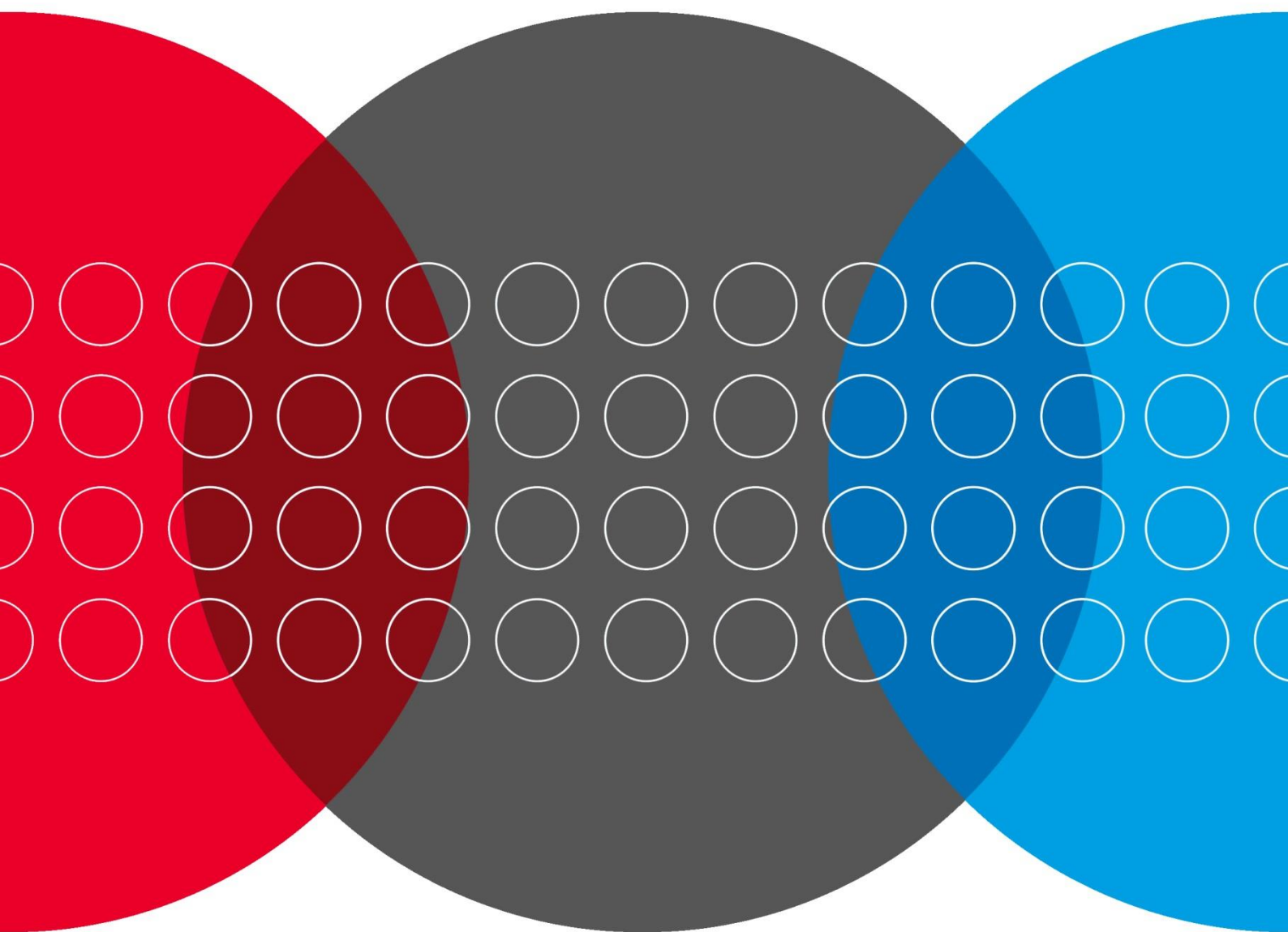




Government  
of South Australia

Office for the Public Sector

# WORKFORCE INFORMATION REPORT 2014-15



[publicsector.sa.gov.au](http://publicsector.sa.gov.au)

# Workforce Information Report 2014-15

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# Foreword

I have great pleasure in presenting the Workforce Information Report for 2014-15.

As Commissioner for Public Sector Employment, I collect a comprehensive range of workforce data from all public sector agencies in South Australia.

This data is used extensively for monitoring and reporting purposes and to influence workforce policy and strategy development at a sector-wide level.

Improvements in technology are enabling greater access to data and it is important we continue to leverage the benefits this provides.

To this end, data collected by my office is becoming a more prominent source of published information relating to the size and composition of the public sector workforce in South Australia.

Opportunities have been taken to reduce red tape by minimising the duplication of workforce data published in individual agency annual reports. My office will instead publish more data on behalf of agencies and we are endeavouring to make data available in multiple formats.

A range of new data dashboards are now available on the Office for the Public Sector website which provide a 'year at a glance' summary, comparison of agency profiles to the public sector and five year data trends – all in a visual format.

A number of changes have also been made to the data tables published in this report. Data is now better aligned with the Department of Treasury and Finance publications to provide a more consistent presentation and explanation of the public sector in South Australia, based on each agency's status in the state budget.

If you require any information not published in this report or not available on the new data dashboards, please contact the Office for the Public Sector.

More work will be done in the coming years to streamline our data collection and reporting processes to make the best use of our data.

I would like to acknowledge my team for their role in preparing the data contained in this report and thank all public sector agencies in South Australia for their continued cooperation in providing quality workforce data.



Erma Ranieri

**Commissioner for Public Sector Employment**

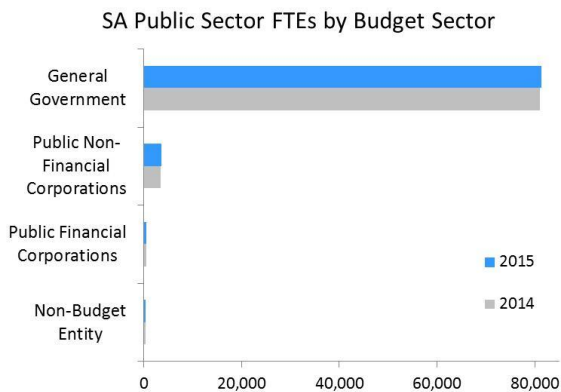
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# 1 Executive Summary

The Workforce Information Report provides a comprehensive summary of the size and composition of the South Australian public sector workforce at June 2015.

Data in this 2014-15 report is better aligned with Department of Treasury and Finance publications to provide a consistent presentation of the public sector in South Australia, based on each agency's status as a budget entity.



'General Government Sector' agencies cover the largest portion of government services and are predominantly funded by taxpayers.

'Public Non-Financial Corporations' (PNFC) and Public Financial Corporation' (PFC) agencies are categorised separately. PNFCs generate revenue through user charges and PFCs generally provide intermediate financial services.

A small number of entities, who are technically covered by public sector employment conditions, also exist but have minimal or no funding tied to the state budget.

Analysis in this report focuses on the 'General Government Sector', but data for all sectors is provided.

Broad economic context is critical when interpreting meaning of the workforce numbers.

A growing (and aging) population, employment market conditions and significant change occurring across industries (locally, nationally and internationally) are factors that must be considered.

There is a strong need to contain public sector workforce size within budget parameters, but there is also high expectation and demand for government services in the community.

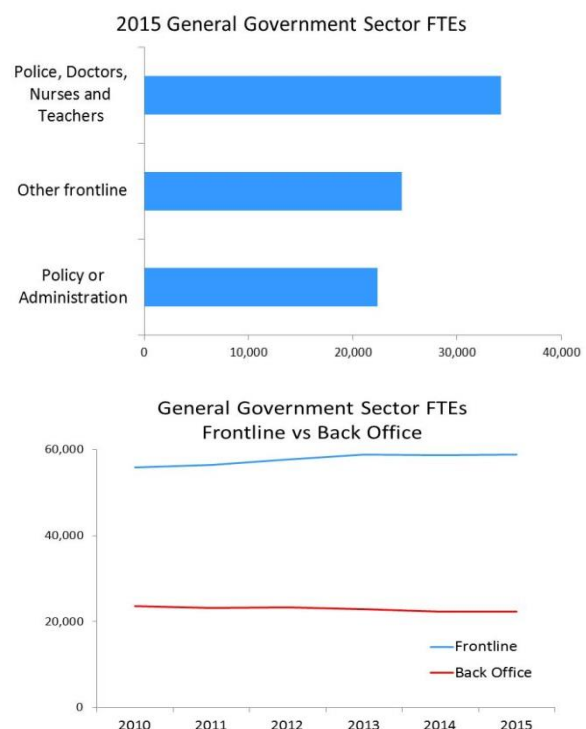
Overall, the 'General Government Sector' employed 81,266\* FTEs or 99,190 persons at June 2015. This represents an increase of 186 FTEs (0.23%) or 859 people (0.87%) compared to June 2014.

The larger increase in headcount relative to FTEs is explained by greater numbers of part-time and casual employees, predominantly in the health and education sectors.

Of the 81,266 'General Government Sector' FTEs at June 2015-

- 42% were police, doctors, nurses and teachers.
- 30% were in other front-line or direct support roles, including fire fighters, ambulance officers, allied health professionals (such as physiotherapists and radiographers), school services officers, disability workers and so forth.
- 28% were employed in policy or administrative roles, many of which are vital in supporting front line positions, or in contributing to the prosperity of the state and the well-being of citizens.

Compared with 2014 data, 'General Government Sector' FTEs categorised as providing 'frontline' services increased by 208 (0.4%) and 'back office' FTEs reduced by 22 (0.1%).



\* General government sector throughout this report excludes members of the Judiciary (79 FTEs) who are not public sector employees.

The public sector is a significant employer in South Australia.

'General Government Sector' employment increased slightly to 12.3% of total persons employed in South Australia.

Excluding structural machinery of government changes, areas of the 'General Government Sector' that experienced notable FTE increases during 2014-15 include –

- Education and Child Development (due to additional National Education Reform Agreement funding)
- Correctional Services (due to demand pressures and funding provided for additional prisoner capacity)

Areas of the 'General Government Sector' that experienced notable FTE reductions during 2014-15 include –

- Planning, Transport and Infrastructure
- Premier and Cabinet

Both of these agencies are implementing reform programs to be more responsive, reduce duplication and better reflect the needs of customers.

At June 2015, the 'General Government Sector' comprised –

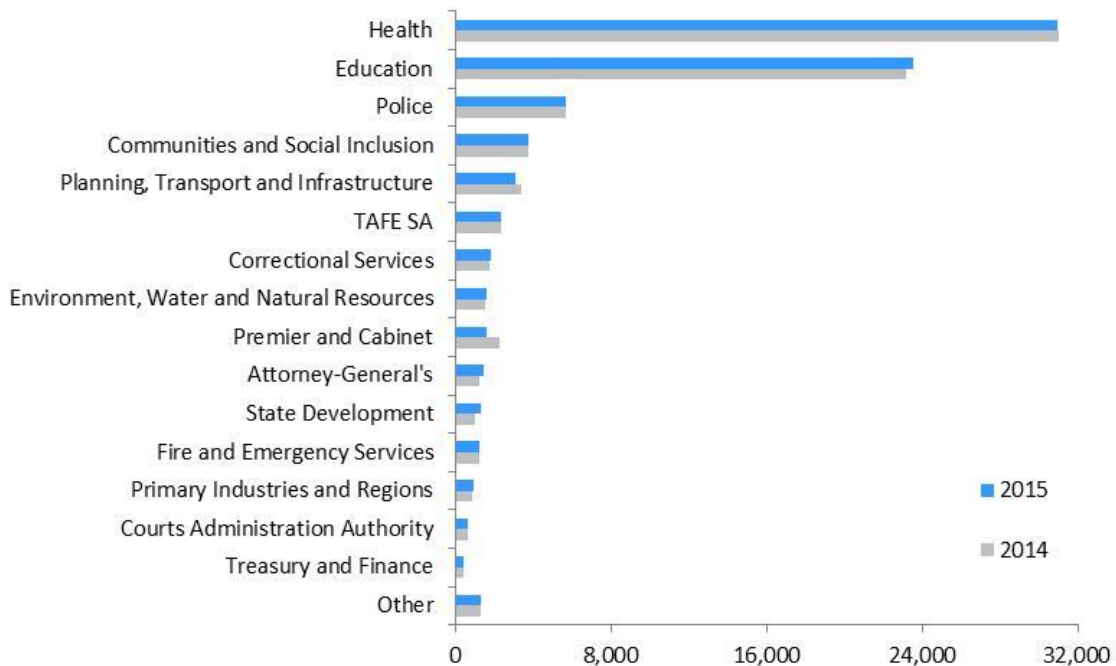
- 69% females and 31% males
- 66% ongoing positions, 34% contracts or casual employment
- An average age of 45
- 45% part time employees
- An average salary of \$76,440
- Average employee tenure of 13 years
- 1.63% of employees identified as Aboriginal and/or Torres Strait Islander, a 0.04% increase compared to June 2014
- 1.25% of employees identified with a declared disability, a 0.06% increase compared to June 2014.
- A net reduction of 44 (3.8%) executives compared to June 2014

Work continues to be done to ensure the demographic profile of the public sector is representative of the broader population.

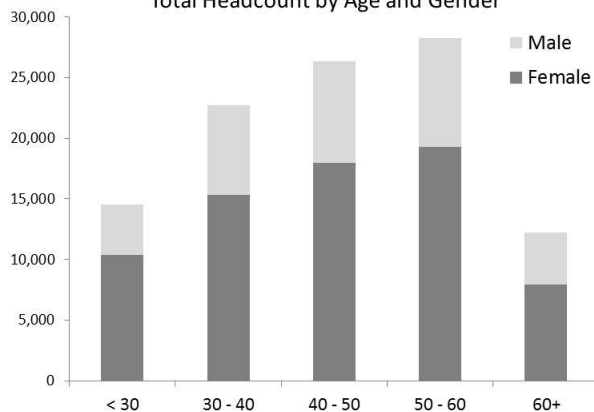
Data throughout this report provides further demographic detail and analysis of the SA public sector.

