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| State of the WA public sector statistical bulletin 2015 |

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Introduction

The *State of the WA public sector statistical bulletin 2015* provides a detailed overview of the state of administration and human resources management in public sector bodies for 2014/15. The bulletin includes:

* workforce demographic data as at 30 June 2015 collected from entities as part of the [human resource minimum obligatory information requirement](http://www.publicsector.wa.gov.au/workforce/workforce-planning-data/human-resource-minimum-obligatory-information-requirement-hrmoir) (HRMOIR) program
* employing authority data collected from public sector bodies as part of the 2015 public sector entity survey (PSES)
* employee perception data collected from a sample of public sector employees as part of the 2015 [employee perception survey](http://www.publicsector.wa.gov.au/public-administration/sector-performance-and-oversight/monitoring-sector-performance-and-reporting/employee-perceptions-survey) (EPS).

Section 1 shows the composition of the WA public sector workforce over the past decade. This provides an opportunity for entities to assess how changes may be impacting on capability requirements, human resource policies and the overall administration and management of the sector.

Section 2 provides detailed information about the state of administration and management in public sector entities. It covers the strategies that are being used to plan and prepare for the future workforce and those that ensure compliance with the requirements of the [*Public Sector Management Act 1994*](http://www.slp.wa.gov.au/legislation/statutes.nsf/main_mrtitle_771_homepage.html) (PSM Act) and ethical codes.

Section 3 includes employee views about workplace management, ethics and general conditions in the sector.

This bulletin serves as an information resource only. The workforce profile data and survey responses should be considered in the context of entity size, risk profile, recent structural and leadership changes, and other business imperatives. The use of different strategies depends on the structure of an entity, administrative arrangements, known capability gaps, and the location of the workforce.

The Public Sector Commission uses information presented in the bulletin in developing and implementing its oversight, assistance and capability programs. Entities are encouraged to compare their responses and workforce profile against other entities that may have a similar business purpose or comparable risk profile, and against the sector as a whole.

Public sector workforce profile

This section profiles the WA public sector workforce as at 30 June 2015, including information about age, gender, diversity, salary, location, occupation and employment status. The data is collected as part of the human resource minimum obligatory information requirement (HRMOIR) process which was developed in 1993 to ensure access to information for the strategic management of the public sector workforce.

On a quarterly basis, the Commission collects and reports HRMOIR workforce data from public sector bodies through the Workforce Analysis and Collection Application.

The HRMOIR process aims to provide high quality data for entity and sector-wide workforce analysis, planning and reporting and helps to ensure that a consistent methodology is applied across public sector bodies.

Tables in this section include:

* 1. Summary of the WA public sector over the last five years
  2. Headcount, FTE, gender, age
  3. Salary – mean, median, bands
  4. Occupational groups and regional distribution
  5. Appointment type and separation rate
  6. Length of service in an agency (tenure)
  7. Equity and diversity – women, youth and mature employees
  8. Equity and diversity – Indigenous Australians, people with culturally diverse backgrounds, and people with disability
  9. Occupational profile – FTE, gender, age, salary band, and metropolitan/regional

Please refer to Appendix C for full and abbreviated names used in the following tables.

## Table 1.1 Summary of the WA public sector over the last five years

Data as at 30 June. Source HRMOIR.

|  | | 2011 | 2012 | 2013 | 2014 | 2015 |
| --- | --- | --- | --- | --- | --- | --- |
| Headcount | | 137 177 | 140 725 | 138 863 | 137 944 | 138 440 |
| FTE | | 104 544 | 107 579 | 110 544 | 108 999 | 109 019 |
| Gender  (Headcount) | Female | 71.6% | 71.9% | 71.7% | 71.9% | 72.3% |
| Male | 28.4% | 28.1% | 28.3% | 28.1% | 27.7% |
| Age  (Headcount) | Under 20 | 0.8% | 0.7% | 0.7% | 0.6% | 0.4% |
| 20 to 24 | 4.7% | 4.6% | 4.5% | 4.1% | 4.0% |
| 25 to 29 | 8.9% | 9.0% | 9.2% | 9.1% | 9.1% |
| 30 to 34 | 9.6% | 9.7% | 10.1% | 10.3% | 10.6% |
| 35 to 39 | 11.1% | 10.9% | 10.7% | 10.7% | 10.8% |
| 40 to 44 | 13.1% | 13.1% | 13.0% | 12.8% | 12.6% |
| 45 to 49 | 14.1% | 13.6% | 13.0% | 13.0% | 13.1% |
| 50 to 54 | 14.8% | 14.5% | 14.1% | 14.0% | 13.7% |
| 55 to 59 | 12.4% | 12.6% | 12.7% | 12.9% | 13.0% |
| 60 to 64 | 7.6% | 7.8% | 8.2% | 8.4% | 8.6% |
| 65 and above | 3.0% | 3.4% | 3.8% | 4.2% | 4.1% |
| SES  (Headcount) | Female | 26.4% | 27.6% | 29.2% | 30.1% | 32.2% |
| Male | 73.6% | 72.4% | 70.8% | 69.9% | 67.8% |
| ANZSCO Major Groups  (FTE) | Managers | 7.1% | 7.6% | 7.8% | 7.2% | 7.9% |
| Professionals | 47.0% | 48.0% | 47.9% | 49.0% | 48.8% |
| Technicians and Trades Workers | 4.4% | 4.3% | 4.3% | 4.5% | 4.4% |
| Community and Personal Service Workers | 16.9% | 16.5% | 17.1% | 16.8% | 16.3% |
| Clerical and Administrative Workers | 19.8% | 18.7% | 18.4% | 17.8% | 18.0% |
| Sales Workers | 0.5% | 0.5% | 0.5% | 0.5% | 0.5% |
| Machinery Operators and Drivers | 0.8% | 0.7% | 0.7% | 0.7% | 0.7% |
| Labourers | 3.4% | 3.8% | 3.3% | 3.5% | 3.5% |
| PSGOGA equivalent salary bands  (FTE) | Level 1 and below | 18.6% | 21.0% | 19.3% | 18.4% | 17.7% |
| Level 2 | 12.6% | 11.8% | 11.8% | 11.6% | 11.6% |
| Level 3 | 9.7% | 9.6% | 9.8% | 10.1% | 9.7% |
| Level 4 | 14.3% | 13.7% | 13.7% | 13.2% | 13.1% |
| Level 5 | 12.9% | 13.1% | 17.3% | 14.1% | 14.2% |
| Level 6 | 19.9% | 18.9% | 15.9% | 20.2% | 20.2% |
| Level 7 | 6.1% | 6.2% | 6.1% | 6.4% | 6.6% |
| Level 8 | 2.9% | 3.1% | 3.3% | 3.0% | 3.2% |
| Level 9 | 1.2% | 0.8% | 0.9% | 1.3% | 1.5% |
| Class 1 and above | 1.7% | 1.7% | 1.8% | 1.8% | 2.0% |
| Regions  (Headcount) | Gascoyne | 0.6% | 0.6% | 0.5% | 0.5% | 0.6% |
| Goldfields Esperance | 2.5% | 2.4% | 2.3% | 2.2% | 2.2% |
| Great Southern | 3.0% | 2.9% | 2.9% | 2.7% | 2.9% |
| Kimberley | 2.3% | 2.4% | 2.5% | 2.7% | 2.6% |
| Mid West | 2.6% | 2.7% | 2.6% | 2.5% | 2.5% |
| Peel | 2.1% | 2.1% | 2.0% | 2.1% | 2.1% |
| Pilbara | 2.1% | 2.1% | 2.1% | 2.1% | 2.0% |
| South West | 5.7% | 5.8% | 5.8% | 5.5% | 6.0% |
| Wheatbelt | 3.6% | 3.5% | 3.3% | 2.9% | 3.2% |
| Metropolitan | 75.4% | 75.5% | 76.0% | 76.7% | 75.9% |
| Others | 0.1% | 0.1% | 0.1% | 0.1% | 0.1% |
| Appointment Type  (Contracts) | Permanent Full Time | 43.3% | 42.8% | 44.3% | 43.6% | 43.7% |
| Permanent Part Time | 26.9% | 28.0% | 26.3% | 26.5% | 26.6% |
| Fixed-Term Full Time | 9.5% | 9.9% | 10.4% | 10.6% | 10.8% |
| Fixed-Term Part Time | 8.9% | 8.1% | 7.7% | 7.6% | 7.5% |
| Trainee Full Time | 0.0% | 0.0% | 0.1% | 0.1% | 0.1% |
| Trainee Part Time | 0.2% | 0.3% | 0.1% | 0.0% | 0.0% |
| Casual | 9.9% | 9.7% | 9.9% | 10.4% | 10.3% |
| Sessional | 0.9% | 0.8% | 0.9% | 1.0% | 0.9% |
| Others | 0.3% | 0.5% | 0.3% | 0.2% | 0.2% |
| Tenure  (Contracts) | Mean (years) | 8.7 | 8.7 | 8.8 | 9.1 | 9.2 |
| Median (years) | 5.4 | 5.5 | 5.7 | 6.2 | 6.5 |
| Less than 1 year | 14.8% | 15.4% | 15.1% | 12.2% | 13.9% |
| 1 to less than 2 years | 9.7% | 10.0% | 10.4% | 10.3% | 7.8% |
| 2 to less than 3 years | 9.3% | 7.4% | 7.7% | 8.5% | 7.7% |
| 3 to less than 4 years | 8.1% | 7.7% | 6.0% | 6.7% | 7.1% |
| 4 to less than 5 years | 5.7% | 6.8% | 6.6% | 5.4% | 6.1% |
| 5 to 9 years | 18.9% | 19.6% | 21.0% | 23.0% | 23.4% |
| 10 to 14 years | 14.5% | 13.8% | 13.5% | 11.3% | 11.7% |
| 15 to 19 years | 6.9% | 7.4% | 7.8% | 10.5% | 10.2% |
| 20 to 24 years | 5.7% | 5.3% | 4.9% | 4.5% | 4.4% |
| 25 to 29 years | 2.8% | 2.8% | 3.3% | 3.8% | 3.9% |
| 30 to 34 years | 2.0% | 1.9% | 1.8% | 1.7% | 1.7% |
| 35 years and above | 1.7% | 1.8% | 2.0% | 2.1% | 2.0% |

## Table 1.2 Headcount, FTE, gender, age

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2015. Source: HRMOIR.

| Entity | Headcount | FTE | Proportion of Female employees (Headcount) | Proportion of Male employees (Headcount) | Age Profile (Headcount) | | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Female median age | Male median age | Entity median age | Less than 20 | 20 to 24 | 25 to 29 | 30 to 34 | 35 to 39 | 40 to 44 | 45 to 49 | 50 to 54 | 55 to 59 | 60 to 64 | 65 and above |
| WA public sector | 138 440 | 109 019 | 72.3% | 27.7% | 45.3 | 47.8 | 45.9 | 0.4% | 4.0% | 9.1% | 10.6% | 10.8% | 12.6% | 13.1% | 13.7% | 13.0% | 8.6% | 4.1% |
| Agric | 1 111 | 999 | 45.5% | 54.5% | 45.0 | 52.9 | 49.0 | 0.3% | 2.6% | 3.8% | 8.4% | 10.2% | 12.5% | 16.0% | 15.2% | 18.3% | 9.9% | 2.9% |
| AGWA | 66 | 53 | 71.2% | 28.8% | 46.8 | 52.1 | 46.9 | 0.0% | 1.5% | 4.5% | 6.1% | 13.6% | 16.7% | 13.6% | 15.2% | 15.2% | 9.1% | 4.5% |
| ARC | 71 | 44 | 73.2% | 26.8% | 31.9 | 39.1 | 32.9 | 1.4% | 11.3% | 25.4% | 18.3% | 12.7% | 7.0% | 5.6% | 8.5% | 4.2% | 5.6% | 0.0% |
| BGPA | 153 | 119 | 52.9% | 47.1% | 42.5 | 44.5 | 43.1 | 2.6% | 5.2% | 9.2% | 11.1% | 13.7% | 14.4% | 12.4% | 11.1% | 8.5% | 5.9% | 5.9% |
| CCC | 147 | 143 | 54.4% | 45.6% | 41.4 | 50.2 | 44.9 | 0.0% | 2.0% | 6.8% | 10.9% | 10.2% | 20.4% | 15.6% | 12.2% | 14.3% | 4.1% | 3.4% |
| Central IT | 1 179 | 885 | 63.4% | 36.6% | 50.2 | 51.4 | 50.7 | 0.7% | 2.2% | 4.2% | 6.1% | 8.7% | 12.6% | 13.4% | 16.1% | 15.0% | 13.4% | 7.5% |
| Challenger IT | 812 | 646 | 56.7% | 43.3% | 47.2 | 51.2 | 49.2 | 0.7% | 2.7% | 5.3% | 6.8% | 9.9% | 12.2% | 15.8% | 14.7% | 15.9% | 11.3% | 4.8% |
| Chem Centre | 119 | 115 | 50.4% | 49.6% | 37.1 | 43.6 | 40.2 | 0.8% | 5.0% | 13.4% | 16.0% | 14.3% | 8.4% | 11.8% | 9.2% | 10.9% | 7.6% | 2.5% |
| CHSHA | 150 | 109 | 66.7% | 33.3% | 51.5 | 47.3 | 50.2 | 0.0% | 2.0% | 7.3% | 6.0% | 10.0% | 8.7% | 15.3% | 15.3% | 14.0% | 14.0% | 7.3% |
| Commerce | 853 | 778 | 57.2% | 42.8% | 44.8 | 50.1 | 47.0 | 0.0% | 1.9% | 9.0% | 10.2% | 11.6% | 12.0% | 13.5% | 14.2% | 14.8% | 9.4% | 3.5% |
| CPFS | 2 571 | 2 215 | 82.5% | 17.5% | 42.1 | 45.7 | 42.9 | 0.2% | 3.9% | 12.1% | 13.7% | 13.1% | 12.3% | 11.7% | 12.3% | 11.7% | 6.2% | 2.6% |
| CYOC | 126 | 109 | 65.1% | 34.9% | 49.6 | 57.9 | 51.8 | 0.0% | 2.4% | 4.8% | 4.0% | 11.1% | 8.7% | 12.7% | 13.5% | 21.4% | 15.9% | 5.6% |
| DAA | 140 | 128 | 61.4% | 38.6% | 43.4 | 47.2 | 44.9 | 1.4% | 2.9% | 7.1% | 7.9% | 15.0% | 15.7% | 14.3% | 12.1% | 12.1% | 7.1% | 4.3% |
| DAO | 264 | 201 | 73.5% | 26.5% | 45.5 | 47.4 | 46.3 | 0.0% | 2.3% | 7.2% | 11.4% | 12.9% | 12.9% | 18.2% | 8.7% | 10.6% | 11.0% | 4.9% |
| DCA | 156 | 142 | 61.5% | 38.5% | 44.1 | 49.9 | 46.5 | 0.6% | 1.9% | 9.0% | 10.3% | 12.2% | 9.6% | 16.7% | 16.0% | 12.2% | 9.6% | 1.9% |
| DCS | 4 437 | 4 149 | 44.9% | 55.1% | 46.8 | 50.4 | 48.8 | 0.1% | 2.0% | 5.5% | 8.8% | 9.5% | 13.2% | 15.1% | 16.7% | 14.7% | 10.3% | 4.2% |
| DER | 340 | 307 | 59.1% | 40.9% | 38.8 | 45.4 | 42.2 | 0.0% | 1.2% | 11.8% | 17.1% | 12.9% | 15.9% | 15.3% | 10.3% | 9.4% | 3.8% | 2.4% |
| DES | 108 | 97 | 63.9% | 36.1% | 46.2 | 48.4 | 47.4 | 0.0% | 0.9% | 5.6% | 10.2% | 13.0% | 13.0% | 13.9% | 15.7% | 12.0% | 12.0% | 3.7% |
| DFES | 1 597 | 1 519 | 18.4% | 81.6% | 41.7 | 44.7 | 44.1 | 0.3% | 1.9% | 8.2% | 12.0% | 14.0% | 17.3% | 14.6% | 15.2% | 12.3% | 3.3% | 1.0% |
| DLGC | 337 | 301 | 78.0% | 22.0% | 45.5 | 49.8 | 46.7 | 0.9% | 0.6% | 9.8% | 11.6% | 11.9% | 9.2% | 13.6% | 15.7% | 12.2% | 11.3% | 3.3% |
| DMP | 855 | 800 | 48.3% | 51.7% | 46.6 | 51.0 | 48.4 | 0.2% | 3.4% | 5.0% | 11.7% | 9.6% | 11.3% | 12.4% | 15.7% | 14.9% | 9.2% | 6.5% |
| DOTAG | 1 723 | 1 522 | 68.0% | 32.0% | 43.4 | 46.8 | 44.6 | 1.3% | 6.5% | 10.7% | 13.1% | 8.8% | 10.7% | 10.4% | 12.8% | 13.1% | 9.2% | 3.4% |
| DPAW | 1 625 | 1 401 | 43.7% | 56.3% | 42.2 | 48.6 | 45.8 | 0.4% | 2.9% | 6.9% | 11.3% | 13.4% | 12.5% | 13.0% | 14.5% | 13.7% | 8.7% | 2.8% |
| DPC | 543 | 456 | 60.8% | 39.2% | 39.8 | 47.2 | 44.1 | 1.3% | 4.8% | 12.0% | 13.6% | 12.2% | 9.6% | 10.9% | 12.0% | 13.4% | 7.0% | 3.3% |
| DPP | 264 | 237 | 60.2% | 39.8% | 37.9 | 43.1 | 39.1 | 1.5% | 3.8% | 16.3% | 13.3% | 16.7% | 12.5% | 12.5% | 7.6% | 9.1% | 5.7% | 1.1% |
| DRD | 162 | 149 | 61.7% | 38.3% | 42.5 | 45.9 | 44.8 | 1.9% | 3.7% | 6.8% | 16.0% | 13.0% | 8.6% | 22.8% | 11.1% | 9.9% | 4.9% | 1.2% |
| DSC | 1 844 | 1 564 | 67.9% | 32.1% | 49.6 | 52.6 | 50.6 | 0.2% | 1.6% | 4.8% | 8.8% | 10.2% | 11.3% | 11.7% | 15.3% | 16.3% | 12.5% | 7.3% |
| DSD | 172 | 159 | 55.8% | 44.2% | 42.9 | 48.9 | 46.8 | 0.0% | 0.6% | 15.1% | 11.6% | 8.7% | 10.5% | 13.4% | 13.4% | 12.2% | 8.7% | 5.8% |
| DSHO | 32 | 29 | 78.1% | 21.9% | 40.5 | 45.8 | 40.8 | 0.0% | 3.1% | 9.4% | 18.8% | 12.5% | 18.8% | 15.6% | 18.8% | 3.1% | 0.0% | 0.0% |
| DSR | 221 | 176 | 50.2% | 49.8% | 39.5 | 43.1 | 40.3 | 2.3% | 6.8% | 12.7% | 12.2% | 15.4% | 12.7% | 12.7% | 12.7% | 5.0% | 4.5% | 3.2% |
| DTWD | 554 | 501 | 65.0% | 35.0% | 44.5 | 46.0 | 44.9 | 0.4% | 3.4% | 9.7% | 11.2% | 15.0% | 10.6% | 14.1% | 13.0% | 15.9% | 4.7% | 2.0% |
| Durack IT | 296 | 226 | 65.9% | 34.1% | 44.4 | 49.9 | 45.8 | 0.0% | 1.4% | 7.4% | 8.4% | 12.2% | 17.2% | 13.5% | 14.2% | 12.5% | 9.5% | 3.7% |
| Education | 48 963 | 35 877 | 82.6% | 17.4% | 46.3 | 49.7 | 46.7 | 0.3% | 3.8% | 7.6% | 8.9% | 10.2% | 13.8% | 14.4% | 14.0% | 13.6% | 9.0% | 4.2% |
| EOC | 27 | 24 | 77.8% | 22.2% | 49.7 | 57.2 | 53.9 | 0.0% | 7.4% | 11.1% | 0.0% | 11.1% | 0.0% | 18.5% | 3.7% | 25.9% | 22.2% | 0.0% |
| ERA | 54 | 50 | 48.1% | 51.9% | 36.9 | 38.9 | 38.4 | 0.0% | 5.6% | 9.3% | 20.4% | 20.4% | 3.7% | 9.3% | 13.0% | 14.8% | 1.9% | 1.9% |
| Finance | 1 240 | 1 158 | 48.8% | 51.2% | 42.9 | 47.4 | 44.8 | 0.1% | 2.1% | 12.5% | 13.3% | 10.9% | 11.6% | 11.7% | 14.4% | 11.9% | 8.6% | 2.8% |
| Fisheries | 534 | 488 | 45.5% | 54.5% | 39.1 | 43.3 | 41.5 | 0.2% | 2.4% | 11.2% | 12.9% | 18.9% | 13.7% | 11.4% | 10.9% | 10.9% | 5.8% | 1.7% |
| FPC | 186 | 163 | 41.9% | 58.1% | 45.1 | 48.3 | 47.0 | 1.1% | 1.1% | 5.4% | 9.1% | 11.8% | 14.5% | 20.4% | 13.4% | 14.0% | 7.0% | 2.2% |
| GESB | 50 | 46 | 56.0% | 44.0% | 42.5 | 44.5 | 43.0 | 0.0% | 2.0% | 0.0% | 14.0% | 14.0% | 28.0% | 16.0% | 6.0% | 12.0% | 2.0% | 6.0% |
| Goldfields IT | 124 | 115 | 58.1% | 41.9% | 39.3 | 47.7 | 43.2 | 0.8% | 3.2% | 3.2% | 19.4% | 12.9% | 13.7% | 16.9% | 8.1% | 8.9% | 9.7% | 3.2% |
| GSIT | 239 | 168 | 59.8% | 40.2% | 50.2 | 53.6 | 51.1 | 0.0% | 2.1% | 4.2% | 2.5% | 5.9% | 12.1% | 18.0% | 22.2% | 18.0% | 10.5% | 4.6% |
| Health | 46 587 | 35 741 | 77.8% | 22.2% | 44.2 | 44.6 | 44.3 | 0.3% | 4.8% | 11.5% | 12.0% | 11.2% | 11.9% | 11.8% | 12.8% | 12.0% | 7.9% | 3.8% |
| Housing | 1 689 | 1 570 | 65.4% | 34.6% | 42.1 | 48.2 | 43.9 | 0.7% | 4.6% | 11.0% | 13.1% | 12.0% | 11.1% | 12.6% | 15.5% | 12.4% | 5.3% | 1.8% |
| ICWA | 398 | 349 | 56.8% | 43.2% | 41.9 | 45.1 | 44.0 | 0.5% | 1.5% | 11.1% | 17.1% | 11.8% | 10.1% | 14.3% | 17.8% | 8.0% | 5.3% | 2.5% |
| KTI | 204 | 176 | 59.3% | 40.7% | 43.7 | 47.7 | 46.4 | 0.0% | 2.0% | 6.9% | 12.7% | 11.8% | 12.7% | 15.2% | 17.6% | 9.3% | 10.8% | 1.0% |
| Landgate | 799 | 744 | 45.7% | 54.3% | 46.2 | 51.6 | 48.5 | 0.3% | 2.5% | 5.0% | 9.9% | 10.1% | 12.0% | 13.8% | 14.8% | 15.1% | 11.9% | 4.6% |
| Lands | 213 | 201 | 57.3% | 42.7% | 42.6 | 49.4 | 45.2 | 0.0% | 8.9% | 13.1% | 10.3% | 8.0% | 9.4% | 11.7% | 14.1% | 13.6% | 8.0% | 2.8% |
| Legal Aid | 317 | 274 | 81.7% | 18.3% | 43.5 | 49.1 | 44.4 | 0.0% | 3.8% | 11.0% | 12.6% | 13.2% | 11.4% | 13.9% | 11.7% | 13.9% | 4.4% | 4.1% |
| Lotterywest | 225 | 209 | 55.1% | 44.9% | 41.6 | 45.7 | 43.2 | 0.0% | 2.2% | 12.0% | 13.8% | 14.2% | 12.0% | 13.3% | 11.6% | 10.7% | 6.2% | 4.0% |
| LPBWA | 51 | 45 | 82.4% | 17.6% | 43.1 | 59.3 | 43.7 | 0.0% | 5.9% | 2.0% | 15.7% | 19.6% | 7.8% | 5.9% | 9.8% | 19.6% | 13.7% | 0.0% |
| Main Roads | 1 093 | 1 018 | 29.9% | 70.1% | 41.4 | 50.7 | 48.2 | 0.2% | 4.8% | 10.9% | 10.5% | 7.1% | 9.7% | 11.3% | 15.7% | 14.2% | 10.9% | 4.7% |
| MCB | 157 | 145 | 38.9% | 61.1% | 46.1 | 48.7 | 47.3 | 0.6% | 5.1% | 5.7% | 5.7% | 13.4% | 15.9% | 10.2% | 19.7% | 14.0% | 5.7% | 3.8% |
| MHC | 116 | 100 | 70.7% | 29.3% | 43.9 | 45.6 | 44.7 | 0.0% | 0.9% | 9.5% | 14.7% | 12.9% | 12.9% | 23.3% | 10.3% | 6.0% | 6.9% | 2.6% |
| MRA | 138 | 125 | 71.0% | 29.0% | 35.4 | 39.9 | 36.8 | 0.0% | 5.1% | 14.5% | 23.9% | 17.4% | 14.5% | 8.7% | 4.3% | 8.7% | 1.4% | 1.4% |
| NTWA | 42 | 31 | 61.9% | 38.1% | 50.2 | 60.2 | 52.9 | 0.0% | 2.4% | 2.4% | 4.8% | 7.1% | 9.5% | 11.9% | 16.7% | 11.9% | 26.2% | 7.1% |
| OAG | 148 | 142 | 56.8% | 43.2% | 35.8 | 36.0 | 36.0 | 0.0% | 5.4% | 16.9% | 23.6% | 15.5% | 8.8% | 10.1% | 7.4% | 7.4% | 4.1% | 0.7% |
| OEPA | 94 | 84 | 55.3% | 44.7% | 41.6 | 44.7 | 42.6 | 0.0% | 0.0% | 10.6% | 8.5% | 22.3% | 12.8% | 16.0% | 16.0% | 7.4% | 3.2% | 3.2% |
| Ombudsman | 64 | 57 | 78.1% | 21.9% | 44.4 | 45.1 | 44.7 | 0.0% | 1.6% | 14.1% | 12.5% | 6.3% | 17.2% | 17.2% | 12.5% | 10.9% | 6.3% | 1.6% |
| Perth Market | 40 | 30 | 42.5% | 57.5% | 31.2 | 41.6 | 37.4 | 10.0% | 5.0% | 20.0% | 7.5% | 10.0% | 7.5% | 10.0% | 7.5% | 15.0% | 0.0% | 7.5% |
| Perth Zoo | 219 | 165 | 67.6% | 32.4% | 37.7 | 44.6 | 39.1 | 0.9% | 5.9% | 14.6% | 19.2% | 10.5% | 11.9% | 11.4% | 9.1% | 8.2% | 6.4% | 1.8% |
| Pilbara DC | 22 | 21 | 68.2% | 31.8% | 45.7 | 40.6 | 45.2 | 0.0% | 4.5% | 9.1% | 13.6% | 9.1% | 13.6% | 18.2% | 9.1% | 18.2% | 4.5% | 0.0% |
| Pilbara Inst | 150 | 135 | 61.3% | 38.7% | 49.4 | 54.5 | 51.0 | 0.0% | 0.7% | 4.7% | 6.0% | 8.7% | 10.7% | 15.3% | 18.7% | 19.3% | 10.0% | 6.0% |
| Planning | 456 | 422 | 52.9% | 47.1% | 42.9 | 45.8 | 44.6 | 0.0% | 1.8% | 7.2% | 14.3% | 14.9% | 12.7% | 11.6% | 14.0% | 13.8% | 7.9% | 1.8% |
| Police | 2 492 | 1 809 | 58.3% | 41.7% | 48.2 | 55.1 | 50.5 | 0.3% | 3.1% | 7.6% | 7.9% | 8.3% | 10.4% | 11.1% | 13.0% | 12.1% | 9.8% | 16.4% |
| Polytechnic | 1 110 | 935 | 50.1% | 49.9% | 50.8 | 53.8 | 52.6 | 0.2% | 1.7% | 2.7% | 5.3% | 7.7% | 10.4% | 13.7% | 16.1% | 19.6% | 14.1% | 8.6% |
| PSC | 175 | 121 | 60.0% | 40.0% | 33.0 | 38.3 | 35.1 | 9.1% | 20.0% | 8.0% | 12.6% | 12.6% | 5.7% | 10.3% | 10.9% | 6.3% | 2.3% | 2.3% |
| PTA | 1 650 | 1 588 | 24.1% | 75.9% | 41.8 | 47.3 | 46.2 | 0.1% | 2.2% | 7.3% | 12.4% | 12.7% | 11.8% | 12.9% | 15.0% | 13.0% | 8.7% | 3.9% |
| PTT | 174 | 88 | 56.3% | 43.7% | 38.4 | 35.1 | 36.7 | 1.1% | 11.5% | 16.1% | 16.7% | 10.9% | 10.9% | 8.6% | 7.5% | 4.6% | 7.5% | 4.6% |
| RGL | 116 | 109 | 44.8% | 55.2% | 46.9 | 48.8 | 48.2 | 0.0% | 1.7% | 7.8% | 6.0% | 11.2% | 17.2% | 11.2% | 13.8% | 19.0% | 6.9% | 5.2% |
| Rottnest Island | 133 | 110 | 54.1% | 45.9% | 39.0 | 48.4 | 43.0 | 0.0% | 5.3% | 9.0% | 19.5% | 10.5% | 9.8% | 5.3% | 13.5% | 14.3% | 5.3% | 7.5% |
| ScreenWest | 26 | 24 | 80.8% | 19.2% | 36.2 | 42.8 | 38.1 | 0.0% | 0.0% | 15.4% | 26.9% | 11.5% | 38.5% | 3.8% | 0.0% | 3.8% | 0.0% | 0.0% |
| SCSA | 225 | 173 | 64.9% | 35.1% | 49.8 | 56.2 | 52.0 | 1.8% | 8.9% | 6.2% | 3.1% | 3.1% | 8.0% | 12.9% | 14.7% | 12.4% | 15.1% | 13.8% |
| SLWA | 187 | 157 | 72.2% | 27.8% | 52.8 | 46.0 | 51.7 | 1.1% | 2.1% | 5.3% | 7.5% | 5.9% | 11.2% | 12.3% | 15.0% | 15.5% | 19.8% | 4.3% |
| Small Business | 62 | 51 | 66.1% | 33.9% | 45.5 | 54.7 | 47.8 | 0.0% | 1.6% | 1.6% | 16.1% | 12.9% | 11.3% | 17.7% | 12.9% | 11.3% | 8.1% | 6.5% |
| SRT | 58 | 53 | 55.2% | 44.8% | 38.6 | 41.3 | 40.0 | 0.0% | 0.0% | 6.9% | 17.2% | 25.9% | 15.5% | 13.8% | 12.1% | 3.4% | 5.2% | 0.0% |
| SWDC | 23 | 21 | 60.9% | 39.1% | 53.5 | 43.5 | 52.1 | 0.0% | 0.0% | 0.0% | 8.7% | 4.3% | 21.7% | 4.3% | 21.7% | 21.7% | 13.0% | 4.3% |
| SWIT | 342 | 254 | 67.0% | 33.0% | 48.6 | 51.5 | 49.9 | 0.0% | 0.6% | 3.2% | 4.1% | 9.4% | 17.0% | 16.1% | 17.3% | 19.0% | 11.1% | 2.3% |
| Tourism | 100 | 93 | 76.0% | 24.0% | 37.5 | 41.8 | 40.0 | 0.0% | 2.0% | 13.0% | 24.0% | 11.0% | 14.0% | 14.0% | 13.0% | 7.0% | 2.0% | 0.0% |
| Transport | 1 529 | 1 403 | 57.2% | 42.8% | 43.7 | 49.1 | 45.6 | 0.3% | 2.8% | 9.5% | 12.3% | 11.2% | 11.8% | 11.6% | 14.3% | 12.8% | 10.5% | 2.9% |
| Treasury | 311 | 283 | 50.2% | 49.8% | 38.4 | 45.1 | 39.1 | 0.0% | 4.8% | 13.2% | 19.6% | 13.2% | 10.6% | 12.9% | 11.3% | 9.3% | 3.5% | 1.6% |
| Venueswest | 434 | 202 | 59.0% | 41.0% | 31.1 | 30.0 | 30.4 | 17.7% | 21.2% | 8.8% | 12.2% | 9.0% | 10.4% | 8.1% | 7.1% | 2.5% | 1.8% | 1.2% |
| WA Museum | 250 | 210 | 62.4% | 37.6% | 45.1 | 52.3 | 47.9 | 0.0% | 2.8% | 7.2% | 9.6% | 10.4% | 14.4% | 10.4% | 12.8% | 13.6% | 11.2% | 7.6% |
| WAEC | 54 | 48 | 53.7% | 46.3% | 52.8 | 52.1 | 52.5 | 1.9% | 0.0% | 3.7% | 13.0% | 13.0% | 5.6% | 3.7% | 22.2% | 16.7% | 7.4% | 13.0% |
| WAIRC | 36 | 32 | 63.9% | 36.1% | 44.0 | 43.8 | 43.9 | 0.0% | 5.6% | 8.3% | 5.6% | 11.1% | 25.0% | 13.9% | 11.1% | 16.7% | 2.8% | 0.0% |
| Water | 516 | 456 | 51.0% | 49.0% | 39.4 | 44.3 | 41.5 | 0.6% | 1.7% | 8.1% | 15.7% | 19.0% | 13.2% | 12.6% | 8.7% | 11.8% | 6.4% | 2.1% |
| WCIT | 352 | 283 | 60.5% | 39.5% | 47.0 | 48.1 | 47.6 | 0.9% | 3.4% | 3.1% | 6.3% | 12.8% | 14.5% | 17.9% | 16.8% | 11.6% | 9.4% | 3.4% |
| WorkCover | 148 | 134 | 58.8% | 41.2% | 46.7 | 46.3 | 46.5 | 1.4% | 4.1% | 8.8% | 14.2% | 6.8% | 9.5% | 11.5% | 18.2% | 12.8% | 9.5% | 3.4% |

## Table 1.3 Salary – mean, median, bands

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2015. Source: HRMOIR.

| Entity | Mean Salary (Contracts) | Median Salary (Contracts) | PSGOGA Equivalent Salary Bands (FTE) | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Level 1 and below | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 | Level 8 | Level 9 | Class 1 and above |
| WA public sector | 82 578 | 78 826 | 17.7% | 11.6% | 9.7% | 13.1% | 14.2% | 20.2% | 6.6% | 3.2% | 1.5% | 2.0% |
| Agric | 92 358 | 91 701 | 4.2% | 12.9% | 13.2% | 12.2% | 12.8% | 15.0% | 16.2% | 9.1% | 3.6% | 0.8% |
| AGWA | 79 951 | 71 919 | 4.3% | 26.0% | 14.0% | 13.1% | 15.0% | 16.1% | 3.8% | 5.7% | 0.0% | 1.9% |
| ARC | 66 393 | 62 689 | 30.7% | 23.2% | 18.4% | 14.0% | 5.5% | 4.2% | 0.0% | 0.0% | 1.8% | 2.3% |
| BGPA | 71 792 | 62 689 | 18.4% | 26.3% | 21.0% | 3.9% | 10.9% | 5.9% | 4.2% | 4.4% | 3.4% | 1.7% |
| CCC | 120 148 | 117 232 | 0.0% | 2.4% | 5.6% | 13.3% | 7.7% | 14.8% | 17.8% | 20.0% | 12.4% | 6.1% |
| Central IT | 81 228 | 83 583 | 8.0% | 15.4% | 8.0% | 8.3% | 29.8% | 24.7% | 2.6% | 2.6% | 0.3% | 0.5% |
| Challenger IT | 76 444 | 71 919 | 21.0% | 12.6% | 9.1% | 10.0% | 23.2% | 16.2% | 4.3% | 2.8% | 0.5% | 0.3% |
| Chem Centre | 93 414 | 87 166 | 2.4% | 14.0% | 13.6% | 10.5% | 21.0% | 11.9% | 11.7% | 3.5% | 7.9% | 3.5% |
| CHSHA | 50 360 | 46 164 | 81.0% | 14.6% | 2.8% | 0.0% | 0.0% | 0.0% | 0.0% | 1.7% | 0.0% | 0.0% |
| Commerce | 92 160 | 91 701 | 4.1% | 15.6% | 12.1% | 10.8% | 20.3% | 15.4% | 10.5% | 5.5% | 3.4% | 2.4% |
| CPFS | 85 926 | 87 166 | 3.1% | 17.0% | 15.7% | 7.0% | 20.8% | 21.5% | 10.2% | 2.5% | 1.9% | 0.5% |
| CYOC | 84 316 | 84 677 | 5.7% | 10.9% | 10.8% | 11.8% | 32.5% | 21.1% | 3.7% | 2.7% | 0.0% | 0.9% |
| DAA | 106 851 | 106 917 | 0.0% | 11.1% | 3.9% | 5.3% | 18.6% | 19.6% | 13.6% | 18.0% | 3.1% | 6.8% |
| DAO | 97 097 | 87 583 | 6.6% | 8.6% | 5.4% | 12.1% | 28.7% | 16.0% | 10.4% | 2.2% | 3.9% | 6.2% |
| DCA | 94 747 | 91 701 | 3.7% | 8.9% | 12.6% | 10.8% | 15.2% | 25.7% | 12.0% | 6.3% | 2.1% | 2.8% |
| DCS | 82 289 | 79 316 | 3.4% | 10.0% | 10.6% | 40.5% | 19.2% | 9.4% | 4.4% | 1.3% | 0.5% | 0.8% |
| DER | 99 900 | 98 711 | 0.3% | 4.4% | 10.7% | 8.4% | 18.9% | 24.7% | 16.6% | 10.8% | 3.5% | 1.6% |
| DES | 102 443 | 101 563 | 0.8% | 7.0% | 13.4% | 9.9% | 12.3% | 15.2% | 20.9% | 14.4% | 3.1% | 3.1% |
| DFES | 97 232 | 93 330 | 0.5% | 3.0% | 2.3% | 11.3% | 44.1% | 21.7% | 6.1% | 8.9% | 1.4% | 0.6% |
| DLGC | 90 708 | 85 771 | 2.6% | 6.9% | 9.4% | 23.6% | 20.6% | 16.7% | 12.3% | 4.2% | 1.7% | 2.0% |
| DMP | 97 172 | 92 326 | 0.6% | 10.5% | 11.7% | 12.4% | 14.5% | 18.3% | 14.3% | 12.1% | 3.5% | 2.0% |
| DOTAG | 88 847 | 74 587 | 2.5% | 28.3% | 7.3% | 12.8% | 13.5% | 17.7% | 6.5% | 4.2% | 1.5% | 5.8% |
| DPAW | 76 953 | 71 919 | 18.8% | 17.1% | 14.5% | 11.3% | 16.3% | 9.6% | 6.7% | 4.1% | 1.0% | 0.6% |
| DPC | 101 595 | 91 701 | 3.1% | 15.4% | 13.5% | 9.8% | 15.1% | 10.9% | 12.0% | 9.0% | 2.0% | 9.2% |
| DPP | 114 465 | 84 789 | 1.2% | 18.6% | 18.2% | 7.0% | 12.0% | 5.0% | 3.9% | 8.0% | 4.1% | 22.0% |
| DRD | 101 998 | 99 854 | 1.4% | 1.7% | 10.1% | 6.2% | 24.3% | 18.9% | 21.3% | 10.6% | 1.3% | 4.0% |
| DSC | 75 923 | 65 988 | 9.0% | 37.6% | 8.4% | 11.9% | 14.3% | 9.6% | 6.1% | 2.4% | 0.3% | 0.6% |
| DSD | 111 845 | 112 902 | 0.6% | 1.9% | 12.2% | 6.0% | 16.8% | 9.4% | 23.4% | 17.9% | 4.2% | 7.6% |
| DSHO | 100 203 | 91 701 | 0.0% | 3.4% | 12.4% | 0.0% | 42.8% | 10.3% | 3.4% | 24.1% | 0.0% | 3.4% |
| DSR | 84 276 | 78 826 | 4.9% | 16.3% | 9.8% | 13.4% | 16.9% | 19.3% | 8.2% | 6.8% | 1.1% | 3.4% |
| DTWD | 93 668 | 91 701 | 1.0% | 12.5% | 14.7% | 11.0% | 12.5% | 23.9% | 14.5% | 6.3% | 2.4% | 1.2% |
| Durack IT | 75 701 | 74 661 | 20.0% | 9.3% | 11.4% | 15.2% | 17.1% | 21.1% | 4.2% | 1.3% | 0.0% | 0.4% |
| Education | 76 051 | 77 877 | 30.3% | 5.1% | 6.8% | 7.2% | 8.0% | 33.6% | 6.0% | 1.7% | 1.3% | 0.1% |
| EOC | 102 524 | 91 701 | 4.1% | 11.6% | 8.3% | 8.3% | 19.8% | 19.0% | 16.5% | 4.1% | 0.0% | 8.3% |
| ERA | 111 628 | 106 917 | 0.0% | 6.0% | 11.9% | 9.9% | 10.9% | 15.5% | 11.9% | 21.9% | 4.0% | 8.0% |
| Finance | 97 788 | 91 701 | 2.5% | 3.9% | 12.3% | 15.6% | 18.4% | 18.3% | 15.2% | 9.5% | 1.6% | 2.7% |
| Fisheries | 86 478 | 78 826 | 3.9% | 13.3% | 17.2% | 21.1% | 15.5% | 9.7% | 10.4% | 6.7% | 1.2% | 0.8% |
| FPC | 81 630 | 78 826 | 8.6% | 11.6% | 18.7% | 22.3% | 14.8% | 7.6% | 7.8% | 4.9% | 1.8% | 1.8% |
| GESB | 120 769 | 112 902 | 0.0% | 0.0% | 3.4% | 9.7% | 19.0% | 16.8% | 17.2% | 20.7% | 2.2% | 11.0% |
| Goldfields IT | 80 421 | 83 583 | 17.6% | 12.7% | 6.2% | 8.7% | 35.9% | 12.3% | 4.0% | 1.7% | 0.0% | 0.9% |
| GSIT | 74 386 | 71 919 | 19.9% | 9.9% | 13.7% | 9.4% | 21.0% | 20.2% | 3.6% | 1.8% | 0.0% | 0.6% |
| Health | 86 929 | 76 847 | 16.6% | 14.2% | 10.0% | 17.4% | 16.7% | 12.1% | 4.9% | 2.6% | 1.7% | 3.8% |
| Housing | 86 273 | 78 826 | 0.8% | 16.2% | 21.4% | 12.4% | 19.3% | 13.1% | 9.2% | 6.2% | 0.7% | 0.8% |
| ICWA | 89 483 | 78 826 | 3.7% | 13.7% | 22.8% | 10.8% | 12.7% | 20.7% | 6.3% | 3.7% | 1.4% | 4.1% |
| KTI | 80 128 | 78 471 | 9.2% | 11.8% | 14.5% | 18.5% | 22.9% | 13.9% | 6.3% | 2.3% | 0.0% | 0.6% |
| Landgate | 92 884 | 91 701 | 1.5% | 9.4% | 12.7% | 16.8% | 20.3% | 17.6% | 11.5% | 6.6% | 2.4% | 1.3% |
| Lands | 93 835 | 88 679 | 1.9% | 10.5% | 16.4% | 13.6% | 11.9% | 18.9% | 13.5% | 7.4% | 3.4% | 2.5% |
| Legal Aid | 96 796 | 89 315 | 3.0% | 18.7% | 16.6% | 5.7% | 13.6% | 15.0% | 3.8% | 10.5% | 1.7% | 11.4% |
| Lotterywest | 94 811 | 91 701 | 1.8% | 4.5% | 12.6% | 17.1% | 19.2% | 23.7% | 9.2% | 9.0% | 1.4% | 1.4% |
| LPBWA | 105 795 | 89 464 | 4.5% | 7.7% | 19.9% | 8.9% | 12.5% | 6.7% | 20.6% | 1.3% | 4.5% | 13.4% |
| Main Roads | 100 802 | 100 295 | 1.1% | 3.2% | 7.1% | 15.5% | 16.8% | 20.7% | 17.1% | 11.2% | 5.5% | 1.8% |
| MCB | 66 771 | 58 872 | 42.5% | 22.9% | 7.3% | 12.4% | 6.9% | 3.1% | 1.4% | 2.8% | 0.0% | 0.7% |
| MHC | 110 427 | 106 917 | 1.0% | 3.6% | 8.0% | 5.7% | 14.2% | 20.1% | 29.3% | 8.1% | 3.0% | 7.0% |
| MRA | 100 097 | 96 552 | 1.1% | 5.1% | 14.6% | 7.2% | 17.8% | 15.9% | 20.5% | 11.2% | 2.4% | 4.0% |
| NTWA | 78 690 | 76 676 | 11.8% | 4.5% | 17.4% | 18.8% | 12.9% | 6.4% | 12.2% | 3.2% | 9.6% | 3.2% |
| OAG | 101 713 | 94 127 | 0.7% | 4.9% | 15.1% | 17.1% | 12.4% | 18.7% | 14.1% | 7.9% | 3.5% | 5.6% |
| OEPA | 112 491 | 115 092 | 0.0% | 1.2% | 5.9% | 4.7% | 10.8% | 18.6% | 25.8% | 18.7% | 10.7% | 3.6% |
| Ombudsman | 105 753 | 101 563 | 0.0% | 3.5% | 9.9% | 14.2% | 20.2% | 22.0% | 7.4% | 14.0% | 3.5% | 5.3% |
| Perth Market | 78 543 | 71 919 | 12.0% | 3.3% | 23.9% | 16.4% | 14.8% | 9.9% | 6.6% | 6.6% | 0.0% | 6.6% |
| Perth Zoo | 68 082 | 60 958 | 28.4% | 26.5% | 8.5% | 16.3% | 8.1% | 5.8% | 3.0% | 2.1% | 0.6% | 0.6% |
| Pilbara DC | 100 445 | 106 917 | 0.0% | 0.0% | 14.2% | 15.6% | 3.8% | 23.7% | 28.4% | 14.2% | 0.0% | 0.0% |
| Pilbara Inst | 79 580 | 82 973 | 10.3% | 14.8% | 11.9% | 8.2% | 34.5% | 13.7% | 4.4% | 1.5% | 0.0% | 0.7% |
| Planning | 99 624 | 98 711 | 1.5% | 11.0% | 8.3% | 10.6% | 14.2% | 16.0% | 20.4% | 11.8% | 2.9% | 3.3% |
| Police | 68 396 | 62 689 | 14.4% | 35.4% | 12.1% | 11.0% | 10.6% | 7.6% | 5.5% | 2.0% | 0.4% | 0.9% |
| Polytechnic | 78 796 | 82 973 | 21.4% | 11.0% | 4.8% | 6.5% | 25.0% | 26.4% | 2.9% | 1.1% | 0.4% | 0.5% |
| PSC | 92 986 | 91 701 | 0.0% | 0.7% | 11.6% | 12.5% | 9.6% | 27.1% | 13.9% | 10.8% | 3.3% | 10.6% |
| PTA | 79 038 | 70 357 | 11.1% | 23.5% | 23.6% | 8.7% | 10.4% | 10.6% | 4.8% | 3.6% | 2.2% | 1.4% |
| PTT | 54 904 | 41 890 | 47.6% | 11.9% | 7.7% | 12.5% | 6.8% | 5.7% | 4.5% | 2.0% | 0.0% | 1.1% |
| RGL | 86 942 | 78 826 | 2.8% | 5.6% | 24.1% | 22.1% | 19.5% | 12.0% | 7.4% | 4.6% | 0.0% | 1.8% |
| Rottnest Island | 76 752 | 71 919 | 22.8% | 10.5% | 22.5% | 9.2% | 8.5% | 11.6% | 9.3% | 1.8% | 2.7% | 0.9% |
| ScreenWest | 93 525 | 91 701 | 0.0% | 35.1% | 4.2% | 0.0% | 15.9% | 20.9% | 9.2% | 10.5% | 0.0% | 4.2% |
| SCSA | 92 679 | 99 854 | 3.2% | 19.9% | 11.2% | 4.3% | 3.2% | 10.4% | 38.4% | 5.9% | 2.8% | 0.6% |
| SLWA | 75 029 | 71 919 | 29.2% | 16.7% | 9.3% | 7.0% | 20.3% | 9.5% | 4.5% | 1.9% | 1.1% | 0.6% |
| Small Business | 99 253 | 103 271 | 1.2% | 10.3% | 8.5% | 5.9% | 13.2% | 37.9% | 15.1% | 3.9% | 0.0% | 3.9% |
| SRT | 94 778 | 95 459 | 1.9% | 3.8% | 17.3% | 9.5% | 16.3% | 27.4% | 16.8% | 5.0% | 0.0% | 1.9% |
| SWDC | 99 504 | 91 701 | 3.8% | 0.0% | 10.4% | 13.2% | 30.2% | 18.9% | 4.7% | 14.2% | 0.0% | 4.7% |
| SWIT | 72 040 | 66 240 | 28.9% | 11.5% | 9.6% | 10.4% | 14.2% | 21.4% | 2.4% | 1.2% | 0.0% | 0.4% |
| Tourism | 103 613 | 96 552 | 0.0% | 2.0% | 13.3% | 12.9% | 17.5% | 21.9% | 13.3% | 13.7% | 1.1% | 4.3% |
| Transport | 82 528 | 74 587 | 1.3% | 28.1% | 18.8% | 15.6% | 10.3% | 12.4% | 6.8% | 4.0% | 1.5% | 1.1% |
| Treasury | 113 079 | 106 917 | 0.0% | 1.8% | 12.8% | 8.9% | 11.7% | 15.3% | 18.9% | 17.7% | 2.5% | 10.4% |
| Venueswest | 61 727 | 51 524 | 35.3% | 20.7% | 13.6% | 8.2% | 5.1% | 7.8% | 3.4% | 2.0% | 3.0% | 1.0% |
| WA Museum | 79 805 | 74 587 | 17.8% | 13.0% | 12.2% | 9.8% | 17.9% | 9.8% | 12.8% | 4.8% | 0.5% | 1.4% |
| WAEC | 87 861 | 77 751 | 5.4% | 5.6% | 24.6% | 22.9% | 14.5% | 10.4% | 4.2% | 8.3% | 0.0% | 4.2% |
| WAIRC | 84 944 | 71 919 | 0.0% | 22.2% | 33.0% | 12.1% | 15.9% | 4.8% | 5.7% | 3.2% | 0.0% | 3.2% |
| Water | 96 560 | 91 701 | 0.2% | 4.6% | 11.0% | 15.8% | 20.3% | 19.6% | 15.9% | 10.3% | 1.1% | 1.1% |
| WCIT | 78 848 | 80 523 | 17.5% | 10.9% | 9.6% | 11.4% | 23.4% | 21.5% | 3.2% | 1.4% | 0.7% | 0.4% |
| WorkCover | 92 555 | 78 826 | 2.3% | 11.5% | 22.2% | 12.9% | 17.1% | 8.5% | 8.9% | 8.2% | 1.9% | 6.4% |

