

Department for Education workforce profile

Issue 10 – Workforce as at June 2020

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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 2020.

Source: Data presented in this report is based on the June 2020 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 2020 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:

- 31,086 employees were employed by Department for Education or 24,726.6 full time equivalents (FTEs).
- Employees appointed under the *Education Act* account for the largest number of employees in the department (86.7%), followed by *Children's Services Act* (6.5%), *Public Sector Act* (5.0%), *SA Government Services Award* and *SA Government Transport Workers' Award* (1.8%).
- The average age of the workforce was 44 years. Just over half (51.3%) of the workforce were aged forty-five years and over.
- 15,083 or 49% worked full time and 16,003 or 51% were part time employees.
- Female employees made up 77% of employees, while 23% were male.
- 737 employees indicated that they were of Aboriginal descent. This represents 2.4% of all Department for Education employees.
- 1,177 employees were on unpaid leave (in addition to the 31,086 employees stated above).
- 2,190 employees ceased working for the department (separated) during 2019/2020 (including contract expired).¹ This represents a 93.6% retention rate for the financial year.

Department for Education workforce characteristics by employment category

Employment Category					Average age	Age Group					
	Male	Female	Other	ATSI		<20	20-29	30-39	40-49	50-59	60+
Public Sector Act (total)	384	1161	1	32	45	1	143	396	440	380	186
Children's Services Act (total)	28	1974	1	55	46	13	189	398	585	528	290
Preschool directors	3	286	-	10	48	-	12	46	102	89	40
Early childhood workers	10	1023	1	34	46	13	84	195	338	290	114
Preschool teachers (including temporary relief teachers)	15	665	-	11	46	-	93	157	145	149	136
Education Act (total)	6095	20863	4	645	44	109	4654	6094	6224	5798	4083
School Sector Principals	207	342	-	3	52	-	1	59	143	203	143
School sector other leaders (deputy principals, seniors, band B leaders)	796	1679	-	16	44	-	189	797	698	508	283
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	3559	10730	4	115	43	-	3154	3692	2783	2363	2301
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	218	545	-	11	51	9	34	88	188	240	204
School services officers	1222	7324	-	164	45	91	1209	1377	2325	2424	1120
Aboriginal education workers (Aboriginal community education officers)	93	243	-	336	41	9	67	81	87	60	32
Other (total)	504	71	-	5	56	2	16	38	77	184	258
Government services employees	418	28	-	5	54	2	16	35	66	156	171
Driver/Bus driver	86	43	-	-	62	-	-	3	11	28	87
TOTAL	7011	24069	6	737	44	125	5002	6926	7326	6890	4817

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)	1417.7	1546	1142	404	108	493
Children's Services Act (total)	1299.8	2003	509	1494	47	71
Preschool directors	265.7	289	211	78	8	11
Early childhood workers	580.6	1034	109	925	20	32
Preschool teachers (including temporary relief teachers)	453.5	680	189	491	19	28
Education Act (total)	21643.8	26962	13275	13687	1011	1546
School Sector Principals	546.3	549	542	7	5	29
School sector other leaders (deputy principals, seniors, band B leaders)	2407.3	2475	2211	264	42	49
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	11864.1	14293	8396	5897	601	764
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	554.8	763	485	278	6	31
School services officers	6018.6	8546	1522	7024	306	631
Aboriginal education workers (Aboriginal community education officers)	252.7	336	119	217	51	42
Other (total)	365.3	575	157	418	11	80
Government services employees	308.4	446	155	291	11	69
Driver/Bus driver	56.9	129	2	127	-	11
TOTAL	24726.6	31086	15083	16003	1177	2190

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 2020

Overall total (summary)

Permanent	18667
Temporary	12155
- minus backfill for employees who were permanent and on leave	1690
- where applicable minus backfill for employees who were permanent, seconded to a nonschool site and actively employed	478
- where applicable minus B type change in time vacancies - teachers allocated	707
Revised Temporary	9280
Total	27947
% Permanent	66.8