## 2 SA Public Sector at a Glance – 2014/15

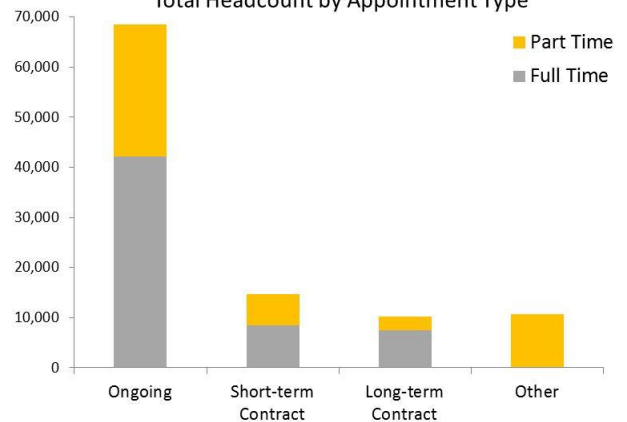
General Government Sector FTEs by Agency



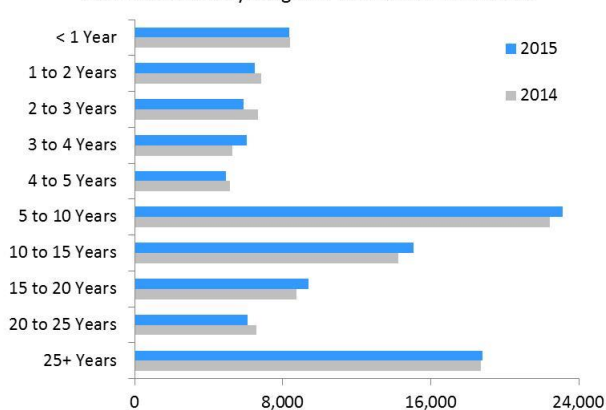
Total Headcount by Age and Gender



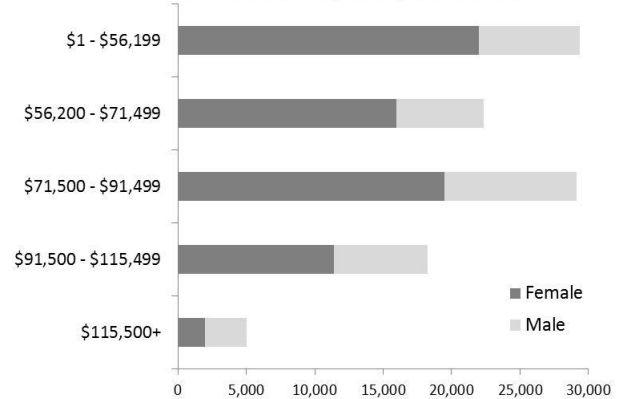
Total Headcount by Appointment Type



Total Headcount by Length of Service to Public Sector



Total Headcount by Salary and Gender



### 3 Overview of FTE and Headcount

The SA public sector provides a vast range of services across many agencies. Table 1 highlights the overall FTE and headcount for each agency at June 2014 and June 2015.

A number of changes occurred across the sector during 2014-15; organisational structures were modified resulting in some movement of staff between agencies, some agencies increased in size due to greater service demands and other agencies reduced in size to meet budget savings targets.

Overall, the 'General Government Sector' employed 81,266 FTEs or 99,190 persons at June 2015. This represents an increase of 186 FTEs (0.23%) or 859 people (0.87%) compared to June 2014.

The larger increase in headcount relative to FTEs is explained by greater numbers of part-time and casual employees, predominantly in the health and education sectors.

Table 1 – South Australian Public Sector Employment, June 2014 and June 2015

PUBLIC SECTOR AGENCIES*		NOTES	2014		2015		% Change		
			FTEs	Headcount	FTEs	Headcount	FTEs	Headcount	
GENERAL GOVERNMENT SECTOR	Adelaide Festival Corporation		26	28	24	26	-6.92%	-7.14%	
	Ambulance Service, SA		1,213	1,348	1,219	1,359	0.51%	0.82%	
	Attorney-General's	1	1,212	1,303	1,441	1,542	18.88%	18.34%	
	Auditor-General's		122	128	121	127	-0.86%	-0.78%	
	Bio Innovation SA		14	15	13	16	-3.79%	6.67%	
	Carclew Youth Arts Centre Incorporated		16	22	10	17	-33.33%	-22.73%	
	Communities and Social Inclusion	2	3,700	4,261	3,707	4,259	0.19%	-0.05%	
	Correctional Services		1,686	1,755	1,792	1,870	6.31%	6.55%	
	Country Arts, SA		55	98	58	124	5.23%	26.53%	
	Country Fire Service, SA		127	136	139	150	9.21%	10.29%	
	Courts Administration Authority	3	620	695	614	682	-1.04%	-1.87%	
	Dairy Authority of SA		3	4	3	4	0.00%	0.00%	
	Defence SA		31	33	31	32	-1.29%	-3.03%	
	Education Adelaide		7	8	8	8	11.27%	0.00%	
	Education and Child Development		23,150	29,108	23,550	29,793	1.73%	2.35%	
	Education and Early Childhood Services Registration and Standards Board		39	43	41	45	5.72%	4.65%	
	Electoral Commission of SA		22	24	24	26	9.22%	8.33%	
	Electorate Offices	4	192	245	200	258	4.17%	5.31%	
	Environment Protection Authority		217	233	214	231	-1.30%	-0.86%	
	Environment, Water and Natural Resources		1,513	1,643	1,580	1,716	4.47%	4.44%	
	Essential Services Commission SA		22	25	24	26	6.26%	4.00%	
	Film Corporation, SA		21	24	19	22	-11.04%	-8.33%	
	Health and Ageing, Department of		2,175	2,313	2,096	2,241	-3.63%	-3.11%	
	Health Units	5	27,657	35,997	27,675	36,411	0.06%	1.15%	
	History Trust of SA		45	67	46	68	1.74%	1.49%	
	Independent Gambling Authority		6	9	5	8	-12.93%	-11.11%	
	Legislature (Including Members)		171	192	167	185	-2.35%	-3.65%	
	Local Government Grants Commission, SA	6	2	2			-100.00%	-100.00%	
	Lotteries Commission of SA		11	12	9	10	-17.86%	-16.67%	
	Metropolitan Fire Service, SA		932	1,134	934	1,130	0.14%	-0.35%	
	Office of the Chief Psychiatrist				1	1	-	-	
	Outback Communities Authority	7	8	8			-100.00%	-100.00%	
	Planning, Transport and Infrastructure	8	3,350	3,482	3,066	3,190	-8.50%	-8.39%	
	Police Complaints Authority		9	10	10	11	13.64%	10.00%	
	Police, SA		5,646	5,834	5,667	5,855	0.38%	0.36%	
	Premier and Cabinet	9	2,257	2,435	1,553	1,667	-31.18%	-31.54%	
	Primary Industries and Regions	10	829	925	878	981	5.88%	6.05%	
	SACE Board of SA		104	110	102	109	-1.58%	-0.91%	
	SA Fire and Emergency Services Commission		67	70	74	78	11.29%	11.43%	
	South Australian Small Business Commissioner		8	9	9	10	7.38%	11.11%	
	State Development	11	981	1,030	1,283	1,390	30.77%	34.95%	
	State Emergency Services, SA		43	43	44	44	3.04%	2.33%	
	State Opera of SA	12	5	5	5	5	0.00%	0.00%	
	State Theatre Company		25	27	26	29	5.19%	7.41%	
	TAFE SA		2,275	2,927	2,324	2,934	2.14%	0.24%	
	Tourism Commission, SA		95	106	102	112	7.39%	5.66%	
	Treasury and Finance	13	355	385	341	367	-3.78%	-4.68%	
	Zero Waste SA		18	20	19	21	1.31%	5.00%	
	GENERAL GOVERNMENT SECTOR			81,080	98,331	81,266	99,190	0.23%	0.87%
	Judiciary		14	81	83	79	81	-2.22%	-2.41%
	GENERAL GOVERNMENT SECTOR INCLUDING JUDICIARY			81,161	98,414	81,345	99,271	0.23%	0.87%



			NOTES	2014		2015		% Change	
				FTEs	Headcount	FTEs	Headcount	FTEs	Headcount
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	Adelaide Cemeteries Authority			57	60	56	60	-1.73%	0.00%
	Adelaide Convention Centre	12		216	325	235	357	8.84%	9.85%
	Adelaide Entertainments Corporation	12		56	105	89	176	58.47%	67.62%
	Adelaide Festival Centre Trust	12		238	325	240	326	0.91%	0.31%
	Forestry SA			99	100	96	99	-2.92%	-1.00%
	Housing Trust, SA (Housing SA)	15		869	912	763	805	-12.24%	-11.73%
	Motor Sport Board, SA			11	12	13	14	18.25%	16.67%
	Public Trustee	16		171	181	160	169	-6.46%	-6.63%
	Urban Renewal Authority (Renewal SA)	17		188	195	287	299	52.21%	53.33%
	Water Corporation, SA	18		1,422	1,463	1,433	1,478	0.78%	1.03%
	West Beach Trust			85	131	92	133	7.50%	1.53%
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR				3,413	3,809	3,464	3,916	1.49%	2.81%
			NOTES	2014		2015		% Change	
				FTEs	Headcount	FTEs	Headcount	FTEs	Headcount
PUBLIC FINANCIAL CORPORATIONS SECTOR	Funds SA			26	27	29	30	9.67%	11.11%
	Homestart Finance			96	103	97	104	0.18%	0.97%
	Lifetime Support Authority	19				13	15	-	-
	Motor Accident Commission			39	40	38	40	-0.91%	0.00%
	SA Government Financing Authorith (SAFA)	20		77	81	72	76	-5.79%	-6.17%
	Workcover Corporation			267	281	268	279	0.44%	-0.71%
	PUBLIC FINANCIAL CORPORATIONS SECTOR				505	532	517	544	2.35%
Total Budgeted SA Public Sector Employment				84,998	102,672	85,247	103,650	0.29%	0.95%
Total Budgeted SA Public Sector Employment including the Judiciary				85,079	102,755	85,326	103,731	0.29%	0.95%
			NOTES	2014		2015		% Change	
				FTEs	Headcount	FTEs	Headcount	FTEs	Headcount
NON-BUDGET ENTITY**	Disability Information & Resource Centre Inc	21		2	3			-100.00%	-100.00%
	Jam Factory Contemporary Craft and Design Inc.			23	34	22	34	-2.57%	0.00%
	Legal Services Commission			198	219	194	213	-1.75%	-2.74%
	National Aboriginal Cultural Institute-Tandanya			12	13	16	17	33.90%	30.77%
	Phylloxera and Grape Industry Board of SA			4	4	3	4	-12.50%	0.00%
	State Superannuation Office (Super SA)	20		114	120	121	127	6.14%	5.83%
	Teachers Registration Board			20	20	23	23	15.15%	15.00%
	Veterinary Surgeons Board			1	2	2	2	4.76%	0.00%
	NON-BUDGET ENTITY				373	415	381	420	2.03%
Total SA Public Sector Employment (excluding the Judiciary)				85,372	103,087	85,628	104,070	0.30%	0.95%

Notes	
*	For reporting purposes administered items not individually listed on the above table are included under their administering organisation or department.
**	The entities listed under this category are outside the scope of the South Australian Public Sector for budget reporting purposes on the basis of the Australian Bureau of Statistics (ABS) Uniform Presentation Framework definitions for public sector financial reporting. However, as some employees of these non-budget entities meet the criteria set out for inclusion as public sector employees for the purposes of the Commissioner for Public Sector Employment's workforce collection, they are included here to provide a reconciliation of total FTEs with historical publications.
1	Excludes the Office of the Public Trustee of South Australia and Police Complaints Authority employees, these entities are reported separately. 2015 data includes SafeWork SA (transferred from the Department of the Premier and Cabinet on 1 July 2014).
2	Excludes SA Housing Trust (Housing SA), this entity is reported separately under Public Non-Financial Corporations Sector.
3	Excludes persons employed under Special Acts and the Judicial Administration Act.
4	Also referred to as Electorate Services. Includes all persons employed under the Assistants to the Members of the South Australian Parliament Enterprise Agreement.
5	These figures incorporate the total workforce of the Health Units (SA Health Regions) incorporated under the SA Health Care Act 2008.
6	2015 data reported under the Department of Planning, Transport and Infrastructure
7	2015 data reported under the Department of Planning, Transport and Infrastructure
8	2015 data includes the Outback Communities Authority and Local Government Grants Commission (previously reported separately).
9	2015 data excludes SafeWorkSA (transferred to the Attorney-General's Department from 1 July 2014), Arts SA entities, Aboriginal Affairs and Reconciliation, Office of the Economic Development Board and Invest in SA (transferred to the Department of State Development from 1 July 2014).
10	June 2014 figures exclude Local Government Grants Commission and Outback Communities Authority, these entities are reported separately.
11	New entity from 1 July 2014. Includes employees transferred from the Department of Further Education, Employment, Science and Technology (DFEEST), Department of Manufacturing, Innovation, Trade, Resources and Energy (DMITRE), Arts SA entities, Aboriginal Affairs and Reconciliation, Office of the Economic Development Board and Invest in SA (transferred from the Department of the Premier and Cabinet).  2014 data includes DFEEST and DMITRE for comparison purposes.
12	The number and type of functions managed determines the amount of casual work available in each pay period. The figure provided is only representative of this organisation's workforce as at the reporting period and should not be considered a reflection of the overall workforce for the year.
13	Excludes Super SA and SAFA and Electorate Offices, these entities are reported separately.
14	The Courts Administration Authority, which provides administrative support to the Judiciary, does not provide employee level data for the purposes of the workforce information collection because members of the Judiciary are not public sector employees.  In order to reconcile the Workforce Information Collection figures with the Budget Papers, the total FTE for the Judiciary is reported separately to these tables.
15	2015 data excludes Housing Policy/Asset Services employees transferred to the Urban Renewal Authority (Renewal SA) on 5 February 2015.
16	For reporting purposes, excluded from the Attorney-General's Department.
17	This organisation trades as Renewal SA. 2015 data includes Housing Policy/Asset Services employees transferred from Housing SA on 5 February 2015.
18	This organisation trades as SA Water.
19	New entity from 1 July 2014
20	For reporting purposes excluded from the Department of Treasury and Finance.
21	Entity no longer exists

## 4 Comparative Workforce Size

The public sector is a significant employer in South Australia.

'General Government Sector' employment increased slightly to 12.3% of total persons employed in South Australia.

South Australia has a slightly higher proportion of public sector employment compared to most other states in Australia.

