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| Government of Western Australia, Public Sector Commission1 |  |

# Western Australian Public Sector Workforce Report (June 2012)

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]](#footnote-1) This process is referred to as the *Human Resource Minimum Obligatory Information Requirements* (HRMOIR). The Public Sector Commission (PSC) was created in November 2008 and is continuing this process.

This report provides information, as at 30 June 2012, on:

1. Headcount[[2]](#footnote-2) - the number of employees in WA public sector agencies;
2. Paid FTE[[3]](#footnote-3) - full time equivalent (FTE) employees in WA public sector agencies; and
3. Average Paid FTE[[4]](#footnote-4) - Seasonally adjusted average full time equivalent (FTE) employees in WA public sector agencies.

In accordance with the Premier’s Economic Statement in February 2009 and the Cabinet decision of 27 July 2009, an FTE ceiling has been applied to public sector agencies. PSC is assisting the Department of Treasury with the monitoring and reporting against this requirement. This Workforce Report categorises agencies that are required to meet the FTE ceiling, and those not required to do so. Note, there are five agencies that are required to comply with an FTE ceiling that do not report HRMOIR data to PSC (refer Table 2).

Since the September 2010 quarter, DTF’s methodology used to calculate agencies’ FTE ceilings has been aligned to PSC’s FTE methodology. However, direct comparisons between the FTE ceiling and ‘Average Paid FTE’ should still be done with care.

Table 1: Agencies that are subject to an FTE Ceiling

|  | Headcount  Jun 20122 | Paid FTE  Jun 20123 | Average  Paid FTE4 |
| --- | --- | --- | --- |
| Department of Education | 51 864 | 34 516 | 33 819 |
| Department of Health | 43 720 | 34 473 | 33 664 |
| Western Australia Police | 8 598 | 7 713 | 7 704 |
| Department of Corrective Services | 4 525 | 4 060 | 4 103 |
| Department for Child Protection | 2 574 | 2 215 | 2 182 |
| Department of Environment and Conservation | 2 291 | 1 921 | 1 924 |
| Disability Services Commission | 1 977 | 1 677 | 1 658 |
| Department of the Attorney General | 1 811 | 1 555 | 1 536 |
| Department of Finance | 1 650 | 1 503 | 1 429 |
| Department of Transport | 1 512 | 1 359 | 1 339 |
| Fire and Emergency Services Authority of Western Australia | 1 482 | 1 417 | 1 386 |
| Polytechnic West | 1 438 | 1 115 | 1 091 |
| Central Institute of Technology | 1 367 | 1 003 | 985 |
| Department of Agriculture and Food | 1 344 | 1 185 | 1 186 |
| Main Roads WA | 1 090 | 1 019 | 1 006 |
| Department of Commerce | 1 064 | 952 | 944 |
| Department of the Premier and Cabinet | 892 | 691 | 685 |
| Challenger Institute of Technology | 880 | 644 | 652 |
| Department of Mines and Petroleum | 841 | 778 | 763 |
| Western Australian Land Information Authority (Landgate) | 824 | 751 | 760 |
| Department of Culture and the Arts | 748 | 617 | 618 |
| Department of Training and Workforce Development | 645 | 550 | 565 |
| Western Australian Sports Centre Trust | 617 | 229 | 247 |
