

**Western Australian Public Sector Workforce Report (June 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. 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 is continuing this process.

This report provides information, as at 30 June 2009, on:

1. the number of employees (head count) in WA public sector agencies;
2. full time equivalent (FTE) employees in WA public sector agencies; and
3. the annual average full time equivalent (FTE) employees in WA public sector agencies.

Workforce information is reported by public sector agencies each quarter. From this data, the Public Sector Commission derives FTE and Head Count information.

To ensure that FTE across agencies 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. Note, there are five agencies1 on the list of FTE ceiling agencies which do not report HR MOIR data to PSC.

In accordance with the Premier’s Economic Statement in February 2009 and the Cabinet decision of 27 July 2009, an FTE ceiling has been imposed on public sector agencies. PSC is assisting the Department of Treasury and Finance with the monitoring and reporting of this process. To adjust for seasonal fluctuations, an “Average Paid FTE” 2 is now included in the tables contained within this report, and the June Workforce 2009 report has been split into agencies required to meet the government’s FTE ceiling, and those not required to do so. Data in Tables 1-3 below are as at June 2009.

The methodology that PSC uses to calculate FTEs (i.e. the HR MOIR methodology) is currently different to the methodology that has been used by DTF to calculate agencies’ FTE ceilings. The Cabinet decision dated 27 July 2009 stated that the methodology for the FTE Ceiling will be transitioned into PSC’s HR MOIR workforce data collection process. This transition will ensure that future monitoring of FTE variances will be more comparable, and existing PSC systems, processes and FTE definition (that are already in use by public sector agencies) can be used.

Table 1: Agencies Subject to a 2008/09 FTE Ceiling

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Paid head count**  **June 20093** | **Paid FTE**  **June 20094** | **Average Paid**  **FTE 2008/092** |
| **Department of Education and Training** | 49,913 | 33,462 | 32,864 |
| **Department of Health** | 39,703 | 31,139 | 30,564 |
| **Police Service (Western Australia Police) and Police Force** | 8,339 | 7,371 | 7,268 |
| **Department of Corrective Services** | 4,376 | 3,681 | 3,455 |

1 These agencies are Governor’s Establishment, Legislative Assembly, Legislative Council, Parliamentary Inspector of the Corruption and Crime Commission, and Parliamentary Services.

2 The “Average Paid FTE” data addresses seasonal fluctuations that occur in some agencies from one quarter to the next, and is the

averaged ‘Paid FTE’ of each of the four quarters in 2008/09.

3 Paid head count is a snapshot of employees as at the pay day on, or prior to, 30 June 2009 and includes all permanent, fixed term and casual employees paid during that pay period.

4 Paid FTE is a snapshot of employees who were paid as at the pay day on, or prior to, 30 June 2009 of data submitted from 126

agencies. FTEs have been rounded to whole numbers so the sum of individual FTEs may not add up to the total. This methodology may differ from those used by other public sector agencies. The quality of agency data is continuously being assessed and improved. As such, agency FTE figures may be adjusted as data is refined.

