



Australian Government
Department of Education, Employment
and Workplace Relations



Employment Outlook for Public Administration and Safety



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Introduction

The Public Administration and Safety industry is a medium-sized employing industry in the Australian economy, employing 669 300 people as at February 2009 (or 6.2 per cent of the total workforce).

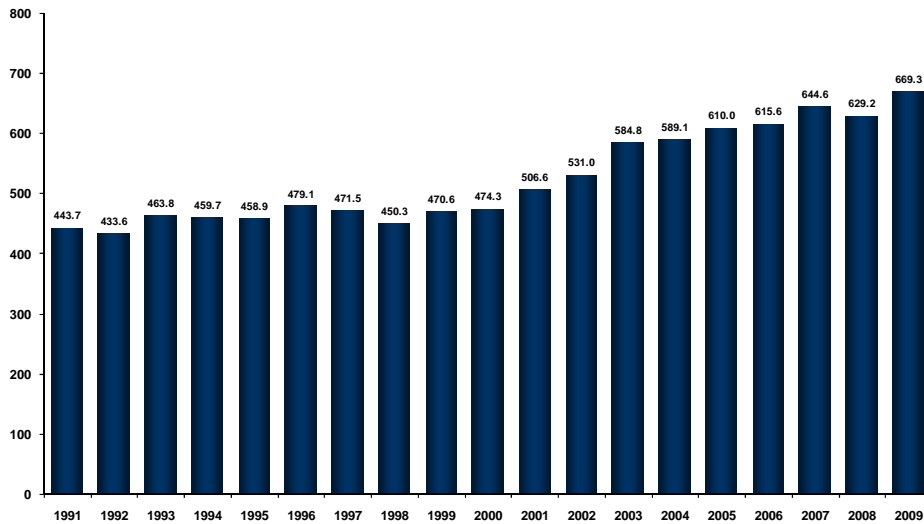
The industry is roughly divided into eight sectors: Public Order and Safety Services; State Government Administration; Central Government Administration; Local Government Administration; Defence; Justice; Regulatory Services; and Government Representation.

The discussion below focuses on employment characteristics, trends and prospects in the Public Administration and Safety industry, and highlights sectors where job growth is strongest. The analysis of characteristics includes workforce ageing, employment share by gender, educational profile, weekly earnings, average hours worked, regional and occupational employment.

Employment Growth

Employment in the Public Administration and Safety industry has shown strong long-term growth (see Figure 1). In the ten years to February 2009, employment in Public Administration and Safety rose by 198 700 or 42.2 per cent to 669 300. This represents an average annual growth rate of 3.6 per cent.

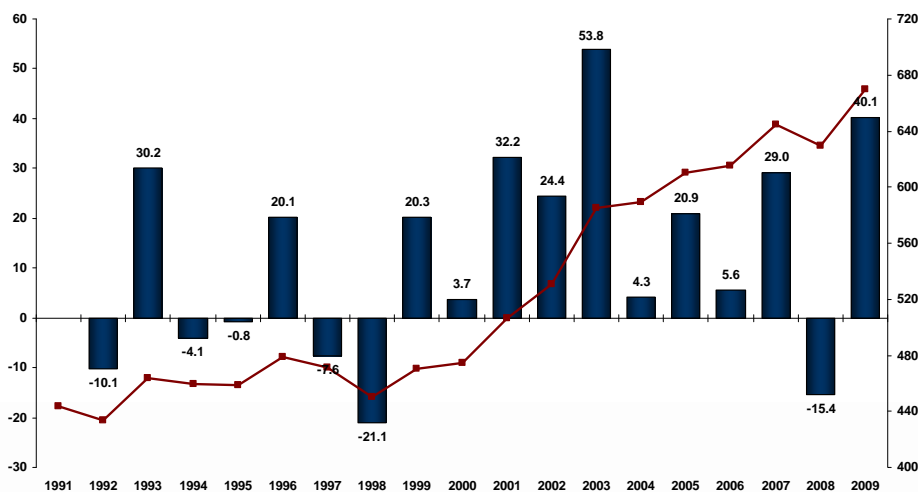
Figure 1: Employment Level ('000s) - May 1991 to May 2009



Source: ABS Labour Force Survey (DEEWR trend data)

While long-term job growth is evident, employment in Public Administration and Safety is vulnerable to fluctuations in the economy (see Figure 2). Annual growth has been somewhat variable over the previous ten years with the employment level falling in the year to February 2008 (down by 15 400), following a rise in the year to February 2007 of 29 000. Employment increased again in the year to February 2009 (up by 40 100).

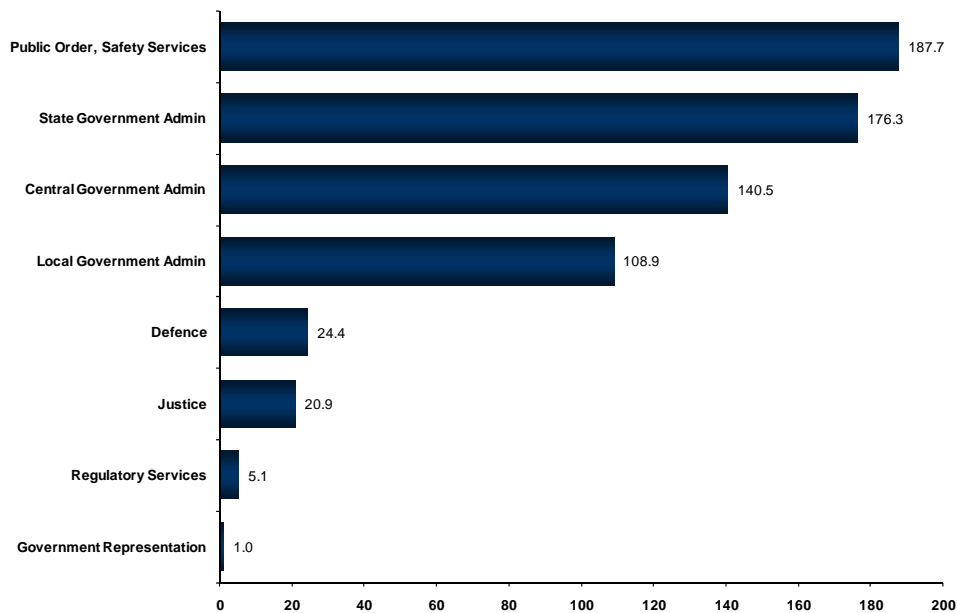
Figure 2: Employment Level (line RHS) and Annual Change ('000) - year to February (cols LHS)



