

# DECD Aboriginal Workforce – Summary

## Issue 7 – June 2017

**Prepared by: Workforce Planning & Reporting, P & C Operations, People and Culture Division**

The following is a profile of DECD Aboriginal employees who were actively employed or on paid leave (unless otherwise stated) as at the last pay day in June 2017.

*Source: Data presented in this report is based on the June 2017 Workforce Information Collection (WIC) prepared for the Department of the Premier and Cabinet (DPC).*

*A series of adjustments are undertaken in relation to the data to comply with DPC standards. Therefore totals may vary from other internal DECD publications sourced directly from the HRM systems.*

**Notes:**

*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.*

*Where the term “school sector teachers and other groups” is used within this document it is to be noted that “other groups” includes hourly paid instructors (HPIs), ED Act negotiated conditions and seconded teachers.*

*Where the term “preschool teachers and other groups” is used within this document it is to be noted that “other groups” includes hourly paid instructors (HPIs).*

*Permanent/Temporary profiles include employees on leave and exclude claim paid employees (such as temporary relieving teachers, swimming instructors, hourly paid instructors, bus drivers). Therefore data presented for the Permanent/Temporary Profiles may vary from other internal DECD publications.*

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

As part of the requirement to ensure de-identification of employees in departmental reporting, where relevant, the Commissioner for Children and Young People position has been reported as PS Act.

*The significant decrease in Public Sector Act Employees and overall total workforce in 2017 was due to the Machinery of Government and the creation of the new Department for Child Protection in November 2016. Between 2013-2016 the total workforce included employees from Families SA.*

**Any use of, or interpretation of data other than what is represented in this report is not the responsibility of P&C.**

## Overview

A total of 737 employees indicated that they were of Aboriginal descent. The 2017 total Aboriginal figure represents 2.5% of overall DECD employees and exceeds the 2% state government strategic target of Aboriginal employee representation. 50% of employment categories are yet to meet the 2% representation including school sector teacher leaders (0.6%), school sector teachers and other groups (0.9%).






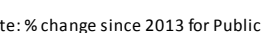
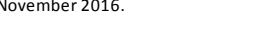
Some key characteristics of the Aboriginal workforce include:

- Average age of 41.
- Female representation of 80.2%.
- 50 on unpaid leave (in addition to the 737 employees stated above).
- 87 employees separated during the 2016/17 financial year (including contract expired)<sup>1</sup>.
- The largest single group (46%) are employed as Aboriginal Education Workers.

## Comparison between 2013 and 2017 Employees



Note: The dot on the lines in the tables below indicates the highest figure reported over the last 5 years.

**Table 1: Aboriginal Workforce Demographics over the last 5 years**

Trend Over the Last 5 Years	Average		2013	2014	2015	2016	2017	% change since 2013
	735.6	<b>Persons</b>	727	711	728	775	737	6.6%
	564.1	<b>FTE</b>	556.39	550.41	560.04	589.92	563.59	6.0%
	581.2	<b>Females (Persons)</b>	569	552	571	623	591	9.5%
	154.4	<b>Males (Persons)</b>	158	159	157	152	146	-3.8%
	315.2	<b>Full-time (Persons)</b>	321	318	324	330	283	2.8%
	420.4	<b>Part-time (Persons)</b>	406	393	404	445	454	9.6%
	41.0	<b>Average Age</b>	41	41	41	41	41	0.0%

Note: % change since 2013 for Public Sector Act has been impacted by the Machinery of Government (MOG) and the creation of the new Department for Child Protection in November 2016.

**Table 2: Aboriginal Workforce by Temporary/Permanent over the last 5 years**

Trend Over the Last 5 Years	Average		2013	2014	2015	2016	2017	% change since 2013
	445.2	<b>Permanent (Persons)</b>	429	440	457	482	418	-2.6%
	388.6	<b>Temporary (Persons)</b>	394	384	358	401	406	3.0%

Note: % change since 2013 for Public Sector Act has been impacted by the Machinery of Government (MOG) and the creation of the new Department for Child Protection in November 2016.

