

DECD School Sector Teaching Workforce - Summary

Issue 6 – June 2016

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The following is a profile of the DECD Teaching Workforce who were actively employed or on paid leave (unless otherwise stated) as at the last pay day in June 2016. The Teaching Workforce identified in this analysis is defined as all teachers and leaders employed by DECD under **the Education Act**.¹

The term **“Teaching Workforce”** used throughout this bulletin refers to all categories within the school sector only – leader, other leader, teacher, other.

Source: Data presented in this report is based on the June 2016 Workforce Information Collection prepared for the Department of the Premier and Cabinet. 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 HRMS system.

Permanent/Temporary profiles include employees on leave but 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).

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 teaching workforce include:

- The total DECD school sector teaching workforce was 17311 or 14525.3 full time equivalents (FTEs).
- The majority (79%) are working in a teaching capacity (category Teacher only).
- The average age of the teaching workforce was 45 years, and 51% are aged 45 and over, compared to 53.6% for the total DECD workforce. While those aged over 60 years continues to increase, those aged between 50 and 59 years has reduced from over one third to one quarter in the five year period.
- 10980 (63.4%) worked full time (≥ 0.98 FTE) and 6331 (36.6%) were part time employees. However the rate of change in the part time teaching workforce showed an increase of 10.7% compared to an increase of 0.4% for the full time teaching workforce over the period.
- Female employees made up 72.9% of employees while 27.1% were male. Since 2012 there has been a gradual decrease (-2.5% or 121 persons) in the total number of males in the teaching workforce.
- 713 employees were on unpaid leave (in addition to the 17311 employees stated above).
- 944 employees separated during 2015/2016 (including contract expired)²

¹ Unless otherwise stated, the classifications included in each teacher category are:

Leaders – Principal Bands, Permanent Relieving Principal

Other Leaders – Deputy Principals, Leader Bands, Coordinators, Senior Leaders, Seniors

Teacher – Advanced Skill Teacher, Itinerant Teacher, Permanent Relieving Teacher, School Teacher, Temporary Relieving Teacher, Highly Accomplished Teacher and Lead Teacher

Other – Education Act Negotiated Conditions, Hourly Paid Instructors, Seconded Teacher, Swimming Instructors.

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Comparison between 2012 and 2016 Employees

As indicated in the tables below the majority of the teaching workforce demographics show a gradual upward trend since 2012. The exceptions to this are the leadership group, males, average age and % aged 45 or over which have trended downwards.

Table 1: School Sector Teaching Workforce Demographics over the last 5 years

Trend Over the Last 5 Years	Average	2012	2013	2014	2015	2016	% change since 2012
	14018.4	13615	13777	13980	14291	14429	6.0%
	3012.8	3046	3112	3067	2957	2882	-5.4%
	17031.2	16661	16889	17047	17248	17311	3.9%
	14246.6	14058.7	14121.3	14217	14310.7	14525.33	3.3%
	12278.4	11851	12086	12278	12555	12622	6.5%
	4752.8	4810	4803	4769	4693	4689	-2.5%
	10909.4	10940	10865	10873	10889	10980	0.4%
	6121.8	5721	6024	6174	6359	6331	10.7%
	45.6	46	46	46	45	45	-2.2%
	0.5	58.9%	54.5%	54.6%	52.6%	51.0%	-13.4%

Table 2: School Sector Teaching Workforce by Temporary/Permanent over the last 5 years

Trend Over the Last 5 Years	Average	2012	2013	2014	2015	2016	% change since 2012
	11650.4	11887	11770	11578	11615	11402	-4.1%
	3652.8	3118	3404	3752	3848	4142	32.8%

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.

Age and Gender Profile

Almost 73% of the DECD teaching workforce is female. 51% of the teaching workforce is aged 45 years and above. This has declined slightly in 2016 which may be attributed in part to the gradual retirement of the post war baby boomers that historically had a significant impact on the structure of the workforce. By comparison 17.5% of the teaching workforce is aged less than 30 years at June 2016, increasing slightly in representation from June 2015.

There has been a significant increase in the number of the school sector teaching workforce aged 60 years and above over the last five years for both females (+29.5%) and males (+17.4%) showing clearly the ageing of the workforce.

In recent years the teaching workforce aged 50-59 years has reduced which may partly be due to a natural shift in the 60+ category, as well as a number choosing to leave the teaching workforce before the age of 60. Specifically, between 2012 and 2016 the proportion of the teaching workforce aged between 50-59 years has reduced by 29.6% (1708 persons). In 2012 this group represented over one third of the teaching workforce but in 2016 this had reduced to less than one quarter.

