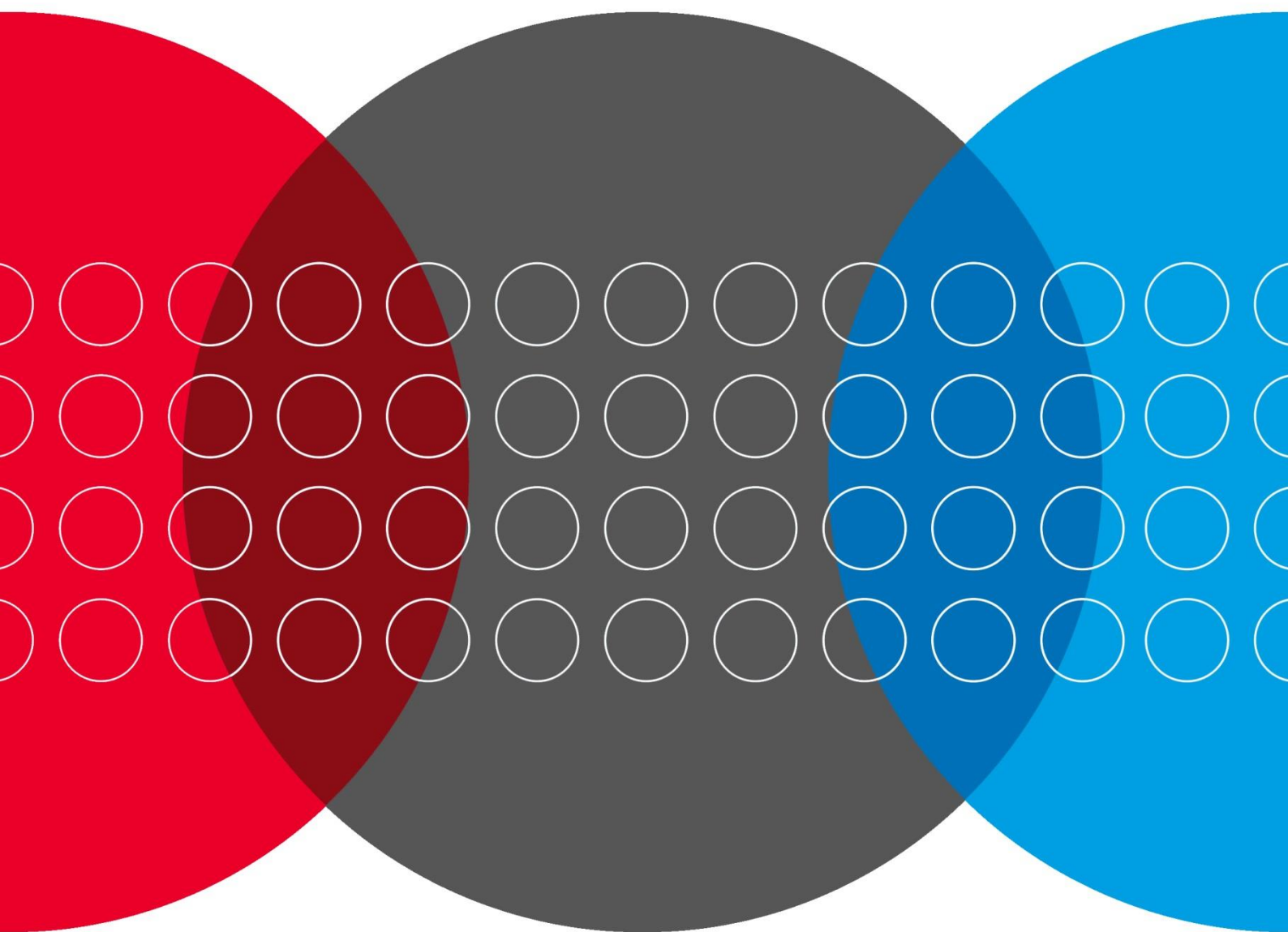




Government
of South Australia

Office for the Public Sector

WORKFORCE INFORMATION REPORT 2016-17



publicsector.sa.gov.au

Workforce Information Report 2016-17

The Workforce Information Report 2016-17 has been prepared by the Office for the Public Sector. For any further information:

Email: publicsector@sa.gov.au

Phone: +61 8 8226 2700

Mailing address: GPO Box 2343, Adelaide SA 5001

Street address: Level 4, 91 King William Street, Adelaide SA 5000

Website: www.publicsector.sa.gov.au

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Foreword

I am pleased to present the South Australian Public Sector's Workforce Information Report for 2016-17.

Understanding the workforce size, structure and composition is integral to help our public sector plan and support the priorities and growing needs of our community.

In compiling this report, I collect a comprehensive range of workforce data from all public sector agencies in South Australia under the authority of Section 19 of the *Public Sector Act 2009*.

Information collected includes employment details (such as full-time, part-time or casual, classification) and workforce demographics including age, gender and diversity. All agencies authorise the accuracy and completeness of data I publish on their behalf.

The Workforce Information Report:

- Provides a consistent and official record of the size and composition of the SA Public Sector workforce at June each year, which is reconciled to the State Budget
- Enables an evidence-based approach to workforce policy and strategy development across the sector
- Promotes diversity of the SA Public Sector and supports our objectives as an employer of choice
- Facilitates transparent, accountable governance and the 'One Government One Employer' initiative.

Consistent with this whole-of-government approach, annual reporting requirements were modified in 2016-17 to minimise the duplication of workforce reporting in individual agency annual reports. This makes the Workforce Information Report a central source of information about employment in our public sector.

As you will see in this report, it is clear the public sector experienced a lot of change throughout 2016-17.

As forecast in the State Budget, in 2016-17 there was substantial workforce growth in the SA Public Sector.

Overall, the number of full time equivalents (FTEs) including non-budget entities grew by 1,762 (2%) to 87,432 and the number of employees grew by 1,801 (1.7%) to 106,118.

This growth was observed in key areas of government services, notably: education, health, police, corrections and transport. The creation of a new child protection agency was also a significant change for the sector, and additional positions were also created in relation to Royal Commissioner Nyland's recommendations for improvements to the child protection system.

The public sector is a significant employer in South Australia and plays a vital role in the daily operations of the State. Population growth has exceeded public sector workforce growth in recent years, so it is not unreasonable to see a return to some workforce growth in that context. The size of the public sector reflects demand for services in the community.

Importantly for South Australia, during 2016-17 the overall employment market grew at a higher rate (1.4%) than it has in recent years. The SA Public Sector grew at a slightly higher rate (2.1%) by comparison, and we saw an increase in the number of full time employees (5.6%) particularly in short term and long term contracts.

I am proud of continued progress the sector has made towards increased Aboriginal and/or Torres Strait Islander employment and gender equality in leadership. We saw record numbers on both fronts – an additional 163 Aboriginal and/or Torres Strait Islander employees (representing 1.89% of the workforce) and an additional 30 female executives (representing 48% of total executives).

I am also particularly proud of achievements under the *Jobs4Youth* program. *Jobs4Youth* was launched in 2014 to stimulate the recruitment of young trainees and graduates into the SA Public Sector, particularly from northern and southern Adelaide regions experiencing high unemployment. In September 2017, *Jobs4Youth* met its target of 800 placements for trainees and graduates in the public sector by 2018.

Detailed data and analysis is provided throughout this report. Additional data and alternative formats (including visual data dashboards) are available on the Office for the Public Sector [website](#).

I would like to thank all agencies for their continued cooperation in providing quality workforce data to my office.



Erma Ranieri
Commissioner for Public Sector Employment

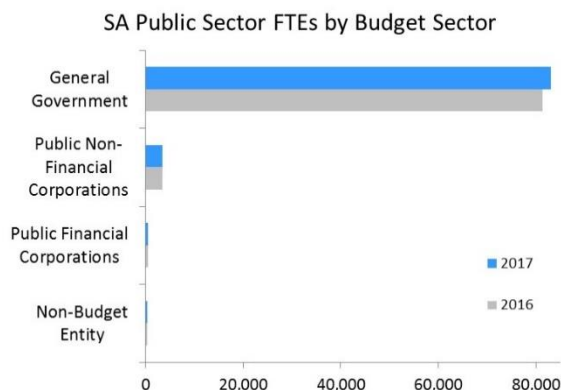
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1 Executive summary

The Workforce Information Report provides a comprehensive summary of the size and composition of the SA Public Sector workforce at June 2017.

Data in this 2016-17 report is aligned with Department of Treasury and Finance publications to provide a consistent presentation of the public sector in South Australia, based on each agency's status as a budget entity.



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

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

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

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

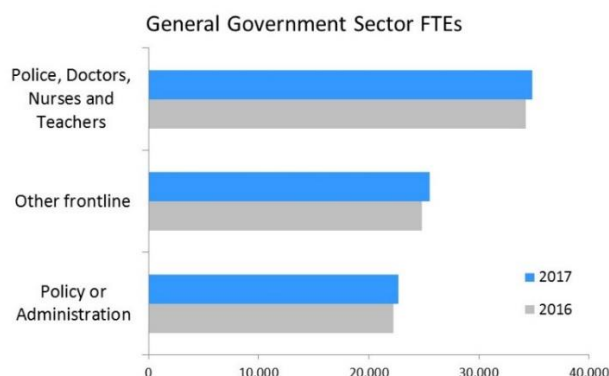
In 2016-17 (as forecast in the State Budget), substantial workforce growth was observed. Overall, the number of full time equivalents (FTEs) including non-budget entities grew by 1,762 (2%) to 87,432 and the number of persons grew by 1,801 (1.7%) to 106,118.

The 'General Government Sector' employed 83,006* FTEs or 101,137 persons at June 2017. This represents an increase of 1,701 FTEs (2.09%) or 1,752 persons (1.76%) compared to June 2016.

Notably in the 'General Government Sector', there was a 1.8% reduction in ongoing employment, a 16.6% increase in short term and long term contracts and a 10.2% reduction in casual/other employment.

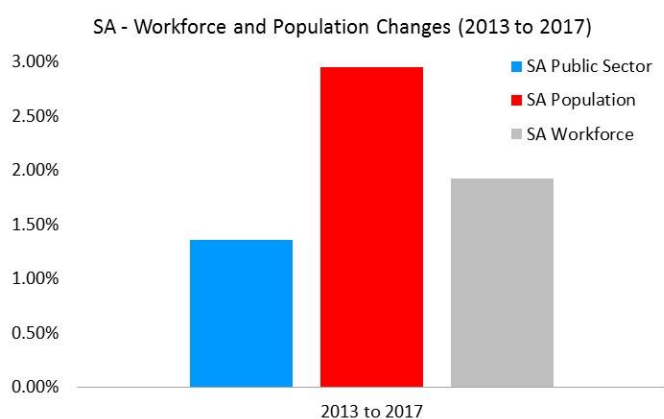
Of the 83,006 'General Government Sector' FTEs at June 2017:

- 42% were police, doctors, nurses and teachers.
- 31% 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.
- 27% were employed in policy or administrative roles.



Compared with 2016 data, 'General Government Sector' FTEs categorised as providing 'frontline' services increased by 1,260 (2.1%) and 'back office' FTEs increased by 441 (2%).

*General Government sector throughout this report excludes members of the Judiciary (84 FTEs) who are not public sector employees.



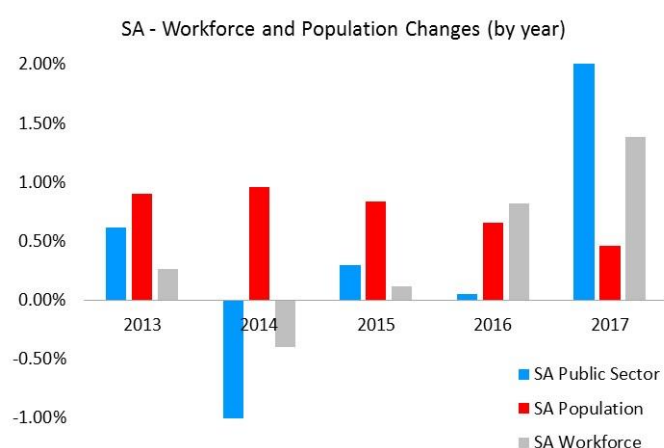
The public sector is a significant employer in South Australia.

In the last five years, population growth (2.9%) has exceeded the rate of public sector workforce growth (1.4%).

There have been periods of workforce reductions, and minimal growth contained to areas of frontline service delivery.

In 2016-17 the SA Public Sector grew at a higher rate (2.1%) compared to population growth (0.5%) and overall employment growth in the state (1.4%).

'General Government Sector' employment represented 12.3% of total persons employed in South Australia at June 2017 – a slight increase compared to previous years.



Excluding structural machinery of government changes, areas of the 'General Government Sector' that experienced notable FTE increases* during 2016-17 include:

- Education and Child Development (due to an increase in teachers, early childhood workers, school services officers and a new child and wellbeing program).
- Health (due to an increase in medical officers and nurses, and extension of the new Royal Adelaide Hospital Project due to the delays in commercial acceptance that occurred).
- SA Police (due to accelerated recruitment of additional police officers).
- Child Protection (due to the creation of a new standalone agency and supporting corporate structure, additional positions were also created in relation to the Nyland Royal Commission recommendations).
- Correctional Services (due to demand pressures and funding provided for additional prisoner capacity).
- SA Ambulance (due to increased activity and implementation of Transforming Health strategies).
- Planning, Transport and Infrastructure (due to increased rail operations activity and performance support services).

Areas of the 'General Government Sector' that experienced notable FTE reductions during 2016-17 include –

- TAFE SA.
- Communities and Social Inclusion.

*Note: explanations have been provided and agreed in collaboration with the Department of Treasury and Finance (DTF) and relevant agencies.

At June 2017, the 'General Government Sector' comprised:

- 69.42% females, 30.57% males and 0.01% other*
- 64% ongoing positions, 36% contracts or casual employment (a notable increase in short term and long term contracts compared to previous years)
- An average age of 45
- 45% part time employees (down from 47% at June 2016)
- An average salary of \$80,136 (up 2.28%)
- Average employee tenure of 13 years
- 1.86% of employees identified as Aboriginal and/or Torres Strait Islander, a net increase of 165 employees compared to June 2016
- 1.33% of employees identified with a declared disability, a net increase of 94 employees compared to June 2016.

