

# Workforce Information Report 2022-2023

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**Government  
of South Australia**

Office of the Commissioner  
for Public Sector Employment



This artwork presents the journey of our Aboriginal public sector leaders and the support available to them through the Aboriginal Leadership Program (ALP), proudly offered through the South Australian Leadership Academy (SALA), Office of the Commissioner for Public Sector Employment (OCPSE).

Artist: **Karen Briggs**

As the Commissioner for Public Sector Employment,  
I acknowledge the Aboriginal people as the first peoples  
and nations of South Australia.

My office recognises and respects their cultural connections  
as the traditional owners and occupants of the land and  
waters of South Australia and that they maintain a unique  
and irreplaceable contribution to the state.

# Foreword

**I am pleased to present the Workforce Information Report 2022-2023, the official annual record of the size and composition of the South Australian public sector workforce. The Workforce Information Report should be read in conjunction with my annual [State of the Sector](#) report.**

As at 30 June 2023, there were 95,132 full-time equivalent (FTE) and 114,735 employees in the public sector. The public sector grew slower than South Australia's broader workforce, excluding the public sector, in 2022-23.

Frontline services increased by 947 FTE (1.44 per cent) and back office functions increased by 68 FTE (0.29 per cent). 90,533 FTE were funded by the State Budget, of which nearly three in four employees provided frontline services directly to South Australians:

- 45.28 per cent were police, doctors, nurses, and teachers.
- 28.17 per cent were in other frontline or direct support roles, including fire fighters, ambulance officers, allied health professionals (such as physiotherapists and radiographers), school services officers and disability workers.
- 26.55 per cent were employed in policy or administrative roles.

Notably, SA Health (including the local health networks, the Department of Health and Wellbeing and SA Ambulance Service) experienced higher workforce growth than forecast in the State Budget, with more Nurses and Midwives and Medical Professionals in acute health and clinical support services across the metropolitan and Barossa Hills Fleurieu local health networks.

The public sector has made progress since last year in creating safe and inclusive workplaces that reflect the community that we serve:

- More Aboriginal people than ever were employed in the public sector, with 2,517 Aboriginal employees, representing 2.19 per cent of the public sector workforce.
- Diversity in leadership roles continued to increase with females making up 58.41 per cent of executives.
- Employees who identified as other than male and female increased by 75 per cent.

Employees living with disability totalled 1,552 people, or 1.35 per cent of the workforce. Noting that the data may under-report the true level of disability employment, I would like to see more focus on disability employment in the public sector in 2023-24.

In addition to the rich data contained in this report, there is more workforce data available on my office's [website](#).

I will continue to improve and expand the workforce data capability of the public sector. Good workforce data drives performance improvement so that the public sector can continue serving South Australia into the future.



**Erma Ranieri PSM**  
Commissioner for Public Sector Employment

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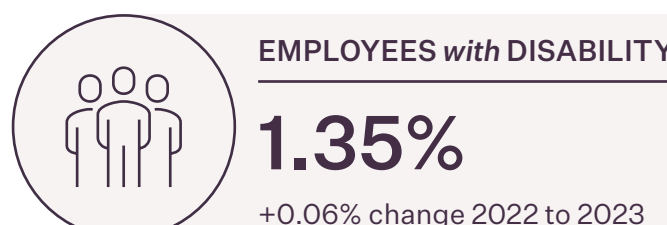
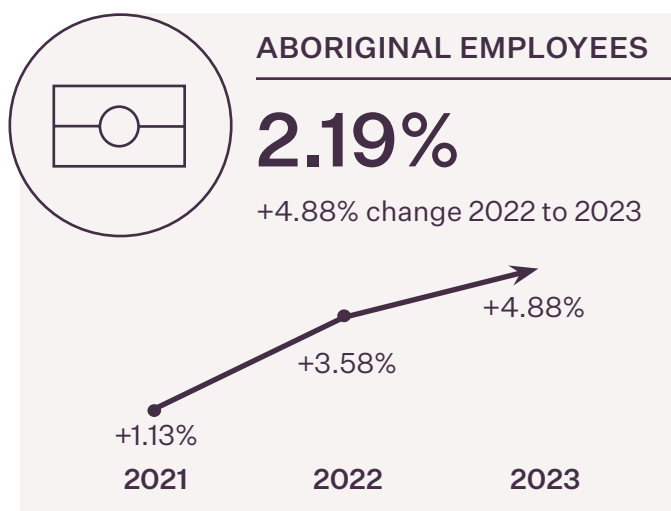
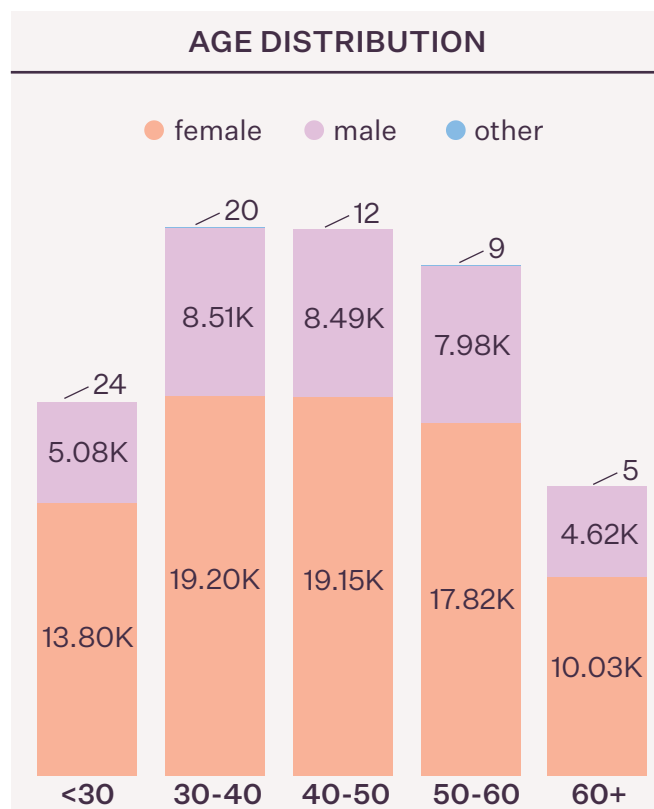
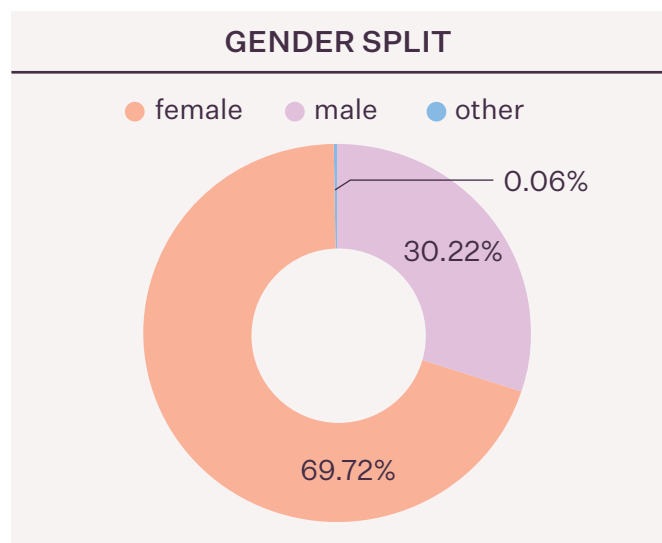
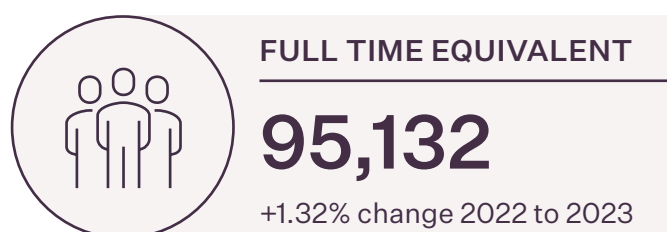
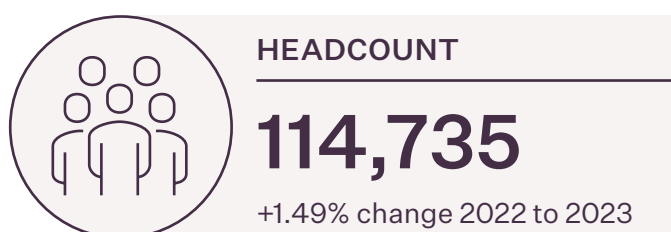
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# Public sector at a glance

Detailed information about the public sector's workforce size, structure and composition is available at: [publicsector.sa.gov.au/about/Resources-and-Publications/Workforce-Information](https://publicsector.sa.gov.au/about/Resources-and-Publications/Workforce-Information)

## Employee demographics





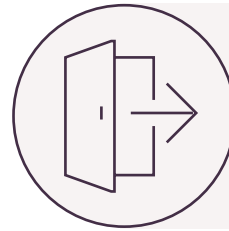
# Employment



## RECRUITED

**22,060**

-8.71% change 2022 to 2023



## SEPARATED

**19,054**

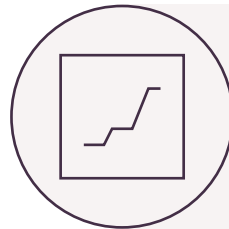
+6.75% change 2022 to 2023



## AVERAGE AGE

**44**

-0.29% change 2022 to 2023

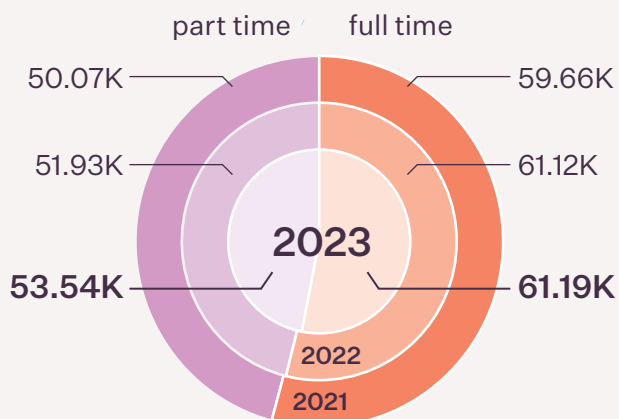


## AVERAGE SALARY

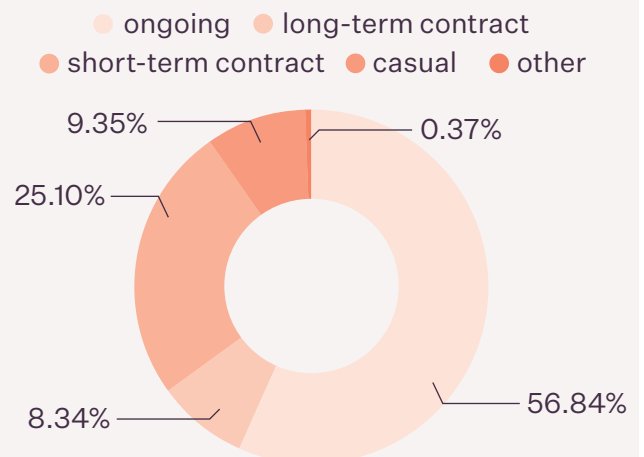
**\$92,037**

+2.28% change 2022 to 2023

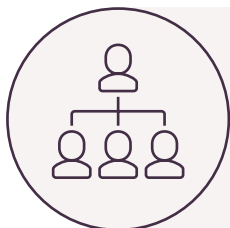
### EMPLOYMENT TYPE



### APPOINTMENT TYPES



# Executives



## TOTAL EXECUTIVES

**1,873**

+1.30% change 2022 to 2023

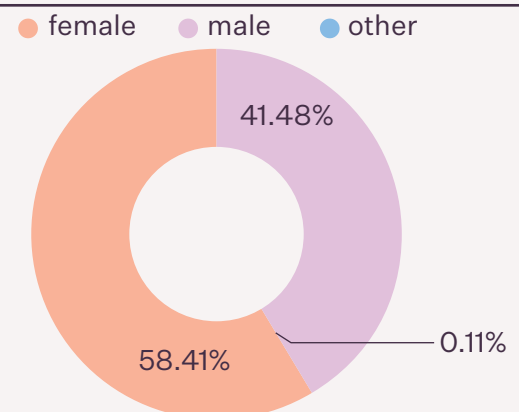


## ABORIGINAL EXECUTIVES

**28**

+21.74% change 2022 to 2023

### EXECUTIVE GENDER SPLIT



# Full-time equivalent and total workforce headcount

## OVERVIEW

The South Australian public sector provides a vast range of services across many agencies. This section highlights the full-time equivalents (FTE) and headcount for each agency and is aligned with Department of Treasury and Finance's publications to provide a consistent presentation of the South Australian public sector based on each agency's status as a budget entity.

The report provides agencies with information based on the following definitions:

- General Government Sector agencies cover the largest portion of services and are predominantly funded by taxpayers.
- Public Non-Financial Corporations (PNFC) generate revenue through charges.
- Public Financial Corporations (PFC) generally provide intermediate financial services.
- Non-Budget Entities are covered by public sector employment conditions but have minimal or no State Budget funding.

Further explanation of South Australian public sector agencies is available in Appendix A.

## SUMMARY

Across the public sector, FTE grew by 1,236 (1.32 per cent) to 95,132 and the number of people working the sector grew by 1,685 (1.49 per cent) to 114,735.

Within the General Government Sector, FTE grew by 1015 (1.13 per cent) to 90,533 and the headcount grew by 1,290 (1.19 per cent) to 109,256.

South Australian Tourism Commission, Adelaide Festival Centre Trust, and Adelaide Venue Management Corporation continue to recover from the impacts of COVID-19, with increased FTE reflecting the continuing return of functions and events to the state.

Some areas of the General Government Sector had reported more FTE than forecast in the 2022-23 State Budget:

- SA Health experienced an increase of 486 FTE above the 2022-23 State Budget estimates primarily due to more Nurses and Midwives and Medical Professionals in acute health and clinical support services across metropolitan local health networks and in the Barossa Hills Fleurieu Local Health Network.
- South Australia Police increased 32 FTE above budget estimates mainly because of increased recruitment and retention of Police Security Officers.
- Department for Infrastructure and Transport had 15 FTE more than estimated as a result of workforce impacts from the privatisation of tram and train services in 2020 and 2021.

Other notable areas of the General Government Sector with FTE that differ from the 2022-23 State Budget estimates include:

- The Independent Commission Against Corruption was 24 FTE below budget estimates because of vacant positions and more staff working part time.

