



Public Sector
Commission

2023 WA Public Sector Census

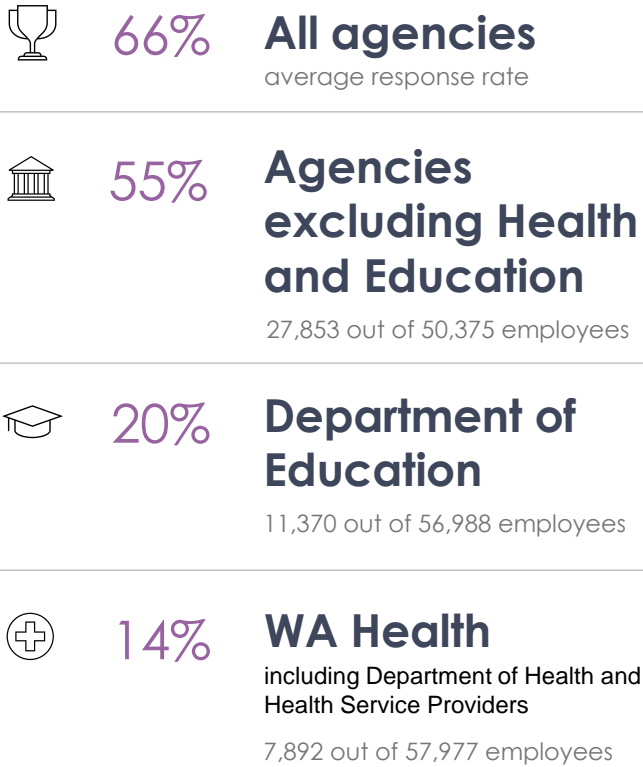


Unlocking the story of our sector

Sector Insights:
Quick Reference Guide

This document provides a quick reference using examples of how to read and understand the information presented in the Sector Insights report.

Response rates



Based on the average response rates across all agencies.

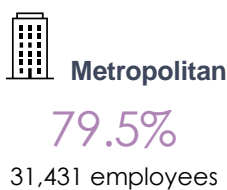
Based on the actual response rate for each cluster there was a:

- 55% response rate for employees in agencies other than Health and Education
- 20% response rate for Education employees (including teachers, education assistants, school based employees employed by Department of Education)
- 14% response rate for health employees (including nurses, medical professionals, support workers and Department staff in all health agencies).

Side by side comparisons

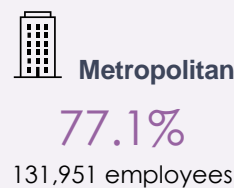
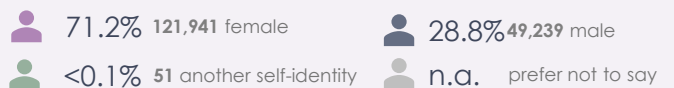
CENSUS

Information on this side of the page is based on Census responses.



PAYROLL

Information on this side of the page is based on information reported to the Public Sector Commission by agencies.



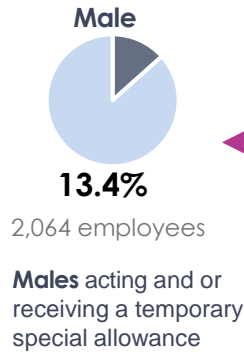
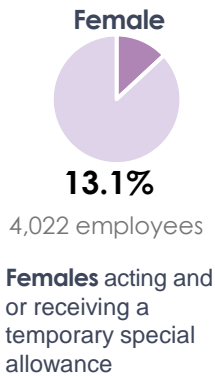
Breakdowns

ACTING, TEMPORARY SPECIAL ALLOWANCE

13.2%

6,200 employees currently acting and/or receiving a temporary special allowance

Percent of employees who responded to the Census who indicated they were currently acting or receiving a temporary special allowance.



Percent of female/male employees who responded to the Census who indicated they were currently acting or receiving a temporary special allowance out of all female/male employees who responded.

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

- Project management, project support
- Administrative support
- Management

For those employees currently acting or receiving a temporary special allowance, the top 3 types of work these employees identified themselves as undertaking. Types of work are self nominated by employees and are not their job titles or teams.

SHARING DIVERSITY

The confidence of staff to give voice to their identities, experiences and concerns is a key indication of the level of workplace trust, psychological safety and inclusion.

Self identified	Have shared	Haven't	Top 3 reasons why they haven't shared it
Aboriginal and Torres Strait Islander	84.9% 912 employees	7.5% 81 employees	Percent of employees who identified they were part of a diverse group and have/have not shared this information with their agency. Note: Other response options such as 'Not sure' are not displayed.
Culturally and linguistically diverse	34.5% 2,374 employees	10.1% 698 employees	
Disability	55.3% 700 employees	26.6% 337 employees	

SHARING DIVERSE GENDER IDENTITIES, SEXUAL ORIENTATION OR SEX CHARACTERISTICS

0.7%

337 employees identified as a person with

diverse gender identities

of these

46.3%

156 employees **have** shared it with their colleagues

51.9%

175 employees **haven't** shared it with their colleagues

Additional information

The terms 'most common' and 'top 3' are used throughout the report and mean the response that was most frequently given by respondents.

Most common age group for employees responding to the Census was 50 to 54 year old people.

50 to 54
years

most common
age group

Three most common reasons for employees working full time were financial, they want to work full time and lifestyle.

Top 3 reasons why employees work full time



Financial



I want to work full time



Lifestyle

3.5% Youth

1,670 employees

24 years
and under

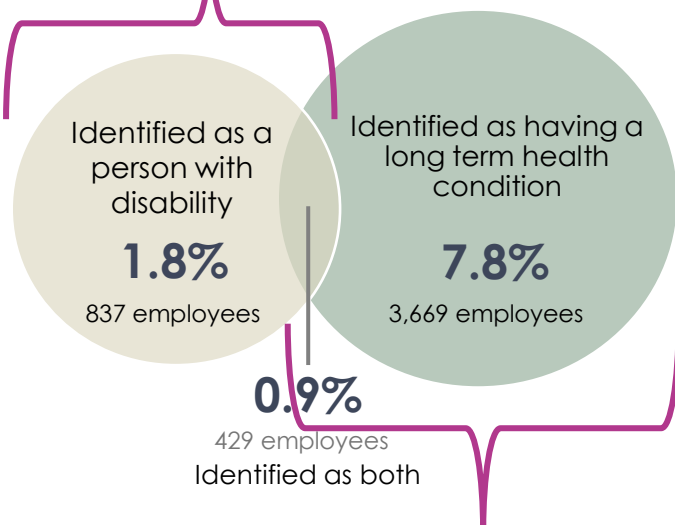
Percent of employees who responded to the Census who are aged 24 and under.

Venn diagrams

2.7% of employees who responded to the Census identified they had disability:

- 1.8% said they had disability
- 0.9% said they have both disability and long term health condition

DISABILITY AND LONG TERM HEALTH CONDITION



Employees showed a willingness and openness to share personal information. This resulted in higher disclosure rates for disability.

The Census showed **2.7%** (1,266) of those identifying as a person with disability, or both disability and long term health condition, when compared to payroll data* which shows **1.6%** (1,930).

8.7% of employees who responded to the Census identified they had a long term health condition:

- 7.8% said they had a long term health condition
- 0.9% said they have both disability and long term health condition