



Public Sector  
Commission

# 2023 WA Public Sector Census



Unlocking the story of our sector

Department of Biodiversity, Conservation and  
Attractions

Agency Insights

# DEPARTMENT OF BIODIVERSITY, CONSERVATION AND ATTRACTIONS

## 2023 WA Public Sector Census

The 2023 WA Public Sector Census was conducted from 6 March to 16 April 2023 and is the largest WA public sector employee collection to date.

1,148  
responses  
out of  
2,563  
employees

44.8%  
response rate

### Sector Performance scorecard

- ✓ 14 of 66 agencies achieved **90% and above**
- ✓ more than half of all agencies (34 of 66) achieved **70% and above**
- ✓ most agencies (50 of 66) achieved **50% and above**



Highest response rate for first year sector wide workforce questionnaire, when compared to other Australian jurisdictions which included all front line employees

\* Queensland excluded teachers.

 **12 minutes**  
average time to complete

 **3,492,964**  
individual data item responses

 **66%** **All agencies**  
average response rate

 **55%** **Agencies excluding Health and Education**  
27,853 out of 50,375 employees

 **20%** **Department of Education**  
11,370 out of 56,988 employees

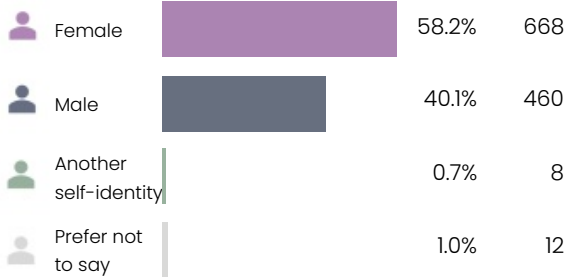
 **14%** **WA Health**  
including Department of Health and Health Service Providers  
7,892 out of 57,977 employees



# Demographics

Key demographics and employee profile of those who responded to the Census compared to sector wide payroll data.

## CENSUS



Metropolitan

63.5%

599 employees

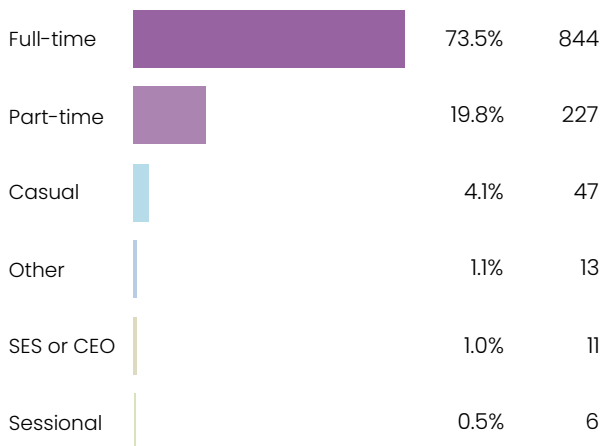


Regional

36.5%

344 employees

### Employment status



40 to 44 years

most common age group

3.1%

36 employees  
24 years and under

11 to less than 16 years

most common tenure

\$93k - \$107k

Level 5 equivalent

most common salary range

## AGENCY PAYROLL



Metropolitan

57.1%

1,399 employees

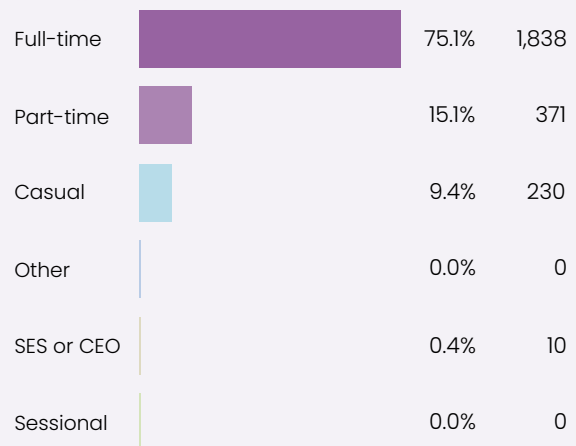


Regional

42.9%

1,050 employees

### Employment status



40 to 44 years

most common age group

6.7%

164 employees  
24 years and under

1 to less than 3 years

most common tenure

\$57k - \$67k

Level 1 equivalent

most common salary range

Payroll comparisons refer to the quarterly workforce data collected as part of the **March 2023** Human Resource Minimum Obligatory Information Requirements



# Demographics

Key demographics and employee profile of those who responded to the Census compared to sector wide payroll data.

