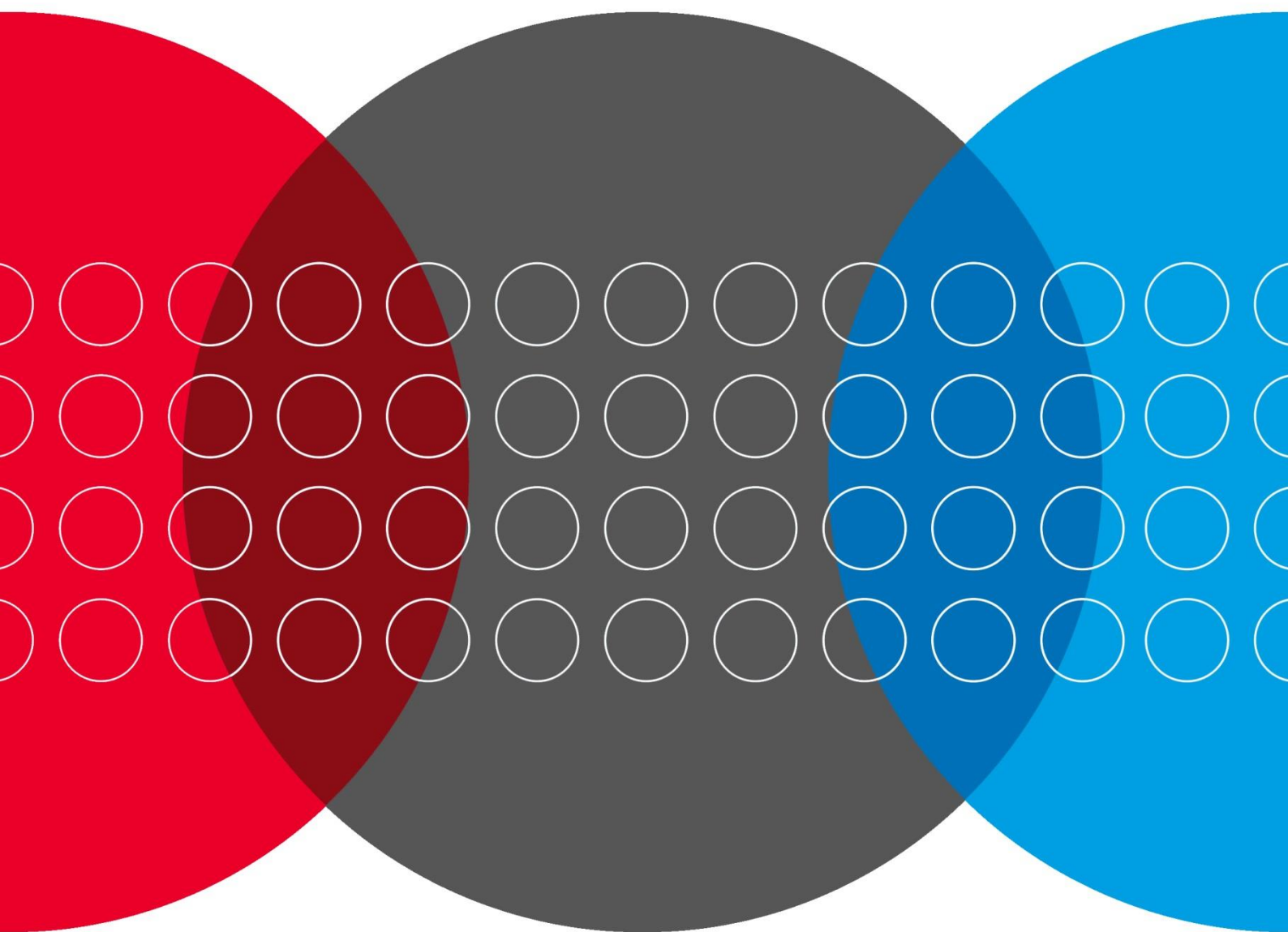




Government
of South Australia

Office for the Public Sector

WORKFORCE INFORMATION REPORT 2015-16



publicsector.sa.gov.au

Workforce Information Report 2015-16

The Workforce Information Report 2016 has been prepared by the Office of the Public Sector. For any further information, please contact –

Email: publicsector@sa.gov.au

Phone: +61 8 8226 2700

Mailing address: GPO Box 2343, Adelaide SA 5001

Street address: Level 5, 25 Grenfell Street, Adelaide SA 5000

Website: www.publicsector.sa.gov.au

© 2016 South Australian Government. All rights reserved.

Further copies of this and past reports are available at: <http://publicsector.sa.gov.au/about/our-public-sector/workforce-information/>

Use of the contents of this report should acknowledge the source and where applicable provide a page and/or paragraph reference. Changes or additions to any data or references should be clearly acknowledged.

Foreword

I have great pleasure in presenting the South Australian Public Sector Workforce Information Report for 2015-16.

The public sector plays a vital role in the daily operation of the State and contributes towards the Government's economic priority of making South Australia the best place to do business.

As Commissioner for Public Sector Employment part of my role is to advance the public sector's public focus, responsiveness, collaboration and excellence, while ensuring it's an employer of choice, operating with ethical behaviour and professional integrity.

The strategic goals of this work are to provide a sound base, deliver change and to build capability within the public sector.

For these objectives to be realised, I need to understand what the South Australia Public Sector workforce looks like.

To do this, I collect a comprehensive range of workforce data from all public sector agencies in South Australia and monitor this each year to ensure we are modernising, contributing to employment targets and identifying where workforce policy and strategy development is needed 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 build a modern public sector.

I am particularly proud of the achievements the public sector has made over the past year towards the goal of having 2% Aboriginal and Torres Strait Islander employment and 50% of female executives. As an employer we still have improvements to make, however this year saw an additional 106 Aboriginal and Torres Strait Islander people working within our sector — representing 1.77% of our workforce — and a record percentage of 47% females in executive positions.

Over the past year the Government has had a slight increase (0.05%) to its full time equivalent workforce which has primarily delivered additional frontline customer service staff, to better serve South Australians. Other smaller additions to the workforce are aligned with the Government's economic investment into Tourism, which has generated an additional \$608 million into South Australia's visitor economy.

Data within this report is 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.

Additional formats of this workforce data and the ability to expand the detail and observe five year data trends is available as a visual dashboard on the Office for the Public Sector website.

If you require public sector workforce information that's not published in this report or on the website, please contact the Office for the Public Sector.

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



Erma Ranieri

Commissioner for Public Sector Employment

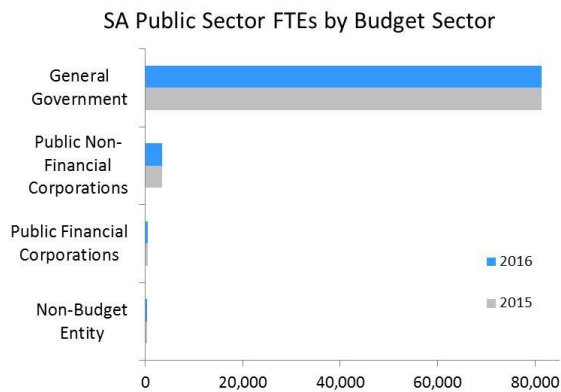
Table of contents

1	EXECUTIVE SUMMARY	5
2	SA PUBLIC SECTOR AT A GLANCE - 2015/16.....	7
3	OVERVIEW OF FTE AND HEADCOUNT.....	8
4	COMPARATIVE WORKFORCE SIZE.....	10
5	SECTOR-WIDE ANALYSIS.....	11
5.1	Age, Appointment Type and Gender	11
5.2	Employee Types – Front Line vs Back Office	12
5.3	Aboriginal/Torres Strait Islander Employment	14
5.4	Employees with a Declared Disability	15
5.5	Part Time Employment	16
5.6	Executives.....	17
5.7	Graduates, Trainees and Apprentices.....	18
5.8	Length of Service.....	19
5.9	Occupations	20
5.10	Salaries.....	23
5.11	Sick Leave / Carer's Leave	24
5.12	Recruitment and Separation.....	25
6	AGENCY DATA.....	27
7	EXPLANATION OF TERMS	29

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 2016.

Data in this 2015-16 report is 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.

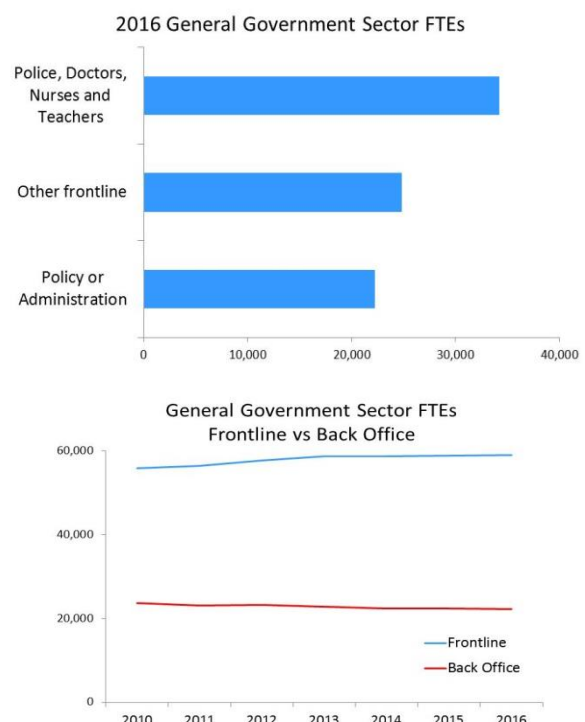
Overall, the 'General Government Sector' employed 81,305* FTEs or 99,385 persons at June 2016. This represents an increase of 39 FTEs (0.05%) or 195 people (0.20%) compared to June 2015.

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 81,305 'General Government Sector' FTEs at June 2016–

- 42% were police, doctors, nurses and teachers.
- 31% 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.
- 27% 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 2015 data, 'General Government Sector' FTEs categorised as providing 'frontline' services increased by 174 (0.3%) and 'back office' FTEs reduced by 135 (0.6%).



* General government sector throughout this report excludes members of the Judiciary (83 FTEs) who are not public sector employees.

The public sector is a significant employer in South Australia.

