Government of **Western Australia**

**Public Sector Commission**

**Western Australian Public Sector Workforce Report (December 2009)**

In 2007/08, the Department of the Premier and Cabinet (DPC) introduced a new information system to improve workforce reporting on the Western Australian public sector.1 This process is referred to as the *Human Resource Minimum Obligatory Information Requirements* (HR MOIR). The Public Sector Commission (PSC) was created in November 2008 and has continued this process.

This report provides information, as at 31 December 2009, on:

1. Headcount2- the number of employees in WA public sector entities;
2. Paid FTE3- full time equivalent (FTE) employees in WA public sector entities; and
3. Average Paid FTE4- Seasonally adjusted average full time equivalent (FTE) employees in WA public sector entities.

In accordance with the Premier’s Economic Statement in February 2009 and the Cabinet decision of 15 December 2008, an FTE ceiling has been imposed on public sector entities. PSC is assisting the Department of Treasury and Finance (DTF) with the monitoring and reporting of this process. The December 2009 Workforce Report categorises entities that are required to meet the FTE ceiling, and those not required to do so. Note, there are five entities that are required to comply with an FTE ceiling that do not report HR MOIR data to PSC (refer Table 2).

PSC’s FTE methodology is different from the methodology used by DTF to calculate entities’ FTE ceilings. On 27 July 2009, Cabinet endorsed for the existing FTE Ceiling methodology to transition to PSC’s HR MOIR methodology by the end of 2009/10. This transition will ensure that future monitoring of FTE variances will be more comparable, and will also enable existing PSC and public sector entities’ systems, processes and FTE definitions to continue to be used.

Table 1: Entities Subject to a 2009/10 FTE Ceiling

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount**  **Dec 20092** | **Paid FTE**  **Dec 20093** | **Average**  **Paid FTE4** |
| Department of Education | 48,177 | 32,492 | 32,492 |
| Department of Health | 39,175 | 30,730 | 31,047 |
| Police Service (Western Australia Police) and Police Force | 8,366 | 7,480 | 7,385 |
| Department of Corrective Services | 4,404 | 3,910 | 3,745 |
| Department for Child Protection | 2,231 | 1,926 | 1,835 |
| Department of Environment and Conservation | 2,159 | 1,862 | 1,938 |
| Disability Services Commission | 1,957 | 1,638 | 1,639 |
| Department of Treasury and Finance | 1,697 | 1,607 | 1,503 |
| Department of the Attorney General5 | 1,794 | 1,552 | 1,502 |

1 To ensure that FTE across entities is calculated using a standard approach, some methodological changes from previous years were necessary. These changes resulted in a ‘break-in-series’ of quarterly workforce reports between June 2007 and June 2008. As a result of these changes, workforce data from June 2008 onwards may not be directly comparable to previous workforce reports.

2 ‘Headcount’ is a snapshot of employees as at the pay day on, or prior to, 31 December 2009 and includes all permanent, fixed

term and paid casual employees during that pay period.

3 ‘Paid FTE’ is a snapshot of employees who were paid during the last pay period ending on, or prior to, 31 December 2009. This

methodology may differ from those used by public sector entities. As the quality of entity data is continuously being reviewed, some adjustments in FTE figures may occur.

4 ‘Average Paid FTE’ data aims to address seasonal fluctuations that occur in some entities from one quarter to the next, and is

the averaged ‘Paid FTE’ of the sum of the current (Dec 2009) quarter and the preceding three quarters.

