



Public Sector
Commission

2023 WA Public Sector Census



Unlocking the story of our sector

Sector Insights

Introduction

The first WA Public Sector Census was conducted in March and April 2023.

It heard from more than 47,000 employees which is around 30% of the workforce.

The information collected is an opportunity to learn about the public sector workforce and the experiences of employees in their workplaces.

The information gained through the census will be used by the sector and individual agencies to build on strengths, improve operations and better support employees.

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Themes



Collection performance scorecard

A snapshot of key performance indicators and measures of success of the administration of the census.



Demographics

Key demographics and employee profile of those who responded to the Census compared to sector wide payroll data.



Workforce characteristics

Insights related to public sector tenure, working arrangements, leave, main types of work and other related workforce characteristics.



Diversity

Insights about the mix and differences of our employees based on self identification. This covers culture, Aboriginal and or Torres Strait Islander background, disability, sexual orientation, gender identity and sex characteristics.



Safe to share

Insights about an employee's willingness to share their diversity with their agency, and if not, why not. Insights into employee's sharing behaviour of integrity matters with their agency and the reasons for not reporting.



Integrity behaviours

Insights into integrity behaviours in the last 12 months related to proper processes, gifts, benefits, hospitality, bullying and harassment, and discrimination.



Workforce intentions

The characteristics of employees who intend to stay or leave their agency and their reasons.



Leadership, performance and development

Employees self identification as a leader, details about their performance and development agreements, and studying activities.

2023 WA Public Sector Census

The 2023 WA Public Sector Census was conducted from 6 March to 16 April 2023 and is the largest WA public sector employee collection to date.

47,115
responses

out of

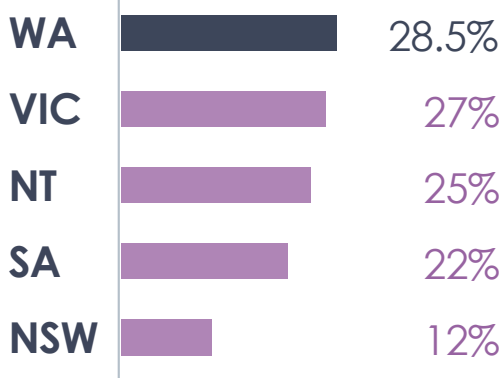
165,340
employees

28.5%
response rate

66 agencies
covering 116 entities

Collection performance scorecard

- ✓ 14 of 66 agencies achieved **90% and above**
- ✓ more than half of all agencies (34 of 66) achieved **70% and above**
- ✓ most agencies (50 of 66) achieved **50% and above**



Highest response rate for first year sector wide workforce questionnaire, when compared to other Australian jurisdictions which included all front line employees

* Queensland excluded teachers.



12 minutes

average time to complete



3,492,964

individual data item responses



66%

All agencies

average response rate



55%

Agencies excluding Health and Education

27,853 out of 50,375 employees



20%

Department of Education

11,370 out of 56,988 employees



14%

WA Health

including Department of Health and Health Service Providers

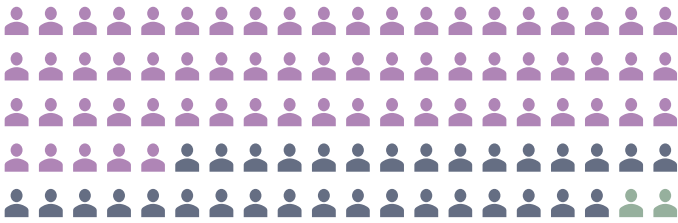
7,892 out of 57,977 employees



Demographics

Key demographics and employee profile of those who responded to the Census compared to sector wide payroll data.

CENSUS



65.1% 30,653 female
 32.7% 15,423 male
 <1% 198 another self-identity
 1.8% 841 prefer not to say



Metropolitan

79.5%

31,431 employees

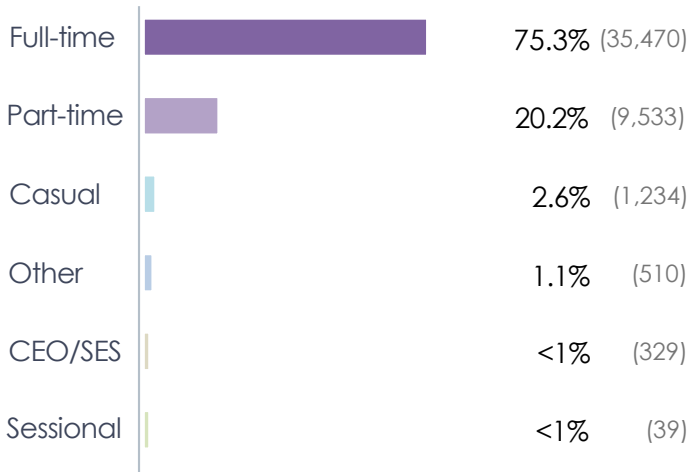


Regional

20.5%

8,100 employees

Employment status



50 to 54 years

most common age group

3.5% Youth

1,670 employees

24 years and under

5 to less than 11 years

most common tenure

\$93K - \$107K

Level 5 equivalent

most common salary range

PAYROLL



71.2% 121,941 female
 28.8% 49,239 male
 <0.1% 51 another self-identity
 n.a. prefer not to say



Metropolitan

77.1%

131,951 employees

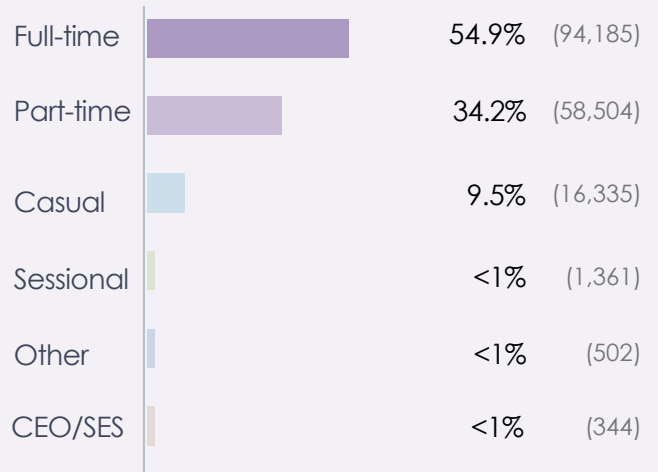


Regional

22.9%

39,197 employees

Employment status



35 to 39 years

most common age group

5.5% Youth

9,451 employees

24 years and under

5 to less than 11 years

most common tenure

\$93K - \$107K

Level 5 equivalent

most common salary range

Payroll comparisons refer to the quarterly workforce data collected as part of the **March 2023** Human Resource Minimum Obligatory Information Requirements



Demographics

Key demographics and employee profile of those who responded to the Census compared to sector wide payroll data.

