

DECD Government Services, Transport and Health Ancillary Workforce - Summary

Issue 5 – June 2016

Prepared by: HR Systems and Workforce Information, Human Resources & Workforce Development

The following is a profile of departmental employees (employed under the SA Government Services Award, SA Government Transport Workforce Award and SA Government Health Ancillary award) who were actively employed or on paid leave (unless otherwise stated) as at the last pay day in June 2016.

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 2016 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 “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 HRWD.

Overview

Key characteristics of the workforce include:

- 611 employees were employed by the department or 377.1 full time equivalents (FTEs).
- The average age of the workforce was 56 years, and 87.1% of the workforce were aged forty-five years and over.
- 152 or 24.9% worked full time and 459 or 75.1% were part time employees.
- This is the only major DECD workforce group where males dominate with only 14.9% of employees being female and 85.1% being male.
- 5 employees indicated that they were of Aboriginal descent. This represents 0.8% of the workforce. This is less than the state government strategic plan target of 2%.
- All employees were in the salary bracket of \$0 to \$57,599
- 9 employees were on unpaid leave (in addition to the 611 employees stated above).
- 87 employees separated during 2015/2016 (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.

FOR OFFICIAL USE ONLY - PUBLISHED

Comparison between 2012 and 2016 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, welfare support workers, handypersons, gardeners, technical studies support workers and cooks.

Table 1: Ancillary Workforce Demographics over last 5 years

Trend Over the Last 5 Years	Average	2012	2013	2014	2015	2016	% change since 2012
	618 Persons	631	609	622	618	611	-3.2%
	365.8 FTE	363.7	363.2	367.0	357.9	377.1	3.7%
	100 Females (Persons)	116	92	104	99	91	-21.6%
	518 Males (Persons)	515	517	518	519	520	1.0%
	149 Full-time (Persons)	152	151	146	144	152	0.0%
	469 Part-time (Persons)	479	458	476	474	459	-4.2%
	6 Aboriginal Employees	5	4	5	9	5	0.0%
	56 Average Age	55	56	56	56	56	2.1%

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

Notes:

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

Just over three quarters of ancillary employees (75.1%) 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 4.2% since 2012 while there has been no change to the number full-time employees.

Of employees who are part-time (459) further analysis shows:

- The majority (30.3%) are working between 0.3 and < 0.5 FTE, followed by those working between 0.10 to < 0.30 FTE (21.8%).
- Significantly fewer employees (3.5%) are working < 0.10 FTE while almost half (44.5%) are working 0.5 FTE or more.

Table 2: Part Time Ancillary Workforce by FTE grouping and Gender, June 2016²

FTE Grouping	Female	Male	Total	% of Total PT
< 0.10	6	10	16	3.5%
0.10 to < 0.30	19	81	100	21.8%
0.30 to < 0.50	26	113	139	30.3%
0.50 to < 0.70	21	72	93	20.3%
0.70 to < 0.98	11	100	111	24.2%
TOTAL	83	376	459	100.0%

² Excludes employees on leave without pay

FOR OFFICIAL USE ONLY - PUBLISHED

- The vast majority of Bus Drivers/Drivers (97.7%) are employed in a part time capacity as this is the nature of their employment.
- For Government Services employees one third are employed on a full time basis and two thirds are part time.
- All Health Ancillary employees are working part time.

Table 3: Ancillary Workforce by time worked and Classification, June 2016

Classification	Full-Time	% FT	Part-Time	% PT	% of FT/PT by Classification	
					% FT	% PT
Bus Driver / Driver	4	2.3%	167	97.7%	2.3%	97.7%
Government Services Employees	148	33.9%	289	66.1%	33.9%	66.1%
Health Ancillary Employees	0	0.0%	3	100.0%	0.0%	100.0%
TOTAL	152	24.9%	459	75.1%		

Age and Gender Profile

The average age of ancillary employees as has increased slightly over the reporting period from 55 years in 2012 to 56 years in 2016. At June 2016, the average age of females was 54 years and males were 56 years by comparison, the average age for the DECD workforce at June 2016 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 (22.9%) is aged between 60-64 years. Three in five employees (60.0%) in the ancillary workforce is aged 55 years or more which is significantly higher than other DECD workgroups.

At June 2016, males were prominent in all age brackets with the highest percentage aged between 60-64 years (23.3%). By comparison, the highest percentage of females was also aged between 60-64 years (20.9%).

Table 4: Ancillary Workforce Age Bracket by Gender, June 2016

Age Bracket	Female	Male	Total	% of Total	Gender Distribution	
					Female	Male
15-19	0	1	1	0.2%	0	1
20-24	1	4	5	0.8%	1	4
25-29	1	4	5	1.4%	1	4
30-34	4	6	10	1.6%	4	6
35-39	5	18	23	3.5%	5	18
40-44	8	27	35	5.7%	8	27
45-49	8	50	58	9.4%	8	50
50-54	14	92	106	17.3%	14	92
55-59	15	90	105	17.1%	15	90
60-64	19	121	140	22.9%	19	121
65+	16	107	123	20.0%	16	107
TOTAL	91	520	611	100.0%		

FOR OFFICIAL USE ONLY - PUBLISHED

Salary Profile

All ancillary employees (100.0%) recorded a salary between \$0 and \$57,599.

Table 5: Ancillary Workforce by Salary Bracket and Gender, June 2016³

Salary Bracket	Salary Bracket Numbers (including Gender)			
	Female	Male	Total	% of Total
\$0-\$57,599	91	520	611	100.0%
\$57,600-\$73,299	0	0	0	0.0%
\$73,300-\$93,799	0	0	0	0.0%
\$93,800-\$118,399	0	0	0	0.0%
\$118,400 plus	0	0	0	0.0%
TOTAL	91	520	611	100.0%

Temporary and Permanent Profile⁴

A total of 61.2% of the ancillary workforce was permanent in June 2016. Between 2012 and 2016 the percentage of the permanent ancillary workforce increased by 13.0%, while the temporary ancillary workforce has decreased by 15.3%.

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

Trend Over the Last 4 Years	Average		2012	2013	2014	2015	2016	% change since 2012
	259	Permanent (Persons)	247	239	265	267	279	13.0%
	198	Temporary (Persons)	209	216	200	190	177	-15.3%

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/departments/research-and-data/workforce-reports/workforce-profiles>

³ Note: Excludes employees on leave without pay

⁴ Includes employees on leave (including unpaid leave) but excludes claim paid employees.