

# DECD Aboriginal Workforce - Summary

## Issue 6 – June 2016

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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 2016.

*Source: Data presented in this report is based on the June 2016 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 temporary relieving teachers (TRTs), hourly paid instructors (HPIs), ED Act negotiated conditions, seconded teachers, directors and superintendents.*

*Where the term "preschool teachers and other groups" is used within this document it is to be noted that "other groups" includes temporary relieving preschool teachers (TRPs) and 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).*

**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 775 employees indicated that they were of Aboriginal descent. The 2016 total Aboriginal figure represents **2.6%** 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 (0.5%), school sector teachers and other groups (0.7%).

Some key characteristics of the Aboriginal workforce include:

- Average age of 41.
- Female representation of 80.4%.
- 63 on unpaid leave (in addition to the 775 employees stated above).
- 80 employees separated during the 2015/16 financial year (including contract expired)<sup>1</sup>
- The largest single group (44%) are employed as Aboriginal Education Workers

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

## Comparison between 2012 and 2016 Aboriginal Employees

As indicated in the tables below the Aboriginal employee demographic profiles have shown a slight trend upward since 2012 with the exception of total males employed and average age.

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

Trend Over the Last 5 Years	Average		2012	2013	2014	2015	2016	% change since 2012
	734.0	Persons	729	727	711	728	775	6.3%
	561.2	FTE	549.13	556.39	550.41	560.04	589.92	7.4%
	573.8	Females (Persons)	554	569	552	571	623	12.5%
	160.2	Males (Persons)	175	158	159	157	152	-13.1%
	323.2	Full-time (Persons)	323	321	318	324	330	2.2%
	410.8	Part-time (Persons)	406	406	393	404	445	9.6%
	40.8	Average Age	40	41	41	41	41	2.5%

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

Trend Over the Last 5 Years	Average		2012	2013	2014	2015	2016	% change since 2012
	445.2	Permanent (Persons)	418	429	440	457	482	15.3%
	382.2	Temporary (Persons)	374	394	384	358	401	7.2%

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

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

Act or Award	2012	2013	2014	2015	2016	% change since 2012
Public Sector Act	134	125	118	113	113	-15.7%
Children's Services Act	44	51	49	58	58	31.8%
Education Act (excludes ancillary staff)	130	112	125	131	122	-6.2%
School Services Officers	125	133	115	117	136	8.8%
Aboriginal Education Workers	291	291	299	300	341	17.2%
Government Services Employees/Bus Drivers	5	15	5	9	5	0.0%
<b>TOTAL</b>	<b>729</b>	<b>727</b>	<b>711</b>	<b>728</b>	<b>775</b>	<b>6.3%</b>

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

Of the total DECD Aboriginal workforce, 77.3% 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, Public Sector Act has the highest percentage (3.6%) followed by the Children's Services Act (2.8%).

School sector leaders and teachers employment groups have the lowest representation with 0.5% and 0.7% respectively. (Bus drivers have a 0.6% representation attributed to one aboriginal employee only.)

**Table 4: Persons and FTE by Legislative Act or Award, June 2016**

Employment category	Total employees	Number of Aboriginal employees	% Aboriginal to total employees
<b>Public Sector Act (Total)</b>	<b>3167</b>	<b>113</b>	<b>3.6%</b>
<b>Children's Services Act (Total)</b>	<b>2036</b>	<b>58</b>	<b>2.8%</b>
Pre-school Directors	311	7	2.3%
Early Childhood Workers	1101	42	3.8%
Preschool teachers and other groups (TRTs, HPs)	624	9	1.4%
<b>Education Act (Total)</b>	<b>24491</b>	<b>599</b>	<b>2.4%</b>
School sector teacher leaders (Principals, Deputy Principals, Seniors, Band B Leaders)	2882	14	0.5%
School sector teachers and other groups (TRTs, HPs, ED Act negotiated conditions, Seconded Teachers, Directors, Superintendents)	14429	108	0.7%
School Services Officers	6839	136	2.0%
Aboriginal Education Workers	341	341	100.0%
<b>Other (Total)</b>	<b>611</b>	<b>5</b>	<b>0.8%</b>
Government Services employees (including Health Ancillary employees)	440	4	0.9%
Bus drivers	171	1	0.6%
<b>TOTAL</b>	<b>30305</b>	<b>775</b>	<b>2.6%</b>