'General Government Sector' employment decreased slightly to 12.2% 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 2015-16 include –

- Education and Child Development (due to additional funding for national education reform and compliance with educator to child ratios for Government preschools)
- 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 2015-16 include –

- Health (due to cessation of funding associated with expired Commonwealth programs and the transfer of staff to across government facilities management arrangements)
- Planning, Transport and Infrastructure (due to implementation of reforms to be more responsive, reduce duplication and better reflect the needs of customers)
- Communities and Social Inclusion (due to implementation of savings and vacancy management initiatives, as well as revised Commonwealth funding arrangements for Domiciliary Care)

At June 2016, the 'General Government Sector' comprised –

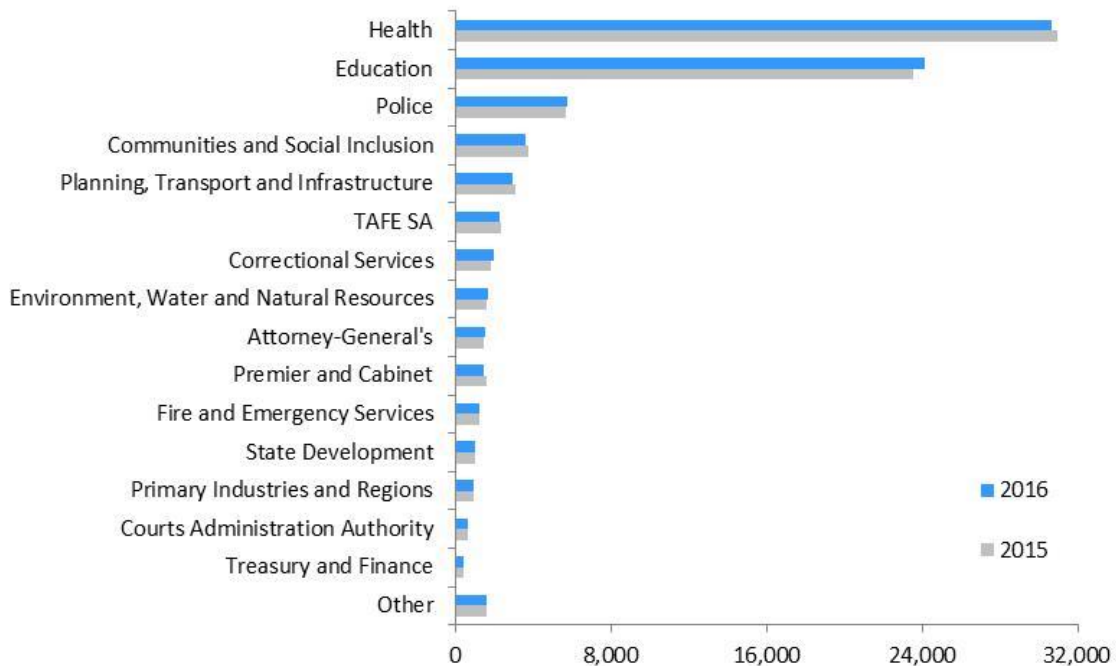
- 69% females and 31% males
- 66% ongoing positions, 34% contracts or casual employment
- An average age of 45
- 47% part time employees
- An average salary of \$78,352
- Average employee tenure of 13 years
- 1.73% of employees identified as Aboriginal and/or Torres Strait Islander, a net increase of 99 employees compared to June 2015
- 1.26% of employees identified with a declared disability, a net increase of 15 employees compared to June 2015.

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

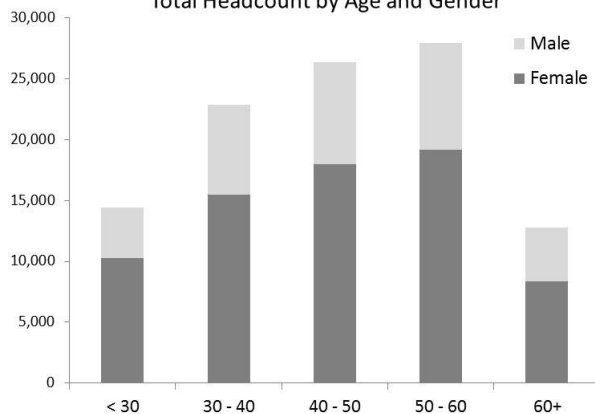
Data throughout this report provides further demographic detail and analysis of the SA public sector.

2 SA Public Sector at a Glance – 2015/16

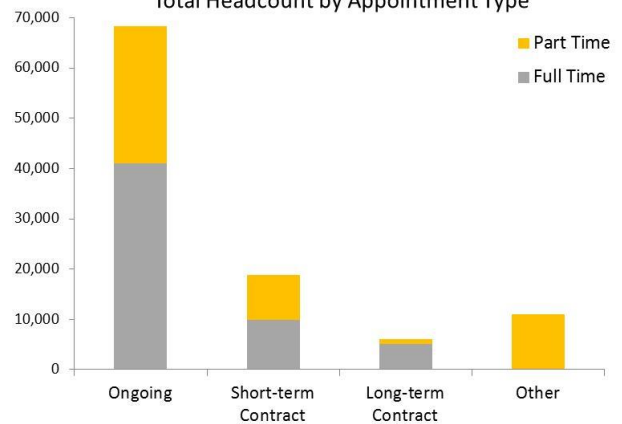
General Government Sector FTEs by Agency



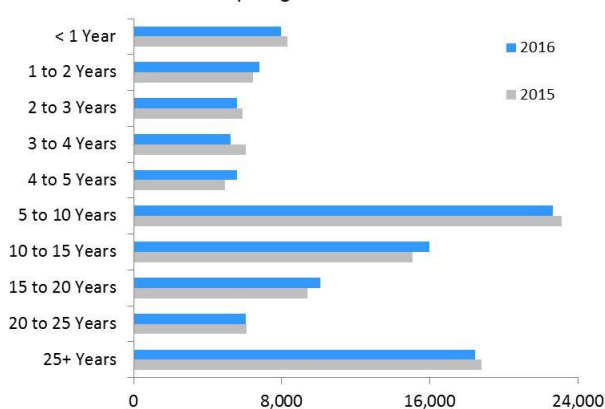
Total Headcount by Age and Gender



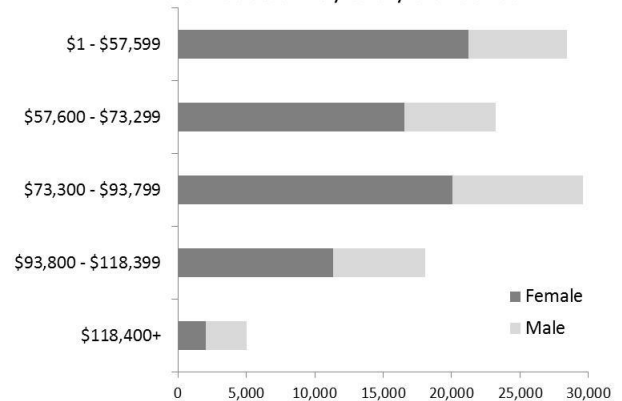
Total Headcount by Appointment Type



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 2015 and June 2016.

A number of changes occurred across the sector during 2015-16; 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 81,305 FTEs or 99,385 persons at June 2016. This represents an increase of 39 FTEs (0.05%) or 195 people (0.20%) compared to June 2015.

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 2015 and June 2016

PUBLIC SECTOR AGENCIES*		NOTES	2015		2016		% Change		
			FTEs	Headcount	FTEs	Headcount	FTEs	Headcount	
GENERAL GOVERNMENT SECTOR	Adelaide Festival Corporation		24	26	19	21	-19.83%	-19.23%	
	Ambulance Service, SA		1,219	1,359	1,244	1,406	2.09%	3.46%	
	Art Gallery of SA	1	64	78	58	61	-8.93%	-21.79%	
	Attorney-General's	2	1,441	1,542	1,491	1,608	3.48%	4.28%	
	Auditor-General's		121	127	123	129	1.93%	1.57%	
	Bio Innovation SA		13	16	14	17	9.32%	6.25%	
	Carclew Youth Arts Centre Incorporated		10	17	14	18	31.73%	5.88%	
	Carrick Hill	1	10	15	9	11	-7.30%	-26.67%	
	Communities and Social Inclusion	3	3,707	4,259	3,591	4,152	-3.12%	-2.51%	
	Correctional Services		1,792	1,870	1,933	2,006	7.85%	7.27%	
	Country Arts, SA		58	124	53	106	-8.44%	-14.52%	
	Country Fire Service, SA		139	150	146	155	5.41%	3.33%	
	Courts Administration Authority	4	614	682	625	701	1.91%	2.79%	
	Dairy Authority of SA		3	4	3	4	-12.50%	0.00%	
	Defence SA		31	32	30	31	-1.96%	-3.13%	
	Education Adelaide		8	8	10	10	22.78%	25.00%	
	Education and Child Development		23,550	29,793	24,124	30,305	2.44%	1.72%	
	Education and Early Childhood Services Registration and Standards Board		41	45	36	38	-11.76%	-15.56%	
	Electoral Commission of SA		24	26	23	25	-3.80%	-3.85%	
	Electorate Offices	5	200	258	190	242	-5.32%	-6.20%	
	Environment Protection Authority		214	231	210	225	-2.02%	-2.60%	
	Environment, Water and Natural Resources		1,580	1,716	1,610	1,764	1.86%	2.80%	
	Essential Services Commission SA		24	26	24	26	-0.42%	0.00%	
	Film Corporation, SA		19	22	13	17	-30.34%	-22.73%	
	Health and Ageing, Department of		2,096	2,241	2,038	2,172	-2.75%	-3.08%	
	Health Units	6	27,675	36,411	27,343	36,309	-1.20%	-0.28%	
	History Trust of SA		46	68	46	67	1.18%	-1.47%	
	Independent Gambling Authority		5	8	6	6	15.23%	-25.00%	
	Legislature (Including Members)	7	167	185	176	198	5.33%	7.03%	
	Libraries Board of SA	1, 8	143	169	139	159	-3.04%	-5.92%	
	Lotteries Commission of SA		9	10	5	6	-43.48%	-40.00%	
	Metropolitan Fire Service, SA		934	1,130	948	1,149	1.58%	1.68%	
	Office of the Chief Psychiatrist		1	1	1	1	0.00%	0.00%	
	Planning, Transport and Infrastructure		3,066	3,190	2,900	3,027	-5.39%	-5.11%	
	Police Complaints Authority		10	11	9	10	-8.00%	-9.09%	
	Police, SA		5,667	5,855	5,686	5,883	0.34%	0.48%	
	Premier and Cabinet	9	1,553	1,667	1,416	1,514	-8.82%	-9.18%	
	Primary Industries and Regions		878	981	871	955	-0.71%	-2.65%	
	SA Fire and Emergency Services Commission		74	78	70	72	-6.42%	-7.69%	
	SA Museum	1	72	85	76	83	6.18%	-2.35%	
	SACE Board of SA		102	109	106	113	3.26%	3.67%	
	South Australian Small Business Commissioner		9	10	10	10	12.26%	0.00%	
	State Development	1, 10	993	1,043	1,000	1,046	0.71%	0.29%	
	State Emergency Services, SA		44	44	51	51	14.77%	15.91%	
	State Opera of SA	11	5	5	5	5	0.00%	0.00%	
	State Theatre Company	11	26	29	26	28	-1.52%	-3.45%	
	TAFE SA		2,324	2,934	2,245	2,860	-3.38%	-2.52%	
	Tourism Commission, SA	12	102	112	127	138	24.95%	23.21%	
	Treasury and Finance	13	341	367	393	426	15.14%	16.08%	
	Zero Waste SA (Green Industries SA)	14	19	21	17	19	-7.04%	-9.52%	
	GENERAL GOVERNMENT SECTOR			81,266	99,190	81,305	99,385	0.05%	0.20%
	Judiciary	15		79	81	83	85	5.30%	4.94%
	GENERAL GOVERNMENT SECTOR INCLUDING JUDICIARY			81,345	99,271	81,388	99,470	0.05%	0.20%