5 Includes data from the Public Trust Office and the Office of the Public Advocate.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount**  **Dec 20092** | **Paid FTE**  **Dec 20093** | **Average**  **Paid FTE4** |
| Department of Agriculture and Food | 1,511 | 1,379 | 1,425 |
| Fire and Emergency Services Authority of Western Australia | 1,335 | 1,291 | 1,292 |
| Department of Transport | 1,191 | 1,089 | 1,083 |
| Commissioner of Main Roads | 1,110 | 1,025 | 1,030 |
| Department of Commerce | 1,057 | 982 | 973 |
| Swan TAFE | 1,238 | 968 | 1,050 |
| Western Australian Land Information Authority (Landgate) | 942 | 854 | 887 |
| Central TAFE | 1,113 | 853 | 917 |
| Department of Mines and Petroleum | 768 | 721 | 715 |
| Department of Planning | 736 | 685 | 682 |
| Department of Culture and the Arts | 791 | 644 | 655 |
| Department of the Premier and Cabinet6 | 811 | 613 | 618 |
| Department of Water | 659 | 596 | 601 |
| Challenger TAFE | 712 | 553 | 649 |
| Department of Training and Workforce Development | 559 | 483 | 483 |
| Department of Fisheries | 459 | 410 | 420 |
| West Coast TAFE | 348 | 263 | 254 |
| South West Regional College of TAFE | 321 | 237 | 253 |
| Office of the Director of Public Prosecutions | 256 | 223 | 223 |
| Department for Communities | 270 | 221 | 230 |
| Central West TAFE | 260 | 194 | 194 |
| Department of Regional Development and Lands | 201 | 189 | 187 |
| Pilbara TAFE | 228 | 184 | 190 |
| Western Australian Sports Centre Trust | 515 | 179 | 189 |
| Department of Sport and Recreation | 229 | 177 | 172 |
| Great Southern TAFE | 227 | 166 | 183 |
| Zoological Parks Authority | 212 | 164 | 161 |
| Department of State Development | 170 | 157 | 159 |
| Corruption and Crime Commission | 154 | 151 | 158 |
| Department of Indigenous Affairs | 156 | 150 | 144 |
| Western Australian Tourism Commission | 161 | 149 | 154 |
| Curriculum Council | 161 | 139 | 143 |
| Botanic Gardens and Parks Authority | 153 | 130 | 130 |
| Department of Local Government | 120 | 119 | 120 |
| Kimberley TAFE | 136 | 117 | 124 |
| Chemistry Centre (WA) | 126 | 117 | 112 |
| Department of Racing, Gaming and Liquor | 126 | 116 | 112 |
| Country High School Hostels Authority | 153 | 114 | 113 |
| C Y O'Connor College of TAFE | 152 | 113 | 125 |
| Office of the Auditor General | 109 | 98 | 101 |
| Public Sector Commission | 112 | 95 | 93 |
| Office of the Environmental Protection Authority | 92 | 88 | 88 |
| Office of Energy | 78 | 77 | 71 |
| Small Business Development Corporation | 71 | 64 | 63 |
| Western Australian Electoral Commission | 70 | 58 | 66 |
| Department of Education Services | 65 | 57 | 54 |

6 Includes data from Electorate Offices.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount**  **Dec 20092** | **Paid FTE**  **Dec 20093** | **Average**  **Paid FTE4** |
| Swan River Trust | 51 | 49 | 50 |
| Economic Regulation Authority | 51 | 48 | 46 |
| Parliamentary Commissioner for Administrative Investigations  (Ombudsman) | 53 | 46 | 41 |
| Department of the Registrar Western Australian Industrial Relations  Commission | 44 | 41 | 40 |
| Office of the Public Sector Standards Commissioner | 38 | 33 | 34 |
| Commissioner for Equal Opportunity | 33 | 29 | 28 |
| The National Trust of Australia (W.A.) | 46 | 28 | 28 |
| Heritage Council of Western Australia | 29 | 26 | 27 |
| South West Development Commission | 23 | 22 | 22 |
| Mid West Development Commission | 17 | 16 | 14 |
| Wheatbelt Development Commission | 19 | 15 | 15 |
| Office of the Inspector of Custodial Services | 16 | 15 | 14 |
| Great Southern Development Commission | 15 | 15 | 13 |
| Peel Development Commission | 15 | 14 | 12 |
| Gascoyne Development Commission | 14 | 13 | 12 |
| Kimberley Development Commission | 13 | 13 | 12 |
| Office of the Commissioner for Children and Young People | 15 | 12 | 14 |
| Goldfields-Esperance Development Commission | 12 | 11 | 12 |
| Pilbara Development Commission | 11 | 11 | 12 |
| Office of the Information Commissioner | 9 | 9 | 9 |
| Law Reform Commission of Western Australia | 7 | 3 | 3 |
| Salaries and Allowances Tribunal | 2 | 2 | 2 |
| ***TOTAL7*** | 130,917 | 101,121 | 101,391 |

Table 2: Entities Subject to an FTE Ceiling, but not reporting HR MOIR Data to PSC.

|  |  |
| --- | --- |
|  | **FTE ceiling**  **2009/10** |
| Governor’s Establishment | 27 |
| Legislative Assembly | 32 |
| Legislative Council | 32 |
| Parliamentary Inspector of the Corruption and Crime Commission | 2 |
| Parliamentary Services | 102 |
| ***TOTAL*** | 195 |