Public Sector Act	
Permanent	1202
Temporary	453
- minus backfill for PS Act who were permanent and on leave	137
Revised temporary	316
Total	1518
% Permanent	79.2
Children's Services Act (teachers and leaders)	
Permanent	542
Temporary	348
-minus backfill for teachers who were permanent and on leave	60
-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	13
Revised Temporary	275
Total	817
% Permanent	66.3
Early childhood workers	
Permanent	324
Temporary	702
- minus backfill for ECWs who were permanent and on leave	19
- minus backfill for ECWs who were permanent, seconded to a non-school/preschool site and actively employed	0
Revised temporary	683
Total	1007
% Permanent	32.2
Education Act teachers and leaders	
Permanent	11709
Temporary	5024
- minus backfill for teachers who were permanent and on leave	1188
- minus backfill for teachers who were permanent, seconded to a nonschool site and actively employed	458
- minus B type change in time vacancies - teachers allocated	694
Revised Temporary	2684
Total	14393
% Permanent	81.4
School services officers	
Permanent	4360
Temporary	5227
- minus backfill for SSOs who were permanent and on leave	228
-minus backfill for SSOs who were permanent, seconded to a non-school/preschool site and actively employed	18
Revised temporary	4981
Total	9341
% Permanent	46.7
Government services officers/Driver	
Permanent	287
Temporary	174
- minus backfill for GSEs/drivers who were permanent and on leave	13
- minus backfill for GSEs/drivers who were permanent, seconded to a non-school/preschool site and actively employed	2
Revised temporary	159
Total	446
% Permanent	64.3
Aboriginal education workers	
Permanent	243
Temporary	227
- minus backfill for AEWs who were permanent and on leave	45
Revised temporary	182
Total	425
% Permanent	57.2

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	30-44 years	45-59 years	60+ years
Berri	487.7	597	275	322	466	131		13	44	91	220	211	75
Felixstow 1	1046.7	1236	712	524	927	309		3	45	209	372	427	228
Felixstow 2	799.4	1002	478	524	815	186	1	9	45	155	337	340	170
Felixstow 3	750.5	915	454	461	696	219		10	45	145	305	325	140
Felixstow 4	976.8	1151	664	487	899	252		10	45	179	370	457	145
Flinders Park 1	188.2	229	144	85	154	75		70	40	75	66	61	27
Flinders Park 2	1120.8	1388	661	727	1059	329		35	46	196	422	535	235
Flinders Park 3	993.8	1183	647	536	867	316		14	45	153	402	446	182
Flinders Park 4	1130.4	1363	696	667	1048	314	1	31	44	213	474	480	196
Gawler 1	912.2	1131	504	627	906	225		13	44	197	384	382	168
Gawler 2	344.7	457	179	278	375	82		4	45	62	162	157	76
Kadina	452.3	586	258	328	460	126		12	43	118	187	192	89
Mount Barker 1	646.0	808	378	430	630	178		10	45	96	272	325	115
Mount Barker 2	886.6	1052	597	455	794	258		10	46	124	329	418	181
Mount Gambier 1	717.0	914	414	500	728	186		19	42	158	340	347	69
Mount Gambier 2	279.5	374	139	235	299	75		5	44	64	131	127	52
Murray Bridge 1	272.7	365	156	209	296	69		9	45	62	111	134	58
Murray Bridge 2	473.5	591	286	305	451	140		30	45	92	204	205	90
Noarlunga 1	773.0	953	451	502	738	215		9	45	135	342	324	152
Noarlunga 2	1082.0	1290	718	572	957	333		22	44	215	437	453	185
Noarlunga 3	672.6	837	377	460	639	198		28	43	159	310	266	102
Noarlunga 4	865.8	1076	503	573	819	257		16	44	159	384	382	151
Para Hills 1	937.7	1134	609	525	891	243		50	41	270	424	302	138
Para Hills 2	1041.1	1253	637	616	1030	223		33	41	307	444	369	133
Para Hills 3	1042.2	1252	655	597	984	267	1	28	43	243	423	417	169
Para Hills 4	617.0	765	344	421	613	152		14	43	138	266	267	94
Pirie	355.6	439	203	236	359	80		14	43	89	146	149	55
Port Augusta 1	530.2	633	345	288	500	133		67	43	132	204	218	79
Port Augusta 2	533.1	648	311	337	505	142	1	23	42	157	222	189	80
Port Lincoln 1	503.2	655	264	391	525	130		29	44	109	239	223	84
Port Lincoln 2	253.9	335	134	201	258	77		11	45	51	108	131	45
Other *	3040.4	4474	1890	2584	3381	1091	2	86	47	574	1365	1481	1054
TOTAL	24726.6	31086	15083	16003	24069	7011	6	737	44	5127	10402	10740	4817
% or average of workforce	772.7	971	49%	51%	77%	23%	-	2.4%	NA	16%	33%	35%	15%

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

* includes portfolios defined as Early Childhood Development Strategy, Other (Administrative), Other (Educational), Regional Support Services, School and Preschool Improvement, School and Regional Operations, Statewide Services and Child Development and Commissioner for Children & Young People

Source: Department Location Sites & Services data base (LSS)