Source: ABS Labour Force Survey (DEEWR trend data)

When employment in the Public Administration and Safety industry is broken down into specific sectors, the main contributors to employment can be identified. Figure 3 highlights the distribution of Public Administration and Safety employment, specifically its concentration in the sectors of Public Order and Safety Services (187 700 workers or 28.2 per cent of industry employment) and State Government Administration (176 300 or 26.5 per cent). Central Government Administration is the third largest sector, employing 140 500 workers (or 21.1 per cent). A very small number of employees were employed in Government Representation (1000 or 0.2 per cent) and Regulatory Services (5100 or 0.8 per cent).

Figure 3: Employment Levels ('000) - February 2009



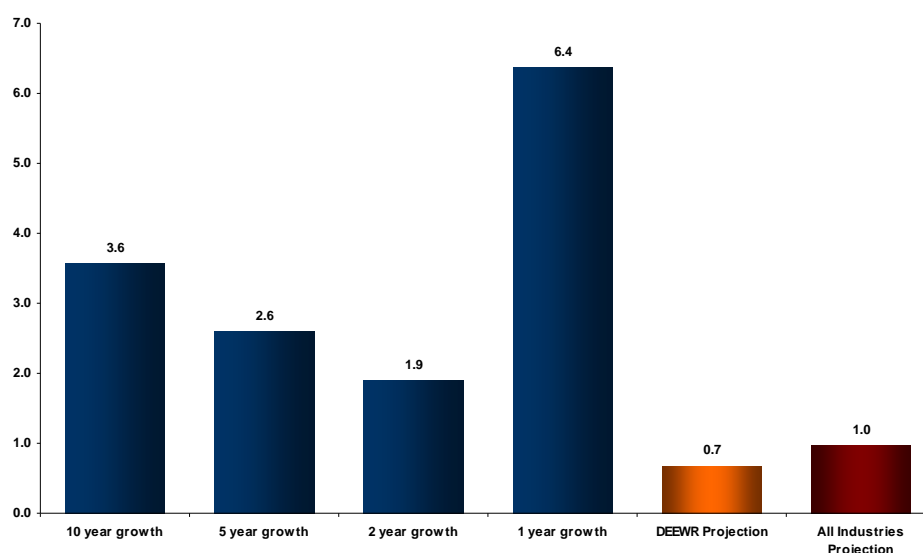
Source: ABS Labour Force Survey (DEEWR trend data)

Employment Prospects

The Department of Education, Employment and Workplace Relations (DEEWR) prepares annual updates of employment projections for industries for the next five years. These are based in part on the Monash model developed by the Centre of Policy Studies at Monash University, but also take into account recent employment trends and prospective industry developments. It should be noted that a certain degree of risk is attached to these employment projections.

Employment growth in Public Administration and Safety has been strong in the year to February 2009 (6.4 per cent). In the five years to 2013-14, employment in Public Administration and Safety is expected to grow at an average rate of 0.7 per cent per annum, which equates to around 23 100 new jobs (see Figure 4). This compares with an average annual growth rate of 1.0 per cent across all industries over the same period.

Figure 4: Recent and Projected Employment Growth (% pa) - to February 2009 (past) and 5 years to 2013-2014 (projected)

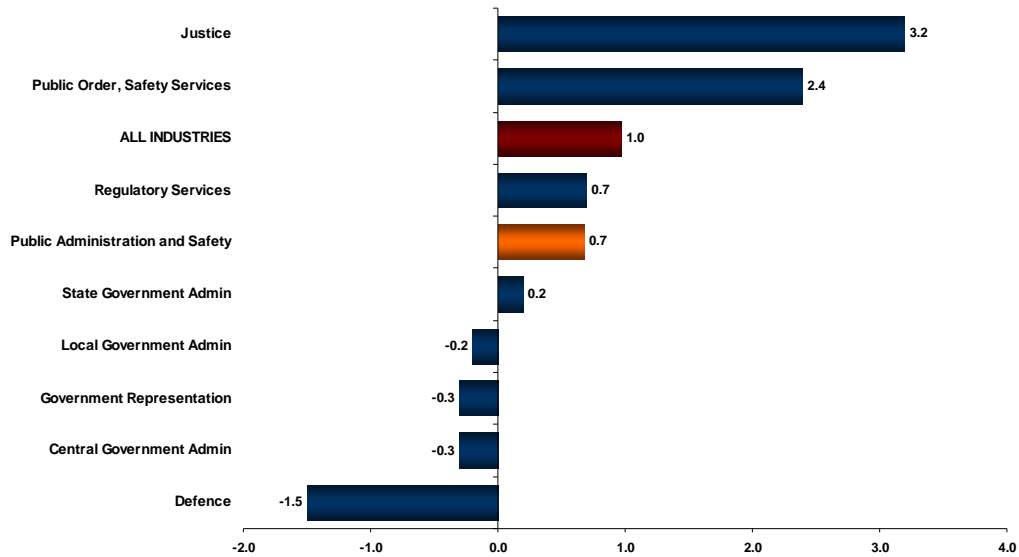


Source: ABS Labour Force Survey (DEEWR trend data); DEEWR projections

Four of the eight sectors within Public Administration and Safety are projected to grow over the five years to 2013-14 (see Figure 5). Justice is expected to have the strongest annual employment growth rate of 3.2 per cent, followed by Public Order and Safety Services (2.4 per cent).