**Table 3: Aboriginal Workforce by Act or Award over the last 5 years**

Act or Award	2013	2014	2015	2016	2017	% change since 2013
Public Sector Act	125	118	113	113	34	-72.8%
Children's Services Act	51	49	58	58	57	11.8%
Education Act (excludes ancillary staff)	112	125	131	122	147	31.3%
School Services Officers	133	115	117	136	153	15.0%
Aboriginal Education Workers	291	299	300	341	340	16.8%
Government Services Employees/Bus Drivers	15	5	9	5	6	-60.0%
<b>TOTAL</b>	<b>727</b>	<b>711</b>	<b>728</b>	<b>775</b>	<b>737</b>	<b>1.4%</b>

Note: % change since 2013 for Public Sector Act has been impacted by the Machinery of Government (MOG) and the creation of the new Department for Child Protection in November 2016.

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

## Profile by Legislative Act or Award by General Employment Category

Of the total DECD Aboriginal workforce, 86.8% were employed under the Education Act, the majority of which were in the role of Aboriginal education worker (Aboriginal community education officer). All Aboriginal education workers are indigenous as it is a specific requirement of the position.

When comparing the percentage of Aboriginal employees to all DECD employees by Act/Award, Children's Services Act has the highest percentage (2.7%) followed by the Education Act (2.6%).

School sector teacher leaders have the lowest representation with 0.6% followed by school sector teacher groups and Government Services employees with 0.9% respectively.

**Table 4: Persons and FTE by Legislative Act or Award, June 2017**

Employment category	Total employees	Number of Aboriginal employees	% Aboriginal to total employees
<b>Public Sector Act (Total)</b>	<b>1601</b>	<b>34</b>	<b>2.1%</b>
<b>Children's Services Act (Total)</b>	<b>2122</b>	<b>57</b>	<b>2.7%</b>
Preschool Directors	306	7	2.3%
Early Childhood Workers	1148	42	3.7%
Preschool teachers and other groups (TRTs, HPs)	668	8	1.2%
<b>Education Act (Total)</b>	<b>25075</b>	<b>640</b>	<b>2.6%</b>
School sector teacher leaders (Principals, Deputy Principals, Seniors, Band B Leaders)	2875	17	0.6%
School sector teachers and other groups (HPs, ED Act negotiated conditions and Seconded Teachers)	14643	130	0.9%
School Services Officers	7217	153	2.1%
Aboriginal Education Workers	340	340	100.0%
<b>Other (Total)</b>	<b>611</b>	<b>6</b>	<b>1.0%</b>
Government Services employees	443	4	0.9%
Bus drivers	168	2	1.2%
<b>TOTAL</b>	<b>29409</b>	<b>737</b>	<b>2.5%</b>

## Profile by Salary (Full Time Equivalent)

Almost half (49.4%) of Aboriginal employees received an annual salary of \$59,199 or less. The salary bracket of \$59,199 or less includes:

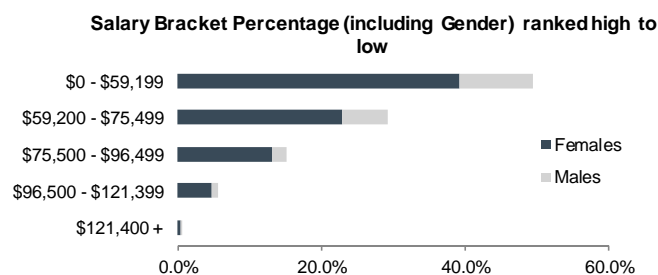
- 100% of Government Services employees and bus drivers
- 100% of Aboriginal temporary relieving teachers (school) and Hourly Paid Instructors.
- 95% of Aboriginal Early Childhood workers (including trainees)
- 84% of Aboriginal school services officers (including trainees)
- 46% of Aboriginal education workers (Aboriginal education community officers)
- 54% of Aboriginal administrative services officers (including trainees)

As indicated in the graph below female Aboriginal representation is higher in all salary brackets.

Note that the profile includes the total claims that temporary relieving teachers and hourly paid instructors made across a financial year. These employees are generally employed to backfill someone on short term leave of less than 20 days or undertake a role on a needs basis; hence the majority of these employees are in the lowest salary bracket.

