

Department for Education workforce profile

Issue 9 – Workforce as at June 2019

Prepared by: Workforce Reporting & Analytics, System Performance Division

The following is a profile of Department for Education employees who were actively employed or on paid leave (unless otherwise stated) as at the last pay day in June 2019.

Source: Data presented in this report is based on the June 2019 Workforce Information Collection prepared for the Office for the Commissioner for Public Sector Employment (OCPSE). A series of adjustments are undertaken in relation to the data to comply with OCPSE reporting rules. Therefore totals may vary from other internal Department for Education publications sourced directly from human resources records.

Notes:

Where the term “other groups” is used within this document specific to Education Act employees, this includes relief teachers, hourly paid instructors (HPIs), Education Act negotiated conditions and seconded teachers.

Where the term “other groups” is used within this document specific to Children’s Services Act employees, this includes relief teachers.

“Full time” employees are those who work 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 Aboriginal and/or Torres Strait Islander descent.

As part of the requirement to ensure confidentiality in departmental reporting, where relevant, the Commissioner for Children and Young People position has been reported as a Public Sector Act position.

Permanency rates: If relevant, bus drivers, hourly paid instructors, swimming instructors, temporary relief teachers and other claim paid employees are not included. The workforce on unpaid leave as at 30 June 2019 has been included to give a more inclusive representation of the workforce. Therefore, data provided for this profile may vary from other departmental publications.

More detailed workforce information provided over the last five years is located on the DataSA website at the link below.

<https://data.sa.gov.au/data/dataset?organization=dept-for-education>

Overview

Key characteristics of the workforce include:

- 31,157 employees were employed by Department for Education or 24,665.6 full time equivalents (FTEs).
- Employees appointed under the *Education Act* account for the largest number of employees in the department (86.0%), followed by *Children's Services Act* (6.6%), *Public Sector Act* (5.6%), *SA Government Services Award* and *SA Government Transport Workers' Award* (1.8%).
- The average age of the workforce was 45 years. Just over half (50.7%) of the workforce were aged forty-five years and over.
- 15,034 or 48% worked full time and 16,123 or 52% were part time employees.
- Female employees made up 78% of employees, while 22% were male.
- 776 employees indicated that they were of Aboriginal descent. This represents 2.5% of all Department for Education employees.
- 1,130 employees were on unpaid leave (in addition to the 31,157 employees stated above).
- 1,825 employees ceased working for the department (separated) during 2018/2019 (including contract expired).¹ This represents a 94.5% retention rate for the financial year.

Department for Education workforce characteristics by employment category

Employment Category	Male	Female	Other	ATSI	Average age	Age Group					
						<20	20-29	30-39	40-49	50-59	60+
Public Sector Act (total)	397	1340	<5	52	45	<5	158	469	497	416	197
Children's Services Act (total)	34	2007	<5	52	46	7	206	423	602	532	272
Preschool directors	<5	299	-	9	49	0	14	45	101	90	52
Early childhood workers	18	1073	-	32	45	7	86	232	358	303	106
Preschool teachers (including temporary relief teachers)	13	635	-	11	45	0	106	146	143	139	114
Education Act (total)	6061	20728	<5	664	44	109	4554	5862	6255	5864	4148
School Sector Principals	213	357	-	6	52	0	<5	57	151	211	148
School sector other leaders (deputy principals, seniors, band B leaders)	791	1621	-	19	45	0	183	742	688	513	286
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	3590	10751	-	113	43	0	3157	3560	2774	2436	2416
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	222	655	-	11	49	15	61	114	214	285	188
School services officers	1162	7083	-	171	45	88	1077	1309	2334	2360	1078
Aboriginal education workers (Aboriginal community education officers)	83	261	-	344	41	6	73	80	94	59	32
Other (total)	498	87	-	8	56	0	13	39	82	203	248
Government services employees	410	31	-	5	54	0	13	34	70	167	157
Bus drivers	88	56	-	<5	61	0	0	5	12	36	91
TOTAL	6990	24162	5	776	45	117	4931	6793	7436	7015	4865

