 65 | 58.9% | 41.1% | 7.5% | 44.8% | 47.7% | 98.1% | 1.5% | 0.0% | 0.0% | 0.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 66.4% | 33.6% |
| Fire and Emergency Workers | 4412 | 1 229 | 4.4% | 95.6% | 2.0% | 51.6% | 46.4% | 16.4% | 2.5% | 3.3% | 11.7% | 44.3% | 20.1% | 1.7% | 0.0% | 0.0% | 0.0% | 28.3% | 71.7% |
| Prison Officers | 4421 | 1 765 | 23.4% | 76.6% | 0.6% | 32.6% | 66.8% | 0.0% | 0.2% | 7.5% | 72.6% | 17.6% | 0.8% | 1.2% | 0.1% | 0.0% | 0.0% | 43.0% | 57.0% |
| Security Officers and Guards | 4422 | 497 | 8.9% | 91.1% | 1.8% | 54.9% | 43.3% | 8.4% | 47.1% | 26.0% | 5.2% | 7.0% | 6.3% | 0.0% | 0.0% | 0.0% | 0.0% | 14.8% | 85.2% |
| Gallery, Museum and Tour Guides | 4514 | 56 | 50.7% | 49.3% | 3.4% | 33.0% | 63.5% | 95.7% | 2.5% | 1.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 23.9% | 76.1% |
| Tourism and Travel Advisers | 4516 | 31 | 91.8% | 8.2% | 3.1% | 28.7% | 68.3% | 91.2% | 4.3% | 4.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 79.7% | 20.3% |
| Outdoor Adventure Guides | 4522 | 31 | 56.2% | 43.8% | 25.0% | 55.5% | 19.5% | 59.2% | 23.9% | 13.6% | 3.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Sports Coaches, Instructors and Officials | 4523 | 136 | 85.6% | 14.4% | 20.4% | 29.3% | 50.2% | 31.1% | 57.3% | 6.3% | 5.1% | 0.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.8% | 99.2% |
| **CLERICAL AND ADMINISTRATIVE WORKERS** | | | | | | | | | | | | | | | | | | | |
| Contract, Program and Project Administrators | 5111 | 2 502 | 59.2% | 40.8% | 2.4% | 47.4% | 50.2% | 0.3% | 1.4% | 9.4% | 15.9% | 31.3% | 24.5% | 11.9% | 4.4% | 0.6% | 0.1% | 11.7% | 88.3% |
| Office Managers | 5121 | 1 180 | 69.9% | 30.1% | 1.6% | 33.4% | 65.0% | 2.0% | 8.9% | 11.8% | 10.8% | 23.5% | 22.1% | 10.9% | 9.0% | 0.6% | 0.3% | 25.9% | 74.1% |
| Personal Assistants | 5211 | 762 | 95.9% | 4.1% | 3.7% | 34.5% | 61.7% | 5.7% | 34.7% | 37.7% | 11.2% | 9.2% | 1.3% | 0.0% | 0.0% | 0.1% | 0.0% | 12.1% | 87.9% |
| Secretaries | 5212 | 414 | 96.3% | 3.7% | 4.2% | 38.7% | 57.1% | 7.3% | 61.5% | 20.3% | 7.0% | 3.1% | 0.6% | 0.2% | 0.0% | 0.0% | 0.0% | 7.1% | 92.9% |
| General Clerks | 5311 | 3 829 | 85.4% | 14.6% | 6.8% | 35.6% | 57.6% | 20.8% | 55.8% | 14.8% | 5.7% | 1.9% | 0.8% | 0.3% | 0.0% | 0.0% | 0.0% | 20.3% | 79.7% |
| Keyboard Operators | 5321 | 160 | 92.9% | 7.1% | 3.7% | 27.8% | 68.5% | 13.9% | 78.0% | 4.4% | 1.6% | 1.5% | 0.0% | 0.6% | 0.0% | 0.0% | 0.0% | 8.7% | 91.3% |
| Call or Contact Centre Workers | 5411 | 468 | 71.6% | 28.4% | 8.9% | 50.9% | 40.2% | 3.4% | 60.8% | 21.3% | 11.3% | 2.4% | 0.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.4% | 99.6% |
| Information Officers | 5412 | 1 092 | 77.9% | 22.1% | 5.4% | 41.0% | 53.6% | 10.4% | 64.2% | 16.3% | 5.4% | 2.7% | 0.8% | 0.1% | 0.1% | 0.0% | 0.0% | 22.4% | 77.6% |
| Receptionists | 5421 | 901 | 95.4% | 4.6% | 8.1% | 30.6% | 61.3% | 31.7% | 62.7% | 2.7% | 1.2% | 1.0% | 0.7% | 0.0% | 0.0% | 0.0% | 0.0% | 36.7% | 63.3% |
| Accounting Clerks | 5511 | 732 | 72.2% | 27.8% | 2.1% | 34.1% | 63.8% | 2.4% | 38.7% | 30.3% | 16.7% | 8.0% | 2.4% | 1.2% | 0.0% | 0.3% | 0.0% | 10.9% | 89.1% |
| Payroll Clerks | 5513 | 347 | 72.1% | 27.9% | 8.7% | 42.2% | 49.2% | 0.4% | 36.7% | 47.2% | 12.4% | 2.2% | 1.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.5% | 99.5% |
| Couriers and Postal Deliverers | 5612 | 33 | 34.2% | 65.8% | 6.4% | 8.2% | 85.5% | 92.8% | 7.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 5.4% | 94.6% |
| Filing and Registry Clerks | 5613 | 518 | 73.4% | 26.6% | 8.3% | 35.6% | 56.1% | 25.2% | 43.7% | 18.8% | 8.4% | 2.5% | 1.3% | 0.2% | 0.0% | 0.0% | 0.0% | 14.8% | 85.2% |
| Switchboard Operators | 5616 | 66 | 93.5% | 6.5% | 6.5% | 14.8% | 78.7% | 32.3% | 58.7% | 6.0% | 1.5% | 1.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 14.7% | 85.3% |
| Other Clerical and Office Support Workers | 5619 | 2 137 | 90.9% | 9.1% | 4.0% | 32.5% | 63.5% | 49.5% | 36.3% | 8.7% | 3.1% | 1.3% | 0.7% | 0.4% | 0.0% | 0.0% | 0.0% | 30.0% | 70.0% |
| Purchasing and Supply Logistics Clerks | 5911 | 146 | 59.8% | 40.2% | 0.7% | 34.8% | 64.5% | 8.3% | 28.0% | 28.6% | 17.5% | 13.5% | 3.4% | 0.0% | 0.7% | 0.0% | 0.0% | 10.3% | 89.7% |
| Transport and Despatch Clerks | 5912 | 21 | 61.2% | 38.8% | 9.7% | 26.0% | 64.3% | 13.6% | 24.3% | 52.5% | 9.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 29.1% | 70.9% |
| Court and Legal Clerks | 5992 | 686 | 73.8% | 26.2% | 8.9% | 45.0% | 46.0% | 5.1% | 42.2% | 26.1% | 14.0% | 8.2% | 3.4% | 1.0% | 0.0% | 0.0% | 0.0% | 13.9% | 86.1% |
| Debt Collectors | 5993 | 29 | 79.6% | 20.4% | 3.4% | 38.8% | 57.8% | 0.0% | 29.9% | 10.2% | 53.1% | 3.4% | 3.4% | 0.0% | 0.0% | 0.0% | 0.0% | 23.1% | 76.9% |
| Human Resource Clerks | 5994 | 300 | 79.1% | 20.9% | 7.3% | 54.1% | 38.5% | 1.7% | 37.5% | 35.0% | 19.1% | 5.1% | 1.3% | 0.3% | 0.0% | 0.0% | 0.0% | 6.5% | 93.5% |
| Inspectors and Regulatory Officers | 5995 | 823 | 34.0% | 66.0% | 1.2% | 38.9% | 59.9% | 0.0% | 9.9% | 23.4% | 28.2% | 19.9% | 14.7% | 3.4% | 0.2% | 0.2% | 0.0% | 10.8% | 89.2% |
| Insurance Investigators, Loss Adjusters and Risk Surveyors | 5996 | 148 | 67.7% | 32.3% | 0.0% | 44.5% | 55.5% | 1.3% | 7.7% | 36.7% | 17.6% | 15.1% | 19.6% | 2.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Library Assistants | 5997 | 518 | 96.0% | 4.0% | 0.9% | 17.1% | 82.0% | 39.8% | 59.2% | 1.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 31.8% | 68.2% |
| Other Miscellaneous Clerical and Administrative Workers | 5999 | 509 | 73.1% | 26.9% | 6.7% | 37.6% | 55.7% | 7.6% | 31.0% | 32.4% | 18.2% | 8.0% | 2.0% | 0.2% | 0.6% | 0.0% | 0.0% | 11.8% | 88.2% |
| **SALES WORKERS** | | | | | | | | | | | | | | | | | | | |
| Sales Representatives | 6113 | 24 | 55.8% | 44.2% | 6.0% | 53.3% | 40.7% | 16.8% | 17.5% | 12.3% | 24.5% | 19.2% | 9.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Real Estate Sales Agents | 6121 | 365 | 66.6% | 33.4% | 3.3% | 48.7% | 48.0% | 0.0% | 0.5% | 55.4% | 16.1% | 20.5% | 7.4% | 0.0% | 0.0% | 0.0% | 0.0% | 47.0% | 53.0% |
| Sales Assistants (General) | 6211 | 47 | 88.0% | 12.0% | 11.2% | 34.0% | 54.8% | 57.6% | 20.1% | 22.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 5.1% | 94.9% |
| Ticket Salespersons | 6394 | 137 | 47.5% | 52.5% | 2.8% | 29.1% | 68.1% | 85.5% | 8.7% | 5.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 26.9% | 73.1% |
| **MACHINERY OPERATORS AND DRIVERS** | | | | | | | | | | | | | | | | | | | |
| Other Machine Operators | 7119 | 140 | 69.8% | 30.2% | 0.0% | 19.0% | 81.0% | 91.2% | 8.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 9.4% | 90.6% |
| Other Stationary Plant Operators | 7129 | 40 | 12.4% | 87.6% | 0.0% | 19.9% | 80.1% | 28.3% | 7.4% | 0.0% | 2.2% | 17.4% | 39.7% | 5.0% | 0.0% | 0.0% | 0.0% | 2.5% | 97.5% |
| Bus and Coach Drivers | 7312 | 42 | 5.7% | 94.3% | 0.0% | 10.8% | 89.2% | 18.8% | 79.5% | 1.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 30.7% | 69.3% |
| Train and Tram Drivers | 7313 | 256 | 9.5% | 90.5% | 0.0% | 27.1% | 72.9% | 0.0% | 0.4% | 92.2% | 0.0% | 7.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 24.3% | 75.7% |
| Delivery Drivers | 7321 | 83 | 13.3% | 86.7% | 1.2% | 24.4% | 74.4% | 84.3% | 6.0% | 4.8% | 4.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 5.1% | 94.9% |
| Storepersons | 7411 | 192 | 17.0% | 83.0% | 0.9% | 27.3% | 71.8% | 67.7% | 19.8% | 10.4% | 0.5% | 1.0% | 0.5% | 0.0% | 0.0% | 0.0% | 0.0% | 24.5% | 75.5% |
| **LABOURERS** | | | | | | | | | | | | | | | | | | | |
| Commercial Cleaners | 8112 | 2 427 | 76.1% | 23.9% | 2.3% | 28.0% | 69.7% | 99.1% | 0.4% | 0.5% | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 34.6% | 65.4% |
| Domestic Cleaners | 8113 | 28 | 70.8% | 29.2% | 0.0% | 4.2% | 95.8% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2.1% | 97.9% |
| Housekeepers | 8114 | 68 | 78.3% | 21.7% | 2.2% | 15.6% | 82.2% | 99.4% | 0.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 76.3% | 23.7% |
| Laundry Workers | 8115 | 71 | 65.6% | 34.4% | 0.0% | 21.4% | 78.6% | 83.9% | 9.1% | 5.7% | 1.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 67.7% | 32.3% |
| Railway Track Workers | 8216 | 31 | 0.0% | 100.0% | 0.0% | 41.9% | 58.1% | 83.9% | 16.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Forestry and Logging Workers | 8413 | 82 | 19.6% | 80.4% | 7.3% | 42.9% | 49.8% | 12.2% | 8.6% | 33.1% | 30.2% | 14.7% | 1.2% | 0.0% | 0.0% | 0.0% | 0.0% | 86.5% | 13.5% |
| Mixed Crop and Livestock Farm Workers | 8416 | 43 | 22.3% | 77.7% | 10.8% | 25.5% | 63.7% | 51.0% | 34.9% | 14.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Other Farm, Forestry and Garden Workers | 8419 | 25 | 16.0% | 84.0% | 4.0% | 44.1% | 51.9% | 20.0% | 43.9% | 8.0% | 8.0% | 16.0% | 4.0% | 0.0% | 0.0% | 0.0% | 0.0% | 43.9% | 56.1% |
| Kitchenhands | 8513 | 585 | 83.0% | 17.0% | 5.8% | 24.5% | 69.7% | 98.7% | 0.9% | 0.2% | 0.0% | 0.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 39.6% | 60.4% |
| Handypersons | 8993 | 85 | 3.5% | 96.5% | 0.0% | 16.0% | 84.0% | 54.7% | 36.3% | 9.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 45.6% | 54.4% |
| Other Miscellaneous Labourers | 8999 | 214 | 31.7% | 68.3% | 2.9% | 16.6% | 80.5% | 86.2% | 10.5% | 2.8% | 0.0% | 0.0% | 0.5% | 0.0% | 0.0% | 0.0% | 0.0% | 7.2% | 92.8% |

Public sector entity survey results

The annual public sector entity survey (PSES) 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 2015/16, only public sector entities with more than 20 full-time equivalents[[1]](#footnote-1) (FTE) completed the PSES. The PSES was completed by 78 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.

## Table 2.1 Responses to PSES: Public interest disclosure and ethics and integrity

| Entity | A1 Which of the following measures were used by your entity in 2015/16 to ensure it complied with the PID Act? | | | | B1 Does your entity’s code of conduct reflect the principles of Commissioner’s Instruction No.7 – Code of Ethics and the requirements of No. 8 – Codes of conduct and integrity training during 2015/16? | Percentage of staff AEDM trained over 5 years. |
| --- | --- | --- | --- | --- | --- | --- |
| 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)? | 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 |
| **WA public sector** | **Yes = 97% No = 3%** | **Yes = 86% No = 14%** | **Yes = 41% No = 59%** | **Yes = 90% No = 10%** | **Yes = 100% No = 0%** | **92%** |
| Agric | Yes | Yes | No | Yes | Yes | 55 |
| AGWA | Yes | Yes | Yes | Yes | Yes | 100 |
| ARC | Yes | Yes | No | No | Yes | 91 |
| BGPA | Yes | Yes | Yes | Yes | Yes | 21 |
| CCC | Yes | Yes | No | Yes | Yes | 83 |
| Chem Centre | Yes | Yes | Yes | Yes | Yes | 72 |
| CHSHA | Yes | No | No | Yes | Yes | 100 |
| Commerce | Yes | Yes | Yes | Yes | Yes | 98 |
| CPFS | Yes | Yes | No | Yes | Yes | 98 |
| CR TAFE | Yes | Yes | Yes | Yes | Yes | 100 |
| DAA | Yes | Yes | Yes | Yes | Yes | 99 |
| DCA | Yes | Yes | Yes | Yes | Yes | 100 |
| DCS | Yes | Yes | Yes | No | Yes | 100 |
| DER | Yes | No | No | Yes | Yes | 100 |
| DES | Yes | Yes | No | Yes | Yes | 99 |
| DFES | Yes | Yes | Yes | Yes | Yes | 100 |
| DLGC | Yes | Yes | Yes | Yes | Yes | 92 |
| DMP | Yes | Yes | Yes | Yes | Yes | 93 |
| DOTAG | Yes | Yes | Yes | Yes | Yes | 47 |
| DPAW | Yes | Yes | Yes | Yes | Yes | 69 |
| DPC | Yes | No | No | Yes | Yes | 64 |
| DPP | Yes | Yes | Yes | Yes | Yes | 76 |
| DRD | Yes | Yes | No | Yes | Yes | 94 |
| DSC | Yes | Yes | No | Yes | Yes | 8 |
| DSD | Yes | Yes | No | Yes | Yes | 94 |
| DSHO | Yes | Yes | Yes | Yes | Yes | 13 |
| DSR | Yes | Yes | Yes | Yes | Yes | 100 |
| DTWD | Yes | Yes | Yes | Yes | Yes | 100 |
| Education | Yes | No | No | No | Yes | - |
| EOC | Yes | Yes | Yes | Yes | Yes | 78 |
| ERA | Yes | Yes | No | Yes | Yes | 98 |
| Finance | Yes | Yes | No | Yes | Yes | 93 |
| Fisheries | Yes | Yes | Yes | Yes | Yes | 30 |
| FPC | Yes | Yes | Yes | Yes | Yes | 69 |
| GESB | Yes | Yes | No | Yes | Yes | 98 |
| Health | Yes | Yes | Yes | Yes | Yes | 97 |
| Healthway | Yes | Yes | No | Yes | Yes | 100 |
| Housing | Yes | Yes | Yes | Yes | Yes | 94 |
| ICWA | Yes | Yes | Yes | Yes | Yes | 97 |
| Landgate | Yes | No | No | No | Yes | 40 |
| Lands | Yes | Yes | No | Yes | Yes | 46 |
| Legal Aid | Yes | No | No | Yes | Yes | 52 |
| Lotterywest | Yes | Yes | No | Yes | Yes | 87 |
| LPBWA | Yes | No | No | Yes | Yes | 4 |
| Main Roads | Yes | Yes | No | Yes | Yes | 98 |
| MCB | Yes | Yes | Yes | Yes | Yes | 96 |
| MHC | Yes | Yes | No | Yes | Yes | 51 |
| MRA | Yes | Yes | No | Yes | Yes | 90 |
| NM TAFE | Yes | Yes | No | Yes | Yes | 78 |
| NR TAFE | Yes | Yes | No | Yes | Yes | 90 |
| NTWA | Yes | Yes | Yes | Yes | Yes | 12 |
| OAG | Yes | Yes | Yes | Yes | Yes | 85 |
| OEPA | Yes | Yes | No | Yes | Yes | 90 |
| Ombudsman | Yes | Yes | Yes | Yes | Yes | 93 |
| Perth Zoo | Yes | No | No | Yes | Yes | 85 |
| Planning | Yes | Yes | No | Yes | Yes | 94 |
| Police | Yes | Yes | No | No | Yes | 61 |
| PSC | Yes | Yes | No | Yes | Yes | 63 |
| PTA | Yes | Yes | Yes | Yes | Yes | 84 |
| RGL | Yes | Yes | No | Yes | Yes | 36 |
| Rottnest Island | Yes | Yes | No | No | Yes | 91 |
| RSC | Yes | No | No | No | Yes | 100 |
| ScreenWest | No | No | No | No | Yes | 100 |
| SCSA | Yes | Yes | No | Yes | Yes | 100 |
| SLWA | No | Yes | No | Yes | Yes | 100 |
| SM TAFE | Yes | Yes | Yes | Yes | Yes | 58 |
| Small Business | Yes | Yes | No | Yes | Yes | 80 |
| SR TAFE | Yes | No | No | Yes | Yes | Information not available |
| SWDC | Yes | Yes | No | Yes | Yes | 100 |
| Tourism | Yes | Yes | No | Yes | Yes | 100 |
| Transport | Yes | Yes | No | Yes | Yes | 100 |
| Treasury | Yes | Yes | Yes | Yes | Yes | 58 |
| Venueswest | Yes | Yes | Yes | Yes | Yes | 27 |
| WA Museum | Yes | Yes | Yes | Yes | Yes | 100 |
| WAEC | Yes | Yes | No | Yes | Yes | 87 |
| WAIRC | Yes | Yes | No | Yes | Yes | 100 |
| Water | Yes | Yes | No | Yes | Yes | 100 |
| WorkCover | Yes | Yes | No | Yes | Yes | 100 |