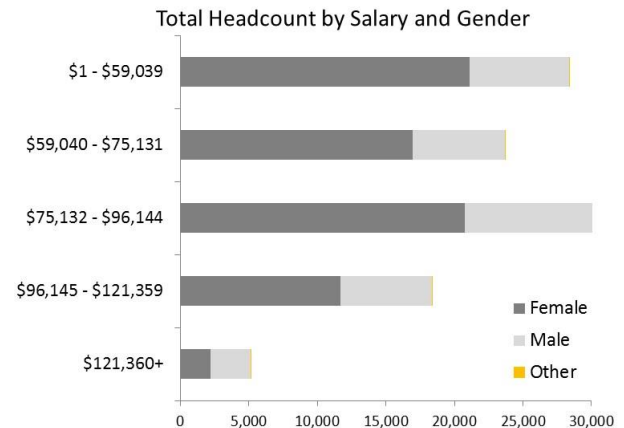
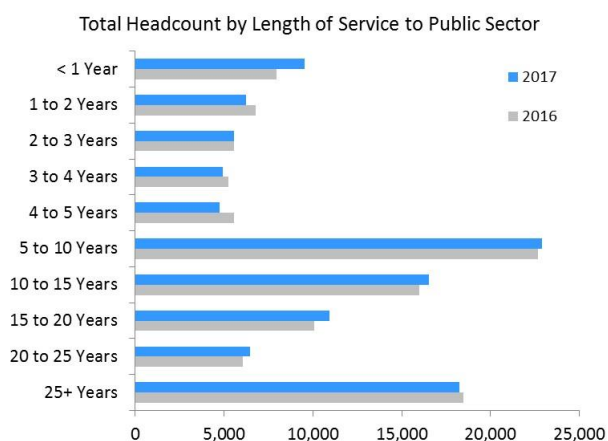
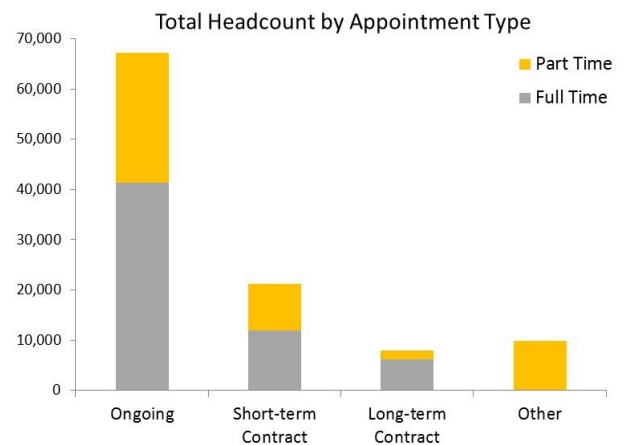
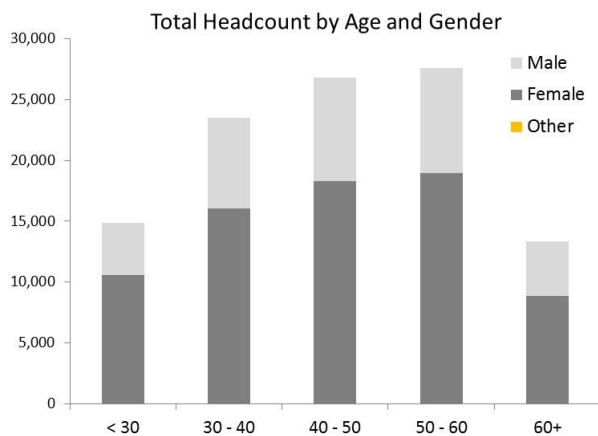
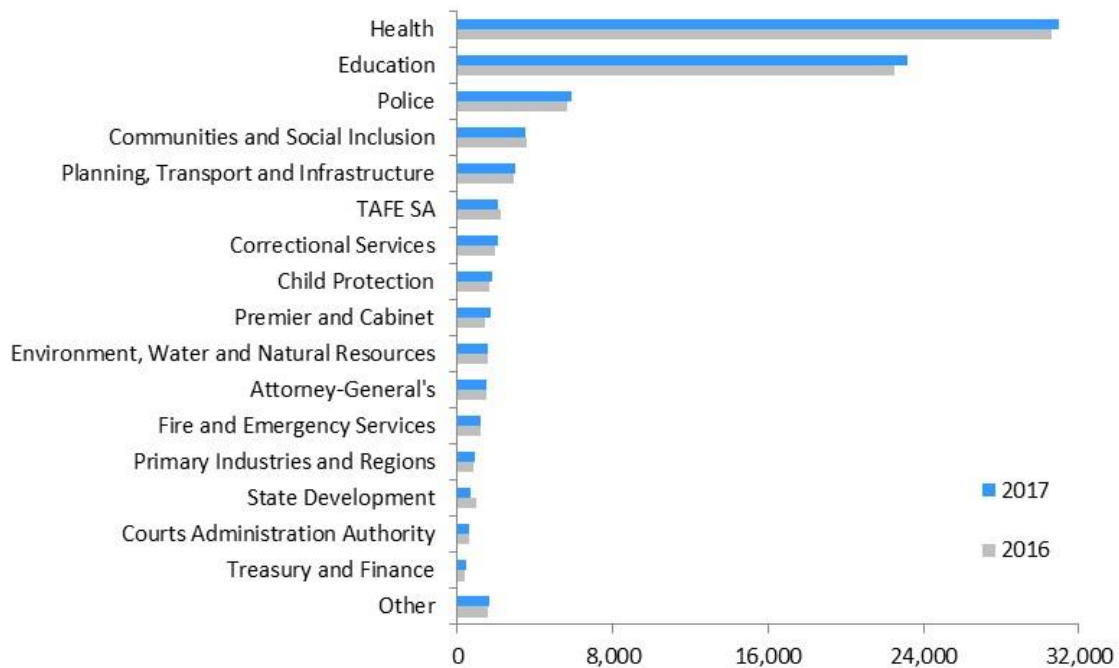
Work continues to be done to ensure the demographic profile of the public sector is representative of the broader population.

Data throughout this report provides further demographic detail and analysis of the SA Public Sector.

* In 2016-17 (for the first time) 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/unspecified). Collection and reporting of this data is consistent with government policy.

2 SA Public Sector at a glance – 2016/17

General Government Sector FTEs by Agency



3 Overview of FTE and headcount

The SA Public Sector provides a vast range of services across many agencies. Table 1 highlights the overall FTE and headcount for each agency at June 2016 and June 2017.

A number of changes occurred across the sector during 2016-17; organisational structures were modified resulting in the creation of new agencies and movement of staff between agencies, some agencies increased in size due to greater service demands and other agencies reduced in size to meet budget savings targets.

Overall, the 'General Government Sector' employed 83,006 FTEs or 101,137 persons at June 2017. This represents an increase of 1,701 FTEs (2.09%) or 1,752 people (1.76%) compared to June 2016.

Table 1 – South Australian Public Sector employment, June 2016 and June 2017

PUBLIC SECTOR AGENCIES*		NOTES	2016		2017		% Change		
			FTEs	Headcount	FTEs	Headcount	FTEs	Headcount	
GENERAL GOVERNMENT SECTOR	Adelaide Festival Corporation		19	21	17	20	-12.37%	-4.76%	
	Ambulance Service, SA		1,244	1,406	1,349	1,486	8.42%	5.69%	
	Art Gallery of SA		58	61	67	75	14.47%	22.95%	
	Attorney-General's	1	1,491	1,608	1,535	1,657	2.94%	3.05%	
	Auditor-General's		123	129	122	129	-1.19%	0.00%	
	Bio Innovation SA (TechInSA)	2	14	17	15	18	6.93%	5.88%	
	Carclew Youth Arts Centre Incorporated		14	18	15	20	5.84%	11.11%	
	Carrick Hill		9	11	12	17	25.00%	54.55%	
	Child Protection	3	1,642	1,768	1,804	1,922	9.85%	8.71%	
	Communities and Social Inclusion	4	3,591	4,152	3,522	4,075	-1.93%	-1.85%	
	Correctional Services		1,933	2,006	2,085	2,170	7.88%	8.18%	
	Country Arts, SA		53	106	53	103	-0.11%	-2.83%	
	Country Fire Service, SA		146	155	150	159	2.87%	2.58%	
	Courts Administration Authority	5	625	701	638	713	2.05%	1.71%	
	Dairy Authority of SA		3	4	3	4	0.00%	0.00%	
	Defence SA		30	31	37	38	21.46%	22.58%	
	Education and Child Development	6	22,482	28,537	23,210	29,409	3.24%	3.06%	
	Education and Early Childhood Services Registration and Standards Board		36	38	38	39	3.30%	2.63%	
	Electoral Commission of SA		23	25	25	27	10.53%	8.00%	
	Electorate Offices	7	190	242	206	271	8.69%	11.98%	
	Environment Protection Authority		210	225	214	228	2.09%	1.33%	
	Environment, Water and Natural Resources		1,610	1,764	1,562	1,713	-2.96%	-2.89%	
	Essential Services Commission SA		24	26	25	27	5.71%	3.85%	
	Film Corporation, SA		13	17	15	19	11.96%	11.76%	
	Government House	8	18	20	18	20	-0.39%	0.00%	
	Green Industries SA		17	19	18	20	6.36%	5.26%	
	Health and Ageing, Department of		2,038	2,172	1,702	1,821	-16.48%	-16.16%	
	Health Units	9	27,343	36,309	27,915	36,816	2.09%	1.40%	
	History Trust of SA		46	67	49	63	7.11%	-5.97%	
	Independent Gambling Authority		6	6	8	10	37.46%	66.67%	
	Investment Attraction South Australia	10	29	30	38	39	30.92%	30.00%	
	Legislature (Including Members)		176	198	181	200	3.02%	1.01%	
	Libraries Board of SA	11	139	159	134	156	-3.41%	-1.89%	
	Lotteries Commission of SA		5	6	3	4	-38.46%	-33.33%	
	Mental Health Commission, SA	12			11	11	-	-	
	Metropolitan Fire Service, SA		948	1,149	965	1,164	1.74%	1.31%	
	Office of the Chief Psychiatrist		1	1	1	1	0.00%	0.00%	
	Planning, Transport and Infrastructure		2,900	3,027	2,998	3,131	3.36%	3.44%	
	Police Complaints Authority	13	9	10			-100.00%	-100.00%	
	Police, SA		5,686	5,883	5,884	6,083	3.48%	3.40%	
	Premier and Cabinet	8, 14	1,398	1,494	1,726	1,836	23.39%	22.89%	
	Primary Industries and Regions		871	955	927	1,031	6.43%	7.96%	
	SA Fire and Emergency Services Commission		70	72	64	66	-7.81%	-8.33%	
	SA Museum		76	83	76	88	-0.47%	6.02%	
	SACE Board of SA		106	113	100	106	-5.51%	-6.19%	
	South Australian Small Business Commissioner		10	10	10	11	0.00%	10.00%	
	State Development	10, 15	971	1,016	665	703	-31.55%	-30.81%	
	State Emergency Services, SA		51	51	58	58	13.86%	13.73%	
	State Opera of SA	16	5	5	4	4	-30.00%	-20.00%	
	State Theatre Company	16	26	28	27	29	4.05%	3.57%	
	StudyAdelaide	17	10	10	10	11	3.09%	10.00%	
	TAFE SA		2,245	2,860	2,134	2,708	-4.97%	-5.31%	
	Tourism Commission, SA		127	138	128	138	0.55%	0.00%	
	Treasury and Finance	18	393	426	436	470	10.91%	10.33%	
	GENERAL GOVERNMENT SECTOR			81,305	99,385	83,006	101,137	2.09%	1.76%
	Judiciary	19	83	85	84	86	0.72%	1.18%	
	GENERAL GOVERNMENT SECTOR INCLUDING JUDICIARY			81,388	99,470	83,090	101,223	2.09%	1.76%

		NOTES	2016		2017		% Change	
			FTEs	Headcount	FTEs	Headcount	FTEs	Headcount
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	Adelaide Cemeteries Authority		56	61	58	64	3.72%	4.92%
	Adelaide Festival Centre Trust	16	249	334	253	334	1.65%	0.00%
	Adelaide Venue Management Corporation	16	345	587	319	537	-7.43%	-8.52%
	Forestry SA		36	38	49	51	36.92%	34.21%
	Housing Trust, SA (Housing SA)	20	753	796	784	831	4.07%	4.40%
	Public Trustee	21	170	177	173	183	1.39%	3.39%
	Renewal SA		287	299	299	310	4.48%	3.68%
	Water Corporation, SA	22	1,453	1,501	1,467	1,517	0.99%	1.07%
	West Beach Trust		93	150	91	152	-2.33%	1.33%
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR			3,441	3,943	3,493	3,979	1.51%	0.91%
		NOTES	2016		2017		% Change	
			FTEs	Headcount	FTEs	Headcount	FTEs	Headcount
PUBLIC FINANCIAL CORPORATIONS SECTOR	Funds SA		28	30	30	33	7.80%	10.00%
	Homestart Finance		94	98	99	105	6.10%	7.14%
	Lifetime Support Authority		19	20	28	30	44.04%	50.00%
	Motor Accident Commission		36	37	29	30	-19.56%	-18.92%
	ReturnToWorkSA		271	281	249	258	-7.91%	-8.19%
	SA Government Financing Authority (SAFA)	23	78	82	76	79	-3.03%	-3.66%
	PUBLIC FINANCIAL CORPORATIONS SECTOR		526	548	512	535	-2.74%	-2.37%
Total Budgeted SA Public Sector Employment			85,272	103,876	87,011	105,651	2.04%	1.71%
Total Budgeted SA Public Sector Employment including the Judiciary			85,355	103,961	87,095	105,737	2.04%	1.71%
		NOTES	2016		2017		% Change	
			FTEs	Headcount	FTEs	Headcount	FTEs	Headcount
NON-BUDGET ENTITY**	Jam Factory Contemporary Craft and Design Inc.		23	36	26	40	14.90%	11.11%
	Legal Profession Conduct Commission		20	25	22	27	6.54%	8.00%
	Legal Services Commission		187	202	189	206	1.35%	1.98%
	National Aboriginal Cultural Institute-Tandanya		15	16	13	14	-14.29%	-12.50%
	State Superannuation Office (Super SA)	23	126	133	141	148	12.59%	11.28%
	Teachers Registration Board		23	24	25	26	5.56%	8.33%
	Veterinary Surgeons Board		2	2	2	2	0.00%	0.00%
	Vinehealth Australia		2	3	3	4	41.67%	33.33%
	NON-BUDGET ENTITY		399	441	422	467	5.81%	5.90%
Total SA Public Sector Employment (excluding the Judiciary)			85,671	104,317	87,432	106,118	2.06%	1.73%

