

NSW public sector at a glance

Chapter 1

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407,999

ongoing, temporary and casual employees

Source: Workforce Profile (2019)

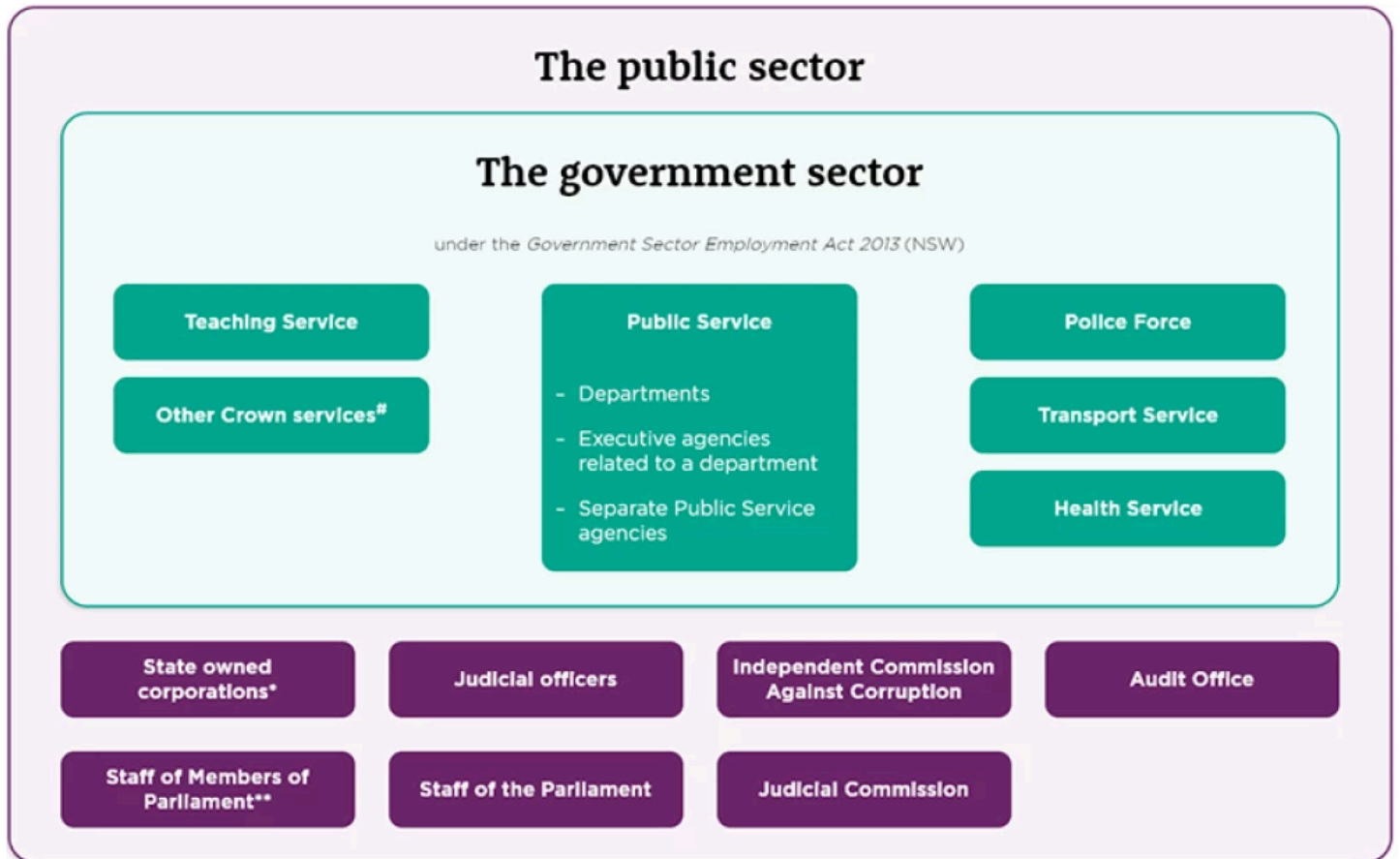


equating to 337,787

full-time equivalent (FTE) employees

Source: Workforce Profile (2019), census period

Structure of the NSW public sector



Text version of diagram



The public sector

- The government sector - under the *Government Sector Employment Act 2013 (NSW)*
 - Public Service
 - Departments
 - Executive agencies related to a department
 - Separate Public Service agencies
 - Police Force
 - Transport Service
 - Health Service
 - Teaching Service

o Other Crown services[#]

- State owned corporations*
- Judicial officers
- Independent Commission Against Corruption
- Audit Office
- Staff of Members of Parliament**
- Staff of the Parliament
- Judicial Commission

[#] Examples of other Crown services include the TAFE Commission, School Administrative and Support Staff, and Sydney Trains.

