

# DECD School Sector Teaching Workforce – Summary

## Issue 7 – June 2017

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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 2017. The Teaching Workforce identified in this analysis is defined as all teachers and leaders employed by DECD under **the Education Act**.<sup>1</sup>

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 2017 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 17,518 or 14755.4 full time equivalents (FTEs).
- The majority (79.2%) are working in a teaching capacity (category Teacher only).
- The average age of the teaching workforce was 44 years, and 49.3% are aged 45 and over, compared to 53.2% for the total DECD workforce. While those aged over 60 years continues to slowly increase, those aged between 50 and 59 years has reduced from almost one third to almost one fifth in the five year period.
- 11092 (63.3%) worked full time ( $\geq 0.98$  FTE) and 6426 (36.7%) were part time employees. However the rate of change in the part time teaching workforce showed an increase of 6.7% compared to an increase of 2.1% for the full time teaching workforce over the period.

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<sup>1</sup> 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.



- Female employees made up 73.0% of employees while 27.0% were male. Despite yearly fluctuations, there has been an overall gradual decrease (-1.6% or 78 persons) in the total number of males in the teaching workforce since 2013.
- 670 employees were on unpaid leave (in addition to the 17518 employees stated above).
- 936 employees separated during 2016/2017 (including contract expired) <sup>2</sup>

## Comparison between 2013 and 2017 Employees

As indicated in the tables below the majority of the teaching workforce demographics show a gradual upward trend since 2013. The exceptions to this are with 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 |                                     | 2013    | 2014  | 2015    | 2016    | 2017    | % change since 2013 |
|-----------------------------|---------|-------------------------------------|---------|-------|---------|---------|---------|---------------------|
|                             | 14224.0 | Teachers and Others (Persons)       | 13777   | 13980 | 14291   | 14429   | 14643   | 6.3%                |
|                             | 2978.6  | Leaders and Other Leaders (Persons) | 3112    | 3067  | 2957    | 2882    | 2875    | -7.6%               |
|                             | 17202.6 | Total Teaching Workforce (Persons)  | 16889   | 17047 | 17248   | 17311   | 17518   | 3.7%                |
|                             | 14386.0 | Total FTE (Teachers and Leaders)    | 14121.3 | 14217 | 14310.7 | 14525.3 | 14755.4 | 4.5%                |
|                             | 12466.8 | Females (Persons)                   | 12086   | 12278 | 12555   | 12622   | 12793   | 5.8%                |
|                             | 4735.8  | Males (Persons)                     | 4803    | 4769  | 4693    | 4689    | 4725    | -1.6%               |
|                             | 10939.8 | Full-time (Persons)                 | 10865   | 10873 | 10889   | 10980   | 11092   | 2.1%                |
|                             | 6262.8  | Part-time (Persons)                 | 6024    | 6174  | 6359    | 6331    | 6426    | 6.7%                |
|                             | 45.2    | Average Age                         | 46      | 46    | 45      | 45      | 44      | -4.3%               |
|                             | 0.5     | % Aged 45 years and over            | 54.5%   | 54.6% | 52.6%   | 51.0%   | 49.0%   | -10.1%              |

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

| Trend Over the Last 5 Years | Average |                     | 2013  | 2014  | 2015  | 2016  | 2017  | % change since 2013 |
|-----------------------------|---------|---------------------|-------|-------|-------|-------|-------|---------------------|
|                             | 11522.8 | Permanent (Persons) | 11770 | 11578 | 11615 | 11402 | 11249 | -4.4%               |
|                             | 3953.2  | Temporary (Persons) | 3404  | 3752  | 3848  | 4142  | 4620  | 35.7%               |

*N.B. Includes employees on leave (excludes claim paid employees). The percentage shown above represents the change in totals between 2013 and 2017, 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

73.0% of the DECD teaching workforce is female. 49.3% of the teaching workforce is aged 45 years and above. Over the five year period, there has been a 10% reduction in the total proportion of the teaching workforce aged 45 years and over, declining again in 2017. This 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 18.2% of the teaching workforce is aged less than 30 years at June 2017, increasing slightly in representation from June 2016.

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 (+22.5%) and males (+8.5%) showing the ageing of the workforce.

<sup>2</sup> Some of these employees have a separation reason of "contract expired" and may be re-employed at a later stage  
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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 2013 and 2017 the proportion of the teaching workforce aged between 50-59 years has reduced by 29.1% (1560 persons). In 2013 this group represented almost one third of the teaching workforce but in 2017 this had reduced to slightly more than one fifth.