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| --- | --- | --- | --- |
| **Paid head count**  **June 20093** | | **Paid FTE**  **June 20094** | **Average Paid**  **FTE 2008/092** |
| **Department of Environment and Conservation** | 2,255 | 1,968 | 1,983 |
| **Department for Planning and Infrastructure** | 2,063 | 1,896 | 1,856 |
| **Department for Child Protection** | 2,140 | 1,834 | 1,783 |
| **Disability Services Commission** | 1,890 | 1,631 | 1,614 |
| **Department of Treasury and Finance** | 1,689 | 1,537 | 1,314 |
| **Department of the Attorney General** | 1,830 | 1,448 | 1,401 |
| **Department of Agriculture and Food** | 1,662 | 1,436 | 1,485 |
| **Fire and Emergency Services Authority of Western Australia** | 1,347 | 1,308 | 1,282 |
| **Swan TAFE** | 1,451 | 1,077 | 990 |
| **Commissioner of Main Roads** | 1,080 | 1,031 | 1,016 |
| **Department of Commerce** | 1,074 | 983 | 965 |
| **Central TAFE** | 1,307 | 936 | 877 |
| **Western Australian Land Information Authority (Landgate)** | 987 | 900 | 916 |
| **Department of Mines and Petroleum** | 765 | 718 | 711 |
| **Challenger TAFE** | 920 | 668 | 640 |
| **Department of Culture and the Arts** | 833 | 667 | 667 |
| **Department of Water** | 646 | 592 | 580 |
| **Department of the Premier and Cabinet** | 527 | 438 | 461 |
| **Department of Fisheries** | 472 | 424 | 410 |
| **West Coast TAFE** | 346 | 254 | 296 |
| **South West Regional College of TAFE** | 361 | 252 | 259 |
| **Department for Communities** | 274 | 229 | 233 |
| **Office of the Director of Public Prosecutions** | 265 | 222 | 219 |
| **Western Australian Sports Centre Trust** | 498 | 202 | 205 |
| **Pilbara TAFE** | 242 | 196 | 202 |
| **Electorate Offices** | 317 | 191 | 178 |
| **Great Southern TAFE** | 286 | 191 | 181 |
| **Central West TAFE** | 234 | 186 | 192 |
| **Department of Sport and Recreation** | 227 | 173 | 172 |
| **Department of State Development** | 171 | 161 | 160 |
| **Corruption and Crime Commission** | 163 | 160 | 164 |
| **Zoological Parks Authority** | 210 | 160 | 158 |
| **Department of Local Government and Regional Development** | 160 | 155 | 125 |
| **Western Australian Tourism Commission** | 165 | 149 | 161 |
| **Curriculum Council** | 170 | 147 | 152 |
| **Department of Indigenous Affairs** | 157 | 141 | 133 |
| **Botanic Gardens and Parks Authority** | 151 | 131 | 124 |
| **Kimberley TAFE** | 147 | 122 | 126 |
| **C Y O'Connor College of TAFE** | 155 | 120 | 127 |
| **Chemistry Centre (WA)** | 119 | 113 | 109 |
| **Country High School Hostels Authority** | 147 | 112 | 107 |
| **Department of Racing, Gaming and Liquor** | 123 | 109 | 109 |
| **Office of the Auditor General** | 114 | 108 | 99 |
| **Public Sector Commission** | 110 | 93 | 92 |
| **Office of Energy** | 70 | 68 | 62 |
| **Small Business Development Corporation** | 72 | 65 | 63 |
| **Western Australian Electoral Commission** | 74 | 64 | 65 |
| **Swan River Trust** | 57 | 53 | 52 |
| **Department of Education Services** | 58 | 52 | 49 |

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| --- | --- | --- | --- |
|  | **Paid head count**  **June 20093** | **Paid FTE**  **June 20094** | **Average Paid**  **FTE 2008/092** |
| **Economic Regulation Authority** | 51 | 46 | 43 |
| **Department of the Registrar Western Australian Industrial Relations Commission** | 47 | 41 | 39 |
| **Parliamentary Commissioner for Administrative**  **Investigations (Ombudsman)** | 46 | 38 | 37 |
| **Office of the Public Sector Standards Commissioner** | 38 | 34 | 35 |
| **The National Trust of Australia (W.A.)** | 43 | 27 | 28 |
| **Commissioner for Equal Opportunity** | 32 | 26 | 28 |
| **Heritage Council of Western Australia** | 29 | 26 | 28 |
| **South West Development Commission** | 24 | 22 | 22 |
| **Mid West Development Commission** | 16 | 15 | 14 |
| **Wheatbelt Development Commission** | 19 | 15 | 14 |
| **Office of the Commissioner for Children and Young People** | 18 | 15 | 13 |
| **Great Southern Development Commission** | 14 | 13 | 12 |
| **Goldfields-Esperance Development Commission** | 14 | 13 | 12 |
| **Office of the Inspector of Custodial Services** | 19 | 13 | 15 |
| **Gascoyne Development Commission** | 13 | 12 | 11 |
| **Kimberley Development Commission** | 12 | 12 | 11 |
| **Peel Development Commission** | 12 | 11 | 12 |
| **Pilbara Development Commission** | 12 | 11 | 12 |
| **Office of the Information Commissioner** | 9 | 9 | 9 |
| **Law Reform Commission of Western Australia** | 6 | 3 | 4 |
| **Salaries and Allowances Tribunal** | 1 | 1 | 2 |
| ***TOTAL*** | **133,387** | **101,927** | **99,877** |

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

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|  | **FTE ceiling**  **2008/09** |
| **Governor’s Establishment** | 26 |
| **Legislative Assembly** | 30 |
| **Legislative Council** | 25 |
| **Parliamentary Inspector of the Corruption and Crime**  **Commission** | 2 |
| **Parliamentary Services** | 101 |
| ***TOTAL*** | **184** |

Table 3: Agencies Not Subject to an FTE Ceiling.