METROPOLITAN

65.9% 20,700 female

32.8% 10,308 male

<1% 122 another self-identity

1% 301 prefer not to say

Employment status

Full-time		79.7% (25,036)
Part-time		16.2% (5,082)
Casual		2.2% (690)
Other		1% (303)
CEO/SES		<1% (297)
Sessional		<1% (23)

50 to 54 years

most common age group

3.6% Youth

1,145 employees

24 years and under

5 to less than 11 years

most common tenure

\$93K - \$107K

Level 5 equivalent

most common salary range

8.3%

2,012 employees

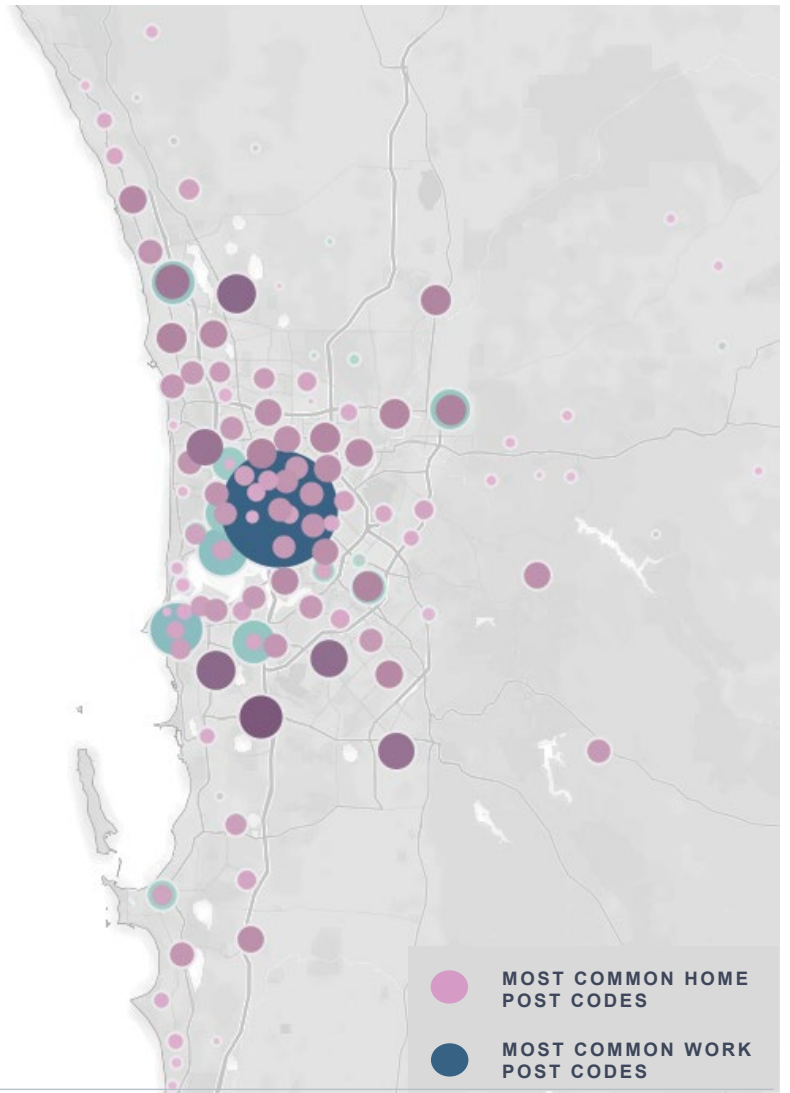
full-time employees that want to reduce hours

7.6%

496 employees

part-time employees that want to increase hours

Where our employees live and work



Top 3 reasons why employees work full-time



Financial



I want to work full-time



Lifestyle

Top 3 reasons why employees work part-time



Family/caring responsibilities



I want to work part-time



Work/life balance

COMMUTING

Top 3 methods of commuting to work



Car



Train



Bus



Demographics

Key demographics and employee profile of those who responded to the Census compared to sector wide payroll data.

REGIONAL

70.1% 5,680 female

29.1% 2,357 male

<1% 43 another self-identity

<1% 20 prefer not to say

Employment status

Full-time		83.4% (6,755)
Part-time		12.5% (1,015)
Casual		3% (247)
Other		<1% (61)
CEO/SES		<1% (14)
Sessional		<1% (8)