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 (+18.9%) and males (+29.2%). Specifically, between 2013 and 2017 the proportion of the teaching workforce aged less than 30 years increased overall by 21.4% (562 persons).

At June 2017, the average age of teachers only (category teacher only - excluding "others") was 44 years and leaders only (excluding other leaders) was 52 years compared to an average age of 44 years for the total school sector teaching workforce.

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

| Gender        | Age Group    | 2013         | 2014         | 2015         | 2016         | 2017         | % change since 2013 |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|
| <b>Female</b> | <20          | 9            | 9            | 2            | 5            | 7            | -22.2%              |
|               | 20-24        | 628          | 648          | 663          | 628          | 661          | 5.3%                |
|               | 25-29        | 1329         | 1412         | 1527         | 1598         | 1669         | 25.6%               |
|               | 30-34        | 1215         | 1251         | 1359         | 1427         | 1478         | 21.6%               |
|               | 35-39        | 1047         | 1096         | 1157         | 1235         | 1367         | 30.6%               |
|               | 40-44        | 1235         | 1284         | 1365         | 1359         | 1355         | 9.7%                |
|               | 45-49        | 1165         | 1212         | 1274         | 1339         | 1365         | 17.2%               |
|               | 50-54        | 1610         | 1447         | 1309         | 1238         | 1191         | -26.0%              |
|               | 55-59        | 2148         | 2042         | 1916         | 1762         | 1617         | -24.7%              |
|               | 60-64        | 1316         | 1449         | 1502         | 1455         | 1495         | 13.6%               |
| 65+           | 384          | 428          | 481          | 576          | 588          | 53.1%        |                     |
|               | <b>Total</b> | <b>12086</b> | <b>12278</b> | <b>12555</b> | <b>12622</b> | <b>12793</b> | <b>5.8%</b>         |
| <b>Male</b>   | <20          | 7            | 5            | 2            | 2            | 4            | -42.9%              |
|               | 20-24        | 163          | 179          | 202          | 205          | 195          | 19.6%               |
|               | 25-29        | 485          | 507          | 548          | 583          | 647          | 33.4%               |
|               | 30-34        | 402          | 471          | 493          | 546          | 558          | 38.8%               |
|               | 35-39        | 440          | 433          | 413          | 422          | 443          | 0.7%                |
|               | 40-44        | 403          | 440          | 446          | 478          | 495          | 22.8%               |
|               | 45-49        | 406          | 401          | 422          | 413          | 420          | 3.4%                |
|               | 50-54        | 557          | 492          | 445          | 413          | 426          | -23.5%              |
|               | 55-59        | 1050         | 884          | 739          | 644          | 571          | -45.6%              |
|               | 60-64        | 675          | 699          | 709          | 687          | 647          | -4.1%               |
| 65+           | 215          | 258          | 274          | 296          | 319          | 48.4%        |                     |
|               | <b>Total</b> | <b>4803</b>  | <b>4769</b>  | <b>4693</b>  | <b>4689</b>  | <b>4725</b>  | <b>-1.6%</b>        |

At June 2017, 62.4% of leaders (excluding other leaders) are females compared to 37.6% males. The distribution of male and female teachers (excluding others) (74.3% female, 25.7% male) aligns more closely with the overall gender distribution of the whole school sector teaching workforce (73% female, 27% 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 (41.5% compared to 38.2% respectively).



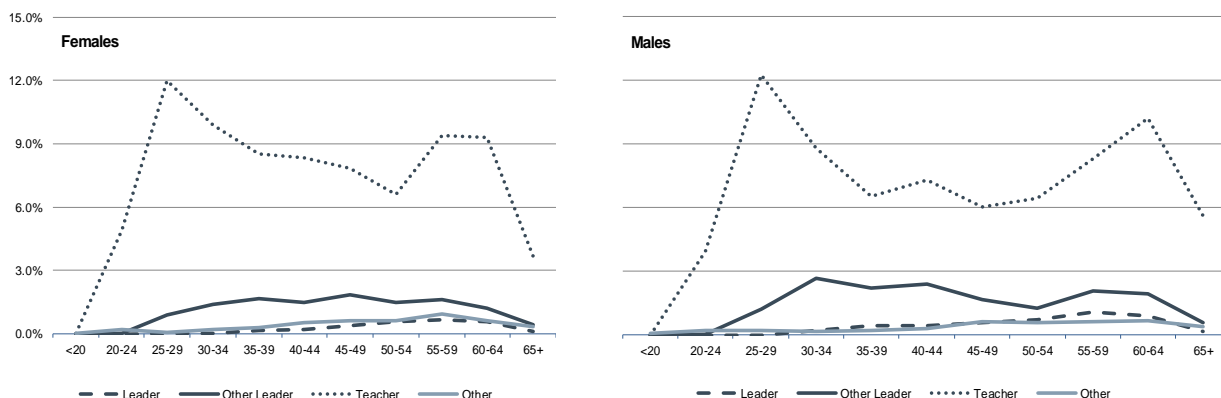
More specifically:

- For both females and males in leader roles (excluding other leaders) almost two in three employees are aged 50+ years (69.7% for females, 63% for males).
- While less than half (41.5%) of males employed across the different teaching workforce categories are aged 50+ years, there are some variations for the specific categories – 63.0% leadership, 36.5% other leaders, 40.5% teachers and 56.6% others.
- By comparison, 69.7% of females in leadership roles are aged 50+ years, 39.3% for other leadership, 36% for teachers and 55.7% for others.

**Table 4: School Sector Teaching Workforce by Age Group, Gender and Category, June 2017**

|                |              | <20      | 20-24      | 25-29       | 30-34       | 35-39       | 40-44       | 45-49       | 50-54       | 55-59       | 60-64       | 65+        | Total        |
|----------------|--------------|----------|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|------------|--------------|
| <b>Females</b> | Leader       | 0        | 0          | 5           | 5           | 21          | 27          | 48          | 71          | 87          | 71          | 15         | 350          |
|                | Other Leader | 0        | 5          | 115         | 181         | 215         | 193         | 235         | 193         | 208         | 153         | 57         | 1555         |
|                | Teacher      | 1        | 631        | 1537        | 1265        | 1093        | 1068        | 1003        | 846         | 1204        | 1192        | 474        | 10314        |
|                | Other        | 6        | 25         | 12          | 27          | 38          | 67          | 79          | 81          | 118         | 79          | 42         | 574          |
|                | <b>Total</b> | <b>7</b> | <b>661</b> | <b>1669</b> | <b>1478</b> | <b>1367</b> | <b>1355</b> | <b>1365</b> | <b>1191</b> | <b>1617</b> | <b>1495</b> | <b>588</b> | <b>12793</b> |
| <b>Males</b>   | Leader       | 0        | 0          | 0           | 9           | 20          | 21          | 28          | 34          | 50          | 42          | 7          | 211          |
|                | Other Leader | 0        | 1          | 58          | 126         | 105         | 114         | 78          | 60          | 98          | 91          | 28         | 759          |
|                | Teacher      | 0        | 185        | 580         | 415         | 309         | 346         | 285         | 304         | 393         | 483         | 266        | 3566         |
|                | Other        | 4        | 9          | 9           | 8           | 9           | 14          | 29          | 28          | 30          | 31          | 18         | 189          |
|                | <b>Total</b> | <b>4</b> | <b>195</b> | <b>647</b>  | <b>558</b>  | <b>443</b>  | <b>495</b>  | <b>420</b>  | <b>426</b>  | <b>571</b>  | <b>647</b>  | <b>319</b> | <b>4725</b>  |

**Figure 1: School Sector Teaching Workforce by Age Group, Gender and Category, June 2017**



41.5% of the total school sector teaching workforce are located in primary schools, 22.6% in secondary schools, 13.9% in combined schools and 21.2% in Aboriginal, special schools and non-school locations. A further 0.8% 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 – 36.7% primary, 40.6% secondary, 32.9% combined and 46.6% in Aboriginal, special schools and non-school locations. By comparison the teaching workforce aged less than 30 years is 18.2% with a variance of +4.1%, -1.9%.

