

Department for Education workforce profile

Issue 11 – Workforce as at June 2021

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The following is a profile of Department for Education employees who were actively employed or on paid leave (unless otherwise stated) as at the last pay day in June 2021.

Source: Data presented in this report is based on the June 2021 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 school sector 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 preschool sector 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.

As part of the requirement to ensure confidentiality in departmental reporting, where relevant, the Commissioner for Children and Young People position has been reported as a Public Sector Act appointment.

Permanency rates: 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 2021 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:

- 31,614 employees were employed by Department for Education or 24,863.8 full time equivalents (FTEs).
- Employees appointed under the school sector of the *Education and Children's Services Act* account for the largest number of employees in the department (86.2%), followed by the preschool sector of the *Education and Children's Services Act* (6.4%), *Public Sector Act* (5.5%), *SA Government Services Award* and *SA Government Transport Workers' Award* (1.9%).
- The average age of the workforce was 44 years. Almost half (49.7%) of the workforce were aged forty-five years and over.
- 14,975 or 47.4% worked full time and 16,639 or 52.6% were part time employees.
- Female employees made up 77% of employees, while 23% were male.
- 780 employees indicated that they were of Aboriginal descent. This represents 2.5% of all Department for Education employees.
- 1,324 employees were on unpaid leave (in addition to the 31,614 employees stated above).
- 2,027 employees ceased working for the department (separated) during 2020/2021 (including contract expired).¹ This represents a 94.2% retention rate for the financial year.

Department for Education workforce characteristics by employment category

Employment Category						Age Group					
	Male	Female	Other	Aboriginal	Average age	<20	20-29	30-39	40-49	50-59	60+
Public Sector Act (total)	465	1286	-	40	45	2	176	445	512	411	205
Education & Childrens Services Act (Preschool Sector total)	39	1979	-	54	46	10	172	428	592	516	300
Preschool directors	5	286	-	10	48	-	9	51	99	83	49
Preschool teachers (including temporary relief teachers)	22	686	-	16	45	-	90	183	167	137	131
Early Childhood Workers	12	1007	-	28	46	10	73	194	326	296	120
Education & Childrens Services Act (School Sector total)	6162	21074	7	683	44	125	4580	6258	6339	5810	4131
School Sector Principals	214	331	-	1	52	-	4	57	146	192	146
School sector other leaders (deputy principals, seniors, band B leaders)	787	1678	1	19	44	-	193	826	699	497	251
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	3598	10652	5	115	43	-	3030	3777	2811	2357	2280
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	244	720	-	12	49	20	62	125	257	285	215
School services officers	1229	7430	1	183	45	97	1223	1386	2337	2414	1203
Aboriginal education workers (Aboriginal community education officers)	90	263	-	353	42	8	68	87	89	65	36
Other (total)	529	73	-	3	57	1	18	33	85	192	273
Government services employees	432	23	-	3	55	1	18	30	71	162	173
Driver/Bus driver	97	50	-	-	62	-	-	3	14	30	100
TOTAL	7195	24412	7	780	44	138	4946	7164	7528	6929	4909

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

Department for Education workforce employment characteristics by employment category

Employment Category	FTE	Persons	Full time	Part time	Unpaid Leave	Separations
Public Sector Act (total)	1602.4	1751	1296	455	129	211
Education & Children's Services Act (Preschool Sector total)	1292.9	2018	479	1539	59	91
Preschool directors	267.7	291	206	85	7	7
Preschool teachers (including temporary relief teachers)	463.4	708	171	537	27	37
Early childhood workers	561.8	1019	102	917	25	47
Education & Children's Services Act (School Sector total)	21598.8	27243	13047	14196	1121	1655
School Sector Principals	544.5	545	542	3	7	15
School sector other leaders (deputy principals, seniors, band B leaders)	2399.3	2466	2210	256	46	57
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	11682.3	14255	8080	6175	682	780
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	669.4	964	529	435	10	35
School services officers	6037.9	8660	1570	7090	321	710
Aboriginal education workers (Aboriginal community education officers)	265.4	353	116	237	55	58
Other (total)	369.7	602	153	449	15	70
Government services employees	320.2	455	152	303	15	66
Driver/Bus driver	49.5	147	1	146	-	4
TOTAL	24863.8	31614	14975	16639	1324	2027