## METROPOLITAN

Where our employees live and work

### 9.9%

42 full-time employees that want to reduce hours

### 6.8%

10 part-time employees that want to increase hours

Top 3 reasons why employees work full-time

Financial

I want to work full-time

Role only available full-time but

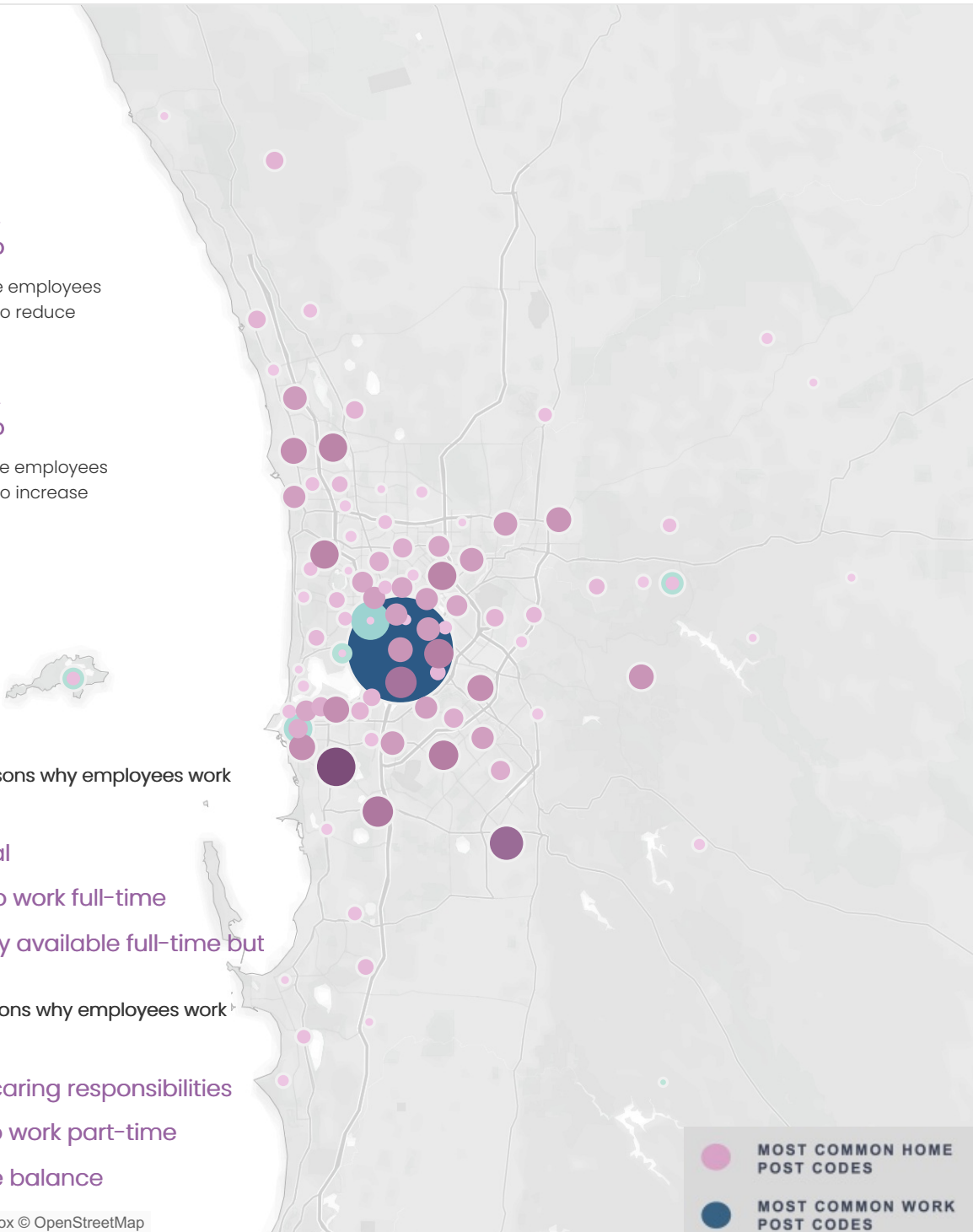
Top 3 reasons why employees work part-time

Family/caring responsibilities

I want to work part-time

Work/life balance

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- MOST COMMON HOME POST CODES
- MOST COMMON WORK POST CODES

## COMMUTING

Top 3 methods of commuting to work

Car



Bicycle



Bus





# Demographics

Key demographics and employee profile of those who responded to the Census compared to sector wide payroll data.