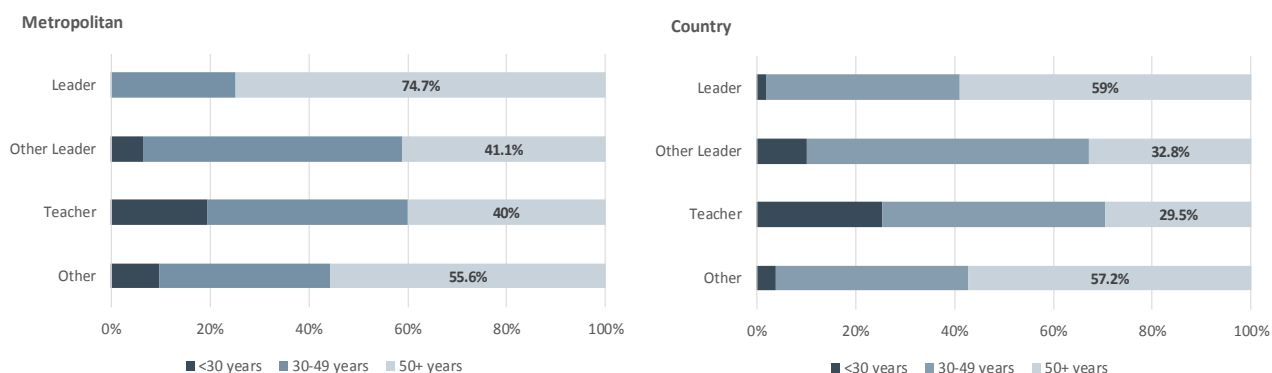


**Table 5: School Sector Teaching Workforce by Age Group and School Type, June 2017**

|              | Early Years | Primary     | Secondary   | Combined    | Other       | TOTAL        |
|--------------|-------------|-------------|-------------|-------------|-------------|--------------|
| <20          | 0           | 0           | 7           | 1           | 3           | 11           |
| 20-24        | 9           | 331         | 141         | 152         | 223         | 856          |
| 25-29        | 16          | 974         | 558         | 390         | 378         | 2316         |
| 30-34        | 19          | 863         | 511         | 321         | 322         | 2036         |
| 35-39        | 13          | 828         | 372         | 293         | 304         | 1810         |
| 40-44        | 20          | 837         | 382         | 240         | 371         | 1850         |
| 45-49        | 13          | 767         | 385         | 238         | 382         | 1785         |
| 50-54        | 21          | 684         | 400         | 197         | 315         | 1617         |
| 55-59        | 14          | 873         | 545         | 257         | 499         | 2188         |
| 60-64        | 12          | 883         | 453         | 253         | 541         | 2142         |
| 65+          | 3           | 226         | 209         | 93          | 376         | 907          |
| <b>Total</b> | <b>140</b>  | <b>7266</b> | <b>3963</b> | <b>2435</b> | <b>3714</b> | <b>17518</b> |

*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 2017**



### Full-time/Part-time Profile

Almost two thirds (63.3%) 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 35.7% to 36.7%.

There is a significant difference between the proportion of full time leaders (including leaders and other leaders) and teachers/others working full time. 99.5% of Leaders and 91.5% of other leaders are full time compared to only 58.0% of teachers and 48.2% of 'other' Education Act employees being full time.



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

|                            |              | 2013         | 2014         | 2015         | 2016         | 2017         | % change since 2013 |
|----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|
| <b>Full Time (Persons)</b> | Leader       | 602          | 597          | 591          | 583          | 558          | -7.3%               |
|                            | Other Leader | 2285         | 2242         | 2141         | 2086         | 2117         | -7.4%               |
|                            | Teacher      | 7590         | 7708         | 7780         | 7952         | 8049         | 6.0%                |
|                            | Other        | 388          | 326          | 377          | 359          | 368          | -5.2%               |
|                            | <b>Total</b> | <b>10865</b> | <b>10873</b> | <b>10889</b> | <b>10980</b> | <b>11092</b> | <b>2.1%</b>         |
| <b>% Full Time</b>         |              | <b>64.3%</b> | <b>63.8%</b> | <b>63.1%</b> | <b>63.4%</b> | <b>63.3%</b> | <b>-1.6%</b>        |
| <b>Part Time (Persons)</b> | Leader       | 8            | 6            | 9            | 8            | 3            | -62.5%              |
|                            | Other Leader | 217          | 222          | 216          | 205          | 197          | -9.2%               |
|                            | Teacher      | 5432         | 5532         | 5726         | 5727         | 5831         | 7.3%                |
|                            | Other        | 367          | 414          | 408          | 391          | 395          | 7.6%                |
|                            | <b>Total</b> | <b>6024</b>  | <b>6174</b>  | <b>6359</b>  | <b>6331</b>  | <b>6426</b>  | <b>6.7%</b>         |
| <b>% Part Time</b>         |              | <b>35.7%</b> | <b>36.2%</b> | <b>36.9%</b> | <b>36.6%</b> | <b>36.7%</b> | <b>2.9%</b>         |

### 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 2017 has been included in this analysis to give a more accurate representation of the total permanent/temporary profile.

