

DECD 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 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 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 system.

Notes:

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).

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.

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 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

Key characteristics of the workforce include:

- 29,409 employees were employed by DECD or 23,210.4 full time equivalents (FTEs).
- Employees appointed under the Education Act account for the largest number of employees in the department (85.3%), followed by Children's Services Act (7.2%), Public Sector Act (5.4%), SA Government Services Award, SA Government Transport Workers' Award (2.1%).
- The average age of the workforce was 45 years, and 53.2% of the workforce were aged forty-five years and over.
- 14,418 or 49% worked full time and 14,991 or 51% were part time employees.
- Female employees made up 77% of employees, while 23% were male.



- 737 employees indicated that they were of Aboriginal descent - this represents 2.5% of overall DECD employees and exceeds the 2% state government strategic target of Aboriginal employee representation.
- 1038 employees were on unpaid leave (in addition to the 29,409 employees stated above).
- 1764 employees separated during 2016/2017 (including contract expired).¹

Comparison between 2013 and 2017 Employees

As indicated in the table below, the decrease in the majority of employee demographics in 2017 has been impacted by the Machinery of Government and creation of the new Department for Child Protection.

Table 1: Workforce Demographics over the last 5 years

Trend Over the Last 5 Years	Average		2013	2014	2015	2016	2017	% change since 2013
	29500.2	Persons	28886	29108	29793	30305	29409	1.8%
	23392.8	FTE	22929.1	23150.4	23550.3	24123.9	23210.4	1.2%
	22595.6	Females (Persons)	21921	22129	22874	23354	22700	3.6%
	6904.6	Males (Persons)	6965	6979	6919	6951	6709	-3.7%
	15163.8	Full-time (Persons)	15230	15304	15370	15497	14418	-5.3%
	14336.4	Part-time (Persons)	13656	13804	14423	14808	14991	9.8%
	735.6	Aboriginal Employees	727	711	728	775	737	1.4%
	45.6	Average Age	46	46	46	45	45	-2.2%
	6.1	Average sick leave days taken per FTE	5.9	5.7	6	6.5	6.2	5.1%

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: Workforce by Temporary/Permanent over the last 5 years

Trend Over the Last 5 Years	Average		2013	2014	2015	2016	2017	% change since 2013
	18387.2	Permanent (Persons)	18429	18542	18790	18879	17296	-6.1%
	10434.0	Temporary (Persons)	9800	9970	10236	10692	11472	17.1%

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.

N.B. Includes employees on leave (excludes claim paid employees). The percentage shown above represents the change in totals between 2013 and 2017, NOT the proportion of permanent compared to temporary workforce.

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

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

Act or Award	2013	2014	2015	2016	2017	% change since 2013
Public Sector Act	3062	3070	3178	3167	1601	-47.7%
Children's Services Act	1926	1875	1964	2036	2122	10.2%
Education Act (excludes ancillary staff)	16889	17047	17248	17311	17518	3.7%
School Services Officers	6109	6195	6485	6839	7217	18.1%
Aboriginal Education Workers	291	299	300	341	340	16.8%
Government Services Employees/Bus Drivers	609	622	618	611	611	0.3%
TOTAL	28886	29108	29793	30305	29409	1.8%

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.

¹ 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

Education Act²

- There were 17,518 employees employed under the Education Act (excluding school services officers and Aboriginal education workers (Aboriginal community education officers)) consisting of 11,092 full time and 6,426 part time employees.
- 73% (12,793) were female.

School Services Officers (Government Schools) Award

- 7,217 employees were employed under the School Services Officers Award, consisting of 1,396 full time and 5,821 part time employees.
- 87% (6,255) were female.

Aboriginal Education Workers (DECD) Award

- 340 employees were employed under the Aboriginal Education Workers Award, consisting of 114 full time and 226 part time employees.
- 77% (263) were female.

Public Sector Act³

- A total of 1,601 employees were employed under the Public Sector Act, consisting of 1,162 full time and 439 part time employees.
- 76% (1,212) were female.

Children's Services Act⁴

- There were 2,122 employees employed under the Children's Services Act, located in preschools, occasional care and play centre programs consisting of directors, teachers and early childhood workers. There were 497 full time and 1,625 part time employees.
- 98% (2,083) were female.

Other⁵

- 611 employees were employed under the South Australian Government Services Award and South Australian Government Transport Workers' Award consisting of government services employees and bus drivers. There were 157 full time and 454 part time employees.
- 15% (94) were female.

² Education Act employees consists of school sector teachers including teachers in leadership positions, seconded teachers, Education Act negotiated appointments (section 101B), temporary relieving teachers (TRTs) and hourly paid instructors based in school and non-school sites. School services officers and Aboriginal education workers are reported as a subset under the Education Act.