## Table 2.2 Responses to PSES: Human resource management – standards and disciplinary processes

| Entity | C1 How many breach of standard claims were logged, resolved and not referred to PSC within your entity during 2015/16? | | | | | | | | C2 Did your entity complete any discipline processes in 2015/16? | C3 How many discipline processes were completed by your entity in 2015/16 for current and former employees? | | C4 What was the average length of time taken to complete the discipline processes? | C5 Were any breaches of discipline found in these discipline processes completed by your entity in 2015/16? |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Employment - Recruitment, selection and appointment | Employment - Acting | Employment - Secondment | Employment - Transfer | Grievance resolution | Performance management | Redeployment | Termination | Under the Public Sector Management Act 1994 | Under another instrument (e.g. industrial award, policy) |
| **WA public sector** | **68** | **0** | **0** | **0** | **27** | **3** | **0** | **0** | **Yes = 54% No = 46%** | **484** | **534** | **<3 months = 14% 3-6 months = 28% 6-12 months = 10% >12 months = 1% Not applicable = 46%** | **Yes = 46% No = 8% Not Applicable = 46%** |
| Agric |  |  |  |  | 1 |  |  |  | Yes | 3 | 0 | Between 3 and 6 months | Yes |
| AGWA |  |  |  |  |  |  |  |  | Yes | 0 | 0 | Within 3 months | No |
| ARC |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| BGPA |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| CCC |  |  |  |  |  |  |  |  | Yes | 0 | 2 | Within 3 months | Yes |
| Chem Centre |  |  |  |  | 1 |  |  |  | No |  |  | Not applicable | Not applicable |
| CHSHA | 1 |  |  |  |  |  |  |  | Yes | 3 | 1 | Within 3 months | Yes |
| Commerce | 1 |  |  |  |  |  |  |  | Yes | 2 | 0 | Between 3 and 6 months | Yes |
| CPFS | 5 |  |  |  |  |  |  |  | Yes | 165 | 4 | Between 3 and 6 months | Yes |
| CR TAFE |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| DAA | 1 |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| DCA |  |  |  |  |  |  |  |  | Yes | 2 | 0 | Between 3 and 6 months | Yes |
| DCS | 3 |  |  |  | 10 |  |  |  | Yes | 41 | 12 | Between 6 and 12 months | Yes |
| DER |  |  |  |  |  |  |  |  | Yes | 1 | 3 | Between 6 and 12 months | No |
| DES |  |  |  |  |  |  |  |  | Yes | 1 | 0 | Between 6 and 12 months | No |
| DFES | 2 |  |  |  |  |  |  |  | Yes | 5 | 7 | Within 3 months | Yes |
| DLGC |  |  |  |  |  |  |  |  | Yes | 3 | 0 | Between 6 and 12 months | Yes |
| DMP | 1 |  |  |  | 1 | 1 |  |  | Yes | 4 | 0 | Between 6 and 12 months | Yes |
| DOTAG | 1 |  |  |  |  |  |  |  | Yes | 12 | 0 | Between 3 and 6 months | Yes |
| DPAW |  |  |  |  |  |  |  |  | Yes | 6 | 3 | Between 3 and 6 months | Yes |
| DPC |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| DPP |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| DRD |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| DSC |  |  |  |  |  |  |  |  | Yes | 39 | 1 | Between 3 and 6 months | Yes |
| DSD |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| DSHO |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| DSR |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| DTWD |  |  |  |  |  |  |  |  | Yes | 2 | 0 | Between 6 and 12 months | Yes |
| Education | 22 |  |  |  |  |  |  |  | Yes | 113 | 131 | Between 6 and 12 months | Yes |
| EOC |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| ERA |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Finance | 1 |  |  |  |  |  |  |  | Yes | 3 | 0 | Between 3 and 6 months | Yes |
| Fisheries | 1 |  |  |  |  |  |  |  | Yes | 4 | 0 | Between 3 and 6 months | Yes |
| FPC |  |  |  |  |  |  |  |  | Yes | 1 | 0 | Between 3 and 6 months | Yes |
| GESB |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Health | 15 |  |  |  | 5 | 2 |  |  | Yes | 2 | 278 | Between 3 and 6 months | Yes |
| Healthway |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Housing |  |  |  |  |  |  |  |  | Yes | 2 | 0 | Between 3 and 6 months | Yes |
| ICWA |  |  |  |  |  |  |  |  | Yes | 0 | 4 | More than 12 months | Yes |
| Landgate |  |  |  |  |  |  |  |  | Yes | 2 | 0 | Within 3 months | Yes |
| Lands |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Legal Aid | 1 |  |  |  |  |  |  |  | Yes | 0 | 4 | Within 3 months | Yes |
| Lotterywest |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| LPBWA |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Main Roads |  |  |  |  |  |  |  |  | Yes | 0 | 10 | Between 3 and 6 months | Yes |
| MCB |  |  |  |  |  |  |  |  | Yes | 0 | 1 | Between 3 and 6 months | Yes |
| MHC |  |  |  |  | 3 |  |  |  | No |  |  | Not applicable | Not applicable |
| MRA |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| NM TAFE |  |  |  |  |  |  |  |  | Yes | 0 | 14 | Between 3 and 6 months | Yes |
| NR TAFE |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| NTWA |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| OAG |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| OEPA |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Ombudsman |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Perth Zoo |  |  |  |  |  |  |  |  | Yes | 0 | 1 | Between 6 and 12 months | Yes |
| Planning |  |  |  |  |  |  |  |  | Yes | 2 | 0 | Within 3 months | Yes |
| Police |  |  |  |  |  |  |  |  | Yes | 41 | 0 | Between 3 and 6 months | Yes |
| PSC |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| PTA | 12 |  |  |  |  |  |  |  | Yes | 0 | 49 | Between 3 and 6 months | Yes |
| RGL |  |  |  |  | 1 |  |  |  | Yes | 1 | 0 | Between 3 and 6 months | No |
| Rottnest Island |  |  |  |  |  |  |  |  | Yes | 6 | 0 | Within 3 months | Yes |
| RSC |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| ScreenWest |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| SCSA |  |  |  |  |  |  |  |  | Yes | 1 | 0 | Within 3 months | Yes |
| SLWA |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| SM TAFE |  |  |  |  | 1 |  |  |  | Yes | 0 | 2 | Between 3 and 6 months | Yes |
| Small Business |  |  |  |  | 1 |  |  |  | No |  |  | Not applicable | Not applicable |
| SR TAFE |  |  |  |  |  |  |  |  | Yes | 0 | 1 | Between 3 and 6 months | No |
| SWDC |  |  |  |  | 1 |  |  |  | No |  |  | Not applicable | Not applicable |
| Tourism |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Transport |  |  |  |  |  |  |  |  | Yes | 15 | 0 | Between 3 and 6 months | Yes |
| Treasury |  |  |  |  | 2 |  |  |  | No |  |  | Not applicable | Not applicable |
| Venueswest |  |  |  |  |  |  |  |  | Yes | 0 | 6 | Within 3 months | Yes |
| WA Museum |  |  |  |  |  |  |  |  | Yes | 1 | 0 | Between 3 and 6 months | Yes |
| WAEC |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| WAIRC |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Water | 1 |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| WorkCover |  |  |  |  |  |  |  |  | Yes | 1 | 0 | Within 3 months | No |

## Table 2.3 Responses to PSES: Human resource management – grievance processes

| Entity | C10 How many grievance cases addressed through a formal process were completed by your entity in 2015/16? | C11 Which of the following matters were contained within the grievance cases completed through a formal process by your entity in 2015/16? | | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Information not available | Disagreement with a decision of the entity | Disagreement with a policy / procedure of the entity | Unfair treatment | Performance feedback or assessment | Procedural issues relating to recruitment actions | Interpersonal conflict | Bullying | Discrimination | Inappropriate behaviour in the workplace | | Workplace change (e.g. changes in duties) | Others | Not applicable – no grievance cases completed through a formal process |
| **WA public sector** | **213** | **0%** | **8%** | **6%** | **15%** | **6%** | **4%** | **4%** | **23%** | **17%** | | **5%** | **21%** | **5%** | **3%** |
| Agric | 1 |  |  |  | X |  |  |  |  | X | | X | X |  |  |
| AGWA | 1 |  |  |  |  |  |  |  |  |  | |  | X |  |  |
| ARC |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| BGPA |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| CCC | 2 |  |  |  |  |  |  |  | X |  | |  | X |  |  |
| Chem Centre |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| CHSHA | 3 |  |  |  |  |  |  |  |  |  | |  | X |  |  |
| Commerce | 1 |  |  |  |  |  |  |  | X |  | |  | X |  |  |
| CPFS | 3 |  |  |  |  |  |  |  | X |  | |  |  |  |  |
| CR TAFE |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| DAA |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| DCA | 2 |  |  |  |  |  |  |  | X | X | |  | X |  |  |
| DCS |  |  |  |  |  |  |  |  |  | X | |  |  |  | X |
| DER |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| DES | 1 |  |  |  |  |  |  |  |  |  | |  | X |  |  |
| DFES |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| DLGC | 2 |  |  |  | X |  |  |  | X |  | |  |  |  |  |
| DMP | 1 |  |  |  |  |  |  |  | X |  | |  |  |  |  |
| DOTAG | 3 |  | X | X | X |  |  |  |  |  | |  |  |  |  |
| DPAW |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| DPC |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| DPP |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| DRD |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| DSC | 3 |  |  |  | X | X |  |  | X | X | |  | X |  |  |
| DSD |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| DSHO |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| DSR |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| DTWD |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Education |  |  |  |  |  |  |  |  |  | X | |  |  |  |  |
| EOC |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| ERA |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Finance |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Fisheries | 2 |  | X | X |  |  |  | X | X |  | |  |  |  |  |
| FPC | 1 |  |  |  |  |  |  |  | X |  | |  |  |  |  |
| GESB |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Health | 135 |  | X | X | X | X | X | X | X | X | | X | X | X |  |
| Healthway |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Housing | 1 |  |  |  | X | X |  |  |  | X | |  |  |  |  |
| ICWA |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Landgate | 1 |  |  |  |  |  |  |  |  | X | |  |  |  |  |
| Lands |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Legal Aid |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Lotterywest |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| LPBWA |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Main Roads | 3 |  |  |  | X | X |  |  | X | X | |  | X | X |  |
| MCB | 1 |  |  |  |  |  |  | X |  |  | |  |  |  |  |
| MHC |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| MRA |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| NM TAFE | 4 |  | X |  | X |  |  |  |  | X | | X | X |  |  |
| NR TAFE |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| NTWA |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| OAG |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| OEPA |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Ombudsman |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Perth Zoo |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Planning |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Police | 16 |  | X | X | X | X | X |  | X |  | | X |  | X |  |
| PSC |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| PTA | 3 |  |  | X |  |  |  |  | X |  | |  | X |  |  |
| RGL | 1 |  |  |  | X |  | X |  | X |  | |  |  |  |  |
| Rottnest Island | 10 |  |  |  |  |  |  |  | X | X | |  | X |  |  |
| RSC |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| ScreenWest |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| SCSA |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| SLWA |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| SM TAFE | 2 |  |  |  |  |  |  |  |  | X | |  |  |  |  |
| Small Business |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| SR TAFE |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| SWDC |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Tourism |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Transport | 7 |  |  |  | X |  |  |  | X | X | |  | X |  | X |
| Treasury |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Venueswest | 1 |  |  |  |  |  |  |  |  |  | |  | X |  |  |
| WA Museum | 1 |  | X |  | X |  |  |  | X |  | |  | X | X |  |
| WAEC |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| WAIRC |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| Water |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |
| WorkCover | 1 |  |  |  |  |  |  |  | X |  | |  |  |  |  |

## Table 2.4 Responses to PSES: Development and planning

| Entity | D1 Do any documented agency human resource plans or strategies promote or provide for any of the following types of activities? | | | | | | | | | | | D3 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 2015/16? | D4 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 2015/16? |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Leadership development programs | Job-specific skill development programs | Formal mentoring | Formal coaching | Planned stretch assignments | Planned job rotations | Planned job shadowing | Secondments | | Exchange programs | Others |
| **WA public sector** | **Yes = 82% No = 9% Being developed = 8% Information not available = 1%** | **Yes = 82% No = 6% Being developed = 10% Information not available = 1%** | **Yes = 50% No = 32% Being developed = 17% Information not available = 1%** | **Yes = 42% No = 41% Being developed = 13% Information not available = 4%** | **Yes = 40% No = 33% Being developed = 13% Information not available = 14%** | **Yes = 46% No = 29% Being developed = 14% Information not available = 10%** | **Yes = 40% No = 36% Being developed = 15% Information not available = 9%** | | **Yes = 78% No = 12% Being developed = 6% Information not available = 4%** | **Yes = 13% No = 69% Being developed = 9% Information not available = 9%** | **Yes = 17% No = 10% Being developed = 3% Information not available = 71%** | **0-19% = 8% 20-39% = 6% 40-59% = 18% 60-79% = 15% 80-100% = 51% No response = 1%** | **0-19% = 4% 20-39% = 13% 40-59% = 15% 60-79% = 19% 80-100% = 45% No response = 4%** |
| Agric | Yes | Yes | No | Yes | Yes | Yes | Yes | | Yes | Yes | Information not available | 40-59% | 60-79% |
| AGWA | No | No | No | No | No | Yes | Yes | | No | No | Information not available | 80-100% | 80-100% |
| ARC | Being developed | Yes | Yes | Information not available | Information not available | Information not available | Information not available | | Information not available | Information not available | Information not available | 40-59% | 80-100% |
| BGPA | Yes | Yes | No | No | No | Yes | Yes | | No | No | No | 80-100% | 60-79% |
| CCC | Yes | Yes | No | Yes | Yes | Yes | No | | Yes | Yes | Information not available | 60-79% | 80-100% |
| Chem Centre | Yes | Yes | No | No | Yes | No | Yes | | Yes | No | Information not available | 80-100% | 60-79% |
| CHSHA | Yes | Yes | Yes | Yes | No | Yes | Yes | | Yes | No | Information not available | 80-100% | 80-100% |
| Commerce | Yes | Yes | Yes | Yes | Information not available | Information not available | Yes | | Yes | No | Information not available | 80-100% | No response |
| CPFS | Yes | Yes | Yes | Yes | Information not available | Being developed | Yes | | Yes | Being developed | Information not available | 40-59% | 40-59% |
| CR TAFE | Yes | Yes | Yes | Yes | No | No | No | | Yes | No | Yes | 40-59% | 40-59% |
| DAA | Yes | Yes | Yes | No | No | No | No | | Yes | No | Yes | 40-59% | 60-79% |
| DCA | Yes | Yes | Being developed | Being developed | Being developed | Being developed | Being developed | | Being developed | Being developed | Information not available | 40-59% | 20-39% |
| DCS | Yes | Yes | Being developed | No | Information not available | Information not available | Information not available | | Information not available | Information not available | Information not available | 80-100% | 80-100% |
| DER | Yes | Yes | Being developed | Yes | Being developed | No | Being developed | | Yes | No | Information not available | 80-100% | 80-100% |
| DES | Yes | Yes | No | No | Yes | No | No | | Yes | No | Information not available | 20-39% | 60-79% |
| DFES | Yes | Yes | Yes | Yes | Information not available | Yes | Being developed | | Yes | Yes | Information not available | 80-100% | 20-39% |
| DLGC | Yes | Yes | Being developed | No | Information not available | Yes | Information not available | | Yes | No | Information not available | 60-79% | No response |
| DMP | Yes | Yes | Yes | Yes | Yes | Yes | Yes | | Yes | Yes | Information not available | 80-100% | 80-100% |
| DOTAG | Yes | Yes | Yes | No | No | No | No | | Yes | No | Information not available | 80-100% | 80-100% |
| DPAW | Yes | Yes | Yes | Being developed | Information not available | Information not available | Information not available | | Yes | Yes | Yes | 40-59% | 20-39% |
| DPC | No | Yes | Being developed | Being developed | Being developed | Yes | Being developed | | Yes | Being developed | Information not available | 40-59% | 40-59% |
| DPP | Yes | Yes | Yes | Yes | No | Yes | No | | No | No | Information not available | 0-19% | 40-59% |
| DRD | Yes | Yes | Being developed | Yes | No | No | No | | Yes | No | Yes | 0-19% | 40-59% |
| DSC | Yes | Yes | Yes | Yes | Yes | No | Yes | | No | No | Information not available | 80-100% | 80-100% |
| DSD | Yes | No | Yes | Yes | Yes | Yes | No | | No | No | Information not available | 20-39% | 40-59% |
| DSHO | Yes | Yes | No | No | No | Yes | No | | Yes | No | Information not available | 80-100% | 80-100% |
| DSR | Yes | Yes | Being developed | Yes | Being developed | Being developed | Being developed | | Being developed | No | Yes | 80-100% | 60-79% |
| DTWD | Yes | Yes | Yes | Yes | Yes | Yes | Yes | | Yes | No | Information not available | 80-100% | 80-100% |
| Education | Yes | Yes | Yes | Yes | Information not available | Information not available | Yes | | Yes | No | Information not available | 80-100% | 80-100% |
| EOC | No | No | No | No | No | No | Being developed | | Yes | No | Information not available | 60-79% | 60-79% |
| ERA | Yes | Yes | Yes | No | Yes | No | No | | Yes | No | Information not available | 80-100% | 80-100% |
| Finance | Yes | Yes | Yes | Yes | Yes | Yes | Being developed | | Yes | No | Information not available | 80-100% | 80-100% |
| Fisheries | Yes | Yes | Yes | Being developed | Being developed | Being developed | Yes | | Yes | No | Being developed | 80-100% | 60-79% |
| FPC | Yes | Yes | No | No | No | No | Yes | | Yes | No | Information not available | 0-19% | 20-39% |
| GESB | Yes | Yes | Yes | Yes | No | Yes | No | | Yes | No | Information not available | 80-100% | 80-100% |
| Health | Yes | Yes | Yes | Yes | Yes | Yes | Yes | | Yes | No | Yes | 20-39% | 40-59% |
| Healthway | Being developed | Yes | No | No | Yes | Yes | Yes | | Yes | No | Yes | 80-100% | 80-100% |
| Housing | Yes | Yes | Yes | Yes | Yes | Yes | Yes | | Yes | Being developed | No | 40-59% | 80-100% |
| ICWA | Yes | Yes | Yes | Yes | Yes | Yes | No | | Yes | Being developed | No | 20-39% | 40-59% |
| Landgate | Yes | Yes | Being developed | Being developed | Being developed | Being developed | Being developed | | Yes | No | Information not available | 80-100% | 80-100% |
| Lands | Yes | Being developed | No | No | No | No | No | | Yes | No | Information not available | 40-59% | 20-39% |
| Legal Aid | No | Yes | No | No | No | Yes | Yes | | Yes | No | Information not available | 60-79% | 80-100% |
| Lotterywest | Yes | Yes | Yes | Yes | Yes | Information not available | Information not available | | Being developed | Information not available | Information not available | 40-59% | 20-39% |
| LPBWA | No | No | No | No | No | No | No | | No | No | No | 80-100% | 80-100% |
| Main Roads | Yes | Yes | Yes | Yes | Yes | Yes | Yes | | Yes | Yes | No | 80-100% | 80-100% |
| MCB | Yes | Yes | No | No | No | No | No | | No | No | Information not available | 80-100% | 80-100% |
| MHC | Being developed | Information not available | Yes | Yes | Information not available | Information not available | Information not available | | Yes | Information not available | Yes | 80-100% | 0-19% |
| MRA | Yes | Yes | Yes | No | No | No | No | | Yes | No | Information not available | 60-79% | 20-39% |
| NM TAFE | Yes | Yes | Yes | Yes | Yes | Yes | Yes | | Yes | Yes | Information not available | 60-79% | 60-79% |
| NR TAFE | Being developed | Being developed | No | No | No | No | No | | Being developed | No | Information not available | 60-79% | 20-39% |
| NTWA | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | | Yes | Being developed | Information not available | 40-59% | 40-59% |
| OAG | Yes | Yes | Being developed | No | No | Yes | Yes | | Yes | Yes | Information not available | 80-100% | 80-100% |
| OEPA | Yes | Being developed | No | No | Information not available | Being developed | No | | Yes | No | Information not available | 60-79% | 60-79% |
| Ombudsman | Yes | Yes | Yes | No | Yes | Yes | Yes | | Yes | No | Yes | 80-100% | 80-100% |
| Perth Zoo | Yes | Yes | Yes | Being developed | Yes | Being developed | Yes | | Yes | Yes | Information not available | 80-100% | 60-79% |
| Planning | Yes | Being developed | No | Yes | Yes | Yes | Yes | | Yes | No | Information not available | 20-39% | 40-59% |
| Police | Yes | Yes | Being developed | Yes | Yes | Yes | Yes | | Yes | Yes | Information not available | 80-100% | 80-100% |
| PSC | Yes | Yes | Yes | Yes | Yes | Yes | Yes | | Yes | No | Yes | 60-79% | 60-79% |
| PTA | Yes | Yes | Yes | Yes | Yes | Being developed | Yes | | Being developed | No | Information not available | 60-79% | 60-79% |
| RGL | No | Yes | Yes | Yes | Information not available | Yes | Yes | | Yes | Information not available | Information not available | 80-100% | 20-39% |
| Rottnest Island | Yes | Yes | No | Being developed | No | Yes | No | | Yes | No | Information not available | 80-100% | 80-100% |
| RSC | Information not available | Being developed | Information not available | Information not available | Being developed | No | No | | Yes | Information not available | Being developed | 0-19% | 0-19% |
| ScreenWest | No | No | No | No | No | No | No | | No | No | No | 0-19% | 0-19% |
| SCSA | Yes | Yes | No | No | No | No | No | | Yes | No | Information not available | 80-100% | 80-100% |
| SLWA | Yes | Yes | Being developed | No | Yes | Being developed | No | | Yes | No | No | 80-100% | 80-100% |
| SM TAFE | Yes | Yes | Yes | No | Being developed | Yes | No | | Yes | No | Information not available | 80-100% | 80-100% |
| Small Business | Being developed | Being developed | No | No | Being developed | No | Being developed | | Yes | No | Information not available | 40-59% | 40-59% |
| SR TAFE | Yes | Yes | Yes | No | No | No | No | | Yes | No | Yes | No response | No response |
| SWDC | Yes | Yes | No | Yes | No | Yes | No | | Yes | No | Information not available | 80-100% | 60-79% |
| Tourism | Yes | Yes | No | No | Yes | Yes | No | | Yes | No | Yes | 60-79% | 60-79% |
| Transport | Yes | Yes | No | Being developed | Yes | Being developed | Being developed | | Yes | No | Information not available | 80-100% | 80-100% |
| Treasury | Yes | Yes | Yes | Yes | Yes | Yes | Yes | | Yes | Being developed | Yes | 40-59% | 40-59% |
| Venueswest | Yes | Yes | No | No | Yes | Yes | Yes | | Yes | No | Information not available | 60-79% | 80-100% |
| WA Museum | Yes | Yes | Yes | Information not available | Yes | Information not available | Information not available | | Information not available | Information not available | Information not available | 0-19% | 20-39% |
| WAEC | Yes | Yes | Yes | No | No | Yes | Yes | | Yes | No | Information not available | 80-100% | 80-100% |
| WAIRC | Yes | Yes | Being developed | Being developed | No | No | Being developed | | No | No | Information not available | 80-100% | 80-100% |
| Water | Yes | Being developed | Yes | No | Yes | No | No | | Yes | No | Information not available | 80-100% | 80-100% |
| WorkCover | Yes | Yes | Yes | Yes | Yes | Yes | Yes | | Yes | No | No | 80-100% | 80-100% |

