

**Western Australian Public Sector Workforce Report (March 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 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 31 March 2012, 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 applied to public sector agencies. PSC is assisting the Department of Treasury and Finance (DTF) 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**  **Mar 20122** | **Paid FTE**  **Mar 20123** | **Average**  **Paid FTE4** |
| **Department of Education** | 51,686 | 34,686 | 33,602 |
| **Department of Health** | 43,405 | 33,871 | 33,221 |
| **Police Service (Western Australia Police) and Police Force** | 8,604 | 7,699 | 7,690 |
| **Department of Corrective Services** | 4,515 | 4,078 | 4,130 |
| **Department for Child Protection** | 2,530 | 2,209 | 2,155 |
| **Department of Environment and Conservation** | 2,318 | 1,953 | 1,922 |
| **Disability Services Commission** | 1,991 | 1,674 | 1,649 |
| **Department of the Attorney General** | 1,729 | 1,550 | 1,525 |
| **Department of Finance** | 1,563 | 1,404 | 1,404 |
| **Department of Transport** | 1,493 | 1,353 | 1,325 |

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 2012 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 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.

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 2012) quarter and the preceding three quarters.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount Mar 20122** | **Paid FTE Mar 20123** | **Average Paid FTE4** |
| **Polytechnic West** | 1,462 | 1,124 | 1,107 |
| **Fire and Emergency Services Authority of Western Australia** | 1,457 | 1,388 | 1,367 |
| **Department of Agriculture and Food** | 1,448 | 1,201 | 1,187 |
| **Central Institute of Technology** | 1,361 | 1,008 | 984 |
| **Main Roads WA** | 1,105 | 1,023 | 1,004 |
| **Department of Commerce** | 1,048 | 948 | 927 |
| **Challenger Institute of Technology** | 937 | 680 | 649 |
| **Department of the Premier and Cabinet** | 886 | 683 | 684 |
| **Department of Mines and Petroleum** | 826 | 775 | 756 |
| **Western Australian Land Information Authority (Landgate)** | 815 | 750 | 782 |
| **Department of Culture and the Arts** | 748 | 618 | 622 |
| **Western Australian Sports Centre Trust** | 642 | 256 | 248 |
| **Department of Training and Workforce Development** | 630 | 543 | 570 |
| **Department of Water** | 536 | 478 | 502 |
| **Department of Planning** | 502 | 459 | 453 |
| **Department of Fisheries** | 492 | 444 | 432 |
| **West Coast Institute of Training** | 434 | 343 | 326 |
| **South West Institute of Technology** | 367 | 251 | 258 |
| **Department of Treasury** | 324 | 291 | 271 |
| **Great Southern Institute of Technology** | 313 | 214 | 203 |
| **Department of Regional Development and Lands** | 305 | 281 | 262 |
| **Durack Institute of Technology** | 291 | 225 | 209 |
| **Office of the Director of Public Prosecutions** | 263 | 232 | 232 |
| **Department for Communities** | 256 | 219 | 226 |
| **Department of Sport and Recreation** | 239 | 190 | 179 |
| **Drug and Alcohol Office** | 238 | 192 | 187 |
| **Pilbara Institute** | 220 | 193 | 192 |
| **Zoological Parks Authority** | 217 | 166 | 168 |
| **Kimberley Training Institute** | 199 | 175 | 160 |
| **Department of State Development** | 188 | 167 | 162 |
| **C Y O'Connor Institute** | 169 | 139 | 134 |
| **Corruption and Crime Commission** | 167 | 157 | 152 |
| **School Curriculum and Standards Authority** | 164 | 139 | 134 |
| **Public Sector Commission** | 162 | 146 | 139 |
| **Department of Indigenous Affairs** | 158 | 146 | 143 |
| **Botanic Gardens and Parks Authority** | 157 | 115 | 115 |
| **Country High School Hostels Authority** | 148 | 111 | 111 |
| **Office of the Auditor General** | 134 | 124 | 116 |
| **Chemistry Centre (WA)** | 124 | 115 | 117 |
| **Department of Racing, Gaming and Liquor** | 124 | 111 | 111 |
| **Department of Local Government** | 122 | 112 | 115 |
| **Western Australian Tourism Commission** | 107 | 96 | 94 |
| **Office of the Environmental Protection Authority** | 105 | 97 | 92 |
| **Office of Energy** | 81 | 72 | 76 |
| **Department of Education Services** | 74 | 66 | 62 |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount Mar 20122** | **Paid FTE Mar 20123** | **Average Paid FTE4** |
| **Parliamentary Commissioner for Administrative Investigations**  **(Ombudsman)** | 66 | 59 | 57 |
| **Swan River Trust** | 60 | 55 | 55 |
| **Economic Regulation Authority** | 58 | 52 | 49 |
| **Mental Health Commission** | 54 | 52 | 49 |
| **Western Australian Electoral Commission** | 53 | 47 | 48 |
| **Small Business Development Corporation** | 53 | 47 | 46 |
| **The National Trust of Australia (W.A.)** | 44 | 30 | 31 |
| **Department of the Registrar Western Australian Industrial**  **Relations Commission** | 39 | 34 | 36 |
| **Commissioner for Equal Opportunity** | 37 | 30 | 28 |
| **Heritage Council of Western Australia** | 33 | 28 | 27 |
| **South West Development Commission** | 22 | 21 | 22 |
| **Wheatbelt Development Commission** | 20 | 17 | 15 |
| **Office of the Commissioner for Children and Young People** | 20 | 17 | 16 |
| **Office of the Inspector of Custodial Services** | 17 | 16 | 16 |
| **Law Reform Commission of Western Australia** | 16 | 2 | 3 |
| **Mid West Development Commission** | 15 | 14 | 14 |
| **Kimberley Development Commission** | 15 | 13 | 13 |
| **Great Southern Development Commission** | 14 | 14 | 12 |
| **Pilbara Development Commission** | 14 | 13 | 12 |
| **Gascoyne Development Commission** | 14 | 11 | 12 |
| **Peel Development Commission** | 12 | 9 | 10 |
| **Office of the Information Commissioner** | 10 | 10 | 10 |
| **Goldfields-Esperance Development Commission** | 10 | 8 | 10 |
| **Salaries and Allowances Tribunal** | 2 | 2 | 2 |
| ***TOTAL5*** | **141,277** | **108,340** | **105,815** |

