

# DECD Workforce - Summary

## Issue 7 – June 2016

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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 2016.

*Source: Data presented in this report is based on the June 2016 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 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).*

*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 increase in Public Sector Act Employees and overall total workforce in 2012 was due to the formation of the Department for Education and Child Development in October 2011 as part of the Machinery of Government initiative whereby the former Department of Education and Children’s Services and Families SA were amalgamated.*

**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:

- 30,305 employees were employed by DECD or 24,123.9 full time equivalents (FTEs).
- Employees appointed under the Education Act account for the largest number of employees in the department (80.8%), followed by Public Sector Act (10.5%), Children's Services Act (6.7%), SA Government Services Award, SA Government Transport Workers' Award and SA Government Health Etc. Ancillary Employees Award (2.0%).
- The average age of the workforce was 45 years, and almost 54% of the workforce were aged forty-five years and over.
- 15,497 or 51% worked full time and 14,808 or 49% were part time employees.
- Female employees made up 77% of employees, while 23% were male.
- 775 employees indicated that they were of Aboriginal descent - this represents 2.6% of overall DECD employees and exceeds the 2% state government strategic target of Aboriginal employee representation.
- 1179 employees were on unpaid leave (in addition to the 30,305 employees stated above).
- 1985 employees separated during 2015/2016 (including contract expired).<sup>1</sup>

<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 Employees

As indicated in the tables below the majority of employee demographics have shown a gradual trend upwards since 2012.

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

Trend Over the Last 5 Years	Average		2012	2013	2014	2015	2016	% change since 2012
	29298.6	Persons	28401	28886	29108	29793	30305	6.7%
	23288.7	FTE	22689.7	22929.1	23150.4	23550.3	24123.9	6.3%
	22346.0	Females (Persons)	21452	21921	22129	22874	23354	8.9%
	6952.6	Males (Persons)	6949	6965	6979	6919	6951	0.0%
	15323.4	Full-time (Persons)	15216	15230	15304	15370	15497	1.8%
	13975.2	Part-time (Persons)	13185	13656	13804	14423	14808	12.3%
	734.0	Aboriginal Employees	729	727	711	728	775	6.3%
	45.8	Average Age	46	46	46	46	45	-2.2%
	6.0	Average sick leave days taken per FTE	6.1	5.9	5.7	6	6.5	6.6%

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

Trend Over the Last 5 Years	Average		2012	2013	2014	2015	2016	% change since 2012
	18670.0	Permanent (Persons)	18710	18429	18542	18790	18879	0.9%
	9896.8	Temporary (Persons)	8786	9800	9970	10236	10692	21.7%

N.B. Includes employees on leave (excludes claim paid employees). The percentage shown above represents the change in totals between 2012 and 2016, 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	2012	2013	2014	2015	2016	% change since 2012
Public Sector Act	3055	3062	3070	3178	3167	3.7%
Children's Services Act	1878	1926	1875	1964	2036	8.4%
Education Act (excludes ancillary staff)	16661	16889	17047	17248	17311	3.9%
School Services Officers	5885	6109	6195	6485	6839	16.2%
Aboriginal Education Workers	291	291	299	300	341	17.2%
Government Services Employees/Bus Drivers	631	609	622	618	611	-3.2%
<b>TOTAL</b>	<b>28401</b>	<b>28886</b>	<b>29108</b>	<b>29793</b>	<b>30305</b>	<b>6.7%</b>

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

### Education Act<sup>2</sup>

- There were 17,311 employees employed under the Education Act (excluding school services officers and Aboriginal education workers (Aboriginal community education officers)) consisting of 10,980 full time and 6,331 part time employees.
- 73% (12,622) were female.

### School Services Officers (Government Schools) Award

- 6,839 employees were employed under the School Services Officers Award, consisting of 1,353 full time and 5,486 part time employees.
- 87% (5,963) were female.

### Aboriginal Education Workers (DECD) Award

- 341 employees were employed under the Aboriginal Education Workers Award, consisting of 110 full time and 231 part time employees.
- 80% (272) were female.

### Public Sector Act<sup>3</sup>

- A total of 3,167 employees were employed under the Public Sector Act, consisting of 2,415 full time and 752 part time employees.
- 76% (2,406) were female.

### Children's Services Act<sup>4</sup>

- There were 2,036 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 487 full time and 1,549 part time employees.
- 98% (2,000) were female.

### Other<sup>5</sup>

- 611 employees were employed under the South Australian Government Services Award, South Australian Government Transport Workers' Award and South Australian Government Health Etc Ancillary Employees Award consisting of government services employees, bus drivers and health ancillary workers. There were 152 full time and 459 part time employees.
- 15% (91) were female.