## Table 2.5 Responses to PSES: Employment of Aboriginal Australians

| Entity | D8 Did your entity implement the following strategies during 2015/16 to contribute to the employment of Aboriginal Australians? | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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 Aboriginal Employment Strategy | Others |
| **WA public sector** | **Yes - fully = 51% Yes - partially**  **= 23% Being developed**  **= 12% No = 14% No response = 0%** | **Yes - fully = 24% Yes - partially**  **= 35% Being developed**  **= 13% No = 28% No response = 0%** | **Yes - fully = 40% Yes - partially**  **= 31% Being developed**  **= 8% No = 22% No response = 0%** | **Yes - fully = 55% Yes - partially**  **= 24% Being developed**  **= 12% No = 9% No response = 0%** | **Yes - fully = 45% Yes - partially**  **= 26% Being developed**  **= 13% No = 17% No response = 0%** | **Yes - fully = 23% Yes – partially**  **= 29% Being developed**  **= 13% No = 35% No response = 0%** | **Yes - fully = 41% Yes - partially**  **= 23% Being developed**  **= 12% No = 24% No response = 0%** | **Yes - fully = 29% Yes - partially**  **= 29% Being developed**  **= 12% No = 29% No response = 0%** | **Yes - fully = 79% Yes – partially**  **= 8% Being developed**  **= 4% No = 9% No response = 0%** | **Yes - fully = 45% Yes – partially**  **= 18% Being developed**  **= 19% No = 18% No response = 0%** | **Yes - fully = 54% Yes - partially**  **= 22% Being developed**  **= 13% No = 12% No response = 0%** | **Yes - fully = 6% Yes - partially**  **= 5% Being developed**  **= 4% No = 15% No response**  **= 69%** |
| Agric | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| AGWA | Yes - partially | Yes - partially | No | Yes - partially | Being developed | Being developed | No | No | Yes - fully | Yes - partially | Yes - fully | No response |
| ARC | No | No | No | No | No | No | No | No | No | No | No | No |
| BGPA | Being developed | Being developed | Being developed | Yes - partially | Yes - partially | Being developed | Being developed | Being developed | Yes - partially | Yes - fully | Yes - partially | Yes - partially |
| CCC | No | No | Yes - partially | Yes - partially | Being developed | Yes - partially | No | No | Yes - fully | Being developed | Being developed | No response |
| Chem Centre | Being developed | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Being developed | Being developed | Yes - partially |
| CHSHA | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - fully | No | Yes - fully | No |
| Commerce | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| CPFS | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | No response |
| CR TAFE | Yes - fully | Being developed | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Being developed | Yes - fully | No response |
| DAA | Yes - fully | No | Yes - fully | Yes - fully | Yes - fully | Yes - partially | No | No | Yes - fully | Yes - fully | Yes - fully | Being developed |
| DCA | Yes - fully | Yes - fully | Being developed | Being developed | Being developed | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Yes - fully | No response |
| DCS | Yes - fully | Yes - partially | Yes - fully | Being developed | Yes - partially | Being developed | Being developed | Being developed | Yes - fully | Being developed | Yes - fully | No |
| DER | Yes - fully | Yes - partially | Being developed | Yes - fully | Yes - fully | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully |
| DES | Yes - fully | No | Yes - fully | Yes - partially | Being developed | No | Yes - fully | No | No | Yes - partially | Yes - partially | No response |
| DFES | Yes - fully | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Being developed | No response |
| DLGC | Yes - fully | Yes - partially | Yes - fully | Being developed | Yes - partially | Being developed | Being developed | Yes - partially | Yes - fully | Being developed | Being developed | No response |
| DMP | Yes - fully | Being developed | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| DOTAG | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| DPAW | Yes - fully | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Being developed |
| DPC | Yes - fully | Yes - partially | No | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | No response |
| DPP | Yes - fully | Yes - partially | Yes - partially | Yes - fully | Yes - fully | No | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| DRD | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - fully | No response |
| DSC | Yes - partially | Yes - partially | Being developed | Yes - fully | Yes - fully | No | Yes - partially | Yes - partially | Yes - fully | Being developed | Yes - partially | No response |
| DSD | Being developed | No | Yes - partially | Being developed | Yes - partially | No | No | No | Yes - fully | No | Yes - partially | No response |
| DSHO | Yes - fully | No | No | Yes - fully | Yes - fully | No | No | No | Yes - fully | Yes - fully | Yes - fully | Yes - fully |
| DSR | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - partially | No response |
| DTWD | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Education | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| EOC | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - fully | No response |
| ERA | Yes - fully | No | No | Yes - partially | No | No | No | No | No | Yes - fully | Yes - partially | No response |
| Finance | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - fully | No response |
| Fisheries | Being developed | No | No | Being developed | No | No | Being developed | No | Yes - fully | No | Being developed | No response |
| FPC | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - fully | No | Yes - fully | Yes - partially | Yes - fully | No | Yes - partially | No |
| GESB | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Being developed | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Health | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially |
| Healthway | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - fully | Being developed | Yes - fully | Yes - fully | Yes - partially | No response |
| Housing | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No |
| ICWA | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Being developed | No | Yes - partially | Being developed | Yes - fully | Yes - fully | Yes - fully | No |
| Landgate | Yes - fully | Yes - partially | Yes - partially | Being developed | Being developed | Being developed | Being developed | Yes - partially | Yes - fully | Yes - fully | Yes - fully | No response |
| Lands | No | No | No | No | No | No | No | No | Yes - partially | No | No | No response |
| Legal Aid | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Lotterywest | Yes - partially | No | Yes - partially | Yes - fully | No | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| LPBWA | No | No | No | No | No | No | No | No | No | No | No | No |
| Main Roads | Yes - fully | No | Yes - partially | Yes - partially | Yes - fully | No | No | Yes - partially | Yes - fully | Yes - fully | No | No response |
| MCB | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No | Yes - partially | Yes - partially | Yes - partially | Being developed | Yes - fully | No response |
| MHC | Yes - partially | Being developed | Yes - partially | Being developed | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - partially | No response |
| MRA | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - partially | No | No | Yes - partially | Yes - fully | Yes - fully | Being developed | No response |
| NM TAFE | Being developed | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No |
| NR TAFE | Yes - partially | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | No response |
| NTWA | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Being developed | Yes - partially | Yes - partially | No response |
| OAG | No | No | No | No | No | No | No | No | No | No | No | No response |
| OEPA | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | No response |
| Ombudsman | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Being developed | Yes - fully | Yes - fully |
| Perth Zoo | Yes - partially | Being developed | Yes - fully | Yes - fully | Yes - fully | Being developed | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - partially | No response |
| Planning | Yes - partially | Yes - partially | No | Yes - partially | No | Yes - partially | No | No | Yes - fully | Yes - fully | Yes - fully | No response |
| Police | Yes - partially | Being developed | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Being developed | Yes - fully | Yes - fully | Yes - fully | No response |
| PSC | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| PTA | Yes - partially | No | Yes - partially | Yes - partially | No | No | No | No | Yes - fully | No | No | No response |
| RGL | No | Being developed | No | Yes - fully | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Being developed | Yes - fully | No response |
| Rottnest Island | Being developed | Yes - partially | Yes - partially | Yes - partially | Being developed | Being developed | Being developed | No | Yes - partially | Being developed | Being developed | No response |
| RSC | No | No | No | No | No | No | No | No | No | No | No | No response |
| ScreenWest | Yes - partially | No | No | No | No | No | No | No | Yes - fully | No | No | Yes - fully |
| SCSA | Being developed | Being developed | Yes - partially | Yes - fully | Yes - fully | No | Yes - partially | No | Yes - partially | Yes - partially | Yes - fully | No response |
| SLWA | No | No | No | Yes - partially | Yes - fully | No | Yes - fully | Being developed | Yes - fully | No | Yes - partially | No |
| SM TAFE | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Small Business | Yes - fully | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - partially | No response |
| SR TAFE | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - fully | No response |
| SWDC | No | No | No | Yes - partially | Yes - partially | No | No | No | No | No | No | No |
| Tourism | Yes - partially | No | Yes - fully | No | No | No | Yes - fully | No | Yes - fully | Yes - fully | Yes - partially | Yes - partially |
| Transport | Yes - fully | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | No | Yes - fully | Yes - fully | Yes - fully | No response |
| Treasury | No | No | No | Yes - partially | Yes - partially | No | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Venueswest | No | No | No | Yes - fully | Yes - partially | No | No | No | Yes - fully | No | Yes - fully | No response |
| WA Museum | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Being developed | Yes - fully | No |
| WAEC | Yes - partially | No | Yes - partially | Yes - partially | No | No | No | No | Yes - partially | Being developed | Being developed | No |
| WAIRC | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Being developed | Being developed | Being developed | Yes - fully | Yes - fully | Yes - fully | Being developed |
| Water | Being developed | Yes - partially | Yes - partially | Yes - fully | Yes - partially | No | Yes - partially | Yes - partially | Yes - fully | Being developed | Yes - fully | Yes - fully |
| WorkCover | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - partially | No response |

## Table 2.6 Responses to PSES: Employment of people with disability

| Entity | D9 Did your entity implement the following strategies during 2015/16 to contribute to the employment of people with disability? | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Information about working effectively with the diversity of 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 collect | Selection criteria and job requirements have been designed with consideration of how to make jobs more accessible to people | Information about working with the entity is available in a variety of accessible formats, e.g. recruitment packages | Managers are educated about available support options for people with disability, e.g. work modifications | 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 policies for increasing PWD employment | Others |
| **WA public sector** | **Yes - fully = 41% Yes - partially = 29% Being developed**  **= 14% No = 15% No response = 0%** | **Yes - fully = 85% Yes - partially = 6% Being developed**  **= 4% No = 5% No response = 0%** | **Yes - fully = 27% Yes - partially = 35% Being developed**  **= 17% No = 22% No response = 0%** | **Yes - fully = 55% Yes - partially = 26% Being developed**  **= 10% No = 9% No response = 0%** | **Yes - fully = 36% Yes - partially = 45% Being developed**  **= 10% No = 9% No response = 0%** | **Yes - fully = 68% Yes - partially = 19% Being developed**  **= 4% No = 9% No response = 0%** | **Yes - fully = 28% Yes - partially = 21% Being developed**  **= 14% No = 37% No response = 0%** | **Yes - fully = 29% Yes - partially = 22% Being developed**  **= 15% No = 33% No response = 0%** | **Yes - fully = 54% Yes - partially = 19% Being developed**  **= 13% No = 14% No response = 0%** | **Yes - fully = 6% Yes - partially = 0% Being developed**  **= 3% No = 21% No response = 71%** |
| Agric | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| AGWA | Yes - fully | Yes - fully | Being developed | Being developed | Being developed | Yes - partially | Being developed | Being developed | Yes - fully | No response |
| ARC | No | No | No | Yes - fully | Yes - fully | No | No | Yes - fully | No | No |
| BGPA | Being developed | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Being developed | Being developed | Being developed | Being developed |
| CCC | No | Yes - fully | Yes - partially | No | No | Yes - fully | Yes - partially | No | No | No response |
| Chem Centre | No | Yes - fully | No | Being developed | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Being developed | No response |
| CHSHA | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No |
| Commerce | Yes - fully | Yes - fully | Being developed | Yes - fully | Yes - partially | Yes - fully | No | No | Yes - fully | No response |
| CPFS | Yes - partially | Yes - fully | Yes - partially | Being developed | Yes - fully | Yes - fully | Being developed | Yes - fully | Yes - fully | No response |
| CR TAFE | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Being developed | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| DAA | Being developed | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | No | No | Yes - fully | No |
| DCA | Yes - fully | Yes - fully | Being developed | Yes - partially | Yes - partially | Yes - partially | Being developed | Being developed | Being developed | No response |
| DCS | Yes - partially | Yes - fully | Being developed | Yes - fully | Yes - partially | Being developed | No | No | Yes - fully | No |
| DER | Yes - fully | Yes - fully | Being developed | Yes - partially | Being developed | Yes - fully | Being developed | Being developed | Yes - fully | Yes - fully |
| DES | Yes - partially | No | No | Being developed | Yes - partially | Yes - partially | No | No | Yes - partially | No response |
| DFES | Yes - partially | Yes - fully | Yes - partially | Being developed | Being developed | Yes - fully | Yes - fully | Being developed | Yes - fully | No response |
| DLGC | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Being developed | Being developed | Being developed | No response |
| DMP | Yes - partially | Yes - fully | Being developed | Yes - partially | Yes - partially | Yes - fully | No | Yes - partially | Yes - fully | No response |
| DOTAG | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| DPAW | Being developed | Yes - fully | Being developed | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - fully | No response |
| DPC | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | No response |
| DPP | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | No response |
| DRD | Being developed | Yes - fully | No | Yes - fully | Yes - partially | Yes - fully | No | Yes - partially | Yes - partially | No |
| DSC | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - partially | No response |
| DSD | No | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - fully | No | Yes - partially | Yes - partially | No response |
| DSHO | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No | No | Yes - fully | No response |
| DSR | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - partially | Yes - fully | Yes - partially | No response |
| DTWD | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Education | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - fully | No response |
| EOC | Yes - partially | Yes - fully | Being developed | Yes - fully | Yes - partially | Yes - partially | Being developed | Being developed | Yes - partially | No |
| ERA | Yes - partially | Yes - fully | Yes - fully | Being developed | Being developed | Yes - fully | Being developed | Being developed | Yes - fully | No response |
| Finance | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - fully | No response |
| Fisheries | Being developed | Yes - fully | No | Yes - fully | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Being developed | No response |
| FPC | No | Yes - partially | No | Yes - partially | Yes - partially | Yes - partially | No | No | Yes - partially | No |
| GESB | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Health | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | No response |
| Healthway | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Being developed | Yes - fully | No response |
| Housing | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No |
| ICWA | Yes - fully | Yes - fully | Yes - partially | Being developed | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No |
| Landgate | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Lands | No | Yes - partially | No | No | No | No | No | No | No | No response |
| Legal Aid | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - partially | No | Yes - partially | No | No response |
| Lotterywest | Yes - fully | Yes - fully | No | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| LPBWA | No | No | No | No | No | No | No | No | No | No |
| Main Roads | Yes - fully | Yes - fully | No | Yes - fully | Yes - partially | Yes - fully | No | No | Yes - fully | No response |
| MCB | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - fully | Yes - fully | No | No | Yes - fully | No response |
| MHC | Being developed | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - fully | No response |
| MRA | Yes - fully | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - partially | No | Yes - fully | Being developed | No response |
| NM TAFE | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No |
| NR TAFE | Being developed | Being developed | Being developed | Yes - fully | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed |
| NTWA | Yes - partially | Being developed | Being developed | Yes - partially | Being developed | Being developed | Yes - partially | Yes - partially | Yes - partially | No response |
| OAG | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - partially | No | No | Yes - partially | No response |
| OEPA | Being developed | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Being developed | Being developed | Being developed | No response |
| Ombudsman | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No | Yes - fully | Yes - fully | Yes - fully |
| Perth Zoo | Being developed | Yes - fully | Yes - partially | Yes - partially | Being developed | Yes - fully | No | Being developed | Yes - fully | No response |
| Planning | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - partially | No | Yes - fully | No response |
| Police | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - partially | No | Yes - partially | No | Yes - partially | No response |
| PSC | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully |
| PTA | No | Yes - fully | No | No | Yes - partially | No | No | No | No | No |
| RGL | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | No response |
| Rottnest Island | No | Being developed | Being developed | Yes - partially | No | Yes - partially | No | No | Being developed | No response |
| RSC | Being developed | No | No | No | No | No | No | No | No | Yes - fully |
| ScreenWest | Yes - partially | Yes - fully | No | Yes - fully | No | Yes - fully | No | No | No | No response |
| SCSA | Yes - fully | Yes - fully | No | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No | Yes - fully | No response |
| SLWA | No | Yes - fully | Yes - fully | Yes - partially | Yes - partially | Yes - fully | No | No | Yes - fully | No |
| SM TAFE | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Small Business | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | No response |
| SR TAFE | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | No response |
| SWDC | Being developed | Yes - fully | Being developed | Yes - fully | Yes - fully | Yes - fully | No | No | No | No |
| Tourism | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - partially | Yes - fully | No | Yes - fully | No response |
| Transport | Yes - partially | Yes - fully | Being developed | Yes - partially | Yes - partially | Yes - fully | No | No | Yes - fully | No response |
| Treasury | No | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | No response |
| Venueswest | No | Yes - fully | No | No | Yes - partially | No | No | No | No | No response |
| WA Museum | Yes - fully | Yes - fully | No | No | No | Yes - fully | No | No | No | No |
| WAEC | Yes - partially | Yes - partially | No | Yes - fully | Yes - partially | Yes - fully | Yes - partially | No | Yes - partially | No |
| WAIRC | Yes - fully | Yes - fully | Yes - fully | Being developed | Yes - fully | Yes - fully | Being developed | Yes - fully | Yes - fully | No response |
| Water | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - fully | No | Yes - fully | Being developed | Yes - fully |
| WorkCover | Yes - fully | Yes - fully | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | No response |

## Table 2.7 Responses to PSES: Administration and management

| Entity | E1 What is one significant action your entity took during 2015/16 to improve its efficiency and effectiveness (e.g. through red tape reduction, innovation or collaboration)? | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| We routinely incorporate program evaluation strategies into our activities. | We routinely conduct performance management of business units. | We routinely conduct risk assessments of our activities to manage risks to the entity. | We routinely utilise workforce data to inform workplace planning activities. | | We routinely assess procurement and compliance controls. | We routinely assess the validity of delegations. | We routinely gather customer feedback and apply it to business improvement activities. | Information collected as part of governance reporting (such as this survey) is shared and considered by the corporate executive. |
| **WA public sector** | **Strongly Agree = 33% Agree = 55% Neutral = 10% Disagree = 1% Strongly Disagree = 0% Information not available**  **= 0%** | **Strongly Agree = 26% Agree = 55% Neutral = 14% Disagree = 4% Strongly Disagree = 0% Information not available**  **= 1%** | **Strongly Agree = 50% Agree = 46% Neutral = 4% Disagree = 0% Strongly Disagree = 0% Information not available**  **= 0%** | **Strongly Agree = 22% Agree = 55% Neutral = 21% Disagree = 3% Strongly Disagree = 0% Information not available**  **= 0%** | | **Strongly Agree = 47% Agree = 51% Neutral = 1% Disagree = 0% Strongly Disagree = 0% Information not available**  **= 0%** | **Strongly Agree = 50% Agree = 45% Neutral = 4% Disagree = 1% Strongly Disagree = 0% Information not available**  **= 0%** | **Strongly Agree = 41% Agree = 44% Neutral = 12% Disagree = 4% Strongly Disagree = 0% Information not available**  **= 0%** | **Strongly Agree = 46% Agree = 46% Neutral = 5% Disagree = 3% Strongly Disagree = 0% Information not available**  **= 0%** |
| Agric | Neutral | Agree | Agree | Agree | | Strongly agree | Neutral | Neutral | Strongly agree |
| AGWA | Agree | Agree | Agree | Neutral | | Agree | Strongly agree | Agree | Agree |
| ARC | Agree | Strongly agree | Strongly agree | Neutral | | Agree | Agree | Strongly agree | Agree |
| BGPA | Agree | Agree | Strongly agree | Agree | | Strongly agree | Agree | Agree | Agree |
| CCC | Neutral | Agree | Strongly agree | Neutral | | Strongly agree | Agree | Disagree | Strongly agree |
| Chem Centre | Agree | Agree | Strongly agree | Agree | | Agree | Agree | Strongly agree | Strongly agree |
| CHSHA | Strongly agree | Strongly agree | Strongly agree | Agree | | Agree | Neutral | Strongly agree | Strongly agree |
| Commerce | Neutral | Agree | Strongly agree | Agree | | Strongly agree | Strongly agree | Strongly agree | Strongly agree |
| CPFS | Strongly agree | Strongly agree | Agree | Agree | | Agree | Strongly agree | Agree | Strongly agree |
| CR TAFE | Strongly agree | Agree | Strongly agree | Agree | | Strongly agree | Agree | Strongly agree | Strongly agree |
| DAA | Agree | Agree | Agree | Neutral | | Neutral | Strongly agree | Strongly agree | Agree |
| DCA | Agree | Disagree | Agree | Agree | | Agree | Agree | Neutral | Agree |
| DCS | Agree | Neutral | Agree | | Agree | Agree | Agree | Neutral | Neutral |
| DER | Agree | Agree | Agree | | Agree | Agree | Agree | Agree | Agree |
| DES | Agree | Agree | Agree | | Agree | Agree | Neutral | Agree | Strongly agree |
| DFES | Agree | Agree | Strongly agree | | Agree | Strongly agree | Strongly agree | Agree | Strongly agree |
| DLGC | Agree | Neutral | Neutral | | Agree | Agree | Agree | Agree | Agree |
| DMP | Strongly agree | Agree | Strongly agree | | Strongly agree | Strongly agree | Strongly agree | Agree | Strongly agree |
| DOTAG | Agree | Agree | Agree | | Agree | Agree | Agree | Agree | Agree |
| DPAW | Strongly agree | Strongly agree | Strongly agree | | Strongly agree | Strongly agree | Strongly agree | Strongly agree | Strongly agree |
| DPC | Agree | Agree | Agree | | Agree | Strongly agree | Strongly agree | Agree | Strongly agree |
| DPP | Agree | Agree | Agree | | Agree | Agree | Agree | Disagree | Agree |
| DRD | Agree | Agree | Agree | | Strongly agree | Strongly agree | Strongly agree | Strongly agree | Strongly agree |
| DSC | Agree | Agree | Strongly agree | | Agree | Strongly agree | Strongly agree | Strongly agree | Strongly agree |
| DSD | Neutral | Agree | Neutral | | Strongly agree | Agree | Agree | Neutral | Agree |
| DSHO | Strongly agree | Strongly agree | Strongly agree | | Neutral | Strongly agree | Strongly agree | Strongly agree | Strongly agree |
| DSR | Strongly agree | Strongly agree | Strongly agree | | Strongly agree | Strongly agree | Strongly agree | Strongly agree | Strongly agree |
| DTWD | Strongly agree | Strongly agree | Strongly agree | | Strongly agree | Strongly agree | Strongly agree | Agree | Strongly agree |
| Education | Agree | Agree | Agree | | Agree | Agree | Strongly agree | Strongly agree | Agree |
| EOC | Neutral | Neutral | Agree | | Agree | Strongly agree | Strongly agree | Agree | Strongly agree |
| ERA | Strongly agree | Strongly agree | Strongly agree | | Strongly agree | Strongly agree | Strongly agree | Agree | Strongly agree |
| Finance | Agree | Agree | Strongly agree | | Agree | Agree | Strongly agree | Neutral | Strongly agree |
| Fisheries | Agree | Neutral | Strongly agree | | Agree | Agree | Agree | Agree | Strongly agree |
| FPC | Agree | Agree | Strongly agree | | Disagree | Agree | Agree | Neutral | Agree |
| GESB | Strongly agree | Strongly agree | Strongly agree | | Agree | Strongly agree | Strongly agree | Strongly agree | Strongly agree |
| Health | Agree | Agree | Strongly agree | | Agree | Strongly agree | Strongly agree | Agree | Agree |
| Healthway | Strongly agree | Strongly agree | Strongly agree | | Agree | Strongly agree | Agree | Strongly agree | Strongly agree |
| Housing | Agree | Agree | Agree | | Agree | Agree | Agree | Agree | Agree |
| ICWA | Agree | Strongly agree | Strongly agree | | Strongly agree | Agree | Strongly agree | Strongly agree | Agree |
| Landgate | Agree | Agree | Agree | | Agree | Agree | Agree | Agree | Agree |
| Lands | Agree | Disagree | Agree | | Agree | Agree | Agree | Agree | Agree |
| Legal Aid | Neutral | Neutral | Strongly agree | | Neutral | Agree | Strongly agree | Neutral | Agree |
| Lotterywest | Disagree | Disagree | Agree | | Neutral | Agree | Strongly agree | Agree | Neutral |
| LPBWA | Agree | Strongly agree | Agree | | Neutral | Agree | Strongly agree | Neutral | Agree |
| Main Roads | Agree | Agree | Agree | | Agree | Agree | Agree | Agree | Agree |
| MCB | Agree | Agree | Agree | | Neutral | Agree | Agree | Strongly agree | Agree |
| MHC | Agree | Agree | Agree | | Agree | Agree | Agree | Agree | Agree |
| MRA | Agree | Agree | Agree | | Agree | Agree | Agree | Agree | Agree |
| NM TAFE | Agree | Agree | Agree | | Strongly agree | Strongly agree | Agree | Agree | Agree |
| NR TAFE | Agree | Agree | Agree | | Neutral | Agree | Agree | Agree | Agree |
| NTWA | Agree | Agree | Agree | | Agree | Strongly agree | Agree | Neutral | Strongly agree |
| OAG | Strongly agree | Strongly agree | Strongly agree | | Strongly agree | Strongly agree | Strongly agree | Strongly agree | Strongly agree |
| OEPA | Agree | Neutral | Agree | | Agree | Agree | Agree | Agree | Agree |
| Ombudsman | Strongly agree | Strongly agree | Strongly agree | | Strongly agree | Strongly agree | Strongly agree | Strongly agree | Strongly agree |
| Perth Zoo | Strongly agree | Agree | Strongly agree | | Neutral | Strongly agree | Strongly agree | Strongly agree | Agree |
| Planning | Strongly agree | Strongly agree | Strongly agree | | Agree | Agree | Strongly agree | Agree | Strongly agree |
| Police | Agree | Agree | Agree | | Agree | Agree | Agree | Agree | Agree |
| PSC | Agree | Agree | Agree | | Agree | Strongly agree | Agree | Agree | Agree |
| PTA | Strongly agree | Strongly agree | Strongly agree | | Agree | Strongly agree | Strongly agree | Strongly agree | Strongly agree |
| RGL | Agree | Agree | Neutral | | Agree | Agree | Agree | Agree | Agree |
| Rottnest Island | Neutral | Agree | Agree | | Neutral | Agree | Agree | Agree | Neutral |
| RSC | Strongly agree | Agree | Agree | | Agree | Agree | Strongly agree | Disagree | Neutral |
| ScreenWest | Strongly agree | Neutral | Agree | | Neutral | Agree | Agree | Agree | Disagree |
| SCSA | Agree | Agree | Strongly agree | | Strongly agree | Strongly agree | Strongly agree | Strongly agree | Strongly agree |
| SLWA | Strongly agree | Neutral | Strongly agree | | Neutral | Strongly agree | Strongly agree | Strongly agree | Strongly agree |
| SM TAFE | Strongly agree | Strongly agree | Strongly agree | | Strongly agree | Strongly agree | Strongly agree | Strongly agree | Strongly agree |
| Small Business | Agree | Neutral | Agree | | Agree | Strongly agree | Strongly agree | Strongly agree | Agree |
| SR TAFE | Strongly agree | Agree | Strongly agree | | Strongly agree | Strongly agree | Strongly agree | Strongly agree | Agree |
| SWDC | Neutral | Neutral | Strongly agree | | Neutral | Strongly agree | Strongly agree | Strongly agree | Agree |
| Tourism | Strongly agree | Neutral | Strongly agree | | Agree | Strongly agree | Strongly agree | Strongly agree | Agree |
| Transport | Strongly agree | Agree | Agree | | Agree | Strongly agree | Agree | Strongly agree | Strongly agree |
| Treasury | Agree | Agree | Agree | | Strongly agree | Strongly agree | Strongly agree | Agree | Strongly agree |
| Venueswest | Agree | Information not available | Agree | | Disagree | Agree | Agree | Strongly agree | Disagree |
| WA Museum | Agree | Agree | Strongly agree | | Agree | Agree | Disagree | Strongly agree | Agree |
| WAEC | Strongly agree | Agree | Strongly agree | | Neutral | Agree | Agree | Agree | Agree |
| WAIRC | Strongly agree | Strongly agree | Strongly agree | | Strongly agree | Strongly agree | Strongly agree | Strongly agree | Strongly agree |
| Water | Agree | Strongly agree | Strongly agree | | Agree | Agree | Agree | Agree | Strongly agree |
| WorkCover | Strongly agree | Strongly agree | Strongly agree | | Strongly agree | Strongly agree | Strongly agree | Strongly agree | Strongly agree |

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 2016, employees from 11 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 50 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 2016 was 53%. This report 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 1.1 provides a comparison of the demographics of the 2016 EPS respondents with those of the wider public sector.[[2]](#footnote-2) In line with the sector, the EPS respondents were more likely to be female and working in a metropolitan location.