**Sum of Average Paid FTE for entities subject to FTE Ceiling 101,586**

7 The sum may not equal the total due to rounding.

Table 3: Entities Not Subject to an FTE Ceiling.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount**  **Dec 20092** | **Paid FTE**  **Dec 20093** | **Average**  **Paid FTE4** |
| Water Corporation | 2,992 | 2,853 | 2,745 |
| Electricity Networks Corporation (Western Power) | 2,875 | 2,842 | 2,789 |
| Public Transport Authority of Western Australia | 1,400 | 1,345 | 1,320 |
| Department of Housing | 1,159 | 1,065 | 1,051 |
| Electricity Generation Corporation (Verve Energy) | 602 | 589 | 585 |
| Regional Power Corporation (Horizon Power) | 372 | 367 | 347 |
| Insurance Commission of Western Australia | 371 | 342 | 336 |
| Fremantle Port Authority | 315 | 304 | 306 |
| Electricity Retail Corporation (Synergy) | 304 | 286 | 321 |
| Legal Aid Commission of Western Australia | 315 | 280 | 278 |
| Government Employees Superannuation Board (GESB) | 267 | 249 | 239 |
| Forest Products Commission | 264 | 236 | 269 |
| Gold Corporation | 257 | 229 | 236 |
| Lotteries Commission (Lotterywest) | 204 | 190 | 190 |
| Western Australian Land Authority (LandCorp) | 192 | 186 | 183 |
| WorkCover Western Australia Authority | 152 | 142 | 132 |
| Rottnest Island Authority | 156 | 125 | 121 |
| Metropolitan Cemeteries Board | 140 | 125 | 121 |
| Esperance Port Authority | 109 | 108 | 108 |
| Builders’ Registration Board of Western Australia and Painters’  Registration Board | 73 | 64 | 63 |
| Western Australian Treasury Corporation | 62 | 60 | 60 |
| Geraldton Port Authority | 59 | 57 | 56 |
| Animal Resources Authority | 69 | 55 | 58 |
| East Perth Redevelopment Authority and Subiaco Redevelopment  Authority | 57 | 52 | 50 |
| Legal Practice Board | 56 | 47 | 46 |
| Western Australian Institute of Sport | 50 | 47 | 45 |
| Broome Port Authority | 64 | 44 | 48 |
| Western Australian Greyhound Racing Association | 45 | 43 | 43 |
| Western Australian College of Teaching | 41 | 37 | 42 |
| Port Hedland Port Authority | 37 | 37 | 36 |
| Dampier Port Authority | 33 | 32 | 29 |
| Bunbury Water Board (Aqwest) | 33 | 32 | 32 |
| Nurses and Midwives Board of Western Australia | 35 | 31 | 29 |
| Independent Market Operator | 32 | 31 | 29 |
| Busselton Water Board | 30 | 29 | 30 |
| Perth Market Authority | 42 | 23 | 19 |
| Albany Port Authority | 22 | 22 | 21 |
| Bunbury Port Authority | 23 | 21 | 20 |
| Western Australian Health Promotion Foundation (Healthway) | 15 | 14 | 15 |
| Office of Health Review | 16 | 13 | 13 |
| Building and Construction Industry Training Board | 14 | 12 | 12 |
| Keep Australia Beautiful Council (W.A.) | 13 | 11 | 11 |
| Potato Marketing Corporation of Western Australia | 12 | 11 | 10 |
| Western Australian Meat Industry Authority | 15 | 11 | 11 |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount**  **Dec 20092** | **Paid FTE**  **Dec 20093** | **Average**  **Paid FTE4** |
| Midland Redevelopment Authority | 11 | 10 | 11 |
| Pharmaceutical Council of Western Australia | 10 | 8 | 8 |
| Hairdressers Registration Board of Western Australia | 7 | 7 | 7 |
| Burswood Park Board | 6 | 6 | 6 |
| Veterinary Surgeons’ Board | 6 | 4 | 4 |
| Architects Board of Western Australia | 3 | 2 | 2 |
| Minerals and Energy Research Institute of Western Australia | 4 | 2 | 2 |
| ***TOTAL*** | 13,441 | 12,736 | 12,017 |

|  |  |  |
| --- | --- | --- |
| **TOTAL (HR MOIR)** | **144,358** | **113,857** |