

Department for Education government services and transport workforce – summary

Issue 7 – June 2018

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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 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:

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 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:

- 596 employees were employed by the department or 367.1 full time equivalents (FTEs).
- The average age of the workforce was 56 years, and 85.9% of the workforce were aged forty-five years and over.
- 157 or 26.3% worked full time and 439 or 73.7% were part time employees.
- This is the only major Department for Education workforce group where males make up the majority with only 14.4% of employees being female and 85.6% being male.
- 5 employees indicated that they were of Aboriginal descent. This represents 0.8% of the government services and bus driver workforce.
- All employees were in the salary bracket of \$0 to \$60,810.
- 12 employees were on unpaid leave (in addition to the 596 employees stated above).
- 81 employees separated during 2017/2018 (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 2014 and 2018 employees

Over the five year period, the total number of government services employees (GSE)/bus driver employees has declined slightly. The most notable decline is for the number of female employees (17.3%).

The GSE/bus driver workforce are most commonly employed as bus and coach drivers, handypersons, gardeners and technical studies support workers.

Table 1: GSE/Bus driver workforce characteristics over the last 5 years

Trend over the last 5 years	Average	2014	2015	2016	2017	2018	% change since 2014
	612	622	618	611	611	596	-4.2%
	368.0	367.0	357.9	377.1	371.1	367.1	0.0%
	95	104	99	91	94	86	-17.3%
	517	518	519	520	517	510	-1.5%
	151	146	144	152	157	157	7.5%
	460	476	474	459	454	439	-7.8%
	6	5	9	5	6	5	0.0%
	56	56	56	56	56	56	0.0%

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

If relevant, claim paid employees are not included in the below profile. 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 4 years	Average	2014	2015	2016	2017	2018	% change since 2014
	269	265	267	279	265	270	1.9%
	190	200	190	177	193	191	-4.5%

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.

Almost three quarters of GSE/bus driver employees (73.7%) 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 7.8% since 2014 while there has been an increase of 7.5% to the number of full time employees.

Of the employees who are part time (439) further analysis shows:

- The majority (28.7%) are working between 0.3 and < 0.5 FTE, followed by those working between 0.70 to < 0.98 FTE (24.4%).
- Significantly fewer employees (4.6%) are working < 0.10 FTE while almost half (43.7%) are working 0.5 FTE or more.

Table 3: Part time GSE/bus driver workforce by FTE grouping and gender, June 2018

FTE grouping	Female	Male	Total	% of total PT
< 0.10	9	11	20	4.6%
0.10 to < 0.30	16	85	101	23.0%
0.30 to < 0.50	27	99	126	28.7%
0.50 to < 0.70	22	63	85	19.4%
0.70 to < 0.98	6	101	107	24.4%
Total	80	359	439	100.0%

- The vast majority of bus drivers (98.7%) are employed in a part time capacity as this is the nature of their employment.
- For government services employees, just over one third are employed on a full time basis and almost two thirds are part time.

Table 4: GSE/bus driver workforce by time worked and classification, June 2018

Classification	Full time	% FT	Part time	% PT
Bus driver	2	1.3%	154	98.7%
Government services employees	155	35.2%	285	64.8%
Total	157	26.3%	439	73.7%

Age and gender profile

The average age of GSE/bus driver employees has remained constant over the reporting period at 56 years. As at June 2018, the average age of females was 54 years and males were 56 years. By comparison, the average age for the whole department workforce at June 2018 was 45 years. The GSE/bus driver workforce is considerably older than the whole department workforce.

The highest proportion of employees (22.1%) is aged 65+ years. Almost two in three employees (61.6%) in the GSE/bus driver workforce is aged 55 years or more which is significantly higher than other department workgroups.

As at June 2018, males were prominent in all age brackets with the highest percentage aged over 65 years (22.9%). By comparison, the highest percentage of females was aged between 55-59 years (22.1%).