Table 1.2 provides a list of the entities that completed the EPS in 2016 and their individual response rates.

Table 1.3 provides an aggregate response by respondents for the 2016 EPS.

## Table 3.1 Comparison of EPS respondents and WA public sector employees

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **EPS respondents (%)** | **WA public sector (%)** |
| Gender | Men | 41 | 27 |
| Women | 59 | 73 |
| Region | Metropolitan | 89 | 75 |
| Regional | 11 | 25 |
| Age (years) | 24 years and under | 3 | 4 |
| 25-44 years | 42 | 43 |
| 45 years and over | 54 | 53 |

## Table 3.2EPS response rates for entities

| Participating entity | Surveys distributed | Surveys returned | Response rate (%) |
| --- | --- | --- | --- |
| ChemCentre | 120 | 76 | 63 |
| Department of Aboriginal Affairs | 134 | 107 | 80 |
| Department of Corrective Services | 2176 | 1021 | 47 |
| Department of Finance | 1047 | 666 | 64 |
| Department of Mines and Petroleum | 773 | 501 | 65 |
| Department of Sport and Recreation | 184 | 112 | 61 |
| Department of the Attorney General | 1509 | 785 | 52 |
| Insurance Commission of WA | 374 | 242 | 65 |
| Mental Health Commission | 367 | 159 | 43 |
| Rottnest Island Authority | 88 | 56 | 64 |
| VenuesWest | 618 | 158 | 26 |
| **Total** | **7 390** | **3 883** | **53** |