			NOTES	2015		2016		% Change	
				FTEs	Headcount	FTEs	Headcount	FTEs	Headcount
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	Adelaide Cemeteries Authority			56	60	56	61	0.52%	1.67%
	Adelaide Festival Centre Trust	11		240	326	249	334	3.82%	2.45%
	Adelaide Venue Management Corporation	11, 16		324	533	345	587	6.34%	10.13%
	Forestry SA			96	99	36	38	-63.05%	-61.62%
	Housing Trust, SA (Housing SA)	17		763	805	753	796	-1.22%	-1.12%
	Motor Sport Board, SA	18		13	14			-100.00%	-100.00%
	Public Trustee	19		160	169	170	177	6.19%	4.73%
	Renewal SA			287	299	287	299	-0.02%	0.00%
	Water Corporation, SA	20		1,433	1,478	1,453	1,501	1.39%	1.56%
	West Beach Trust			92	133	93	150	1.11%	12.78%
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR				3,464	3,916	3,441	3,943	-0.65%	0.69%
			NOTES	2015		2016		% Change	
				FTEs	Headcount	FTEs	Headcount	FTEs	Headcount
PUBLIC FINANCIAL CORPORATIONS SECTOR	Funds SA			29	30	28	30	-2.08%	0.00%
	Homestart Finance			97	104	94	98	-3.06%	-5.77%
	Lifetime Support Authority			13	15	19	20	50.78%	33.33%
	Motor Accident Commission			38	40	36	37	-5.50%	-7.50%
	SA Government Financing Authority (SAFA)	21		72	76	78	82	7.64%	7.89%
	Workcover Corporation (ReturnToWorkSA)	22		268	279	271	281	1.00%	0.72%
	PUBLIC FINANCIAL CORPORATIONS SECTOR				517	544	526	548	1.75%
Total Budgeted SA Public Sector Employment				85,247	103,650	85,272	103,876	0.03%	0.22%
Total Budgeted SA Public Sector Employment including the Judiciary				85,326	103,731	85,355	103,961	0.03%	0.22%
			NOTES	2015		2016		% Change	
				FTEs	Headcount	FTEs	Headcount	FTEs	Headcount
NON-BUDGET ENTITY**	Jam Factory Contemporary Craft and Design Inc.			22	34	23	36	1.79%	5.88%
	Legal Profession Conduct Commission	23				20	25	-	-
	Legal Services Commission			194	213	187	202	-3.84%	-5.16%
	National Aboriginal Cultural Institute-Tandanya			16	17	15	16	-2.53%	-5.88%
	State Superannuation Office (Super SA)	21		121	127	126	133	3.63%	4.72%
	Teachers Registration Board			23	23	23	24	2.63%	4.35%
	Veterinary Surgeons Board			2	2	2	2		
	Vinehealth Australia	24		3	4	2	3	-23.81%	-25.00%
NON-BUDGET ENTITY				381	420	399	441	4.62%	5.00%
Total SA Public Sector Employment (excluding the Judiciary)				85,628	104,070	85,671	104,317	0.05%	0.24%
* 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	Arts entities (Art Gallery of SA, Carrick Hill, Libraries Board of SA and SA Museum) previously reported under the Department of State Development have been listed separately in this report.								
2	Excludes the Office of the Public Trustee of South Australia and Police Complaints Authority employees, these entities are reported separately. 2016 data includes State Records of SA (transferred from the Department of the Premier and Cabinet on 1 July 2015).								
3	Excludes SA Housing Trust (Housing SA), this entity is reported separately under Public Non-Financial Corporations Sector.								
4	Excludes persons employed under Special Acts and the Judicial Administration Act.								
5	Also referred to as Electorate Services. Includes all persons employed under the Assistants to the Members of the South Australian Parliament Enterprise Agreement.								
6	These figures incorporate the total workforce of the Health Units (SA Health Regions) incorporated under the SA Health Care Act 2008.								
7	2016 data includes Ministers (not reported in 2015).								
8	Libraries Board of SA includes the State Library of SA and the public library network.								
9	2016 data excludes State Records of SA (transferred to the Attorney-General's Department on 1 July 2015) and Office of the Industry Advocate (transferred to the Department of State Development on 1 July 2015).								
10	2016 data includes Office of the Industry Advocate (transferred from the Department of the Premier and Cabinet on 1 July 2015) and Investment Attraction South Australia (new entity from 1 April 2016).								
11	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.								
12	2016 data includes functions of the former SA Motorsport Board.								
13	Excludes Super SA and SAFA and Electorate Offices, these entities are reported separately.								
14	Entity renamed from Zero Waste SA to Green Industries SA on 1 July 2015.								
15	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.								
16	New entity from 1 August 2015 (merger of Adelaide Convention Centre and Adelaide Entertainments Corporation). 2015 data for the former two entities has been combined in this report for comparison purposes.								
17	For reporting purposes, excluded from the Department for Communities and Social Inclusion.								
18	Entity abolished 1 July 2015 (functions transferred to the South Australian Tourism Commission).								
19	For reporting purposes, excluded from the Attorney-General's Department.								
20	This organisation trades as SA Water.								
21	For reporting purposes excluded from the Department of Treasury and Finance.								
22	Entity renamed from Workcover Corporation of South Australia to, Return to Work Corporation of South Australia on 1 July 2015.								
23	New entity for 2016 reporting purposes.								
24	Formerly named Phylloxera and Grape Industry Board of SA.								

4 Comparative Workforce Size

The public sector is a significant employer in South Australia.

'General Government Sector' employment decreased slightly to 12.2% 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.

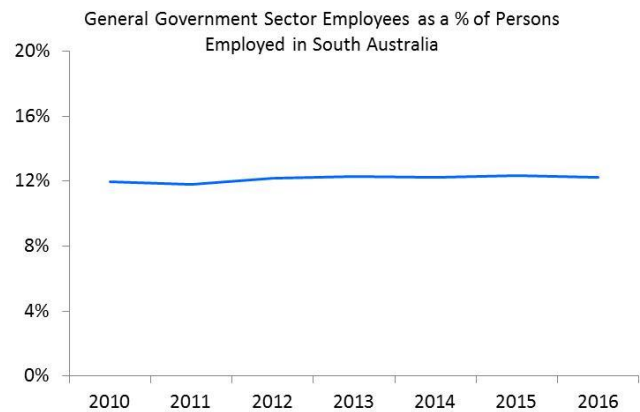


Table 2 - General Government Sector Employees as a Percentage of South Australian Population and Total Persons Employed in South Australia, June 2016

	2010	2011	2012	2013	2014	2015	2016
GENERAL GOVERNMENT SECTOR EMPLOYEES							
Full-Time Equivalents	79,505	79,587	81,014	81,642	81,080	81,266	81,305
Persons	95,360	95,631	98,317	99,120	98,331	99,190	99,385
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES							
Full-Time Equivalents	4,431	4,408	3,812	3,746	3,413	3,464	3,441
Persons	4,996	4,882	4,354	4,206	3,809	3,916	3,943
PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES							
Full-Time Equivalents	511	512	522	514	505	517	526
Persons	544	549	552	540	532	544	548
NON-BUDGET ENTITY EMPLOYEES							
Full-Time Equivalents	453	375	379	354	373	381	399
Persons	524	423	426	396	415	420	441
TOTAL EMPLOYEES							
Full-Time Equivalents	84,900	84,882	85,727	86,257	85,372	85,628	85,671
Persons	101,424	101,485	103,649	104,262	103,087	104,070	104,317
South Australian Estimated Resident Population (Persons) (1)							
	1,627,322	1,639,614	1,656,035	1,670,274	1,685,550	1,699,024	1,706,503
General Government Sector Employees per 1000 Population							
Full-Time Equivalents	48.9	48.5	48.9	48.9	48.1	47.8	47.6
Persons	58.6	58.3	59.4	59.3	58.3	58.4	58.2
Total Employees per 1000 Population							
Full-Time Equivalents	52.2	51.8	51.8	51.6	50.6	50.4	50.2
Persons	62.3	61.9	62.6	62.4	61.2	61.3	61.1
Total Persons Employed in SA (2)							
	797,486	810,181	804,921	806,762	803,283	804,191	812,548
General Government Sector Employees (Persons) as a Percentage of Persons Employed in SA							
	12.0%	11.8%	12.2%	12.3%	12.2%	12.3%	12.2%
Total Employees (Persons) as a Percentage of Persons Employed in SA							
	12.7%	12.5%	12.9%	12.9%	12.8%	12.9%	12.8%

Notes

As per the Australian Bureau of Statistics figures for the period June 2010 to 2016 inclusive of the Intercensal Adjustment as per Note 6 of the ABS Explanatory Notes to the December 2015 Issue. The WIC 2016 data is as at June 2016.

Source: Australian Bureau of Statistics Australian Demographic Statistics, Catalogue No. 3101.0 March 2016 Table 4. (Latest issue available at the time of publication)

Provides most recent trend series figures for 2010 to 2016. 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 July 2016 Issue. The WIC 2016 data is at June 2016.

Source: Australian Bureau of Statistics Labour Force Australia, Catalogue No.6202.0. July 2016 (Table 7).

Sector-wide Analysis

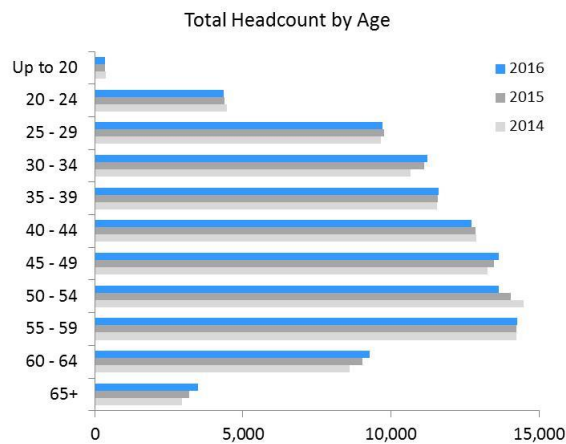
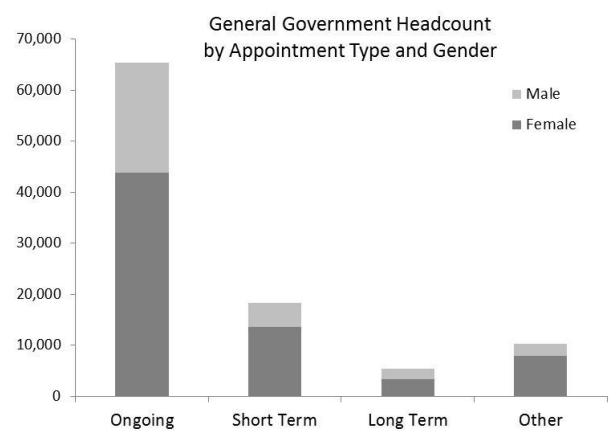
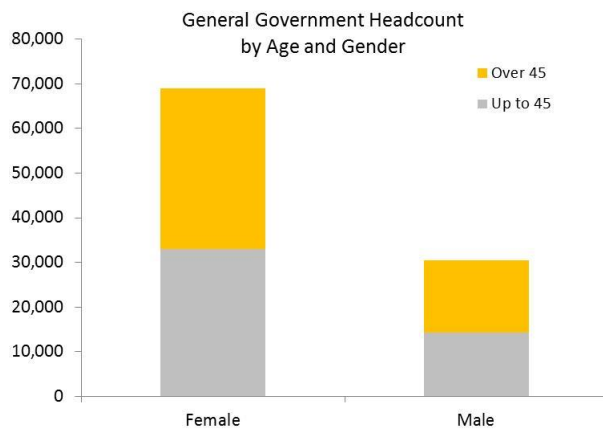
5.1 Age, Appointment Type and Gender

At June 2016, 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 2016

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	11	21	32	26	92	118	7	3	10	29	93	122	73	209	282
20 - 24	335	751	1,086	431	1,514	1,945	19	51	70	197	764	961	982	3,080	4,062
25 - 29	1,337	3,099	4,436	1,000	2,571	3,571	104	208	312	232	724	956	2,673	6,602	9,275
30 - 34	2,051	4,414	6,465	864	1,786	2,650	195	356	551	196	779	975	3,306	7,335	10,641
35 - 39	2,420	4,704	7,124	627	1,585	2,212	221	406	627	199	853	1,052	3,467	7,548	11,015
40 - 44	2,817	5,182	7,999	480	1,681	2,161	310	446	756	200	983	1,183	3,807	8,292	12,099
45 - 49	3,085	5,995	9,080	336	1,591	1,927	285	514	799	199	953	1,152	3,905	9,053	12,958
50 - 54	3,164	6,623	9,787	309	1,194	1,503	235	480	715	201	865	1,066	3,909	9,162	13,071
55 - 59	3,401	7,082	10,483	289	989	1,278	325	533	858	245	861	1,106	4,260	9,465	13,725
60 - 64	2,112	4,522	6,634	263	467	730	227	345	572	318	648	966	2,920	5,982	8,902
65+	761	1,464	2,225	89	150	239	51	88	139	295	457	752	1,196	2,159	3,355
TOTAL	21,494	43,857	65,351	4,714	13,620	18,334	1,979	3,430	5,409	2,311	7,980	10,291	30,498	68,887	99,385



5.2 Employee Types – Front Line vs Back Office

Of the 81,305 'General Government Sector' FTEs at June 2016–

- 42% were police, doctors, nurses and teachers.
- 31% 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.
- 27% 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 2015 data, 'General Government Sector' FTEs categorised as providing 'frontline' services increased by 174 (0.3%) and 'back office' FTEs reduced by 135 (0.6%).