## Table 1.4 Occupational groups and regional distribution

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2015. Source: HRMOIR.

| Entity | Australia and New Zealand Standard Classification of Occupations (ANZSCO) Major Groups (FTE) | | | | | | | | Regions (Contracts) | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Managers | Professionals | Technicians and Trades Workers | Community and Personal Service Workers | Clerical and Administrative Workers | Sales Workers | Machinery Operators and Drivers | Labourers | Gascoyne | Goldfields Esperance | Great Southern | Kimberley | Mid West | Peel | Pilbara | South West | Wheatbelt | Metropolitan | Outside WA |
| WA public sector | 7.9% | 48.8% | 4.4% | 16.3% | 18.0% | 0.5% | 0.7% | 3.5% | 0.6% | 2.2% | 2.9% | 2.6% | 2.5% | 2.1% | 2.0% | 6.0% | 3.2% | 75.9% | 0.1% |
| Agric | 12.2% | 44.8% | 27.6% | 0.0% | 14.5% | 0.0% | 0.0% | 0.9% | 1.2% | 4.1% | 8.8% | 4.7% | 3.6% | 0.6% | 0.0% | 8.0% | 11.3% | 57.6% | 0.0% |
| AGWA | 20.9% | 29.0% | 17.3% | 2.6% | 26.8% | 3.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 7.6% | 0.0% | 0.0% | 0.0% | 0.0% | 92.4% | 0.0% |
| ARC | 8.5% | 6.4% | 72.0% | 0.0% | 8.7% | 0.0% | 0.0% | 4.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| BGPA | 14.6% | 21.5% | 42.0% | 2.4% | 8.9% | 6.5% | 0.0% | 4.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| CCC | 14.7% | 64.7% | 0.7% | 0.0% | 20.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Central IT | 7.3% | 65.5% | 6.0% | 0.5% | 19.9% | 0.1% | 0.1% | 0.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Challenger IT | 10.2% | 57.0% | 1.8% | 0.6% | 27.0% | 0.0% | 2.0% | 1.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 4.7% | 0.0% | 0.0% | 0.0% | 95.2% | 0.1% |
| Chem Centre | 13.1% | 54.2% | 23.9% | 0.0% | 8.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| CHSHA | 9.9% | 0.0% | 14.8% | 47.3% | 9.1% | 0.0% | 0.0% | 18.9% | 0.0% | 9.3% | 12.7% | 10.7% | 12.0% | 0.0% | 0.0% | 0.0% | 38.7% | 16.7% | 0.0% |
| Commerce | 11.2% | 23.6% | 11.9% | 0.0% | 53.1% | 0.3% | 0.0% | 0.0% | 0.0% | 0.1% | 0.4% | 0.4% | 0.6% | 0.0% | 0.4% | 1.6% | 0.0% | 96.6% | 0.0% |
| CPFS | 7.1% | 59.3% | 0.8% | 16.5% | 16.3% | 0.0% | 0.0% | 0.0% | 0.7% | 3.0% | 2.2% | 7.0% | 3.2% | 3.7% | 3.9% | 5.4% | 3.5% | 67.5% | 0.0% |
| CYOC | 11.4% | 64.3% | 0.7% | 3.3% | 17.5% | 0.9% | 0.9% | 0.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| DAA | 32.1% | 21.1% | 0.0% | 0.0% | 46.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.7% | 1.4% | 5.7% | 4.3% | 0.0% | 2.1% | 0.0% | 0.0% | 85.7% | 0.0% |
| DAO | 15.1% | 55.7% | 1.4% | 3.6% | 22.6% | 0.0% | 0.0% | 1.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| DCA | 25.9% | 24.9% | 2.1% | 0.0% | 47.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| DCS | 6.0% | 14.3% | 0.8% | 65.5% | 12.0% | 0.2% | 0.7% | 0.4% | 0.2% | 3.3% | 6.2% | 6.1% | 5.5% | 4.0% | 3.6% | 5.3% | 0.5% | 65.4% | 0.0% |
| DER | 14.7% | 57.7% | 0.2% | 0.0% | 27.4% | 0.0% | 0.0% | 0.0% | 0.0% | 1.5% | 2.1% | 0.9% | 2.1% | 0.0% | 2.6% | 1.8% | 0.0% | 89.1% | 0.0% |
| DES | 30.6% | 38.2% | 0.0% | 0.0% | 31.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| DFES | 13.9% | 10.8% | 3.1% | 62.5% | 9.7% | 0.0% | 0.0% | 0.0% | 0.0% | 2.1% | 2.4% | 0.8% | 2.4% | 1.3% | 0.6% | 4.3% | 0.9% | 85.3% | 0.1% |
| DLGC | 16.6% | 28.7% | 1.0% | 17.3% | 36.4% | 0.0% | 0.0% | 0.0% | 0.9% | 0.9% | 0.6% | 0.6% | 0.6% | 1.5% | 0.3% | 0.9% | 1.2% | 92.6% | 0.0% |
| DMP | 9.7% | 39.8% | 16.5% | 0.0% | 34.0% | 0.0% | 0.0% | 0.0% | 0.0% | 4.7% | 0.0% | 0.1% | 0.5% | 0.0% | 0.9% | 0.9% | 0.2% | 92.6% | 0.0% |
| DOTAG | 11.3% | 21.6% | 2.8% | 1.9% | 62.3% | 0.0% | 0.0% | 0.1% | 0.3% | 1.0% | 0.7% | 1.1% | 0.5% | 0.6% | 0.7% | 1.6% | 0.8% | 92.7% | 0.0% |
| DPAW | 9.1% | 42.5% | 6.0% | 21.7% | 18.0% | 0.5% | 0.2% | 2.0% | 4.6% | 2.3% | 5.2% | 6.0% | 2.0% | 3.8% | 2.5% | 24.2% | 4.9% | 44.5% | 0.0% |
| DPC | 15.1% | 37.3% | 3.9% | 0.0% | 40.2% | 0.2% | 3.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 99.6% | 0.4% |
| DPP | 2.1% | 48.5% | 1.7% | 0.0% | 47.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| DRD | 24.2% | 37.6% | 0.0% | 0.0% | 38.2% | 0.0% | 0.0% | 0.0% | 0.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.6% | 0.0% | 0.6% | 1.2% | 96.9% | 0.0% |
| DSC | 8.3% | 29.2% | 1.2% | 49.2% | 9.7% | 0.0% | 0.0% | 2.4% | 0.0% | 0.4% | 0.9% | 0.5% | 0.5% | 1.6% | 0.5% | 2.5% | 0.7% | 92.4% | 0.0% |
| DSD | 33.5% | 21.7% | 0.0% | 0.0% | 44.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 98.3% | 1.7% |
| DSHO | 27.6% | 49.7% | 0.0% | 0.0% | 22.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| DSR | 21.7% | 20.0% | 2.2% | 5.1% | 48.7% | 0.0% | 0.0% | 2.3% | 1.4% | 1.4% | 3.2% | 1.4% | 1.8% | 2.3% | 1.4% | 1.4% | 1.8% | 84.2% | 0.0% |
| DTWD | 19.5% | 31.2% | 0.0% | 0.0% | 49.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.5% | 0.4% | 0.4% | 0.2% | 0.2% | 0.2% | 0.5% | 2.5% | 95.1% | 0.0% |
| Durack IT | 10.4% | 57.9% | 8.2% | 2.9% | 19.1% | 0.0% | 0.9% | 0.7% | 10.8% | 0.0% | 0.0% | 0.0% | 89.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Education | 8.7% | 53.5% | 2.5% | 21.3% | 9.0% | 0.0% | 0.0% | 5.0% | 0.5% | 3.1% | 3.3% | 2.6% | 2.9% | 4.3% | 2.8% | 8.3% | 4.6% | 67.5% | 0.1% |
| EOC | 24.8% | 28.1% | 0.0% | 19.0% | 28.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| ERA | 11.9% | 63.2% | 0.0% | 0.0% | 24.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Finance | 32.6% | 15.9% | 2.0% | 1.4% | 47.8% | 0.4% | 0.0% | 0.0% | 0.1% | 1.1% | 0.5% | 0.9% | 0.9% | 0.0% | 0.3% | 1.2% | 0.7% | 94.3% | 0.0% |
| Fisheries | 16.4% | 26.8% | 39.4% | 0.0% | 17.5% | 0.0% | 0.0% | 0.0% | 2.8% | 0.6% | 2.8% | 3.9% | 3.9% | 2.6% | 0.7% | 3.6% | 1.5% | 77.5% | 0.0% |
| FPC | 15.1% | 12.4% | 7.7% | 0.0% | 18.0% | 0.0% | 0.0% | 46.7% | 0.5% | 3.2% | 3.8% | 0.0% | 0.0% | 0.0% | 0.0% | 66.1% | 0.0% | 26.3% | 0.0% |
| GESB | 33.8% | 57.3% | 0.0% | 0.0% | 8.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Goldfields IT | 8.8% | 60.1% | 4.9% | 0.0% | 23.5% | 0.0% | 0.0% | 2.7% | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| GSIT | 8.9% | 57.8% | 4.9% | 2.7% | 25.0% | 0.6% | 0.0% | 0.2% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Health | 2.4% | 60.1% | 5.4% | 12.2% | 15.1% | 0.0% | 0.9% | 3.9% | 0.6% | 1.9% | 2.8% | 2.6% | 2.4% | 0.2% | 1.5% | 5.0% | 3.1% | 80.0% | 0.0% |
| Housing | 9.5% | 21.9% | 0.3% | 2.1% | 44.0% | 22.1% | 0.0% | 0.0% | 0.6% | 2.0% | 1.5% | 4.2% | 2.1% | 0.9% | 3.2% | 2.6% | 1.8% | 80.9% | 0.0% |
| ICWA | 11.0% | 24.6% | 0.9% | 0.0% | 63.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| KTI | 13.7% | 56.0% | 4.6% | 3.2% | 19.7% | 0.0% | 0.0% | 2.8% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Landgate | 16.2% | 47.3% | 2.5% | 0.0% | 33.7% | 0.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.6% | 0.0% | 0.0% | 0.0% | 0.0% | 1.8% | 0.0% | 97.6% | 0.0% |
| Lands | 18.4% | 15.8% | 0.0% | 0.0% | 65.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2.3% | 0.0% | 0.0% | 0.0% | 1.9% | 0.0% | 95.8% | 0.0% |
| Legal Aid | 2.9% | 51.9% | 0.0% | 0.0% | 45.2% | 0.0% | 0.0% | 0.0% | 0.0% | 2.2% | 2.2% | 5.0% | 2.5% | 0.0% | 2.5% | 3.2% | 0.0% | 82.3% | 0.0% |
| Lotterywest | 23.9% | 31.4% | 4.2% | 0.0% | 36.3% | 4.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| LPBWA | 2.2% | 43.4% | 8.9% | 0.0% | 45.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Main Roads | 22.6% | 35.0% | 16.1% | 0.0% | 25.8% | 0.0% | 0.1% | 0.4% | 1.6% | 1.7% | 2.9% | 2.8% | 2.7% | 0.0% | 2.5% | 6.1% | 4.1% | 75.4% | 0.0% |
| MCB | 6.8% | 7.8% | 2.1% | 7.2% | 31.8% | 0.0% | 6.9% | 37.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| MHC | 29.8% | 28.0% | 0.0% | 0.0% | 42.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| MRA | 37.4% | 37.1% | 1.6% | 0.0% | 22.9% | 1.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| NTWA | 26.7% | 20.6% | 0.0% | 0.0% | 46.3% | 0.0% | 0.0% | 6.5% | 0.0% | 0.0% | 2.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2.4% | 95.2% | 0.0% |
| OAG | 20.5% | 70.6% | 2.0% | 0.0% | 6.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| OEPA | 16.6% | 75.1% | 0.0% | 0.0% | 8.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Ombudsman | 20.0% | 45.3% | 0.0% | 0.0% | 34.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Perth Market | 16.4% | 9.9% | 0.0% | 3.3% | 51.4% | 10.3% | 3.3% | 5.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Perth Zoo | 10.6% | 13.3% | 47.0% | 2.4% | 11.8% | 7.9% | 0.6% | 6.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Pilbara DC | 42.7% | 9.5% | 0.0% | 0.0% | 47.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 54.5% | 0.0% | 0.0% | 45.5% | 0.0% |
| Pilbara Inst | 10.4% | 57.8% | 4.4% | 0.0% | 21.3% | 0.0% | 0.0% | 6.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Planning | 7.6% | 64.2% | 0.7% | 0.2% | 23.0% | 0.7% | 0.0% | 3.6% | 0.0% | 0.0% | 1.8% | 0.2% | 0.4% | 3.1% | 0.0% | 4.6% | 0.0% | 89.9% | 0.0% |
| Police | 6.8% | 25.0% | 3.2% | 0.1% | 57.0% | 0.0% | 0.2% | 7.7% | 0.0% | 1.4% | 1.6% | 0.9% | 1.4% | 0.0% | 0.9% | 1.5% | 1.2% | 91.0% | 0.0% |
| Polytechnic | 6.1% | 66.7% | 4.6% | 0.1% | 20.4% | 0.0% | 1.7% | 0.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| PSC | 22.5% | 41.8% | 0.5% | 0.0% | 35.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| PTA | 6.9% | 18.4% | 8.2% | 18.0% | 17.1% | 8.3% | 19.6% | 3.6% | 0.0% | 0.2% | 0.2% | 0.0% | 0.4% | 9.2% | 0.0% | 1.3% | 0.1% | 88.5% | 0.0% |
| PTT | 19.9% | 21.1% | 6.4% | 5.4% | 28.4% | 11.0% | 0.0% | 7.9% | 0.0% | 0.0% | 7.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 92.5% | 0.0% |
| RGL | 18.4% | 24.5% | 2.8% | 0.0% | 54.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Rottnest Island | 20.2% | 23.5% | 2.3% | 1.8% | 37.0% | 7.2% | 7.3% | 0.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| ScreenWest | 40.6% | 12.6% | 0.0% | 0.0% | 46.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| SCSA | 12.8% | 47.7% | 1.2% | 0.0% | 38.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| SLWA | 14.1% | 33.2% | 10.7% | 0.6% | 36.2% | 0.6% | 4.5% | 0.0% | 0.0% | 0.0% | 0.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 99.5% | 0.0% |
| Small Business | 15.8% | 64.9% | 0.0% | 0.0% | 19.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| SRT | 22.2% | 49.1% | 0.0% | 0.0% | 24.9% | 0.0% | 0.0% | 3.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| SWDC | 23.6% | 13.2% | 0.0% | 0.0% | 63.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% |
| SWIT | 9.1% | 60.5% | 8.1% | 1.5% | 20.4% | 0.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% |
| Tourism | 36.6% | 37.5% | 0.0% | 0.0% | 25.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Transport | 14.7% | 21.9% | 4.6% | 0.0% | 58.8% | 0.0% | 0.0% | 0.0% | 0.6% | 1.2% | 1.3% | 1.0% | 1.8% | 1.1% | 1.5% | 2.0% | 0.0% | 89.4% | 0.0% |
| Treasury | 32.0% | 40.7% | 0.3% | 0.0% | 27.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Venueswest | 15.8% | 10.6% | 1.4% | 32.3% | 17.8% | 7.5% | 0.5% | 14.1% | 0.0% | 0.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 99.3% | 0.0% |
| WA Museum | 16.9% | 32.8% | 12.6% | 16.4% | 18.0% | 1.2% | 0.0% | 2.1% | 0.0% | 3.2% | 4.0% | 0.0% | 4.8% | 0.0% | 0.0% | 0.0% | 0.0% | 88.0% | 0.0% |
| WAEC | 16.6% | 24.9% | 2.1% | 0.0% | 54.3% | 0.0% | 2.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| WAIRC | 12.7% | 18.4% | 8.2% | 0.0% | 60.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Water | 12.0% | 65.6% | 1.3% | 0.0% | 21.0% | 0.0% | 0.0% | 0.0% | 1.2% | 0.0% | 2.7% | 2.9% | 1.7% | 4.3% | 0.6% | 8.9% | 0.0% | 77.7% | 0.0% |
| WCIT | 6.4% | 67.9% | 5.1% | 1.3% | 17.5% | 0.0% | 0.0% | 1.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| WorkCover | 18.3% | 26.3% | 0.7% | 0.0% | 54.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |

## Table 1.5 Appointment type and separation rate

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2015. Source: HRMOIR.

| Entity | Appointment Type (Contracts) | | | | | | | | | Separations (Permanent employees only) | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Permanent Full Time | Permanent  Part Time | Fixed-Term  Full Time | Fixed-Term  Part Time | Trainee Full Time | Trainee  Part Time | Casual | Sessional | Others | Separations | Total employees throughout the FY | Separation Rate |
| WA public sector | 43.7% | 26.6% | 10.8% | 7.5% | 0.1% | 0.0% | 10.3% | 0.9% | 0.2% | 10371 | 110916 | 9.4% |
| Agric | 71.6% | 14.1% | 6.8% | 1.8% | 0.0% | 0.1% | 0.1% | 5.5% | 0.0% | 144 | 1105 | 13.0% |
| AGWA | 58.8% | 14.7% | 8.8% | 10.3% | 0.0% | 0.0% | 7.4% | 0.0% | 0.0% | 7 | 57 | 12.3% |
| ARC | 53.5% | 19.7% | 12.7% | 1.4% | 9.9% | 0.0% | 2.8% | 0.0% | 0.0% | 5 | 57 | 8.8% |
| BGPA | 51.6% | 11.1% | 11.8% | 7.8% | 6.5% | 0.0% | 11.1% | 0.0% | 0.0% | 12 | 108 | 11.1% |
| CCC | 0.0% | 6.8% | 89.1% | 0.7% | 0.0% | 0.0% | 3.4% | 0.0% | 0.0% | 0 | 10 | 0.0% |
| Central IT | 39.0% | 17.3% | 14.1% | 13.0% | 0.0% | 0.3% | 16.4% | 0.0% | 0.0% | 65 | 730 | 8.9% |
| Challenger IT | 38.1% | 8.7% | 17.0% | 8.3% | 0.2% | 0.1% | 27.5% | 0.0% | 0.0% | 57 | 440 | 13.0% |
| Chem Centre | 68.9% | 6.7% | 23.5% | 0.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 6 | 96 | 6.3% |
| CHSHA | 36.7% | 37.3% | 10.1% | 7.6% | 0.0% | 0.0% | 8.2% | 0.0% | 0.0% | 30 | 147 | 20.4% |
| Commerce | 75.4% | 14.5% | 8.8% | 0.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.5% | 59 | 840 | 7.0% |
| CPFS | 67.4% | 20.2% | 9.5% | 2.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 195 | 2461 | 7.9% |
| CYOC | 69.0% | 12.7% | 5.6% | 9.5% | 0.0% | 0.0% | 3.2% | 0.0% | 0.0% | 12 | 115 | 10.4% |
| DAA | 76.4% | 9.3% | 12.9% | 0.7% | 0.0% | 0.7% | 0.0% | 0.0% | 0.0% | 13 | 137 | 9.5% |
| DAO | 44.7% | 20.1% | 14.4% | 8.7% | 0.0% | 0.0% | 10.2% | 1.9% | 0.0% | 9 | 181 | 5.0% |
| DCA | 68.8% | 11.5% | 12.1% | 7.0% | 0.0% | 0.6% | 0.0% | 0.0% | 0.0% | 12 | 139 | 8.6% |
| DCS | 84.6% | 7.8% | 4.8% | 1.2% | 0.8% | 0.0% | 0.2% | 0.5% | 0.0% | 348 | 4461 | 7.8% |
| DER | 71.8% | 18.8% | 7.6% | 1.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 24 | 333 | 7.2% |
| DES | 71.3% | 16.7% | 8.3% | 3.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 6 | 102 | 5.9% |
| DFES | 91.7% | 3.8% | 2.4% | 1.4% | 0.6% | 0.0% | 0.1% | 0.0% | 0.0% | 57 | 1582 | 3.6% |
| DLGC | 71.5% | 15.7% | 9.2% | 2.1% | 0.0% | 0.9% | 0.6% | 0.0% | 0.0% | 15 | 309 | 4.9% |
| DMP | 75.4% | 8.8% | 14.1% | 1.4% | 0.0% | 0.2% | 0.1% | 0.0% | 0.0% | 48 | 768 | 6.3% |
| DOTAG | 71.9% | 15.4% | 10.0% | 1.4% | 0.4% | 0.2% | 0.7% | 0.0% | 0.0% | 96 | 1605 | 6.0% |
| DPAW | 65.7% | 10.8% | 12.7% | 2.0% | 0.7% | 0.0% | 8.1% | 0.0% | 0.0% | 137 | 1395 | 9.8% |
| DPC | 58.4% | 6.4% | 23.4% | 3.3% | 0.0% | 0.7% | 0.0% | 0.0% | 7.7% | 38 | 400 | 9.5% |
| DPP | 67.0% | 18.9% | 12.1% | 1.1% | 0.0% | 0.8% | 0.0% | 0.0% | 0.0% | 10 | 238 | 4.2% |
| DRD | 60.5% | 13.6% | 22.8% | 1.9% | 0.0% | 1.2% | 0.0% | 0.0% | 0.0% | 13 | 143 | 9.1% |
| DSC | 67.9% | 19.4% | 4.1% | 2.5% | 0.1% | 0.1% | 5.6% | 0.0% | 0.2% | 140 | 1753 | 8.0% |
| DSD | 79.1% | 12.2% | 8.1% | 0.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 18 | 176 | 10.2% |
| DSHO | 81.3% | 12.5% | 6.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2 | 32 | 6.3% |
| DSR | 51.6% | 10.9% | 18.6% | 5.0% | 0.5% | 0.9% | 12.7% | 0.0% | 0.0% | 11 | 149 | 7.4% |
| DTWD | 72.9% | 12.5% | 11.3% | 2.1% | 0.7% | 0.2% | 0.4% | 0.0% | 0.0% | 56 | 538 | 10.4% |
| Durack IT | 32.1% | 12.8% | 25.3% | 10.1% | 0.0% | 0.0% | 19.6% | 0.0% | 0.0% | 6 | 139 | 4.3% |
| Education | 34.7% | 34.4% | 7.6% | 9.6% | 0.0% | 0.0% | 13.3% | 0.0% | 0.4% | 2926 | 39767 | 7.4% |
| EOC | 66.7% | 25.9% | 7.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2 | 27 | 7.4% |
| ERA | 77.8% | 5.6% | 16.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 4 | 49 | 8.2% |
| Finance | 79.6% | 9.5% | 10.1% | 0.6% | 0.0% | 0.2% | 0.1% | 0.0% | 0.0% | 138 | 1261 | 10.9% |
| Fisheries | 74.7% | 13.5% | 8.1% | 2.2% | 0.0% | 0.0% | 1.5% | 0.0% | 0.0% | 23 | 494 | 4.7% |
| FPC | 69.9% | 9.1% | 7.5% | 1.1% | 0.0% | 0.0% | 12.4% | 0.0% | 0.0% | 13 | 160 | 8.1% |
| GESB | 68.0% | 10.0% | 18.0% | 2.0% | 0.0% | 0.0% | 2.0% | 0.0% | 0.0% | 62 | 101 | 61.4% |
| Goldfields IT | 37.1% | 3.2% | 35.5% | 8.9% | 0.0% | 0.0% | 15.3% | 0.0% | 0.0% | 6 | 56 | 10.7% |
| GSIT | 29.2% | 11.7% | 12.9% | 18.3% | 0.0% | 0.0% | 27.9% | 0.0% | 0.0% | 15 | 113 | 13.3% |
| Health | 31.0% | 30.8% | 15.3% | 9.5% | 0.0% | 0.0% | 10.8% | 2.5% | 0.0% | 4192 | 33012 | 12.7% |
| Housing | 72.9% | 9.7% | 15.5% | 1.9% | 0.0% | 0.1% | 0.0% | 0.0% | 0.0% | 139 | 1540 | 9.0% |
| ICWA | 75.1% | 16.8% | 7.3% | 0.3% | 0.5% | 0.0% | 0.0% | 0.0% | 0.0% | 23 | 389 | 5.9% |
| KTI | 52.9% | 6.4% | 22.1% | 5.9% | 0.0% | 0.0% | 12.7% | 0.0% | 0.0% | 15 | 136 | 11.0% |
| Landgate | 78.3% | 15.0% | 5.1% | 1.5% | 0.0% | 0.1% | 0.0% | 0.0% | 0.0% | 69 | 815 | 8.5% |
| Lands | 67.6% | 8.0% | 20.7% | 3.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 15 | 181 | 8.3% |
| Legal Aid | 68.8% | 14.8% | 10.5% | 5.6% | 0.0% | 0.3% | 0.0% | 0.0% | 0.0% | 20 | 291 | 6.9% |
| Lotterywest | 75.1% | 11.6% | 10.7% | 2.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 6 | 201 | 3.0% |
| LPBWA | 58.8% | 9.8% | 15.7% | 15.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 3 | 38 | 7.9% |
| Main Roads | 91.8% | 5.7% | 1.3% | 0.0% | 1.3% | 0.0% | 0.0% | 0.0% | 0.0% | 81 | 1146 | 7.1% |
| MCB | 74.8% | 12.6% | 6.9% | 3.1% | 0.0% | 1.3% | 1.3% | 0.0% | 0.0% | 9 | 149 | 6.0% |
| MHC | 68.1% | 8.6% | 15.5% | 6.9% | 0.0% | 0.0% | 0.9% | 0.0% | 0.0% | 7 | 98 | 7.1% |
| MRA | 66.7% | 10.1% | 17.4% | 5.1% | 0.0% | 0.0% | 0.7% | 0.0% | 0.0% | 16 | 122 | 13.1% |
| NTWA | 31.0% | 7.1% | 26.2% | 16.7% | 0.0% | 0.0% | 19.0% | 0.0% | 0.0% | 2 | 18 | 11.1% |
| OAG | 77.0% | 8.1% | 12.2% | 2.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 14 | 140 | 10.0% |
| OEPA | 74.5% | 21.3% | 2.1% | 2.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 9 | 99 | 9.1% |
| Ombudsman | 64.1% | 17.2% | 17.2% | 1.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 5 | 59 | 8.5% |
| Perth Market | 65.0% | 0.0% | 7.5% | 0.0% | 0.0% | 0.0% | 27.5% | 0.0% | 0.0% | 4 | 30 | 13.3% |
| Perth Zoo | 51.1% | 15.1% | 8.2% | 5.0% | 0.5% | 0.0% | 20.1% | 0.0% | 0.0% | 14 | 159 | 8.8% |
| Pilbara DC | 40.9% | 0.0% | 54.5% | 4.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 5 | 14 | 35.7% |
| Pilbara Inst | 61.3% | 8.0% | 19.3% | 2.7% | 0.0% | 0.0% | 8.7% | 0.0% | 0.0% | 37 | 141 | 26.2% |
| Planning | 80.5% | 12.5% | 6.1% | 0.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 37 | 461 | 8.0% |
| Police | 59.8% | 11.9% | 4.3% | 1.3% | 0.0% | 0.0% | 22.8% | 0.0% | 0.0% | 242 | 2037 | 11.9% |
| Polytechnic | 57.2% | 10.8% | 7.2% | 1.0% | 0.0% | 0.0% | 23.8% | 0.0% | 0.0% | 93 | 849 | 11.0% |
| PSC | 52.0% | 12.6% | 9.1% | 1.7% | 22.3% | 2.3% | 0.0% | 0.0% | 0.0% | 18 | 135 | 13.3% |
| PTA | 88.4% | 5.1% | 5.8% | 0.3% | 0.1% | 0.0% | 0.2% | 0.0% | 0.0% | 110 | 1654 | 6.7% |
| PTT | 2.9% | 2.9% | 25.1% | 5.1% | 0.0% | 0.0% | 64.0% | 0.0% | 0.0% | 2 | 12 | 16.7% |
| RGL | 82.8% | 13.8% | 2.6% | 0.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2 | 114 | 1.8% |
| Rottnest Island | 49.6% | 12.0% | 16.5% | 2.3% | 0.0% | 0.0% | 19.5% | 0.0% | 0.0% | 13 | 95 | 13.7% |
| ScreenWest | 30.8% | 0.0% | 65.4% | 3.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 | 8 | 0.0% |
| SCSA | 38.8% | 7.9% | 18.9% | 6.2% | 0.0% | 0.0% | 28.2% | 0.0% | 0.0% | 13 | 127 | 10.2% |
| SLWA | 59.3% | 29.6% | 5.8% | 4.2% | 0.0% | 1.1% | 0.0% | 0.0% | 0.0% | 11 | 181 | 6.1% |
| Small Business | 62.9% | 19.4% | 4.8% | 0.0% | 0.0% | 0.0% | 12.9% | 0.0% | 0.0% | 4 | 55 | 7.3% |
| SRT | 60.3% | 13.8% | 20.7% | 5.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 4 | 47 | 8.5% |
| SWDC | 78.3% | 17.4% | 0.0% | 4.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2 | 24 | 8.3% |
| SWIT | 32.5% | 16.5% | 10.1% | 7.8% | 0.0% | 0.0% | 33.0% | 0.0% | 0.0% | 37 | 206 | 18.0% |
| Tourism | 64.0% | 16.0% | 18.0% | 2.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 8 | 88 | 9.1% |
| Transport | 75.0% | 13.6% | 9.7% | 1.6% | 0.0% | 0.0% | 0.1% | 0.0% | 0.0% | 83 | 1454 | 5.7% |
| Treasury | 68.5% | 12.5% | 18.0% | 1.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 25 | 283 | 8.8% |
| Venueswest | 20.6% | 10.0% | 5.7% | 2.9% | 0.0% | 0.0% | 60.8% | 0.0% | 0.0% | 27 | 162 | 16.7% |
| WA Museum | 46.8% | 21.0% | 21.4% | 9.5% | 0.0% | 0.0% | 1.2% | 0.0% | 0.0% | 18 | 189 | 9.5% |
| WAEC | 75.9% | 13.0% | 5.6% | 0.0% | 0.0% | 1.9% | 3.7% | 0.0% | 0.0% | 3 | 51 | 5.9% |
| WAIRC | 72.2% | 22.2% | 0.0% | 5.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 6 | 41 | 14.6% |
| Water | 72.5% | 19.2% | 7.4% | 0.6% | 0.4% | 0.0% | 0.0% | 0.0% | 0.0% | 18 | 491 | 3.7% |
| WCIT | 46.0% | 16.2% | 11.6% | 4.8% | 0.0% | 0.0% | 21.3% | 0.0% | 0.0% | 43 | 262 | 16.4% |
| WorkCover | 75.7% | 11.5% | 7.4% | 2.7% | 0.7% | 0.0% | 2.0% | 0.0% | 0.0% | 8 | 137 | 5.8% |

## Table 1.6 Length of service in an agency (tenure)

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2015. Source: HRMOIR.