Declines in employment are projected to occur in Defence (down by 1.5 per cent), followed by Central Government Administration (0.3 per cent), Government Representation (0.3 per cent) and Local Government Administration (0.2 per cent).

Figure 5: Projected Employment Growth (% pa) - to 2013-2014

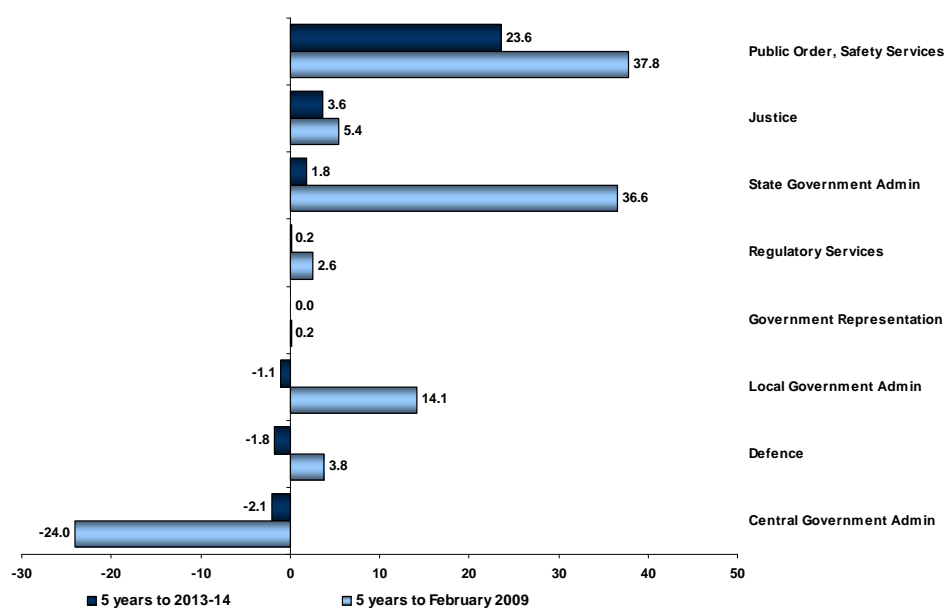


Source: ABS Labour Force Survey (DEEWR trend data); DEEWR projections

Recent and projected growth figures vary across the eight Public Administration and Safety sectors (see Figure 6). In the five years to February 2009, Public Order and Safety Services and State Government Administration have gained by far the highest number of jobs (37 800 and 36 600 respectively). This was followed by Local Government Administration (14 100). Over the same period, employment declined in Central Government Administration (down by 24 000).

Looking ahead, in the five years to 2013-2014, four of the eight Public Administration and Safety sectors are expected to experience employment growth. The main contributor to future growth in the industry is projected to be Public Order and Safety Services (up by 23 600), followed by Justice (3600) and State Government Administration (1800). Declines in employment are projected for Central government Administration (down by 2100), Defence (1800) and Local Government Administration (1100).

Figure 6: Recent and Future Employment Growth ('000) - 5 years to February 2009 (past) and to 2013-14 (projected)

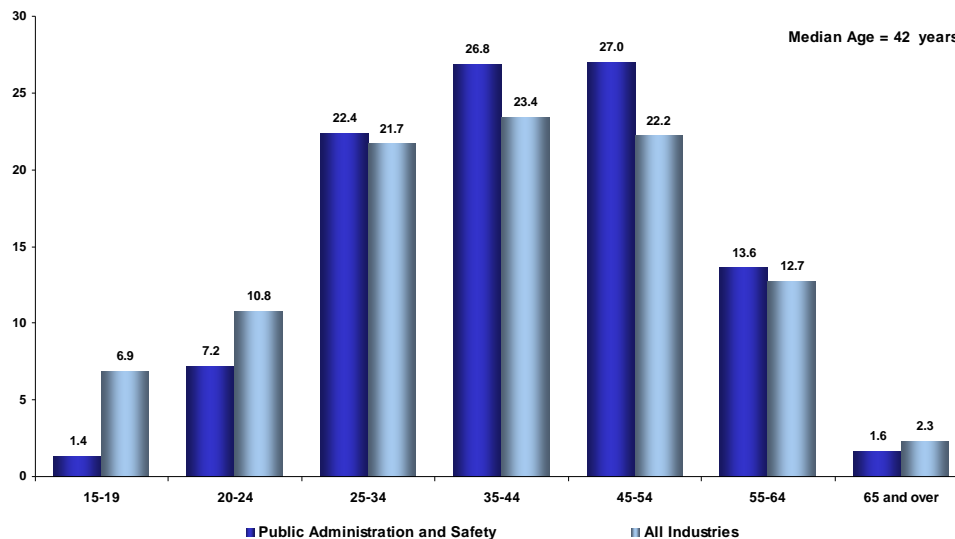


Source: ABS Labour Force Survey (DEEWR trend data); DEEWR projections

Workforce Ageing

In comparison to all industries, Public Administration and Safety has a workforce which is skewed towards mature age workers, with 42.2 per cent of the workforce aged 45 years and over, and a relatively low 8.6 per cent aged 24 years and less (see Figure 7). This reflects a high proportion of mature age employment, with many workers choosing life time careers in the public service. The public service, typically requiring higher-skilled workers, is ideal for those with family responsibilities and for those looking to balance work duties with other commitments.