| Department of Water | 524 | 473 | 486 |
| Department of Planning | 518 | 470 | 458 |
| Department of Fisheries | 491 | 447 | 439 |
| West Coast Institute of Training | 450 | 364 | 341 |
| South West Institute of Technology | 366 | 256 | 258 |
| Department of Treasury | 321 | 291 | 276 |
| Department of Regional Development and Lands | 320 | 292 | 274 |
| Durack Institute of Technology | 292 | 222 | 209 |
| Great Southern Institute of Technology | 292 | 204 | 202 |
| Office of the Director of Public Prosecutions | 264 | 228 | 230 |
| Department for Communities | 263 | 222 | 220 |
| Drug and Alcohol Office | 241 | 190 | 189 |
| Pilbara Institute | 218 | 192 | 192 |
| Kimberley Training Institute | 205 | 180 | 167 |
| Zoological Parks Authority | 205 | 161 | 167 |
| Department of Sport and Recreation | 204 | 172 | 179 |
| Public Sector Commission | 187 | 144 | 141 |
| Department of State Development | 186 | 166 | 161 |
| C Y O'Connor Institute | 184 | 145 | 137 |
| Corruption and Crime Commission | 165 | 160 | 154 |
| School Curriculum and Standards Authority | 159 | 138 | 135 |
| Department of Indigenous Affairs | 158 | 147 | 145 |
| Botanic Gardens and Parks Authority | 155 | 112 | 113 |
| Country High School Hostels Authority | 149 | 111 | 111 |
| Office of the Auditor General | 130 | 124 | 117 |
| Department of Racing, Gaming and Liquor | 126 | 110 | 110 |
| Chemistry Centre (WA) | 124 | 115 | 116 |
| Department of Local Government | 123 | 113 | 113 |
| Office of the Environmental Protection Authority | 107 | 96 | 93 |
| Western Australian Tourism Commission | 104 | 95 | 94 |
| Department of Education Services | 85 | 75 | 66 |
| Swan River Trust | 66 | 60 | 57 |
| Mental Health Commission | 64 | 55 | 52 |
| Parliamentary Commissioner for Administrative Investigations (Ombudsman) | 64 | 59 | 58 |
| Economic Regulation Authority | 57 | 54 | 50 |
| Small Business Development Corporation | 56 | 49 | 47 |
| Western Australian Electoral Commission | 51 | 46 | 48 |
| Department of the Registrar Western Australian Industrial Relations Commission | 41 | 36 | 35 |
| The National Trust of Australia (W.A.) | 40 | 30 | 30 |
| Commissioner for Equal Opportunity | 33 | 28 | 28 |
| Heritage Council of Western Australia | 31 | 28 | 28 |
| South West Development Commission | 25 | 24 | 22 |
| Wheatbelt Development Commission | 21 | 16 | 15 |
| Office of the Commissioner for Children and Young People | 20 | 18 | 16 |
| Office of the Inspector of Custodial Services | 19 | 17 | 16 |
| Pilbara Development Commission | 16 | 14 | 13 |
| Law Reform Commission of Western Australia | 16 | 2 | 2 |
| Great Southern Development Commission | 14 | 14 | 13 |
| Kimberley Development Commission | 14 | 13 | 13 |
| Gascoyne Development Commission | 13 | 11 | 12 |
| Mid West Development Commission | 12 | 10 | 13 |
| Peel Development Commission | 12 | 10 | 10 |
| Office of the Information Commissioner | 11 | 10 | 10 |
| Goldfields-Esperance Development Commission | 10 | 8 | 9 |
| Salaries and Allowances Tribunal | 2 | 2 | 2 |
| Office of Energy[[5]](#footnote-5) | N/A | N/A | 75 |
| *TOTAL[[6]](#footnote-6)* | 141 778 | 108 769 | 106 998 |