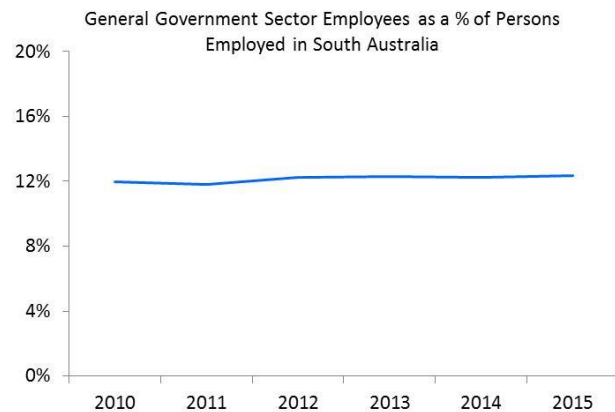


Table 2 - General Government Sector Employees as a Percentage of South Australian Population and Total Persons Employed in South Australia, June 2015

	2010	2011	2012	2013	2014	2015
<b>GENERAL GOVERNMENT SECTOR EMPLOYEES</b>						
Full-Time Equivalents	79,505	79,587	81,014	81,642	81,080	81,266
Persons	95,360	95,631	98,317	99,120	98,331	99,190
<b>PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES</b>						
Full-Time Equivalents	4,431	4,408	3,812	3,746	3,413	3,464
Persons	4,996	4,882	4,354	4,206	3,809	3,916
<b>PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES</b>						
Full-Time Equivalents	511	512	522	514	505	517
Persons	544	549	552	540	532	544
<b>NON-BUDGET ENTITY EMPLOYEES</b>						
Full-Time Equivalents	453	375	379	354	373	381
Persons	524	423	426	396	415	420
<b>TOTAL EMPLOYEES</b>						
Full-Time Equivalents	84,900	84,882	85,727	86,257	85,372	85,628
Persons	101,424	101,485	103,649	104,262	103,087	104,070
<b>South Australian Estimated Resident Population (Persons) (1)</b>						
	1,627,322	1,639,614	1,656,035	1,670,274	1,685,472	1,696,217
<b>General Government Sector Employees per 1000 Population</b>						
Full-Time Equivalents	48.9	48.5	48.9	48.9	48.1	47.9
Persons	58.6	58.3	59.4	59.3	58.3	58.5
<b>Total Employees per 1000 Population</b>						
Full-Time Equivalents	52.2	51.8	51.8	51.6	50.7	50.5
Persons	62.3	61.9	62.6	62.4	61.2	61.4
<b>Total Persons Employed in SA (2)</b>						
	797,509	810,183	804,872	806,694	803,172	804,728
<b>General Government Sector Employees (Persons) as a Percentage of Persons Employed in SA</b>						
	12.0%	11.8%	12.2%	12.3%	12.2%	12.3%
<b>Total Employees (Persons) as a Percentage of Persons Employed in SA</b>						
	12.7%	12.5%	12.9%	12.9%	12.8%	12.9%

Notes
<p>As per the Australian Bureau of Statistics figures for the period June 2010 to 2015 inclusive of the Intercensal Adjustment as per Note 6 of the ABS Explanatory Notes to the March 2015 Issue. The WIC 2015 data is as at June 2015.</p> <p>1 Source: Australian Bureau of Statistics Australian Demographic Statistics, Catalogue No. 3101.0 March 2015 Table 4. (Latest issue available at the time of publication)</p> <p>Provides most recent trend series figures for 2010 to 2015. Figures have been revised to incorporate additional information available from the latest Census of Population and Housing as per Note 12 of the ABS Explanatory Notes to the November 2014 Issue. The WIC 2015 data is at June 2015.</p> <p>2 Source: Australian Bureau of Statistics Labour Force Australia, Catalogue No.6202.0. September 2015 (Table 7).</p>

# 5 Sector-wide Analysis

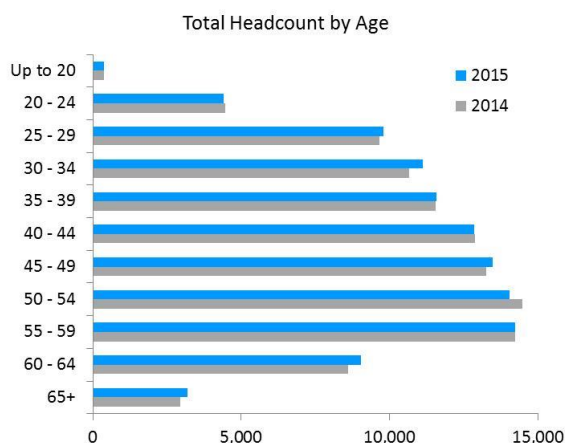
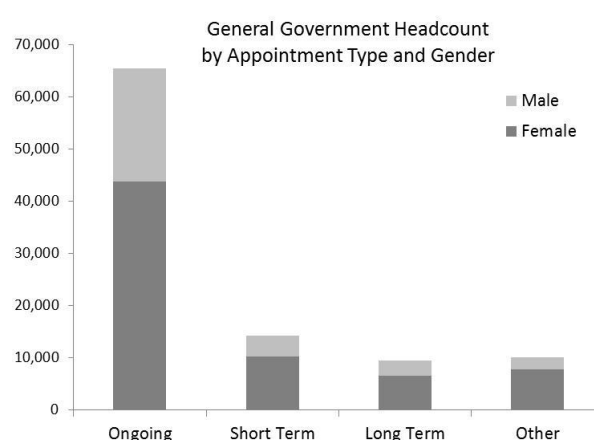
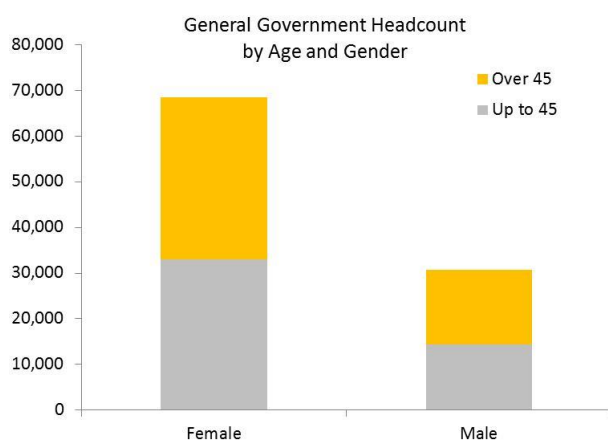
## 5.1 Age, Appointment Type and Gender

At June 2015, the 'General Government Sector' comprised -

- 69% females and 31% males
- 66% ongoing positions, 34% contracts or casual employment
- An average age of 45

Table 3 - General Government Sector Employees by Age, Appointment Type and Gender, June 2015

AGE GROUP	ONGOING			SHORT TERM			LONG TERM			OTHER			TOTAL		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Up to 20	12	25	37	20	89	109	3	6	9	27	110	137	62	230	292
20 - 24	324	808	1,132	363	1,240	1,603	102	350	452	210	708	918	999	3,106	4,105
25 - 29	1,435	3,260	4,695	801	1,832	2,633	298	812	1,110	203	681	884	2,737	6,585	9,322
30 - 34	2,096	4,378	6,474	685	1,427	2,112	303	714	1,017	159	736	895	3,243	7,255	10,498
35 - 39	2,478	4,701	7,179	540	1,225	1,765	328	736	1,064	198	791	989	3,544	7,453	10,997
40 - 44	2,842	5,216	8,058	412	1,270	1,682	356	953	1,309	188	965	1,153	3,798	8,404	12,202
45 - 49	2,992	6,041	9,033	312	1,155	1,467	362	829	1,191	194	937	1,131	3,860	8,962	12,822
50 - 54	3,285	6,757	10,042	228	925	1,153	330	816	1,146	235	911	1,146	4,078	9,409	13,487
55 - 59	3,373	7,075	10,448	238	712	950	448	768	1,216	254	837	1,091	4,313	9,392	13,705
60 - 64	2,056	4,309	6,365	203	356	559	315	493	808	311	637	948	2,885	5,795	8,680
65+	704	1,276	1,980	63	91	154	78	113	191	322	433	755	1,167	1,913	3,080
<b>TOTAL</b>	<b>21,597</b>	<b>43,846</b>	<b>65,443</b>	<b>3,865</b>	<b>10,322</b>	<b>14,187</b>	<b>2,923</b>	<b>6,590</b>	<b>9,513</b>	<b>2,301</b>	<b>7,746</b>	<b>10,047</b>	<b>30,686</b>	<b>68,504</b>	<b>99,190</b>



## 5.2 Employee Types – Front Line vs Back Office

Of the 81,266 'General Government Sector' FTEs at June 2015–

- 42% were police, doctors, nurses and teachers.
- 30% were in other front-line or direct support roles, including fire fighters, ambulance officers, allied health professionals (such as physiotherapists and radiographers), school services officers, disability workers and so forth.
- 28% were employed in policy or administrative roles, many of which are vital in supporting front line positions, or in contributing to the prosperity of the state and the well-being of citizens.

Compared with 2014 data, 'General Government Sector' FTEs categorised as providing 'frontline' services increased by 208 (0.4%) and 'back office' FTEs reduced by 22 (0.1%).

Since 2010, 'General Government Sector' FTEs categorised as providing 'frontline' services increased by 3,058 (5.5%) and 'back office' FTEs reduced by 1,297 (5.5%).

Table 4 - General Government Sector FTEs by Frontline/Back Office, June 2010 to June 2015

GENERAL GOVERNMENT SECTOR			2010	2011	2012	2013	2014	2015	INCREASE/ DECREASE FROM 2010 to 2015	% CHANGE FROM 2010 TO 2015	INCREASE/ DECREASE FROM 2014 to 2015	% CHANGE FROM 2014 TO 2015	
FRONTLINE	Children's Services Act		987	1,034	1,147	1,174	1,162	1,213	227	23.0%	52	4.4%	
	Disability Services Officers		931	940	851	1,222	1,260	1,268	337	36.2%	8	0.6%	
	Education Act		13,365	13,466	13,586	13,667	13,791	13,850	485	3.6%	59	0.4%	
	Emergency Services		1,780	1,795	1,819	1,872	1,846	1,858	78	4.4%	12	0.7%	
	Executives		488	510	496	475	439	469	-19	-3.9%	30	6.8%	
	Medical Officers		2,705	2,825	2,929	2,962	3,054	3,000	296	10.9%	-54	-1.8%	
	Nurses		12,099	12,250	12,465	12,820	12,775	12,758	660	5.5%	-16	-0.1%	
	Police Act		4,507	4,499	4,596	4,554	4,595	4,576	68	1.5%	-19	-0.4%	
	PS Act/Public Sector Salaried	Allied Health Professionals		3,620	3,776	3,964	3,985	4,032	4,130	510	14.1%	98	2.4%
		Correctional Officers					857	876	960	960	-	84	9.6%
		Operational Services		4,358	4,408	4,495	3,686	3,698	3,624	-734	-16.8%	-73	-2.0%
		Technical Services		1,114	1,058	996	982	938	858	-256	-23.0%	-80	-8.5%
	School Services Officers		3,842	3,947	4,128	4,255	4,347	4,520	678	17.6%	173	4.0%	
	TAFE Act		1,757	1,731	1,699	1,663	1,403	1,369	-388	-22.1%	-34	-2.4%	
	Weekly Paid	Government Services		580	567	657	645	621	629	49	8.4%	8	1.2%
		Health Ancillary Employees		3,001	2,900	2,798	2,828	2,783	2,777	-224	-7.5%	-6	-0.2%
		Other Weekly Paid		716	715	1,140	1,138	1,081	1,049	332	46.4%	-32	-3.0%
	TOTAL FRONTLINE			55,850	56,422	57,765	58,785	58,700	58,908	3,058	5.5%	208	0.4%
BACK OFFICE	Executives		780	748	737	712	710	635	-145	-18.6%	-75	-10.5%	
	Other		1,935	1,949	1,831	1,768	1,718	1,725	-210	-10.9%	7	0.4%	
	PS Act/Public Sector Salaried	Administrative Services		18,481	18,266	18,477	18,207	17,803	17,861	-620	-3.4%	58	0.3%
		Other PS Act/Public Sector Salaried		635	492	472	488	543	505	-131	-20.5%	-38	-7.1%
		Professional Officers		1,824	1,710	1,731	1,682	1,606	1,633	-191	-10.5%	26	1.6%
	TOTAL BACK OFFICE			23,655	23,165	23,249	22,858	22,381	22,358	-1,297	-5.5%	-22	-0.1%
TOTAL GENERAL GOVERNMENT SECTOR			79,505	79,587	81,014	81,642	81,080	81,266	1,761	2.2%	186	0.2%	

### Notes

Frontline 'Executives' include those employed in frontline employee types, i.e. Education Act, Police Act, etc

Prior to 2013, the Correctional Officers stream was part of the Operational Services stream. This accounts for the large reduction in Operational Services employees in 2013 compared to 2012.

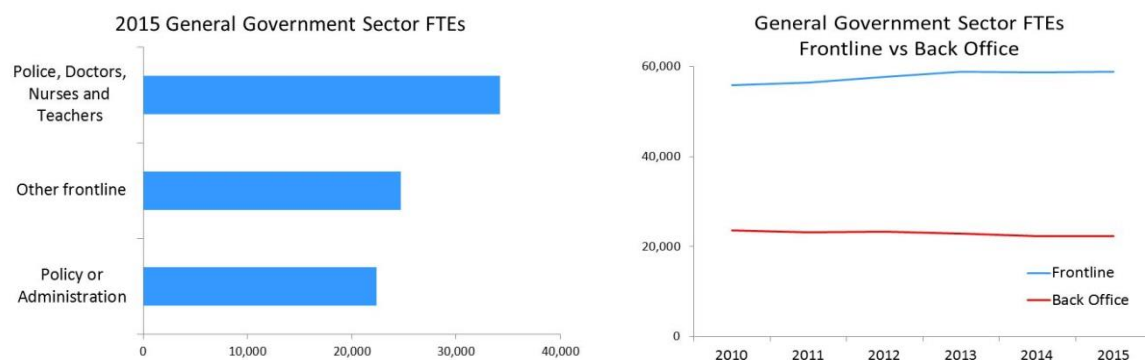


Table 5 - General Government Sector Employees by Employee Type, Appointment Type and Gender, June 2015

EMPLOYEE TYPE	NOTES	ONGOING			SHORT TERM			LONG TERM			OTHER			TOTAL		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Children's Services Act		8	473	481	11	494	505	7	432	439	9	530	539	35	1,929	1,964
Disability Services Officers		554	795	1,349	1	3	4			0	15	36	51	570	834	1,404
Education Act		1,959	5,533	7,492	517	1,350	1,867	1,363	3,604	4,967	667	1,792	2,459	4,506	12,279	16,785
Emergency Services	1	1,605	356	1,961	62	96	158			0	17	22	39	1,684	474	2,158
Executives	2	11	5	16	44	57	101	535	460	995			0	590	522	1,112
Medical Officers		944	493	1,437	1,061	1,081	2,142	3	3	6	291	112	403	2,299	1,689	3,988
Nurses		1,552	11,610	13,162	188	1,531	1,719		19	19	190	1,867	2,057	1,930	15,027	16,957
Police Act		3,443	1,254	4,697			0			0			0	3,443	1,254	4,697
PS Act		6,442	9,124	15,566	903	1,973	2,876	608	859	1,467	212	306	518	8,165	12,262	20,427
- Administrative Services		3,593	6,259	9,852	569	1,321	1,890	328	602	930	42	144	186	4,532	8,326	12,858
- Allied Health Professionals		231	1,091	1,322	34	216	250	6	79	85		1	1	271	1,387	1,658
- Correctional Officers		722	241	963			0			0			0	722	241	963
- Operational Services		981	825	1,806	161	222	383	70	29	99	69	40	109	1,281	1,116	2,397
- Professional Services		663	479	1,142	89	102	191	176	111	287	11	15	26	939	707	1,646
- Technical Services		169	51	220	10	5	15	16	19	35	4	9	13	199	84	283
- Other PS Act		83	178	261	40	107	147	12	19	31	86	97	183	221	401	622
Public Sector Salaried		1,843	7,839	9,682	434	1,926	2,360	90	150	240	141	757	898	2,508	10,672	13,180
- Health Care Act		1,519	7,237	8,756	412	1,851	2,263	40	48	88	107	706	813	2,078	9,842	11,920
- Other Public Sector Salaried		324	602	926	22	75	97	50	102	152	34	51	85	430	830	1,260
School Services Officers		330	2,683	3,013	198	1,265	1,463	125	847	972	147	890	1,037	800	5,685	6,485
TAFE Act		538	596	1,134	56	153	209	8	18	26	170	301	471	772	1,068	1,840
Weekly Paid		1,890	2,379	4,269	275	168	443	92	7	99	250	946	1,196	2,507	3,500	6,007
- Health Ancillary Employees		609	2,206	2,815	101	146	247		2	2	146	841	987	856	3,195	4,051
- Government Services		399	86	485	101	19	120	80	5	85	90	98	188	670	208	878
- Other Weekly Paid		882	87	969	73	3	76	12		12	14	7	21	981	97	1,078
Other		478	706	1,184	115	225	340	92	191	283	192	187	379	877	1,309	2,186
<b>TOTAL</b>		<b>21,597</b>	<b>43,846</b>	<b>65,443</b>	<b>3,865</b>	<b>10,322</b>	<b>14,187</b>	<b>2,923</b>	<b>6,590</b>	<b>9,513</b>	<b>2,301</b>	<b>7,746</b>	<b>10,047</b>	<b>30,686</b>	<b>68,504</b>	<b>99,190</b>

Notes	
1	Includes Ambulance Service Officers and Fire Fighters.
2	Executives under each employee type are reported under 'Executives' for the purposes of this table.