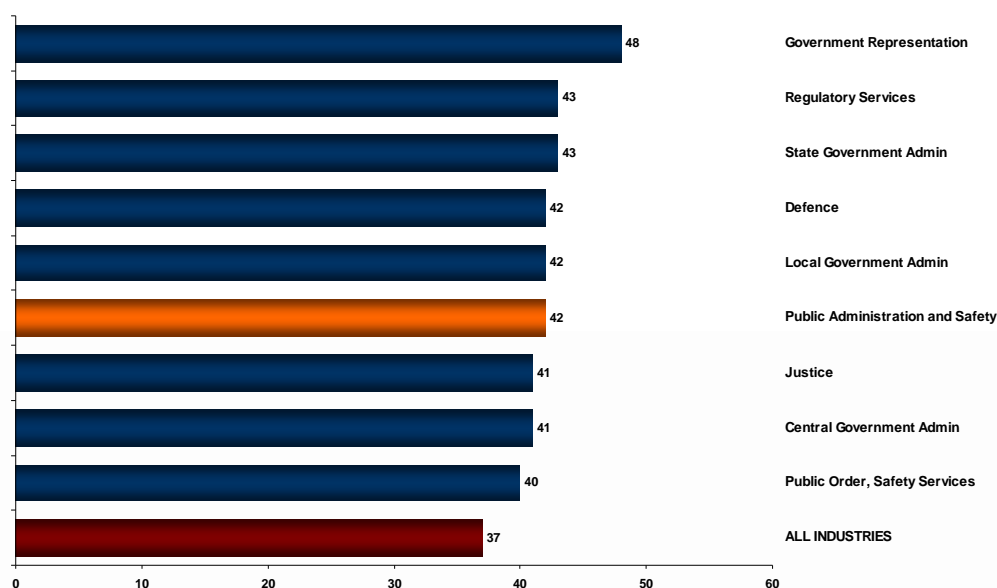
Figure 7: Employed by Age compared with All Industries (% share of employment) - 2008



Source: ABS Labour Force Survey

In 2008, the median age for Public Administration and Safety was 42 years (see Figure 8). All industry sectors had a median age which was higher than the median age for all industries (37 years). Government Representation had the highest median age in the industry (48 years), followed by Regulatory Services and State Government Administration (both 43 years). Public Order and Safety Services had the lowest median age of 40 years.

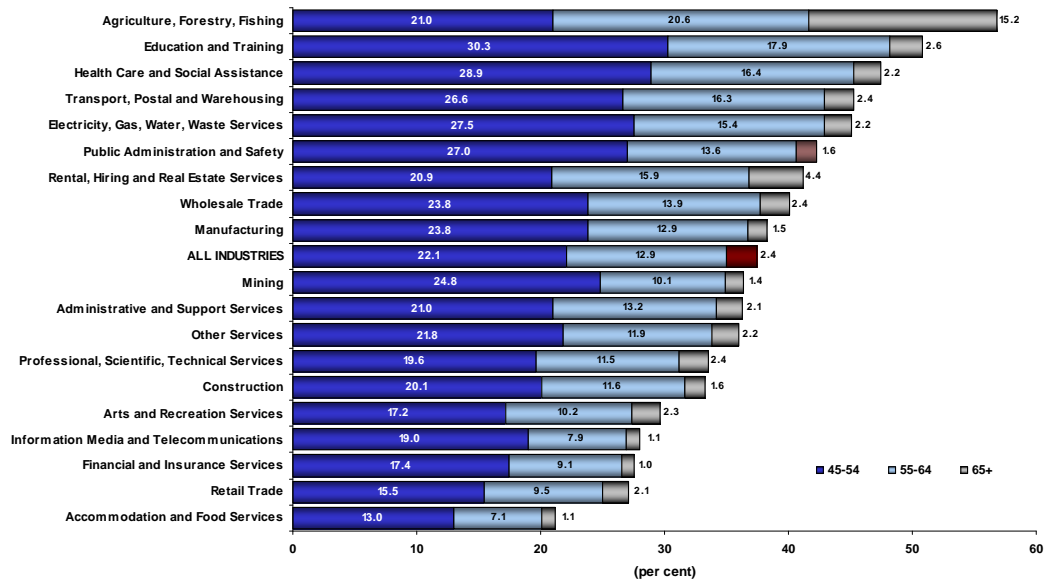
Figure 8: Median Age in years 2008



Source: ABS Labour Force Survey

Of the 19 Australian and New Zealand Industrial Classification 2006 (ANZSIC 2006) industries, Public Administration and Safety has a relatively high percentage of workers aged 45 years and over (see Figure 9). The industry has the fourth highest share of workers aged 45 to 54 years (27.0 per cent). However, only 1.6 per cent of the industry workforce is aged 65 years and over, compared with 2.4 per cent for all industries.

Figure 9: Mature Age workers (45+ years) % share of employment – 2008

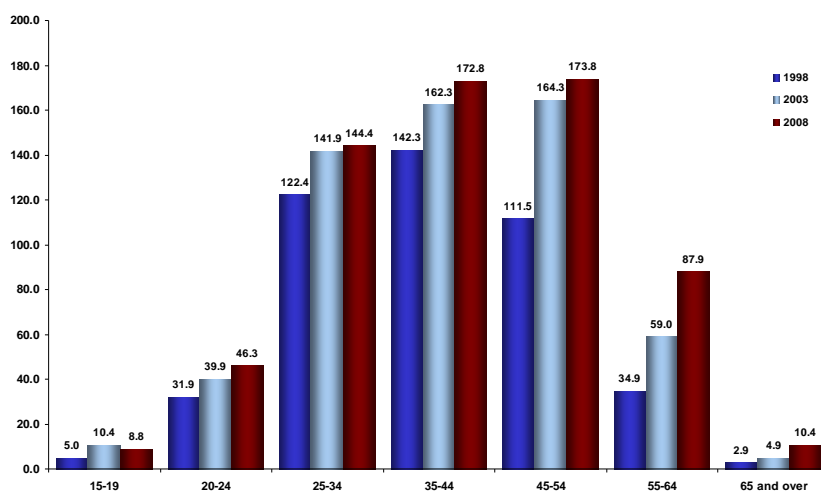


Source: ABS Labour Force Survey

Figure 10 shows employment by age group for three calendar years: 1998, 2003 and 2008. This provides a guide to changes in the employment mix by age group in the industry. As the Australian workforce experiences an increase in the median age of the population, it is important that there is a supply of prime age and mature age workers entering the workforce.

