# 2023 WA Public Sector Census – 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 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

This report is divided into sections based on themes that are contained in the results. The list of themes is as follows.

## 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.

# **Collection performance scorecard**

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. It involved 66 agencies covering 116 entities.

Key information related to the collection of results are as follows:

47,115 responses received out of 165,340 employees in the sector. This equates to a 28.5% response rate.

14 of 66 agencies achieved a response rate of 90% or above.

34 of 66 agencies achieved a response rate of 70% or above.

50 of 66 agencies achieved a response rate of 50% and above.

The average response rate across agencies was 66%.

Excluding Health and Education gives a response rate of 55% which is 27,854 out of 50,375 employees.

The Department of Education received a 20% response rate, which is 11,370 out of 56,988 employees.

WA Health portfolio, including the Department of Health and Health Service providers received a 14% response rate, which is 7,892 out of 57,977 employees.

A diagram shows the relative response rates between public sectorwide workforce questionnaires in different Australian jurisdictions. WA has the highest response rate for first year sector wide workforce questionnaire which included all front line employees. Note that Queensland excluded teachers.

Western Australia – 28.5%.

Victoria – 27%.

Northern Territory – 25%.

South Australia – 22%.

New South Wales – 12%.

The Census took respondents 12 minutes on average to complete the survey.

3,492,964 individual data item responses were received.

# **Demographics**

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

## Census data

This section presents a range of demographic information based on census data.

### Gender breakdown

A diagram represents the relative proportions of genders in the public sector, according to census data.

30,653 employees are female, which is 65.1% of the sector.

15,423 employees are male, which is 32.7% of the sector.

198 employees identified as another self-identity, which is less than 1% of the sector.

841 employees preferred not to say their gender, which is 1.8% of the sector.

### Metropolitan and regional breakdown

31,431 employees are based in metropolitan areas, which is 79.5% of the sector.

8,100 employees are based in regional areas, which is 20.5% of the sector.

### Employment status

A graph shows the relative proportions of full-time, part-time, casual and other employees, according to census data.

35,470 employees are full-time, which is 75.3% of the sector.

9,533 employees are part-time, which is 20.2% of the sector.

1,234 employees are casual, which is 2.6% of the sector.

510 employees answered “other” to this question, which is 1.1% of the sector.

329 employees are chief executive officer or Senior Executive Service officers, which is less than 1% of the sector.

39 employees are sessional employees, which is less than 1% of the sector.

### Other demographic information

The most common age group is 50 to 54 year olds.

1,670 employees are youth aged 24 years or under, which is 3.5% of the sector.

The most common tenure in the public sector is 5 to less than 11 years.

The most common salary range was $93,000 to $107,000, which is equivalent to Level 5 under the Public Sector CSA Agreement.

## Payroll data

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

### Gender breakdown

A diagram represents the relative proportions of genders in the public sector, according to sectorwide payroll data.

121,941 employees are female, which is 71.2% of the sector.

49,239 employees are male, which is 28.8% of the sector.

51 employees identified as another self-identity, which is less than 0.1% of the sector.

Prefer not say is not applicable for payroll data.

### Metropolitan and regional breakdown

131,951 employees are based in metropolitan areas, which is 77.1% of the sector.

39,197 employees are based in regional areas, which is 22.9% of the sector.

### Employment status

This graph shows the relative proportions of full-time, part-time, casual and other employees, according to sectorwide payroll data.

94,185 employees are full-time, which is 54.9% of the sector.

58,504 employees are part-time, which is 34.2% of the sector.

16,335 employees are casual, which is 9.5% of the sector.

1,361 employees are sessional employees, which is less than 1% of the sector.

502 employees answered “other” to this question, which is less than 1% of the sector.

344 employees are chief executive officers or Senior Executive Service officers, which is less than 1% of the sector.

### Other demographic information

The most common age group is 35 to 39 year olds.

9,451 employees are youth aged 24 years or under, which is 5.5% of the sector.