50 to 54 years

most common age group

2.9% Youth

235 employees

24 years and under

5 to less than 11 years

most common tenure

\$93K - \$107K

Level 5 equivalent

most common salary range

8%

489 employees

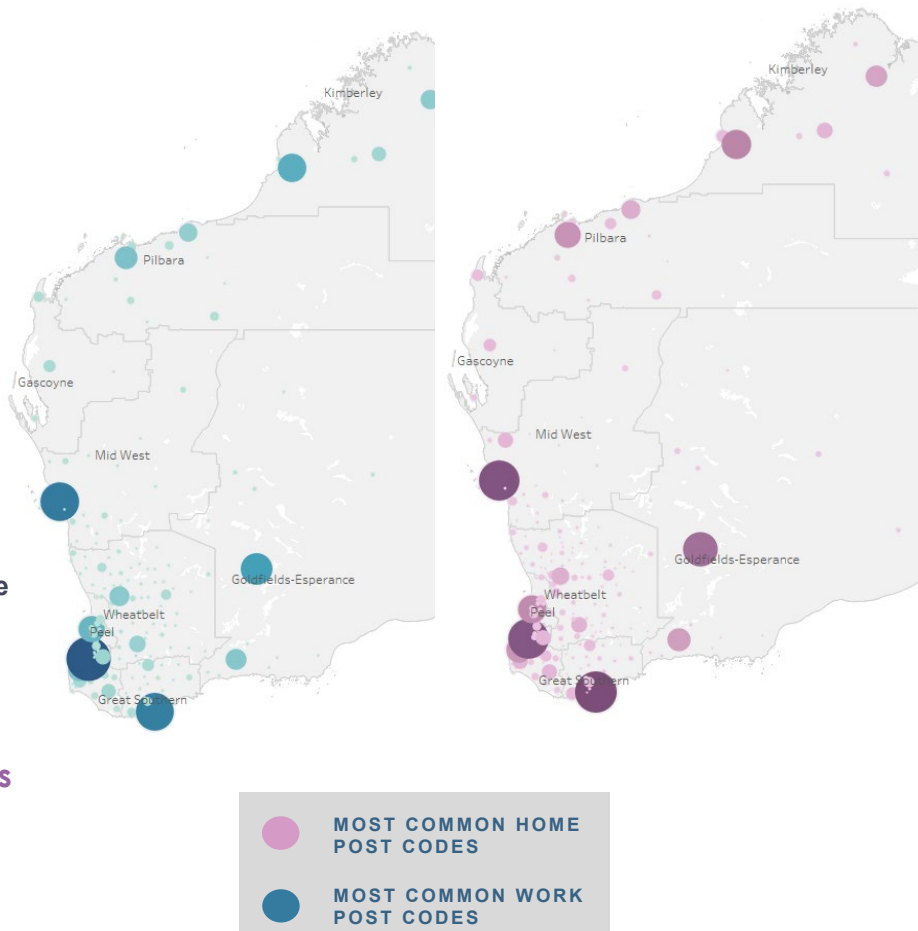
full-time employees that want to reduce hours

12%

216 employees

part-time employees that want to increase hours

Where our employees live and work



COMMUTING

Top 3 methods of commuting to work



Car



Walk



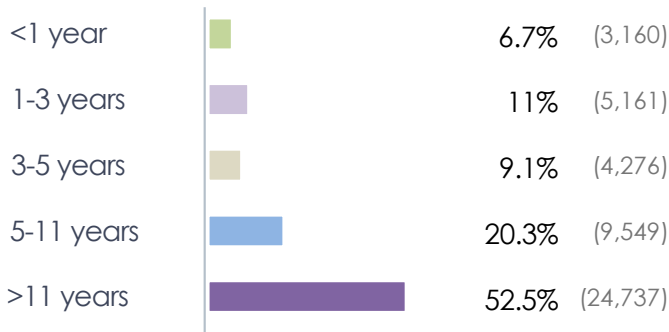
Cycle



Workforce characteristics

Insights related to public sector tenure, working arrangements, leave, main types of work and other related characteristics.

PUBLIC SECTOR TENURE



RECOMMENDING THEIR AGENCY

69.9%
32,924 employees

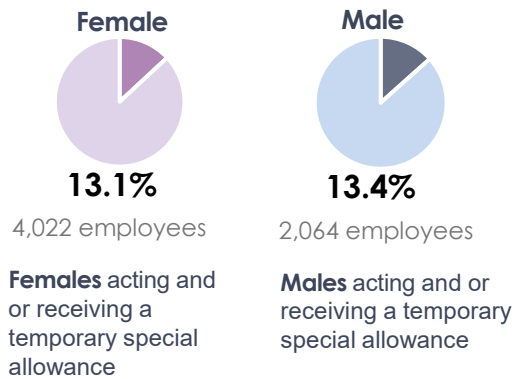
recommended or would recommend their agency as a place to work

24.4%
11,500 employees

wouldn't recommend their agency as a place to work

ACTING, TEMPORARY SPECIAL ALLOWANCE

13.2% 6,200 employees currently acting and or receiving a temporary special allowance

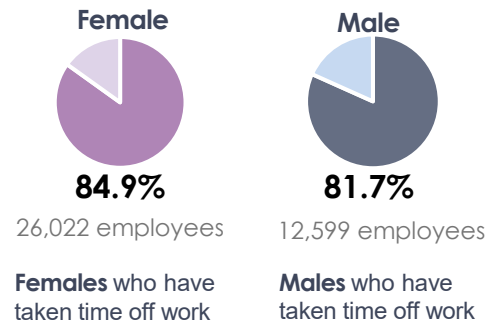


Top 3 types of work of those acting and or receiving a temporary special allowance

- Project management, project support
- Administrative support
- Management

TIME OFF WORK

83.5% 39,328 employees have taken time off work in the last 12 months



Top 3 reasons why employees took time off

- Illness or injury
- COVID-19 illness
- Caring responsibilities

Top 3 types of work for all employees

- Teaching, lecturing, training, vocational support
- Administration support
- Project management, project support

Received a voluntary severance, redundancy and or section 59 payment

2.4%
1,154 employees

Top 3 qualifications for all employees

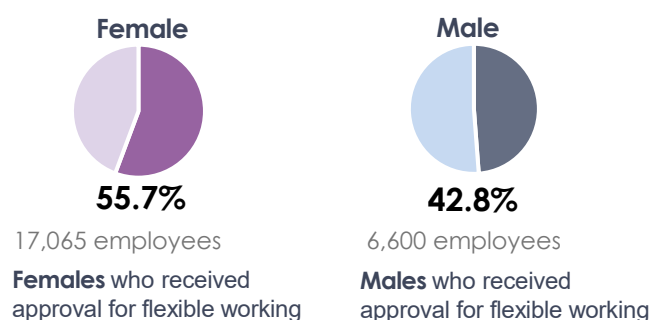
- Teaching, lecturing, training, vocational support
- Business administration and management
- Science

FLEXIBLE WORK

47.4% were approved for flexible working in the last 12 months
22,351 employees



1 Most common number of days employees spent working from home per week





Diversity

Insights about the mix and differences of our employees based on self identification. This covers culture, Aboriginal and or Torres Strait Islander background, disability, sexual orientation, gender identity and sex characteristics.