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| --- | --- | --- | --- |
|  | **Paid head**  **count**  **June 2009** | **Paid FTE June 2009** | **Average Paid FTE**  **2008/09** |
| **Electricity Networks Corporation (Western Power)** | 2,808 | 2,777 | 2,677 |
| **Water Corporation** | 2,888 | 2,760 | 2,631 |
| **Public Transport Authority of Western Australia** | 1,377 | 1,295 | 1,302 |
| **Department of Housing** | 1,137 | 1,048 | 1,048 |
| **Electricity Generation Corporation (Verve Energy)** | 593 | 580 | 577 |
| **Racing and Wagering Western Australia** | 459 | 346 | 348 |
| **Regional Power Corporation (Horizon Power)** | 347 | 343 | 311 |
| **Electricity Retail Corporation (Synergy)** | 368 | 342 | 350 |

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| --- | --- | --- | --- |
|  | **Paid head**  **count** | **Paid FTE**  **June 2009** | **Average**  **Paid FTE** |
| **June 2009** |  | **2008/09** |
| **Insurance Commission of Western Australia** | 362 | 338 | 324 |
| **Fremantle Port Authority** | 320 | 310 | 306 |
| **Forest Products Commission** | 331 | 295 | 278 |
| **Legal Aid Commission of Western Australia** | 315 | 282 | 264 |
| **Gold Corporation** | 259 | 240 | 230 |
| **Government Employees Superannuation Board (GESB)** | 256 | 237 | 225 |
| **Lotteries Commission (Lotterywest)** | 201 | 190 | 188 |
| **Western Australian Land Authority (LandCorp)** | 190 | 183 | 180 |
| **Rottnest Island Authority** | 149 | 125 | 114 |
| **WorkCover Western Australia Authority** | 143 | 124 | 123 |
| **Metropolitan Cemeteries Board** | 137 | 120 | 106 |
| **Esperance Port Authority** | 108 | 107 | 107 |
| **Builders’ Registration Board of Western Australia and**  **Painters’ Registration Board** | 73 | 65 | 60 |
| **Broome Port Authority** | 77 | 64 | 48 |
| **Animal Resources Authority** | 74 | 61 | 61 |
| **Western Australian Treasury Corporation** | 62 | 59 | 59 |
| **Geraldton Port Authority** | 57 | 55 | 55 |
| **East Perth Redevelopment Authority and Subiaco**  **Redevelopment Authority** | 54 | 48 | 50 |
| **Legal Practice Board** | 59 | 46 | 43 |
| **Western Australian Institute of Sport** | 47 | 44 | 45 |
| **Western Australian Greyhound Racing Association** | 45 | 43 | 42 |
| **Western Australian College of Teaching** | 50 | 43 | 41 |
| **Port Hedland Port Authority** | 36 | 36 | 34 |
| **Bunbury Water Board (Aqwest)** | 35 | 33 | 32 |
| **Busselton Water Board** | 32 | 31 | 30 |
| **Nurses and Midwives Board of Western Australia** | 33 | 28 | 29 |
| **Independent Market Operator** | 30 | 28 | 28 |
| **Dampier Port Authority** | 28 | 27 | 26 |
| **Albany Port Authority** | 21 | 21 | 21 |
| **Bunbury Port Authority** | 22 | 20 | 19 |
| **Perth Market Authority** | 20 | 18 | 16 |
| **Western Australian Health Promotion Foundation (Healthway)** | 16 | 15 | 14 |
| **Office of Health Review** | 16 | 13 | 15 |
| **Building and Construction Industry Training Board** | 13 | 12 | 11 |
| **Midland Redevelopment Authority** | 13 | 11 | 14 |
| **Keep Australia Beautiful Council (W.A.)** | 14 | 11 | 11 |
| **Potato Marketing Corporation of Western Australia** | 11 | 10 | 9 |
| **Western Australian Meat Industry Authority** | 15 | 10 | 11 |
| **Pharmaceutical Council of Western Australia** | 10 | 8 | 8 |
| **Hairdressers Registration Board of Western Australia** | 7 | 7 | 7 |
| **Burswood Park Board** | 6 | 6 | 5 |
| **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*** | **13,737** | **12,923** | **12,541** |
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| **TOTAL (HR MOIR)** | **147,124** | **114,850** |