* For reporting purposes administered items not individually listed on the above table are included under their administering organisation or department.	
**	The entities listed under this category are outside the scope of the SA Public Sector for budget reporting purposes on the basis of the Australian Bureau of Statistics (ABS) Uniform Presentation Framework definitions for public sector financial reporting. However, as some employees of these non-budget entities meet the criteria set out for inclusion as public sector employees for the purposes of the Commissioner for Public Sector Employment's workforce collection, they are included here to provide a reconciliation of total FTEs with historical publications.
1	Excludes the Office of the Public Trustee of South Australia and Independent Gambling Authority employees, these entities are reported separately.
2	Entity renamed from Bio Innovation SA to TechInSA on 4 August 2016.
3	New entity (Department for Child Protection) from 1 November 2016. For comparison purposes, 2016 data includes employees of Families SA (previously reported under the Department for Education and Child Development)
4	Excludes SA Housing Trust (Housing SA), this entity is reported separately under Public Non-Financial Corporations Sector.
5	Excludes persons employed under Special Acts and the Judicial Administration Act.
6	2017 data excludes employees transferred to the new Department for Child Protection from 1 November 2016. For comparison purposes, 2016 data excludes employees of Families SA (reported under the new Department for Child Protection). Data provided is representative of the Department for Education and Child Development workforce as at the reporting period and should not be considered a reflection of the overall workforce for the year. The department's budgeted workforce figure, as reported in state budget papers, is calculated on an average basis, reflecting the salaries and wages expense budget of the department.
7	Also referred to as Electorate Services. Includes all persons employed under the Assistants to the Members of the South Australian Parliament Enterprise Agreement.
8	Government House was previously reported under the Department of the Premier and Cabinet but has been listed separately in this report.
9	These figures incorporate the total workforce of the Health Units (SA Health Regions) incorporated under the SA Health Care Act 2008.
10	Investment Attraction South Australia was previously reported under the Department of State Development but has been listed separately in this report.
11	Libraries Board of SA includes the State Library of SA and the public library network.
12	New entity for 2016-17 reporting purposes.
13	Entity abolished
14	2017 data includes employees from the Mineral Resources Division, Energy Resources Division, Energy Markets and Programs Division, Resource Infrastructure and Investment Task Force, Strategy and Governance Unit and the Office of the Economic Development Board (transferred from the Department of State Development on 1 April 2017).
15	2017 data excludes employees from the Mineral Resources Division, Energy Resources Division, Energy Markets and Programs Division, Resource Infrastructure and Investment Task Force, Strategy and Governance Unit and the Office of the Economic Development Board (transferred to the Department of the Premier and Cabinet on 1 April 2017).
16	The number and type of functions managed determines the amount of casual work available in each pay period. The figure provided is only representative of this organisation's workforce as at the reporting period and should not be considered a reflection of the overall workforce for the year.
17	Entity previously reported as Education Adelaide, now reported as StudyAdelaide
18	Excludes Super SA, SA Government Financing Authority (SAFA) and Electorate Offices, these entities are reported separately.
19	The Courts Administration Authority, which provides administrative support to the Judiciary, does not provide employee level data for the purposes of the workforce information collection because members of the Judiciary are not public sector employees. In order to reconcile the Workforce Information Collection figures with the Budget Papers, the total FTE for the Judiciary is reported separately to these tables.
20	For reporting purposes, excluded from the Department for Communities and Social Inclusion.
21	For reporting purposes, excluded from the Attorney-General's Department.
22	This organisation trades as SA Water.
23	For reporting purposes excluded from the Department of Treasury and Finance.

4 Comparative workforce size

The public sector is a significant employer in South Australia.

In the last five years, population growth (2.9%) has exceeded the rate of public sector workforce growth (1.4%). In 2016-17 the SA Public Sector grew at a higher rate (2.1%) compared to population growth (0.5%) and overall employment growth in the state (1.4%).

'General Government Sector' employment represented 12.3% of total persons employed in South Australia at June 2017 – a slight increase compared to previous years.

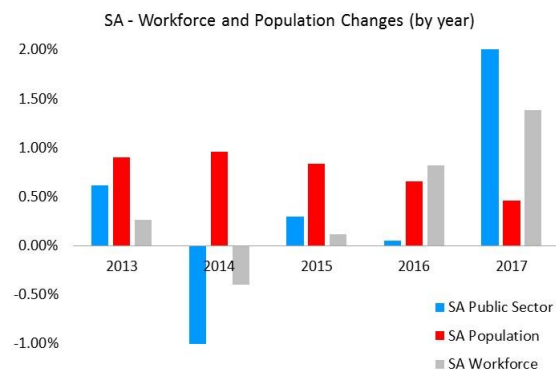
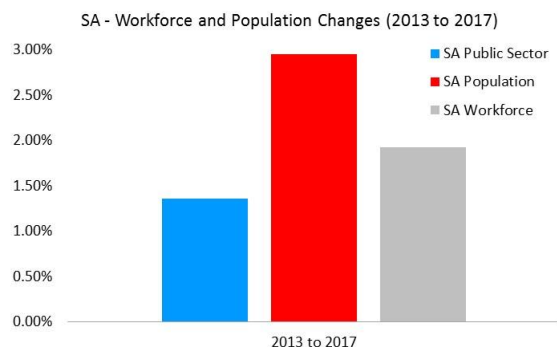


Table 2 - General Government Sector employees as a percentage of South Australian population and total persons employed in South Australia, June 2017

	2013	2014	2015	2016	2017	INCREASE/ DECREASE 2013 to 2017	% CHANGE 2013 to 2017	INCREASE/ DECREASE 2016 to 2017	% CHANGE 2016 to 2017
GENERAL GOVERNMENT SECTOR EMPLOYEES									
Full-Time Equivalents	81,642	81,080	81,266	81,305	83,006	1,364	1.7%	1,701	2.1%
Headcount	99,120	98,331	99,190	99,385	101,137	2,017	2.0%	1,752	1.8%
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES									
Full-Time Equivalents	3,746	3,413	3,464	3,441	3,493	-254	-6.8%	52	1.5%
Headcount	4,206	3,809	3,916	3,943	3,979	-227	-5.4%	36	0.9%
PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES									
Full-Time Equivalents	514	505	517	526	512	-3	-0.5%	-14	-2.7%
Headcount	540	532	544	548	535	-5	-0.9%	-13	-2.4%
NON-BUDGET ENTITY EMPLOYEES									
Full-Time Equivalents	354	373	381	399	422	68	19.2%	23	5.8%
Headcount	396	415	420	441	467	71	17.9%	26	5.9%
TOTAL EMPLOYEES									
Full-Time Equivalents	86,257	85,372	85,628	85,671	87,432	1,176	1.4%	1,762	2.1%
Headcount	104,262	103,087	104,070	104,317	106,118	1,856	1.8%	1,801	1.7%
South Australian Estimated Resident Population (Persons) (1)									
	1,671,661	1,687,673	1,701,843	1,713,054	1,720,953	49,292	2.9%	7,899	0.5%
General Government Sector Employees per 1000 Population									
Full-Time Equivalents	48.8	48.0	47.8	47.5	48.2	-1	-1.2%	1	1.6%
Headcount	59.3	58.3	58.3	58.0	58.8	-1	-0.9%	1	1.3%
Total Employees per 1000 Population									
Full-Time Equivalents	51.6	50.6	50.3	50.0	50.8	-1	-1.5%	1	1.6%
Persons	62.4	61.1	61.2	60.9	61.7	-1	-1.1%	1	1.3%
Total Persons Employed in SA (2)									
	807,333	804,119	805,042	811,653	822,898	15,565	1.9%	11,245	1.4%
General Government Sector Employees (Persons) as a Percentage of Persons Employed in SA									
	12.3%	12.2%	12.3%	12.2%	12.3%	-	-	-	-
Total Employees (Persons) as a Percentage of Persons Employed in SA									
	12.9%	12.8%	12.9%	12.9%	12.9%	-	-	-	-

Notes	
1	As per the Australian Bureau of Statistics figures for the period June 2013 to 2017 inclusive of the Intercensal Adjustment as per Note 6 of the ABS Explanatory Notes to the March 2017 Issue. The WIC data is as at June 2017. Source: Australian Bureau of Statistics Australian Demographic Statistics, Catalogue No. 3101.0 March 2017 Table 4. (Latest issue available at the time of publication)
2	Provides most recent trend series figures for 2013 to 2017. Figures have been revised to incorporate additional information available from the latest Census of Population and Housing as per Note 12 of the ABS Explanatory Notes to the July 2016 Issue. The WIC 2017 data is at June 2017. Source: Australian Bureau of Statistics Labour Force Australia, Catalogue No.6202.0. August 2017 (Table 7).

Sector-wide analysis

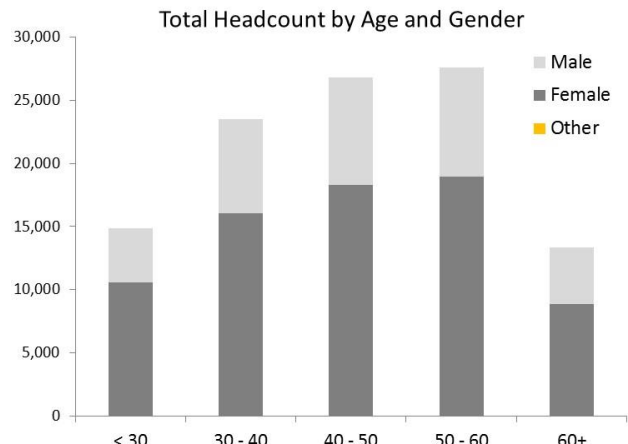
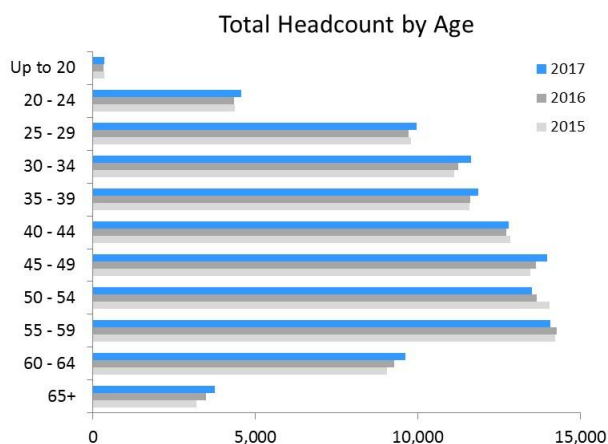
5.1 Age, appointment type and gender

At June 2017, the 'General Government Sector' comprised -

- 69.42% females, 30.57% males and 0.01% other¹
- 64% ongoing positions, 36% contracts or casual employment (which represents a 1.8% reduction in ongoing employment, a 16.6% increase in short term and long term contracts and a 10.2% reduction in casual/other employment compared to June 2016)
- An average age of 45

Table 3(a) - Employees in the SA Public Sector by age and gender, June 2017

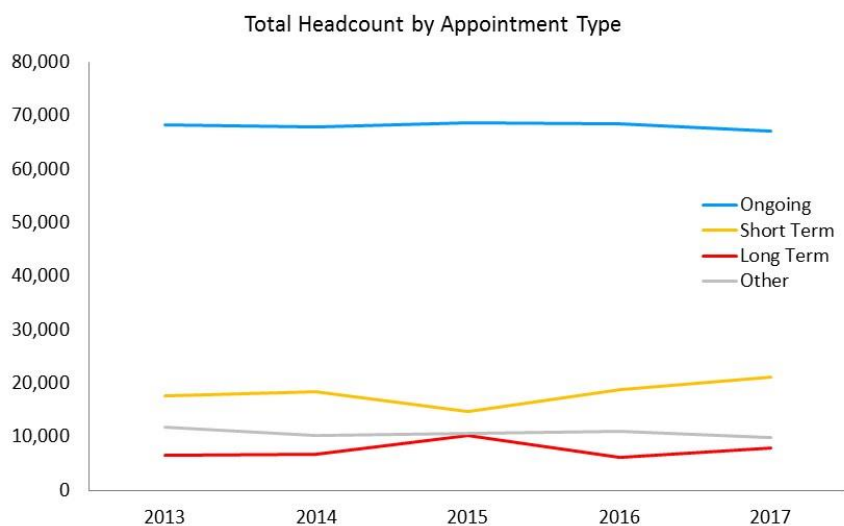
AGE GROUP	GENERAL GOVERNMENT SECTOR EMPLOYEES				PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES				PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES				NON-BUDGET ENTITY EMPLOYEES				TOTAL			
	FEMALE	MALE	OTHER	TOTAL	FEMALE	MALE	OTHER	TOTAL	FEMALE	MALE	OTHER	TOTAL	FEMALE	MALE	OTHER	TOTAL	FEMALE	MALE	OTHER	TOTAL
Up to 20	216	74		290	35	30		65				0	2			2	253	104	0	357
20 - 24	3,243	1,068	1	4,312	112	126		238	5	2		7	14	2		16	3,374	1,198	1	4,573
25 - 29	6,688	2,808	1	9,497	200	197		397	15	13		28	30	12		42	6,933	3,030	1	9,964
30 - 34	7,635	3,394	3	11,032	257	233		490	30	21		51	43	19		62	7,965	3,667	3	11,635
35 - 39	7,766	3,484	3	11,253	233	255		488	37	32		69	37	18		55	8,073	3,789	3	11,865
40 - 44	8,371	3,761	3	12,135	257	264		521	48	31		79	43	10		53	8,719	4,066	3	12,788
45 - 49	9,258	4,013		13,271	226	302		528	58	47		105	49	24		73	9,591	4,386	0	13,977
50 - 54	9,007	3,923	2	12,932	215	233		448	37	39		76	37	15		52	9,296	4,210	2	13,508
55 - 59	9,397	4,157		13,554	176	212		388	34	33		67	49	15		64	9,656	4,417	0	14,073
60 - 64	6,299	2,954		9,253	120	181		301	21	19		40	23	14		37	6,463	3,168	0	9,631
65+	2,325	1,283		3,608	47	68		115	7	6		13	8	3		11	2,387	1,360	0	3,747
TOTAL	70,205	30,919	13	101,137	1,878	2,101	0	3,979	292	243	0	535	335	132	0	467	72,710	33,395	13	106,118



¹ In 2016-17 (for the first time) 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/unspecified). Collection and reporting of this data is consistent with government policy.