## 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 | Other | 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.** | My job overall | Very satisfied | 26% | 30% | 33% | 29% | 31% | 12% | 29% | 27% | 33% | 32% | 29% | 34% | 31% | 30% | 29% | 29% | 31% |
| Moderately satisfied | 39% | 41% | 42% | 39% | 42% | 35% | 46% | 43% | 39% | 41% | 40% | 37% | 41% | 41% | 41% | 35% | 41% |
| Mildly satisfied | 16% | 14% | 13% | 15% | 13% | 23% | 15% | 16% | 12% | 13% | 14% | 13% | 14% | 14% | 14% | 14% | 13% |
| Neither satisfied nor dissatisfied | 5% | 4% | 4% | 5% | 3% | 12% | 5% | 4% | 4% | 3% | 4% | 5% | 4% | 3% | 5% | 6% | 4% |
| Mildly dissatisfied | 5% | 5% | 4% | 5% | 5% | 3% | 3% | 5% | 5% | 4% | 5% | 4% | 5% | 5% | 4% | 6% | 5% |
| Moderately dissatisfied | 5% | 4% | 3% | 5% | 4% | 12% | 2% | 4% | 4% | 4% | 4% | 4% | 4% | 4% | 4% | 5% | 4% |
| Very dissatisfied | 4% | 2% | 2% | 3% | 2% | 3% | 1% | 2% | 3% | 2% | 3% | 3% | 2% | 2% | 2% | 5% | 2% |
| My agency as an employer | Very satisfied | 20% | 22% | 21% | 20% | 23% | 8% | 30% | 21% | 22% | 21% | 21% | 29% | 22% | 21% | 24% | 19% | 22% |
| Moderately satisfied | 31% | 35% | 35% | 32% | 37% | 15% | 42% | 36% | 34% | 34% | 34% | 32% | 35% | 34% | 34% | 31% | 35% |
| Mildly satisfied | 16% | 16% | 17% | 17% | 16% | 17% | 13% | 18% | 15% | 17% | 16% | 14% | 16% | 17% | 15% | 15% | 16% |
| Neither satisfied nor dissatisfied | 7% | 7% | 6% | 7% | 6% | 18% | 6% | 6% | 6% | 5% | 7% | 9% | 6% | 6% | 8% | 7% | 6% |
| Mildly dissatisfied | 10% | 8% | 9% | 9% | 8% | 12% | 5% | 8% | 9% | 9% | 8% | 5% | 8% | 9% | 8% | 9% | 8% |
| Moderately dissatisfied | 8% | 7% | 7% | 8% | 6% | 15% | 3% | 6% | 7% | 8% | 7% | 5% | 7% | 7% | 6% | 9% | 7% |
| Very dissatisfied | 8% | 6% | 5% | 7% | 5% | 15% | 1% | 4% | 7% | 6% | 6% | 5% | 5% | 6% | 5% | 10% | 5% |
| **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 | Strongly agree | 32% | 38% | 39% | 35% | 40% | 17% | 34% | 35% | 40% | 45% | 36% | 37% | 38% | 39% | 37% | 34% | 38% |
| Moderately agree | 34% | 34% | 35% | 34% | 34% | 29% | 35% | 36% | 33% | 33% | 34% | 31% | 34% | 33% | 35% | 32% | 34% |
| Mildly agree | 17% | 15% | 14% | 16% | 14% | 25% | 19% | 17% | 13% | 12% | 16% | 17% | 14% | 14% | 15% | 15% | 15% |
| Neither agree nor disagree | 3% | 3% | 2% | 3% | 2% | 5% | 4% | 2% | 3% | 2% | 3% | 4% | 2% | 2% | 3% | 3% | 2% |
| Mildly disagree | 4% | 4% | 3% | 4% | 4% | 5% | 4% | 4% | 4% | 3% | 4% | 3% | 4% | 4% | 4% | 5% | 4% |
| Moderately disagree | 5% | 4% | 3% | 4% | 3% | 7% | 2% | 4% | 4% | 3% | 4% | 4% | 4% | 4% | 3% | 5% | 4% |
| Strongly disagree | 4% | 3% | 2% | 4% | 3% | 10% | 2% | 3% | 3% | 2% | 3% | 4% | 3% | 3% | 3% | 7% | 3% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| I am clear what my duties and responsibilities are | Strongly agree | 41% | 44% | 44% | 40% | 46% | 27% | 45% | 39% | 48% | 46% | 44% | 45% | 44% | 44% | 48% | 39% | 44% |
| Moderately agree | 33% | 33% | 33% | 33% | 33% | 25% | 33% | 35% | 31% | 33% | 33% | 33% | 33% | 33% | 32% | 31% | 33% |
| Mildly agree | 11% | 11% | 12% | 13% | 11% | 13% | 14% | 14% | 10% | 11% | 11% | 10% | 12% | 11% | 11% | 13% | 12% |
| Neither agree nor disagree | 4% | 3% | 3% | 3% | 2% | 8% | 2% | 3% | 3% | 2% | 3% | 3% | 3% | 3% | 2% | 5% | 3% |
| Mildly disagree | 5% | 4% | 4% | 4% | 4% | 10% | 4% | 5% | 3% | 4% | 4% | 3% | 4% | 4% | 3% | 4% | 4% |
| Moderately disagree | 4% | 3% | 2% | 3% | 2% | 8% | 1% | 3% | 3% | 2% | 3% | 2% | 3% | 3% | 2% | 4% | 3% |
| Strongly disagree | 3% | 2% | 2% | 2% | 2% | 7% | 0% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 4% | 2% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| I understand how my work contributes to my agency’s objectives | Strongly agree | 46% | 50% | 48% | 46% | 51% | 23% | 51% | 45% | 52% | 54% | 48% | 47% | 49% | 49% | 51% | 44% | 49% |
| Moderately agree | 32% | 32% | 35% | 33% | 33% | 37% | 35% | 35% | 31% | 31% | 33% | 35% | 33% | 33% | 32% | 35% | 32% |
| Mildly agree | 11% | 10% | 10% | 11% | 9% | 15% | 10% | 12% | 9% | 9% | 10% | 9% | 10% | 10% | 9% | 10% | 10% |
| Neither agree nor disagree | 4% | 3% | 4% | 4% | 3% | 10% | 2% | 3% | 4% | 3% | 4% | 4% | 4% | 3% | 4% | 3% | 3% |
| Mildly disagree | 3% | 2% | 2% | 3% | 2% | 7% | 1% | 2% | 2% | 2% | 2% | 1% | 2% | 2% | 2% | 2% | 2% |
| Moderately disagree | 2% | 1% | 1% | 2% | 1% | 5% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 1% |
| Strongly disagree | 2% | 1% | 1% | 1% | 1% | 2% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 1% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 2% | 1% | 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 | 29% | 33% | 33% | 30% | 34% | 15% | 41% | 31% | 34% | 35% | 32% | 35% | 33% | 33% | 34% | 30% | 33% |
| Moderately agree | 32% | 34% | 34% | 32% | 35% | 23% | 35% | 36% | 32% | 33% | 34% | 33% | 34% | 34% | 34% | 27% | 34% |
| Mildly agree | 16% | 15% | 15% | 16% | 15% | 18% | 14% | 16% | 15% | 15% | 15% | 15% | 15% | 15% | 15% | 17% | 15% |
| Neither agree nor disagree | 5% | 4% | 4% | 5% | 4% | 8% | 5% | 4% | 4% | 3% | 5% | 6% | 4% | 4% | 5% | 6% | 4% |
| Mildly disagree | 7% | 6% | 6% | 7% | 5% | 15% | 4% | 6% | 6% | 5% | 6% | 4% | 6% | 6% | 5% | 7% | 6% |
| Moderately disagree | 5% | 4% | 4% | 5% | 3% | 7% | 1% | 4% | 4% | 4% | 4% | 3% | 4% | 4% | 3% | 5% | 4% |
| Strongly disagree | 6% | 4% | 4% | 5% | 3% | 10% | 1% | 3% | 4% | 5% | 4% | 4% | 4% | 4% | 4% | 8% | 4% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 3% | 1% | 0% | 0% | 0% | 1% | 1% | 0% | 0% | 1% | 0% | 0% |
| I am sufficiently challenged by my work | Strongly agree | 30% | 35% | 40% | 33% | 37% | 15% | 33% | 31% | 39% | 45% | 34% | 37% | 36% | 37% | 35% | 32% | 36% |
| Moderately agree | 30% | 31% | 32% | 32% | 31% | 27% | 31% | 32% | 31% | 30% | 31% | 30% | 31% | 31% | 31% | 27% | 31% |
| Mildly agree | 16% | 15% | 13% | 15% | 14% | 12% | 15% | 17% | 13% | 12% | 15% | 14% | 14% | 14% | 15% | 16% | 14% |
| Neither agree nor disagree | 7% | 5% | 5% | 7% | 5% | 12% | 6% | 6% | 5% | 4% | 6% | 7% | 5% | 5% | 6% | 6% | 5% |
| Mildly disagree | 6% | 5% | 4% | 5% | 5% | 7% | 7% | 6% | 5% | 4% | 6% | 4% | 5% | 5% | 4% | 6% | 5% |
| Moderately disagree | 5% | 4% | 3% | 4% | 4% | 7% | 4% | 4% | 4% | 3% | 4% | 3% | 4% | 4% | 4% | 6% | 4% |
| Strongly disagree | 6% | 4% | 3% | 4% | 4% | 20% | 3% | 4% | 4% | 3% | 5% | 4% | 4% | 4% | 4% | 7% | 4% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% |
| I am recognised for the contribution I make | Strongly agree | 19% | 21% | 19% | 18% | 22% | 7% | 24% | 20% | 21% | 23% | 20% | 24% | 21% | 21% | 23% | 19% | 21% |
| Moderately agree | 24% | 26% | 26% | 25% | 27% | 20% | 31% | 26% | 26% | 27% | 25% | 27% | 26% | 26% | 26% | 21% | 26% |
| Mildly agree | 21% | 19% | 21% | 20% | 19% | 20% | 20% | 21% | 18% | 20% | 20% | 18% | 20% | 20% | 19% | 19% | 20% |
| Neither agree nor disagree | 10% | 9% | 9% | 10% | 8% | 10% | 10% | 9% | 9% | 8% | 9% | 9% | 9% | 9% | 9% | 10% | 9% |
| Mildly disagree | 9% | 8% | 8% | 8% | 8% | 14% | 8% | 9% | 8% | 8% | 8% | 6% | 8% | 9% | 7% | 9% | 8% |
| Moderately disagree | 7% | 7% | 7% | 8% | 7% | 7% | 4% | 7% | 8% | 7% | 8% | 4% | 7% | 7% | 7% | 8% | 7% |
| Strongly disagree | 11% | 9% | 9% | 10% | 8% | 20% | 4% | 8% | 10% | 8% | 9% | 9% | 9% | 9% | 9% | 14% | 9% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 0% |
| I am satisfied with the opportunities available to me for career progression in my current agency | Strongly agree | 13% | 16% | 17% | 14% | 17% | 3% | 21% | 15% | 17% | 19% | 15% | 20% | 16% | 16% | 18% | 12% | 16% |
| Moderately agree | 18% | 21% | 22% | 20% | 23% | 13% | 28% | 21% | 22% | 23% | 20% | 24% | 22% | 21% | 21% | 22% | 22% |
| Mildly agree | 15% | 16% | 17% | 16% | 17% | 15% | 18% | 18% | 15% | 16% | 16% | 16% | 16% | 16% | 15% | 15% | 16% |
| Neither agree nor disagree | 12% | 11% | 12% | 12% | 11% | 12% | 10% | 10% | 12% | 10% | 11% | 10% | 11% | 11% | 11% | 13% | 11% |
| Mildly disagree | 11% | 10% | 10% | 9% | 10% | 10% | 10% | 11% | 9% | 10% | 10% | 7% | 10% | 10% | 9% | 11% | 10% |
| Moderately disagree | 10% | 9% | 7% | 10% | 8% | 13% | 6% | 9% | 8% | 9% | 9% | 5% | 9% | 9% | 9% | 8% | 9% |
| Strongly disagree | 19% | 15% | 13% | 17% | 13% | 28% | 7% | 15% | 15% | 12% | 16% | 15% | 15% | 15% | 15% | 19% | 15% |
| Don't know or doesn't apply | 1% | 1% | 1% | 2% | 1% | 5% | 1% | 1% | 2% | 1% | 2% | 2% | 1% | 1% | 2% | 1% | 1% |
| I am proud to work in the Western Australian public sector | Strongly agree | 37% | 38% | 36% | 36% | 38% | 18% | 41% | 34% | 39% | 40% | 38% | 46% | 37% | 37% | 45% | 37% | 37% |
| Moderately agree | 26% | 28% | 30% | 28% | 29% | 20% | 33% | 30% | 28% | 27% | 28% | 26% | 29% | 28% | 25% | 24% | 29% |
| Mildly agree | 13% | 13% | 14% | 14% | 13% | 12% | 13% | 15% | 13% | 13% | 13% | 10% | 14% | 13% | 12% | 14% | 13% |
| Neither agree nor disagree | 14% | 13% | 12% | 13% | 12% | 28% | 8% | 13% | 13% | 11% | 13% | 11% | 13% | 13% | 10% | 15% | 13% |
| Mildly disagree | 3% | 3% | 3% | 3% | 3% | 12% | 2% | 4% | 3% | 3% | 3% | 2% | 3% | 3% | 3% | 3% | 3% |
| Moderately disagree | 3% | 3% | 3% | 3% | 2% | 3% | 1% | 2% | 3% | 3% | 3% | 2% | 3% | 3% | 2% | 4% | 3% |
| Strongly disagree | 3% | 2% | 2% | 3% | 2% | 5% | 1% | 2% | 2% | 2% | 3% | 2% | 2% | 2% | 2% | 3% | 2% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% |
| **A3. In relation to your current agency, please indicate your level of agreement with the following statements.** | I feel that my agency on the whole is well managed | Strongly agree | 14% | 14% | 14% | 14% | 15% | 3% | 20% | 13% | 15% | 14% | 14% | 22% | 14% | 13% | 18% | 14% | 14% |
| Moderately agree | 27% | 30% | 29% | 28% | 31% | 13% | 33% | 30% | 30% | 32% | 29% | 29% | 30% | 30% | 30% | 27% | 30% |
| Mildly agree | 19% | 19% | 21% | 20% | 19% | 20% | 21% | 21% | 18% | 19% | 19% | 16% | 19% | 19% | 18% | 18% | 19% |
| Neither agree nor disagree | 9% | 8% | 8% | 8% | 8% | 15% | 8% | 8% | 8% | 6% | 9% | 10% | 8% | 8% | 8% | 10% | 8% |
| Mildly disagree | 10% | 10% | 10% | 10% | 10% | 8% | 9% | 11% | 9% | 10% | 10% | 7% | 10% | 10% | 9% | 8% | 10% |
| Moderately disagree | 10% | 9% | 9% | 10% | 8% | 17% | 5% | 9% | 9% | 10% | 9% | 6% | 9% | 10% | 8% | 10% | 9% |
| Strongly disagree | 12% | 9% | 9% | 10% | 8% | 22% | 3% | 8% | 9% | 8% | 9% | 10% | 9% | 9% | 8% | 13% | 9% |
| Don't know or doesn't apply | 0% | 1% | 1% | 0% | 1% | 2% | 1% | 0% | 1% | 0% | 1% | 1% | 0% | 0% | 1% | 0% | 1% |
| Change is managed well in my agency | Strongly agree | 9% | 10% | 9% | 8% | 10% | 3% | 17% | 9% | 10% | 8% | 10% | 16% | 10% | 9% | 13% | 8% | 10% |
| Moderately agree | 22% | 24% | 23% | 22% | 25% | 8% | 29% | 23% | 24% | 24% | 24% | 27% | 24% | 23% | 26% | 23% | 24% |
| Mildly agree | 20% | 21% | 23% | 21% | 21% | 10% | 24% | 21% | 20% | 22% | 20% | 20% | 21% | 21% | 20% | 20% | 21% |
| Neither agree nor disagree | 9% | 9% | 9% | 10% | 9% | 22% | 8% | 10% | 9% | 7% | 10% | 9% | 9% | 9% | 9% | 9% | 9% |
| Mildly disagree | 13% | 13% | 13% | 13% | 13% | 10% | 11% | 15% | 12% | 13% | 13% | 8% | 13% | 14% | 11% | 11% | 13% |
| Moderately disagree | 11% | 10% | 10% | 12% | 9% | 13% | 6% | 10% | 11% | 12% | 10% | 8% | 10% | 11% | 9% | 12% | 10% |
| Strongly disagree | 16% | 12% | 11% | 13% | 11% | 32% | 4% | 11% | 13% | 13% | 13% | 10% | 12% | 13% | 11% | 16% | 12% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 0% | 1% | 2% | 1% | 1% | 1% | 1% | 1% |
| My agency’s senior leaders provide effective leadership | Strongly agree | 13% | 16% | 15% | 14% | 17% | 3% | 28% | 15% | 15% | 15% | 16% | 22% | 16% | 15% | 19% | 14% | 16% |
| Moderately agree | 24% | 26% | 25% | 24% | 27% | 15% | 31% | 26% | 26% | 27% | 25% | 28% | 26% | 26% | 26% | 23% | 26% |
| Mildly agree | 18% | 18% | 19% | 18% | 18% | 8% | 16% | 20% | 18% | 18% | 18% | 14% | 18% | 18% | 17% | 19% | 18% |
| Neither agree nor disagree | 11% | 10% | 11% | 10% | 10% | 13% | 10% | 10% | 10% | 8% | 10% | 10% | 10% | 10% | 10% | 10% | 10% |
| Mildly disagree | 10% | 10% | 11% | 10% | 10% | 12% | 7% | 11% | 9% | 11% | 10% | 7% | 10% | 10% | 9% | 11% | 10% |
| Moderately disagree | 11% | 9% | 8% | 10% | 9% | 15% | 4% | 9% | 10% | 11% | 9% | 6% | 9% | 10% | 8% | 9% | 9% |
| Strongly disagree | 13% | 10% | 10% | 12% | 9% | 32% | 3% | 9% | 11% | 10% | 11% | 11% | 10% | 10% | 10% | 13% | 10% |
| Don't know or doesn't apply | 0% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% |
| My agency uses technological advances to improve design and delivery to customers/clients | Strongly agree | 13% | 14% | 11% | 13% | 14% | 5% | 21% | 12% | 15% | 13% | 14% | 19% | 14% | 13% | 17% | 14% | 14% |
| Moderately agree | 25% | 26% | 26% | 24% | 27% | 13% | 34% | 23% | 27% | 25% | 26% | 31% | 26% | 25% | 28% | 29% | 26% |
| Mildly agree | 22% | 22% | 22% | 21% | 22% | 25% | 18% | 24% | 21% | 23% | 22% | 17% | 22% | 22% | 21% | 20% | 22% |
| Neither agree nor disagree | 13% | 12% | 15% | 13% | 12% | 13% | 10% | 13% | 13% | 11% | 13% | 11% | 13% | 13% | 11% | 11% | 12% |
| Mildly disagree | 9% | 9% | 11% | 11% | 9% | 8% | 8% | 10% | 9% | 10% | 9% | 6% | 10% | 10% | 8% | 6% | 10% |
| Moderately disagree | 8% | 7% | 6% | 9% | 7% | 15% | 4% | 8% | 7% | 8% | 7% | 5% | 7% | 8% | 7% | 10% | 7% |
| Strongly disagree | 8% | 7% | 7% | 9% | 6% | 17% | 3% | 8% | 6% | 8% | 6% | 8% | 7% | 7% | 7% | 8% | 7% |
| Don't know or doesn't apply | 2% | 2% | 2% | 2% | 2% | 3% | 3% | 2% | 2% | 1% | 2% | 3% | 2% | 2% | 2% | 2% | 2% |
| Recruitment and promotion decisions in my agency are fair | Strongly agree | 11% | 14% | 16% | 14% | 15% | 2% | 20% | 14% | 14% | 17% | 12% | 17% | 14% | 13% | 14% | 11% | 14% |
| Moderately agree | 21% | 24% | 24% | 23% | 24% | 8% | 27% | 24% | 23% | 28% | 21% | 25% | 24% | 23% | 24% | 19% | 24% |
| Mildly agree | 15% | 15% | 14% | 14% | 15% | 7% | 15% | 16% | 14% | 15% | 16% | 13% | 15% | 16% | 15% | 14% | 15% |
| Neither agree nor disagree | 15% | 14% | 13% | 14% | 13% | 22% | 12% | 13% | 14% | 13% | 16% | 13% | 14% | 15% | 15% | 14% | 14% |
| Mildly disagree | 11% | 10% | 10% | 9% | 11% | 5% | 8% | 11% | 10% | 9% | 11% | 9% | 10% | 11% | 9% | 10% | 10% |
| Moderately disagree | 10% | 8% | 7% | 8% | 8% | 20% | 4% | 8% | 8% | 8% | 8% | 5% | 8% | 8% | 7% | 11% | 8% |
| Strongly disagree | 14% | 11% | 10% | 13% | 10% | 30% | 6% | 10% | 12% | 9% | 12% | 13% | 11% | 11% | 11% | 17% | 11% |
| Don't know or doesn't apply | 3% | 4% | 5% | 4% | 5% | 7% | 7% | 4% | 5% | 2% | 4% | 5% | 5% | 3% | 4% | 5% | 5% |
| My workplace culture supports people to achieve a suitable work/life balance | Strongly agree | 23% | 29% | 31% | 28% | 29% | 19% | 41% | 31% | 27% | 21% | 23% | 33% | 29% | 22% | 26% | 26% | 29% |
| Moderately agree | 28% | 29% | 30% | 30% | 28% | 19% | 29% | 29% | 29% | 29% | 27% | 27% | 29% | 27% | 30% | 26% | 29% |
| Mildly agree | 18% | 17% | 15% | 16% | 16% | 14% | 14% | 17% | 16% | 19% | 18% | 16% | 16% | 19% | 16% | 17% | 16% |
| Neither agree nor disagree | 10% | 7% | 6% | 7% | 7% | 12% | 5% | 6% | 8% | 8% | 9% | 8% | 7% | 8% | 9% | 8% | 7% |
| Mildly disagree | 8% | 7% | 6% | 6% | 7% | 10% | 5% | 7% | 7% | 9% | 8% | 4% | 7% | 9% | 7% | 6% | 7% |
| Moderately disagree | 6% | 5% | 5% | 5% | 5% | 10% | 2% | 5% | 6% | 6% | 6% | 4% | 5% | 6% | 6% | 6% | 5% |
| Strongly disagree | 8% | 6% | 6% | 6% | 6% | 14% | 2% | 6% | 7% | 7% | 8% | 7% | 6% | 8% | 7% | 10% | 6% |
| Don't know or doesn't apply | 0% | 1% | 1% | 1% | 1% | 3% | 1% | 0% | 1% | 0% | 1% | 1% | 1% | 0% | 1% | 1% | 1% |
| I am able to access and use flexible work arrangements to assist in your work/life balance | Strongly agree | 30% | 31% | 30% | 32% | 31% | 25% | 41% | 33% | 29% | 25% | 28% | 36% | 31% | 27% | 29% | 32% | 31% |
| Moderately agree | 29% | 26% | 26% | 27% | 25% | 25% | 27% | 26% | 26% | 27% | 26% | 26% | 26% | 26% | 29% | 25% | 26% |
| Mildly agree | 18% | 16% | 16% | 16% | 16% | 15% | 15% | 16% | 16% | 19% | 17% | 17% | 16% | 18% | 17% | 16% | 16% |
| Neither agree nor disagree | 7% | 7% | 6% | 7% | 7% | 5% | 5% | 6% | 8% | 7% | 8% | 7% | 7% | 8% | 7% | 6% | 7% |
| Mildly disagree | 6% | 6% | 7% | 5% | 7% | 8% | 4% | 6% | 6% | 7% | 7% | 4% | 6% | 7% | 5% | 7% | 6% |
| Moderately disagree | 4% | 5% | 5% | 5% | 5% | 7% | 3% | 5% | 5% | 6% | 6% | 3% | 5% | 6% | 5% | 4% | 5% |
| Strongly disagree | 5% | 7% | 8% | 7% | 7% | 10% | 2% | 6% | 8% | 7% | 7% | 6% | 7% | 8% | 6% | 10% | 7% |
| Don't know or doesn't apply | 1% | 2% | 2% | 2% | 2% | 3% | 2% | 1% | 2% | 1% | 2% | 2% | 2% | 1% | 1% | 2% | 2% |
| My agency is committed to health and wellbeing within the workplace | Strongly agree | 23% | 26% | 27% | 28% | 26% | 10% | 38% | 26% | 26% | 21% | 22% | 35% | 26% | 21% | 26% | 31% | 26% |
| Moderately agree | 25% | 26% | 26% | 27% | 26% | 28% | 29% | 26% | 26% | 27% | 26% | 23% | 26% | 26% | 28% | 22% | 26% |
| Mildly agree | 18% | 18% | 17% | 18% | 18% | 13% | 18% | 18% | 17% | 19% | 18% | 16% | 18% | 19% | 17% | 15% | 18% |
| Neither agree nor disagree | 13% | 11% | 11% | 10% | 11% | 13% | 8% | 11% | 11% | 12% | 12% | 9% | 11% | 12% | 11% | 10% | 11% |
| Mildly disagree | 7% | 7% | 7% | 6% | 8% | 7% | 4% | 7% | 7% | 9% | 8% | 5% | 7% | 8% | 6% | 6% | 7% |
| Moderately disagree | 6% | 6% | 5% | 5% | 6% | 15% | 2% | 6% | 6% | 7% | 6% | 6% | 6% | 7% | 6% | 6% | 6% |
| Strongly disagree | 7% | 6% | 6% | 5% | 6% | 8% | 1% | 5% | 7% | 6% | 7% | 5% | 6% | 7% | 6% | 10% | 6% |
| Don't know or doesn't apply | 0% | 1% | 1% | 1% | 1% | 5% | 1% | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 1% | 0% | 1% |
| I feel a strong personal attachment to my agency | Strongly agree | 20% | 22% | 23% | 22% | 22% | 10% | 19% | 19% | 25% | 26% | 21% | 24% | 22% | 22% | 24% | 21% | 22% |
| Moderately agree | 23% | 25% | 26% | 25% | 26% | 18% | 29% | 25% | 26% | 26% | 25% | 25% | 26% | 25% | 27% | 23% | 26% |
| Mildly agree | 19% | 19% | 20% | 19% | 20% | 18% | 21% | 21% | 18% | 19% | 19% | 20% | 19% | 19% | 17% | 18% | 19% |
| Neither agree nor disagree | 18% | 16% | 16% | 15% | 16% | 18% | 18% | 17% | 15% | 13% | 17% | 16% | 16% | 16% | 15% | 18% | 16% |
| Mildly disagree | 7% | 6% | 5% | 6% | 5% | 10% | 7% | 7% | 5% | 5% | 6% | 5% | 6% | 6% | 5% | 4% | 6% |
| Moderately disagree | 6% | 5% | 4% | 6% | 5% | 8% | 3% | 5% | 5% | 6% | 5% | 4% | 5% | 5% | 5% | 6% | 5% |
| Strongly disagree | 7% | 6% | 6% | 7% | 5% | 13% | 3% | 6% | 6% | 5% | 7% | 6% | 6% | 6% | 5% | 8% | 6% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 3% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 1% | 0% | 0% |
| My agency motivates me to help it achieve its objectives | Strongly agree | 13% | 15% | 14% | 13% | 16% | 8% | 21% | 13% | 15% | 16% | 15% | 21% | 15% | 14% | 18% | 14% | 15% |
| Moderately agree | 22% | 24% | 24% | 23% | 25% | 13% | 30% | 24% | 24% | 25% | 23% | 27% | 24% | 24% | 25% | 19% | 24% |
| Mildly agree | 22% | 21% | 23% | 22% | 21% | 10% | 25% | 23% | 20% | 21% | 21% | 19% | 21% | 21% | 20% | 22% | 21% |
| Neither agree nor disagree | 16% | 15% | 15% | 15% | 15% | 20% | 13% | 16% | 15% | 14% | 16% | 14% | 15% | 16% | 14% | 16% | 15% |
| Mildly disagree | 11% | 10% | 10% | 10% | 10% | 12% | 7% | 11% | 9% | 9% | 10% | 6% | 10% | 10% | 9% | 11% | 10% |
| Moderately disagree | 7% | 7% | 7% | 8% | 6% | 18% | 2% | 7% | 8% | 8% | 7% | 5% | 7% | 7% | 7% | 8% | 7% |
| Strongly disagree | 10% | 7% | 7% | 9% | 7% | 17% | 2% | 6% | 8% | 7% | 8% | 7% | 7% | 8% | 7% | 10% | 7% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 2% | 1% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 1% | 0% | 0% |
| My agency inspires me to do the best in my job | Strongly agree | 15% | 17% | 17% | 14% | 19% | 8% | 27% | 16% | 17% | 17% | 17% | 25% | 17% | 16% | 21% | 16% | 17% |
| Moderately agree | 22% | 24% | 24% | 23% | 25% | 15% | 30% | 24% | 24% | 25% | 24% | 23% | 24% | 24% | 25% | 19% | 24% |
| Mildly agree | 20% | 20% | 20% | 20% | 20% | 12% | 21% | 22% | 19% | 21% | 20% | 19% | 20% | 20% | 19% | 20% | 20% |
| Neither agree nor disagree | 16% | 15% | 14% | 15% | 15% | 22% | 12% | 15% | 15% | 13% | 15% | 14% | 15% | 15% | 14% | 16% | 15% |
| Mildly disagree | 10% | 9% | 9% | 10% | 9% | 7% | 6% | 10% | 9% | 9% | 9% | 6% | 9% | 10% | 8% | 10% | 9% |
| Moderately disagree | 7% | 7% | 6% | 8% | 6% | 15% | 2% | 6% | 7% | 7% | 7% | 6% | 7% | 7% | 6% | 9% | 7% |
| Strongly disagree | 9% | 8% | 8% | 9% | 7% | 20% | 2% | 7% | 9% | 7% | 8% | 7% | 8% | 8% | 8% | 10% | 8% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% |
| I am proud to tell others I work for my agency | Strongly agree | 26% | 30% | 29% | 28% | 30% | 14% | 39% | 27% | 31% | 30% | 29% | 35% | 29% | 29% | 33% | 28% | 30% |
| Moderately agree | 24% | 26% | 27% | 25% | 26% | 15% | 31% | 27% | 25% | 26% | 25% | 24% | 26% | 25% | 26% | 24% | 26% |
| Mildly agree | 17% | 17% | 17% | 17% | 16% | 12% | 15% | 18% | 16% | 16% | 17% | 12% | 17% | 17% | 15% | 16% | 17% |
| Neither agree nor disagree | 18% | 15% | 15% | 15% | 15% | 27% | 9% | 16% | 15% | 15% | 16% | 16% | 15% | 16% | 15% | 16% | 15% |
| Mildly disagree | 5% | 4% | 5% | 5% | 4% | 7% | 3% | 5% | 4% | 5% | 4% | 3% | 4% | 4% | 4% | 5% | 4% |
| Moderately disagree | 5% | 4% | 4% | 4% | 3% | 12% | 2% | 3% | 4% | 4% | 4% | 4% | 4% | 4% | 3% | 5% | 4% |
| Strongly disagree | 6% | 4% | 4% | 5% | 4% | 8% | 1% | 4% | 5% | 4% | 4% | 5% | 4% | 4% | 4% | 6% | 4% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 5% | 0% | 0% | 0% | 0% | 1% | 1% | 0% | 0% | 1% | 0% | 0% |
| I would recommend my agency as a great place to work | Strongly agree | 20% | 23% | 22% | 22% | 24% | 10% | 34% | 22% | 23% | 23% | 23% | 29% | 23% | 22% | 27% | 22% | 23% |
| Moderately agree | 22% | 23% | 25% | 23% | 24% | 20% | 30% | 25% | 22% | 23% | 23% | 24% | 24% | 23% | 24% | 18% | 24% |
| Mildly agree | 17% | 18% | 19% | 19% | 17% | 12% | 17% | 20% | 17% | 18% | 17% | 14% | 18% | 18% | 16% | 19% | 18% |
| Neither agree nor disagree | 16% | 15% | 14% | 15% | 15% | 15% | 11% | 14% | 15% | 14% | 15% | 15% | 15% | 15% | 14% | 15% | 15% |
| Mildly disagree | 8% | 7% | 7% | 7% | 7% | 7% | 4% | 8% | 7% | 7% | 7% | 5% | 7% | 7% | 6% | 8% | 7% |
| Moderately disagree | 8% | 6% | 5% | 6% | 5% | 18% | 2% | 5% | 6% | 6% | 6% | 6% | 6% | 6% | 5% | 7% | 6% |