Since 2010, 'General Government Sector' FTEs categorised as providing 'frontline' services increased by 3,232 (5.8%) and 'back office' FTEs reduced by 1,431 (6.1%).

Table 4 - General Government Sector FTEs by Frontline/Back Office, June 2010 to June 2016

GENERAL GOVERNMENT SECTOR			2010	2011	2012	2013	2014	2015	2016	INCREASE/ DECREASE FROM 2010 to 2016	% CHANGE FROM 2010 TO 2016	INCREASE/ DECREASE FROM 2015 to 2016	% CHANGE FROM 2015 TO 2016
FRONTLINE	Children's Services Act		987	1,034	1,147	1,174	1,162	1,213	1,284	297	30.1%	70	5.8%
	Disability Services Officers		931	940	851	1,222	1,260	1,268	1,216	285	30.6%	-52	-4.1%
	Education Act		13,365	13,466	13,586	13,667	13,791	13,850	14,060	695	5.2%	210	1.5%
	Emergency Services		1,780	1,795	1,819	1,872	1,846	1,858	1,890	110	6.2%	32	1.7%
	Executives		488	510	496	475	439	469	473	-14	-3.0%	5	1.0%
	Medical Officers		2,705	2,825	2,929	2,962	3,054	3,000	2,958	253	9.3%	-43	-1.4%
	Nurses		12,099	12,250	12,465	12,820	12,775	12,758	12,614	516	4.3%	-144	-1.1%
	Police Act		4,507	4,499	4,596	4,554	4,595	4,576	4,607	99	2.2%	31	0.7%
	PS Act/Public Sector Salaried	Allied Health Professionals	3,620	3,776	3,964	3,985	4,032	4,130	4,123	502	13.9%	-7	-0.2%
		Correctional Officers				857	876	960	1,126	1,126	-	167	17.4%
		Operational Services	4,358	4,408	4,495	3,686	3,698	3,624	3,531	-827	-19.0%	-94	-2.6%
		Technical Services	1,114	1,058	996	982	938	858	813	-301	-27.0%	-45	-5.3%
	School Services Officers		3,842	3,947	4,128	4,255	4,347	4,520	4,791	949	24.7%	271	6.0%
	TAFE Act		1,757	1,731	1,699	1,663	1,403	1,369	1,304	-452	-25.8%	-65	-4.7%
	Weekly Paid	Government Services	580	567	657	645	621	629	645	65	11.3%	17	2.6%
		Health Ancillary Employees	3,001	2,900	2,798	2,828	2,783	2,777	2,684	-317	-10.6%	-93	-3.4%
		Other Weekly Paid	716	715	1,140	1,138	1,081	1,049	963	247	34.5%	-85	-8.1%
	TOTAL FRONTLINE			55,850	56,422	57,765	58,785	58,700	58,908	59,082	3,232	5.8%	174
BACK OFFICE	Executives		780	748	737	712	710	635	656	-124	-15.9%	21	3.3%
	Other		1,935	1,949	1,831	1,768	1,718	1,725	1,565	-370	-19.1%	-160	-9.3%
	PS Act/Public Sector Salaried	Administrative Services	18,481	18,266	18,477	18,207	17,803	17,861	17,688	-793	-4.3%	-173	-1.0%
		Other PS Act/Public Sector Salaried	635	492	472	488	543	505	697	62	9.7%	192	38.1%
		Professional Officers	1,824	1,710	1,731	1,682	1,606	1,633	1,618	-206	-11.3%	-15	-0.9%
	TOTAL BACK OFFICE			23,655	23,165	23,249	22,858	22,381	22,358	22,223	-1,431	-6.1%	-135
TOTAL GENERAL GOVERNMENT SECTOR			79,505	79,587	81,014	81,642	81,080	81,266	81,305	1,800	2.3%	39	0.0%

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.

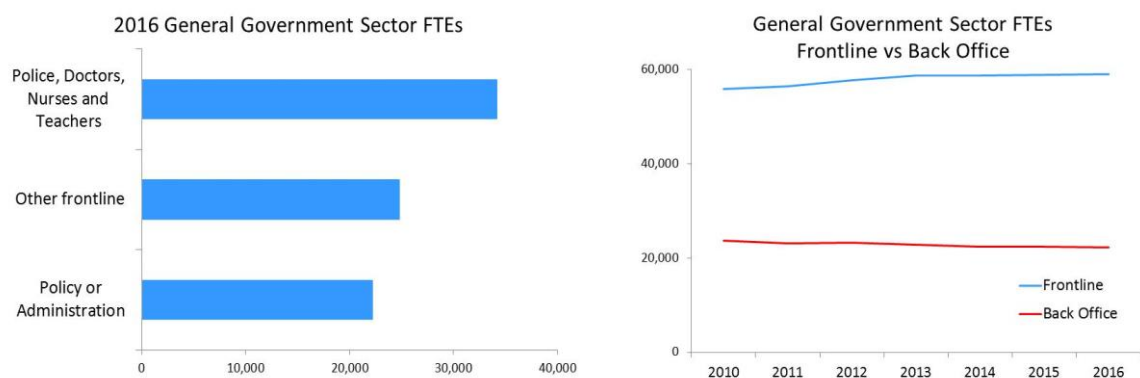


Table 5 - General Government Sector Employees by Employee Type, Appointment Type and Gender, June 2016

EMPLOYEE TYPE	NOTES	ONGOING			SHORT TERM			LONG TERM			OTHER			TOTAL			FTE
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	
Children's Services Act		11	481	492	11	764	775	5	245	250	9	510	519	36	2,000	2,036	1,284
Disability Services Officers		529	733	1,262	17	25	42			0	14	32	46	560	790	1,350	1,216
Education Act		1,898	5,521	7,419	1,312	3,784	5,096	601	1,248	1,849	704	1,776	2,480	4,515	12,329	16,844	14,060
Emergency Services	1	1,659	418	2,077	31	54	85			0	21	24	45	1,711	496	2,207	1,890
Executives	2	8	5	13	47	111	158	528	441	969			0	583	557	1,140	1,129
Medical Officers		998	542	1,540	1,001	1,097	2,098	2	3	5	218	88	306	2,219	1,730	3,949	2,958
Nurses		1,526	11,568	13,094	188	1,395	1,583		21	21	218	2,075	2,293	1,932	15,059	16,991	12,614
Police Act		3,421	1,312	4,733			0			0			0	3,421	1,312	4,733	4,607
PS Act		6,454	9,134	15,588	936	1,836	2,772	604	1,002	1,606	248	366	614	8,242	12,338	20,580	18,938
- Administrative Services		3,513	6,216	9,729	619	1,193	1,812	326	706	1,032	49	128	177	4,507	8,243	12,750	11,888
- Allied Health Professionals		206	989	1,195	40	286	326	3	88	91		2	2	249	1,365	1,614	1,409
- Correctional Officers		842	259	1,101	22	2	24	4	2	6			0	868	263	1,131	1,126
- Operational Services		960	864	1,824	104	133	237	63	32	95	65	77	142	1,192	1,106	2,298	2,102
- Professional Services		659	503	1,162	81	86	167	172	109	281	11	8	19	923	706	1,629	1,514
- Technical Services		151	46	197	6	7	13	14	18	32	4	9	13	175	80	255	238
- Other PS Act		123	257	380	64	129	193	22	47	69	119	142	261	328	575	903	660
Public Sector Salaried		1,877	7,906	9,783	400	1,795	2,195	75	161	236	119	747	866	2,471	10,609	13,080	10,658
- Health Care Act		1,568	7,300	8,868	368	1,719	2,087	33	52	85	93	697	790	2,062	9,768	11,830	9,575
- Other Public Sector Salaried		309	606	915	32	76	108	42	109	151	26	50	76	409	841	1,250	1,083
School Services Officers		353	2,728	3,081	348	2,153	2,501	24	134	158	151	948	1,099	876	5,963	6,839	4,791
TAFE Act		506	560	1,066	50	149	199	6	18	24	164	315	479	726	1,042	1,768	1,304
Weekly Paid		1,825	2,333	4,158	262	163	425	68	18	86	271	947	1,218	2,426	3,461	5,887	4,293
- Health Ancillary Employees		606	2,177	2,783	66	140	206	1	10	11	175	844	1,019	848	3,171	4,019	2,684
- Government Services		393	76	469	151	18	169	53	8	61	89	101	190	686	203	889	645
- Other Weekly Paid		826	80	906	45	5	50	14		14	7	2	9	892	87	979	963
Other		429	616	1,045	111	294	405	66	139	205	174	152	326	780	1,201	1,981	1,565
TOTAL		21,494	43,857	65,351	4,714	13,620	18,334	1,979	3,430	5,409	2,311	7,980	10,291	30,498	68,887	99,385	81,305

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

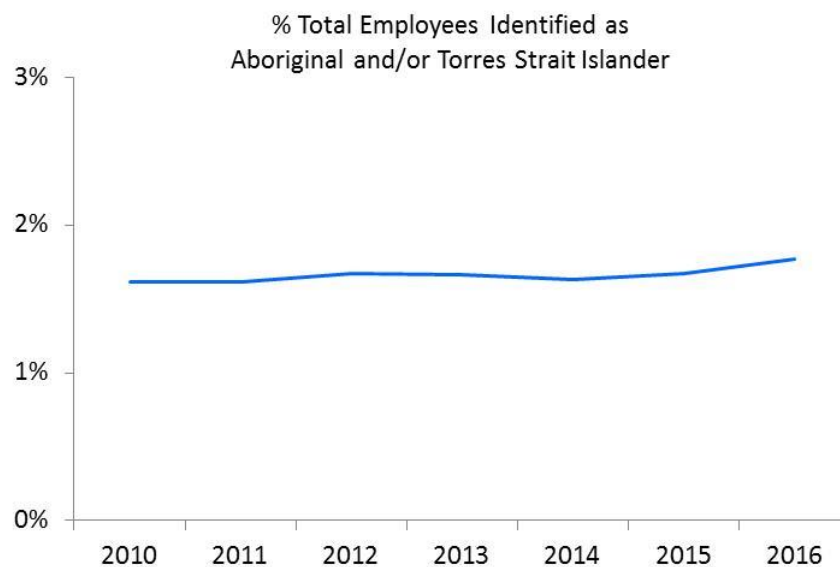
Aboriginal and/or Torres Strait Islander people represented 1.73% of the 'General Government Sector' workforce at June 2016 (1.77% of the total workforce including non-budget entities).