## Profile by Salary

Almost half (47.2%) of Aboriginal employees received an annual salary of \$57,599 or less. The salary bracket of \$57,599 or less includes:

- 100% of Aboriginal Early Childhood workers, Government Services employees and bus drivers
- 85% of Aboriginal school services officers (including trainees)
- 93% of Aboriginal temporary relieving teachers (school)
- 49% of Aboriginal education workers (Aboriginal education community officers) including trainees
- 41% of Aboriginal administrative services officers and
- 31% of Operational Services Officers.

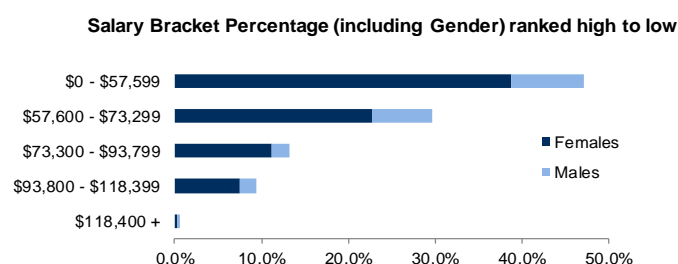
As indicated in the graph below female Aboriginal representation is higher in all salary brackets except those earning in excess of \$118,400 where gender representation is the same.

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.

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**Table 5: Aboriginal Workforce by Salary Bracket and Gender, June 2016**

Salary Bracket	Aboriginal (Persons)	Total Employees	% Aboriginal
\$0 - \$57,599	366	9198	4.0%
\$57,600 - \$73,299	230	6148	3.7%
\$73,300 - \$93,799	102	5623	1.8%
\$93,800 - \$118,399	73	8789	0.8%
\$118,400 +	4	547	0.7%
<b>TOTAL</b>	<b>775</b>	<b>30305</b>	<b>2.6%</b>



### Full-time/Part-time Profile

57.4% 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 (48.9%). Of the part-time Aboriginal employees, over half (231 – 51.9%) were working as Aboriginal education workers (Aboriginal community education officers). A further 125 (28.1%) were working in a part time capacity as School Services Officers.

Over three quarters (83.8%) of the part time Aboriginal employees were females.

Nearly all Aboriginal school sector leaders (only 1 part time employee) and all Preschool Directors were employed on a full time basis.

Of the full-time Aboriginal employees the highest proportion is for Aboriginal education workers (Aboriginal community education officers - 33.3%). The next highest category are employed under the Public Sector Act (29.4%), followed by School Sector Teachers and other groups (23%).

By comparison, of all full-time DECD employees the highest percentage work as school sector teachers and other groups (53.6%) followed by school sector teacher leaders (17.2%) and Public Sector Act employees (15.6%).

**Table 6: Aboriginal Workforce by Full Time/Part Time, June 2016**

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>97</b>	<b>16</b>	<b>85.8%</b>
<b>Children's Services Act (Total)</b>	<b>22</b>	<b>36</b>	<b>37.9%</b>
Pre-school Directors	7	0	100.0%
Early Childhood Workers	9	33	21.4%
Preschool teachers and other groups (TRTs, HPs)	6	3	66.7%
<b>Education Act (Total)</b>	<b>210</b>	<b>389</b>	<b>35.1%</b>
School sector teacher leaders (Principals, Deputy Principals, Seniors, Band B Leaders)	13	1	92.9%
School sector teachers and other groups (ED Act negotiated conditions, Seconded Teachers, Directors, Superintendents)	76	32	70.4%
School Services Officers	11	125	8.1%
Aboriginal Education Workers (Aboriginal Community Education Officers)	110	231	32.3%
<b>Other (Total)</b>	<b>1</b>	<b>4</b>	<b>20.0%</b>
Government Services employees	1	3	25.0%
Bus Drivers	0	1	0.0%
<b>TOTAL</b>	<b>330</b>	<b>445</b>	<b>42.6%</b>

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## Age and Gender Profile

The average age of Aboriginal employees remained at 41 years in 2016. 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 40 years (when rounded) compared to all DECD employees where the average age of females is 45 and males is 46.