CULTURAL DIVERSITY

Cultural diversity means having a mix of employees from different cultural backgrounds and covers many elements.

CORE MEASURES

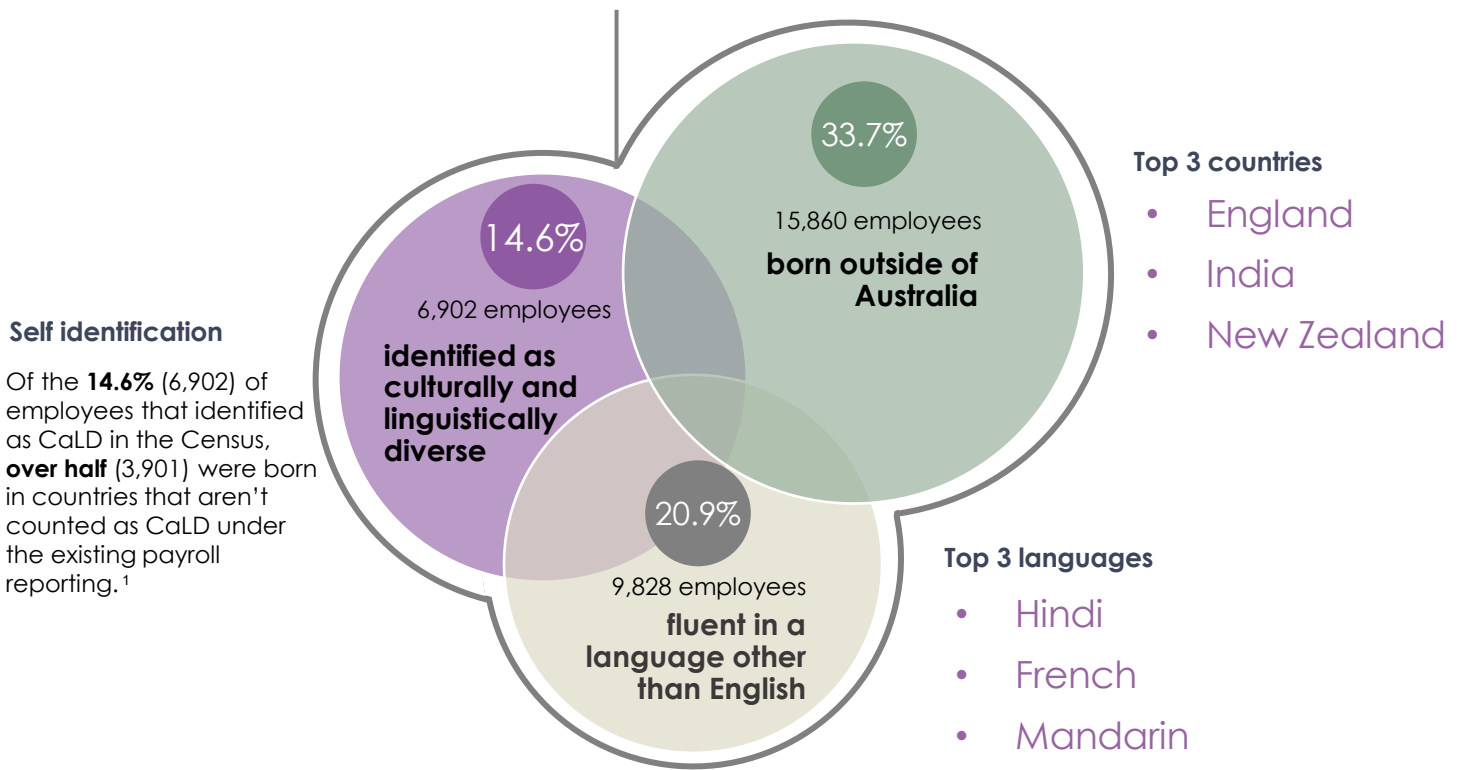
The core measures, made up of objective and subjective aspects, include different cultural backgrounds counted by **country of birth** outside of Australia, **cultural identity** counted by self identification and **languages spoken other than English**. This is guided by the Diversity Council Australia and the Australian Bureau of Statistics approach.

39%

 responded to one or more core measures

19,783 employees

The Census provides a broader picture of cultural diversity using self identification, country of birth outside of Australia and fluency in a language other than English. When compared to March 2023 payroll data, only **16.5%** (19,166) were reported as CaLD¹.



ADDITIONAL MEASURE

An additional measure includes **global experience**, which is a cultural capability of an individual and the agency.

41.2%

 global experience

19,429 employees



The Census asked whether employees lived in a country other than Australia for more than 6 months, travelling, studying, working, volunteering.

The time taken for expatriate adjustment varies, however within 6 to 12 months after arriving they grow accustomed to their new home and the customs of the host country.

¹ Based on one measure of 'cultural and linguistic diversity' which is defined as those born outside of Australia, Canada, England, New Zealand, Northern Ireland, Republic of Ireland, Scotland, South Africa, United Kingdom, United States of America and Wales.