### 5.3 Aboriginal/Torres Strait Islander Employment

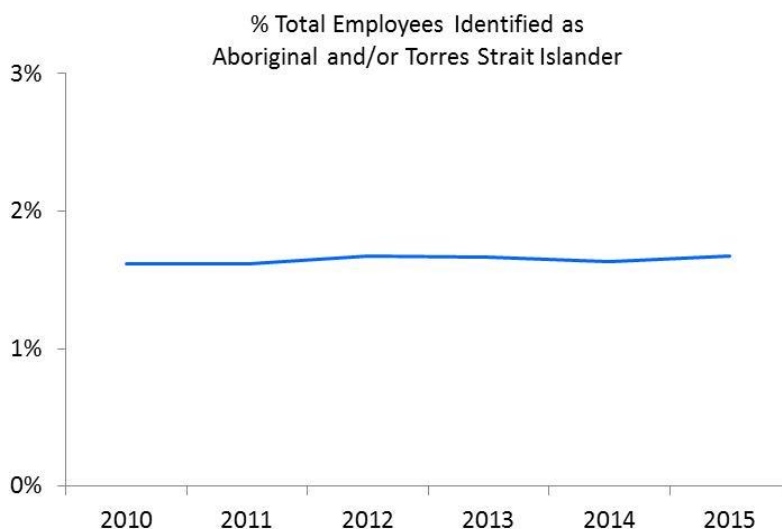
Aboriginal and/or Torres Strait Islander people represented 1.63% of the 'General Government Sector' workforce at June 2015 (1.67% of the total workforce including non-budget entities).

This proportion has remained steady in recent years, but is likely to under represent the true level of Aboriginal and/or Torres Strait Islander employment due to reliance on employees self-identifying their status.

Table 6 - Aboriginal and/or Torres Strait Islander (ATSI)\* Employees in the South Australian Public Sector, June 2010 to June 2015

	2010	2011	2012	2013	2014	2015
<b>GENERAL GOVERNMENT SECTOR EMPLOYEES</b>						
Identified as ATSI	1,546	1,543	1,633	1,597	1,563	1,616
Non ATSI	59,454	64,303	66,824	69,184	70,624	72,892
Unknown / Not Stated	34,360	29,785	29,860	28,339	26,144	24,682
Total	95,360	95,631	98,317	99,120	98,331	99,190
<b>PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES</b>						
Identified as ATSI	65	81	92	119	103	103
Non ATSI	3,943	3,674	3,602	3,115	2,952	2,855
Unknown / Not Stated	988	1,127	660	972	754	958
Total	4,996	4,882	4,354	4,206	3,809	3,916
<b>PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES</b>						
Identified as ATSI	3	2	1	1	1	1
Non ATSI	442	458	475	479	477	452
Unknown / Not Stated	99	89	76	60	54	91
Total	544	549	552	540	532	544
<b>NON-BUDGET ENTITY EMPLOYEES</b>						
Identified as ATSI	21	15	8	18	16	18
Non ATSI	409	322	374	340	358	354
Unknown / Not Stated	94	86	44	38	41	48
Total	524	423	426	396	415	420
<b>TOTAL EMPLOYEES</b>						
Identified as ATSI	1,635	1,641	1,734	1,735	1,683	1,738
Non ATSI	64,248	68,757	71,275	73,118	74,411	76,553
Unknown / Not Stated	35,541	31,087	30,640	29,409	26,993	25,779
Total	101,424	101,485	103,649	104,262	103,087	104,070
<b>% General Government Employees Identified as ATSI</b>						
	1.62%	1.61%	1.66%	1.61%	1.59%	1.63%
<b>% Total Employees Identified as ATSI</b>						
	1.61%	1.62%	1.67%	1.66%	1.63%	1.67%

Notes	
These figures are likely to under represent the true level of Aboriginal and/or Torres Strait Islander employment due to the difficulties some agencies experience with extracting characteristics of their workforce to this level of detail from their information systems, and the difficulties associated with collecting data which relies on self identification.	



## 5.4 Employees with a Declared Disability

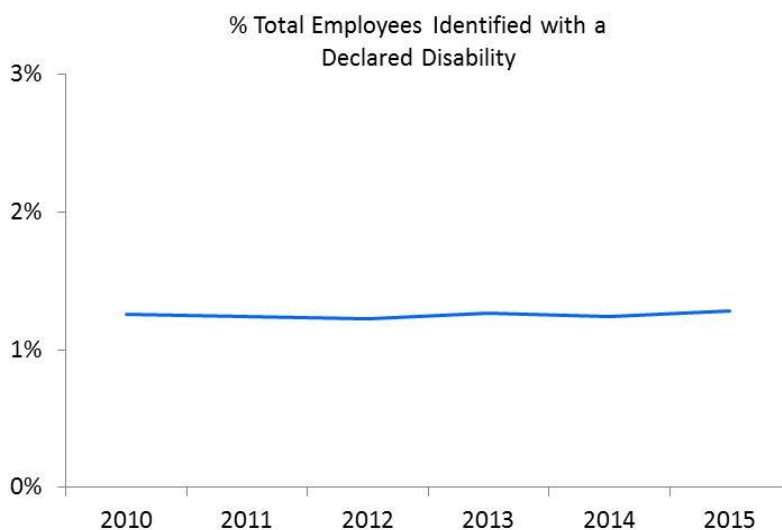
Employees with a declared disability represented 1.25% of the 'General Government Sector' workforce at June 2015 (1.28% of the total workforce including non-budget entities).

This proportion has remained steady in recent years, but is likely to under represent the true level of disability employment due to reliance on employees self-identifying their status.

Table 7 - Employees in the South Australian Public Sector with a Declared Disability\*, June 2010 to June 2015

	2010	2011	2012	2013	2014	2015
<b>GENERAL GOVERNMENT SECTOR EMPLOYEES</b>						
Identified with a declared disability	1,168	1,139	1,158	1,207	1,169	1,236
No declared disability	5,187	8,742	21,168	17,331	13,944	17,242
Unknown / Not Stated	89,005	85,750	75,991	80,582	83,218	80,712
Total	95,360	95,631	98,317	99,120	98,331	99,190
<b>PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES</b>						
Identified with a declared disability	103	113	102	106	98	91
No declared disability	2,185	1,933	2,245	2,228	2,013	2,171
Unknown / Not Stated	2,708	2,836	2,007	1,872	1,698	1,654
Total	4,996	4,882	4,354	4,206	3,809	3,916
<b>PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES</b>						
Identified with a declared disability	1	2	2	2	3	2
No declared disability	25	31	7	9	10	15
Unknown / Not Stated	518	516	543	529	519	527
Total	544	549	552	540	532	544
<b>NON-BUDGET ENTITY EMPLOYEES</b>						
Identified with a declared disability	5	4	6	5	7	6
No declared disability	137	279	289	268	275	276
Unknown / Not Stated	382	140	131	123	133	138
Total	524	423	426	396	415	420
<b>TOTAL EMPLOYEES</b>						
Identified with a declared disability	1,277	1,258	1,268	1,320	1,277	1,335
No declared disability	7,534	10,985	23,709	19,836	16,242	19,704
Unknown / Not Stated	92,613	89,242	78,672	83,106	85,568	83,031
Total	101,424	101,485	103,649	104,262	103,087	104,070
<b>% General Government Employees Identified with a Declared Disability</b>						
	1.22%	1.19%	1.18%	1.22%	1.19%	1.25%
<b>% Total Employees Identified with a Declared Disability</b>						
	1.26%	1.24%	1.22%	1.27%	1.24%	1.28%

<b>Notes</b>	
These figures are likely to under represent the true level of disability employment due to the difficulties some agencies experience with extracting characteristics of their workforce to this level of detail from their information systems, and the difficulties associated with collecting data which relies on self identification.	
* See explanation of terms for definition of a declared disability.	



## 5.5 Part Time Employment

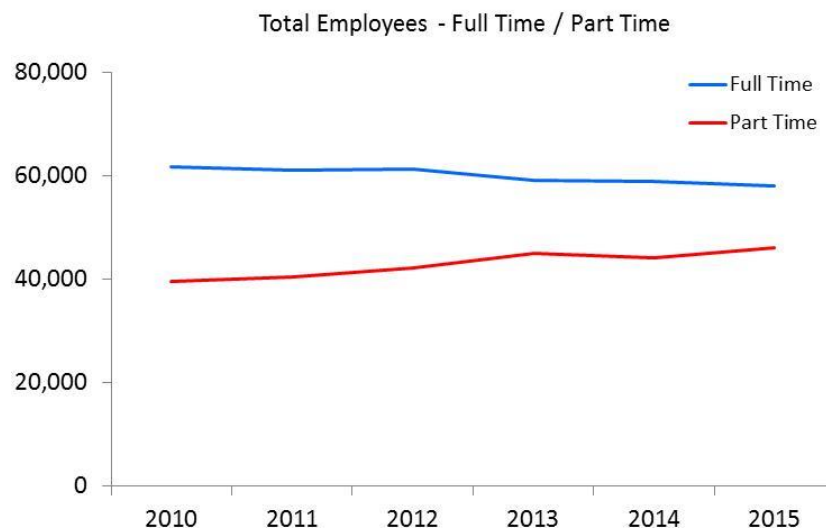
Part time employees represented 45% of the 'General Government Sector' workforce at June 2015 (44% of the total workforce including non-budget entities).

Part time employment is trending up in line with greater flexible work arrangements.

Table 8 - Part Time\* Employees in the South Australian Public Sector, June 2010 to June 2015

	2010	2011	2012	2013	2014	2015
<b>GENERAL GOVERNMENT SECTOR EMPLOYEES</b>						
Full Time	57,053	56,386	57,359	55,091	55,244	54,354
Part Time	38,307	39,245	40,958	44,029	43,087	44,836
Total	95,360	95,631	98,317	99,120	98,331	99,190
<b>PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES</b>						
Full Time	3,923	3,923	3,327	3,269	2,941	2,910
Part Time	1,073	959	1,027	937	868	1,006
Total	4,996	4,882	4,354	4,206	3,809	3,916
<b>PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES</b>						
Full Time	451	448	462	462	445	456
Part Time	93	101	90	78	87	88
Total	544	549	552	540	532	544
<b>NON-BUDGET ENTITY EMPLOYEES</b>						
Full Time	356	305	307	282	295	306
Part Time	168	118	119	114	120	114
Total	524	423	426	396	415	420
<b>TOTAL EMPLOYEES</b>						
Full Time	61,783	61,062	61,455	59,104	58,925	58,026
Part Time	39,641	40,423	42,194	45,158	44,162	46,044
Total	101,424	101,485	103,649	104,262	103,087	104,070
<b>% Part Time General Government Employees</b>						
	40.17%	41.04%	41.66%	44.42%	43.82%	45.20%
<b>% Part Time Total Employees</b>						
	39.08%	39.83%	40.71%	43.31%	42.84%	44.24%

Notes	
* For reporting purposes all employees in casual employment are recorded as part time employees	





## 5.6 Executives

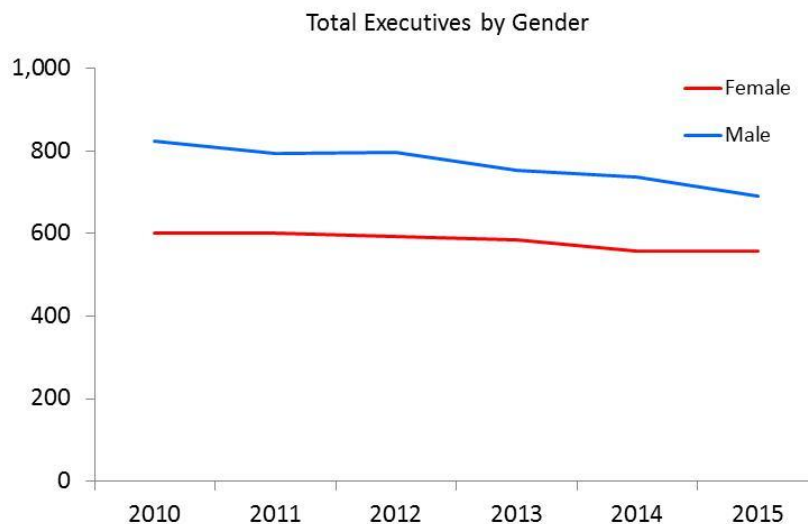
The number of executives reduced by 44 (3.8%) across the 'General Government Sector' in 2014-15. The total reduction including non-budget entities was 48 (3.7%).

The total net reduction comprised predominantly male executives, resulting in the overall proportion of female executives increasing from 43.1% to 44.6%.

Table 9 - Executives\* in the South Australian Public Sector, June 2010 to June 2015

	2010	2011	2012	2013	2014	2015
<b>GENERAL GOVERNMENT SECTOR EMPLOYEES</b>						
Female Executives	559	567	558	546	518	522
Male Executives	716	696	681	648	638	590
Total	1,275	1,263	1,239	1,194	1,156	1,112
<b>PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES</b>						
Female Executives	27	25	26	31	31	24
Male Executives	65	65	81	71	64	65
Total	92	90	107	102	95	89
<b>PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES</b>						
Female Executives	7	6	7	5	6	8
Male Executives	25	22	23	23	25	25
Total	32	28	30	28	31	33
<b>NON-BUDGET ENTITY EMPLOYEES</b>						
Female Executives	7	3	3	4	4	3
Male Executives	17	11	11	11	11	12
Total	24	14	14	15	15	15
<b>TOTAL EMPLOYEES</b>						
Female Executives	600	601	594	586	559	557
Male Executives	823	794	796	753	738	692
Total	1,423	1,395	1,390	1,339	1,297	1,249
<b>% Female Executives (General Government Sector)</b>						
	43.84%	44.89%	45.04%	45.73%	44.81%	46.94%
<b>% Female Executives (Total)</b>						
	42.16%	43.08%	42.73%	43.76%	43.10%	44.60%

Notes	
*	See explanation of terms for definition of an executive



## 5.7 Graduates, Trainees and Apprentices

The introduction of graduates, trainees and apprentices is necessary for workforce renewal.