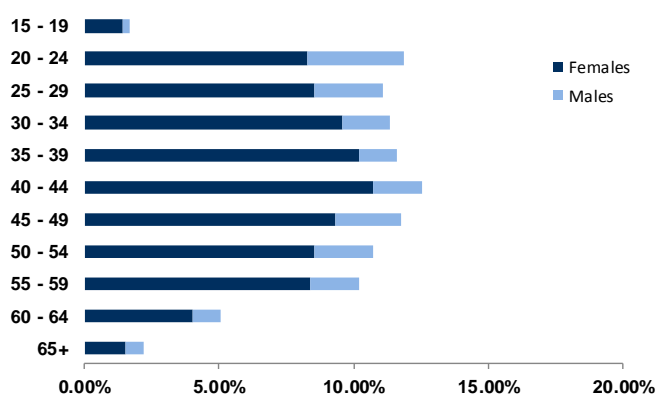
The highest percentage of Aboriginal employees (12.5%) were aged between 40-44 years compared to all DECD employees where the highest percentage (14%) were aged between 55-59 years.

Aboriginal female employee representation was 80.4% which is slightly higher compared to all DECD employees (77%). The majority of females (43.7%) were employed as Aboriginal education workers (Aboriginal community education officers). Representation of female Aboriginal employees has increased since 2012 by 12.5% compared to males where there has been a decline of 13.1%.

Aboriginal females were prominent in all age brackets when compared to males.

**Table 7: Age Group by Gender, June 2016**

Age Group	Females	Males	TOTAL
15 - 19	11	2	13
20 - 24	64	28	92
25 - 29	66	20	86
30 - 34	74	14	88
35 - 39	79	11	90
40 - 44	83	14	97
45 - 49	72	19	91
50 - 54	66	17	83
55 - 59	65	14	79
60 - 64	31	8	39
65+	12	5	17
<b>TOTAL</b>	<b>623</b>	<b>152</b>	<b>775</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 2016 has also been included in this analysis to give a more accurate representation of the total permanent/temporary profile.

54.6% of the Aboriginal workforce is permanent compared to all DECD employees where 63.8% of employees were permanent.

The Act with the highest proportion of permanent Aboriginal employees is the Public Sector Act (87.6%) followed by the Education Act (50.7%).

Note that within Acts/Awards twelve of the fourteen (85.7%) Aboriginal school sector teacher leaders are employed on a permanent basis, as are nine out of the ten (90%) preschool sector teachers. All eight (100%) preschool directors are also employed on a permanent basis. The majority of permanent Aboriginal employees were female (80.7%) compared to all permanent DECD employees where females represented 78.2%.

Table 8: Aboriginal Workforce by Temporary/Permanent, June 2016

Employment category	Number of Permanent Aboriginal employees	Number of Temporary Aboriginal employees	% of permanent Aboriginal employees
<b>Public Sector Act (Total)</b>	<b>113</b>	<b>16</b>	<b>87.6%</b>
<b>Children's Services Act (Total)</b>	<b>27</b>	<b>49</b>	<b>35.5%</b>
Pre-school Directors	8	0	100.0%
Early Childhood Workers	10	48	17.2%
Preschool teachers	9	1	90.0%
<b>Education Act (Total)</b>	<b>341</b>	<b>331</b>	<b>50.7%</b>
School sector teacher leaders (Principals, Deputy Principals, Seniors, Band B Leaders)	12	2	85.7%
School sector teachers and other groups (ED Act negotiated conditions, Seconded Teachers, Directors, Superintendents)	89	18	83.2%
School Services Officers	41	113	26.6%
Aboriginal Education Workers (Aboriginal Community Education Officers)	199	198	50.1%
<b>Other (Total)</b>	<b>1</b>	<b>5</b>	<b>16.7%</b>
Government Services employees	1	5	16.7%
<b>TOTAL</b>	<b>482</b>	<b>401</b>	<b>54.6%</b>

## For Further Information

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A copy of the report can be found at

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