Table 3(b) - Employees in the SA Public Sector by appointment type, June 2017

	2013	2014	2015	2016	2017	INCREASE/ DECREASE 2013 to 2017	% CHANGE 2013 to 2017	INCREASE/ DECREASE 2016 to 2017	% CHANGE 2016 to 2017
GENERAL GOVERNMENT SECTOR EMPLOYEES									
Ongoing	64,654	64,587	65,443	65,351	64,225	-429	-0.7%	-1,126	-1.7%
Short Term	17,243	17,963	14,187	18,334	20,640	3,397	19.7%	2,306	12.6%
Long Term	5,933	6,078	9,513	5,409	7,035	1,102	18.6%	1,626	30.1%
Other	11,290	9,703	10,047	10,291	9,237	-2,053	-18.2%	-1,054	-10.2%
Total	99,120	98,331	99,190	99,385	101,137	2,017	2.0%	1,752	1.8%
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES									
Ongoing	2,905	2,532	2,453	2,376	2,294	-611	-21.0%	-82	-3.5%
Short Term	301	333	387	398	408	107	35.5%	10	2.5%
Long Term	516	482	503	497	665	149	28.9%	168	33.8%
Other	484	462	573	672	612	128	26.4%	-60	-8.9%
Total	4,206	3,809	3,916	3,943	3,979	-227	-5.4%	36	0.9%
PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES									
Ongoing	422	409	389	370	377	-45	-10.7%	7	1.9%
Short Term	36	37	34	53	50	14	38.9%	-3	-5.7%
Long Term	81	84	119	122	107	26	32.1%	-15	-12.3%
Other	1	2	2	3	1	0	0.0%	-2	-66.7%
Total	540	532	544	548	535	-5	-0.9%	-13	-2.4%
NON-BUDGET ENTITY EMPLOYEES									
Ongoing	292	308	296	298	289	-3	-1.0%	-9	-3.0%
Short Term	53	48	61	67	99	46	86.8%	32	47.8%
Long Term	40	48	54	63	62	22	55.0%	-1	-1.6%
Other	11	11	9	13	17	6	54.5%	4	30.8%
Total	396	415	420	441	467	71	17.9%	26	5.9%
TOTAL EMPLOYEES									
Ongoing	68,273	67,836	68,581	68,395	67,185	-1,088	-1.6%	-1,210	-1.8%
Short Term	17,633	18,381	14,669	18,852	21,197	3,564	20.2%	2,345	12.4%
Long Term	6,570	6,692	10,189	6,091	7,869	1,299	19.8%	1,778	29.2%
Other	11,786	10,178	10,631	10,979	9,867	-1,919	-16.3%	-1,112	-10.1%
Total	104,262	103,087	104,070	104,317	106,118	1,856	1.8%	1,801	1.7%
% TOTAL EMPLOYEES									
Ongoing	65.48%	65.80%	65.90%	65.56%	63.31%				
Short Term	16.91%	17.83%	14.10%	18.07%	19.97%				
Long Term	6.30%	6.49%	9.79%	5.84%	7.42%				
Other	11.30%	9.87%	10.22%	10.52%	9.30%				
Total	100.00%	100.00%	100.00%	100.00%	100.00%				



5.2 Employee types – frontline and back office

Of the 83,006 'General Government Sector' FTEs at June 2017–

- 42% were police, doctors, nurses and teachers.
- 31% 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.
- 27% were employed in policy or administrative roles.

Compared with 2016 data, 'General Government Sector' FTEs categorised* as providing 'frontline' services increased by 1,260 (2.1%) and 'back office' FTEs increased by 441 (2%).

In previous years, workforce growth has been contained to frontline service areas, but factors such as the creation of a new Child Protection agency have contributed to additional employment growth during 2016-17.

Table 4 - General Government Sector FTEs* by frontline/back office, June 2013 to June 2017

GENERAL GOVERNMENT SECTOR			2013	2014	2015	2016	2017	INCREASE/ DECREASE 2013 to 2017	% CHANGE 2013 TO 2017	INCREASE/ DECREASE 2016 to 2017	% CHANGE 2016 TO 2017	
FRONTLINE	Children's Services Act		1,174	1,162	1,213	1,284	1,334	160	13.6%	50	3.9%	
	Disability Services Officers		1,222	1,260	1,268	1,216	1,208	-14	-1.1%	-8	-0.7%	
	Education Act		13,667	13,791	13,850	14,060	14,282	615	4.5%	222	1.6%	
	Emergency Services		1,872	1,846	1,858	1,890	2,093	220	11.8%	203	10.7%	
	Executives		475	439	469	473	483	8	1.7%	10	2.2%	
	Medical Officers		2,962	3,054	3,000	2,958	3,036	75	2.5%	79	2.7%	
	Nurses		12,820	12,775	12,758	12,614	12,690	-129	-1.0%	76	0.6%	
	Police Act		4,554	4,595	4,576	4,607	4,806	252	5.5%	200	4.3%	
	PS Act/Public Sector Salaried	Allied Health Professionals		3,985	4,032	4,130	4,123	4,267	282	7.1%	144	3.5%
		Correctional Officers		857	876	960	1,126	1,230	373	43.6%	104	9.2%
		Operational Services		3,686	3,698	3,624	3,531	3,685	-2	0.0%	154	4.4%
		Technical Services		982	938	858	813	796	-186	-19.0%	-17	-2.1%
	School Services Officers		4,255	4,347	4,520	4,791	5,042	787	18.5%	251	5.2%	
	TAFE Act		1,663	1,403	1,369	1,304	1,249	-414	-24.9%	-56	-4.3%	
	Weekly Paid	Government Services		645	621	629	645	518	-126	-19.6%	-127	-19.7%
		Health Ancillary Employees		2,828	2,783	2,777	2,684	2,650	-178	-6.3%	-34	-1.3%
		Other Weekly Paid		1,138	1,081	1,049	963	973	-166	-14.5%	9	1.0%
	TOTAL FRONTLINE			58,785	58,700	58,908	59,082	60,342	1,557	2.6%	1,260	2.1%
BACK OFFICE	Executives		712	710	635	656	685	-26	-3.7%	30	4.6%	
	Other		1,768	1,718	1,725	1,565	1,696	-72	-4.1%	131	8.4%	
	PS Act/Public Sector Salaried	Administrative Services		18,207	17,803	17,861	17,688	18,013	-194	-1.1%	325	1.8%
		Other PS Act/Public Sector Salaried		488	543	505	697	691	203	41.5%	-6	-0.9%
		Professional Officers		1,682	1,606	1,633	1,618	1,579	-103	-6.1%	-39	-2.4%
	TOTAL BACK OFFICE			22,858	22,381	22,358	22,223	22,664	-193	-0.8%	441	2.0%
TOTAL GENERAL GOVERNMENT SECTOR			81,642	81,080	81,266	81,305	83,006	1,364	1.7%	1,701	2.1%	

*Note: FTEs in this report have been displayed with zero decimals (some totals may be distorted due to rounding). See explanation of terms for further information about employee types

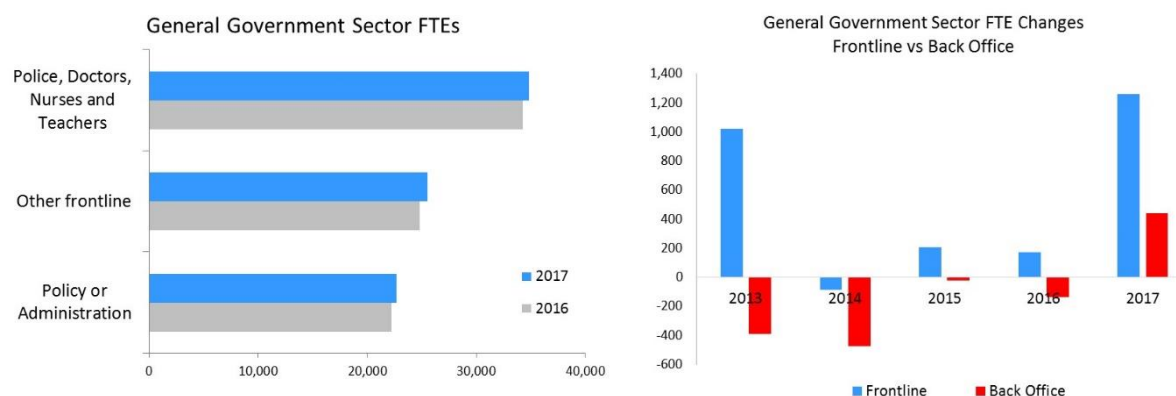


Table 5 - General Government Sector employees by employee type and appointment type, June 2017

EMPLOYEE TYPE	NOTES	ONGOING		SHORT TERM		LONG TERM		OTHER		TOTAL	
		FTEs	Headcount	FTEs	Headcount	FTEs	Headcount	FTEs	Headcount	FTEs	Headcount
Children's Services Act		367	474	571	804	235	264	162	580	1,334	2,122
Disability Services Officers		1,084	1,183	58	65	40	56	26	56	1,208	1,360
Education Act		6,555	7,356	4,948	5,527	1,796	1,841	983	2,319	14,282	17,043
Emergency Services	1	1,720	2,001	246	268	116	128	10	13	2,093	2,410
Executives	2	10	10	120	125	1,038	1,045			1,169	1,180
Medical Officers		985	1,567	1,879	2,157	167	297	5	26	3,036	4,047
Nurses		9,915	12,625	1,743	2,146	162	218	870	1,964	12,690	16,953
Police Act		4,806	4,935							4,806	4,935
PS Act		14,874	15,888	2,618	2,806	1,837	1,964	241	622	19,569	21,280
- Administrative Services		9,119	9,748	1,822	1,946	1,226	1,306	83	170	12,250	13,170
- Allied Health Professionals		1,149	1,313	244	268	91	110	2	3	1,486	1,694
- Correctional Officers		1,226	1,230	3	3	1	1			1,230	1,234
- Operational Services		1,778	1,877	229	248	148	153	70	151	2,225	2,429
- Professional Services		1,073	1,151	134	145	267	283	12	27	1,485	1,606
- Technical Services		183	188	12	14	34	36	3	10	232	248
- Other PS Act		346	381	174	182	69	75	71	261	660	899
Public Sector Salaried		7,629	9,058	2,295	2,832	483	564	283	697	10,691	13,151
- Health Care Act		6,819	8,157	2,201	2,731	390	464	261	629	9,671	11,981
- Other Public Sector Salaried		810	901	94	101	93	100	22	68	1,019	1,170
School Services Officers		2,536	3,086	1,905	2,750	185	245	416	1,136	5,042	7,217
TAFE Act		918	1,008	163	212	6	6	161	456	1,249	1,682
Weekly Paid		3,232	3,968	345	479	86	124	479	1,068	4,141	5,639
- Health Ancillary Employees		2,049	2,711	201	272	25	45	375	863	2,650	3,891
- Government Services		283	346	96	157	43	61	97	193	518	757
- Other Weekly Paid		899	911	49	50	18	18	7	12	973	991
Other		948	1,066	372	469	252	283	123	300	1,696	2,118
TOTAL		55,579	64,225	17,263	20,640	6,405	7,035	3,759	9,237	83,006	101,137

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

5.3 Aboriginal and/or Torres Strait Islander employment

Aboriginal and/or Torres Strait Islander employees represented 1.86% of the 'General Government Sector' workforce at June 2017 (1.89% of the total workforce including non-budget entities).

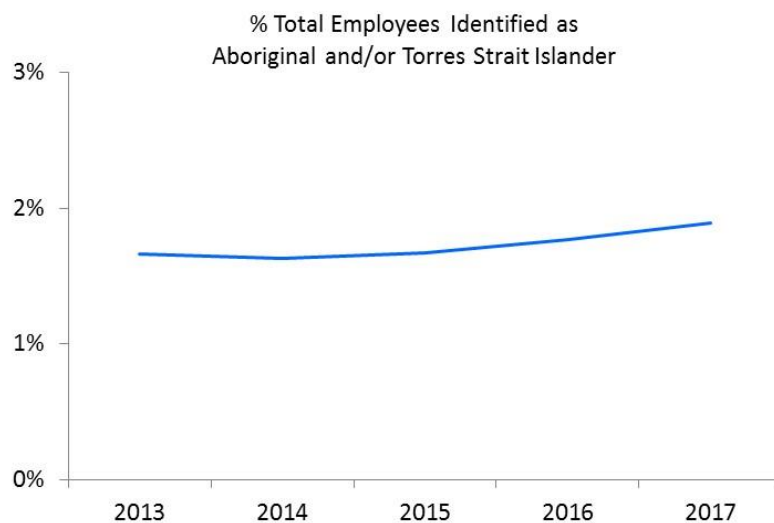
There were 2,007 employees identified as Aboriginal and/or Torres Strait Islander at June 2017, which is an overall increase of 163 compared to June 2016 and is the highest number ever recorded in the SA Public Sector.

This data is likely to under represent the true level of Aboriginal and/or Torres Strait Islander employment due to reliance on employees self-identifying their status.

Table 6 - Aboriginal and/or Torres Strait Islander (ATSI)* employees in the SA Public Sector, June 2013 to June 2017

	2013	2014	2015	2016	2017	INCREASE/ DECREASE 2013 to 2017	% CHANGE 2013 to 2017	INCREASE/ DECREASE 2016 to 2017	% CHANGE 2016 to 2017
GENERAL GOVERNMENT SECTOR EMPLOYEES									
Identified as ATSI	1,597	1,563	1,616	1,715	1,880	283	17.7%	165	9.6%
Non ATSI	69,184	70,624	72,892	74,388	76,561	7,377	10.7%	2,173	2.9%
Unknown / Not Stated	28,339	26,144	24,682	23,282	22,696	-5,643	-19.9%	-586	-2.5%
Total	99,120	98,331	99,190	99,385	101,137	2,017	2.0%	1,752	1.8%
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES									
Identified as ATSI	119	103	103	109	108	-11	-9.2%	-1	-0.9%
Non ATSI	3,115	2,952	2,855	2,830	2,936	-179	-5.7%	106	3.7%
Unknown / Not Stated	972	754	958	1,004	935	-37	-3.8%	-69	-6.9%
Total	4,206	3,809	3,916	3,943	3,979	-227	-5.4%	36	0.9%
PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES									
Identified as ATSI	1	1	1	3	3	2	200.0%	0	0.0%
Non ATSI	479	477	452	461	451	-28	-5.8%	-10	-2.2%
Unknown / Not Stated	60	54	91	84	81	21	35.0%	-3	-3.6%
Total	540	532	544	548	535	-5	-0.9%	-13	-2.4%
NON-BUDGET ENTITY EMPLOYEES									
Identified as ATSI	18	16	18	17	16	-2	-11.1%	-1	-5.9%
Non ATSI	340	358	354	368	390	50	14.7%	22	6.0%
Unknown / Not Stated	38	41	48	56	61	23	60.5%	5	8.9%
Total	396	415	420	441	467	71	17.9%	26	5.9%
TOTAL EMPLOYEES									
Identified as ATSI	1,735	1,683	1,738	1,844	2,007	272	15.7%	163	8.8%
Non ATSI	73,118	74,411	76,553	78,047	80,338	7,220	9.9%	2,291	2.9%
Unknown / Not Stated	29,409	26,993	25,779	24,426	23,773	-5,636	-19.2%	-653	-2.7%
Total	104,262	103,087	104,070	104,317	106,118	1,856	1.8%	1,801	1.7%
% General Government Employees Identified as ATSI									
	1.61%	1.59%	1.63%	1.73%	1.86%	-	-	-	-
% Total Employees Identified as ATSI									
	1.66%	1.63%	1.67%	1.77%	1.89%	-	-	-	-

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



5.4 Employees with a declared disability

Employees with a declared disability represented 1.33% of the 'General Government Sector' workforce at June 2017 (1.36% of the total workforce including non-budget entities).