Over seventy percent (70.9%) of the total school sector teaching workforce is employed on a permanent basis. Of the permanent school sector teaching workforce (11249), the vast majority of employees are teachers only (73.9%), with only 4.7% of the permanent teaching workforce being Leaders only. Other leaders account for 18.7% and others 2.7% of the permanent school sector teaching workforce.

When considering permanent/temporary status by individual teaching category 92.7% of DECD Principals (leaders) are employed on a permanent basis compared to 70.9% of the total school sector teaching workforce.

The majority of the teaching workforce employed on a temporary basis is teachers in a teaching role (91.3%).

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

|                            |              | 2013         | 2014         | 2015         | 2016         | 2017         | % change since 2013 |
|----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|
| <b>Permanent (Persons)</b> | Leader       | 587          | 572          | 574          | 565          | 524          | -10.7%              |
|                            | Other Leader | 2310         | 2250         | 2140         | 2100         | 2100         | -9.1%               |
|                            | Teacher      | 8507         | 8451         | 8541         | 8429         | 8316         | -2.2%               |
|                            | Other        | 366          | 305          | 360          | 308          | 309          | -15.6%              |
|                            | <b>Total</b> | <b>11770</b> | <b>11578</b> | <b>11615</b> | <b>11402</b> | <b>11249</b> | <b>-4.4%</b>        |
| <b>Temporary (Persons)</b> | Leader       | 30           | 34           | 34           | 36           | 41           | 36.7%               |
|                            | Other Leader | 246          | 246          | 259          | 240          | 265          | 7.7%                |
|                            | Teacher      | 3085         | 3421         | 3492         | 3777         | 4219         | 36.8%               |
|                            | Other        | 43           | 51           | 63           | 89           | 95           | 120.9%              |
|                            | <b>Total</b> | <b>3404</b>  | <b>3752</b>  | <b>3848</b>  | <b>4142</b>  | <b>4620</b>  | <b>35.7%</b>        |

## Classification Profile

79.2% of the total teaching workforce is made up of teachers only at various classification levels. Only 3.2% of the teaching workforce is Principals, with a further 13.2% in other leadership roles. The total leadership group consists of just under one fifth (16.4%) of the teaching workforce.

Swimming instructors are the largest group of other teachers employed by DECD (249 or 1.4% of the total school sector teaching workforce) followed closely by seconded teachers (235 or 1.3% of the total school sector teaching workforce). In total, 763 (4.4%) of the teaching workforce are employed in a non-teaching capacity.