**Table 5: Aboriginal Workforce by Salary Bracket and Gender, June 2017**

Salary Bracket	Aboriginal (Persons)	Total Employees	% Aboriginal
\$0 - \$59,199	364	9103	4.0%
\$59,200 - \$75,499	216	5580	3.9%
\$75,500 - \$96,499	111	10180	1.1%
\$96,500 - \$121,399	41	3981	1.0%
\$121,400+	5	565	0.9%
<b>TOTAL</b>	<b>737</b>	<b>29409</b>	<b>2.5%</b>



### Full-time/Part-time Profile

61.6% of Aboriginal employees are employed in a part-time capacity (employees who work less than 0.98 FTE) which is higher than all DECD employees (51.0%). Of the part-time Aboriginal employees, almost half (226 – 49.8%) were working as Aboriginal education workers (Aboriginal community education officers). A further 136 (30.0%) were working in a part time capacity as School Services Officers.

Over three quarters (80.4%) of the part time Aboriginal employees were females.

Nearly all of Aboriginal school sector leaders (88.2%) and Preschool Directors (85.7%) were employed on a full time basis.

For Aboriginal employees who work full time, the highest proportion is for Aboriginal education workers (Aboriginal community education officers - 40.3%). The next highest category is Aboriginal School Sector Teachers and other groups (30.7%).

By comparison, for all DECD employees who work full time, the highest percentage work as school sector teachers and other groups (58.4%) followed by school sector teacher leaders (18.6%) and School Services Officers (9.7%).

**Table 6: Aboriginal Workforce by Full Time/Part Time, June 2017**

Employment category	Number of Full Time Aboriginal employees	Number of Part Time Aboriginal employees	% of full time Aboriginal employees
<b>Public Sector Act (Total)</b>	<b>26</b>	<b>8</b>	<b>76.5%</b>
<b>Children's Services Act (Total)</b>	<b>23</b>	<b>34</b>	<b>40.4%</b>
Preschool Directors	6	1	85.7%
Early Childhood Workers	11	31	26.2%
Preschool teachers and other groups (TRTs, HPLs)	6	2	75.0%
<b>Education Act (Total)</b>	<b>233</b>	<b>407</b>	<b>36.4%</b>
School sector teacher leaders (Principals, Deputy Principals, Seniors, Band B Leaders)	15	2	88.2%
School sector teachers and other groups (ED Act negotiated conditions and Seconded Teachers)	87	43	66.9%
School Services Officers	17	136	11.1%
Aboriginal Education Workers (Aboriginal Community Education Officers)	114	226	33.5%
<b>Other (Total)</b>	<b>1</b>	<b>5</b>	<b>16.7%</b>
Government Services employees	1	3	25.0%
Bus Drivers		2	0.0%
<b>TOTAL</b>	<b>283</b>	<b>454</b>	<b>36.5%</b>

## Age and Gender Profile

The average age of Aboriginal employees remained at 41 years in 2017. The average age of Aboriginal employees is lower than the overall DECD employee average age of 45 years. The average age of Aboriginal females is 41 years (when rounded) and males is 39 years (when rounded) compared to all DECD employees where the average age of both females and males is 45.

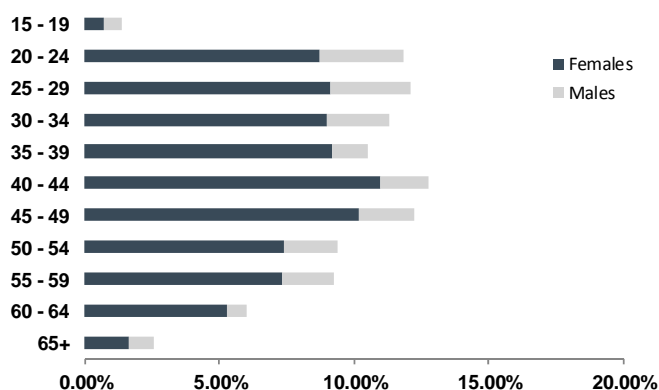
The highest percentage of Aboriginal employees (12.8%) were aged between 40-44 years compared to all DECD employees where the highest percentage (13.2%) were aged between 55-59 years.

Aboriginal female employee representation was 80.2% which is slightly higher compared to all DECD employees (77.2%). The majority of females (44.5%) were employed as Aboriginal education workers (Aboriginal community education officers).

Aboriginal females were prominent in all age brackets except for Aboriginal employees aged between 15-19 where the representation was equal.

