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| September 2018 |
| Western Australian Public Sector Quarterly Workforce Report |

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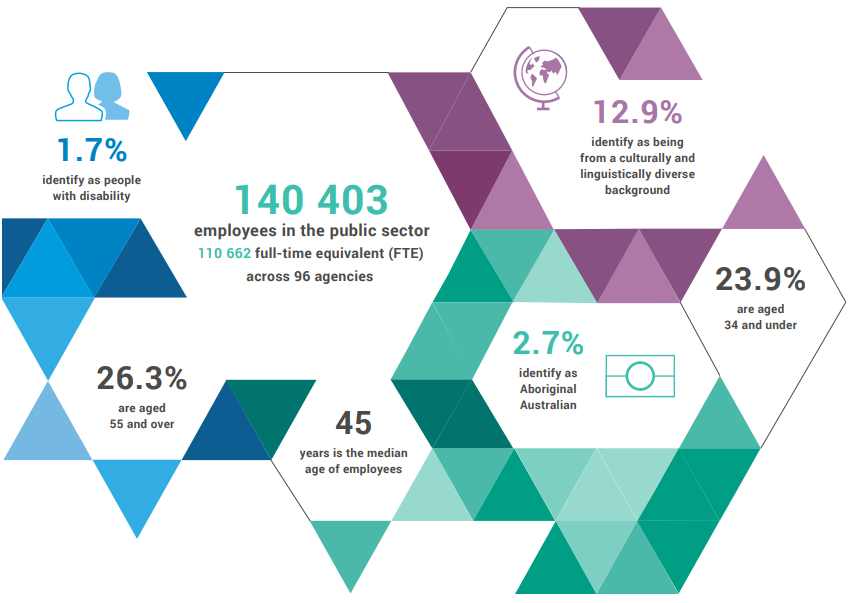
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WA public sector overview   
September 2018



**13.4%**identify as being from a culturally and linguistically diverse background

**1.6%**identify as people with disability

**141 744**  
employees

**111 255**  
full-time equivalent (FTE) across   
**84** agencies

**23.9%**aged 34 and under

**2.7%**identify as  
Aboriginal Australian

**26.3%**aged 55   
and over

**45**median age

**364**members of the SES

**$7 438m**general government expenses

Top 3 **occupation** groups

**243** males  
**121** females

**$3 023m** salaries  
**$4 415m** other expenses

**19.9%** teachers  
**16.2%** clerical workers  
**10.9%** nurses and midwives  
**53.0%** others

# Employment levels

In September 2018, the WA public sector employed 111 255 FTE reflecting:

* a quarterly increase of 882 FTE (+0.80%) since June 2018
* an annual decrease of 217 FTE (-0.19%) since September 2017.

The 882 FTE increase over the quarter was due largely to a seasonal upswing in the Department of Education (+712 FTE). There were more casual teachers and education assistants (+441 FTE) in addition to permanent and fixed term teachers and education assistants (+232 FTE). A significant decrease is expected in December 2018 when the school year ends and fewer teaching and casual employees are required.

The next two largest increases are East Metropolitan Health Service (+63 FTE) and South Metropolitan Health Service (+69 FTE). Both experienced increases due to additional nursing and medical staff. The Child and Adolescent Health Service meanwhile had a net decrease of 78 FTE due to the majority of the Perth Children’s Hospital project positions ending on 30 June 2018.

# Salaries expenditure

The Department of Treasury advises that general government salaries increased by a total of $43 million (or 1.4%) during the three months to 30 September 2018, when compared to the same period in 2017‑18. This was primarily due to increased health sector activity (up $22 million) and the impact of separation costs for the Western Australia Police Force (up $14 million)[[1]](#footnote-1).