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 2016

	2010	2011	2012	2013	2014	2015	2016
GENERAL GOVERNMENT SECTOR EMPLOYEES							
Identified as ATSI	1,546	1,543	1,633	1,597	1,563	1,616	1,715
Non ATSI	59,454	64,303	66,824	69,184	70,624	72,892	74,388
Unknown / Not Stated	34,360	29,785	29,860	28,339	26,144	24,682	23,282
Total	95,360	95,631	98,317	99,120	98,331	99,190	99,385
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES							
Identified as ATSI	65	81	92	119	103	103	109
Non ATSI	3,943	3,674	3,602	3,115	2,952	2,855	2,830
Unknown / Not Stated	988	1,127	660	972	754	958	1,004
Total	4,996	4,882	4,354	4,206	3,809	3,916	3,943
PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES							
Identified as ATSI	3	2	1	1	1	1	3
Non ATSI	442	458	475	479	477	452	461
Unknown / Not Stated	99	89	76	60	54	91	84
Total	544	549	552	540	532	544	548
NON-BUDGET ENTITY EMPLOYEES							
Identified as ATSI	21	15	8	18	16	18	17
Non ATSI	409	322	374	340	358	354	368
Unknown / Not Stated	94	86	44	38	41	48	56
Total	524	423	426	396	415	420	441
TOTAL EMPLOYEES							
Identified as ATSI	1,635	1,641	1,734	1,735	1,683	1,738	1,844
Non ATSI	64,248	68,757	71,275	73,118	74,411	76,553	78,047
Unknown / Not Stated	35,541	31,087	30,640	29,409	26,993	25,779	24,426
Total	101,424	101,485	103,649	104,262	103,087	104,070	104,317
% General Government Employees Identified as ATSI							
	1.62%	1.61%	1.66%	1.61%	1.59%	1.63%	1.73%
% Total Employees Identified as ATSI							
	1.61%	1.62%	1.67%	1.66%	1.63%	1.67%	1.77%

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

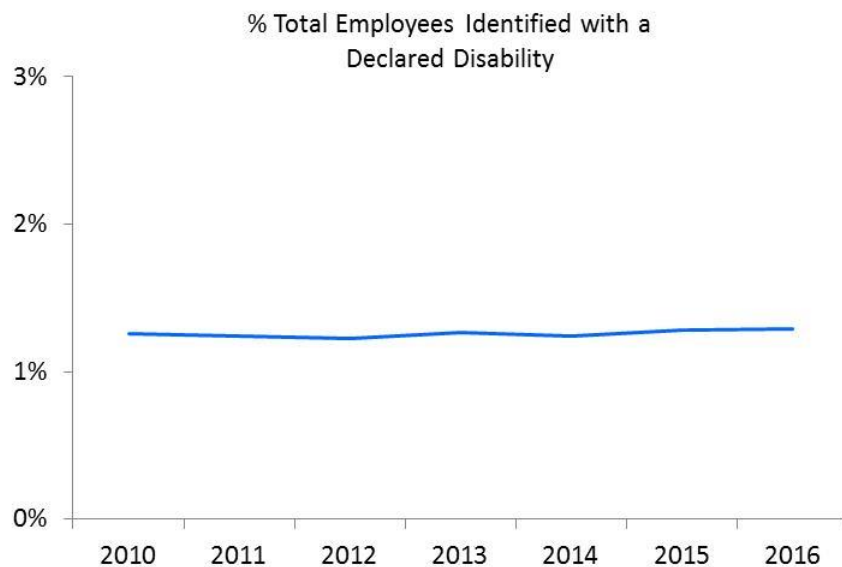
Employees with a declared disability represented 1.26% of the 'General Government Sector' workforce at June 2016 (1.29% of the total workforce including non-budget entities).

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 2016

	2010	2011	2012	2013	2014	2015	2016
GENERAL GOVERNMENT SECTOR EMPLOYEES							
Identified with a declared disability	1,168	1,139	1,158	1,207	1,169	1,236	1,251
No declared disability	5,187	8,742	21,168	17,331	13,944	17,242	20,004
Unknown / Not Stated	89,005	85,750	75,991	80,582	83,218	80,712	78,130
Total	95,360	95,631	98,317	99,120	98,331	99,190	99,385
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES							
Identified with a declared disability	103	113	102	106	98	91	90
No declared disability	2,185	1,933	2,245	2,228	2,013	2,171	2,212
Unknown / Not Stated	2,708	2,836	2,007	1,872	1,698	1,654	1,641
Total	4,996	4,882	4,354	4,206	3,809	3,916	3,943
PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES							
Identified with a declared disability	1	2	2	2	3	2	3
No declared disability	25	31	7	9	10	15	50
Unknown / Not Stated	518	516	543	529	519	527	495
Total	544	549	552	540	532	544	548
NON-BUDGET ENTITY EMPLOYEES							
Identified with a declared disability	5	4	6	5	7	6	4
No declared disability	137	279	289	268	275	276	296
Unknown / Not Stated	382	140	131	123	133	138	141
Total	524	423	426	396	415	420	441
TOTAL EMPLOYEES							
Identified with a declared disability	1,277	1,258	1,268	1,320	1,277	1,335	1,348
No declared disability	7,534	10,985	23,709	19,836	16,242	19,704	22,562
Unknown / Not Stated	92,613	89,242	78,672	83,106	85,568	83,031	80,407
Total	101,424	101,485	103,649	104,262	103,087	104,070	104,317
% General Government Employees Identified with a Declared Disability							
	1.22%	1.19%	1.18%	1.22%	1.19%	1.25%	1.26%
% Total Employees Identified with a Declared Disability							
	1.26%	1.24%	1.22%	1.27%	1.24%	1.28%	1.29%

Notes
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

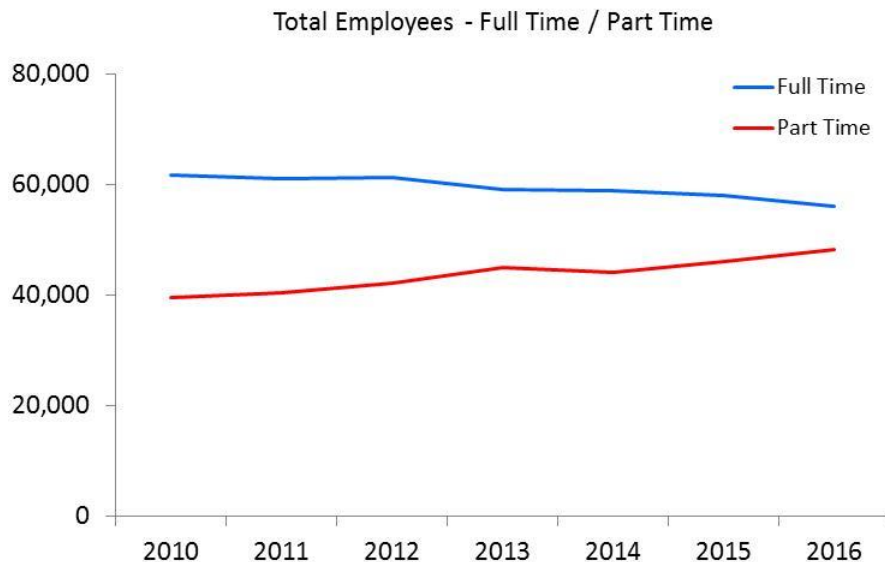
Part time employees represented 47% of the 'General Government Sector' workforce at June 2016 (46% of the total workforce including non-budget entities).

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 2016

	2010	2011	2012	2013	2014	2015	2016
GENERAL GOVERNMENT SECTOR EMPLOYEES							
Full Time	57,053	56,386	57,359	55,091	55,244	54,355	52,492
Part Time	38,307	39,245	40,958	44,029	43,087	44,835	46,893
Total	95,360	95,631	98,317	99,120	98,331	99,190	99,385
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES							
Full Time	3,923	3,923	3,327	3,269	2,941	2,910	2,823
Part Time	1,073	959	1,027	937	868	1,006	1,120
Total	4,996	4,882	4,354	4,206	3,809	3,916	3,943
PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES							
Full Time	451	448	462	462	445	456	467
Part Time	93	101	90	78	87	88	81
Total	544	549	552	540	532	544	548
NON-BUDGET ENTITY EMPLOYEES							
Full Time	356	305	307	282	295	306	318
Part Time	168	118	119	114	120	114	123
Total	524	423	426	396	415	420	441
TOTAL EMPLOYEES							
Full Time	61,783	61,062	61,455	59,104	58,925	58,027	56,100
Part Time	39,641	40,423	42,194	45,158	44,162	46,043	48,217
Total	101,424	101,485	103,649	104,262	103,087	104,070	104,317
% Part Time General Government Employees							
	40.17%	41.04%	41.66%	44.42%	43.82%	45.20%	47.18%
% Part Time Total Employees							
	39.08%	39.83%	40.71%	43.31%	42.84%	44.24%	46.22%

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



5.6 Executives

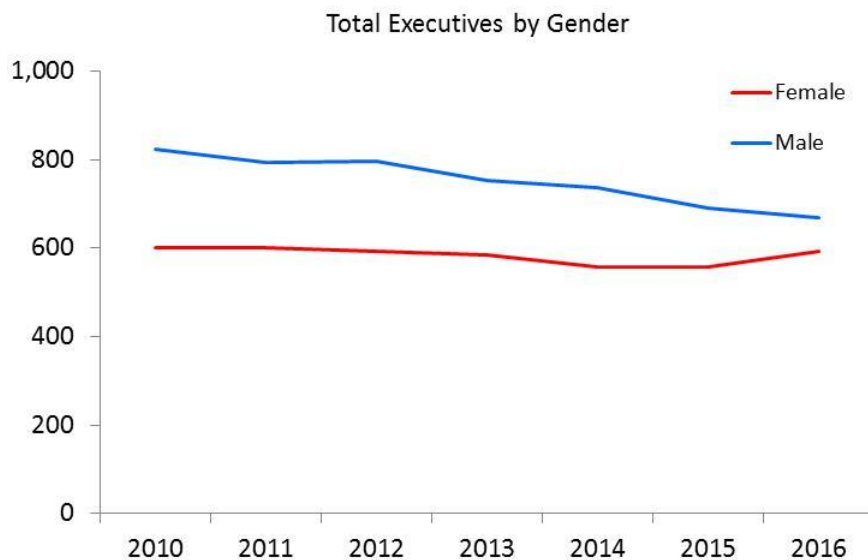
The number of executives increased by 28 (2.5%) across the 'General Government Sector' in 2015-16. The total increase across all combined sectors was 14 (1.1%).

There was a net reduction of male executives, and a net increase of female executives resulting in the overall proportion of female executives increasing from 44.6% to 47%.