The most common tenure in the public sector is 5 to less than 11 years.

The most common salary range was $93,000 to $107,000, which is equivalent to Level 5 under the Public Sector CSA Agreement.

## **Metropolitan**

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

### Gender breakdown

20,700 employees are female, which is 65.9% of metropolitan respondents.

10,308 employees are male, which is 32.8% of metropolitan respondents.

122 employees identified as another self-identity, which is less than 1% of metropolitan respondents.

301 employees preferred not to say their gender, which is 1% of metropolitan respondents.

### Employment status

This graph shows the relative proportions of full-time, part-time, casual and other employees, according to census data.

25,036 employees are full-time, which is 79.7% of metropolitan respondents.

5,082 employees are part-time, which is 16.2% of metropolitan respondents.

690 employees are casual, which is 2.2% of metropolitan respondents.

303 employees answered “other” to this question, which is 1% of metropolitan respondents.

297 employees are chief executive officers or Senior Executive Service officers, which is less than 1% of metropolitan respondents.

23 employees are sessional employees, which is less than 1% of metropolitan respondents.

### Other demographic information

The most common age group is 50 to 54 year olds.

1,154 employees are youth aged 24 years or under, which is 3.6% of metropolitan respondents.

The most common tenure of metropolitan respondents is 5 to less than 11 years.

#### The most common salary range was $93,000 to $107,000, which is equivalent to Level 5 under the Public Sector CSA Agreement.

2,012 employees, which is 8.3% of full-time metropolitan employees, want to reduce their hours.

496 employees, which is 7.6% of full-time metropolitan employees, want to increase their hours.

### Top 3 reasons why employees work full-time

1. Financial
2. I want to work full-time
3. Lifestyle.

### Top 3 reasons why employees work part-time

1. Family and caring responsibilities
2. I want to work part-time
3. Work-life balance.

### Where our employees live and work

A map showing the postcodes of census respondents’ homes and workplaces. Blue dots show where respondents work, with the larger and darker dots showing greater numbers of people. Likewise, purple dots are larger and darker for postcodes where more people live.

The largest blue dot is centred on Perth CBD, with numerous smaller blue dots in Fremantle, Osborne Park and Joondalup, representing the locations of major state government department offices. The purple dots are much more numerous and similarly sized.

#### Top 3 methods of commuting to work

1. Car
2. Train
3. Bus.

## **Regional**

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

### Gender breakdown

5,680 employees are female, which is 70.1% of regional respondents.

2,357 employees are male, which is 29.1% of regional respondents.

43 employees identified as another self-identity, which is less than 1% of regional respondents.

20 employees preferred not to say their gender, which is less than 1% of regional respondents.

### Employment status

6,755 employees are full-time, which is 83.4% of regional respondents.

1,015 employees are part-time, which is 12.5% of regional respondents.

247 employees are casual, which is 3.0% of regional respondents.

61 employees answered “other” to this question, which is less than 1% of regional respondents.

14 employees are chief executive officers or Senior Executive Service officers, which is less than 1% of regional respondents.

8 employees are sessional employees, which is less than 1% of regional respondents.

### Other demographic information

The most common age group is 50 to 54 year olds.

235 employees are youth aged 24 years or under, which is 2.9% of metropolitan respondents.

The most common tenure of metropolitan respondents is 5 to less than 11 years.

#### The most common salary range was $93,000 to $107,000, which is equivalent to Level 5 under the Public Sector CSA Agreement.

489 employees, which is 8% of regional full-time employees, want to reduce their hours.

216 employees, which is 12% of regional part-time employees, want to increase their hours.

### Top 3 reasons why regional employees work full-time

1. I want to work full-time
2. Financial
3. Lifestyle.

### Top 3 reasons why regional employees work part-time

1. Family and caring responsibilities
2. I want to work part-time
3. Work-life balance.

### Where our employees live and work

Two maps of WA showing the postcodes of census respondents’ homes and workplaces. One map shows blue dots which represent where respondents work, with the larger and darker dots showing greater numbers of people. The other map shows purple dots representing where respondents live, dots being larger and darker for postcodes with more people.

