

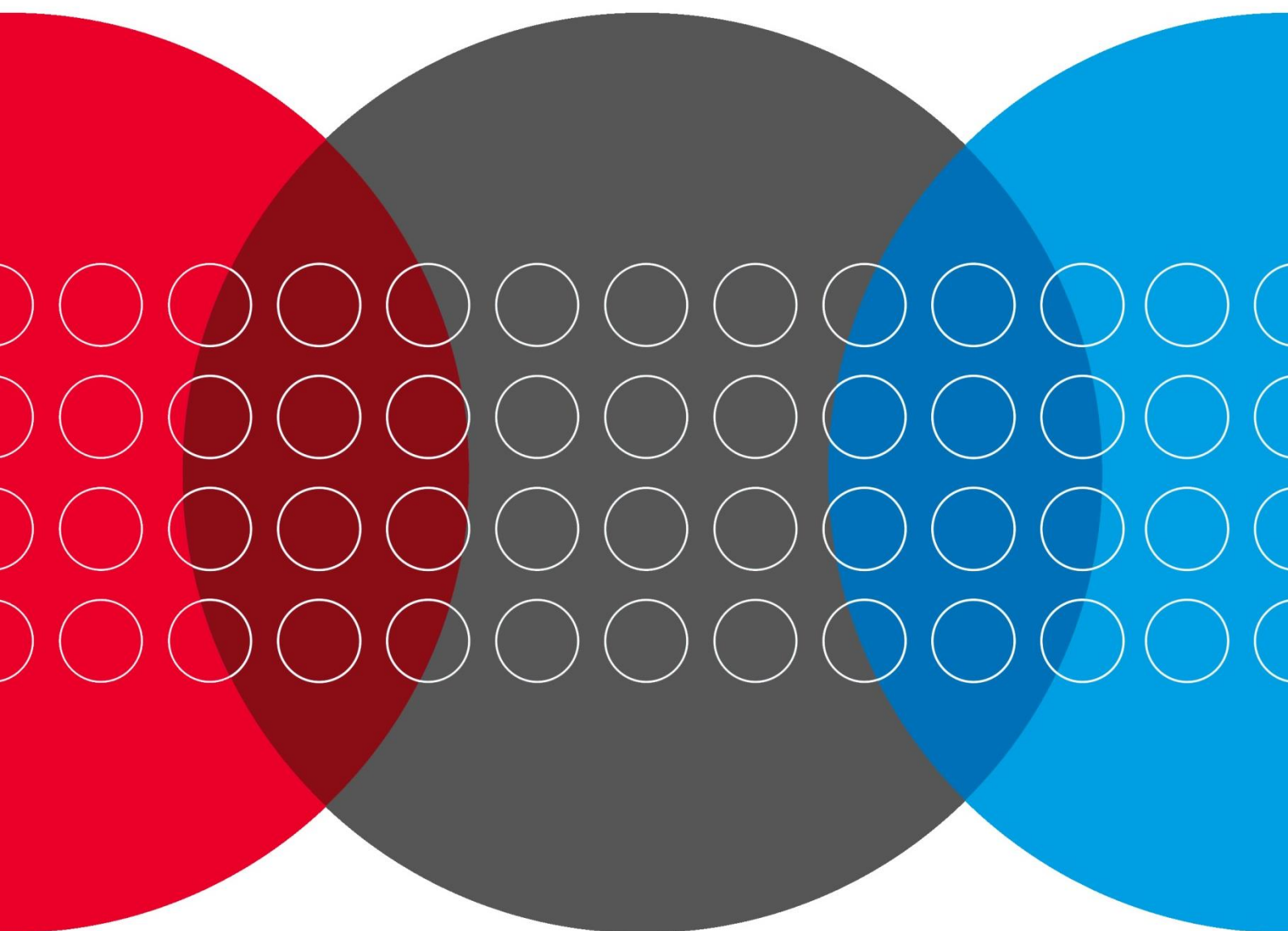


**Government  
of South Australia**

Office of the Commissioner  
for Public Sector Employment

**2017-18**

# **WORKFORCE INFORMATION REPORT**



## Workforce Information Report 2018

The Workforce Information Report 2017-18 has been prepared by the Office of the Commissioner for Public Sector Employment. 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

Understanding the South Australian Public Sector's workforce size, structure and composition is integral to help support our community's priorities and needs.