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



Department for Education workforce employment characteristics by employment category

Employment Category	FTE	Persons	Full time	Part time	Unpaid Leave	Separations
Public Sector Act (total)	1583.3	1738	1270	468	132	261
Children's Services Act (total)	1314.2	2042	480	1562	53	86
Preschool directors	277.7	302	220	82	8	5
Early childhood workers	603.3	1092	104	988	20	47
Preschool teachers (including temporary relief teachers)	433.2	648	156	492	25	34
Education Act (total)	21401.0	26792	13129	13663	937	1391
School Sector Principals	568.3	570	564	6	5	20
School sector other leaders (deputy principals, seniors, band B leaders)	2346.5	2412	2163	249	45	41
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	11879.1	14343	8316	6027	607	745
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	580.2	877	448	429	10	43
School services officers	5756.8	8246	1517	6729	230	498
Aboriginal education workers (Aboriginal community education officers)	270.0	344	121	223	40	44
Other (total)	367.1	585	155	430	8	87
Government services employees	307.9	441	155	286	8	78
Bus drivers	59.2	144	0	144	0	9
TOTAL	24665.6	31157	15034	16123	1130	1825

Permanency Rates

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 or unpaid) or have temporarily reduced their fraction of time worked or have been seconded to a non-school site. In these instances a vacancy may be created and then filled on a temporary basis by another employee. 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 reducing hours worked is an increase in the temporary workforce to cover many of the vacancies that result.

The impact is illustrated below for the total workforce as well as for each specific cohort.

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

Permanency rates, June 2019

	June 2019
Permanent	18533
Temporary	11824
- minus backfill for employees who were permanent and on leave	1644
- where applicable minus backfill for employees who were permanent, seconded to a nonschool site and activ	445
- where applicable minus B type change in time vacancies - teachers allocated	719
Revised Temporary	9016
Total	27549
% Permanent	67.3

Specific Cohorts	June 2019
Public Sector Act	
Permanent	1401
Temporary	466
- minus backfill for PS Act who were permanent and on leave	148
Revised temporary	318
Total	1719
% Permanent	81.5
Children's Services Act (teachers and leaders)	
Permanent	550
Temporary	337
-minus backfill for teachers who were permanent and on leave	49
-minus backfill for teachers who were permanent, seconded to a non-preschool site and actively employed	0
-minus B type change in time vacancies - teachers allocated	25
Revised Temporary	263
Total	813
% Permanent	67.7
Early childhood workers	
Permanent	282
Temporary	808
- minus backfill for ECWs who were permanent and on leave	17
- minus backfill for ECWs who were permanent, seconded to a non-school/preschool site and actively employed	2
Revised temporary	789
Total	1071
% Permanent	26.3
Education Act teachers and leaders	
Permanent	11680
Temporary	4720
- minus backfill for teachers who were permanent and on leave	1178
- minus backfill for teachers who were permanent, seconded to a nonschool site and actively employed	426
- minus B type change in time vacancies - teachers allocated	694
Revised Temporary	2422
Total	14102
% Permanent	82.8
School services officers	
Permanent	4118
Temporary	5091
- minus backfill for SSOs who were permanent and on leave	200
-minus backfill for SSOs who were permanent, seconded to a non-school/preschool site and actively employed	16
Revised temporary	4875
Total	8993
% Permanent	45.8
Government services officers/Driver	
Permanent	271
Temporary	181
- minus backfill for GSEs/drivers who were permanent and on leave	12
- minus backfill for GSEs/drivers who were permanent, seconded to a non-school/preschool site and actively employed	1
Revised temporary	168
Total	439
% Permanent	61.7
Aboriginal education workers	
Permanent	231
Temporary	221
- minus backfill for AEWs who were permanent and on leave	40
Revised temporary	181
Total	412
% Permanent	56.1