## REGIONAL

Where our employees live and work

### 9.1%

26 full-time employees that want to reduce hours

### 6.7%

3 part-time employees that want to increase hours

Top 3 reasons why employees work full-time

I want to work full-time

Financial

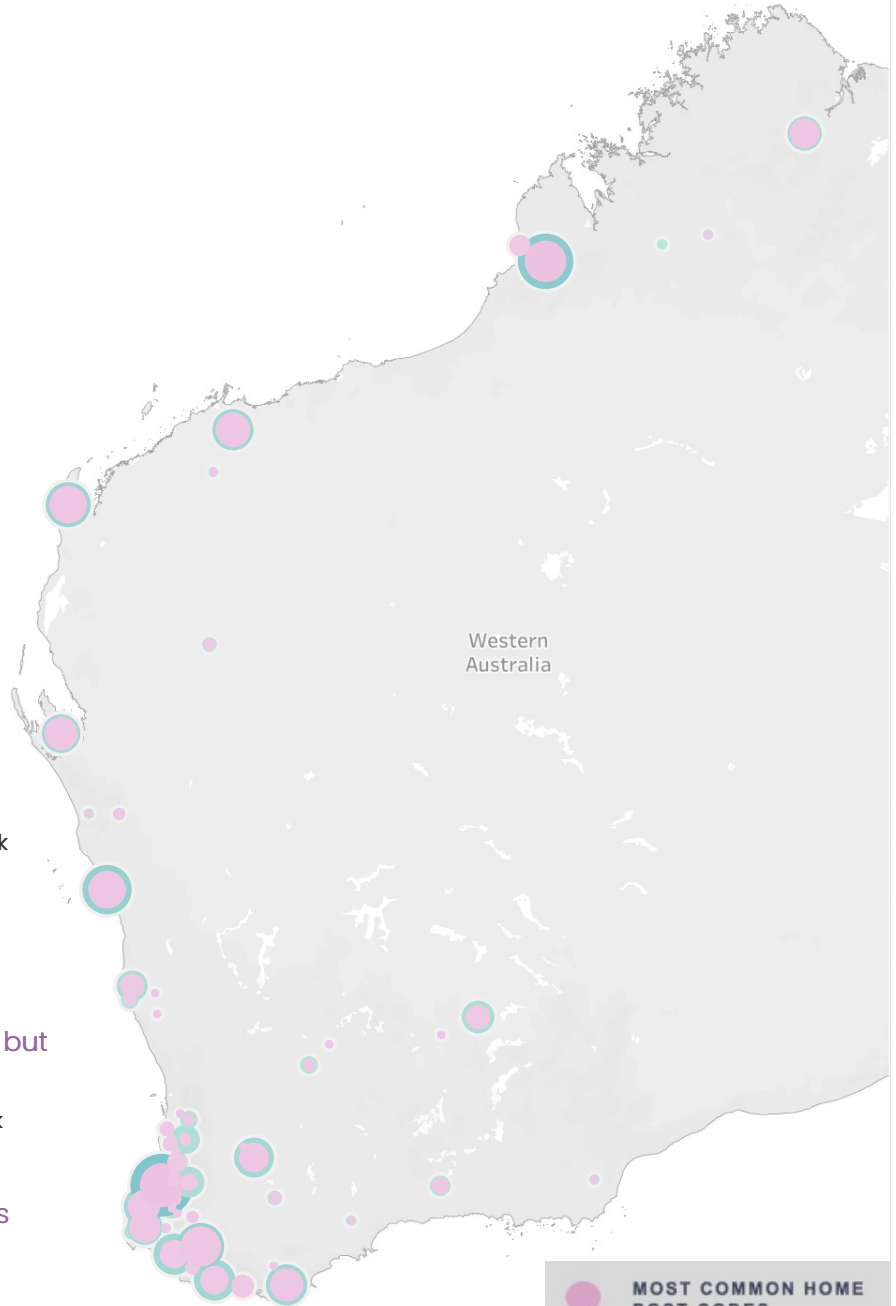
Role only available full-time but

Top 3 reasons why employees work part-time

Family/caring responsibilities

I want to work part-time

Work/life balance



MOST COMMON HOME POST CODES

MOST COMMON WORK POST CODES

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## COMMUTING

Top 3 methods of commuting to work

Car



Bicycle



Walked

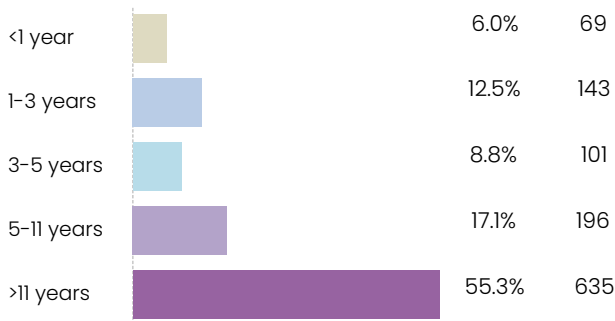




# Workforce characteristics

Insights related to public sector tenure, working arrangements, leave, main types of work and other related characteristics.

## PUBLIC SECTOR TENURE



## RECOMMENDING THEIR AGENCY

**79.2%** recommended or would recommend their agency as a place to work  
909 employees

**16.7%** wouldn't recommend their agency as a place to work  
192 employees

## ACTING, TEMPORARY SPECIAL ALLOWANCE

**14.7%** currently acting and or receiving a temporary special allowance  
168 employees



**16.2%**  
108 employees

**Females** acting and or receiving a temporary special allowance



**12.8%**  
59 employees

**Males** acting and or receiving a temporary special allowance

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

- Project management, project support
- Agriculture, aquaculture, environment, livestock
- Fire and emergency service

## TIME OFF WORK

**83.5%** have taken time off work in the last 12 months  
959 employees



**85.2%**  
569 employees

**Females** who have taken time off work



**82.2%**  
378 employees

**Males** who have taken time off work

### Top 3 reasons why employees took time off

- COVID-19 illness
- Illness or injury
- Caring responsibilities

### Top 3 types of work for all employees

Agriculture, aquaculture, environment, livestock

Fire and emergency service

Science, scientific research, veterinarian

### Received a voluntary severance, redundancy and or section 59 payment

**2.5%**

29 employees

### Top 3 qualifications for all employees

- Science (e.g. chemistry, physics, geology, biology)
- Agriculture, aquaculture, environment and related studies
- Business, administration and management

## FLEXIBLE WORK

**58.7%** were approved for flexible working in the last 12 months

674 employees



**63.5%**  
424 employees

**Females** who received approval for flexible working



**52.2%**  
240 employees

**Males** who received approval for flexible working



# Diversity

Insights about the mix and differences of our employees based on self-identification. This covers culture, Aboriginal and or Torres Strait Islander background, disability, sexual orientation, gender identity and sex characteristics.