I am pleased to present the South Australian Public Sector's Workforce Information Report for 2017-18, which provides valuable insights and puts a lens on our sector to help ensure we are an employer of choice that positively serves our community.

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

Information collected includes employment details (such as full time, part time or casual, and classification) and workforce demographics including age, gender and diversity, as at 30 June 2018. All agencies have authorised the accuracy and completeness of the data I publish on their behalf, within this report.

The Workforce Information Report:

- is the official record of the size and composition of the South Australian Public Sector workforce at June each year;
- provides the evidence for effective workforce policy and strategy development across the sector;
- promotes diversity of the South Australian Public Sector and supports our objectives to be an employer of choice; and
- facilitates transparent, accountable governance and demonstrates the sector working collaboratively as 'One Government One Employer'.

As forecast in the State Budget, the size of our public sector workforce grew in 2017-18.

Overall, the number of full time equivalents (FTE) grew by 2,001 (2.29 per cent) to 89,434 and, the number of persons grew by 2,147 (2.02 per cent) to 108,265. Recent figures released by the Australian Bureau of Statistics<sup>1</sup> shows that the rest of the labour force in South Australia grew at a slightly higher rate (2.17 per cent) by comparison.

The public sector workforce grew in the following government services: education, health, police, child protection and corrections. Employees providing these services to the community are employed in 'General Government Sector' agencies, which cover the largest portion of government services and are predominantly funded by taxpayers. About 71.93 per cent of FTE in the General Government Sector are employed as police, doctors, nurses, teachers, and other frontline roles.

As outlined in this report, in 2017-18:

- Employees with contracts of less than 12 months grew by 5.09 per cent and casual employment grew 9.87 per cent, while ongoing employees grew 0.09 of one per cent, ensuring the public sector can match staffing with changing demand for services.
- Unlike last year, part time employment increased, while full time employment decreased. Across the sector, part time employment increased 4.85 per cent to 45.39 per cent of the workforce, while full time employment decreased by 0.21 of one per cent to 54.61 per cent. This reflects the public sector's commitment to employees having access to flexible working arrangements.

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<sup>1</sup> Australian Bureau of Statistics publication 6202.0 (Labour Force, Australia), Table 7, published September 2018.

Our sector is committed to reflecting the diverse community we serve. I am proud to report that:

- Aboriginal<sup>2</sup> employees made up 1.99 per cent of the public sector workforce (2,154 employees), which is the highest number ever recorded. Aboriginal employment grew by 7.32 per cent during the year, compared to the overall workforce growth of 2.02 per cent.
- Women comprised 49.37 per cent of the public sector's executives (668 employees) – an increase of 7.05 per cent from last year.

Based on the data available, people with disability made up 1.31 per cent of the public sector workforce (1,338 employees), a decrease of 4.50 per cent from last year. Supporting people with disability to gain employment in our sector helps ensure workplace diversity and to foster an inclusive culture. Increasing employment opportunities for people with disability will continue to be a focus of my office in 2018-19.

To supplement the detailed data and analysis in this report, I have published additional data and alternative formats (including visual data dashboards) on my office's [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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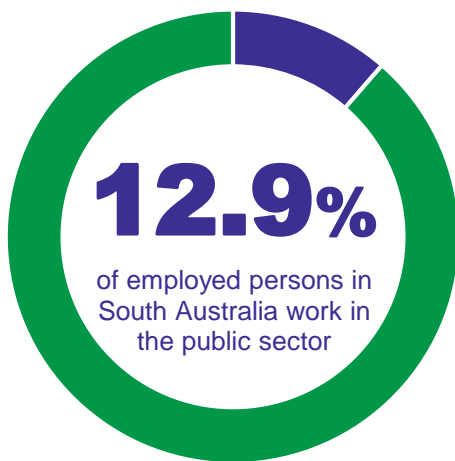
<sup>2</sup> For the purposes of this report, Aboriginal is intended to include both Aboriginal and Torres Strait Islanders employees.