Table 9 - Executives* in the South Australian Public Sector, June 2010 to June 2016

	2010	2011	2012	2013	2014	2015	2016
GENERAL GOVERNMENT SECTOR EMPLOYEES							
Female Executives	559	567	558	546	518	522	557
Male Executives	716	696	681	648	638	590	583
Total	1,275	1,263	1,239	1,194	1,156	1,112	1,140
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES							
Female Executives	27	25	26	31	31	24	24
Male Executives	65	65	81	71	64	65	54
Total	92	90	107	102	95	89	78
PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES							
Female Executives	7	6	7	5	6	8	8
Male Executives	25	22	23	23	25	25	20
Total	32	28	30	28	31	33	28
NON-BUDGET ENTITY EMPLOYEES							
Female Executives	7	3	3	4	4	3	5
Male Executives	17	11	11	11	11	12	12
Total	24	14	14	15	15	15	17
TOTAL EMPLOYEES							
Female Executives	600	601	594	586	559	557	594
Male Executives	823	794	796	753	738	692	669
Total	1,423	1,395	1,390	1,339	1,297	1,249	1,263
% Female Executives (General Government Sector)							
	43.84%	44.89%	45.04%	45.73%	44.81%	46.94%	48.86%
% Female Executives (Total)							
	42.16%	43.08%	42.73%	43.76%	43.10%	44.60%	47.03%

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.

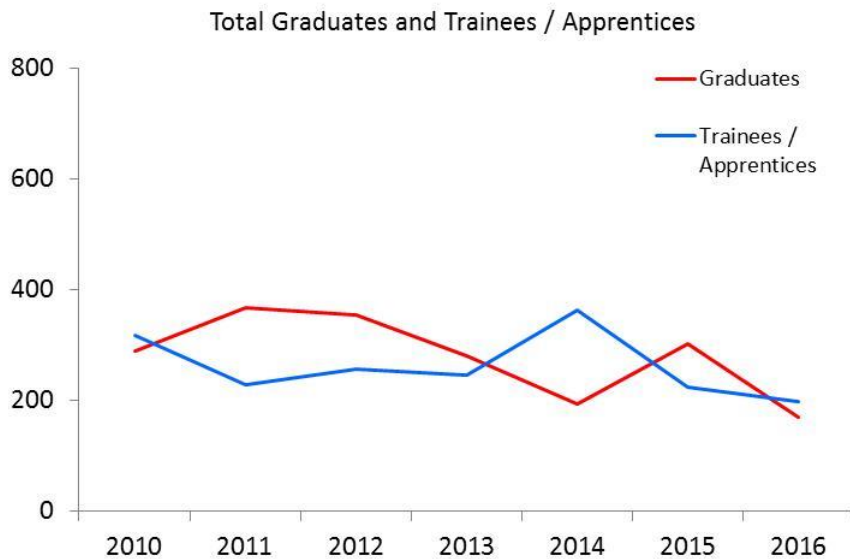
In 2015, eligibility under the Jobs4YouthSA program expanded to include graduates as well as trainees.

Implementation of the program continued throughout 2015-16.

Table 10 - Graduates and Trainees/Apprentices in the South Australian Public Sector*, June 2010 to June 2016

	2010	2011	2012	2013	2014	2015	2016
GENERAL GOVERNMENT SECTOR EMPLOYEES							
Graduates	244	325	318	249	150	267	130
Trainees / Apprentices	234	175	194	196	312	182	153
Total	478	500	512	445	462	449	283
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES							
Graduates	43	39	34	29	42	33	35
Trainees / Apprentices	80	52	62	50	51	43	46
Total	123	91	96	79	93	76	81
PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES							
Graduates	2	4	2	2	1	3	3
Trainees / Apprentices					1		
Total	2	4	2	2	2	3	3
NON-BUDGET ENTITY EMPLOYEES							
Graduates	1			1			1
Trainees / Apprentices	4	1	1				
Total	5	1	1	1	0	0	1
TOTAL EMPLOYEES							
Graduates	290	368	354	281	193	303	169
Trainees / Apprentices	318	228	257	246	364	225	199
Total	608	596	611	527	557	528	368

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 16% of employees have spent time in more than one agency.

Average employee tenure in the sector is 13 years.

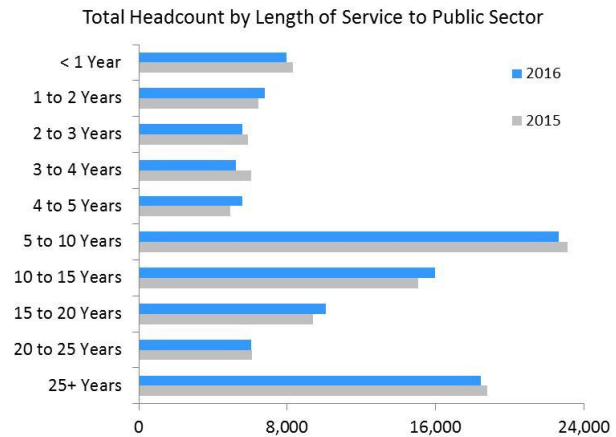


Table 11 - Employees in the SA Public Sector by Length of Service, June 2015 and June 2016

(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	
	2015	2016	2015	2016	2015	2016	2015	2016	2015	2016
< 1 Year	7,678	7,453	516	376	68	73	45	47	8,307	7,949
1 to 2 Years	6,102	6,245	268	418	63	52	33	62	6,466	6,777
2 to 3 Years	5,514	5,247	292	232	45	52	18	33	5,869	5,564
3 to 4 Years	5,705	4,917	271	258	34	39	31	16	6,041	5,230
4 to 5 Years	4,654	5,270	200	242	35	30	23	27	4,912	5,569
5 to 10 Years	22,050	21,600	858	853	116	102	102	101	23,126	22,656
10 to 15 Years	14,405	15,270	525	575	73	93	54	50	15,057	15,988
15 to 20 Years	9,102	9,741	233	259	38	39	26	31	9,399	10,070
20 to 25 Years	5,879	5,839	161	160	33	26	28	23	6,101	6,048
25+ Years	18,101	17,803	592	570	39	42	60	51	18,792	18,466
TOTAL	99,190	99,385	3,916	3,943	544	548	420	441	104,070	104,317

(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	
	2015	2016	2015	2016	2015	2016	2015	2016	2015	2016
< 1 Year	10,659	9,451	669	431	73	80	53	57	11,454	10,019
1 to 2 Years	7,947	8,280	279	543	67	57	40	65	8,333	8,945
2 to 3 Years	6,732	6,665	293	229	53	53	23	35	7,101	6,982
3 to 4 Years	6,537	5,864	371	261	34	45	37	20	6,979	6,190
4 to 5 Years	5,302	5,978	218	324	36	28	19	33	5,575	6,363
5 to 10 Years	22,827	23,148	847	865	125	116	110	106	23,909	24,235
10 to 15 Years	12,298	13,023	467	523	69	84	55	50	12,889	13,680
15 to 20 Years	7,549	8,062	188	206	37	38	25	29	7,799	8,335
20 to 25 Years	4,856	4,703	123	123	27	22	25	16	5,031	4,864
25+ Years	14,483	14,211	461	438	23	25	33	30	15,000	14,704
TOTAL	99,190	99,385	3,916	3,943	544	548	420	441	104,070	104,317

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 2016

*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	347	28	6	6	387
			1112	General Managers	580	49	13	9	651
	Specialist Managers	Business Administration Managers	1322	Finance Managers	150	13	8	6	177
			1324	Policy and Planning Managers	234	4	4		242
		Education, Health and Welfare Services Managers	1342	Health and Welfare Services Managers	241	60			301
			1343	School Principals	1,555				1,555
			1344	Other Education Managers	439				439
		ICT Managers	1351	ICT Managers	144	17	8	2	171
		Miscellaneous Specialist Managers	1391	Commissioned Officers (Management)	206				206
	1399		Other Specialist Managers	781	209	52	13	1,055	
Hospitality, Retail and Service Managers	Accommodation and Hospitality Managers	1419	Other Accommodation and Hospitality Managers	446	3			449	
OTHER				339	119	16	17	491	
TOTAL MANAGERS				5,462	502	107	53	6,124	

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	639	96	31	5	771
			2212	Auditors, Company Secretaries and Corporate Treasurers	159	4	10	1	174
		Human Resource and Training Professionals	2231	Human Resource Professionals	399	31	8		438
			Information and Organisation Professionals	2244	Intelligence and Policy Analysts	556	15	5	2
		2247		Management and Organisation Analysts	320	15	28	5	368
		2249		Other Information and Organisation Professionals	334	23	41	4	402
		Sales, Marketing and Public Relations Professionals	2251	Advertising and Marketing Professionals	149	26	3		178
	Design, Engineering, Science and Transport Professionals	Natural and Physical Science Professionals	2343	Environmental Scientists	626	29			655
			2346	Medical Laboratory Scientists	602				602
	Education Professionals	School Teachers	2410	School Teachers	4,877				4,877
			2411	Early Childhood (Pre-primary School) Teachers	737				737
			2412	Primary School Teachers	6,207				6,207
			2414	Secondary School Teachers	3,576			1	3,577
			2415	Special Education Teachers	236				236
		Tertiary Education Teachers	2422	Vocational Education Teachers (Aus) \ Polytechnic Teachers (NZ)	1,629			2	1,631
		Miscellaneous Education Professionals	2491	Education Advisers and Reviewers	195				195
	Health Professionals	Health Diagnostic and Promotion Professionals	2511	Nutrition Professionals	186				186
			2512	Medical Imaging Professionals	522	9			531
			2513	Occupational and Environmental Health Professionals	313				313
			2515	Pharmacists	405				405
			2519	Other Health Diagnostic and Promotion Professionals	208				208
		Health Therapy Professionals	2523	Dental Practitioners	168		1		169
			2524	Occupational Therapists	509				509
			2525	Physiotherapists	511				511
			2527	Audiologists and Speech Pathologists \ Therapists	354				354
		Medical Practitioners	2531	General Practitioners and Resident Medical Officers	936				936
			2532	Anaesthetists	262				262
			2534	Psychiatrists	200				200
			2535	Surgeons	373				373
			2539	Other Medical Practitioners	2,045				2,045
		Midwifery and Nursing Professionals	2541	Midwives	618				618
			2542	Nurse Educators and Researchers	475				475
			2544	Registered Nurses	12,842	45		6	12,893

Table 12 – Employees in the South Australian Public Sector by Occupation*, June 2016 (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	110				110
		Database and Systems Administrators, and ICT Security Specialists	2621	Database and Systems Administrators, and ICT Security Specialists	168	26	6	2	202
		ICT Network and Support Professionals	2631	Computer Network Professionals	327	27		1	355
	Legal, Social and Welfare Professionals	Legal Professionals	2713	Solicitors	354	2	1	88	445
			2723	Psychologists	354				354
		Social and Welfare Professionals	2725	Social Workers	1,454	14			1,468
			2726	Welfare, Recreation and Community Arts Workers	697	18			715
	OTHER				2,090	180	69	59	2,398
	TOTAL PROFESSIONALS				47,722	560	203	176	48,661

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	727		1		728
			3114	Science Technicians	244	94			338
		ICT and Telecommunications Technicians	3131	ICT Support Technicians	519	65	1	3	588
	Electrotechnology and Telecommunications Trades Workers	Electricians	3411	Electricians	88	71			159
	OTHER				967	361	1	2	1,331
	TOTAL TECHNICIANS AND TRADES WORKERS				2,545	591	3	5	3,144

