Government of **Western Australia**

**Public Sector Commission**

**Western Australian Public Sector Workforce Report (March 2010)**

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 is continuing this process.

This report provides information, as at 31 March 2010, on:

1. Headcount2- the number of employees in WA public sector agencies;
2. Paid FTE3- full time equivalent (FTE) employees in WA public sector agencies; and
3. Average Paid FTE4- 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 imposed on public sector agencies. PSC is assisting the Department of Treasury and Finance (DTF) with the monitoring and reporting of this process. The March 2010 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 HR MOIR data to PSC (refer Table 2).

PSC’s FTE methodology is different from the methodology used by DTF to calculate agencies’ 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. PSC and DTF are working together to ensure that the monitoring of FTE variances will be comparable, and will also enable existing PSC and public sector agencies’ systems, processes and FTE definitions to continue to be used.

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount****Mar 20102** | **Paid FTE****Mar 20103** | **Average****Paid FTE4** |
| Department of Education | 49333 | 33024 | 32758 |
| Department of Health5 | 39827 | 32121 | 31303 |
| Police Service (Western Australia Police) and Police Force | 8332 | 7450 | 7409 |
| Department of Corrective Services | 4505 | 4054 | 3864 |
| Department for Child Protection | 2196 | 1905 | 1863 |
| Department of Environment and Conservation | 2192 | 1867 | 1902 |
| Disability Services Commission | 1989 | 1700 | 1655 |
| Department of Treasury and Finance | 1737 | 1642 | 1597 |

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.

2 ‘Headcount’ is a snapshot of employees as at the pay day on, or prior to, 31 March 2010 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 March 2010. This methodology may differ from those used by public sector agencies. As the quality of agency 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 agencies from one quarter to the next, and is the averaged ‘Paid FTE’ of the sum of the current (March 2010) quarter and the preceding three quarters.

5 Includes data from Drug and Alcohol Office.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount Mar 20102** | **Paid FTE Mar 20103** | **Average Paid FTE4** |
| Department of the Attorney General6 | 1776 | 1552 | 1530 |
| Department of Agriculture and Food | 1489 | 1347 | 1392 |
| Fire and Emergency Services Authority of Western Australia | 1344 | 1301 | 1299 |
| Polytechnic West | 1562 | 1174 | 1079 |
| Department of Transport | 1200 | 1102 | 1089 |
| Commissioner of Main Roads | 1118 | 1050 | 1037 |
| Central Institute of Technology | 1389 | 1025 | 946 |
| Department of Commerce | 1055 | 976 | 981 |
| Western Australian Land Information Authority (Landgate) | 939 | 852 | 872 |
| Department of Mines and Petroleum | 774 | 729 | 721 |
| Challenger Institute of Technology | 941 | 701 | 651 |
| Department of Planning | 728 | 676 | 680 |
| Department of Culture and the Arts | 779 | 636 | 648 |
| Department of the Premier and Cabinet7 | 802 | 622 | 619 |
| Department of Water | 622 | 577 | 596 |
| Department of Training and Workforce Development | 560 | 475 | 479 |
| Department of Fisheries | 442 | 402 | 414 |
| South West Regional College of TAFE | 397 | 287 | 262 |
| West Coast Institute of Training | 359 | 269 | 259 |
| Office of the Director of Public Prosecutions | 264 | 236 | 227 |
| Department for Communities | 281 | 231 | 226 |
| Western Australian Sports Centre Trust | 604 | 229 | 192 |
| Department of Regional Development and Lands | 217 | 209 | 194 |
| Durack Institute of Technology | 247 | 195 | 192 |
| Pilbara TAFE | 231 | 192 | 188 |
| Great Southern Institute of Technology | 286 | 185 | 183 |
| Department of Sport and Recreation | 235 | 185 | 175 |
| Department of State Development | 183 | 164 | 160 |
| Zoological Parks Authority | 219 | 162 | 162 |
| Corruption and Crime Commission | 155 | 150 | 154 |
| Department of Indigenous Affairs | 162 | 147 | 148 |
| Western Australian Tourism Commission | 152 | 138 | 146 |
| Botanic Gardens and Parks Authority | 154 | 133 | 131 |
| Curriculum Council | 148 | 128 | 139 |
| Kimberley TAFE | 148 | 125 | 123 |
| C Y O'Connor College of TAFE | 170 | 125 | 120 |
| Chemistry Centre (WA) | 125 | 119 | 116 |
| Department of Racing, Gaming and Liquor | 124 | 115 | 112 |
| Country High School Hostels Authority | 151 | 115 | 114 |
| Department of Local Government | 114 | 112 | 117 |
| Office of the Auditor General | 119 | 111 | 104 |
| Public Sector Commission | 118 | 97 | 94 |
| Office of the Environmental Protection Authority | 89 | 85 | 86 |
| Office of Energy | 78 | 77 | 74 |