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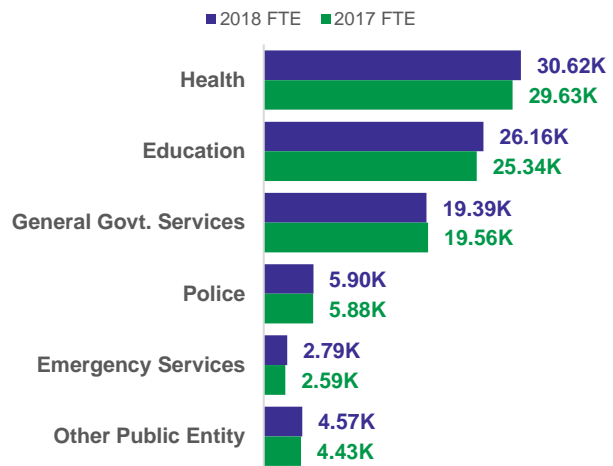
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# Executive summary

## Size of the South Australian Public Sector in 2018

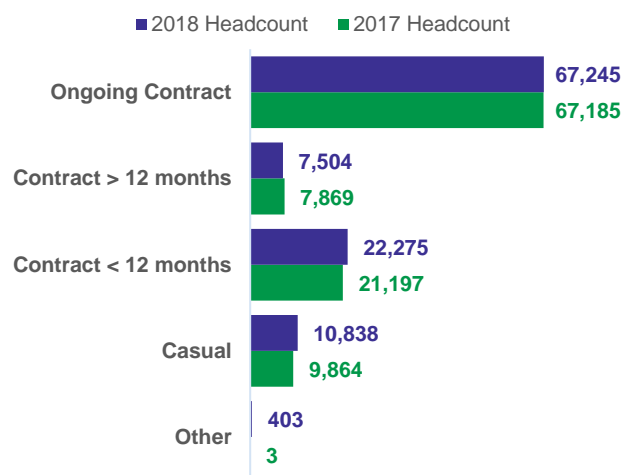
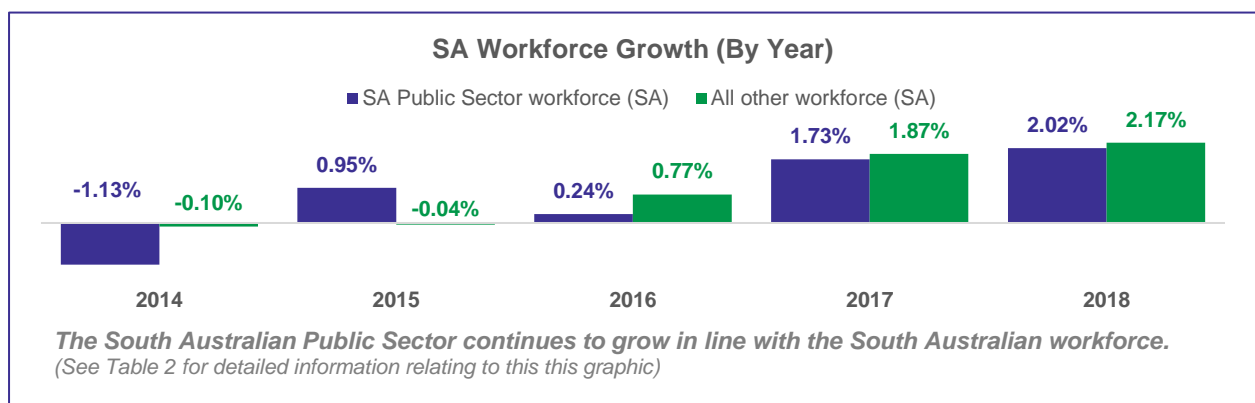