Machinery of Government changes impacted the way some agencies are reported this year:

- Department of Treasury and Finance transferred 243 FTE to Attorney-General's Department
- Attorney-General's Department and Department of Treasury and Finance transferred 251 FTE to the Department of Trade and Investment
- Department for Industry, Innovation and Science transferred 132 FTE to Department for Education.

## SA PUBLIC SECTOR EMPLOYMENT

This report's FTE and headcount data complies with the South Australian Government's standard definition for workforce reporting. It is representative of the workforce resourcing as of the reporting period and should not be considered a reflection of the overall workforce for the year. FTE and headcount values that are blank indicate that the agency did not exist during the current or previous reporting period.

Judiciary is not included in the Workforce Information Collection. To reconcile this report with the State Budget papers, an additional 93 FTE (93 headcount) for the judiciary should be added to the General Government Sector.

Appendix A contains a detailed explanation of South Australian public sector entities and relevant notes on specific agencies that provide greater context when reading this report.

### Total public sector

BUDGET SECTOR	JUNE 2022 FTE	JUNE 2022 HEADCOUNT	JUNE 2023 FTE	JUNE 2023 HEADCOUNT
General Government Sector	89,518	107,966	90,533	109,256
Non-Budget Entity	490	532	507	577
Public Financial Corporations Sector	610	633	644	670
Public Non-Financial Corporations Sector	3,278	3,919	3,448	4,232
<b>Grand Total</b>	<b>93,896</b>	<b>113,050</b>	<b>95,132</b>	<b>114,735</b>

### General Government Sector

AGENCY NAME	JUNE 2022 FTE	JUNE 2022 HEADCOUNT	JUNE 2023 FTE	JUNE 2023 HEADCOUNT
Adelaide Festival Corporation	25	28	28	31
Alinytjara Wilurara Landscape Board	13	15	16	17
Art Gallery of South Australia	67	80	71	84
Attorney-General's Department	1,419	1,523	1,406	1,506
Auditor-General's Department	125	133	121	129
Barossa Hills Fleurieu Local Health Network	1,947	2,605	2,061	2,777

## FULL-TIME EQUIVALENT AND TOTAL WORKFORCE HEADCOUNT

### General Government Sector *cont.*

AGENCY NAME	JUNE 2022 FTE	JUNE 2022 HEADCOUNT	JUNE 2023 FTE	JUNE 2023 HEADCOUNT
Carclew Youth Arts Centre Incorporated	17	24	18	26
Carrick Hill	10	12	10	12
Central Adelaide Local Health Network	12,769	15,924	12,668	15,616
Commission on Excellence and Innovation in Health	39	42	36	39
Country Arts SA	57	109	60	151
Courts Administration Authority	643	710	614	677
CTP Regulator	24	25	21	21
Dairysafe	4	4	5	5
Defence SA	27	29	27	28
Department for Child Protection	2,293	2,476	2,302	2,481
Department for Correctional Services	1,926	2,015	2,004	2,098
Department for Education	24,952	31,268	25,504	32,073
Department for Energy and Mining	328	339	325	334
Department for Environment and Water	1,238	1,350	1,272	1,393
Department for Health and Wellbeing	1,775	1,899	1,554	1,650
Department for Industry, Innovation and Science	307	318	162	168
Department for Infrastructure and Transport	2,111	2,237	2,096	2,221
Department for Trade and Investment	128	133	334	345
Department of Human Services	2,774	3,182	2,726	3,134
Department of Primary Industries and Regions	782	865	751	830

## FULL-TIME EQUIVALENT AND TOTAL WORKFORCE HEADCOUNT

### General Government Sector *cont.*

AGENCY NAME	JUNE 2022 FTE	JUNE 2022 HEADCOUNT	JUNE 2023 FTE	JUNE 2023 HEADCOUNT
Department of the Premier and Cabinet	509	536	480	503
Department of Treasury and Finance	1,390	1,473	1,134	1,195
Education Standards Board	38	43	36	40
Electoral Commission of South Australia	33	34	29	30
Electorate Services	194	259	206	279
Environment Protection Authority	185	197	194	206
Essential Services Commission of South Australia	38	40	44	46
Eyre and Far North Local Health Network	808	1,075	793	1,061
Eyre Peninsula Landscape Board	25	27	24	25
Flinders and Upper North Local Health Network	806	1,003	778	953
Government House	22	26	21	23
Green Industries SA	28	29	32	33
Health and Community Services Complaints Commissioner	11	11	7	7
Hills and Fleurieu Landscape Board	44	48	43	47
History Trust of South Australia	53	66	58	77
Independent Commission Against Corruption	47	50	38	41
Infrastructure SA	11	11	19	20
Kangaroo Island Landscape Board	36	38	35	41
Legislature (Including Members)	172	190	193	214
Limestone Coast Landscape Board	46	51	42	47

## FULL-TIME EQUIVALENT AND TOTAL WORKFORCE HEADCOUNT

### General Government Sector *cont.*

AGENCY NAME	JUNE 2022 FTE	JUNE 2022 HEADCOUNT	JUNE 2023 FTE	JUNE 2023 HEADCOUNT
Limestone Coast Local Health Network	1,073	1,449	1,099	1,475
Murraylands and Riverland Landscape Board	67	72	77	82
Northern Adelaide Local Health Network	4,469	5,479	4,729	5,761
Northern and Yorke Landscape Board	31	34	33	35
Office for Recreation, Sport and Racing	74	78	74	80
Office of Hydrogen Power SA	-	-	23	23
Office of the Commissioner for Public Sector Employment	51	54	53	57
Office of the South Australian Productivity Commission	11	13	8	9
Premier's Delivery Unit	4	4	7	7
Riverland Mallee Coorong Local Health Network	1,167	1,560	1,212	1,617
SA Ambulance Service	1,762	1,970	1,859	2,097
SACE Board of South Australia	91	96	92	95
South Australia Arid Lands Landscape Board	24	25	28	28
South Australia Police	5,865	6,056	5,924	6,134
South Australian Country Fire Service	197	204	196	201
South Australian Film Corporation	15	18	15	19
South Australian Fire and Emergency Services Commission	76	78	81	83
South Australian Metropolitan Fire Service	1,025	1,239	1,036	1,253
South Australian Museum	71	83	66	73
South Australian State Emergency Services	97	99	85	88

## FULL-TIME EQUIVALENT AND TOTAL WORKFORCE HEADCOUNT

### General Government Sector *cont.*

AGENCY NAME	JUNE 2022 FTE	JUNE 2022 HEADCOUNT	JUNE 2023 FTE	JUNE 2023 HEADCOUNT
South Australian Tourism Commission	110	117	133	140
Southern Adelaide Local Health Network	6,456	8,294	6,750	8,627
State Library of South Australia	116	131	104	117
State Opera of South Australia	6	17	13	18
State Theatre Company of South Australia	24	26	28	32
Study Adelaide	10	10	12	13
TAFE SA	1,896	2,245	1,924	2,315
Wellbeing SA	142	164	90	101
Womens and Childrens Health Network	3,063	4,132	3,136	4,220
Yorke and Northern Local Health Network	1,230	1,667	1,251	1,722
<b>General Government Sector Total</b>	<b>89,518</b>	<b>107,966</b>	<b>90,533</b>	<b>109,256</b>

### Non-Budget Entity

AGENCY NAME	JUNE 2022 FTE	JUNE 2022 HEADCOUNT	JUNE 2023 FTE	JUNE 2023 HEADCOUNT
Jam Factory Contemporary Craft and Design	27	39	30	72
Legal Profession Conduct Commission	16	20	15	18
Legal Services Commission	219	236	208	222
Super SA	197	205	221	228
Teachers Registration Board	24	26	29	33
Veterinary Surgeons Board	2	2	1	1
Vinehealth Australia	4	4	3	3
<b>Non-Budget Entity Total</b>	<b>490</b>	<b>532</b>	<b>507</b>	<b>577</b>



## FULL-TIME EQUIVALENT AND TOTAL WORKFORCE HEADCOUNT

### Public Financial Corporations Sector

AGENCY NAME	JUNE 2022 FTE	JUNE 2022 HEADCOUNT	JUNE 2023 FTE	JUNE 2023 HEADCOUNT
Funds SA	62	63	65	67
HomeStart Finance	115	118	135	138
Lifetime Support Authority of South Australia	95	101	100	108
ReturnToWorkSA	255	264	261	271
South Australian Government Financing Authority	83	87	82	86
<b>Public Financial Corporations Sector Total</b>	<b>610</b>	<b>633</b>	<b>644</b>	<b>670</b>

### Public Non-Financial Corporations Sector

AGENCY NAME	JUNE 2022 FTE	JUNE 2022 HEADCOUNT	JUNE 2023 FTE	JUNE 2023 HEADCOUNT
Adelaide Cemeteries Authority	56	59	59	61
Adelaide Festival Centre Trust	118	294	138	372
Adelaide Venue Management Corporation	364	632	447	813
ForestrySA	37	60	35	40
Public Trustee	178	188	178	187
Renewal SA	135	140	141	145
SA Housing Authority	764	811	789	833
SA Water	1,535	1,584	1,549	1,596
South Australian Motor Sport Board	-	-	16	17
West Beach Parks	93	151	96	168
<b>Public Non-Financial Corporations Sector Total</b>	<b>3,278</b>	<b>3,919</b>	<b>3,448</b>	<b>4,232</b>

# Comparative workforce size

## SUMMARY

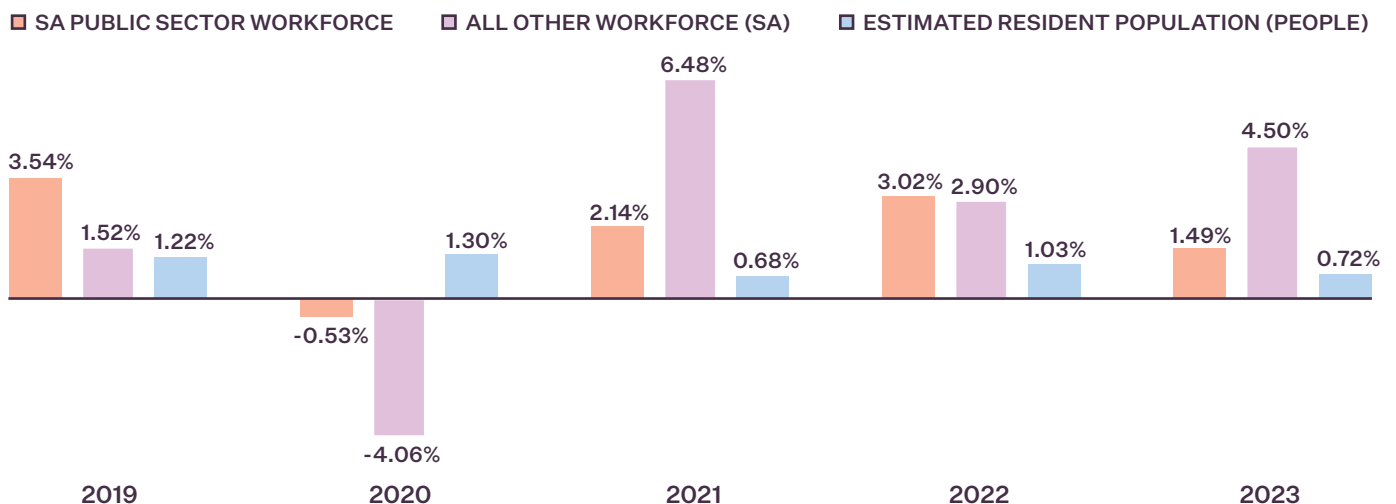
The public sector accounts for about 12.05 per cent of the South Australian workforce, which is lower than at June 2022 (12.36 per cent).

Public sector growth was higher than the growth of the resident population, estimated to be 0.72 per cent as at December 2022 using data from the Australian Bureau of Statistics<sup>1</sup>.

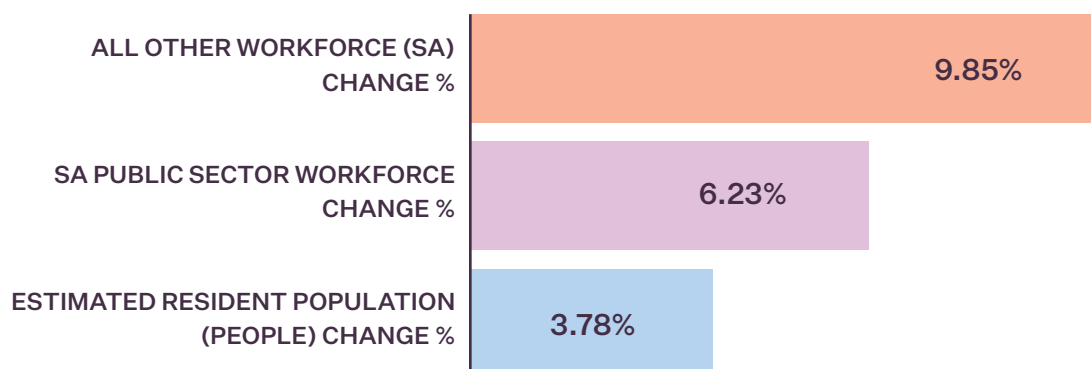
The public sector grew by 1.49 per cent compared to all other areas of the State's workforce<sup>2</sup> which increased by 4.50 per cent. In the past five years, the public sector workforce has grown by 6.23 per cent compared to 9.85 per cent in the State's non-public sector workforce.

This change is higher than the total growth of the total resident population in the past five years (3.78 per cent) as estimated by the Australian Bureau of Statistics as at December 2022.

## SA WORKFORCE GROWTH



## SA WORKFORCE AND POPULATION GROWTH – LAST 5 YEARS



<sup>1</sup> Australian Bureau of Statistics publication 3101.0 (Australian Demographics Statistics), Table 4, taken as at August 2023.

<sup>2</sup> Australian Bureau of Statistics publication 6202.0 (Labour Force, Australia), Table 7, taken as at August 2023.

## SA POPULATION AND EMPLOYMENT INFORMATION

SOUTH AUSTRALIA	2019	2020	2021	2022	2023
Estimated resident population (people)	1,767,395	1,790,355	1,802,601	1,821,200	1,834,275
Annual change	21,258	22,960	12,246	18,599	13,075
Annual change %	1.22%	1.30%	0.68%	1.03%	0.72%
Total employed in SA	870,591	839,044	888,763	914,656	952,409
Annual change	15,087	-31,547	49,719	25,892	37,753
Annual change %	1.76%	-3.62%	5.93%	2.91%	4.13%
SA public sector workforce	108,006	107,434	109,736	113,050	114,735
Annual change	3,689	-572	2,302	3,314	1,685
Annual change %	3.54%	-0.53%	2.14%	3.02%	1.49%
All other workforce (SA) <sup>3</sup>	762,585	731,610	779,027	801,606	837,674
Annual change	11,398	-30,975	47,417	22,578	36,068
Annual change %	1.52%	-4.06%	6.48%	2.90%	4.50%
% of Population working in public sector	6.11%	6.00%	6.09%	6.21%	6.26%
% of people employed in public sector	12.41%	12.80%	12.35%	12.36%	12.05%
% of all other workforce (SA)	87.59%	87.20%	87.65%	87.64%	87.95%

<sup>3</sup> 'All Other Workforce (SA)' is the difference between 'Total employed in SA' and 'SA public sector workforce'.