On both maps, the largest blue and purple dots are found in Bunbury, Albany, Kalgoorlie and Geraldton.

#### Top 3 methods of commuting to work

1. Car
2. Walk
3. Cycle.

Workforce Characteristics

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

## Public sector tenure

3,160 employees have a tenure of less than 1 year, which is 6.7% of the sector.

5,161 employees have a tenure of between 1 and 3 years, which is 11% of the sector.

4,276 employees have a tenure of between 3 and 5 years, which is 9.1% of the sector.

9,549 employees have a tenure of between 5 and 11 years, which is 20.3% of the sector.

24,737 employees have a tenure of more than 11 years, which is 52.5% of the sector.

## Recommending their agency

32,924 employees have recommended or would recommend their agency as a place to work, which is 69.9% of the sector.

11,500 employees would not recommend their agency as a place to work, which is 24.4% of the sector.

## Acting and temporary special allowance

6,200 employees are currently acting and or receiving a temporary special allowance, which is 13.2% of the sector.

### Gender breakdown

4,022 female employees, which is 13.1% of all female employees, are currently acting and or receiving a temporary special allowance.

2,064 female employees, which is 13.4% of all male employees, are currently acting and or receiving a temporary special allowance.

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

1. Project management, project support
2. Administrative support
3. Management.

## Time off work

39,328 employees have taken time off work in the last 12 months, which is 83.5% of the sector.

### Gender breakdown

26,022 female employees, which is 84.9% of all female employees, have taken time off work in the last 12 months.

12,599 male employees, which is 81.7% of all male employees, have taken time off work in the last 12 months.

### Top 3 reasons why employees took time off

1. Illness or injury
2. COVID-19 illness
3. Caring responsibilities.

## Types of work, voluntary severance, qualifications

### Top 3 types of work for all employees

1. Teaching, lecturing, training, vocational support
2. Administration support
3. Project management, project support.

### Received a voluntary severance, redundancy or section 59 payment

1,154 employees have received a voluntary severance, redundancy or section 59 payment, which is 2.4% of the sector.

### Top 3 qualifications for all employees

1. Teaching, lecturing, training, vocational support
2. Business administration and management
3. Science.

## Flexible work

22,351 employees were approved for flexible working in the last 12 months, which is 47.4% of the sector.

The most common number of days employees spent working from home per week is one.

### Gender breakdown

17,065 female employees, which is 55.7% of all female employees, received approval for flexible working.

6,600 male employees, which is 42.8% of all male employees, received approval for flexible working.

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.

19,783 employees responded to one or more core measures, or 39.0% of the sector.

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% of the sector or 19,166 employees were reported as culturally and linguistically diverse. Note: payroll is based on one measure of Culturally and linguistically diverse only and 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.

#### Self-identification

Of the 6,902 employees or 14.6% of the sector that identified as Culturally and linguistically diverse in the Census, over half or 3,901 employees are born in countries that aren’t counted as Culturally and linguistically diverse under the existing payroll reporting.

#### Top 3 countries of birth

15,860 employees were born outside of Australia, which is 33.7% of the sector. The top 3 countries they are born in are England, India and New Zealand.

#### Top 3 languages

9,828 employees are fluent in a language other than English, which is 20.9% of the sector. The top 3 languages they speak are Hindi, French and Mandarin Chinese.

### Additional measure

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

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.

19,429 employees responded that they had global experience, which comprises 41.2% of the sector.

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.

### Number of Aboriginal and Torres Strait Islander people

#### Census data

1,077 employees identify as Aboriginal and or Torres Strait Islander, which is 2.3% of the sector.

513 metropolitan employees identify as Aboriginal and or Torres Strait Islander, which is 1.6% of metropolitan employees.