| Entity | Mean tenure | Median tenure | Tenure groups | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Less than 1 year | 1 to less than 2 years | 2 to less than 3 years | 3 to less than 4 years | 4 to less than 5 years | 5 to 9 years | 10 to 14 years | 15 to 19 years | 20 to 24 years | 25 to 29 years | 30 to 34 years | 35 years and above |
| WA public sector | 9.2 | 6.5 | 13.9% | 7.8% | 7.7% | 7.1% | 6.1% | 23.4% | 11.7% | 10.2% | 4.4% | 3.9% | 1.7% | 2.0% |
| Agric | 14.3 | 10.9 | 9.5% | 6.6% | 3.6% | 3.7% | 3.6% | 20.0% | 13.0% | 11.2% | 6.9% | 9.5% | 5.8% | 6.8% |
| AGWA | 10.5 | 8.5 | 5.9% | 5.9% | 5.9% | 7.4% | 4.4% | 29.4% | 22.1% | 8.8% | 0.0% | 5.9% | 2.9% | 1.5% |
| ARC | 7.2 | 6.7 | 12.7% | 11.3% | 7.0% | 5.6% | 2.8% | 39.4% | 11.3% | 5.6% | 0.0% | 2.8% | 1.4% | 0.0% |
| BGPA | 9.5 | 6.4 | 15.0% | 7.2% | 9.8% | 8.5% | 3.3% | 26.8% | 9.2% | 7.2% | 3.3% | 3.3% | 1.3% | 5.2% |
| CCC | 5.6 | 4.8 | 17.7% | 6.8% | 12.2% | 7.5% | 8.2% | 22.4% | 25.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Central IT | 8.8 | 6.8 | 10.7% | 6.9% | 7.8% | 6.4% | 6.2% | 28.9% | 13.7% | 11.9% | 3.5% | 2.1% | 1.1% | 0.8% |
| Challenger IT | 7.4 | 5.1 | 14.4% | 8.0% | 8.8% | 8.9% | 9.5% | 26.9% | 9.7% | 5.9% | 4.8% | 1.7% | 0.5% | 0.9% |
| Chem Centre | 5.8 | 7.8 | 7.6% | 5.9% | 7.6% | 7.6% | 5.9% | 65.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| CHSHA | 6.7 | 4.7 | 21.5% | 8.2% | 12.0% | 5.1% | 5.7% | 20.9% | 14.6% | 7.6% | 2.5% | 1.9% | 0.0% | 0.0% |
| Commerce | 8.3 | 6.7 | 7.3% | 5.2% | 4.8% | 7.9% | 10.2% | 38.6% | 13.5% | 4.9% | 3.3% | 3.0% | 0.8% | 0.6% |
| CPFS | 7.0 | 5.3 | 11.8% | 9.3% | 7.5% | 10.0% | 8.6% | 34.7% | 7.8% | 3.4% | 2.5% | 2.3% | 1.2% | 0.9% |
| CYOC | 8.5 | 7.4 | 8.7% | 7.9% | 3.2% | 7.9% | 10.3% | 27.0% | 16.7% | 14.3% | 4.0% | 0.0% | 0.0% | 0.0% |
| DAA | 6.3 | 5.1 | 9.3% | 10.0% | 7.9% | 12.1% | 9.3% | 32.9% | 9.3% | 7.1% | 2.1% | 0.0% | 0.0% | 0.0% |
| DAO | 7.9 | 6.5 | 13.6% | 7.6% | 11.7% | 8.0% | 3.0% | 26.1% | 16.3% | 7.2% | 1.1% | 3.4% | 1.1% | 0.8% |
| DCA | 7.8 | 6.6 | 11.5% | 12.7% | 12.1% | 6.4% | 2.5% | 25.5% | 12.1% | 10.8% | 2.5% | 1.3% | 1.3% | 1.3% |
| DCS | 8.2 | 7.6 | 7.0% | 6.3% | 6.0% | 4.5% | 5.0% | 51.6% | 9.1% | 4.5% | 2.4% | 2.0% | 0.9% | 0.6% |
| DER | 7.1 | 6.3 | 7.6% | 10.9% | 5.3% | 10.0% | 8.2% | 39.7% | 10.9% | 2.9% | 0.9% | 2.6% | 0.3% | 0.6% |
| DES | 7.4 | 6.5 | 5.6% | 3.7% | 23.1% | 4.6% | 0.9% | 36.1% | 13.9% | 10.2% | 0.0% | 0.9% | 0.9% | 0.0% |
| DFES | 12.1 | 8.8 | 9.7% | 6.2% | 6.1% | 6.0% | 5.3% | 21.0% | 11.6% | 8.5% | 10.8% | 8.0% | 4.1% | 2.5% |
| DLGC | 6.5 | 4.9 | 20.5% | 7.4% | 7.4% | 6.8% | 8.3% | 33.6% | 5.4% | 4.8% | 1.8% | 2.7% | 0.6% | 0.6% |
| DMP | 10.2 | 6.5 | 9.5% | 6.0% | 8.6% | 10.9% | 8.1% | 25.7% | 8.9% | 4.8% | 4.1% | 5.6% | 3.4% | 4.6% |
| DOTAG | 11.4 | 8.2 | 7.4% | 5.7% | 4.8% | 6.1% | 5.3% | 30.7% | 13.2% | 8.2% | 6.6% | 5.0% | 2.7% | 4.2% |
| DPAW | 12.8 | 9.0 | 4.6% | 5.4% | 6.8% | 5.9% | 5.4% | 26.1% | 15.4% | 9.3% | 4.5% | 6.2% | 4.8% | 5.8% |
| DPC | 5.9 | 4.1 | 14.6% | 9.4% | 12.5% | 12.5% | 13.3% | 19.4% | 8.1% | 5.7% | 2.8% | 1.3% | 0.2% | 0.2% |
| DPP | 8.5 | 6.9 | 9.1% | 7.6% | 6.8% | 6.8% | 8.0% | 31.1% | 16.3% | 6.8% | 3.0% | 1.5% | 1.5% | 1.5% |
| DRD | 5.9 | 3.6 | 21.0% | 11.7% | 9.3% | 11.7% | 7.4% | 24.1% | 7.4% | 1.2% | 0.6% | 2.5% | 2.5% | 0.6% |
| DSC | 10.5 | 7.5 | 11.4% | 5.0% | 6.0% | 6.0% | 6.1% | 25.1% | 15.0% | 8.7% | 6.1% | 6.6% | 2.7% | 1.6% |
| DSD | 4.9 | 4.9 | 7.6% | 7.6% | 7.0% | 15.7% | 12.8% | 48.3% | 0.0% | 0.0% | 0.0% | 1.2% | 0.0% | 0.0% |
| DSHO | 6.0 | 5.6 | 3.1% | 12.5% | 12.5% | 9.4% | 3.1% | 46.9% | 9.4% | 0.0% | 3.1% | 0.0% | 0.0% | 0.0% |
| DSR | 7.7 | 6.3 | 10.0% | 7.2% | 9.5% | 8.6% | 7.7% | 33.5% | 10.9% | 5.4% | 2.7% | 2.7% | 1.4% | 0.5% |
| DTWD | 7.1 | 6.4 | 5.7% | 7.1% | 10.5% | 9.3% | 9.6% | 29.8% | 22.9% | 3.2% | 0.2% | 0.9% | 0.4% | 0.4% |
| Durack IT | 6.6 | 4.5 | 20.3% | 8.1% | 8.1% | 9.5% | 8.8% | 22.0% | 9.1% | 9.8% | 3.7% | 0.7% | 0.0% | 0.0% |
| Education | 10.6 | 7.8 | 12.0% | 7.5% | 7.2% | 6.2% | 5.1% | 18.5% | 12.6% | 16.3% | 5.5% | 4.8% | 1.9% | 2.5% |
| EOC | 11.9 | 9.8 | 7.4% | 11.1% | 3.7% | 3.7% | 3.7% | 22.2% | 18.5% | 14.8% | 3.7% | 7.4% | 0.0% | 3.7% |
| ERA | 5.1 | 4.2 | 11.1% | 9.3% | 7.4% | 20.4% | 9.3% | 33.3% | 9.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Finance | 8.2 | 6.4 | 7.0% | 8.2% | 6.4% | 9.0% | 9.5% | 36.0% | 12.5% | 3.7% | 1.0% | 2.7% | 1.9% | 2.0% |
| Fisheries | 10.2 | 6.9 | 7.7% | 6.0% | 9.0% | 8.1% | 9.7% | 22.1% | 13.7% | 9.0% | 5.1% | 3.4% | 3.0% | 3.4% |
| FPC | 14.3 | 10.2 | 8.1% | 3.8% | 5.9% | 9.1% | 4.3% | 16.7% | 10.2% | 11.8% | 7.5% | 7.0% | 10.8% | 4.8% |
| GESB | 7.3 | 6.0 | 14.0% | 2.0% | 18.0% | 14.0% | 0.0% | 26.0% | 18.0% | 2.0% | 2.0% | 4.0% | 0.0% | 0.0% |
| Goldfields IT | 2.3 | 2.1 | 30.6% | 16.9% | 13.7% | 12.1% | 26.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| GSIT | 7.8 | 6.3 | 17.5% | 7.1% | 2.5% | 9.6% | 7.5% | 27.5% | 11.3% | 9.6% | 4.6% | 1.7% | 0.8% | 0.4% |
| Health | 7.7 | 4.9 | 18.7% | 8.8% | 8.7% | 7.9% | 6.7% | 22.3% | 10.8% | 6.9% | 4.0% | 3.2% | 1.1% | 1.0% |
| Housing | 8.5 | 4.4 | 12.9% | 12.2% | 13.0% | 8.1% | 7.5% | 21.8% | 6.2% | 4.4% | 3.1% | 4.6% | 2.5% | 3.6% |
| ICWA | 13.2 | 8.2 | 9.5% | 9.5% | 4.3% | 6.0% | 5.3% | 20.9% | 9.5% | 6.8% | 3.3% | 12.1% | 5.8% | 7.0% |
| KTI | 4.7 | 3.2 | 17.6% | 19.6% | 11.8% | 9.8% | 8.8% | 18.6% | 8.3% | 4.9% | 0.5% | 0.0% | 0.0% | 0.0% |
| Landgate | 16.3 | 11.2 | 5.3% | 2.5% | 5.8% | 2.3% | 4.0% | 26.6% | 12.4% | 7.9% | 5.6% | 8.8% | 5.4% | 13.6% |
| Lands | 5.3 | 3.6 | 25.8% | 13.6% | 7.5% | 8.5% | 4.2% | 15.0% | 23.9% | 0.5% | 0.5% | 0.5% | 0.0% | 0.0% |
| Legal Aid | 9.6 | 7.9 | 5.6% | 4.3% | 7.7% | 7.1% | 9.9% | 29.0% | 15.1% | 10.2% | 5.6% | 3.7% | 1.2% | 0.6% |
| Lotterywest | 8.3 | 6.7 | 11.6% | 10.7% | 9.4% | 8.5% | 1.8% | 26.8% | 13.8% | 7.6% | 4.0% | 4.0% | 1.3% | 0.4% |
| LPBWA | 6.2 | 5.3 | 17.6% | 9.8% | 5.9% | 7.8% | 5.9% | 29.4% | 17.6% | 3.9% | 2.0% | 0.0% | 0.0% | 0.0% |
| Main Roads | 14.7 | 10.0 | 4.4% | 4.5% | 7.8% | 6.6% | 3.5% | 23.2% | 14.7% | 5.9% | 4.8% | 8.4% | 5.9% | 10.3% |
| MCB | 7.0 | 4.1 | 10.1% | 12.0% | 12.7% | 13.9% | 7.6% | 24.1% | 8.2% | 5.7% | 1.9% | 0.6% | 0.0% | 3.2% |
| MHC | 4.7 | 3.1 | 14.8% | 17.4% | 16.5% | 13.0% | 7.0% | 20.9% | 6.1% | 2.6% | 0.9% | 0.9% | 0.0% | 0.0% |
| MRA | 3.5 | 2.6 | 23.9% | 13.0% | 20.3% | 14.5% | 5.8% | 20.3% | 1.4% | 0.0% | 0.7% | 0.0% | 0.0% | 0.0% |
| NTWA | 6.1 | 4.2 | 31.0% | 2.4% | 9.5% | 2.4% | 16.7% | 11.9% | 16.7% | 9.5% | 0.0% | 0.0% | 0.0% | 0.0% |
| OAG | 6.3 | 4.2 | 12.2% | 12.8% | 12.2% | 12.2% | 9.5% | 23.6% | 9.5% | 3.4% | 1.4% | 0.0% | 1.4% | 2.0% |
| OEPA | 8.6 | 7.3 | 3.2% | 4.3% | 11.7% | 14.9% | 6.4% | 31.9% | 10.6% | 8.5% | 5.3% | 1.1% | 2.1% | 0.0% |
| Ombudsman | 6.6 | 5.8 | 10.9% | 3.1% | 7.8% | 14.1% | 7.8% | 45.3% | 6.3% | 0.0% | 1.6% | 3.1% | 0.0% | 0.0% |
| Perth Market | 3.4 | 3.5 | 22.5% | 10.0% | 12.5% | 10.0% | 12.5% | 32.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Perth Zoo | 7.4 | 5.1 | 19.6% | 10.5% | 5.9% | 8.7% | 4.1% | 25.6% | 12.3% | 5.9% | 2.3% | 2.7% | 0.9% | 1.4% |
| Pilbara DC | 3.5 | 2.5 | 31.8% | 13.6% | 4.5% | 13.6% | 18.2% | 13.6% | 4.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Pilbara Inst | 6.4 | 5.0 | 13.3% | 10.7% | 12.0% | 8.0% | 6.0% | 30.7% | 11.3% | 4.0% | 2.7% | 1.3% | 0.0% | 0.0% |
| Planning | 9.4 | 7.2 | 9.4% | 4.6% | 6.1% | 7.5% | 7.5% | 33.6% | 13.2% | 6.6% | 4.2% | 3.9% | 1.8% | 1.8% |
| Police | 8.5 | 6.6 | 10.6% | 7.3% | 8.5% | 7.4% | 6.8% | 31.3% | 11.0% | 7.3% | 3.5% | 3.2% | 1.8% | 1.2% |
| Polytechnic | 9.5 | 7.1 | 8.5% | 4.5% | 4.9% | 8.2% | 5.8% | 37.0% | 12.5% | 8.5% | 2.6% | 3.8% | 1.9% | 1.9% |
| PSC | 4.5 | 3.5 | 30.3% | 8.6% | 5.7% | 12.6% | 17.7% | 17.1% | 5.1% | 0.0% | 0.6% | 0.6% | 0.6% | 1.1% |
| PTA | 9.7 | 6.8 | 9.7% | 8.0% | 7.8% | 7.5% | 5.0% | 33.2% | 14.0% | 2.4% | 0.9% | 2.6% | 2.0% | 7.0% |
| PTT | 1.0 | 0.5 | 89.7% | 1.7% | 0.6% | 1.7% | 0.6% | 4.6% | 0.6% | 0.6% | 0.0% | 0.0% | 0.0% | 0.0% |
| RGL | 11.4 | 7.4 | 2.6% | 3.4% | 6.0% | 8.6% | 6.9% | 42.2% | 7.8% | 2.6% | 1.7% | 11.2% | 2.6% | 4.3% |
| Rottnest Island | 6.2 | 4.7 | 14.3% | 12.8% | 9.0% | 8.3% | 7.5% | 30.1% | 11.3% | 4.5% | 0.8% | 0.8% | 0.8% | 0.0% |
| ScreenWest | 3.4 | 3.0 | 26.9% | 3.8% | 23.1% | 7.7% | 11.5% | 26.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| SCSA | 8.3 | 7.4 | 26.4% | 2.6% | 1.8% | 8.4% | 3.5% | 29.1% | 11.5% | 8.8% | 1.3% | 4.0% | 1.3% | 1.3% |
| SLWA | 13.7 | 9.9 | 6.9% | 6.3% | 6.3% | 4.8% | 3.7% | 22.8% | 10.1% | 13.2% | 8.5% | 4.8% | 6.9% | 5.8% |
| Small Business | 8.5 | 7.2 | 8.1% | 6.5% | 11.3% | 9.7% | 3.2% | 35.5% | 8.1% | 8.1% | 6.5% | 3.2% | 0.0% | 0.0% |
| SRT | 7.6 | 7.5 | 8.6% | 1.7% | 6.9% | 10.3% | 3.4% | 51.7% | 12.1% | 1.7% | 1.7% | 0.0% | 0.0% | 1.7% |
| SWDC | 5.5 | 7.3 | 13.0% | 8.7% | 8.7% | 8.7% | 4.3% | 52.2% | 0.0% | 4.3% | 0.0% | 0.0% | 0.0% | 0.0% |
| SWIT | 7.3 | 5.4 | 22.0% | 4.9% | 5.2% | 9.9% | 7.0% | 20.3% | 17.1% | 9.3% | 3.2% | 0.9% | 0.3% | 0.0% |
| Tourism | 7.1 | 4.6 | 11.0% | 12.0% | 7.0% | 9.0% | 12.0% | 29.0% | 12.0% | 2.0% | 1.0% | 2.0% | 1.0% | 2.0% |
| Transport | 9.2 | 6.9 | 9.2% | 5.6% | 8.7% | 8.6% | 6.0% | 31.8% | 13.3% | 6.5% | 1.6% | 4.3% | 2.1% | 2.5% |
| Treasury | 8.1 | 5.4 | 13.2% | 10.0% | 6.5% | 9.4% | 6.8% | 27.4% | 11.6% | 5.2% | 1.9% | 3.2% | 2.3% | 2.6% |
| Venueswest | 3.9 | 2.1 | 32.7% | 15.0% | 11.8% | 6.1% | 7.5% | 16.3% | 5.7% | 4.3% | 0.5% | 0.2% | 0.0% | 0.0% |
| WA Museum | 10.0 | 6.6 | 12.7% | 9.1% | 7.5% | 4.4% | 4.4% | 26.6% | 15.5% | 6.7% | 3.2% | 2.8% | 1.6% | 5.6% |
| WAEC | 10.2 | 7.4 | 7.4% | 16.7% | 5.6% | 0.0% | 7.4% | 27.8% | 11.1% | 7.4% | 9.3% | 0.0% | 3.7% | 3.7% |
| WAIRC | 11.4 | 7.6 | 11.1% | 8.3% | 5.6% | 8.3% | 5.6% | 13.9% | 16.7% | 11.1% | 0.0% | 8.3% | 11.1% | 0.0% |
| Water | 10.6 | 8.6 | 12.2% | 1.7% | 5.0% | 4.8% | 3.9% | 35.5% | 14.7% | 10.5% | 2.9% | 1.7% | 3.3% | 3.7% |
| WCIT | 7.0 | 4.9 | 16.5% | 7.7% | 6.0% | 7.4% | 13.1% | 27.9% | 8.8% | 6.0% | 3.4% | 2.3% | 0.9% | 0.0% |
| WorkCover | 8.9 | 5.8 | 7.4% | 8.8% | 10.8% | 10.1% | 6.8% | 28.4% | 7.4% | 4.1% | 8.8% | 4.7% | 1.4% | 1.4% |

## Table 1.7 Equity and diversity – women, youth and mature employees

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2015. Source: HRMOIR.

| Entity | Women | | | | | | | | Youth  (Aged <25) | Mature employees  (Aged ≥45) |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Headcount | Representation | % Women in SES | % Women in MT1 | % Women in MT2 | % Women in MT3 | % Women in MT2&3 | Women Equity Index |
| WA public sector | 100 128 | 72.3% | 32.2% | 27.3% | 37.2% | 41.3% | 40.2% | 72.6 | 4.4% | 52.5% |
| Agric | 506 | 45.5% | 18.2% | 0.0% | 0.0% | 33.3% | 28.6% | 66.5 | 2.9% | 62.3% |
| AGWA | 47 | 71.2% | 0.0% | 0.0% | 0.0% | 50.0% | 33.3% | 88.1 | 1.5% | 57.6% |
| ARC | 52 | 73.2% | 0.0% | 100.0% | 50.0% | 76.9% | 70.6% | 80.7 | 12.7% | 23.9% |
| BGPA | 81 | 52.9% | 50.0% | 0.0% | 60.0% | 42.9% | 47.4% | 77.4 | 7.8% | 43.8% |
| CCC | 80 | 54.4% | 0.0% | 0.0% | 100.0% | 0.0% | 16.7% | 79.0 | 2.0% | 49.7% |
| Central IT | 748 | 63.4% | 50.0% | 0.0% | 50.0% | 53.3% | 52.6% | 89.1 | 2.9% | 65.5% |
| Challenger IT | 460 | 56.7% | 66.7% | 100.0% | 60.0% | 42.3% | 45.2% | 89.7 | 3.4% | 62.4% |
| Chem Centre | 60 | 50.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 58.8 | 5.9% | 42.0% |
| CHSHA | 100 | 66.7% | 0.0% | 0.0% | 100.0% | 22.2% | 30.0% | 78.4 | 2.0% | 66.0% |
| Commerce | 488 | 57.2% | 37.5% | 100.0% | 40.0% | 41.4% | 41.0% | 72.2 | 1.9% | 55.3% |
| CPFS | 2 121 | 82.5% | 72.7% | 100.0% | 66.7% | 61.3% | 61.8% | 91.2 | 4.2% | 44.6% |
| CYOC | 82 | 65.1% | 0.0% | 0.0% | 66.7% | 33.3% | 41.7% | 67.0 | 2.4% | 69.0% |
| DAA | 86 | 61.4% | 33.3% | 0.0% | 40.0% | 59.1% | 53.1% | 80.4 | 4.3% | 50.0% |
| DAO | 194 | 73.5% | 40.0% | 0.0% | 37.5% | 81.8% | 70.0% | 90.7 | 2.3% | 53.4% |
| DCA | 96 | 61.5% | 33.3% | 0.0% | 50.0% | 20.0% | 40.0% | 80.0 | 2.6% | 56.4% |
| DCS | 1 993 | 44.9% | 33.3% | 0.0% | 42.9% | 31.3% | 34.8% | 104.5 | 2.1% | 61.0% |
| DER | 201 | 59.1% | 42.9% | 0.0% | 62.5% | 38.1% | 44.8% | 81.8 | 1.2% | 41.2% |
| DES | 69 | 63.9% | 0.0% | 0.0% | 20.0% | 44.4% | 39.1% | 69.3 | 0.9% | 57.4% |
| DFES | 294 | 18.4% | 20.0% | 0.0% | 0.0% | 36.8% | 25.9% | 104.8 | 2.3% | 46.3% |
| DLGC | 263 | 78.0% | 75.0% | 100.0% | 66.7% | 40.0% | 47.6% | 81.6 | 1.5% | 56.1% |
| DMP | 413 | 48.3% | 27.3% | 0.0% | 20.0% | 20.7% | 20.6% | 67.7 | 3.6% | 58.7% |
| DOTAG | 1 172 | 68.0% | 33.3% | 100.0% | 28.6% | 46.8% | 42.6% | 77.2 | 7.8% | 49.0% |
| DPAW | 710 | 43.7% | 10.0% | 0.0% | 12.5% | 6.9% | 8.1% | 65.6 | 3.3% | 52.7% |
| DPC | 330 | 60.8% | 20.0% | 0.0% | 25.8% | 45.2% | 35.5% | 81.1 | 6.1% | 46.6% |
| DPP | 159 | 60.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 91.6 | 5.3% | 36.0% |
| DRD | 100 | 61.7% | 40.0% | 0.0% | 50.0% | 23.1% | 33.3% | 76.2 | 5.6% | 50.0% |
| DSC | 1 252 | 67.9% | 53.8% | 0.0% | 63.6% | 55.0% | 58.1% | 99.8 | 1.7% | 63.1% |
| DSD | 96 | 55.8% | 33.3% | 0.0% | 33.3% | 27.3% | 30.0% | 80.8 | 0.6% | 53.5% |
| DSHO | 25 | 78.1% | 0.0% | 0.0% | 80.0% | 50.0% | 71.4% | 73.2 | 3.1% | 37.5% |
| DSR | 111 | 50.2% | 0.0% | 0.0% | 14.3% | 20.0% | 18.2% | 60.8 | 9.0% | 38.0% |
| DTWD | 360 | 65.0% | 31.3% | 100.0% | 16.7% | 50.0% | 42.3% | 76.2 | 3.8% | 49.6% |
| Durack IT | 195 | 65.9% | 0.0% | 100.0% | 0.0% | 50.0% | 42.1% | 80.0 | 1.4% | 53.4% |
| Education | 40 425 | 82.6% | 30.8% | 100.0% | 20.0% | 36.8% | 33.3% | 78.0 | 4.2% | 55.2% |
| EOC | 21 | 77.8% | 0.0% | 0.0% | 100.0% | 0.0% | 100.0% | 77.5 | 7.4% | 70.4% |
| ERA | 26 | 48.1% | 0.0% | 0.0% | 0.0% | 53.8% | 43.8% | 67.7 | 5.6% | 40.7% |
| Finance | 605 | 48.8% | 32.0% | 100.0% | 28.6% | 24.1% | 25.0% | 77.1 | 2.2% | 49.5% |
| Fisheries | 243 | 45.5% | 25.0% | 100.0% | 0.0% | 11.8% | 9.5% | 63.9 | 2.6% | 40.6% |
| FPC | 78 | 41.9% | 0.0% | 0.0% | 25.0% | 33.3% | 30.8% | 50.4 | 2.2% | 57.0% |
| GESB | 28 | 56.0% | 33.3% | 0.0% | 25.0% | 71.4% | 54.5% | 100.4 | 2.0% | 42.0% |
| Goldfields IT | 72 | 58.1% | 0.0% | 0.0% | 50.0% | 66.7% | 62.5% | 69.2 | 4.0% | 46.8% |
| GSIT | 143 | 59.8% | 100.0% | 100.0% | 50.0% | 50.0% | 50.0% | 88.1 | 2.1% | 73.2% |
| Health | 36 233 | 77.8% | 50.0% | 0.0% | 20.0% | 52.2% | 48.1% | 74.8 | 5.1% | 48.3% |
| Housing | 1 104 | 65.4% | 7.7% | 0.0% | 20.0% | 35.7% | 33.3% | 68.3 | 5.3% | 47.6% |
| ICWA | 226 | 56.8% | 0.0% | 0.0% | 14.3% | 16.7% | 15.4% | 50.0 | 2.0% | 48.0% |
| KTI | 121 | 59.3% | 100.0% | 100.0% | 50.0% | 60.9% | 59.3% | 98.2 | 2.0% | 53.9% |
| Landgate | 365 | 45.7% | 30.0% | 0.0% | 50.0% | 47.8% | 48.4% | 73.1 | 2.8% | 60.2% |
| Lands | 122 | 57.3% | 25.0% | 0.0% | 50.0% | 46.2% | 47.4% | 98.4 | 8.9% | 50.2% |
| Legal Aid | 259 | 81.7% | 0.0% | 0.0% | 57.1% | 70.0% | 66.7% | 87.1 | 3.8% | 47.9% |
| Lotterywest | 124 | 55.1% | 50.0% | 0.0% | 50.0% | 33.3% | 38.1% | 83.4 | 2.2% | 45.8% |
| LPBWA | 42 | 82.4% | 0.0% | 0.0% | 100.0% | 60.0% | 71.4% | 90.8 | 5.9% | 49.0% |
| Main Roads | 327 | 29.9% | 22.2% | 0.0% | 10.0% | 7.5% | 8.0% | 66.1 | 5.0% | 56.7% |
| MCB | 61 | 38.9% | 0.0% | 0.0% | 40.0% | 22.2% | 28.6% | 144.8 | 5.7% | 53.5% |
| MHC | 82 | 70.7% | 40.0% | 0.0% | 50.0% | 42.9% | 46.2% | 80.5 | 0.9% | 49.1% |
| MRA | 98 | 71.0% | 25.0% | 0.0% | 25.0% | 52.9% | 47.6% | 78.0 | 5.1% | 24.6% |
| NTWA | 26 | 61.9% | 0.0% | 0.0% | 50.0% | 0.0% | 50.0% | 71.7 | 2.4% | 73.8% |
| OAG | 84 | 56.8% | 50.0% | 0.0% | 50.0% | 40.9% | 42.9% | 84.7 | 5.4% | 29.7% |
| OEPA | 52 | 55.3% | 0.0% | 0.0% | 0.0% | 50.0% | 38.5% | 79.5 | 0.0% | 45.7% |
| Ombudsman | 50 | 78.1% | 0.0% | 0.0% | 100.0% | 71.4% | 77.8% | 104.8 | 1.6% | 48.4% |
| Perth Market | 17 | 42.5% | 0.0% | 0.0% | 33.3% | 0.0% | 16.7% | 60.3 | 15.0% | 40.0% |
| Perth Zoo | 148 | 67.6% | 100.0% | 100.0% | 50.0% | 62.5% | 58.3% | 91.7 | 6.8% | 37.0% |
| Pilbara DC | 15 | 68.2% | 0.0% | 0.0% | 66.7% | 100.0% | 75.0% | 94.7 | 4.5% | 50.0% |
| Pilbara Inst | 92 | 61.3% | 100.0% | 100.0% | 100.0% | 58.3% | 64.3% | 115.1 | 0.7% | 69.3% |
| Planning | 241 | 52.9% | 42.9% | 100.0% | 55.6% | 22.2% | 30.6% | 76.6 | 1.8% | 49.1% |
| Police | 1 452 | 58.3% | 0.0% | 0.0% | 0.0% | 21.4% | 17.6% | 69.7 | 3.5% | 62.4% |
| Polytechnic | 556 | 50.1% | 50.0% | 0.0% | 42.9% | 31.3% | 33.3% | 68.1 | 1.9% | 72.1% |
| PSC | 105 | 60.0% | 38.5% | 0.0% | 57.1% | 60.0% | 58.8% | 68.7 | 29.1% | 32.0% |
| PTA | 398 | 24.1% | 0.0% | 0.0% | 0.0% | 19.6% | 16.7% | 96.9 | 2.2% | 53.5% |
| PTT | 98 | 56.3% | 0.0% | 0.0% | 0.0% | 57.1% | 40.0% | 68.8 | 12.6% | 32.8% |
| RGL | 52 | 44.8% | 0.0% | 0.0% | 0.0% | 20.0% | 16.7% | 54.0 | 1.7% | 56.0% |
| Rottnest Island | 72 | 54.1% | 0.0% | 0.0% | 50.0% | 20.0% | 28.6% | 77.1 | 5.3% | 45.9% |
| ScreenWest | 21 | 80.8% | 0.0% | 0.0% | 0.0% | 75.0% | 60.0% | 68.5 | 0.0% | 7.7% |
| SCSA | 146 | 64.9% | 50.0% | 0.0% | 60.0% | 50.0% | 53.3% | 91.2 | 10.7% | 68.9% |
| SLWA | 135 | 72.2% | 100.0% | 0.0% | 100.0% | 85.7% | 87.5% | 109.8 | 3.2% | 66.8% |
| Small Business | 41 | 66.1% | 50.0% | 0.0% | 50.0% | 25.0% | 37.5% | 76.3 | 1.6% | 56.5% |
| SRT | 32 | 55.2% | 0.0% | 0.0% | 100.0% | 40.0% | 50.0% | 82.5 | 0.0% | 34.5% |
| SWDC | 14 | 60.9% | 0.0% | 0.0% | 50.0% | 0.0% | 50.0% | 66.5 | 0.0% | 65.2% |
| SWIT | 229 | 67.0% | 0.0% | 0.0% | 33.3% | 55.6% | 50.0% | 76.1 | 0.6% | 65.8% |
| Tourism | 76 | 76.0% | 50.0% | 100.0% | 71.4% | 75.0% | 74.2% | 87.8 | 2.0% | 36.0% |
| Transport | 874 | 57.2% | 26.3% | 0.0% | 50.0% | 26.7% | 29.4% | 60.9 | 3.1% | 52.1% |
| Treasury | 156 | 50.2% | 25.0% | 0.0% | 0.0% | 23.5% | 20.0% | 81.6 | 4.8% | 38.6% |
| Venueswest | 256 | 59.0% | 0.0% | 0.0% | 12.5% | 26.3% | 22.2% | 60.6 | 38.9% | 20.7% |
| WA Museum | 156 | 62.4% | 0.0% | 0.0% | 0.0% | 33.3% | 28.6% | 79.1 | 2.8% | 55.6% |
| WAEC | 29 | 53.7% | 0.0% | 0.0% | 25.0% | 33.3% | 28.6% | 52.4 | 1.9% | 63.0% |
| WAIRC | 23 | 63.9% | 100.0% | 100.0% | 100.0% | 80.0% | 85.7% | 129.6 | 5.6% | 44.4% |
| Water | 263 | 51.0% | 12.5% | 0.0% | 20.0% | 20.0% | 20.0% | 80.3 | 2.3% | 41.7% |
| WCIT | 213 | 60.5% | 50.0% | 100.0% | 20.0% | 66.7% | 52.9% | 87.6 | 4.3% | 59.1% |
| WorkCover | 87 | 58.8% | 50.0% | 100.0% | 25.0% | 33.3% | 31.3% | 69.4 | 5.4% | 55.4% |

## Table 1.8 Equity and diversity – Indigenous Australians, people with culturally diverse backgrounds, people with disability

Public sector entities with more than 20 full-time equivalents (FTE). Data as at 30 June 2015. Source: HRMOIR.

| Entity | Indigenous Australians (IA) | | | | | People with culturally diverse backgrounds (CDB) | | | | | People with disability (PWD) | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| IA Valid responses | IA % Valid responses | Indigenous Australian | IA Representation | IA Equity Index | CDB Valid responses | CDB % Valid responses | Culturally Diverse Background | CDB Representation | Equity Index | PWD Valid responses | PWD % Valid responses | People with Disability | PWD Representation | Equity Index |
| WA public sector | 87 708 | 63.4% | 2 455 | 2.8% | 41.6 | 81 599 | 58.9% | 10 082 | 12.4% | 96.1 | 87 350 | 63.1% | 1 873 | 2.1% | 101.7 |
| Agric | 1 032 | 92.9% | 14 | 1.4% | 37.8 | 1 080 | 97.2% | 151 | 14.0% | 89.7 | 1 023 | 92.1% | 18 | 1.8% | 103.5 |
| AGWA | 53 | 80.3% | 1 | 1.9% | 175.1 | 54 | 81.8% | 4 | 7.4% | 468.8 | 47 | 71.2% | 2 | 4.3% | 19.4 |
| ARC | 71 | 100.0% | 1 | 1.4% | 3.7 | 71 | 100.0% | 4 | 5.6% | 406.7 | 71 | 100.0% | 2 | 2.8% | 12.0 |
| BGPA | 152 | 99.3% | 3 | 2.0% | 9.3 | 152 | 99.3% | 15 | 9.9% | 74.2 | 152 | 99.3% | 1 | 0.7% | 2.7 |
| CCC | 147 | 100.0% | 0 | 0.0% | N/A | 147 | 100.0% | 7 | 4.8% | 59.9 | 147 | 100.0% | 0 | 0.0% | N/A |
| Central IT | 1 088 | 92.3% | 14 | 1.3% | 130.7 | 1 154 | 97.9% | 222 | 19.2% | 74.1 | 1 086 | 92.1% | 29 | 2.7% | 65.6 |
| Challenger IT | 754 | 92.9% | 13 | 1.7% | 34.7 | 782 | 96.3% | 92 | 11.8% | 134.4 | 769 | 94.7% | 26 | 3.4% | 84.3 |
| Chem Centre | 115 | 96.6% | 0 | 0.0% | N/A | 116 | 97.5% | 26 | 22.4% | 72.0 | 113 | 95.0% | 4 | 3.5% | 130.0 |
| CHSHA | 97 | 64.7% | 2 | 2.1% | 79.5 | 89 | 59.3% | 6 | 6.7% | 46.6 | 96 | 64.0% | 0 | 0.0% | N/A |
| Commerce | 592 | 69.4% | 6 | 1.0% | 39.3 | 685 | 80.3% | 100 | 14.6% | 81.3 | 318 | 37.3% | 30 | 9.4% | 63.2 |
| CPFS | 2 555 | 99.4% | 199 | 7.8% | 52.1 | 2 558 | 99.5% | 334 | 13.1% | 92.8 | 2 416 | 94.0% | 25 | 1.0% | 238.1 |
| CYOC | 121 | 96.0% | 6 | 5.0% | 35.7 | 126 | 100.0% | 15 | 11.9% | 101.2 | 120 | 95.2% | 1 | 0.8% | 6.8 |
| DAA | 140 | 100.0% | 38 | 27.1% | 61.6 | 138 | 98.6% | 18 | 13.0% | 116.3 | 138 | 98.6% | 2 | 1.4% | 31.0 |
| DAO | 212 | 80.3% | 10 | 4.7% | 70.5 | 206 | 78.0% | 31 | 15.0% | 97.9 | 225 | 85.2% | 3 | 1.3% | 225.5 |
| DCA | 141 | 90.4% | 2 | 1.4% | 56.1 | 149 | 95.5% | 27 | 18.1% | 99.8 | 136 | 87.2% | 4 | 2.9% | 114.0 |
| DCS | 2 810 | 63.3% | 223 | 7.9% | 59.7 | 2 875 | 64.8% | 319 | 11.1% | 117.5 | 3 193 | 72.0% | 272 | 8.5% | 66.5 |
| DER | 333 | 97.9% | 1 | 0.3% | 76.4 | 331 | 97.4% | 36 | 10.9% | 77.8 | 314 | 92.4% | 5 | 1.6% | 88.0 |
| DES | 103 | 95.4% | 1 | 1.0% | 22.4 | 90 | 83.3% | 14 | 15.6% | 64.2 | 99 | 91.7% | 2 | 2.0% | 18.3 |
| DFES | 1 348 | 84.4% | 47 | 3.5% | 62.9 | 1 341 | 84.0% | 68 | 5.1% | 109.2 | 424 | 26.5% | 6 | 1.4% | 60.1 |
| DLGC | 289 | 85.8% | 19 | 6.6% | 23.5 | 290 | 86.1% | 41 | 14.1% | 82.3 | 275 | 81.6% | 10 | 3.6% | 115.1 |
| DMP | 771 | 90.2% | 19 | 2.5% | 30.8 | 825 | 96.5% | 165 | 20.0% | 92.0 | 768 | 89.8% | 22 | 2.9% | 66.6 |
| DOTAG | 1 082 | 62.8% | 50 | 4.6% | 37.9 | 1 098 | 63.7% | 163 | 14.8% | 75.2 | 1 212 | 70.3% | 38 | 3.1% | 72.4 |
| DPAW | 1 344 | 82.7% | 59 | 4.4% | 20.0 | 1 366 | 84.1% | 107 | 7.8% | 101.1 | 1 473 | 90.6% | 41 | 2.8% | 114.0 |
| DPC | 436 | 80.3% | 10 | 2.3% | 63.0 | 445 | 82.0% | 57 | 12.8% | 68.4 | 433 | 79.7% | 15 | 3.5% | 24.5 |
| DPP | 110 | 41.7% | 1 | 0.9% | 14.4 | 127 | 48.1% | 19 | 15.0% | 95.4 | 102 | 38.6% | 13 | 12.7% | 96.9 |
| DRD | 91 | 56.2% | 4 | 4.4% | 150.8 | 51 | 31.5% | 8 | 15.7% | 76.9 | 13 | 8.0% | 1 | 7.7% | 56.0 |
| DSC | 1 469 | 79.7% | 12 | 0.8% | 28.7 | 1 273 | 69.0% | 262 | 20.6% | 58.4 | 1 653 | 89.6% | 39 | 2.4% | 90.7 |
| DSD | 159 | 92.4% | 2 | 1.3% | 34.9 | 159 | 92.4% | 24 | 15.1% | 69.1 | 160 | 93.0% | 2 | 1.3% | 242.8 |
| DSHO | 20 | 62.5% | 0 | 0.0% | N/A | 20 | 62.5% | 1 | 5.0% | 111.2 | 18 | 56.3% | 1 | 5.6% | 451.3 |
| DSR | 202 | 91.4% | 6 | 3.0% | 42.2 | 209 | 94.6% | 16 | 7.7% | 92.0 | 199 | 90.0% | 8 | 4.0% | 199.9 |
| DTWD | 503 | 90.8% | 18 | 3.6% | 75.2 | 461 | 83.2% | 73 | 15.8% | 64.8 | 503 | 90.8% | 8 | 1.6% | 39.7 |
| Durack IT | 292 | 98.6% | 12 | 4.1% | 48.3 | 294 | 99.3% | 16 | 5.4% | 75.5 | 290 | 98.0% | 6 | 2.1% | 35.4 |
| Education | 37 207 | 76.0% | 919 | 2.5% | 37.8 | 34 051 | 69.5% | 2 573 | 7.6% | 63.7 | 36 858 | 75.3% | 561 | 1.5% | 67.4 |
| EOC | 24 | 88.9% | 2 | 8.3% | 27.4 | 25 | 92.6% | 6 | 24.0% | 197.7 | 24 | 88.9% | 3 | 12.5% | 164.1 |
| ERA | 54 | 100.0% | 0 | 0.0% | N/A | 54 | 100.0% | 17 | 31.5% | 80.0 | 53 | 98.1% | 1 | 1.9% | 77.1 |
| Finance | 752 | 60.6% | 3 | 0.4% | 108.4 | 813 | 65.6% | 192 | 23.6% | 83.0 | 95 | 7.7% | 11 | 11.6% | 52.1 |
| Fisheries | 193 | 36.1% | 4 | 2.1% | 50.3 | 249 | 46.6% | 39 | 15.7% | 93.5 | 192 | 36.0% | 9 | 4.7% | 60.6 |
| FPC | 163 | 87.6% | 0 | 0.0% | N/A | 171 | 91.9% | 28 | 16.4% | 41.5 | 150 | 80.6% | 6 | 4.0% | 22.1 |
| GESB | 47 | 94.0% | 0 | 0.0% | N/A | 46 | 92.0% | 11 | 23.9% | 161.1 | 47 | 94.0% | 0 | 0.0% | N/A |
| Goldfields IT | 118 | 95.2% | 3 | 2.5% | 128.4 | 123 | 99.2% | 23 | 18.7% | 117.0 | 116 | 93.5% | 4 | 3.4% | 65.7 |
| GSIT | 236 | 98.7% | 11 | 4.7% | 86.3 | 239 | 100.0% | 15 | 6.3% | 229.2 | 237 | 99.2% | 8 | 3.4% | 29.8 |
| Health | 16 530 | 35.5% | 439 | 2.7% | 31.7 | 13 242 | 28.4% | 2 542 | 19.2% | 108.3 | 18 845 | 40.5% | 308 | 1.6% | 172.7 |
| Housing | 1 458 | 86.3% | 70 | 4.8% | 48.6 | 1 458 | 86.3% | 190 | 13.0% | 82.6 | 1 568 | 92.8% | 23 | 1.5% | 79.2 |
| ICWA | 390 | 98.0% | 4 | 1.0% | 103.7 | 391 | 98.2% | 73 | 18.7% | 67.5 | 388 | 97.5% | 9 | 2.3% | 68.8 |
| KTI | 197 | 96.6% | 22 | 11.2% | 41.3 | 202 | 99.0% | 15 | 7.4% | 128.1 | 201 | 98.5% | 3 | 1.5% | 85.4 |
| Landgate | 672 | 84.1% | 5 | 0.7% | 18.9 | 399 | 49.9% | 79 | 19.8% | 64.6 | 796 | 99.6% | 23 | 2.9% | 57.6 |
| Lands | 152 | 71.4% | 2 | 1.3% | 38.5 | 89 | 41.8% | 15 | 16.9% | 88.9 | 17 | 8.0% | 4 | 23.5% | 77.9 |
| Legal Aid | 311 | 98.1% | 6 | 1.9% | 66.3 | 309 | 97.5% | 36 | 11.7% | 81.6 | 312 | 98.4% | 13 | 4.2% | 86.0 |
| Lotterywest | 225 | 100.0% | 1 | 0.4% | 33.1 | 221 | 98.2% | 37 | 16.7% | 71.5 | 225 | 100.0% | 5 | 2.2% | 37.9 |
| LPBWA | 47 | 92.2% | 0 | 0.0% | N/A | 48 | 94.1% | 4 | 8.3% | 122.9 | 49 | 96.1% | 0 | 0.0% | N/A |
| Main Roads | 523 | 47.8% | 8 | 1.5% | 48.3 | 636 | 58.2% | 113 | 17.8% | 81.2 | 429 | 39.2% | 24 | 5.6% | 77.2 |
| MCB | 149 | 94.9% | 4 | 2.7% | 5.6 | 157 | 100.0% | 15 | 9.6% | 228.6 | 140 | 89.2% | 5 | 3.6% | 257.2 |
| MHC | 75 | 64.7% | 0 | 0.0% | N/A | 71 | 61.2% | 9 | 12.7% | 76.0 | 81 | 69.8% | 8 | 9.9% | 178.9 |
| MRA | 137 | 99.3% | 4 | 2.9% | 94.4 | 121 | 87.7% | 17 | 14.0% | 107.7 | 137 | 99.3% | 0 | 0.0% | N/A |
| NTWA | 18 | 42.9% | 0 | 0.0% | N/A | 17 | 40.5% | 2 | 11.8% | 44.2 | 17 | 40.5% | 0 | 0.0% | N/A |
| OAG | 147 | 99.3% | 0 | 0.0% | N/A | 148 | 100.0% | 55 | 37.2% | 67.2 | 148 | 100.0% | 0 | 0.0% | N/A |
| OEPA | 89 | 94.7% | 1 | 1.1% | 70.3 | 89 | 94.7% | 10 | 11.2% | 121.3 | 83 | 88.3% | 0 | 0.0% | N/A |
| Ombudsman | 61 | 95.3% | 1 | 1.6% | 49.6 | 62 | 96.9% | 3 | 4.8% | 64.8 | 62 | 96.9% | 3 | 4.8% | 36.0 |
| Perth Market | 40 | 100.0% | 0 | 0.0% | N/A | 40 | 100.0% | 9 | 22.5% | 122.9 | 40 | 100.0% | 0 | 0.0% | N/A |
| Perth Zoo | 218 | 99.5% | 3 | 1.4% | 52.0 | 219 | 100.0% | 11 | 5.0% | 83.4 | 218 | 99.5% | 11 | 5.0% | 74.5 |
| Pilbara DC | 14 | 63.6% | 0 | 0.0% | N/A | 6 | 27.3% | 0 | 0.0% | N/A | 1 | 4.5% | 0 | 0.0% | N/A |
| Pilbara Inst | 121 | 80.7% | 7 | 5.8% | 54.2 | 127 | 84.7% | 23 | 18.1% | 70.2 | 119 | 79.3% | 4 | 3.4% | 77.5 |
| Planning | 187 | 41.0% | 1 | 0.5% | 14.7 | 252 | 55.3% | 57 | 22.6% | 70.7 | 72 | 15.8% | 8 | 11.1% | 71.9 |
| Police | 1 801 | 72.3% | 22 | 1.2% | 27.5 | 1 950 | 78.3% | 282 | 14.5% | 84.7 | 1 794 | 72.0% | 65 | 3.6% | 88.8 |
| Polytechnic | 977 | 88.0% | 13 | 1.3% | 56.9 | 1 004 | 90.5% | 187 | 18.6% | 76.2 | 965 | 86.9% | 14 | 1.5% | 33.6 |
| PSC | 150 | 85.7% | 47 | 31.3% | 8.9 | 152 | 86.9% | 14 | 9.2% | 109.8 | 149 | 85.1% | 4 | 2.7% | 128.3 |
| PTA | 1 551 | 94.0% | 11 | 0.7% | 11.3 | 1 458 | 88.4% | 307 | 21.1% | 81.5 | 1 481 | 89.8% | 10 | 0.7% | 57.3 |
| PTT | 116 | 66.7% | 0 | 0.0% | N/A | 157 | 90.2% | 10 | 6.4% | 952.9 | 87 | 50.0% | 3 | 3.4% | 2.1 |
| RGL | 104 | 89.7% | 0 | 0.0% | N/A | 106 | 91.4% | 24 | 22.6% | 113.4 | 36 | 31.0% | 5 | 13.9% | 184.7 |
| Rottnest Island | 132 | 99.2% | 0 | 0.0% | N/A | 115 | 86.5% | 15 | 13.0% | 32.1 | 118 | 88.7% | 0 | 0.0% | N/A |
| ScreenWest | 25 | 96.2% | 1 | 4.0% | 125.4 | 25 | 96.2% | 1 | 4.0% | 125.4 | 21 | 80.8% | 0 | 0.0% | N/A |
| SCSA | 167 | 74.2% | 0 | 0.0% | N/A | 152 | 67.6% | 22 | 14.5% | 82.3 | 162 | 72.0% | 2 | 1.2% | 97.2 |
| SLWA | 165 | 88.2% | 1 | 0.6% | 188.3 | 164 | 87.7% | 18 | 11.0% | 39.8 | 142 | 75.9% | 4 | 2.8% | 26.6 |
| Small Business | 62 | 100.0% | 3 | 4.8% | 77.9 | 62 | 100.0% | 6 | 9.7% | 180.3 | 61 | 98.4% | 0 | 0.0% | N/A |
| SRT | 58 | 100.0% | 2 | 3.4% | 41.9 | 57 | 98.3% | 6 | 10.5% | 82.0 | 50 | 86.2% | 0 | 0.0% | N/A |
| SWDC | 20 | 87.0% | 0 | 0.0% | N/A | 16 | 69.6% | 0 | 0.0% | N/A | 5 | 21.7% | 1 | 20.0% | 222.1 |
| SWIT | 300 | 87.7% | 4 | 1.3% | 63.8 | 312 | 91.2% | 27 | 8.7% | 84.2 | 302 | 88.3% | 5 | 1.7% | 78.8 |
| Tourism | 98 | 98.0% | 1 | 1.0% | 51.5 | 97 | 97.0% | 9 | 9.3% | 51.9 | 97 | 97.0% | 0 | 0.0% | N/A |
| Transport | 817 | 53.4% | 13 | 1.6% | 98.9 | 954 | 62.4% | 195 | 20.4% | 111.5 | 718 | 47.0% | 23 | 3.2% | 64.6 |
| Treasury | 186 | 59.8% | 2 | 1.1% | 85.5 | 193 | 62.1% | 45 | 23.3% | 75.7 | 41 | 13.2% | 4 | 9.8% | 195.4 |
| Venueswest | 429 | 98.8% | 0 | 0.0% | N/A | 427 | 98.4% | 77 | 18.0% | 137.9 | 428 | 98.6% | 4 | 0.9% | 437.1 |
| WA Museum | 214 | 85.6% | 4 | 1.9% | 125.9 | 213 | 85.2% | 32 | 15.0% | 67.6 | 193 | 77.2% | 8 | 4.1% | 45.2 |
| WAEC | 54 | 100.0% | 0 | 0.0% | N/A | 54 | 100.0% | 11 | 20.4% | 29.9 | 54 | 100.0% | 0 | 0.0% | N/A |
| WAIRC | 36 | 100.0% | 0 | 0.0% | N/A | 36 | 100.0% | 5 | 13.9% | 26.7 | 36 | 100.0% | 4 | 11.1% | 127.2 |
| Water | 338 | 65.5% | 5 | 1.5% | 315.9 | 360 | 69.8% | 51 | 14.2% | 123.3 | 48 | 9.3% | 5 | 10.4% | 37.7 |
| WCIT | 339 | 96.3% | 2 | 0.6% | 98.3 | 342 | 97.2% | 41 | 12.0% | 53.5 | 340 | 96.6% | 7 | 2.1% | 56.0 |
| WorkCover | 148 | 100.0% | 6 | 4.1% | 36.7 | 148 | 100.0% | 19 | 12.8% | 66.4 | 147 | 99.3% | 10 | 6.8% | 24.1 |

## Table 1.9 Occupational profile – FTE, gender, age, salary band, and metropolitan/regional

Australia and New Zealand Standard Classification of Occupations (ANZSCO) with more than 20 full-time equivalents (FTE), sorted by ANZSCO unit group code.