# Age and gender

## AGE AND GENDER OF SA PUBLIC SECTOR EMPLOYEES

The South Australian public sector's workforce comprised of 69.72 per cent females, 30.22 per cent males and 0.06 per cent other<sup>4</sup>.

This compares to June 2022 when there were 69.57 per cent female, 30.39 per cent male and 0.06 per cent self-described.

The average age of public sector employees was 44 years.

### Total public sector

AGE BRACKET	FEMALE	MALE	OTHER	TOTAL
Up to 20	448	145	1	594
20 - 24	4,664	1,566	7	6,237
25 - 29	8,693	3,364	16	12,073
30 - 34	9,272	4,048	7	13,327
35 - 39	9,924	4,458	13	14,395
40 - 44	9,856	4,234	8	14,098
45 - 49	9,290	4,255	4	13,549
50 - 54	9,487	4,203	5	13,695
55 - 59	8,328	3,778	4	12,110
60 - 64	6,674	2,840	4	9,518
65+	3,361	1,777	1	5,139
<b>Total</b>	<b>79,997</b>	<b>34,668</b>	<b>70</b>	<b>114,735</b>

<sup>4</sup> Since 2016-17 workforce data has been captured for employees not identifying as male or female. Flexibility exists for employees to identify an alternative gender with more representative terminology (typically intersex, indeterminate or unspecified). Collection and reporting of this data is consistent with government policy.

## AGE AND GENDER

### General Government Sector

AGE BRACKET	FEMALE	MALE	OTHER	TOTAL
Up to 20	399	112	0	511
20 - 24	4,484	1,398	6	5,888
25 - 29	8,414	3,133	12	11,559
30 - 34	8,945	3,763	7	12,715
35 - 39	9,547	4,120	12	13,679
40 - 44	9,492	3,860	8	13,360
45 - 49	8,912	3,932	4	12,848
50 - 54	9,180	3,841	5	13,026
55 - 59	8,055	3,472	4	11,531
60 - 64	6,499	2,663	4	9,166
65+	3,287	1,685	1	4,973
Total	77,214	31,979	63	109,256

## Non-Budget Entity

AGE BRACKET	FEMALE	MALE	OTHER	TOTAL
Up to 20	1	0	0	1
20 - 24	24	8	0	32
25 - 29	51	19	0	70
30 - 34	50	26	0	76
35 - 39	51	30	1	82
40 - 44	41	23	0	64
45 - 49	57	18	0	75
50 - 54	42	26	0	68
55 - 59	41	21	0	62
60 - 64	24	6	0	30
65+	10	7	0	17
Total	392	184	1	577

## AGE AND GENDER

### Public Financial Corporations Sector

AGE BRACKET	FEMALE	MALE	OTHER	TOTAL
Up to 20	0	0	0	0
20 - 24	5	7	0	12
25 - 29	25	13	0	38
30 - 34	34	30	0	64
35 - 39	61	42	0	103
40 - 44	54	48	0	102
45 - 49	53	36	0	89
50 - 54	65	45	0	110
55 - 59	45	37	0	82
60 - 64	25	19	0	44
65+	13	13	0	26
Total	380	290	0	670



## Public Non-Financial Corporations Sector

AGE BRACKET	FEMALE	MALE	OTHER	TOTAL
Up to 20	48	33	1	82
20 - 24	151	153	1	305
25 - 29	203	199	4	406
30 - 34	243	229	0	472
35 - 39	265	266	0	531
40 - 44	269	303	0	572
45 - 49	268	269	0	537
50 - 54	200	291	0	491
55 - 59	187	248	0	435
60 - 64	126	152	0	278
65+	51	72	0	123
<b>Total</b>	<b>2,011</b>	<b>2,215</b>	<b>6</b>	<b>4,232</b>

# Employee types

## APPOINTMENT TYPES

The South Australian public sector comprised of 56.84 per cent ongoing positions and 43.16 per cent contracts, casual or other types of employment.

This represents a 0.82 per cent increase in ongoing employment, a 14.36 per cent increase in long term contracts and a 0.09 per cent increase in short term contracts compared to June 2022. There was a 0.45 per cent reduction in casual employment.

### South Australian public sector employees by appointment type

#### Total public sector

APPOINTMENT TYPE	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Ongoing	66,495	65,802	64,164	64,678	65,211
Long-term Contract	7,281	7,250	12,720	8,372	9,574
Short-term Contract	23,224	24,899	21,955	28,776	28,803
Casual	10,457	8,944	10,449	10,774	10,726
Other	549	539	448	450	421
Total	108,006	107,434	109,736	113,050	114,735

#### General Government Sector

APPOINTMENT TYPE	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Ongoing	63,510	62,665	61,006	61,526	61,961
Long-term Contract	6,519	6,588	12,048	7,663	8,806
Short-term Contract	22,742	24,454	21,513	28,257	28,304
Casual	9,694	8,605	9,826	10,087	9,779
Other	483	488	415	433	406
Total	102,948	102,800	104,808	107,966	109,256

## Non-Budget Entity

APPOINTMENT TYPE	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Ongoing	281	311	326	345	358
Long-term Contract	49	43	49	45	49
Short-term Contract	79	77	85	137	137
Casual	8	9	15	3	33
Other	1	0	2	2	0
Total	418	440	477	532	577

## Public Financial Corporations Sector

APPOINTMENT TYPE	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Ongoing	460	431	452	463	483
Long-term Contract	93	83	110	142	149
Short-term Contract	33	52	38	26	36
Casual	3	3	3	0	1
Other	3	2	2	2	1
Total	592	571	605	633	670

## Public Non-Financial Corporations Sector

APPOINTMENT TYPE	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Ongoing	2,244	2,395	2,380	2,344	2,409
Long-term Contract	620	536	513	522	570
Short-term Contract	370	316	319	356	326
Casual	752	327	605	684	913
Other	62	49	29	13	14
Total	4,048	3,623	3,846	3,919	4,232

## EMPLOYEE TYPES

### FRONTLINE AND BACK-OFFICE

Of the 90,533 FTE within the General Government Sector as of June 2023:

- 45.28 per cent were police, doctors, nurses, and teachers.
- 28.17 per cent were in other frontline or direct support roles, including fire fighters, ambulance officers, allied health professionals (such as physiotherapists and radiographers), school services officers, and disability workers.
- 26.55 per cent were employed in policy or administrative roles.

Public sector FTE categorised as providing frontline services increased by 947 (1.44 per cent) and back office FTE increased by 68 (0.29 per cent).

### FTE BY EMPLOYEE TYPE

#### General Government Sector – Frontline

EMPLOYEE TYPE	EMPLOYEE SUB TYPE	JUNE 22	JUNE 23
Disability Services Officers		1,387	1,363
Education Act		16,078	16,043
Emergency Services		2,272	2,373
Executive		885	882
Medical Officers		3,852	3,970
Nurses		15,782	16,128
Police Act		4,582	4,848
PS Act/Public Sector Salaried	Allied Health Professionals	5,012	5,132
	Correctional Officers	951	1,030
	Operational Services	3,397	3,104
	Technical Services	718	713
School Services Officers		5,989	6,240

General Government Sector – Frontline *cont.*

EMPLOYEE TYPE	EMPLOYEE SUB TYPE	JUNE 22	JUNE 23
TAFE Act		1,012	1,047
Weekly Paid	Government Services	502	507
	Health Ancillary Employee	2,684	2,700
	Other Weekly Paid	441	413
Total		65,546	66,493

## General Government Sector – Back-Office

EMPLOYEE TYPE	EMPLOYEE SUB TYPE	JUNE 22	JUNE 23
Executive <sup>5</sup>		778	791
Other		1,783	1,593
PS Act/Public Sector Salaried		1,339	1,388
	Administrative Services	18,547	18,729
	Professional Officers	1,523	1,538
Total		23,971	24,040

<sup>5</sup> Some executives may be included in other categories. Please refer to Table 9 for detailed reporting of executives in the South Australian public sector.

SA public sector by employee and appointment types

EMPLOYEE TYPE	EMPLOYEE SUB TYPE	ONGOING		LONG-TERM CONTRACT		SHORT-TERM CONTRACT		CASUAL		OTHER		TOTAL	
		HEAD-COUNT	FTE	HEAD-COUNT	FTE	HEAD-COUNT	FTE	HEAD-COUNT	FTE	HEAD-COUNT	FTE	HEAD-COUNT	FTE
Disability Services Officers		1,250	1,189	42	40	77	72	112	62	1	0 <sup>6</sup>	1,482	1,363
Education Act		8,090	7,074	2,123	2,030	6,814	5,944	2,574	996			19,601	16,043
Emergency Services		2,147	1,836	28	27	553	502	4	3	11	5	2,743	2,373
Executive		15	15	1,533	1,521	255	249			70	70	1,873	1,854
Medical Officers		1,766	1,097	1,135	1,025	2,090	1,808	35	9	193	31	5,219	3,970
Nurses		13,282	10,902	863	739	4,111	3,381	2,374	1,086	25	19	20,655	16,128
Other		2,770	2,569	683	636	703	585	790	327	37	24	4,983	4,141
Police Act		4,885	4,766			82	82					4,967	4,848
PS Act/Public Sector Salaried		1,040	956	202	177	523	462	533	136	2	2	2,300	1,733
	Administrative Services	13,863	12,925	1,711	1,631	5,590	5,124	814	420	46	29	22,024	20,129
	Allied Health Professionals	3,073	2,645	434	372	2,543	2,108	167	54	4	4	6,221	5,183
	Correctional Officers	952	941	1	0	90	88			1	0	1,044	1,030
	Operational Services	2,048	1,814	300	275	935	803	566	242	4	3	3,853	3,136
	Professional Officers	1,168	1,106	166	156	295	272	14	8	1	1	1,644	1,543
	Technical Services	536	489	24	21	211	184	41	18			812	713
School Services Officers		4,138	3,270	159	126	3,413	2,426	1,143	418			8,853	6,240
TAFE Act		934	848	34	32	137	119	177	48			1,282	1,047
Weekly Paid	Government Services	373	301	58	43	146	93	147	70			724	507
	Health Ancillary Employee	2,546	2,052	64	47	202	154	884	444	4	3	3,700	2,700
	Other Weekly Paid	335	332	14	9	33	25	351	63	22	22	755	451
Total		65,211	57,125	9,574	8,908	28,803	24,481	10,726	4,404	421	214	114,735	95,132

<sup>6</sup> Employees who have commenced in a new role but have not yet received a salary payment will not have an FTE recorded at the time the data is captured.

## OCCUPATIONS

South Australian public sector employees work across a broad range of occupations.

The table below groups employees by their occupation, as defined by the Australian Bureau of Statistics in its Australian and New Zealand Standard Classification of Occupations (ANZSCO) – [ABS Cat. no. 1220.0 ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition Revision 1.](#)

## SA public sector employees by occupation

ANZSCO MAJOR GROUP	MINOR GROUP	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	GRAND TOTAL
Clerical and Administrative Workers	Accounting Clerks and Bookkeepers	781	13	24	77	895
	Call or Contact Centre Information Clerks	581	34	16	196	827
	Clerical and Office Support Workers	835	7	33	59	934
	Contract, Program and Project Administrators	2,414	19	14	83	2,530
	Financial and Insurance Clerks	2	85	56	1	144
	General Clerks	6,536	13	15	195	6,759
	Keyboard Operators	6	1	0	0	7
	Logistics Clerks	103	0	0	25	128
	Miscellaneous Clerical and Administrative Workers	1,494	24	47	210	1,775
	Office and Practice Managers	557	1	1	28	587
	Personal Assistants and Secretaries	562	56	7	19	644



SA public sector employees by occupation *cont.*

ANZSCO MAJOR GROUP	MINOR GROUP	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	GRAND TOTAL
	Receptionists	78	7	1	49	135
<b>Clerical and Administrative Workers Total</b>		<b>13,949</b>	<b>260</b>	<b>214</b>	<b>942</b>	<b>15,365</b>
<b>Community and Personal Service Workers</b>	Child Carers	123	0	0	0	123
	Defence Force Members, Fire Fighters and Police	5,664	0	0	1	5,665
	Education Aides	10,144	0	0	0	10,144
	Health and Welfare Support Workers	6,293	0	25	71	6,389
	Hospitality Workers	31	0	0	256	287
	Personal Carers and Assistants	5,004	0	2	4	5,010
	Personal Service and Travel Workers	375	0	0	1	376
	Prison and Security Officers	1,380	0	0	68	1,448
	Sports and Fitness Workers	241	0	0	0	241
<b>Community and Personal Service Workers Total</b>		<b>29,255</b>	<b>0</b>	<b>27</b>	<b>401</b>	<b>29,683</b>

## EMPLOYEE TYPES

### SA public sector employees by occupation *cont.*

ANZSCO MAJOR GROUP	MINOR GROUP	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	GRAND TOTAL
<b>Labourers</b>	Cleaners and Laundry Workers	784	0	0	126	910
	Construction and Mining Labourers	58	0	0	8	66
	Farm, Forestry and Garden Workers	85	0	0	0	85
	Food Preparation Assistants	552	0	0	48	600
	Food Process Workers	1	0	0	6	7
	Miscellaneous Factory Process Workers	9	0	0	0	9
	Miscellaneous Labourers	699	0	0	146	845
<b>Labourers Total</b>		<b>2,188</b>	<b>0</b>	<b>0</b>	<b>334</b>	<b>2,522</b>
<b>Machinery Operators and Drivers</b>	Automobile, Bus and Rail Drivers	214	0	0	0	214
	Delivery Drivers	6	0	0	0	6
	Machine Operators	43	0	0	3	46
	Mobile Plant Operators	5	0	0	0	5
	Stationary Plant Operators	1	0	0	133	134
	Storepersons	78	0	0	3	81