There has also been an increase in the number of the school sector teaching workforce aged less than 30 years over the last five years for both females (+21.6%) and males (+32.8%). Specifically, between 2012 and 2016 the proportion of the teaching workforce aged less than 30 years increased overall by 24.4% (592 persons).

² Some of these employees have a separation reason of "contract expired" and may be re-employed at a later stage

At June 2016, the average age of teachers only (category teacher only - excluding "others") was 44 years and leaders only (excluding other leaders) was 53 years compared to an average age of 45 years for the total school sector teaching workforce.

Table 3: School Sector Teaching Workforce by Age Group and Gender

Gender	Age Group	2012	2013	2014	2015	2016	% change since 2012
Female	<20	8	9	9	2	5	-37.5%
	20-24	579	628	648	663	628	8.5%
	25-29	1247	1329	1412	1527	1598	28.1%
	30-34	1118	1215	1251	1359	1427	27.6%
	35-39	1038	1047	1096	1157	1235	19.0%
	40-44	1129	1235	1284	1365	1359	20.4%
	45-49	1179	1165	1212	1274	1339	13.6%
	50-54	1749	1610	1447	1309	1238	-29.2%
	55-59	2236	2148	2042	1916	1762	-21.2%
	60-64	1209	1316	1449	1502	1455	20.3%
65+	359	384	428	481	576	60.4%	
	Total	11851	12086	12278	12555	12622	6.5%
Male	<20	4	7	5	2	2	-50.0%
	20-24	176	163	179	202	205	16.5%
	25-29	415	485	507	548	583	40.5%
	30-34	371	402	471	493	546	47.2%
	35-39	418	440	433	413	422	1.0%
	40-44	386	403	440	446	478	23.8%
	45-49	423	406	401	422	413	-2.4%
	50-54	626	557	492	445	413	-34.0%
	55-59	1154	1050	884	739	644	-44.2%
	60-64	623	675	699	709	687	10.3%
65+	214	215	258	274	296	38.3%	
	Total	4810	4803	4769	4693	4689	-2.5%

At June 2016, 62.9% of leaders (excluding other leaders) are females compared to 37.1% males. The distribution of male and female teachers (excluding others) (75% female, 25% male) aligns more closely with the overall gender distribution of the whole school sector teaching workforce (72.9% female, 27.1% male).

The age distribution by gender of the teaching workforce varies across the different categories. Overall the male teaching workforce has a higher proportion aged 50+ years than females (43.5% compared to 39.9% respectively).

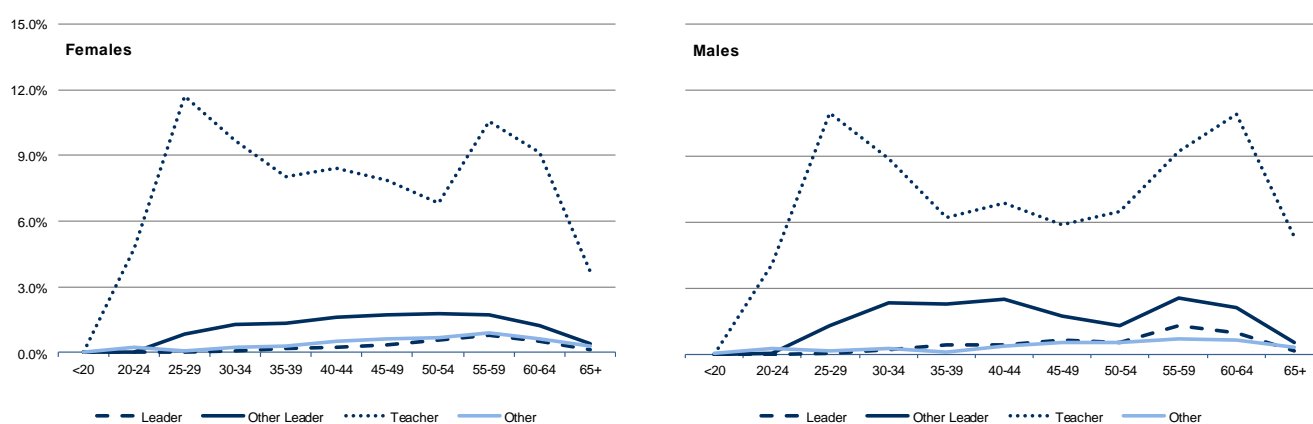
More specifically:

- For both females and males in leader roles (excluding other leaders) almost two in three employees are aged 50+ years (69.4% for females, 63% for males).
- Less than half (43.5%) of males employed across the different teaching workforce categories are aged 50+ years (63% leadership, 38.9% other leaders, 42.7% teachers, 55.2% others)
- Less than half of females in other leadership (42.8%) roles are aged 50+ years.