| Strongly disagree | 11% | 8% | 7% | 8% | 7% | 15% | 2% | 6% | 9% | 7% | 8% | 7% | 8% | 8% | 7% | 11% | 7% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 3% | 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 | 14% | 12% | 9% | 12% | 12% | 25% | 22% | 14% | 10% | 10% | 13% | 15% | 12% | 12% | 12% | 13% | 12% |
| 1 to 2 years | 18% | 16% | 13% | 18% | 14% | 9% | 17% | 16% | 15% | 17% | 15% | 14% | 15% | 16% | 14% | 15% | 15% |
| No plans to leave my agency within the next 2 years | 68% | 72% | 79% | 71% | 73% | 66% | 61% | 70% | 75% | 72% | 72% | 71% | 72% | 72% | 74% | 72% | 72% |
| **A4a. If you intend to leave within the next 2 years, are you planning to 3:** | | Work for another agency | 56% | 57% | 46% | 54% | 58% | 57% | 47% | 66% | 47% | 59% | 55% | 50% | 56% | 55% | 61% | 71% | 56% |
| Work in federal or local government | 25% | 25% | 23% | 26% | 25% | 29% | 28% | 32% | 18% | 23% | 26% | 33% | 25% | 25% | 25% | 29% | 25% |
| Work in the private sector | 31% | 32% | 25% | 37% | 28% | 57% | 28% | 39% | 24% | 29% | 32% | 26% | 32% | 32% | 31% | 29% | 32% |
| Work in the not-for-profit sector | 13% | 13% | 12% | 11% | 14% | 29% | 11% | 14% | 12% | 12% | 13% | 10% | 13% | 13% | 12% | 14% | 13% |
| Study full-time | 5% | 5% | 6% | 4% | 6% | 0% | 26% | 6% | 3% | 3% | 6% | 10% | 5% | 5% | 5% | 7% | 5% |
| Retire | 16% | 16% | 20% | 20% | 14% | 14% | 2% | 1% | 34% | 19% | 15% | 19% | 16% | 17% | 15% | 36% | 16% |
| Other | 18% | 17% | 22% | 14% | 20% | 14% | 23% | 18% | 17% | 15% | 19% | 24% | 18% | 17% | 20% | 0% | 18% |
| **SECTION B: YOUR WORK AREA** | | | | | | | | | | | | | | | | | | | |
| **B1. Please indicate your level of agreement with the following statements.** | In my work area, communication between senior managers and other employees is effective | Strongly agree | 17% | 17% | 20% | 17% | 18% | 0% | 23% | 16% | 18% | 18% | 17% | 19% | 18% | 18% | 17% | 19% | 18% |
| Moderately agree | 27% | 27% | 28% | 29% | 26% | 10% | 40% | 27% | 26% | 33% | 24% | 22% | 27% | 26% | 29% | 25% | 27% |
| Mildly agree | 18% | 18% | 17% | 18% | 18% | 15% | 15% | 20% | 17% | 18% | 18% | 20% | 18% | 18% | 20% | 19% | 18% |
| Neither agree nor disagree | 6% | 6% | 6% | 6% | 6% | 5% | 4% | 6% | 6% | 5% | 7% | 6% | 6% | 6% | 7% | 6% | 6% |
| Mildly disagree | 10% | 10% | 8% | 9% | 10% | 20% | 10% | 11% | 10% | 8% | 11% | 10% | 10% | 10% | 10% | 11% | 10% |
| Moderately disagree | 9% | 9% | 8% | 10% | 8% | 0% | 5% | 9% | 10% | 8% | 9% | 9% | 9% | 9% | 7% | 8% | 9% |
| Strongly disagree | 12% | 12% | 13% | 11% | 12% | 50% | 3% | 11% | 13% | 9% | 13% | 13% | 12% | 12% | 9% | 10% | 12% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 1% | 1% | 0% | 0% | 1% | 2% | 0% |
| My input is adequately sought and considered about decisions that directly affect you | Strongly agree | 18% | 18% | 23% | 19% | 18% | 0% | 18% | 17% | 19% | 25% | 15% | 19% | 18% | 18% | 19% | 23% | 18% |
| Moderately agree | 26% | 26% | 26% | 27% | 25% | 10% | 40% | 24% | 26% | 29% | 24% | 24% | 26% | 26% | 26% | 19% | 26% |
| Mildly agree | 18% | 18% | 16% | 16% | 19% | 30% | 17% | 20% | 16% | 16% | 18% | 16% | 18% | 18% | 19% | 21% | 18% |
| Neither agree nor disagree | 8% | 8% | 7% | 7% | 8% | 5% | 7% | 8% | 8% | 5% | 10% | 10% | 8% | 7% | 10% | 6% | 8% |
| Mildly disagree | 10% | 10% | 9% | 8% | 11% | 15% | 6% | 11% | 9% | 9% | 10% | 10% | 10% | 10% | 8% | 10% | 10% |
| Moderately disagree | 8% | 8% | 7% | 9% | 7% | 5% | 4% | 8% | 8% | 6% | 9% | 7% | 8% | 8% | 7% | 10% | 8% |
| Strongly disagree | 12% | 12% | 13% | 13% | 11% | 35% | 6% | 10% | 14% | 10% | 13% | 13% | 12% | 12% | 10% | 11% | 12% |
| Don't know or doesn't apply | 1% | 1% | 0% | 0% | 1% | 0% | 2% | 0% | 1% | 0% | 1% | 0% | 1% | 0% | 1% | 0% | 1% |
| **B2. Please indicate your level of agreement with the following statements.** | My immediate supervisor makes use of appropriate communication and interpersonal skills when dealing with you | Strongly agree | 41% | 40% | 46% | 40% | 42% | 15% | 58% | 41% | 40% | 42% | 40% | 45% | 41% | 41% | 39% | 54% | 41% |
| Moderately agree | 26% | 27% | 20% | 28% | 25% | 20% | 23% | 28% | 25% | 27% | 26% | 25% | 26% | 26% | 29% | 14% | 27% |
| Mildly agree | 12% | 12% | 11% | 12% | 13% | 10% | 11% | 12% | 12% | 12% | 12% | 8% | 12% | 12% | 14% | 11% | 12% |
| Neither agree nor disagree | 5% | 5% | 5% | 4% | 5% | 25% | 3% | 3% | 6% | 4% | 5% | 8% | 5% | 5% | 5% | 6% | 5% |
| Mildly disagree | 5% | 5% | 4% | 4% | 5% | 5% | 4% | 5% | 5% | 5% | 5% | 4% | 5% | 5% | 4% | 5% | 5% |
| Moderately disagree | 4% | 4% | 5% | 4% | 4% | 5% | 0% | 4% | 5% | 4% | 5% | 1% | 4% | 4% | 4% | 2% | 4% |
| Strongly disagree | 6% | 6% | 9% | 6% | 6% | 20% | 1% | 6% | 6% | 6% | 6% | 9% | 6% | 6% | 5% | 8% | 6% |
| Don't know or doesn't apply | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 1% | 0% | 0% |
| My immediate supervisor effectively communicates with me about business risks impacting my work group | Strongly agree | 36% | 35% | 42% | 35% | 37% | 25% | 52% | 36% | 35% | 40% | 34% | 36% | 36% | 36% | 35% | 50% | 36% |
| Moderately agree | 26% | 27% | 22% | 28% | 25% | 10% | 24% | 27% | 25% | 27% | 26% | 26% | 26% | 26% | 28% | 16% | 26% |
| Mildly agree | 13% | 13% | 13% | 13% | 13% | 20% | 16% | 14% | 12% | 11% | 14% | 13% | 13% | 13% | 13% | 11% | 13% |
| Neither agree nor disagree | 8% | 8% | 5% | 7% | 8% | 20% | 5% | 7% | 9% | 5% | 8% | 7% | 7% | 7% | 8% | 8% | 7% |
| Mildly disagree | 5% | 6% | 4% | 5% | 6% | 0% | 2% | 5% | 6% | 6% | 5% | 5% | 5% | 5% | 5% | 6% | 5% |
| Moderately disagree | 5% | 5% | 5% | 4% | 5% | 5% | 1% | 4% | 5% | 4% | 5% | 4% | 4% | 5% | 4% | 3% | 5% |
| Strongly disagree | 6% | 6% | 9% | 6% | 6% | 20% | 1% | 5% | 7% | 6% | 6% | 8% | 6% | 6% | 5% | 3% | 6% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 0% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 2% | 1% |
| My immediate supervisor is effective in managing people | Strongly agree | 34% | 34% | 38% | 33% | 35% | 15% | 51% | 34% | 33% | 35% | 34% | 38% | 34% | 34% | 34% | 41% | 34% |
| Moderately agree | 24% | 25% | 22% | 26% | 23% | 15% | 26% | 24% | 24% | 25% | 24% | 28% | 24% | 24% | 26% | 21% | 24% |
| Mildly agree | 14% | 15% | 11% | 15% | 14% | 20% | 15% | 16% | 13% | 14% | 14% | 9% | 14% | 14% | 15% | 13% | 14% |
| Neither agree nor disagree | 7% | 7% | 6% | 7% | 7% | 15% | 4% | 5% | 8% | 6% | 7% | 5% | 7% | 7% | 7% | 10% | 7% |
| Mildly disagree | 6% | 6% | 5% | 5% | 7% | 5% | 2% | 6% | 6% | 7% | 6% | 5% | 6% | 6% | 6% | 3% | 6% |
| Moderately disagree | 5% | 4% | 6% | 4% | 5% | 5% | 2% | 4% | 5% | 4% | 5% | 4% | 5% | 5% | 4% | 3% | 4% |
| Strongly disagree | 9% | 8% | 11% | 9% | 9% | 25% | 1% | 9% | 9% | 8% | 9% | 9% | 9% | 9% | 7% | 10% | 9% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 0% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 0% | 1% |
| My immediate supervisor appropriately deals with employees that perform poorly | Strongly agree | 21% | 21% | 25% | 21% | 22% | 15% | 37% | 21% | 21% | 24% | 20% | 27% | 21% | 21% | 22% | 29% | 21% |
| Moderately agree | 20% | 20% | 20% | 21% | 19% | 10% | 23% | 20% | 19% | 22% | 19% | 22% | 20% | 19% | 23% | 14% | 20% |
| Mildly agree | 12% | 12% | 11% | 13% | 11% | 5% | 13% | 12% | 12% | 14% | 12% | 11% | 12% | 12% | 12% | 10% | 12% |
| Neither agree nor disagree | 14% | 14% | 12% | 15% | 13% | 20% | 5% | 12% | 16% | 12% | 15% | 12% | 14% | 14% | 13% | 24% | 14% |
| Mildly disagree | 8% | 8% | 6% | 7% | 9% | 0% | 5% | 8% | 8% | 10% | 7% | 6% | 8% | 9% | 7% | 6% | 8% |
| Moderately disagree | 6% | 6% | 6% | 5% | 6% | 15% | 2% | 6% | 5% | 5% | 6% | 6% | 6% | 6% | 4% | 3% | 6% |
| Strongly disagree | 10% | 10% | 13% | 9% | 11% | 30% | 2% | 11% | 10% | 9% | 11% | 9% | 10% | 10% | 10% | 6% | 10% |
| Don't know or doesn't apply | 9% | 9% | 8% | 9% | 9% | 5% | 12% | 9% | 9% | 4% | 11% | 7% | 9% | 9% | 8% | 8% | 9% |
| **B3. Please indicate your level of agreement with the following statements.** | The people in your work group use their time and resources efficiently | Strongly agree | 29% | 29% | 32% | 27% | 31% | 25% | 27% | 27% | 31% | 29% | 29% | 31% | 29% | 30% | 27% | 29% | 29% |
| Moderately agree | 33% | 33% | 31% | 36% | 31% | 20% | 41% | 33% | 33% | 36% | 32% | 28% | 33% | 33% | 35% | 37% | 33% |
| Mildly agree | 16% | 16% | 14% | 18% | 15% | 20% | 21% | 18% | 14% | 17% | 16% | 17% | 16% | 17% | 15% | 17% | 16% |
| Neither agree nor disagree | 7% | 8% | 8% | 7% | 7% | 25% | 5% | 7% | 8% | 6% | 8% | 10% | 7% | 7% | 10% | 6% | 7% |
| Mildly disagree | 6% | 6% | 6% | 5% | 7% | 5% | 4% | 7% | 6% | 7% | 6% | 5% | 6% | 7% | 6% | 5% | 6% |
| Moderately disagree | 4% | 4% | 3% | 4% | 4% | 5% | 3% | 4% | 4% | 3% | 4% | 2% | 4% | 4% | 3% | 3% | 4% |
| Strongly disagree | 3% | 2% | 5% | 2% | 3% | 0% | 0% | 3% | 3% | 2% | 3% | 3% | 3% | 2% | 4% | 3% | 3% |
| Don't know or doesn't apply | 1% | 1% | 2% | 1% | 1% | 0% | 0% | 1% | 1% | 0% | 2% | 4% | 1% | 1% | 2% | 0% | 1% |
| My workgroup achieves a high level of productivity | Strongly agree | 40% | 40% | 43% | 38% | 41% | 25% | 41% | 37% | 42% | 41% | 40% | 34% | 40% | 41% | 36% | 37% | 40% |
| Moderately agree | 31% | 31% | 27% | 33% | 30% | 25% | 36% | 31% | 30% | 33% | 29% | 33% | 31% | 30% | 35% | 40% | 31% |
| Mildly agree | 14% | 14% | 11% | 14% | 13% | 25% | 18% | 15% | 13% | 12% | 14% | 16% | 14% | 13% | 14% | 14% | 14% |
| Neither agree nor disagree | 6% | 6% | 7% | 5% | 6% | 20% | 2% | 6% | 7% | 5% | 7% | 4% | 6% | 6% | 6% | 2% | 6% |
| Mildly disagree | 4% | 4% | 4% | 3% | 4% | 0% | 2% | 5% | 3% | 4% | 4% | 4% | 4% | 4% | 3% | 2% | 4% |
| Moderately disagree | 2% | 2% | 3% | 3% | 2% | 0% | 2% | 3% | 2% | 2% | 2% | 3% | 2% | 3% | 2% | 5% | 2% |
| Strongly disagree | 2% | 2% | 3% | 2% | 2% | 5% | 0% | 2% | 2% | 2% | 2% | 3% | 2% | 2% | 3% | 2% | 2% |
| Don't know or doesn't apply | 1% | 1% | 2% | 1% | 1% | 0% | 0% | 1% | 1% | 0% | 2% | 4% | 1% | 1% | 2% | 0% | 1% |
| In the last 12 months, my work group has implemented innovative processes or policies | Strongly agree | 26% | 26% | 24% | 25% | 27% | 25% | 27% | 24% | 28% | 33% | 23% | 25% | 26% | 27% | 24% | 27% | 26% |
| Moderately agree | 25% | 26% | 21% | 26% | 25% | 10% | 38% | 25% | 25% | 29% | 24% | 25% | 25% | 25% | 28% | 30% | 25% |
| Mildly agree | 16% | 16% | 17% | 18% | 15% | 15% | 15% | 19% | 14% | 16% | 17% | 18% | 16% | 16% | 16% | 17% | 16% |
| Neither agree nor disagree | 15% | 14% | 18% | 14% | 15% | 25% | 9% | 13% | 16% | 11% | 17% | 11% | 15% | 15% | 15% | 14% | 15% |
| Mildly disagree | 4% | 5% | 3% | 4% | 5% | 10% | 3% | 6% | 3% | 4% | 4% | 3% | 4% | 4% | 4% | 3% | 4% |
| Moderately disagree | 4% | 3% | 4% | 4% | 3% | 0% | 1% | 4% | 4% | 2% | 4% | 4% | 4% | 4% | 3% | 3% | 4% |
| Strongly disagree | 4% | 4% | 5% | 5% | 4% | 10% | 0% | 4% | 4% | 3% | 5% | 7% | 4% | 4% | 4% | 3% | 4% |
| Don't know or doesn't apply | 5% | 5% | 8% | 4% | 6% | 5% | 8% | 5% | 5% | 2% | 7% | 7% | 5% | 5% | 6% | 2% | 5% |
| The people in my work group are committed to providing excellent customer service and making a positive difference to the community | Strongly agree | 44% | 44% | 46% | 43% | 45% | 35% | 48% | 40% | 48% | 47% | 43% | 48% | 44% | 45% | 41% | 52% | 45% |
| Moderately agree | 28% | 28% | 27% | 28% | 27% | 30% | 34% | 28% | 27% | 28% | 27% | 20% | 28% | 26% | 33% | 25% | 27% |
| Mildly agree | 14% | 14% | 13% | 15% | 13% | 20% | 13% | 16% | 12% | 13% | 14% | 11% | 14% | 14% | 12% | 14% | 14% |
| Neither agree nor disagree | 7% | 7% | 6% | 6% | 8% | 5% | 1% | 7% | 7% | 5% | 8% | 6% | 7% | 7% | 7% | 5% | 7% |
| Mildly disagree | 3% | 3% | 2% | 2% | 3% | 5% | 3% | 3% | 2% | 3% | 2% | 4% | 2% | 3% | 3% | 3% | 3% |
| Moderately disagree | 1% | 1% | 2% | 2% | 1% | 5% | 1% | 2% | 1% | 1% | 2% | 3% | 1% | 1% | 2% | 0% | 2% |
| Strongly disagree | 2% | 2% | 3% | 2% | 2% | 0% | 1% | 2% | 2% | 1% | 2% | 4% | 1% | 1% | 2% | 0% | 2% |
| Don't know or doesn't apply | 2% | 1% | 2% | 2% | 1% | 0% | 1% | 2% | 1% | 1% | 2% | 4% | 1% | 2% | 1% | 0% | 2% |
| **B4 Please indicate your level of agreement with the following statements.** | Training and development opportunities in your work area are available to all employees | Strongly agree | 22% | 22% | 16% | 21% | 22% | 5% | 36% | 19% | 23% | 22% | 21% | 21% | 22% | 21% | 22% | 27% | 22% |
| Moderately agree | 24% | 24% | 20% | 24% | 23% | 10% | 25% | 23% | 24% | 26% | 23% | 21% | 24% | 23% | 27% | 16% | 24% |
| Mildly agree | 17% | 18% | 14% | 19% | 16% | 15% | 19% | 19% | 16% | 18% | 17% | 20% | 17% | 17% | 17% | 19% | 17% |
| Neither agree nor disagree | 8% | 8% | 6% | 7% | 8% | 25% | 6% | 7% | 9% | 6% | 9% | 7% | 8% | 8% | 8% | 8% | 8% |
| Mildly disagree | 8% | 8% | 9% | 8% | 8% | 10% | 9% | 9% | 7% | 8% | 8% | 8% | 8% | 8% | 8% | 6% | 8% |
| Moderately disagree | 7% | 7% | 11% | 8% | 7% | 15% | 2% | 8% | 7% | 8% | 7% | 9% | 7% | 8% | 5% | 6% | 7% |
| Strongly disagree | 13% | 11% | 22% | 11% | 14% | 20% | 3% | 13% | 13% | 11% | 13% | 13% | 12% | 13% | 11% | 17% | 13% |
| Don't know or doesn't apply | 1% | 2% | 1% | 1% | 1% | 0% | 1% | 1% | 2% | 1% | 2% | 1% | 1% | 1% | 2% | 0% | 1% |
| I receive appropriate training or have access to information that enables me to meet my record keeping responsibilities | Strongly agree | 25% | 26% | 19% | 24% | 27% | 10% | 36% | 23% | 26% | 27% | 24% | 17% | 26% | 25% | 29% | 38% | 25% |
| Moderately agree | 29% | 29% | 26% | 29% | 28% | 25% | 32% | 29% | 28% | 28% | 29% | 29% | 28% | 28% | 29% | 17% | 29% |
| Mildly agree | 20% | 20% | 19% | 21% | 18% | 30% | 16% | 21% | 19% | 21% | 19% | 23% | 19% | 20% | 17% | 17% | 20% |
| Neither agree nor disagree | 10% | 10% | 12% | 10% | 10% | 15% | 6% | 9% | 11% | 9% | 10% | 11% | 10% | 10% | 10% | 11% | 10% |
| Mildly disagree | 6% | 5% | 9% | 6% | 6% | 0% | 5% | 6% | 6% | 6% | 6% | 4% | 6% | 6% | 5% | 3% | 6% |
| Moderately disagree | 4% | 4% | 6% | 4% | 4% | 10% | 3% | 4% | 4% | 3% | 4% | 7% | 4% | 4% | 4% | 5% | 4% |
| Strongly disagree | 5% | 5% | 9% | 5% | 6% | 10% | 1% | 5% | 6% | 5% | 6% | 9% | 5% | 5% | 4% | 8% | 5% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 2% | 1% | 1% | 2% | 1% | 1% | 1% | 2% | 0% | 1% |
| I have received performance feedback from my supervisor in the last 12 months that has helped my performance | Strongly agree | 29% | 29% | 27% | 28% | 30% | 10% | 41% | 26% | 30% | 31% | 28% | 26% | 29% | 28% | 31% | 32% | 29% |
| Moderately agree | 25% | 25% | 27% | 26% | 25% | 15% | 25% | 28% | 23% | 26% | 25% | 31% | 25% | 25% | 26% | 21% | 26% |
| Mildly agree | 14% | 15% | 11% | 16% | 14% | 15% | 14% | 17% | 13% | 15% | 14% | 13% | 14% | 14% | 14% | 19% | 14% |
| Neither agree nor disagree | 12% | 11% | 12% | 11% | 12% | 30% | 5% | 9% | 14% | 10% | 12% | 10% | 12% | 12% | 11% | 15% | 12% |
| Mildly disagree | 5% | 5% | 6% | 4% | 5% | 0% | 4% | 5% | 4% | 5% | 5% | 4% | 5% | 5% | 4% | 2% | 5% |
| Moderately disagree | 4% | 4% | 5% | 5% | 4% | 0% | 1% | 4% | 5% | 4% | 5% | 2% | 4% | 5% | 4% | 2% | 4% |
| Strongly disagree | 9% | 8% | 9% | 8% | 8% | 30% | 3% | 8% | 9% | 7% | 9% | 10% | 8% | 9% | 8% | 8% | 8% |
| Don't know or doesn't apply | 2% | 2% | 3% | 2% | 2% | 0% | 6% | 2% | 2% | 1% | 3% | 4% | 2% | 2% | 1% | 2% | 2% |
| In my agency, there is adequate opportunity to develop the required skills for being a leader | Strongly agree | 15% | 15% | 15% | 16% | 15% | 0% | 22% | 12% | 17% | 21% | 12% | 14% | 15% | 15% | 16% | 16% | 15% |
| Moderately agree | 21% | 21% | 19% | 22% | 20% | 10% | 32% | 22% | 19% | 25% | 19% | 23% | 21% | 21% | 21% | 21% | 21% |
| Mildly agree | 17% | 17% | 18% | 18% | 17% | 15% | 20% | 19% | 16% | 19% | 17% | 16% | 18% | 18% | 15% | 16% | 17% |
| Neither agree nor disagree | 13% | 13% | 10% | 12% | 13% | 25% | 10% | 12% | 13% | 10% | 15% | 9% | 13% | 12% | 15% | 18% | 13% |
| Mildly disagree | 9% | 9% | 10% | 9% | 9% | 5% | 7% | 11% | 8% | 8% | 10% | 7% | 9% | 9% | 9% | 10% | 9% |
| Moderately disagree | 8% | 8% | 8% | 7% | 8% | 15% | 6% | 7% | 8% | 7% | 8% | 9% | 8% | 8% | 6% | 6% | 8% |
| Strongly disagree | 14% | 14% | 18% | 13% | 15% | 30% | 2% | 15% | 15% | 10% | 16% | 19% | 14% | 14% | 15% | 10% | 14% |
| Don't know or doesn't apply | 3% | 3% | 3% | 2% | 3% | 0% | 2% | 2% | 3% | 1% | 3% | 1% | 3% | 3% | 3% | 3% | 3% |
| **B5. Please indicate your level of agreement with the following statements.** | Your agency is committed to creating a diverse workforce | Strongly agree | 27% | 28% | 25% | 27% | 28% | 10% | 45% | 26% | 27% | 28% | 27% | 28% | 27% | 27% | 29% | 33% | 28% |
| Moderately agree | 27% | 27% | 28% | 28% | 27% | 5% | 32% | 28% | 26% | 30% | 26% | 23% | 27% | 27% | 27% | 21% | 27% |
| Mildly agree | 18% | 18% | 18% | 18% | 17% | 30% | 12% | 20% | 16% | 18% | 17% | 20% | 18% | 17% | 19% | 14% | 17% |
| Neither agree nor disagree | 16% | 16% | 18% | 17% | 15% | 35% | 5% | 14% | 18% | 14% | 17% | 9% | 16% | 17% | 12% | 22% | 16% |
| Mildly disagree | 3% | 3% | 3% | 3% | 4% | 0% | 1% | 4% | 3% | 3% | 4% | 5% | 3% | 3% | 4% | 3% | 3% |
| Moderately disagree | 3% | 3% | 2% | 3% | 3% | 5% | 0% | 2% | 3% | 2% | 3% | 5% | 2% | 3% | 3% | 5% | 3% |
| Strongly disagree | 3% | 3% | 3% | 3% | 4% | 15% | 2% | 3% | 4% | 3% | 4% | 8% | 3% | 3% | 4% | 2% | 3% |
| Don't know or doesn't apply | 2% | 2% | 3% | 2% | 2% | 0% | 2% | 2% | 2% | 1% | 3% | 1% | 2% | 3% | 2% | 0% | 3% |
| Your workplace culture is equally welcoming of people from all diversity groups | Strongly agree | 39% | 39% | 38% | 39% | 39% | 10% | 60% | 37% | 39% | 40% | 38% | 34% | 39% | 39% | 37% | 38% | 39% |
| Moderately agree | 28% | 28% | 29% | 29% | 27% | 15% | 26% | 29% | 27% | 31% | 26% | 20% | 28% | 28% | 27% | 22% | 28% |
| Mildly agree | 14% | 14% | 14% | 14% | 15% | 10% | 7% | 15% | 14% | 14% | 15% | 17% | 14% | 13% | 18% | 11% | 15% |
| Neither agree nor disagree | 10% | 10% | 12% | 10% | 10% | 40% | 1% | 9% | 11% | 8% | 11% | 12% | 10% | 10% | 9% | 21% | 10% |
| Mildly disagree | 3% | 3% | 2% | 3% | 3% | 10% | 2% | 4% | 2% | 3% | 3% | 4% | 3% | 3% | 4% | 2% | 3% |
| Moderately disagree | 2% | 2% | 1% | 2% | 2% | 0% | 0% | 2% | 2% | 1% | 2% | 7% | 2% | 2% | 2% | 2% | 2% |
| Strongly disagree | 3% | 3% | 3% | 2% | 3% | 15% | 2% | 2% | 3% | 2% | 3% | 7% | 2% | 2% | 3% | 5% | 3% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 0% | 3% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 1% | 0% | 1% |
| Your immediate supervisor treats employees from all diversity groups with equal respect | Strongly agree | 55% | 55% | 52% | 54% | 56% | 10% | 69% | 57% | 53% | 57% | 54% | 51% | 55% | 56% | 52% | 62% | 55% |
| Moderately agree | 23% | 23% | 22% | 25% | 22% | 30% | 23% | 22% | 23% | 24% | 22% | 24% | 23% | 23% | 25% | 11% | 23% |
| Mildly agree | 8% | 8% | 9% | 8% | 8% | 20% | 4% | 9% | 8% | 8% | 8% | 7% | 8% | 8% | 10% | 7% | 8% |
| Neither agree nor disagree | 7% | 7% | 7% | 6% | 7% | 15% | 1% | 6% | 8% | 5% | 8% | 7% | 7% | 7% | 7% | 13% | 7% |
| Mildly disagree | 1% | 1% | 3% | 1% | 2% | 10% | 1% | 1% | 2% | 1% | 2% | 2% | 1% | 2% | 1% | 0% | 2% |
| Moderately disagree | 1% | 1% | 2% | 1% | 1% | 10% | 2% | 1% | 2% | 1% | 1% | 3% | 1% | 1% | 1% | 5% | 1% |
| Strongly disagree | 2% | 2% | 4% | 3% | 2% | 5% | 0% | 3% | 2% | 2% | 3% | 4% | 2% | 2% | 3% | 2% | 2% |
| Don't know or doesn't apply | 2% | 2% | 2% | 2% | 1% | 0% | 2% | 1% | 2% | 1% | 2% | 1% | 2% | 2% | 1% | 0% | 2% |
| Your co-workers treat employees from all diversity groups with equal respect | Strongly agree | 48% | 48% | 45% | 46% | 49% | 20% | 61% | 49% | 46% | 48% | 47% | 44% | 48% | 49% | 44% | 51% | 48% |
| Moderately agree | 29% | 30% | 28% | 32% | 28% | 30% | 27% | 28% | 30% | 32% | 29% | 24% | 30% | 29% | 30% | 25% | 29% |
| Mildly agree | 10% | 10% | 12% | 10% | 10% | 20% | 5% | 10% | 11% | 11% | 10% | 9% | 10% | 9% | 13% | 10% | 10% |
| Neither agree nor disagree | 6% | 6% | 8% | 6% | 6% | 20% | 1% | 6% | 7% | 4% | 7% | 9% | 6% | 6% | 7% | 11% | 6% |
| Mildly disagree | 2% | 2% | 2% | 2% | 3% | 0% | 4% | 3% | 2% | 2% | 3% | 2% | 2% | 2% | 3% | 3% | 2% |
| Moderately disagree | 1% | 1% | 1% | 1% | 1% | 5% | 0% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 0% | 1% |
| Strongly disagree | 2% | 2% | 2% | 1% | 2% | 5% | 1% | 2% | 2% | 1% | 2% | 7% | 1% | 1% | 3% | 0% | 2% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 1% | 0% | 1% | 3% | 1% | 1% | 1% | 0% | 1% |
| **B6. Are you aware of the Public Sector Standards in Human Resource Management?** | | Yes | 57% | 57% | 61% | 59% | 56% | 70% | 37% | 50% | 64% | 70% | 51% | 56% | 57% | 58% | 55% | 68% | 57% |
| No | 27% | 28% | 20% | 26% | 27% | 20% | 47% | 33% | 21% | 17% | 31% | 30% | 27% | 26% | 29% | 11% | 27% |
| No, but know where to find out | 16% | 16% | 18% | 15% | 16% | 10% | 16% | 17% | 15% | 14% | 17% | 14% | 16% | 16% | 16% | 21% | 16% |
| **B7. 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 Management? 3** | | Yes, and I raised it with my agency | 6% | 6% | 6% | 6% | 6% | 21% | 2% | 5% | 7% | 6% | 6% | 9% | 6% | 6% | 6% | 5% | 6% |
| Yes, and I lodged a breach of standard claim | 1% | 0% | 1% | 1% | 1% | 0% | 2% | 1% | 0% | 0% | 1% | 3% | 0% | 0% | 1% | 2% | 1% |
| Yes, and I took no action | 10% | 11% | 6% | 11% | 10% | 7% | 4% | 11% | 10% | 9% | 11% | 5% | 10% | 10% | 11% | 14% | 10% |
| No | 51% | 51% | 51% | 54% | 48% | 29% | 74% | 53% | 49% | 57% | 47% | 47% | 51% | 52% | 48% | 45% | 51% |
| Don’t know | 30% | 30% | 35% | 26% | 33% | 43% | 15% | 28% | 32% | 23% | 35% | 35% | 30% | 29% | 33% | 36% | 30% |
| **B8. 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 immediate supervisor in the past 12 months?** | | Yes | 76% | 76% | 74% | 77% | 75% | 65% | 49% | 74% | 79% | 78% | 75% | 63% | 76% | 76% | 77% | 79% | 76% |
| No | 17% | 16% | 19% | 17% | 17% | 30% | 19% | 17% | 17% | 18% | 16% | 28% | 16% | 17% | 16% | 18% | 17% |
| Have been employed by my agency for less than 12 months | 7% | 7% | 7% | 6% | 8% | 5% | 32% | 9% | 4% | 4% | 9% | 10% | 7% | 7% | 7% | 3% | 7% |
| **B8a If yes, which of the following topics were discussed within these formal, documented, meetings? 1** | | My work performance over the last year | 91% | 91% | 91% | 93% | 90% | 92% | 87% | 91% | 91% | 92% | 91% | 87% | 91% | 91% | 92% | 98% | 91% |