SA public sector employees by occupation *cont.*

ANZSCO MAJOR GROUP	MINOR GROUP	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	GRAND TOTAL
	Truck Drivers	3	0	0	0	3
<b>Machinery Operators and Drivers Total</b>		<b>350</b>	<b>0</b>	<b>0</b>	<b>139</b>	<b>489</b>
<b>Managers</b>	Accommodation and Hospitality Managers	97	0	0	5	102
	Advertising, Public Relations and Sales Managers	53	2	3	9	67
	Business Administration Managers	782	17	16	60	875
	Chief Executives, General Managers and Legislators	1,227	16	33	66	1,342
	Construction, Distribution and Production Managers	97	5	2	87	191
	Education, Health and Welfare Services Managers	3,598	0	17	23	3,638
	Farmers and Farm Managers	3	0	1	0	4
	ICT Managers	214	6	21	33	274
	Miscellaneous Hospitality, Retail and Service Managers	97	0	0	101	198

## EMPLOYEE TYPES

### SA public sector employees by occupation *cont.*

ANZSCO MAJOR GROUP	MINOR GROUP	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	GRAND TOTAL
	Miscellaneous Specialist Managers	1,004	3	37	207	1,251
	Other	2	0	0	0	2
	Retail Managers	2	1	0	1	4
<b>Managers Total</b>		<b>7,176</b>	<b>50</b>	<b>130</b>	<b>592</b>	<b>7,948</b>
<b>Other / Not Stated</b>	Not Stated	1,084	2	8	317	1,411
	Other	368	0	0	0	368
<b>Other / Not Stated Total</b>		<b>1,452</b>	<b>2</b>	<b>8</b>	<b>317</b>	<b>1,779</b>
<b>Professionals</b>	Accountants, Auditors and Company Secretaries	679	10	33	98	820
	Air and Marine Transport Professionals	18	0	0	0	18
	Architects, Designers, Planners and Surveyors	139	4	0	19	162
	Arts Professionals	21	3	0	1	25
	Business and Systems Analysts, and Programmers	387	15	64	49	515
	Database and Systems Administrators, and ICT Security Specialists	172	3	15	16	206

SA public sector employees by occupation *cont.*

ANZSCO MAJOR GROUP	MINOR GROUP	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	GRAND TOTAL
	Engineering Professionals	236	0	0	69	305
	Financial Brokers and Dealers, and Investment Advisers	8	8	18	8	42
	Health Diagnostic and Promotion Professionals	1,847	0	0	21	1,868
	Health Therapy Professionals	1,893	0	0	0	1,893
	Human Resource and Training Professionals	632	4	15	35	686
	ICT Network and Support Professionals	339	1	7	47	394
	Information and Organisation Professionals	1,364	13	114	91	1,580
	Legal Professionals	482	115	4	3	604
	Media Professionals	20	1	0	15	36
	Medical Practitioners	5,181	0	0	0	5,181
	Midwifery and Nursing Professionals	17,167	0	0	1	17,168
	Miscellaneous Education Professionals	311	3	0	6	320

## EMPLOYEE TYPES

### SA public sector employees by occupation *cont.*

ANZSCO MAJOR GROUP	MINOR GROUP	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	GRAND TOTAL
	Natural and Physical Science Professionals	1,611	0	0	71	1,682
	Sales, Marketing and Public Relations Professionals	344	14	13	70	441
	School Teachers	15,038	0	0	0	15,038
	Social and Welfare Professionals	3,055	9	0	106	3,170
	Tertiary Education Teachers	1,283	16	0	1	1,300
<b>Professionals Total</b>		<b>52,225</b>	<b>219</b>	<b>283</b>	<b>727</b>	<b>53,454</b>
<b>Sales Workers</b>	Checkout Operators and Office Cashiers	2	0	0	0	2
	Insurance Agents and Sales Representatives	4	6	4	4	18
	Miscellaneous Sales Support Workers	29	0	0	6	35
	Real Estate Sales Agents	55	0	0	19	74
	Sales Assistants and Salespersons	35	11	0	25	71
<b>Sales Workers Total</b>		<b>125</b>	<b>17</b>	<b>4</b>	<b>54</b>	<b>200</b>

SA public sector employees by occupation *cont.*

ANZSCO MAJOR GROUP	MINOR GROUP	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	GRAND TOTAL
<b>Technicians and Trades Workers</b>	Agricultural, Medical and Science Technicians	1,270	0	0	86	1,356
	Animal Attendants and Trainers, and Shearers	29	0	0	0	29
	Automotive Electricians and Mechanics	42	0	0	2	44
	Bricklayers, and Carpenters and Joiners	8	0	0	2	10
	Building and Engineering Technicians	229	0	0	59	288
	Electricians	22	0	0	3	25
	Electronics and Telecommuni- cations Trades Workers	23	0	0	42	65
	Fabrication Engineering Trades Workers	4	0	0	19	23
	Floor Finishers and Painting Trades Workers	3	0	0	1	4
	Food Trades Workers	148	0	0	65	213
	Hairdressers	1	0	0	0	1
	Horticultural Trades Workers	73	0	0	14	87



## EMPLOYEE TYPES

### SA public sector employees by occupation *cont.*

ANZSCO MAJOR GROUP	MINOR GROUP	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	GRAND TOTAL
	ICT and Tele-communications Technicians	501	7	3	45	556
	Mechanical Engineering Trades Workers	26	0	0	61	87
	Miscellaneous Technicians and Trades Workers	144	22	1	320	487
	Plumbers	7	0	0	0	7
	Printing Trades Workers	1	0	0	0	1
	Textile, Clothing and Footwear Trades Workers	5	0	0	7	12
<b>Technicians and Trades Workers Total</b>		<b>2,536</b>	<b>29</b>	<b>4</b>	<b>726</b>	<b>3,295</b>
<b>Grand Total</b>		<b>109,256</b>	<b>577</b>	<b>670</b>	<b>4,232</b>	<b>114,735</b>

# Diversity and Inclusion

## ABORIGINAL EMPLOYEES IN THE SOUTH AUSTRALIAN PUBLIC SECTOR

Aboriginal employees represented 2.19 per cent of the public sector workforce as of June 2023, or 2,517 employees.

During the reporting period, the number of Aboriginal employees increased by 4.88 per cent, compared to an overall growth of 1.49 per cent in the public sector. This data may under-represent the true level of Aboriginal employment due to reliance on employees self-identification.

Total public sector	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Identified as Aboriginal	2,232	2,291	2,317	2,400	2,517
Non Aboriginal	82,520	83,538	86,180	90,232	92,200
Unknown / Not Stated	23,254	21,605	21,239	20,418	20,018
Total	108,006	107,434	109,736	113,050	114,735

General Government Sector	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Identified as Aboriginal	2,114	2,183	2,194	2,285	2,403
Non Aboriginal	78,639	79,886	82,264	86,146	87,731
Unknown / Not Stated	22,195	20,731	20,350	19,535	19,122
Total	102,948	102,800	104,808	107,966	109,256

Non-Budget Entity	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Identified as Aboriginal	5	6	7	8	9
Non Aboriginal	351	372	411	466	507
Unknown / Not Stated	62	62	59	58	61
Total	418	440	477	532	577

Public Financial Corporations Sector	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Identified as Aboriginal	4	3	5	5	6
Non Aboriginal	513	504	535	556	589
Unknown / Not Stated	75	64	65	72	75
<b>Total</b>	<b>592</b>	<b>571</b>	<b>605</b>	<b>633</b>	<b>670</b>

Public Non-Financial Corporations Sector	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Identified as Aboriginal	109	99	111	102	99
Non Aboriginal	3,017	2,776	2,970	3,064	3,373
Unknown / Not Stated	922	748	765	753	760
<b>Total</b>	<b>4,048</b>	<b>3,623</b>	<b>3,846</b>	<b>3,919</b>	<b>4,232</b>

## EMPLOYEES WITH A DECLARED DISABILITY

Employees with a declared disability in the South Australian public sector totalled 1,552 people, representing 1.35 per cent of the workforce as of June 2023.

This data may under-represent the true level of disability employment due to reliance on employees sharing their disability status. The Office of the Commissioner for Public Sector Employment will continue to look at ways to improve our understanding of the employment experience of people living with disability so that the public sector can better support career development of people with disability.

Please refer to Appendix B for the definition of a declared disability.

Employees with a declared disability	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
General Government Sector	1,338	1,388	1,423	1,465	1,464
Non-Budget Entity	5	5	7	7	8
Public Financial Corporations Sector	9	7	7	7	10
Public Non-Financial Corporations Sector	82	82	80	72	70
<b>Total</b>	<b>1,434</b>	<b>1,482</b>	<b>1,517</b>	<b>1,551</b>	<b>1,552</b>

Percentage of employees with  
a declared disability

	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
General Government Sector	1.30%	1.35%	1.36%	1.36%	1.34%
Non-Budget Entity	1.20%	1.14%	1.47%	1.32%	1.39%
Public Financial Corporations Sector	1.52%	1.23%	1.16%	1.11%	1.49%
Public Non-Financial Corporations Sector	2.03%	2.26%	2.08%	1.84%	1.65%
Grand Total	1.33%	1.38%	1.38%	1.37%	1.35%

SOUTH AUSTRALIAN PUBLIC SECTOR  
PART-TIME EMPLOYEES

Part-time<sup>7</sup> employees represented 46.67 per cent of the workforce as of June 2023, an increase of 3.10 per cent, while full-time employment increased by 0.12 per cent to 53.33 per cent.

## Total public sector

EMPLOYMENT TYPE	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Full Time	59,566	59,443	59,662	61,117	61,191
Part Time	48,440	47,991	50,074	51,933	53,544
Total	108,006	107,434	109,736	113,050	114,735

## General Government Sector

EMPLOYMENT TYPE	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Full Time	55,984	55,850	56,027	57,445	57,392
Part Time	46,964	46,950	48,781	50,521	51,864
Total	102,948	102,800	104,808	107,966	109,256

<sup>7</sup>For reporting purposes, all employees in casual employment are recorded as part time employees.

## Non-Budget Entity

EMPLOYMENT TYPE	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Full Time	303	329	348	400	416
Part Time	115	111	129	132	161
Total	418	440	477	532	577

## Public Financial Corporations Sector

EMPLOYMENT TYPE	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Full Time	480	472	512	544	566
Part Time	112	99	93	89	104
Total	592	571	605	633	670

## Public Non-Financial Corporations Sector

EMPLOYMENT TYPE	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Full Time	2,799	2,792	2,775	2,728	2,817
Part Time	1,249	831	1,071	1,191	1,415
Total	4,048	3,623	3,846	3,919	4,232

# Executives

## SA PUBLIC SECTOR EXECUTIVES

The number of executives increased by 24 (1.3 per cent) across the workforce and the General Government Sector increased by 14 (0.84 per cent). Overall, executives comprised of 1.63 per cent of the public sector workforce.

During the year, the number of executives was impacted by new recruitment to implement the Government's election commitments and partially off-set by reductions in selected non-frontline agencies to meet the Government's budget savings.

There were 1,094 female executives and 777 male executives. Compared to June 2022 the proportion of female executives increased from 57.87 per cent to 58.41 per cent.

The definition of an executive (also provided in Appendix B) is an employee who:

- Is employed under the *Public Sector Act 2009* in a recognised executive role, with one of the following classification types: EL, EX, MLS, or SAES, or
- Receives a total salary equivalent up to \$123,648 per annum or more or receives a Total Remuneration Package Value<sup>8</sup> (TRPV) type contract equivalent to \$154,678 per annum or more and have 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).

### Total public sector

EXECUTIVES	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Female	680	727	1,013	1,070	1,094
Male	648	651	763	778	777
Other	0	0	0	1	2
Total	1,328	1,378	1,776	1,849	1,873

### General Government Sector

EXECUTIVES	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Female	633	666	948	1,003	1,016
Male	567	560	667	671	671
Other	0	0	0	1	2
Total	1,200	1,226	1,615	1,675	1,689

<sup>8</sup> The Total Remuneration Package Value is made up of any financial benefits, plus compulsory employer superannuation contributions, and any salary sacrifice arrangements.

## Non-Budget Entity

EXECUTIVES	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Female	10	11	11	13	12
Male	9	9	11	13	12
Other	0	0	0	0	0
Total	19	20	22	26	24

Public Financial  
Corporations Sector

EXECUTIVES	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Female	14	20	22	22	24
Male	27	28	33	41	44
Other	0	0	0	0	0
Total	41	48	55	63	68

Public Non-Financial  
Corporations Sector

EXECUTIVES	JUNE 19	JUNE 20	JUNE 21	JUNE 22	JUNE 23
Female	23	30	32	32	42
Male	45	54	52	53	50
Other	0	0	0	0	0
Total	68	84	84	85	92

# Graduates, trainees and apprentices

The Office of the Commissioner for Public Sector Employment relies on information provided by public sector agencies to measure the number of trainees, graduates and apprentices who commenced in the public sector during the financial year.

## VOCATIONAL OPPORTUNITIES WITHIN THE PUBLIC SECTOR

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The graduate data includes programs intended to develop general capabilities working in the South Australian public sector and any skills required for the participant's professional discipline. It excludes as far as possible graduate programs in SA Health that focus on transitioning newly qualified practitioners into clinical practice.

