

DECD Government Services and Transport Ancillary Workforce – Summary

Issue 6 – June 2017

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The following is a profile of departmental employees (employed under the SA Government Services Award and SA Government Transport Workforce Award) who were actively employed or on paid leave (unless otherwise stated) as at the last pay day in June 2017.

Throughout this profile these employees are referred to as “ancillary”. Other ancillary employees such as School Services Officers and Early Childhood Workers are reported in separate summaries.

Source: Data presented in this report is based on the June 2017 Workforce Information Collection prepared for the Department of 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.

Note:

Permanent/Temporary profiles include employees on unpaid leave therefore data presented for the Permanent/Temporary profiles may vary from other internal DECD publications.

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

The term “Bus Driver” includes other drivers.

The term “Aboriginal” has been used within this document and refers to all employees who identified as being of Australian Aboriginal and/or Torres Strait Islander descent.

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:

- 611 employees were employed by the department or 371.1 full time equivalents (FTEs).
- The average age of the workforce was 56years, and 86.4% of the workforce were aged forty-five years and over.
- 157 or 25.7% worked full time and 454 or 74.3% were part time employees.
- This is the only major DECD workforce group where males dominate with only 15.4% of employees being female and 84.6% being male.
- 6 employees indicated that they were of Aboriginal descent. This represents 1.0% of the Government Services and Bus Driver workforce. This is less than the state government strategic plan target of 2%.
- All employees were in the salary bracket of \$0 to \$59,199
- 8 employees were on unpaid leave (in addition to the 611 employees stated above).
- 95 employees separated during 2016/2017 (including contract expired).¹

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



Comparison between 2013 and 2017 Employees

Despite minor variations over the five year period, the total number of ancillary employees has been relatively stable. Accordingly, the demographic profile of this work group has also remained relatively stable over the period.

The ancillary workforce are most commonly employed as bus and coach drivers, handypersons, gardeners, technical studies support workers and cooks.

Table 1: Ancillary Workforce Demographics over last 5 years

Trend Over the Last 5 Years	Average	2013	2014	2015	2016	2017	% change since 2013
	614 Persons	609	622	618	611	611	0.3%
	367.3 FTE	363.2	367.0	357.9	377.1	371.1	2.2%
	96 Females (Persons)	92	104	99	91	94	2.2%
	518 Males (Persons)	517	518	519	520	517	0.0%
	150 Full-time (Persons)	151	146	144	152	157	4.0%
	464 Part-time (Persons)	458	476	474	459	454	-0.9%
	6 Aboriginal Employees	4	5	9	5	6	50.0%
	56 Average Age	56	56	56	56	56	0.0%

Includes employees who were actively employed or on paid leave only.

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

Full-time/ Part-time Profile

Note: Where an employee works across more than one site the FTE for each has been rolled up into a total FTE for the employee.

Just under three quarters of ancillary employees (74.3%) were employed in a part-time capacity (employees who worked less than 0.98 FTE). The proportion of employees working part-time has decreased by 0.9% since 2013 while there has been an increase of 4.0% to the number of full-time employees.

Of the employees who are part-time (454) further analysis shows:

- The majority (28.6%) are working between 0.3 and < 0.5 FTE, followed by those working between 0.10 to < 0.30 FTE (23.8%).
- Significantly fewer employees (4.2%) are working < 0.10 FTE while almost half (43.4%) are working 0.5 FTE or more.

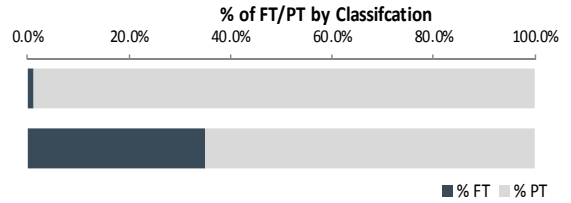
Table 2: Part Time Ancillary Workforce by FTE grouping and Gender, June 2017

FTE Grouping	Female	Male	Total	% of Total PT
< 0.10	10	9	19	4.2%
0.10 to < 0.30	21	87	108	23.8%
0.30 to < 0.50	22	108	130	28.6%
0.50 to < 0.70	28	67	95	20.9%
0.70 to < 0.98	7	95	102	22.5%
TOTAL	88	366	454	100.0%

- The vast majority of Bus Drivers (98.8%) are employed in a part time capacity as this is the nature of their employment.
- For Government Services employees, close to one third are employed on a full time basis and two thirds are part time.