| My upholding of ethical codes such as my agency’s code of conduct or values | 50% | 48% | 60% | 49% | 50% | 46% | 57% | 46% | 52% | 52% | 48% | 52% | 50% | 50% | 49% | 43% | 50% |
| Expectations of my performance in the future | 76% | 76% | 72% | 79% | 73% | 69% | 73% | 78% | 74% | 79% | 74% | 67% | 76% | 76% | 76% | 73% | 76% |
| Learning and development activities to help me perform my current job better | 70% | 70% | 70% | 70% | 70% | 62% | 81% | 75% | 66% | 68% | 72% | 75% | 70% | 70% | 74% | 61% | 71% |
| Other learning and development activities to help me progress my career | 55% | 55% | 55% | 55% | 56% | 38% | 70% | 61% | 51% | 55% | 55% | 68% | 55% | 55% | 57% | 55% | 56% |
| Career progression opportunities within my agency | 39% | 40% | 39% | 38% | 40% | 38% | 60% | 46% | 34% | 40% | 39% | 46% | 39% | 40% | 39% | 31% | 40% |
| Other career progression opportunities outside my agency | 15% | 15% | 12% | 15% | 16% | 23% | 32% | 17% | 13% | 16% | 15% | 31% | 15% | 15% | 14% | 8% | 15% |
| **B9. How often do you meet with your immediate supervisor informally in a setting that allows for discussion about performance and development matters?** | | Fortnightly or more frequently | 30% | 30% | 30% | 32% | 29% | 25% | 24% | 29% | 31% | 42% | 24% | 33% | 30% | 31% | 28% | 25% | 30% |
| Monthly | 16% | 16% | 15% | 15% | 16% | 30% | 23% | 17% | 15% | 16% | 16% | 17% | 16% | 16% | 14% | 25% | 16% |
| Six monthly | 30% | 30% | 27% | 30% | 29% | 20% | 24% | 31% | 29% | 23% | 33% | 21% | 30% | 29% | 33% | 29% | 30% |
| Annually | 8% | 7% | 10% | 8% | 8% | 10% | 3% | 7% | 8% | 7% | 8% | 8% | 8% | 8% | 7% | 5% | 8% |
| Never | 11% | 10% | 11% | 10% | 11% | 15% | 6% | 10% | 11% | 8% | 12% | 9% | 11% | 10% | 11% | 11% | 10% |
| Unsure | 6% | 6% | 8% | 5% | 7% | 0% | 19% | 7% | 5% | 4% | 7% | 11% | 6% | 6% | 6% | 5% | 6% |
| **SECTION C: ETHICAL BEHAVIOUR** | | | | | | | | | | | | | | | | | | | |
| **C1. Please indicate your level of agreement with the following statements.** | My agency actively encourages ethical behaviour by all of its employees | Strongly agree | 44% | 43% | 53% | 47% | 43% | 20% | 56% | 39% | 48% | 47% | 43% | 32% | 45% | 45% | 43% | 48% | 44% |
| Moderately agree | 27% | 28% | 25% | 28% | 27% | 0% | 24% | 31% | 24% | 28% | 27% | 34% | 27% | 27% | 28% | 17% | 28% |
| Mildly agree | 13% | 13% | 8% | 13% | 12% | 20% | 10% | 14% | 12% | 12% | 13% | 12% | 13% | 13% | 11% | 17% | 13% |
| Neither agree nor disagree | 7% | 7% | 7% | 6% | 8% | 30% | 6% | 7% | 8% | 5% | 8% | 11% | 7% | 7% | 8% | 10% | 7% |
| Mildly disagree | 3% | 3% | 3% | 2% | 3% | 10% | 1% | 3% | 3% | 3% | 3% | 4% | 3% | 3% | 3% | 2% | 3% |
| Moderately disagree | 2% | 2% | 2% | 1% | 2% | 15% | 1% | 2% | 2% | 2% | 2% | 1% | 2% | 2% | 3% | 3% | 2% |
| Strongly disagree | 3% | 3% | 2% | 3% | 3% | 5% | 1% | 3% | 3% | 2% | 3% | 4% | 3% | 3% | 3% | 2% | 3% |
| Don't know or doesn't apply | 1% | 1% | 0% | 0% | 1% | 0% | 1% | 1% | 0% | 0% | 1% | 1% | 1% | 0% | 1% | 2% | 1% |
| Senior managers in my agency lead by example in ethical behaviour | Strongly agree | 31% | 30% | 35% | 31% | 31% | 5% | 47% | 28% | 32% | 33% | 30% | 26% | 31% | 31% | 31% | 32% | 31% |
| Moderately agree | 25% | 26% | 24% | 26% | 25% | 10% | 30% | 28% | 23% | 26% | 25% | 25% | 25% | 25% | 27% | 21% | 26% |
| Mildly agree | 13% | 13% | 8% | 12% | 13% | 20% | 11% | 14% | 11% | 14% | 12% | 14% | 13% | 12% | 13% | 10% | 13% |
| Neither agree nor disagree | 10% | 10% | 11% | 11% | 10% | 5% | 6% | 9% | 11% | 8% | 12% | 17% | 10% | 11% | 10% | 17% | 10% |
| Mildly disagree | 7% | 7% | 6% | 6% | 7% | 10% | 2% | 7% | 6% | 7% | 6% | 4% | 7% | 7% | 5% | 10% | 6% |
| Moderately disagree | 5% | 5% | 5% | 4% | 5% | 10% | 2% | 5% | 5% | 4% | 5% | 4% | 5% | 5% | 4% | 5% | 5% |
| Strongly disagree | 7% | 7% | 7% | 7% | 7% | 40% | 2% | 7% | 8% | 7% | 7% | 9% | 7% | 7% | 7% | 5% | 7% |
| Don't know or doesn't apply | 2% | 2% | 4% | 2% | 2% | 0% | 0% | 2% | 3% | 2% | 2% | 1% | 2% | 2% | 3% | 2% | 2% |
| Conflicts of interest are identified and managed effectively in my workplace | Strongly agree | 28% | 27% | 36% | 30% | 28% | 0% | 42% | 27% | 28% | 32% | 26% | 23% | 28% | 28% | 28% | 24% | 28% |
| Moderately agree | 24% | 25% | 23% | 25% | 24% | 10% | 25% | 27% | 22% | 28% | 23% | 20% | 24% | 24% | 26% | 17% | 24% |
| Mildly agree | 13% | 13% | 12% | 14% | 12% | 20% | 9% | 14% | 13% | 13% | 13% | 15% | 13% | 13% | 11% | 16% | 13% |
| Neither agree nor disagree | 12% | 12% | 10% | 11% | 12% | 25% | 7% | 10% | 14% | 10% | 13% | 12% | 12% | 12% | 14% | 22% | 12% |
| Mildly disagree | 6% | 6% | 5% | 5% | 6% | 15% | 5% | 6% | 5% | 5% | 6% | 9% | 6% | 6% | 5% | 8% | 6% |
| Moderately disagree | 4% | 3% | 5% | 3% | 4% | 10% | 1% | 4% | 4% | 4% | 4% | 4% | 4% | 4% | 4% | 3% | 4% |
| Strongly disagree | 6% | 6% | 6% | 5% | 7% | 15% | 4% | 6% | 7% | 5% | 7% | 9% | 6% | 7% | 6% | 2% | 6% |
| Don't know or doesn't apply | 7% | 7% | 3% | 7% | 7% | 5% | 8% | 6% | 7% | 4% | 8% | 7% | 7% | 7% | 7% | 8% | 7% |
| My immediate supervisor demonstrates honesty and integrity in the workplace | Strongly agree | 54% | 54% | 55% | 55% | 53% | 15% | 61% | 52% | 55% | 56% | 53% | 51% | 54% | 54% | 52% | 46% | 54% |
| Moderately agree | 23% | 23% | 18% | 24% | 21% | 15% | 28% | 25% | 20% | 22% | 23% | 19% | 23% | 22% | 23% | 24% | 23% |
| Mildly agree | 9% | 9% | 7% | 8% | 9% | 15% | 5% | 9% | 9% | 9% | 8% | 12% | 8% | 9% | 8% | 8% | 9% |
| Neither agree nor disagree | 6% | 6% | 7% | 5% | 7% | 25% | 1% | 6% | 7% | 4% | 7% | 8% | 6% | 6% | 6% | 17% | 6% |
| Mildly disagree | 3% | 3% | 3% | 2% | 3% | 10% | 2% | 3% | 2% | 3% | 2% | 4% | 3% | 3% | 2% | 2% | 3% |
| Moderately disagree | 2% | 2% | 2% | 1% | 2% | 10% | 2% | 1% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 0% | 2% |
| Strongly disagree | 3% | 3% | 6% | 3% | 3% | 10% | 1% | 4% | 3% | 3% | 4% | 4% | 3% | 3% | 4% | 3% | 3% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 0% | 0% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 2% | 0% | 1% |
| My co-workers demonstrate honesty and integrity in the workplace | Strongly agree | 42% | 42% | 41% | 44% | 41% | 26% | 44% | 39% | 44% | 43% | 42% | 33% | 42% | 42% | 41% | 47% | 42% |
| Moderately agree | 32% | 32% | 29% | 32% | 32% | 37% | 40% | 33% | 30% | 32% | 31% | 31% | 32% | 32% | 31% | 23% | 32% |
| Mildly agree | 13% | 13% | 14% | 13% | 13% | 11% | 10% | 15% | 12% | 14% | 13% | 14% | 13% | 13% | 13% | 18% | 13% |
| Neither agree nor disagree | 6% | 6% | 8% | 6% | 6% | 16% | 2% | 6% | 7% | 5% | 7% | 7% | 6% | 6% | 6% | 10% | 6% |
| Mildly disagree | 3% | 3% | 3% | 2% | 3% | 5% | 2% | 3% | 2% | 3% | 3% | 3% | 3% | 3% | 3% | 0% | 3% |
| Moderately disagree | 2% | 1% | 3% | 1% | 2% | 0% | 0% | 2% | 2% | 1% | 2% | 4% | 1% | 2% | 2% | 3% | 2% |
| Strongly disagree | 2% | 2% | 2% | 1% | 2% | 5% | 2% | 2% | 2% | 1% | 2% | 6% | 2% | 2% | 2% | 0% | 2% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 0% | 0% | 0% | 1% | 0% | 1% | 1% | 1% | 0% | 2% | 0% | 1% |
| Confidential information in my workplace is only disclosed to appropriate people | Strongly agree | 49% | 49% | 51% | 50% | 48% | 30% | 59% | 45% | 51% | 51% | 48% | 43% | 49% | 49% | 49% | 44% | 49% |
| Moderately agree | 24% | 24% | 21% | 26% | 23% | 20% | 24% | 25% | 24% | 26% | 23% | 22% | 24% | 24% | 24% | 24% | 24% |
| Mildly agree | 9% | 9% | 9% | 9% | 9% | 20% | 7% | 11% | 7% | 9% | 9% | 9% | 9% | 9% | 9% | 8% | 9% |
| Neither agree nor disagree | 7% | 7% | 8% | 7% | 6% | 15% | 3% | 6% | 7% | 5% | 7% | 12% | 6% | 7% | 6% | 14% | 7% |
| Mildly disagree | 4% | 4% | 3% | 2% | 5% | 15% | 3% | 5% | 3% | 4% | 4% | 3% | 4% | 4% | 4% | 3% | 4% |
| Moderately disagree | 2% | 2% | 3% | 1% | 3% | 0% | 2% | 2% | 2% | 2% | 2% | 3% | 2% | 2% | 2% | 2% | 2% |
| Strongly disagree | 3% | 3% | 5% | 2% | 4% | 0% | 1% | 3% | 3% | 2% | 3% | 8% | 3% | 3% | 4% | 2% | 3% |
| Don't know or doesn't apply | 3% | 3% | 2% | 2% | 3% | 0% | 1% | 3% | 3% | 1% | 3% | 0% | 3% | 2% | 3% | 3% | 3% |
| Purchasing decisions in my workplace are not influenced by gifts or incentives | Strongly agree | 65% | 63% | 77% | 63% | 66% | 42% | 67% | 63% | 66% | 74% | 60% | 59% | 65% | 66% | 61% | 68% | 64% |
| Moderately agree | 10% | 11% | 7% | 12% | 9% | 5% | 16% | 12% | 9% | 9% | 11% | 13% | 10% | 10% | 11% | 11% | 10% |
| Mildly agree | 3% | 3% | 2% | 3% | 3% | 16% | 2% | 4% | 2% | 2% | 3% | 1% | 3% | 2% | 3% | 8% | 3% |
| Neither agree nor disagree | 7% | 7% | 5% | 6% | 7% | 32% | 2% | 7% | 7% | 5% | 8% | 12% | 6% | 6% | 8% | 3% | 7% |
| Mildly disagree | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Moderately disagree | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 2% | 0% |
| Strongly disagree | 1% | 1% | 1% | 1% | 1% | 0% | 0% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 0% | 1% |
| Don't know or doesn't apply | 14% | 15% | 8% | 14% | 14% | 5% | 14% | 14% | 14% | 9% | 17% | 12% | 14% | 14% | 15% | 8% | 14% |
| **C2. Are you familiar with the Public Sector Code of Ethics?** | | Yes | 93% | 93% | 94% | 93% | 93% | 100% | 77% | 92% | 95% | 96% | 91% | 94% | 93% | 93% | 92% | 95% | 93% |
| No | 7% | 7% | 6% | 7% | 7% | 0% | 23% | 8% | 5% | 4% | 9% | 6% | 7% | 7% | 8% | 5% | 7% |
| **C3. Are you familiar with your agency's code of conduct?** | | Yes | 96% | 96% | 97% | 96% | 96% | 100% | 94% | 95% | 97% | 98% | 95% | 97% | 96% | 96% | 96% | 97% | 96% |
| No | 4% | 4% | 3% | 4% | 4% | 0% | 6% | 5% | 3% | 2% | 5% | 3% | 4% | 4% | 4% | 3% | 4% |
| **C4. Have you witnessed any of the following types of unethical behaviour in your workplace in the last 12 months, and if so how often?** | Unprofessional conduct (e.g. bullying, inappropriate language) | 44% | 44% | 44% | 48% | 41% | 10% | 55% | 42% | 44% | 38% | 46% | 44% | 44% | 43% | 47% | 43% | 44% | 45% |
| 27% | 28% | 27% | 29% | 26% | 15% | 24% | 27% | 28% | 33% | 25% | 21% | 28% | 27% | 28% | 22% | 27% | 29% |
| 15% | 15% | 14% | 11% | 17% | 20% | 10% | 15% | 14% | 15% | 14% | 18% | 15% | 15% | 13% | 14% | 14% | 15% |
| 7% | 7% | 7% | 7% | 7% | 25% | 4% | 8% | 6% | 7% | 7% | 9% | 7% | 7% | 6% | 8% | 7% | 6% |
| 7% | 7% | 9% | 6% | 9% | 30% | 6% | 8% | 7% | 7% | 8% | 9% | 7% | 8% | 6% | 13% | 7% | 5% |
| Failure to manage conflicts of interest (e.g. conflict between public role and personal interests) | 74% | 74% | 70% | 76% | 73% | 50% | 77% | 74% | 73% | 72% | 74% | 60% | 74% | 74% | 74% | 79% | 74% | 72% |
| 17% | 17% | 19% | 16% | 17% | 40% | 16% | 17% | 17% | 19% | 16% | 20% | 17% | 17% | 18% | 18% | 17% | 18% |
| 5% | 5% | 5% | 4% | 6% | 0% | 5% | 5% | 5% | 5% | 5% | 13% | 5% | 5% | 5% | 3% | 5% | 6% |
| 2% | 2% | 4% | 2% | 2% | 5% | 1% | 2% | 2% | 2% | 2% | 4% | 2% | 2% | 2% | 0% | 2% | 2% |
| 2% | 2% | 2% | 2% | 2% | 5% | 2% | 2% | 2% | 2% | 2% | 3% | 2% | 2% | 2% | 0% | 2% | 2% |
| Inappropriate acceptance or provision of gifts or benefits | 94% | 94% | 97% | 94% | 95% | 85% | 96% | 95% | 94% | 93% | 95% | 90% | 95% | 95% | 94% | 97% | 94% | 95% |
| 4% | 4% | 3% | 4% | 4% | 15% | 3% | 4% | 5% | 5% | 4% | 7% | 4% | 4% | 5% | 2% | 4% | 4% |
| 1% | 1% | 0% | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 1% |
| 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% |
| 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Corrupt behaviour (e.g. employees misusing their position of authority to obtain an inappropriate benefit for, or cause detriment to, themselves or others) | 89% | 89% | 90% | 90% | 89% | 85% | 87% | 89% | 89% | 89% | 89% | 86% | 89% | 89% | 89% | 92% | 89% | 91% |
| 6% | 6% | 6% | 6% | 7% | 10% | 8% | 7% | 6% | 7% | 6% | 11% | 6% | 6% | 7% | 6% | 6% | 5% |
| 2% | 2% | 3% | 2% | 2% | 5% | 3% | 2% | 2% | 2% | 3% | 1% | 2% | 2% | 2% | 2% | 2% | 2% |
| 1% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 1% |
| 1% | 1% | 1% | 1% | 1% | 0% | 2% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 0% | 1% | 1% |
| Improper use of work computers, internet or email (e.g. viewing or sharing inappropriate or illegal online content) | 85% | 85% | 84% | 85% | 85% | 80% | 86% | 83% | 85% | 82% | 86% | 78% | 85% | 85% | 84% | 94% | 84% | 85% |
| 10% | 10% | 12% | 10% | 10% | 15% | 5% | 10% | 11% | 14% | 9% | 12% | 10% | 10% | 10% | 5% | 10% | 10% |
| 3% | 3% | 3% | 3% | 3% | 5% | 4% | 4% | 2% | 3% | 3% | 7% | 3% | 3% | 3% | 0% | 3% | 2% |
| 1% | 1% | 1% | 1% | 1% | 0% | 2% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 0% | 1% | 1% |
| 1% | 1% | 0% | 1% | 1% | 0% | 3% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 1% |
| Discrimination or harassment (e.g. racial discrimination, sexual harassment) | 82% | 82% | 80% | 84% | 81% | 50% | 84% | 81% | 82% | 83% | 82% | 70% | 82% | 82% | 81% | 82% | 82% | 84% |
| 12% | 12% | 12% | 11% | 12% | 35% | 9% | 12% | 11% | 12% | 12% | 18% | 12% | 12% | 12% | 10% | 12% | 11% |
| 4% | 4% | 5% | 3% | 4% | 15% | 5% | 4% | 4% | 3% | 4% | 7% | 4% | 4% | 3% | 5% | 4% | 3% |
| 1% | 1% | 1% | 1% | 1% | 0% | 1% | 2% | 1% | 1% | 1% | 4% | 1% | 1% | 2% | 0% | 1% | 1% |
| 1% | 1% | 2% | 1% | 2% | 0% | 2% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 3% | 1% | 1% |
| Illicit drug use and/or alcohol intoxication | 93% | 93% | 95% | 93% | 93% | 90% | 91% | 93% | 93% | 91% | 94% | 89% | 93% | 93% | 93% | 93% | 93% | 96% |
| 5% | 5% | 3% | 5% | 5% | 10% | 5% | 5% | 5% | 8% | 4% | 8% | 5% | 5% | 5% | 3% | 5% | 4% |
| 1% | 1% | 1% | 1% | 1% | 0% | 3% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 2% | 1% | 1% |
| 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% |
| 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 2% | 0% | 0% |
| Inappropriate physical behaviour (e.g. assault, indecent behaviour) | 95% | 95% | 97% | 96% | 95% | 95% | 94% | 95% | 95% | 95% | 95% | 92% | 95% | 96% | 94% | 98% | 95% | 95% |
| 3% | 4% | 3% | 3% | 3% | 5% | 5% | 4% | 3% | 4% | 3% | 6% | 3% | 3% | 4% | 2% | 4% | 4% |
| 1% | 1% | 0% | 1% | 1% | 0% | 2% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 0% | 1% | 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% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Inappropriate access to or use of confidential information (e.g. agency’s database) or unauthorised disclosure of information | 93% | 94% | 91% | 93% | 94% | 100% | 97% | 93% | 93% | 90% | 95% | 87% | 93% | 93% | 94% | 92% | 93% | 94% |
| 6% | 5% | 7% | 6% | 5% | 0% | 2% | 6% | 6% | 8% | 4% | 12% | 5% | 6% | 5% | 7% | 6% | 4% |
| 1% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 0% | 0% | 1% | 1% |
| 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 2% | 0% | 0% |
| 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Workplace bribes or theft (e.g. computers, cash or workplace equipment) | 98% | 98% | 99% | 98% | 98% | 95% | 98% | 98% | 98% | 97% | 98% | 93% | 98% | 98% | 97% | 95% | 98% | 98% |
| 2% | 2% | 1% | 2% | 2% | 5% | 1% | 2% | 2% | 3% | 2% | 6% | 2% | 2% | 2% | 3% | 2% | 2% |
| 0% | 0% | 0% | 0% | 0% | 0% | 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% | 0% | 0% | 2% | 0% | 0% |
| 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% |
| Misuse of public resources (e.g. unauthorised use of vehicles, misuse of corporate credit card) | 92% | 93% | 90% | 91% | 93% | 80% | 95% | 93% | 92% | 89% | 94% | 89% | 93% | 93% | 90% | 95% | 92% | 95% |
| 6% | 5% | 8% | 6% | 5% | 20% | 3% | 6% | 6% | 9% | 4% | 9% | 5% | 5% | 7% | 2% | 6% | 4% |
| 1% | 1% | 2% | 1% | 1% | 0% | 2% | 1% | 1% | 2% | 1% | 1% | 1% | 1% | 2% | 0% | 1% | 1% |
| 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 3% | 0% | 0% |
| 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% |
| Fraudulent behaviour or falsification of information or records | 94% | 94% | 95% | 95% | 94% | 90% | 96% | 95% | 94% | 92% | 96% | 92% | 95% | 94% | 95% | 95% | 94% | 96% |
| 4% | 4% | 3% | 3% | 4% | 10% | 2% | 3% | 4% | 6% | 3% | 4% | 4% | 4% | 4% | 3% | 4% | 3% |
| 1% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 2% | 1% | 0% |
| 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 1% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% |
| 1% | 1% | 0% | 1% | 1% | 0% | 0% | 1% | 0% | 0% | 1% | 1% | 0% | 1% | 0% | 0% | 1% | 0% |
| Neglect of duty (e.g. intentionally failing to perform work duties) | 78% | 78% | 77% | 80% | 77% | 70% | 84% | 77% | 79% | 74% | 80% | 75% | 78% | 78% | 79% | 84% | 78% | 79% |
| 13% | 13% | 13% | 12% | 13% | 5% | 5% | 13% | 13% | 16% | 11% | 15% | 13% | 13% | 13% | 11% | 13% | 14% |
| 5% | 5% | 6% | 4% | 5% | 10% | 5% | 5% | 4% | 5% | 5% | 2% | 5% | 5% | 5% | 3% | 5% | 4% |
| 2% | 2% | 3% | 2% | 2% | 15% | 2% | 2% | 2% | 2% | 2% | 1% | 2% | 2% | 1% | 0% | 2% | 2% |
| 2% | 2% | 2% | 2% | 3% | 0% | 2% | 3% | 2% | 2% | 3% | 6% | 2% | 2% | 3% | 2% | 2% | 2% |
| Engaging in criminal behaviour outside work | 98% | 98% | 98% | 98% | 98% | 100% | 97% | 98% | 98% | 97% | 98% | 98% | 98% | 98% | 98% | 100% | 98% | 99% |
| 2% | 1% | 2% | 1% | 2% | 0% | 2% | 2% | 1% | 2% | 1% | 1% | 2% | 2% | 2% | 0% | 2% | 1% |
| 0% | 0% | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 0% | 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% |
| 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Secretly holding another job outside government without agency permission | 94% | 94% | 94% | 94% | 94% | 100% | 98% | 95% | 94% | 91% | 96% | 91% | 94% | 94% | 94% | 100% | 94% | 94% |
| 5% | 5% | 5% | 5% | 5% | 0% | 1% | 5% | 5% | 8% | 3% | 7% | 5% | 5% | 5% | 0% | 5% | 5% |
| 1% | 1% | 1% | 1% | 1% | 0% | 2% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 0% | 1% | 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% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| **C4b. If you have witnessed unethical behaviour in your workplace, did you report it?** | | In all instances | 27% | 26% | 30% | 31% | 24% | 11% | 12% | 23% | 31% | 39% | 20% | 22% | 27% | 27% | 27% | 27% | 27% |
| For some, but not all instances | 30% | 29% | 38% | 26% | 33% | 28% | 40% | 33% | 28% | 30% | 30% | 33% | 30% | 31% | 29% | 38% | 30% |
| Never | 38% | 39% | 29% | 39% | 37% | 50% | 40% | 39% | 36% | 29% | 43% | 40% | 38% | 38% | 36% | 35% | 38% |
| Did not know how to report it | 5% | 6% | 4% | 5% | 6% | 11% | 7% | 6% | 5% | 3% | 7% | 5% | 6% | 5% | 8% | 0% | 5% |
| **C5. Do you know how to report unethical behaviour in your workplace?** | | Yes | 86% | 86% | 91% | 89% | 85% | 80% | 81% | 83% | 89% | 92% | 84% | 82% | 86% | 87% | 84% | 89% | 86% |
| No | 14% | 14% | 9% | 11% | 15% | 20% | 19% | 17% | 11% | 8% | 16% | 18% | 14% | 13% | 16% | 11% | 14% |
| **C6. During the past 12 months have you been subjected to repeated bullying in your workplace?** | | Yes | 11% | 11% | 14% | 9% | 13% | 16% | 9% | 11% | 11% | 10% | 12% | 12% | 11% | 11% | 12% | 16% | 11% |
| No | 84% | 85% | 80% | 87% | 82% | 74% | 87% | 84% | 84% | 87% | 83% | 78% | 84% | 85% | 82% | 75% | 84% |
| Not sure | 5% | 5% | 6% | 4% | 5% | 11% | 4% | 5% | 5% | 3% | 6% | 9% | 5% | 5% | 6% | 10% | 5% |
| **C6a. 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? [[3]](#footnote-3)** | Verbally abusing, insulting or offending you including criticising you in the form of yelling or screaming | | 49% | 52% | 38% | 43% | 52% | 67% | 50% | 54% | 46% | 53% | 48% | 59% | 49% | 48% | 54% | 40% | 50% |
| Spreading misinformation or malicious rumours | | 46% | 45% | 52% | 41% | 48% | 33% | 83% | 50% | 40% | 59% | 41% | 53% | 45% | 46% | 45% | 30% | 46% |
| Teasing or regularly making you the brunt of practical jokes or pranks | | 16% | 16% | 13% | 16% | 16% | 0% | 17% | 18% | 14% | 15% | 17% | 12% | 15% | 17% | 14% | 20% | 16% |
| Frightening, humiliating, belittling or degrading you through physical behaviour (e.g. assault, aggressive body language) | | 19% | 20% | 18% | 18% | 20% | 0% | 25% | 21% | 17% | 16% | 20% | 12% | 19% | 19% | 19% | 30% | 19% |
| Excluding or isolating you from others | | 48% | 49% | 42% | 46% | 50% | 33% | 58% | 50% | 46% | 48% | 48% | 65% | 47% | 48% | 47% | 80% | 47% |
| Assigning you tasks unrelated to your job or that are unreasonably below or beyond your skills level | | 30% | 31% | 23% | 43% | 25% | 33% | 25% | 30% | 31% | 32% | 30% | 53% | 28% | 30% | 33% | 50% | 30% |
| Setting timelines that are difficult to achieve or constantly changing deadlines | | 29% | 31% | 17% | 38% | 25% | 67% | 25% | 27% | 31% | 27% | 30% | 41% | 29% | 31% | 24% | 20% | 30% |
| Deliberately changing work rosters or leave arrangements to inconvenience you | | 14% | 15% | 5% | 18% | 13% | 0% | 25% | 12% | 15% | 11% | 15% | 24% | 13% | 16% | 8% | 10% | 14% |
| Deliberately withholding information, resources or consultation which is vital to your effective work performance | | 38% | 37% | 45% | 40% | 37% | 67% | 33% | 41% | 35% | 43% | 36% | 47% | 37% | 38% | 38% | 40% | 38% |
| Inappropriately or unfairly managing your performance | | 39% | 39% | 35% | 42% | 37% | 67% | 33% | 41% | 37% | 30% | 43% | 59% | 38% | 38% | 44% | 50% | 39% |
| Other | | 28% | 26% | 38% | 35% | 25% | 0% | 17% | 23% | 31% | 33% | 25% | 24% | 27% | 26% | 32% | 30% | 27% |
| **C7. Do you know how to report bullying in your workplace?** | | Yes | 88% | 87% | 91% | 89% | 87% | 90% | 87% | 85% | 90% | 93% | 85% | 85% | 88% | 89% | 84% | 90% | 88% |
| No | 12% | 13% | 9% | 11% | 13% | 10% | 13% | 15% | 10% | 7% | 15% | 15% | 12% | 11% | 16% | 10% | 12% |
| **C8. Are you aware of the PID Act and how to make a disclosure?** | | Yes | 46% | 46% | 43% | 52% | 41% | 65% | 21% | 41% | 51% | 58% | 40% | 42% | 46% | 46% | 43% | 56% | 46% |
| No | 37% | 37% | 39% | 33% | 40% | 25% | 62% | 41% | 32% | 25% | 43% | 48% | 37% | 36% | 41% | 32% | 37% |
| No, but know where to find out | 17% | 17% | 19% | 15% | 19% | 10% | 17% | 18% | 16% | 17% | 17% | 10% | 17% | 18% | 16% | 13% | 17% |
| **C9. Would you use the PID Act to make a disclosure of public interest information to a proper authority if you were aware of unethical behaviour in your workplace?** | | Always | 48% | 47% | 61% | 53% | 44% | 23% | 44% | 44% | 51% | 47% | 49% | 34% | 48% | 48% | 48% | 63% | 48% |
| Sometimes | 20% | 20% | 18% | 21% | 19% | 31% | 22% | 23% | 18% | 24% | 17% | 19% | 20% | 20% | 17% | 9% | 20% |
| Never | 6% | 6% | 3% | 6% | 5% | 15% | 0% | 5% | 7% | 6% | 6% | 11% | 6% | 5% | 9% | 6% | 6% |
| Do not know | 26% | 27% | 18% | 20% | 31% | 31% | 33% | 28% | 25% | 22% | 29% | 36% | 26% | 26% | 26% | 22% | 26% |