*In the last four years, the public sector has consistently accounted for 12.9 per cent of all employed persons in South Australia.*

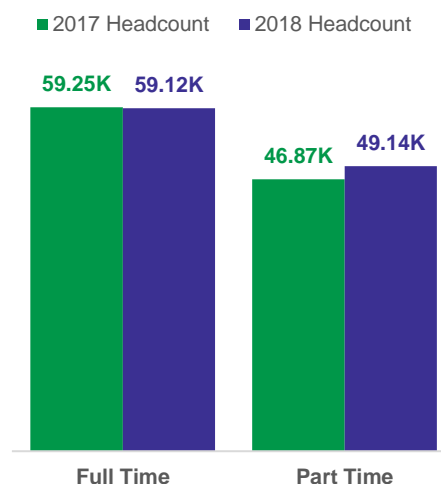


*FTE have increased by 2.29 per cent since last year.*

*(See Appendix A for agencies included in this graphic).*



*Employees with contracts of less than 12 months or casual employment grew 6.61 per cent, and ongoing employees grew (0.09 of one per cent).*

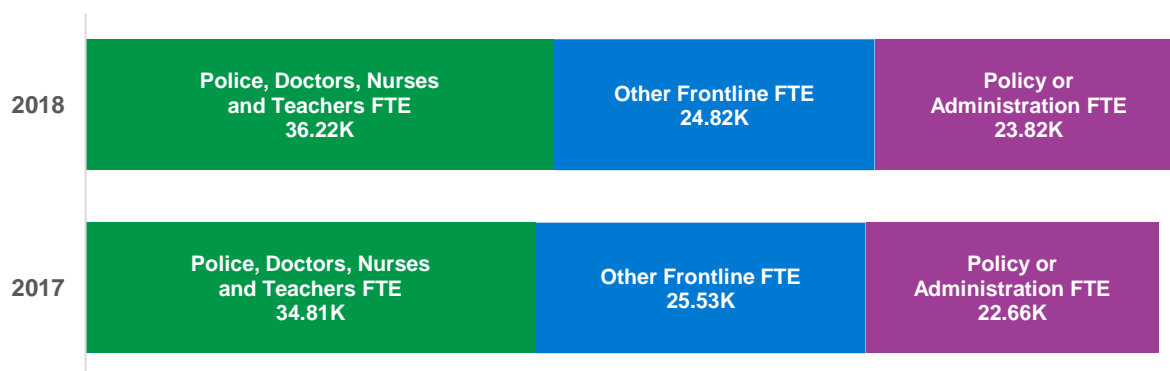


*Compared to last year, part time employment increased, while full time employment decreased.*

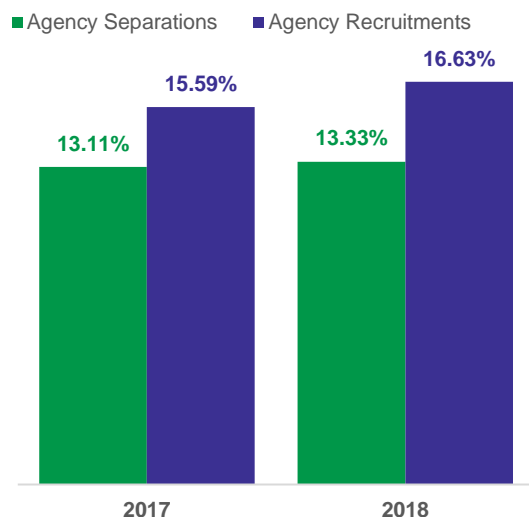
## South Australian Public Sector employment