## CULTURAL DIVERSITY

Cultural diversity means having a mix of employees from different cultural backgrounds and covers many elements.

### CORE MEASURES

The core measures, made up of objective and subjective aspects, include different cultural backgrounds counted by **country of birth** outside of Australia, **cultural identity** counted by self identification and **languages spoken other than English**. This is guided by the Diversity Council Australia and the Australian Bureau of Statistics approach.

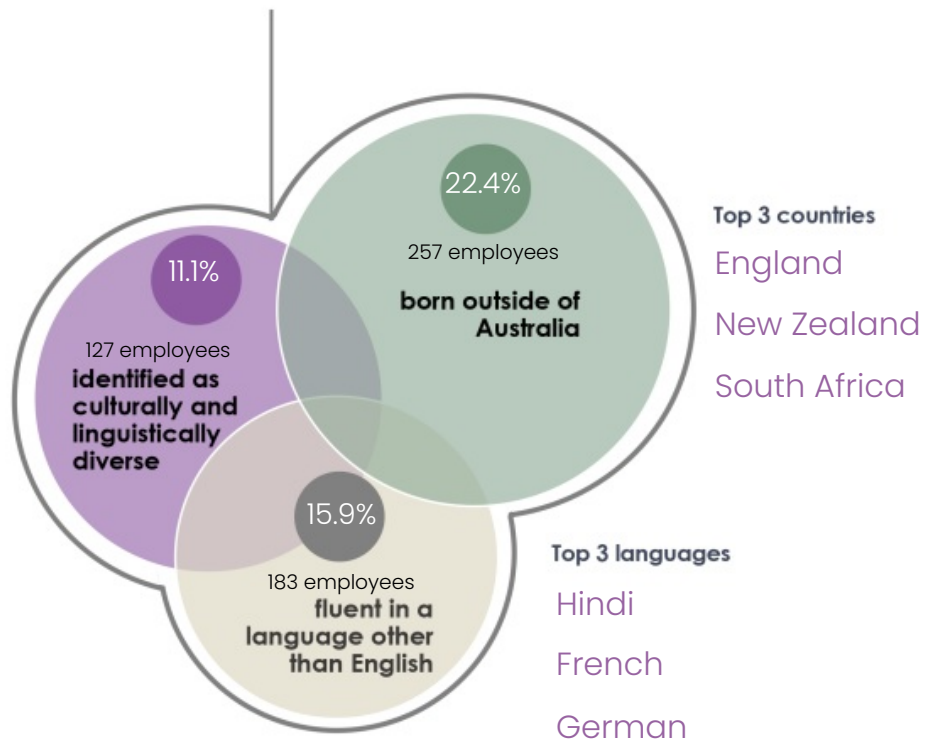
# 29.9%

 responded to one or more core measures

343 employees

#### Self identification

The Census provides a broader picture of cultural diversity compared to payroll data<sup>1</sup>, using self identification, country of birth outside of Australia and fluency in a language.



### ADDITIONAL MEASURE

An additional measure includes **global experience**, which is a cultural capability of an individual and the agency.

# 38.0%

 global experience

436 employees



The Census asked whether employees lived in a country other than Australia for more than 6 months, travelling, studying, working, volunteering.

The time taken for expatriate adjustment varies, however within 6 to 12 months after arriving they grow accustomed to their new home and the customs of the host country.

<sup>1</sup> Based on one measure of "cultural and linguistic diversity" which is defined as those born outside Australia, Canada, England, New Zealand, Northern Ireland, Republic of Ireland, Scotland, South Africa, United Kingdom, United States of America and Wales.

