

Department for Education workforce profile

Issue 11 – Workforce as at June 2022

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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 2022.

Source: Data presented in this report is based on the June 2022 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 2022 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:

- 31,268 employees were employed by Department for Education or 24,952.5 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 (86.1%), followed by the preschool sector of the *Education and Children's Services Act* (6.3%), *Public Sector Act* (5.7%), *SA Government Services Award* and *SA Government Transport Workers' Award* (1.9%).
- The average age of the workforce was 44 years. Almost half (48.6%) of the workforce were aged forty-five years and over.
- 15,347 or 49.1% worked full time and 15,921 or 50.9% were part time employees.
- Female employees made up 77% of employees, while 23% were male.
- 792 employees indicated that they were of Aboriginal descent. This represents 2.5% of all Department for Education employees.
- 1,528 employees were on unpaid leave (in addition to the 31,268 employees stated above).
- 2,846 employees ceased working for the department (separated) during 2021/2022 (including contract expired).¹ This represents a 92.0% retention rate for the financial year.

Department for Education workforce characteristics by employment category

Employment Category					Average age	Age Group					
	Male	Female	Other	Aboriginal		<20	20-29	30-39	40-49	50-59	60+
Public Sector Act (total)	510	1281	-	52	44	4	192	468	520	417	190
Education & Children's Services Act (Preschool Sector total)	33	1935	1	49	46	12	154	416	567	527	293
Preschool directors	6	289	-	10	48	-	14	58	92	84	47
Preschool teachers (including temporary relief teachers)	17	668	1	10	45	-	71	182	176	138	119
Early Childhood Workers	10	978	-	29	47	12	69	176	299	305	127
Education & Children's Services Act (School Sector total)	6156	20752	14	687	44	139	4536	6402	6309	5656	3880
School Sector Principals	196	368	1	3	52	-	2	59	164	208	132
School sector other leaders (deputy principals, seniors, band B leaders)	812	1724	-	20	43	-	215	883	744	474	220
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	3584	10396	6	125	42	-	2924	3867	2867	2281	2047
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	253	740	-	9	49	12	68	141	250	279	243
School services officers	1216	7277	6	187	45	124	1255	1361	2200	2357	1202
Aboriginal education workers (Aboriginal community education officers)	95	247	1	343	41	3	72	91	84	57	36
Other (total)	516	69	1	4	56	2	14	31	84	191	254
Government services employees	429	25	1	4	55	2	14	28	87	159	165
Driver/Bus driver	87	44	-	-	63	-	-	3	7	32	89
TOTAL	7215	24037	16	792	44	157	4896	7317	7490	6791	4617

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)	1642.4	1791	1325	466	161	328
Education & Children's Services Act (Preschool Sector total)	1266.0	1969	458	1511	71	113
Preschool directors	267.7	295	206	89	9	10
Preschool teachers (including temporary relief teachers)	449.1	686	156	530	33	47
Early childhood workers	549.2	988	96	892	29	56
Education & Children's Services Act (School Sector total)	21675.6	26922	13404	13518	1283	2297
School Sector Principals	563.2	565	559	6	9	20
School sector other leaders (deputy principals, seniors, band B leaders)	2470.3	2536	2288	248	54	60
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	11677.4	13986	8235	5751	661	1153
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	719.8	993	577	416	14	40
School services officers	5988.9	8499	1624	6875	480	968
Aboriginal education workers (Aboriginal community education officers)	256.0	343	121	222	65	56
Other (total)	368.5	586	160	426	13	108
Government services employees	320.8	455	159	296	13	97
Driver/Bus driver	47.7	131	1	130	-	11
TOTAL	24952.5	31268	15347	15921	1528	2846

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 vary depending on the classification profiled

Permanency rates, June 2022

	June 2022
Overall total (summary)	
Permanent	19153
Temporary	12248
- minus backfill for employees who were permanent and on leave	1724
- where applicable minus backfill for employees who were permanent, seconded to a nonschool site and actively employed	523
- where applicable minus B type change in time vacancies - teachers allocated	579
Revised Temporary	9422
Total	28575
% Permanent	67.0