* Under the GSE Act, State owned corporations are included in the government sector for certain, specified purposes. In this report, they are treated as part of the public sector but not the government sector.

** The Public Service Commission does not collect data on these employees.

Under the GSE Act, NSW universities are part of the government sector for certain, specified purposes. The Public Service Commission does not collect data on the employees of NSW universities. They are not considered part of the public sector or government sector in this report.

FTE by cluster

New structure

- **120,973** -35.8% Health
- **105,744** -31.3% Education
- **25,403** -7.5% Transport
- **51,804** -15.3% Stronger Communities
- **7,562** -2.2% Customer Service
- **20,082** -5.9% Planning, Industry and Environment
- **3,943** -1.2% Premier and Cabinet
- **2,022** -0.6% Treasury

Old structure

- **120,973** -35.8% Health
- **95,139** -28.2% Education
- **25,403** -7.5% Transport
- **42,971** -12.7% Justice
- **9,047** -2.7% Family and Community Services
- **7,864** -2.3% Finance, Services and Innovation
- **18,073** -5.4% Industry
- **14,658** -4.3% Planning and Environment
- **1,858** -0.5% Premier and Cabinet
- **1,547** -0.5% Treasury

FTE for key occupations, 2019 vs 2018



66,716 School teachers

66,481 in 2018



48,889 Nurses

47,942 in 2018



16,586 Police officers

16,221 in 2018



44,936 Clerical and administrative workers

42,947 in 2018



3,794 Firefighters

4,091 in 2018



4,218 Ambulance officers

4,030 in 2018



12,329 Medical practitioners

11,932 in 2018



23,091 School support staff

21,851 in 2018

All other key occupations



1,937 Train drivers

1,919 in 2018



5,091 Cleaners and laundry workers

4,886 in 2018



4,266 Labourers

4,233 in 2018



2,723 Bus drivers

3,756 in 2018



3,848 Prison officers

3,606 in 2018



2,023 Food preparation assistants

1,973 in 2018



7,531 Social and welfare professionals

7,303 in 2018

Source: Workforce Profile (2018, 2019), census period

Source: Workforce Profile (2010–19), census period

Note: The 'Other' category includes employees whose employment category is Contract Executive, Contract Non-Executive, Statutory Appointee, Transport Senior Manager or Other.

Source: Workforce Profile (2010, 2015, 2019), census period, non-casual only

Note: To provide a whole-of-sector perspective, remuneration has been aligned with the non-executive grades defined in the Crown Employees (Administrative and Clerical Officers – Salaries) Award 2007. The GSE Act provides for the Premier to determine the bands in which senior executives are employed. There are currently

four bands.

3,256 Government sector senior executives in 2019

3,115 in 2018

Source: Workforce Profile (2018, 2019)

Source: Workforce Profile (2014–19)

Headcount and contribution to overall employment by NSW Region

Most public sector employees reside in Sydney. However, the sector contributes far more to overall employment in regional areas of NSW than it does to employment in the city.

NSW regions

Region	Headcount	Contribution to employment (%)
Hunter Valley excl. Newcastle	11,431	8.3%
Mid-North Coast	11,028	13.7%
New England & North West	11,112	11.7%
Far West & Orana	10,428	20.3%
Coffs Harbour – Grafton	8,229	14.7%
Richmond – Tweed	12,506	10.6%
Capital Region	11,059	9.7%
Riverina	9,757	10.8%
Murray	5,836	9.2%
Central West	14,341	13.6%

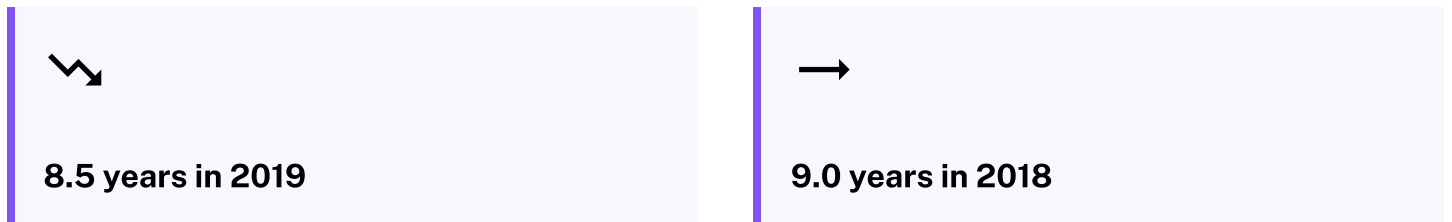
Sources: *Workforce Profile (2019)*; *ABS (2019a)*