Over time, the Public Administration and Safety industry is employing more workers in all age groups. Numerically, growth has been strongest in the 45 to 54 years category, with an increase of 62 300 workers over the past 10 years. The highest percentage growth, however, occurred for workers aged 65 years and over (258.6 per cent) although it should be noted that in 1998 workers in this age group had a low share of total employment in the industry.

Figure 10: Employment by Age ('000) 1998, 2003 and 2008

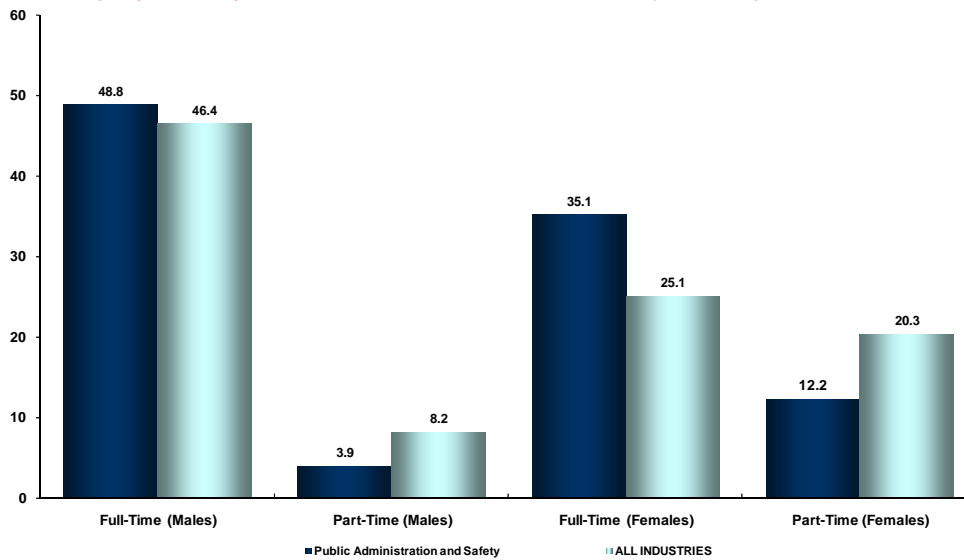


Source: ABS Labour Force Survey

Employment by Gender and Full-time/Part-time

Employment in the Public Administration and Safety industry is dominated by male full-time employment (48.8 per cent). Total employment, however, is almost evenly split by gender, 52.7 per cent of workers are male compared with 54.6 per cent for all industries (see Figure 11). There were more part-time female workers than part-time male workers in this industry in February 2009 (12.2 per cent compared with 3.9 per cent). This can be attributed to the flexible working conditions in this industry, especially for employees with family responsibilities.

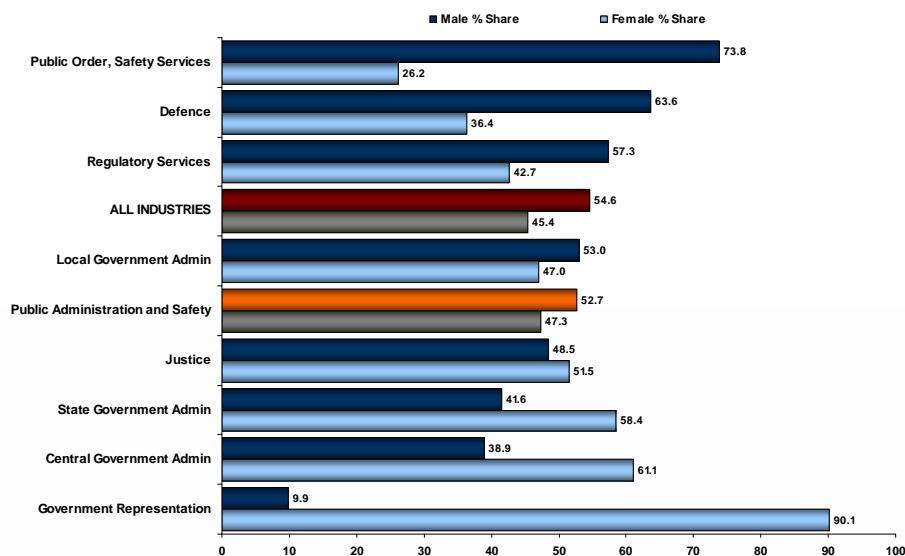
Figure 11: Employment by Gender and Full Time/ Part Time (% share) – Year to February 2009



Source: ABS Labour Force Survey

Male employment has the majority share in four of the eight sectors within the Public Administration and Safety industry (see Figure 12). Male workers are most apparent in Public Order and Safety Services (73.8 per cent), followed by Defence (63.6 per cent) and Regulatory Services (57.3 per cent). Government Representation, Central Government Administration, and State Government Administration employed the highest proportions of female workers. (90.1 per cent, 61.1 per cent, and 58.4 per cent respectively)