TYPE	TOTAL COMMENCED
Trainees	256
Apprentices	11
Graduates	97
Total	364



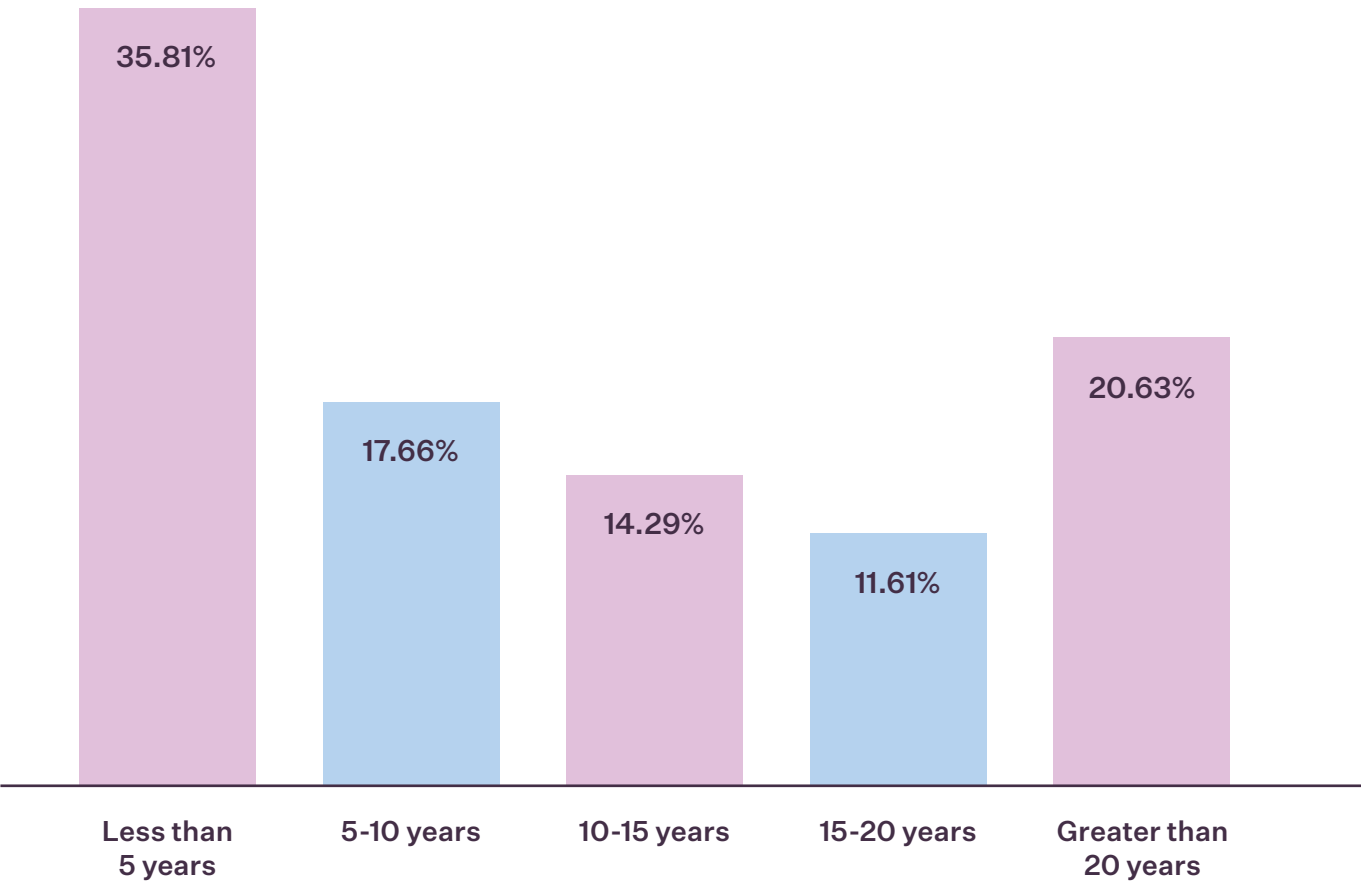
# Length of service

## RETENTION OF PUBLIC SECTOR EMPLOYEES

As of 30 June 2023:

- 64.19 per cent of employees have worked in the public sector for greater than five years.
- 11.47 per cent of employees have worked in the public sector for less than one year.
- The average employee has worked in the sector for 12 years.

### SA public sector length of service summary



## LENGTH OF SERVICE

### Length of service in the South Australian public sector

LENGTH OF SERVICE	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	GRAND TOTAL
< 12 Months	12,106	108	113	830	13,157
1 to < 2 Years	10,075	110	82	539	10,806
2 to < 3 Years	6,329	32	72	268	6,701
3 to < 4 Years	4,958	30	37	277	5,302
4 to < 5 Years	4,895	24	34	171	5,124
5 to < 10 Years	19,349	107	134	671	20,261
10 to < 15 Years	15,773	54	71	494	16,392
15 to < 20 Years	12,879	42	45	355	13,321
20 to < 25 Years	8,240	34	40	244	8,558
25 + Years	14,652	36	42	383	15,113
<b>Grand Total</b>	<b>109,256</b>	<b>577</b>	<b>670</b>	<b>4,232</b>	<b>114,735</b>

### Length of service at employees' current agencies

57.06 per cent of employees have been employed in their current agency for greater than five years. This does not reflect an employee's length of time in the sector.

LENGTH OF SERVICE	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	GRAND TOTAL
< 12 Months	15,849	132	129	915	17,025
1 to < 2 Years	11,760	127	97	575	12,559
2 to < 3 Years	6,856	37	79	291	7,263
3 to < 4 Years	5,578	30	41	282	5,931
4 to < 5 Years	5,779	21	46	638	6,484
5 to < 10 Years	20,150	98	122	523	20,893
10 to < 15 Years	14,963	48	61	404	15,476
15 to < 20 Years	10,886	44	39	256	11,225
20 to < 25 Years	6,410	20	29	150	6,609
25 + Years	11,025	20	27	198	11,270
<b>Grand Total</b>	<b>109,256</b>	<b>577</b>	<b>670</b>	<b>4,232</b>	<b>114,735</b>

# Salaries

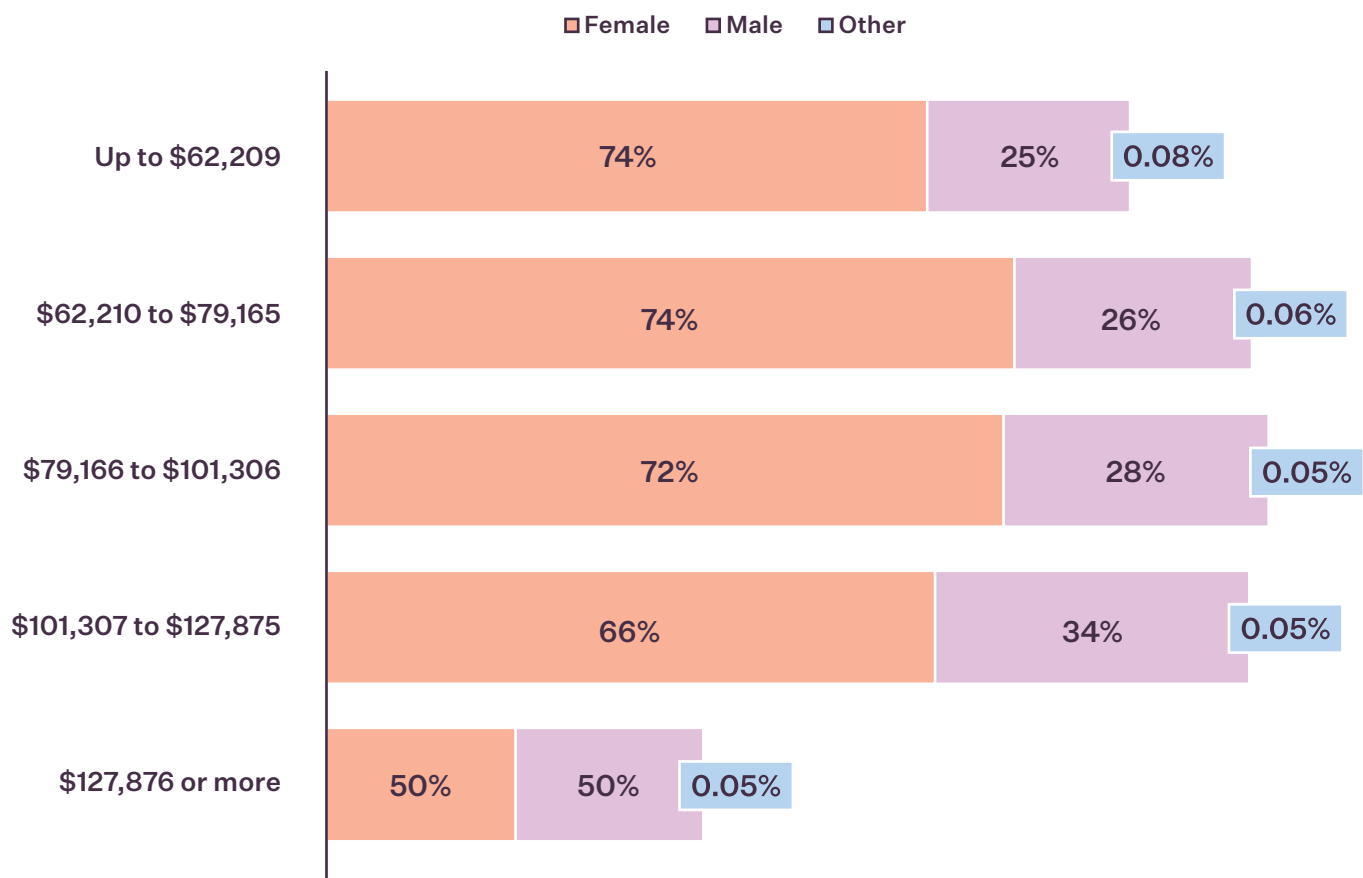
## SUMMARY OF SA PUBLIC SECTOR EMPLOYEES BY SALARY AND GENDER

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

- 20.65 per cent of employees earn a base salary up to \$62,209, predominantly in entry level type roles.
- 47.97 per cent earn a base salary between \$62,210 - \$101,306 across frontline and middle management type roles.

- 23.70 per cent of employees earn a base salary between \$101,307 - \$127,875 which covers more senior managers and/or employees with technical expertise.
- 7.54 per cent of employees earn \$127,876+, which includes executives or employees with significant specialist skills.

The average salary for a public sector employee in 2022-23 was \$92,037 (an increase of 2.28 per cent compared to 2021-22 ).



## SA PUBLIC SECTOR EMPLOYEES BY SALARY AND GENDER

## Total public sector

SALARY GROUP	FEMALE	MALE	OTHER USED TERM	TOTAL
Up to \$62,209	17,640	6,035	20	23,695
\$62,210 to \$79,165	20,201	7,060	17	27,278
\$79,166 to \$101,306	19,879	7,873	14	27,766
\$101,307 to \$127,875	17,869	9,306	14	27,189
\$127,876 or more	4,308	4,340	4	8,652
Not stated <sup>9</sup>	100	54	1	155
<b>Total</b>	<b>79,997</b>	<b>34,668</b>	<b>70</b>	<b>114,735</b>

## General Government Sector

SALARY GROUP	FEMALE	MALE	OTHER USED TERM	TOTAL
Up to \$62,209	16,913	5,457	15	22,385
\$62,210 to \$79,165	19,358	6,343	15	25,716
\$79,166 to \$101,306	19,264	7,306	14	26,584
\$101,307 to \$127,875	17,504	8,854	14	26,372
\$127,876 or more	4,082	3,967	4	8,053
Not Stated	93	52	1	146
<b>Total</b>	<b>77,214</b>	<b>31,979</b>	<b>63</b>	<b>109,256</b>

<sup>9</sup> This is a statistical anomaly due to different reporting and systems across the sector. The number has declined since the last report due to efforts to improve consistency of reporting.

## SALARIES

### Non-Budget Entity

SALARY GROUP	FEMALE	MALE	OTHER USED TERM	TOTAL
Up to \$62,209	75	11	1	87
\$62,210 to \$79,165	156	66	0	222
\$79,166 to \$101,306	89	41	0	130
\$101,307 to \$127,875	44	46	0	90
\$127,876 or more	28	20	0	48
<b>Total</b>	<b>392</b>	<b>184</b>	<b>1</b>	<b>577</b>

### Public Financial Corporations Sector

SALARY GROUP	FEMALE	MALE	OTHER USED TERM	TOTAL
Up to \$62,209	14	9	0	23
\$62,210 to \$79,165	83	40	0	123
\$79,166 to \$101,306	114	58	0	172
\$101,307 to \$127,875	123	95	0	218
\$127,876 or more	46	88	0	134
<b>Total</b>	<b>380</b>	<b>290</b>	<b>0</b>	<b>670</b>

**Public Non-Financial  
Corporations Sector**

SALARY GROUP	FEMALE	MALE	OTHER USED TERM	TOTAL
Up to \$62,209	638	558	4	1,200
\$62,210 to \$79,165	604	611	2	1,217
\$79,166 to \$101,306	412	468	0	880
\$101,307 to \$127,875	198	311	0	509
\$127,876 or more	152	265	0	417
Not Stated	7	2	0	9
<b>Total</b>	<b>2,011</b>	<b>2,215</b>	<b>6</b>	<b>4,232</b>

# Sick leave and carer's leave

## AVERAGE LEAVE DAYS PAID AND UNPAID PER FTE

Total sick leave includes all absences due to illness, whether paid or unpaid, and time off approved as family carer's leave.

The average sick leave/family carer's leave days per FTE reduced from 11.70 days to 11.56 days this year.

PUBLICATION NAME	2022	2023
Adelaide Cemeteries Authority	12.90	10.82
Adelaide Festival Centre Trust	6.04	4.13
Adelaide Festival Corporation	3.14	3.51
Adelaide Venue Management Corporation	4.47	3.27
Alinytjara Wilurara Landscape Board	5.56	7.06
Art Gallery of South Australia	10.71	11.66
Attorney-General's Department	9.87	10.25
Auditor-General's Department	10.72	9.20
Barossa Hills Fleurieu Local Health Network	13.89	12.66
Carclew Youth Arts Centre Incorporated	8.17	7.16
Central Adelaide Local Health Network	14.61	14.05
Commission on Excellence and Innovation in Health	4.87	13.70
Country Arts SA	0.08	5.54
Courts Administration Authority	13.17	13.65
CTP Regulator	8.62	10.85
Defence SA	4.79	5.70
Department for Child Protection	12.51	12.05



PUBLICATION NAME <i>cont.</i>	2022	2023
Department for Correctional Services	15.11	14.75
Department for Education	9.52	9.34
Department for Energy and Mining	7.70	7.49
Department for Environment and Water	8.61	9.24
Department for Health and Wellbeing	9.55	10.24
Department for Industry, Innovation and Science	9.19	9.30
Department for Infrastructure and Transport	6.56	5.69
Department for Trade and Investment	10.32	7.41
Department of Human Services	15.16	16.15
Department of Primary Industries and Regions	9.81	8.88
Department of the Premier and Cabinet	7.59	8.24
Department of Treasury and Finance	11.66	11.26
Education Standards Board	9.85	10.23
Electoral Commission of South Australia	6.51	5.66
Electorate Services	7.63	6.65
Environment Protection Authority	12.21	10.22
Essential Services Commission of South Australia	7.10	7.07
Eyre and Far North Local Health Network	12.80	11.98
Eyre Peninsula Landscape Board	9.93	10.34
Flinders and Upper North Local Health Network	14.32	13.79
ForestrySA	5.12	5.22

## SICK LEAVE AND CARER'S LEAVE

PUBLICATION NAME <i>cont.</i>	2022	2023
Funds SA	4.87	4.74
Government House	6.32	8.18
Green Industries SA	8.29	5.20
Hills and Fleurieu Landscape Board	6.13	10.60
History Trust of South Australia	6.68	7.93
HomeStart Finance	6.86	8.06
Independent Commission Against Corruption	8.16	10.03
Infrastructure SA	1.12	3.40
Jam Factory Contemporary Craft and Design	4.12	5.95
Kangaroo Island Landscape Board	7.01	8.18
Legal Profession Conduct Commission	9.41	9.90
Legal Services Commission	8.97	9.30
Legislature (Including Members)	5.45	8.41
Lifetime Support Authority of South Australia	10.78	10.00
Limestone Coast Landscape Board	8.89	10.12
Limestone Coast Local Health Network	12.43	12.05
Murraylands and Riverland Landscape Board	9.91	12.28
Northern Adelaide Local Health Network	15.98	14.80
Northern and Yorke Landscape Board	8.43	7.43
Office for Recreation, Sport and Racing	6.58	7.33
Office of Hydrogen Power South Australia <sup>10</sup>	-	3.43

PUBLICATION NAME <i>cont.</i>	2022	2023
Office of the Commissioner for Public Sector Employment	8.36	9.31
Public Trustee	11.37	12.12
Renewal SA	4.80	5.79
ReturnToWorkSA	10.93	10.85
Riverland Mallee Coorong Local Health Network	14.39	13.95
SA Ambulance Service	15.12	14.77
SA Housing Authority	11.23	11.68
SA Water	9.47	10.69
SACE Board of South Australia	8.96	11.12
South Australia Arid Lands Landscape Board	7.11	14.14
South Australia Police	11.26	12.41
South Australian Country Fire Service	8.61	8.72
South Australian Film Corporation	5.89	6.49
South Australian Fire and Emergency Services Commission	8.10	11.11
South Australian Government Financing Authority	8.75	7.43
South Australian Metropolitan Fire Service	18.52	15.70
South Australian Motor Sport Board <sup>10</sup>	-	2.47
South Australian Museum	6.85	8.42
South Australian State Emergency Services	6.48	6.13
South Australian Tourism Commission	5.57	5.06
Southern Adelaide Local Health Network	15.29	14.62

<sup>10</sup> There is no average sick leave data available prior to 2023, as this is the first year the agency has been reported as a distinct entity.