In 2014, a Jobs4YouthSA program was launched to stimulate the recruitment of young trainees into the SA public sector, particularly from northern and southern Adelaide regions experiencing high unemployment.

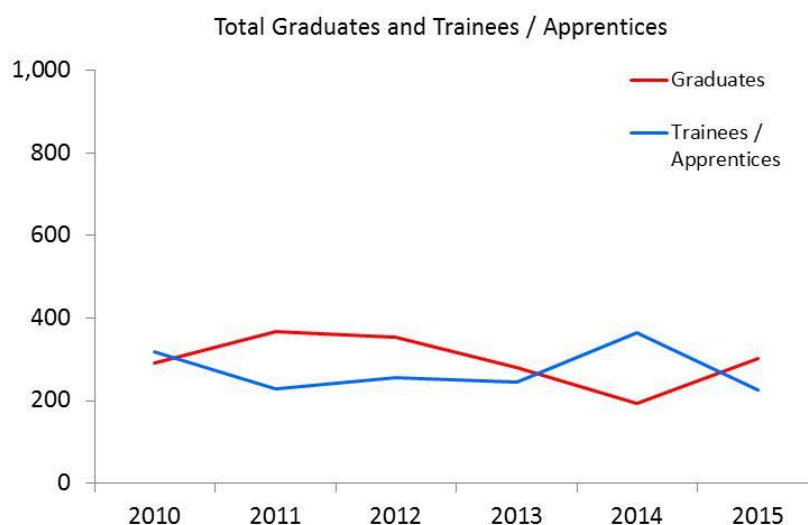
In 2015, eligibility under the Jobs4YouthSA program expanded to include graduates as well as trainees.

Table 10 - Graduates and Trainees/Apprentices in the South Australian Public Sector\*, June 2010 to June 2015

	2010	2011	2012	2013	2014	2015
<b>GENERAL GOVERNMENT SECTOR EMPLOYEES</b>						
Graduates	244	325	318	249	150	267
Trainees / Apprentices	234	175	194	196	312	182
Total	478	500	512	445	462	449
<b>PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES</b>						
Graduates	43	39	34	29	42	33
Trainees / Apprentices	80	52	62	50	51	43
Total	123	91	96	79	93	76
<b>PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES</b>						
Graduates	2	4	2	2	1	3
Trainees / Apprentices					1	
Total	2	4	2	2	2	3
<b>NON-BUDGET ENTITY EMPLOYEES</b>						
Graduates	1			1		
Trainees / Apprentices	4	1	1			
Total	5	1	1	1	0	0
<b>TOTAL EMPLOYEES</b>						
Graduates	290	368	354	281	193	303
Trainees / Apprentices	318	228	257	246	364	225
Total	608	596	611	527	557	528

### Notes

\* Covers a range of agency and sector wide graduate and trainee recruitment programs through which people can enter the public sector workforce. Includes persons employed from the SA Government Graduate Register.



## 5.8 Length of Service

The public sector workforce in South Australia is highly experienced.

Approximately 70% of employees have been employed in the sector for greater than five years. The majority have remained in the same agency during their tenure.

Opportunities also exist for employees to move between agencies.

Approximately 17% of employees have spent time in more than one agency.

Average employee tenure in the sector is 13 years.

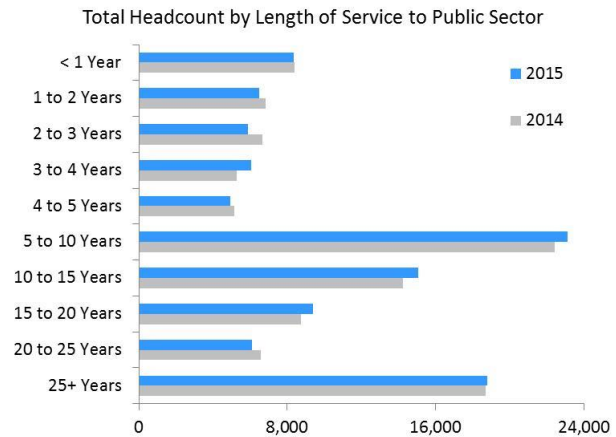


Table 11 - Employees in the SA Public Sector by Length of Service, June 2014 and June 2015

(a) LENGTH OF SERVICE IN THE SA PUBLIC SECTOR										
LENGTH OF SERVICE	GENERAL GOVERNMENT SECTOR EMPLOYEES		PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES		PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES		NON-BUDGET ENTITY EMPLOYEES		TOTAL	
	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015
< 1 Year	7,917	7,678	356	516	81	68	45	45	8,399	8,307
1 to 2 Years	6,419	6,102	344	268	52	63	20	33	6,835	6,466
2 to 3 Years	6,278	5,514	319	292	38	45	42	18	6,677	5,869
3 to 4 Years	4,995	5,705	224	271	38	34	25	31	5,282	6,041
4 to 5 Years	4,863	4,654	222	200	25	35	32	23	5,142	4,912
5 to 10 Years	21,407	22,050	829	858	119	116	99	102	22,454	23,126
10 to 15 Years	13,648	14,405	502	525	69	73	41	54	14,260	15,057
15 to 20 Years	8,468	9,102	228	233	36	38	26	26	8,758	9,399
20 to 25 Years	6,336	5,879	182	161	40	33	32	28	6,590	6,101
25+ Years	18,000	18,101	603	592	34	39	53	60	18,690	18,792
<b>TOTAL</b>	<b>98,331</b>	<b>99,190</b>	<b>3,809</b>	<b>3,916</b>	<b>532</b>	<b>544</b>	<b>415</b>	<b>420</b>	<b>103,087</b>	<b>104,070</b>

(b) LENGTH OF SERVICE IN THE CURRENT AGENCY										
LENGTH OF SERVICE	GENERAL GOVERNMENT SECTOR EMPLOYEES		PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES		PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES		NON-BUDGET ENTITY EMPLOYEES		TOTAL	
	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015
< 1 Year	10,510	10,659	386	669	84	73	54	53	11,034	11,454
1 to 2 Years	8,179	7,947	380	279	58	67	27	40	8,644	8,333
2 to 3 Years	7,500	6,732	441	293	40	53	47	23	8,028	7,101
3 to 4 Years	5,881	6,537	250	371	40	34	23	37	6,194	6,979
4 to 5 Years	5,965	5,302	226	218	25	36	33	19	6,249	5,575
5 to 10 Years	21,712	22,827	852	847	133	125	105	110	22,802	23,909
10 to 15 Years	11,795	12,298	453	467	69	69	42	55	12,359	12,889
15 to 20 Years	7,092	7,549	190	188	31	37	24	25	7,337	7,799
20 to 25 Years	5,233	4,856	147	123	35	27	30	25	5,445	5,031
25+ Years	14,464	14,483	484	461	17	23	30	33	14,995	15,000
<b>TOTAL</b>	<b>98,331</b>	<b>99,190</b>	<b>3,809</b>	<b>3,916</b>	<b>532</b>	<b>544</b>	<b>415</b>	<b>420</b>	<b>103,087</b>	<b>104,070</b>

	Notes
(a)	Based on an employee's start date in the SA Public Sector, and can differ from an employee's length of service in an individual public sector organisation.
(b)	Based on an employee's start date in the individual agency in which they currently work, and can differ from an employee's length of service in the SA Public Sector.

## 5.9 Occupations

SA public sector employees work across a broad range of occupations. Table 12 highlights this based on the Australian Bureau of Statistics, Australian and New Zealand Standard Classification of Occupations.

Table 12 – Employees in the South Australian Public Sector by Occupation\*, June 2015

\*Australian and New Zealand Standard Classification of Occupations

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
MANAGERS	Chief Executives, General Managers and Legislators	Chief Executives, General Managers and Legislators	1111	Chief Executives and Managing Directors	344	27	5	5	381
			1112	General Managers	525	50	21	8	604
	Specialist Managers	Business Administration Managers	1322	Finance Managers	149	18	8	6	181
			1324	Policy and Planning Managers	255	5	3		263
		Education, Health and Welfare Services Managers	1342	Health and Welfare Services Managers	229	59			288
			1343	School Principals	1,543				1,543
			1344	Other Education Managers	485				485
		ICT Managers	1351	ICT Managers	147	17	10	2	176
		Miscellaneous Specialist Managers	1391	Commissioned Officers (Management)	204				204
			1399	Other Specialist Managers	831	216	48	13	1,108
	Hospitality, Retail and Service Managers	Accommodation and Hospitality Managers	1419	Other Accommodation and Hospitality Managers	452	5			457
	OTHER				289	119	20	16	444
	TOTAL MANAGERS				5,453	516	115	50	6,134

OCCUPATIONS				General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL		
PROFESSIONALS	Business, Human Resource and Marketing Professionals	Accountants, Auditors and Company Secretaries	2211	Accountants	668	91	30	4	793	
			2212	Auditors, Company Secretaries and Corporate Treasurers	179	3	10		192	
		Human Resource and Training Professionals	2231	Human Resource Professionals	406	31	7		444	
		Information and Organisation Professionals	2244	Intelligence and Policy Analysts	574	17	3	2	596	
			2247	Management and Organisation Analysts	358	18	29	5	410	
			2249	Other Information and Organisation Professionals	327	24	33	7	391	
		Sales, Marketing and Public Relations Professionals	2251	Advertising and Marketing Professionals	142	23	2		167	
	Design, Engineering, Science and Transport Professionals	Natural and Physical Science Professionals	2343	Environmental Scientists	646	32			678	
			2346	Medical Laboratory Scientists	615				615	
			2349	Other Natural and Physical Science Professionals	151				151	
	Education Professionals	School Teachers	2410	School Teachers	4,888				4,888	
			2411	Early Childhood (Pre-primary School) Teachers	702				702	
			2412	Primary School Teachers	6,092				6,092	
			2414	Secondary School Teachers	3,598				3,598	
			2415	Special Education Teachers	235			1	236	
		Tertiary Education Teachers	2422	Vocational Education Teachers (Aus) \ Polytechnic Teachers (NZ)	1,733				1,733	
		Miscellaneous Education Professionals	2491	Education Advisers and Reviewers	231			2	233	
		Health Professionals	Health Diagnostic and Promotion Professionals	2511	Nutrition Professionals	175				175
				2512	Medical Imaging Professionals	516				516
	2513			Occupational and Environmental Health Professionals	321	9			330	
	2515			Pharmacists	372				372	
	2519			Other Health Diagnostic and Promotion Professionals	212				212	
	Health Therapy Professionals		2523	Dental Practitioners	174				174	
			2524	Occupational Therapists	498				498	
			2525	Physiotherapists	510				510	
			2527	Audiologists and Speech Pathologists \ Therapists	349				349	
	Medical Practitioners		2531	General Practitioners and Resident Medical Officers	1,428				1,428	
			2532	Anaesthetists	256				256	
			2534	Psychiatrists	194				194	
			2535	Surgeons	327				327	
			2539	Other Medical Practitioners	1,631				1,631	
	Midwifery and Nursing Professionals		2541	Midwives	618				618	
			2542	Nurse Educators and Researchers	367				367	
			2544	Registered Nurses	12,877				12,877	

Table 12 – Employees in the South Australian Public Sector by Occupation\*, June 2015 (continued)

\*Australian and New Zealand Standard Classification of Occupations

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
PROFESSIONALS	ICT Professionals	Business and Systems Analysts, and Programmers	2611	ICT Business and Systems Analysts	100	49		2	151
		Database and Systems Administrators, and ICT Security Specialists	2621	Database and Systems Administrators, and ICT Security Specialists	177	28	4	1	210
		ICT Network and Support Professionals	2631	Computer Network Professionals	320	29			349
	Legal, Social and Welfare Professionals	Legal Professionals	2713	Solicitors	350	1	1	82	434
			2723	Psychologists	344				344
		Social and Welfare Professionals	2725	Social Workers	1,594	16			1,610
			2726	Welfare, Recreation and Community Arts Workers	587	4			591
	OTHER				1,976	191	65	54	2,286
	TOTAL PROFESSIONALS				47,818	566	184	160	48,728

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
TECHNICIANS AND TRADES WORKERS	Engineering, ICT and Science Technicians	Agricultural, Medical and Science Technicians	3112	Medical Technicians	720		1		721
			3114	Science Technicians	231	99			330
		ICT and Telecommunications Technicians	3131	ICT Support Technicians	527	66	1	5	599
	Electrotechnology and Telecommunications Trades Workers	Electricians	3411	Electricians	94	71			165
	Other Technicians and Trades Workers	Miscellaneous Technicians and Trades Workers	3999	Other Miscellaneous Technicians and Trades Workers	137	18	1	3	159
	OTHER				878	331		2	1,211
	TOTAL TECHNICIANS AND TRADES WORKERS				2,587	585	3	10	3,185

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
COMMUNITY AND PERSONAL SERVICE WORKERS	Health and Welfare Support Workers	Health and Welfare Support Workers	4111	Ambulance Officers and Paramedics	1,051				1,051
			4112	Dental Hygienists, Technicians and Therapists	158				158
			4114	Enrolled and Mothercraft Nurses	3,078				3,078
			4117	Welfare Support Workers	1,751	19			1,770
	Carers and Aides	Education Aides	4221	Education Aides	7,741				7,741
		Personal Carers and Assistants	4231	Aged and Disabled Carers	1,400				1,400
			4232	Dental Assistants	431				431
			4233	Nursing Support and Personal Care Workers	1,676				1,676
			4234	Special Care Workers	528	20			548
	Hospitality Workers	Hospitality Workers	4315	Waiters	1	225			226
	Protective Service Workers	Defence Force Members, Fire Fighters and Police	4412	Fire and Emergency Workers	1,029				1,029
			4413	Police	4,535				4,535
		Prison and Security Officers	4421	Prison Officers	1,006				1,006
			4422	Security Officers and Guards	246	21			267
	Sports and Personal Service Workers	Sports and Fitness Workers	4521	Fitness Instructors	238				238
	OTHER				271	137			408
	TOTAL COMMUNITY AND PERSONAL SERVICE WORKERS				25,140	422	0	0	25,562

Table 12 – Employees in the South Australian Public Sector by Occupation\*, June 2015 (continued)