³ The profile of Public Sector Act employees consists of administrative services officers, allied health professionals, operational services officers, employees classified at the executive level and the Commissioner for Children and Young People.

⁴ The profile of Children's Services Act employees includes preschool directors, preschool teachers and early childhood workers (ECWs).

⁵ The profile of 'Other' consists of government services employees and bus drivers.

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

Employment category	Total employees	Total FTE	% Employed by Act or Award
Public Sector Act (Total)	1601	1452.0	5.4%
Children's Services Act (Total)	2122	1334.3	7.2%
Preschool Directors	306	275.6	1.0%
Early Childhood Workers	1148	625.8	3.9%
Preschool teachers and other groups (TRTs, HPIs)	668	432.9	2.3%
Education Act (Total)	25075	20052.9	85.3%
School sector teacher leaders (Principals, Deputy Principals, Seniors, Band B Leaders)	2875	2821.5	9.8%
School sector teachers and other groups (TRTs, HPIs, ED Act negotiated conditions and Seconded Teachers)	14643	11933.9	49.8%
School Services Officers	7217	5041.9	24.5%
Aboriginal Education Workers (Aboriginal Community Education Officers)	340	255.6	1.2%
Other (Total)	611	371.1	2.1%
Government Services employees	443	304.1	1.5%
Bus drivers	168	67.0	0.6%
TOTAL	29409	23210.4	100.0%

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.

Note: 'Full time' is considered those greater or equal to 0.98 full time equivalent (FTE).

Profile by Salary (Full Time Equivalent)

The highest proportion of employees (35%) received a salary between \$75,500 and \$96,499.

The salary bracket of between \$75,500 and \$96,499 includes –

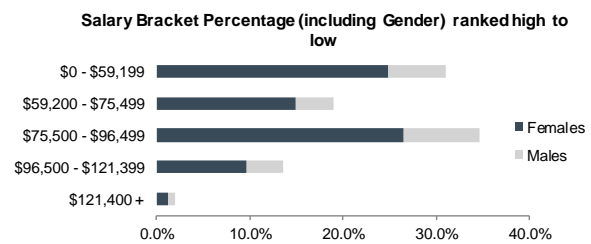
- School sector teachers and other groups – 89.0% of salary group,
- Preschool teachers – 3.7% of salary group,
- All Administrative Services Officer (Level 5, 6 and 7) – 3.4% of salary group,
- All Allied Health Professional (Level 2-3) – 2.6% of salary group,
- All School Services Officers (Level 4-5) – 0.9% of salary group,
- All Aboriginal Education Workers (Level 4 and 5) – 0.3% of salary group,
- All Professional Services Officers (Level 2) – 0.05% of salary group,
- All Operational Services Officers (Level 5) – 0.03% of salary group,
- All Legal Officers (Level 2) – 0.01% of salary group

As indicated in the graph below female 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: Workforce by Salary Bracket and Gender, June 2017

Salary Bracket	Female	Male	Total
\$0 - \$59,199	7314	1789	9103
\$59,200 - \$75,499	4405	1175	5580
\$75,500 - \$96,499	7813	2367	10180
\$96,500 - \$121,399	2820	1161	3981
\$121,400+	348	217	565
TOTAL	22700	6709	29409



Age and Gender Profile

The average age of employees as at June is 45 years. The average age of both females and males is 45 years.

Of all age brackets the highest proportion of employees (13%) were aged between 55-59 years.

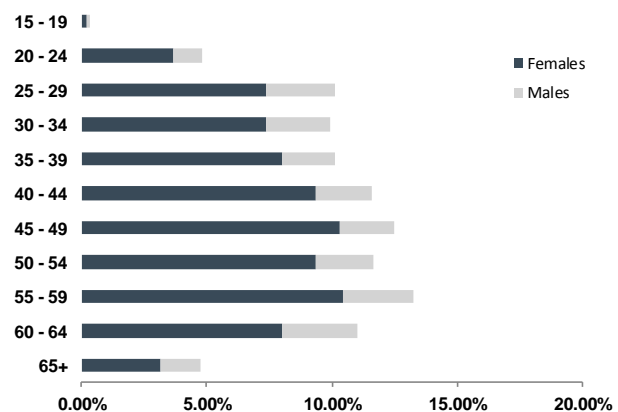
The DECD workforce has a high representation of females as detailed below:

- Females represented 77% of DECD employees.
- Of the females employed 48% were working as school sector teachers and other groups (HPIs, ED Act negotiated conditions and Seconded Teachers).
- Since 2013 there has been a 3.6% increase in females across the total workforce compared to males where there has been a decrease (-3.7%). The female:male ratio of the workforce has remained stable over the five years at 3:1.