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	1,081				1,081
			4112	Dental Hygienists, Technicians and Therapists	160				160
			4114	Enrolled and Mothercraft Nurses	3,021				3,021
			4117	Welfare Support Workers	1,615	18			1,633
	Carers and Aides	Education Aides	4221	Education Aides	8,167				8,167
		Personal Carers and Assistants	4231	Aged and Disabled Carers	1,352				1,352
			4232	Dental Assistants	428				428
			4233	Nursing Support and Personal Care Workers	1,722				1,722
			4234	Special Care Workers	507	16			523
	Hospitality Workers	Hospitality Workers	4319	Other Hospitality Workers	12	308			320
	Protective Service Workers	Defence Force Members, Fire Fighters and Police	4412	Fire and Emergency Workers	1,049				1,049
			4413	Police	4,572				4,572
		Prison and Security Officers	4421	Prison Officers	1,128				1,128
			4422	Security Officers and Guards	251	20			271
	Sports and Personal Service Workers	Sports and Fitness Workers	4521	Fitness Instructors	248				248
	OTHER				261	134			395
	TOTAL COMMUNITY AND PERSONAL SERVICE WORKERS				25,574	496	0	0	26,070

Table 12 – Employees in the South Australian Public Sector by Occupation*, June 2016 (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	2,132	175	19	10	2,336
		Office and Practice Managers	5121	Office Managers	483	100	16	13	612
	Personal Assistants and Secretaries	Personal Assistants and Secretaries	5211	Personal Assistants	573	22	24	8	627
	General Clerical Workers	General Clerks	5311	General Clerks	7,198	314	19	6	7,537
	Inquiry Clerks and Receptionists	Call or Contact Centre Information Clerks	5411	Call or Contact Centre Workers	402	86	6	5	499
		Information Officers	5412	Information Officers	262	57	24		343
		Receptionists	5421	Receptionists	120	35	2	7	164
	Numerical Clerks	Accounting Clerks and Bookkeepers	5511	Accounting Clerks	605	54	15	8	682
			5513	Payroll Clerks	254	10	2	1	267
	Clerical and Office Support Workers	Clerical and Office Support Workers	5619	Other Clerical and Office Support Workers	190	51	4	5	250
	Other Clerical and Administrative Workers	Miscellaneous Clerical and Administrative Workers	5992	Court and Legal Clerks	443	65	3	3	514
			5995	Inspectors and Regulatory Officers	216	34	10	1	261
			5999	Other Miscellaneous Clerical and Administrative Workers	829	82	36	6	953
	OTHER				552	45	48	118	763
TOTAL CLERICAL AND ADMINISTRATIVE WORKERS					14,259	1,130	228	191	15,808

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	287	169	1		457
	OTHER				52	13	3	13	81
	TOTAL SALES WORKERS				339	182	4	13	538

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	265			267
	Road and Rail Drivers	Automobile, Bus and Rail Drivers	7312	Bus and Coach Drivers	172				172
			7313	Train and Tram Drivers	269				269
	OTHER				145	6			151
	TOTAL MACHINERY OPERATORS AND DRIVERS				588	271	0	0	859

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	996	23			1,019
	Construction and Mining Labourers	Construction and Mining Labourers	8211	Building and Plumbing Labourers	147	19			166
	Food Preparation Assistants	Food Preparation Assistants	8513	Kitchenhands	531	6			537
	Other Labourers	Miscellaneous Labourers	8993	Handypersons	608	21		1	630
			8999	Other Miscellaneous Labourers	148	60	1		209
	OTHER				222	82	2	2	308
TOTAL LABOURERS				2,652	211	3	3	2,869	

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	244				244
	TOTAL OTHER / NOT STATED				244	0	0	0	244

					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
TOTAL SA PUBLIC SECTOR					99,385	3,943	548	441	104,317

	Notes:
	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.

- 27% of employees earn a base salary up to \$57,600 predominantly in entry level type roles.
- 51% earn a base salary between \$57,600 and \$93,800 across frontline and middle management type roles.
- 17% of employees earn a base salary between \$93,800 and \$118,400 which covers more senior managers and/or employees with technical expertise.
- 5% of employees earn over \$118,400 which includes executives or employees with significant specialist skills.

The average salary for a public sector employee in 2015-16 was \$78,375 (an increase of 2.53% compared to the previous year).

Table 13 - Employees in the SA Public Sector by Salary and Gender, June 2016

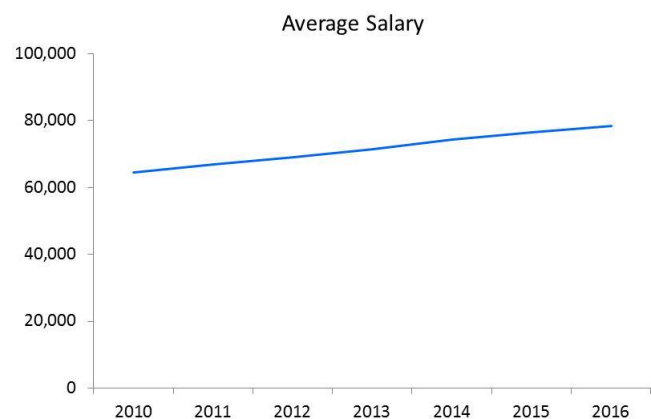
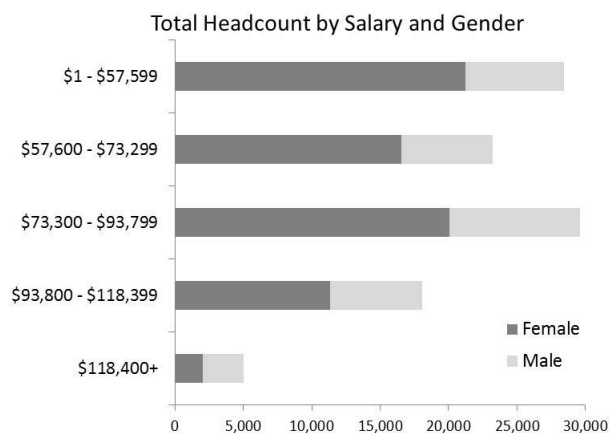
SALARY GROUP	GENERAL GOVERNMENT SECTOR EMPLOYEES			PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES			PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES			NON-BUDGET ENTITY EMPLOYEES			TOTAL		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
\$1 - \$57,599	20,542	6,583	27,125	601	554	1,155	31	17	48	83	17	100	21,257	7,171	28,428
\$57,600 - \$73,299	15,716	5,975	21,691	643	597	1,240	71	34	105	125	42	167	16,555	6,648	23,203
\$73,300 - \$93,799	19,604	8,923	28,527	339	483	822	101	68	169	51	25	76	20,095	9,499	29,594
\$93,800 - \$118,399	11,102	6,335	17,437	146	259	405	56	79	135	47	30	77	11,351	6,703	18,054
\$118,400+	1,923	2,682	4,605	90	231	321	38	53	91	7	14	21	2,058	2,980	5,038
TOTAL	68,887	30,498	99,385	1,819	2,124	3,943	297	251	548	313	128	441	71,316	33,001	104,317

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 2015-16 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 2016



5.11 Sick Leave / Carer's Leave

Average sick leave / family carer's leave days per FTE increased from 9.7 days in 2014-15 to 9.8 days in 2015-16. This represents an increase of 1% but not a major shift compared to data from previous years.

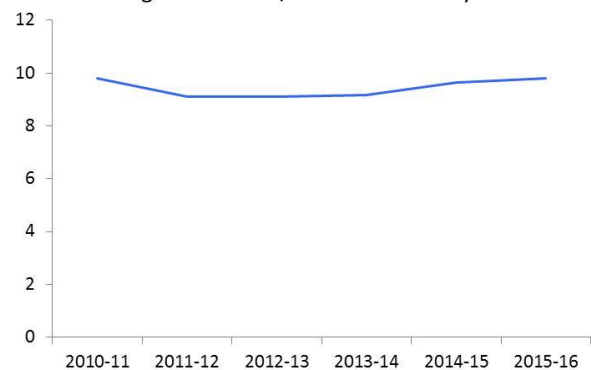
Commissioner's Determination 3.1 highlights the leave management guidelines that apply to SA public sector employees. A medical certificate is generally required for sick leave absences exceeding 3 consecutive days.

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

	NOTES	AVERAGE SICK LEAVE DAYS PER FTE		% Change
		2014-15	2015-16	
Adelaide Cemeteries Authority		5.2	6.6	29%
Adelaide Festival Centre Trust		8.1	8.9	10%
Adelaide Venue Management Corporation	1	6.4	4.0	-38%
Ambulance Service, SA		9.7	9.9	2%
Art Gallery of SA	2	-	7.2	-
Attorney-General's	3	10.0	9.6	-4%
Auditor-General's		8.1	7.4	-8%
Communities and Social Inclusion	4	12.4	14.3	15%
Correctional Services		11.1	11.9	7%
Country Arts, SA		5.7	5.5	-3%
Country Fire Service, SA		9.9	9.7	-2%
Courts Administration Authority	5	9.5	9.6	2%
Education and Child Development		6.5	7.2	10%
Electorate Offices		6.1	8.1	34%
Environment Protection Authority		8.5	11.3	33%
Environment, Water and Natural Resources		8.2	9.2	12%
Health and Ageing, Department of		8.9	9.7	9%
Health Units		12.4	11.8	-5%
HomeStart Finance		6.6	7.0	7%
Legal Services Commission		8.0	7.0	-12%
Legislature (Including Members)		6.6	6.2	-6%
Libraries Board of SA	2	-	13.1	-
Metropolitan Fire Service, SA		13.3	12.5	-6%
Planning, Transport and Infrastructure		10.5	8.8	-16%
Police, SA		9.4	9.7	4%
Premier and Cabinet		10.6	11.1	4%
Primary Industries and Regions		7.8	9.0	16%
Renewal SA		5.5	8.7	60%
SA Fire and Emergency Services Commission		7.9	7.8	-1%
SA Museum	2	-	6.9	-
SACE Board of SA		9.5	8.3	-12%
State Development		10.1	9.4	-7%
State Emergency Services, SA		4.3	5.0	16%
TAFE SA		5.9	7.5	27%
Tourism Commission, SA		7.1	7.0	-1%
Treasury and Finance		10.7	10.9	2%
Water Corporation, SA		8.8	9.3	5%
West Beach Trust		5.7	8.1	42%
Workcover Corporation (ReturnToWorkSA)		9.0	7.6	-15%
Other agencies with less than 50 average FTEs		7.1	7.9	11%
TOTAL SOUTH AUSTRALIAN PUBLIC SECTOR		9.7	9.8	1%

Notes:	
	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 2015-16 have been listed individually.
1	New entity from 1 August 2015 (merger of Adelaide Convention Centre and Adelaide Entertainments Corporation). 2014-15 data for the former two entities has been combined in this report for comparison purposes.
2	Arts entities (Art Gallery of SA, Carrick Hill, Libraries Board of SA and SA Museum) previously reported under the Department of State Development have been listed separately for 2015-16.
3	Includes the Office of the Public Trustee of South Australia. 2015-16 data includes the Police Complaints Authority and Independent Gambling Authority (previously reported separately).
4	Includes SA Housing Trust (Housing SA).
5	Excludes persons employed under Special Acts and the Judicial Administration Act.
6	Includes SA Government Financing Authority (SAFA) and Super SA.

Average Sick Leave / Carer's Leave Days Per FTE



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 (12,805) reduced by 13.5% compared to last year.
- The total number of separations (11,507) reduced by 8% compared to last year.