PUBLICATION NAME <i>cont.</i>	2022	2023
State Library of South Australia	11.73	11.69
State Opera of South Australia <sup>11</sup>	-	3.58
State Theatre Company of South Australia	9.44	11.55
Study Adelaide	5.56	5.61
Super SA	11.71	11.29
TAFE SA	9.14	9.82
Teachers Registration Board	10.17	12.15
Wellbeing SA	7.72	9.59
West Beach Parks	8.54	16.06
Women's and Children's Health Network	14.15	13.52
Yorke and Northern Local Health Network	14.04	13.61
Other agencies with less than 10 FTE <sup>12</sup>	13.00	8.96
<b>Total</b>	<b>11.70</b>	<b>11.56</b>

<sup>11</sup> Average sick leave is not reported in 2022 for privacy reasons, as this entity had fewer than 10 FTE.

<sup>12</sup> Agencies are not included in this table if they have less than 10 FTE to avoid impacting an individual's privacy. The following agencies have been consolidated into one entity in this table:

- Dairysafe
- Health and Community Services Complaints Commissioner
- Office of the South Australian Productivity Commission
- Premier's Delivery Unit
- Veterinary Surgeons Board
- Vinehealth Australia

# Employee movement

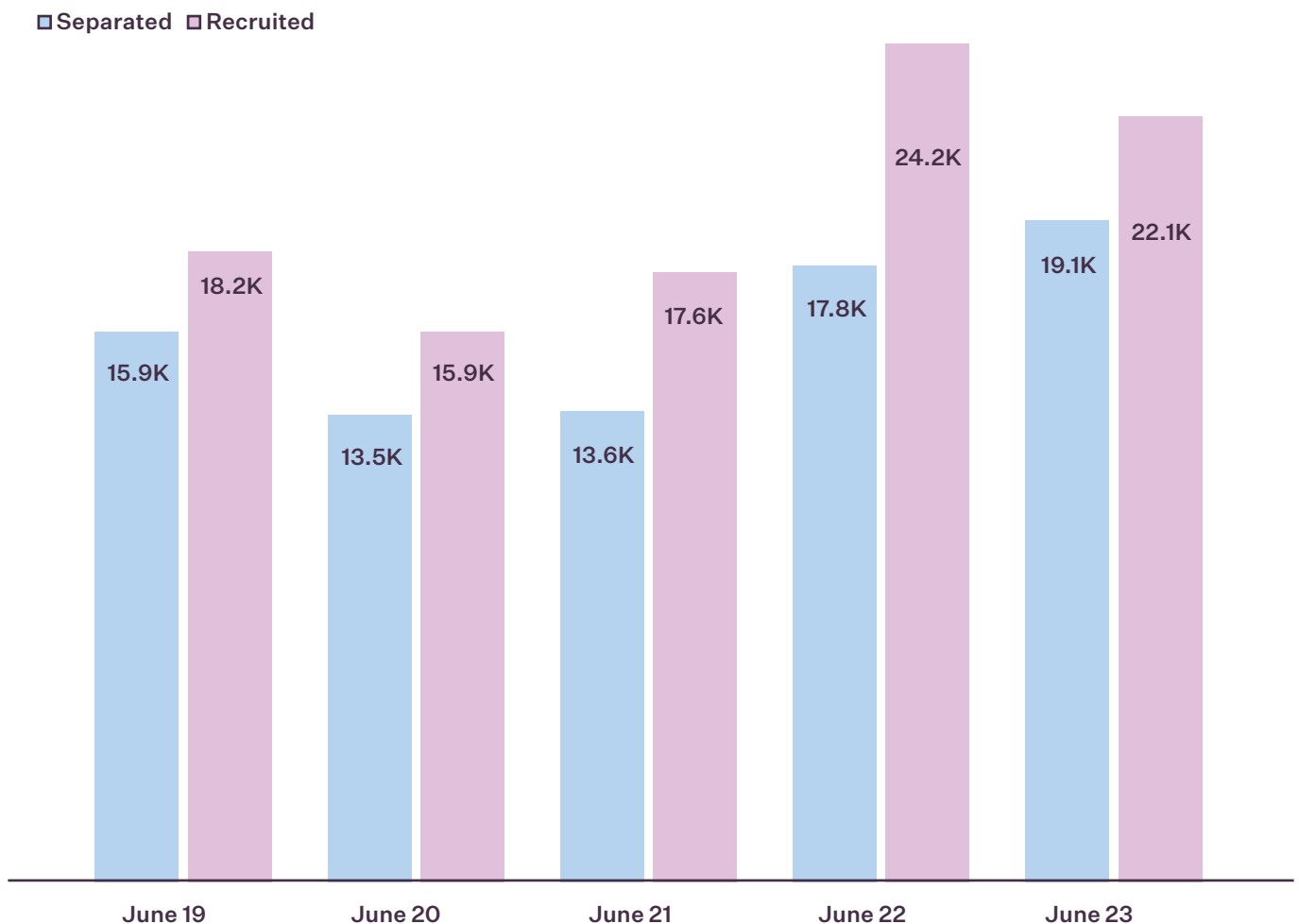
## SUMMARY

- Total public sector agency recruitments as at 30 June 2023 (22,060) decreased by 8.71 per cent compared to 30 June 2022 (24,165).
- Total public sector agency separations as at 30 June 2023 (19,054) increased by 6.75 per cent compared to 30 June 2022 (17,849).

This was reflected by:

- 19.23 per cent of the total workforce were recruited to an agency between 1 July 2022 and 30 June 2023, (including recruitments from other agencies), compared to 21.38 per cent of the workforce in the previous period.
- 16.61 per cent of the total workforce separated from an agency between 1 July 2022 and 30 June 2023 (including separations to other agencies), compared to 15.79 per cent of the workforce in the previous period.

## SA public sector recruitment and separation summary



### RECRUITMENT

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Recruitment is a measure of employees appointed to a position within an individual public sector organisation between 1 July 2022 and 30 June 2023, regardless of whether they were still employees of the organisation in the last pay period of June 2023.

It 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 section does not specify employees recruited new to the South Australian public sector, only the number of employees who started in a public sector organisation between 1 July 2022 and 30 June 2023 and consequently may have originated from another South Australian public sector position.

## Employees recruited in a South Australian public sector organisation

EMPLOYEE TYPE	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	GRAND TOTAL
Disability Services Officers	215	0	0	0	215
Emergency Services	281	0	0	0	281
Executive	143	3	8	16	170
Medical Officers	1,668	0	0	0	1,668
Nurses	4,458	0	0	0	4,458
Police Act	326	0	0	0	326
PS Act/Public Sector Salaried	8,611	126	92	290	9,119
School Services Officers	1,572	0	0	0	1,572
TAFE Act	274	0	0	0	274
Weekly Paid	1,074	0	0	75	1,149
Other	502	33	48	866	1,449
Education Act	1,379	0	0	0	1,379
<b>Grand Total</b>	<b>20,503</b>	<b>162</b>	<b>148</b>	<b>1,247</b>	<b>22,060</b>

### SEPARATIONS

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Separations describe employees who permanently left their individual agency during the reporting period. It excludes temporary assignments to other public sector organisations, unpaid leave, or casual employees who did not work in the last pay period.

Employees who permanently left their individual agency are presented in this table within the following categories:

- Movement includes employees who moved internally within the South Australian public sector. This includes employees moving to a different role within the same agency or transferring to a different agency.
- Separation includes employees who left the public sector workforce due to:
  - A Targeted Voluntary Separation Package (TVSP)
  - A worker's compensation settlement
  - Death
  - Retirement
  - Ill health
  - Resignation.
- Not stated includes those who ended employment in a role between 1 July 2022 and 30 June 2023, but whose subsequent employment was not specified. Reasons for ending employment in a role include dismissal, end of contract or resignation. Agencies did not specify whether these employees subsequently moved to a different role within the South Australian public sector or whether they separated entirely from sector.

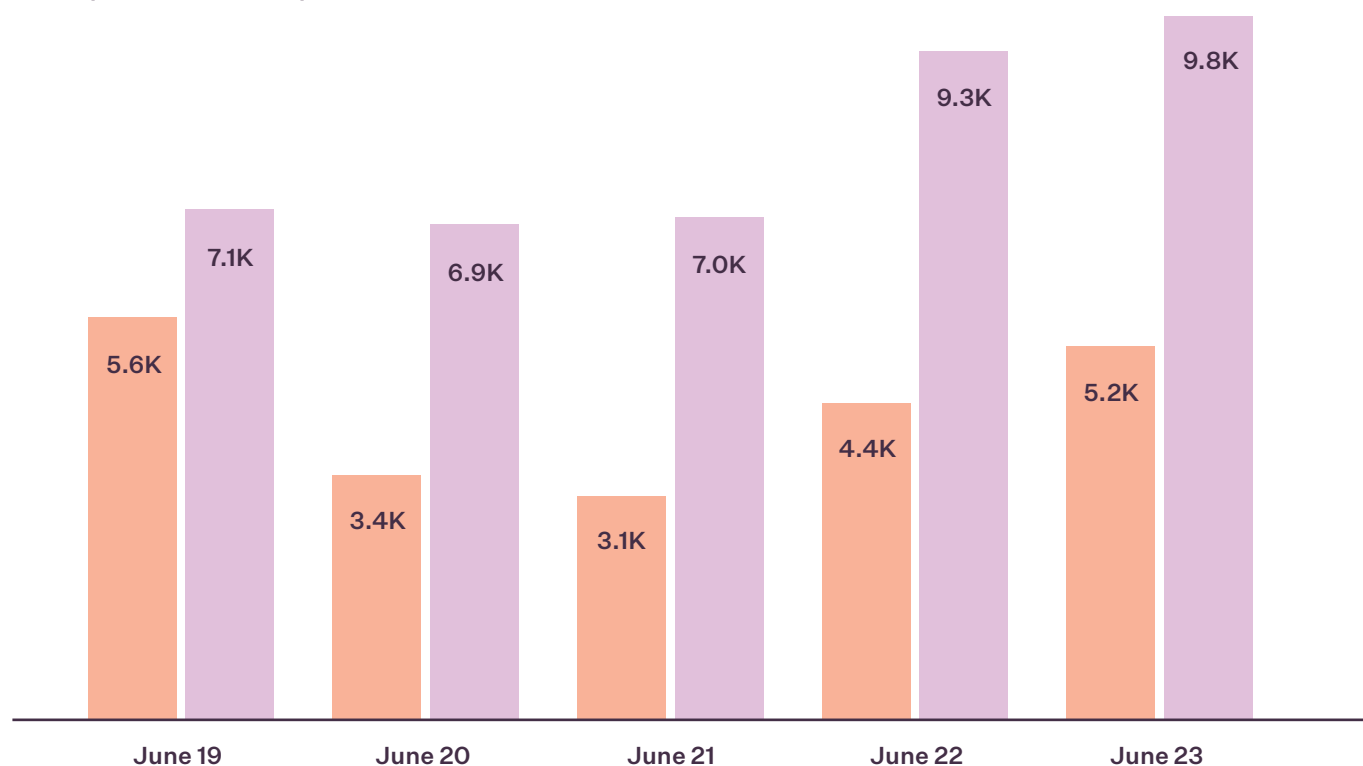
Multiple payroll systems in the sector creates complexities when identifying employees' movement from one agency to another.

Detailed information is also not always captured when an employee separates, resulting in some difficulty in identifying where all employees have moved. Fluctuations in casual employment can also skew analysis in this area. Data is intended to provide an indicator of recruitment and separation activity, not to reconcile with net changes in the FTE and headcount detailed throughout the report.