Table 3: Ancillary Workforce by time worked and Classification, June 2017

Classification	Full-Time	% FT	Part-Time	% PT
Bus Driver	2	1.2%	166	98.8%
Government Services Employees	155	35.0%	288	65.0%
TOTAL	157	25.7%	454	74.3%



Age and Gender Profile

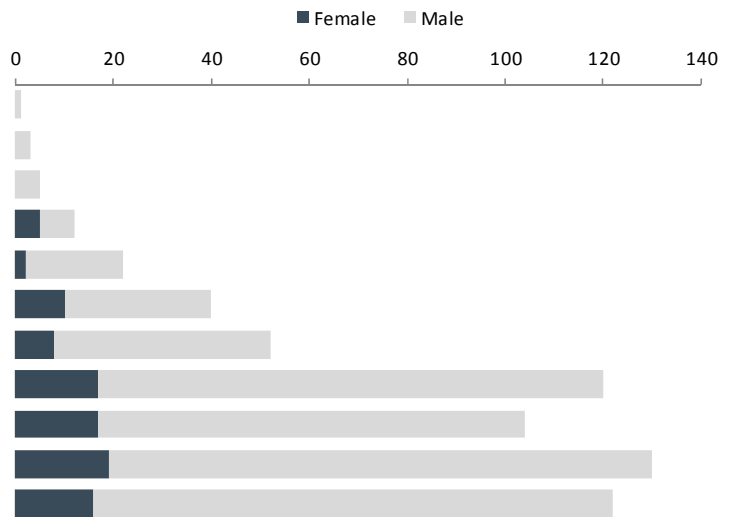
The average age of ancillary employees as has remained constant over the reporting period at 56 years. 2017. At June 2017, the average age of females was 55 years and males were 56 years. By comparison, the average age for the DECD workforce at June 2017 was 45 years. The ancillary workforce is considerably older than the whole DECD workforce by an average of 10 years.

The highest proportion of employees (21.3%) is aged between 60-64 years. Three in five employees (58.3%) in the ancillary workforce is aged 55 years or more which is significantly higher than other DECD workgroups.

At June 2017, males were prominent in all age brackets with the highest percentage aged between 60-64 years (21.5%). By comparison, the highest percentage of females was also aged between 60-64 years (20.2%).

Table 4: Ancillary Workforce Age Bracket by Gender, June 2017

Age Bracket	Female	Male	Total	% of Total
15-19		1	1	0.2%
20-24		3	3	0.5%
25-29		5	5	0.8%
30-34	5	7	12	2.0%
35-39	2	20	22	3.6%
40-44	10	30	40	6.5%
45-49	8	44	52	8.5%
50-54	17	103	120	19.6%
55-59	17	87	104	17.0%
60-64	19	111	130	21.3%
65+	16	106	122	20.0%
TOTAL	94	517	611	100.0%



Salary Profile (Full Time Equivalent)

All ancillary employees (100.0%) recorded a salary between \$0 and \$59,199.

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

Salary Bracket	Female	Male	Total	% of Total
\$0 - \$59,199	94	517	611	100.0%
\$59,200 - \$75,499			0	0.0%
\$75,500 - \$96,499			0	0.0%
\$96,500 - \$121,399			0	0.0%
\$121,400 +			0	0.0%
TOTAL	94	517	611	100.0%

Temporary and Permanent Profile

A total of 57.9% of the ancillary workforce was permanent in June 2017. Between 2013 and 2017 the percentage of the permanent ancillary workforce increased by 10.9%, while the temporary ancillary workforce decreased by 10.6%.