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 2015-16*

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	200				200
Disability Services Officers	101				101
Education Act	1,103				1,103
Emergency Services	133				133
Executive	83	6	1	0	90
Medical Officers	1,208				1,208
Nurses	1,897				1,897
Police Act	172				172
PS Act	2,900	191	16	23	3,130
Public Sector Salaried	1,959	62		34	2,055
School Services Officers	707				707
TAFE Act	470				470
Weekly Paid	744	49	0		793
Other	411	253	69	13	746
TOTAL	12,088	561	86	70	12,805

Notes:

*

Includes all employees appointed to a position within an individual public sector organisation during 2015-16, regardless of whether they were still employees of the organisation in the last pay period of June 2016. 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 2015-16 and consequently may have originated from another SA Public Sector position.

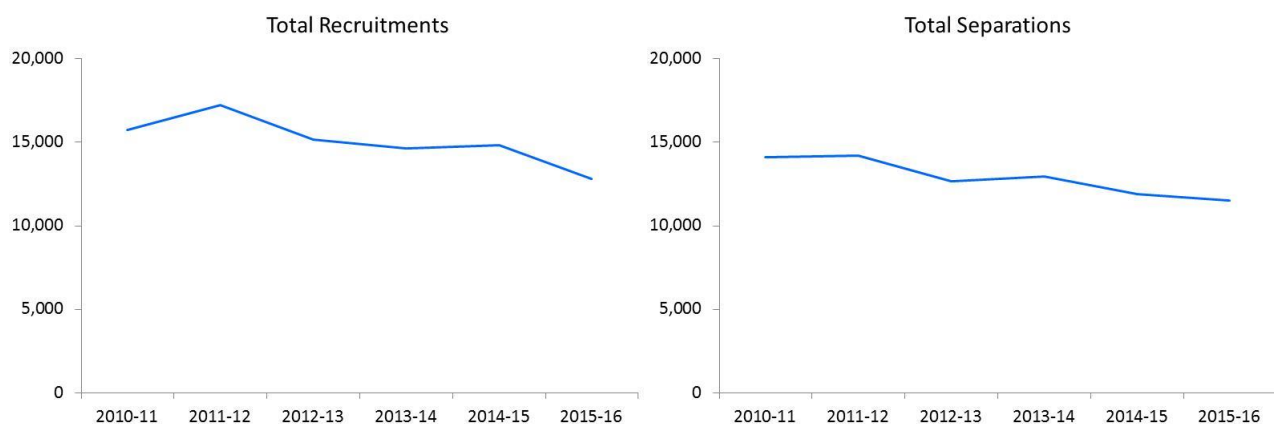


Table 16 - Employees separating from a role during 2015-16*

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						0
	Separation - left SAPS		46				46
	Not Stated		40				40
	TOTAL		86	0	0	0	86
Disability Services Officers	Movement - w ithin SAPS		8				8
	Separation - left SAPS		85				85
	Not Stated		35				35
	TOTAL		128	0	0	0	128
Education Act	Movement - w ithin SAPS		2				2
	Separation - left SAPS		551				551
	Not Stated		349				349
	TOTAL		902	0	0	0	902
Emergency Services	Movement - w ithin SAPS		4				4
	Separation - left SAPS		25				25
	Not Stated		57				57
	TOTAL		86	0	0	0	86
Executive	Movement - w ithin SAPS		20				20
	Separation - left SAPS		77	5	1		83
	Not Stated		58	6	6	1	71
	TOTAL		155	11	7	1	174
Medical Officers	Movement - w ithin SAPS		443				443
	Separation - left SAPS		254				254
	Not Stated		489				489
	TOTAL		1,186	0	0	0	1,186
Nurses	Movement - w ithin SAPS		299				299
	Separation - left SAPS		903				903
	Not Stated		578				578
	TOTAL		1,780	0	0	0	1,780
Police Act	Movement - w ithin SAPS		6				6
	Separation - left SAPS		134				134
	Not Stated		9				9
	TOTAL		149	0	0	0	149
PS Act	Movement - w ithin SAPS		630	43	2	2	677
	Separation - left SAPS		1,069	76	3	6	1,154
	Not Stated		1,019	84	2	1	1,106
	TOTAL		2,718	203	7	9	2,937
Public Sector Salaried	Movement - w ithin SAPS		475			4	479
	Separation - left SAPS		809	47		32	888
	Not Stated		440	12		13	465
	TOTAL		1,724	59	0	49	1,832
School Services Officers	Movement - w ithin SAPS		2				2
	Separation - left SAPS		181				181
	Not Stated		194				194
	TOTAL		377	0	0	0	377
TAFE Act	Movement - w ithin SAPS		1				1
	Separation - left SAPS		94				94
	Not Stated		45				45
	TOTAL		140	0	0	0	140
Weekly Paid	Movement - w ithin SAPS		54	3			57
	Separation - left SAPS		421	44			465
	Not Stated		304	7			311
	TOTAL		779	54	0	0	833
Other	Movement - w ithin SAPS		34	4			38
	Separation - left SAPS		106	160	6	10	282
	Not Stated		250	252	70	5	577
	TOTAL		390	416	76	15	897
TOTAL			10,600	743	90	74	11,507
MOVEMENT - WITHIN SAPS (TOTAL)			1	1,978	50	2	2,036
SEPARATION - LEFT SAPS (TOTAL)			2	4,755	332	10	5,145
NOT STATED (TOTAL)			3	3,867	361	78	4,326

Notes:	
*	Includes employees who permanently left their individual agency during 2015-16. 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 2015-16, 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 2016

	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)	2015-16 Recruitments	2015-16 Separations
Adelaide Cemeteries Authority		56	19	42	61		0.00%		0.00%		3	3	65,642	46	6	12	12
Adelaide Festival Centre Trust		249	174	160	334		0.00%	7	2.10%	2	10	12	63,351	43	9	78	68
Adelaide Venue Management Corporation	1	345	285	302	587	19	3.24%	5	0.85%	2	4	6	62,811	39	7	73	207
Ambulance Service, SA		1,244	650	756	1,406	9	0.64%	4	0.28%	3	6	9	72,585	42	12	94	45
Art Gallery of SA	2	58	41	20	61	2	3.28%		0.00%		1	1	75,475	47	13	6	11
Attorney-General's	3	1,676	1,160	641	1,801	31	1.72%	60	3.33%	36	43	79	90,971	44	13	262	233
Auditor-General's		123	77	52	129	2	1.55%	1	0.78%	1	6	7	85,478	38	11	17	15
Communities and Social Inclusion	4	4,344	3,292	1,656	4,948	147	2.97%	236	4.77%	21	15	36	66,297	47	12	608	704
Correctional Services		1,933	814	1,192	2,006	77	3.84%	27	1.35%	4	6	10	64,899	46	11	280	166
Country Arts, SA		53	74	32	106	2	1.89%		0.00%		1	1	56,656	43	9	18	23
Country Fire Service, SA		146	66	89	155		0.00%	11	7.10%	1	2	3	79,783	49	12	25	18
Courts Administration Authority	5	625	486	215	701	22	3.14%	10	1.43%	3	5	8	68,396	47	14	84	71
Education and Child Development		24,124	23,354	6,951	30,305	775	2.56%	448	1.48%	321	194	515	72,177	46	15	2,564	1,985
Electorate Offices		190	181	61	242	1	0.41%	3	1.24%			0	65,329	36	4	149	72
Environment Protection Authority		210	104	121	225	1	0.44%	7	3.11%	1	4	5	89,085	45	13	15	23
Environment, Water and Natural Resources		1,610	880	884	1,764	42	2.38%	32	1.81%	9	16	25	77,571	44	11	290	221
Health and Ageing, Department of		2,038	1,264	908	2,172	12	0.55%	15	0.69%	18	21	39	83,418	46	12	329	339
Health Units		27,343	29,378	6,931	36,309	357	0.98%	226	0.62%	35	22	57	83,881	45	11	5,355	4,998
HomeStart Finance		94	47	51	98		0.00%		0.00%	1	3	4	91,072	47	8	16	23
Legal Services Commission		187	153	49	202	3	1.49%	1	0.50%	3	5	8	80,360	46	12	32	48
Legislature (Including Members)	6	176	95	103	198		0.00%		0.00%	19	54	73	118,832	49	12	23	31
Libraries Board of SA	2	139	109	50	159	2	1.26%	8	5.03%		3	3	73,619	52	21	5	7
Metropolitan Fire Service, SA		948	54	1,095	1,149	3	0.26%	1	0.09%		2	2	76,902	46	17	75	66
Planning, Transport and Infrastructure		2,900	955	2,072	3,027	102	3.37%	54	1.78%	16	26	42	76,014	46	16	220	376
Police, SA		5,686	1,971	3,912	5,883	63	1.07%	25	0.42%	3	8	11	81,896	43	15	340	323
Premier and Cabinet		1,416	967	547	1,514	48	3.17%	41	2.71%	19	27	46	76,412	45	13	190	184
Primary Industries and Regions		871	431	524	955	13	1.36%	20	2.09%	4	17	21	80,506	46	14	160	134
Renewal SA		287	163	136	299	1	0.33%	10	3.34%	3	5	8	92,988	45	12	39	61
SA Fire and Emergency Services Commission		70	44	28	72		0.00%	2	2.78%		1	1	92,434	47	15	12	13
SA Museum	2	76	43	40	83	3	3.61%	3	3.61%		2	2	80,203	49	14	11	7
SACE Board of SA		106	73	40	113		0.00%	3	2.65%	2	1	3	90,923	45	12	15	14
State Development		1,000	551	495	1,046	31	2.96%	18	1.72%	22	46	68	95,045	45	13	130	128
State Emergency Services, SA		51	21	30	51		0.00%		0.00%		2	2	84,584	48	11	15	7
TAFE SA		2,245	1,861	999	2,860	22	0.77%	34	1.19%	9	8	17	79,872	49	12	692	279
Tourism Commission, SA		127	95	43	138	1	0.72%		0.00%	2	4	6	82,975	41	8	39	30
Treasury and Finance	7	597	334	307	641	9	1.40%	11	1.72%	5	32	37	86,254	43	13	82	59
Water Corporation, SA		1,453	423	1,078	1,501	27	1.80%	18	1.20%	9	23	32	86,260	43	12	139	128
West Beach Trust		93	101	49	150	1	0.67%	3	2.00%	2	1	3	45,318	36	5	62	60
Workcover Corporation (ReturnToWorkSA)		271	158	123	281		0.00%		0.00%	1	4	5	99,674	46	8	42	46
Other agencies with less than 50 FTEs		511	368	217	585	16	2.74%	4	0.68%	17	36	53	90,856	46	9	207	272
TOTAL SOUTH AUSTRALIAN PUBLIC SECTOR		85,671	71,316	33,001	104,317	1,844	1.77%	1,348	1.29%	594	669	1,263	78,375	45	13	12,805	11,507

	Notes:
	Only public sector organisations with greater than 50 FTEs at June 2016 have been listed individually. Data definitions are consistent with other tables in this report.
1	New entity from 1 August 2015 (merger of Adelaide Convention Centre and Adelaide Entertainments Corporation).
2	Arts entities (Art Gallery of SA, Carrick Hill, Libraries Board of SA and SA Museum) previously reported under the Department of State Development have been listed separately for 2015-16.
3	Includes the Office of the Public Trustee of South Australia. 2015-16 data includes the Police Complaints Authority and Independent Gambling Authority (previously reported separately).
4	Includes SA Housing Trust (Housing SA).
5	Excludes persons employed under Special Acts and the Judicial Administration Act.
6	2016 data includes Ministers (not reported in 2015).
7	Includes SA Government Financing Authority (SAFA) and Super SA.

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 \$115,938 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 \$145,021 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

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 behaviour.

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.