\*Australian and New Zealand Standard Classification of Occupations

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
CLERICAL AND ADMINISTRATIVE WORKERS	Office Managers and Program Administrators	Contract, Program and Project Administrators	5111	Contract, Program and Project Administrators	2,139	177	15	8	2,339
		Office and Practice Managers	5121	Office Managers	544	109	20	12	685
	Personal Assistants and Secretaries	Personal Assistants and Secretaries	5211	Personal Assistants	610	23	21	8	662
	General Clerical Workers	General Clerks	5311	General Clerks	7,006	318	27	9	7,360
	Inquiry Clerks and Receptionists	Call or Contact Centre Information Clerks	5411	Call or Contact Centre Workers	411	82	6	5	504
		Information Officers	5412	Information Officers	259	55	24		338
		Receptionists	5421	Receptionists	123	39	2	6	170
	Numerical Clerks	Accounting Clerks and Bookkeepers	5511	Accounting Clerks	616	68	17	7	708
			5513	Payroll Clerks	246	15	2	1	264
	Clerical and Office Support Workers	Clerical and Office Support Workers	5619	Other Clerical and Office Support Workers	207	57	1		265
	Other Clerical and Administrative Workers	Miscellaneous Clerical and Administrative Workers	5992	Court and Legal Clerks	423	61	4	1	489
			5995	Inspectors and Regulatory Officers	219	33	9	1	262
			5999	Other Miscellaneous Clerical and Administrative Workers	813	60	40	8	921
	OTHER				572	37	44	124	777
TOTAL CLERICAL AND ADMINISTRATIVE WORKERS					14,188	1,134	232	190	15,744

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
SALES WORKERS	Sales Representatives and Agents	Real Estate Sales Agents	6121	Real Estate Sales Agents	261	181	5		447
	OTHER				55	20	3	9	87
	TOTAL SALES WORKERS				316	201	8	9	534

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
MACHINERY OPERATORS AND DRIVERS	Machine and Stationary Plant Operators	Stationary Plant Operators	7129	Other Stationary Plant Operators	2	276			278
	Road and Rail Drivers	Automobile, Bus and Rail Drivers	7312	Bus and Coach Drivers	185				185
			7313	Train and Tram Drivers	280				280
	OTHER				175	7			182
	TOTAL MACHINERY OPERATORS AND DRIVERS				642	283	0	0	925

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
LABOURERS	Cleaners and Laundry Workers	Cleaners and Laundry Workers	8112	Commercial Cleaners	1,034	29			1,063
	Construction and Mining Labourers	Construction and Mining Labourers	8211	Building and Plumbing Labourers	182	11			193
	Food Preparation Assistants	Food Preparation Assistants	8513	Kitchenhands	549	7			556
	Other Labourers	Miscellaneous Labourers	8993	Handypersons	613	23		1	637
			8999	Other Miscellaneous Labourers	169	55			224
	OTHER				220	84	2		306
TOTAL LABOURERS				2,767	209	2	1	2,979	

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
OTHER / NOT STATED	OTHER / NOT STATED	OTHER / NOT STATED		OTHER / NOT STATED	279				279
	TOTAL OTHER / NOT STATED				279	0	0	0	279

					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
TOTAL SA PUBLIC SECTOR					99,190	3,916	544	420	104,070

<b>Notes:</b>									
Only occupational codes with more than 150 active and paid persons have been reported individually.									
The Australian Bureau of Statistics (ABS) Australian and New Zealand Standard Classification of Occupations is a skill-based classification structure.									

## 5.10 Salaries

Salary information provided in this report is intended to highlight indicative levels of responsibility across the workforce only – it does not reflect total employment costs over the year.

The SA public sector provides a vast range of services across many agencies and employs people across a broad range of occupations.

- 28% of employees earn a base salary up to \$56,200 predominantly in entry level type roles.
- 50% earn a base salary between \$56,200 and \$91,500 across frontline and middle management type roles.
- 17% of employees earn a base salary between \$91,500 and \$115,500 which covers more senior managers and/or employees with technical expertise.
- 5% of employees earn over \$115,500 which includes executives or employees with significant specialist skills.

The average salary for a public sector employee in 2014-15 was \$76,440.

**Table 13 - Employees in the SA Public Sector by Salary and Gender, June 2015**

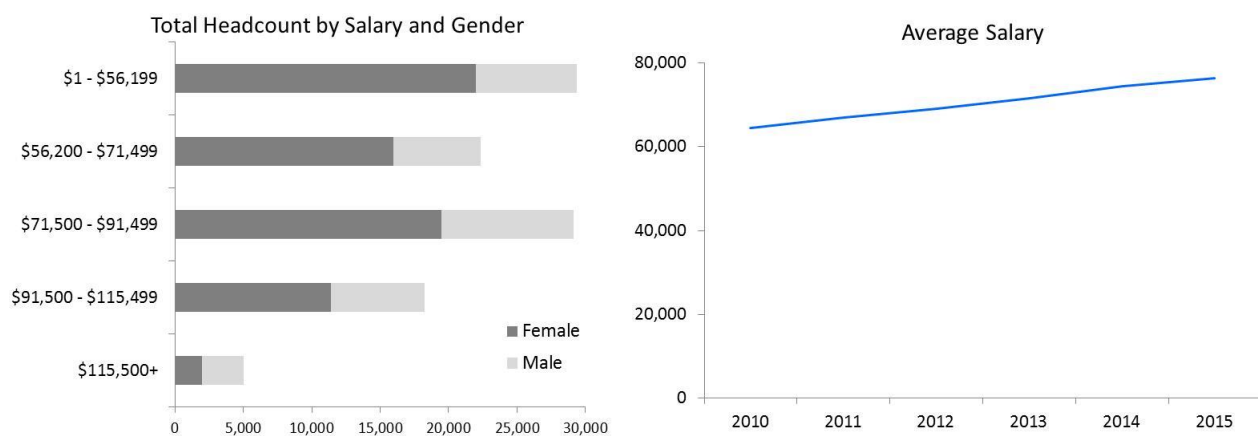
SALARY GROUP	GENERAL GOVERNMENT SECTOR EMPLOYEES			PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES			PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES			NON-BUDGET ENTITY EMPLOYEES			TOTAL		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
\$1 - \$56,199	21,215	6,618	27,833	665	649	1,314	37	17	54	84	21	105	22,001	7,305	29,306
\$56,200 - \$71,499	15,236	5,833	21,069	551	479	1,030	71	32	103	116	43	159	15,974	6,387	22,361
\$71,500 - \$91,499	19,019	9,016	28,035	346	507	853	100	61	161	45	27	72	19,510	9,611	29,121
\$91,500 - \$115,499	11,186	6,490	17,676	135	256	391	49	75	124	35	28	63	11,405	6,849	18,254
\$115,500+	1,848	2,729	4,577	79	249	328	39	63	102	6	15	21	1,972	3,056	5,028
<b>TOTAL</b>	<b>68,504</b>	<b>30,686</b>	<b>99,190</b>	<b>1,776</b>	<b>2,140</b>	<b>3,916</b>	<b>296</b>	<b>248</b>	<b>544</b>	<b>286</b>	<b>134</b>	<b>420</b>	<b>70,862</b>	<b>33,208</b>	<b>104,070</b>

### Notes

The salary measure is intended to capture an indication of responsibility level only and should not be used to reflect total salary earnings or total employment cost over the 2014-15 financial year. For this reason, all part-time employees' salaries are reported as the amount employees would receive if they worked full-time.

Salary details relate to pre-tax income excluding Super and FBT. Non-executive employees on salary sacrifice arrangements are shown as pre-sacrifice values. Executive remuneration is calculated according to a Total Remuneration Package Value (TRPV), which identifies both salary (taxable income) and non-monetary benefits, which includes motor vehicle and the governments' employer superannuation contribution. Allowances are excluded for all employees.

The salary brackets have been constructed as an indication of the level of responsibility, and are based on the remuneration structure of the PS Act Administrative Services Stream at June 2015



## 5.11 Sick Leave / Carer's Leave

Average sick leave / family carer's leave days per FTE increased from 9.2 days in 2013-14 to 9.7 days in 2014-15. This represents an increase of 5% but not a major shift compared to data from previous years.

Commissioner's Determination 3.1 highlights the leave management guidelines that apply to SA public sector employees.

A medical certificate is generally required for sick leave absences exceeding 3 consecutive working days.

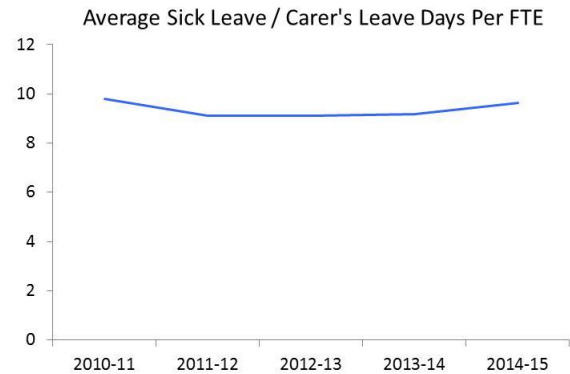


Table 14 - Average Sick Leave / Carer's Leave Days (Paid and Unpaid) Per FTE

	NOTES	AVERAGE SICK LEAVE DAYS PER FTE		% Change
		2013-14	2014-15	
Adelaide Cemeteries Authority		12.4	5.2	-58%
Adelaide Convention Centre		7.2	6.8	-7%
Adelaide Festival Centre Trust		7.3	8.1	11%
Ambulance Service, SA		9.5	9.7	2%
Attorney-General's	1	9.3	10.0	8%
Auditor-General's		6.5	8.1	24%
Communities and Social Inclusion	2	11.7	12.4	6%
Correctional Services		10.3	11.1	8%
Country Fire Service, SA		4.7	9.9	110%
Courts Administration Authority	3	11.4	9.5	-17%
Education and Child Development		6.2	6.5	6%
Electorate Offices		6.2	6.1	-2%
Environment Protection Authority		9.6	8.5	-11%
Environment, Water and Natural Resources		8.8	8.2	-7%
Forestry SA		7.9	4.9	-37%
Health and Ageing, Department of		8.1	8.9	11%
Health Units		11.7	12.4	5%
HomeStart Finance		6.2	6.6	6%
Legal Services Commission		7.7	8.0	3%
Legislature (Including Members)		5.2	6.6	27%
Metropolitan Fire Service, SA		13.6	13.3	-2%
Planning, Transport and Infrastructure		10.0	10.5	4%
Police, SA		8.2	9.4	15%
Premier and Cabinet		10.2	10.6	4%
Primary Industries and Regions		7.5	7.8	5%
SA Fire and Emergency Services Commission		10.3	7.9	-23%
SACE Board of SA		9.0	9.5	5%
State Development	4	8.6	10.1	17%
TAFE SA		6.6	5.9	-11%
Tourism Commission, SA		5.7	7.1	24%
Treasury and Finance		8.7	10.7	22%
Urban Renewal Authority (Renewal SA)		6.6	5.5	-18%
Water Corporation, SA		8.7	8.8	1%
West Beach Trust		8.6	5.7	-33%
WorkCover Corporation		9.4	9.0	-4%
Other agencies with less than 50 average FTEs		6.5	7.1	9%
<b>TOTAL SOUTH AUSTRALIAN PUBLIC SECTOR</b>		<b>9.2</b>	<b>9.7</b>	<b>5%</b>

<b>Notes:</b>	
Total Sick Leave includes all absences due to illness, whether paid or unpaid, and those on account of Family Carer's Leave. It should be assumed that the figures derived in this table are an estimate unless evidence is provided that it is an exact measure.	
Only public sector organisations with greater than 50 average FTE during 2014-15 have been listed individually.	
1	Includes the Office of the Public Trustee of South Australia. Excludes the Police Complaints Authority, this entity is reported separately.
2	Includes SA Housing Trust (Housing SA).
3	Excludes persons employed under Special Acts and the Judicial Administration Act.
4	New entity from 1 July 2014. Includes employees transferred from the Department of Further Education, Employment, Science and Technology (DFEEST), Department of Manufacturing, Innovation, Trade, Resources and Energy (DMITRE), Arts SA entities, Aboriginal Affairs and Reconciliation, Office of the Economic Development Board and Invest in SA (transferred from the Department of the Premier and Cabinet). 2013-14 data includes DFEEST and DMITRE for comparison purposes.



## 5.12 Recruitment and Separation

The existence of multiple payroll systems in the SA public sector results in some complexity identifying the movement of employees from one agency to another.

Detailed information is also not always captured when an employee separates, resulting in some difficulty identifying where all employees have moved to.

The migration of many agencies onto a standard payroll system (CHRIS21) is likely to improve future reporting in this area. Based on current data and historical definitions –

- The total number of recruitments (14,804) remained similar to recent years.
- The total number of separations (11,897) reduced by 8% compared to 2013-14.

Other data indicates the annual staff turnover rate is approximately 7% to 8% across the SA public sector.

Table 15 - Employees recruited to an SA public sector organisation during 2014-15\*

EMPLOYEE TYPE	GENERAL GOVERNMENT SECTOR EMPLOYEES	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES	PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES	NON-BUDGET ENTITY EMPLOYEES	TOTAL
Children's Services Act	197				197
Disability Services Officers	81				81
Education Act	1,203				1,203
Emergency Services	105				105
Executive	103	10	2	1	116
Medical Officers	1,210				1,210
Nurses	2,094				2,094
Police Act	128				128
PS Act	3,662	288	10	15	3,975
Public Sector Salaried	2,277	54	6	26	2,363
School Services Officers	764				764
TAFE Act	462				462
Weekly Paid	839	70	0		909
Other	555	557	63	22	1,197
<b>TOTAL</b>	<b>13,680</b>	<b>979</b>	<b>81</b>	<b>64</b>	<b>14,804</b>

**Notes:**

\* Includes all employees appointed to a position within an individual public sector organisation during 2014-15, regardless of whether they were still employees of the organisation in the last pay period of June 2015. Excludes employees who have returned from extended leave without pay, or who were already employees of the organisation (i.e. either have won the position in the same agency in which they are already working, or have returned from contract employment in another agency).

This table DOES NOT specify employees recruited new to the SA Public Sector, only the number of employees who started in a public sector organisation during 2014-15 and consequently may have originated from another SA Public Sector position.