There were 1,444 total employees with a declared disability at June 2017, which is an overall increase of 96 compared to June 2016.

This data is likely to under represent the true level of disability employment due to reliance on employees self-identifying their status.

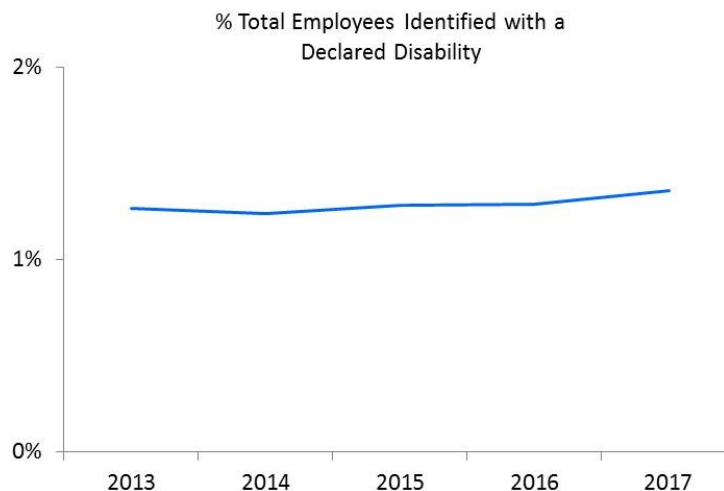
Table 7 - Employees in the SA Public Sector with a declared disability*, June 2013 to June 2017

	2013	2014	2015	2016	2017	INCREASE/ DECREASE 2013 to 2017	% CHANGE 2013 to 2017	INCREASE/ DECREASE 2016 to 2017	% CHANGE 2016 to 2017
GENERAL GOVERNMENT SECTOR EMPLOYEES									
Identified with a declared disability	1,207	1,169	1,236	1,251	1,345	138	11.4%	94	7.5%
No declared disability	17,331	13,944	17,242	20,004	22,656	5,325	30.7%	2,652	13.3%
Unknown / Not Stated	80,582	83,218	80,712	78,130	77,136	-3,446	-4.3%	-994	-1.3%
Total	99,120	98,331	99,190	99,385	101,137	2,017	2.0%	1,752	1.8%
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES									
Identified with a declared disability	106	98	91	90	92	-14	-13.2%	2	2.2%
No declared disability	2,228	2,013	2,171	2,212	2,492	264	11.8%	280	12.7%
Unknown / Not Stated	1,872	1,698	1,654	1,641	1,395	-477	-25.5%	-246	-15.0%
Total	4,206	3,809	3,916	3,943	3,979	-227	-5.4%	36	0.9%
PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES									
Identified with a declared disability	2	3	2	3	3	1	50.0%	0	0.0%
No declared disability	9	10	15	50	40	31	344.4%	-10	-20.0%
Unknown / Not Stated	529	519	527	495	492	-37	-7.0%	-3	-0.6%
Total	540	532	544	548	535	-5	-0.9%	-13	-2.4%
NON-BUDGET ENTITY EMPLOYEES									
Identified with a declared disability	8	7	6	4	4	-4	-50.0%	0	0.0%
No declared disability	268	275	276	296	318	50	18.7%	22	7.4%
Unknown / Not Stated	120	133	138	141	145	25	20.8%	4	2.8%
Total	396	415	420	441	467	71	17.9%	26	5.9%
TOTAL EMPLOYEES									
Identified with a declared disability	1,323	1,277	1,335	1,348	1,444	121	9.1%	96	7.1%
No declared disability	19,836	16,242	19,704	22,562	25,506	5,670	28.6%	2,944	13.0%
Unknown / Not Stated	83,103	85,568	83,031	80,407	79,168	-3,935	-4.7%	-1,239	-1.5%
Total	104,262	103,087	104,070	104,317	106,118	1,856	1.8%	1,801	1.7%
% General Government Employees Identified with a Declared Disability									
	1.22%	1.19%	1.25%	1.26%	1.33%	-	-	-	-
% Total Employees Identified with a Declared Disability									
	1.27%	1.24%	1.28%	1.29%	1.36%	-	-	-	-

Notes

See explanation of terms for definition of a declared disability.

* These figures are likely to under represent the true level of disability employment due to the difficulties some agencies experience with extracting characteristics of their workforce to this level of detail from their information systems, and the difficulties associated with collecting data which relies on self-identification. 2012 and 2013 data has been revised due to improved reporting of historical data.



5.5 Part time employment

Part time employees represented 45% of the 'General Government Sector' workforce at June 2017 (44% of the total workforce including non-budget entities).

A trend towards part time employment has been evident in recent years. However, in 2016-17 increases in full time employment across the major growth areas (eg health, police, correctional services) and a reduction in casual employment across some agencies contributed to an overall decline in part time employment. The number of full time employees increased by 5.6% and the number of part time employees decreased by 2.8%.

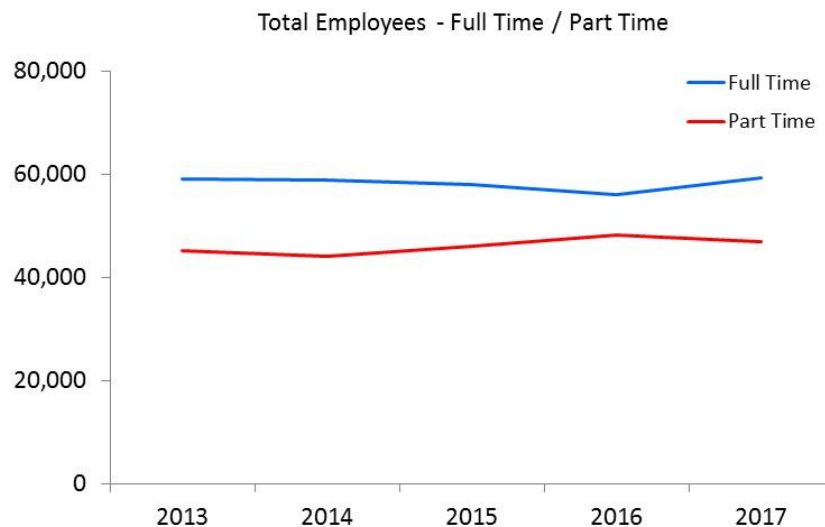
Part time employment is one of many flexible work options available to SA Public Sector employees.

Table 8 - Part time* employees in the SA Public Sector, June 2013 to June 2017

	2013	2014	2015	2016	2017	INCREASE/ DECREASE 2013 to 2017	% CHANGE 2013 to 2017	INCREASE/ DECREASE 2016 to 2017	% CHANGE 2016 to 2017
GENERAL GOVERNMENT SECTOR EMPLOYEES									
Full Time	55,091	55,244	54,355	52,492	55,597	506	0.9%	3,105	5.9%
Part Time	44,029	43,087	44,835	46,893	45,540	1,511	3.4%	-1,353	-2.9%
Total	99,120	98,331	99,190	99,385	101,137	2,017	2.0%	1,752	1.8%
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES									
Full Time	3,269	2,941	2,910	2,823	2,868	-401	-12.3%	45	1.6%
Part Time	937	868	1,006	1,120	1,111	174	18.6%	-9	-0.8%
Total	4,206	3,809	3,916	3,943	3,979	-227	-5.4%	36	0.9%
PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES									
Full Time	462	445	456	467	453	-9	-1.9%	-14	-3.0%
Part Time	78	87	88	81	82	4	5.1%	1	1.2%
Total	540	532	544	548	535	-5	-0.9%	-13	-2.4%
NON-BUDGET ENTITY EMPLOYEES									
Full Time	282	295	306	318	331	49	17.4%	13	4.1%
Part Time	114	120	114	123	136	22	19.3%	13	10.6%
Total	396	415	420	441	467	71	17.9%	26	5.9%
TOTAL EMPLOYEES									
Full Time	59,104	58,925	58,027	56,100	59,249	145	0.2%	3,149	5.6%
Part Time	45,158	44,162	46,043	48,217	46,869	1,711	3.8%	-1,348	-2.8%
Total	104,262	103,087	104,070	104,317	106,118	1,856	1.8%	1,801	1.7%
% Part Time General Government Employees									
	44.42%	43.82%	45.20%	47.18%	45.03%	-	-	-	-
% Part Time Total Employees									
	43.31%	42.84%	44.24%	46.22%	44.17%	-	-	-	-

Notes

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



5.6 Executives

The number of executives increased by 40 (3.5%) across the 'General Government Sector' in 2016-17. The total increase across all combined sectors was 37 (2.9%).

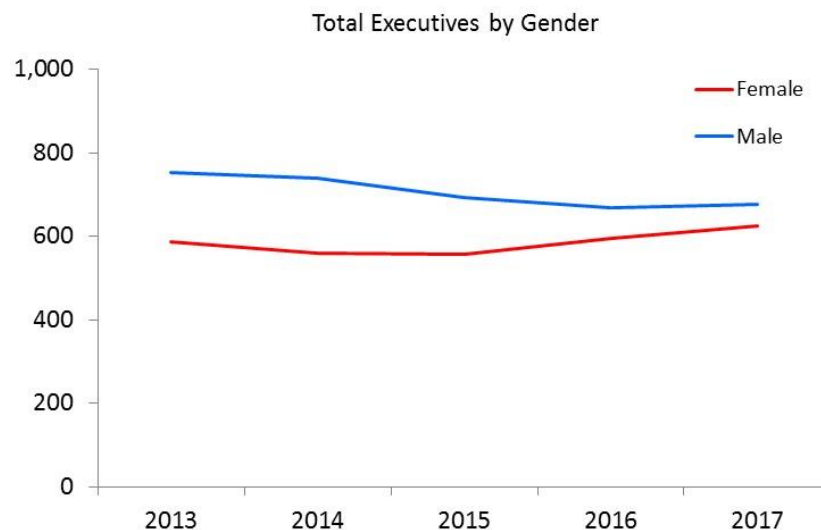
There was a net increase of seven male executives and 30 female executives resulting in the overall proportion of female executives increasing from 47% to 48%.

Table 9 - Executives* in the SA Public Sector, June 2013 to June 2017

	2013	2014	2015	2016	2017	INCREASE/ DECREASE 2013 to 2017	% CHANGE 2013 to 2017	INCREASE/ DECREASE 2016 to 2017	% CHANGE 2016 to 2017
GENERAL GOVERNMENT SECTOR EMPLOYEES									
Female Executives	546	518	522	557	586	40	7.3%	29	5.2%
Male Executives	648	638	590	583	594	-54	-8.3%	11	1.9%
Total	1,194	1,156	1,112	1,140	1,180	-14	-1.2%	40	3.5%
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES									
Female Executives	31	31	24	24	21	-10	-32.3%	-3	-12.5%
Male Executives	71	64	65	54	50	-21	-29.6%	-4	-7.4%
Total	102	95	89	78	71	-31	-30.4%	-7	-9.0%
PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES									
Female Executives	5	6	8	8	12	7	140.0%	4	50.0%
Male Executives	23	25	25	20	19	-4	-17.4%	-1	-5.0%
Total	28	31	33	28	31	3	10.7%	3	10.7%
NON-BUDGET ENTITY EMPLOYEES									
Female Executives	4	4	3	5	5	1	25.0%	0	0.0%
Male Executives	11	11	12	12	13	2	18.2%	1	8.3%
Total	15	15	15	17	18	3	20.0%	1	5.9%
TOTAL EMPLOYEES									
Female Executives	586	559	557	594	624	38	6.5%	30	5.1%
Male Executives	753	738	692	669	676	-77	-10.2%	7	1.0%
Total	1,339	1,297	1,249	1,263	1,300	-39	-2.9%	37	2.9%
% Female Executives (General Government Sector)									
	45.73%	44.81%	46.94%	48.86%	49.66%	-	-	-	-
% Female Executives (Total)									
	43.76%	43.10%	44.60%	47.03%	48.00%	-	-	-	-

Notes

* See explanation of terms for definition of an executive



5.7 Graduates, trainees and apprentices

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

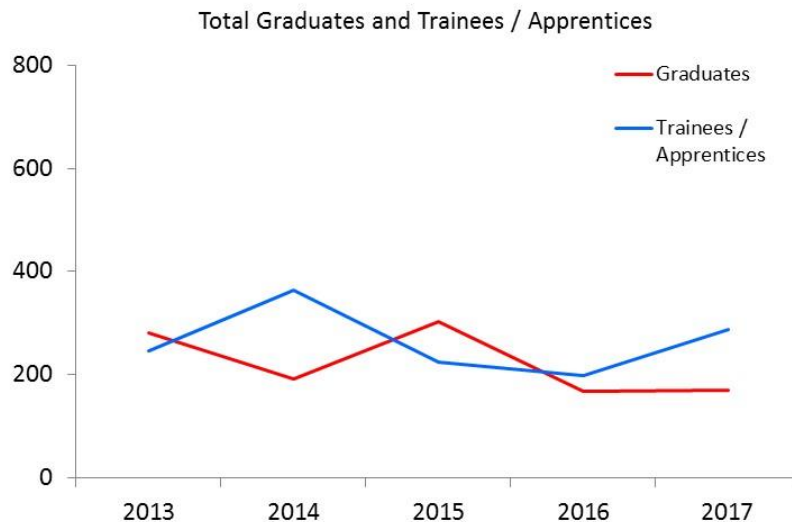
In 2014, a *Jobs4Youth* program was launched to stimulate the recruitment of young trainees and graduates into the SA Public Sector, particularly from northern and southern Adelaide regions experiencing high unemployment. In September 2017, *Jobs4Youth* met its target of 800 placements for trainees and graduates in the public sector by 2018.