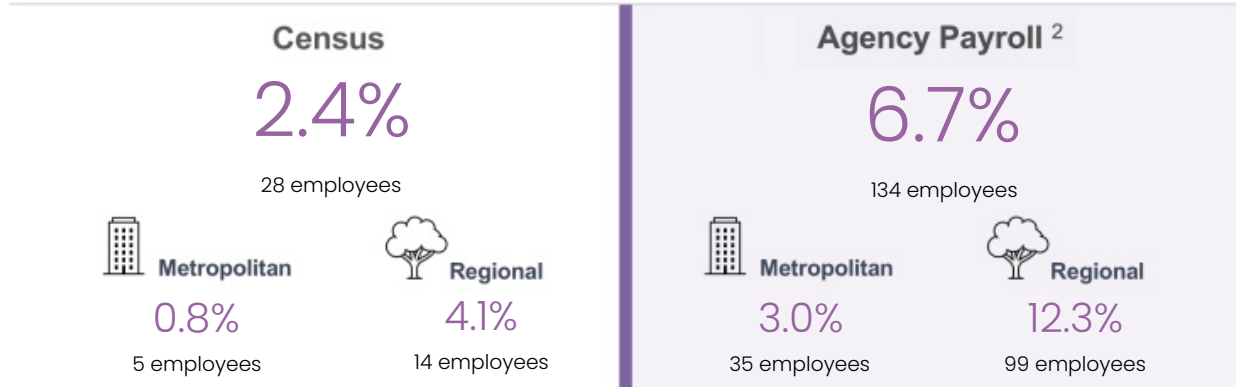


# Diversity

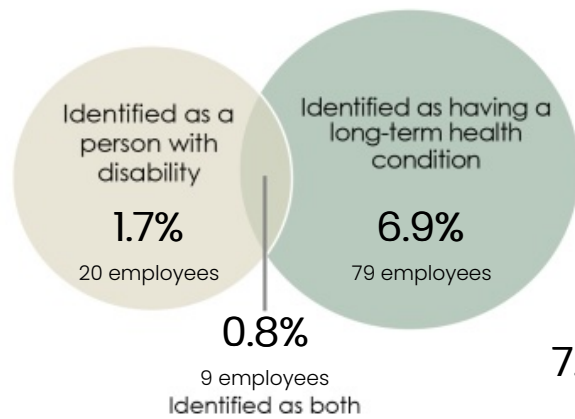
Insights about the mix and differences of our employees based on self-identification. This covers culture, Aboriginal and or Torres Strait Islander background, disability, sexual orientation, gender identity and sex characteristics.

## ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE

We recognise the unique position of Aboriginal and Torres Strait Islander people as First Nations in Australia, while also acknowledging that they may have additional cultural backgrounds.



## DISABILITY AND LONG TERM HEALTH CONDITION

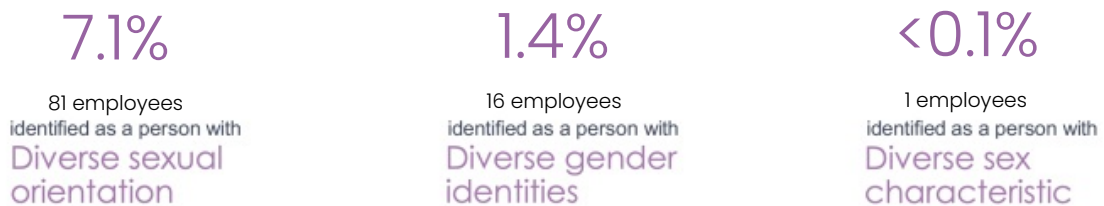


Employees showed a willingness and openness to share personal information. This resulted in higher disclosure rates for disability.

**Sector** results for 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).

**7.8%** (89) of employees have caring responsibilities for a person with disability or with a long-term health condition

## DIVERSE GENDER IDENTITIES, SEXUAL ORIENTATION, SEX CHARACTERISTICS



## CARING RESPONSIBILITIES



<sup>2</sup> Payroll comparisons refer to the quarterly workforce data collected as part of the March 2023 Human Resource Minimum Obligatory Information Requirements





# Safe to share

Insights about an employee's willingness to share their diversity with their agency, and if not, why not. Insights into employee's sharing behaviour of integrity matters with their agency and the reasons for not reporting.

## 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	78.6% 22 employees	10.7% 3 employees	<ul style="list-style-type: none"> <li>I do not think it will be kept confidential</li> <li>I do not want the pressure of addressing gaps in knowledge at my agency about Aboriginal and Torres Strait Islander people</li> <li>I may have to prove I'm an Aboriginal or Torres Strait Islander</li> </ul>
Culturally and linguistically diverse	33.9% 43 employees	10.2% 13 employees	<ul style="list-style-type: none"> <li>I do not want to be the spokesperson for culturally and linguistically diverse people</li> <li>I may be limited in roles offered</li> <li>I do not think it will be kept confidential</li> </ul>
Disability	51.7% 15 employees	24.1% 7 employees	<ul style="list-style-type: none"> <li>It does not impact on my ability to undertake my role</li> <li>I do not need workplace adjustments to do my role</li> <li>I may have to justify/prove my disability</li> </ul>

## SHARING DIVERSE GENDER IDENTITIES, SEXUAL ORIENTATION OR SEX CHARACTERISTICS

1.4%

16 employees identified as a person with

Diverse gender identities

of these

43.8%

7 employees have shared it with their colleagues

56.3%

9 employees haven't shared it with their colleagues

7.1%

81 employees identified as a person with

Diverse sexual orientation

of these

64.2%

52 employees have shared it with their colleagues

34.6%

28 employees haven't shared it with their colleagues

<0.1%

1 employees identified as a person with

Diverse sexual characteristics

of these

100.0%

1 employees have shared it with their colleagues

0.0%

0 employees haven't shared it with their colleagues

## SHARING INTEGRITY BEHAVIOURS

Not aligned to proper process  
212 employees

42.0% reported by 89 employees  
58.0% not reported by 123 employees

### Top 3 reasons for not reporting

- The person was in a position of power
- Reporting would have a negative impact on my career
- Fear of victimisation

Bullying and harassment  
213 employees

51.2% reported by 109 employees  
48.8% not reported by 104 employees

### Top 3 reasons for not reporting

- The person was in a position of power
- Fear of victimisation
- The behaviour was widely accepted



# Integrity behaviours

Insights into integrity behaviours in the last 12 months related to proper processes, gifts, benefits, hospitality, bullying and harassment, and discrimination.