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Table 4: School Sector Teaching Workforce by Age Group, Gender and Category, June 2016

		<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Females	Leader	0	0	6	11	21	28	48	69	102	68	19	372
	Other Leader	0	3	107	163	167	203	220	222	217	155	52	1509
	Teacher	1	595	1474	1223	1010	1061	995	862	1331	1154	468	10174
	Other	4	30	11	30	37	67	76	85	112	78	37	567
	Total	5	628	1598	1427	1235	1359	1339	1238	1762	1455	576	12622
Males	Leader	0	0	1	9	20	21	30	24	61	46	7	219
	Other Leader	0	2	60	110	107	117	82	62	119	99	24	782
	Teacher	0	191	514	416	290	322	275	303	431	512	251	3505
	Other	2	12	8	11	5	18	26	24	33	30	14	183
	Total	2	205	583	546	422	478	413	413	644	687	296	4689

Figure 1: School Sector Teaching Workforce by Age Group, Gender and Category, June 2016

40.6% of the total school sector teaching workforce are located in primary schools, 22.7% in secondary schools, 13.6% in combined schools and 22.4% in Aboriginal, special schools and non-school locations. A further 0.7% of the school sector teaching workforce is located in Early Years sites.

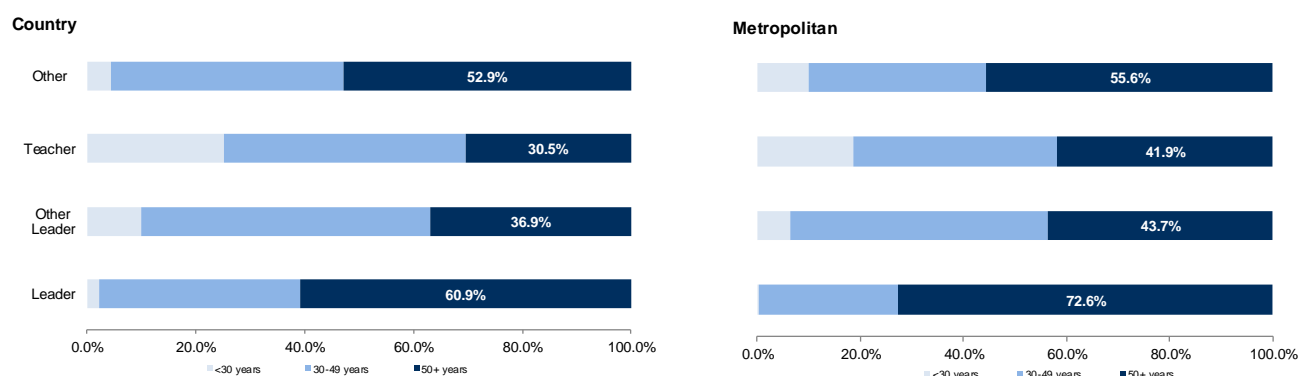
The age distribution of the total teaching workforce by school type is similar to the overall age distribution of the total teaching workforce whereby the age group 50+ years is dominant – 38.4% primary, 42.2% secondary, 34.5% combined and 47.9% in Aboriginal, special schools and non-school locations. By comparison the teaching workforce aged less than 30 years is 17.5% with a variance of + 4.4%, -0.9%.

Table 5: School Sector Teaching Workforce by Age Group and School Type, June 2016

	Early Years	Primary	Secondary	Combined	Other	TOTAL
<20	1	0	2	0	4	7
20-24	8	274	167	124	260	833
25-29	19	897	497	390	378	2181
30-34	13	851	493	307	309	1973
35-39	9	716	359	246	327	1657
40-44	19	810	375	258	375	1837
45-49	17	777	381	215	362	1752
50-54	17	643	434	205	352	1651
55-59	16	1016	569	280	525	2406
60-64	11	840	467	233	591	2142
65+	1	202	193	94	382	872
Total	131	7026	3937	2352	3865	17311

N.B. Early Years school type refers to teachers employed under the Education Act working in Early Years sites. It does not include Children's Services Act employees. Other schools include Aboriginal/Anangu Schools, Special Schools, Specialist Facilities, Support Services and Other site types.

