

Public sector workforce at a glance | 2017



1.7%

identify as people
with disability

140 403

employees in the public sector
110 662 full-time equivalent (FTE)
across 96 agencies



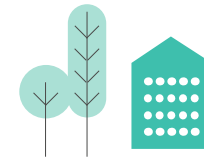
12.9%

identify as being
from a culturally and
linguistically diverse
background

23.9%

are aged
34 and under

The Commissioner's jurisdiction extends
across the sectors in relation to integrity
and conduct.



24 421

employees
across 136 local
governments



22 829

employees
across 4 public
universities



15 850

employees across
19 other public
authorities

26.3%

are aged
55 and over

45

years is the median
age of employees

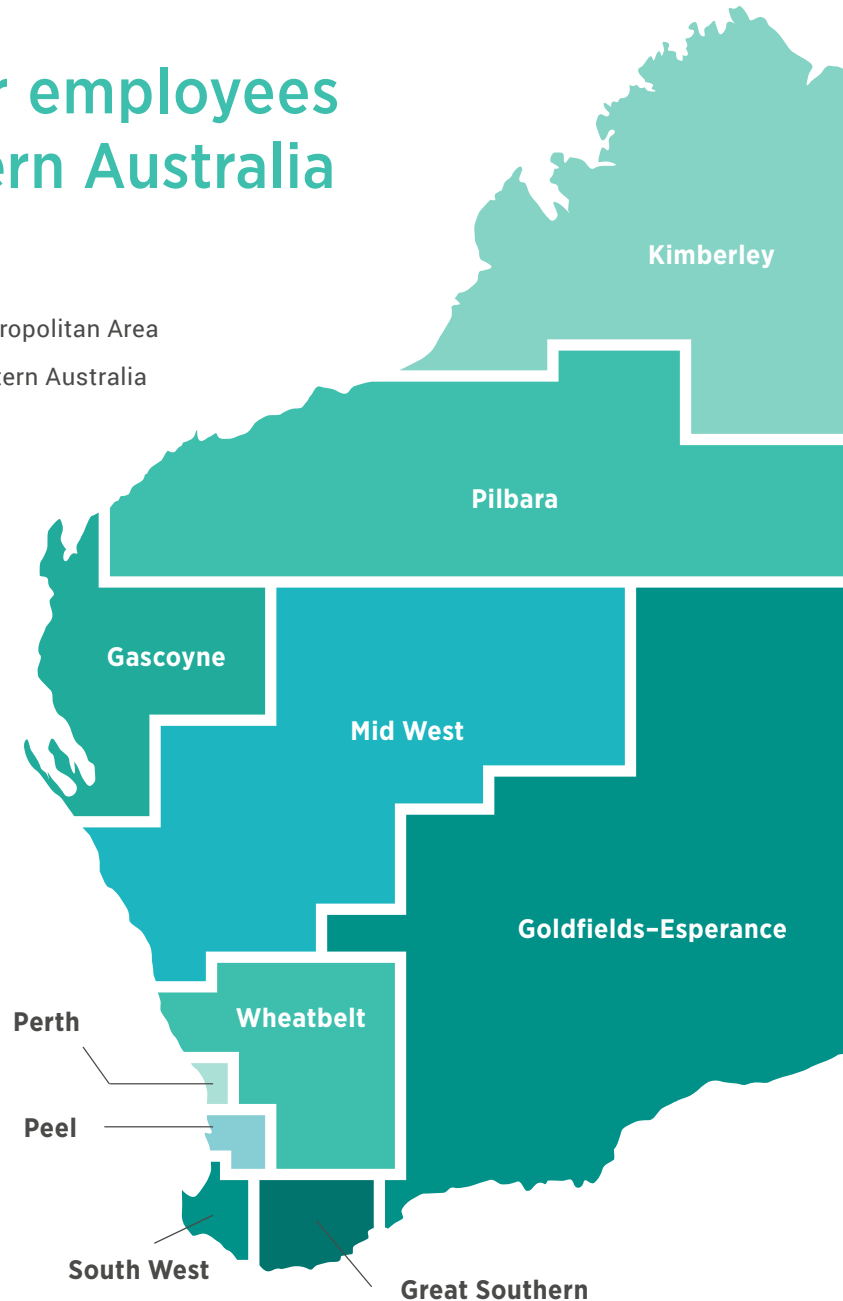
2.7%

identify as
Aboriginal
Australian



Public sector employees across Western Australia

75.9% work in the Perth Metropolitan Area
24.0% work in regional Western Australia
 less than 0.1% work outside of Western Australia



Gascoyne
562 FTE
 ▼ -5.8% change since 2012
 Headcount: 679
 Median age: 46
 Median salary: \$72 808
 65% permanent