In June 2017 females were prominent in all age brackets. The highest percentage was aged between 55-59 years (10.5%), with a further 10.3% aged between 45-49 years. By comparison the highest percentage of males were aged between 60-64 years (3.0%). The next highest group were aged between 55-59 years (2.8%). In summary, 19.8% of the DECD workforce were females aged between 50-59 years with only 5.1% males in this same age group.

Table 6: Age Group by Gender, June 2017

Age Group	Females	Males	Total
15 - 19	62	30	92
20 - 24	1068	348	1416
25 - 29	2164	809	2973
30 - 34	2170	746	2916
35 - 39	2350	618	2968
40 - 44	2742	669	3411
45 - 49	3032	638	3670
50 - 54	2753	681	3434
55 - 59	3075	815	3890
60 - 64	2362	881	3243
65+	922	474	1396
TOTAL	22700	6709	29409



Full-time/Part-time Profile

Just over half of DECD employees (51%) are employed in a part-time capacity (employees who work less than 0.98 FTE). Of the part-time employees 84.6% were female. The highest number of part time employees were working as school sector teachers and other groups (41.5%) and school services officers (38.8%).

In relation to leadership positions within the department, all PS Act Executives are employed in a full time capacity. Of the school sector leaders (7.0%) are employed part-time compared to preschool directors (31.7%).

School sector teacher leaders had the highest percentage of full-time employees (93.0%) followed by PS Act employees (72.6%) and school sector teachers and other groups (57.5%).

Table 7: Workforce by Full Time/Part Time, June 2017

Employment category	Number of Full Time Employees	Number of Part Time Employees	% of Full Time Employees
Public Sector Act (Total)	1162	439	72.6%
Children's Services Act (Total)	497	1625	23.4%
Preschool Directors	209	97	68.3%
Early Childhood Workers	121	1027	10.5%
Preschool teachers and other groups (TRTs, HPIs)	167	501	25.0%
Education Act (Total)	12602	12473	50.3%
School sector teacher leaders (Principals, Deputy Principals, Seniors, Band B Leaders)	2675	200	93.0%
School sector teachers and other groups (TRTs, HPIs, ED Act negotiated conditions and Seconded Teachers)	8417	6226	57.5%
School Services Officers	1396	5821	19.3%
Aboriginal Education Workers (Aboriginal Community Education Officers)	114	226	33.5%
Other (Total)	157	454	25.7%
Government Services employees	155	288	35.0%
Bus drivers	2	166	1.2%
TOTAL	14418	14991	49.0%

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.

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. In addition, the teaching workforce on unpaid leave as at 30 June 2017 has been included in this analysis to give a more accurate representation of the total permanent/temporary profile.

Permanent DECD employees represent 60.1% of the workforce in 2017.

Employees employed under the Public Sector Act had the highest proportion of permanency (76%). The second highest proportion was employees employed under the Education Act (61.7%).

89.6% of school sector teacher leaders were employed on a permanent basis followed by preschool directors (74.2%), and school sector teachers and other groups (66.7%).

The majority of permanent employees were female (76.6%).

Table 8: Workforce by Temporary/Permanent, June 2017

Employment category	Number of Permanent Employees	Number of Temporary Employees	% of Permanent Employees
Public Sector Act (Total)	1307	413	76.0%
Children's Services Act (Total)	771	1576	32.9%
Preschool Directors	233	81	74.2%
Early Childhood Workers	278	1195	18.9%
Preschool teachers	260	300	46.4%
Education Act (Total)	14953	9290	61.7%
School sector teacher leaders (Principals, Deputy Principals, Seniors, Band B Leaders)	2624	306	89.6%
School sector teachers and other groups (ED Act negotiated conditions and Seconded Teachers)	8625	4314	66.7%
School Services Officers	3503	4461	44.0%
Aboriginal Education Workers (Aboriginal Community Education Officers)	201	209	49.0%
Other (Total)	265	193	57.9%
Government Services employees	263	188	58.3%
Bus Drivers (no claim)	2	5	28.6%
TOTAL	17296	11472	60.1%

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.

