# Western Australian public sector quarterly workforce report – September 2023

## About this information

This page presents a snapshot of the public sector workforce based on the most recent data available. More detailed workforce information (including information on other government entities) is available in the [State of the WA Government Sector Workforce 2022-23](https://www.wa.gov.au/government/publications/state-of-the-wa-government-sector-workforce-2022-23).

Please see the Commission’s [About our workforce data](https://www.wa.gov.au/government/publications/about-our-workforce-data) page for additional contextual information.

## Overview of the public sector as at September 2023

|  |  |
| --- | --- |
| Headcount | 168,312 |
| Full-time equivalent (FTE) | 131,859 |
| General government salaries expenses(September quarter) | $4,003 M |
| Public sector median age | 44 |
| Top 3 occupation groups (FTE) | Teachers | 18.2% |
| Clerical workers | 16.6% |
| Nurses and midwives | 11.2% |

|  |  |  |
| --- | --- | --- |
| Diversity groups | September 2023 | Aspirational target |
| Women in the SES | Representation | 49.2% | 50.0% |
| Aboriginal and Torres Strait Islander people | Representation | 2.8% | 3.7% |
| Headcount | 3,524 |  |
| People with disability | Representation | 1.6% | 5.0% |
| Headcount | 2,024 |  |
| Culturally and linguistically diverse people | Representation | 17.0% | 15.5% |
| Headcount | 20,156 |  |
| Youth (aged 24 and under) | Representation | 5.3% | 5.8% |
| Headcount | 8,953 |  |
| Mature (aged 45 and over) | Representation | 49.4% | n.a. |
| Headcount | 83,106 |  |

## Sector profile

### Employment trends

In September 2023 the WA public sector employed 168,312 people, equating to 131,859 full time equivalent (FTE) employees.

In headcount terms, this reflected a quarterly increase of 3,655 (+2.2%) since June 2023, and an annual increase of 6,782 (+4.2%) since September 2022.

In FTE terms, this reflected a quarterly increase of 3,114 (+2.4%) since June 2023, and an annual increase of 5,438 (+4.3%) since September 2022.

The Department of Education increased by 1,217 FTE (+2.8%) in the quarter. Most of the increase were teachers (+603 FTE) and education aides (+441 FTE). Department of Education reported the increase relates to usual seasonal patterns, additional school-based staff employed to meet growth in student enrolments and special needs education assistants in mainstream schools due to increases in the Individual Disability Allocations.

WA Health was up 1,143 FTE (+2.6%). All health service providers reported an increase except Health Support Services (down 3.4%) and PathWest (down 1.2%). The WA Country Health Service had the largest increase (+4.5%).

### Salaries expenditure

Salaries represent the single largest component of general government sector expenses (at 41% for the three months to 30 September 2023, or 46% if concurrent superannuation costs are also included).

General government salaries totalled $4,003 million for the first three months of 2023-24 (an increase of 7.6% compared to the same period in 2022-23).

Source: Department of Treasury

## Historical headcount, FTE and salaries expenditure

|  |  |  |  |
| --- | --- | --- | --- |
| Quarter | Headcount | FTE | Quarterly salaries expenditure ($M) |
| September 2018 | 141,744 | 111,255 | 3,023 |
| December 2018 | 138,678 | 108,601 | 3,091 |
| March 2019 | 142,278 | 112,099 | 2,982 |
| June 2019 | 142,735 | 111,932 | 3,172 |
| September 2019 | 143,775 | 113,367 | 3,140 |
| December 2019 | 143,586 | 113,143 | 3,212 |
| March 2020 | 146,343 | 115,548 | 3,147 |
| June 2020 | 146,562 | 116,878 | 3,366 |
| September 2020 | 148,408 | 117,773 | 3,319 |
| December 2020 | 148,532 | 117,664 | 3,350 |
| March 2021 | 151,753 | 120,357 | 3,298 |
| June 2021 | 153,396 | 121,298 | 3,502 |
| September 2021 | 155,931 | 123,034 | 3,512 |
| December 2021 | 155,963 | 122,361 | 3,574 |
| March 2022 | 159,839 | 125,623 | 3,476 |
| June 2022 | 160,281 | 125,623 | 3,717 |
| September 2022 | 161,530 | 126,421 | 3,721 |
| December 2022 | 160,923 | 126,136 | 3,942 |
| March 2023 | 164,141 | 128,784 | 4,081 |
| June 2023 | 164,657 | 128,745 | 3,983 |
| September 2023 | 168,312 | 131,859 | 4,003 |