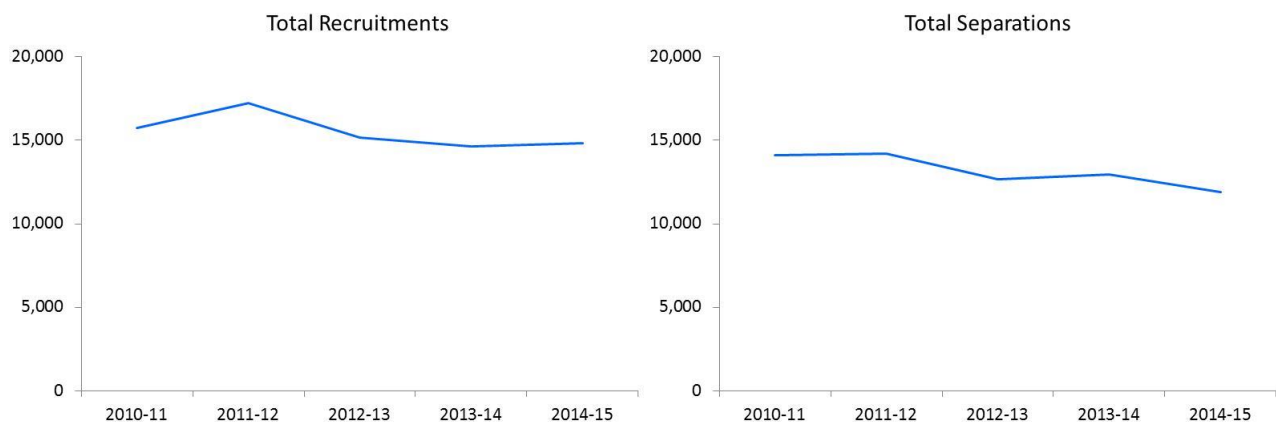


Table 16 - Employees separating from a role during 2014-15\*

EMPLOYEE TYPE	SEPARATION TYPE	NOTES	GENERAL GOVERNMENT SECTOR EMPLOYEES	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES	PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES	NON-BUDGET ENTITY EMPLOYEES	TOTAL
Children's Services Act	Movement - w ithin SAPS		1				1
	Separation - left SAPS		31				31
	Not Stated		22				22
	<b>TOTAL</b>		<b>54</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>54</b>
Disability Services Officers	Movement - w ithin SAPS		6				6
	Separation - left SAPS		27				27
	Not Stated		29				29
	<b>TOTAL</b>		<b>62</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>62</b>
Education Act	Movement - w ithin SAPS		2				2
	Separation - left SAPS		587				587
	Not Stated		276				276
	<b>TOTAL</b>		<b>865</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>865</b>
Emergency Services	Movement - w ithin SAPS		2				2
	Separation - left SAPS		28				28
	Not Stated		57				57
	<b>TOTAL</b>		<b>87</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>87</b>
Executive	Movement - w ithin SAPS		30	2			32
	Separation - left SAPS		42	16	2		60
	Not Stated		101	6	2	1	110
	<b>TOTAL</b>		<b>173</b>	<b>24</b>	<b>4</b>	<b>1</b>	<b>202</b>
Medical Officers	Movement - w ithin SAPS		380				380
	Separation - left SAPS		299				299
	Not Stated		444				444
	<b>TOTAL</b>		<b>1,123</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,123</b>
Nurses	Movement - w ithin SAPS		315				315
	Separation - left SAPS		1,028				1,028
	Not Stated		335				335
	<b>TOTAL</b>		<b>1,678</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,678</b>
Police Act	Movement - w ithin SAPS		2				2
	Separation - left SAPS		134				134
	Not Stated		1				1
	<b>TOTAL</b>		<b>137</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>137</b>
PS Act	Movement - w ithin SAPS		843	146	1	2	992
	Separation - left SAPS		972	72	3	1	1,048
	Not Stated		1,068	47	3	5	1,123
	<b>TOTAL</b>		<b>2,883</b>	<b>265</b>	<b>7</b>	<b>8</b>	<b>3,163</b>
Public Sector Salaried	Movement - w ithin SAPS		575			3	578
	Separation - left SAPS		866	20	4	14	904
	Not Stated		354	17		12	383
	<b>TOTAL</b>		<b>1,795</b>	<b>37</b>	<b>4</b>	<b>29</b>	<b>1,865</b>
School Services Officers	Movement - w ithin SAPS		4				4
	Separation - left SAPS		188				188
	Not Stated		200				200
	<b>TOTAL</b>		<b>392</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>392</b>
TAFE Act	Movement - w ithin SAPS		3				3
	Separation - left SAPS		59				59
	Not Stated		139				139
	<b>TOTAL</b>		<b>201</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>201</b>
Weekly Paid	Movement - w ithin SAPS		40	2			42
	Separation - left SAPS		514	73			587
	Not Stated		222	7	1		230
	<b>TOTAL</b>		<b>776</b>	<b>82</b>	<b>1</b>	<b>0</b>	<b>859</b>
Other	Movement - w ithin SAPS		49	10		1	60
	Separation - left SAPS		108	238	29	10	385
	Not Stated		510	216	33	5	764
	<b>TOTAL</b>		<b>667</b>	<b>464</b>	<b>62</b>	<b>16</b>	<b>1,209</b>
<b>TOTAL</b>			<b>10,893</b>	<b>872</b>	<b>78</b>	<b>54</b>	<b>11,897</b>
<b>MOVEMENT - WITHIN SAPS (TOTAL)</b>			<b>1</b>	<b>2,252</b>	<b>160</b>	<b>1</b>	<b>2,419</b>
<b>SEPARATION - LEFT SAPS (TOTAL)</b>			<b>2</b>	<b>4,883</b>	<b>419</b>	<b>38</b>	<b>5,365</b>
<b>NOT STATED (TOTAL)</b>			<b>3</b>	<b>3,758</b>	<b>293</b>	<b>39</b>	<b>4,113</b>

Notes:	
*	Includes employees who permanently left their individual agency during 2014-15. Excludes temporary assignments to other public sector organisations, unpaid leave, or casual employees who did not work in the last pay period.
1	Employees that moved internally within the SAPS. This includes employees moving to a different role within the same agency, or transferring to a different agency within the SAPS.
2	Employees that separated from the SAPS. This includes employees resigning to a non-SA Public Sector role, or who left the workforce due to: a Targeted Voluntary Separation Package (TVSP); a WorkCover settlement; death; retirement; ill health; study; or family responsibilities.
3	Those who ended employment in a role during 2014-15, but whose subsequent employment was not specified. Reasons for ending employment in a role include; dismissal, contract expiry or resignation. Agencies did not specify whether these employees subsequently moved to a different role within the SAPS or whether they separated entirely from the SAPS.

## 6 Agency Data

The following table provide a range of demographic data by agency. Central reporting of this data aims to reduce red tape and minimise duplication of reporting in individual agency annual reports.

Table 17 - Agency Demographics, June 2015

	NOTES	FTEs	HEADCOUNT														
			Female	Male	Total	ATSI	% ATSI	Declared Disability	Declared Disability	Female Executives	Male Executives	Total Executives	Average Salary	Average Age	Average Tenure to Sector (Years)	2014-15 Recruitments	2014-15 Separations
Adelaide Cemeteries Authority		56	20	40	60		0.00%		0.00%		3	3	62,827	46	7	15	14
Adelaide Convention Centre		235	154	203	357	15	4.20%	3	0.84%		6	6	50,159	37	6	134	102
Adelaide Entertainments Corporation		89	98	78	176		0.00%	1	0.57%	2	3	5	62,362	39	6	206	159
Adelaide Festival Centre Trust		240	166	160	326		0.00%	8	2.45%	2	11	13	57,316	43	9	91	109
Ambulance Service, SA		1,219	619	740	1,359	9	0.66%	3	0.22%	3	3	6	72,107	42	12	86	60
Attorney-General's	1	1,601	1,095	616	1,711	26	1.52%	54	3.16%	34	45	79	89,985	44	13	467	199
Auditor-General's		121	77	50	127	2	1.57%	2	1.57%	1	5	6	81,654	37	10	21	21
Communities and Social Inclusion	2	4,469	3,421	1,643	5,064	169	3.34%	250	4.94%	22	12	34	64,222	47	12	618	632
Correctional Services		1,792	758	1,112	1,870	61	3.26%	27	1.44%	5	6	11	63,410	47	11	292	172
Country Arts, SA		58	83	41	124	2	1.61%		0.00%		1	1	53,340	43	9	18	15
Country Fire Service, SA		139	66	84	150		0.00%	12	8.00%	1	2	3	77,894	49	12	23	11
Courts Administration Authority	3	614	457	225	682	23	3.37%	12	1.76%	2	3	5	66,331	47	14	71	63
Education and Child Development		23,550	22,874	6,919	29,793	728	2.44%	429	1.44%	296	205	501	70,851	46	16	2,780	1,827
Electorate Offices		200	186	72	258	2	0.78%	3	1.16%			0	65,875	35	4	203	316
Environment Protection Authority		214	110	121	231	1	0.43%	7	3.03%	1	4	5	85,784	44	12	28	21
Environment, Water and Natural Resources		1,580	856	860	1,716	41	2.39%	28	1.63%	7	20	27	75,642	43	11	348	273
Forestry SA		96	29	70	99		0.00%	2	2.02%		5	5	83,250	46	13	11	13
Health and Ageing, Department of		2,096	1,299	942	2,241	17	0.76%	18	0.80%	20	22	42	80,257	45	12	362	384
Health Units		27,675	29,374	7,037	36,411	352	0.97%	235	0.65%	35	23	58	81,874	45	11	5,922	4,917
HomeStart Finance		97	51	53	104		0.00%		0.00%	1	4	5	90,814	47	8	14	13
Legal Services Commission		194	160	53	213	4	1.88%	3	1.41%	3	5	8	77,763	47	13	23	28
Legislature (Including Members)		167	90	95	185		0.00%		0.00%	16	43	59	98,848	48	12	30	20
Metropolitan Fire Service, SA		934	52	1,078	1,130	3	0.27%	1	0.09%		2	2	74,563	46	18	50	53
Planning, Transport and Infrastructure		3,066	1,000	2,190	3,190	82	2.57%	48	1.50%	13	32	45	73,833	46	16	196	520
Police, SA		5,667	1,935	3,920	5,855	68	1.16%	28	0.48%	4	7	11	77,670	43	15	291	266
Premier and Cabinet	4	1,553	1,046	621	1,667	20	1.20%	35	2.10%	17	27	44	75,230	44	12	190	466
Primary Industries and Regions		878	439	542	981	7	0.71%	16	1.63%	3	20	23	78,613	46	13	219	158
SA Fire and Emergency Services Commission		74	43	35	78		0.00%	3	3.85%		1	1	86,973	46	14	17	10
SACE Board of SA		102	68	41	109		0.00%	5	4.59%	2	2	4	87,842	45	13	8	10
State Development	5	1,283	773	617	1,390	34	2.45%	20	1.44%	19	48	67	86,031	45	13	640	168
TAFE SA		2,324	1,878	1,056	2,934	20	0.68%	39	1.33%	8	8	16	79,612	49	12	708	323
Tourism Commission, SA		102	77	35	112		0.00%		0.00%	3	2	5	80,982	42	9	29	21
Treasury and Finance		535	306	264	570	4	0.70%	11	1.93%	5	30	35	83,999	43	12	66	59
Urban Renewal Authority (Renewal SA)	6	287	154	145	299	1	0.33%	11	3.68%	3	5	8	92,745	45	13	141	36
Water Corporation, SA		1,433	409	1,069	1,478	31	2.10%	16	1.08%	10	25	35	83,877	43	12	172	159
West Beach Trust		92	93	40	133	1	0.75%	3	2.26%	2	1	3	47,142	37	5	54	37
WorkCover Corporation		268	162	117	279		0.00%		0.00%	1	3	4	97,310	46	8	45	48
Other agencies with less than 50 FTEs		530	384	224	608	15	2.47%	2	0.33%	16	48	64	89,609	45	9	215	194
<b>TOTAL SOUTH AUSTRALIAN PUBLIC SECTOR</b>		<b>85,628</b>	<b>70,862</b>	<b>33,208</b>	<b>104,070</b>	<b>1,738</b>	<b>1.67%</b>	<b>1,335</b>	<b>1.28%</b>	<b>557</b>	<b>692</b>	<b>1,249</b>	<b>76,440</b>	<b>45</b>	<b>13</b>	<b>14,804</b>	<b>11,897</b>

	<b>Notes:</b>
	Only public sector organisations with greater than 50 FTEs at June 2015 have been listed individually. Data definitions are consistent with other tables in this report.
1	Includes the Office of the Public Trustee of South Australia. Excludes the Police Complaints Authority, this entity is reported separately. 2014-15 data includes SafeWork SA (transferred from the Department of the Premier and Cabinet on 1 July 2014).
2	Includes SA Housing Trust (Housing SA). 2014-15 data excludes Housing Policy/Asset Services employees transferred to the Urban Renewal Authority (Renewal SA) on 5 February 2015.
3	Excludes persons employed under Special Acts and the Judicial Administration Act.
4	2014-15 data excludes SafeWorkSA (transferred to the Attorney-General's Department from 1 July 2014), Arts SA entities, Aboriginal Affairs and Reconciliation, Office of the Economic Development Board and Invest in SA (transferred to the Department of State Development from 1 July 2014).
5	New entity from 1 July 2014. Includes employees transferred from the Department of Further Education, Employment, Science and Technology (DFEEST), Department of Manufacturing, Innovation, Trade, Resources and Energy (DMITRE), Arts SA entities, Aboriginal Affairs and Reconciliation, Office of the Economic Development Board and Invest in SA (transferred from the Department of the Premier and Cabinet). 2013-14 data includes DFEEST and DMITRE for comparison purposes.
6	2014-15 data includes Housing Policy/Asset Services employees transferred from Housing SA on 5 February 2015.

## 7 Explanation of Terms

Persons counted as employees are those paid and/or in receipt of a salary in the last full pay period prior to the last day of June. Due to differing pay period end dates this may vary across public sector organisations.

These include:

- Persons on the payroll
- Persons on leave paid in advance
- Persons receiving workers compensation payments
- Persons paid from funds administered by the organisation
- Statutory appointees eg. Commissioners
- Casuals and persons paid on an hourly or sessional basis
- Education Act relief and contract teachers
- Ministerial employees and electorate secretaries
- Vocational students
- Employees appointed on a term or contract basis
- Supernumerary employees employed under special recruitment schemes
- Persons employed and paid under the federal Government's Australian Apprenticeships Incentive Program or Career Start SA (formerly South Australian Government Youth Training Initiative) i.e.: trainees, apprentices.
- Persons employed and paid under the SA Public Sector Graduate Recruitment Register
- National Indigenous Cadetship Program (NICP) participants who are undertaking a 12 month temporary placement
- Government Ministers (included under Legislature only).

Persons excluded from the calculation are:

- Persons on leave without pay
- Members of part time boards and committees
- Persons working on a fee for service contract and paid on a non-time basis eg. cleaners paid per square metre
- Persons employed on a temporary hourly basis from external employment agencies
- Persons working under the Work for the Dole scheme.

Please note: Employment levels and Full time Equivalent (FTE) employment is subject to systematic and seasonal fluctuations which determines both the number of employees and the number of hours worked in any given pay period.

## SA Public Sector

The definition of the SA Public Sector is based on the Standard Institutional Sector Classification of Australia (SISCA) and other associated economic sector classifications. These have been developed by the Australian Bureau of Statistics (ABS) and are detailed in the ABS publication titled Standard Economic Sector Classifications of Australia, 2008 (Catalogue No. 1218.0).

Under this definition the SA Public Sector includes:

- Government departments formally established and maintained under the Public Sector Act, 2009.
- Statutory bodies established to regulate or market commodities, industries and occupational groups.
- Subsidiary organisations of public sector organisations.
- Other bodies where a public sector organisation has complete or majority ownership of voting shares or other forms of voting capital which entitles them to control general corporate policy.

Analysis in this report has been aligned with Department of Treasury and Finance publications to provide a consistent presentation and explanation of the public sector in South Australia, based on each agency's status in the state budget.