**Table 7: Age Group by Gender, June 2017**

Age Group	Females	Males	TOTAL
15 - 19	5	5	10
20 - 24	64	23	87
25 - 29	67	22	89
30 - 34	66	17	83
35 - 39	71	10	81
40 - 44	81	13	94
45 - 49	75	15	90
50 - 54	57	15	72
55 - 59	54	14	68
60 - 64	39	5	44
65+	12	7	19
<b>TOTAL</b>	<b>591</b>	<b>146</b>	<b>737</b>



## Temporary and Permanent Profile

Bus drivers (claim paid), hourly paid instructors, swimming instructors and temporary relief teachers are not included in this profile as the nature of their employment is not a pathway to permanency under current DECD policy. The Aboriginal workforce on unpaid leave as at 30 June 2017 has also been included in this analysis to give a more accurate representation of the total permanent/temporary profile.

50.7% of the Aboriginal workforce is permanent compared to all DECD employees where 60.1% of employees were permanent.

The Act with the highest proportion of permanent Aboriginal employees is the Public Sector Act (80.6%) followed by the Education Act (50.3%).

100.0% of Aboriginal Preschool Directors, Preschool teachers and school sector teacher leaders were employed on a permanent basis

The majority of permanent Aboriginal employees were female (82.5%) compared to all permanent DECD employees where females represented 76.6%.

**Table 8: Aboriginal Workforce by Temporary/Permanent, June 2017**

Employment category	Number of Permanent Aboriginal employees	Number of Temporary Aboriginal employees	% of permanent Aboriginal employees
<b>Public Sector Act (Total)</b>	<b>29</b>	<b>7</b>	<b>80.6%</b>
<b>Children's Services Act (Total)</b>	<b>27</b>	<b>40</b>	<b>40.3%</b>
Preschool Directors	7		100.0%
Early Childhood Workers	12	40	23.1%
Preschool teachers	8		100.0%
<b>Education Act (Total)</b>	<b>361</b>	<b>356</b>	<b>50.3%</b>
School sector teacher leaders (Principals, Deputy Principals, Seniors, Band B Leaders)	17		100.0%
School sector teachers and other groups (ED Act negotiated conditions and Seconded Teachers)	97	22	81.5%
School Services Officers	46	125	26.9%
Aboriginal Education Workers (Aboriginal Community Education Officers)	201	209	49.0%
<b>Other (Total)</b>	<b>1</b>	<b>3</b>	<b>25.0%</b>
Government Services employees	1	3	25.0%
<b>TOTAL</b>	<b>418</b>	<b>406</b>	<b>50.7%</b>

## Portfolio Profile

The following tables provide a comparative analysis of key Aboriginal workforce characteristics across DECD Portfolios.

**Table 9 Aboriginal Workforce characteristics by Portfolio**

Portfolio	FTE	Persons	Full-time	Part-time	Female	Male	Average age	<30 years	30-49 years	50+ years
Berri	12.6	16	6	10	13	<5	47	<5	9	5
Felixstow 1	7.9	11	<5	8	9	<5	38	<5	<5	<5
Felixstow 2	13.5	17	9	8	13	<5	46	<5	8	8
Flinders Park 1	77.7	117	19	98	92	25	37	38	57	22
Flinders Park 2	28.5	33	18	15	26	7	44	<5	19	10
Gawler	7.4	10	<5	7	8	<5	40	<5	7	<5
Kadina	8.4	13	<5	10	9	<5	48	<5	5	6
Mount Barker 1	8.2	15	<5	11	12	<5	38	<5	7	<5
Mount Barker 2	9.0	12	<5	9	9	<5	41	<5	7	<5
Mount Gambier	12.2	19	5	14	15	<5	44	<5	10	7
Murray Bridge	36.2	46	18	28	41	5	42	14	13	19
Noarlunga 1	20.6	31	8	23	26	5	36	14	12	5
Noarlunga 2	23.7	30	12	18	21	9	34	13	13	<5
Para Hills 1	34.3	40	20	20	32	8	40	11	20	9
Para Hills 2	28.5	37	12	25	29	8	41	8	20	9
Para Hills 3	28.3	37	13	24	27	10	40	11	17	9
Para Hills 4	15.8	19	11	8	15	<5	40	<5	10	5
Port Lincoln	30.6	43	12	31	29	14	43	7	17	19
Port Pirie	11.0	14	5	9	14	0	43	<5	6	<5
Whyalla	71.1	89	33	56	77	12	43	20	41	28
Other <sup>2</sup>	78.3	88	66	22	74	14	41	20	46	22
<b>TOTAL</b>	<b>563.6</b>	<b>737</b>	<b>283</b>	<b>454</b>	<b>591</b>	<b>146</b>	<b>N/A</b>	<b>186</b>	<b>348</b>	<b>203</b>
<b>% or average of ATSI workforce</b>	<b>26.8</b>	<b>35.1</b>	<b>38.4%</b>	<b>61.6%</b>	<b>80.2%</b>	<b>19.8%</b>	<b>41</b>	<b>25.2%</b>	<b>47.2%</b>	<b>27.6%</b>