**Table 8: School Sector Teaching Workforce by Classification**

|                     | Classification (as at 01/02/2013)    | 2013         | 2014         | 2015         | 2016         | 2017         | % change since 2013 |
|---------------------|--------------------------------------|--------------|--------------|--------------|--------------|--------------|---------------------|
| <b>Leader</b>       | Principal Band A-1                   | 16           | 16           | 11           | 18           | 10           | -37.5%              |
|                     | Principal Band A-2                   | 125          | 125          | 121          | 109          | 94           | -24.8%              |
|                     | Principal Band A-3                   | 140          | 143          | 144          | 142          | 140          | 0.0%                |
|                     | Principal Band A-4                   | 109          | 102          | 112          | 104          | 99           | -9.2%               |
|                     | Principal Band A-5                   | 92           | 91           | 91           | 97           | 89           | -3.3%               |
|                     | Principal Band A-6                   | 60           | 58           | 53           | 53           | 51           | -15.0%              |
|                     | Principal Band A-7                   | 26           | 26           | 28           | 27           | 33           | 26.9%               |
|                     | Principal Band A-8                   | 18           | 18           | 17           | 17           | 18           | 0.0%                |
|                     | Principal Band A-9                   | 23           | 23           | 23           | 24           | 27           | 17.4%               |
|                     | Permanent Relieving Principal        | 1            | 1            | 0            | 0            | 0            | -100.0%             |
|                     | <b>Total</b>                         | <b>609</b>   | <b>603</b>   | <b>600</b>   | <b>591</b>   | <b>561</b>   | <b>-7.9%</b>        |
| <b>Other Leader</b> | Deputy Principal Band B-1            | -            | 1            | 0            | 0            | 0            | NA                  |
|                     | Deputy Principal Band B-2            | 125          | 133          | 138          | 147          | 137          | 9.6%                |
|                     | Deputy Principal Band B-3            | 66           | 67           | 61           | 65           | 69           | 4.5%                |
|                     | Deputy Principal Band B-4            | 59           | 58           | 59           | 50           | 59           | 0.0%                |
|                     | Deputy Principal Band B-5            | 26           | 20           | 16           | 11           | 14           | -46.2%              |
|                     | Deputy Principal Band B-6            | 18           | 18           | 14           | 16           | 14           | -22.2%              |
|                     | Senior                               | 71           | 60           | 44           | 36           | 34           | -52.1%              |
|                     | Leader Band B-0                      | 88           | 17           | 4            | 4            | 1            | -98.9%              |
|                     | Leader Band B-1                      | 1484         | 1478         | 1363         | 1293         | 1260         | -15.1%              |
|                     | Leader Band B-2                      | 208          | 241          | 286          | 306          | 382          | 83.7%               |
|                     | Leader Band B-3                      | 332          | 327          | 315          | 292          | 277          | -16.6%              |
|                     | Leader Band B-4                      | 6            | 15           | 22           | 38           | 39           | 550.0%              |
|                     | Leader Band B-5                      | 19           | 26           | 29           | 27           | 22           | 15.8%               |
|                     | Leader Band B-6                      | -            | 2            | 5            | 5            | 6            | NA                  |
|                     | Permanent Relieving Leader           | -            | 1            | 1            | 1            | 0            | NA                  |
|                     | <b>Total</b>                         | <b>2502</b>  | <b>2464</b>  | <b>2357</b>  | <b>2291</b>  | <b>2314</b>  | <b>-7.5%</b>        |
| <b>Teacher</b>      | Advanced Skills Teacher Level 2      | 322          | 372          | 428          | 450          | 493          | 53.1%               |
|                     | Itinerant Teacher                    | 4            | 4            | 4            | 4            | 4            | 0.0%                |
|                     | Permanent Relieving Teacher          | 84           | 73           | 74           | 74           | 65           | -22.6%              |
|                     | Highly Accomplished Teacher - School | -            | 37           | 31           | 1            | 23           | NA                  |
|                     | Lead Teacher - School                | -            | 18           | 14           | 2            | 8            | NA                  |
|                     | Teacher - School                     | 10524        | 10683        | 10865        | 11029        | 11328        | 7.6%                |
|                     | TRT - School                         | 2088         | 2053         | 2090         | 2119         | 1959         | -6.2%               |
|                     | <b>Total</b>                         | <b>13022</b> | <b>13240</b> | <b>13506</b> | <b>13679</b> | <b>13880</b> | <b>6.6%</b>         |

**Table 8: School Sector Teaching Workforce by Classification cont.**

|              | Classification (as at 01/02/2013) | 2013         | 2014         | 2015         | 2016         | 2017         | % change since 2013 |
|--------------|-----------------------------------|--------------|--------------|--------------|--------------|--------------|---------------------|
| <b>Other</b> | Assistant Regional Director       | 16           | -            | -            | -            | -            | NA                  |
|              | Curriculum Superintendent         | 3            | 4            | 0            | 0            | 0            | -100.0%             |
|              | District Improvement Coordinator  | 1            | -            | -            | -            | -            | NA                  |
|              | ED Act negotiated conditions      | 125          | 131          | 149          | 135          | 149          | 19.2%               |
|              | Hourly Paid Instructor Class 2    | 1            | 1            | 1            | 9            | 9            | 800.0%              |
|              | Hourly Paid Instructor Class 3    | 44           | 69           | 65           | 47           | 46           | 4.5%                |
|              | Hourly Paid Instructor Class 4    | 61           | 57           | 65           | 57           | 56           | -8.2%               |
|              | Manager, Regional Services        | 22           | 19           | 0            | 0            | 0            | -100.0%             |
|              | Regional Director                 | 17           | -            | -            | -            | -            | NA                  |
|              | Education Director                | -            | -            | -            | 19           | 19           | NA                  |
|              | Seconded Teacher Level 1          | 3            | 11           | 8            | 8            | 6            | 100.0%              |
|              | Seconded Teacher Level 2          | 105          | 66           | 146          | 143          | 122          | 16.2%               |
|              | Seconded Teacher Level 3          | 110          | 117          | 113          | 84           | 107          | -2.7%               |
|              | Superintendent                    | 3            | 4            | 0            | 0            | 0            | -100.0%             |
|              | Swimming Instructor               | 244          | 261          | 238          | 248          | 249          | 2.0%                |
|              |                                   | <b>Total</b> | <b>755</b>   | <b>740</b>   | <b>785</b>   | <b>750</b>   | <b>763</b>          |
| <b>TOTAL</b> |                                   | <b>16888</b> | <b>17047</b> | <b>17248</b> | <b>17311</b> | <b>17518</b> | <b>3.7%</b>         |