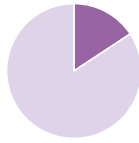
## OBSERVED BEHAVIOURS NOT ALIGNED TO PROPER PROCESS

# 18.5%

212 employees

observed behaviours that were not aligned to proper process in the last 12 months

Female



### 15.7%

105 employees

Females who observed behaviours that were not aligned to proper process

Male



### 22.4%

103 employees

Males who observed behaviours that were not aligned to proper process

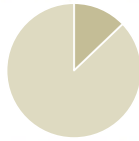
### Top 3 types of work of those who observed behaviours not aligned to proper process

Agriculture, aquaculture, environment, livestock

Fire and emergency service

Project management, project support

Metropolitan

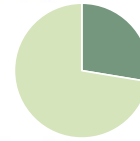


### 12.9%

77 employees

Metropolitan employees who observed behaviours that were not aligned to proper process

Regional



### 27.6%

95 employees

Regional employees who observed behaviours that were not aligned to proper process

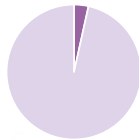
## GIFTS, BENEFITS AND HOSPITALITY

# 4.0%

46 employees

had a supplier offer them a gift, benefit or hospitality in the last 12 months

Female

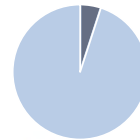


### 3.4%

23 employees

Females who had a supplier offer them a gift, benefit or hospitality

Male



### 5.0%

23 employees

Males who had a supplier offer them a gift, benefit or hospitality

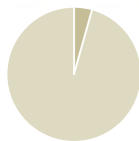
### Top 3 types of work of those offered a gift, benefit or hospitality

Project management, project support

Management

Fire and emergency service

Metropolitan

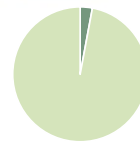


### 4.3%

26 employees

Metropolitan employees who had a supplier offer them a gift, benefit or hospitality

Regional



### 2.9%

10 employees

Regional employees who had a supplier offer them a gift, benefit or hospitality

### Most common salary of those offered a gift, benefit or hospitality

## \$107k – \$124k

Level 6 equivalent

### 78.3%

36 employees

were involved in contract management or procurement

### 43.5%

20 employees

did not register a gift, benefit or hospitality offered by a supplier



# Integrity behaviours

Insights into integrity behaviours in the last 12 months related to proper processes, gifts, benefits, hospitality, bullying and harassment, and discrimination.

## BULLYING AND HARASSMENT

# 18.6%

213 employees

experienced bullying and or harassment in the last 12 months



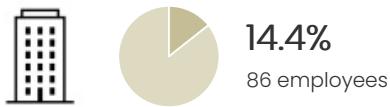
### Top 3 types of bullying and or harassment

- Verbal abuse
- Interference with work tasks (e.g. withholding information)
- Inappropriate and unfair application of work policies

### Most common salary of those who experienced bullying and or harassment

**\$93k - \$107k**  
Level 5 equivalent

### Metropolitan



### Top 3 types of work of those that experienced bullying and or harassment

- Agriculture, aquaculture, environment, livestock
- Science, scientific research, veterinarian
- Administrative support

### Regional



### Top 3 types of work of those that experienced bullying and or harassment

- Agriculture, aquaculture, environment, livestock
- Fire and emergency service
- Other



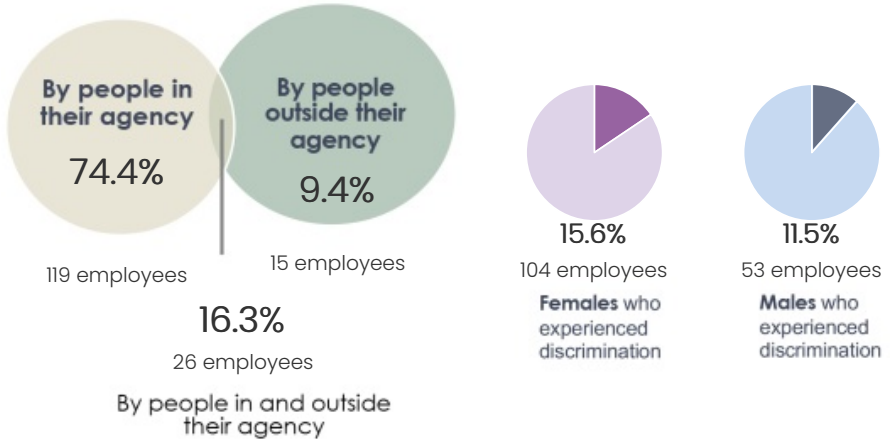
# Integrity behaviours

Insights into integrity behaviours in the last 12 months related to proper processes, gifts, benefits, hospitality, bullying and harassment, and discrimination.

## DISCRIMINATION

# 13.9%

160 employees experienced discrimination the last 12 months



### Top 3 types of discrimination

Sex

Age

Part-time work status

### Most common salary of those who experienced discrimination

\$93k – \$107k

Level 5 equivalent

### Metropolitan



9.5%

57 employees

### Regional



20.1%

69 employees

### Top 3 types of work of those that experienced discrimination

Agriculture, aquaculture, environment, livestock

Project management, project support

Science, scientific research, veterinarian

### Top 3 types of work of those that experienced experience discrimination

Agriculture, aquaculture, environment, livestock

Fire and emergency service

Stakeholder engagement



# Workforce intentions

The characteristics of employees who intend to stay or leave their agency and their reasons.

