

Department for Education Aboriginal workforce summary

Issue 8 – June 2018

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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 2018.

Source: Data presented in this report is based on the June 2018 Workforce Information Collection 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 Department for Education publications sourced directly from the HRM system.

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 relief teachers, hourly paid instructors (HPIs), Education 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 relief teachers.

Where the term “contingent” is used within this document it is to be noted that this refers to employees who are employed on a non-permanent basis.

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

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 2014-2016 the total workforce included employees from the former Families SA.

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.

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 762 employees indicated that they were of Aboriginal descent. The 2018 total Aboriginal figure represents **2.5%** of overall Department for Education employees. Lower levels of representation include the employment categories of school sector teacher leaders (0.7%), Government services employees (0.7%), and school sector teachers and other groups (0.8%).

Some key characteristics of the Aboriginal workforce include:

- Average age of 41
- Female representation of 80.1%
- 59 on unpaid leave (in addition to the 762 employees stated above)
- 84 employees separated during the 2017/18 financial year (including contract expired)¹
- The largest single group (45.5%) are employed as Aboriginal education workers

Comparison between 2014 and 2018 employees

As indicated in the table below the majority of employee characteristics for the aboriginal workforce show a more recent gradual upward trend.

Table 1: Aboriginal workforce characteristics over the last 5 years

Trend over the last 5 years	Average		2014	2015	2016	2017	2018	% change since 2014
	742.6	persons	711	728	775	737	762	7.2%
	567.6	FTE	550.4	560.0	589.9	563.6	574.2	4.3%
	589.4	Females (persons)	552	571	623	591	610	10.5%
	153.2	Males (persons)	159	157	152	146	152	-4.4%
	312.0	Full time (persons)	318	324	330	283	305	-4.1%
	430.6	Part time (persons)	393	404	445	454	457	16.3%
	41.0	Average age	41	41	41	41	41	0.0%

Note: % change since 2014 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.

If relevant, bus drivers, hourly paid instructors, swimming instructors and temporary relief teachers are not included in the profile below. The workforce on unpaid leave as at 30 June 2018 has been included in this analysis to give a more inclusive representation of the permanent/contingent cohorts. Therefore data provided for this profile may vary from other departmental publications.

Table 2: Permanent/contingent workforce over the last 5 years

Trend over the last 5 years	Average		2014	2015	2016	2017	2018	% change since 2014
	450.0	Permanent (persons)	440	457	482	418	453	3.0%
	395.2	Contingent (persons)	384	358	401	406	427	11.2%

Note: % change since 2014 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.

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

Table 3: Aboriginal workforce by act or award over the last 5 years

Act or award	2014	2015	2016	2017	2018	% change since 2014
<i>Public Sector Act</i>	118	113	113	34	51	-56.8%
<i>Children's Services Act</i>	49	58	58	57	59	20.4%
<i>Education Act</i> (excludes ancillary staff)	125	131	122	147	143	14.4%
<i>School Services Officers (Government Schools) Award</i>	115	117	136	153	157	36.5%
<i>Aboriginal Education Workers (DECS) Award</i>	299	300	341	340	347	16.1%
<i>South Australian Government Services Award/ South Australian Government Transport Workers Award</i>	5	9	5	6	5	0.0%
TOTAL	711	728	775	737	762	7.2%

Note: % change since 2014 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.

Profile by legislative act or award by general employment category

Of the total Department for Education Aboriginal workforce, 84.9% 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 Department for Education employees by act/award, *Public Sector Act* has the highest percentage (2.9%) followed by the *Children's Services Act* (2.8%).

School sector teacher leaders and government services employees have the lowest representation with 0.7%, followed by school sector teachers and other groups with 0.8% respectively.