## Portfolio Profile

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

**Table 9 School Sector Teaching Workforce Characteristics by Portfolio**

| Portfolio   | FTE            | Persons      | Full-time    | Part-time    | Female       | Male         | ATSI        | Average age     | <30 years    | 30-49 years  | 50+ years    |
|---|----------------|--------------|--------------|--------------|--------------|--------------|-------------|-----------------|--------------|--------------|--------------|
| Berri   | 373.9          | 418          | 290          | 128          | 313          | 105          | <5          | 42              | 81           | 213          | 124          |
| Felixstow 1   | 970.8          | 1072         | 763          | 309          | 807          | 265          | <5          | 45              | 177          | 433          | 462          |
| Felixstow 2   | 1003.6         | 1116         | 796          | 320          | 796          | 320          | 7           | 46              | 183          | 435          | 498          |
| Flinders Park 1   | 486.5          | 530          | 406          | 124          | 391          | 139          | 11          | 44              | 94           | 215          | 221          |
| Flinders Park 2   | 999.6          | 1139         | 751          | 388          | 815          | 324          | 8           | 46              | 156          | 490          | 493          |
| Gawler  | 612.2          | 685          | 470          | 215          | 512          | 173          | <5          | 44              | 125          | 301          | 259          |
| Kadina  | 355.8          | 395          | 281          | 114          | 280          | 115          | <5          | 42              | 87           | 185          | 123          |
| Mount Barker 1  | 607.6          | 690          | 461          | 229          | 504          | 186          | 6           | 46              | 86           | 315          | 289          |
| Mount Barker 2  | 908.5          | 1017         | 700          | 317          | 722          | 295          | <5          | 46              | 162          | 410          | 445          |
| Mount Gambier   | 506.3          | 571          | 380          | 191          | 429          | 142          | 5           | 42              | 105          | 297          | 169          |
| Murray Bridge   | 505.5          | 572          | 388          | 184          | 449          | 123          | 12          | 43              | 125          | 255          | 192          |
| Noarlunga 1   | 697.3          | 782          | 550          | 232          | 575          | 207          | <5          | 44              | 131          | 354          | 297          |
| Noarlunga 2   | 860.4          | 949          | 681          | 268          | 673          | 276          | 10          | 45              | 136          | 433          | 380          |
| Para Hills 1  | 704.9          | 774          | 573          | 201          | 579          | 195          | 9           | 42              | 189          | 343          | 242          |
| Para Hills 2  | 776.2          | 847          | 660          | 187          | 645          | 202          | 6           | 42              | 190          | 391          | 266          |
| Para Hills 3  | 989.0          | 1088         | 808          | 280          | 794          | 294          | 6           | 43              | 218          | 498          | 372          |
| Para Hills 4  | 593.0          | 654          | 475          | 179          | 484          | 170          | 7           | 45              | 112          | 282          | 260          |
| Port Lincoln  | 427.2          | 485          | 328          | 157          | 356          | 129          | 5           | 42              | 97           | 263          | 125          |
| Port Pirie  | 301.3          | 333          | 240          | 93           | 248          | 85           | <5          | 42              | 77           | 148          | 108          |
| Whyalla   | 545.0          | 579          | 489          | 90           | 410          | 169          | 14          | 39              | 196          | 240          | 143          |
| Other <sup>3</sup>                                      | 1531.1         | 2822         | 602          | 2220         | 2011         | 811          | 23          | 48              | 456          | 980          | 1386         |
| <b>TOTAL</b>  | <b>14755.4</b> | <b>17518</b> | <b>11092</b> | <b>6426</b>  | <b>12793</b> | <b>4725</b>  | <b>147</b>  | <b>NA</b>       | <b>3183</b>  | <b>7481</b>  | <b>6854</b>  |
| <b>% or average of school sector teaching workforce</b> | <b>702.6</b>   | <b>834</b>   | <b>63.3%</b> | <b>36.7%</b> | <b>73.0%</b> | <b>27.0%</b> | <b>0.8%</b> | <b>44 years</b> | <b>18.2%</b> | <b>42.7%</b> | <b>39.1%</b> |

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

<sup>3</sup> Other includes Administrative and Educational locations that are non-school or preschool sites.