Data as at 30 June 2015. Source: HRMOIR.

| ANZSCO unit group title | ANZSCO unit group code | FTE | Female (FTE) | Male (FTE) | Age group | | | PSGOGA equivalent salary band | | | | | | | | | | Regional | Metropolitan |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Age under 25 | Age 25 - 45 | Age 45 and over | Level 1 and below | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 | Level 8 | Level 9 | Class 1 and above |
| **MANAGERS** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Chief Executives and Managing Directors | 1111 | 135 | 28.8% | 71.2% | 0.0% | 8.9% | 91.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.7% | 3.0% | 1.4% | 94.9% | 11.1% | 88.9% |
| General Managers | 1112 | 466 | 35.2% | 64.8% | 0.0% | 19.8% | 80.2% | 0.0% | 0.0% | 0.0% | 0.1% | 0.4% | 1.7% | 7.1% | 17.4% | 20.0% | 53.3% | 4.1% | 95.9% |
| Advertising, Public Relations and Sales Managers | 1311 | 99 | 60.9% | 39.1% | 0.0% | 48.2% | 51.8% | 0.0% | 0.0% | 0.0% | 3.0% | 5.6% | 25.9% | 34.4% | 28.1% | 3.0% | 0.0% | 2.0% | 98.0% |
| Corporate Services Managers | 1321 | 303 | 47.6% | 52.4% | 0.0% | 24.6% | 75.4% | 0.0% | 0.0% | 0.0% | 1.6% | 4.0% | 18.7% | 33.7% | 20.5% | 14.9% | 6.6% | 18.8% | 81.2% |
| Finance Managers | 1322 | 267 | 39.9% | 60.1% | 0.0% | 26.4% | 73.6% | 0.0% | 0.0% | 0.0% | 1.9% | 6.9% | 13.7% | 32.0% | 33.4% | 7.4% | 4.7% | 8.4% | 91.6% |
| Human Resource Managers | 1323 | 191 | 59.6% | 40.4% | 0.0% | 34.5% | 65.5% | 0.0% | 0.0% | 0.0% | 0.5% | 1.0% | 18.5% | 33.5% | 35.5% | 6.8% | 4.2% | 4.7% | 95.3% |
| Policy and Planning Managers | 1324 | 1 212 | 45.6% | 54.4% | 0.0% | 32.8% | 67.1% | 0.0% | 0.0% | 0.0% | 0.5% | 4.4% | 8.2% | 28.7% | 37.9% | 11.1% | 9.3% | 7.8% | 92.2% |
| Research and Development Managers | 1325 | 96 | 49.5% | 50.5% | 0.0% | 38.1% | 61.9% | 0.0% | 0.0% | 1.0% | 1.0% | 4.9% | 18.6% | 23.3% | 40.7% | 7.3% | 3.1% | 11.5% | 88.5% |
| Construction Managers | 1331 | 100 | 11.9% | 88.1% | 0.0% | 33.0% | 67.0% | 0.0% | 0.0% | 0.0% | 0.0% | 10.0% | 22.0% | 37.8% | 21.0% | 4.1% | 5.0% | 31.0% | 69.0% |
| Engineering Managers | 1332 | 79 | 4.4% | 95.6% | 0.0% | 10.1% | 89.9% | 0.0% | 0.6% | 1.3% | 1.3% | 2.5% | 2.5% | 6.3% | 21.2% | 47.8% | 16.4% | 29.7% | 70.3% |
| Supply, Distribution and Procurement Managers | 1336 | 152 | 41.1% | 58.9% | 0.7% | 49.1% | 50.3% | 0.0% | 0.0% | 0.0% | 2.6% | 3.8% | 42.1% | 40.4% | 8.5% | 2.0% | 0.7% | 3.3% | 96.7% |
| Health and Welfare Services Managers | 1342 | 628 | 65.3% | 34.7% | 0.0% | 26.5% | 73.5% | 0.0% | 0.8% | 0.3% | 1.9% | 6.1% | 15.9% | 30.8% | 21.5% | 12.6% | 10.1% | 28.7% | 71.3% |
| School Principals | 1343 | 2 168 | 58.0% | 42.0% | 0.1% | 25.0% | 74.8% | 0.0% | 0.2% | 0.0% | 0.1% | 0.3% | 8.8% | 46.7% | 24.2% | 19.6% | 0.0% | 37.5% | 62.0% |
| Other Education Managers | 1344 | 821 | 48.1% | 51.9% | 0.0% | 31.6% | 68.4% | 0.0% | 0.3% | 0.4% | 0.7% | 2.6% | 15.9% | 74.0% | 4.6% | 0.7% | 0.9% | 29.5% | 70.5% |
| ICT Managers | 1351 | 315 | 23.8% | 76.2% | 0.3% | 32.5% | 67.2% | 1.2% | 1.6% | 1.6% | 0.6% | 6.9% | 15.8% | 33.9% | 25.3% | 10.5% | 2.5% | 5.7% | 94.3% |
| Commissioned Officers (Management) | 1391 | 185 | 1.6% | 98.4% | 0.0% | 23.5% | 76.5% | 0.0% | 0.0% | 0.0% | 1.1% | 5.9% | 19.7% | 11.6% | 53.0% | 7.6% | 1.1% | 44.3% | 55.2% |
| Other Specialist Managers | 1399 | 998 | 35.2% | 64.8% | 0.0% | 28.4% | 71.6% | 0.1% | 0.0% | 0.2% | 0.7% | 4.0% | 19.1% | 35.1% | 26.9% | 8.2% | 5.8% | 16.3% | 83.4% |
| Cafe and Restaurant Managers | 1411 | 43 | 83.6% | 16.4% | 0.5% | 15.9% | 83.6% | 47.5% | 0.0% | 36.1% | 9.4% | 7.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 14.0% | 86.0% |
| Call or Contact Centre and Customer Service Managers | 1492 | 114 | 56.4% | 43.6% | 0.0% | 38.5% | 61.5% | 0.0% | 0.0% | 2.9% | 16.4% | 17.5% | 40.8% | 15.3% | 5.2% | 1.7% | 0.0% | 19.2% | 80.8% |
| Conference and Event Organisers | 1493 | 30 | 78.4% | 21.6% | 10.0% | 68.4% | 21.6% | 6.6% | 5.0% | 10.0% | 39.9% | 12.0% | 13.3% | 3.3% | 6.6% | 0.0% | 3.3% | 1.7% | 98.3% |
| Transport Services Managers | 1494 | 22 | 4.5% | 95.5% | 0.0% | 22.7% | 77.3% | 0.0% | 0.0% | 4.5% | 0.0% | 13.6% | 27.3% | 22.7% | 18.2% | 9.1% | 4.5% | 9.1% | 90.9% |
| Other Hospitality, Retail and Service Managers | 1499 | 84 | 37.9% | 62.1% | 0.3% | 27.5% | 72.2% | 2.1% | 1.2% | 3.9% | 14.3% | 19.8% | 29.9% | 21.5% | 6.2% | 1.2% | 0.0% | 12.8% | 87.2% |
| **PROFESSIONALS** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Accountants | 2211 | 401 | 52.1% | 47.9% | 1.0% | 51.3% | 47.7% | 0.2% | 0.9% | 2.5% | 8.7% | 27.0% | 39.3% | 18.2% | 2.4% | 0.7% | 0.0% | 6.6% | 93.4% |
| Auditors, Company Secretaries and Corporate Treasurers | 2212 | 172 | 46.4% | 53.6% | 4.1% | 54.8% | 41.1% | 0.0% | 4.1% | 8.5% | 15.9% | 25.0% | 23.1% | 18.4% | 4.0% | 0.6% | 0.5% | 1.2% | 98.8% |
| Human Resource Professionals | 2231 | 715 | 72.3% | 27.7% | 2.3% | 54.8% | 42.9% | 0.1% | 1.0% | 6.1% | 20.0% | 33.9% | 26.7% | 11.2% | 0.7% | 0.3% | 0.1% | 5.2% | 94.8% |
| Training and Development Professionals | 2233 | 448 | 55.3% | 44.7% | 0.4% | 40.6% | 59.0% | 0.3% | 0.6% | 7.0% | 28.9% | 34.1% | 18.9% | 9.4% | 0.4% | 0.2% | 0.2% | 11.1% | 88.9% |
| Actuaries, Mathematicians and Statisticians | 2241 | 44 | 49.2% | 50.8% | 1.2% | 53.1% | 45.7% | 1.2% | 0.5% | 2.3% | 8.2% | 13.5% | 28.5% | 38.9% | 0.0% | 4.6% | 2.3% | 2.3% | 97.7% |
| Archivists, Curators and Records Managers | 2242 | 233 | 59.5% | 40.5% | 3.1% | 44.2% | 52.7% | 0.3% | 2.4% | 7.6% | 16.2% | 31.4% | 25.2% | 15.6% | 1.3% | 0.0% | 0.0% | 4.4% | 95.6% |
| Economists | 2243 | 53 | 36.0% | 64.0% | 5.7% | 49.4% | 44.9% | 0.0% | 3.8% | 0.0% | 9.1% | 12.8% | 18.9% | 28.3% | 23.4% | 3.8% | 0.0% | 17.0% | 83.0% |
| Intelligence and Policy Analysts | 2244 | 1 247 | 60.4% | 39.6% | 1.2% | 54.7% | 44.0% | 0.0% | 0.2% | 4.5% | 7.0% | 20.2% | 31.9% | 28.9% | 6.4% | 0.4% | 0.5% | 1.5% | 98.5% |
| Land Economists and Valuers | 2245 | 133 | 26.0% | 74.0% | 0.7% | 34.7% | 64.6% | 0.0% | 3.7% | 5.8% | 8.2% | 15.1% | 26.6% | 26.9% | 11.4% | 2.2% | 0.0% | 7.3% | 92.7% |
| Librarians | 2246 | 133 | 86.6% | 13.4% | 0.2% | 21.2% | 78.6% | 8.0% | 9.0% | 3.8% | 1.9% | 52.8% | 15.7% | 8.0% | 0.8% | 0.0% | 0.0% | 13.7% | 86.3% |
| Management and Organisation Analysts | 2247 | 756 | 64.6% | 35.4% | 0.7% | 47.3% | 52.0% | 0.1% | 0.8% | 2.0% | 6.4% | 21.2% | 36.6% | 23.9% | 5.9% | 1.8% | 1.3% | 7.4% | 92.6% |
| Other Information and Organisation Professionals | 2249 | 986 | 62.7% | 37.3% | 2.0% | 44.7% | 53.2% | 0.2% | 2.3% | 8.6% | 17.8% | 23.3% | 29.0% | 13.7% | 3.1% | 1.7% | 0.3% | 8.8% | 91.2% |
| Advertising and Marketing Professionals | 2251 | 110 | 71.8% | 28.2% | 2.6% | 72.1% | 25.3% | 0.0% | 3.5% | 16.0% | 17.1% | 27.6% | 21.6% | 8.7% | 5.4% | 0.0% | 0.0% | 5.9% | 94.1% |
| Public Relations Professionals | 2253 | 320 | 76.7% | 23.3% | 1.9% | 63.6% | 34.6% | 1.0% | 3.3% | 4.5% | 15.6% | 29.2% | 29.8% | 12.1% | 4.4% | 0.0% | 0.0% | 7.1% | 92.9% |
| Marine Transport Professionals | 2312 | 25 | 13.2% | 86.8% | 8.0% | 49.2% | 42.8% | 0.0% | 0.0% | 21.2% | 22.8% | 16.0% | 32.0% | 8.0% | 0.0% | 0.0% | 0.0% | 4.0% | 96.0% |
| Surveyors and Spatial Scientists | 2322 | 244 | 28.4% | 71.6% | 0.6% | 40.6% | 58.8% | 0.0% | 1.1% | 10.1% | 25.4% | 33.1% | 16.0% | 12.7% | 1.6% | 0.0% | 0.0% | 1.6% | 98.4% |
| Graphic and Web Designers, and Illustrators | 2324 | 51 | 51.6% | 48.4% | 1.2% | 57.9% | 40.9% | 0.0% | 5.3% | 32.1% | 40.7% | 19.9% | 2.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Urban and Regional Planners | 2326 | 284 | 41.3% | 58.7% | 2.5% | 62.6% | 35.0% | 0.0% | 2.5% | 2.5% | 2.5% | 14.0% | 24.9% | 30.5% | 17.9% | 2.8% | 2.5% | 14.3% | 85.7% |
| Civil Engineering Professionals | 2332 | 139 | 20.9% | 79.1% | 15.1% | 49.9% | 34.9% | 2.9% | 0.7% | 7.3% | 12.2% | 13.5% | 16.9% | 22.3% | 23.6% | 0.7% | 0.0% | 18.0% | 82.0% |
| Electrical Engineers | 2333 | 82 | 8.0% | 92.0% | 5.3% | 51.1% | 43.6% | 0.4% | 0.0% | 12.2% | 3.6% | 24.8% | 17.7% | 19.5% | 18.1% | 3.6% | 0.0% | 1.2% | 98.8% |
| Electronics Engineers | 2334 | 25 | 4.0% | 96.0% | 4.3% | 43.9% | 51.9% | 4.3% | 0.0% | 4.0% | 12.0% | 16.0% | 31.9% | 27.9% | 0.0% | 4.0% | 0.0% | 0.0% | 100.0% |
| Mining Engineers | 2336 | 20 | 15.0% | 85.0% | 0.0% | 35.0% | 65.0% | 0.0% | 0.0% | 0.0% | 0.0% | 20.0% | 5.0% | 10.0% | 55.0% | 10.0% | 0.0% | 5.0% | 95.0% |
| Other Engineering Professionals | 2339 | 32 | 45.4% | 54.6% | 1.0% | 68.3% | 30.6% | 1.0% | 0.0% | 1.4% | 6.3% | 13.8% | 32.5% | 18.5% | 17.2% | 9.4% | 0.0% | 0.0% | 100.0% |
| Agricultural and Forestry Scientists | 2341 | 284 | 36.3% | 63.7% | 2.1% | 35.6% | 62.3% | 1.1% | 0.4% | 2.8% | 3.2% | 13.5% | 26.2% | 28.0% | 21.3% | 3.6% | 0.0% | 53.9% | 46.1% |
| Chemists, and Food and Wine Scientists | 2342 | 68 | 53.3% | 46.7% | 1.5% | 68.1% | 30.4% | 2.9% | 4.6% | 4.4% | 8.1% | 30.4% | 21.2% | 20.8% | 2.9% | 1.5% | 3.2% | 6.8% | 93.2% |
| Environmental Scientists | 2343 | 926 | 39.3% | 60.7% | 1.7% | 59.2% | 39.1% | 4.0% | 9.1% | 13.8% | 9.3% | 22.2% | 19.2% | 13.7% | 7.6% | 1.1% | 0.0% | 38.3% | 61.7% |
| Geologists, Geophysicists and Hydrogeologists | 2344 | 104 | 39.1% | 60.9% | 1.9% | 36.6% | 61.5% | 0.0% | 0.0% | 2.9% | 2.9% | 13.8% | 29.8% | 24.9% | 14.5% | 11.3% | 0.0% | 6.7% | 93.3% |
| Life Scientists | 2345 | 63 | 42.5% | 57.5% | 0.3% | 52.6% | 47.1% | 0.0% | 0.0% | 0.0% | 0.0% | 13.6% | 37.3% | 24.6% | 4.9% | 3.5% | 16.1% | 5.9% | 94.1% |
| Medical Laboratory Scientists | 2346 | 769 | 65.3% | 34.7% | 3.3% | 53.2% | 43.5% | 0.0% | 1.1% | 6.4% | 6.8% | 45.4% | 23.4% | 11.1% | 3.3% | 2.0% | 0.6% | 0.0% | 100.0% |
| Veterinarians | 2347 | 33 | 32.8% | 67.2% | 0.0% | 31.1% | 68.9% | 0.0% | 0.0% | 0.0% | 0.0% | 14.3% | 25.9% | 31.5% | 16.9% | 11.4% | 0.0% | 55.4% | 44.6% |
| Other Natural and Physical Science Professionals | 2349 | 43 | 40.1% | 59.9% | 0.0% | 50.1% | 49.9% | 0.0% | 0.0% | 4.7% | 7.0% | 17.7% | 24.7% | 18.4% | 9.3% | 5.8% | 12.4% | 2.3% | 97.7% |
| Early Childhood (Pre-primary School) Teachers | 2411 | 2 099 | 98.5% | 1.5% | 6.3% | 51.2% | 42.6% | 0.0% | 1.6% | 10.0% | 12.5% | 15.1% | 60.9% | 0.0% | 0.0% | 0.0% | 0.0% | 27.3% | 72.7% |
| Primary School Teachers | 2412 | 8 283 | 85.1% | 14.9% | 4.6% | 46.8% | 48.6% | 0.0% | 1.7% | 9.2% | 10.8% | 14.5% | 63.7% | 0.0% | 0.0% | 0.0% | 0.0% | 33.4% | 66.4% |
| Secondary School Teachers | 2414 | 7 344 | 64.1% | 35.9% | 5.3% | 46.0% | 48.7% | 0.2% | 1.2% | 12.6% | 9.1% | 12.3% | 61.2% | 3.4% | 0.0% | 0.0% | 0.1% | 30.2% | 69.5% |
| Special Education Teachers | 2415 | 74 | 89.0% | 11.0% | 3.7% | 47.6% | 48.7% | 0.0% | 0.6% | 3.0% | 14.0% | 19.4% | 63.1% | 0.0% | 0.0% | 0.0% | 0.0% | 4.0% | 96.0% |
| Vocational Education Teachers (Aus)/Polytechnic Teachers (NZ) | 2422 | 2 221 | 46.8% | 53.2% | 0.3% | 28.1% | 71.7% | 15.9% | 0.1% | 3.1% | 10.8% | 39.1% | 30.9% | 0.0% | 0.0% | 0.0% | 0.0% | 29.8% | 70.2% |
| Education Advisers and Reviewers | 2491 | 319 | 74.9% | 25.1% | 0.0% | 32.6% | 67.4% | 0.0% | 1.3% | 2.7% | 3.9% | 18.4% | 25.1% | 43.1% | 4.6% | 0.9% | 0.0% | 10.5% | 89.5% |
| Teachers of English to Speakers of Other Languages | 2493 | 487 | 83.3% | 16.7% | 0.9% | 39.7% | 59.4% | 0.2% | 1.2% | 5.7% | 6.0% | 11.3% | 75.7% | 0.0% | 0.0% | 0.0% | 0.0% | 13.7% | 85.7% |
| Nutrition Professionals | 2511 | 142 | 96.5% | 3.5% | 8.3% | 69.8% | 21.9% | 0.0% | 0.7% | 11.2% | 8.7% | 29.6% | 44.6% | 5.2% | 0.0% | 0.0% | 0.0% | 20.3% | 79.7% |
| Medical Imaging Professionals | 2512 | 484 | 63.2% | 36.8% | 8.0% | 58.9% | 33.0% | 1.0% | 1.7% | 6.4% | 8.7% | 36.1% | 33.0% | 10.5% | 1.0% | 1.2% | 0.2% | 10.0% | 90.0% |
| Occupational and Environmental Health Professionals | 2513 | 120 | 59.0% | 41.0% | 4.2% | 50.9% | 44.9% | 0.0% | 0.8% | 4.0% | 9.0% | 42.2% | 26.3% | 10.4% | 4.6% | 2.7% | 0.0% | 12.8% | 87.2% |
| Pharmacists | 2515 | 337 | 69.1% | 30.9% | 7.9% | 68.3% | 23.8% | 3.3% | 1.2% | 1.7% | 0.0% | 24.0% | 41.6% | 25.9% | 1.5% | 0.9% | 0.0% | 9.2% | 90.8% |
| Other Health Diagnostic and Promotion Professionals | 2519 | 163 | 79.1% | 20.9% | 4.4% | 51.3% | 44.3% | 0.5% | 1.0% | 4.8% | 21.3% | 45.2% | 23.3% | 4.0% | 0.0% | 0.0% | 0.0% | 33.4% | 66.6% |
| Dental Practitioners | 2523 | 133 | 58.5% | 41.5% | 9.3% | 55.0% | 35.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 17.1% | 25.7% | 23.8% | 29.0% | 4.4% | 0.0% | 100.0% |
| Occupational Therapists | 2524 | 548 | 91.4% | 8.6% | 9.7% | 63.8% | 26.6% | 0.3% | 2.4% | 7.7% | 10.0% | 28.6% | 45.2% | 4.7% | 0.7% | 0.4% | 0.0% | 20.6% | 79.4% |
| Physiotherapists | 2525 | 559 | 83.0% | 17.0% | 15.1% | 60.8% | 24.1% | 0.3% | 0.5% | 8.8% | 12.2% | 27.9% | 39.3% | 10.3% | 0.2% | 0.5% | 0.0% | 18.3% | 81.7% |
| Podiatrists | 2526 | 38 | 71.6% | 28.4% | 6.3% | 60.1% | 33.6% | 0.0% | 0.0% | 1.1% | 3.7% | 41.0% | 46.1% | 8.2% | 0.0% | 0.0% | 0.0% | 25.0% | 75.0% |
| Audiologists and Speech Pathologists/Therapists | 2527 | 323 | 94.9% | 5.1% | 13.1% | 65.6% | 21.3% | 0.6% | 1.3% | 9.9% | 10.1% | 39.0% | 35.5% | 3.6% | 0.0% | 0.0% | 0.0% | 25.3% | 74.7% |
| General Practitioners and Resident Medical Officers | 2531 | 2 761 | 49.8% | 50.2% | 4.8% | 86.4% | 8.8% | 0.0% | 0.0% | 14.0% | 8.8% | 8.6% | 22.5% | 11.9% | 13.2% | 10.9% | 10.1% | 7.8% | 92.2% |
| Anaesthetists | 2532 | 181 | 30.7% | 69.3% | 0.0% | 61.1% | 38.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.1% | 98.9% | 4.2% | 95.8% |
| Specialist Physicians | 2533 | 288 | 29.6% | 70.4% | 0.0% | 41.8% | 58.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.3% | 0.0% | 0.3% | 0.3% | 98.0% | 6.7% | 93.3% |
| Psychiatrists | 2534 | 128 | 43.4% | 56.6% | 0.0% | 27.4% | 72.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.8% | 99.2% | 9.0% | 91.0% |
| Surgeons | 2535 | 104 | 19.9% | 80.1% | 0.0% | 50.7% | 49.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.0% | 1.0% | 98.1% | 1.9% | 98.1% |
| Other Medical Practitioners | 2539 | 234 | 32.3% | 67.7% | 0.0% | 45.0% | 55.0% | 0.0% | 0.0% | 0.1% | 0.0% | 0.0% | 0.9% | 0.9% | 0.4% | 0.9% | 96.8% | 7.7% | 92.3% |
| Midwives | 2541 | 582 | 99.6% | 0.4% | 3.9% | 50.4% | 45.8% | 0.0% | 10.6% | 10.0% | 44.0% | 27.6% | 6.0% | 1.8% | 0.0% | 0.0% | 0.0% | 15.3% | 84.7% |
| Nurse Educators and Researchers | 2542 | 267 | 89.9% | 10.1% | 0.4% | 39.2% | 60.5% | 0.0% | 1.5% | 3.7% | 9.0% | 33.9% | 46.1% | 3.3% | 2.6% | 0.0% | 0.0% | 13.5% | 86.5% |
| Nurse Managers | 2543 | 424 | 86.6% | 13.4% | 0.0% | 22.1% | 77.9% | 0.0% | 0.0% | 0.4% | 2.0% | 12.9% | 73.6% | 5.0% | 4.1% | 1.7% | 0.2% | 34.8% | 65.2% |
| Registered Nurses | 2544 | 10 694 | 87.5% | 12.5% | 6.2% | 49.4% | 44.4% | 0.3% | 11.5% | 12.7% | 38.6% | 27.2% | 9.0% | 0.4% | 0.4% | 0.1% | 0.0% | 20.7% | 79.3% |
| ICT Business and Systems Analysts | 2611 | 311 | 42.8% | 57.2% | 1.3% | 52.3% | 46.4% | 0.0% | 0.4% | 4.5% | 12.5% | 31.1% | 38.6% | 10.9% | 1.6% | 0.3% | 0.0% | 0.2% | 99.8% |
| Multimedia Specialists and Web Developers | 2612 | 54 | 39.4% | 60.6% | 4.8% | 69.6% | 25.7% | 0.0% | 3.1% | 12.0% | 25.3% | 34.2% | 12.9% | 12.5% | 0.0% | 0.0% | 0.0% | 0.1% | 99.9% |
| Software and Applications Programmers | 2613 | 272 | 30.4% | 69.6% | 0.7% | 56.8% | 42.4% | 0.0% | 0.9% | 9.1% | 13.1% | 29.3% | 36.3% | 8.8% | 1.3% | 1.2% | 0.0% | 1.5% | 98.5% |
| Database and Systems Administrators, and ICT Security Specialists | 2621 | 338 | 28.9% | 71.1% | 0.0% | 56.4% | 43.6% | 0.0% | 1.0% | 7.0% | 17.9% | 39.6% | 25.5% | 7.6% | 1.5% | 0.0% | 0.0% | 3.9% | 96.1% |
| Computer Network Professionals | 2631 | 139 | 14.8% | 85.2% | 0.0% | 57.5% | 42.5% | 0.0% | 0.0% | 2.9% | 29.3% | 31.5% | 24.1% | 10.8% | 1.4% | 0.0% | 0.0% | 7.6% | 92.4% |
| ICT Support and Test Engineers | 2632 | 104 | 23.1% | 76.9% | 4.8% | 52.4% | 42.8% | 0.0% | 2.5% | 11.4% | 30.8% | 30.4% | 16.4% | 8.6% | 0.0% | 0.0% | 0.0% | 1.9% | 98.1% |
| Barristers | 2711 | 101 | 51.6% | 48.4% | 1.0% | 65.2% | 33.8% | 0.0% | 0.0% | 0.0% | 0.0% | 16.9% | 7.8% | 6.1% | 18.8% | 8.0% | 42.4% | 0.0% | 100.0% |
| Judicial and Other Legal Professionals | 2712 | 247 | 57.5% | 42.5% | 0.8% | 48.8% | 50.4% | 0.0% | 0.0% | 2.0% | 3.1% | 7.9% | 10.3% | 22.1% | 17.5% | 19.6% | 17.5% | 0.0% | 100.0% |
| Solicitors | 2713 | 252 | 65.6% | 34.4% | 1.2% | 53.7% | 45.1% | 0.0% | 0.0% | 0.4% | 1.6% | 14.1% | 13.6% | 4.7% | 13.7% | 14.5% | 37.4% | 10.6% | 89.4% |
| Counsellors | 2721 | 125 | 74.0% | 26.0% | 0.5% | 42.9% | 56.7% | 0.0% | 0.8% | 12.8% | 9.1% | 19.6% | 35.9% | 19.7% | 2.1% | 0.0% | 0.0% | 24.8% | 75.2% |
| Psychologists | 2723 | 703 | 81.3% | 18.7% | 1.6% | 56.5% | 41.9% | 0.0% | 0.1% | 3.0% | 5.0% | 12.1% | 21.6% | 42.8% | 14.5% | 0.8% | 0.0% | 17.5% | 82.3% |
| Social Professionals | 2724 | 65 | 85.8% | 14.2% | 0.2% | 62.2% | 37.6% | 0.2% | 0.0% | 1.1% | 5.2% | 23.6% | 69.9% | 0.0% | 0.0% | 0.0% | 0.0% | 16.3% | 83.7% |
| Social Workers | 2725 | 1 560 | 86.6% | 13.4% | 2.9% | 54.2% | 42.9% | 0.0% | 3.3% | 10.6% | 7.7% | 32.0% | 36.4% | 9.7% | 0.3% | 0.1% | 0.0% | 29.3% | 70.7% |
| Welfare, Recreation and Community Arts Workers | 2726 | 425 | 74.1% | 25.9% | 0.6% | 46.5% | 52.9% | 0.4% | 2.9% | 4.4% | 30.8% | 37.7% | 23.0% | 0.5% | 0.2% | 0.0% | 0.0% | 40.4% | 59.6% |
| **TECHNICIANS AND TRADES WORKERS** | | | | | | | | | | | | | | | | | | | |
| Agricultural Technicians | 3111 | 195 | 37.4% | 62.6% | 4.0% | 25.8% | 70.3% | 9.9% | 22.2% | 30.5% | 26.5% | 10.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 44.2% | 55.8% |
| Medical Technicians | 3112 | 1 465 | 70.2% | 29.8% | 7.3% | 47.0% | 45.6% | 13.5% | 28.3% | 21.5% | 13.4% | 13.5% | 6.6% | 2.6% | 0.1% | 0.3% | 0.0% | 8.5% | 91.5% |
| Primary Products Inspectors | 3113 | 200 | 23.8% | 76.2% | 2.0% | 51.7% | 46.3% | 1.5% | 15.1% | 32.2% | 35.7% | 14.9% | 0.5% | 0.0% | 0.0% | 0.0% | 0.0% | 63.9% | 36.1% |
| Science Technicians | 3114 | 407 | 62.3% | 37.7% | 3.1% | 38.3% | 58.6% | 24.1% | 36.1% | 17.2% | 10.9% | 7.5% | 2.1% | 0.7% | 1.0% | 0.2% | 0.0% | 22.6% | 77.4% |
| Architectural, Building and Surveying Technicians | 3121 | 42 | 16.2% | 83.8% | 0.0% | 40.9% | 59.1% | 0.0% | 4.8% | 16.2% | 36.1% | 16.4% | 14.4% | 7.2% | 4.8% | 0.0% | 0.0% | 12.0% | 88.0% |
| Civil Engineering Draftspersons and Technicians | 3122 | 117 | 16.6% | 83.4% | 9.4% | 40.5% | 50.2% | 0.0% | 6.5% | 17.5% | 24.1% | 28.1% | 18.6% | 4.3% | 0.9% | 0.0% | 0.0% | 39.1% | 60.9% |
| Safety Inspectors | 3126 | 192 | 20.2% | 79.8% | 0.5% | 31.6% | 67.9% | 0.0% | 0.5% | 3.1% | 3.9% | 23.0% | 28.3% | 18.1% | 21.9% | 0.5% | 0.5% | 15.9% | 84.1% |
| Other Building and Engineering Technicians | 3129 | 113 | 5.1% | 94.9% | 4.4% | 24.8% | 70.8% | 4.7% | 8.3% | 21.5% | 23.0% | 23.9% | 9.7% | 3.5% | 5.3% | 0.0% | 0.0% | 39.5% | 60.5% |
| ICT Support Technicians | 3131 | 456 | 23.5% | 76.5% | 8.0% | 59.0% | 33.0% | 2.6% | 17.2% | 34.2% | 29.5% | 11.8% | 3.3% | 1.3% | 0.2% | 0.0% | 0.0% | 9.3% | 90.7% |
| Telecommunications Technical Specialists | 3132 | 40 | 5.0% | 95.0% | 0.0% | 25.0% | 75.0% | 0.0% | 5.0% | 15.0% | 52.5% | 15.0% | 12.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Motor Mechanics | 3212 | 62 | 4.9% | 95.1% | 1.6% | 13.0% | 85.4% | 4.9% | 3.3% | 9.8% | 74.0% | 6.5% | 1.6% | 0.0% | 0.0% | 0.0% | 0.0% | 1.6% | 98.4% |
| Metal Fitters and Machinists | 3232 | 37 | 0.0% | 100.0% | 0.0% | 18.7% | 81.3% | 2.4% | 26.5% | 68.5% | 0.0% | 2.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 18.4% | 81.6% |
| Carpenters and Joiners | 3312 | 45 | 2.2% | 97.8% | 0.0% | 20.2% | 79.8% | 2.2% | 26.5% | 71.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 26.6% | 73.4% |
| Plumbers | 3341 | 24 | 0.0% | 100.0% | 0.0% | 17.5% | 82.5% | 4.1% | 4.1% | 87.6% | 0.0% | 4.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 20.3% | 79.7% |
| Electricians | 3411 | 88 | 1.1% | 98.9% | 4.5% | 25.0% | 70.4% | 1.1% | 9.0% | 71.6% | 3.4% | 9.1% | 2.3% | 2.3% | 1.1% | 0.0% | 0.0% | 30.6% | 69.4% |
| Electrical Distribution Trades Workers | 3422 | 38 | 0.0% | 100.0% | 7.9% | 41.1% | 51.0% | 0.0% | 20.9% | 39.8% | 13.1% | 2.6% | 23.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Cooks | 3514 | 140 | 67.8% | 32.2% | 0.8% | 20.8% | 78.5% | 99.3% | 0.0% | 0.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 66.9% | 33.1% |
| Animal Attendants and Trainers | 3611 | 94 | 66.4% | 33.6% | 10.6% | 72.9% | 16.5% | 35.7% | 29.9% | 7.3% | 21.6% | 5.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Gardeners | 3622 | 711 | 21.1% | 78.9% | 1.9% | 21.6% | 76.5% | 95.0% | 3.3% | 1.0% | 0.0% | 0.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 41.3% | 58.7% |
| Gallery, Library and Museum Technicians | 3993 | 96 | 65.1% | 34.9% | 0.0% | 33.0% | 67.0% | 4.7% | 63.9% | 23.3% | 6.0% | 1.0% | 1.0% | 0.0% | 0.0% | 0.0% | 0.0% | 6.5% | 93.5% |
| Other Miscellaneous Technicians and Trades Workers | 3999 | 112 | 26.2% | 73.8% | 3.1% | 27.0% | 69.9% | 23.5% | 56.3% | 12.2% | 5.4% | 1.8% | 0.9% | 0.0% | 0.0% | 0.0% | 0.0% | 40.0% | 60.0% |
| **COMMUNITY AND PERSONAL SERVICE WORKERS** | | | | | | | | | | | | | | | | | | | |
| Dental Hygienists, Technicians and Therapists | 4112 | 186 | 85.7% | 14.3% | 5.3% | 36.8% | 57.9% | 2.3% | 14.8% | 13.5% | 52.6% | 15.2% | 1.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.2% | 99.8% |
| Enrolled and Mothercraft Nurses | 4114 | 1 123 | 91.5% | 8.5% | 6.5% | 24.8% | 68.7% | 49.7% | 49.4% | 0.1% | 0.1% | 0.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 36.8% | 63.2% |
| Indigenous Health Workers | 4115 | 203 | 71.0% | 29.0% | 4.0% | 44.1% | 51.8% | 25.7% | 23.0% | 11.1% | 13.2% | 17.0% | 7.1% | 2.9% | 0.0% | 0.0% | 0.0% | 64.4% | 35.6% |
| Welfare Support Workers | 4117 | 2 027 | 63.4% | 36.6% | 2.9% | 39.5% | 57.6% | 6.0% | 48.1% | 12.9% | 21.0% | 9.8% | 2.0% | 0.1% | 0.0% | 0.0% | 0.0% | 22.2% | 77.8% |
| Education Aides | 4221 | 7 363 | 95.9% | 4.1% | 4.4% | 37.0% | 58.6% | 98.3% | 1.4% | 0.1% | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 33.6% | 66.4% |
| Dental Assistants | 4232 | 317 | 99.1% | 0.9% | 3.8% | 35.2% | 61.0% | 89.1% | 6.0% | 4.3% | 0.0% | 0.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Nursing Support and Personal Care Workers | 4233 | 2 337 | 67.2% | 32.8% | 5.2% | 25.7% | 69.1% | 89.7% | 8.5% | 0.7% | 0.6% | 0.4% | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% | 35.4% | 64.6% |
| Special Care Workers | 4234 | 93 | 48.6% | 51.4% | 2.8% | 30.8% | 66.5% | 95.2% | 0.0% | 0.0% | 0.0% | 4.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 92.7% | 7.3% |
| Cafe Workers | 4312 | 21 | 86.6% | 13.4% | 5.7% | 32.0% | 62.2% | 90.9% | 9.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 40.0% | 60.0% |
| Fire and Emergency Workers | 4412 | 1 214 | 4.2% | 95.8% | 1.9% | 53.3% | 44.7% | 10.9% | 7.2% | 1.6% | 11.4% | 48.7% | 19.0% | 0.7% | 0.7% | 0.0% | 0.0% | 28.5% | 71.5% |
| Prison Officers | 4421 | 2 016 | 22.0% | 78.0% | 0.5% | 32.1% | 67.3% | 0.0% | 0.4% | 12.2% | 66.8% | 18.4% | 0.9% | 1.1% | 0.1% | 0.0% | 0.0% | 43.6% | 56.4% |
| Security Officers and Guards | 4422 | 494 | 8.0% | 92.0% | 1.3% | 58.2% | 40.5% | 1.1% | 47.0% | 17.1% | 20.4% | 3.8% | 10.4% | 0.2% | 0.0% | 0.0% | 0.0% | 13.6% | 86.4% |
| Gallery, Museum and Tour Guides | 4514 | 58 | 56.3% | 43.7% | 5.1% | 29.5% | 65.4% | 89.3% | 9.3% | 1.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 24.9% | 75.1% |
| Tourism and Travel Advisers | 4516 | 30 | 93.0% | 7.0% | 0.9% | 33.2% | 65.9% | 91.9% | 2.0% | 6.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 84.0% | 16.0% |
| Sports Coaches, Instructors and Officials | 4523 | 144 | 88.4% | 11.6% | 23.1% | 35.2% | 41.7% | 16.5% | 71.8% | 2.9% | 8.1% | 0.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.3% | 98.7% |
| Sportspersons | 4524 | 20 | 28.1% | 71.9% | 49.9% | 35.2% | 14.9% | 71.7% | 13.1% | 15.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| **CLERICAL AND ADMINISTRATIVE WORKERS** | | | | | | | | | | | | | | | | | | | |
| Contract, Program and Project Administrators | 5111 | 2 598 | 59.1% | 40.9% | 3.3% | 47.7% | 49.0% | 0.3% | 1.2% | 10.2% | 15.3% | 31.8% | 24.5% | 11.8% | 3.4% | 1.4% | 0.1% | 12.3% | 87.6% |
| Office Managers | 5121 | 1 534 | 85.5% | 14.5% | 0.9% | 26.0% | 73.1% | 1.5% | 6.0% | 18.1% | 36.9% | 20.0% | 8.7% | 6.0% | 2.0% | 0.6% | 0.2% | 33.6% | 66.3% |
| Personal Assistants | 5211 | 833 | 96.5% | 3.5% | 5.9% | 36.6% | 57.5% | 2.9% | 23.3% | 44.0% | 18.8% | 9.4% | 1.2% | 0.1% | 0.1% | 0.0% | 0.1% | 12.4% | 87.6% |
| Secretaries | 5212 | 451 | 96.5% | 3.5% | 7.5% | 36.0% | 56.5% | 6.4% | 53.8% | 22.3% | 10.5% | 6.2% | 0.7% | 0.2% | 0.0% | 0.0% | 0.0% | 8.1% | 91.9% |
| General Clerks | 5311 | 4 167 | 85.5% | 14.5% | 8.3% | 35.7% | 56.0% | 19.8% | 53.0% | 15.6% | 6.5% | 2.9% | 1.1% | 0.9% | 0.2% | 0.1% | 0.0% | 19.6% | 80.4% |
| Keyboard Operators | 5321 | 177 | 92.3% | 7.7% | 1.5% | 26.9% | 71.6% | 9.2% | 72.2% | 14.9% | 1.1% | 2.0% | 0.0% | 0.6% | 0.0% | 0.0% | 0.0% | 9.0% | 91.0% |
| Call or Contact Centre Workers | 5411 | 432 | 71.8% | 28.2% | 11.1% | 47.4% | 41.5% | 2.4% | 64.1% | 19.0% | 12.5% | 0.9% | 1.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.3% | 99.7% |
| Information Officers | 5412 | 1 190 | 80.8% | 19.2% | 7.3% | 40.4% | 52.3% | 5.7% | 67.9% | 17.4% | 6.3% | 1.7% | 0.7% | 0.3% | 0.0% | 0.0% | 0.0% | 22.7% | 77.3% |
| Receptionists | 5421 | 940 | 94.7% | 5.3% | 8.5% | 31.2% | 60.4% | 28.7% | 63.9% | 2.8% | 2.5% | 1.2% | 0.7% | 0.1% | 0.0% | 0.0% | 0.0% | 36.2% | 63.8% |
| Accounting Clerks | 5511 | 776 | 70.9% | 29.1% | 2.8% | 35.3% | 61.9% | 2.0% | 25.7% | 41.4% | 15.5% | 9.1% | 4.5% | 1.4% | 0.3% | 0.1% | 0.1% | 10.3% | 89.7% |
| Payroll Clerks | 5513 | 351 | 73.7% | 26.3% | 6.9% | 44.5% | 48.6% | 1.2% | 34.8% | 32.1% | 27.6% | 2.8% | 1.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.4% | 99.6% |
| Couriers and Postal Deliverers | 5612 | 38 | 29.3% | 70.7% | 5.7% | 8.7% | 85.7% | 91.1% | 8.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 3.9% | 96.1% |
| Filing and Registry Clerks | 5613 | 594 | 74.1% | 25.9% | 10.5% | 33.3% | 56.2% | 23.5% | 46.5% | 15.2% | 8.1% | 4.6% | 1.5% | 0.6% | 0.0% | 0.0% | 0.0% | 11.9% | 88.1% |
| Switchboard Operators | 5616 | 74 | 95.2% | 4.8% | 4.9% | 15.4% | 79.7% | 28.3% | 63.6% | 4.1% | 1.4% | 2.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 12.5% | 87.5% |
| Other Clerical and Office Support Workers | 5619 | 2 075 | 90.6% | 9.4% | 3.9% | 31.7% | 64.4% | 48.6% | 37.1% | 9.1% | 3.0% | 1.1% | 0.4% | 0.5% | 0.1% | 0.0% | 0.0% | 29.9% | 70.0% |
| Purchasing and Supply Logistics Clerks | 5911 | 156 | 53.6% | 46.4% | 2.4% | 30.5% | 67.1% | 7.1% | 18.6% | 23.2% | 27.6% | 17.9% | 4.3% | 0.6% | 0.6% | 0.0% | 0.0% | 9.5% | 90.5% |
| Transport and Despatch Clerks | 5912 | 22 | 53.8% | 46.2% | 4.6% | 37.2% | 58.2% | 17.6% | 32.3% | 40.9% | 9.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 27.7% | 72.3% |
| Conveyancers and Legal Executives | 5991 | 22 | 90.8% | 9.2% | 0.0% | 49.5% | 50.5% | 0.0% | 18.3% | 54.1% | 4.6% | 22.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 4.6% | 95.4% |
| Court and Legal Clerks | 5992 | 741 | 72.5% | 27.5% | 12.7% | 43.5% | 43.7% | 3.3% | 45.6% | 17.7% | 13.9% | 12.3% | 6.0% | 1.1% | 0.1% | 0.0% | 0.0% | 14.1% | 85.9% |
| Debt Collectors | 5993 | 29 | 73.0% | 27.0% | 3.5% | 32.2% | 64.4% | 0.0% | 28.0% | 13.1% | 51.9% | 3.5% | 3.5% | 0.0% | 0.0% | 0.0% | 0.0% | 20.8% | 79.2% |
| Human Resource Clerks | 5994 | 329 | 78.3% | 21.7% | 9.2% | 56.1% | 34.7% | 1.7% | 33.5% | 36.3% | 21.3% | 5.8% | 1.4% | 0.0% | 0.0% | 0.0% | 0.0% | 6.4% | 93.6% |
| Inspectors and Regulatory Officers | 5995 | 854 | 34.0% | 66.0% | 1.1% | 39.8% | 59.1% | 0.0% | 12.2% | 23.1% | 29.9% | 17.8% | 13.6% | 3.0% | 0.2% | 0.2% | 0.0% | 10.8% | 89.2% |
| Insurance Investigators, Loss Adjusters and Risk Surveyors | 5996 | 154 | 62.3% | 37.7% | 1.6% | 47.1% | 51.3% | 3.8% | 5.4% | 39.1% | 15.6% | 13.5% | 19.3% | 3.2% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Library Assistants | 5997 | 517 | 95.2% | 4.8% | 1.3% | 18.4% | 80.3% | 37.8% | 61.0% | 1.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 31.7% | 68.3% |
| Other Miscellaneous Clerical and Administrative Workers | 5999 | 505 | 75.3% | 24.7% | 6.6% | 40.4% | 53.0% | 6.8% | 28.6% | 22.0% | 22.9% | 16.1% | 2.5% | 0.6% | 0.6% | 0.0% | 0.0% | 10.8% | 89.2% |
| **SALES WORKERS** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Sales Representatives | 6113 | 23 | 55.3% | 44.7% | 2.3% | 62.6% | 35.1% | 16.2% | 12.0% | 17.2% | 21.5% | 24.5% | 8.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Real Estate Sales Agents | 6121 | 348 | 68.0% | 32.0% | 4.3% | 46.8% | 48.9% | 0.0% | 0.0% | 59.1% | 15.1% | 20.4% | 4.8% | 0.6% | 0.0% | 0.0% | 0.0% | 47.7% | 52.3% |
| Sales Assistants (General) | 6211 | 35 | 85.8% | 14.2% | 13.0% | 43.4% | 43.6% | 61.4% | 32.3% | 6.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 12.6% | 87.4% |
| Ticket Salespersons | 6394 | 151 | 49.6% | 50.4% | 2.9% | 32.7% | 64.4% | 83.5% | 8.2% | 8.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 25.2% | 74.8% |
| **MACHINERY OPERATORS AND DRIVERS** | | | | | | | | | | | | | | | | | | | |
| Other Machine Operators | 7119 | 163 | 72.4% | 27.6% | 1.7% | 22.2% | 76.0% | 91.4% | 6.2% | 1.8% | 0.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 10.8% | 89.2% |
| Other Stationary Plant Operators | 7129 | 39 | 10.2% | 89.8% | 0.0% | 23.0% | 77.0% | 20.4% | 0.0% | 2.6% | 5.1% | 17.9% | 49.0% | 5.1% | 0.0% | 0.0% | 0.0% | 2.6% | 97.4% |
| Bus and Coach Drivers | 7312 | 52 | 7.8% | 92.2% | 0.0% | 13.0% | 87.0% | 28.9% | 69.1% | 0.0% | 1.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 25.4% | 74.6% |
| Train and Tram Drivers | 7313 | 248 | 9.4% | 90.6% | 0.0% | 29.0% | 71.0% | 0.0% | 0.0% | 91.9% | 0.0% | 8.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 24.7% | 75.3% |
| Delivery Drivers | 7321 | 45 | 11.7% | 88.3% | 4.4% | 29.3% | 66.3% | 64.2% | 9.4% | 15.4% | 11.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 14.5% | 85.5% |
| Storepersons | 7411 | 192 | 16.6% | 83.4% | 1.7% | 26.1% | 72.2% | 68.6% | 18.1% | 9.7% | 2.6% | 0.5% | 0.0% | 0.5% | 0.0% | 0.0% | 0.0% | 22.7% | 77.3% |
| **LABOURERS** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Commercial Cleaners | 8112 | 2 363 | 76.4% | 23.6% | 3.0% | 28.0% | 68.9% | 99.3% | 0.3% | 0.2% | 0.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 35.6% | 64.4% |
| Domestic Cleaners | 8113 | 34 | 75.2% | 24.8% | 0.0% | 7.8% | 92.2% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.7% | 98.3% |
| Housekeepers | 8114 | 79 | 78.4% | 21.6% | 4.7% | 12.2% | 83.1% | 94.9% | 0.0% | 2.5% | 1.3% | 1.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 79.3% | 20.7% |
| Laundry Workers | 8115 | 108 | 63.4% | 36.6% | 5.6% | 27.1% | 67.3% | 90.8% | 3.7% | 4.6% | 0.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 49.7% | 50.3% |
| Railway Track Workers | 8216 | 28 | 3.6% | 96.4% | 0.0% | 24.4% | 75.6% | 78.4% | 21.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Forestry and Logging Workers | 8413 | 80 | 18.7% | 81.3% | 4.4% | 47.0% | 48.6% | 9.9% | 15.0% | 28.9% | 28.7% | 16.2% | 1.2% | 0.0% | 0.0% | 0.0% | 0.0% | 85.0% | 15.0% |
| Garden and Nursery Labourers | 8414 | 59 | 13.1% | 86.9% | 8.6% | 47.1% | 44.3% | 88.2% | 10.1% | 1.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 7.1% | 92.9% |
| Mixed Crop and Livestock Farm Workers | 8416 | 43 | 26.5% | 73.5% | 12.4% | 31.6% | 56.0% | 54.7% | 31.5% | 13.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Other Farm, Forestry and Garden Workers | 8419 | 29 | 20.8% | 79.2% | 6.9% | 48.1% | 45.0% | 17.3% | 44.6% | 10.4% | 17.3% | 6.9% | 3.5% | 0.0% | 0.0% | 0.0% | 0.0% | 48.1% | 51.9% |
| Kitchenhands | 8513 | 618 | 84.0% | 16.0% | 5.0% | 23.5% | 71.6% | 99.3% | 0.0% | 0.5% | 0.0% | 0.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 37.2% | 62.8% |
| Handypersons | 8993 | 91 | 2.5% | 97.5% | 1.1% | 19.9% | 79.0% | 56.1% | 37.3% | 6.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 44.1% | 55.9% |
| Other Miscellaneous Labourers | 8999 | 211 | 31.4% | 68.6% | 4.6% | 14.7% | 80.7% | 87.0% | 9.0% | 3.5% | 0.0% | 0.0% | 0.0% | 0.5% | 0.0% | 0.0% | 0.0% | 8.9% | 91.1% |

Public sector entity survey results

The annual public sector entity survey (PSES) requests information from entities about their administration and management practices, such as capability development, occupational health and safety and innovation. The survey also requests information about designated public interest disclosure officers, internal procedures and any disclosures received. The PSES provides entities with an internal planning and diagnostic tool.