Peel
2557 FTE
 ▲ 20.6% change since 2012
 Headcount: 3192
 Median age: 47
 Median salary: \$75 358
 75% permanent

Goldfields-Esperance
2518 FTE
 ▲ 1.1% change since 2012
 Headcount: 3134
 Median age: 45
 Median salary: \$73 717
 68% permanent

Perth
84 022 FTE
 ▲ 2.0% change since 2012
 Headcount: 105 967
 Median age: 45
 Median salary: \$85 175
 70% permanent

Great Southern
3057 FTE
 ▲ 4.5% change since 2012
 Headcount: 4081
 Median age: 49
 Median salary: \$76 452
 71% permanent

Pilbara
2448 FTE
 ▲ 4.7% change since 2012
 Headcount: 2946
 Median age: 41
 Median salary: \$76 452
 65% permanent

Kimberley
3092 FTE
 ▲ 9.7% change since 2012
 Headcount: 3650
 Median age: 43
 Median salary: \$80 797
 65% permanent

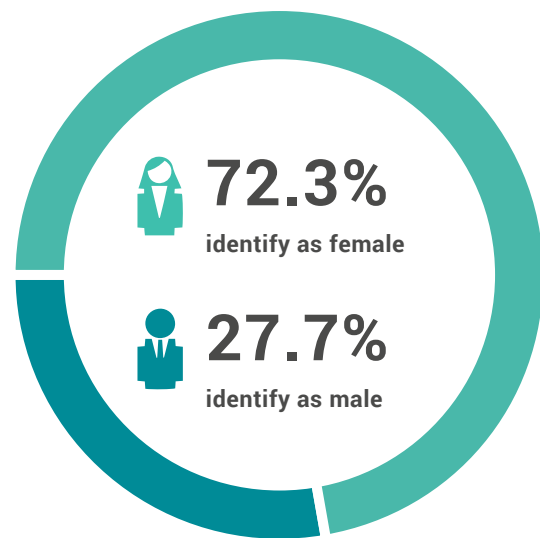
South West
6366 FTE
 ▲ 9.8% change since 2012
 Headcount: 8680
 Median age: 48
 Median salary: \$76 874
 69% permanent

Mid West
2776 FTE
 ▲ 1.9% change since 2012
 Headcount: 3519
 Median age: 46
 Median salary: \$74 760
 70% permanent

Wheatbelt
3192 FTE
 ▼ -3.3% change since 2012
 Headcount: 4469
 Median age: 48
 Median salary: \$67 896
 69% permanent

Gender

The Commission is developing a strategy for gender equality in public employment which aims to assist public authorities to embed gender equality at all levels in the workplace. The strategy, which focuses on advocacy of senior leadership, accountability, inclusive and equitable cultures and flexible workplaces, will be released in 2018.



<0.1%
identify as indeterminate/
intersex/unspecified

\$80 797
is the median
salary for females

\$93 341
is the median
salary for males



\$85 027
is the median salary for
public sector employees

Across the sector, males have a higher median salary than females, and this is influenced by a number of factors including:

- females and males working in different industries (industrial segregation) and different jobs (occupational segregation). Historically, female-dominated industries and jobs have attracted lower wages than male-dominated industries and jobs
- a lack of females in senior positions, and a lack of part-time or flexible senior roles. Females are more likely than males to work part-time or flexibly because they still undertake most unpaid caring work and may find it difficult to access senior roles
- differences in education, work experience and seniority
- discrimination, both direct and indirect.

Source: Workplace Gender Equality Agency, 2017.

Did you know?

47% of females work on a part-time basis compared with 16 per cent of males

64% of FTE paid at \$160 000 per year or more, are occupied by males

Snapshot by occupational group

Teachers



21 768 FTE
 ▲ **6%** Change since 2013
44 Median age
\$103 049 Median salary
78% Female

Medical practitioners



3776 FTE
 ▲ **8%** Change since 2013
37 Median age
\$164 871 Median salary
44% Female

Nurses and midwives



11 738 FTE
 ▼ **-2%** Change since 2013
43 Median age
\$85 175 Median salary
90% Female

Prison officers



2426 FTE
 ▼ **-6%** Change since 2013
48 Median age
\$85 186 Median salary
21% Female

Fire and emergency workers



1253 FTE
 ▲ **4%** Change since 2013
43 Median age
\$97 098 Median salary
5% Female

Police officers (Police Force)



6555 FTE
 ▲ **15%** Change since 2013
40 Median age
\$92 273 Median salary
24% Female

Education aides



8273 FTE
 ▲ **8%** change since 2013
46 Median age
\$49 167 Median salary
95% Female

Clerical and administrative workers



18 628 FTE
 ▼ **-9%** change since 2013
47 Median age
\$64 256 Median salary
81% Female

Others



42 800 FTE
 Unchanged since 2013
47 Median age
\$85 047 Median salary
63% Female