## INTENTION TO LEAVE < 12 MONTHS

# 10.6%

122 employees

intend to leave their agency in less than 12 months

**Female**



10.6%

71 employees

**Females** who intend to leave their agency

1 to less than 3

years

most common tenure

45 to 49

years

most common age group

**Male**



10.9%

50 employees

**Males** who intend to leave their agency

\$93k - \$107k

Level 5 equivalent

most common salary range

### Top 3 types of work of those intending to leave

Agriculture, aquaculture, environment, livestock

Fire and emergency service

Other

### Top 3 reasons of those intending to leave

Career and job opportunities

Organisation leadership/culture

I do not have a permanent position/role

### Of those intending to leave < 12 months

# 78.7%

96 employees

did not receive feedback about their performance

# 27.0%

33 employees

experienced bullying and or harassment

# 52.5%

64 employees

are applying for jobs outside the public sector and or their agency



**Metropolitan**

# 10.2%

61 employees



**Regional**

# 9.3%

32 employees

## INTENTION TO LEAVE < 5 YEARS

# 36.5%

419 employees

intend to leave their agency in less than 5 years

**Female**



32.5%

217 employees

**Females** who intend to leave their agency

5 to less than 11

years

most common tenure

40 to 44

years

most common age group

**Male**



42.6%

196 employees

**Males** who intend to leave their agency

\$93k - \$107k

Level 5 equivalent

most common salary range

### Top 3 types of work of those intending to leave

Agriculture, aquaculture, environment, livestock

Science, scientific research, veterinarian

Fire and emergency service

### Top 3 reasons of those intending to leave

Career and job opportunities

Work/life balance

Organisation leadership/culture

### Of those intending to leave < 5 years

# 73.2%

306 employees

did not receive feedback about their performance

# 24.6%

103 employees

experienced bullying and or harassment

# 31.3%

131 employees

are applying for jobs outside the public sector and or their agency



**Metropolitan**

# 36.7%

220 employees



**Regional**

# 36.0%

124 employees



# Workforce intentions

The characteristics of employees who intend to stay or leave their agency and their reasons.

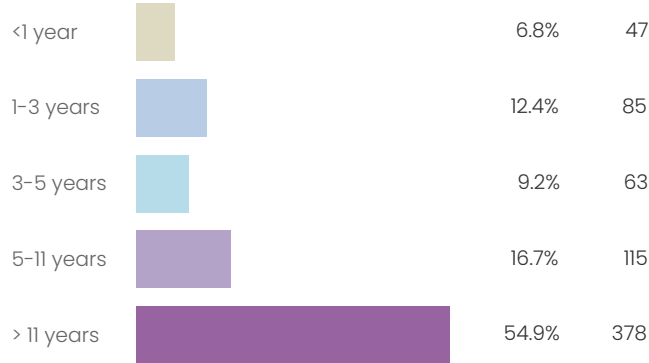
## INTENTION TO STAY

# 59.9%

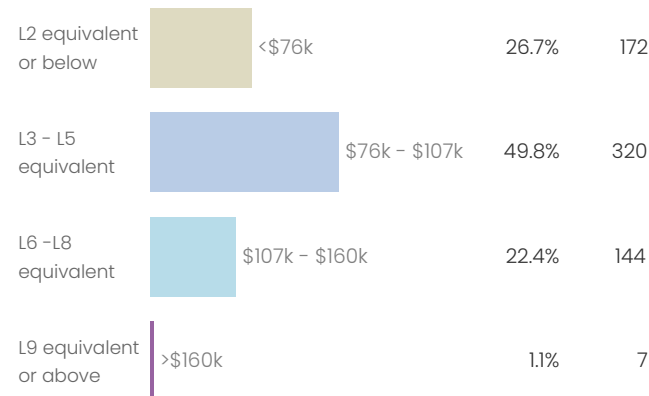
688 employees

intend to stay in their agency for the next 5 years

### Public Sector tenure of those intending to stay



### Salary range of those intending to stay



### Top 3 types of work of those intending to stay

Agriculture, aquaculture, environment, livestock

Fire and emergency service

Science, scientific research, veterinarian

### Top 3 reasons of those intending to stay

I like my job/interesting work

Compatibility between role and interests

Job security

### Female



64.5%

431 employees

Females who intend to stay with their agency

50 to 54 years

most common age group for females intending to stay

### Male



53.3%

245 employees

Males who intend to stay with their agency

50 to 54 years

most common age group for males intending to stay

Those intending to stay compared to those intending to leave:

Stay

Leave

\$93k - \$107k  
Level 5 equivalent

VS

\$93k - \$107k  
Level 5 equivalent

40 to 44 years

VS

40 to 44 years

9.2%  
applied for other jobs

VS

31.3%  
applied for other jobs

65.9%  
have undertaken development activities

VS

54.5%  
have undertaken development activities

15.8%  
report experiencing bullying or harassment

VS

24.6%  
report experiencing bullying or harassment





# Leadership, development and performance

Employees self-identification as a leader, details about their performance and development agreements, and studying activities.