Portfolio profile

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

Department for Education workforce characteristics by portfolio

Portfolio	FTE	Persons	Full time	Part time	Female	Male	Other	ATSI	Average age	<30 years	30-49 years	50+ years
Berri	490.9	607	298	309	474	133	-	15	44	103	301	203
Felixstow 1	1557.9	1832	1087	745	1409	423	-	10	45	295	762	775
Felixstow 2	1178.8	1454	728	726	1168	285	<5	9	45	213	647	594
Felixstow 3	738.0	899	453	446	680	219	-	7	44	155	418	326
Flinders Park 1	221.1	260	148	112	174	86	-	91	40	77	108	75
Flinders Park 2	1124.7	1387	684	703	1061	325	<5	31	46	191	616	580
Flinders Park 3	997.2	1186	676	510	877	309	-	19	45	172	520	494
Flinders Park 4	1095.8	1332	682	650	1034	298	-	35	44	207	602	523
Gawler 1	892.2	1115	487	628	894	221	-	14	44	171	552	392
Gawler 2	339.5	452	178	274	360	92	-	3	45	59	209	184
Kadina	447.4	572	258	314	446	126	-	15	43	108	272	192
Mount Barker 1	632.5	797	376	421	629	168	-	9	46	89	376	332
Mount Barker 2	830.1	979	565	414	733	246	-	8	46	114	428	437
Mount Gambier 1	694.1	880	398	482	711	169	-	19	43	151	459	270
Mount Gambier 2	271.4	367	133	234	295	72	-	5	45	61	165	141
Murray Bridge 1	271.3	359	156	203	294	65	-	10	46	61	133	165
Murray Bridge 2	476.3	591	281	310	455	136	-	30	45	96	268	227
Noarlunga 1	761.5	931	455	476	728	203	-	10	45	143	436	352
Noarlunga 2	1061.0	1268	698	570	963	305	-	21	45	208	575	485
Noarlunga 3	680.9	837	396	441	640	197	-	28	43	157	430	250
Noarlunga 4	844.7	1049	494	555	778	271	-	16	44	153	500	396
Para Hills 1	920.1	1104	587	517	867	237	-	42	42	251	529	324
Para Hills 2	1011.9	1224	615	609	1001	223	-	29	41	263	605	356
Para Hills 3	1021.1	1239	635	604	959	279	<5	34	43	242	564	433
Para Hills 4	578.2	718	336	382	580	138	-	9	44	114	352	252
Pirie	355.1	451	193	258	366	84	<5	12	43	81	214	156
Port Augusta 1	551.6	661	354	307	523	138	-	70	43	137	301	223
Port Augusta 2	524.7	636	314	322	500	136	-	18	42	148	298	190
Port Lincoln 1	487.2	651	256	395	516	135	-	29	44	94	311	246
Port Lincoln 2	247.0	331	133	198	256	75	-	16	45	48	157	126
Other ⁶	3361.6	4988	1980	3008	3791	1196	<5	112	47	686	2121	2181
TOTAL	24665.6	31157	15034	16123	24162	6990	0	776	45	5048	14229	11880
% or average of workforce	795.7	1005	48%	52%	78%	22%	-	2.5%	45	16%	46%	38%

NB. Includes employees who were active or on paid leave only

⁶ Other includes administrative and educational locations that are non-school or preschool sites.