**Table 10 School Sector Teaching Workforce by Portfolio and employment characteristics**

| <b>Portfolio</b>                             | <b>Permanent</b> | <b>Temporary</b> | <b>Separations</b> | <b>Unpaid leave</b> |
|--|------------------|------------------|--------------------|---------------------|
| Berri  | 321              | 113              | 25                 | 16                  |
| Felixstow 1                                  | 772              | 325              | 56                 | 26                  |
| Felixstow 2                                  | 793              | 355              | 60                 | 48                  |
| Flinders Park 1                              | 404              | 161              | 31                 | 38                  |
| Flinders Park 2                              | 804              | 376              | 57                 | 44                  |
| Gawler                                       | 480              | 221              | 26                 | 17                  |
| Kadina                                       | 305              | 108              | 20                 | 19                  |
| Mount Barker 1                               | 494              | 213              | 33                 | 19                  |
| Mount Barker 2                               | 780              | 269              | 54                 | 37                  |
| Mount Gambier                                | 413              | 173              | 31                 | 18                  |
| Murray Bridge                                | 384              | 206              | 33                 | 21                  |
| Noarlunga 1                                  | 546              | 254              | 41                 | 22                  |
| Noarlunga 2                                  | 706              | 268              | 56                 | 32                  |
| Para Hills 1                                 | 537              | 259              | 34                 | 27                  |
| Para Hills 2                                 | 607              | 259              | 36                 | 25                  |
| Para Hills 3                                 | 813              | 303              | 55                 | 42                  |
| Para Hills 4                                 | 488              | 182              | 50                 | 24                  |
| Port Lincoln                                 | 367              | 150              | 29                 | 33                  |
| Port Pirie                                   | 257              | 99               | 14                 | 23                  |
| Whyalla                                      | 416              | 195              | 28                 | 40                  |
| Other <sup>3</sup>                           | 562              | 131              | 167                | 99                  |
| <b>TOTAL</b>                                 | <b>11249</b>     | <b>4620</b>      | <b>936</b>         | <b>670</b>          |
| <b>% of school sector teaching workforce</b> | <b>70.9%</b>     | <b>29.1%</b>     | <b>NA</b>          | <b>NA</b>           |

<sup>3</sup> Other includes Administrative and Educational locations that are non-school or preschool sites.



**Table 11 School Sector Teaching Workforce by Portfolio and Employment Category**

| Portfolio                                    | Leader      | Other Leader | Teacher      | Other       | TOTAL        |
|--|-------------|--------------|--------------|-------------|--------------|
| Berri  | 24          | 73           | 321          | 0           | 418          |
| Felixstow 1                                  | 26          | 137          | 908          | <5          | 1072         |
| Felixstow 2                                  | 26          | 179          | 895          | 16          | 1116         |
| Flinders Park 1                              | 25          | 79           | 418          | 8           | 530          |
| Flinders Park 2                              | 31          | 175          | 930          | <5          | 1139         |
| Gawler                                       | 37          | 115          | 532          | <5          | 685          |
| Kadina                                       | 23          | 72           | 299          | <5          | 395          |
| Mount Barker 1                               | 35          | 89           | 564          | <5          | 690          |
| Mount Barker 2                               | 25          | 169          | 817          | 6           | 1017         |
| Mount Gambier                                | 33          | 90           | 445          | <5          | 571          |
| Murray Bridge                                | 30          | 85           | 454          | <5          | 572          |
| Noarlunga 1                                  | 25          | 122          | 631          | <5          | 782          |
| Noarlunga 2                                  | 26          | 132          | 784          | 7           | 949          |
| Para Hills 1                                 | 25          | 122          | 622          | 5           | 774          |
| Para Hills 2                                 | 24          | 130          | 687          | 6           | 847          |
| Para Hills 3                                 | 25          | 183          | 865          | 15          | 1088         |
| Para Hills 4                                 | 27          | 102          | 516          | 9           | 654          |
| Port Lincoln                                 | 27          | 76           | 381          | <5          | 485          |
| Port Pirie                                   | 21          | 56           | 256          | 0           | 333          |
| Whyalla                                      | 33          | 101          | 437          | 8           | 579          |
| Other <sup>3</sup>                           | 13          | 27           | 2118         | 664         | 2822         |
| <b>TOTAL</b>                                 | <b>561</b>  | <b>2314</b>  | <b>13880</b> | <b>763</b>  | <b>17518</b> |
| <b>% of school sector teaching workforce</b> | <b>3.2%</b> | <b>13.2%</b> | <b>79.2%</b> | <b>4.4%</b> | <b>100%</b>  |

<sup>3</sup> 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/departments/research-and-data/workforce-reports/workforce-profiles>

