

Department for Education Aboriginal workforce profile

Issue 9 – Aboriginal workforce as at June 2019

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The following is a profile of Department for Education Aboriginal employees who were actively employed or on paid leave (unless otherwise stated) as at the last pay day in June 2019.

Source: Data presented in this report is based on the June 2019 Workforce Information Collection prepared for the Office for the Commissioner for Public Sector Employment (OCPSE). A series of adjustments are undertaken in relation to the data to comply with OCPSE reporting rules. Therefore totals may vary from other internal Department for Education publications sourced directly from human resources records.

Notes:

Where the term “other groups” is used within this document specific to Education Act employees, this includes relief teachers, hourly paid instructors (HPIs), Education Act negotiated conditions and seconded teachers.

Where the term “other groups” is used within this document specific to Children’s Services Act employees, this includes relief teachers.

“Full time” employees are those who work greater or equal to 0.98 full time equivalent (FTE).

The term “Aboriginal” has been used within this document and refers to all employees who identified as being of Aboriginal and/or Torres Strait Islander descent.

Permanent/contingent: If relevant, bus drivers, hourly paid instructors, swimming instructors, temporary relief teachers and other claim paid employees are not included. The workforce on unpaid leave as at 30 June 2019 has been included to give a more inclusive representation of the workforce. Therefore, data provided for this profile may vary from other departmental publications.

More detailed workforce information provided over the last five years is located on the DataSA website at the link below.

<https://data.sa.gov.au/data/dataset?organization=dept-for-education>

Overview

Key characteristics of the workforce include:

- 776 Aboriginal employees were employed by Department for Education or 508.6 full time equivalents (FTEs). This represents 2.5% of all Department for Education employees.
- Aboriginal employees appointed under the *Education Act* account for the largest number in the department (85.6%), followed by *Children's Services Act* (6.7%), *Public Sector Act* (6.7%), *SA Government Services Award* and *SA Government Transport Workers' Award* (1.0%).
- The average age of the Aboriginal workforce was 41 years. Just over half (52.6%) of the workforce were aged forty years and over.
- 298 or 38.4% worked full time and 478 or 61.6% were part time employees.
- Female Aboriginal employees made up 78.2% of employees, while 21.7% were male.
- 56 Aboriginal employees were on unpaid leave (in addition to the 776 employees stated above).
- 83 Aboriginal employees ceased working for the department (separated) during 2018/2019 (including contract expired).¹ This represents a 90.9% retention rate for the financial year.

Department for Education Aboriginal workforce characteristics by employment category

Employment Category	Male	Female	Other	Average age	Age Group					
					<20	20-29	30-39	40-49	50-59	60+
Public Sector Act (total)	7	45	-	40	-	8	19	13	9	3
Children's Services Act (total)	2	50	-	43	1	10	10	15	10	6
Preschool directors	-	9	-	51	-	-	-	5	3	1
Early childhood workers	1	31	-	39	1	8	8	8	3	4
Preschool teachers (including temporary relief teachers)	1	10	-	44	-	2	2	2	4	1
Education Act (total)	153	510	1	40	11	161	153	153	122	64
School Sector Principals	1	5	-	51	-	-	1	1	3	1
School sector other leaders (deputy principals, seniors, band B leaders)	7	12	-	39	-	3	10	3	2	1
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	15	98	-	41	-	32	26	20	22	13
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	3	8	-	45	1	1	2	2	4	1
School services officers	44	126	1	39	4	52	34	33	32	16
Aboriginal education workers (Aboriginal community education officers)	83	261	-	41	6	73	80	94	59	32
Other (total)	6	2	-	51	-	-	2	1	3	2
Government services employees	4	1	-	50	-	-	1	1	2	1
Driver/Bus driver	2	1	-	52	-	-	1	-	1	1
TOTAL	168	607	1	41	12	179	184	182	144	75

¹ Some of these employees have a separation reason of "contract expired" and may be re-employed at a later stage.

Department for Education Aboriginal workforce employment characteristics by employment category

Employment Category	FTE	Persons	Total Workforce	ATSI as % Total Workforce	Full time	Part time
Public Sector Act (total)	47.9	52	1738	3.0%	36	16
Children's Services Act (total)	40.0	52	2042	2.5%	21	31
Preschool directors	9.0	9	302	3.0%	9	-
Early childhood workers	20.7	32	1092	2.9%	5	27
Preschool teachers (including temporary relief teachers)	10.3	11	648	1.7%	7	4
Education Act (total)	514.8	664	26792	2.5%	238	426
School Sector Principals	6.0	6	570	1.1%	6	-
School sector other leaders (deputy principals, seniors, band B leaders)	18.4	19	2412	0.8%	17	2
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	98.8	113	14343	0.8%	74	39
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	7.9	11	877	1.3%	7	4
School services officers	113.7	171	8246	2.1%	13	158
Aboriginal education workers (Aboriginal community education officers)	270.0	344	344	100.0%	121	223
Other (total)	5.9	8	585	1.4%	3	5
Government services employees	4.4	5	441	1.1%	3	2
Driver/Bus driver	1.5	3	144	2.1%	-	3
TOTAL	608.6	776	31157	2.5%	298	478