Table 4: Aboriginal workforce by employment category, June 2018

Employment category	Total employees	Number of Aboriginal employees	% Aboriginal to total employees
<i>Public Sector Act</i> (total)	1738	51	2.9%
<i>Children's Services Act</i> (total)	2105	59	2.8%
Preschool directors	295	9	3.1%
Early childhood workers	1149	41	3.6%
Preschool teachers and other groups (relief teachers)	661	9	1.4%
<i>Education Act</i> (total)	25830	647	2.5%
School sector teacher leaders (principals, deputy principals, seniors, band B leaders)	2959	22	0.7%
School sector teachers and other groups (relief teachers, HPIs, <i>Education Act</i> negotiated conditions and seconded teachers)	14839	121	0.8%
School services officers	7685	157	2.0%
Aboriginal education workers (Aboriginal community education officers)	347	347	100.0%
Other (total)	596	5	0.8%
Government services employees	440	3	0.7%
Bus drivers	156	2	1.3%
TOTAL	30269	762	2.5%

Profile by salary (*full time equivalent*)

Almost half (48.4%) of Aboriginal employees received an annual salary of \$60,810 or less. The salary bracket of \$60,810 or less includes:

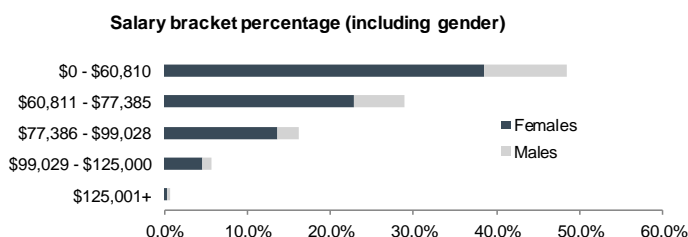
- 44.4% of Aboriginal education workers (Aboriginal education community officers)
- 35.8% of Aboriginal school services officers (including trainees)
- 10.3% of Aboriginal early childhood workers (including trainees)
- 4.6% of Aboriginal temporary relieving teachers (school) and hourly paid instructors.
- 3.5% of Aboriginal administrative services officers (including trainees)
- 1.4% of Government services employees and bus drivers

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 2018

Salary bracket	Aboriginal (persons)	Total employees	% Aboriginal
\$0 - \$60,810	369	9388	3.9%
\$60,811 - \$77,385	221	5917	3.7%
\$77,386 - \$99,028	123	10222	1.2%
\$99,029 - \$125,000	44	4115	1.1%
\$125,001+	5	627	0.8%
TOTAL	762	30269	2.5%



Full time/part time profile

60% of Aboriginal employees are employed in a part time capacity (employees who work less than 0.98 FTE) which is higher than all Department for Education employees (51.2%). Of the part time Aboriginal employees, almost half (224 – 49%) were working as Aboriginal education workers (Aboriginal community education officers). A further 138 (30.2%) were working in a part time capacity as school services officers.

Over three quarters (81.6%) of the part time Aboriginal employees were females.

All preschool directors (9), and 20 of the 22 Aboriginal school sector leaders (90.9%) 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 (25.9%).

By comparison, for all Department for Education employees who work full time, the highest percentage work as school sector teachers and other groups (58.1%) followed by school sector teacher leaders (18.4%) and school services officers (9.7%).

Table 6: Aboriginal workforce by full time/part time, June 2018

Employment category	Number of full time Aboriginal employees	Number of part time Aboriginal employees	% of full time Aboriginal employees
Public Sector Act (total)	36	15	70.6%
Children's Services Act (total)	27	32	45.8%
Preschool directors	9	0	100.0%
Early childhood workers	12	29	29.3%
Preschool teachers and other groups (relief teachers)	6	3	66.7%
Education Act (total)	241	406	37.2%
School sector teacher leaders (principals, deputy principals, seniors, band B leaders)	20	2	90.9%
School sector teachers and other groups (relief teachers, HPIs, Education Act negotiated conditions and seconded teachers)	79	42	65.3%
School services officers	19	138	12.1%
Aboriginal education workers (Aboriginal community education officers)	123	224	35.4%
Other (total)	1	4	20.0%
Government services employees	1	2	33.3%
Bus drivers		2	0.0%
TOTAL	305	457	40.0%