Portfolio Profile

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

Table 9 DECD Workforce characteristics by Portfolio

Portfolio	FTE	Persons	Full-time	Part-time	Female	Male	ATSI	Average age	<30 years	30-49 years	50+ years
Berri	580.1	719	351	368	558	161	16	44	111	353	255
Felixstow 1	1317.5	1572	900	672	1234	338	11	46	211	669	692
Felixstow 2	1415.1	1666	968	698	1262	404	17	46	246	683	737
Flinders Park 1	774.4	938	500	438	719	219	117	44	167	396	375
Flinders Park 2	1451.1	1771	915	856	1347	424	33	46	220	755	796
Gawler	969.3	1229	547	682	979	250	10	45	178	560	491
Kadina	577.9	729	339	390	559	170	13	45	124	331	274
Mount Barker 1	901.1	1127	555	572	869	258	15	46	121	515	491
Mount Barker 2	1299.9	1585	844	741	1191	394	12	47	210	635	740
Mount Gambier	798.2	1015	451	564	808	207	19	44	155	512	348
Murray Bridge	809.9	1047	479	568	850	197	46	45	169	449	429
Noarlunga 1	1105.3	1382	676	706	1074	308	31	45	197	632	553
Noarlunga 2	1289.9	1542	844	698	1165	377	30	45	215	696	631
Para Hills 1	1061.6	1274	689	585	1008	266	40	43	256	574	444
Para Hills 2	1234.7	1500	785	715	1216	284	37	43	269	705	526
Para Hills 3	1486.2	1785	973	812	1379	406	37	44	286	833	666
Para Hills 4	917.8	1128	557	571	886	242	19	46	147	506	475
Port Lincoln	731.6	972	396	576	761	211	43	44	152	466	354
Port Pirie	519.3	665	293	372	521	144	14	45	113	286	266
Whyalla	930.2	1117	588	529	866	251	89	42	281	490	346
Other ⁶	3039.1	4646	1768	2878	3448	1198	88	47	653	1919	2074
TOTAL	23210.4	29409	14418	14991	22700	6709	737	45	4481	12965	11963
% or average of DECD workforce	1105.3	1400	49%	51%	77%	23%	2.5%	45	15%	44%	41%

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

⁶ Other includes Administrative and Educational locations that are non-school or preschool sites.



Table 10 DECD Workforce by Portfolio and employment characteristics

Portfolio	Permanent	Temporary	Separations	Unpaid leave
Berri	463	300	55	24
Felixstow 1	1018	617	73	36
Felixstow 2	1079	678	88	59
Flinders Park 1	571	464	107	47
Flinders Park 2	1150	720	83	63
Gawler	722	552	53	30
Kadina	453	319	38	25
Mount Barker 1	714	468	63	29
Mount Barker 2	1073	583	90	43
Mount Gambier	605	460	60	32
Murray Bridge	575	508	66	30
Noarlunga 1	846	614	68	35
Noarlunga 2	1002	617	91	47
Para Hills 1	759	579	74	45
Para Hills 2	902	672	79	37
Para Hills 3	1146	737	83	61
Para Hills 4	699	477	88	35
Port Lincoln	550	464	63	47
Port Pirie	408	287	28	28
Whyalla	687	515	67	62
Other ⁶	1874	841	347	223
TOTAL	17296	11472	1764	1038
% of DECD workforce	60%	40%	NA	NA

⁶ Other includes Administrative and Educational locations that are non-school or preschool sites.

Table 11 DECD Workforce by Portfolio and classification

Portfolio	Public Sector Act	Children's Services Act		Education Act			Government Services Employees/ Bus drivers	TOTAL
		Teaching Workforce	Early Childhood Workers	Teaching Workforce	School Services Officers	Aboriginal Education Workers		
Berri	<5	19	24	418	219	11	26	719
Felixstow 1	<5	55	62	1072	358	<5	19	1572
Felixstow 2	<5	60	61	1116	397	7	22	1666
Flinders Park 1	36	16	17	530	224	102	13	938
Flinders Park 2	8	62	66	1139	456	14	26	1771
Gawler	<5	49	63	685	381	6	41	1229
Kadina	<5	24	31	395	237	7	34	729
Mount Barker 1	<5	43	45	690	307	6	33	1127
Mount Barker 2	<5	61	48	1017	418	6	31	1585
Mount Gambier	0	35	35	571	336	10	28	1015
Murray Bridge	5	31	48	572	328	10	53	1047
Noarlunga 1	16	60	62	782	427	11	24	1382
Noarlunga 2	6	60	62	949	428	11	26	1542
Para Hills 1	7	45	56	774	359	13	20	1274
Para Hills 2	5	43	72	847	498	16	19	1500
Para Hills 3	14	44	51	1088	546	21	21	1785
Para Hills 4	<5	39	34	654	367	6	26	1128
Port Lincoln	5	33	74	485	283	14	78	972
Port Pirie	<5	25	50	333	208	8	39	665
Whyalla	<5	41	52	579	385	31	25	1117
Other ⁶	1471	129	135	2822	55	27	7	4646
TOTAL	1601	974	1148	17518	7217	340	611	29409
% of DECD workforce	5.4%	3.3%	3.9%	59.6%	24.5%	1.2%	2.1%	

⁶ Other includes Administrative and Educational locations that are non-school or preschool sites.

For Further Information

Contact: Workforce Planning and Reporting

Ph: 8463 7592

Email: DECD.WorkforceDataandPlanning@sa.gov.au

A copy of the report can be found at

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