## Summary of employee separation by type

- Movement – within SA public sector
- Separation – left SA public sector



## Public sector separations

AGENCY NAME	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	GRAND TOTAL
Movement - within SA public sector	5,061	35	6	61	5,163
Separation - left SA public sector	9,063	73	67	646	9,849
Not Stated	3,716	35	50	241	4,042
<b>Grand Total</b>	<b>17,840</b>	<b>143</b>	<b>123</b>	<b>948</b>	<b>19,054</b>

Employee separation type

EMPLOYEE TYPE	SEPARATION TYPE	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	GRAND TOTAL
Disability Services Officers	Movement - within SA public sector	14	0	0	0	14
	Separation - left SA public sector	174	0	0	0	174
	Not Stated	25	0	0	0	25
Emergency Services	Movement - within SA public sector	23	0	0	0	23
	Separation - left SA public sector	126	0	0	0	126
	Not Stated	40	0	0	0	40
Executive	Movement - within SA public sector	56	0	1	2	59
	Separation - left SA public sector	120	5	4	12	141
	Not Stated	27	0	0	3	30
Medical Officers	Movement - within SA public sector	753	0	0	0	753
	Separation - left SA public sector	374	0	0	0	374
	Not Stated	271	0	0	0	271
Nurses	Movement - within SA public sector	1,176	0	0	0	1,176
	Separation - left SA public sector	1,911	0	0	0	1,911
	Not Stated	567	0	0	0	567
Police Act	Movement - within SA public sector	24	0	0	0	24
	Separation - left SA public sector	135	0	0	0	135
	Not Stated	163	0	0	0	163
PS Act/Public Sector Salaried	Movement - within SA public sector	2,790	35	5	47	2,877
	Separation - left SA public sector	4,227	61	55	175	4,518
	Not Stated	1,333	21	12	8	1,374

Employee separation type *cont.*

EMPLOYEE TYPE	SEPARATION TYPE	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	GRAND TOTAL
School Services Officers	Movement - within SA public sector	10	0	0	0	10
	Separation - left SA public sector	379	0	0	0	379
	Not Stated	484	0	0	0	484
TAFE Act	Movement - within SA public sector	9	0	0	0	9
	Separation - left SA public sector	58	0	0	0	58
	Not Stated	80	0	0	0	80
Weekly Paid	Movement - within SA public sector	110	0	0	0	110
	Separation - left SA public sector	685	0	0	1	686
	Not Stated	139	0	0	44	183
Other	Movement - within SA public sector	89	0	0	12	101
	Separation - left SA public sector	229	7	8	458	702
	Not Stated	51	14	38	186	289
Education Act	Movement - within SA public sector	7	0	0	0	7
	Separation - left SA public sector	645	0	0	0	645
	Not Stated	536	0	0	0	536
Grand Total		17,840	143	123	948	19,054

# Agency data – 30 June 2023

AGENCY NAME	FTE	FEMALE HEAD-COUNT	MALE HEAD-COUNT	OTHER HEAD-COUNT	FEMALE EXECUTIVE HEAD-COUNT	MALE EXECUTIVE HEAD-COUNT	OTHER EXECUTIVE HEAD-COUNT	ABORIGINAL EMPLOYEE HEAD-COUNT	DECLARED DISABILITY HEAD-COUNT	AVERAGE SALARY
Adelaide Cemeteries Authority	59	17	44		0	0	0	0	0	\$82,378
Adelaide Festival Centre Trust	138	227	140	5	0	2	0	1	0	\$73,402
Adelaide Festival Corporation	28	25	6		2	0	0	0	0	\$98,214
Adelaide Venue Management Corporation	447	387	426		5	2	0	12	8	\$57,120
Alinytjara Wilurara Landscape Board	16	14	3		0	0	0	1	0	\$93,157
Art Gallery of South Australia	71	61	22	1	1	0	0	6	1	\$80,667
Attorney-General's Department	1,406	972	532	2	39	35	0	44	45	\$105,067
Auditor-General's Department	121	66	63		1	6	0	3	4	\$98,830
Barossa Hills Fleurieu Local Health Network	2,061	2,374	401	2	4	0	0	74	31	\$87,625
Carclew Youth Arts Centre Incorporated	18	23	2	1	0	0	0	2	3	\$82,483
Carrick Hill	10	8	4		0	0	0	0	0	\$78,944
Central Adelaide Local Health Network	12,668	11,673	3,937	6	20	11	0	116	122	\$102,302
Commission on Excellence and Innovation in Health	36	28	11		2	1	0	2	0	\$121,249
Country Arts SA	60	95	55	1	0	1	0	12	6	\$55,908
Courts Administration Authority	614	454	223		5	1	0	16	6	\$77,367
CTP Regulator	21	8	13		1	2	0	0	2	\$121,928
Defence SA	27	20	8		3	3	0	2	2	\$128,590
Department for Child Protection	2,302	1,892	587	2	12	4	0	132	32	\$83,820
Department for Correctional Services	2,004	950	1,148		5	9	0	119	30	\$76,229
Department for Education	25,504	24,666	7,385	22	662	306	2	830	623	\$85,703
Department for Energy and Mining	325	154	180		3	15	0	2	8	\$105,840

Agency data – 30 June 2023 *continued*

AGENCY NAME	FTE	FEMALE HEAD-COUNT	MALE HEAD-COUNT	OTHER HEAD-COUNT	FEMALE EXECUTIVE HEAD-COUNT	MALE EXECUTIVE HEAD-COUNT	OTHER EXECUTIVE HEAD-COUNT	ABORIGINAL EMPLOYEE HEAD-COUNT	DECLARED DISABILITY HEAD-COUNT	AVERAGE SALARY
Department for Environment and Water	1,272	714	678	1	11	15	0	48	31	\$90,056
Department for Health and Wellbeing	1,554	970	678	2	33	24	0	37	21	\$103,573
Department for Industry, Innovation and Science	162	97	71		10	7	0	1	3	\$116,394
Department for Infrastructure and Transport	2,096	936	1,284	1	13	33	0	79	40	\$91,214
Department for Trade and Investment	334	181	164		10	11	0	10	7	\$108,877
Department of Human Services	2,726	1,896	1,238		24	5	0	115	116	\$72,241
Department of Primary Industries and Regions	751	418	412		8	11	0	15	18	\$90,010
Department of the Premier and Cabinet	480	313	190		21	20	0	15	13	\$112,542
Department of Treasury and Finance	1,134	714	481		13	21	0	27	34	\$86,948
Education Standards Board	36	34	6		1	1	0	0	0	\$97,589
Electoral Commission of South Australia	29	16	14		0	3	0	0	0	\$88,139
Electorate Services	206	187	92		0	0	0	5	5	\$84,445
Environment Protection Authority	194	113	93		1	4	0	2	5	\$101,219
Essential Services Commission of South Australia	44	28	18		4	2	0	1	0	\$108,856
Eyre and Far North Local Health Network	793	969	92		1	0	0	57	10	\$75,258
Eyre Peninsula Landscape Board	24	12	13		0	0	0	3	0	\$86,844
Flinders and Upper North Local Health Network	778	814	138	1	0	1	0	53	11	\$79,883
ForestrySA	35	16	24		1	1	0	1	0	\$89,076
Funds SA	65	30	37		17	27	0	0	0	\$186,886
Government House	21	18	5		0	0	0	0	1	\$81,593
Green Industries SA	32	20	13		0	2	0	0	0	\$108,376
Hills and Fleurieu Landscape Board	43	28	17	2	0	0	0	0	1	\$92,777

Agency data – 30 June 2023 *continued*

AGENCY NAME	FTE	FEMALE HEAD-COUNT	MALE HEAD-COUNT	OTHER HEAD-COUNT	FEMALE EXECUTIVE HEAD-COUNT	MALE EXECUTIVE HEAD-COUNT	OTHER EXECUTIVE HEAD-COUNT	ABORIGINAL EMPLOYEE HEAD-COUNT	DECLARED DISABILITY HEAD-COUNT	AVERAGE SALARY
History Trust of South Australia	58	49	28		0	1	0	1	5	\$77,748
HomeStart Finance	135	72	66		1	4	0	0	1	\$104,148
Independent Commission Against Corruption	38	29	12		2	1	0	0	0	\$125,557
Infrastructure SA	19	12	8		1	6	0	0	0	\$162,247
Jam Factory Contemporary Craft and Design	30	52	19	1	1	1	0	2	2	\$65,726
Kangaroo Island Landscape Board	35	21	20		0	0	0	1	1	\$78,405
Legal Profession Conduct Commission	15	13	5		0	1	0	0	0	\$123,253
Legal Services Commission	208	161	61		4	5	0	2	1	\$91,529
Legislature (Including Members)	193	105	109		28	40	0	1	1	\$123,814
Lifetime Support Authority of South Australia	100	87	21		3	2	0	1	8	\$102,857
Limestone Coast Landscape Board	42	26	21		0	0	0	0	0	\$86,523
Limestone Coast Local Health Network	1,099	1,301	173	1	0	0	0	43	13	\$78,705
Murraylands and Riverland Landscape Board	77	50	32		0	0	0	3	0	\$87,196
Northern Adelaide Local Health Network	4,729	4,535	1,223	3	5	3	0	72	30	\$99,560
Northern and Yorke Landscape Board	33	18	17		0	0	0	1	0	\$86,847
Office for Recreation, Sport and Racing	74	34	46		1	3	0	1	2	\$92,997
Office of Hydrogen Power South Australia	23	11	12		0	5	0	0	0	\$140,672
Office of the Commissioner for Public Sector Employment	53	38	19		3	0	0	6	3	\$108,036
Public Trustee	178	118	69		2	1	0	4	6	\$81,833
Renewal SA	141	79	66		7	17	0	3	3	\$121,596
ReturnToWorkSA	261	144	127		1	8	0	4	0	\$116,078
Riverland Mallee Coorong Local Health Network	1,212	1,426	191		0	1	0	47	17	\$77,873

Agency data – 30 June 2023 *continued*

AGENCY NAME	FTE	FEMALE HEAD-COUNT	MALE HEAD-COUNT	OTHER HEAD-COUNT	FEMALE EXECUTIVE HEAD-COUNT	MALE EXECUTIVE HEAD-COUNT	OTHER EXECUTIVE HEAD-COUNT	ABORIGINAL EMPLOYEE HEAD-COUNT	DECLARED DISABILITY HEAD-COUNT	AVERAGE SALARY
SA Ambulance Service	1,859	1,129	966	2	1	3	0	26	8	\$92,814
SA Housing Authority	789	531	302		7	8	0	43	39	\$86,768
SA Water	1,549	510	1,086		17	17	0	34	12	\$101,347
SACE Board of South Australia	92	64	31		3	0	0	0	1	\$104,380
South Australia Arid Lands Landscape Board	28	16	12		0	0	0	1	0	\$89,305
South Australia Police	5,924	2,381	3,747	6	11	12	0	81	30	\$96,963
South Australian Country Fire Service	196	83	117	1	2	2	0	4	8	\$90,661
South Australian Film Corporation	15	14	5		1	0	0	1	1	\$90,705
South Australian Fire and Emergency Services Commission	81	54	29		1	1	0	1	2	\$103,507
South Australian Government Financing Authority	82	47	39		2	3	0	1	1	\$105,876
South Australian Metropolitan Fire Service	1,036	85	1,167	1	0	2	0	17	2	\$93,394
South Australian Motor Sport Board	16	9	8		1	0	0	0	0	\$103,260
South Australian Museum	66	39	34		1	1	0	8	2	\$89,041
South Australian State Emergency Services	85	44	44		1	1	0	2	2	\$92,303
South Australian Tourism Commission	133	102	38		3	2	0	2	0	\$98,777
Southern Adelaide Local Health Network	6,750	6,689	1,937	1	9	6	0	84	44	\$102,134
State Library of South Australia	104	79	38		3	1	0	3	3	\$90,788
State Opera of South Australia	13	11	7		0	1	0	1	0	\$92,295
State Theatre Company of South Australia	28	20	12		0	2	0	0	0	\$69,485
Study Adelaide	12	11	2		1	0	0	0	0	\$96,180
Super SA	221	141	87		4	5	0	5	5	\$93,161
TAFE SA	1,924	1,473	842		17	12	0	21	11	\$92,789

Agency data – 30 June 2023 *continued*

AGENCY NAME	FTE	FEMALE HEAD-COUNT	MALE HEAD-COUNT	OTHER HEAD-COUNT	FEMALE EXECUTIVE HEAD-COUNT	MALE EXECUTIVE HEAD-COUNT	OTHER EXECUTIVE HEAD-COUNT	ABORIGINAL EMPLOYEE HEAD-COUNT	DECLARED DISABILITY HEAD-COUNT	AVERAGE SALARY
Teachers Registration Board	29	22	11		1	0	0	0	0	\$101,909
Wellbeing SA	90	88	13		5	0	0	6	0	\$124,460
West Beach Parks	96	117	50	1	2	2	0	1	2	\$54,204
Women’s and Children’s Health Network	3,136	3,662	556	2	6	2	0	82	30	\$107,456
Yorke and Northern Local Health Network	1,251	1,543	177	2	0	1	0	56	16	\$74,879
Agencies with less than 10 FTE <sup>13</sup>	30	14	18		3	8	0	2	1	\$137,453
TOTAL	95,102	79,983	34,650	70	1,091	769	2	2,515	1,551	\$92,024

<sup>13</sup> Agencies are not included in this table if they have less than 10 FTE to avoid impacting an individual’s privacy.  
The following agencies have been consolidated into one entity in this table:

- Dairysafe
- Health and Community Services Complaints Commissioner
- Office of the South Australian Productivity Commission
- Premier’s Delivery Unit
- Veterinary Surgeons Board
- Vinehealth Australia



# Appendix A: Explanation of SA public sector agencies

Information provided to agencies is based on the following definitions:

- General Government Sector agencies provide the largest portion of government services and are mostly taxpayer-funded.
- 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.
- Non-Budget Entities are covered by public sector employment conditions but have minimal or no State Budget funding.

Agencies may also be grouped into a workforce sector, which more closely aligns to the services an agency provides to the South Australian community.