Age and gender profile

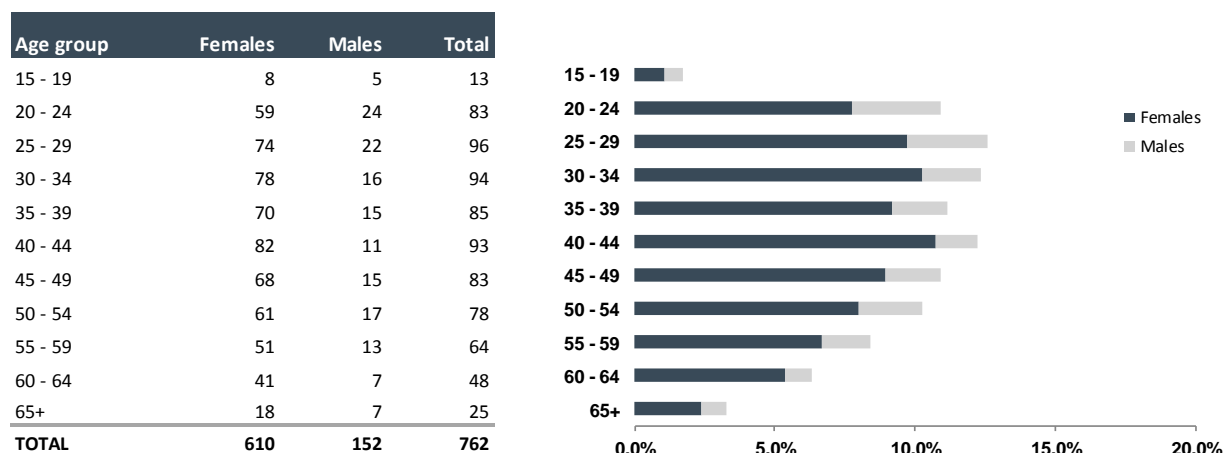
The average age of Aboriginal employees remained at 41 years (when rounded) in 2018. The average age of Aboriginal employees is lower than the overall Department for Education employee average age of 45 years. The average age of Aboriginal females is 41 years (when rounded) and males is 39 years (when rounded) compared to all Department for Education employees where the average age of both females and males is 45.

The highest percentage of Aboriginal employees (12.6%) were aged between 25-29 years compared to all Department for Education employees where the highest percentage (12.5%) were aged between 45-49 years.

Aboriginal female employee representation was 80.1% which is slightly higher compared to all Department for Education employees (77.5%). The majority of females (43.4%) were employed as Aboriginal education workers (Aboriginal community education officers).

Aboriginal females were prominent in all age brackets as illustrated in Table 7.

Table 7: Age group by gender, June 2018



Permanent/contingent workforce

If relevant, bus drivers, hourly paid instructors, swimming instructors and temporary relief teachers are not included in this profile. The Aboriginal workforce on unpaid leave as at 30 June 2018 has been included in this analysis to give a more inclusive representation of the permanent/contingent cohorts. Therefore data provided for this profile may vary from other departmental publications.

Table 8: Aboriginal workforce mix, June 2018

Employment category	Number of permanent Aboriginal employees	Number of contingent Aboriginal employees	% of permanent Aboriginal employees
Public Sector Act (total)	38	16	70.4%
Children's Services Act (total)	28	43	39.4%
Preschool directors	9	1	90.0%
Early childhood workers	10	41	19.6%
Preschool teachers and other groups (relief teachers)	9	1	90.0%
Education Act (total)	385	366	51.3%
School sector teacher leaders (principals, deputy principals, seniors, band B leaders)	21	1	95.5%
School sector teachers and other groups (relief teachers, HPIs, <i>Education Act</i> negotiated conditions and seconded teachers)	89	23	79.5%
School services officers	49	131	27.2%
Aboriginal education workers (Aboriginal community education officers)	226	211	51.7%
Other (total)	2	2	50.0%
Government services employees	2	1	66.7%
Bus drivers		1	0.0%
TOTAL	453	427	51.5%