Figure 2: School Sector Total Teaching Workforce by Metro/Country, Category and Age Grouping, June 2016



Full-time/Part-time Profile

Almost two thirds (63.4%) of the DECD School Sector Teaching Workforce is employed in a full time capacity ($\geq 0.98\text{FTE}$). Over the five years there has been a slight shift where the proportion of part time employees has increased from 34.3% to 36.6%.

There is a significant difference between the proportion of full time leaders (including leaders and other leaders) and teachers/others working full time. 98.6% of Leaders and 91.1% of other leaders are full time compared to only 58.1% of teachers and 47.9% of 'other' Education Act employees being full time.

Table 6: School Sector Teaching Workforce by Full Time/Part Time and Category

		2012	2013	2014	2015	2016	% change since 2012
Full Time (Persons)	Leader	625	602	597	591	583	-6.7%
	Other Leader	2214	2285	2242	2141	2086	-5.8%
	Teacher	7663	7590	7708	7780	7952	3.8%
	Other	438	388	326	377	359	-18.0%
	Total	10940	10865	10873	10889	10980	0.4%
	%Full Time	65.7%	64.3%	63.8%	63.1%	63.4%	-3.4%
Part Time (Persons)	Leader	5	8	6	9	8	60.0%
	Other Leader	202	217	222	216	205	1.5%
	Teacher	5097	5432	5532	5726	5727	12.4%
	Other	417	367	414	408	391	-6.2%
	Total	5721	6024	6174	6359	6331	10.7%
	%Part Time	34.3%	35.7%	36.2%	36.9%	36.6%	6.5%

Temporary and Permanent Profile

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.

Approximately three quarters (73.4%) of the total school sector teaching workforce is employed on a permanent basis. Of the permanent school sector teaching workforce (11402), the vast majority of employees are teachers only (73.9%), with only 5% of the permanent teaching workforce being Leaders only. Other leaders account for 18.4% and others 2.7% of the permanent school sector teaching workforce.

When considering permanent/temporary status by individual teaching category 94% of DECD Principals (leaders) are employed on a permanent basis compared to 73.4% of the total school sector teaching workforce.

The majority of the teaching workforce employed on a temporary basis are teachers in a teaching role (91.2%).

Table 7: School Sector Teaching Workforce by Permanent/Temporary and Category

		2012	2013	2014	2015	2016	% change since 2012
Permanent (Persons)	Leader	605	587	572	574	565	-6.6%
	Other Leader	2277	2310	2250	2140	2100	-7.8%
	Teacher	8595	8507	8451	8541	8429	-1.9%
	Other	410	366	305	360	308	-24.9%
	Total	11887	11770	11578	11615	11402	-4.1%
Temporary (Persons)	Leader	27	30	34	34	36	33.3%
	Other Leader	189	246	246	259	240	27.0%
	Teacher	2849	3085	3421	3492	3777	32.6%
	Other	53	43	51	63	89	67.9%
	Total	3118	3404	3752	3848	4142	32.8%

Classification Profile

79% of the total teaching workforce is made up of teachers only at various classification levels. Only 3.4% of the teaching workforce are Principals, with a further 13.2% in other leadership roles. The total leadership group consists of just under one fifth (16.6%) of the teaching workforce.

Swimming instructors are the largest group of other teachers employed by DECD (248 or 1.4% of the total school sector teaching workforce) followed closely by seconded teachers (235 or 1.4% of the total school sector teaching workforce). In total, 750 (4.3%) of the teaching workforce are employed in a non-teaching capacity.

A number of changes to the structure of the teaching workforce have been implemented in recent years which are reflected through changes in the overall workforce mix. In 2013 a major change was made to the leader classifications as part of the *South Australian School and Preschool Education Staff Enterprise Agreement 2012*, see notes attached to the following table.