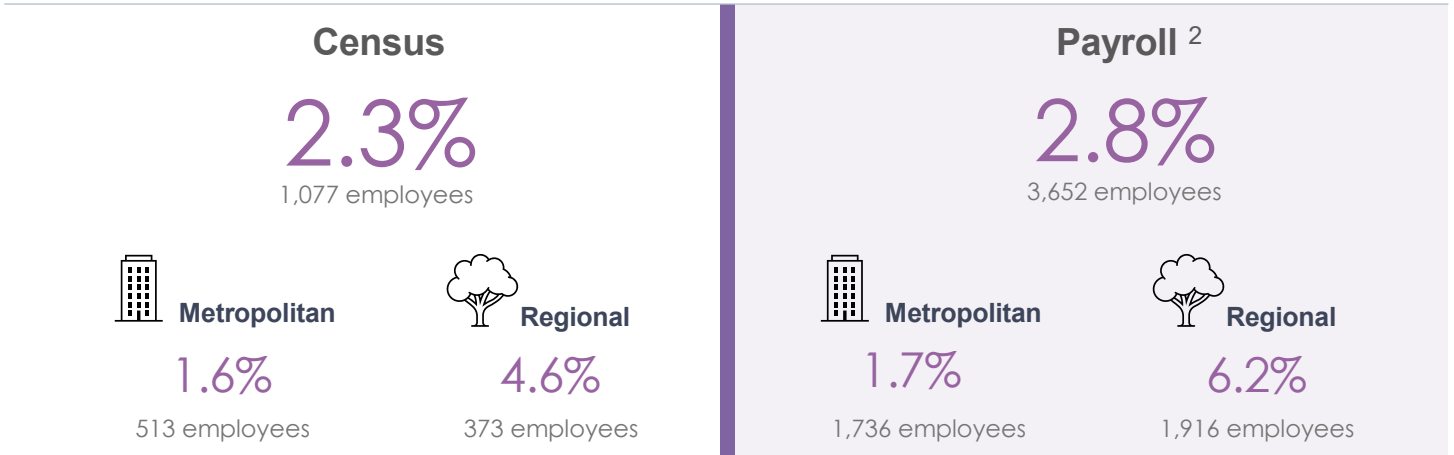


Diversity

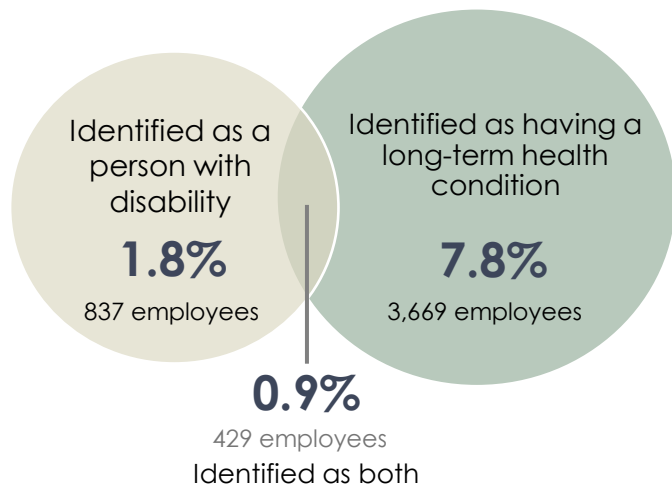
Insights about the mix and differences of our employees based on self identification. This covers culture, Aboriginal and or Torres Strait Islander background, disability, sexual orientation, gender identity and sex characteristics.

ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE

We recognise the unique position of Aboriginal and Torres Strait Islander people as First Nations in Australia, while also acknowledging that they may have additional cultural backgrounds.



DISABILITY AND LONG TERM HEALTH CONDITION



Employees showed a willingness and openness to share personal information. This resulted in higher disclosure rates for disability.

The Census showed **2.7%** (1,266) of those identifying as a person with disability, or both disability and long-term health condition, when compared to payroll data* which shows **1.6%** (1,930).

9.9% (4,645) employees have caring responsibilities for a person with disability or with a long-term health condition

DIVERSE GENDER IDENTITIES, SEXUAL ORIENTATION, SEX CHARACTERISTICS

5.3%
2,511 employees

identified as a person with
Diverse sexual orientation

0.7%
337 employees

identified as a person with
Diverse gender identities

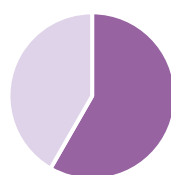
0.1%
47 employees

identified as a person with
Diverse sex characteristic

CARING RESPONSIBILITIES

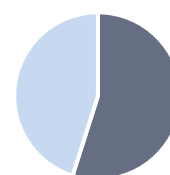
57.2%
26,948 employees

of employees have caring responsibilities outside of work



58.3%
17,861 employees

Females with caring responsibilities compared to females without



54.9%
8,468 employees

Males with caring responsibilities compared to males without

² Payroll comparisons refer to the quarterly workforce data collected as part of the March 2023 Human Resource Minimum Obligatory Information Requirements



Safe to share

Insights about an employee's willingness to share their diversity with their agency, and if not, why not. Insights into employee's sharing behaviour of integrity matters with their agency and the reasons for not reporting.

SHARING DIVERSITY

The confidence of staff to give voice to their identities, experiences and concerns is a key indication of the level of workplace trust, psychological safety and inclusion.

Self identified	Have shared	Haven't	Top 3 reasons why they haven't shared it
Aboriginal and Torres Strait Islander	84.9% 912 employees	7.5% 81 employees	<ol style="list-style-type: none"> I may have to prove I'm an Aboriginal or Torres Strait Islander I do not want the pressure of addressing gaps in knowledge at my organisation about Aboriginal and Torres Strait Islander people I may be treated differently
Culturally and linguistically diverse	34.5% 2,374 employees	10.1% 698 employees	<ol style="list-style-type: none"> I do not want to be the spokesperson for culturally and linguistically diverse people I might be treated differently I may be limited in roles offered
Disability	55.3% 700 employees	26.6% 337 employees	<ol style="list-style-type: none"> I might be treated differently My disability does not impact on my ability to undertake my role I may be limited in roles offered

SHARING DIVERSE GENDER IDENTITIES, SEXUAL ORIENTATION OR SEX CHARACTERISTICS

0.7%

337 employees identified as a person with

Diverse gender identities

of these

46.3%

156 employees **have shared it with their colleagues**

51.9%

175 employees **haven't shared it with their colleagues**

5.3%

2,511 employees identified as a person with

Diverse sexual orientation

of these

56.1%

1,409 employees **have shared it with their colleagues**

41.4%

1,039 employees **haven't shared it with their colleagues**

0.1%

47 employees identified as a person with

Diverse sexual characteristics

of these

31.9%

15 employees **have shared it with their colleagues**

63.8%

30 employees **haven't shared it with their colleagues**

SHARING INTEGRITY BEHAVIOURS

Not aligned to proper process
8,814 employees



33.2%
66.8%

2,920 employees **reported**
5,879 employees **not reported**

Bullying and harassment
9,371 employees



55.9%
44.1%

5,244 employees **reported**
4,117 employees **not reported**

Top 3 reasons for not reporting

- The person was in a position of power
- Reporting would have a negative effect on my career
- Fear of victimisation

Top 3 reasons for not reporting

- The person was in a position of power
- Fear of victimisation
- The behaviour was widely accepted



Integrity behaviours

Insights into integrity behaviours in the last 12 months related to proper processes, gifts, benefits, hospitality, bullying and harassment, and discrimination.