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 result. 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

Table 9: Aboriginal workforce permanency rate, June 2018

	June 2018
Permanent	453
Temporary	427
- minus backfill for Aboriginal employees who were permanent and on leave	52
- minus backfill for Aboriginal employees who were permanent, seconded to a non-school/preschool site and actively employed	9
Revised temporary	366
Total	819
% Permanent	55.3

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

Portfolio profile

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

Table 10: Aboriginal workforce characteristics by portfolio

Portfolio	FTE	Persons	Full time	Part time	Female	Male	Average age	<30 years	30-49 years	50+ years
Berri	10.3	13	5	8	10	<5	47	<5	8	<5
Felixstow 1	9.9	11	5	6	7	<5	43	<5	<5	5
Felixstow 2	10.1	14	5	9	13	<5	37	<5	7	<5
Felixstow 3	5.3	6	<5	<5	5	<5	37	<5	<5	0
Flinders Park 1	49.0	97	9	88	77	20	34	45	39	13
Flinders Park 2	27.0	31	16	15	23	8	45	<5	15	13
Flinders Park 3	13.0	17	7	10	16	<5	42	<5	9	5
Flinders Park 4	27.0	34	13	21	27	7	43	6	15	13
Gawler 1	7.2	10	<5	7	8	<5	39	<5	5	<5
Gawler 2	1.3	<5	0	<5	<5	0	57	0	0	<5
Kadina	9.3	15	5	10	10	5	42	<5	7	<5
Mount Barker 1	4.0	6	<5	<5	6	0	43	<5	<5	<5
Mount Barker 2	2.6	<5	<5	<5	<5	<5	42	0	<5	<5
Mount Gambier 1	13.8	18	7	11	15	<5	43	<5	11	5
Mount Gambier 2	1.6	<5	0	<5	<5	<5	56	0	<5	<5
Murray Bridge 1	9.6	15	<5	11	15	0	41	<5	6	5
Murray Bridge 2	22.7	28	9	19	24	<5	41	10	6	12
Noarlunga 1	6.6	9	<5	7	7	<5	44	<5	<5	<5
Noarlunga 2	18.1	23	12	11	17	6	33	10	12	<5
Noarlunga 3	25.8	33	16	17	24	9	35	12	18	<5
Noarlunga 4	13.0	17	5	12	12	5	39	<5	11	<5
Para Hills 1	28.9	34	17	17	28	6	41	9	15	10
Para Hills 2	21.5	28	7	21	21	7	42	6	13	9
Para Hills 3	21.4	27	13	14	20	7	43	6	10	11
Para Hills 4	7.2	10	<5	8	7	<5	34	<5	8	0
Pirie	13.3	17	7	10	16	<5	39	6	8	<5
Port Augusta 1	62.6	81	35	46	68	13	44	11	41	29
Port Augusta 2	15.8	20	7	13	19	<5	40	5	11	<5
Port Lincoln 1	19.8	25	9	16	17	8	47	<5	11	13
Port Lincoln 2	11.4	15	6	9	11	<5	35	8	<5	<5
Other ²	85.1	97	73	24	78	19	42	19	49	29
TOTAL	574.2	762	305	457	610	152	N/A	192	355	215
% or average of ATSI workforce	18.5	26.8	40.0%	60.0%	80.1%	19.9%	41	25.2%	46.6%	28.2%

² Other includes administrative and educational locations that are non-school or preschool sites.