N.B. Includes employees who were active or on paid leave only

<sup>2</sup> Other includes Administrative and Educational locations that are non-school or preschool sites.

**Table 10 Aboriginal Workforce by Portfolio and employment characteristics**

Portfolio	Permanent	Temporary	Separations	Unpaid leave
Berri	10	7	<5	0
Felixstow 1	6	5	0	0
Felixstow 2	12	7	0	<5
Flinders Park 1	30	104	44	<5
Flinders Park 2	30	6	<5	<5
Gawler	9	4	0	<5
Kadina	6	11	0	0
Mount Barker 1	7	10	<5	<5
Mount Barker 2	7	7	<5	<5
Mount Gambier	10	9	<5	0
Murray Bridge	25	23	<5	<5
Noarlunga 1	14	23	<5	<5
Noarlunga 2	17	17	<5	<5
Para Hills 1	22	19	6	<5
Para Hills 2	24	15	<5	<5
Para Hills 3	28	18	0	6
Para Hills 4	13	11	<5	<5
Port Lincoln	20	34	5	5
Port Pirie	9	8	<5	<5
Whyalla	52	46	5	8
Other <sup>2</sup>	67	22	10	8
<b>TOTAL</b>	<b>418</b>	<b>406</b>	<b>87</b>	<b>50</b>
<b>% of ATSI workforce</b>	<b>50.7%</b>	<b>49.3%</b>	<b>N/A</b>	<b>N/A</b>

<sup>2</sup> Other includes Administrative and Educational locations that are non-school or preschool sites.

**Table 11 Aboriginal Workforce by Portfolio and Legislative Act or Award**

Portfolio	Public Sector Act	Children's Services Act		Education Act		Aboriginal Education Workers	Other
		Teaching workforce	Early Childhood Workers	Teaching workforce	School Services Officers		
Berri	0	0	0	<5	<5	11	0
Felixstow 1	0	0	<5	<5	5	<5	0
Felixstow 2	0	0	0	7	<5	7	<5
Flinders Park 1	0	0	0	11	<5	102	0
Flinders Park 2	0	<5	<5	8	5	14	<5
Gawler	0	0	0	<5	<5	6	0
Kadina	0	0	<5	<5	<5	7	0
Mount Barker 1	0	0	0	6	<5	6	0
Mount Barker 2	0	0	0	<5	<5	6	0
Mount Gambier	0	0	<5	5	<5	10	0
Murray Bridge	<5	<5	<5	12	20	10	0
Noarlunga 1	0	<5	7	<5	6	11	0
Noarlunga 2	0	0	<5	10	8	11	0
Para Hills 1	0	<5	<5	9	14	13	0
Para Hills 2	0	<5	<5	6	11	16	<5
Para Hills 3	0	<5	0	6	9	21	0
Para Hills 4	0	<5	<5	7	<5	6	0
Port Lincoln	0	<5	6	5	12	14	<5
Port Pirie	0	0	0	<5	<5	8	0
Whyalla	0	<5	7	14	34	31	<5
Other <sup>2</sup>	32	0	5	23	<5	27	0
<b>TOTAL</b>	<b>34</b>	<b>15</b>	<b>42</b>	<b>147</b>	<b>153</b>	<b>340</b>	<b>6</b>
<b>% of Aboriginal workforce</b>	<b>4.6%</b>	<b>2.0%</b>	<b>5.7%</b>	<b>20.0%</b>	<b>20.8%</b>	<b>46.1%</b>	<b>0.8%</b>

<sup>2</sup>Other includes Administrative and Educational locations that are non-school or preschool sites.

**For Further Information**

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**A copy of the report can be found at**

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

