# Western Australian public sector quarterly workforce report – December 2023

## About this information

This page presents a snapshot of the public sector workforce based on the most recent data available. More detailed workforce information (including information on other government entities) is available in the [State of the WA Government Sector Workforce 2022-23](https://www.wa.gov.au/government/publications/state-of-the-wa-government-sector-workforce-2022-23).

Please see the Commission’s [About our workforce data](https://www.wa.gov.au/government/publications/about-our-workforce-data) page for additional contextual information.

## Overview of the public sector as at December 2023

|  |  |
| --- | --- |
| Headcount | 167,851 |
| Full-time equivalent (FTE) | 131,453 |
| General government salaries expenses(September quarter) | $4,125 M |
| Public sector median age | 44 |
| Top 3 occupation groups (FTE) | Teachers | 17.9% |
| Clerical workers | 17.0% |
| Nurses and midwives | 11.0% |

|  |  |  |
| --- | --- | --- |
| Diversity groups | December 2023 | Aspirational target |
| Women in the SES | Representation | 48.9% | 50.0% |
| Aboriginal and Torres Strait Islander people | Representation | 2.8% | 3.7% |
| Headcount | 3,540 |  |
| People with disability | Representation | 1.6% | 5.0% |
| Headcount | 2,043 |  |
| Culturally and linguistically diverse people | Representation | 17.1% | 15.5% |
| Headcount | 20,292 |  |
| Youth (aged 24 and under) | Representation | 5.3% | 5.8% |
| Headcount | 8,963 |  |
| Mature (aged 45 and over) | Representation | 49.4% | n.a. |
| Headcount | 82,943 |  |

## Sector profile

### Employment trends

In December 2023 the WA public sector employed 167,851 people, equating to 131,453 full time equivalent (FTE) employees.

In headcount terms, this reflected a quarterly decrease of 461 (-0.3%) since September 2023, and an annual increase of 6,928 (+4.3%) since December 2022.

In FTE terms, this reflected a quarterly decrease of 406 (-0.3%) since September 2023, and an annual increase of 5,317 (+4.2%) since December 2022.

The Department of Education decreased by 756 FTE (-1.7%) in the quarter. Most of the decrease were teachers (-526 FTE) and education aides (-241 FTE) and reflects seasonal patterns associated with the end of the school year.

WA Health was down 362 FTE (-0.8%). Changes at the health service providers varied, with the WA Country Health Service and the East Metropolitan Health Service down 2.5%, while PathWest was up 2.6% and Health Support Services up 4.1%.

Main Roads increased by 163 FTE (+11.7%) resulting from the statewide transition of road maintenance functions back into the public sector. These transfers commenced in late 2022 and will continue throughout 2024.

### Salaries expenditure

Salaries represent the single largest component of general government sector expenses (at around 40% for the six months to December 2023, or 45% when concurrent superannuation costs are also included).

General government salaries for the first six months of 2023-24 grew by 6.1% to total $8.1 billion.

Source: Department of Treasury

## Historical headcount, FTE and salaries expenditure

|  |  |  |  |
| --- | --- | --- | --- |
| Quarter | Headcount | FTE | Quarterly salaries expenditure ($M) |
| December 2018 | 138,678 | 108,601 | 3,091 |
| March 2019 | 142,278 | 112,099 | 2,982 |
| June 2019 | 142,735 | 111,932 | 3,172 |
| September 2019 | 143,775 | 113,367 | 3,140 |
| December 2019 | 143,586 | 113,143 | 3,212 |
| March 2020 | 146,343 | 115,548 | 3,147 |
| June 2020 | 146,562 | 116,878 | 3,366 |
| September 2020 | 148,408 | 117,773 | 3,319 |
| December 2020 | 148,532 | 117,664 | 3,350 |
| March 2021 | 151,753 | 120,357 | 3,298 |
| June 2021 | 153,396 | 121,298 | 3,502 |
| September 2021 | 155,931 | 123,034 | 3,512 |
| December 2021 | 155,963 | 122,361 | 3,574 |
| March 2022 | 159,839 | 125,623 | 3,476 |
| June 2022 | 160,281 | 125,623 | 3,717 |
| September 2022 | 161,530 | 126,421 | 3,721 |
| December 2022 | 160,923 | 126,136 | 3,942 |
| March 2023 | 164,141 | 128,784 | 4,081 |
| June 2023 | 164,657 | 128,745 | 3,983 |
| September 2023 | 168,312 | 131,859 | 4,003 |
| December 2023 | 167,851 | 131,453 | 4,125 |