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** | 28 |
| **Parliamentary Inspector of the Corruption and Crime Commission** | 2 |
| ***TOTAL*** | **198** |

**Average Paid FTE for agencies subject to the FTE Ceiling6 106,435**

5 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.

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.

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount**  **Mar 20122** | **Paid FTE**  **Mar 20123** | **Average**  **Paid FTE4** |
| **Electricity Networks Corporation (Western Power)** | 3201 | 3152 | 3027 |
| **Water Corporation** | 3036 | 2890 | 2875 |
| **Public Transport Authority of Western Australia** | 1464 | 1382 | 1408 |
| **Department of Housing** | 1401 | 1260 | 1236 |
| **Electricity Generation Corporation (Verve Energy)** | 597 | 577 | 588 |
| **Racing and Wagering WA** | 475 | 351 | 355 |
| **Regional Power Corporation (Horizon Power)** | 470 | 533 | 451 |
| **Electricity Retail Corporation (Synergy)** | 409 | 389 | 378 |
| **Insurance Commission of Western Australia** | 372 | 340 | 343 |
| **Gold Corporation** | 366 | 355 | 340 |
| **Legal Aid Commission of Western Australia** | 345 | 306 | 298 |
| **Fremantle Port Authority** | 340 | 328 | 321 |
| **Western Australian Land Authority (LandCorp)** | 222 | 214 | 215 |
| **Government Employees Superannuation Board (GESB)** | 215 | 204 | 211 |
| **Lotteries Commission (Lotterywest)** | 193 | 181 | 184 |
| **WorkCover Western Australia Authority** | 154 | 143 | 146 |
| **Forest Products Commission** | 154 | 136 | 148 |
| **Metropolitan Cemeteries Board** | 153 | 133 | 130 |
| **Rottnest Island Authority** | 153 | 122 | 120 |
| **Esperance Port Authority** | 114 | 114 | 112 |
| **Port Hedland Port Authority** | 108 | 107 | 97 |
| **Geraldton Port Authority** | 98 | 80 | 69 |
| **Metropolitan Redevelopment Authority** | 85 | 75 | 75 |
| **Western Australian Treasury Corporation** | 66 | 64 | 63 |
| **Animal Resources Authority** | 66 | 49 | 49 |
| **Western Australian Institute of Sport** | 61 | 52 | 52 |
| **Broome Port Authority** | 59 | 40 | 39 |
| **Dampier Port Authority** | 57 | 57 | 55 |
| **Perth Market Authority** | 51 | 30 | 28 |
| **Legal Practice Board** | 48 | 42 | 43 |
| **Independent Market Operator** | 44 | 42 | 40 |
| **Western Australian Greyhound Racing Association** | 39 | 38 | 38 |
| **Western Australian College of Teaching** | 39 | 35 | 37 |
| **Bunbury Water Board (Aqwest)** | 37 | 34 | 33 |
| **Bunbury Port Authority** | 30 | 30 | 28 |
| **Busselton Water Board** | 30 | 29 | 30 |
| **Albany Port Authority** | 22 | 22 | 21 |
| **Health and Disability Services Complaints Office** | 20 | 16 | 15 |
| **Western Australian Health Promotion Foundation (Healthway)** | 19 | 16 | 16 |
| **Building and Construction Industry Training Board** | 16 | 14 | 15 |
| **Keep Australia Beautiful Council (W.A.)** | 16 | 11 | 12 |
| **Potato Marketing Corporation of Western Australia** | 14 | 12 | 10 |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Headcount Mar 20122** | **Paid FTE Mar 20123** | **Average Paid FTE4** |
| **Western Australian Meat Industry Authority** | 12 | 8 | 11 |
| **Burswood Park Board** | 8 | 7 | 7 |
| **Veterinary Surgeons’ Board** | 4 | 4 | 4 |
| **Minerals and Energy Research Institute of Western Australia** | 4 | 2 | 2 |
| **Architects Board of Western Australia** | 3 | 2 | 2 |
| ***TOTAL7*** | **14,890** | **14,027** | **14,203** |

|  |  |  |
| --- | --- | --- |
| **TOTAL8 (HRMOIR)** | **156,167** | **122,367** |

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.

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