Figure 1 Three months to 30 September salaries growth (General Government)

Decade average = 6.5%

# WA public sector headcount, FTE and salaries expenditure from September 2013

| **Quarter** | **Headcount****[[2]](#endnote-1)** | **FTE****[[3]](#endnote-2)** | **Salaries expenditure****[[4]](#endnote-3) ($M)** |
| --- | --- | --- | --- |
| September 2013 | 139 642 | 109 883 | 2 657 |
| December 2013 | 138 559 | 109 489 | 2 750 |
| March 2014 | 138 610 | 109 423 | 2 636 |
| June 2014 | 137 944 | 108 999 | 2 639 |
| September 2014 | 138 353 | 109 379 | 2 707 |
| December 2014 | 137 607 | 109 160 | 2 811 |
| March 2015 | 138 307 | 108 979 | 2 722 |
| June 2015 | 138 440 | 109 019 | 2 849 |
| September 2015 | 139 277 | 109 919 | 2 837 |
| December 2015 | 137 520 | 108 325 | 2 888 |
| March 2016 | 137 371 | 108 722 | 2 801 |
| June 2016 | 135 770 | 107 809 | 2 857 |
| September 2016 | 137 746 | 109 295 | 2 887 |
| December 2016 | 135 936 | 106 830 | 2 931 |
| March 2017 | 139 144 | 109 895 | 2 880 |
| June 2017 | 140 403 | 110 662 | 2 912 |
| September 2017 | 141 609 | 111 472 | 2 980 |
| December 2017 | 137 878 | 108 371 | 3 029 |
| March 2018 | 140 799 | 110 404 | 3 049 |
| June 2018 | 139 812 | 110 373 | 3 135 |
| September 2018 | 141 744 | 111 255 | 3 023 |
|  |  |  |  |