<sup>2</sup> 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.

<sup>3</sup> The profile of Public Sector Act employees consists of administrative services officers, allied health professionals, operational services officers and employees classified at the executive level.

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

<sup>5</sup> The profile of 'Other' consists of government services employees, bus drivers and health ancillary workers.

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

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

Employment category	Total employees	Total FTE	% Employed by Act or Award
<b>Public Sector Act (Total)</b>	<b>3167</b>	<b>2905</b>	<b>10.5%</b>
<b>Children's Services Act (Total)</b>	<b>2036</b>	<b>1283.8</b>	<b>6.7%</b>
Pre-school Directors	311	278.7	1.0%
Early Childhood Workers	1101	602.5	3.6%
Preschool teachers and other groups (TRTs, HPIs)	624	402.6	2.1%
<b>Education Act (Total)</b>	<b>24491</b>	<b>19557.9</b>	<b>80.8%</b>
School sector teacher leaders (Principals, Deputy Principals, Seniors, Band B Leaders)	2882	2822.5	9.5%
School sector teachers and other groups (TRTs, HPIs, ED Act negotiated conditions, Seconded Teachers, Directors, Superintendents)	14429	11702.8	47.6%
School Services Officers	6839	4790.9	22.6%
Aboriginal Education Workers (Aboriginal Community Education Officers)	341	241.7	1.1%
<b>Other (Total)</b>	<b>611</b>	<b>377.2</b>	<b>2.0%</b>
Government Services employees (including Health Ancillary employees)	440	308.9	1.5%
Bus drivers	171	68.3	0.6%
<b>TOTAL</b>	<b>30305</b>	<b>24123.9</b>	<b>100.0%</b>

### Profile by Salary

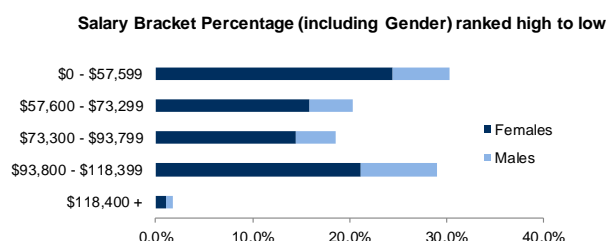
The highest proportion of employees received a salary less than \$57,600. The salary bracket of less than \$57,600 includes 100.0% of Government Services employees, 100% of bus drivers, 99% of Preschool Relief Teachers, 97.5% of School Sector Relief Teachers, 91% of Early Childhood Workers, 63.9% of School Services Officers, 48.7% of Aboriginal Education Workers, 29.4% of Operational Services officers and 21.2% of Administrative Services officers.

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 2016

Salary Bracket	Female	Male	Total
\$0 - \$57,599	7426	1772	9198
\$57,600 - \$73,299	4811	1337	6148
\$73,300 - \$93,799	4365	1258	5623
\$93,800 - \$118,399	6422	2367	8789
\$118,400+	330	217	547
<b>TOTAL</b>	<b>23354</b>	<b>6951</b>	<b>30305</b>



## Age and Gender Profile

The average age of employees as at June has decreased for the first time since before 2011 to 45 years. The average age of females is 45 and males is 46.

Of all age brackets the highest proportion of employees (14%) were aged between 55-59 years.

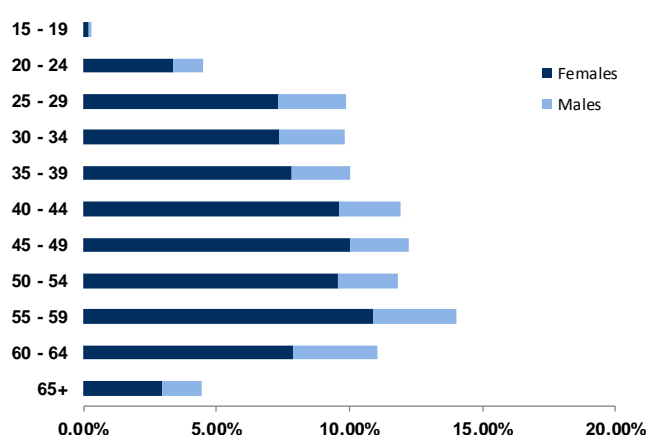
The DECD workforce has a high representation of females as detailed below:

- Females represented 77% of DECD employees.
- Of the females employed 45% were working as school sector teachers and other groups (TRTs, HPIs, ED Act negotiated conditions, Seconded Teachers, Directors, Superintendents).
- Since 2012 there has been an 8.9% increase in females across the total workforce compared to males where there has been no overall growth. The female:male ratio of the workforce has remained stable over the five years at 3:1.