373 regional employees identify as Aboriginal and or Torres Strait Islander, which is 4.6% of regional employees.

#### Payroll data

3,652 employees identify as Aboriginal and or Torres Strait Islander, which is 2.8% of the sector.

1,736 metropolitan employees identify as Aboriginal and or Torres Strait Islander, which is 1.7% of metropolitan employees.

1,916 regional employees identify as Aboriginal and or Torres Strait Islander, which is 6.2% of regional employees.

## 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 1,266 employees or 2.7% of the sector identifying as a person with disability, or both disability and long-term health condition, when compared to payroll data which shows 1,930 employees, which is 1.6% of the sector.

837 employees, which is 1.8% of the sector, identified as a person with disability.

3,669 employees, which is 7.8% of the sector, identified as having a long-term health condition.

429 employees, which is 0.9% of the sector, identified as having both disability and a long-term health condition.

4,645 employees, which is 9.9% of the sector, have caring responsibilities for a person with disability or a long-term health condition.

## Diverse Gender Identities, Sexual Orientation, Sex Characteristics

2,511 employees, which is 5.3% of the sector, identified as a person with diverse sexual orientation.

337 employees, which is 0.7% of the sector, identified as a person with diverse gender identities.

47 employees, which is 0.1% of the sector, identified as a person with diverse sex characteristics.

## Caring Responsibilities

26,948 employees, which is 57.2% of the sector, have caring responsibilities outside of work.

17,861 females, which is 58.3% of all females, have caring responsibilities outside of work.

8,468 males, which is 54.9% of all males, have caring responsibilities outside of work.

# 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.

### Aboriginal and Torres Strait Islander people

912 employees, which is 84.9% of people who answered that they identified as Aboriginal and or Torres Strait Islander have shared this with their agency.

81 employees, which is 7.5% of people who answered that they identified as Aboriginal and or Torres Strait Islander have not shared this with their agency.

#### Top 3 reasons why they have not shared

1. I may have to prove I’m an Aboriginal or Torres Strait Islander
2. I do not want the pressure of addressing gaps in knowledge at my organisation about Aboriginal or Torres Strait Islander people
3. I may be treated differently.

### Culturally and linguistically diverse people

2,374 employees, which is 34.5% of people who answered that they identified as culturally and linguistically diverse have shared this with their agency.

698 employees, which is 10.1% of people who answered that they identified as culturally and linguistically diverse have not shared this with their agency.

#### Top 3 reasons why they have not shared

1. I do not want to be the spokesperson for culturally and linguistically diverse people
2. I may be treated differently
3. I may be limited in roles offered.

### People with disability

700 employees, which is 55.3% of people who answered that they identified as people with disability have shared this with their agency.

337 employees, which is 26.6% of people who answered that they identified as people with disability have not shared this with their agency.

#### Top 3 reasons why they have not shared

1. I may be treated differently
2. My disability does not impact on my ability to undertake my role
3. I may be limited in roles offered.

### Diverse gender identities

337 employees, which is 0.7% of the sector, identify with diverse gender identities. Of these, 156 employees, which is 46.3% of those with diverse gender identities, have shared this with their colleagues. 175 employees, which is 51.9% of those with diverse gender identities, haven’t shared this with their colleagues.

### Diverse sexual orientation

2,511 employees, which is 5.3% of the sector, identify with diverse sexual orientation. Of these 1,409 employees, which is 56.1% of those with diverse sexual orientation, have shared this with their colleagues. 1,039 employees, which is 41.4% of those with diverse sexual orientation, haven’t shared this with their colleagues.

### Diverse sexual characteristics

47 employees, which is 0.1% of the sector, have diverse sex characteristics. Of these 15 employees, which is 31.9% of those with diverse sex characteristics, have shared this with their colleagues. 30 employees, which is 63.8% of those with diverse sex characteristics, haven’t shared this with their colleagues.