# WA public sector entities

| **Agency** | **Sep-18 Headcount 1** | **Sep-18  FTE 2** | **FTE change from Jun-18** | **FTE change from Sep-17** |
| --- | --- | --- | --- | --- |
| Department of Education | 53 845 | 40 029 | ▲ 712 | ▲ 135 |
| WA Health  (North Metropolitan Health Service) [[5]](#endnote-4) | 11 948 | 8 965 | ▼ 1 532 | ▼ 1 475 |
| WA Health (WA Country Health Service) | 9 867 | 7 430 | ▼ 8 | ▲ 181 |
| WA Health (South Metropolitan Health Service) | 9 001 | 6 846 | ▲ 69 | ▲ 173 |
| WA Health  (East Metropolitan Health Service) | 7 884 | 6 144 | ▲ 63 | ▲ 383 |
| Department of Justice | 6 268 | 5 809 | ▲ 13 | ▼ 108 |
| WA Health  (Child and Adolescent Health Service) | 4 384 | 3 079 | ▼ 78 | ▲ 39 |
| Department of Communities [[6]](#endnote-5) | 2 854 | 2 444 | ▲ 7 | ▼ 69 |
| Western Australia Police [[7]](#endnote-6) | 2 783 | 2 061 | ▲ 42 | ▼ 38 |
| WA Health (Health Support Services) | 2 000 | 1 388 | ▲ 10 | ▲ 19 |
| WA Health (PathWest) 4 | 1 937 | 1 559 | N/A | N/A |
| Public Transport Authority | 1 933 | 1 825 | ▼ 18 | ▲ 163 |
| Housing Authority 5 | 1 752 | 1 574 | ▲ 23 | ▼ 69 |
| Department of Primary Industries and Regional Development [[8]](#endnote-7) | 1 703 | 1 546 | ▼ 23 | ▼ 124 |
| Department of Fire and Emergency Services | 1 665 | 1 573 | ▼ 14 | ▼ 78 |
| Department of Biodiversity, Conservation and Attractions [[9]](#endnote-8) | 1 637 | 1 392 | ▲ 18 | ▼ 36 |
| Disability Services Commission 5 | 1 525 | 1 358 | ▲ 47 | ▼ 50 |
| North Metropolitan TAFE | 1 501 | 1 201 | ▲ 21 | ▼ 20 |
| Department of Mines, Industry Regulation and Safety | 1 457 | 1 371 | ▲ 1 | ▼ 105 |
| Department of Transport | 1 408 | 1 294 | ▲ 8 | ▼ 38 |
| South Metropolitan TAFE | 1 314 | 1 072 | ▲ 21 | ▼ 106 |
| Main Roads Western Australia | 1 081 | 1 022 | ▲ 2 | ▼ 10 |
| Department of Finance | 1 002 | 934 | ▼ 11 | ▼ 82 |
| Department of Local Government, Sport and Cultural Industries | 969 | 852 | ▼ 58 | ▼ 50 |
| Department of Water and Environmental Regulation | 848 | 750 | ▲ 10 | ▼ 46 |
| Department of Planning, Lands and Heritage | 801 | 690 | ▼ 3 | ▼ 74 |
| WA Health (Department of Health) | 768 | 652 | ▲ 5 | ▲ 30 |
| Department of the Premier and Cabinet | 545 | 473 | ▲ 22 | ▲ 17 |
| South Regional TAFE | 518 | 361 | ▲ 6 | ▼ 24 |
| Landgate | 505 | 461 | 0 | ▼ 68 |
| VenuesWest | 488 | 242 | ▲ 4 | ▼ 2 |
| Department of Training and Workforce Development | 480 | 433 | ▼ 7 | ▼ 57 |
| Central Regional TAFE | 401 | 321 | ▲ 5 | ▼ 18 |
| Insurance Commission of Western Australia | 382 | 352 | ▲ 14 | ▼ 15 |
| Mental Health Commission | 341 | 273 | ▼ 9 | ▼ 24 |
| Legal Aid Commission of Western Australia | 337 | 288 | ▲ 2 | ▲ 4 |
| North Regional TAFE | 328 | 283 | ▲ 5 | ▼ 3 |
| Department of Treasury | 282 | 258 | ▲ 1 | ▲ 1 |
| Department of Jobs, Tourism, Science and Innovation | 275 | 251 | ▲ 7 | 0 |
| Office of the Director of Public Prosecutions | 269 | 239 | ▼ 8 | ▲ 12 |
| Lotterywest | 224 | 212 | ▼ 2 | ▼ 39 |
| Zoological Parks Authority 8 | 192 | 143 | ▼ 11 | ▼ 25 |
| Forest Products Commission | 189 | 173 | ▼ 11 | ▲ 5 |
| Metropolitan Cemeteries Board | 165 | 149 | ▼ 1 | ▼ 9 |
| Office of the Auditor General | 159 | 145 | ▲ 3 | ▼ 1 |
| ChemCentre | 142 | 136 | 0 | ▲ 8 |
| Botanic Gardens and Parks Authority 8 | 132 | 100 | ▼ 1 | ▼ 24 |
| Public Sector Commission | 132 | 99 | ▼ 2 | ▼ 20 |
| WorkCover Western Australia | 130 | 119 | ▼ 5 | ▼ 9 |
| Corruption and Crime Commission | 118 | 116 | ▼ 4 | ▼ 3 |
| Metropolitan Redevelopment Authority | 110 | 102 | ▼ 6 | ▼ 18 |
| Rottnest Island Authority 8 | 103 | 89 | 0 | ▼ 4 |
| Ombudsman Western Australia | 72 | 63 | ▼ 1 | ▼ 5 |
| Animal Resources Centre | 64 | 60 | 0 | ▲ 5 |
| Economic Regulation Authority | 61 | 58 | ▲ 1 | ▲ 7 |
| Small Business Development Corporation | 55 | 50 | ▲ 2 | ▲ 1 |
| GESB | 48 | 43 | 0 | ▲ 2 |
| Legal Practice Board | 45 | 42 | ▲ 1 | ▲ 2 |
| Western Australian Meat Industry Authority | 45 | 21 | 0 | ▲ 1 |
| Western Australian Electoral Commission | 43 | 40 | 0 | ▼ 8 |
| National Trust of Australia (W.A.) | 38 | 27 | ▼ 1 | ▼ 1 |
| Department of the Registrar Western Australian Industrial Relations Commission | 36 | 34 | ▲ 2 | ▼ 1 |
| Construction Training Fund | 22 | 21 | 0 | ▲ 5 |
| Equal Opportunity Commission | 21 | 20 | 0 | ▼ 1 |
| Office of the Inspector of Custodial Services | 18 | 17 | ▼ 1 | 0 |
| Commissioner for Children and Young People | 15 | 13 | 0 | ▼ 4 |
| Health and Disability Services Complaints Office | 15 | 13 | ▼ 2 | ▼ 4 |
| Healthway | 15 | 14 | ▼ 3 | ▼ 6 |
| Office of the Information Commissioner | 11 | 10 | 0 | ▼ 1 |
| Keep Australia Beautiful WA | 10 | 8 | 0 | ▼ 2 |
| Veterinary Surgeons' Board | 6 | 4 | 0 | 0 |
| Burswood Park Board | 5 | 4 | 0 | 0 |
| Minerals Research Institute of Western Australia (MRIWA) | 3 | 3 | 0 | 0 |
| Salaries and Allowances Tribunal | 3 | 3 | 0 | 0 |
| Architects Board of Western Australia | 2 | 2 | 0 | 0 |
| Gascoyne Development Commission 7 | 1 | 1 | 0 | 0 |
| Goldfields-Esperance Development Commission 7 | 1 | 1 | 0 | 0 |
| Great Southern Development Commission 7 | 1 | 1 | 0 | 0 |
| Kimberley Development Commission 7 | 1 | 1 | 0 | 0 |
| Mid West Development Commission 7 | 1 | 1 | 0 | 0 |
| Peel Development Commission 7 | 1 | 1 | 0 | 0 |
| Pilbara Development Commission 7 | 1 | 1 | 0 | 0 |
| South West Development Commission 7 | 1 | 1 | 0 | 0 |
| Wheatbelt Development Commission 7 | 1 | 1 | 0 | 0 |
| **Western Australian public sector** | **141 744** | **111 255** | ▲ **882** | ▼ **217** |