In 2014/15, only public sector entities with more than 20 full-time equivalents[[1]](#footnote-1) (FTE) completed the PSES. The PSES was completed by 84 entities. The PSES continues to evolve and gathers information about different topics from year to year. As such, trends across time may not be available for some items.

Please refer to Appendix C for full and abbreviated names used in the following table.

## Table 2.1 Responses to PSES: Public interest disclosure and ethics and integrity

| Entity | A1 Which of the following measures were used by your entity in 2014/15 to ensure it complied with the PID Act? | | | | A2b How many of the disclosures received were assessed as disclosures for the purposes of the PID Act? | B1 Did your entity’s code of conduct reflect the principles of Commissioner’s Instruction No.7 – Code of Ethics and the requirements of No. 8 – Codes of conduct and integrity training during 2014/15? | Percentage of staff AEDM trained over 5 years. |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Designated at least one occupant of a specified position with your entity to receive disclosures of public interest information under the PID | Published internal procedures relating to the entity’s obligations under the PID Act | Ensured employees attended entity sessions covering PID awareness | Published the names of the entity’s PID officers |
| **WA public sector** | **Yes = 95% No = 5%** | **Yes = 86% No = 14%** | **Yes = 33% No = 67%** | **Yes = 88%  No = 12%** | **10** | **Yes = 99% 1 No = 1%** | **70%** |
| Agric | Yes | Yes | No | Yes |  | Yes | 98 |
| AGWA | Yes | Yes | No | Yes |  | Yes | 100 |
| ARC | No | No | No | Yes |  | Yes | 86 |
| BGPA | Yes | Yes | Yes | Yes |  | Yes | Information not available |
| CCC | Yes | Yes | No | Yes |  | Yes | 88 |
| Central IT | Yes | Yes | No | Yes |  | Yes | 90 |
| Challenger IT | Yes | No | No | No |  | Yes | 73 |
| Chem Centre | Yes | Yes | No | Yes |  | Yes | 93 |
| CHSHA | Yes | No | No | Yes |  | Yes | 93 |
| Commerce | Yes | Yes | Yes | Yes |  | Yes | 98 |
| CPFS | Yes | Yes | No | Yes |  | Yes | 94 |
| CYOC | Yes | Yes | No | Yes |  | Yes | 84 |
| DAA | Yes | Yes | No | Yes |  | Yes | 93 |
| DCA | Yes | Yes | Yes | Yes |  | Yes | 85 |
| DCS | Yes | Yes | No | No |  | Yes | 76 |
| DER | Yes | No | No | Yes |  | Yes | 95 |
| DES | Yes | Yes | No | Yes |  | Yes | 95 |
| DFES | Yes | Yes | Yes | Yes | 1 | Yes | 100 |
| DLGC | Yes | Yes | Yes | Yes |  | Yes | 82 |
| DMP | Yes | Yes | Yes | Yes |  | Yes | 91 |
| DOTAG | Yes | Yes | Yes | Yes |  | Yes | 100 |
| DPAW | Yes | Yes | Yes | Yes |  | Yes | 63 |
| DPC | Yes | Yes | No | Yes |  | Yes | 82 |
| DPP | Yes | Yes | Yes | Yes |  | Yes | 44 |
| DRD | Yes | Yes | No | Yes |  | Yes | 91 |
| DSC | Yes | Yes | No | Yes | 1 | Yes | 85 |
| DSD | Yes | Yes | No | Yes |  | Yes | Information not available |
| DSHO | Yes | Yes | Yes | Yes |  | Yes | 84 |
| DSR | Yes | Yes | No | Yes |  | Yes | 98 |
| DTWD | Yes | Yes | No | Yes |  | Yes | 97 |
| Durack IT | Yes | Yes | No | Yes |  | Yes | 100 |
| Education | Yes | Yes | Yes | Yes | 1 | Yes | 41 |
| EOC | Yes | Yes | Yes | Yes |  | Yes | Information not available |
| ERA | Yes | Yes | No | Yes |  | Yes | 98 |
| Finance | Yes | Yes | Yes | Yes |  | Yes | 86 |
| Fisheries | Yes | No | No | Yes |  | Yes | 88 |
| FPC | Yes | Yes | No | Yes |  | No | 44 |
| GESB | Yes | Yes | No | Yes |  | Yes | 100 |
| Goldfields IT | Yes | Yes | No | Yes |  | Yes | 97 |
| GSIT | Yes | Yes | No | Yes |  | Yes | 96 |
| Health | Yes | Yes | No | Yes | 3 | Yes | 90 |
| Healthway | Yes | Yes | No | Yes |  | Yes | 74 |
| Housing | Yes | Yes | Yes | Yes |  | Yes | 61 |
| ICWA | Yes | Yes | Yes | No |  | Yes | 94 |
| KTI | Yes | Yes | Yes | Yes |  | Yes | 86 |
| Landgate | Yes | Yes | No | Yes |  | Yes | 48 |
| Lands | Yes | Yes | No | Yes |  | Yes | 56 |
| Legal Aid | Yes | No | No | Yes |  | Yes | 79 |
| Lotterywest | Yes | Yes | No | Yes | 1 | Yes | 84 |
| LPBWA | Yes | No | No | No |  | Yes | 0 |
| Main Roads | Yes | Yes | No | Yes |  | Yes | 88 |
| MCB | Yes | Yes | Yes | Yes |  | Yes | 99 |
| MHC | Yes | No | No | No |  | Yes | 87 |
| MRA | Yes | Yes | Yes | Yes |  | Yes | 93 |
| NTWA | Yes | Yes | Yes | Yes |  | Yes | 64 |
| OAG | Yes | Yes | No | Yes | 1 | Yes | 100 |
| OEPA | Yes | Yes | No | Yes |  | Yes | 94 |
| Ombudsman | Yes | Yes | No | Yes |  | Yes | 80 |
| Perth Market | Yes | Yes | Yes | Yes |  | Yes | 58 |
| Perth Zoo | Yes | Yes | Yes | Yes |  | Yes | 81 |
| Pilbara Inst | No | No | No | No |  | Yes | 85 |
| Planning | Yes | Yes | No | Yes |  | Yes | 58 |
| Police | Yes | Yes | Yes | No |  | Yes | 48 |
| Polytechnic | Yes | Yes | Yes | Yes |  | Yes | 62 |
| PSC | Yes | Yes | Yes | Yes |  | Yes | 70 |
| PTA | Yes | Yes | Yes | Yes |  | Yes | 73 |
| RGL | Yes | Yes | No | Yes |  | Yes | 31 |
| Rottnest Island | Yes | Yes | No | Yes |  | Yes | 76 |
| ScreenWest | No | No | No | No |  | Yes | 77 |
| SCSA | Yes | Yes | No | Yes |  | Yes | 71 |
| SLWA | No | Yes | Yes | Yes |  | Yes | 99 |
| Small Business | Yes | Yes | No | Yes |  | Yes | 82 |
| SWDC | Yes | Yes | No | No |  | Yes | 96 |
| SWIT | Yes | No | No | Yes | 1 | Yes | 56 |
| Tourism | Yes | Yes | No | Yes | 1 | Yes | 95 |
| Transport | Yes | Yes | No | Yes |  | Yes | 100 |
| Treasury | Yes | Yes | Yes | Yes |  | Yes | 81 |
| Venueswest | Yes | Yes | No | Yes |  | Yes | 43 |
| WA Museum | Yes | Yes | No | Yes |  | Yes | 100 |
| WAEC | Yes | Yes | No | Yes |  | Yes | 85 |
| WAIRC | Yes | No | No | Yes |  | Yes | 100 |
| Water | Yes | Yes | No | No |  | Yes | 100 |
| WCIT | Yes | Yes | Yes | Yes |  | Yes | 87 |
| WorkCover | Yes | Yes | No | Yes |  | Yes | 99 |

## Table 2.2 Responses to PSES: Human resource management – standards and disciplinary processes

| Entity | C1 How many breach of standard claims were resolved within your entity during 2014/15? | | | | | | | | C2 Did your entity complete any discipline processes in 2014/15? | C3. How many discipline processes were completed in 2014/15 for current and former employees? | | C4 What was the average length of time taken to complete the discipline processes? | C5 Were any breaches of discipline found in these discipline processes completed by your entity in 2014/15? |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Employment - Recruitment, selection and appointment | Employment - Acting | Employment - Secondment | Employment - Transfer | Grievance resolution | Performance management | Redeployment | Termination | Under the Public Sector Manage-ment Act 1994 | Under another instrument (e.g. industrial award, policy) |
| **WA public sector** | **94** | **1** | **0** | **0** | **25** | **2** | **0** | **0** | **Yes = 57% No = 43%** | **620** | **453** | **<3 months = 27% 3 - 6 months = 23% 6 - 12 months = 6% > 12 months = 1% Not applicable = 43%** | **Yes = 56% No = 1% Not applicable = 43%** |
| Agric | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 8 | 0 | Between 6 and 12 months | Yes |
| AGWA |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| ARC |  |  |  |  |  |  |  |  | Yes | 1 | 1 | Within 3 months | Yes |
| BGPA | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 0 | 2 | Within 3 months | Yes |
| CCC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 0 | 5 | Between 6 and 12 months | Yes |
| Central IT | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 0 | 11 | Between 3 and 6 months | Yes |
| Challenger IT | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | Yes | 0 | 6 | Within 3 months | Yes |
| Chem Centre | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | No |  |  | Not applicable | Not applicable |
| CHSHA |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Commerce | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 3 | 0 | Within 3 months | Yes |
| CPFS | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 138 | 5 | Between 3 and 6 months | Yes |
| CYOC |  |  |  |  |  |  |  |  | Yes | 0 | 1 | Within 3 months | Yes |
| DAA |  |  |  |  |  |  |  |  | Yes | 2 | 0 | Between 3 and 6 months | Yes |
| DCA | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |  |  | Not applicable | Not applicable |
| DCS | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | Yes | 2 | 26 | Between 3 and 6 months | Yes |
| DER |  |  |  |  |  |  |  |  | Yes | 3 | 2 | Between 6 and 12 months | Yes |
| DES | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | Yes | 1 | 0 | Between 3 and 6 months | Yes |
| DFES | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 6 | 12 | Within 3 months | Yes |
| DLGC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |  |  | Not applicable | Not applicable |
| DMP | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 2 | 0 | Between 3 and 6 months | Yes |
| DOTAG | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | Yes | 3 | 0 | Between 6 and 12 months | Yes |
| DPAW | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 4 | 4 | Between 3 and 6 months | Yes |
| DPC |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| DPP | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |  |  | Not applicable | Not applicable |
| DRD |  |  |  |  |  |  |  |  | Yes | 2 | 0 | Within 3 months | Yes |
| DSC |  |  |  |  |  |  |  |  | Yes | 10 | 19 | Between 3 and 6 months | Yes |
| DSD | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |  |  | Not applicable | Not applicable |
| DSHO |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| DSR |  |  |  |  |  |  |  |  | Yes | 5 | 0 | Within 3 months | Yes |
| DTWD |  |  |  |  |  |  |  |  | Yes | 1 | 0 | Within 3 months | Yes |
| Durack IT |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Education | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 337 | 58 | Between 6 and 12 months | Yes |
| EOC | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | No |  |  | Not applicable | Not applicable |
| ERA |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Finance | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 2 | 0 | Between 3 and 6 months | Yes |
| Fisheries | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | Yes | 4 | 0 | Within 3 months | Yes |
| FPC |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| GESB |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Goldfields IT |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| GSIT | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 0 | 1 | Within 3 months | Yes |
| Health | 33 | 1 | 0 | 0 | 9 | 0 | 0 | 0 | Yes | 0 | 199 | Between 3 and 6 months | Yes |
| Healthway |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Housing | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 2 | 0 | Between 3 and 6 months | Yes |
| ICWA | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 0 | 3 | Between 3 and 6 months | Yes |
| KTI |  |  |  |  |  |  |  |  | Yes | 0 | 6 | Within 3 months | Yes |
| Landgate |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Lands |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Legal Aid | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |  |  | Not applicable | Not applicable |
| Lotterywest | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 2 | 0 | Within 3 months | No |
| LPBWA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |  |  | Not applicable | Not applicable |
| Main Roads | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | Yes | 0 | 13 | Between 3 and 6 months | Yes |
| MCB |  |  |  |  |  |  |  |  | Yes | 0 | 3 | Between 3 and 6 months | Yes |
| MHC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |  |  | Not applicable | Not applicable |
| MRA |  |  |  |  |  |  |  |  | Yes | 2 | 0 | Between 3 and 6 months | Yes |
| NTWA |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| OAG | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | No |  |  | Not applicable | Not applicable |
| OEPA |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Ombudsman |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Perth Market | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | Yes | 2 | 0 | Within 3 months | Yes |
| Perth Zoo |  |  |  |  |  |  |  |  | Yes | 0 | 1 | Between 3 and 6 months | Yes |
| Pilbara Inst |  |  |  |  |  |  |  |  | Yes | 0 | 3 | Between 3 and 6 months | Yes |
| Planning |  |  |  |  |  |  |  |  | Yes | 1 | 0 | Within 3 months | Yes |
| Police | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 53 | 0 | Within 3 months | Yes |
| Polytechnic |  |  |  |  |  |  |  |  | Yes | 0 | 4 | Within 3 months | Yes |
| PSC |  |  |  |  |  |  |  |  | Yes | 2 | 0 | Within 3 months | Yes |
| PTA | 5 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | Yes | 0 | 43 | Between 3 and 6 months | Yes |
| RGL |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Rottnest Island |  |  |  |  |  |  |  |  | Yes | 8 | 0 | Within 3 months | Yes |
| ScreenWest |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| SCSA | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | No |  |  | Not applicable | Not applicable |
| SLWA |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Small Business |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| SWDC |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| SWIT |  |  |  |  |  |  |  |  | Yes | 0 | 15 | Within 3 months | Yes |
| Tourism |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| Transport | 6 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | Yes | 12 | 0 | Between 3 and 6 months | Yes |
| Treasury | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |  |  | Not applicable | Not applicable |
| Venueswest |  |  |  |  |  |  |  |  | Yes | 0 | 8 | Within 3 months | Yes |
| WA Museum |  |  |  |  |  |  |  |  | Yes | 1 | 0 | Within 3 months | Yes |
| WAEC |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |
| WAIRC |  |  |  |  |  |  |  |  | Yes | 1 | 0 | More than 12 months | Yes |
| Water | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |  |  | Not applicable | Not applicable |
| WCIT | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Yes | 0 | 2 | Within 3 months | Yes |
| WorkCover |  |  |  |  |  |  |  |  | No |  |  | Not applicable | Not applicable |

## Table 2.3 Responses to PSES: Human resource management – grievance processes

| Entity | C9a How many grievance cases addressed through a formal process were completed by your entity in 2014/15? | C10 Which of the following matters were contained within the grievance cases completed through a formal process by your entity? | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Information not available | Disagreement with a decision of the entity | Disagreement with a policy / procedure of the entity | Unfair treatment | Performance feedback or assessment | Procedural issues relating to recruitment actions | Interpersonal conflict | Bullying | Inappropriate behaviour in the workplace | Workplace change (e.g. changes in duties) | Others |
| **WA public sector** | **227** | **2%** | **13%** | **10%** | **20%** | **10%** | **6%** | **26%** | **26%** | **21%** | **6%** | **1%** |
| Agric |  |  |  |  |  |  |  |  |  |  |  |  |
| AGWA |  |  |  |  |  |  |  |  |  |  |  |  |
| ARC |  |  |  |  |  | X |  | X | X | X |  |  |
| BGPA | 1 |  |  |  | X |  |  | X |  |  |  |  |
| CCC | 1 |  |  |  |  |  |  | X |  | X |  |  |
| Central IT | 1 |  | X |  |  |  | X |  |  |  |  |  |
| Challenger IT | 1 |  |  |  |  |  |  | X |  |  |  |  |
| Chem Centre | 1 |  |  |  |  |  |  |  |  |  |  |  |
| CHSHA |  |  |  |  |  |  |  |  |  |  |  |  |
| Commerce | 2 |  |  |  | X |  |  | X | X | X |  |  |
| CPFS | 6 |  | X | X | X | X | X | X | X | X | X |  |
| CYOC | 1 |  | X |  |  |  |  |  | X |  |  |  |
| DAA |  |  |  |  |  |  |  |  |  |  |  |  |
| DCA |  |  |  |  |  |  |  |  |  |  |  |  |
| DCS | 14 |  |  |  |  |  |  | X | X |  | X |  |
| DER |  |  |  |  |  |  |  |  |  |  |  |  |
| DES | 1 |  |  |  | X | X | X | X |  | X |  |  |
| DFES |  |  |  |  |  |  |  |  |  |  |  |  |
| DLGC | 1 |  | X |  |  |  |  |  | X |  | X |  |
| DMP | 1 |  |  |  |  |  |  | X |  |  |  |  |
| DOTAG | 2 |  | X |  | X |  |  |  | X |  |  |  |
| DPAW | 1 |  |  |  |  |  |  | X | X |  |  |  |
| DPC |  |  |  |  |  |  |  |  |  |  |  |  |
| DPP |  |  |  |  |  |  |  |  |  |  |  |  |
| DRD | 1 |  |  | X | X |  |  |  |  |  | X |  |
| DSC | 6 |  |  |  | X | X |  | X | X | X |  |  |
| DSD |  |  |  |  |  |  |  |  |  |  |  |  |
| DSHO |  |  |  |  |  |  |  |  |  |  |  |  |
| DSR | 2 |  |  |  |  |  |  |  |  | X |  |  |
| DTWD | 1 |  |  |  |  |  |  | X |  | X |  |  |
| Durack IT |  |  |  |  |  |  |  |  |  |  |  |  |
| Education |  | X |  |  |  |  |  |  |  |  |  |  |
| EOC | 2 |  |  | X | X |  |  | X | X | X |  |  |
| ERA |  |  |  |  |  |  |  |  |  |  |  |  |
| Finance | 1 |  |  |  |  |  |  |  |  | X |  |  |
| Fisheries | 3 |  |  | X | X |  |  | X | X |  |  |  |
| FPC |  |  |  |  |  |  |  |  |  |  |  |  |
| GESB |  |  |  |  |  |  |  |  |  |  |  |  |
| Goldfields IT | 1 |  |  |  |  |  |  |  |  | X |  |  |
| GSIT |  |  |  |  |  |  |  |  |  |  |  |  |
| Health | 111 |  | X | X | X |  |  | X | X | X |  | X |
| Healthway |  |  |  |  |  |  |  |  |  |  |  |  |
| Housing | 4 |  |  |  | X |  |  | X |  | X |  |  |
| ICWA | 1 |  |  |  |  |  | X |  | X | X |  |  |
| KTI | 1 |  | X |  | X | X |  |  | X |  |  |  |
| Landgate |  |  |  |  |  |  |  |  |  |  |  |  |
| Lands |  |  |  |  |  |  |  |  |  |  |  |  |
| Legal Aid |  |  |  |  |  |  |  |  |  |  |  |  |
| Lotterywest |  |  |  |  |  |  |  |  |  |  |  |  |
| LPBWA |  |  |  |  |  |  |  |  |  |  |  |  |
| Main Roads | 6 |  | X |  | X | X |  | X | X |  |  |  |
| MCB |  |  |  |  |  |  |  |  |  |  |  |  |
| MHC |  |  |  |  |  |  |  |  |  |  |  |  |
| MRA |  |  |  |  |  |  |  |  |  |  |  |  |
| NTWA |  |  |  |  |  |  |  |  |  |  |  |  |
| OAG |  |  |  |  |  |  |  |  |  |  |  |  |
| OEPA |  |  |  |  |  |  |  |  |  |  |  |  |
| Ombudsman |  |  |  |  |  |  |  |  |  |  |  |  |
| Perth Market | 1 |  |  |  |  |  |  |  |  | X |  |  |
| Perth Zoo | 1 |  |  |  |  |  |  | X |  | X |  |  |
| Pilbara Inst | 5 |  |  |  |  |  |  | X |  | X |  |  |
| Planning | 7 |  | X | X |  |  |  | X | X |  |  |  |
| Police | 19 |  | X | X | X | X | X |  | X |  |  |  |
| Polytechnic | 4 |  |  | X | X |  |  |  | X |  |  |  |
| PSC |  |  |  |  |  |  |  |  |  |  |  |  |
| PTA | 2 |  |  |  |  |  |  | X | X |  |  |  |
| RGL |  |  |  |  |  |  |  |  |  |  |  |  |
| Rottnest Island | 2 |  |  |  | X |  |  |  | X |  |  |  |
| ScreenWest |  |  |  |  |  |  |  |  |  |  |  |  |
| SCSA | 1 |  |  |  |  |  |  |  | X |  |  |  |
| SLWA |  |  |  |  |  |  |  |  |  |  |  |  |
| Small Business |  |  |  |  |  |  |  |  |  |  |  |  |
| SWDC | 1 | X |  |  |  |  |  |  |  |  |  |  |
| SWIT |  |  |  |  |  |  |  |  |  |  |  |  |
| Tourism |  |  |  |  |  |  |  |  |  |  |  |  |
| Transport | 1 |  | X |  | X | X |  | X | X | X | X |  |
| Treasury |  |  |  |  |  |  |  |  |  |  |  |  |
| Venueswest |  |  |  |  |  |  |  |  |  |  |  |  |
| WA Museum |  |  |  |  |  |  |  |  |  |  |  |  |
| WAEC |  |  |  |  |  |  |  |  |  |  |  |  |
| WAIRC |  |  |  |  |  |  |  |  |  |  |  |  |
| Water |  |  |  |  |  |  |  |  |  |  |  |  |
| WCIT |  |  |  |  |  |  |  |  |  |  |  |  |
| WorkCover |  |  |  |  |  |  |  |  |  |  |  |  |

## Table 2.4 Responses to PSES: Development and performance

| Entity | D1 Did any of your entity’s employees participate in the following development activities during 2014/15? | | | | | | | | | | D3a Overall, what percentage of your entity’s Tier 2 and 3 officers participated in at least one formal, documented performance planning or appraisal meeting conducted by their manager in 2014/15? | D4a Overall, what percentage of your entity’s other staff participated in at least one formal, documented performance planning or appraisal meeting conducted by their line manager in 2014/15? |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Leadership development programs | Job-specific skill development programs | Formal mentoring | Formal coaching | Planned stretch assignments | Planned job rotations | Planned job shadowing | Secondments | Exchange programs | Others |
| **WA public sector** | **Yes 88% No 5% Being developed 6% Information not available 1%** | **Yes 94% No 4% Being developed 0% Information not available 2%** | **Yes 51% No 29% Being developed 17% Information not available 4%** | **Yes 58% No 26% Being developed 8% Information not available 7%** | **Yes 43% No 39% Being developed 6% Information not available 12%** | **Yes 52% No 33% Being developed 10% Information not available 5%** | **Yes 43% No 36% Being developed 12% Information not available 10%** | **Yes 83% No 13% Being developed 1% Information not available 2%** | **Yes 14% No 64% Being developed 10% Information not available 12%** | **Yes 13% No 7% Being developed 0% Information not available 80%** | **0-19% = 13% 20-39% = 6% 40-59% = 12% 60-79% = 12%  80-100%= 56% No info = 1%** | **0-19% = 4% 20-39% = 13% 40-59% = 14% 60-79% = 17%  80-100%= 49% No info = 4%** |
| Agric | Yes | Yes | No | Yes | Yes | Yes | Yes | Yes | Yes | Yes | 40-59% | 60-79% |
| AGWA | Yes | Yes | Being developed | Being developed | Yes | No | No | No | No | Information not available | 0-19% | Information not available |
| ARC | Information not available | Information not available | Being developed | Information not available | Information not available | Being developed | Being developed | Information not available | Information not available | Information not available | 0-19% | 80-100% |
| BGPA | Yes | Yes | No | No | No | Yes | Yes | No | No | Information not available | 20-39% | 20-39% |
| CCC | Yes | Yes | No | Yes | Yes | Yes | No | Yes | Yes | Yes | 20-39% | 20-39% |
| Central IT | Yes | Yes | Yes | Yes | Yes | Yes | Information not available | Yes | No | Information not available | 40-59% | 20-39% |
| Challenger IT | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | Information not available | 80-100% | 80-100% |
| Chem Centre | Yes | Yes | No | No | No | Yes | Being developed | Yes | No | Information not available | 80-100% | 80-100% |
| CHSHA | Yes | Yes | Being developed | Being developed | No | No | Being developed | Yes | Information not available | Information not available | 80-100% | 80-100% |
| Commerce | Yes | Yes | Yes | Yes | Information not available | Information not available | Yes | Yes | No | Information not available | 80-100% | Information not available |
| CPFS | Yes | Yes | Yes | Yes | Information not available | Being developed | Yes | Yes | Being developed | Information not available | 40-59% | 40-59% |
| CYOC | Yes | Yes | Yes | Yes | No | No | No | Yes | No | Information not available | 80-100% | 80-100% |
| DAA | Yes | Yes | Yes | Yes | No | No | Yes | Yes | No | Information not available | 80-100% | 80-100% |
| DCA | Yes | Yes | Being developed | Information not available | Yes | Yes | Yes | Yes | No | Information not available | 0-19% | 20-39% |
| DCS | Being developed | Yes | No | No | No | No | No | Yes | No | Yes | 60-79% | 80-100% |
| DER | Yes | Yes | Being developed | No | Being developed | Being developed | Being developed | Being developed | No | Information not available | 20-39% | 0-19% |
| DES | Yes | Yes | Yes | No | No | No | No | Yes | No | Information not available | 80-100% | 80-100% |
| DFES | Yes | Yes | Yes | Yes | Information not available | Being developed | Being developed | Yes | Yes | Information not available | 80-100% | 20-39% |
| DLGC | Yes | Yes | Being developed | Yes | Information not available | Being developed | Information not available | Yes | No | Information not available | 80-100% | 60-79% |
| DMP | Yes | Yes | Yes | Yes | Yes | Yes | Being developed | Yes | Yes | Information not available | 80-100% | 80-100% |
| DOTAG | Yes | Yes | Yes | Yes | No | No | Yes | Yes | No | Information not available | 80-100% | 80-100% |
| DPAW | Yes | Yes | Yes | Being developed | Information not available | Information not available | Information not available | Yes | Being developed | Yes | 0-19% | 20-39% |
| DPC | No | Yes | No | No | Being developed | Yes | Being developed | Yes | Being developed | Information not available | 40-59% | 40-59% |
| DPP | Yes | Yes | Yes | Yes | No | Yes | Yes | Yes | No | Information not available | 20-39% | 20-39% |
| DRD | Yes | Yes | Being developed | Yes | Yes | Yes | No | Yes | No | Information not available | 60-79% | 40-59% |
| DSC | Yes | Yes | Yes | Yes | Yes | No | Information not available | Yes | Yes | No | 80-100% | 80-100% |
| DSD | Yes | Yes | Yes | Being developed | Information not available | Yes | Information not available | Yes | Yes | Information not available | 40-59% | 60-79% |
| DSHO | Yes | Yes | No | No | No | Yes | No | Yes | No | Information not available | 80-100% | 80-100% |
| DSR | Yes | Yes | No | Yes | Yes | Yes | Yes | Yes | Being developed | Information not available | 60-79% | 60-79% |
| DTWD | Yes | Yes | Yes | Yes | No | Yes | Yes | Yes | No | Information not available | 80-100% | 80-100% |
| Durack IT | Yes | Yes | Yes | Yes | No | Yes | Yes | Yes | No | Information not available | 0-19% | 20-39% |
| Education | Being developed | Yes | Yes | Yes | Information not available | Information not available | Yes | Yes | Information not available | Information not available | 80-100% | 80-100% |
| EOC | Being developed | Yes | No | Yes | Yes | No | No | No | No | Information not available | 60-79% | 60-79% |
| ERA | Yes | Yes | Yes | No | No | No | No | Yes | No | Information not available | 80-100% | 80-100% |
| Finance | Yes | Information not available | Yes | Yes | Yes | Yes | Being developed | Yes | No | Information not available | 80-100% | 80-100% |
| Fisheries | Yes | Yes | Yes | Yes | Being developed | Being developed | Yes | Yes | Information not available | Information not available | 60-79% | 40-59% |
| FPC | Yes | Yes | No | Yes | No | No | No | Yes | No | Information not available | 0-19% | 20-39% |
| GESB | Yes | Yes | Yes | Yes | Being developed | Yes | No | Yes | Being developed | Information not available | 80-100% | 80-100% |
| Goldfields IT | Yes | Yes | Yes | Information not available | Yes | Information not available | Information not available | Information not available | Information not available | Information not available | 60-79% | 60-79% |
| GSIT | Yes | Yes | Yes | No | Yes | No | No | No | No | No | 80-100% | 40-59% |
| Health | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | Information not available | 40-59% | 40-59% |
| Healthway | No | Yes | No | No | No | Yes | Yes | No | No | Yes | 40-59% | 40-59% |
| Housing | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | Information not available | 40-59% | 80-100% |
| ICWA | Yes | Yes | Being developed | Yes | Yes | Yes | Yes | No | No | No | 60-79% | 80-100% |
| KTI | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | 80-100% | 60-79% |
| Landgate | Yes | Yes | Yes | Yes | No | No | No | Yes | No | Information not available | 80-100% | 80-100% |
| Lands | Yes | Yes | Yes | Yes | No | No | No | Yes | Yes | Information not available | 40-59% | 40-59% |
| Legal Aid | No | Yes | Yes | No | No | Yes | Yes | Yes | No | Information not available | 0-19% | 20-39% |
| Lotterywest | Yes | Yes | Yes | Yes | Yes | Yes | Being developed | Yes | No | Yes | 80-100% | 80-100% |
| LPBWA | Yes | Yes | Information not available | Yes | No | No | No | No | No | Information not available | 80-100% | 80-100% |
| Main Roads | Yes | Yes | Being developed | Yes | Yes | Yes | Information not available | Yes | Information not available | Information not available | 80-100% | 80-100% |
| MCB | Yes | Yes | Information not available | Information not available | Information not available | Yes | Information not available | Yes | Information not available | Information not available | 80-100% | 80-100% |
| MHC | Being developed | No | Being developed | No | No | No | No | Yes | No | Information not available | 60-79% | 60-79% |
| MRA | Yes | Yes | No | No | Information not available | No | No | Yes | No | Information not available | 0-19% | 60-79% |
| NTWA | Yes | Yes | Yes | Yes | Being developed | Being developed | Yes | No | Yes | Information not available | 80-100% | 80-100% |
| OAG | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes | Information not available | 80-100% | 80-100% |
| OEPA | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Being developed | Information not available | 80-100% | 80-100% |
| Ombudsman | Yes | Yes | No | No | Yes | Yes | Yes | Yes | Yes | Yes | 80-100% | 80-100% |
| Perth Market | Yes | Yes | Yes | No | No | No | Yes | Yes | No | No | 0-19% | 0-19% |
| Perth Zoo | Yes | Yes | No | No | Yes | Yes | Yes | Yes | Information not available | Yes | 80-100% | 60-79% |
| Pilbara Inst | Yes | Yes | No | Information not available | No | No | No | No | No | Information not available | 80-100% | 60-79% |
| Planning | Yes | Yes | No | Yes | No | No | No | Yes | No | Information not available | 0-19% | 20-39% |
| Police | Yes | Yes | Being developed | No | Yes | Yes | Yes | Yes | Information not available | Information not available | 80-100% | 80-100% |
| Polytechnic | Yes | Yes | Yes | No | No | Yes | Yes | Yes | No | Information not available | 80-100% | 80-100% |
| PSC | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Being developed | No | 60-79% | 60-79% |
| PTA | Yes | Yes | No | Yes | Yes | Yes | No | Yes | No | Information not available | 80-100% | 80-100% |
| RGL | Yes | Yes | Yes | Yes | No | Yes | No | Yes | Yes | Information not available | Information not available | 0-19% |
| Rottnest Island | Being developed | No | No | Yes | No | Yes | No | Yes | No | Information not available | 20-39% | 60-79% |
| ScreenWest | Yes | Yes | No | No | No | No | No | Yes | No | Yes | 40-59% | 40-59% |
| SCSA | Yes | Yes | No | Yes | No | No | No | Yes | No | Information not available | 80-100% | 80-100% |
| SLWA | No | Yes | No | Yes | No | No | No | Yes | No | Information not available | 80-100% | 60-79% |
| Small Business | Yes | Yes | Yes | Being developed | Yes | No | Being developed | Yes | No | Information not available | 60-79% | 40-59% |
| SWDC | Yes | Yes | No | Yes | No | Yes | No | Yes | No | Information not available | 80-100% | 80-100% |
| SWIT | Yes | Yes | Being developed | Being developed | No | No | No | Yes | No | Information not available | 80-100% | Information not available |
| Tourism | Yes | Yes | Information not available | Information not available | Yes | No | No | Yes | No | Yes | 80-100% | 80-100% |
| Transport | Yes | Yes | No | Being developed | Yes | Yes | Yes | Yes | No | Information not available | 80-100% | 80-100% |
| Treasury | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Being developed | Information not available | 80-100% | 80-100% |
| Venueswest | Yes | Yes | Being developed | Yes | No | Yes | Yes | Yes | No | Information not available | 80-100% | 80-100% |
| WA Musuem | Yes | Yes | Being developed | No | Yes | Being developed | Yes | No | Yes | Information not available | 0-19% | 40-59% |
| WAEC | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes | No | Information not available | 80-100% | 80-100% |
| WAIRC | Yes | Yes | Yes | Yes | No | Yes | Yes | No | No | Information not available | 80-100% | 80-100% |
| Water | Yes | No | Yes | No | Yes | No | No | Yes | No | Information not available | 80-100% | 80-100% |
| WCIT | Yes | Yes | Yes | No | Yes | Yes | Yes | Yes | No | Information not available | 80-100% | 40-59% |
| WorkCover | Yes | Yes | No | Yes | Yes | Yes | Yes | Yes | Information not available | No | 80-100% | 80-100% |

## Table 2.5 Responses to PSES: Employment of Aboriginal Australians

| Entity | D8 Did your entity implement the following strategies during 2014/15 to contribute to the employment of Aboriginal Australians? | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Cultural awareness training/information is included in induction materials or programs | Managers are educated regarding supervision of Aboriginal employees | Flexible work practices have been promoted to assist Aboriginal employees to balance work and cultural issues | Recruitment policies and practices have been reviewed to ensure they are culturally inclusive | Advertising strategies adopt a proactive approach to seeking Aboriginal applicants | Strategies are in place to provide leadership development opportunities for Aboriginal employees | Strategies are in place to provide other development opportunities for Aboriginal employees | Peer support networks and/or programs are in place for Aboriginal employees | Aboriginal employees are encouraged to disclose information about their diversity status during workforce data collection | The entity has a ‘Reconciliation action plan’ that provides an overview of inclusive employment strategies | The entity’s employment strategies are informed by the Commission’s Aboriginal Employment Strategy 2011-2015 | Others |
| **WA public sector** | **Yes - fully 44% Yes - partially 29% Being developed 15% No 12% No response 0%** | **Yes - fully 17% Yes - partially 37% Being developed 18% No 29% No response 0%** | **Yes - fully 43% Yes - partially 29% Being developed 10% No 19% No response 0%** | **Yes - fully 45% Yes - partially 31% Being developed 15% No 8% No response 0%** | **Yes - fully 33% Yes - partially 32% Being developed 11% No 24% No response 0%** | **Yes - fully 23% Yes - partially 19% Being developed 17% No 42% No response 0%** | **Yes - fully 33% Yes - partially 27% Being developed 15% No 24% No response 0%** | **Yes - fully 36% Yes - partially 25% Being developed 7% No 32% No response 0%** | **Yes - fully 79% Yes - partially 6% Being developed 6% No 10% No response 0%** | **Yes - fully 46% Yes - partially 6% Being developed 15% No 32% No response 0%** | **Yes - fully 54% Yes - partially 23% Being developed 13% No 11% No response 0%** | **Yes - fully 11% Yes - partially 2% Being developed 1% No 7% No response 79%** |
| Agric | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| AGWA | Yes - partially | No | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No | Yes - fully | Being developed |
| ARC | Yes - partially | No | No | Yes - partially | No | No | No | No | No | No | No | No response |
| BGPA | No | No | No | Yes - partially | Yes - partially | No | No | No | Yes - partially | Yes - fully | Yes - partially | No response |
| CCC | No | No | Yes - partially | Yes - partially | No | Yes - partially | No | No | Yes - fully | No | Yes - partially | No response |
| Central IT | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Challenger IT | Yes - fully | No | Yes - fully | Yes - fully | No | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No | Yes - fully | No response |
| Chem Centre | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | No | No | Yes - partially | Yes - partially | No | Yes - partially | No response |
| CHSHA | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Being developed | Yes - partially | No | Yes - partially | Yes - fully | No | Yes - fully | No |
| Commerce | Yes - fully | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Being developed | Being developed | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| CPFS | Yes - fully | Yes - partially | No | Yes - fully | Yes - fully | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| CYOC | Yes - fully | Being developed | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Being developed | Yes - fully | No response |
| DAA | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| DCA | Yes - partially | Being developed | Being developed | Being developed | No | No | No | Yes - partially | Yes - fully | Being developed | Being developed | No response |
| DCS | Yes - fully | Being developed | Yes - partially | Being developed | No | Yes - fully | Yes - fully | Being developed | Yes - fully | Yes - fully | Yes - fully | Yes - fully |
| DER | Yes - fully | Yes - partially | Being developed | Yes - fully | Yes - fully | No | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully |
| DES | Yes - partially | Yes - partially | Yes - partially | Yes - partially | No | No | Yes - partially | No | Yes - fully | No | Yes - partially | Yes - fully |
| DFES | Yes - partially | Being developed | Yes - fully | Yes - partially | Yes - partially | Being developed | Yes - partially | Yes - fully | Yes - fully | Being developed | Yes - partially | Yes - fully |
| DLGC | Being developed | Yes - partially | Yes - fully | Yes - fully | Yes - fully | No | Being developed | Yes - partially | Yes - fully | Yes - fully | Yes - partially | No response |
| DMP | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Being developed | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| DOTAG | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| DPAW | Yes - fully | Yes - partially | Yes - partially | Being developed | Being developed | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | No response |
| DPC | Yes - fully | Yes - partially | Yes - partially | Being developed | Yes - partially | No | Yes - partially | Yes - partially | Yes - partially | No | Yes - partially | No response |
| DPP | Yes - fully | Being developed | Being developed | Yes - fully | Yes - fully | Being developed | Yes - partially | No | Yes - fully | Yes - fully | Yes - fully | Yes - fully |
| DRD | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - partially | No response |
| DSC | Yes - partially | Yes - partially | No | Yes - partially | Yes - partially | No | Yes - partially | Yes - partially | Yes - fully | Being developed | Yes - partially | No |
| DSD | Being developed | No | Yes - partially | Being developed | Yes - partially | No | No | No | Yes - fully | No | Yes - partially | No response |
| DSHO | Yes - fully | No | No | Yes - fully | No | No | No | No | Yes - fully | No | Yes - fully | No response |
| DSR | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - partially | No response |
| DTWD | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Durack IT | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Being developed | Yes - fully | No response |
| Education | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No | Yes - fully | No response |
| EOC | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | No | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Yes - fully | No response |
| ERA | Yes - fully | No | No | Yes - partially | No | No | No | No | No | Yes - fully | Yes - partially | No response |
| Finance | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - fully | No response |
| Fisheries | Being developed | No | No | No | Yes - partially | No | Being developed | No | Yes - fully | No | Being developed | No response |
| FPC | Yes - partially | No | No | No | No | No | No | No | No | No | No | Yes - partially |
| GESB | Being developed | Being developed | Being developed | Yes - fully | Being developed | No | Being developed | Being developed | Being developed | No | Being developed | No response |
| Goldfields IT | Yes - fully | No | Yes - fully | Yes - partially | No | No | No | Yes - partially | Yes - fully | No | Being developed | No response |
| GSIT | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Health | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - partially | No response |
| Healthway | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - partially | No | Yes - partially | Yes - fully |
| Housing | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| ICWA | Yes - partially | Yes - fully | Yes - fully | Yes - partially | No | No | Yes - partially | Yes - fully | Yes - fully | Being developed | Being developed | No |
| KTI | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Being developed | Yes - fully | No response |
| Landgate | No | Yes - partially | Yes - partially | Being developed | No | No | Being developed | Yes - partially | Yes - fully | Yes - fully | Yes - fully | No response |
| Lands | Yes - fully | Yes - partially | Yes - fully | Yes - partially | No | Being developed | Being developed | Being developed | Yes - fully | Being developed | Being developed | No response |
| Legal Aid | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Lotterywest | Being developed | Yes - partially | Yes - fully | Yes - fully | Yes - partially | No | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - fully | No response |
| LPBWA | No | No | Yes - fully | No | No | No | No | No | No | No | No | No |
| Main Roads | Yes - fully | No | Yes - fully | No | Yes - fully | No | No | Yes - partially | Yes - fully | Yes - fully | No | No response |
| MCB | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Being developed | Yes - fully | Yes - fully | Yes - fully | No | Yes - fully | No response |
| MHC | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | No response |
| MRA | Yes - fully | Yes - partially | Yes - fully | Being developed | Being developed | No | No | No | Yes - fully | Yes - fully | Being developed | No response |
| NTWA | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Being developed | Being developed | Yes - partially | Yes - partially | Being developed | Yes - fully | Yes - fully | No response |
| OAG | No | No | No | Yes - partially | No | No | No | No | No | No | No | No response |
| OEPA | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | No response |
| Ombudsman | Being developed | No | Yes - partially | Yes - fully | Being developed | Yes - partially | Yes - partially | No | Yes - fully | No | Yes - fully | Yes - partially |
| Perth Market | No | No | No | No | No | No | No | No | No | No | No | No response |
| Perth Zoo | Yes - partially | Being developed | Yes - partially | Yes - partially | Yes - partially | Being developed | Yes - partially | No | Yes - fully | Yes - fully | Yes - partially | No response |
| Pilbara Inst | Being developed | Being developed | No | No | No | No | Being developed | Being developed | Being developed | Being developed | Being developed | No response |
| Planning | No | Yes - partially | No | Yes - partially | Yes - partially | Being developed | No | No | Yes - fully | Yes - fully | Yes - fully | No response |
| Police | Yes - fully | No | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - partially | No | Yes - fully | Yes - fully | Yes - partially | No response |
| Polytechnic | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| PSC | Being developed | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No | Yes - fully | Yes - fully |
| PTA | Yes - partially | Being developed | Yes - partially | Yes - fully | Yes - partially | No | Yes - partially | No | Yes - fully | Yes - fully | No | No response |
| RGL | Being developed | Being developed | Being developed | Yes - partially | Yes - partially | Being developed | Being developed | Yes - partially | Yes - fully | Yes - fully | Yes - fully | No response |
| Rottnest Island | Yes - partially | No | Yes - partially | Yes - partially | Being developed | No | Being developed | Yes - partially | Yes - fully | Yes - fully | Yes - partially | No response |
| ScreenWest | Yes - partially | No | Yes - fully | No | Yes - fully | Yes - fully | Yes - fully | No | Yes - fully | No | Being developed | Yes - fully |
| SCSA | Being developed | Being developed | Yes - partially | Yes - partially | Yes - partially | No | Yes - partially | No | Yes - fully | No | Yes - fully | Yes - fully |
| SLWA | Yes - partially | Being developed | Yes - partially | Being developed | Yes - partially | Being developed | Being developed | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Small Business | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| SWDC | No | No | No | Yes - partially | Yes - partially | No | No | No | No | No | No | No |
| SWIT | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Being developed | Yes - fully | No response |
| Tourism | Yes - partially | No | Yes - fully | Being developed | No | No | Yes - fully | No | Yes - fully | No | Yes - partially | No response |
| Transport | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | No | Yes - fully | Yes - fully | Yes - fully | No response |
| Treasury | No | No | No | Yes - partially | Yes - partially | No | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Venueswest | No | No | No | Yes - fully | Yes - fully | No | No | No | Yes - fully | No | No | No response |
| WA Musuem | Yes - partially | Being developed | Being developed | Being developed | Yes - partially | Being developed | Being developed | Yes - partially | Yes - fully | Yes - partially | Yes - fully | No response |
| WAEC | Yes - fully | Yes - partially | Yes - partially | Yes - partially | No | No | No | No | No | Yes - fully | Yes - partially | No response |
| WAIRC | Yes - fully | Yes - partially | Yes - fully | Yes - fully | No | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Water | Being developed | Yes - partially | No | Being developed | Yes - partially | No | Yes - partially | Yes - partially | Yes - fully | Being developed | Yes - fully | No response |
| WCIT | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| WorkCover | Yes - fully | No | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Yes - fully | No | Yes - fully | Yes - fully | Yes - fully | No |