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 2015/16. 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](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>.[[4]](#footnote-4)

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

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 |
| --- | --- |
| Departments 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*](http://www.slp.wa.gov.au/legislation/statutes.nsf/main_mrtitle_771_homepage.html)(PSM Act). | * Department of the Attorney General * Department of the Premier and Cabinet * Department of Commerce |
| SES organisations Established for public purposes under a written law to perform defined statutory functions, and generally responsible though a board to a minister. SES organisations are specified in Schedule 2 of the [PSM Act](http://www.slp.wa.gov.au/legislation/statutes.nsf/main_mrtitle_771_homepage.html). | * Rottnest Island Authority * Botanic Gardens and Parks Authority * Western Australian Tourism Commission |
| Non-SES organisations 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. | * Forest Products Commission * Corruption and Crime Commission * Legal Aid Commission of Western Australia |
| Ministerial offices Persons appointed to assist certain political officeholders. | * Staff of the office of the Minister for Health |
| Government boards and committees 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. | * Mental Health Review Board * Gender Reassignment Board * State Training Board |
| PSM Act Schedule 1 entities(a) Entities as defined in Schedule 1 of the [PSM Act](http://www.slp.wa.gov.au/legislation/statutes.nsf/main_mrtitle_771_homepage.html). 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. | * 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 Sport and Recreation |
| Department of Aboriginal Affairs | Department of State Development |
| Department of Agriculture and Food | Department of the Attorney General |
| Department of Commerce | Department of the Premier and Cabinet[[5]](#footnote-5) |
| Department of Corrective Services | Department of the Registrar Western Australian Industrial Relations Commission |
| Department of Culture and the Arts | Department of the State Heritage Office |
| Department of Education | Department of Training and Workforce Development |
| Department of Education Services | Department of Transport |
| Department of Environmental Regulation | Department of Treasury |
| Department of Finance | Department of Water |
| Department of Fire and Emergency Services | Disability Services Commission[[6]](#footnote-6) |
| Department of Fisheries | Mental Health Commission |
| Department of Health | Office of the Auditor General |
| Housing Authority | Office of the Director of Public Prosecutions |
| Department of Lands | Office of the Environmental Protection Authority |
| Department of Local Government and Communities | Office of the Inspector of Custodial Services |
| Department of Mines and Petroleum | Public Sector Commission |
| Department of Parks and Wildlife | Road Safety Commission[[7]](#footnote-7) |
| Department of Planning | Western Australia Police[[8]](#footnote-8) |
| Department of Racing, Gaming and Liquor | Western Australian Electoral Commission |
| Department of Regional Development |  |

## Table A.3 SES organisations (listed in Schedule 2 of the PSM Act)

| SES organisation |  |
| --- | --- |
| Art Gallery of Western Australia | North Regional TAFE9 |
| Botanic Gardens and Parks Authority | Peel Development Commission |
| Central Regional TAFE[[9]](#footnote-9) | Perth Theatre Trust |
| Chemistry Centre (WA) | Pilbara Development Commission |
| Commissioner of Main Roads | Professional Standards Council[[10]](#footnote-10) |
| Country High School Hostels Authority | Public Transport Authority of Western Australia |
| Country Housing Authority[[11]](#footnote-11) | Rottnest Island Authority |
| Disability Services Commission[[12]](#footnote-12) | Rural Business Development Commission[[13]](#footnote-13) |
| Economic Regulation Authority | School Curriculum and Standards Authority |
| Gascoyne Development Commission | Small Business Development Corporation |
| Goldfields-Esperance Development Commission | South Metropolitan TAFE9 |
| Government Employees Superannuation Board | South Regional TAFE9 |
| Great Southern Development Commission | South West Development Commission |
| Housing Authority | State Supply Commission[[14]](#footnote-14) |
| Insurance Commission of Western Australia | The Library Board of Western Australia (State Library of Western Australia) |
| Kimberley Development Commission | The Western Australian Museum |
| Lotteries Commission (Lotterywest) | Western Australian Land Information Authority (Landgate) |
| Metropolitan Cemeteries Board | Western Australian Tourism Commission |
| Metropolitan Redevelopment Authority | Wheatbelt Development Commission |
| Mid West Development Commission | WorkCover Western Australia Authority |
| Minerals Research Institute of Western Australia | Zoological Parks Authority |
| North Metropolitan TAFE9 |  |

## Table A.4 Non-SES organisations

| Non-SES organisation |  |
| --- | --- |
| Agricultural Produce Commission[[15]](#footnote-15) | Office of the Public Advocate[[16]](#footnote-16) |
| Animal Resources Authority | Parliamentary Commissioner for Administrative Investigations (Ombudsman) |
| Architects Board of Western Australia | Parliamentary Inspector of the Corruption and Crime Commission of Western Australia[[17]](#footnote-17) |
| Building Commission[[18]](#footnote-18) | Parliamentary Superannuation Board[[19]](#footnote-19) |
| Combat Sports Commission[[20]](#footnote-20) | Plumbers Licensing Board[[21]](#footnote-21) |
| Commission for Occupational Safety and Health[[22]](#footnote-22) | Potato Marketing Corporation of Western Australia |
| Commissioner for Children and Young People | Public Trustee’s Office[[23]](#footnote-23) |
| Commissioner for Equal Opportunity | Salaries and Allowances Tribunal[[24]](#footnote-24) |
| Conservation Commission of Western Australia | ScreenWest |
| Construction Industry Long Service Leave Payments Board | Solicitor General[[25]](#footnote-25) |
| Construction Training Fund | Swan River Trust[[26]](#footnote-26) |
| Corruption and Crime Commission | Teacher Registration Board of Western Australia[[27]](#footnote-27) |
| Environmental Protection Authority[[28]](#footnote-28) | The Burswood Park Board |
| Forest Products Commission | The National Trust of Australia (WA) |
| Health and Disability Services Complaints Office | The Queen Elizabeth II Medical Centre Trust |
| Heritage Council of Western Australia[[29]](#footnote-29) | Trustees of Public Education Endowment[[30]](#footnote-30) |
| Keep Australia Beautiful Council (WA) | Veterinary Surgeons' Board |
| Law Reform Commission of Western Australia[[31]](#footnote-31) | Western Australian Coastal Shipping Commission[[32]](#footnote-32) |
| Legal Aid Commission of Western Australia | Western Australian Health Promotion Foundation (Healthway) |
| Legal Practice Board | Western Australian Meat Industry Authority |
| Liquor Commission | Western Australian Planning Commission[[33]](#footnote-33) |
| Office of the Director of Equal Opportunity in Public Employment[[34]](#footnote-34) | Western Australian Sports Centre Trust (VenuesWest) |
| Office of the Information Commissioner |  |

## Table A.5 Public universities

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

## Table A.6 Other Schedule 1 entities

| Other Schedule 1 entities | |
| --- | --- |
| Bunbury Water Corporation | Racing and Wagering Western Australia |
| Busselton Water Corporation | Racing Penalties Appeal Tribunal |
| Department of the Legislative Assembly | Southern Ports Authority |
| Department of the Legislative Council | State Administrative Tribunal |
| Electorate offices | The Electricity Networks Corporation (Western Power) |
| Fremantle Port Authority | The Electricity Retail Corporation (Synergy) |
| Gold Corporation | The Independent Market Operator |
| Governor’s Establishment | The Regional Power Corporation (Horizon Power) |
| Kimberley Ports Authority | Water Corporation |
| Mid-West Ports Authority | Western Australian Energy Disputes Arbitrator |
| Pilbara Ports Authority | Western Australian Greyhound Racing Association |
| Police Force | Western Australian Land Authority (LandCorp) |
| Prisoners Review Board of Western Australia | Western Australian Treasury Corporation |

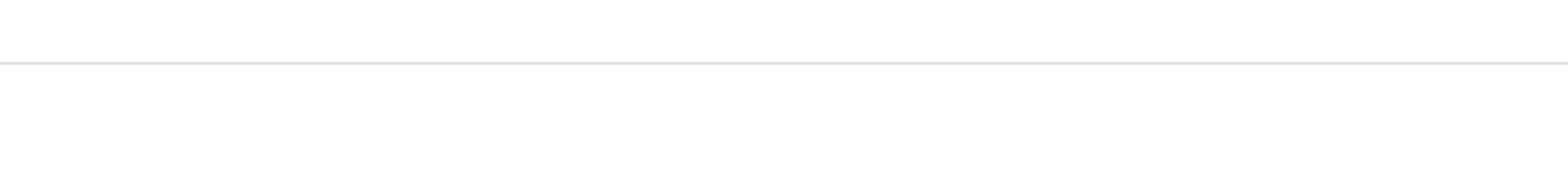
## 

Appendix B – Calculating the equity index

The *State of the WA public sector statistical bulletin 2016* 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:

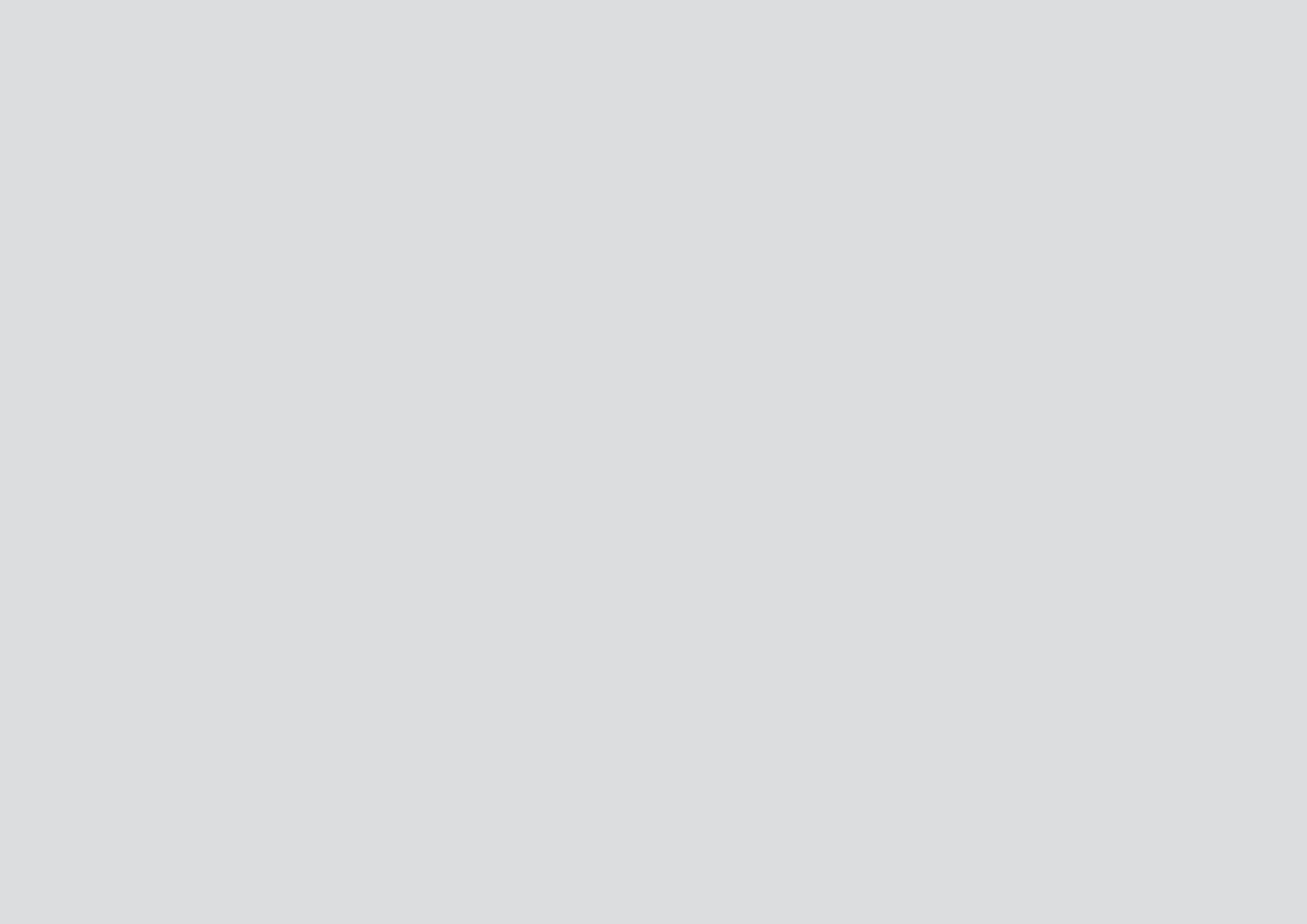
****where:

* *EGroup* is the equity index for the diversity group
* *a* is equal to 0.5
* *j* is the salary level (from 1-10)
* *sj* 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
* *tj* 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 entity names that have been included in this report.

| Full name | Abbreviated name |
| --- | --- |
| Animal Resources Authority | ARC |
| Art Gallery Of Western Australia | AGWA |
| Botanic Gardens and Parks Authority | BGPA |
| Central Regional TAFE | CR TAFE |
| Chemistry Centre (WA) | Chem Centre |
| Commissioner for Equal Opportunity | EOC |
| Commissioner of Main Roads | Main Roads |
| Corruption and Crime Commission | CCC |
| Country High School Hostels Authority | CHSHA |
| Department for Child Protection and Family Support | CPFS |
| 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 |
| 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 |
| 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 the State Heritage Office | DSHO |
| Department of Training and Workforce Development | DTWD |
| Department of Transport | Transport |
| Department of Treasury | Treasury |
| Department of Water | Water |
| Disability Services Commission | DSC |
| Economic Regulation Authority | ERA |
| Forest Products Commission | FPC |
| Government Employees Superannuation Board | GESB |
| Housing Authority | Housing |
| Insurance Commission of Western Australia | ICWA |
| 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 |
| North Metropolitan TAFE | NM TAFE |
| North Regional TAFE | NR TAFE |
| Office of the Auditor General | OAG |
| Office of the Director of Public Prosecutions | DPP |
| Office of the Environmental Protection Authority | OEPA |
| Parliamentary Commissioner for Administrative Investigations | Ombudsman |
| Perth Theatre Trust | PTT |
| Public Sector Commission | PSC |
| Public Transport Authority of Western Australia | PTA |
| Road Safety Commission | RSC |
| Rottnest Island Authority | Rottnest Island |
| School Curriculum and Standards Authority | SCSA |
| ScreenWest | ScreenWest |
| Small Business Development Corporation | Small Business |
| South Metropolitan TAFE | SM TAFE |
| South Regional TAFE | SR TAFE |
| South West Development Commission | SWDC |
| State Library of Western Australia | SLWA |
| The National Trust of Australia (W.A.) | NTWA |
| The Western Australian Museum | WA Museum |
| Western Australia Police | Police |
| Western Australian Electoral Commission | WAEC |
| Western Australian Health Promotion Foundation | Healthway |
| Western Australian Land Information Authority | Landgate |
| Western Australian Sports Centre Trust | VenuesWest |
| Western Australian Tourism Commission | Tourism |
|  |  |
| WorkCover Western Australia Authority | WorkCover |
| Zoological Parks Authority | Perth Zoo |



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. [↑](#footnote-ref-1)
2. Source: Human resource minimum obligatory information requirement ([HRMOIR](http://www.publicsector.wa.gov.au/workforce/workforce-planning-data/human-resource-minimum-obligatory-information-requirement-hrmoir)) workforce data as at 30 June 2016. [↑](#footnote-ref-2)
3. Respondents were able to select more than one response to the question. [↑](#footnote-ref-3)
4. The Shires of Christmas Island and Cocos (Keeling) Islands were not part of the 2015/16 reporting sample. [↑](#footnote-ref-4)
5. For the purposes of this report, the Department of the Premier and Cabinet includes ministerial offices. [↑](#footnote-ref-5)
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. [↑](#footnote-ref-6)
7. Established as of 1 July 2015. [↑](#footnote-ref-7)
8. The Police Service is a department (established under s. 35) and the Police Force is a Schedule 1 entity under the PSM Act. [↑](#footnote-ref-8)
9. Colleges established under the Vocational Education and Training Act 1996 section 35. The Vocational Education and Training (Colleges Closure and Establishment) Order 2016 came into operation on 11 April 2016 to close 11 State Training Providers and establish five new Technical and Further Education (TAFE) colleges. [↑](#footnote-ref-9)
10. This entity has not been captured in the 2015/16 reporting sample. [↑](#footnote-ref-10)
11. Reports under the Housing Authority for Public Sector Commission data collection. [↑](#footnote-ref-11)
12. 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. [↑](#footnote-ref-12)
13. Reports under the Department of Agriculture and Food for Public Sector Commission data collection. [↑](#footnote-ref-13)
14. Reports under the Department of Finance for Public Sector Commission data collection. [↑](#footnote-ref-14)
15. Reports under the Department of Agriculture and Food for Public Sector Commission data collection. [↑](#footnote-ref-15)
16. Reports under the Department of the Attorney General for Public Sector Commission data collection. [↑](#footnote-ref-16)
17. This entity has not been captured in the 2015/16 reporting sample. [↑](#footnote-ref-17)
18. Reports under the Department of Commerce for Public Sector Commission data collection. [↑](#footnote-ref-18)
19. Reports under the Government Employees Superannuation Board for Public Sector Commission data collection. [↑](#footnote-ref-19)
20. Reports under the Department of Sports and Recreation for Public Sector Commission data collection. [↑](#footnote-ref-20)
21. Reports under the Department of Commerce for Public Sector Commission data collection. [↑](#footnote-ref-21)
22. Reports under the Department of Commerce for Public Sector Commission data collection. [↑](#footnote-ref-22)
23. Reports under the Department of the Attorney General for Public Sector Commission data collection. [↑](#footnote-ref-23)
24. Reports under the Public Sector Commission for Public Sector Commission data collection. [↑](#footnote-ref-24)
25. This entity has not been captured in the 2015/16 reporting sample. [↑](#footnote-ref-25)
26. Reports under the Department of Parks and Wildlife for Public Sector Commission data collection. [↑](#footnote-ref-26)
27. Reports under the Department of Education Services for Public Sector Commission data collection. [↑](#footnote-ref-27)
28. Reports under the Office of the Environmental Protection Authority for Public Sector Commission data collection. [↑](#footnote-ref-28)
29. Reports under the Department of the State Heritage Office for Public Sector Commission data collection. [↑](#footnote-ref-29)
30. Reports under the Department of Education Services for Public Sector Commission data collection. [↑](#footnote-ref-30)
31. Reports under the Department of the Attorney General for Public Sector Commission data collection. [↑](#footnote-ref-31)
32. This entity has not been captured in the 2015/16 reporting sample. [↑](#footnote-ref-32)
33. Reports under the Department of Planning for Public Sector Commission data collection. [↑](#footnote-ref-33)
34. Reports under the Public Sector Commission for Public Sector Commission data collection. [↑](#footnote-ref-34)