June 2022	
Public Sector Act	
Permanent	1289
Temporary	662
- minus backfill for PS Act who were permanent and on leave	163
Revised temporary	499
Total	1788
Permanency rate	72.1
June 2022	
Preschool teachers/leaders	
Permanent	524
Temporary	398
-minus backfill for teachers who were permanent and on leave	56
=minus backfill for teachers who were permanent, seconded to a non-school/preschool site and actively employed	0
-minus B type change in time vacancies - teachers allocated	23
Revised Temporary	319
Total	843
Permanency rate	62.2
June 2022	
Early childhood workers	
Permanent	320
Temporary	656
- minus backfill for ECWs who were permanent and on leave	15
- minus backfill for ECWs who were permanent, seconded to a non-school/preschool site and actively employed	1
Revised temporary	640
Total	960
Permanency rate	33.3
June 2022	
School sector teachers/leaders	
Permanent	11660
Temporary	5222
- minus backfill for teachers who were permanent and on leave	1086
- minus backfill for teachers who were permanent, seconded to a non-school/preschool site and actively employed	508
- minus B type change in time vacancies - teachers allocated	556
Revised Temporary	3072
Total	14732
Permanency rate	
June 2022	
School services officers	
Permanent	4811
Temporary	4934
- minus backfill for SSOs who were permanent and on leave	336
-minus backfill for SSOs who were permanent, seconded to a non-school/preschool site and actively employed	10
Revised temporary	4588
Total	9399
Permanency rate	51.2
June 2022	
Government services officers/Driver	
Permanent	301
Temporary	172
- minus backfill for GSEs/drivers who were permanent and on leave	14
- minus backfill for GSEs/drivers who were permanent, seconded to a non-school/preschool site and actively employed	2
Revised temporary	156
Total	457
Permanency rate	65.9
June 2022	
Aboriginal education workers	
Permanent	248
Temporary	204
- minus backfill for AEWs who were permanent and on leave	54
- minus backfill for AEWs who were permanent, seconded to a non-school/preschool site and actively employed	2
Revised temporary	148
Total	396
Permanency rate	62.6

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'

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	466.2	570	289	281	439	131	-	15	44	96	206	187	81
Felixstow 1	1078.8	1272	736	536	956	314	2	6	44	210	447	420	195
Felixstow 2	766.6	953	457	496	765	187	1	10	45	157	304	333	159
Felixstow 3	770.5	927	484	443	692	235	-	15	44	142	325	319	141
Felixstow 4	1004.0	1194	656	538	916	278	-	9	44	167	453	442	132
Flinders Park 1	169.1	211	126	85	144	67	-	82	40	68	59	52	32
Flinders Park 2	1082.8	1350	642	708	1020	330	-	28	44	208	458	492	192
Flinders Park 3	972.2	1153	642	511	828	324	1	17	45	131	430	426	166
Flinders Park 4	1137.8	1390	689	701	1071	318	1	28	44	205	512	478	195
Gawler 1	875.2	1071	514	557	858	213	-	13	44	185	369	360	157
Gawler 2	344.0	452	187	265	367	85	-	9	45	55	174	145	78
Kadina	450.2	580	255	325	472	108	-	10	44	116	190	184	90
Mount Barker 1	688.1	874	395	479	666	208	-	7	44	110	315	343	106
Mount Barker 2	915.7	1081	619	462	779	302	-	9	45	146	362	400	173
Mount Gambier 1	699.7	875	417	458	697	177	1	17	43	153	335	316	71
Mount Gambier 2	264.3	364	135	229	292	72	-	6	45	52	125	126	61
Murray Bridge 1	266.7	350	153	197	289	61	-	9	45	55	121	109	65
Murray Bridge 2	474.9	591	293	298	441	149	1	33	44	102	201	196	92
Noarlunga 1	723.5	897	418	479	687	208	2	12	45	121	329	327	120
Noarlunga 2	1061.7	1264	696	568	926	338	-	25	44	203	471	437	153
Noarlunga 3	643.2	783	377	406	597	186	-	29	43	135	299	274	75
Noarlunga 4	927.3	1138	546	592	880	258	-	21	43	201	418	383	136
Para Hills 1	946.2	1138	604	534	910	226	2	52	41	255	439	320	124
Para Hills 2	1107.5	1324	714	610	1078	245	1	32	41	296	520	389	119
Para Hills 3	1024.8	1243	645	598	985	257	1	38	42	261	436	385	161
Para Hills 4	615.2	769	352	417	603	166	-	13	42	164	276	248	81
Pirie	359.2	442	207	235	356	86	-	12	42	91	169	134	48
Port Augusta 1	516.5	619	336	283	490	128	1	77	43	130	197	204	88
Port Augusta 2 / Whyalla	461.2	564	285	279	446	117	1	15	42	123	188	179	74
Port Lincoln 1	507.0	665	272	393	533	132	-	23	44	118	241	212	94
Port Lincoln 2	250.4	335	135	200	258	77	-	17	46	42	109	136	48
Other *	3382.0	4829	2071	2758	3596	1232	1	103	47	555	1547	1617	1110
TOTAL	24952.5	31268	15347	15921	24037	7215	16	792	44	5053	11025	10573	4617
% or average of workforce	779.8	977	49%	51%	77%	23%	-	2.5%	NA	16%	35%	34%	15%