## GENERAL GOVERNMENT SECTOR

WORKFORCE SECTOR	PUBLICATION NAME	NOTES
Education	Department for Education	
Emergency Services	South Australian Country Fire Service	
Emergency Services	South Australian Fire and Emergency Services Commission	
Emergency Services	South Australian Metropolitan Fire Service	
Emergency Services	South Australian State Emergency Services	
General Government	Adelaide Festival Corporation	
General Government	Alinytjara Wilurara Landscape Board	
General Government	Art Gallery of South Australia	
General Government	Attorney-General's Department	Excludes the Office of the Public Trustee of South Australia, as this entity is reported separately.
General Government	Auditor-General's Department	
General Government	Carclew Youth Arts Centre Incorporated	

General government sector *cont.*

WORKFORCE SECTOR	PUBLICATION NAME	NOTES
General Government	Carrick Hill	
General Government	Country Arts SA	
General Government	Courts Administration Authority	Excludes persons employed under Special Acts and the <i>Judicial Administration (Auxiliary Appointments and Powers) Act 1988</i> .
General Government	CTP Regulator	
General Government	Dairysafe	
General Government	Defence SA	
General Government	Department for Child Protection	
General Government	Department for Correctional Services	
General Government	Department for Energy and Mining	
General Government	Department for Environment and Water	
General Government	Department for Industry, Innovation and Science	Known as 'Department for Innovation and Skills' prior to 1 July 2022
General Government	Department for Infrastructure and Transport	
General Government	Department for Trade and Investment	
General Government	Department of Human Services	
General Government	Department of Primary Industries and Regions	
General Government	Department of the Premier and Cabinet	
General Government	Department of Treasury and Finance	Excludes Super SA, SA Government Financing Authority, and Electorate Offices, as these entities are reported separately.
General Government	Education Standards Board	

## APPENDIX A

### General government sector *cont.*

WORKFORCE SECTOR	PUBLICATION NAME	NOTES
General Government	Electoral Commission of South Australia	
General Government	Electorate Services	Includes all persons employed under the Assistants to the Members of the South Australian Parliament Enterprise Agreement.
General Government	Environment Protection Authority	
General Government	Essential Services Commission of South Australia	
General Government	Eyre Peninsula Landscape Board	
General Government	Government House	
General Government	Green Industries SA	
General Government	Hills and Fleurieu Landscape Board	
General Government	History Trust of South Australia	
General Government	Independent Commission Against Corruption	
General Government	Infrastructure SA	
General Government	Kangaroo Island Landscape Board	
General Government	Legislature (Including Members)	
General Government	Limestone Coast Landscape Board	
General Government	Murraylands and Riverland Landscape Board	
General Government	Northern and Yorke Landscape Board	
General Government	Office for Recreation, Sport and Racing	
General Government	Office of Hydrogen Power SA	New reporting entity for this reporting period.
General Government	Office of the Commissioner for Public Sector Employment	

General government sector *cont.*

WORKFORCE SECTOR	PUBLICATION NAME	NOTES
General Government	Office of the South Australian Productivity Commission	
General Government	Premier's Delivery Unit	
General Government	SACE Board of South Australia	
General Government	South Australia Arid Lands Landscape Board	
General Government	South Australian Film Corporation	
General Government	South Australian Museum	
General Government	South Australian Tourism Commission	
General Government	State Library of South Australia	
General Government	State Opera of South Australia	
General Government	State Theatre Company of South Australia	
General Government	Study Adelaide	
Health	Barossa Hills Fleurieu Local Health Network	Includes employees who are employed under <i>Health Care Act 2008 (SA)</i> .
Health	Central Adelaide Local Health Network	Includes employees who are employed under <i>Health Care Act 2008 (SA)</i> .
Health	Commission on Excellence and Innovation in Health	
Health	Department for Health and Wellbeing	
Health	Eyre and Far North Local Health Network	Includes employees who are employed under <i>Health Care Act 2008 (SA)</i> .
Health	Flinders and Upper North Local Health Network	Includes employees who are employed under <i>Health Care Act 2008 (SA)</i> .
Health	Health and Community Services Complaints Commissioner	

## APPENDIX A

### General government sector *cont.*

WORKFORCE SECTOR	PUBLICATION NAME	NOTES
Health	Limestone Coast Local Health Network	
Health	Northern Adelaide Local Health Network	Includes employees who are employed under <i>Health Care Act 2008 (SA)</i> .
Health	Riverland Mallee Coorong Local Health Network	Includes employees who are employed under <i>Health Care Act 2008 (SA)</i> .
Health	SA Ambulance Service	
Health	Southern Adelaide Local Health Network	Includes employees who are employed under <i>Health Care Act 2008 (SA)</i> .
Health	Wellbeing SA	
Health	Women's and Children's Health Network	Includes employees who are employed under <i>Health Care Act 2008 (SA)</i> .
Health	Yorke and Northern Local Health Network	Includes employees who are employed under <i>Health Care Act 2008 (SA)</i> .
Police	South Australia Police	

## NON-BUDGET ENTITIES

WORKFORCE SECTOR	PUBLICATION NAME	NOTES
Other Public Entities	Jam Factory Contemporary Craft and Design	
Other Public Entities	Legal Profession Conduct Commission	
Other Public Entities	Legal Services Commission	
Other Public Entities	Super SA	For reporting purposes, excluded from the Department of Treasury and Finance.
Other Public Entities	Teachers Registration Board	
Other Public Entities	Veterinary Surgeons Board	
Other Public Entities	Vinehealth Australia	

## PUBLIC FINANCIAL CORPORATIONS SECTOR

WORKFORCE SECTOR	PUBLICATION NAME	NOTES
Other Public Entities	Funds SA	
Other Public Entities	HomeStart Finance	
Other Public Entities	Lifetime Support Authority of South Australia	
Other Public Entities	ReturnToWorkSA	
Other Public Entities	South Australian Government Financing Authority	For reporting purposes, excluded from the Department of Treasury and Finance.

## PUBLIC NON-FINANCIAL CORPORATIONS SECTOR

WORKFORCE SECTOR	PUBLICATION NAME	NOTES
Other Public Entities	Adelaide Cemeteries Authority	
Other Public Entities	Adelaide Festival Centre Trust	The number and type of functions performed by this entity determines the amount of casual work available in each pay period. Therefore, headcount and FTE information provided in this report is only representative of the workforce resource capability as of the reporting period and should not be considered a reflection of the overall workforce for the year.
Other Public Entities	Adelaide Venue Management Corporation	The number and type of functions performed by this entity determines the amount of casual work available in each pay period. Therefore, headcount and FTE information provided in this report is only representative of the workforce resource capability as of the reporting period and should not be considered a reflection of the overall workforce for the year.
Other Public Entities	ForestrySA	
Other Public Entities	Public Trustee	For reporting purposes, excluded from Attorney-General's Department.
Other Public Entities	Renewal SA	
Other Public Entities	SA Housing Authority	
Other Public Entities	SA Water	
Other Public Entities	South Australian Motor Sport Board	New reporting entity for this reporting period.
Other Public Entities	West Beach Parks	

# Appendix B:

## Explanation of terms

### EMPLOYEES INCLUDED IN WORKFORCE REPORTS

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Employees are those people who were paid or received a salary in the last full pay period before 30 June of the relevant year. Differing end dates for agencies' pay periods means this may vary across public sector organisations.

Included are:

- Employees on the payroll
- Employees on leave paid in advance
- Employees receiving workers compensation payments
- Employees paid from funds administered by the organisation
- Statutory appointees, e.g. Commissioners
- Casual employees paid on an hourly or sessional basis
- Relief and contract teachers employed under the *Education and Children's Services Act 2019*
- Ministerial staff and a Member of Parliament's electorate staff
- Vocational students
- Employees appointed on a term or contract basis
- Supernumerary employees employed under special recruitment schemes
- Public sector employed trainees, graduates, and apprentices
- National Indigenous Cadetship Program (NICP) participants who are undertaking a 12-month temporary placement
- Ministers of the Crown and Members of Parliament (included under Legislature only).

Excluded from the reports are:

- Employees on leave without pay
- Members of part-time boards and committees
- Service contractors paid on a non-time basis, such as cleaners paid per square metre

- Temporary staff from an external employment agency
- Work for the Dole scheme participants.
- Please note employment levels and 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.

### SOUTH AUSTRALIAN PUBLIC SECTOR

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The South Australian public sector's definition is based on the Standard Institutional Sector Classification of Australia (SISCA) and other associated economic sector classifications. These have been developed by the ABS and are detailed in 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 a complete or majority ownership of voting shares or other forms of voting capital which entitles them to control general corporate policy.

Public sector agencies are categorised in line with Department of Treasury and Finance publications, as follows:

- General Government Sector: the sector of government that includes all government agencies that provide free services or at prices significantly below the cost of production or provide regulatory services.



## FULL-TIME EQUIVALENT (FTE)

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Full-time equivalent is a unit that indicates the fraction of hours worked by employees on a part-time basis, when compared with the number of hours that the same employees would otherwise work if they were employed on a full-time basis.

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

The FTE figure for a single employee must not be expressed as more than one full time equivalent (1.0).

The FTE for casual employees worked in the last pay period is calculated based on hours worked as a proportion of full-time hours. The figure stated is for the relevant pay period only and not an average over the course of the year. Casual employees who did not work in the last pay period are not included in this report.

FTE in this report have been displayed with zero decimals (some totals may be distorted because of rounding).

## AVERAGE FTE OVER PERIOD

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The average full-time equivalent (FTE) of employees is the estimated average number of full-time equivalent 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, fortnightly or monthly intervals are used.

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

Sum of FTE 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

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Employees have been reported under the following broad employee type categories and represent the major employee groups across the South Australian public sector:

### 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 and Children's Services Act

The Education and Children's Services Act workforce encompasses all persons engaged under the *Education and Children's Services Act 2019*, excluding school services officers and Aboriginal education workers who are reported elsewhere.

Education and Children's Services 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)

- 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 and Children's Services 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 and Children's Services Act employees are employed by the Department for Education.

### **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**

An executive is defined as an employee who either:

- Is employed under the *Public Sector Act 2009* in a recognised executive role, with one of the following classification types: EL, EX, MLS, or SAES, or
- Receives a total salary equivalent up to \$123,648 per annum or more or receives a Total Remuneration Package Value (TRPV) type contract equivalent to \$154,678 per annum or more and have 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).

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, school and pre-school leaders 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**

These include statutory appointees for example, commissioners and the State Coroner, the Official and Deputy Secretaries of Government House, and the Ombudsman, ministerial appointees, electorate secretaries, parliamentary officers, Aboriginal education workers, medical and grant funded scientists, clinical academics, and dentists.

This employee group also include 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*, employed by South Australia Police, and include police officers, police cadets and community constables.

### Public Sector Act

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

Public Sector Act employees are employed as ongoing, short-term contract, long-term contract and casual contract employee. 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

Employees covered by the SA Public Sector Salaried Employees Interim Award (SAPSSEI Award) are employed in the classifications of Administrative, Professional, Operation or Technical Services within:

- an agency where the Chief Executive, Attorney-General's Department is the declared employer of public employees under the *Fair Work Act 1994*.
- the Department for Health and Wellbeing (including incorporated hospitals and SA Ambulance Service under the *Health Care Act 2008*).
- one of the statutory authorities listed in Schedule 1 of the SAPSSEI Award.

### 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.

### TAFE SA Act

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

### 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 engaged as entry level trainees through a range of graduate recruitment programs.

### 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 administrative officers across a range of departments. It excludes Education and Children's Services Act and TAFE SA Act Hourly Paid Instructors.

## GENDER REPORTING

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Since 2017, workforce data is captured for employees not identifying as male or female. For the purposes of this report, a new category has been titled 'Self-Described,' but flexibility exists for employees to identify an alternative gender with more representative terminology (typically intersex or indeterminate or unspecified). Collection and reporting of this data are consistent with the [Australian Government Guidelines on the Recognition of Sex and Gender](#).

## APPOINTMENT TYPE

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### Ongoing

Ongoing employment does not have an end date, and as such, is considered to be permanent. This includes full-time and part-time employment.

### Term employment

A fixed-term basis clearly states an end date. 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.

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

Some contract employees may also have a right to ongoing employment in the South Australian public sector at the end 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.

People who have been appointed on several successive short-term contracts should be recorded as 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 who is subsequently granted an extension or appointed on another one-year contract is not considered long-term or ongoing short-term.

### Long-term contract

The employment contract is greater than one year, and less than five years.

People who have been appointed on consecutive long-term contracts should be recorded as 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 who is subsequently granted an extension or appointed on another three-year contract is deemed to be long-term, not ongoing. Chief executives must be recorded as long-term contract employees.

### Other

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

### Casual

Casual employees are those who do not have regular or systematic hours of work.

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

## EMPLOYMENT STATUS

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Most 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 engaged for less than the ordinary full-time hours per week for that occupation or position.

For the purposes of this report, casual employees are recorded as part-time employees.

## ABORIGINAL EMPLOYEES

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For the purposes of this report, Aboriginal is intended to include both Aboriginal and Torres Strait Islanders employees.

Aboriginal employees are a descendant of an Australian Aboriginal person, who identify as an Aboriginal, and are recognised by members of the community in which they live or have lived in.

The workforce data presented in this report is likely to under-represent the true level of Aboriginal persons 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-nomination and/or identification.

## LEAVE TYPES

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### Sick leave

The absence, whether paid or unpaid, resulting from an employee being too ill to work, and where the illness or injury 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

FTE sick days over a period is calculated by converting the total number of whole and partial sick days taken over the period into hours. This calculation excludes casual employees. Once this is determined the total FTE sick days for the period can be calculated by:

- The sum of the hours of sick leave taken, divided by the ordinary full-time hours per day of that employee type (for example; 6, 7.5 or 8-hour working day).
- For example, to calculate the total FTE sick days leave for eight 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

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Public sector agency employees whose employment ended during the relevant financial year is considered a separated employee. This data excludes all temporary appointments or assignments to other public sector agencies and those on short or long-term unpaid leave.

Current workforce information only indicates the number of employees who permanently separated from a public sector position. It is therefore possible they may have undertaken further employment in another SA public sector position. Employees who were appointed to a public sector position during the relevant financial year are defined as recruited employees. Recruitment does not include employees who have returned from leave without pay or were already employees of an agency (for example, they have been appointed to a position in the same agency in which they are already working in or have returned from contract employment in another agency).

Workforce information indicates the number of employees who started a new role in a public sector organisation and as such, may have originated from elsewhere within the sector.

The data is intended to provide an indicator of recruitment and separation activity, not to reconcile with net changes in the active or paid FTE and headcount captured within this report.

## DISABILITY REPORTING

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For this report, the term disability in relation to a person includes long-term physical, psycho-social, intellectual, cognitive, neurological, or sensory impairment, or a combination of any of these impairments, which in interaction with various barriers may hinder the person's full and effective participation in society on an equal basis with others.

For this report, the term disability requiring adaptation relates to a person with a permanent disability who is 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 attendance)
- require an employer to provide adaptive equipment, a modified work environment, or make other special work-related arrangements
- need 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 because of the difficulties associated with:

- limitations in the workforce information system used in some agencies
- collecting data from employees that relies on self-disclosure.



## SALARY

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

Salary details relate to pre-tax income excluding compulsory superannuation and salary sacrificing Fringe Benefit Tax (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 identified both salary (taxable income) and non-monetary benefits and can include motor vehicle and the government's employer superannuation contribution. Allowances are excluded for all employees.

### Non-executives

Non-executives' total base salary is reported. This is pre-tax salary excluding superannuation and FBT.

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

### Executives

The Total Remuneration Package Value (TRPV) is reported. This is made up of any financial benefits, plus compulsory employer superannuation contributions, and any salary sacrifice arrangements.

## LENGTH OF SERVICE

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Length of service can be defined as either agency length of service or public sector length of service. These terms provide an indication of the stability of the workforce and the continuity of employment within an agency or across the sector and contributes to workforce planning research.

An employee's length of service can be calculated in years using their start date in:

- a public sector agency from 30 June in the relevant reporting year
- the public sector from 30 June in the relevant reporting year.





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**Government  
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