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Table 8: School Sector Teaching Workforce by Classification

	Classification (as at 01/02/2013)	2012	2013	2014	2015	2016	% change since 2012
Leader ¹	Principal Band A-1	44	16	16	11	18	-59.1%
	Principal Band A-2	100	125	125	121	109	9.0%
	Principal Band A-3	155	140	143	144	142	-8.4%
	Principal Band A-4	120	109	102	112	104	-13.3%
	Principal Band A-5	98	92	91	91	97	-1.0%
	Principal Band A-6	48	60	58	53	53	10.4%
	Principal Band A-7	27	26	26	28	27	0.0%
	Principal Band A-8	18	18	18	17	17	-5.6%
	Principal Band A-9	20	23	23	23	24	20.0%
	Permanent Relieving Principal	0	1	1	0	0	NA
Total		630	609	603	600	591	-6.2%
Other Leader ²	Deputy Principal Band B-1	-	-	1	0	0	NA
	Deputy Principal Band B-2	139	125	133	138	147	5.8%
	Deputy Principal Band B-3	80	66	67	61	65	-18.8%
	Deputy Principal Band B-4	58	59	58	59	50	-13.8%
	Deputy Principal Band B-5	30	26	20	16	11	-63.3%
	Deputy Principal Band B-6	19	18	18	14	16	-15.8%
	Senior	83	71	60	44	36	-56.6%
	Leader Band B-0	386	88	17	4	4	-99.0%
	Leader Band B-1	1136	1484	1478	1363	1293	13.8%
	Leader Band B-2	170	208	241	286	306	80.0%
	Leader Band B-3	301	332	327	315	292	-3.0%
	Leader Band B-4	6	6	15	22	38	533.3%
	Leader Band B-5	8	19	26	29	27	237.5%
	Leader Band B-6	-	-	2	5	5	NA
	Permanent Relieving Leader	-	-	1	1	1	NA
Total		2416	2502	2464	2357	2291	-5.2%

¹. From 01/02/2013 onwards Leader classifications have changed.

Principal - PC01 translated to Principal Band A-1, Principal - PC02 translated to Principal Band A-2, Principal - PC03 translated to Principal Band A-3 and so on.

². From 01/02/2013 onwards Other Leader classifications have changed.

Coordinator Level 2 translated to Leader Band B-0, Coordinator Level 3 translated to Leader Band B-1.

Deputy Principal - PC01 translated to Deputy Principal Band B-2, Deputy Principal - PC02 translated to Deputy Principal Band B-3, Deputy Principal - PC03 translated to Deputy Principal Band B-4 and Deputy Principal - PC04 translated to Deputy Principal Band B-5.

Senior Leader Level 1 translated to Leader Band B-2, Senior Leader Level 2 translated to Leader Band B-3, Senior Leader Level 3 translated to Leader Band B-4 and Senior Leader Level 4 translated to Leader Band B-5.

Assistant Principal Levels were translated to Senior Leader levels in 2011 and then translated to Leader Band levels in 2013.

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Table 8: School Sector Teaching Workforce by Classification cont.

	Classification (as at 01/02/2013)	2012	2013	2014	2015	2016	% change since 2012
Teacher	Advanced Skills Teacher Level 2	250	322	372	428	450	80.0%
	Itinerant Teacher	4	4	4	4	4	0.0%
	Permanent Relieving Teacher	97	84	73	74	74	-23.7%
	Highly Accomplished Teacher - School	-	-	37	31	1	NA
	Lead Teacher - School	-	-	18	14	2	NA
	Teacher - School	10421	10524	10683	10865	11029	5.8%
	TRT - School	1988	2088	2053	2090	2119	6.6%
	Total	12760	13022	13240	13506	13679	7.2%
Other	Assistant Regional Director	19	16	-	-	-	NA
	Curriculum Superintendent	6	3	4	0	0	-100.0%
	District Improvement Coordinator	1	1	-	-	-	NA
	ED Act negotiated conditions	142	125	131	149	135	-4.9%
	Hourly Paid Instructor Class 2	1	1	1	1	9	NA
	Hourly Paid Instructor Class 3	76	44	69	65	47	-38.2%
	Hourly Paid Instructor Class 4	70	61	57	65	57	-18.6%
	Manager, Regional Services	20	22	19	0	0	-100.0%
	Regional Director	12	17	-	-	-	NA
	Education Director	-	-	-	-	19	NA
	Seconded Teacher Level 1	2	3	11	8	8	300.0%
	Seconded Teacher Level 2	121	105	66	146	143	18.2%
	Seconded Teacher Level 3	127	110	117	113	84	-33.9%
	Superintendent	6	3	4	0	0	-100.0%
Swimming Instructor	252	244	261	238	248	-1.6%	
	Total	855	755	740	785	750	-12.3%
TOTAL		16661	16888	17047	17248	17311	3.9%

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>