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

* includes portfolios defined as Support and Inclusion Portfolio, International Education Services, Other (Administrative), Other (Educational), Regional Support Services, School and Preschool Improvement, School and Regional Operations, Statewide Services and Child Development, 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	401	208	44	26
Felixstow 1	838	510	103	52
Felixstow 2	548	473	79	40
Felixstow 3	643	341	66	38
Felixstow 4	824	449	115	55
Flinders Park 1	129	129	61	21
Flinders Park 2	848	589	160	61
Flinders Park 3	826	420	116	54
Flinders Park 4	907	593	118	75
Gawler 1	704	468	83	72
Gawler 2	280	204	33	17
Kadina	359	277	52	32
Mount Barker 1	539	389	79	34
Mount Barker 2	743	390	78	35
Mount Gambier 1	573	387	65	49
Mount Gambier 2	221	170	30	28
Murray Bridge 1	214	163	33	17
Murray Bridge 2	391	244	49	14
Noarlunga 1	573	387	90	41
Noarlunga 2	909	448	111	68
Noarlunga 3	502	345	78	39
Noarlunga 4	742	478	104	60
Para Hills 1	671	566	103	64
Para Hills 2	785	638	106	56
Para Hills 3	777	550	109	45
Para Hills 4	439	395	64	44
Pirie	291	183	51	24
Port Augusta 1	426	238	65	37
Port Augusta 2 / Whyalla	381	245	70	41
Port Lincoln 1	382	330	62	33
Port Lincoln 2	211	139	20	15
Other *	2076	902	449	241
TOTAL	19153	12248	2846	1528
% of workforce	61%	39%	8%	5%

* includes portfolios defined as Support and Inclusion Portfolio, International Education Services, Other (Administrative), Other (Educational), Regional Support Services, School and Preschool Improvement, School and Regional Operations, Statewide Services and Child Development, 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	13	14	319	196	9	18	570
Felixstow 1	-	43	22	910	281	2	14	1272
Felixstow 2	1	48	36	525	327	5	11	953
Felixstow 3	2	23	21	588	269	7	17	927
Felixstow 4	-	37	36	798	303	3	17	1194
Flinders Park 1	17	-	-	89	26	75	4	211
Flinders Park 2	3	35	41	833	407	12	19	1350
Flinders Park 3	-	51	36	754	292	6	14	1153
Flinders Park 4	5	32	41	814	464	17	17	1390
Gawler 1	2	39	28	601	361	6	34	1071
Gawler 2	-	17	30	232	152	1	20	452
Kadina	-	21	29	302	204	4	20	580
Mount Barker 1	1	30	19	514	281	3	26	874
Mount Barker 2	1	41	22	721	276	1	19	1081
Mount Gambier 1	-	22	27	477	328	6	15	875
Mount Gambier 2	-	14	17	193	117	3	20	364
Murray Bridge 1	-	9	9	187	121	3	21	350
Murray Bridge 2	1	18	23	331	189	11	18	591
Noarlunga 1	1	41	26	525	277	3	24	897
Noarlunga 2	4	45	35	794	352	12	22	1264
Noarlunga 3	5	36	32	400	288	10	12	783
Noarlunga 4	4	36	26	628	413	10	21	1138
Para Hills 1	5	35	35	643	392	16	12	1138
Para Hills 2	2	30	42	731	498	13	8	1324
Para Hills 3	1	32	40	693	448	14	15	1243
Para Hills 4	1	25	21	410	285	8	19	769
Pirie	1	20	25	216	156	7	17	442
Port Augusta 1	1	21	21	323	211	21	21	619
Port Augusta 2/Whyalla	1	23	29	277	208	8	18	564
Port Lincoln 1	1	26	39	326	225	7	41	665
Port Lincoln 2	2	11	30	162	98	5	27	335
Other *	1728	107	136	2764	54	35	5	4829
TOTAL	1791	981	988	18080	8499	343	586	31268
% of workforce	5.7%	3.1%	3.2%	57.8%	27.2%	1.1%	1.9%	100%

* includes portfolios defined as Support and Inclusion Portfolio, International Education Services, Other (Administrative), Other (Educational), Regional Support Services, School and Preschool Improvement, School and Regional Operations, Statewide Services and Child Development, 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/department/research-and-data/workforce-reports/workforce-profiles>