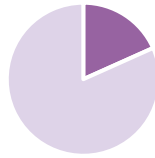
OBSERVED BEHAVIOURS NOT ALIGNED TO PROPER PROCESS

18.7%

8,814 employees

observed behaviours that were not aligned to proper process in the last 12 months

Female

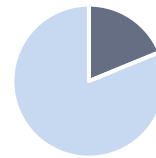


18.3%

5,603 employees

Females who observed behaviours that were not aligned to proper process

Male



18.8%

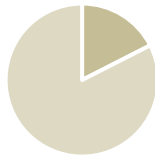
2,906 employees

Males who observed behaviours that were not aligned to proper process

Top 3 types of work of those who observed behaviours not aligned to proper process

- Teaching, lecturing, training, vocational support
- Administrative support
- Management

Metropolitan



17.5%

5,488 employees

Metropolitan employees who observed behaviours that were not aligned to proper process

Regional



19.6%

1,589 employees

Regional employees who observed behaviours that were not aligned to proper process

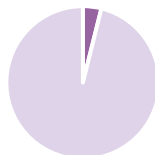
GIFTS, BENEFITS AND HOSPITALITY

4.2%

1,988 employees

had a supplier offer them a gift, benefit or hospitality in the last 12 months

Female

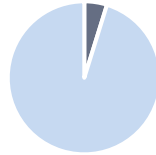


4.0%

1,212 employees

Females who had a supplier offer them a gift, benefit or hospitality

Male



4.8%

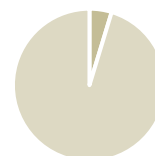
734 employees

Males who had a supplier offer them a gift, benefit or hospitality

Top 3 types of work of those offered a gift, benefit or hospitality

- Management
- Project management, project support
- Teaching, lecturing, training, vocational support

Metropolitan

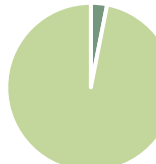


4.7%

1,477 employees

Metropolitan employees who had a supplier offer them a gift, benefit or hospitality

Regional



3.1%

249 employees

Regional employees who had a supplier offer them a gift, benefit or hospitality

Most common salary of those offered a gift, benefit or hospitality

107k - 124k

Level 6 equivalent

55.3%

1,100 employees

were involved in contract management or procurement

43%

854 employees

did not register a gift, benefit or hospitality offered by a supplier



Integrity behaviours

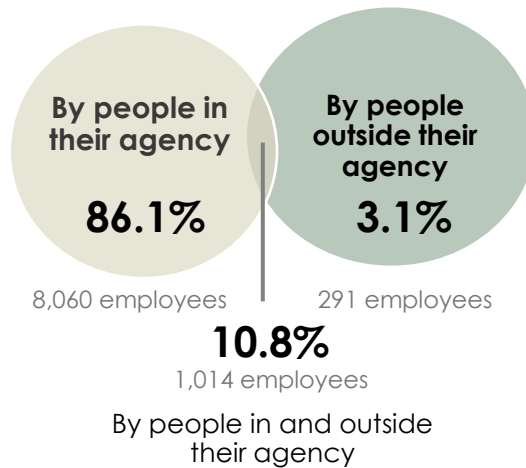
Insights into integrity behaviours in the last 12 months related to proper processes, gifts, benefits, hospitality, bullying and harassment, and discrimination.

BULLYING AND HARASSMENT

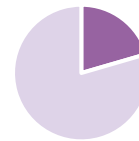
19.9%

9,371 employees

experienced bullying and or harassment in the last 12 months



Female



20.5%

6,275 female employees

Females who experienced bullying and or harassment

Male



18.1%

2,797 male employees

Males who experienced bullying and or harassment

Top 3 types of bullying and or harassment

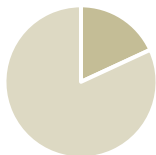
- Inappropriate and unfair application of work policies
- Verbal abuse
- Interference with work tasks

Most common salary of those who experienced bullying and or harassment

\$93K - \$107K

Level 5 equivalent

Metropolitan



18.1%

5,702 employees

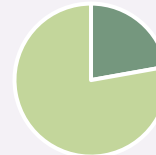
Top 3 types of work of those that experienced bullying and or harassment

Teaching, lecturing, training, vocational support

Administrative support

Project management and support

Regional



22.2%

1,796 employees

Top 3 types of work of those that experienced bullying and or harassment

Administrative support

Teaching, lecturing, training, vocational support

Management



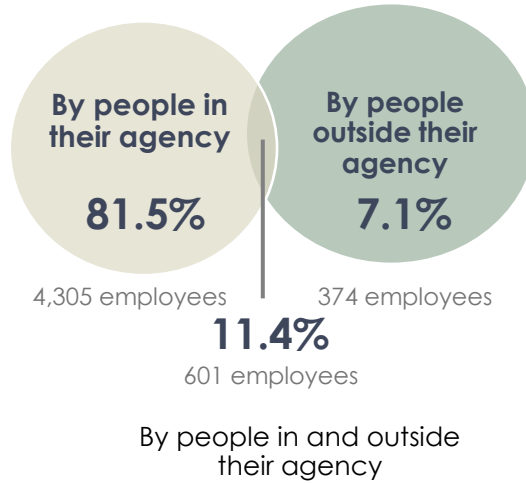
Integrity behaviours

Insights into integrity behaviours in the last 12 months related to proper processes, gifts, benefits, hospitality, bullying and harassment, and discrimination.