## Female



47.8%

319 employees

59.2% of females that identified as leaders, also manage employees

40 to 44 years

Females who identify as leaders

most common age group

### Public Sector tenure of females who identify as leaders

Tenure	Percentage	Count
<1 year	3.8%	12
1-3 years	9.4%	30
3-5 years	9.7%	31
5-11 years	18.2%	58
>11 years	58.9%	188

### Salary range of females who identify as leaders

Salary Range	Percentage	Count
L2 equiv or below (<\$76k)	18.5%	56
L3 - L5 equiv (\$76k - \$107k)	47.9%	145
L6 -L8 equiv (\$107k - \$160k)	32.0%	97
L9 equiv or above (>\$160k)	1.7%	5

### Top 3 types of work of females who identify as leaders

- Agriculture, aquaculture, environment, livestock
- Project management, project support
- Science, scientific research, veterinarian

## Male



71.1%

327 employees

71.9% of males that identified as leaders, also manage employees

50 to 54 years

Males who identify as leaders

most common age group

### Public Sector tenure of males who identify as leaders

Tenure	Percentage	Count
<1 year	2.8%	9
1-3 years	5.8%	19
3-5 years	6.4%	21
5-11 years	14.7%	48
>11 years	70.3%	230

### Salary range of males who identify as leaders

Salary Range	Percentage	Count
L2 equiv or below (<\$76k)	16.8%	53
L3 - L5 equiv (\$76k - \$107k)	45.1%	142
L6 -L8 equiv (\$107k - \$160k)	35.6%	112
L9 equiv or above (>\$160k)	2.5%	8

### Top 3 types of work of males who identify as leaders

- Agriculture, aquaculture, environment, livestock
- Fire and emergency service
- Project management, project support

## Employees from diversity groups that identify as leaders

Aboriginal and Torres Strait Islander



57.1%

16 employees

Culturally and linguistically diverse



48.8%

62 employees

Disability



51.7%

15 employees

Diverse gender identities, sexual orientation and sex characteristics



47.6%

40 employees

All other employees



59.7%

498 employees

## DEVELOPMENT AND PERFORMANCE

75.1%

862 employees

have an agreement currently in place

20.8%

239 employees

have not or don't know if they have an agreement

## STUDYING

14.1%

162 employees

currently studying to progress their career

## Top 3 study qualifications

Professional ongoing development to maintain certification and/or registration

Advanced diploma/diploma/certificate I/II/III/IV

Bachelor degree/honours

# Data quality statement

## Institutional environment

The WA Public Sector Commission led the first Census of all public sector employees. Participation was voluntary. The Census information will be used for workforce planning, workforce policy and workforce statistical activities by the Commission and agencies.

## Relevance

Permanent, fixed-term contract, casual, sessional, sworn police officers and Chief Executive Officer/Senior Executive Service employees from the WA public sector were asked to participate. The scope covered 66 agencies, which included 116 entities. Topics covered included demographics, tenure, workforce characteristics, diversity, education, job type, integrity, flexible working, bullying and harassment, and discrimination.

Percentages are calculated using the most relevant data. For example, when percentages for females or males are shown, they are based on the responses as a percentage of the total number of females or males who responded to the census.

Partial responses were included if they met pre-determined criteria based on the number of questions answered. This means the expected number of responses per question may differ.

## Timeliness

The Census was open for 6 weeks from 6 March to 16 April 2023 inclusive. This included a soft open which commenced on 6 March 2023. The official live period occurred from 13 March to 2 April 2023. 44 out of the 66 agencies opted for a one-week extension until 9 April 2023 to increase their response rates. A soft close occurred until 16 April 2023.

## Accuracy

Approximately 165,340 employees in the WA Public Sector were asked to voluntarily participate in the Census. Total number of responses was 47,115 (28.5%). Employees completed the Census using an anonymous link (97%) or through a QR code (3%). Agencies engaged their employees, encouraged participation and distributed the link/QR code.

## Coherence

The Census collects sector wide information not currently available through other sources, such as additional information on diversity and why employees plan to stay or leave an agency. Census data can be used in conjunction with other data sources, such as Human Resource Minimum Obligatory Information Requirements (HR MOIR) to provide additional insights. For the 17 agencies who participated in the 2021 Census Pilot, the 2023 Census is comparable as most questions remain unchanged.

Some payroll information presented in this document will differ to sector wide published information. For example, appointment type is shown by headcount to match Census methodology, whereas FTE is often published for sector wide workforce statistics.

## Interpretability

The Census comprised of 91 questions that an employee could be sequenced. Sequencing occurred based on answers to previous questions. For example, all employees were asked whether they had experienced bullying and harassment. However, only those that answered yes to this question were asked subsequent questions about that experience.

Potentially sensitive questions included an option of 'prefer not to say'. Results presented for these questions exclude these responses when calculating percentages and totals.

Most questions only allowed one response to be selected. However, there are questions where a respondent could choose more than one response (multi-response). This means that the count of response options for a multi-response question may be higher than the number of people who responded.