Table 5: GSE/bus driver workforce age bracket by gender, June 2018

Age bracket	Female	Male	Total	% of total
15-19		2	2	0.3%
20-24	1	8	9	1.5%
25-29		5	5	0.8%
30-34	3	12	15	2.5%
35-39	3	13	16	2.7%
40-44	8	29	37	6.2%
45-49	13	44	57	9.6%
50-54	10	78	88	14.8%
55-59	19	111	130	21.8%
60-64	14	91	105	17.6%
65+	15	117	132	22.1%
Total	86	510	596	100.0%

Salary profile (full time equivalent)

All GSE/bus driver employees (100.0%) recorded a salary between \$0 and \$60,810.

Table 6: GSE/bus driver workforce by salary bracket and gender, June 2018

Salary bracket	Female	Male	Total	% of total
\$0 - \$60,810	86	510	596	100.0%
\$60,811 - \$77,385			0	0.0%
\$77,386 - \$99,028			0	0.0%
\$99,029 - \$125,000			0	0.0%
\$125,001+			0	0.0%
Total	86	510	596	100.0%

Permanent/contingent workforce

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 presented for the permanent/contingent workforce may vary from other internal Department for Education publications.

Employees at GSE level 4 had the highest proportion of permanency (82.6%). By comparison approximately 61.3% of the contingent workforce was employed at the GSE level 2.

Table 7: GSE/driver permanent/contingent workforce by classification, June 2018

Classification	Number of permanent	Number of contingent	Total	% of permanent employees
Driver	0	9	9	0.0%
Government services employee level 2	106	117	223	47.5%
Government services employee level 3	89	39	128	69.5%
Government services employee level 4	38	8	46	82.6%
Government services employee level 5	35	14	49	71.4%
Government services employee level 6	2	3	5	40.0%
GSE trainee - yr 12		1	1	0.0%
Total	270	191	461	58.6%

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 and unpaid) 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 on secondment is an increase in the temporary workforce to cover many of the vacancies that result.

The impact is illustrated below.

Table 8: GSE/driver permanency rate, June 2018

	June 2018
Permanent	270
Temporary	191
- minus backfill for GSEs who were permanent and on leave	13
- minus backfill for GSEs who were permanent, seconded to a non-school/preschool site and actively employed	3
Revised temporary	175
Total	445
% Permanent	60.7

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

Portfolio profile

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

Table 9: GSE/bus driver workforce characteristics by portfolio

Portfolio	FTE	Persons	Full time	Part time	Female	Male	ATSI	Average			
								age	<30 years	30-49 years	50+ years
Berri	7.2	15	<5	12	<5	13	0	59	0	<5	12
Felixstow 1	14.1	22	10	12	0	22	0	52	<5	<5	15
Felixstow 2	13.9	20	7	13	<5	19	0	55	<5	5	14
Felixstow 3	10.3	14	5	9	0	14	0	54	0	<5	10
Flinders Park 1	4.8	6	<5	<5	0	6	0	45	<5	<5	<5
Flinders Park 2	16.5	21	7	14	<5	17	<5	54	0	7	14
Flinders Park 3	14.0	16	11	5	0	16	0	56	0	<5	15
Flinders Park 4	9.1	12	<5	8	<5	10	0	53	0	<5	8
Gawler 1	19.1	31	9	22	<5	27	0	59	0	<5	28
Gawler 2	8.3	19	<5	17	<5	17	0	59	0	<5	17
Kadina	11.5	23	<5	20	<5	20	0	59	0	<5	21
Mount Barker 1	14.6	25	6	19	5	20	0	56	0	5	20
Mount Barker 2	10.9	16	<5	14	0	16	0	54	<5	<5	12
Mount Gambier 1	11.7	19	8	11	<5	17	0	50	<5	6	11
Mount Gambier 2	8.1	19	<5	17	5	14	0	54	0	6	13
Murray Bridge 1	15.9	33	<5	30	16	17	0	57	0	7	26
Murray Bridge 2	9.6	15	<5	11	<5	14	0	58	0	<5	11
Noarlunga 1	11.6	19	5	14	<5	18	0	53	<5	<5	14
Noarlunga 2	18.0	20	13	7	<5	19	0	49	<5	6	12
Noarlunga 3	9.2	14	5	9	0	14	0	54	0	<5	11
Noarlunga 4	12.9	24	<5	21	<5	22	0	56	0	5	19
Para Hills 1	11.0	16	5	11	<5	14	<5	56	0	<5	12
Para Hills 2	6.9	9	<5	5	0	9	0	58	0	<5	7
Para Hills 3	12.7	16	8	8	0	16	0	54	0	6	10
Para Hills 4	9.8	17	<5	14	0	17	0	59	0	5	12
Pirie	9.2	16	<5	13	<5	12	0	56	<5	<5	12
Port Augusta 1	12.3	19	<5	15	<5	17	<5	56	<5	<5	14
Port Augusta 2	11.5	23	<5	20	<5	20	0	57	<5	<5	21
Port Lincoln 1	22.0	43	<5	40	13	30	<5	57	0	8	35
Port Lincoln 2	15.6	28	5	23	11	17	0	59	<5	5	22
Other ²	5.0	6	<5	<5	0	6	0	59	0	<5	5
Total	367.1	596	157	439	86	510	5	56	16	125	455
% or average of GSE/bus driver workforce	11.8	19	26.3%	73.7%	14.4%	85.6%	0.8%	56 years	2.7%	21.0%	76.3%