Department for Education workforce by portfolio and employment characteristics

Portfolio	Permanent	Contingent	Separations	Unpaid leave
Berri	405	217	34	13
Felixstow 1	828	469	79	45
Felixstow 2	569	494	46	33
Felixstow 3	638	333	43	24
Felixstow 4	764	451	75	33
Flinders Park 1	141	173	55	23
Flinders Park 2	906	592	86	65
Flinders Park 3	823	423	71	36
Flinders Park 4	871	599	89	50
Gawler 1	662	540	64	32
Gawler 2	274	213	15	19
Kadina	356	261	32	23
Mount Barker 1	515	334	50	23
Mount Barker 2	729	363	71	28
Mount Gambier 1	568	413	69	32
Mount Gambier 2	220	175	18	10
Murray Bridge 1	217	163	27	17
Murray Bridge 2	387	244	33	18
Noarlunga 1	590	409	66	37
Noarlunga 2	851	504	76	32
Noarlunga 3	503	396	60	40
Noarlunga 4	686	457	65	35
Para Hills 1	640	557	66	30
Para Hills 2	703	636	63	54
Para Hills 3	753	555	80	30
Para Hills 4	444	365	37	26
Pirie	300	170	27	25
Port Augusta 1	420	270	64	45
Port Augusta 2	373	312	54	21
Port Lincoln 1	395	298	51	34
Port Lincoln 2	194	141	22	13
Other *	1942	614	502	231
TOTAL	18667	12155	2190	1177
% of workforce	61%	39%	7%	4%

* includes portfolios defined as Early Childhood Development Strategy, Other (Administrative), Other (Educational), Regional Support Services, School and Preschool Improvement, School and Regional Operations, Statewide Services and Child Development and Commissioner for Children & Young People

Source: Department Location Sites & Services data base (LSS)

Department for Education workforce by portfolio and classification

Portfolio	Public Sector Act	Children's Services Act		Education Act			Government services employees/ drivers/ bus drivers	Total
		Teaching workforce	Early childhood workers	Teaching workforce	School services officers	Aboriginal education workers		
Berri	1	14	15	336	207	8	16	597
Felixstow 1	-	40	26	879	276	1	14	1236
Felixstow 2	1	46	40	573	327	4	11	1002
Felixstow 3	3	21	22	582	267	4	16	915
Felixstow 4	-	32	41	765	295	4	14	1151
Flinders Park 1	16	-	-	115	30	62	6	229
Flinders Park 2	3	33	44	873	404	13	18	1388
Flinders Park 3	-	48	42	769	304	6	14	1183
Flinders Park 4	5	35	37	816	440	18	12	1363
Gawler 1	2	38	33	630	392	6	30	1131
Gawler 2	-	16	21	243	158	1	18	457
Kadina	-	19	24	294	222	6	21	586
Mount Barker 1	1	27	19	484	249	2	26	808
Mount Barker 2	2	42	31	697	261	3	16	1052
Mount Gambier 1	1	20	29	486	352	7	19	914
Mount Gambier 2	-	13	19	197	132	1	12	374
Murray Bridge 1	-	7	8	200	122	3	25	365
Murray Bridge 2	1	19	23	330	192	9	17	591
Noarlunga 1	2	42	29	547	304	3	26	953
Noarlunga 2	3	47	43	796	371	10	20	1290
Noarlunga 3	4	35	32	433	312	9	12	837
Noarlunga 4	1	42	33	627	347	7	19	1076
Para Hills 1	3	37	35	641	390	14	14	1134
Para Hills 2	1	30	40	666	490	16	10	1253
Para Hills 3	1	33	37	712	441	14	14	1252
Para Hills 4	1	23	23	410	282	8	18	765
Pirie	1	15	20	220	161	7	15	439
Port Augusta 1	1	25	27	324	213	23	20	633
Port Augusta 2	1	23	33	313	241	14	23	648
Port Lincoln 1	1	25	42	323	210	11	43	655
Port Lincoln 2	2	13	25	164	97	3	31	335
Other *	1488	109	141	2635	57	39	5	4474
TOTAL	1546	969	1034	18080	8546	336	575	31086
% of workforce	5.0%	3.1%	3.3%	58.2%	27.5%	1.1%	1.8%	100%

* includes portfolios defined as Early Childhood Development Strategy, Other (Administrative), Other (Educational), Regional Support Services, School and Preschool Improvement, School and Regional Operations, Statewide Services and Child Development and Commissioner for Children & Young People

Source: Department Location Sites & Services data base (LSS)

For further information

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A copy of the report can be found at

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