## Table 2.6 Responses to PSES: Employment of people with disability

| Entity | D9 Did your entity implement the following strategies during 2014/15 to contribute to the employment of people with disability? | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Information about working with people with disability is included in induction materials or programs | Employees with disability are encouraged to disclose information about their diversity status during workforce data collect | Selection criteria and job requirements have been designed with consideration of how to make jobs more accessible to people | Information about working with the entity is available in a variety of accessible formats | Managers are educated about available support options for people with disability | The entity’s ‘Disability access and inclusion plan’ provides an overview of inclusive employment strategies | Strategies are in place to provide leadership development opportunities to employees with disability | Employees with disability participate in mentoring programs or other formal support networks | The entity’s employment strategies are informed by the Commission’s Disability Employment Strategy 2013-2015 | Others |
| **WA public sector** | **Yes - fully 38% Yes - partially 24% Being developed 19% No 19% No response 0%** | **Yes - fully 83% Yes - partially 8% Being developed 2% No 6% No response 0%** | **Yes - fully 32% Yes - partially 24% Being developed 20% No 24% No response 0%** | **Yes - fully 51% Yes - partially 25% Being developed 10% No 14% No response 0%** | **Yes - fully 25% Yes - partially 49% Being developed 13% No 13% No response 0%** | **Yes - fully 77% Yes - partially 8% Being developed 7% No 7% No response 0%** | **Yes - fully 30% Yes - partially 15% Being developed 10% No 45% No response 0%** | **Yes - fully 19% Yes - partially 19% Being developed 13% No 49% No response 0%** | **Yes - fully 65% Yes - partially 15% Being developed 8% No 11% No response 0%** | **Yes - fully 4% Yes - partially 0% Being developed 0% No 8% No response 88%** |
| Agric | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Being developed | Yes - fully | No response |
| AGWA | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - partially | Yes - fully | Yes - fully | No | Yes - partially | No response |
| ARC | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No | No | No | No | No response |
| BGPA | No | No | Yes - partially | Yes - fully | Yes - fully | Yes - fully | No | No | No | No response |
| CCC | No | Yes - fully | Yes - partially | No | No | Yes - fully | Yes - partially | No | No | No response |
| Central IT | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | No | Yes - partially | Yes - fully | No response |
| Challenger IT | No | Yes - fully | No | Yes - fully | Yes - partially | Yes - fully | Yes - fully | No | Yes - fully | No response |
| Chem Centre | Being developed | Yes - partially | Being developed | Yes - partially | Being developed | Yes - fully | Yes - partially | Being developed | Yes - fully | No response |
| CHSHA | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No |
| Commerce | Yes - partially | Yes - fully | Being developed | Yes - fully | Yes - partially | Yes - fully | No | Being developed | Yes - fully | No response |
| CPFS | Being developed | Yes - fully | Being developed | No | Being developed | Yes - fully | No | Yes - fully | Yes - fully | No response |
| CYOC | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Being developed | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| DAA | Being developed | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - fully | No response |
| DCA | Yes - fully | Yes - fully | Being developed | Being developed | Yes - partially | Yes - partially | No | No | Being developed | No response |
| DCS | Yes - fully | Yes - fully | Being developed | No | Yes - partially | Yes - fully | No | Being developed | Yes - fully | No response |
| DER | Being developed | Yes - fully | Being developed | Being developed | Being developed | Yes - fully | Being developed | No | Yes - fully | Yes - fully |
| DES | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | No | Yes - fully | Yes - partially | No response |
| DFES | No | Yes - fully | No | No | No | Being developed | No | No | Yes - partially | No response |
| DLGC | Being developed | Yes - fully | Yes - fully | Yes - fully | Being developed | Yes - fully | Being developed | No | Yes - fully | No response |
| DMP | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - fully | No | Being developed | Yes - fully | No response |
| DOTAG | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| DPAW | Being developed | Yes - fully | No | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - fully | No response |
| DPC | Yes - fully | Yes - partially | Being developed | Yes - partially | Yes - partially | Yes - partially | Yes - partially | No | Yes - partially | No response |
| DPP | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No | Yes - fully | No response |
| DRD | Being developed | Yes - fully | No | Yes - fully | Yes - partially | Yes - fully | No | Yes - partially | Yes - partially | No response |
| DSC | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | No | Yes - partially | Yes - fully | No |
| DSD | No | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - fully | No | Yes - fully | Yes - partially | No response |
| DSHO | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | No | No | Yes - fully | No response |
| DSR | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - partially | Yes - fully | No response |
| DTWD | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Durack IT | Yes - fully | Yes - fully | Yes - fully | No | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| Education | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - fully | No | Being developed | Yes - fully | No response |
| EOC | No | Yes - partially | Yes - partially | Yes - fully | No | Yes - partially | No | No | Yes - partially | No response |
| ERA | Yes - partially | Yes - fully | Yes - fully | Being developed | Being developed | Yes - fully | Being developed | Being developed | Yes - fully | No response |
| Finance | Yes - partially | Yes - fully | Being developed | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - fully | No response |
| Fisheries | Being developed | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Being developed | No response |
| FPC | No | No | No | No | No | No | No | No | No | No response |
| GESB | Being developed | Yes - fully | Yes - fully | Yes - fully | Being developed | Yes - partially | Being developed | Yes - fully | Yes - fully | No response |
| Goldfields IT | Yes - partially | Yes - fully | No | No | No | Being developed | No | No | No | No response |
| GSIT | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No | No | Yes - fully | No response |
| Health | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - partially | No response |
| Healthway | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - fully | No response |
| Housing | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| ICWA | Being developed | Yes - fully | Being developed | Yes - partially | No | Yes - fully | No | No | Yes - fully | No |
| KTI | Yes - fully | Yes - fully | No | No | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - fully | No response |
| Landgate | No | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - fully | No | No | Yes - fully | No response |
| Lands | No | Yes - fully | Yes - partially | No | No | Yes - fully | Yes - fully | No | Being developed | No response |
| Legal Aid | No | Yes - fully | Yes - fully | Yes - partially | Yes - partially | Yes - fully | No | Yes - partially | No | No response |
| Lotterywest | Being developed | Yes - partially | Yes - partially | Yes - partially | Yes - partially | Yes - fully | No | No | Yes - fully | No response |
| LPBWA | No | No | No | Yes - partially | Yes - partially | No | No | No | No | No |
| Main Roads | No | Yes - partially | No | Yes - fully | Yes - partially | Yes - fully | No | No | Yes - fully | No response |
| MCB | Being developed | Yes - fully | Being developed | Yes - partially | Yes - fully | Yes - fully | Being developed | No | Yes - fully | No |
| MHC | Yes - partially | No | No | Being developed | Yes - partially | Being developed | No | Yes - partially | Being developed | No response |
| MRA | Yes - fully | Yes - fully | No | Being developed | No | No | No | No | Being developed | No response |
| NTWA | Being developed | Being developed | Being developed | Yes - partially | Yes - partially | Being developed | Being developed | Yes - partially | Yes - fully | No response |
| OAG | Yes - partially | Yes - fully | No | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No | Yes - fully | No response |
| OEPA | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | Being developed | No response |
| Ombudsman | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No | No | Yes - fully | Yes - fully |
| Perth Market | No | No | No | No | Yes - fully | No | No | No | No | No response |
| Perth Zoo | Yes - partially | Yes - fully | Yes - partially | Being developed | Yes - partially | Yes - fully | Yes - partially | Being developed | Yes - partially | No response |
| Pilbara Inst | Yes - partially | Yes - partially | No | Being developed | Being developed | Being developed | No | No | Yes - fully | No response |
| Planning | Yes - partially | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Being developed | No | Yes - fully | No response |
| Police | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - partially | Yes - fully | Yes - partially | No | Yes - fully | No response |
| Polytechnic | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully |
| PSC | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No |
| PTA | Yes - fully | Yes - fully | No | No | Yes - fully | No | No | No | Yes - fully | No response |
| RGL | Yes - partially | Yes - fully | No | Yes - partially | Yes - partially | Yes - fully | Yes - partially | Being developed | Yes - fully | No response |
| Rottnest Island | No | Yes - fully | Being developed | Yes - partially | No | Yes - fully | No | No | No | No response |
| ScreenWest | Being developed | Yes - fully | Yes - partially | Yes - fully | Being developed | Yes - fully | Yes - fully | No | Yes - partially | No response |
| SCSA | Yes - fully | Yes - fully | No | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No | Yes - fully | No response |
| SLWA | Yes - partially | Yes - fully | Being developed | No | No | Yes - fully | No | No | Yes - fully | No response |
| Small Business | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - fully | No response |
| SWDC | Being developed | Yes - fully | Being developed | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - partially | No response |
| SWIT | Yes - fully | Yes - fully | Yes - partially | Yes - partially | Yes - partially | Yes - fully | Yes - fully | Yes - partially | Yes - fully | No response |
| Tourism | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - partially | Yes - fully | No | Yes - fully | No response |
| Transport | Yes - partially | Yes - fully | Being developed | Yes - partially | Yes - partially | Yes - fully | No | No | Yes - fully | No response |
| Treasury | No | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | No response |
| Venueswest | No | Yes - fully | No | Yes - fully | Yes - partially | Yes - fully | Yes - partially | No | Yes - partially | No response |
| WA Musuem | Yes - fully | Yes - fully | Being developed | Yes - fully | Yes - partially | Yes - fully | No | No | Yes - fully | No response |
| WAEC | Yes - partially | Yes - partially | No | Yes - partially | No | Yes - partially | No | No | Yes - partially | No response |
| WAIRC | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Being developed | Yes - fully | No response |
| Water | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Being developed | Yes - fully | No | Yes - fully | Being developed | No response |
| WCIT | Yes - fully | Yes - fully | Yes - fully | Yes - fully | Yes - partially | Yes - fully | Yes - fully | Yes - fully | Yes - fully | No response |
| WorkCover | Yes - fully | Yes - fully | No | Yes - partially | Yes - partially | Yes - fully | No | No | Yes - fully | No |

Employee perception survey results

The employee perception survey (EPS) evaluates employee views about their workplace, including ethical behaviour, equity and diversity, and job satisfaction. The EPS is a valuable tool to identify areas of concern and acknowledge good practice.

In 2015, employees from 20 public sector entities were invited to complete the EPS. These entities comprised a range of sizes and portfolios as, typically, the EPS is conducted in each entity with more than 20 employees approximately once every five years. The EPS continues to evolve and gather information about different topics from year to year. As such, trends across time may not be available for some items.

The average response rate for 2015 was 31%. The *State of the WA public sector report 2015* assumes there is no significant difference between those employees who were asked to participate and those who were not. It also assumes that there was no difference between those participants who responded and those who did not. However, some care should be taken in considering the EPS results as they may not be entirely representative of the views of the broader public sector.

Table 3.1 provides a comparison of the demographics of the 2015 EPS respondents with those of the wider public sector.[[2]](#footnote-2) Compared with the sector, the EPS respondents were more likely to be male and working in a regional location.

Table 3.2 provides a list of the entities that completed the EPS in 2015 and their individual response rates.

## Table 3.1 Comparison of EPS respondents and WA public sector employees

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **EPS respondents (%)** | **WA public sector (%)** |
| Gender | Men | 28 | 28 |
| Women | 72 | 72 |
| Region | Metropolitan | 93 | 76 |
| Regional | 7 | 24 |
| Age (years) | 24 years and under | 3 | 4 |
| 25-44 years | 39 | 43 |
| 45 years and over | 58 | 53 |

## Table 3.2EPS response rates for entities

| Participating entity | Surveys distributed | Surveys returned | Response rate (%) |
| --- | --- | --- | --- |
| Central Institute of Technology | 1436 | 479 | 33 |
| Department of Commerce | 946 | 512 | 54 |
| Department of Education - North Metro | 13 701 | 3208 | 23 |
| Department of Environment Regulation | 318 | 221 | 69 |
| Department of Health - North Metropolitan Health Service | 13 132 | 3274 | 25 |
| Department of Health - PathWest | 1969 | 705 | 36 |
| Department of Lands | 200 | 109 | 55 |
| Department of Local Government and Communities | 320 | 210 | 66 |
| Department of Parks and Wildlife | 1135 | 597 | 53 |
| Department of Planning | 447 | 280 | 63 |
| Department of Regional Development | 141 | 89 | 63 |
| Department of State Development | 150 | 108 | 72 |
| Department of the Premier and Cabinet | 272 | 142 | 52 |
| Department of Training and Workforce Development | 560 | 306 | 55 |
| Department of Water | 484 | 252 | 52 |
| Disability Services Commission | 1605 | 578 | 36 |
| Government Employees Superannuation Board | 39 | 24 | 62 |
| Metropolitan Cemeteries Board | 153 | 88 | 58 |
| Office of the Director of Public Prosecutions | 247 | 145 | 59 |
| Office of the Environmental Protection Authority | 92 | 78 | 85 |
| **Total** | **37 347** | **11 405** | **31** |