## WA public sector agencies’ staffing levels

| Agency | Dec-23Headcount | Dec-23FTE | FTE change from Sep-23 | FTE change from Dec-22 |
| --- | --- | --- | --- | --- |
| **WA public sector** | **167,851** | **131,453** | **-406** | **5,317** |
| Department of Education | 60,493 | 44,715 | -756 | 1,269 |
| WA Health | 59,778 | 44,798 | -362 | 1,555 |
| WA Health (North Metropolitan Health Service) | 13,004 | 9,666 | -60 | 483 |
| WA Health (South Metropolitan Health Service) | 12,411 | 9,159 | -50 | 433 |
| WA Health (WA Country Health Service) | 11,271 | 8,501 | -222 | -33 |
| WA Health (East Metropolitan Health Service) | 10,016 | 7,643 | -198 | 46 |
| WA Health (Child and Adolescent Health Service) | 6,486 | 4,649 | 19 | 307 |
| WA Health (Health Support Services) | 2,780 | 2,052 | 81 | 186 |
| WA Health (PathWest) | 2,452 | 1,966 | 49 | 77 |
| WA Health (Department of Health) | 1,358 | 1,162 | 19 | 56 |
| Department of Justice | 7,566 | 6,915 | 5 | 252 |
| Department of Communities | 6,515 | 5,762 | 88 | 404 |
| Western Australia Police | 2,995 | 2,152 | 48 | 23 |
| Public Transport Authority | 2,568 | 2,396 | -11 | 147 |
| Department of Biodiversity, Conservation and Attractions | 2,544 | 2,169 | 98 | 62 |
| Department of Primary Industries and Regional Development | 2,158 | 1,971 | 79 | 195 |
| Department of Fire and Emergency Services | 1,860 | 1,762 | 17 | 43 |
| Department of Energy, Mines, Industry Regulation and Safety | 1,850 | 1,705 | 40 | 81 |
| Department of Transport | 1,701 | 1,526 | 7 | 59 |
| Main Roads Western Australia | 1,664 | 1,561 | 163 | 281 |
| North Metropolitan TAFE | 1,553 | 1,262 | -3 | 52 |
| South Metropolitan TAFE | 1,428 | 1,225 | -1 | 62 |
| Department of Local Government, Sport and Cultural Industries | 1,268 | 1,116 | 41 | 125 |
| Department of Finance | 1,196 | 1,101 | 0 | 82 |
| Department of Planning, Lands and Heritage | 1,113 | 1,002 | 20 | 149 |
| Department of Water and Environmental Regulation | 1,081 | 965 | 15 | 48 |
| Department of the Premier and Cabinet | 747 | 675 | 40 | 28 |
| South Regional TAFE | 618 | 474 | -4 | 51 |
| Department of Training and Workforce Development | 530 | 480 | 13 | 33 |
| Department of Jobs, Tourism, Science and Innovation | 522 | 479 | 8 | 67 |
| Insurance Commission of Western Australia | 495 | 453 | 8 | 32 |
| Landgate | 495 | 435 | -5 | 0 |
| Legal Aid Commission of Western Australia | 487 | 437 | 18 | 51 |
| VenuesWest | 465 | 229 | -19 | -36 |
| Mental Health Commission | 464 | 389 | 1 | 56 |
| Central Regional TAFE | 451 | 378 | 2 | 34 |
| Office of the Director of Public Prosecutions | 371 | 321 | 5 | 17 |
| North Regional TAFE | 333 | 308 | 10 | 23 |
| Department of Treasury | 311 | 276 | 5 | 20 |
| Lotterywest | 307 | 293 | 6 | 21 |
| Office of the Auditor General | 229 | 203 | 1 | 20 |
| Forest Products Commission | 183 | 173 | 11 | 14 |
| Public Sector Commission | 176 | 137 | -3 | 6 |
| ChemCentre | 162 | 147 | 5 | 1 |
| Metropolitan Cemeteries Board | 156 | 142 | -3 | 1 |
| WorkCover Western Australia | 145 | 130 | -6 | 0 |
| Corruption and Crime Commission | 137 | 129 | -5 | 3 |
| Ombudsman Western Australia | 92 | 79 | 2 | 14 |
| Economic Regulation Authority | 77 | 69 | 3 | 5 |
| GESB | 73 | 69 | 0 | 6 |
| Small Business Development Corporation | 68 | 61 | 2 | -1 |
| Western Australian Electoral Commission | 50 | 46 | -1 | 0 |
| Department of the Registrar, Western Australian Industrial Relations Commission | 46 | 42 | -1 | 2 |
| Legal Practice Board | 45 | 43 | -2 | 2 |
| National Trust of Australia (W.A.) | 41 | 33 | 5 | 7 |
| Construction Training Fund | 36 | 32 | -2 | -3 |
| MyLeave | 28 | 27 | 0 | 1 |
| Infrastructure WA | 23 | 22 | 3 | 3 |
| Office of the Inspector of Custodial Services | 22 | 20 | 3 | 4 |
| Western Australian Meat Industry Authority | 22 | 17 | 1 | -6 |
| Health and Disability Services Complaints Office | 21 | 20 | 0 | -2 |
| Office of the Information Commissioner | 19 | 18 | 3 | 5 |
| Commissioner for Children and Young People | 16 | 15 | 3 | 4 |
| Metropolitan Redevelopment Authority | 16 | 14 | 0 | 0 |
| Burswood Park Board | 13 | 11 | 0 | 2 |
| Keep Australia Beautiful WA | 9 | 8 | 1 | 1 |
| Minerals Research Institute of Western Australia (MRIWA) | 9 | 9 | 1 | 1 |
| Veterinary Practice Board | 6 | 5 | 0 | 0 |
| Architects Board of Western Australia | 2 | 2 | 0 | 0 |
| Salaries and Allowances Tribunal | 2 | 2 | 0 | -2 |

## Data quality statement

Information is based on an aggregate of agency supplied data, collected quarterly through the Human Resource Minimum Obligatory Information Requirements (HR MOIR). Data is supplied by agencies according to the guidelines set out in *HR MOIR Data Definitions 1.5.1*.

The information provided reflects the Commission’s holdings at the date of release. Workforce data is occasionally revised for quality, and corrections applied may result in figures being adjusted over time. This information relates only to public sector (Department, SES and non-SES agencies), and excludes sworn officers of the WA Police Force, public universities, local governments, government trading enterprises and other authorities.

All data is accurate as reported to us by contributing agencies.

As some figures have been rounded, discrepancies may occur between sums of the component items and totals. Salaries expenditure data and information is provided by the Department of Treasury.

## Contact

All enquiries about the Public Sector Commission’s data should be directed to stateadministrator@psc.wa.gov.au.