## Sharing Integrity Behaviours

### Behaviours not aligned to proper process

Of the 8,814 employees who observed behaviours not aligned to proper process, 2,920 employees reported this behaviour, 5,879 did not report the behaviour.

#### Top 3 reasons for not reporting it

1. The person was in a position of power
2. Reporting would have a negative effect on my career
3. Fear of victimisation.

### Bullying or harassment

Of the 9,371 employees who experienced bullying or harassment, 5,244 employees reported it, 4,117 did not report it.

#### Top 3 reasons for not reporting it

1. The person was in a position of power
2. Fear of victimisation
3. 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

8,814 employees, which is 18.7% of the sector, observed behaviours that were not aligned to proper process in the last 12 months.

### Top 3 types of work

1. Teaching, lecturing, training, vocational support
2. Administrative support
3. Management.

### Gender breakdown

5,603 female employees, which is 18.3% of all female employees, observed behaviours that were not aligned to proper process in the last 12 months.

2,906 male employees, which is 18.8% of all male employees, observed behaviours that were not aligned to proper process in the last 12 months.

### Region breakdown

5,488 employees, which is 17.5% of all metropolitan employees, observed behaviours that were not aligned to proper process in the last 12 months.

1,589 employees, which is 19.6% of all regional employees, observed behaviours that were not aligned to proper process in the last 12 months.

## Gifts, benefits and hospitality

1,988 employees, which is 4.2% of the sector, had a supplier offer them a gift, benefit or hospitality in the last 12 months.

### Top 3 types of work

1. Management
2. Project management, project support
3. Teaching, lecturing, training, vocational support.

### Gender breakdown

1,212 female employees, which is 4.0% of all female employees, had a supplier offer them a gift, benefit or hospitality in the last 12 months.

734 male employees, which is 4.8% of all male employees, had a supplier offer them a gift, benefit or hospitality in the last 12 months.

### Region breakdown

1,477 employees, which is 4.7% of metropolitan employees, had a supplier offer them a gift, benefit or hospitality in the last 12 months.

249 employees, which is 3.1% of regional employees, had a supplier offer them a gift, benefit or hospitality in the last 12 months.

### Salary

The most common salary range of those employees offered a gift, benefit or hospitality in the last 12 months was $107,000 to $124,000, which is Level 6 equivalent.

### Contract management

1,100 employees, 55.3% of those who had a supplier offer them a gift, benefit or hospitality in the last 12 months, were involved in contract management or procurement.

### Registering gift, benefit or hospitality

854 employees, 43.0% of those who had a supplier offer them a gift, benefit or hospitality in the last 12 months, did not register this gift, benefit or hospitality.

## Bullying and Harassment

9,371 employees, which is 19.9% of the sector, experienced bullying and or harassment in the last 12 months.

Of those 9,371 employees, 8,060 of them, or 86.1%, experienced bullying and or harassment by people within their agency, 291 of them, or 3.1%, experienced bullying and or harassment by people outside their agency and 1,014 of them, or 10.8%, experienced bullying and or harassment by people both inside and outside their agency.

### Gender breakdown

6,275 female employees, which is 20.5% of all female employees, experienced bullying and or harassment in the last 12 months.

2,797 male employees, which is 18.1% of all male employees, experienced bullying and or harassment in the last 12 months.

### Top 3 types of bullying and or harassment

1. Inappropriate and unfair application of work policies
2. Verbal abuse
3. Interference with work tasks.

### Salary

The most common salary range of those employees who experienced bullying and or harassment is $93,000 to $107,000, which is Level 5 equivalent.

### Metropolitan breakdown

5,702 employees, which is 18.1% of metropolitan employees, experienced bullying and or harassment in the last 12 months.

Top 3 types of work of those metropolitan employees who experienced bullying and or harassment: Teaching, lecturing, training, vocational support; Administrative support; Project management and support.

### Regional breakdown

1,796 employees, which is 22.2% of regional employees, experienced discrimination in the last 12 months.