Table 10 - Graduates and trainees/apprentices in the SA Public Sector*, June 2013 to June 2017

	2013	2014	2015	2016	2017	INCREASE/ DECREASE 2013 to 2017	% CHANGE 2013 to 2017	INCREASE/ DECREASE 2016 to 2017	% CHANGE 2016 to 2017
GENERAL GOVERNMENT SECTOR EMPLOYEES									
Graduates	249	150	267	130	139	-110	-44.2%	9	6.9%
Trainees / Apprentices	196	312	182	153	240	44	22.4%	87	56.9%
Total	445	462	449	283	379	-66	-14.8%	96	33.9%
PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES									
Graduates	29	42	33	35	29	0	0.0%	-6	-17.1%
Trainees / Apprentices	50	51	43	46	43	-7	-14.0%	-3	-6.5%
Total	79	93	76	81	72	-7	-8.9%	-9	-11.1%
PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES									
Graduates	2	1	3	3	2	0	0.0%	-1	-33.3%
Trainees / Apprentices					1	1	-	1	-
Total	2	1	3	3	3	1	50.0%	0	0.0%
NON-BUDGET ENTITY EMPLOYEES									
Graduates	1			1	1	0	0.0%	0	0.0%
Trainees / Apprentices		1			3	3	-	3	-
Total	1	1	0	1	4	3	300.0%	3	300.0%
TOTAL EMPLOYEES									
Graduates	281	193	303	169	171	-110	-39.1%	2	1.2%
Trainees / Apprentices	246	364	225	199	287	41	16.7%	88	44.2%
Total	527	557	528	368	458	-69	-13.1%	90	24.5%

Notes

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



5.8 Length of service

Approximately 71% of employees have been employed in the sector for greater than five years. The majority have remained in the same agency during their tenure.

Opportunities also exist for employees to move between agencies.

Approximately 18% of employees have spent time in more than one agency.

Average employee tenure in the sector is 13 years.

Workforce growth and new recruitments in 2016-17 saw a 20% increase in the number of employees with less than one year in the sector.

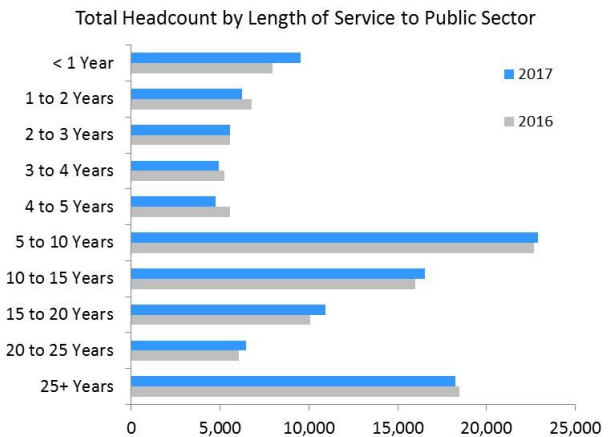


Table 11 - Employees in the SA Public Sector by length of service, June 2016 and June 2017

(a) LENGTH OF SERVICE IN THE SA PUBLIC SECTOR									
LENGTH OF SERVICE	GENERAL GOVERNMENT SECTOR EMPLOYEES		PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES		PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES		NON-BUDGET ENTITY EMPLOYEES		TOTAL
	2016	2017	2016	2017	2016	2017	2016	2017	
< 1 Year	7,453	8,818	376	593	73	63	47	65	7,949
1 to 2 Years	6,245	5,876	418	280	52	51	62	40	6,777
2 to 3 Years	5,247	5,162	232	322	52	44	33	56	5,564
3 to 4 Years	4,917	4,680	258	186	39	41	16	26	5,230
4 to 5 Years	5,270	4,503	242	217	30	30	27	15	5,569
5 to 10 Years	21,600	21,842	853	845	102	108	101	100	22,656
10 to 15 Years	15,270	15,831	575	558	93	84	50	57	15,988
15 to 20 Years	9,741	10,544	259	295	39	44	31	32	10,070
20 to 25 Years	5,839	6,254	160	161	26	28	23	25	6,048
25+ Years	17,803	17,627	570	522	42	42	51	51	18,466
TOTAL	99,385	101,137	3,943	3,979	548	535	441	467	104,317

(b) LENGTH OF SERVICE IN THE CURRENT AGENCY									
LENGTH OF SERVICE	GENERAL GOVERNMENT SECTOR EMPLOYEES		PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES		PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES		NON-BUDGET ENTITY EMPLOYEES		TOTAL
	2016	2017	2016	2017	2016	2017	2016	2017	
< 1 Year	9,451	12,228	431	673	80	68	57	76	10,019
1 to 2 Years	8,280	7,039	543	308	57	58	65	44	8,945
2 to 3 Years	6,665	6,566	229	420	53	46	35	55	6,982
3 to 4 Years	5,864	5,702	261	181	45	43	20	29	6,190
4 to 5 Years	5,978	5,380	324	215	28	34	33	17	6,363
5 to 10 Years	23,148	23,434	865	922	116	115	106	110	24,235
10 to 15 Years	13,023	13,568	523	515	84	78	50	54	13,680
15 to 20 Years	8,062	8,543	206	235	38	41	29	34	8,335
20 to 25 Years	4,703	4,957	123	114	22	24	16	16	4,864
25+ Years	14,211	13,720	438	396	25	28	30	32	14,704
TOTAL	99,385	101,137	3,943	3,979	548	535	441	467	104,317

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

5.9 Occupations

SA Public Sector employees work across a broad range of occupations. Table 12 highlights this based on the Australian Bureau of Statistics, Australian and New Zealand Standard Classification of Occupations. Only occupations with more than 150 active and paid employees have been reported individually.

Table 12 – Employees in the SA Public Sector by occupation*, June 2017

*Australian and New Zealand Standard Classification of Occupations

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
MANAGERS	Chief Executives, General Managers and Legislators	Chief Executives, General Managers and Legislators	1111	Chief Executives and Managing Directors	377	26	5	6	414
			1112	General Managers	580	50	14	9	653
	Specialist Managers	Business Administration Managers	1322	Finance Managers	172	17	12	5	206
			1324	Policy and Planning Managers	242	4	10		256
		Education, Health and Welfare Services Managers	1342	Health and Welfare Services Managers	222	42	3		267
			1343	School Principals	1,584				1,584
			1344	Other Education Managers	416				416
		ICT Managers	1351	ICT Managers	152	24	4	2	182
		Miscellaneous Specialist Managers	1391	Commissioned Officers (Management)	221				221
			1399	Other Specialist Managers	811	215	45	12	1,083
	Hospitality, Retail and Service Managers	Accommodation and Hospitality Managers	1419	Other Accommodation and Hospitality Managers	431	2			433
	OTHER				393	122	7	15	537
	TOTAL MANAGERS				5,601	502	100	49	6,252

OCCUPATIONS				General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
PROFESSIONALS	Business, Human Resource and Marketing Professionals	Accountants, Auditors and Company Secretaries	2211 Accountants	633	96	21	5	755
			2212 Auditors, Company Secretaries and Corporate Treasurers	166	8	8	1	183
		Human Resource and Training Professionals	2231 Human Resource Professionals	420	31	7		458
			2244 Intelligence and Policy Analysts	602	21	13	2	638
		Information and Organisation Professionals	2247 Management and Organisation Analysts	328	18	31	4	381
			2249 Other Information and Organisation Professionals	322	20	44	4	390
		Sales, Marketing and Public Relations Professionals	2251 Advertising and Marketing Professionals	152	47	7	1	207
	Design, Engineering, Science and Transport Professionals	Natural and Physical Science Professionals	2343 Environmental Scientists	583	30			613
			2346 Medical Laboratory Scientists	620				620
	Education Professionals	School Teachers	2410 School Teachers	4,770				4,770
			2411 Early Childhood (Pre-primary School) Teachers	782				782
			2412 Primary School Teachers	6,437				6,437
			2414 Secondary School Teachers	3,622				3,622
			2415 Special Education Teachers	232			1	233
		Tertiary Education Teachers	2422 Vocational Education Teachers (Aus) \ Polytechnic Teachers (NZ)	1,569				1,569
		Miscellaneous Education Professionals	2491 Education Advisers and Reviewers	168			2	170
	Health Professionals	Health Diagnostic and Promotion Professionals	2511 Nutrition Professionals	184				184
			2512 Medical Imaging Professionals	534				534
			2513 Occupational and Environmental Health Professionals	302	11			313
			2515 Pharmacists	429				429
			2519 Other Health Diagnostic and Promotion Professionals	234				234
		Health Therapy Professionals	2523 Dental Practitioners	163				163
			2524 Occupational Therapists	526		2		528
			2525 Physiotherapists	533				533
			2527 Audiologists and Speech Pathologists \ Therapists	380				380
		Medical Practitioners	2531 General Practitioners and Resident Medical Officers	964				964
			2532 Anaesthetists	265				265
			2534 Psychiatrists	214				214
			2535 Surgeons	329				329
			2539 Other Medical Practitioners	2,170				2,170
		Midwifery and Nursing Professionals	2541 Midwives	615				615
			2542 Nurse Educators and Researchers	500				500
			2544 Registered Nurses	12,837				12,837

Table 12 – Employees in the SA Public Sector by occupation*, June 2017 (continued)

*Australian and New Zealand Standard Classification of Occupations

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
PROFESSIONALS	ICT Professionals	Business and Systems Analysts, and Programmers	2611	ICT Business and Systems Analysts	108	48	2	12	170
		Database and Systems Administrators, and ICT Security Specialists	2621	Database and Systems Administrators, and ICT Security Specialists	174	32	5	2	213
		ICT Network and Support Professionals	2631	Computer Network Professionals	326	14	1	1	342
	Legal, Social and Welfare Professionals	Legal Professionals	2713	Solicitors	348	1	2	99	450
			2723	Psychologists	349				349
		Social and Welfare Professionals	2725	Social Workers	1,415	12			1,427
			2726	Welfare, Recreation and Community Arts Workers	861	113			974
	OTHER				2,157	167	64	55	2,443
	TOTAL PROFESSIONALS				48,323	669	207	189	49,388

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
TECHNICIANS AND TRADES WORKERS	Engineering, ICT and Science Technicians	Agricultural, Medical and Science Technicians	3112	Medical Technicians	688		1		689
			3114	Science Technicians	235	95			330
		ICT and Telecommunications Technicians	3131	ICT Support Technicians	445	50	1	3	499
	OTHER				1,064	461	4	4	1,533
	TOTAL TECHNICIANS AND TRADES WORKERS				2,432	606	6	7	3,051

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
COMMUNITY AND PERSONAL SERVICE WORKERS	Health and Welfare Support Workers	Health and Welfare Support Workers	4111	Ambulance Officers and Paramedics	1,270				1,270
			4112	Dental Hygienists, Technicians and Therapists	158				158
			4114	Enrolled and Mothercraft Nurses	2,938				2,938
			4117	Welfare Support Workers	1,595	107			1,702
	Carers and Aides	Education Aides	4221	Education Aides	8,612				8,612
			4231	Aged and Disabled Carers	1,361				1,361
		Personal Carers and Assistants	4232	Dental Assistants	409				409
			4233	Nursing Support and Personal Care Workers	1,777				1,777
		Special Care Workers	4234	Special Care Workers	707	1			708
	Hospitality Workers	Hospitality Workers	4315	Waiters		252			252
	Protective Service Workers	Defence Force Members, Fire Fighters and Police	4412	Fire and Emergency Workers	1,068				1,068
			4413	Police	4,772				4,772
		Prison and Security Officers	4421	Prison Officers	1,212				1,212
			4422	Security Officers and Guards	249	21			270
	Sports and Personal Service Workers	Personal Service and Travel Workers	4518	Other Personal Service Workers	178				178
		Sports and Fitness Workers	4521	Fitness Instructors	249				249
	OTHER				248	77			325
	TOTAL COMMUNITY AND PERSONAL SERVICE WORKERS				26,803	458	0	0	27,261

Table 12 – Employees in the SA Public Sector by occupation*, June 2017 (continued)

*Australian and New Zealand Standard Classification of Occupations

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
CLERICAL AND ADMINISTRATIVE WORKERS	Office Managers and Program Administrators	Contract, Program and Project Administrators	5111	Contract, Program and Project Administrators	2,451	208	13	10	2,682
		Office and Practice Managers	5121	Office Managers	553	88	17	14	672
	Personal Assistants and Secretaries	Personal Assistants and Secretaries	5211	Personal Assistants	609	26	15	7	657
	General Clerical Workers	General Clerks	5311	General Clerks	6,869	184	16	8	7,077
		Inquiry Clerks and Receptionists	Call or Contact Centre Information Clerks	5411	Call or Contact Centre Workers	313	80		4
	Information Officers		5412	Information Officers	341	196	22		559
	Receptionists		5421	Receptionists	143	33	4	5	185
	Numerical Clerks	Accounting Clerks and Bookkeepers	5511	Accounting Clerks	603	64	14	8	689
			5513	Payroll Clerks	249	9	2	1	261
	Clerical and Office Support Workers	Clerical and Office Support Workers	5619	Other Clerical and Office Support Workers	226	59	2	9	296
	Other Clerical and Administrative Workers	Miscellaneous Clerical and Administrative Workers	5992	Court and Legal Clerks	432	70	2	3	507
			5995	Inspectors and Regulatory Officers	243	29	9	1	282
			5999	Other Miscellaneous Clerical and Administrative Workers	792	98	37	13	940
OTHER					567	46	58	124	795
TOTAL CLERICAL AND ADMINISTRATIVE WORKERS					14,391	1,190	211	207	15,999

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
SALES WORKERS	OTHER				140	38	9	12	199
	TOTAL SALES WORKERS				140	38	9	12	199

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
MACHINERY OPERATORS AND DRIVERS	Machine and Stationary Plant Operators	Stationary Plant Operators	7129	Other Stationary Plant Operators	2	268			270
	Road and Rail Drivers	Automobile, Bus and Rail Drivers	7312	Bus and Coach Drivers	168				168
			7313	Train and Tram Drivers	303				303
	OTHER				151	4			155
	TOTAL MACHINERY OPERATORS AND DRIVERS				624	272	0	0	896

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
LABOURERS	Cleaners and Laundry Workers	Cleaners and Laundry Workers	8112	Commercial Cleaners	934	26			960
	Food Preparation Assistants	Food Preparation Assistants	8513	Kitchenhands	525	28			553
	Other Labourers	Miscellaneous Labourers	8993	Handypersons	574	2		1	577
			8999	Other Miscellaneous Labourers	161	67			228
	OTHER				362	121	2	2	487
TOTAL LABOURERS				2,556	244	2	3	2,805	

OCCUPATIONS					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
OTHER / NOT STATED	OTHER / NOT STATED	OTHER / NOT STATED		OTHER / NOT STATED	267				267
	TOTAL OTHER / NOT STATED				267	0	0	0	267

					General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	TOTAL
TOTAL SA PUBLIC SECTOR					101,137	3,979	535	467	106,118

Notes:

Only occupational codes with more than 150 active and paid persons have been reported individually.