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 10: GSE/bus driver workforce by portfolio and employment characteristics

Portfolio	Permanent	Contingent	Separations	Unpaid leave
Berri	< 5	< 5	< 5	0
Felixstow 1	13	10	< 5	< 5
Felixstow 2	13	6	0	0
Felixstow 3	10	< 5	< 5	0
Flinders Park 1	< 5	5	8	0
Flinders Park 2	9	12	< 5	0
Flinders Park 3	11	5	< 5	0
Flinders Park 4	5	7	< 5	0
Gawler 1	15	7	0	0
Gawler 2	7	6	< 5	< 5
Kadina	7	8	7	0
Mount Barker 1	13	9	5	0
Mount Barker 2	13	5	0	< 5
Mount Gambier 1	8	11	< 5	< 5
Mount Gambier 2	5	5	< 5	0
Murray Bridge 1	7	10	< 5	0
Murray Bridge 2	8	6	< 5	0
Noarlunga 1	9	< 5	< 5	< 5
Noarlunga 2	16	5	5	< 5
Noarlunga 3	7	7	< 5	0
Noarlunga 4	10	10	< 5	0
Para Hills 1	10	6	< 5	0
Para Hills 2	< 5	5	< 5	0
Para Hills 3	13	< 5	< 5	< 5
Para Hills 4	7	6	< 5	< 5
Pirie	< 5	5	0	0
Port Augusta 1	12	< 5	< 5	0
Port Augusta 2	6	6	5	0
Port Lincoln 1	11	5	< 5	0
Port Lincoln 2	6	< 5	< 5	0
Other ²	6	< 5	0	< 5
Total	270	191	81	12
% of GSE/bus driver workforce	58.6%	41.4%	12%	2%

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

Table 11: GSE/bus driver workforce by portfolio and classification

Portfolio	Government services		Total
	Bus driver	employees	
Berri	7	8	15
Felixstow 1	0	22	22
Felixstow 2	<5	19	20
Felixstow 3	0	14	14
Flinders Park 1	0	6	6
Flinders Park 2	<5	19	21
Flinders Park 3	0	16	16
Flinders Park 4	0	12	12
Gawler 1	9	22	31
Gawler 2	7	12	19
Kadina	8	15	23
Mount Barker 1	<5	22	25
Mount Barker 2	0	16	16
Mount Gambier 1	<5	17	19
Mount Gambier 2	9	10	19
Murray Bridge 1	16	17	33
Murray Bridge 2	<5	14	15
Noarlunga 1	9	10	19
Noarlunga 2	0	20	20
Noarlunga 3	<5	13	14
Noarlunga 4	6	18	24
Para Hills 1	<5	14	16
Para Hills 2	0	9	9
Para Hills 3	0	16	16
Para Hills 4	5	12	17
Pirie	7	9	16
Port Augusta 1	<5	16	19
Port Augusta 2	11	12	23
Port Lincoln 1	27	16	43
Port Lincoln 2	18	10	28
Other ²	<5	<5	6
Total	156	440	596
% of GSE/bus driver workforce	26.2%	73.8%	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.education.sa.gov.au/department/research-and-data/workforce-reports/workforce-profiles>