In June 2016 females were prominent in all age brackets. The highest percentage was aged between 55-59 years (14.2%), with a further 13% aged between 45-49 years. By comparison the highest percentage of males were aged between 60-64 years (13.9%). The next highest group were aged between 55-59 years (13.4%). In summary, 20.5% of the DECD workforce were females aged between 50-59 years with only 5.3% males in this same age group.

**Table 6: Age Group by Gender, June 2016**

Age Group	Females	Males	Total
15 - 19	63	24	87
20 - 24	1025	340	1365
25 - 29	2222	764	2986
30 - 34	2227	747	2974
35 - 39	2369	664	3033
40 - 44	2916	704	3620
45 - 49	3038	672	3710
50 - 54	2903	685	3588
55 - 59	3308	934	4242
60 - 64	2384	968	3352
65+	899	449	1348
<b>TOTAL</b>	<b>23354</b>	<b>6951</b>	<b>30305</b>



## Full-time/Part-time Profile

Just under half of DECD employees (48.9%) are employed in a part-time capacity (employees who work less than 0.98 FTE). Of the part-time employees 84.8% were female. The highest number of part time employees were working as school sector teachers and other groups (42.4%) and school services officers (80%).

In relation to leadership positions within the department, all PS Act Executives are employed in a full time capacity. Of the school sector leaders (7.4%) are employed part-time compared to preschool directors (31.5%).

Of the 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 PS Act employees (15.6%).

Table 7: Workforce by Full Time/Part Time, June 2016

Employment category	Number of Full Time Employees	Number of Part Time Employees	% of Full Time Employees
<b>Public Sector Act (Total)</b>	<b>2415</b>	<b>752</b>	<b>76.3%</b>
<b>Children's Services Act (Total)</b>	<b>487</b>	<b>1549</b>	<b>23.9%</b>
Pre-school Directors	213	98	68.5%
Early Childhood Workers	122	979	11.1%
Preschool teachers and other groups (TRTs, HPIs)	152	472	24.4%
<b>Education Act (Total)</b>	<b>12443</b>	<b>12048</b>	<b>50.8%</b>
School sector teacher leaders (Principals, Deputy Principals, Seniors, Band B Leaders)	2669	213	92.6%
School sector teachers and other groups (TRTs, HPIs, ED Act negotiated conditions, Seconded Teachers, Directors, Superintendents)	8311	6118	57.6%
School Services Officers	1353	5486	19.8%
Aboriginal Education Workers (Aboriginal Community Education Officers)	110	231	32.3%
<b>Other (Total)</b>	<b>152</b>	<b>459</b>	<b>24.9%</b>
Government Services employees (including Health Ancillary employees)	148	292	33.6%
Bus drivers	4	167	2.3%
<b>TOTAL</b>	<b>15497</b>	<b>14808</b>	<b>51.1%</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. In addition, the teaching workforce on unpaid leave as at 30 June 2016 has been included in this analysis to give a more accurate representation of the total permanent/temporary profile.

Permanent DECD employees represent 63.8% of the workforce in 2016.

Employees employed under the Public Sector Act had the highest proportion of permanency (79.4%). The second highest proportion was employees employed under the Education Act (64.4%).

90.6% of school sector teacher leaders were employed on a permanent basis followed by preschool directors (73.5%), and school sector teachers and other groups (69.3%).

The majority of permanent employees were female (78.2%).

Table 8: Workforce by Temporary/Permanent, June 2016

Employment category	Number of Permanent Employees	Number of Temporary Employees	% of Permanent Employees
<b>Public Sector Act (Total)</b>	<b>2726</b>	<b>707</b>	<b>79.4%</b>
<b>Children's Services Act (Total)</b>	<b>788</b>	<b>1465</b>	<b>35.0%</b>
Pre-school Directors	236	85	73.5%
Early Childhood Workers	279	1126	19.9%
Preschool teachers	273	254	51.8%
<b>Education Act (Total)</b>	<b>15086</b>	<b>8343</b>	<b>64.4%</b>
School sector teacher leaders (Principals, Deputy Principals, Seniors, Band B Leaders)	2665	276	90.6%
School sector teachers and other groups (ED Act negotiated conditions, Seconded Teachers, Directors, Superintendents)	8737	3866	69.3%
School Services Officers	3485	4003	46.5%
Aboriginal Education Workers (Aboriginal Community Education Officers)	199	198	50.1%
<b>Other (Total)</b>	<b>279</b>	<b>177</b>	<b>61.2%</b>
Government Services employees (including Health Ancillary employees and Drivers)	279	177	61.2%
<b>TOTAL</b>	<b>18879</b>	<b>10692</b>	<b>63.8%</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>