The Australian Bureau of Statistics (ABS) Australian and New Zealand Standard Classification of Occupations is a skill-based classification structure.

5.10 Salaries

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

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

- 27% of employees earn a base salary up to \$59,040 predominantly in entry level type roles.
- 51% earn a base salary between \$59,040 and \$96,145 across frontline and middle management type roles.
- 17% of employees earn a base salary between \$96,145 and \$121,360 which covers more senior managers and/or employees with technical expertise.
- 5% of employees earn over \$121,360 which includes executives or employees with significant specialist skills.

The average salary for a public sector employee in 2016-17 was \$80,148 (an increase of 2.26% compared to the previous year).

Table 13 - Employees in the SA Public Sector by salary and gender, June 2017

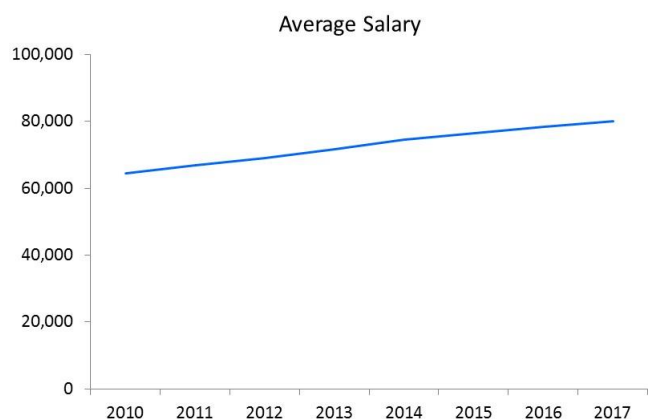
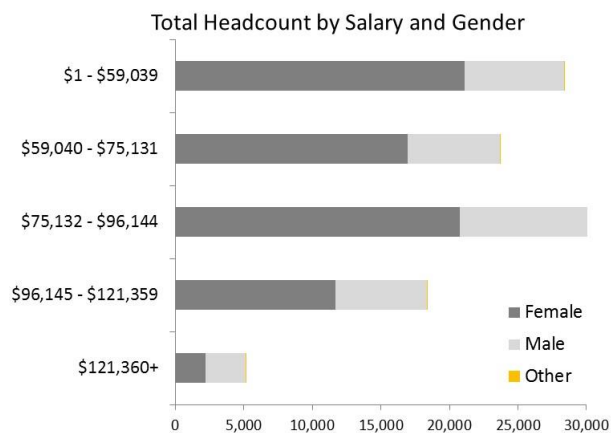
SALARY GROUP	GENERAL GOVERNMENT SECTOR EMPLOYEES				PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES				PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES				NON-BUDGET ENTITY EMPLOYEES				TOTAL			
	FEMALE	MALE	OTHER	TOTAL	FEMALE	MALE	OTHER	TOTAL	FEMALE	MALE	OTHER	TOTAL	FEMALE	MALE	OTHER	TOTAL	FEMALE	MALE	OTHER	TOTAL
\$1 - \$59,039	20,455	6,745	1	27,201	553	454	0	1,007	24	17	0	41	91	14	0	105	21,123	7,230	1	28,354
\$59,040 - \$75,131	16,048	5,944	6	21,998	715	673	0	1,388	72	30	0	102	133	42	0	175	16,968	6,689	6	23,663
\$75,132 - \$96,144	20,234	9,294	3	29,531	360	472	0	832	101	69	0	170	57	29	0	86	20,752	9,864	3	30,619
\$96,145 - \$121,359	11,399	6,311	2	17,712	169	292	0	461	58	77	0	135	46	29	0	75	11,672	6,709	2	18,383
\$121,360+	2,069	2,625	1	4,695	81	210	0	291	37	50	0	87	8	18	0	26	2,195	2,903	1	5,099
TOTAL	70,205	30,919	13	101,137	1,878	2,101	0	3,979	292	243	0	535	335	132	0	467	72,710	33,395	13	106,118

Notes

The salary measure is intended to capture an indication of responsibility level only and should not be used to reflect total salary earnings or total employment cost over the 2016-17 financial year. For this reason, all part-time employees' salaries are reported as the amount employees would receive if they worked full-time.

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

The salary brackets have been constructed as an indication of the level of responsibility, and are based on the remuneration structure of the PS Act Administrative Services Stream at June 2017



5.11 Sick leave / carer's leave

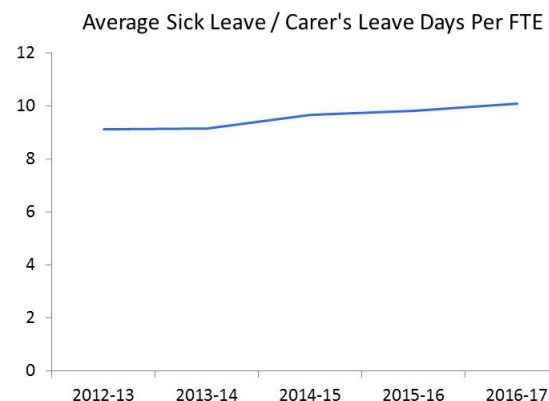
Average sick leave / family carer's leave days per FTE increased from 9.8 days in 2015-16 to 10.1 days in 2016-17. This represents an increase of 3% but not a major shift compared to data from previous years.

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

Table 14 - Average sick leave / carer's leave days (paid and unpaid) per FTE

	NOTES	AVERAGE SICK LEAVE DAYS PER FTE		% Change
		2015-16	2016-17	
Adelaide Cemeteries Authority		6.6	9.4	41%
Adelaide Festival Centre Trust		8.9	8.6	-3%
Adelaide Festival Corporation		5.9	1.7	-72%
Adelaide Venue Management Corporation		4.0	3.7	-8%
Ambulance Service, SA		9.9	12.5	26%
Art Gallery of SA		7.2	7.7	8%
Attorney-General's	1	9.6	10.5	9%
Auditor-General's		7.4	11.6	56%
Child Protection	2	-	10.8	-
Communities and Social Inclusion	3	14.3	13.6	-5%
Correctional Services		11.9	11.3	-5%
Country Fire Service, SA		9.7	6.3	-35%
Courts Administration Authority		9.6	9.4	-3%
Education and Child Development		7.2	6.8	-5%
Electorate Offices		8.1	5.9	-27%
Environment Protection Authority		11.3	11.1	-2%
Environment, Water and Natural Resources		9.2	9.5	3%
Health and Ageing, Department of		9.7	9.9	2%
Health Units		11.8	13.1	12%
HomeStart Finance		7.0	6.3	-10%
Legal Services Commission		7.0	7.7	10%
Legislature (Including Members)		6.2	6.1	-1%
Libraries Board of SA		13.1	11.8	-10%
Metropolitan Fire Service, SA		12.5	11.3	-10%
Planning, Transport and Infrastructure		8.8	10.3	17%
Police, SA		9.7	8.6	-12%
Premier and Cabinet	4	11.1	12.1	9%
Primary Industries and Regions		9.0	8.9	-1%
Renewal SA		8.7	7.4	-15%
ReturnToWorkSA		7.6	8.7	15%
SA Fire and Emergency Services Commission		7.8	8.8	12%
SA Museum		6.9	9.3	36%
SACE Board of SA		8.3	8.9	8%
State Development	5	9.4	9.4	0%
State Emergency Services, SA		5.0	8.6	72%
TAFE SA		7.5	7.7	3%
Tourism Commission, SA		7.0	6.2	-11%
Treasury and Finance	6	10.9	9.9	-9%
Water Corporation, SA		9.3	5.8	-37%
West Beach Trust		8.1	5.5	-33%
Other agencies with less than 50 average FTEs		7.8	8.0	3%
TOTAL SOUTH AUSTRALIAN PUBLIC SECTOR		9.8	10.1	3%

Notes:	
	Total Sick Leave includes all absences due to illness, whether paid or unpaid, and those on account of Family Carer's Leave. It should be assumed that the figures derived in this table are an estimate unless evidence is provided that it is an exact measure.
	Only public sector organisations with greater than 50 average FTE during 2016-17 have been listed individually.
1	Includes the Office of the Public Trustee of South Australia and Independent Gambling Authority.
2	New entity (Department for Child Protection) from 1 November 2016.
3	Includes SA Housing Trust (Housing SA).
4	Government House was previously reported under the Department of the Premier and Cabinet but has been listed separately in this report.
5	Investment Attraction SA was previously reported under the Department of State Development but has been listed separately in this report.
6	Includes SA Government Financing Authority (SAFA) and Super SA.



5.12 Recruitment and separation

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

Detailed information is also not always captured when an employee separates, resulting in some difficulty identifying where all employees have moved to. 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 active and paid FTE and headcount throughout the report.

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

- The total number of recruitments (16,593) increased by 29% compared to last year.
- The total number of separations (13,912) increased by 21% compared to last year.

Table 15 - Employees recruited to an SA Public Sector organisation during 2016-17*

EMPLOYEE TYPE	GENERAL GOVERNMENT SECTOR EMPLOYEES	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES	PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES	NON-BUDGET ENTITY EMPLOYEES	TOTAL
Children's Services Act	257				257
Disability Services Officers	116				116
Education Act	1,209				1,209
Emergency Services	204				204
Executive	123	6	3	1	133
Medical Officers	1,484				1,484
Nurses	2,441				2,441
Police Act	361				361
PS Act	3,590	275	17	38	3,920
Public Sector Salaried	2,842	47		30	2,919
School Services Officers	1,088				1,088
TAFE Act	434				434
Weekly Paid	818	69	0		887
Other	514	492	59	21	1,086
TOTAL	15,481	889	79	90	16,539

Notes:

* Includes all employees appointed to a position within an individual public sector organisation during 2016-17, regardless of whether they were still employees of the organisation in the last pay period of June 2017. Excludes employees who have returned from extended leave without pay, or who were already employees of the organisation (i.e. either have won the position in the same agency in which they are already working, or have returned from contract employment in another agency).

This table DOES NOT specify employees recruited new to the SA Public Sector, only the number of employees who started in a public sector organisation during 2016-17 and consequently may have originated from another SA Public Sector position.

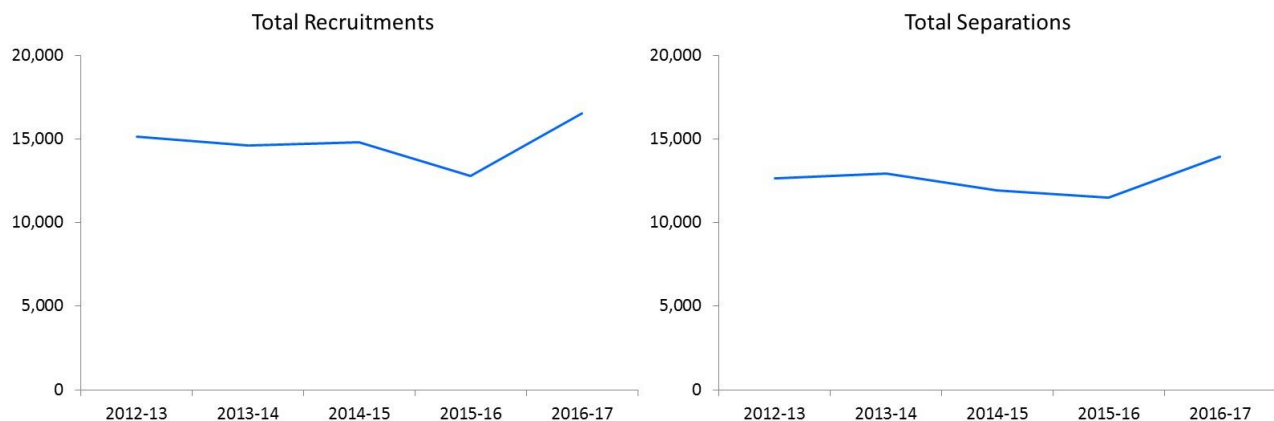


Table 16 - Employees separating from a role during 2016-17*

EMPLOYEE TYPE	SEPARATION TYPE	NOTES	GENERAL GOVERNMENT SECTOR EMPLOYEES	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR EMPLOYEES	PUBLIC FINANCIAL CORPORATIONS SECTOR EMPLOYEES	NON-BUDGET ENTITY EMPLOYEES	TOTAL
Children's Services Act	Movement - w within SA Public Sector		1				1
	Separation - left SA Public Sector		30				30
	Not Stated		30				30
	TOTAL		61	0	0	0	61
Disability Services Officers	Movement - w within SA Public Sector		4				4
	Separation - left SA Public Sector		86				86
	Not Stated		22				22
	TOTAL		112	0	0	0	112
Education Act	Movement - w within SA Public Sector		3				3
	Separation - left SA Public Sector		553				553
	Not Stated		346				346
	TOTAL		902	0	0	0	902
Emergency Services	Movement - w within SA Public Sector		2				2
	Separation - left SA Public Sector		52				52
	Not Stated		39				39
	TOTAL		93	0	0	0	93
Executive	Movement - w within SA Public Sector		66	3	4		73
	Separation - left SA Public Sector		93	6	3	1	103
	Not Stated		36	6	1		43
	TOTAL		195	15	8	1	219
Medical Officers	Movement - w within SA Public Sector		703				703
	Separation - left SA Public Sector		175				175
	Not Stated		502				502
	TOTAL		1,380	0	0	0	1,380
Nurses	Movement - w within SA Public Sector		870				870
	Separation - left SA Public Sector		875				875
	Not Stated		631				631
	TOTAL		2,376	0	0	0	2,376
Police Act	Movement - w within SA Public Sector		8				8
	Separation - left SA Public Sector		142				142
	Not Stated		5				5
	TOTAL		155	0	0	0	155
PS Act	Movement - w within SA Public Sector		1,129	64	4	3	1,200
	Separation - left SA Public Sector		1,348	86	8	13	1,455
	Not Stated		657	53	1	2	713
	TOTAL		3,134	203	13	18	3,368
Public Sector Salaried	Movement - w within SA Public Sector		1,356			6	1,362
	Separation - left SA Public Sector		764	37		12	813
	Not Stated		448	4		7	459
	TOTAL		2,568	41	0	25	2,634
School Services Officers	Movement - w within SA Public Sector		3				3
	Separation - left SA Public Sector		204				204
	Not Stated		248				248
	TOTAL		455	0	0	0	455
TAFE Act	Movement - w within SA Public Sector		2				2
	Separation - left SA Public Sector		72				72
	Not Stated		225				225
	TOTAL		299	0	0	0	299
Weekly Paid	Movement - w within SA Public Sector		102	3			105
	Separation - left SA Public Sector		486	55			541
	Not Stated		269	8			277
	TOTAL		857	66	0	0	923
Other	Movement - w within SA Public Sector		45	12	3		60
	Separation - left SA Public Sector		145	219	16	11	391
	Not Stated		266	163	52	3	484
	TOTAL		456	394	71	14	935
TOTAL			13,043	719	92	58	13,912
MOVEMENT - WITHIN SA PUBLIC SECTOR (TOTAL)			1	82	11	9	4,396
SEPARATION - LEFT SA PUBLIC SECTOR (TOTAL)			2	5,025	27	37	5,492
NOT STATED (TOTAL)			3	3,724	54	12	4,024

Notes:

- * Includes employees who permanently left their individual agency during 2016-17. Excludes temporary assignments to other public sector organisations, unpaid leave, or casual employees who did not work in the last pay period.
- 1 Employees that moved internally within the SA Public Sector. This includes employees moving to a different role within the same agency, or transferring to a different agency within the SA Public Sector.
- 2 Employees that separated from the SA Public Sector. This includes employees resigning to a non SA Public Sector role, or who left the workforce due to: a Targeted Voluntary Separation Package (TVSP); a worker's compensation settlement; death; retirement; ill health; study; or family responsibilities.
- 3 Those who ended employment in a role during 2016-17, but whose subsequent employment was not specified. Reasons for ending employment in a role include; dismissal, contract expiry or resignation. Agencies did not specify whether these employees subsequently moved to a different role within the SA Public Sector or whether they separated entirely from the SA Public Sector.