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

7 Includes data from Electorate Offices.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount Mar 20102** | **Paid FTE Mar 20103** | **Average Paid FTE4** |
| Small Business Development Corporation | 66 | 59 | 62 |
| Department of Education Services | 64 | 57 | 55 |
| Swan River Trust | 57 | 55 | 51 |
| Western Australian Electoral Commission | 60 | 53 | 63 |
| Parliamentary Commissioner for Administrative Investigations(Ombudsman) | 53 | 49 | 44 |
| Economic Regulation Authority | 54 | 49 | 47 |
| Department of the Registrar Western Australian Industrial RelationsCommission | 43 | 40 | 40 |
| Office of the Public Sector Standards Commissioner | 36 | 33 | 33 |
| Heritage Council of Western Australia | 33 | 31 | 27 |
| The National Trust of Australia (W.A.) | 48 | 31 | 29 |
| Commissioner for Equal Opportunity | 29 | 27 | 27 |
| South West Development Commission | 23 | 22 | 22 |
| Mid West Development Commission | 17 | 16 | 15 |
| Office of the Inspector of Custodial Services | 16 | 15 | 14 |
| Great Southern Development Commission | 15 | 15 | 14 |
| Office of the Commissioner for Children and Young People | 17 | 15 | 14 |
| Wheatbelt Development Commission | 16 | 15 | 15 |
| Kimberley Development Commission | 15 | 15 | 13 |
| Peel Development Commission | 15 | 14 | 13 |
| Gascoyne Development Commission | 14 | 13 | 13 |
| Goldfields-Esperance Development Commission | 13 | 12 | 12 |
| Pilbara Development Commission | 10 | 10 | 11 |
| Office of the Information Commissioner | 10 | 10 | 9 |
| Law Reform Commission of Western Australia | 7 | 3 | 3 |
| Salaries and Allowances Tribunal | 2 | 2 | 2 |
| ***TOTAL8*** | 133,894 | 103,937 | 102,234 |

Table 2: Agencies 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 agencies subject to FTE Ceiling 102,429**

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

Table 3: Agencies Not Subject to an FTE Ceiling.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount****Mar 20102** | **Paid FTE****Mar 20103** | **Average****Paid FTE4** |
| Electricity Networks Corporation (Western Power) | 2943 | 2908 | 2832 |
| Water Corporation | 3044 | 2904 | 2821 |
| Public Transport Authority of Western Australia | 1430 | 1371 | 1340 |
| Department of Housing | 1182 | 1090 | 1061 |
| Electricity Generation Corporation (Verve Energy) | 608 | 594 | 588 |
| Regional Power Corporation (Horizon Power) | 378 | 371 | 358 |
| Insurance Commission of Western Australia | 374 | 346 | 343 |
| Fremantle Port Authority | 316 | 305 | 305 |
| Electricity Retail Corporation (Synergy) | 311 | 291 | 310 |
| Legal Aid Commission of Western Australia | 323 | 287 | 281 |
| Gold Corporation | 256 | 238 | 237 |
| Government Employees Superannuation Board (GESB) | 257 | 237 | 242 |
| Forest Products Commission | 231 | 209 | 247 |
| Lotteries Commission (Lotterywest) | 206 | 193 | 191 |
| Western Australian Land Authority (LandCorp) | 197 | 190 | 185 |
| WorkCover Western Australia Authority | 158 | 144 | 137 |
| Metropolitan Cemeteries Board | 139 | 119 | 121 |
| Rottnest Island Authority | 137 | 117 | 122 |
| Esperance Port Authority | 105 | 104 | 107 |
| Builders’ Registration Board of Western Australia and Painters’Registration Board | 71 | 64 | 64 |
| Animal Resources Authority | 72 | 61 | 59 |
| Western Australian Treasury Corporation | 62 | 59 | 59 |
| East Perth Redevelopment Authority and Subiaco RedevelopmentAuthority | 59 | 54 | 51 |
| Geraldton Port Authority | 54 | 52 | 55 |
| Legal Practice Board | 57 | 49 | 47 |
| Western Australian Institute of Sport | 52 | 48 | 47 |
| Western Australian Greyhound Racing Association | 45 | 43 | 43 |
| Broome Port Authority | 66 | 42 | 48 |
| Port Hedland Port Authority | 42 | 42 | 38 |
| Western Australian College of Teaching | 44 | 37 | 39 |
| Dampier Port Authority | 34 | 34 | 31 |
| Bunbury Water Board (Aqwest) | 35 | 34 | 33 |
| Nurses and Midwives Board of Western Australia | 37 | 33 | 30 |
| Independent Market Operator | 31 | 30 | 30 |
| Busselton Water Board | 29 | 28 | 29 |
| Perth Market Authority | 43 | 23 | 20 |
| Bunbury Port Authority | 23 | 22 | 21 |
| Albany Port Authority | 22 | 22 | 21 |
| Office of Health Review | 18 | 15 | 13 |
| Western Australian Health Promotion Foundation (Healthway) | 16 | 15 | 15 |
| Building and Construction Industry Training Board | 15 | 14 | 12 |
| Keep Australia Beautiful Council (W.A.) | 14 | 12 | 11 |
| Potato Marketing Corporation of Western Australia | 12 | 11 | 11 |
| Western Australian Meat Industry Authority | 14 | 10 | 10 |

|  |  |  |  |
| --- | --- | --- | --- |
| Midland Redevelopment Authority | 11 | 10 | 10 |
| 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*** | 13,609 | 12,910 | 12,704 |

|  |  |  |
| --- | --- | --- |
| **TOTAL (HR MOIR)** | **147,503** | **116,847** |