Sydney regions

Region	Headcount	Contribution to employment (%)
Sydney East	134,675	8.7%
Sydney West	101,196	9.1%
Newcastle & Lake Macquarie	24,600	12.2%
Central Coast	16,343	10.2%
Illawarra	16,373	10.8%
Southern Highlands & Shoalhaven	6,066	10.7%

Our people

Median agency tenure, 2019 vs 2018



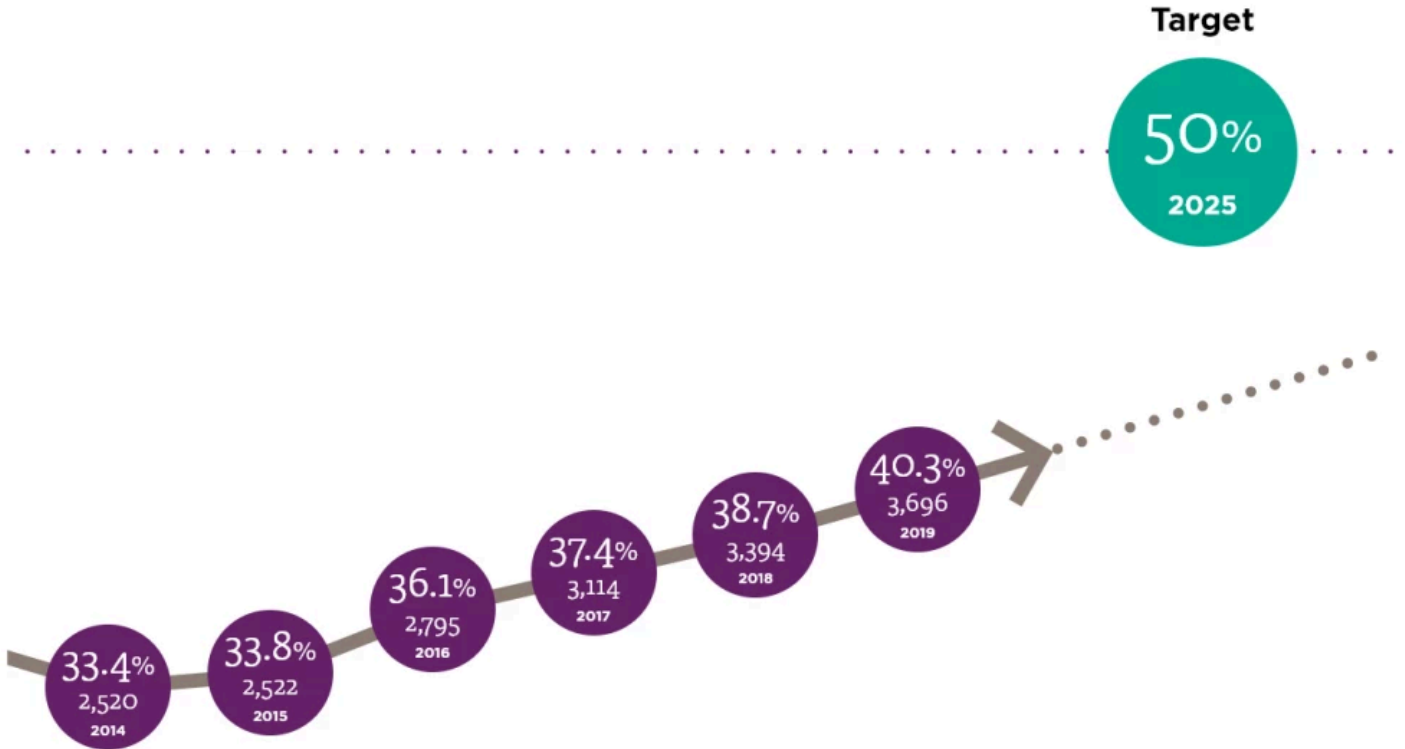
Source: Workforce Profile (2018, 2019), non-casual only

Notes: All diversity statistics are based on self-disclosed information. Throughout this report, ‘Aboriginal peoples’ is used to refer to all Aboriginal and Torres Strait Islander peoples. The government sector is a subset of the public sector. LGBTIQ+ representation is based on the People Matter survey, which had a response rate of 52.8% in 2019.