6 Agency data

The following table provide a range of demographic data by agency. Central reporting of this data minimises duplication of reporting in individual agency annual reports.

Table 17 - Agency demographics, June 2017

AGENCY	NOTES	FTEs	HEADCOUNT															
			Gender				Executives			ATSI		Declared Disability		Employee Average			2016-17	
			Female	Male	Other	Total	Female	Male	Total	Number	%	Number	%	Salary	Age	Tenure to Sector (Years)	Recruitments	Separations
Adelaide Cemeteries Authority		58	21	43		64		1	1		0.00%		0.00%	66,290	45	6	13	10
Adelaide Festival Centre Trust		253	177	157		334	1	4	5		0.00%	6	1.80%	66,267	42	9	101	105
Adelaide Festival Corporation		17	17	3		20	1	1	2		0.00%		0.00%	97,835	44	4	162	169
Adelaide Venue Management Corporation		319	260	277		537	3	4	7	15	2.79%	5	0.93%	63,038	38	6	222	160
Ambulance Service, SA		1,349	698	788		1,486	3	6	9	10	0.67%	7	0.47%	78,085	42	12	164	62
Art Gallery of SA		67	53	22		75		1	1	3	4.00%		0.00%	75,309	46	12	8	4
Attorney-General's	1	1,715	1,195	655		1,850	38	42	80	35	1.89%	63	3.41%	92,816	44	13	271	225
Auditor-General's		122	77	52		129	1	6	7	2	1.55%	2	1.55%	87,185	38	11	23	19
Bio Innovation SA (TechInSA)		15	14	4		18	4	1	5		0.00%		0.00%	118,220	41	3	11	9
Carclew Youth Arts Centre Incorporated		15	16	3	1	20			0	5	25.00%		0.00%	72,130	40	4	10	6
Carrick Hill		12	11	6		17			0		0.00%	1	5.88%	61,458	47	6	6	5
Child Protection	2	1,804	1,485	437		1,922	11	2	13	90	4.68%	42	2.19%	74,084	43	10	421	271
Communities and Social Inclusion	3	4,306	3,248	1,658		4,906	24	17	41	153	3.12%	242	4.93%	68,357	47	12	686	653
Correctional Services		2,085	885	1,285		2,170	5	5	10	82	3.78%	27	1.24%	66,309	46	10	351	172
Country Arts, SA		53	78	25		103		1	1	2	1.94%		0.00%	58,742	44	10	15	5
Country Fire Service, SA		150	68	91		159	1	2	3		0.00%	11	6.92%	82,067	49	12	25	18
Courts Administration Authority		638	495	218		713	3	5	8	15	2.10%	10	1.40%	69,598	47	14	91	87
Defence SA		37	18	20		38	3	10	13		0.00%	1	2.63%	127,903	45	6	12	8
Education and Child Development		23,210	22,700	6,709		29,409	317	193	510	737	2.51%	433	1.47%	74,195	46	15	3,007	1,764
Education and Early Childhood Services																		
Registration and Standards Board		38	37	2		39	1		1	1	2.56%	2	5.13%	89,272	48	10	6	7
Electoral Commission of SA		25	16	11		27		2	2		0.00%		0.00%	89,191	46	13	6	3
Electorate Offices		206	188	83		271			0	3	1.11%	4	1.48%	70,415	36	4	153	166
Environment Protection Authority		214	113	115		228	1	3	4	1	0.44%	7	3.07%	90,224	45	13	20	18
Environment, Water and Natural Resources		1,562	866	847		1,713	11	17	28	44	2.57%	32	1.87%	79,677	44	12	317	314
Essential Services Commission SA		25	15	12		27	2	2	4		0.00%		0.00%	108,404	44	11	3	5
Film Corporation, SA		15	12	7		19	1		1		0.00%		0.00%	80,906	46	5	9	6
Forestry SA		49	15	36		51		3	3		0.00%		0.00%	79,142	44	10	32	19
Funds SA		30	19	14		33	4	5	9		0.00%		0.00%	132,183	41	10	6	6
Government House		18	14	6		20		2	2		0.00%		0.00%	72,960	46	11	2	3
Green Industries SA		18	11	9		20	1	2	3		0.00%		0.00%	112,344	49	18	3	1
Health and Ageing, Department of		1,702	935	882	4	1,821	20	17	37	16	0.88%	11	0.60%	86,624	46	13	352	622
Health Units		27,915	29,821	6,987	8	36,816	35	23	58	391	1.06%	262	0.71%	84,792	45	12	7,108	6,416
History Trust of SA		49	42	21		63		1	1		0.00%	1	1.59%	69,986	47	11	17	9
HomeStart Finance		99	52	53		105	1	3	4		0.00%		0.00%	91,118	47	7	27	19
Investment Attraction South Australia		38	15	24		39	3	5	8		0.00%	2	5.13%	122,753	42	9	12	4
Jam Factory Contemporary Craft and Design Inc.		26	27	13		40		1	1		0.00%		0.00%	58,330	40	4	12	6
Legal Profession Conduct Commission		22	21	6		27	1	1	2		0.00%		0.00%	112,256	51	3	3	4
Legal Services Commission		189	158	48		206	2	6	8	3	1.46%	1	0.49%	82,702	46	12	27	25
Legislature (Including Members)		181	93	107		200	19	54	73	1	0.50%		0.00%	127,359	49	12	30	26
Libraries Board of SA		134	105	51		156		3	3	2	1.28%	8	5.13%	75,449	53	22	4	10
Lifetime Support Authority		28	25	5		30	3		3	2	6.67%	1	3.33%	95,951	38	5	12	3

AGENCY	NOTES	FTEs	HEADCOUNT																
			Gender				Executives			ATSI		Declared Disability		Employee Average			2016-17		
			Female	Male	Other	Total	Female	Male	Total	Number	%	Number	%	Salary	Age	Tenure to Sector (Years)	Recruitments	Separations	
Mental Health Commission, SA		11	9	2	11	1	1	2	1	9.09%		0.00%	113,258	47	6	12	1		
Metropolitan Fire Service, SA		965	59	1,105		1,164		2	2	5	0.43%	2	0.17%	79,539	46	17	76	53	
Motor Accident Commission		29	17	13		30		1	1		0.00%		0.00%	103,597	44	7	4	11	
National Aboriginal Cultural Institute-Tandanya		13	10	4		14			0	11	78.57%		0.00%	51,643	43	5	7	7	
Planning, Transport and Infrastructure		2,998	1,032	2,099		3,131	15	26	41	127	4.06%	66	2.11%	78,789	46	15	390	306	
Police, SA		5,884	2,122	3,961		6,083	3	10	13	69	1.13%	43	0.71%	84,691	42	15	533	305	
Premier and Cabinet	4	1,726	1,128	708		1,836	23	49	72	64	3.49%	43	2.34%	82,952	45	13	254	237	
Primary Industries and Regions		927	483	548		1,031	5	16	21	22	2.13%	22	2.13%	81,251	46	13	203	135	
Renewal SA		299	171	139		310	1	4	5	1	0.32%	8	2.58%	92,964	45	12	68	47	
ReturnToWorkSA		249	143	115		258	3	5	8		0.00%		0.00%	102,807	47	9	23	42	
SA Fire and Emergency Services Commission		64	42	24		66		1	1		0.00%	3	4.55%	93,005	48	15	15	11	
SA Museum		76	46	42		88		2	2	5	5.68%	5	5.68%	79,488	48	13	13	11	
SACE Board of SA		100	68	38		106	3	1	4		0.00%	3	2.83%	93,299	46	13	22	21	
State Development	5	665	403	300		703	16	28	44	31	4.41%	5	0.71%	97,145	44	12	140	449	
State Emergency Services, SA		58	25	33		58		2	2		0.00%		0.00%	88,212	46	11	14	8	
State Theatre Company		27	17	12		29	1	1	2		0.00%		0.00%	67,344	45	9	7	6	
StudyAdelaide		10	8	3		11	1		1		0.00%		0.00%	90,745	39	4	4	3	
TAFE SA		2,134	1,755	953		2,708	7	7	14	20	0.74%	28	1.03%	83,497	49	13	582	474	
Teachers Registration Board		25	18	8		26		1	1		0.00%		0.00%	90,648	47	16	4	1	
Tourism Commission, SA		128	92	46		138	2	5	7		0.00%		0.00%	87,742	41	8	30	27	
Treasury and Finance	6	653	376	321		697	10	29	39	8	1.15%	15	2.15%	88,945	44	12	131	86	
Water Corporation, SA		1,467	445	1,072		1,517	9	28	37	28	1.85%	17	1.12%	88,028	43	12	198	177	
West Beach Trust		91	107	45		152	2	1	3	2	1.32%	3	1.97%	47,239	37	5	44	42	
Other agencies with less than 10 FTEs		26	18	12	0	30	2	5	7	0	0.00%	0	0.00%	119,803	49	11	5	8	
TOTAL		87,432	72,710	33,395	13	106,118	624	676	1,300	2,007	1.89%	1,444	1.36%	80,148	45	13	16,539	13,912	

Notes:

For privacy reasons, only public sector organisations with greater than 10 FTEs at June 2017 have been listed individually. Data definitions are consistent with other tables in this report.

1 Includes the Office of the Public Trustee of South Australia and Independent Gambling Authority.

2 New entity (Department for Child Protection) from 1 November 2016.

3 Includes SA Housing Trust (Housing SA).

4 Government House was previously reported under the Department of the Premier and Cabinet but has been listed separately in this report.

5 Investment Attraction South Australia was previously reported under the Department of State Development but has been listed separately in this report.

6 Includes SA Government Financing Authority (SAFA) and Super SA.

7 Explanation of terms

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

These include:

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

Persons excluded from the calculation are:

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

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

SA Public Sector

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

Under this definition the SA Public Sector includes:

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

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

Public sector agencies are categorised in this report as –

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

Full time equivalent (FTE)

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

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

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

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

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

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

FTEs in this report have been displayed with zero decimals (some totals may be distorted due to rounding).

Average FTEs over period

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

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

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

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

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

Employee type

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

Children's Services Act

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

Disability services officers

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

Education Act

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

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

Emergency services

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

Executives

Executives are defined as employees who:

Receive a total salary equivalent to \$117,677 per annum or more.

or

Receives a Total Remuneration Package Value (TRPV) type contract equivalent to \$147,196 per annum or more. A total remuneration package includes monetary benefits such as salary and allowances, plus employer superannuation contributions and other non-monetary benefits such as a vehicle.

AND:

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

or

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

or

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

or

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

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

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

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

Medical officers

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

Nurses

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

Other acts and awards

Includes statutory appointees (for example Commissioners and the State Coroner, the Official and Deputy Secretaries of Government House, and the Employee Ombudsman), Ministerial appointees, electorate secretaries, parliamentary officers, Aboriginal education workers, medical and grant funded scientists, clinical academics and dental officers (dentists). This employee group also includes any other persons not categorised in the employee types listed who are employed in organisations that meet the definition of a public sector organisation.

Police Act

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

Public Sector (PS) Act

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

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

Public Sector Salaried Award

Public sector salaried employees are those persons employed under the *SA Government (Public Sector Salaried Employees) Salaries Interim Award* in 'other public sector organisations'. This award mirrors the PS Act conditions of employment. It generally includes persons employed across the remuneration structures of administrative services, operational services, professional officers, technical grades and allied health professionals.

School services officers

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

TAFE SA Act

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

Trainee, apprenticeship and graduate entry programs

This employee type covers a range of trainee, apprenticeship and graduate entry programs through which people can be employed in the public sector workforce. It includes young people engaged as entry level trainees through a range of graduate recruitment programs including Jobs4YouthSA and the SA Public Sector Graduate Recruitment Register.

Weekly Paid Awards

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

Gender reporting

In 2016-17 (for the first time) workforce data has been captured for employees not identifying as male or female. For the purposes of this report, a new category has been titled 'Other', but flexibility exists for employees to identify an alternative gender with more representative terminology (typically intersex/indeterminate/unspecified). Collection and reporting of this data is consistent with government policy.

Appointment type

Ongoing

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

Term employment

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

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

This appointment type does not include casuals.

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

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

Short term contract

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

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

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

Long term contract

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

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

Other

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

Casual

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

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

Employment status

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

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

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

Casual employees by definition are recorded as part time employees.

Aboriginal and/or Torres Strait Islander

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

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

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

Leave types

Sick leave

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

Family carer's leave

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

FTE sick days

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

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

Separation and recruitment

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

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

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

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

Data is intended to provide an indicator of recruitment and separation activity, not to reconcile with net changes in the active and paid FTE and headcount throughout the report.

Disability reporting

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

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

Disability requiring adaptation is defined as:

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

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

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

Salary

Non executives

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

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

Executives

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

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

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

Length of service to agency

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

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

Length of service to public sector

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

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