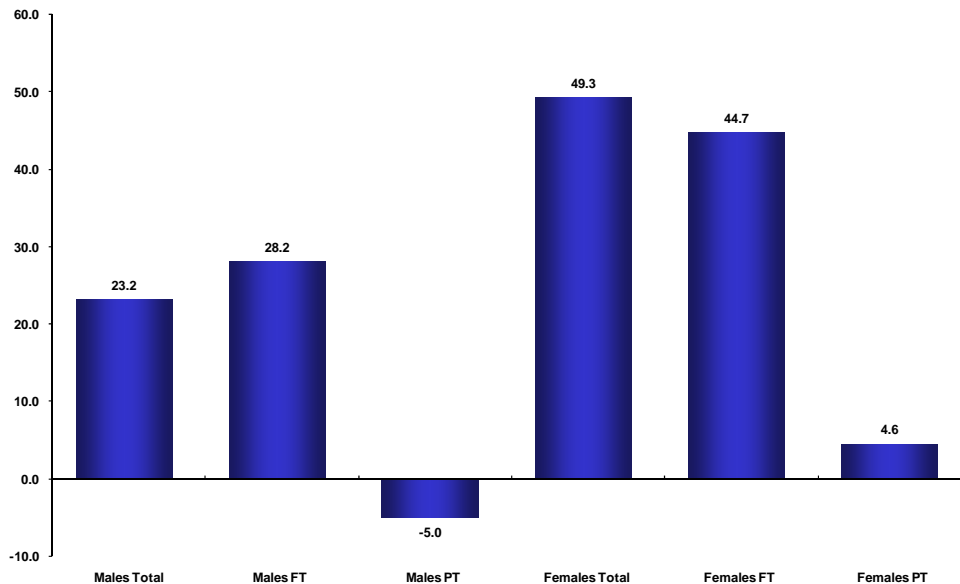
Figure 12: Employment by Gender (% share) - year to February 2009



Source: ABS Labour Force Survey

Total female employment in Public Administration and Safety has grown over the five years to February 2009 by more than male employment (49 300 compared with 23 200). There has been particularly marked growth in female full-time employment (44 700). Male full-time employment increased by 28 200 while male part-time employment decreased by 5000.

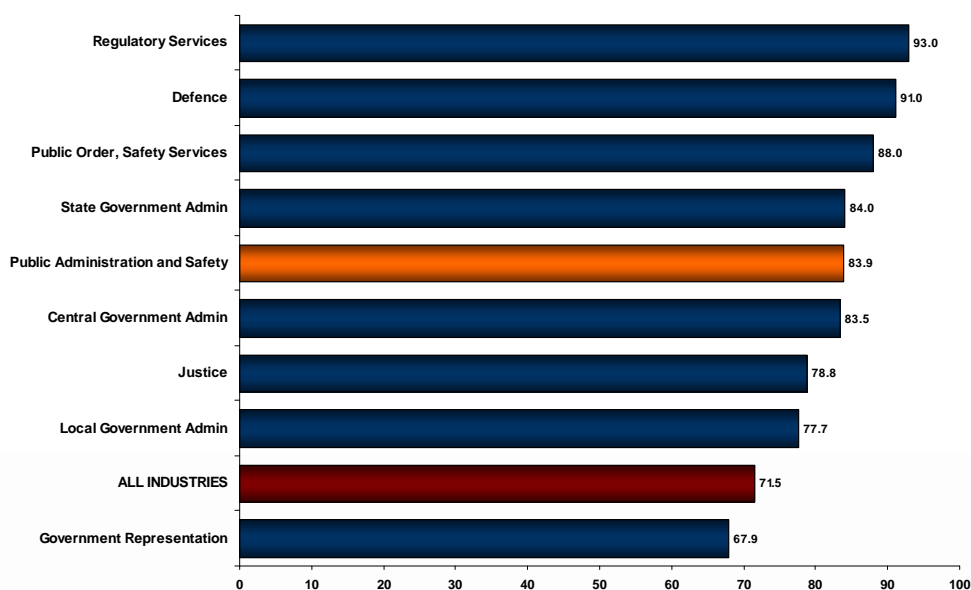
Figure 13: Employment Growth by Gender (5 years) Full-Time/- Part-Time ('000) - Year to February 2009



Source: ABS Labour Force Survey

All of the Public Administration and Safety industry sectors have a higher full-time employment share than all industries (71.5 per cent, see Figure 14), with the exception of Government Representation (67.9 per cent). The highest full-time employment shares can be found in Regulatory Services (93.0 per cent), followed by Defence (91.0 per cent) and Public Order and Safety Services (88.0 per cent).