Table 11: Aboriginal workforce by portfolio and employment characteristics

Portfolio	Permanent	Contingent	Separations	Unpaid leave
Berri	8	6	< 5	< 5
Felixstow 1	9	< 5	0	0
Felixstow 2	7	9	< 5	< 5
Felixstow 3	< 5	< 5	< 5	0
Flinders Park 1	39	94	23	6
Flinders Park 2	28	8	0	< 5
Flinders Park 3	8	12	< 5	< 5
Flinders Park 4	28	12	< 5	5
Gawler 1	5	5	< 5	0
Gawler 2	< 5	< 5	0	< 5
Kadina	5	12	0	0
Mount Barker 1	< 5	< 5	0	0
Mount Barker 2	< 5	< 5	0	0
Mount Gambier 1	11	11	< 5	< 5
Mount Gambier 2	< 5	< 5	0	< 5
Murray Bridge 1	8	7	< 5	0
Murray Bridge 2	15	15	< 5	0
Noarlunga 1	< 5	7	< 5	< 5
Noarlunga 2	15	11	< 5	< 5
Noarlunga 3	17	20	< 5	< 5
Noarlunga 4	9	12	< 5	< 5
Para Hills 1	18	20	< 5	< 5
Para Hills 2	19	14	< 5	< 5
Para Hills 3	20	10	< 5	< 5
Para Hills 4	6	9	< 5	< 5
Pirie	9	10	< 5	0
Port Augusta 1	44	41	5	6
Port Augusta 2	11	12	< 5	< 5
Port Lincoln 1	18	13	< 5	< 5
Port Lincoln 2	< 5	14	6	0
Other ²	77	26	13	11
TOTAL	453	427	84	59
% of ATSI workforce	51%	49%	10%	7%

² Other includes administrative and educational locations that are non-school or preschool sites.

Table 12: Aboriginal workforce by portfolio and legislative act or award

Portfolio	Public Sector Act	Children's Services Act		Education Act			Other
		Teaching workforce	Early childhood workers	Teaching workforce	School services officers	Aboriginal education workers	
Berri	0	0	0	<5	<5	9	0
Felixstow 1	<5	<5	<5	<5	<5	<5	0
Felixstow 2	0	0	<5	<5	<5	5	0
Felixstow 3	0	0	0	<5	<5	<5	0
Flinders Park 1	0	0	0	7	<5	88	0
Flinders Park 2	0	<5	<5	7	<5	13	<5
Flinders Park 3	0	0	0	6	<5	7	0
Flinders Park 4	0	<5	<5	5	10	17	0
Gawler 1	0	0	<5	<5	<5	5	0
Gawler 2	0	0	0	0	<5	0	0
Kadina	0	0	0	0	7	8	0
Mount Barker 1	0	0	0	<5	<5	<5	0
Mount Barker 2	0	0	0	<5	0	<5	0
Mount Gambier 1	0	0	0	7	<5	7	0
Mount Gambier 2	0	0	0	0	<5	<5	0
Murray Bridge 1	0	0	0	6	6	<5	0
Murray Bridge 2	<5	<5	<5	6	10	9	0
Noarlunga 1	0	0	0	<5	<5	<5	0
Noarlunga 2	0	0	<5	8	<5	10	0
Noarlunga 3	0	<5	6	7	5	12	0
Noarlunga 4	0	0	0	<5	6	7	0
Para Hills 1	0	<5	<5	8	11	10	<5
Para Hills 2	0	<5	<5	<5	10	14	0
Para Hills 3	0	<5	0	5	5	16	0
Para Hills 4	0	0	0	<5	<5	5	0
Pirie	0	0	<5	<5	<5	7	0
Port Augusta 1	5	<5	8	12	28	25	<5
Port Augusta 2	<5	<5	<5	<5	<5	11	0
Port Lincoln 1	0	<5	<5	<5	9	8	<5
Port Lincoln 2	<5	0	6	<5	<5	<5	0
Other ²	42	0	<5	19	0	33	0
TOTAL	51	18	41	143	157	347	5
% of Aboriginal workforce	6.7%	2.4%	5.4%	18.8%	20.6%	45.5%	0.7%

²Other 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.education.sa.gov.au/department/research-and-data/workforce-reports/workforce-profiles>