Top 3 types of work of those regional employees who experienced bullying and or harassment: Administrative support; Teaching, lecturing, training, vocational support; Management.

## Discrimination

5,280 employees, which is 11.2% of the sector, experienced discrimination in the last 12 months.

Of those 5,280 employees, 4,305 of them, or 81.5%, experienced discrimination by people within their agency, 374 of them, or 7.1%, experienced discrimination by people outside their agency and 601 of them, or 11.4%, experienced discrimination by people both inside and outside their agency.

### Gender breakdown

3,367 female employees, which is 11.0% of all female employees, experienced discrimination in the last 12 months.

1,689 male employees, which is 11.0% of all male employees, experienced discrimination in the last 12 months.

### Top 3 types of discrimination

1. Age
2. Race
3. Sex.

### Salary

The most common salary range of those employees who experienced discrimination is $93,000 to $107,000, which is Level 5 equivalent.

### Metropolitan breakdown

3,130 employees, which is 10.0% of metropolitan employees, experienced discrimination in the last 12 months.

Top 3 types of work of those that experienced discrimination: Teaching, lecturing, training, vocational support; Administrative support; Project management and support.

### Regional breakdown

950 employees, which is 11.7% of regional employees, experienced discrimination in the last 12 months.

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 in less than 12 months

4,915 employees, which is 10.4% of the sector, intend to leave their agency in less than 12 months.

### Gender breakdown

3,030 female employees, which is 9.9% of all female employees, intend to leave their agency in less than 12 months.

1,727 male employees, which is 11.2% of all male employees, intend to leave their agency in less than 12 months.

The most common age group of employees who intend to leave their agency in less than 12 months is 50 to 54 year old employees.

The most common salary range of employees who intend to leave their agency in less than 12 months is $93,000 to $107,000, which is equivalent to Level 5 under the Public Sector CSA Agreement.

The most common tenure of employees who intend to leave their agency in less than 12 months is 5 to less than 11 years.

### Top 3 types of work of those intending to leave

1. Administrative support
2. Teaching
3. Project management and support.

### Top 3 reasons of those intending to leave

1. Career and job opportunities
2. Organisation leadership and culture
3. Workload or work pressure.

### Top reason to leave for female and male employees

The top reason to leave an agency within the next 12 months for both male and female employees is career and job opportunities.

### Of those intending to leave in less than 12 months

3,595 employees, which is 74.3% of those intending to leave in less than 12 months, did not receive feedback about their performance.

1,755 employees, which is 35.7% of those intending to leave in less than 12 months, experienced bullying and or harassment.

2,725 employees, which is 55.4% of those intending to leave in less than 12 months, are applying for jobs outside the public sector and or their agency.

### Regional breakdown

3,306 employees, which is 10.5% metropolitan employees, intend to leave their agency in less than 12 months.

668 employees, which is 8.2% of regional employees, intend to leave their agency in less than 12 months.

## Intention to leave in less than 5 years

19,231 employees, which is 40.8% of the sector, intend to leave their agency in less than 5 years.

### Gender breakdown

12,103 female employees, which is 39.6% of all female employees, intend to leave their agency in less than 5 years.

6,648 male employees, which is 43.1% of all male employees, intend to leave their agency in less than 5 years.

The most common age group of employees who intend to leave their agency in less than 5 years is 60 to 64 year old employees.

The most common salary range of employees who intend to leave their agency in less than 5 years is $93,000 to $107,000, which is equivalent to Level 5 under the Public Sector CSA Agreement.

The most common tenure of employees who intend to leave their agency in less than 5 years is 5 to less than 11 years.

### Top 3 types of work of those intending to leave

1. Teaching
2. Administrative support
3. Project management and support.

### Top 3 reasons of those intending to leave

1. Career and job opportunities
2. Work-life balance
3. Organisation leadership and culture.

### Top reasons to leave for female and male employees

The top reason to leave an agency within the next 5 years for both male and female employees is career and job opportunities.