Permanency Rates

Permanency relates to the status of the employee, not the appointment the employee is holding. At any point in time a proportion of the permanent workforce will be on leave (paid or unpaid) or have temporarily reduced their fraction of time worked or have been seconded to a non-school site. In these instances a vacancy may be created and then filled on a temporary basis by another employee. However, the permanent employee still retains the right to permanent employment with the department resulting in the vacancy only being able to be filled on a temporary basis. The overall impact of the permanent workforce taking leave or reducing hours worked is an increase in the temporary workforce to cover many of the vacancies that result.

The impact is illustrated below for the total workforce as well as for each specific cohort.

N.B the formula will may vary depending on the classification profiled

Permanency rates, June 2021

	June 2021
Public Sector Act	
Permanent	1273
Temporary	607
- minus backfill for PS Act who were permanent and on leave	153
Revised temporary	454
Total	1727
Permanency rate	73.7

June 2021

Preschool teachers/leaders

Permanent	524
Temporary	403
-minus backfill for teachers who were permanent and on leave	52
=minus backfill for teachers who were permanent, seconded to a non-school/preschool site and actively employed	1
-minus B type change in time vacancies - teachers allocated	10
Revised Temporary	340
Total	864
Permanency rate	60.6

June 2021

Early childhood workers

Permanent	324
Temporary	669
- minus backfill for ECWs who were permanent and on leave	22
- minus backfill for ECWs who were permanent, seconded to a non-school/preschool site and actively employed	0
Revised temporary	647
Total	971
Permanency rate	33.4

June 2021

School sector teachers/leaders

Permanent	11600
Temporary	5220
- minus backfill for teachers who were permanent and on leave	1250
- minus backfill for teachers who were permanent, seconded to a non-school/preschool site and actively employed	558
- minus B type change in time vacancies - teachers allocated	707
Revised Temporary	2705
Total	14305
Permanency rate	81.1

June 2021

School services officers

Permanent	4666
Temporary	5022
- minus backfill for SSOs who were permanent and on leave	273
-minus backfill for SSOs who were permanent, seconded to a non-school/preschool site and actively employed	11
Revised temporary	4738
Total	9404
Permanency rate	49.6

June 2021

Government services officers/Driver

Permanent	300
Temporary	174
- minus backfill for GSEs/drivers who were permanent and on leave	17
- minus backfill for GSEs/drivers who were permanent, seconded to a non-school/preschool site and actively employed	1
Revised temporary	156
Total	456
Permanency rate	65.8

June 2021

Aboriginal education workers

Permanent	254
Temporary	202
- minus backfill for AEWs who were permanent and on leave	53
- minus backfill for AEWs who were permanent, seconded to a non-school/preschool site and actively employed	2
Revised temporary	147
Total	401
Permanency rate	63.3

Aboriginal Education Workers who work for Aboriginal Education are in their actual positions they are not seconded to a non school site and are therefore not included in the revised temporary category adjustment - 'where applicable minus backfill for employees who were permanent, seconded to a nonschool site and actively employed'

June 2021

Overall total (summary)

Permanent	18941
Temporary	12297
- minus backfill for employees who were permanent and on leave	1820
- where applicable minus backfill for employees who were permanent, seconded to a nonschool site and actively employed	573
- where applicable minus B type change in time vacancies - teachers allocated	717
Revised Temporary	9187
Total	28128
% Permanent	67.3