Age band profile, 2010–19

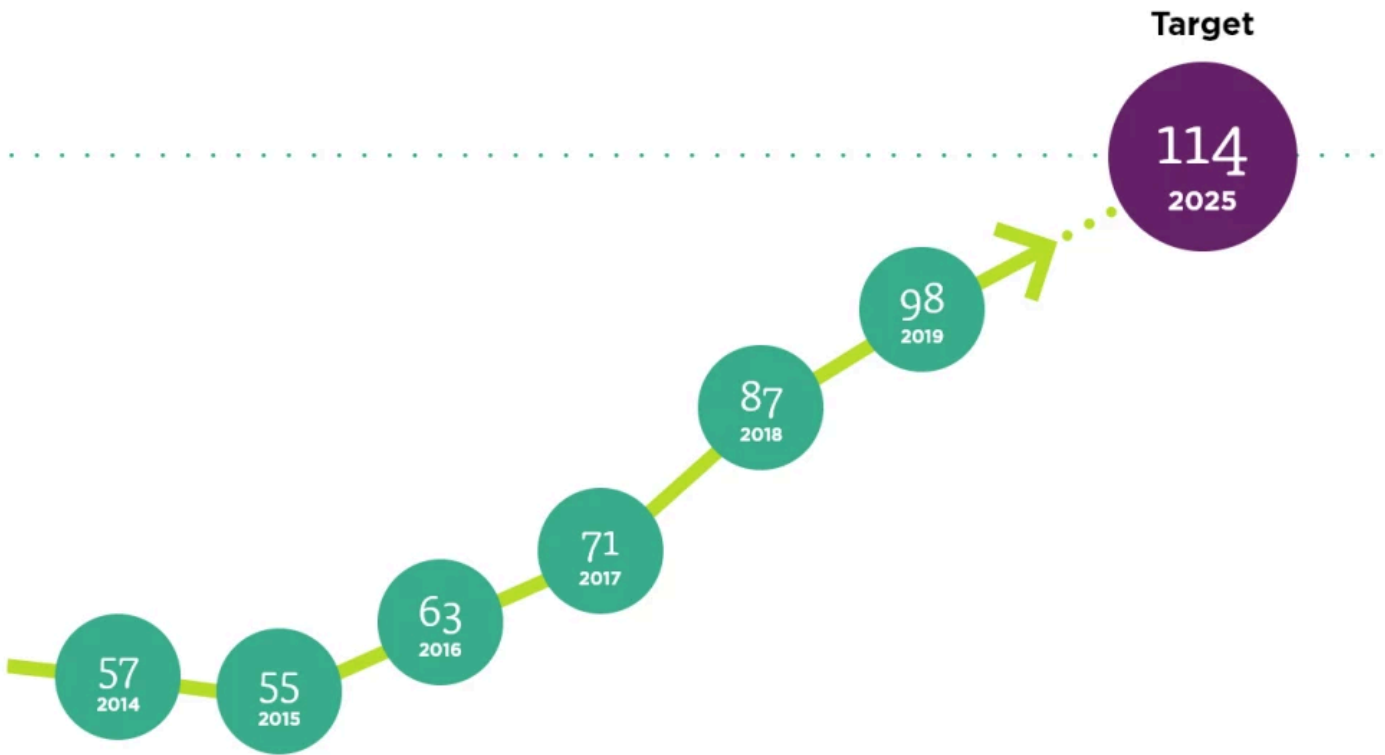
Progress on the Premier’s Priority to drive diversity in the government sector