### Of those intending to leave in less than 5 years

13,395 employees, which is 70.5% of those intending to leave in less than 5 years, did not receive feedback about their performance.

5,361 employees, which is 27.9% of those intending to leave in less than 5 years, experienced bullying and or harassment.

6,306 employees, which is 32.8% of those intending to leave in less than 5 years, are applying for jobs outside the public sector and or their agency.

### Regional breakdown

12,722 employees, which is 40.6% metropolitan employees, intend to leave their agency in less than 5 years.

3,113 employees, which is 38.4% of regional employees, intend to leave their agency in less than 5 years.

## Intention to stay

25,738 employees, which is 54.6% of the sector, intend to stay in their agency for the next 5 years.

### Public Sector tenure of those intending to stay

2,070 employees have a tenure of less than 1 year, which is 8.0% of those intending to stay at their agency.

3,165 employees have a tenure of between 1 and 3 years, which is 12.3% of those intending to stay at their agency.

2,511 employees have a tenure of between 3 and 5 years, which is 9.8% of those intending to stay at their agency.

5,318 employees have a tenure of between 5 and 11 years, which is 20.7% of those intending to stay at their agency.

12,674 employees have a tenure of more than 11 years, which is 49.2% of those intending to stay at their agency.

### Gender breakdown

17,261 female employees, which is 56.3% of all female employees, intend to stay at their agency for the next 5 years.

8,043 male employees, which is 52.1% of males, intend to stay at their agency for the next 5 years.

The most common age group for both female and male employees who intend to stay is 50 to 54 years.

### Salary range of those intending to stay

5,461 employees have a salary of less than $76,026, which is 22.7% of those intending to stay.

10,467 employees have a salary of between $76,026 and $107,095, which is 43.5% of those intending to stay.

7,363 employees have a salary of between $107,096 and $160,359, which is 30.6% of those intending to stay.

489 employees have a salary of between $160,360 and $200,566, which is 2.0% of those intending to stay.

269 employees have a salary of more than $200,566, which is 1.1% of those intending to stay.

### Top 3 types of work of those intending to stay

1. Teaching, lecturing, training, vocational support
2. Administrative support
3. Project management, project support.

### Top 3 reasons of those intending to stay

1. I like my job or interesting work
2. Job security
3. Financial or pay.

### Top reason to stay based on gender

The top reason to stay with an agency for the next 5 years for both male and female employees is I like my job or interesting work.

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

Those employees intending to stay are more likely to be younger, aged 50 to 54 years old, compared to those intending to leave aged 60 to 64 years old.

Those employees intending to stay are more likely to be acting in another role at 14.2%, compared to those intending to leave at 12.1%.

Those employees intending to stay are more likely to have undertaken development activities in the last 12 months to assist their role, at 75.5%, compared to those intending to leave at 66.5%.

There are similar rates of working from home, with those intending to stay at 50.7% compared to those intending to leave 50.3%.

Those employees intending to stay are more likely to be at a lower salary range between $76,000 and $124,000 compared to those intending to leave between $84,000 – $140,000.

Those employees intending to stay are less likely to have experienced bullying and harassment at 15.3% compared to those intending to leave at 27.9%.

### Regional Breakdown

17,677 employees, which is 56.2% of metropolitan employees, intend to stay with their agency.

4,645 employees, which is 57.3% of regional employees, intend to stay with their agency.

# Leadership, development and performance

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

## Female employees identifying as leaders

14,242 employees, which is 46.5% of female employees, identify themselves as leaders.

About half, or 53.3% of female employees who identify as leaders also manage employees.

The most common age group for female employees identifying as leaders is 50 to 54 years.

### Tenure of female employees who identify as leaders

383 female employees have a tenure of less than 1 year, which is 2.7% of those who identify as leaders.

914 female employees have a tenure of between 1 and 3 years, which is 6.4% of those identify as leaders.