Portfolio profile

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

Department for Education workforce characteristics by portfolio

Portfolio	FTE	Persons	Full time	Part time	Female	Male	Other	Aboriginal	Average age	<30 years	30-44 years	45-59 years	60+ years
Berri	471.2	587	278	309	464	123	-	15	44	89	212	205	81
Felixstow 1	1046.6	1241	721	520	929	311	1	5	45	198	397	431	215
Felixstow 2	771.9	982	449	533	791	190	1	6	45	149	320	331	182
Felixstow 3	746.1	921	441	480	695	226	-	14	44	141	318	327	135
Felixstow 4	999.9	1186	659	527	916	270	-	11	44	176	412	454	144
Flinders Park 1	188.0	226	138	88	154	72	-	78	40	74	69	60	23
Flinders Park 2	1090.0	1367	637	730	1039	328	-	31	45	202	436	502	227
Flinders Park 3	1001.6	1207	636	571	883	323	1	17	45	150	431	434	192
Flinders Park 4	1155.9	1398	699	699	1079	319	-	29	44	196	510	487	205
Gawler 1	891.6	1117	493	624	900	217	-	9	44	198	382	371	166
Gawler 2	340.3	456	172	284	371	84	1	5	46	55	165	158	78
Kadina	435.6	576	236	340	454	122	-	14	43	107	197	185	87
Mount Barker 1	650.8	815	374	441	627	188	-	10	46	83	283	336	113
Mount Barker 2	871.9	1038	585	453	774	264	-	8	46	139	318	407	174
Mount Gambier 1	698.7	887	408	479	717	170	-	18	43	153	327	337	70
Mount Gambier 2	271.7	375	130	245	300	75	-	5	45	60	131	121	63
Murray Bridge 1	265.5	355	160	195	290	65	-	10	45	60	110	119	66
Murray Bridge 2	483.2	615	288	327	465	150	-	35	45	97	212	217	89
Noarlunga 1	752.5	949	418	531	737	212	-	11	44	139	345	318	147
Noarlunga 2	1066.0	1281	693	588	960	321	-	18	44	200	450	452	179
Noarlunga 3	660.9	819	367	452	620	199	-	29	43	142	308	273	96
Noarlunga 4	871.0	1084	501	583	824	260	-	22	44	172	372	385	155
Para Hills 1	962.9	1168	603	565	926	241	1	49	41	267	440	333	128
Para Hills 2	1076.0	1300	662	638	1061	239	-	35	41	301	497	377	125
Para Hills 3	995.7	1224	619	605	979	245	-	31	43	248	417	398	161
Para Hills 4	622.2	769	363	406	619	150	-	16	43	143	279	252	95
Pirie	355.7	446	195	251	358	87	1	14	42	96	152	143	55
Port Augusta 1	529.5	631	345	286	498	133	-	71	43	131	195	221	84
Port Augusta 2 / Whyalla	526.2	640	312	328	506	134	-	21	42	151	210	191	88
Port Lincoln 1	504.9	675	261	414	539	136	-	34	44	105	251	220	99
Port Lincoln 2	244.9	333	126	207	252	81	-	14	46	42	109	133	49
Other *	3314.9	4946	2006	2940	3685	1260	1	95	47	620	1550	1638	1138
TOTAL	24863.8	31614	14975	16639	24412	7195	7	780	44	5084	10805	10816	4909
% or average of workforce	777.0	988	47%	53%	77%	23%	-	2.5%	NA	16%	34%	34%	16%

* 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, Curriculum Services, Customer and Information Services, Student Pathways and Commissioner for Children & Young People

Source: Department Location Sites & Services data base (LSS)