1. The Voluntary Targeted Separation Scheme closed for most agencies on 30 June 2018, with 2 311 separations finalised by the end of 2017-18. The Western Australia Police Force is currently conducting a voluntary separation program targeted at 150 police officers, with subsequent savings to be reinvested in front-line police services to maintain operational strength. A total of 113 police separations were finalised during the three months to 30 September 2018. [↑](#footnote-ref-1)
2. Headcount’ is a snapshot of employees as at the last pay period of the quarter, and includes all permanent, fixed term and paid casual employees during that pay period. [↑](#endnote-ref-1)
3. ‘FTE’ is a snapshot of employees who were paid in the last pay period of the quarter. 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 regularly reviewed, some adjustments in FTE figures may occur. [↑](#endnote-ref-2)
4. ‘Salaries expenditure’ covers the ‘general government sector’ as defined by the Department of Treasury which differs slightly from the ‘public sector’ as defined by the Public Sector Commission. [↑](#endnote-ref-3)
5. Effective from 1 July 2018, PathWest Laboratory Medicine WA (PathWest) was established as an independent Chief Executive Governed Health Service Provider under Section 32 of the *Health Service Act 2016*. PathWest was previously under the North Metropolitan Health Service. [↑](#endnote-ref-4)
6. The Department of Communities supports the Disability Services Commission and Housing Authority which remain statutory authorities. Reporting of FTE in this report reflects the allocation of employees supporting the different entities. [↑](#endnote-ref-5)
7. Sworn officers are employed by the Police Force (a non-public sector entity as defined in the *Public Sector Management Act 1994*), separated from the Police Service. [↑](#endnote-ref-6)
8. While staff of regional development commissions are part of the Department of Primary Industries and Regional Development, regional development commissions and their respective chief executives and boards remain as separate entities under legislation. [↑](#endnote-ref-7)
9. While the Botanic Gardens and Parks Authority, Zoological Parks Authority, and Rottnest Island Authority are part of the administrative arrangements for the Department of Biodiversity, Conservation and Attractions, these statutory authorities remain as separate entities and continue to employ their own staff. [↑](#endnote-ref-8)