Public sector agencies are categorised in this report as –

- General Government Sector: the sector of government that includes all government agencies that provide services free of charge or at prices significantly below the cost of production or provide regulatory services.
- Public Financial Corporation (PFC): Government controlled entity that is mainly engaged in financial intermediation or the provision of auxiliary financial services.
- Public Non-Financial Corporation (PNFC): Government controlled entity that is mainly engaged in the production of market goods and/or non-financial services, which recovers a significant portion of its costs through user charges.
- Non-Budget Entity: Meets the ABS definition but has minimal or no funding tied to the state budget.

## Full Time Equivalent (FTE)

The full time equivalent (FTE) of employees is the estimated number of full time personnel whose total work hours per week would be the same as that of existing full time and part time employees.

To calculate a full-time equivalent, each part-time employee is counted as a decimal fraction by dividing the number of hours worked each week by the normal full time hours per week for that position.

For example, in a position in which 37.5 hours each week is full-time:

- 30.0 hours = 0.8 FTE
- 37.5 hours = 1.0 FTE

An employee cannot be expressed as more than one full-time equivalent (1.0).

The FTE for Casuals worked in the last pay period is calculated based on hours worked/full time hours. For the purpose of this report they are not an average but a snapshot, casuals who did not work in the last pay period are not included in this reporting.

## Average FTEs Over Period

The average full-time equivalent (FTE) of employees is the estimated average number of full time personnel over a financial year.

The number of intervals within the period will be used to calculate the average FTE figure over the period. Generally either fortnightly or monthly intervals are used.

Once this is determined, the average FTE figure is calculated as follows:

Sum of FTE's at the end of each interval divided by the number of intervals, for example, to calculate the average FTE figure using monthly intervals for the period January 1 to June 30, assuming that the FTE figure for the last day of each month was 61.0 at January, 60.1 at February, 63.2 at March, 63.4 at April, 67.3 at May, 64.2 at June, the calculation would be:

Average FTE =  $61.0 + 60.1 + 63.2 + 63.4 + 67.3 + 64.2$  divided by 6 (number of months) = 63.2.

## Employee Type

For the purposes of this report employees have been reported under the following broad employee type categories. These categories represent the major employee groups across the SA Public Sector:

### Children's Service Act

The Children's Services Act workforce covers all persons engaged under the Children's Services Act, 1985. Children's Services Act employees are pre-school teaching staff (including permanent, contract and relief Children's Services Officers), seconded teachers who are employed to develop curriculum, early childhood workers (engaged under the Early Childhood Workers Award) who provide a support and assistance function to South Australian public pre-school sites, and pre-school directors who teach children and manage staff/sites in South Australian public pre-schools. Children's Services employees are employed by the Department for Education and Child Development.

### Disability Services Officers

The disability services officer workforce covers those persons employed under the Intellectual Disability Services Award. These employees provide daily living support to residents who have an intellectual disability.

### Education Act

The Education Act workforce encompasses all persons engaged under the Education Act, 1972, excluding School Services Officers and Aboriginal Education Workers who are reported elsewhere.

Education Act employees include; teachers; seconded teachers employed to develop curriculum or provide specialist support such as training or advice; coordinators, assistant principals and deputy principals who manage a specific function, project(s) or a team of teachers (deputy principals also act in the principals' absence); and principals who are responsible for the development and achievement of the schools' goals and objectives, manage staff and the physical and financial resources of the school. Education Act employees also include hourly paid instructors and temporary relieving teachers who are employed on a casual or ad hoc basis to backfill teaching staff absent on leave (such as sick leave or leave without pay to a maximum of 20 continuous working days). Education Act employees are employed by the Department for Education and Child Development.

### Emergency Services

The emergency services workforce comprises fire fighters from the South Australian Metropolitan Fire Service and ambulance officers from the South Australian Ambulance Service. Volunteer fire fighters from the South Australian Country Fire Service and volunteer emergency workers from the SA Fire and Emergency Services Commission are not included as public sector employees.

### Executives

Executives are defined as employees who:

Receive a total salary equivalent to \$113,110 per annum or more (equating to EL1 minimum under the public service structure).

or

Receives a Total Remuneration Package Value (TRPV) type contract equivalent to \$141,484 per annum or more (equating to ExA minimum under the PS Act). A total remuneration package includes monetary benefits such as salary and allowances, plus employer superannuation contributions and other non-monetary benefits such as a vehicle.

AND:

Has professional or managerial 'executive' responsibilities (and therefore not receiving a salary or TRPV in the range described above based only on additional allowances paid for specialist skills or for the purposes of attraction and retention).

or

Occupies a position having a work value of 670 points or more (using the Cullen Egan Dell assessment tool).

or

Is appointed pursuant to either Part 6 (Division 3) or Part 7 (Division 2) of the PS Act 2009.

or

Is employed under the PS Act in any of the following classification types EL, EX, MLS, or SAES.

A total remuneration package may include monetary benefits such as salary and allowances, plus non-monetary benefits such as the use of a vehicle and employer superannuation contribution.

This definition does not include persons with non-executive responsibilities who are paid additional allowances for specialist skills or for the purposes of attraction and retention, which take them over the financial thresholds listed above.

This employee type includes statutory appointments, managers, chief executive officers, professional specialists, medical officers, nurses and legal services officers employed at the executive level across the administrative units and other public sector organisations.

#### Medical Officers

Medical Officers are all those persons engaged under the South Australian Medical Officers Award. It includes all senior registrars, medical officers, medical practitioners, visiting medical specialists and consultants.

#### Nurses Award

The nursing workforce covers all persons engaged under the Nurses (South Australian Public Sector) Award. It includes all registered and enrolled nurses, nurse educators, clinical nurses and nurse managers employed within the South Australian health sector.

#### Other Acts and Awards

Includes statutory appointees (for example Commissioners and the State Coroner, the Official and Deputy Secretaries of Government House, and the Employee Ombudsman), Ministerial appointees, electorate secretaries, parliamentary officers, Aboriginal Education Workers, Medical and Grant Funded Scientists, Clinical Academics and Dental Officers (dentists). This employee group also includes any other persons not categorised in the employee types listed who are employed in organisations that meet the definition of a public sector organisation.

#### Police Act

The Police Act workforce covers all persons engaged under the Police Act, 1998. Police Act employees are employed by South Australia Police and include police officers, police cadets and community constables.

#### Public Sector (PS) Act

Public Sector Act employees refer to those persons who are employed under the Public Sector Act, 2009 (PS Act). This group of employees generally include persons employed across the five major remuneration structures of Administrative Services, Operational Services, Professional Officers, Technical Grades and Allied Health Professionals.

PS Act employees are employed as ongoing, contract short-term, contract long-term and contract casual employees. For the purposes of public sector wide reporting, the contract casual appointment type will be reported under the other appointment type.



### Public Sector Salaried Award

Public sector salaried employees are those persons employed under the SA Government (Public Sector Salaried Employees) Salaries Interim Award in 'other public sector organisations'. This award mirrors the PS Act conditions of employment. It generally includes persons employed across the remuneration structures of Administrative Services, Operational Services, Professional Officers, Technical Grades and Allied Health Professionals.

### School Services Officers

School services officers covers all persons engaged under the School Services Officers (Government Schools) Award. These employees provide an administration and support function to South Australia's public schools and are employed by the Department for Education and Child Development.

### TAFE SA Act

TAFE SA Act employees are lecturers and hourly paid instructors who work in the TAFE Institutions. These employees are employed under the TAFE SA Act 2012 in TAFE SA.

### Trainee, Apprenticeship and Graduate Entry Programs

This employee type covers a range of trainee, apprenticeship and graduate entry programs through which people can be employed in the public sector workforce. It includes young people (17 to 24 years) engaged as entry level trainees through Career Start SA, and the Australian Apprenticeships Incentive Program, and those who enter the public sector workforce through a range of graduate recruitment programs including the SA Public Sector Graduate Recruitment Register. These employment programs can receive funding assistance from the Commonwealth Government and/or the State Government and the employing organisation.

### Weekly Paid Awards

The weekly paid workforce refers to all persons employed under weekly paid awards. These employees are generally engaged in hourly, daily or weekly wages or piecework rates of pay and their wages are not based on an annual salary. They include health ancillary employees employed within the SA health sector and Government Service Officers across a range of departments. It excludes Education Act and TAFE SA Act hourly paid instructors.

## Appointment Type

### Ongoing

The employment is on an ongoing basis and does not have an end date, that is, it is considered to be 'permanent'. This includes full time and part time employment.

### Term Employment

The employment is on a fixed term basis and has a clear end date. That is the date at which that particular employment contract ends is clearly stated. The appointment can be on either a short term or long term basis.

For reporting purposes, any contract appointment overrides the previous appointment type of an employee. For example, an ongoing employee who is subsequently appointed on a term basis is deemed to be contract, not ongoing.

This appointment type does not include casuals.

Persons employed on a full time and part time basis are included in this appointment type.

Note that a portion of contract employees may have a right to ongoing employment in the SA Public Sector at the conclusion of their current contract, and this is commonly called a tenured or substantive position.

### Short Term Contract

The employment contract is for a period up to and including one year.

Persons who have been appointed on a number of short term contracts should be recorded as contract short term regardless of the length of time they have been with a single employer or in a single position.

For example, an employee appointed on a one year contract basis who is subsequently granted an extension or appointed on another one year contract basis is deemed to be contract short term, not contract long term or ongoing.

### Long Term Contract

The employment contract is for a period that extends beyond one year, which is from between one to five years.

Persons who have been appointed on a number of long term contracts should be recorded as contract long term regardless of the length of time they have been with a single employer or in a single position. For example, an employee appointed on a three year contract basis who is subsequently granted an extension or appointed on another three year contract basis is deemed to be contract long term not ongoing. Chief executives must be recorded as contract long term employees.

### Other

PS Act and Weekly Paid casuals, Education Act relief teachers, TAFE Act hourly paid instructors, Children's Services Act relief teachers and relief early childhood workers, and any other employees not appointed on an ongoing, short term or long term contract basis.

### Casual

PS Act casual employees have a term of employment of less than 12 months and usually 15 hours or less per week, or an irregular basis.

For the purposes of public sector wide reporting the casual contract appointment type is reported under the appointment type "Other".

## Employment Status

The majority of public sector employees are employed on a full time basis. Employees can also be employed on a part time basis.

The definition of part time may differ between groups of employees as a full time workload can vary from 37.5 to 38.0 to 40.0 hours per week depending on the occupation and conditions of employment.

Part-time employees are therefore persons who are engaged for less than the normal full time hours per week for that occupation or position.

Casual employees by definition are recorded as part-time employees.

## Aboriginal and/or Torres Strait Islander

Those persons who are a descendant of an Australian Aboriginal and/or Torres Strait Islander, who identifies as an Aboriginal and/or Torres Strait Islander, and are recognised as Aboriginal and/or Torres Strait Islander by members of the community in which he or she lives or has lived in.

The workforce data presented in this report is likely to under represent the true level of Aboriginal and/or Torres Strait Islander employment in public sector agencies due to the difficulties associated with:

- some agencies extracting characteristics of their workforce to this level of detail from their current information systems
- collecting data that relies on self-identification.

## Leave Balances

### Sick Leave

The absence, whether paid or unpaid, resulting from an employee being too ill to work, and where the illness or injury is due to a cause which does not entitle the employee to workers' compensation.

### Family Carer's Leave

Absences on account of family leave (with or without pay).

## FTE Sick Days for Period

The total number of FTE sick days over a period is calculated by converting the total number of sick days and portions of days taken over the period into hours. Once this is determined the total FTE sick days for the period can be calculated by:

- Sum the hours of sick leave taken and divide by the normal full time hours per day of that employee type (e.g. 6.0, 7.5 or 8.0 hour working day).
- For example, to calculate the total FTE sick days leave for 8 employees assuming that over the financial year period they took sick leave of 7.5 hours, 6.2 hours, 7.5 hours, 22.5 hours, 37.5 hours, 0.5 hours, 7.5 hours and 15.0 hours, the calculation would be:
- Sum sick leave hours ( $7.5 + 6.2 + 7.5 + 22.5 + 37.5 + 0.5 + 7.5 + 15.0 = 104.2$ ) and divide by the normal full time hours per day (7.5). This will give you the total FTE sick days for the period (=13.9).

## Separation and Recruitment

Separated employees include all employees who have left a public sector agency during a financial year. Excludes all temporary appointments/assignments to other public sector agencies and those on short or long term unpaid leave.

Note, the workforce information present in this report only indicates the number of employees who permanently separated from a public sector position and therefore consequently may have undertaken further employment in another SA Public Sector position.

Recruited employees includes employees who were appointed to a position within a public sector organisation during a financial year. Recruitment does not include employees who have returned from leave without pay, or were already employees of an agency (i.e. either have won the position in the same agency they are already working, or have returned from contract employment in another agency).

Note that the workforce information present in this report only indicates the number of employees who have started new in a public sector organisation and therefore consequently may have originated from another SA Public Sector organisation.

## Disability Reporting

Disability is defined under Section 4 of the Commonwealth Disability Discrimination Act 1992 as:

- total or partial loss of the person's bodily or mental functions; or
- total or partial loss of a part of the body; or
- the presence in the body of organisms causing disease or illness; or
- the presence in the body of organisms capable of causing disease or illness; or
- the malfunction, malformation or disfigurement of a part of the person's body; or
- a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
- a disorder, illness or disease that affects a person's thought processes, perceptions of reality, emotions or judgment or that results in disturbed behavior.

Disability requiring adaptation is defined as:

- People with a permanent disability are those employees who, due to their disability, are considered to have an employment restriction because they:
- are restricted in the type of work they could do
- need modified hours of work (either a restriction in hours they could work, different time schedules, or flexible hours of attending)
- require an employer to provide adaptive equipment, a modified work environment, or make other special work related arrangements
- need to be given ongoing assistance or supervision to carry out their duties safely.

The workforce data presented in this report is likely to under represent the true level of disability employment in public sector agencies due to the difficulties associated with:

- some agencies extracting characteristics of their workforce to this level of detail from their current information systems
- collecting data that relies on self-identification.

## Salary

### Non - Executives

Total base salary is reported. This is pre-tax income excluding superannuation and Fringe Benefit Tax (FBT).

- non-executive employees on salary sacrifice arrangements are shown as pre-sacrifice values
- non-financial benefits and allowances are excluded from total base salary for non-executive employees

### Executives

- Executive employees report their Total Remuneration Package Value (TRPV). This is made up of the financial benefits component plus employer superannuation contributions and motor vehicle component

The salary brackets have been constructed as an approximation to the level of responsibility, and are based on the remuneration structures of the PS Act Administrative Services Stream at June.

The salary reported is what the employee would receive if they were employed on a full-time basis at their current classification, for the whole financial year, and should only be used as an indicator of responsibility level and not reflective of actual salary earnings for the financial year.

## Length of Service to Agency

Length of service to the agency provides an indication of the stability of the workforce and the continuity of employment within agencies and contributes to workforce planning research.

The length of service of employees is calculated on an employee's start date in a public sector agency in years from the last pay period of June.

## Length of Service to Public Sector

Length of service to the public sector provides an indication of the stability of the workforce and the continuity of employment across the sector and contributes to workforce planning research.

The length of service of employees is calculated on an employee's start date in the public sector in years from the last pay period of June.