Women in senior leadership



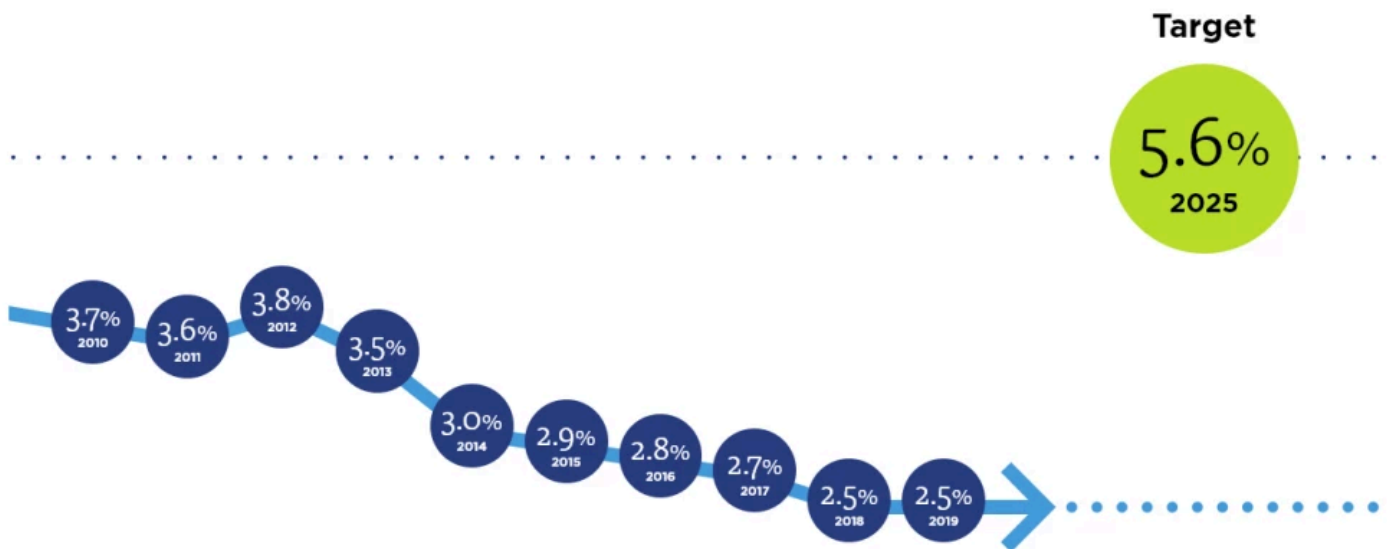
(Women in senior leadership)

Aboriginal people in senior leadership



(Aboriginal people in senior leadership)

People with disability



(People with disability)

Source: Workforce Profile (2014–19), non-casual only

Note: Senior leaders are non-casual government sector employees with a salary equal to or higher than \$161,707 in 2019, excluding Health roles of a specialist or technical nature with no leadership or managerial responsibilities and Justice roles with a statutory or institutional character (such as judges, magistrates and barristers).

Our performance

Customer satisfaction for consumers and businesses, 2019 vs 2018



80.6 for consumers

78.9 in 2018

Source: Customer Satisfaction Measurement Survey (2018, 2019)



77.6 for businesses

78.2 in 2018

Source: Customer Satisfaction Measurement Survey (2018, 2019)

\$262bn Government sector net worth

Source: NSW Treasury Budget Statement 2019–20 (2019)

Note: This figure is an estimate.

Government sector employee-related expenses as a percentage of general NSW Government expenditure, 2019 vs 2018

46.5% in 2019

47.2% in 2018

Source: NSW Treasury Budget Statement 2019–20 (2019)

Note: The 2019 figure is an estimate.



Median salary, 2019 vs 2018

\$87,926

a \$2,144 or 2.5% increase from 2018

Source: Workforce Profile (2018, 2019)

Source: Workforce Profile (2009–19)

Median salary by gender



\$87,926 for women

Source: Workforce Profile (2019)



\$89,928 for men

Source: Workforce Profile (2019)



Gender pay gap, 2019 vs 2018: \$2,002

\$950 in 2018

Source: Workforce Profile (2018, 2019)

Note: Employee salary means the full-time base remuneration of the role, regardless of whether the employee is working part-time or full-time.



People Matter Survey response rate, 2019 vs 2018

52.8% in 2019

50.7% in 2018

Source: People Matter Employee Survey (2018,
2019)



Employee engagement, 2019 vs 2018

65.7 in 2019

65.3 in 2018

Source: People Matter Employee Survey (2018,
2019)

Rates of self-reported experienced and witnessed bullying, 2019 vs 2018



17.9% experienced

17.8% in 2018

Source: People Matter Employee Survey (2018,
2019)



32.9% witnessed

33.2% in 2018

Source: People Matter Employee Survey (2018,
2019)

Employees with a performance plan, and who have informal and scheduled feedback conversations, 2019 vs 2018

71.5% employees with a performance plan

70.6% in 2018

76.3% employees who have informal feedback conversations

76.1% in 2018

59.5% employees who have scheduled feedback conversations

58.3% in 2018

Source: People Matter Employee Survey (2018, 2019)

Hours of paid unscheduled absence per FTE, 2015–19



(Hours of paid unscheduled absence)

Source: Workforce Profile (2015–19), annual reference period

Employees working flexibly and satisfied with their flexible work arrangements, 2019 vs 2018



62.5% employees working flexibly

60.4% in 2018

Source: People Matter Employee Survey (2018, 2019)



58.9% employees satisfied with their flexible work arrangements

58.8% in 2018

Source: People Matter Employee Survey (2018, 2019)