## Table 3.3 Summary of EPS results by demographic categories

| Employee perception survey question | | Response options | Overall | Where is your primary work location? | | Gender | | Age group | | | Do you have senior managerial responsibility? | | Are you of Australian Aboriginal and/or Torres Strait Islander origin? | | Do you consider yourself to be from an ethnic minority group? | | Do you have an impairment that results in a disability? | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Metropolitan | Regional/Rural | Male | Female | 24 years and under | 25 to 44 years | 45 years and over | Manager | Not a manager | Aboriginal and/or Torres Strait Islander | Not Aboriginal or Torres Strait Islander | Ethnic minority | Not an ethnic minority | Disability | No disability |
| **SECTION A: GENERAL IMPRESSIONS** | | | | | | | | | | | | | | | | | | |
| **A1. In relation to your current job, please indicate your level of satisfaction with the following statements.** | My job overall | Very satisfied | 32% | 32% | 31% | 29% | 33% | 32% | 27% | 35% | 34% | 31% | 38% | 31% | 32% | 30% | 29% | 32% |
| Moderately satisfied | 41% | 41% | 41% | 38% | 42% | 49% | 44% | 39% | 42% | 41% | 40% | 41% | 41% | 42% | 30% | 41% |
| Mildly satisfied | 13% | 13% | 16% | 16% | 12% | 13% | 15% | 12% | 12% | 14% | 12% | 13% | 13% | 13% | 18% | 13% |
| Neither satisfied nor dissatisfied | 4% | 4% | 4% | 4% | 3% | 2% | 3% | 4% | 3% | 4% | 4% | 4% | 3% | 5% | 5% | 4% |
| Mildly dissatisfied | 5% | 5% | 5% | 5% | 4% | 2% | 5% | 4% | 4% | 5% | 2% | 5% | 5% | 4% | 7% | 5% |
| Moderately dissatisfied | 4% | 4% | 3% | 5% | 4% | 2% | 4% | 4% | 4% | 4% | 1% | 4% | 4% | 4% | 6% | 4% |
| Very dissatisfied | 2% | 2% | 2% | 2% | 2% | 0% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 4% | 2% |
| My agency as an employer | Very satisfied | 22% | 22% | 21% | 20% | 23% | 27% | 20% | 22% | 22% | 22% | 32% | 22% | 21% | 25% | 23% | 22% |
| Moderately satisfied | 35% | 36% | 34% | 30% | 38% | 48% | 37% | 34% | 35% | 36% | 31% | 36% | 36% | 35% | 27% | 36% |
| Mildly satisfied | 16% | 16% | 20% | 17% | 16% | 13% | 18% | 15% | 17% | 16% | 16% | 16% | 17% | 15% | 14% | 16% |
| Neither satisfied nor dissatisfied | 6% | 6% | 6% | 8% | 6% | 6% | 7% | 6% | 5% | 7% | 10% | 6% | 6% | 8% | 8% | 6% |
| Mildly dissatisfied | 8% | 8% | 9% | 9% | 7% | 4% | 8% | 8% | 8% | 8% | 4% | 8% | 8% | 7% | 7% | 8% |
| Moderately dissatisfied | 7% | 7% | 6% | 9% | 6% | 2% | 6% | 8% | 8% | 6% | 3% | 7% | 7% | 6% | 12% | 7% |
| Very dissatisfied | 5% | 5% | 4% | 7% | 4% | 1% | 4% | 7% | 5% | 5% | 4% | 5% | 5% | 4% | 9% | 5% |
| **A2. In relation to your current job, please indicate your level of agreement with the following statements.** | My job allows me to utilise my skills, knowledge and abilities | Strongly agree | 41% | 41% | 38% | 37% | 43% | 42% | 38% | 43% | 48% | 39% | 40% | 41% | 42% | 39% | 38% | 41% |
| Moderately agree | 34% | 34% | 34% | 33% | 34% | 34% | 35% | 32% | 33% | 34% | 33% | 34% | 33% | 34% | 28% | 34% |
| Mildly agree | 14% | 13% | 17% | 16% | 13% | 13% | 16% | 12% | 11% | 15% | 17% | 14% | 14% | 14% | 17% | 14% |
| Neither agree nor disagree | 2% | 2% | 2% | 3% | 2% | 3% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 1% | 2% |
| Mildly disagree | 4% | 4% | 3% | 4% | 4% | 4% | 4% | 4% | 3% | 4% | 3% | 4% | 4% | 4% | 4% | 4% |
| Moderately disagree | 3% | 3% | 4% | 4% | 3% | 2% | 3% | 3% | 2% | 3% | 3% | 3% | 3% | 3% | 5% | 3% |
| Strongly disagree | 3% | 3% | 2% | 3% | 2% | 1% | 2% | 3% | 2% | 3% | 2% | 3% | 2% | 3% | 5% | 2% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| I am clear what my duties and responsibilities are | Strongly agree | 46% | 47% | 40% | 41% | 48% | 47% | 41% | 50% | 48% | 46% | 51% | 46% | 46% | 49% | 41% | 46% |
| Moderately agree | 33% | 32% | 38% | 33% | 33% | 34% | 36% | 31% | 32% | 33% | 31% | 33% | 33% | 31% | 29% | 33% |
| Mildly agree | 11% | 11% | 11% | 14% | 10% | 14% | 13% | 10% | 11% | 11% | 10% | 11% | 11% | 11% | 15% | 11% |
| Neither agree nor disagree | 2% | 2% | 3% | 3% | 2% | 2% | 2% | 2% | 2% | 3% | 3% | 2% | 2% | 2% | 4% | 2% |
| Mildly disagree | 3% | 3% | 4% | 4% | 3% | 2% | 4% | 3% | 3% | 4% | 2% | 3% | 4% | 3% | 3% | 3% |
| Moderately disagree | 2% | 2% | 3% | 3% | 2% | 1% | 2% | 2% | 2% | 3% | 1% | 2% | 2% | 2% | 3% | 2% |
| Strongly disagree | 2% | 2% | 2% | 2% | 1% | 1% | 2% | 2% | 2% | 2% | 1% | 2% | 2% | 2% | 4% | 2% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| I understand how my work contributes to my agency’s objectives | Strongly agree | 51% | 51% | 45% | 46% | 53% | 51% | 47% | 54% | 55% | 49% | 48% | 51% | 50% | 52% | 46% | 51% |
| Moderately agree | 32% | 32% | 37% | 33% | 32% | 35% | 35% | 30% | 30% | 33% | 36% | 32% | 33% | 32% | 33% | 32% |
| Mildly agree | 10% | 9% | 11% | 11% | 9% | 10% | 11% | 8% | 8% | 10% | 11% | 10% | 10% | 9% | 13% | 10% |
| Neither agree nor disagree | 3% | 3% | 3% | 4% | 3% | 1% | 3% | 3% | 2% | 3% | 1% | 3% | 3% | 3% | 1% | 3% |
| Mildly disagree | 2% | 2% | 2% | 3% | 2% | 1% | 2% | 2% | 2% | 2% | 1% | 2% | 2% | 2% | 1% | 2% |
| Moderately disagree | 1% | 1% | 1% | 2% | 1% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 4% | 1% |
| Strongly disagree | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 0% | 2% | 1% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| I have the authority (e.g. the necessary delegations, autonomy, level of responsibility) to do my job effectively | Strongly agree | 34% | 35% | 32% | 31% | 36% | 41% | 33% | 35% | 37% | 34% | 38% | 34% | 34% | 36% | 35% | 34% |
| Moderately agree | 34% | 34% | 36% | 32% | 35% | 36% | 36% | 33% | 33% | 35% | 36% | 34% | 34% | 33% | 24% | 34% |
| Mildly agree | 14% | 14% | 15% | 15% | 14% | 14% | 15% | 14% | 14% | 14% | 14% | 15% | 15% | 14% | 17% | 14% |
| Neither agree nor disagree | 4% | 4% | 4% | 5% | 4% | 4% | 4% | 4% | 3% | 5% | 4% | 4% | 4% | 5% | 3% | 4% |
| Mildly disagree | 5% | 5% | 6% | 7% | 5% | 3% | 5% | 6% | 5% | 6% | 5% | 5% | 6% | 5% | 8% | 5% |
| Moderately disagree | 3% | 3% | 4% | 5% | 3% | 1% | 3% | 4% | 4% | 3% | 2% | 3% | 4% | 3% | 4% | 3% |
| Strongly disagree | 4% | 4% | 4% | 5% | 3% | 1% | 3% | 4% | 4% | 3% | 1% | 4% | 4% | 3% | 8% | 4% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 1% | 1% | 0% | 0% | 1% | 1% | 0% |
| I am sufficiently challenged by my work | Strongly agree | 39% | 39% | 36% | 35% | 41% | 36% | 35% | 42% | 48% | 36% | 46% | 39% | 39% | 38% | 37% | 39% |
| Moderately agree | 31% | 31% | 33% | 32% | 30% | 33% | 32% | 30% | 30% | 31% | 26% | 31% | 31% | 31% | 25% | 31% |
| Mildly agree | 14% | 14% | 15% | 14% | 13% | 15% | 15% | 13% | 11% | 15% | 11% | 14% | 14% | 14% | 14% | 14% |
| Neither agree nor disagree | 5% | 5% | 5% | 6% | 4% | 6% | 5% | 5% | 3% | 5% | 7% | 5% | 4% | 5% | 4% | 5% |
| Mildly disagree | 5% | 5% | 5% | 5% | 5% | 6% | 5% | 5% | 3% | 5% | 4% | 5% | 5% | 4% | 6% | 5% |
| Moderately disagree | 3% | 3% | 3% | 4% | 3% | 2% | 4% | 3% | 3% | 4% | 2% | 3% | 3% | 4% | 7% | 3% |
| Strongly disagree | 3% | 3% | 3% | 3% | 3% | 2% | 4% | 3% | 2% | 4% | 2% | 3% | 3% | 3% | 7% | 3% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| I am recognised for the contribution I make | Strongly agree | 22% | 22% | 17% | 20% | 22% | 23% | 21% | 22% | 23% | 21% | 27% | 22% | 21% | 24% | 24% | 22% |
| Moderately agree | 26% | 26% | 28% | 24% | 27% | 34% | 27% | 26% | 27% | 26% | 25% | 26% | 26% | 27% | 18% | 27% |
| Mildly agree | 20% | 20% | 21% | 19% | 20% | 19% | 22% | 18% | 20% | 20% | 24% | 20% | 20% | 19% | 20% | 20% |
| Neither agree nor disagree | 8% | 8% | 10% | 10% | 8% | 8% | 8% | 8% | 8% | 8% | 6% | 8% | 8% | 8% | 6% | 8% |
| Mildly disagree | 8% | 8% | 9% | 8% | 8% | 8% | 9% | 8% | 8% | 8% | 7% | 8% | 8% | 7% | 10% | 8% |
| Moderately disagree | 7% | 7% | 8% | 9% | 7% | 4% | 7% | 8% | 7% | 7% | 4% | 7% | 7% | 6% | 7% | 7% |
| Strongly disagree | 8% | 9% | 6% | 10% | 8% | 3% | 7% | 9% | 8% | 9% | 6% | 8% | 8% | 8% | 15% | 8% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 1% | 1% | 0% |
| I am satisfied with the opportunities available to me for career progression in my current agency | Strongly agree | 17% | 18% | 15% | 15% | 18% | 23% | 15% | 18% | 20% | 16% | 23% | 17% | 17% | 19% | 17% | 17% |
| Moderately agree | 22% | 22% | 21% | 19% | 23% | 28% | 22% | 22% | 24% | 21% | 25% | 22% | 22% | 22% | 23% | 22% |
| Mildly agree | 17% | 16% | 19% | 16% | 17% | 17% | 19% | 15% | 16% | 17% | 21% | 16% | 17% | 16% | 17% | 16% |
| Neither agree nor disagree | 11% | 11% | 11% | 12% | 10% | 11% | 10% | 11% | 10% | 11% | 8% | 11% | 10% | 11% | 9% | 11% |
| Mildly disagree | 10% | 10% | 12% | 9% | 10% | 8% | 12% | 9% | 9% | 10% | 5% | 10% | 10% | 9% | 9% | 10% |
| Moderately disagree | 9% | 8% | 9% | 10% | 8% | 4% | 9% | 8% | 8% | 9% | 5% | 9% | 9% | 8% | 9% | 9% |
| Strongly disagree | 13% | 14% | 12% | 17% | 12% | 7% | 13% | 14% | 11% | 14% | 11% | 14% | 13% | 14% | 16% | 13% |
| Don't know or doesn't apply | 2% | 2% | 1% | 2% | 1% | 1% | 1% | 2% | 1% | 2% | 2% | 1% | 1% | 2% | 1% | 2% |
| I am proud to work in the Western Australian public sector | Strongly agree | 39% | 39% | 37% | 37% | 40% | 45% | 36% | 41% | 40% | 39% | 51% | 39% | 37% | 46% | 42% | 39% |
| Moderately agree | 28% | 28% | 31% | 26% | 29% | 34% | 30% | 26% | 28% | 28% | 26% | 28% | 29% | 26% | 23% | 28% |
| Mildly agree | 13% | 13% | 13% | 14% | 12% | 13% | 14% | 12% | 13% | 13% | 10% | 13% | 13% | 11% | 12% | 13% |
| Neither agree nor disagree | 12% | 12% | 11% | 12% | 12% | 4% | 12% | 12% | 10% | 12% | 7% | 12% | 12% | 10% | 14% | 12% |
| Mildly disagree | 3% | 3% | 3% | 4% | 3% | 3% | 4% | 3% | 3% | 3% | 2% | 3% | 3% | 3% | 3% | 3% |
| Moderately disagree | 3% | 3% | 3% | 4% | 2% | 1% | 2% | 3% | 3% | 2% | 3% | 3% | 3% | 3% | 2% | 3% |
| Strongly disagree | 2% | 2% | 2% | 3% | 2% | 1% | 2% | 2% | 2% | 2% | 1% | 2% | 2% | 2% | 3% | 2% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| **A3. In relation to your current agency, please indicate your level of agreement with the following statements.** | I feel that my agency on the whole is well managed | Strongly agree | 15% | 15% | 14% | 13% | 15% | 20% | 13% | 15% | 15% | 14% | 25% | 14% | 14% | 18% | 14% | 15% |
| Moderately agree | 31% | 31% | 31% | 28% | 33% | 34% | 31% | 31% | 33% | 30% | 30% | 31% | 31% | 31% | 32% | 31% |
| Mildly agree | 19% | 19% | 21% | 20% | 19% | 21% | 20% | 18% | 19% | 19% | 17% | 19% | 19% | 17% | 15% | 19% |
| Neither agree nor disagree | 8% | 8% | 8% | 7% | 8% | 6% | 8% | 8% | 6% | 8% | 8% | 8% | 8% | 8% | 6% | 8% |
| Mildly disagree | 10% | 10% | 10% | 10% | 10% | 10% | 11% | 9% | 9% | 10% | 8% | 10% | 10% | 9% | 10% | 10% |
| Moderately disagree | 9% | 9% | 9% | 12% | 8% | 4% | 9% | 10% | 9% | 9% | 4% | 9% | 9% | 8% | 8% | 9% |
| Strongly disagree | 8% | 8% | 6% | 10% | 7% | 2% | 8% | 9% | 8% | 8% | 6% | 8% | 8% | 8% | 13% | 8% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 0% | 1% | 2% | 1% | 0% | 1% | 1% | 1% |
| Change is managed well in my agency | Strongly agree | 10% | 10% | 8% | 9% | 11% | 15% | 9% | 10% | 9% | 10% | 18% | 10% | 9% | 13% | 9% | 10% |
| Moderately agree | 25% | 25% | 23% | 21% | 26% | 29% | 25% | 24% | 25% | 25% | 31% | 25% | 24% | 27% | 24% | 25% |
| Mildly agree | 21% | 21% | 23% | 20% | 21% | 25% | 21% | 20% | 23% | 20% | 18% | 21% | 21% | 19% | 21% | 21% |
| Neither agree nor disagree | 9% | 8% | 10% | 9% | 8% | 7% | 9% | 8% | 6% | 9% | 10% | 9% | 8% | 9% | 8% | 8% |
| Mildly disagree | 13% | 13% | 15% | 13% | 13% | 12% | 14% | 12% | 13% | 13% | 10% | 13% | 13% | 11% | 10% | 13% |
| Moderately disagree | 10% | 10% | 10% | 13% | 9% | 6% | 10% | 11% | 12% | 10% | 3% | 10% | 10% | 8% | 11% | 10% |
| Strongly disagree | 12% | 12% | 10% | 14% | 10% | 4% | 11% | 12% | 12% | 12% | 8% | 12% | 12% | 10% | 16% | 11% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 2% | 1% | 1% |
| My agency’s senior leaders provide effective leadership | Strongly agree | 16% | 17% | 13% | 15% | 17% | 28% | 16% | 16% | 16% | 17% | 25% | 16% | 16% | 20% | 17% | 16% |
| Moderately agree | 26% | 26% | 26% | 23% | 28% | 34% | 27% | 26% | 28% | 26% | 33% | 26% | 26% | 27% | 25% | 26% |
| Mildly agree | 18% | 18% | 21% | 18% | 19% | 15% | 20% | 18% | 19% | 18% | 13% | 18% | 19% | 18% | 18% | 18% |
| Neither agree nor disagree | 9% | 9% | 11% | 9% | 9% | 8% | 9% | 9% | 7% | 10% | 8% | 9% | 9% | 9% | 7% | 9% |
| Mildly disagree | 10% | 10% | 12% | 11% | 10% | 7% | 11% | 10% | 11% | 10% | 7% | 10% | 10% | 9% | 10% | 10% |
| Moderately disagree | 9% | 9% | 10% | 11% | 8% | 3% | 8% | 10% | 10% | 9% | 4% | 9% | 10% | 7% | 11% | 9% |
| Strongly disagree | 9% | 10% | 7% | 13% | 8% | 3% | 8% | 10% | 9% | 10% | 8% | 9% | 9% | 10% | 11% | 9% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 0% | 1% | 2% | 1% | 1% | 1% | 2% | 1% |
| My agency uses technological advances to improve design and delivery to customers/clients | Strongly agree | 14% | 14% | 10% | 12% | 14% | 21% | 12% | 14% | 12% | 14% | 24% | 14% | 13% | 18% | 13% | 14% |
| Moderately agree | 26% | 26% | 27% | 23% | 27% | 34% | 23% | 27% | 26% | 26% | 29% | 26% | 25% | 29% | 27% | 26% |
| Mildly agree | 22% | 22% | 23% | 22% | 22% | 17% | 24% | 22% | 23% | 22% | 20% | 22% | 23% | 21% | 20% | 22% |
| Neither agree nor disagree | 12% | 12% | 13% | 12% | 12% | 9% | 12% | 12% | 10% | 13% | 7% | 12% | 13% | 11% | 11% | 12% |
| Mildly disagree | 10% | 9% | 11% | 11% | 9% | 8% | 10% | 9% | 11% | 9% | 6% | 10% | 10% | 8% | 7% | 10% |
| Moderately disagree | 7% | 7% | 7% | 9% | 6% | 4% | 8% | 7% | 8% | 7% | 4% | 7% | 7% | 6% | 10% | 7% |
| Strongly disagree | 7% | 7% | 6% | 9% | 6% | 4% | 8% | 6% | 8% | 6% | 7% | 7% | 7% | 6% | 9% | 7% |
| Don't know or doesn't apply | 2% | 2% | 2% | 2% | 2% | 3% | 2% | 2% | 2% | 2% | 4% | 2% | 2% | 2% | 2% | 2% |
| Recruitment and promotion decisions in my agency are fair | Strongly agree | 14% | 14% | 13% | 14% | 14% | 19% | 14% | 14% | 17% | 12% | 16% | 14% | 13% | 15% | 12% | 14% |
| Moderately agree | 24% | 24% | 25% | 23% | 24% | 31% | 25% | 23% | 29% | 22% | 35% | 24% | 24% | 25% | 18% | 24% |
| Mildly agree | 16% | 16% | 17% | 15% | 16% | 19% | 16% | 15% | 15% | 16% | 14% | 16% | 16% | 15% | 15% | 16% |
| Neither agree nor disagree | 15% | 15% | 15% | 16% | 15% | 10% | 15% | 16% | 12% | 17% | 11% | 15% | 15% | 15% | 20% | 15% |
| Mildly disagree | 10% | 10% | 9% | 9% | 10% | 8% | 10% | 10% | 9% | 10% | 8% | 10% | 10% | 8% | 9% | 10% |
| Moderately disagree | 8% | 8% | 8% | 8% | 8% | 3% | 7% | 8% | 7% | 8% | 1% | 8% | 8% | 7% | 9% | 8% |
| Strongly disagree | 10% | 10% | 7% | 12% | 9% | 5% | 9% | 11% | 8% | 10% | 11% | 10% | 10% | 11% | 13% | 10% |
| Don't know or doesn't apply | 4% | 4% | 5% | 4% | 4% | 5% | 4% | 4% | 2% | 4% | 3% | 4% | 4% | 4% | 4% | 4% |
| My workplace culture supports people to achieve a suitable work/life balance | Strongly agree | 22% | 22% | 24% | 21% | 23% | 34% | 25% | 20% | 21% | 23% | 31% | 22% | 22% | 25% | 16% | 22% |
| Moderately agree | 28% | 28% | 31% | 28% | 28% | 31% | 28% | 28% | 29% | 28% | 32% | 28% | 27% | 30% | 24% | 28% |
| Mildly agree | 18% | 18% | 19% | 18% | 18% | 19% | 18% | 18% | 20% | 18% | 19% | 18% | 19% | 16% | 19% | 18% |
| Neither agree nor disagree | 8% | 8% | 6% | 10% | 8% | 6% | 7% | 9% | 7% | 9% | 5% | 8% | 8% | 9% | 13% | 8% |
| Mildly disagree | 9% | 9% | 8% | 8% | 9% | 8% | 8% | 9% | 10% | 8% | 5% | 9% | 9% | 7% | 7% | 9% |
| Moderately disagree | 6% | 7% | 5% | 7% | 6% | 2% | 6% | 7% | 7% | 6% | 1% | 6% | 7% | 6% | 7% | 6% |
| Strongly disagree | 8% | 8% | 6% | 7% | 8% | 2% | 7% | 9% | 7% | 8% | 5% | 8% | 8% | 7% | 13% | 8% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 2% | 1% | 1% | 1% | 2% | 1% |
| I am able to access and use flexible work arrangements to assist in your work/life balance | Strongly agree | 26% | 26% | 29% | 26% | 26% | 34% | 29% | 24% | 24% | 27% | 34% | 26% | 26% | 28% | 24% | 26% |
| Moderately agree | 26% | 25% | 31% | 27% | 25% | 31% | 26% | 25% | 26% | 25% | 30% | 26% | 25% | 27% | 26% | 26% |
| Mildly agree | 17% | 17% | 17% | 18% | 17% | 18% | 18% | 17% | 18% | 17% | 16% | 17% | 17% | 17% | 18% | 17% |
| Neither agree nor disagree | 8% | 8% | 6% | 9% | 8% | 4% | 7% | 9% | 8% | 8% | 7% | 8% | 8% | 7% | 5% | 8% |
| Mildly disagree | 7% | 7% | 6% | 6% | 8% | 6% | 7% | 7% | 7% | 7% | 5% | 7% | 7% | 5% | 7% | 7% |
| Moderately disagree | 6% | 6% | 4% | 6% | 6% | 2% | 6% | 7% | 7% | 6% | 3% | 6% | 6% | 6% | 5% | 6% |
| Strongly disagree | 8% | 8% | 5% | 8% | 8% | 2% | 7% | 9% | 8% | 8% | 4% | 8% | 8% | 7% | 13% | 8% |
| Don't know or doesn't apply | 2% | 2% | 1% | 2% | 2% | 1% | 1% | 2% | 1% | 2% | 2% | 2% | 2% | 1% | 2% | 2% |
| My agency is committed to health and wellbeing within the workplace | Strongly agree | 21% | 21% | 23% | 22% | 21% | 33% | 21% | 21% | 20% | 22% | 34% | 21% | 20% | 26% | 26% | 21% |
| Moderately agree | 26% | 26% | 31% | 25% | 27% | 30% | 27% | 25% | 27% | 26% | 29% | 26% | 26% | 27% | 20% | 26% |
| Mildly agree | 18% | 18% | 19% | 20% | 18% | 20% | 20% | 18% | 19% | 18% | 15% | 18% | 19% | 17% | 12% | 19% |
| Neither agree nor disagree | 12% | 12% | 11% | 12% | 12% | 8% | 12% | 12% | 12% | 12% | 11% | 12% | 12% | 11% | 14% | 12% |
| Mildly disagree | 8% | 8% | 6% | 8% | 9% | 4% | 8% | 8% | 9% | 8% | 4% | 8% | 9% | 7% | 6% | 8% |
| Moderately disagree | 7% | 7% | 3% | 7% | 6% | 2% | 6% | 7% | 7% | 7% | 2% | 7% | 7% | 6% | 9% | 7% |
| Strongly disagree | 6% | 6% | 5% | 6% | 6% | 1% | 5% | 7% | 6% | 7% | 4% | 6% | 7% | 5% | 14% | 6% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% |
| I feel a strong personal attachment to my agency | Strongly agree | 23% | 23% | 23% | 21% | 24% | 22% | 20% | 25% | 27% | 22% | 28% | 23% | 22% | 25% | 23% | 23% |
| Moderately agree | 26% | 26% | 28% | 25% | 27% | 30% | 26% | 26% | 27% | 26% | 27% | 26% | 26% | 28% | 32% | 26% |
| Mildly agree | 19% | 19% | 19% | 18% | 19% | 24% | 20% | 17% | 19% | 19% | 20% | 19% | 19% | 16% | 15% | 19% |
| Neither agree nor disagree | 15% | 15% | 16% | 15% | 15% | 14% | 16% | 15% | 13% | 16% | 12% | 15% | 15% | 15% | 12% | 15% |
| Mildly disagree | 6% | 6% | 5% | 7% | 5% | 6% | 7% | 5% | 5% | 6% | 4% | 6% | 6% | 6% | 4% | 6% |
| Moderately disagree | 5% | 5% | 4% | 7% | 5% | 1% | 5% | 5% | 5% | 5% | 2% | 5% | 5% | 5% | 5% | 5% |
| Strongly disagree | 6% | 6% | 4% | 8% | 5% | 3% | 5% | 6% | 5% | 6% | 6% | 6% | 6% | 5% | 9% | 6% |
| Don't know or doesn't apply | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 1% | 1% | 0% |
| My agency motivates me to help it achieve its objectives | Strongly agree | 16% | 16% | 12% | 13% | 17% | 22% | 14% | 16% | 16% | 15% | 25% | 15% | 14% | 20% | 18% | 15% |
| Moderately agree | 25% | 25% | 27% | 22% | 26% | 32% | 25% | 24% | 25% | 24% | 30% | 25% | 24% | 26% | 20% | 25% |
| Mildly agree | 21% | 21% | 22% | 21% | 21% | 27% | 23% | 20% | 21% | 21% | 18% | 21% | 21% | 19% | 21% | 21% |
| Neither agree nor disagree | 15% | 15% | 16% | 14% | 15% | 9% | 15% | 15% | 14% | 15% | 11% | 15% | 15% | 13% | 12% | 15% |
| Mildly disagree | 9% | 9% | 10% | 11% | 9% | 6% | 10% | 9% | 9% | 10% | 7% | 9% | 10% | 9% | 12% | 10% |
| Moderately disagree | 7% | 7% | 7% | 10% | 6% | 1% | 7% | 8% | 8% | 7% | 4% | 7% | 7% | 7% | 8% | 7% |
| Strongly disagree | 7% | 7% | 5% | 9% | 6% | 2% | 5% | 8% | 6% | 7% | 5% | 7% | 7% | 6% | 9% | 7% |
| Don't know or doesn't apply | 0% | 0% | 1% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 1% | 0% | 0% | 1% | 1% | 0% |
| My agency inspires me to do the best in my job | Strongly agree | 18% | 18% | 15% | 14% | 20% | 27% | 16% | 19% | 18% | 18% | 32% | 18% | 17% | 22% | 18% | 18% |
| Moderately agree | 25% | 25% | 26% | 21% | 26% | 34% | 25% | 24% | 26% | 24% | 23% | 25% | 24% | 25% | 19% | 25% |
| Mildly agree | 20% | 20% | 22% | 20% | 20% | 20% | 22% | 19% | 20% | 20% | 19% | 20% | 20% | 18% | 20% | 20% |
| Neither agree nor disagree | 14% | 14% | 15% | 14% | 14% | 11% | 14% | 14% | 13% | 14% | 10% | 14% | 15% | 12% | 14% | 14% |
| Mildly disagree | 9% | 9% | 10% | 11% | 8% | 4% | 10% | 9% | 9% | 9% | 5% | 9% | 9% | 8% | 11% | 9% |
| Moderately disagree | 7% | 7% | 6% | 10% | 6% | 1% | 6% | 7% | 7% | 7% | 4% | 7% | 7% | 6% | 9% | 7% |
| Strongly disagree | 7% | 7% | 6% | 10% | 6% | 2% | 6% | 8% | 7% | 7% | 7% | 7% | 7% | 7% | 9% | 7% |
| Don't know or doesn't apply | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 1% | 1% | 0% |
| I am proud to tell others I work for my agency | Strongly agree | 31% | 31% | 28% | 27% | 32% | 41% | 28% | 32% | 31% | 31% | 45% | 31% | 30% | 35% | 32% | 31% |
| Moderately agree | 26% | 26% | 29% | 24% | 27% | 34% | 27% | 25% | 27% | 26% | 25% | 26% | 26% | 26% | 22% | 26% |
| Mildly agree | 17% | 16% | 18% | 18% | 16% | 15% | 19% | 15% | 16% | 17% | 10% | 17% | 17% | 14% | 18% | 17% |
| Neither agree nor disagree | 15% | 15% | 14% | 16% | 15% | 6% | 15% | 15% | 14% | 15% | 11% | 15% | 15% | 14% | 13% | 15% |
| Mildly disagree | 4% | 4% | 5% | 5% | 4% | 2% | 4% | 4% | 4% | 4% | 3% | 4% | 4% | 3% | 5% | 4% |
| Moderately disagree | 3% | 3% | 3% | 5% | 3% | 2% | 3% | 4% | 4% | 3% | 3% | 3% | 4% | 3% | 4% | 3% |
| Strongly disagree | 4% | 4% | 2% | 5% | 3% | 1% | 3% | 4% | 3% | 4% | 2% | 4% | 4% | 3% | 5% | 4% |
| Don't know or doesn't apply | 0% | 0% | 0% | 1% | 0% | 0% | 1% | 0% | 0% | 1% | 1% | 0% | 0% | 1% | 1% | 0% |
| I would recommend my agency as a great place to work | Strongly agree | 24% | 24% | 21% | 20% | 25% | 36% | 23% | 24% | 24% | 24% | 40% | 23% | 22% | 29% | 24% | 24% |
| Moderately agree | 24% | 24% | 29% | 22% | 25% | 34% | 25% | 22% | 24% | 24% | 24% | 24% | 24% | 24% | 19% | 24% |
| Mildly agree | 18% | 18% | 21% | 18% | 18% | 16% | 20% | 16% | 18% | 18% | 11% | 18% | 18% | 16% | 16% | 18% |
| Neither agree nor disagree | 15% | 15% | 14% | 15% | 14% | 9% | 14% | 15% | 14% | 15% | 11% | 15% | 15% | 14% | 14% | 15% |
| Mildly disagree | 7% | 7% | 7% | 8% | 7% | 2% | 7% | 7% | 7% | 7% | 4% | 7% | 7% | 6% | 7% | 7% |
| Moderately disagree | 5% | 6% | 3% | 7% | 5% | 1% | 4% | 6% | 6% | 5% | 3% | 5% | 6% | 5% | 6% | 5% |
| Strongly disagree | 7% | 7% | 5% | 9% | 6% | 2% | 6% | 8% | 6% | 7% | 5% | 7% | 7% | 6% | 13% | 7% |
| Don't know or doesn't apply | 0% | 0% | 1% | 1% | 0% | 1% | 0% | 1% | 0% | 1% | 2% | 0% | 1% | 0% | 1% | 0% |
| **A4. It is likely that you will resign or retire from your agency within:** | | The next 12 months | 12% | 12% | 9% | 11% | 12% | 21% | 13% | 10% | 10% | 12% | 13% | 12% | 12% | 11% | 14% | 12% |
| 1 to 2 years | 14% | 15% | 11% | 16% | 14% | 17% | 15% | 14% | 15% | 14% | 13% | 14% | 15% | 12% | 16% | 14% |
| No plans to leave my agency within the next 2 years | 74% | 74% | 80% | 72% | 75% | 62% | 72% | 76% | 74% | 74% | 74% | 74% | 73% | 76% | 70% | 74% |
| **A4a. If you intend to leave within the next 2 years, are you planning to1:** | | Work for another agency | 45% | 45% | 33% | 49% | 43% | 42% | 59% | 33% | 43% | 45% | 59% | 44% | 43% | 54% | 44% | 45% |
| Work in federal or local government | 17% | 17% | 20% | 19% | 16% | 18% | 23% | 12% | 14% | 18% | 27% | 17% | 16% | 24% | 21% | 17% |
| Work in the private sector | 29% | 29% | 31% | 35% | 27% | 23% | 37% | 24% | 28% | 30% | 37% | 30% | 30% | 29% | 35% | 29% |
| Work in the not-for-profit sector | 10% | 10% | 11% | 11% | 10% | 6% | 12% | 9% | 11% | 9% | 10% | 10% | 10% | 9% | 19% | 10% |
| Study full-time | 5% | 5% | 4% | 4% | 6% | 27% | 6% | 3% | 4% | 6% | 20% | 5% | 5% | 6% | 8% | 5% |
| Retire | 22% | 22% | 22% | 25% | 20% | 1% | 1% | 40% | 29% | 19% | 22% | 22% | 23% | 16% | 21% | 22% |
| Other | 23% | 23% | 34% | 16% | 26% | 36% | 24% | 22% | 20% | 25% | 24% | 23% | 24% | 22% | 33% | 23% |
| **SECTION B: YOUR WORK AREA** | | | | | | | | | | | | | | | | | | |
| **B1. Please indicate your level of agreement with the following statements.** | In my work area, communication between senior managers and other employees is effective | Strongly agree | 19% | 19% | 18% | 18% | 19% | 21% | 17% | 19% | 21% | 18% | 29% | 18% | 18% | 21% | 17% | 19% |
| Moderately agree | 29% | 29% | 31% | 28% | 30% | 37% | 29% | 29% | 32% | 28% | 30% | 29% | 29% | 29% | 26% | 29% |
| Mildly agree | 20% | 20% | 20% | 20% | 20% | 21% | 21% | 19% | 20% | 20% | 17% | 20% | 20% | 20% | 19% | 20% |
| Neither agree nor disagree | 5% | 5% | 5% | 6% | 5% | 3% | 5% | 5% | 4% | 5% | 2% | 5% | 4% | 6% | 3% | 5% |
| Mildly disagree | 10% | 10% | 10% | 10% | 10% | 8% | 11% | 9% | 9% | 10% | 8% | 10% | 10% | 8% | 10% | 10% |
| Moderately disagree | 8% | 8% | 9% | 9% | 8% | 5% | 8% | 8% | 8% | 9% | 3% | 8% | 8% | 8% | 13% | 8% |
| Strongly disagree | 9% | 9% | 7% | 9% | 9% | 4% | 8% | 10% | 6% | 10% | 10% | 9% | 9% | 8% | 11% | 9% |
| Don't know or doesn't apply | 0% | 0% | 1% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 1% | 1% | 0% |
| My input is adequately sought and considered about decisions that directly affect you | Strongly agree | 19% | 19% | 18% | 18% | 20% | 19% | 18% | 20% | 24% | 17% | 29% | 19% | 19% | 19% | 17% | 19% |
| Moderately agree | 27% | 27% | 31% | 26% | 28% | 35% | 28% | 27% | 30% | 26% | 34% | 27% | 27% | 29% | 25% | 27% |
| Mildly agree | 19% | 19% | 19% | 19% | 19% | 22% | 20% | 18% | 18% | 19% | 12% | 19% | 19% | 18% | 14% | 19% |
| Neither agree nor disagree | 7% | 7% | 8% | 7% | 7% | 6% | 7% | 7% | 5% | 8% | 4% | 7% | 7% | 9% | 7% | 7% |
| Mildly disagree | 10% | 10% | 9% | 9% | 10% | 8% | 10% | 10% | 8% | 10% | 6% | 10% | 10% | 9% | 8% | 10% |
| Moderately disagree | 8% | 8% | 7% | 10% | 7% | 5% | 8% | 8% | 7% | 8% | 3% | 8% | 9% | 6% | 9% | 8% |
| Strongly disagree | 9% | 9% | 8% | 10% | 9% | 4% | 8% | 10% | 7% | 10% | 10% | 9% | 10% | 8% | 16% | 9% |
| Don't know or doesn't apply | 1% | 1% | 0% | 1% | 1% | 0% | 1% | 1% | 0% | 1% | 2% | 1% | 0% | 1% | 2% | 1% |
| **B2. Please indicate your level of agreement with the following statements.** | My immediate supervisor makes use of appropriate communication and interpersonal skills when dealing with you | Strongly agree | 42% | 42% | 42% | 41% | 42% | 44% | 42% | 41% | 43% | 41% | 51% | 41% | 42% | 41% | 41% | 42% |
| Moderately agree | 26% | 26% | 29% | 27% | 26% | 28% | 28% | 25% | 28% | 26% | 23% | 26% | 26% | 29% | 20% | 27% |
| Mildly agree | 13% | 13% | 11% | 12% | 13% | 14% | 13% | 12% | 12% | 13% | 11% | 13% | 13% | 12% | 11% | 13% |
| Neither agree nor disagree | 5% | 5% | 3% | 5% | 5% | 3% | 4% | 5% | 5% | 5% | 1% | 5% | 5% | 5% | 4% | 5% |
| Mildly disagree | 5% | 5% | 7% | 5% | 6% | 6% | 5% | 6% | 5% | 6% | 7% | 5% | 6% | 4% | 6% | 5% |
| Moderately disagree | 4% | 4% | 4% | 4% | 4% | 3% | 3% | 5% | 4% | 4% | 2% | 4% | 4% | 4% | 6% | 4% |
| Strongly disagree | 5% | 5% | 4% | 5% | 5% | 2% | 4% | 5% | 4% | 5% | 5% | 5% | 5% | 5% | 11% | 5% |
| Don't know or doesn't apply | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| My immediate supervisor effectively communicates with me about business risks impacting my work group | Strongly agree | 35% | 35% | 37% | 35% | 34% | 35% | 35% | 35% | 38% | 33% | 46% | 34% | 34% | 36% | 34% | 35% |
| Moderately agree | 26% | 25% | 28% | 26% | 25% | 30% | 27% | 24% | 27% | 25% | 23% | 26% | 25% | 27% | 20% | 26% |
| Mildly agree | 14% | 14% | 13% | 13% | 14% | 17% | 14% | 14% | 14% | 14% | 11% | 14% | 14% | 13% | 11% | 14% |
| Neither agree nor disagree | 8% | 8% | 6% | 8% | 7% | 5% | 7% | 8% | 6% | 8% | 4% | 8% | 8% | 8% | 7% | 7% |
| Mildly disagree | 6% | 6% | 7% | 6% | 6% | 5% | 6% | 6% | 6% | 6% | 5% | 6% | 6% | 5% | 9% | 6% |
| Moderately disagree | 4% | 4% | 3% | 4% | 4% | 2% | 3% | 5% | 4% | 4% | 2% | 4% | 4% | 4% | 3% | 4% |
| Strongly disagree | 5% | 5% | 4% | 5% | 5% | 3% | 4% | 6% | 4% | 6% | 5% | 5% | 5% | 4% | 13% | 5% |
| Don't know or doesn't apply | 3% | 3% | 2% | 2% | 3% | 3% | 3% | 3% | 1% | 4% | 4% | 3% | 3% | 3% | 4% | 3% |
| My immediate supervisor is effective in managing people | Strongly agree | 34% | 34% | 32% | 34% | 34% | 42% | 35% | 33% | 34% | 34% | 43% | 34% | 34% | 34% | 36% | 34% |
| Moderately agree | 27% | 26% | 29% | 26% | 27% | 28% | 28% | 26% | 27% | 26% | 22% | 27% | 26% | 28% | 22% | 27% |
| Mildly agree | 13% | 13% | 14% | 13% | 13% | 13% | 14% | 13% | 15% | 12% | 13% | 13% | 13% | 13% | 7% | 13% |
| Neither agree nor disagree | 7% | 7% | 6% | 8% | 7% | 6% | 6% | 8% | 7% | 7% | 5% | 7% | 7% | 7% | 8% | 7% |
| Mildly disagree | 6% | 6% | 7% | 6% | 7% | 5% | 7% | 6% | 7% | 6% | 6% | 6% | 7% | 5% | 5% | 6% |
| Moderately disagree | 5% | 5% | 5% | 5% | 5% | 3% | 5% | 5% | 5% | 5% | 4% | 5% | 5% | 5% | 8% | 5% |
| Strongly disagree | 7% | 7% | 6% | 7% | 7% | 3% | 6% | 8% | 6% | 8% | 5% | 7% | 8% | 7% | 13% | 7% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 1% | 1% |
| My immediate supervisor appropriately deals with employees that perform poorly | Strongly agree | 21% | 21% | 20% | 21% | 21% | 28% | 21% | 20% | 22% | 20% | 30% | 21% | 20% | 23% | 17% | 21% |
| Moderately agree | 19% | 19% | 21% | 21% | 18% | 23% | 20% | 18% | 23% | 18% | 21% | 19% | 19% | 21% | 23% | 19% |
| Mildly agree | 13% | 13% | 10% | 13% | 13% | 12% | 14% | 12% | 15% | 12% | 14% | 13% | 13% | 13% | 9% | 13% |
| Neither agree nor disagree | 13% | 13% | 13% | 14% | 13% | 11% | 12% | 15% | 10% | 15% | 8% | 14% | 13% | 14% | 12% | 13% |
| Mildly disagree | 9% | 9% | 12% | 9% | 9% | 7% | 9% | 9% | 10% | 9% | 7% | 9% | 10% | 7% | 8% | 9% |
| Moderately disagree | 6% | 6% | 6% | 6% | 6% | 5% | 6% | 6% | 7% | 6% | 5% | 6% | 7% | 5% | 6% | 6% |
| Strongly disagree | 10% | 10% | 8% | 9% | 10% | 5% | 9% | 10% | 7% | 10% | 7% | 10% | 10% | 9% | 16% | 10% |
| Don't know or doesn't apply | 9% | 9% | 9% | 8% | 9% | 8% | 10% | 9% | 6% | 10% | 8% | 9% | 9% | 8% | 9% | 9% |
| **B3. Please indicate your level of agreement with the following statements.** | The people in your work group use their time and resources efficiently | Strongly agree | 33% | 34% | 30% | 29% | 35% | 37% | 31% | 35% | 33% | 34% | 38% | 33% | 34% | 30% | 27% | 33% |
| Moderately agree | 35% | 34% | 36% | 37% | 34% | 33% | 36% | 34% | 39% | 33% | 33% | 35% | 34% | 36% | 38% | 35% |
| Mildly agree | 15% | 15% | 14% | 16% | 14% | 15% | 16% | 14% | 15% | 14% | 11% | 15% | 14% | 15% | 15% | 15% |
| Neither agree nor disagree | 6% | 6% | 7% | 7% | 5% | 6% | 6% | 6% | 4% | 6% | 7% | 6% | 6% | 6% | 4% | 6% |
| Mildly disagree | 5% | 5% | 5% | 5% | 5% | 5% | 6% | 5% | 5% | 5% | 4% | 5% | 5% | 5% | 2% | 5% |
| Moderately disagree | 3% | 3% | 3% | 3% | 3% | 2% | 3% | 3% | 2% | 3% | 3% | 3% | 3% | 3% | 5% | 3% |
| Strongly disagree | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 1% | 2% | 3% | 2% | 2% | 3% | 5% | 2% |
| Don't know or doesn't apply | 1% | 1% | 3% | 1% | 1% | 0% | 1% | 2% | 0% | 2% | 2% | 1% | 1% | 2% | 3% | 1% |
| My workgroup achieves a high level of productivity | Strongly agree | 44% | 44% | 41% | 39% | 46% | 48% | 41% | 46% | 45% | 43% | 51% | 44% | 45% | 40% | 42% | 44% |
| Moderately agree | 32% | 32% | 33% | 33% | 31% | 33% | 34% | 30% | 34% | 31% | 26% | 32% | 31% | 34% | 28% | 32% |
| Mildly agree | 12% | 12% | 13% | 14% | 11% | 12% | 13% | 11% | 12% | 12% | 11% | 12% | 12% | 12% | 13% | 12% |
| Neither agree nor disagree | 5% | 5% | 5% | 5% | 5% | 3% | 4% | 5% | 3% | 5% | 2% | 5% | 5% | 6% | 5% | 5% |
| Mildly disagree | 3% | 3% | 4% | 3% | 3% | 3% | 3% | 3% | 2% | 3% | 4% | 3% | 3% | 3% | 3% | 3% |
| Moderately disagree | 2% | 2% | 2% | 3% | 2% | 1% | 2% | 2% | 2% | 2% | 1% | 2% | 2% | 2% | 2% | 2% |
| Strongly disagree | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 3% | 1% | 1% | 2% | 2% | 1% |
| Don't know or doesn't apply | 2% | 1% | 2% | 1% | 2% | 0% | 1% | 2% | 0% | 2% | 2% | 1% | 1% | 2% | 4% | 1% |
| In the last 12 months, my work group has implemented innovative processes or policies | Strongly agree | 31% | 32% | 28% | 30% | 32% | 37% | 30% | 32% | 38% | 29% | 33% | 31% | 32% | 29% | 29% | 31% |
| Moderately agree | 28% | 28% | 27% | 28% | 28% | 26% | 29% | 27% | 29% | 27% | 30% | 28% | 27% | 28% | 25% | 28% |
| Mildly agree | 14% | 14% | 15% | 16% | 14% | 15% | 15% | 14% | 15% | 14% | 10% | 14% | 14% | 15% | 14% | 14% |
| Neither agree nor disagree | 12% | 12% | 13% | 12% | 12% | 10% | 12% | 13% | 9% | 13% | 11% | 12% | 12% | 12% | 13% | 12% |
| Mildly disagree | 4% | 4% | 4% | 4% | 4% | 3% | 4% | 4% | 3% | 4% | 3% | 4% | 4% | 4% | 4% | 4% |
| Moderately disagree | 2% | 2% | 2% | 3% | 2% | 1% | 2% | 2% | 1% | 3% | 1% | 2% | 2% | 2% | 3% | 2% |
| Strongly disagree | 2% | 2% | 2% | 3% | 2% | 2% | 2% | 2% | 1% | 3% | 4% | 2% | 2% | 3% | 3% | 2% |
| Don't know or doesn't apply | 6% | 6% | 7% | 4% | 7% | 6% | 6% | 6% | 3% | 7% | 8% | 6% | 6% | 7% | 10% | 6% |
| The people in my work group are committed to providing excellent customer service and making a positive difference to the community | Strongly agree | 51% | 52% | 48% | 48% | 53% | 51% | 48% | 54% | 55% | 50% | 58% | 51% | 52% | 48% | 52% | 51% |
| Moderately agree | 27% | 26% | 28% | 28% | 26% | 29% | 29% | 25% | 26% | 27% | 21% | 27% | 26% | 29% | 17% | 27% |
| Mildly agree | 11% | 11% | 13% | 12% | 10% | 13% | 12% | 10% | 11% | 11% | 7% | 11% | 11% | 12% | 17% | 11% |
| Neither agree nor disagree | 5% | 5% | 5% | 6% | 5% | 4% | 6% | 5% | 4% | 6% | 8% | 5% | 5% | 6% | 4% | 5% |
| Mildly disagree | 2% | 2% | 3% | 2% | 2% | 3% | 2% | 2% | 2% | 2% | 4% | 2% | 2% | 2% | 2% | 2% |
| Moderately disagree | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 1% | 4% | 1% |
| Strongly disagree | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% |
| Don't know or doesn't apply | 2% | 1% | 2% | 1% | 2% | 1% | 1% | 2% | 1% | 2% | 2% | 2% | 2% | 2% | 3% | 2% |
| **B4 Please indicate your level of agreement with the following statements.** | Training and development opportunities in your work area are available to all employees | Strongly agree | 29% | 29% | 23% | 25% | 30% | 34% | 26% | 30% | 32% | 27% | 36% | 28% | 28% | 31% | 25% | 29% |
| Moderately agree | 27% | 27% | 30% | 27% | 28% | 30% | 28% | 27% | 29% | 27% | 27% | 28% | 27% | 28% | 23% | 28% |
| Mildly agree | 18% | 18% | 19% | 19% | 17% | 16% | 18% | 17% | 19% | 17% | 15% | 18% | 18% | 17% | 22% | 18% |
| Neither agree nor disagree | 7% | 7% | 6% | 7% | 7% | 8% | 6% | 7% | 5% | 7% | 6% | 7% | 7% | 6% | 5% | 7% |
| Mildly disagree | 7% | 7% | 8% | 7% | 7% | 7% | 9% | 6% | 6% | 8% | 5% | 7% | 7% | 7% | 8% | 7% |
| Moderately disagree | 5% | 5% | 5% | 6% | 5% | 2% | 6% | 5% | 4% | 5% | 4% | 5% | 5% | 4% | 6% | 5% |
| Strongly disagree | 6% | 6% | 8% | 7% | 6% | 2% | 6% | 6% | 4% | 7% | 5% | 6% | 6% | 6% | 10% | 6% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 0% | 2% | 1% | 1% | 1% | 1% | 1% | 1% |
| I receive appropriate training or have access to information that enables me to meet my record keeping responsibilities | Strongly agree | 30% | 30% | 28% | 25% | 32% | 35% | 29% | 30% | 32% | 29% | 39% | 30% | 29% | 32% | 25% | 30% |
| Moderately agree | 30% | 30% | 33% | 31% | 30% | 33% | 31% | 30% | 32% | 30% | 26% | 30% | 30% | 31% | 27% | 30% |
| Mildly agree | 18% | 18% | 19% | 19% | 17% | 19% | 19% | 17% | 17% | 18% | 17% | 18% | 18% | 17% | 16% | 18% |
| Neither agree nor disagree | 8% | 8% | 6% | 10% | 7% | 5% | 7% | 9% | 7% | 8% | 4% | 8% | 8% | 8% | 8% | 8% |
| Mildly disagree | 6% | 6% | 6% | 6% | 6% | 6% | 7% | 5% | 5% | 6% | 7% | 6% | 6% | 4% | 8% | 6% |
| Moderately disagree | 3% | 3% | 4% | 4% | 3% | 2% | 3% | 4% | 3% | 3% | 2% | 3% | 4% | 3% | 6% | 3% |
| Strongly disagree | 3% | 3% | 4% | 4% | 3% | 1% | 3% | 4% | 2% | 4% | 3% | 3% | 3% | 3% | 6% | 3% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 2% | 2% | 1% | 2% | 1% | 4% | 1% |
| I have received performance feedback from my supervisor in the last 12 months that has helped my performance | Strongly agree | 28% | 28% | 24% | 25% | 29% | 37% | 27% | 28% | 30% | 27% | 35% | 28% | 27% | 30% | 25% | 28% |
| Moderately agree | 23% | 23% | 27% | 23% | 23% | 21% | 24% | 22% | 23% | 23% | 23% | 23% | 23% | 23% | 19% | 23% |
| Mildly agree | 14% | 14% | 14% | 15% | 14% | 14% | 15% | 14% | 15% | 14% | 12% | 14% | 14% | 14% | 16% | 14% |
| Neither agree nor disagree | 11% | 11% | 11% | 12% | 10% | 9% | 10% | 12% | 10% | 11% | 11% | 11% | 11% | 9% | 7% | 11% |
| Mildly disagree | 6% | 6% | 7% | 5% | 7% | 5% | 7% | 6% | 6% | 7% | 4% | 6% | 6% | 6% | 7% | 6% |
| Moderately disagree | 5% | 5% | 5% | 5% | 4% | 3% | 5% | 5% | 5% | 4% | 2% | 5% | 5% | 4% | 5% | 5% |
| Strongly disagree | 10% | 10% | 9% | 11% | 9% | 5% | 8% | 11% | 9% | 10% | 9% | 10% | 10% | 9% | 16% | 10% |
| Don't know or doesn't apply | 3% | 3% | 2% | 2% | 3% | 5% | 4% | 2% | 2% | 3% | 4% | 3% | 3% | 4% | 5% | 3% |
| In my agency, there is adequate opportunity to develop the required skills for being a leader | Strongly agree | 18% | 18% | 17% | 17% | 19% | 25% | 17% | 19% | 24% | 16% | 28% | 18% | 18% | 19% | 17% | 18% |
| Moderately agree | 23% | 23% | 24% | 22% | 23% | 28% | 23% | 23% | 27% | 22% | 22% | 23% | 23% | 24% | 19% | 23% |
| Mildly agree | 17% | 17% | 18% | 18% | 17% | 14% | 19% | 16% | 19% | 17% | 15% | 17% | 18% | 16% | 18% | 17% |
| Neither agree nor disagree | 12% | 12% | 12% | 12% | 13% | 11% | 11% | 13% | 10% | 13% | 11% | 12% | 12% | 12% | 10% | 12% |
| Mildly disagree | 9% | 9% | 9% | 9% | 9% | 9% | 10% | 8% | 8% | 9% | 6% | 9% | 9% | 7% | 6% | 9% |
| Moderately disagree | 7% | 7% | 7% | 8% | 6% | 5% | 7% | 6% | 5% | 7% | 4% | 7% | 6% | 7% | 8% | 7% |
| Strongly disagree | 10% | 10% | 9% | 12% | 9% | 5% | 9% | 11% | 6% | 11% | 10% | 10% | 10% | 10% | 18% | 10% |
| Don't know or doesn't apply | 4% | 4% | 3% | 2% | 4% | 4% | 3% | 4% | 1% | 5% | 3% | 4% | 3% | 4% | 4% | 4% |
| **B5. Please indicate your level of agreement with the following statements.** | Your agency is committed to creating a diverse workforce | Strongly agree | 29% | 30% | 29% | 27% | 30% | 45% | 30% | 28% | 31% | 29% | 36% | 29% | 29% | 31% | 30% | 29% |
| Moderately agree | 28% | 28% | 29% | 26% | 28% | 28% | 29% | 27% | 30% | 27% | 30% | 28% | 28% | 28% | 23% | 28% |
| Mildly agree | 15% | 15% | 17% | 17% | 15% | 12% | 16% | 15% | 16% | 15% | 10% | 15% | 16% | 15% | 17% | 15% |
| Neither agree nor disagree | 16% | 16% | 14% | 17% | 15% | 8% | 15% | 17% | 15% | 16% | 9% | 16% | 16% | 15% | 13% | 16% |
| Mildly disagree | 3% | 3% | 3% | 3% | 3% | 2% | 3% | 4% | 3% | 3% | 4% | 3% | 3% | 2% | 7% | 3% |
| Moderately disagree | 2% | 2% | 2% | 3% | 2% | 1% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% |
| Strongly disagree | 3% | 3% | 2% | 2% | 3% | 0% | 2% | 3% | 2% | 3% | 6% | 2% | 2% | 3% | 6% | 2% |
| Don't know or doesn't apply | 4% | 3% | 4% | 4% | 3% | 3% | 3% | 4% | 2% | 4% | 2% | 4% | 4% | 3% | 2% | 4% |
| Your workplace culture is equally welcoming of people from all diversity groups | Strongly agree | 45% | 45% | 42% | 42% | 46% | 59% | 45% | 44% | 46% | 44% | 46% | 45% | 45% | 43% | 41% | 45% |
| Moderately agree | 28% | 28% | 29% | 29% | 28% | 26% | 29% | 27% | 29% | 27% | 24% | 28% | 28% | 28% | 26% | 28% |
| Mildly agree | 13% | 13% | 13% | 13% | 12% | 7% | 13% | 13% | 12% | 13% | 14% | 13% | 12% | 14% | 11% | 13% |
| Neither agree nor disagree | 8% | 8% | 9% | 9% | 8% | 5% | 7% | 9% | 8% | 8% | 5% | 8% | 8% | 8% | 10% | 8% |
| Mildly disagree | 2% | 2% | 2% | 3% | 2% | 0% | 3% | 2% | 2% | 2% | 3% | 2% | 2% | 3% | 2% | 2% |
| Moderately disagree | 1% | 1% | 2% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 2% | 2% | 1% |
| Strongly disagree | 2% | 2% | 2% | 2% | 2% | 0% | 2% | 2% | 1% | 2% | 4% | 2% | 2% | 2% | 7% | 2% |
| Don't know or doesn't apply | 1% | 1% | 1% | 2% | 1% | 2% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 1% | 1% | 1% |
| Your immediate supervisor treats employees from all diversity groups with equal respect | Strongly agree | 56% | 56% | 60% | 56% | 57% | 64% | 58% | 55% | 59% | 55% | 57% | 56% | 57% | 52% | 54% | 56% |
| Moderately agree | 22% | 22% | 23% | 23% | 22% | 23% | 22% | 22% | 23% | 22% | 22% | 22% | 22% | 25% | 16% | 22% |
| Mildly agree | 8% | 8% | 7% | 8% | 8% | 5% | 8% | 8% | 7% | 8% | 9% | 8% | 8% | 9% | 8% | 8% |
| Neither agree nor disagree | 6% | 6% | 6% | 7% | 6% | 4% | 5% | 7% | 6% | 7% | 4% | 6% | 6% | 6% | 7% | 6% |
| Mildly disagree | 2% | 2% | 2% | 2% | 2% | 1% | 2% | 2% | 2% | 2% | 1% | 2% | 2% | 2% | 6% | 2% |
| Moderately disagree | 1% | 1% | 0% | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 3% | 1% |
| Strongly disagree | 2% | 2% | 1% | 2% | 2% | 1% | 2% | 2% | 1% | 2% | 4% | 2% | 2% | 3% | 4% | 2% |
| Don't know or doesn't apply | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 3% | 2% |
| Your co-workers treat employees from all diversity groups with equal respect | Strongly agree | 51% | 52% | 49% | 48% | 53% | 59% | 52% | 51% | 52% | 51% | 50% | 52% | 53% | 46% | 45% | 52% |
| Moderately agree | 28% | 28% | 30% | 29% | 27% | 27% | 28% | 28% | 30% | 27% | 24% | 28% | 27% | 29% | 26% | 28% |
| Mildly agree | 10% | 10% | 8% | 10% | 9% | 6% | 10% | 10% | 10% | 9% | 14% | 9% | 9% | 11% | 10% | 10% |
| Neither agree nor disagree | 5% | 5% | 6% | 6% | 5% | 4% | 5% | 6% | 4% | 6% | 4% | 5% | 5% | 6% | 8% | 5% |
| Mildly disagree | 2% | 2% | 3% | 3% | 2% | 1% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 3% | 3% | 2% |
| Moderately disagree | 1% | 1% | 2% | 2% | 1% | 2% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 3% | 1% |
| Strongly disagree | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 3% | 1% | 1% | 2% | 3% | 1% |
| Don't know or doesn't apply | 1% | 1% | 2% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% |
| **B6. Are you aware of the Public Sector Standards in Human Resource Management?** | | Yes | 50% | 50% | 55% | 58% | 47% | 31% | 43% | 56% | 68% | 43% | 56% | 50% | 50% | 51% | 49% | 50% |
| No | 35% | 36% | 27% | 29% | 37% | 51% | 41% | 30% | 20% | 41% | 31% | 35% | 35% | 34% | 34% | 35% |
| No, but know where to find out | 15% | 15% | 18% | 13% | 16% | 17% | 16% | 14% | 12% | 16% | 14% | 15% | 15% | 14% | 17% | 15% |
| **B7. Do you believe any decision made in your agency in the past 12 months did not comply with a Public Sector Standard in Human Resource Management? 1** | | Yes, and I raised it with my agency | 5% | 5% | 5% | 6% | 5% | 3% | 4% | 6% | 5% | 5% | 5% | 5% | 5% | 5% | 10% | 5% |
| Yes, and I lodged a breach of standard claim | 0% | 0% | 2% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 4% | 0% |
| Yes, and I took no action | 7% | 7% | 5% | 8% | 7% | 2% | 6% | 8% | 7% | 7% | 6% | 7% | 7% | 6% | 8% | 7% |
| No | 58% | 58% | 59% | 58% | 59% | 64% | 61% | 57% | 67% | 54% | 56% | 58% | 60% | 53% | 55% | 59% |
| Don’t know | 29% | 29% | 30% | 28% | 30% | 31% | 29% | 30% | 22% | 34% | 35% | 29% | 28% | 36% | 27% | 29% |
| **B8. If you have been employed in your agency for more than 12 months, have you participated in one or more formal, documented performance management meetings with your immediate supervisor in the past 12 months?** | | Yes | 62% | 62% | 60% | 60% | 63% | 46% | 58% | 65% | 65% | 61% | 64% | 62% | 62% | 61% | 59% | 62% |
| No | 30% | 30% | 33% | 33% | 29% | 23% | 30% | 31% | 31% | 30% | 24% | 30% | 30% | 30% | 34% | 30% |
| Have been employed by my agency for less than 12 months | 8% | 8% | 7% | 7% | 8% | 31% | 12% | 4% | 4% | 9% | 12% | 8% | 8% | 9% | 7% | 8% |
| **B8a If yes, which of the following topics were discussed within these formal, documented, meetings? 1** | | My work performance over the last year | 85% | 85% | 85% | 86% | 84% | 82% | 87% | 84% | 87% | 84% | 79% | 85% | 85% | 84% | 80% | 85% |
| My upholding of ethical codes such as my agency’s code of conduct or values | 42% | 42% | 44% | 42% | 42% | 50% | 39% | 43% | 41% | 42% | 39% | 42% | 41% | 45% | 46% | 42% |
| Expectations of my performance in the future | 74% | 74% | 71% | 75% | 73% | 70% | 77% | 72% | 76% | 73% | 67% | 74% | 74% | 72% | 72% | 74% |
| Learning and development activities to help me perform my current job better | 73% | 73% | 72% | 70% | 74% | 71% | 77% | 70% | 71% | 73% | 74% | 73% | 73% | 71% | 69% | 73% |
| Other learning and development activities to help me progress my career | 54% | 54% | 57% | 52% | 54% | 65% | 60% | 49% | 55% | 53% | 64% | 54% | 54% | 54% | 53% | 54% |
| Career progression opportunities within my agency | 34% | 34% | 37% | 36% | 33% | 45% | 42% | 29% | 37% | 33% | 42% | 34% | 33% | 36% | 29% | 34% |
| Other career progression opportunities outside my agency | 14% | 14% | 11% | 15% | 13% | 21% | 17% | 12% | 14% | 14% | 20% | 14% | 13% | 17% | 13% | 14% |
| **B9. How often do you meet with your immediate supervisor informally in a setting that allows for discussion about performance and development matters?** | | Fortnightly or more frequently | 27% | 27% | 27% | 33% | 25% | 27% | 28% | 27% | 36% | 24% | 30% | 27% | 28% | 27% | 27% | 27% |
| Monthly | 17% | 17% | 17% | 16% | 17% | 15% | 19% | 16% | 18% | 16% | 20% | 17% | 17% | 17% | 15% | 17% |
| Six monthly | 17% | 17% | 18% | 17% | 17% | 15% | 17% | 17% | 15% | 17% | 18% | 17% | 17% | 17% | 14% | 17% |
| Annually | 18% | 18% | 19% | 15% | 19% | 15% | 16% | 20% | 15% | 19% | 13% | 18% | 18% | 19% | 17% | 18% |
| Never | 15% | 15% | 12% | 14% | 15% | 11% | 13% | 16% | 12% | 16% | 13% | 14% | 15% | 13% | 17% | 14% |
| Unsure | 6% | 6% | 7% | 5% | 7% | 16% | 8% | 5% | 4% | 7% | 6% | 6% | 6% | 8% | 10% | 6% |
| **SECTION C: ETHICAL BEHAVIOUR** | | | | | | | | | | | | | | | | | | |
| **C1. Please indicate your level of agreement with the following statements.** | My agency actively encourages ethical behaviour by all of its employees | Strongly agree | 51% | 51% | 52% | 48% | 52% | 55% | 48% | 53% | 53% | 50% | 48% | 51% | 52% | 48% | 48% | 51% |
| Moderately agree | 27% | 27% | 27% | 27% | 27% | 32% | 29% | 25% | 26% | 27% | 31% | 27% | 26% | 28% | 20% | 27% |
| Mildly agree | 11% | 11% | 11% | 13% | 10% | 9% | 12% | 10% | 11% | 11% | 8% | 11% | 11% | 11% | 15% | 11% |
| Neither agree nor disagree | 6% | 6% | 6% | 7% | 5% | 3% | 6% | 6% | 5% | 6% | 6% | 6% | 5% | 7% | 6% | 6% |
| Mildly disagree | 2% | 2% | 1% | 2% | 2% | 1% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 5% | 2% |
| Moderately disagree | 1% | 1% | 1% | 2% | 1% | 0% | 1% | 1% | 1% | 1% | 2% | 1% | 2% | 1% | 3% | 1% |
| Strongly disagree | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 2% | 2% | 1% | 1% | 2% | 2% | 1% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 0% | 1% | 2% | 1% | 1% | 1% | 1% | 1% |
| Senior managers in my agency lead by example in ethical behaviour | Strongly agree | 37% | 38% | 35% | 34% | 39% | 44% | 36% | 38% | 39% | 37% | 38% | 37% | 38% | 36% | 37% | 37% |
| Moderately agree | 27% | 27% | 31% | 25% | 28% | 31% | 29% | 25% | 27% | 27% | 30% | 27% | 27% | 27% | 20% | 27% |
| Mildly agree | 11% | 11% | 13% | 12% | 11% | 11% | 12% | 11% | 11% | 12% | 13% | 11% | 12% | 11% | 11% | 12% |
| Neither agree nor disagree | 9% | 9% | 9% | 10% | 8% | 6% | 8% | 9% | 8% | 9% | 7% | 9% | 8% | 10% | 8% | 9% |
| Mildly disagree | 5% | 5% | 4% | 5% | 5% | 3% | 5% | 5% | 5% | 5% | 3% | 5% | 5% | 5% | 2% | 5% |
| Moderately disagree | 3% | 3% | 2% | 4% | 3% | 1% | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 7% | 3% |
| Strongly disagree | 5% | 5% | 3% | 6% | 4% | 2% | 4% | 5% | 4% | 5% | 4% | 5% | 5% | 5% | 11% | 5% |
| Don't know or doesn't apply | 3% | 3% | 3% | 3% | 2% | 2% | 2% | 3% | 2% | 3% | 3% | 3% | 2% | 3% | 4% | 3% |
| Conflicts of interest are identified and managed effectively in my workplace | Strongly agree | 27% | 27% | 27% | 26% | 27% | 33% | 26% | 27% | 31% | 25% | 29% | 27% | 26% | 28% | 25% | 27% |
| Moderately agree | 24% | 24% | 28% | 24% | 25% | 29% | 26% | 23% | 27% | 23% | 33% | 24% | 24% | 25% | 23% | 24% |
| Mildly agree | 13% | 13% | 14% | 13% | 13% | 12% | 14% | 13% | 14% | 13% | 11% | 13% | 13% | 12% | 16% | 13% |
| Neither agree nor disagree | 13% | 13% | 12% | 14% | 12% | 9% | 12% | 13% | 11% | 13% | 10% | 13% | 12% | 13% | 9% | 13% |
| Mildly disagree | 7% | 7% | 6% | 6% | 7% | 5% | 7% | 7% | 6% | 7% | 5% | 7% | 7% | 6% | 6% | 7% |
| Moderately disagree | 4% | 4% | 3% | 4% | 4% | 2% | 3% | 4% | 3% | 4% | 5% | 4% | 4% | 4% | 5% | 4% |
| Strongly disagree | 5% | 6% | 4% | 6% | 5% | 2% | 4% | 6% | 4% | 6% | 4% | 5% | 6% | 5% | 11% | 5% |
| Don't know or doesn't apply | 7% | 7% | 5% | 7% | 7% | 7% | 8% | 7% | 5% | 8% | 3% | 7% | 7% | 7% | 5% | 7% |
| My immediate supervisor demonstrates honesty and integrity in the workplace | Strongly agree | 54% | 54% | 58% | 56% | 54% | 54% | 53% | 55% | 57% | 53% | 57% | 54% | 55% | 50% | 49% | 54% |
| Moderately agree | 22% | 22% | 22% | 22% | 22% | 28% | 24% | 21% | 23% | 22% | 26% | 22% | 22% | 25% | 16% | 22% |
| Mildly agree | 9% | 9% | 6% | 8% | 9% | 10% | 9% | 8% | 8% | 9% | 6% | 9% | 8% | 9% | 10% | 8% |
| Neither agree nor disagree | 6% | 6% | 6% | 6% | 7% | 4% | 6% | 7% | 5% | 7% | 5% | 6% | 6% | 7% | 5% | 6% |
| Mildly disagree | 3% | 3% | 2% | 3% | 3% | 3% | 3% | 3% | 2% | 3% | 1% | 3% | 3% | 2% | 2% | 3% |
| Moderately disagree | 2% | 2% | 2% | 2% | 2% | 0% | 2% | 2% | 2% | 2% | 1% | 2% | 2% | 2% | 6% | 2% |
| Strongly disagree | 3% | 3% | 2% | 3% | 3% | 1% | 3% | 3% | 2% | 3% | 3% | 3% | 3% | 3% | 8% | 3% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 3% | 1% |
| My co-workers demonstrate honesty and integrity in the workplace | Strongly agree | 45% | 45% | 44% | 44% | 45% | 45% | 42% | 47% | 45% | 45% | 45% | 45% | 46% | 41% | 35% | 45% |
| Moderately agree | 32% | 32% | 32% | 33% | 32% | 33% | 34% | 31% | 35% | 31% | 31% | 32% | 32% | 33% | 32% | 32% |
| Mildly agree | 12% | 12% | 10% | 12% | 12% | 12% | 13% | 11% | 12% | 12% | 15% | 12% | 12% | 13% | 17% | 12% |
| Neither agree nor disagree | 6% | 5% | 7% | 6% | 5% | 5% | 5% | 6% | 4% | 6% | 4% | 6% | 5% | 7% | 5% | 6% |
| Mildly disagree | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 2% | 3% | 2% | 3% | 3% | 3% | 1% | 3% |
| Moderately disagree | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 1% | 4% | 1% |
| Strongly disagree | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 2% | 4% | 1% |
| Don't know or doesn't apply | 1% | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 0% | 1% | 2% | 1% | 1% | 1% | 2% | 1% |
| Confidential information in my workplace is only disclosed to appropriate people | Strongly agree | 51% | 51% | 51% | 49% | 51% | 56% | 48% | 52% | 53% | 50% | 49% | 51% | 51% | 50% | 43% | 51% |
| Moderately agree | 25% | 25% | 25% | 26% | 24% | 25% | 27% | 24% | 27% | 24% | 29% | 25% | 25% | 25% | 25% | 25% |
| Mildly agree | 9% | 9% | 8% | 9% | 8% | 8% | 10% | 8% | 8% | 9% | 8% | 9% | 8% | 9% | 11% | 8% |
| Neither agree nor disagree | 6% | 6% | 6% | 6% | 5% | 4% | 5% | 6% | 5% | 6% | 5% | 5% | 5% | 7% | 4% | 6% |
| Mildly disagree | 3% | 3% | 4% | 2% | 4% | 3% | 4% | 3% | 3% | 3% | 3% | 3% | 3% | 2% | 4% | 3% |
| Moderately disagree | 2% | 2% | 2% | 2% | 2% | 1% | 2% | 2% | 1% | 2% | 1% | 2% | 2% | 2% | 3% | 2% |
| Strongly disagree | 3% | 3% | 2% | 2% | 3% | 2% | 2% | 3% | 2% | 3% | 2% | 3% | 3% | 3% | 6% | 3% |
| Don't know or doesn't apply | 2% | 2% | 2% | 3% | 2% | 1% | 2% | 3% | 1% | 3% | 3% | 2% | 2% | 3% | 4% | 2% |
| Purchasing decisions in my workplace are not influenced by gifts or incentives | Strongly agree | 69% | 69% | 76% | 68% | 70% | 63% | 67% | 71% | 78% | 66% | 69% | 69% | 71% | 61% | 61% | 69% |
| Moderately agree | 10% | 11% | 9% | 11% | 10% | 18% | 12% | 9% | 9% | 11% | 16% | 10% | 10% | 14% | 13% | 10% |
| Mildly agree | 2% | 2% | 3% | 3% | 2% | 2% | 3% | 2% | 2% | 2% | 4% | 2% | 2% | 3% | 3% | 2% |
| Neither agree nor disagree | 6% | 6% | 5% | 5% | 6% | 4% | 5% | 6% | 3% | 7% | 5% | 6% | 5% | 7% | 5% | 6% |
| Mildly disagree | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% |
| Moderately disagree | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Strongly disagree | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 1% |
| Don't know or doesn't apply | 11% | 11% | 6% | 11% | 11% | 11% | 11% | 11% | 6% | 13% | 5% | 11% | 10% | 13% | 15% | 11% |
| **C2. Are you familiar with the Public Sector Code of Ethics?** | | Yes | 88% | 87% | 94% | 90% | 87% | 77% | 87% | 88% | 94% | 85% | 85% | 88% | 87% | 89% | 83% | 88% |
| No | 12% | 13% | 6% | 10% | 13% | 23% | 13% | 12% | 6% | 15% | 15% | 12% | 13% | 11% | 17% | 12% |
| **C3. Are you familiar with your agency's code of conduct?** | | Yes | 93% | 93% | 98% | 94% | 93% | 90% | 93% | 94% | 97% | 92% | 91% | 93% | 93% | 93% | 90% | 93% |
| No | 7% | 7% | 2% | 6% | 7% | 10% | 7% | 6% | 3% | 8% | 9% | 7% | 7% | 7% | 10% | 7% |
| **C4. Have you witnessed any of the following types of unethical behaviour in your workplace in the last 12 months, and if so how often?** | Unprofessional conduct (e.g. bullying, inappropriate language) | Never | 45% | 44% | 49% | 47% | 44% | 48% | 44% | 45% | 41% | 46% | 48% | 45% | 44% | 46% | 35% | 45% |
| Rarely (1 to 3 occasions) | 29% | 29% | 27% | 30% | 29% | 27% | 29% | 29% | 33% | 28% | 27% | 29% | 29% | 29% | 27% | 29% |
| Sometimes (4 to 6 occasions) | 15% | 15% | 13% | 12% | 16% | 15% | 15% | 14% | 16% | 14% | 13% | 15% | 15% | 14% | 17% | 15% |
| Frequently (7 to 10 occasions) | 6% | 6% | 6% | 5% | 6% | 6% | 6% | 6% | 6% | 6% | 5% | 6% | 6% | 5% | 10% | 6% |
| Very frequently (more than 10 occasions) | 5% | 6% | 4% | 5% | 6% | 5% | 6% | 5% | 4% | 6% | 7% | 5% | 6% | 5% | 10% | 5% |
| Failure to manage conflicts of interest (e.g. conflict between public role and personal interests) | Never | 72% | 72% | 73% | 75% | 71% | 67% | 72% | 72% | 72% | 72% | 70% | 72% | 72% | 71% | 65% | 72% |
| Rarely (1 to 3 occasions) | 18% | 18% | 19% | 17% | 19% | 23% | 18% | 18% | 20% | 18% | 18% | 18% | 18% | 19% | 16% | 18% |
| Sometimes (4 to 6 occasions) | 6% | 6% | 5% | 4% | 7% | 7% | 6% | 6% | 6% | 6% | 7% | 6% | 6% | 6% | 9% | 6% |
| Frequently (7 to 10 occasions) | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 7% | 2% |
| Very frequently (more than 10 occasions) | 2% | 2% | 2% | 1% | 2% | 1% | 2% | 2% | 1% | 2% | 3% | 2% | 2% | 2% | 3% | 2% |
| Inappropriate acceptance or provision of gifts or benefits | Never | 95% | 95% | 96% | 95% | 95% | 95% | 94% | 95% | 94% | 95% | 92% | 95% | 95% | 93% | 90% | 95% |
| Rarely (1 to 3 occasions) | 4% | 4% | 3% | 4% | 4% | 4% | 4% | 4% | 5% | 4% | 3% | 4% | 4% | 6% | 6% | 4% |
| Sometimes (4 to 6 occasions) | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 2% | 1% |
| Frequently (7 to 10 occasions) | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| Very frequently (more than 10 occasions) | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 1% | 2% | 0% |
| Corrupt behaviour (e.g. employees misusing their position of authority to obtain an inappropriate benefit for, or cause detriment to, themselves or others) | Never | 91% | 91% | 91% | 91% | 91% | 88% | 91% | 91% | 92% | 91% | 88% | 91% | 92% | 88% | 81% | 91% |
| Rarely (1 to 3 occasions) | 5% | 5% | 6% | 5% | 5% | 8% | 6% | 5% | 5% | 5% | 5% | 5% | 5% | 7% | 9% | 5% |
| Sometimes (4 to 6 occasions) | 2% | 2% | 2% | 2% | 2% | 4% | 2% | 2% | 2% | 2% | 3% | 2% | 2% | 3% | 6% | 2% |
| Frequently (7 to 10 occasions) | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 1% |
| Very frequently (more than 10 occasions) | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 0% | 1% | 2% | 1% | 1% | 1% | 1% | 1% |
| Improper use of work computers, internet or email (e.g. viewing or sharing inappropriate or illegal online content) | Never | 85% | 85% | 85% | 85% | 85% | 84% | 84% | 86% | 83% | 86% | 84% | 85% | 86% | 83% | 80% | 85% |
| Rarely (1 to 3 occasions) | 10% | 10% | 11% | 10% | 10% | 10% | 11% | 10% | 12% | 10% | 8% | 10% | 10% | 12% | 14% | 10% |
| Sometimes (4 to 6 occasions) | 2% | 2% | 3% | 3% | 2% | 4% | 3% | 2% | 3% | 2% | 3% | 2% | 2% | 3% | 2% | 2% |
| Frequently (7 to 10 occasions) | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 0% | 1% |
| Very frequently (more than 10 occasions) | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 3% | 1% | 1% | 1% | 4% | 1% |
| Discrimination or harassment (e.g. racial discrimination, sexual harassment) | Never | 84% | 84% | 84% | 84% | 84% | 89% | 83% | 84% | 84% | 84% | 78% | 84% | 85% | 82% | 75% | 84% |
| Rarely (1 to 3 occasions) | 11% | 11% | 11% | 12% | 11% | 8% | 12% | 11% | 12% | 11% | 10% | 11% | 11% | 13% | 15% | 11% |
| Sometimes (4 to 6 occasions) | 3% | 3% | 4% | 2% | 3% | 2% | 3% | 3% | 2% | 3% | 5% | 3% | 3% | 3% | 7% | 3% |
| Frequently (7 to 10 occasions) | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 4% | 1% | 1% | 1% | 1% | 1% |
| Very frequently (more than 10 occasions) | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 3% | 1% | 1% | 1% | 2% | 1% |
| Illicit drug use and/or alcohol intoxication | Never | 95% | 96% | 91% | 94% | 96% | 96% | 95% | 96% | 95% | 96% | 93% | 96% | 95% | 96% | 90% | 96% |
| Rarely (1 to 3 occasions) | 4% | 3% | 7% | 5% | 3% | 4% | 4% | 3% | 5% | 3% | 4% | 4% | 4% | 3% | 5% | 4% |
| Sometimes (4 to 6 occasions) | 1% | 0% | 1% | 1% | 0% | 0% | 1% | 1% | 1% | 1% | 2% | 0% | 1% | 0% | 2% | 1% |
| Frequently (7 to 10 occasions) | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% |
| Very frequently (more than 10 occasions) | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| Inappropriate physical behaviour (e.g. assault, indecent behaviour) | Never | 95% | 95% | 96% | 95% | 95% | 96% | 95% | 95% | 95% | 95% | 95% | 95% | 95% | 95% | 92% | 95% |
| Rarely (1 to 3 occasions) | 4% | 4% | 3% | 4% | 3% | 3% | 4% | 4% | 4% | 4% | 3% | 4% | 4% | 4% | 5% | 4% |
| Sometimes (4 to 6 occasions) | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% |
| Frequently (7 to 10 occasions) | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% |
| Very frequently (more than 10 occasions) | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 1% | 0% |
| Inappropriate access to or use of confidential information (e.g. agency’s database) or unauthorised disclosure of information | Never | 94% | 94% | 94% | 95% | 94% | 94% | 94% | 95% | 93% | 95% | 93% | 94% | 94% | 95% | 87% | 94% |
| Rarely (1 to 3 occasions) | 4% | 4% | 4% | 4% | 4% | 5% | 5% | 4% | 6% | 4% | 5% | 4% | 5% | 4% | 10% | 4% |
| Sometimes (4 to 6 occasions) | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 0% | 1% | 1% | 1% | 1% | 1% |
| Frequently (7 to 10 occasions) | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| Very frequently (more than 10 occasions) | 0% | 0% | 1% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 2% | 0% |
| Workplace bribes or theft (e.g. computers, cash or workplace equipment) | Never | 98% | 98% | 97% | 98% | 98% | 97% | 97% | 98% | 97% | 98% | 97% | 98% | 98% | 97% | 93% | 98% |
| Rarely (1 to 3 occasions) | 2% | 2% | 2% | 2% | 2% | 3% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 6% | 2% |
| Sometimes (4 to 6 occasions) | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Frequently (7 to 10 occasions) | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% |
| Very frequently (more than 10 occasions) | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| Misuse of public resources (e.g. unauthorised use of vehicles, misuse of corporate credit card) | Never | 95% | 96% | 89% | 94% | 96% | 96% | 94% | 96% | 93% | 96% | 94% | 95% | 95% | 95% | 91% | 95% |
| Rarely (1 to 3 occasions) | 4% | 3% | 9% | 5% | 3% | 2% | 4% | 4% | 6% | 3% | 4% | 4% | 4% | 4% | 5% | 4% |
| Sometimes (4 to 6 occasions) | 1% | 1% | 2% | 1% | 1% | 0% | 1% | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 2% | 1% |
| Frequently (7 to 10 occasions) | 0% | 0% | 1% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% |
| Very frequently (more than 10 occasions) | 0% | 0% | 1% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| Fraudulent behaviour or falsification of information or records | Never | 96% | 96% | 96% | 95% | 97% | 97% | 96% | 96% | 95% | 97% | 96% | 96% | 96% | 96% | 89% | 96% |
| Rarely (1 to 3 occasions) | 3% | 3% | 2% | 4% | 2% | 2% | 3% | 3% | 4% | 2% | 0% | 3% | 3% | 3% | 8% | 3% |
| Sometimes (4 to 6 occasions) | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| Frequently (7 to 10 occasions) | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| Very frequently (more than 10 occasions) | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 2% | 0% | 0% | 0% | 1% | 0% |
| Neglect of duty (e.g. intentionally failing to perform work duties) | Never | 78% | 78% | 80% | 78% | 79% | 76% | 78% | 79% | 75% | 80% | 80% | 78% | 78% | 79% | 70% | 79% |
| Rarely (1 to 3 occasions) | 14% | 14% | 12% | 14% | 14% | 15% | 14% | 14% | 18% | 13% | 9% | 14% | 14% | 13% | 17% | 14% |
| Sometimes (4 to 6 occasions) | 4% | 4% | 4% | 5% | 4% | 5% | 4% | 4% | 4% | 4% | 6% | 4% | 4% | 4% | 6% | 4% |
| Frequently (7 to 10 occasions) | 2% | 2% | 2% | 2% | 2% | 3% | 2% | 1% | 2% | 2% | 2% | 2% | 2% | 1% | 4% | 2% |
| Very frequently (more than 10 occasions) | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 3% | 2% | 2% | 2% | 4% | 2% |
| Engaging in criminal behaviour outside work | Never | 99% | 99% | 96% | 98% | 99% | 97% | 98% | 99% | 98% | 99% | 96% | 99% | 98% | 99% | 96% | 99% |
| Rarely (1 to 3 occasions) | 1% | 1% | 3% | 2% | 1% | 2% | 1% | 1% | 2% | 1% | 2% | 1% | 1% | 1% | 3% | 1% |
| Sometimes (4 to 6 occasions) | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% |
| Frequently (7 to 10 occasions) | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Very frequently (more than 10 occasions) | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| Secretly holding another job outside government without agency permission | Never | 94% | 94% | 95% | 93% | 94% | 95% | 95% | 93% | 91% | 95% | 94% | 94% | 94% | 95% | 90% | 94% |
| Rarely (1 to 3 occasions) | 5% | 5% | 4% | 6% | 5% | 5% | 4% | 6% | 8% | 4% | 4% | 5% | 6% | 4% | 9% | 5% |
| Sometimes (4 to 6 occasions) | 1% | 1% | 0% | 1% | 1% | 0% | 1% | 1% | 1% | 0% | 1% | 1% | 1% | 1% | 0% | 1% |
| Frequently (7 to 10 occasions) | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| Very frequently (more than 10 occasions) | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 0% | 0% | 1% | 0% |
| **C4b. If you have witnessed unethical behaviour in your workplace, did you report it?** | | In all instances | 24% | 24% | 22% | 26% | 23% | 19% | 19% | 27% | 35% | 19% | 29% | 23% | 23% | 24% | 31% | 23% |
| For some, but not all instances | 32% | 32% | 36% | 30% | 33% | 30% | 35% | 31% | 34% | 32% | 34% | 32% | 32% | 35% | 31% | 32% |
| Never | 38% | 39% | 37% | 38% | 38% | 38% | 40% | 37% | 27% | 43% | 29% | 39% | 39% | 34% | 31% | 38% |
| Did not know how to report it | 6% | 6% | 5% | 6% | 6% | 12% | 7% | 5% | 3% | 7% | 7% | 6% | 6% | 7% | 6% | 6% |
| **C5. Do you know how to report unethical behaviour in your workplace?** | | Yes | 83% | 82% | 89% | 85% | 82% | 75% | 80% | 85% | 90% | 80% | 87% | 83% | 83% | 81% | 82% | 83% |
| No | 17% | 18% | 11% | 15% | 18% | 25% | 20% | 15% | 10% | 20% | 13% | 17% | 17% | 19% | 18% | 17% |
| **C6. During the past 12 months have you been subjected to repeated bullying in your workplace?** | | Yes | 10% | 10% | 8% | 9% | 10% | 9% | 9% | 10% | 10% | 10% | 13% | 10% | 10% | 10% | 21% | 9% |
| No | 85% | 85% | 87% | 87% | 85% | 85% | 86% | 85% | 87% | 85% | 82% | 86% | 86% | 83% | 68% | 86% |
| Not sure | 5% | 5% | 6% | 4% | 5% | 6% | 5% | 5% | 3% | 5% | 5% | 5% | 4% | 7% | 11% | 5% |
| **C6a. If you have been subjected to bullying in the past 12 months which of the following describes the nature of the bullying you have experienced? 1** | Verbally abusing, insulting or offending you including criticising you in the form of yelling or screaming | | 55% | 55% | 52% | 50% | 56% | 57% | 57% | 54% | 53% | 56% | 55% | 55% | 55% | 54% | 46% | 55% |
| Spreading misinformation or malicious rumours | | 43% | 43% | 38% | 44% | 42% | 43% | 48% | 41% | 46% | 42% | 41% | 43% | 43% | 45% | 37% | 43% |
| Teasing or regularly making you the brunt of practical jokes or pranks | | 16% | 15% | 27% | 17% | 15% | 13% | 20% | 14% | 9% | 18% | 23% | 16% | 14% | 23% | 26% | 15% |
| Frightening, humiliating, belittling or degrading you through physical behaviour (e.g. assault, aggressive body language) | | 19% | 19% | 18% | 19% | 18% | 10% | 21% | 19% | 10% | 22% | 23% | 19% | 18% | 23% | 23% | 19% |
| Excluding or isolating you from others | | 42% | 42% | 46% | 39% | 43% | 30% | 42% | 42% | 38% | 43% | 41% | 42% | 42% | 44% | 31% | 42% |
| Assigning you tasks unrelated to your job or that are unreasonably below or beyond your skills level | | 26% | 26% | 23% | 28% | 24% | 30% | 30% | 23% | 24% | 26% | 23% | 26% | 24% | 33% | 31% | 25% |
| Setting timelines that are difficult to achieve or constantly changing deadlines | | 22% | 23% | 14% | 24% | 21% | 20% | 25% | 21% | 18% | 24% | 18% | 22% | 23% | 21% | 26% | 22% |
| Deliberately changing work rosters or leave arrangements to inconvenience you | | 13% | 13% | 9% | 16% | 12% | 13% | 14% | 12% | 7% | 15% | 23% | 13% | 13% | 13% | 26% | 12% |
| Deliberately withholding information, resources or consultation which is vital to your effective work performance | | 34% | 35% | 32% | 36% | 33% | 20% | 36% | 35% | 35% | 34% | 32% | 34% | 34% | 36% | 26% | 35% |
| Inappropriately or unfairly managing your performance | | 31% | 30% | 36% | 36% | 28% | 13% | 34% | 30% | 29% | 31% | 36% | 30% | 29% | 38% | 43% | 30% |
| Other | | 23% | 22% | 32% | 24% | 22% | 20% | 20% | 24% | 24% | 23% | 18% | 23% | 23% | 22% | 29% | 23% |
| **C7. Do you know how to report bullying in your workplace?** | | Yes | 86% | 86% | 91% | 87% | 86% | 80% | 84% | 88% | 92% | 84% | 91% | 86% | 86% | 84% | 83% | 86% |
| No | 14% | 14% | 9% | 13% | 14% | 20% | 16% | 12% | 8% | 16% | 9% | 14% | 14% | 16% | 17% | 14% |
| **C8. Are you aware of the PID Act and how to make a disclosure?** | | Yes | 39% | 38% | 45% | 46% | 36% | 21% | 33% | 44% | 51% | 34% | 43% | 39% | 39% | 37% | 34% | 39% |
| No | 45% | 46% | 36% | 40% | 47% | 61% | 49% | 41% | 33% | 49% | 41% | 45% | 45% | 46% | 49% | 45% |
| No, but know where to find out | 16% | 16% | 19% | 14% | 17% | 18% | 18% | 15% | 16% | 16% | 16% | 16% | 16% | 17% | 16% | 16% |
| **C9. Would you use the PID Act to make a disclosure of public interest information to a proper authority if you were aware of unethical behaviour in your workplace?** | | Always | 46% | 47% | 40% | 51% | 44% | 45% | 40% | 50% | 50% | 44% | 41% | 46% | 46% | 49% | 50% | 47% |
| Sometimes | 19% | 19% | 22% | 20% | 18% | 16% | 22% | 17% | 20% | 18% | 16% | 19% | 19% | 18% | 16% | 19% |
| Never | 4% | 4% | 4% | 5% | 4% | 3% | 4% | 4% | 3% | 5% | 9% | 4% | 4% | 5% | 4% | 4% |
| Do not know | 30% | 30% | 34% | 24% | 34% | 36% | 33% | 29% | 26% | 33% | 34% | 31% | 31% | 28% | 30% | 30% |