Table 2: Agencies that are subject to an FTE Ceiling, but do not provide HRMOIR data

The FTE Ceilings for these agencies are taken to be their FTE levels for each quarter.

|  | Average  Paid FTE |
| --- | --- |
| Parliamentary Services | 103 |
| Governor’s Establishment | 33 |
| Legislative Assembly | 32 |
| Legislative Council | 31 |
| Parliamentary Inspector of the Corruption and Crime Commission | 2 |
| *TOTAL* | 201 |

| Average Paid FTE for agencies subject to the FTE Ceiling[[7]](#footnote-7) |  | 107 199 |  |  |
| --- | --- | --- | --- | --- |

Table 3: Agencies that are not subject to an FTE Ceiling

|  | Headcount Jun 20122 | Paid FTE  Jun 20123 | Average  Paid FTE4 |
| --- | --- | --- | --- |
| Electricity Networks Corporation (Western Power) | 3 263 | 3 216 | 3 091 |
| Water Corporation | 3 062 | 2 910 | 2 883 |
| Public Transport Authority of Western Australia | 1 475 | 1 395 | 1 405 |
| Department of Housing | 1 413 | 1 302 | 1 258 |
| Electricity Generation Corporation (Verve Energy) | 595 | 575 | 581 |
| Regional Power Corporation (Horizon Power) | 500 | 495 | 478 |
| Racing and Wagering WA | 485 | 356 | 354 |
| Electricity Retail Corporation (Synergy) | 431 | 411 | 387 |
| Gold Corporation | 380 | 365 | 348 |
| Insurance Commission of Western Australia | 373 | 333 | 339 |
| Fremantle Port Authority | 350 | 337 | 326 |
| Legal Aid Commission of Western Australia | 339 | 301 | 301 |
| Western Australian Land Authority (LandCorp) | 228 | 219 | 214 |
| Government Employees Superannuation Board (GESB) | 220 | 206 | 207 |
| Lotteries Commission (Lotterywest) | 190 | 178 | 181 |
| Forest Products Commission | 170 | 147 | 143 |
| Metropolitan Cemeteries Board | 154 | 134 | 132 |
| WorkCover Western Australia Authority | 148 | 133 | 141 |
| Rottnest Island Authority | 139 | 110 | 119 |
| Esperance Port Authority | 118 | 118 | 114 |
| Port Hedland Port Authority | 117 | 117 | 104 |
| Geraldton Port Authority | 99 | 81 | 75 |
| Metropolitan Redevelopment Authority | 82 | 70 | 73 |
| Animal Resources Authority | 67 | 47 | 48 |
| Western Australian Treasury Corporation | 67 | 64 | 64 |
| Dampier Port Authority | 66 | 66 | 58 |
| Broome Port Authority | 63 | 39 | 40 |
| Western Australian Institute of Sport | 56 | 47 | 51 |
| Perth Market Authority | 51 | 28 | 28 |
| Legal Practice Board | 47 | 41 | 42 |
| Independent Market Operator | 44 | 43 | 41 |
| Western Australian Greyhound Racing Association | 40 | 39 | 38 |
| Bunbury Water Board (Aqwest) | 39 | 36 | 33 |
| Western Australian College of Teaching | 38 | 34 | 35 |
| Busselton Water Board | 32 | 31 | 31 |
| Bunbury Port Authority | 31 | 31 | 29 |
| Albany Port Authority | 22 | 22 | 22 |
| Construction Industry Training Board | 19 | 17 | 16 |
| Western Australian Health Promotion Foundation (Healthway) | 19 | 15 | 16 |
| Health and Disability Services Complaints Office | 19 | 15 | 15 |
| Keep Australia Beautiful Council (W.A.) | 17 | 12 | 12 |
| Western Australian Meat Industry Authority | 14 | 9 | 10 |
| Potato Marketing Corporation of Western Australia | 13 | 13 | 11 |
| Burswood Park Board | 8 | 7 | 7 |
| Minerals and Energy Research Institute of Western Australia | 4 | 2 | 2 |
| Veterinary Surgeons’ Board | 4 | 4 | 4 |
| Architects Board of Western Australia | 3 | 2 | 2 |
| *TOTAL[[8]](#footnote-8)* | 15 114 | 14 170 | 13 900 |

| TOTAL[[9]](#footnote-9) (HRMOIR) | 156 892 | 122 939 |  |  |
| --- | --- | --- | --- | --- |

1. 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. [↑](#footnote-ref-1)
2. ‘Headcount’ is a snapshot of employees as at the pay day on, or prior to, 30 June 2012 and includes all permanent, fixed term and paid casual employees during that pay period. [↑](#footnote-ref-2)
3. ‘Paid FTE’ is a snapshot of employees who were paid during the last pay period ending on, or prior to, 30 June 2012. This methodology may differ from those used by public sector agencies in their own operational workforce management process. As the quality of agency data is continuously being reviewed, some adjustments in FTE figures may occur. [↑](#footnote-ref-3)
4. ‘Average Paid FTE’ data aims to address seasonal fluctuations that occur in some agencies from one quarter to the next, and is the averaged ‘Paid FTE’ of the sum of the current (June 2012) quarter and the preceding three quarters. [↑](#footnote-ref-4)
5. On 31 March 2012, the Office of Energy’s functions, staff and resources were transferred to the new Public Utilities Office within the Department of Finance. [↑](#footnote-ref-5)
6. The Average Paid FTE for the group of entities is the average of the sum of Paid FTE over the last four quarters. This is not the same as summing the Average Paid FTE for each entity due to machinery-of-government changes. [↑](#footnote-ref-6)
7. The Average Paid FTE for the group of entities is the average of the sum of Paid FTE over the last four quarters. This is not the same as summing the Average Paid FTE for each entity due to machinery-of-government changes. [↑](#footnote-ref-7)
8. The Average Paid FTE for the group of entities is the average of the sum of Paid FTE over the last four quarters. This is not the same as summing the Average Paid FTE for each entity due to machinery-of-government changes. [↑](#footnote-ref-8)
9. The sum may not equal the total due to rounding. [↑](#footnote-ref-9)