## WA public sector agencies’ staffing levels

| Agency | Sep-23Headcount | Sep-23FTE | FTE change from Jun-23 | FTE change from Sep-22 |
| --- | --- | --- | --- | --- |
| **WA public sector** | **168,312** | **131,859** | **3,114** | **5,438** |
| Department of Education | 60,858 | 45,471 | 1,217 | 1,457 |
| WA Health | 60,473 | 45,160 | 1,143 | 1,603 |
| WA Health (North Metropolitan Health Service) | 13,123 | 9,726 | 300 | 534 |
| WA Health (South Metropolitan Health Service) | 12,548 | 9,209 | 239 | 331 |
| WA Health (WA Country Health Service) | 11,569 | 8,723 | 379 | 157 |
| WA Health (East Metropolitan Health Service) | 10,249 | 7,841 | 243 | 153 |
| WA Health (Child and Adolescent Health Service) | 6,459 | 4,630 | 60 | 206 |
| WA Health (Health Support Services) | 2,780 | 1,971 | -69 | 220 |
| WA Health (PathWest) | 2,410 | 1,917 | -24 | 20 |
| WA Health (Department of Health) | 1,335 | 1,143 | 15 | -18 |
| Department of Justice | 7,563 | 6,910 | 287 | 263 |
| Department of Communities | 6,452 | 5,674 | 104 | 453 |
| Western Australia Police | 2,960 | 2,104 | 6 | -11 |
| Public Transport Authority | 2,523 | 2,407 | 69 | 222 |
| Department of Biodiversity, Conservation and Attractions | 2,451 | 2,071 | -1 | 43 |
| Department of Primary Industries and Regional Development | 2,073 | 1,892 | 87 | 114 |
| Department of Fire and Emergency Services | 1,874 | 1,745 | 43 | 35 |
| Department of Mines, Industry Regulation and Safety | 1,811 | 1,665 | -11 | 72 |
| Department of Transport | 1,689 | 1,519 | 25 | 67 |
| North Metropolitan TAFE | 1,577 | 1,265 | -45 | 49 |
| South Metropolitan TAFE | 1,497 | 1,226 | -38 | 63 |
| Main Roads Western Australia | 1,480 | 1,398 | 50 | 190 |
| Department of Local Government, Sport and Cultural Industries | 1,230 | 1,075 | 33 | 87 |
| Department of Finance | 1,194 | 1,101 | 38 | 70 |
| Department of Planning, Lands and Heritage | 1,094 | 982 | 47 | 155 |
| Department of Water and Environmental Regulation | 1,030 | 950 | 6 | 52 |
| Department of the Premier and Cabinet | 716 | 635 | -3 | 3 |
| South Regional TAFE | 637 | 478 | -11 | 65 |
| Department of Jobs, Tourism, Science and Innovation | 517 | 471 | 19 | 94 |
| Department of Training and Workforce Development | 515 | 467 | 4 | 30 |
| VenuesWest | 501 | 248 | -11 | -5 |
| Landgate | 494 | 440 | 3 | 1 |
| Insurance Commission of Western Australia | 488 | 445 | 10 | 36 |
| Legal Aid Commission of Western Australia | 473 | 419 | 10 | 46 |
| Mental Health Commission | 466 | 388 | 3 | 29 |
| Central Regional TAFE | 465 | 376 | -11 | 33 |
| Office of the Director of Public Prosecutions | 357 | 316 | 3 | 25 |
| North Regional TAFE | 324 | 298 | 11 | 14 |
| Department of Treasury | 308 | 271 | 1 | 17 |
| Lotterywest | 303 | 287 | 8 | 22 |
| Office of the Auditor General | 230 | 202 | -7 | 14 |
| Public Sector Commission | 181 | 140 | -2 | 15 |
| Forest Products Commission | 174 | 162 | -10 | 13 |
| ChemCentre | 158 | 142 | 2 | 4 |
| Metropolitan Cemeteries Board | 155 | 145 | 6 | 10 |
| WorkCover Western Australia | 149 | 136 | 8 | 5 |
| Corruption and Crime Commission | 142 | 134 | 6 | 7 |
| Ombudsman Western Australia | 91 | 77 | 4 | 13 |
| Economic Regulation Authority | 76 | 66 | 3 | 5 |
| GESB | 73 | 69 | 2 | 9 |
| Small Business Development Corporation | 68 | 59 | 0 | -2 |
| Western Australian Electoral Commission | 51 | 47 | 1 | -2 |
| Department of the Registrar, Western Australian Industrial Relations Commission | 48 | 43 | 0 | 3 |
| Legal Practice Board | 47 | 45 | 2 | 5 |
| National Trust of Australia (W.A.) | 39 | 28 | 3 | 1 |
| Construction Training Fund | 35 | 34 | 0 | -3 |
| MyLeave | 28 | 27 | 0 | 4 |
| Western Australian Meat Industry Authority | 27 | 16 | -3 | -5 |
| Health and Disability Services Complaints Office | 23 | 20 | -2 | -2 |
| Infrastructure WA | 21 | 19 | 1 | 1 |
| Office of the Inspector of Custodial Services | 19 | 17 | 3 | 2 |
| Metropolitan Redevelopment Authority | 17 | 14 | -2 | 1 |
| Office of the Information Commissioner | 16 | 15 | 3 | 2 |
| Commissioner for Children and Young People | 13 | 12 | 1 | -1 |
| Burswood Park Board | 12 | 11 | 1 | 1 |
| Keep Australia Beautiful WA | 8 | 7 | -1 | 0 |
| Minerals Research Institute of Western Australia (MRIWA) | 8 | 8 | 0 | 0 |
| Veterinary Practice Board | 6 | 5 | 0 | 0 |
| Architects Board of Western Australia | 2 | 2 | 0 | 0 |
| Salaries and Allowances Tribunal | 2 | 2 | -1 | -2 |

## Data quality statement

Information is based on an aggregate of agency supplied data, collected quarterly through the Human Resource Minimum Obligatory Information Requirements (HR MOIR). Data is supplied by agencies according to the guidelines set out in *HR MOIR Data Definitions 1.5.1*.

The information provided reflects the Commission’s holdings at the date of release. Workforce data is occasionally revised for quality, and corrections applied may result in figures being adjusted over time. This information relates only to public sector (Department, SES and non-SES agencies), and excludes sworn officers of the WA Police Force, public universities, local governments, government trading enterprises and other authorities.

All data is accurate as reported to us by contributing agencies.

As some figures have been rounded, discrepancies may occur between sums of the component items and totals. Salaries expenditure data and information is provided by the Department of Treasury.

## Contact

All enquiries about the Public Sector Commission’s data should be directed to stateadministrator@psc.wa.gov.au.