1 Respondents were able to select more than one response to the question.

Appendix A – Structure of the government sector

The WA government sector structure is outlined in Table A.1.

## Public sector

Collectively, departments, senior executive service (SES) organisations, non-SES organisations and ministerial offices are referred to as the public sector.

Tables A.2 to A.5 provide lists of the entities making up the public sector in 2014/15. Entities are classified according to functional category and size.

## Government boards and committees

For a list of boards and committees, see the Department of the Premier and Cabinet’s Government Boards and Committees Register at [http://www.dpc.wa.gov.au/Consultation/  
Pages/GovernmentBoardsandCommittees.aspx](http://www.dpc.wa.gov.au/Consultation/Pages/GovernmentBoardsandCommittees.aspx).

## *Public Sector Management Act 1994* (PSM Act) Schedule 1 entities

Entities listed in Schedule 1 of the PSM Act comprise local government authorities, public universities, and other Schedule 1 entities.

For a list of local government authorities, see the Local Government Directory on the Department of Local Government and Communities website at <http://dlg.wa.gov.au/Content/Directory/Default.aspx>.[[3]](#footnote-3)

Tables A.6 and A.7 provide lists of public universities and other Schedule 1 entities.

All lists are based on information available to the Public Sector Commission at the time of printing the report.

## Table A.1 WA government sector structure

| Entity type | Examples |
| --- | --- |
| Departments Primarily responsible for delivery of public services and providing policy advice and administrative support to ministers. Departments are established under s. 35 of the [*Public Sector Management Act 1994*](http://www.slp.wa.gov.au/legislation/statutes.nsf/main_mrtitle_771_homepage.html)(PSM Act). | * Department of the Attorney General * Department of the Premier and Cabinet * Department of Commerce |
| SES organisations Established for public purposes under a written law to perform defined statutory functions, and generally responsible though a board to a minister. SES organisations are specified in Schedule 2 of the [PSM Act](http://www.slp.wa.gov.au/legislation/statutes.nsf/main_mrtitle_771_homepage.html). | * Rottnest Island Authority * Botanic Gardens and Parks Authority * Western Australian Tourism Commission |
| Non-SES organisations Established for public purposes under a written law to perform defined statutory functions; generally responsible through a board to a minister, although usually with a degree of operational independence. | * Forest Products Commission * Corruption and Crime Commission * Legal Aid Commission of Western Australia |
| Ministerial offices Persons appointed to assist certain political officeholders. | * Staff of the office of the Minister for Health |
| Government boards and committees Established under law to perform statutory functions such as guidance and direction for an organisation; regulation, registration and appeal; coordination of policies and projects; and advisory functions. | * Mental Health Review Board * Gender Reassignment Board * State Training Board |
| PSM Act Schedule 1 entities(a) Entities as defined in Schedule 1 of the [PSM Act](http://www.slp.wa.gov.au/legislation/statutes.nsf/main_mrtitle_771_homepage.html). These entities are constituted by or under a written law, or by the Governor or a minister, to undertake specific public functions, but operate at arm’s length to the executive arm of the Government, often in a commercial/semi-commercial environment or as part of the Westminster system of government. Schedule 1 entities include the judiciary (courts and tribunals), legislature (Parliament), public universities and local government authorities. | * Public universities (e.g. Murdoch University) * Local government authorities (e.g. City of Perth) * Government trading enterprises (e.g. Water Corporation) * Port authorities (e.g. Fremantle Port Authority) * Police Force (i.e. sworn officers) * Courts and tribunals (e.g. State Administrative Tribunal) * Departments of the Parliament (e.g. Department of the Legislative Assembly) * Electorate offices |

(a) Schedule 1 entities are not required to report to the Public Sector Commission under the PSM Act.

## Table A.2 Departments

| Department |  |
| --- | --- |
| Department for Child Protection and Family Support | Department of Sport and Recreation |
| Department of Aboriginal Affairs | Department of State Development |
| Department of Agriculture and Food | Department of the Attorney General |
| Department of Commerce | Department of the Premier and Cabinet[[4]](#footnote-4) |
| Department of Corrective Services | Department of the Registrar Western Australian Industrial Relations Commission |
| Department of Culture and the Arts | Department of the State Heritage Office[[5]](#footnote-5) |
| Department of Education | Department of Training and Workforce Development |
| Department of Education Services | Department of Transport |
| Department of Environmental Regulation | Department of Treasury |
| Department of Finance | Department of Water |
| Department of Fire and Emergency Services | Disability Services Commission[[6]](#footnote-6) |
| Department of Fisheries | Mental Health Commission |
| Department of Health | Office of the Auditor General |
| Department of Housing[[7]](#footnote-7) | Office of the Director of Public Prosecutions |
| Department of Lands | Office of the Environmental Protection Authority |
| Department of Local Government and Communities | Office of the Inspector of Custodial Services |
| Department of Mines and Petroleum | Public Sector Commission |
| Department of Parks and Wildlife | Road Safety Commission[[8]](#footnote-8) |
| Department of Planning | Western Australia Police[[9]](#footnote-9) |
| Department of Racing, Gaming and Liquor | Western Australian Electoral Commission |
| Department of Regional Development |  |

## Table A.3 SES organisations (listed in [PSM Act](http://www.slp.wa.gov.au/legislation/statutes.nsf/main_mrtitle_771_homepage.html) Schedule 2)

| SES organisation |  |
| --- | --- |
| Art Gallery of Western Australia | Mid West Development Commission |
| Botanic Gardens and Parks Authority | Minerals Research Institute of Western Australia |
| C. Y. O'Connor Institute | Peel Development Commission |
| Central Institute of Technology | Perth Theatre Trust |
| Challenger Institute of Technology | Pilbara Development Commission |
| Chemistry Centre (WA) | Pilbara Institute |
| Commissioner of Main Roads | Polytechnic West |
| Country High School Hostels Authority | Professional Standards Council[[10]](#footnote-10) |
| Country Housing Authority[[11]](#footnote-11) | Public Transport Authority of Western Australia |
| Disability Services Commission[[12]](#footnote-12) | Rottnest Island Authority |
| Durack Institute of Technology | Rural Business Development Commission[[13]](#footnote-13) |
| Economic Regulation Authority | School Curriculum and Standards Authority |
| Gascoyne Development Commission | Small Business Development Corporation |
| Goldfields-Esperance Development Commission | South West Development Commission |
| Goldfields Institute of Technology | South West Institute of Technology |
| Government Employees Superannuation Board | State Supply Commission[[14]](#footnote-14) |
| Great Southern Development Commission | The Library Board of Western Australia (State Library of Western Australia) |
| Great Southern Institute of Technology | The Western Australian Museum |
| Housing Authority | West Coast Institute of Training |
| Insurance Commission of Western Australia | Western Australian Land Information Authority (Landgate) |
| Kimberley Development Commission | Western Australian Tourism Commission |
| Kimberley Training Institute | Wheatbelt Development Commission |
| Lotteries Commission (Lotterywest) | WorkCover Western Australia Authority |
| Metropolitan Cemeteries Board | Zoological Parks Authority |
| Metropolitan Redevelopment Authority |  |

## Table A.4 Non-SES organisations

| Non-SES organisation |  |
| --- | --- |
| Agricultural Produce Commission[[15]](#footnote-15) | Office of the Public Advocate[[16]](#footnote-16) |
| Animal Resources Authority | Parliamentary Commissioner for Administrative Investigations (Ombudsman) |
| Architects Board of Western Australia | Parliamentary Inspector of the Corruption and Crime Commission of Western Australia[[17]](#footnote-17) |
| Building Commission[[18]](#footnote-18) | Parliamentary Superannuation Board[[19]](#footnote-19) |
| Combat Sports Commission[[20]](#footnote-20) | Perth Market Authority |
| Commission for Occupational Safety and Health[[21]](#footnote-21) | Plumbers Licensing Board[[22]](#footnote-22) |
| Commissioner for Children and Young People | Potato Marketing Corporation of Western Australia |
| Commissioner for Equal Opportunity | Public Trustee’s Office[[23]](#footnote-23) |
| Conservation Commission of Western Australia | Salaries and Allowances Tribunal[[24]](#footnote-24) |
| Construction Industry Long Service Leave Payments Board | ScreenWest |
| Construction Training Fund | Solicitor General[[25]](#footnote-25) |
| Corruption and Crime Commission | Swan River Trust[[26]](#footnote-26) |
| Environmental Protection Authority[[27]](#footnote-27) | Teacher Registration Board of Western Australia[[28]](#footnote-28) |
| Forest Products Commission | The Burswood Park Board |
| Health and Disability Services Complaints Office | The National Trust of Australia (WA) |
| Heritage Council of Western Australia[[29]](#footnote-29) | The Queen Elizabeth II Medical Centre Trust |
| Keep Australia Beautiful Council (WA) | Trustees of Public Education Endowment[[30]](#footnote-30) |
| Law Reform Commission of Western Australia[[31]](#footnote-31) | Veterinary Surgeons' Board |
| Legal Aid Commission of Western Australia | Western Australian Coastal Shipping Commission[[32]](#footnote-32) |
| Legal Practice Board | Western Australian Health Promotion Foundation (Healthway) |
| Liquor Commission | Western Australian Meat Industry Authority |
| Office of the Director of Equal Opportunity in Public Employment[[33]](#footnote-33) | Western Australian Planning Commission[[34]](#footnote-34) |
| Office of the Information Commissioner | Western Australian Sports Centre Trust (VenuesWest) |

## Table A.5 Public universities

| Universities |  |
| --- | --- |
| Curtin University of Technology | University of Notre Dame |
| Edith Cowan University | University of Western Australia |
| Murdoch University |  |

## Table A.6 Other Schedule 1 entities

| Other Schedule 1 entities | |
| --- | --- |
| Bunbury Water Corporation | Racing Penalties Appeal Tribunal |
| Busselton Water Corporation | Southern Ports Authority[[35]](#footnote-35) |
| Department of the Legislative Assembly | State Administrative Tribunal |
| Department of the Legislative Council | The Electricity Generation Corporation (Verve Energy) |
| Electorate offices | The Electricity Networks Corporation (Western Power) |
| Fremantle Port Authority | The Electricity Retail Corporation (Synergy) |
| Gold Corporation | The Independent Market Operator |
| Governor’s Establishment | The Regional Power Corporation (Horizon Power) |
| Kimberley Ports Authority[[36]](#footnote-36) | Water Corporation |
| Mid-West Ports Authority[[37]](#footnote-37) | Western Australian Energy Disputes Arbitrator |
| Pilbara Ports Authority[[38]](#footnote-38) | Western Australian Greyhound Racing Association |
| Police Force | Western Australian Land Authority (LandCorp) |
| Prisoners Review Board of Western Australia | Western Australian Treasury Corporation |
| Racing and Wagering Western Australia |  |

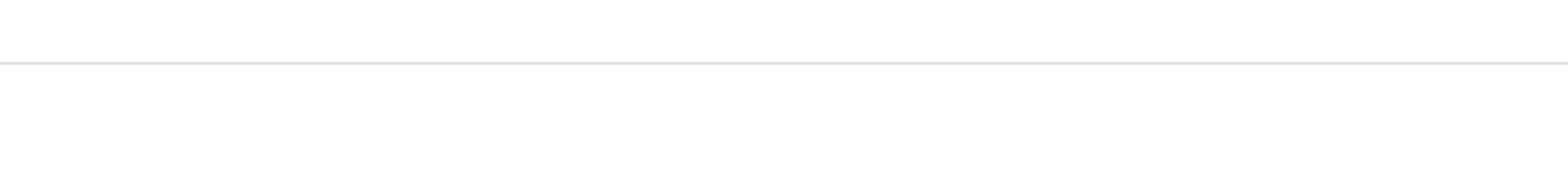
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Appendix B – Calculating the equity index

The *State of the WA public sector statistical bulletin 2015* provides a detailed overview of the state of administration and human salary profile. An index of 100 is considered optimal; an index less than 100 suggests the group is disproportionately represented in lower salary levels; an index more than 100 suggests the group is disproportionately represented in higher salary levels.

If there are less than 10 persons in a diversity group, the index may not be a good indicator of the true distribution of salary levels within the group.

The equity index has the following formula:

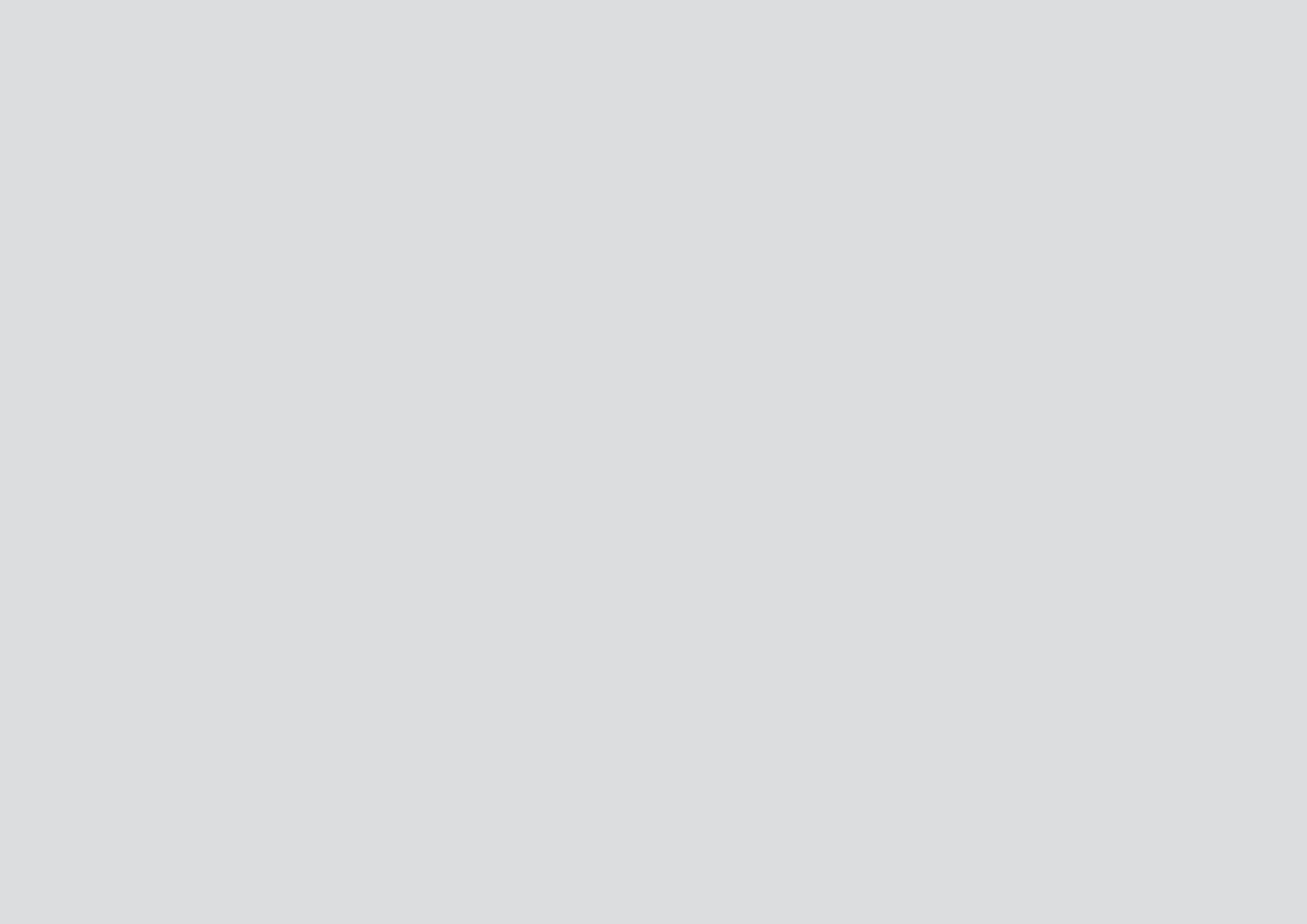
****where:

* *EGroup* is the equity index for the diversity group
* *a* is equal to 0.5
* *j* is the salary level (from 1-10)
* *sj* is the number of employees with valid responses in the diversity group at salary level *j*
* *S* is the total number of employees with valid responses in the diversity group in the entity
* *tj* is the number of employees with valid responses to the entity’s diversity survey at salary level *j*
* *T* is the total number of employees with valid responses across the entity.

Appendix C – Abbreviated entity names

The table below lists the full and corresponding abbreviated entity names that have been included in this report.

| Full name | Abbreviated name |
| --- | --- |
| Animal Resources Authority | ARC |
| Art Gallery Of Western Australia | AGWA |
| Botanic Gardens and Parks Authority | BGPA |
| C. Y. O'Connor Institute | CYOC |
| Central Institute of Technology | Central IT |
| Challenger Institute of Technology | Challenger IT |
| Chemistry Centre (WA) | Chem Centre |
| Commissioner for Equal Opportunity | EOC |
| Commissioner of Main Roads | Main Roads |
| Corruption and Crime Commission | CCC |
| Country High School Hostels Authority | CHSHA |
| Department for Child Protection and Family Support | CPFS |
| Department of Aboriginal Affairs | DAA |
| Department of Agriculture and Food | Agric |
| Department of Commerce | Commerce |
| Department of Corrective Services | DCS |
| Department of Culture and the Arts | DCA |
| Department of Education | Education |
| Department of Education Services | DES |
| Department of Environment Regulation | DER |
| Department of Finance | Finance |
| Department of Fire and Emergency Services | DFES |
| Department of Fisheries | Fisheries |
| Department of Health | Health |
| Department of Lands | Lands |
| Department of Local Government and Communities | DLGC |
| Department of Mines and Petroleum | DMP |
| Department of Parks and Wildlife | DPaW |
| Department of Planning | Planning |
| Department of Racing, Gaming and Liquor | RGL |
| Department of Regional Development | DRD |
| Department of Sport and Recreation | DSR |
| Department of State Development | DSD |
| Department of the Attorney General | DOTAG |
| Department of the Premier and Cabinet | DPC |
| Department of the Registrar Western Australian Industrial Relations Commission | WAIRC |
| Department of the State Heritage Office | DSHO |
| Department of Training and Workforce Development | DTWD |
| Department of Transport | Transport |
| Department of Treasury | Treasury |
| Department of Water | Water |
| Disability Services Commission | DSC |
| Durack Institute of Technology | Durack IT |
| Economic Regulation Authority | ERA |
| Forest Products Commission | FPC |
| Goldfields Institute of Technology | Goldfields IT |
| Government Employees Superannuation Board | GESB |
| Great Southern Institute of Technology | GSIT |
| Housing Authority | Housing |
| Insurance Commission of Western Australia | ICWA |
| Kimberley Training Institute | KTI |
| Legal Aid Commission of Western Australia | Legal Aid |
| Legal Practice Board | LPBWA |
| Lotteries Commission | Lotterywest |
| Mental Health Commission | MHC |
| Metropolitan Cemeteries Board | MCB |
| Metropolitan Redevelopment Authority | MRA |
| Office of the Auditor General | OAG |
| Office of the Director of Public Prosecutions | DPP |
| Office of the Environmental Protection Authority | OEPA |
| Parliamentary Commissioner for Administrative Investigations | Ombudsman |
| Perth Market Authority | Perth Market |
| Pilbara Institute | Pilbara Inst |
| Polytechnic West | Polytechnic |
| Public Sector Commission | PSC |
| Public Transport Authority of Western Australia | PTA |
| Rottnest Island Authority | Rottnest Island |
| School Curriculum and Standards Authority | SCSA |
| ScreenWest | ScreenWest |
| Small Business Development Corporation | Small Business |
| South West Development Commission | SWDC |
| South West Institute of Technology | SWIT |
| State Library of Western Australia | SLWA |
| Swan River Trust | SRT |
| The National Trust of Australia (W.A.) | NTWA |
| The Western Australian Museum | WA Museum |
| West Coast Institute of Training | WCIT |
| Western Australia Police | Police |
| Western Australian Alcohol and Drug Authority | DAO |
| Western Australian Electoral Commission | WAEC |
| Western Australian Health Promotion Foundation | Healthway |
| Western Australian Land Information Authority | Landgate |
| Western Australian Sports Centre Trust | VenuesWest |
| Western Australian Tourism Commission | Tourism WA |
| WorkCover Western Australia Authority | WorkCover |
| Zoological Parks Authority | Perth Zoo |



1. Includes all current employees, except for casuals not paid in the final pay period fortnight of the financial year. One FTE equals one person paid for a full-time position at the end of the financial year. [↑](#footnote-ref-1)
2. Source: Human resource minimum obligatory information requirement ([HRMOIR](http://www.publicsector.wa.gov.au/workforce/workforce-planning-data/human-resource-minimum-obligatory-information-requirement-hrmoir)) workforce data as at 30 June 2015. [↑](#footnote-ref-2)
3. The Shires of Christmas Island and Cocos (Keeling) Islands were not part of the 2014/15 reporting sample. [↑](#footnote-ref-3)
4. For the purposes of this report, the Department of the Premier and Cabinet includes ministerial offices. [↑](#footnote-ref-4)
5. Established as of 1 July 2014. [↑](#footnote-ref-5)
6. The Disability Services Commission is both a department (established under s. 35) and a SES organisation (as described in Schedule 2) within the [PSM Act](http://www.slp.wa.gov.au/legislation/statutes.nsf/main_mrtitle_771_homepage.html). [↑](#footnote-ref-6)
7. The Housing Authority completed the [public](http://www.publicsector.wa.gov.au/public-administration/sector-performance-and-oversight/monitoring-sector-performance-and-reporting/annual-agency-survey) sector entity survey on behalf of the Department of Housing. [↑](#footnote-ref-7)
8. Established as of 1 July 2015. The Road Safety Commission did not form part of the 2014/15 reporting sample. [↑](#footnote-ref-8)
9. The Police Service is a department (established under s. 35) and the Police Force is a Schedule 1 entity under the PSM Act. [↑](#footnote-ref-9)
10. This entity has not been captured in the 2014/15 reporting sample. [↑](#footnote-ref-10)
11. Reports under the Housing Authority for Public Sector Commission data collection. [↑](#footnote-ref-11)
12. The Disability Services Commission is both a department (established under s. 35) and a SES organisation (as described in Schedule 2) within the [PSM Act](http://www.slp.wa.gov.au/legislation/statutes.nsf/main_mrtitle_771_homepage.html). [↑](#footnote-ref-12)
13. Reports under the Department of Agriculture and Food for Public Sector Commission data collection. [↑](#footnote-ref-13)
14. Reports under the Department of Finance for Public Sector Commission data collection. [↑](#footnote-ref-14)
15. Reports under the Department of Agriculture and Food for Public Sector Commission data collection. [↑](#footnote-ref-15)
16. Reports under the Department of the Attorney General for Public Sector Commission data collection. [↑](#footnote-ref-16)
17. This entity has not been captured in the 2014/15 reporting sample. [↑](#footnote-ref-17)
18. Reports under the Department of Commerce for Public Sector Commission data collection. [↑](#footnote-ref-18)
19. Reports under the Government Employees Superannuation Board for Public Sector Commission data collection. [↑](#footnote-ref-19)
20. Reports under the Department of Sports and Recreation for Public Sector Commission data collection. [↑](#footnote-ref-20)
21. Reports under the Department of Commerce for Public Sector Commission data collection. [↑](#footnote-ref-21)
22. Reports under the Department of Commerce for Public Sector Commission data collection. [↑](#footnote-ref-22)
23. Reports under the Department of the Attorney General for Public Sector Commission data collection. [↑](#footnote-ref-23)
24. Reports under the Public Sector Commission for Public Sector Commission data collection. [↑](#footnote-ref-24)
25. This entity has not been captured in the 2014/15 reporting sample. [↑](#footnote-ref-25)
26. Reports under the Department of Parks and Wildlife for Public Sector Commission data collection. [↑](#footnote-ref-26)
27. Reports under the Office of the Environmental Protection Authority for Public Sector Commission data collection. [↑](#footnote-ref-27)
28. Reports under the Department of Education Services for Public Sector Commission data collection. [↑](#footnote-ref-28)
29. Reports under the Department of the State Heritage Office for Public Sector Commission data collection. [↑](#footnote-ref-29)
30. Reports under the Department of Education Services for Public Sector Commission data collection. [↑](#footnote-ref-30)
31. Reports under the Department of the Attorney General for Public Sector Commission data collection. [↑](#footnote-ref-31)
32. This entity has not been captured in the 2014/15 reporting sample. [↑](#footnote-ref-32)
33. Reports under the Public Sector Commission for Public Sector Commission data collection. [↑](#footnote-ref-33)
34. Reports under the Department of Planning for Public Sector Commission data collection. [↑](#footnote-ref-34)
35. On 1 October 2014, the Albany Port Authority, Bunbury Port Authority, and Esperance Port Authority merged to form the Southern Ports Authority. [↑](#footnote-ref-35)
36. On 1 July 2014, the Broome Port Authority was renamed to Kimberley Ports Authority. [↑](#footnote-ref-36)
37. On 1 July 2014, the Geraldton Port Authority was renamed to Mid West Ports Authority. [↑](#footnote-ref-37)
38. On 1 July 2014, the Dampier and Port Hedland Ports Authorities merged to form the Pilbara Ports Authority. [↑](#footnote-ref-38)