Figure 14: % working full-time - year to February 2009

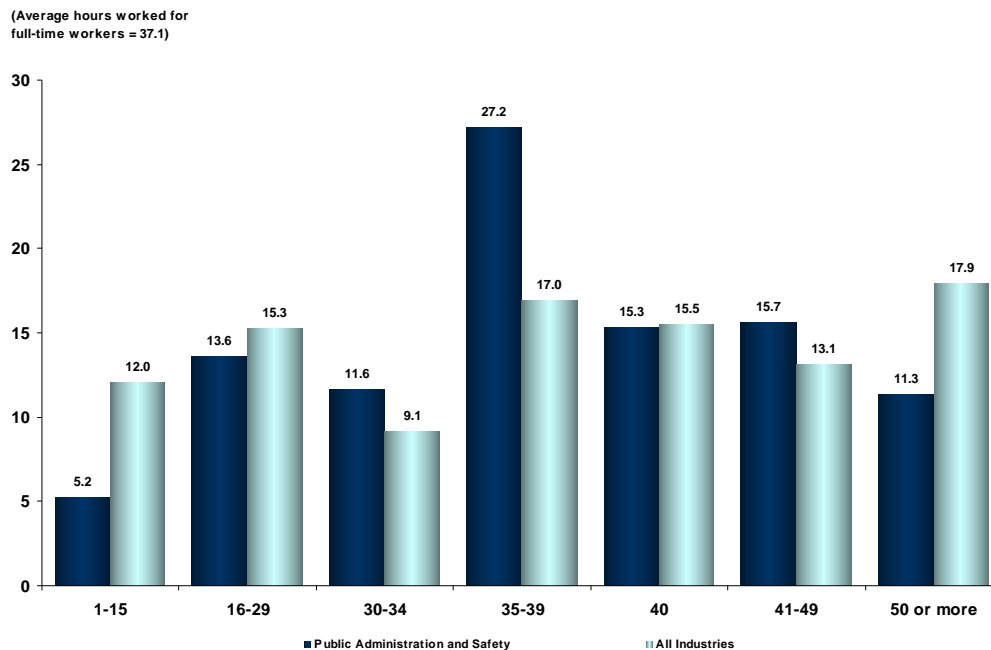


Source: ABS Labour Force Survey

Hours Worked

Public Administration and Safety has a lower overall average of weekly hours for full-time workers (37.1 hours, see Figure 15) in comparison with all industries (41.3 hours). The highest share of workers in the industry was recorded in the 35 to 39 hours category (27.2 per cent). There were relatively low shares of workers in the 1 to 15 hours and the 50 or more hours categories (5.2 per cent and 11.3 per cent respectively). This reflects the general consistency of hours worked in the public service.

Figure 15: Hours of Work (% share) - Year to February 2009



Source: ABS Labour Force Survey

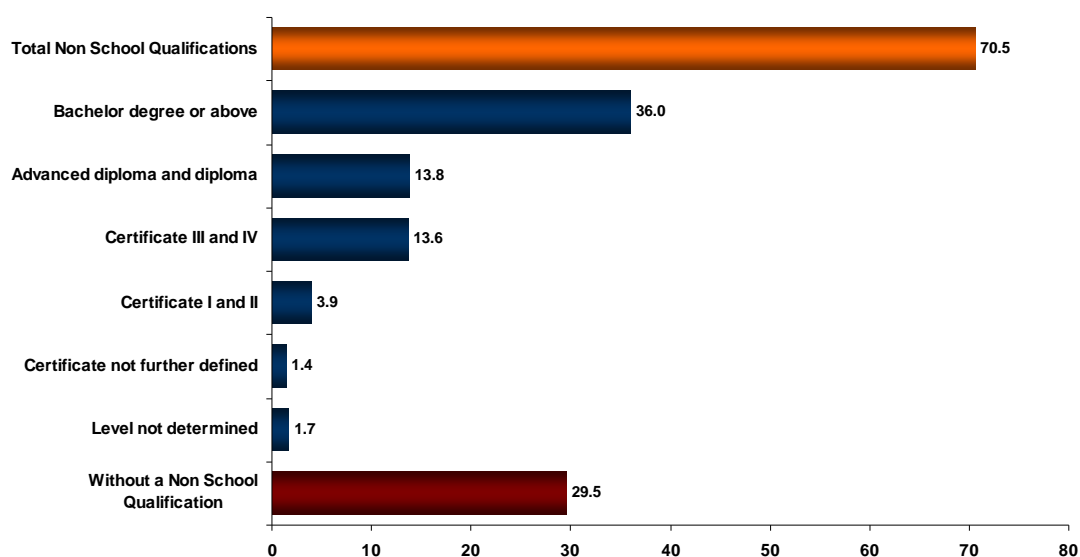
Employment Characteristics

Educational Profile

Public Administration and Safety is a relatively high skilled industry with 70.5 per cent of workers in the industry holding a non-school qualification in May 2008 (see Figure 16).

A large proportion of workers in the industry had attained a Bachelor Degree qualification or above (36.0 per cent), followed by workers with an Advanced Diploma or Diploma (13.8 per cent) and workers with a Certificate III or IV (13.6 per cent). Only 29.5 per cent of workers had not attained a non-school qualification.

Figure 16: Educational Attainment (% share of employment) - May 2008

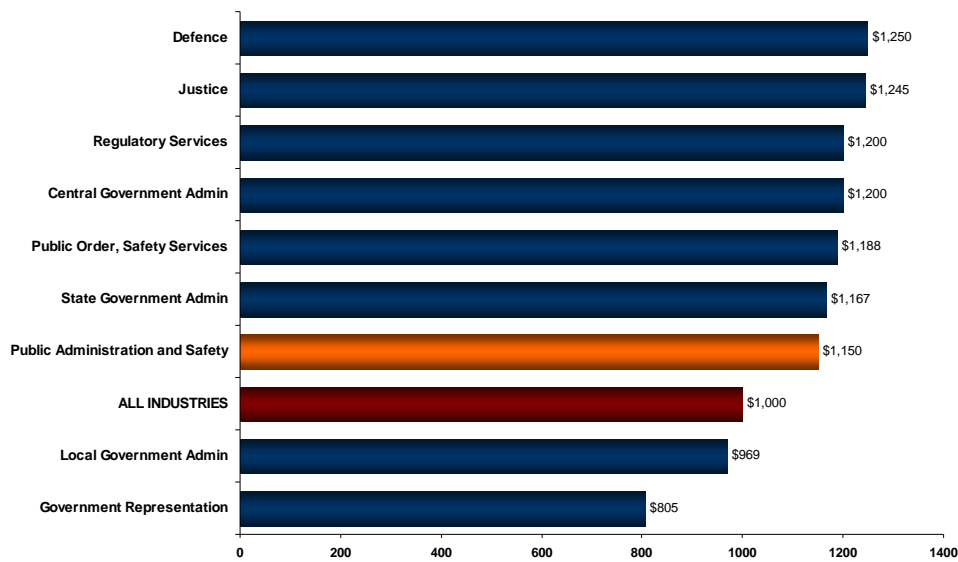


Source: ABS Education and Work, cat. no. 6227.0

Median Weekly Earnings

Median weekly full-time earnings for Public Administration and Safety (\$1150) in 2008 were higher than median earnings for all industries (\$1000) as shown in Figure 17. The Defence sector had the highest median weekly full-time earnings (\$1250), followed by Justice (\$1245) and Regulatory Services (\$1200). Government Representation had the lowest median weekly full-time earnings (\$805), followed by Local Government Administration (\$969). The relatively high earnings in Public Administration and Safety can be attributed in part to the relatively high skill and older age of workers within the industry.