1,048 female employees have a tenure of between 3 and 5 years, which is 7.4% of those identify as leaders.

2,953 female employees have a tenure of between 5 and 11 years, which is 20.7% of those identify as leaders.

8,944 female employees have a tenure of more than 11 years, which is 62.8% of those identify as leaders.

### Salary range of female employees who identify as leaders

1,612 female employees have a salary of less than $76,026, which is 11.9% of females who identify as leaders.

5,092 female employees have a salary of between $76,026 and $107,095, which is 37.6% of females who identify as leaders.

6,192 female employees have a salary of between $107,096 and $160,359, which is 45.7% of females who identify as leaders.

461 female employees have a salary of between $160,360 and $200,566, which is 3.4% of females who identify as leaders.

197 female employees have a salary of more than $200,566, which is 1.5% of females who identify as leaders.

### Top 3 types of work of female employees who identify as leaders

1. Teaching, lecturing, training, vocational support
2. Management
3. Administrative support.

## Male employees identifying as leaders

8,998 employees, which is 58.3% of all male employees, identify themselves as leaders.

A majority, or 61.0%, of males who identify as leaders also manage employees.

The most common age group for males identifying as leaders is 50 to 54 years.

### Tenure of males who identify as leaders

307 male employees have a tenure of less than 1 year, which is 3.4% of males who identify as leaders.

656 male employees have a tenure of between 1 and 3 years, which is 7.3% of males identify as leaders.

701 male employees have a tenure of between 3 and 5 years, which is 7.8% of males identify as leaders.

1,629 male employees have a tenure of between 5 and 11 years, which is 18.1% of males identify as leaders.

5,705 male employees have a tenure of more than 11 years, which is 63.4% of males identify as leaders.

### Salary range of male employees who identify as leaders

539 employees have a salary of less than $76,026, which is 6.3% of those intending to stay.

2,935 employees have a salary of between $76,026 and $107,095, which is 34.3% of those intending to stay.

4,364 employees have a salary of between $107,096 and $160,359, which is 51.1% of those intending to stay.

490 employees have a salary of between $160,360 and $200,566, which is 5.7% of those intending to stay.

220 employees have a salary of more than $200,566, which is 2.6% of those intending to stay.

### Top 3 types of work of male employees who identify as leaders

1. Management
2. Teaching, lecturing, training, vocational support
3. Policing, law enforcement, intelligence, security, public safety.

## Employees from diversity groups that identify as leaders

### Aboriginal and Torres Strait Islander people

589 employees, which is 54.7% of Aboriginal and Torres Strait Islander employees, identify as leaders. This is 1 out of 2 Aboriginal and Torres Strait Islander employees.

### Culturally and linguistically diverse people

3,041 employees, which is 44.1% of culturally and linguistically diverse employees, identify as leaders. This is 2 out of 5 culturally and linguistically diverse employees.

### People with disability

560 employees, which is 44.2% of employees with disability, identify as leaders. This is 1 out of 2 employees with disability.

### Diverse gender identities, sexual orientation and sex characteristics

1,678 employees, which is 65.2% of people of all diverse gender identities, sexual orientation and sex characteristics, identify as leaders. This is 2 out of 3 people of all diverse gender identities, sexual orientation and sex characteristics.

### All other employees

17,243 employees, which is 52.8% of all other employees, identify as leaders. This is 1 out of 2 other employees.

## Development and performance

32,230 employees, which is 68.4% of the sector, have a development or performance agreement currently in place.

12,259 employees, which is 26.0% of the sector, do not or don’t know if they have a development or performance agreement currently in place.

## Studying

10,842 employees, which is 23.0% of the sector, are currently studying to progress their career.

#### Top 3 study qualifications

1. Professional ongoing development to maintain certification or registration
2. Online course
3. 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 and 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 quick response (QR) code (3%). Agencies engaged their employees, encouraged participation and distributed the link and 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 full time equivalent (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.