Department for Education Aboriginal workforce other employment characteristics by employment category

Employment Category	Permanent	Contingent	% permanent	Unpaid Leave	Separations
Public Sector Act (total)	45	11	80.4%	4	8
Children's Services Act (total)	29	32	47.5%	3	5
Preschool directors	8	1	88.9%	-	-
Early childhood workers	11	28	28.2%	1	5
Preschool teachers (including temporary relief teachers)	10	3	76.9%	2	-
Education Act (total)	404	392	50.8%	49	69
School Sector Principals	6	-	100.0%	-	-
School sector other leaders (deputy principals, seniors, band B leaders)	18	1	94.7%	-	-
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	78	27	74.3%	7	7
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	18	1	94.7%	-	2
School services officers	53	142	27.2%	2	16
Aboriginal education workers (Aboriginal community education officers)	231	221	51.1%	40	44
Other (total)	3	3	50.0%	-	1
Government services employees	3	2	60.0%	-	1
Driver/Bus driver	-	1	0.0%	-	-
TOTAL	469	438	51.7%	56	83

Portfolio profile

The following tables provide a comparative analysis of key Aboriginal workforce characteristics across Department for Education portfolios.

Department for Education Aboriginal workforce characteristics by portfolio

Portfolio	FTE	Persons	Full time	Part time	Female	Male	Other	Average age	<30 years	30-44 years	45-59 years	60+ years
Berri	10.9	15	5	10	10	5	-	44	2	5	5	3
Felixstow 1	8.2	10	3	7	7	3	-	41	3	3	4	-
Felixstow 2	7.5	9	4	5	9	-	-	43	1	4	4	-
Felixstow 3	5.2	7	2	5	7	-	-	36	3	2	2	-
Flinders Park 1	64.5	91	10	81	68	23	-	35	38	30	20	3
Flinders Park 2	25.9	31	16	15	24	7	-	42	4	15	8	4
Flinders Park 3	14.2	19	6	13	15	4	-	42	3	9	4	3
Flinders Park 4	25.0	35	13	22	25	10	-	42	7	14	8	6
Gawler 1	10.1	14	4	10	12	2	-	38	5	5	2	2
Gawler 2	1.4	3	-	3	2	1	-	57	-	-	2	1
Kadina	9.3	15	3	12	11	4	-	37	4	6	5	-
Mount Barker 1	6.7	9	4	5	8	1	-	42	3	2	2	2
Mount Barker 2	5.2	8	2	6	6	2	-	43	1	5	2	-
Mount Gambier 1	13.5	19	6	13	16	3	-	43	2	8	7	2
Mount Gambier 2	2.3	5	-	5	5	-	-	47	1	1	2	1
Murray Bridge 1	6.6	10	3	7	10	-	-	42	2	4	1	3
Murray Bridge 2	23.1	30	9	21	24	6	-	42	11	5	10	4
Noarlunga 1	8.1	10	2	8	8	2	-	44	2	3	3	2
Noarlunga 2	17.1	21	11	10	14	7	-	33	10	6	5	-
Noarlunga 3	23.4	28	13	15	21	7	-	37	9	11	6	2
Noarlunga 4	11.9	16	4	12	12	4	-	40	3	8	5	-
Para Hills 1	35.7	42	22	20	30	12	-	39	14	14	11	3
Para Hills 2	24.4	29	9	20	21	8	-	4	6	8	11	4
Para Hills 3	27.3	34	12	22	25	9	-	40	10	8	13	3
Para Hills 4	8.0	9	5	4	4	5	-	31	4	4	1	-
Pirie	9.6	12	5	7	11	-	1	46	2	3	4	3
Port Augusta 1	56.4	70	27	43	62	8	-	45	8	23	31	8
Port Augusta 2	15.8	18	8	10	17	1	-	41	5	5	7	1
Port Lincoln 1	21.2	29	9	20	19	10	-	46	3	11	12	3
Port Lincoln 2	11.2	16	4	12	11	5	-	35	7	4	4	1
Other *	98.9	112	77	35	93	19	-	42	18	51	32	11
TOTAL	608.6	776	298	478	607	168	1	41	191	277	233	75
% or average of workforce	19.6	25	38%	62%	78%	22%	-	45	25%	36%	30%	10%

NB. includes employees who were active or on paid leave only

* includes portfolios defined as Early Childhood Development Strategy, Other (Administrative), Other (Educational), Regional Support Services, School and Preschool Improvement, School and Regional Operations, Statewide Services and Child Development and Commissioner for Children & Young People
Source: Department Location Sites & Services data base (LS)

For further information

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A copy of the report can be found at

<https://www.education.sa.gov.au/departments/research-and-data/workforce-reports/workforce-profiles>