DISCRIMINATION

11.2%

5,280 employees experienced discrimination the last 12 months



Female



11.0%

3,367 employees

Females who experienced discrimination

Male



11.0%

1,689 employees

Males who experienced discrimination

Top 3 types of discrimination

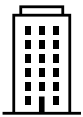
- Age
- Race
- Sex

Most common salary of those who experienced discrimination

\$93k - \$107k

Level 5 equivalent

Metropolitan



10.0%

3,130 employees

Top 3 types of work of those that experienced discrimination

Teaching, lecturing, training, vocational support

Administrative support

Project management and support

Regional



11.7%

950 employees

Top 3 types of work of those that experienced discrimination

Teaching, lecturing, training, vocational support

Administrative support

Management



Workforce intentions

The characteristics of employees who intend to stay or leave their agency and their reasons.

INTENTION TO LEAVE < 12 MONTHS

10.4%

4,915 employees intend to leave their agency in less than 12 months

Female



9.9%

3,030 employees

Females who intend to leave their agency

Male



11.2%

1,727 employees

Males who intend to leave their agency

50 to 54 years

most common age group

93k – 107k

Level 5 equivalent most common salary range

5 to 11 years

Most common tenure

Top 3 types of work of those intending to leave

- Administrative support
- Teaching
- Project management and support

Top 3 reasons of those intending to leave

- Career and job opportunities
- Organisation leadership/culture
- Workload/work pressure

Top reason to leave for females and males

- Career and job opportunities

Of those intending to leave < 12 months

74.3% 3,595 employees did not receive feedback about their performance

35.7% 1,755 employees experienced bullying and or harassment

55.4% 2,725 employees are applying for jobs outside the public sector and or their agency

Metropolitan



10.5%

3,306 employees

Regional



8.2%

668 employees

INTENTION TO LEAVE < 5 YEARS

40.8%

19,231 employees intend to leave their agency in less than 5 years

Female



39.5%

12,103 employees

Females who intend to leave their agency

Male



43.1%

6,648 employees

Males who intend to leave their agency

60 to 64 years

most common age group

93k – 107k

Level 5 equivalent most common salary range

5 to 11 years

Most common tenure

Top 3 types of work of those intending to leave

- Teaching
- Administrative support
- Project management and support

Top 3 reasons of those intending to leave

- Career and job opportunities
- Work/life balance
- Organisation leadership/culture

Top reason to leave for females and males

- Career and job opportunities

Of those intending to leave < 5 years

70.5% 13,395 employees did not receive feedback about their performance

27.9% 5,361 employees experienced bullying and or harassment

32.8% 6,306 employees are applying for jobs outside the public sector and or their agency

Metropolitan



40.6%

12,722 employees

Regional



38.4%

3,113 employees



Workforce intentions

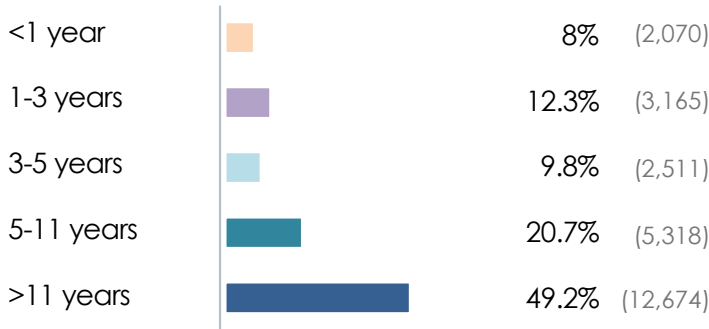
The characteristics of employees who intend to stay or leave their agency and their reasons.

INTENTION TO STAY

54.6%

25,738 employees intend to stay in their agency for the next 5 years

Public Sector tenure of those intending to stay



Female



56.3%

17,261 employees

Females who intend to stay with their agency

50 to 54 years

most common age group for females intending to stay

Male



52.1%

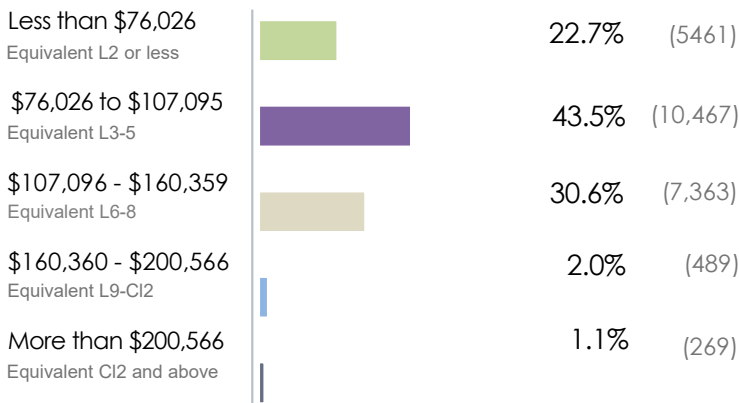
8,043 employees

Males who intend to stay with their agency

50 to 54 years

most common age group males intending to stay

Salary range of those intending to stay



Compared to those intending to leave, those intending to stay are:

- more likely to be younger (50 to 54 years compared to 60 to 64 years)
- more likely to be acting in another role (14.2% compared to 12.1%)
- more likely to have undertaken development activities in the last 12 months to assist their role (75.5% vs 66.5%)
- Similar rates of working from home (50.7% vs 50.3%)
- more likely to be at a lower salary range (76k – 124k vs 84k -140k)
- Less likely to have experienced bullying and harassment (15.3% vs 27.9%)

Top 3 types of work of those intending to stay

- Teaching, lecturing, training, vocational support
- Administrative support
- Project management, project support

Top 3 reasons of those intending to stay

- I like my job/interesting work
- Job security
- Financial/pay

Top reason to stay based on gender

- **Female:** I like my job/interesting work
- **Male:** I like my job/interesting work

Metropolitan



56.2%

17,677 employees

Regional



57.3%

4,645 employees



Leadership, development and performance

Employees self identification as a leader, details about their performance and development agreements, and studying activities.