Figure 17: Median weekly earnings (full-time and before tax) - August 2008

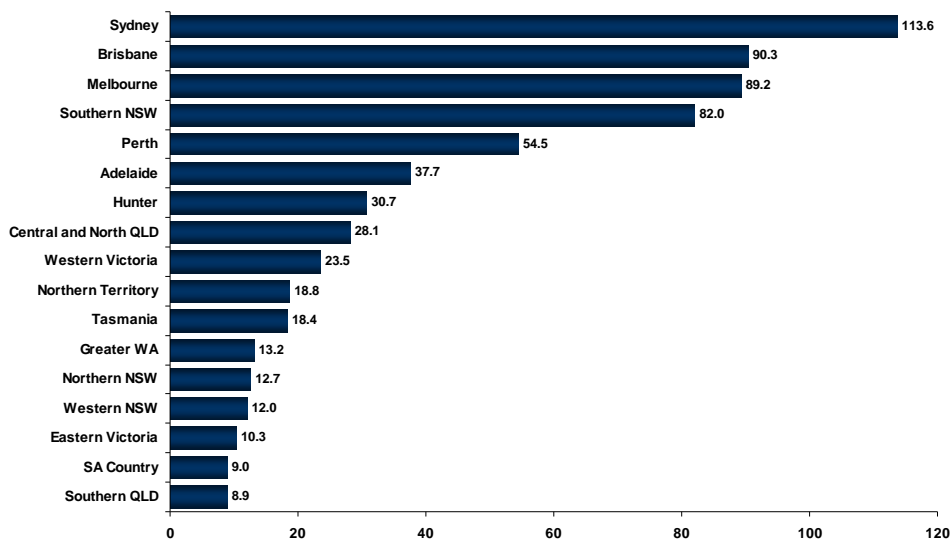


Source: ABS Employee Earnings, Benefits and Trade Union Membership, cat. no. 6310.0

Main Employing Regions

Employment in the Public Administration and Safety industry is concentrated in the larger cities, with Sydney employing the largest number of workers (113 600), followed by Brisbane (90 300), Melbourne (89 200) and Southern NSW (82 000, which includes the Australian Capital Territory) as shown in Figure 18. As expected, lower numbers of Public Administration and Safety workers are employed in rural areas such as in Southern Queensland (8900), South Australia Country (9000) and Eastern Victoria (10 300).

Figure 18: Main Employing Regions ('000) – February 2009

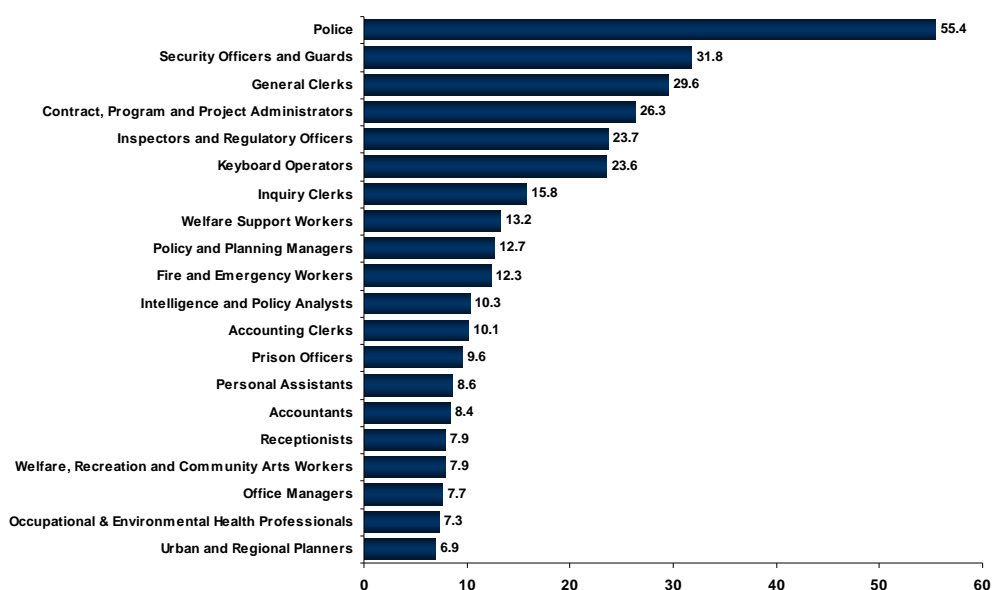


Source: ABS Labour Force Survey

Main Employing Occupations

It is useful for job seeking and career advice, to identify key occupations within an industry. Occupations are generally spread across a variety of industries and may not normally be associated with particular industries. In Public Administration and Safety, the largest number of workers were employed as Police workers (55 400, see Figure 19), followed by Security Officers and Guards (31 800), General Clerks (29 600) and Contract, Program and Project Administrators (26 300). There were relatively low numbers of workers employed as Urban and Regional Planners (6900), Occupational and Environmental Health Professionals (7300) and Office Managers (7700).

Figure 19: Top 20 Employing Occupations ('000) in 2008



Source: ABS Labour Force Survey

Further information on occupations is available on the Job Outlook website (www.joboutlook.gov.au)

For further information on the Public Administration and Safety industry (or other industries), visit the SkillsInfo website at skillsinfo.gov.au. SkillsInfo provides a range of skills related information for industries and regions. The website offers a broad range of information on employment, careers, education and training and skills issues - including workforce ageing, skills in demand, labour force data, ICT and employability skills, as well as quick links to skills information. Data are sourced mainly from the ABS Labour Force Survey.

SkillsInfo also brings together a large collection of links to external industry and skills related websites.