Table 6: Ancillary Workforce by Temporary/Permanent over the last 5 years

Trend Over the Last 4 Years	Average		2013	2014	2015	2016	2017	% change since 2013
	263	Permanent (Persons)	239	265	267	279	265	10.9%
	195	Temporary (Persons)	216	200	190	177	193	-10.6%



Portfolio Profile

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

Table 7 Ancillary Workforce characteristics by Portfolio

Portfolio	FTE	Persons	Full-time	Part-time	Female	Male	ATSI	Average age	<30 years	30-49 years	50+ years
Berri	13.7	26	5	21	<5	23	0	58	0	7	19
Felixstow 1	11.5	19	7	12	<5	18	0	56	0	<5	15
Felixstow 2	18.9	22	11	11	0	22	<5	55	0	<5	18
Flinders Park 1	10.4	13	6	7	<5	12	0	52	0	5	8
Flinders Park 2	20.6	26	10	16	5	21	<5	54	0	7	19
Gawler	23.9	41	8	33	5	36	0	56	0	7	34
Kadina	16.3	34	5	29	<5	30	0	59	0	<5	30
Mount Barker 1	19.2	33	8	25	6	27	0	54	0	8	25
Mount Barker 2	20.0	31	<5	28	<5	29	0	53	0	9	22
Mount Gambier	13.5	28	5	23	6	22	0	52	<5	7	19
Murray Bridge	27.9	53	11	42	21	32	0	56	<5	12	40
Noarlunga 1	16.1	24	9	15	<5	23	0	54	<5	<5	19
Noarlunga 2	21.9	26	16	10	0	26	0	53	<5	7	18
Para Hills 1	13.9	20	5	15	0	20	0	56	<5	<5	16
Para Hills 2	13.5	19	8	11	0	19	<5	58	0	<5	15
Para Hills 3	17.3	21	12	9	<5	20	0	54	0	7	14
Para Hills 4	14.6	26	6	20	<5	25	0	59	0	7	19
Port Lincoln	41.5	78	10	68	26	52	<5	57	<5	15	62
Port Pirie	17.6	39	<5	35	9	30	0	61	0	<5	38
Whyalla	14.1	25	5	20	<5	23	<5	57	<5	<5	20
Other ²	4.8	7	<5	<5	0	7	0	60	0	<5	6
TOTAL	371.1	611	157	454	94	517	6	N/A	9	126	476
% or average of ancillary workforce	17.7	29	25.7%	74.3%	15.4%	84.6%	1.0%	56 years	1.5%	20.6%	77.9%

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

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



Table 8 Ancillary Workforce by Portfolio and employment characteristics

Portfolio	Permanent	Temporary	Separations	Unpaid leave
Berri	9	10	<5	0
Felixstow 1	12	6	<5	0
Felixstow 2	14	8	0	0
Flinders Park 1	5	8	9	0
Flinders Park 2	13	13	<5	0
Gawler	19	9	5	0
Kadina	10	12	5	0
Mount Barker 1	18	15	5	<5
Mount Barker 2	19	7	<5	0
Mount Gambier	10	11	<5	<5
Murray Bridge	16	16	11	0
Noarlunga 1	12	<5	<5	0
Noarlunga 2	18	8	5	0
Para Hills 1	11	8	9	0
Para Hills 2	10	<5	<5	0
Para Hills 3	11	9	<5	0
Para Hills 4	10	9	7	<5
Port Lincoln	15	6	5	0
Port Pirie	12	10	<5	0
Whyalla	13	15	<5	0
Other ²	8	8	<5	<5
TOTAL	265	193	95	8
% of ancillary workforce	57.9%	42.1%	N/A	N/A

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



Table 9 Ancillary Workforce by Portfolio and classification

Portfolio	Bus Driver	Government services employees	TOTAL
Berri	7	19	26
Felixstow 1	<5	18	19
Felixstow 2	0	22	22
Flinders Park 1	0	13	13
Flinders Park 2	<5	24	26
Gawler	13	28	41
Kadina	12	22	34
Mount Barker 1	<5	31	33
Mount Barker 2	5	26	31
Mount Gambier	9	19	28
Murray Bridge	21	32	53
Noarlunga 1	9	15	24
Noarlunga 2	0	26	26
Para Hills 1	<5	19	20
Para Hills 2	0	19	19
Para Hills 3	0	21	21
Para Hills 4	5	21	26
Port Lincoln	50	28	78
Port Pirie	23	16	39
Whyalla	6	19	25
Other ²	<5	5	7
TOTAL	168	443	611
% of ancillary workforce	27.5%	72.5%	100%

² 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>