Department for Education workforce by portfolio and employment characteristics

Portfolio	Permanent	Contingent	Separations	Unpaid leave
Berri	392	220	41	19
Felixstow 1	823	481	90	46
Felixstow 2	567	480	47	34
Felixstow 3	633	327	51	23
Felixstow 4	798	441	62	33
Flinders Park 1	142	143	67	29
Flinders Park 2	886	580	86	59
Flinders Park 3	827	443	66	40
Flinders Park 4	912	599	80	61
Gawler 1	682	495	62	44
Gawler 2	263	214	25	9
Kadina	361	270	29	36
Mount Barker 1	531	329	59	34
Mount Barker 2	729	373	55	42
Mount Gambier 1	559	398	60	38
Mount Gambier 2	227	168	18	15
Murray Bridge 1	203	165	15	18
Murray Bridge 2	386	259	26	16
Noarlunga 1	594	408	62	44
Noarlunga 2	865	492	60	47
Noarlunga 3	498	381	56	31
Noarlunga 4	694	468	64	43
Para Hills 1	635	596	68	39
Para Hills 2	741	656	85	50
Para Hills 3	726	561	72	47
Para Hills 4	438	369	49	21
Pirie	290	189	27	25
Port Augusta 1	434	265	53	49
Port Augusta 2 / Whyalla	382	296	51	29
Port Lincoln 1	395	311	48	32
Port Lincoln 2	210	129	22	12
Other *	2118	791	371	259
TOTAL	18941	12297	2027	1324
% of workforce	61%	39%	6%	4%

* 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, Curriculum Services, Customer and Information Services, Student Pathways and Commissioner for Children & Young People

Source: Department Location Sites & Services data base (LSS)

Department for Education workforce by portfolio and classification

Portfolio	Public Sector Act	Education & Children's Services Act (Preschool Sector total)		Education & Children's Services Act (School Sector total)			Government services employees/ drivers/ bus drivers	Total
		Teaching workforce	Early childhood workers	Teaching workforce	School services officers	Aboriginal education workers		
Berri	1	16	17	323	206	9	15	587
Felixstow 1	-	42	25	881	277	2	14	1241
Felixstow 2	1	45	40	546	336	4	10	982
Felixstow 3	4	22	20	581	272	6	16	921
Felixstow 4	-	35	44	780	304	5	18	1186
Flinders Park 1	21	-	-	101	26	71	7	226
Flinders Park 2	3	33	38	854	405	15	19	1367
Flinders Park 3	-	54	42	780	309	5	17	1207
Flinders Park 4	4	31	38	836	457	17	15	1398
Gawler 1	3	43	37	609	387	5	33	1117
Gawler 2	-	15	23	237	162	-	19	456
Kadina	-	23	24	287	212	8	22	576
Mount Barker 1	1	28	19	491	248	2	26	815
Mount Barker 2	2	41	24	692	259	2	18	1038
Mount Gambier 1	1	23	25	469	346	6	17	887
Mount Gambier 2	-	15	17	195	128	3	17	375
Murray Bridge 1	-	8	6	185	125	3	28	355
Murray Bridge 2	1	20	24	339	205	9	17	615
Noarlunga 1	1	42	28	539	314	1	24	949
Noarlunga 2	4	45	38	796	370	9	19	1281
Noarlunga 3	5	36	33	414	307	12	12	819
Noarlunga 4	4	41	28	628	355	8	20	1084
Para Hills 1	3	44	39	637	415	15	15	1168
Para Hills 2	1	27	44	698	504	16	10	1300
Para Hills 3	2	32	37	686	438	13	16	1224
Para Hills 4	1	23	21	408	291	8	17	769
Pirie	1	16	24	215	165	8	17	446
Port Augusta 1	1	25	19	324	220	22	20	631
Port Augusta 2/Whyalla	1	24	35	312	238	11	19	640
Port Lincoln 1	2	27	42	323	225	10	46	675
Port Lincoln 2	2	12	25	155	103	3	33	333
Other *	1681	111	143	2909	51	45	6	4946
TOTAL	1751	999	1019	18230	8660	353	602	31614
% of workforce	5.5%	3.2%	3.2%	57.7%	27.4%	1.1%	1.9%	100%

* 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, Curriculum Services, Customer and Information Services, Student Pathways and Commissioner for Children & Young People

Source: Department Location Sites & Services data base (LSS)

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>