Department for Education workforce by portfolio and employment characteristics

Portfolio	Permanent	Contingent	Separations	Unpaid leave
Berri	415	219	34	21
Felixstow 1	1217	699	101	62
Felixstow 2	897	615	67	36
Felixstow 3	619	329	38	24
Flinders Park 1	144	184	50	24
Flinders Park 2	900	577	80	48
Flinders Park 3	800	443	55	36
Flinders Park 4	848	576	62	56
Gawler 1	649	508	47	23
Gawler 2	267	209	22	12
Kadina	361	259	31	20
Mount Barker 1	516	315	48	20
Mount Barker 2	710	323	69	32
Mount Gambier 1	567	370	44	29
Mount Gambier 2	213	169	10	14
Murray Bridge 1	214	165	30	17
Murray Bridge 2	381	244	30	21
Noarlunga 1	615	387	45	48
Noarlunga 2	850	490	68	40
Noarlunga 3	490	416	57	30
Noarlunga 4	673	445	53	31
Para Hills 1	621	547	64	34
Para Hills 2	667	619	47	35
Para Hills 3	748	556	71	28
Para Hills 4	423	332	33	23
Pirie	280	201	24	17
Port Augusta 1	445	271	50	34
Port Augusta 2	381	294	56	23
Port Lincoln 1	396	296	29	33
Port Lincoln 2	180	157	28	12
Other ⁶	2046	609	382	247
TOTAL	18533	11824	1825	1130
% of workforce	61%	39%	6%	4%

⁶ Other includes administrative and educational locations that are non-school or preschool sites.

Department for Education workforce by portfolio and classification

Portfolio	Public Sector Act	Children's Services Act		Education Act			Government services employees/ bus drivers	Total
		Teaching workforce	Early childhood workers	Teaching workforce	School services officers	Aboriginal education workers		
Berri	<5	13	17	335	214	7	17	607
Felixstow 1	<5	64	61	1271	410	<5	21	1832
Felixstow 2	6	53	56	874	442	<5	20	1454
Felixstow 3	<5	22	26	561	269	<5	15	899
Flinders Park 1	28	0	0	117	27	81	7	260
Flinders Park 2	10	37	48	869	394	11	18	1387
Flinders Park 3	0	46	43	775	299	9	14	1186
Flinders Park 4	19	31	38	785	430	18	11	1332
Gawler 1	7	39	43	617	374	5	30	1115
Gawler 2	<5	15	17	240	158	0	21	452
Kadina	0	22	22	292	212	5	19	572
Mount Barker 1	<5	28	24	476	241	<5	23	797
Mount Barker 2	<5	38	27	665	230	<5	14	979
Mount Gambier 1	<5	20	33	482	315	8	19	880
Mount Gambier 2	0	13	21	187	127	<5	16	367
Murray Bridge 1	0	9	7	193	119	<5	28	359
Murray Bridge 2	<5	19	26	330	190	8	14	591
Noarlunga 1	<5	40	25	544	292	<5	23	931
Noarlunga 2	7	43	41	782	365	9	21	1268
Noarlunga 3	10	36	35	424	309	10	13	837
Noarlunga 4	5	40	33	620	321	7	23	1049
Para Hills 1	8	38	43	600	384	15	16	1104
Para Hills 2	5	29	48	656	462	15	9	1224
Para Hills 3	5	32	39	696	436	15	16	1239
Para Hills 4	0	25	18	400	253	<5	19	718
Pirie	<5	18	29	221	156	6	17	451
Port Augusta 1	<5	25	29	335	221	25	22	661
Port Augusta 2	<5	23	30	314	233	9	23	636
Port Lincoln 1	<5	25	39	323	205	10	46	651
Port Lincoln 2	<5	9	29	153	105	<5	28	331
Other ⁶	1584	98	145	3065	53	41	<5	4975
TOTAL	1738	950	1092	18202	8246	344	585	31157
% of workforce	5.6%	3.0%	3.5%	58.4%	26.5%	1.1%	1.9%	100%

⁶ Other includes administrative and educational locations that are non-school or preschool sites.

For further information

Contact: Workforce Reporting and Analytics

Ph: 8463 7592

Email: Education.WorkforceDataandPlanning@sa.gov.au

A copy of the report can be found at

<https://www.education.sa.gov.au/department/research-and-data/workforce-reports/workforce-profiles>