Female



46.5%

half (53.3%) females that identified as leaders, also manage employees

1 out of 2

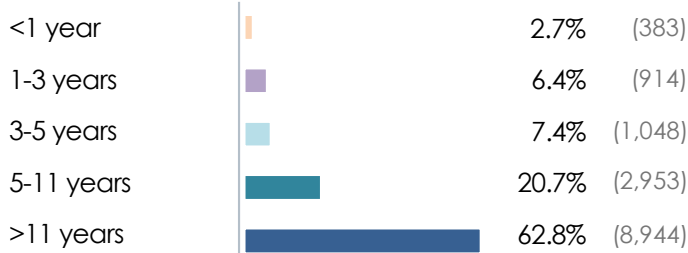
14,242 employees

Females who identify as leaders

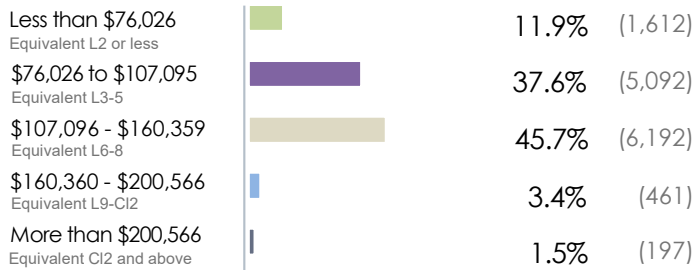
50 to 54 years

most common age group

Public Sector tenure of females who identify as leaders



Salary range of females who identify as leaders



Top 3 types of work of females who identify as leaders

- Teaching, lecturing, training, vocational support
- Management
- Administrative support

Male



58.3%

A majority of (61%) males that identified as leaders, also manage employees

3 out of 5

8,998 employees

Males who identify as leaders

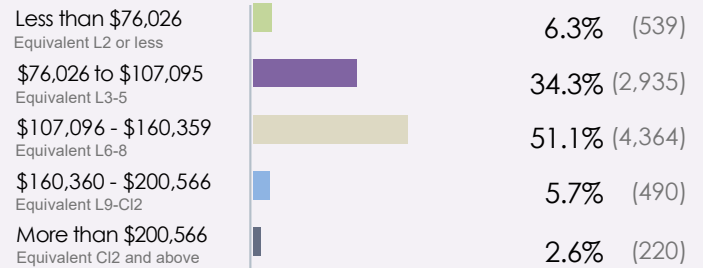
50 to 54 years

most common age group

Public Sector tenure of males who identify as leaders



Salary range of males who identify as leaders



Top 3 types of work of males who identify as leaders

- Management
- Teaching, lecturing, training, vocational support
- Policing, law enforcement, intelligence, security, public safety

Employees from diversity groups that identify as leaders

Aboriginal and Torres Strait Islander



54.7%

589 employees

1 out of 2

Culturally and linguistically diverse



44.1%

3041 employees

2 out of 5

Disability



44.2%

560 employees

1 out of 2

Diverse gender identities, sexual orientation and sex characteristics



65.2%

1,678 employees

2 out of 3

All other employees



52.8%

17,243 employees

1 out of 2

DEVELOPMENT AND PERFORMANCE

68.4%

32,230 employees have an agreement currently in place

26.0%

12,259 employees have not or don't know if they have an agreement

STUDYING

23.0%

10,842 employees currently studying to progress their career

Top 3 study qualifications

- Professional ongoing development to maintain certification or registration
- Online course
- Advanced diploma

Data quality statement

Institutional environment

The WA Public Sector Commission led the first Census of all public sector employees. Participation was voluntary. The Census information will be used for workforce planning, workforce policy and workforce statistical activities by the Commission and agencies.

Relevance

Permanent, fixed-term contract, casual, sessional, sworn police officers and Chief Executive Officer/Senior Executive Service employees from the WA public sector were asked to participate. The scope covered 66 agencies, which included 116 entities. Topics covered included demographics, tenure, workforce characteristics, diversity, education, job type, integrity, flexible working, bullying and harassment, and discrimination.

Percentages are calculated using the most relevant data. For example, when percentages for females or males are shown, they are based on the responses as a percentage of the total number of females or males who responded to the census.

Partial responses were included if they met pre-determined criteria based on the number of questions answered. This means the expected number of responses per question may differ.

Timeliness

The Census was open for 6 weeks from 6 March to 16 April 2023 inclusive. This included a soft open which commenced on 6 March 2023. The official live period occurred from 13 March to 2 April 2023. 44 out of the 66 agencies opted for a one-week extension until 9 April 2023 to increase their response rates. A soft close occurred until 16 April 2023.

Accuracy

Approximately 165,340 employees in the WA Public Sector were asked to voluntarily participate in the Census. Total number of responses was 47,115 (28.5%). Employees completed the Census using an anonymous link (97%) or through a QR code (3%). Agencies engaged their employees, encouraged participation and distributed the link/QR code.

Coherence

The Census collects sector wide information not currently available through other sources, such as additional information on diversity and why employees plan to stay or leave an agency. Census data can be used in conjunction with other data sources, such as Human Resource Minimum Obligatory Information Requirements (HR MOIR) to provide additional insights. For the 17 agencies who participated in the 2021 Census Pilot, the 2023 Census is comparable as most questions remain unchanged.

Some payroll information presented in this document will differ to sector wide published information. For example, appointment type is shown by headcount to match Census methodology, whereas FTE is often published for sector wide workforce statistics.

Interpretability

The Census comprised of 91 questions that an employee could be sequenced. Sequencing occurred based on answers to previous questions. For example, all employees were asked whether they had experienced bullying and harassment. However, only those that answered yes to this question were asked subsequent questions about that experience.

Potentially sensitive questions included an option of 'prefer not to say'. Results presented for these questions exclude these responses when calculating percentages and totals.

Most questions only allowed one response to be selected. However, there are questions where a respondent could choose more than one response (multi-response). This means that the count of response options for a multi-response question may be higher than the number of people who responded.

Accessibility

Access to individual level data in the Commission is restricted on a need to know basis. User access permissions ensure only authorised staff have access to this data. Census data is used to produce aggregate statistics (grouped in totals). These are provided to WA public sector agencies. Aggregated statistics provided to a WA public sector agency may be shared by that agency to communicate results to their employees and respond to enquiries. Individual responses are not provided to agencies. Information is aggregated and provided only when there are enough responses to maintain the confidentiality of individual responses. Text fields are limited to postcodes and language spoken.