**\$82.4k**  
**AVERAGE**  
**SALARY**

**13years**  
**AVERAGE LENGTH**  
**OF SERVICE**

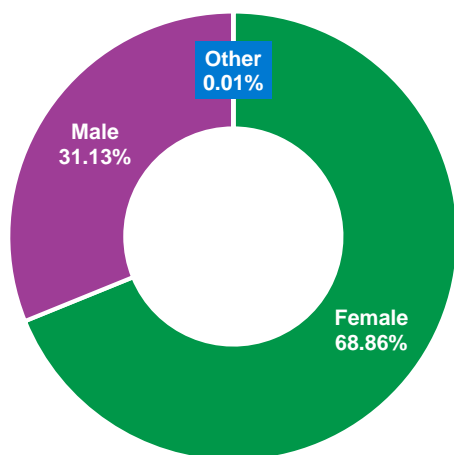


*In the 'General Government Sector', 71.93 per cent of FTE are employed as police, doctors, nurses, teachers, and other frontline roles or direct support roles, including fire fighters, ambulance officers, allied health professionals (such as physiotherapists and radiographers), school services officers, and disability workers. Last year, 69.3 per cent of FTE were employed in frontline roles.*

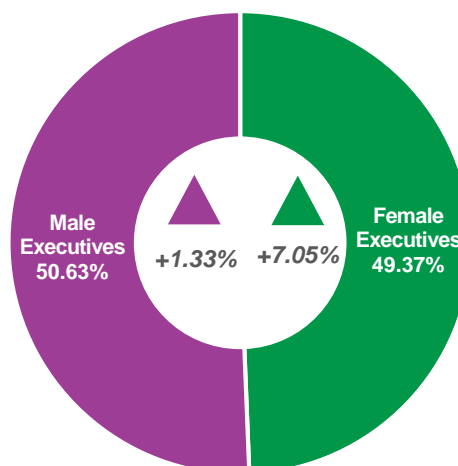
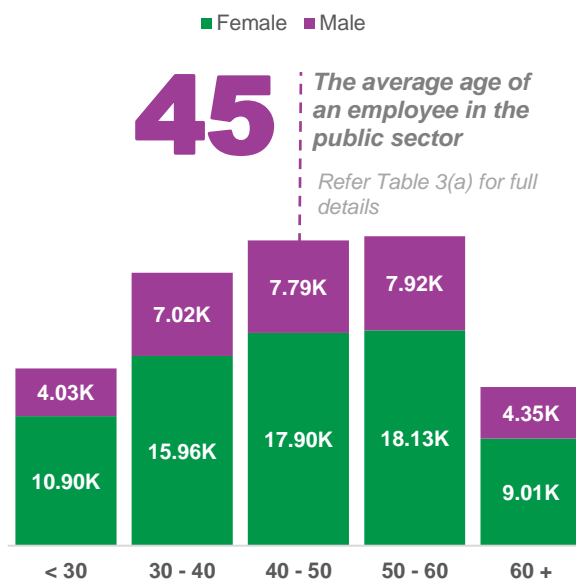


*16.63 per cent of employees were recruited to an agency, and 13.33 per cent employees separated from an agency (however may have remained within public sector).*

## Diversity and composition



Women make up 68.86 per cent of the public sector workforce, an increase of 2.5 per cent from last year.



The number of women in executive roles has increased 7.05 per cent from last year.



\*Excludes South Australia Police. See Table 7 for further information.

# 2018 full time equivalents (FTE) and headcount

## Overview

The South Australian Public Sector provides a vast range of services across many agencies. Table 1 highlights the overall FTE and headcount for each agency at June 2017 and June 2018.

Data in this table 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.
- 'Non Budget entities' are covered by public sector employment conditions, but have minimal or no funding tied to the State Budget.

Further explanation of South Australian Public Sector agencies is available in Appendix A.

## Summary

Overall, the number of FTE including non-budget entities grew by 2,001 (2.29 per cent) to 89,434 and the number of persons grew by 2,147 (2.02 per cent) to 108,265.

The 'General Government Sector' employed 84,864 FTE or 103,013 persons at June 2018. This represents an increase of 1,857 FTE (2.24 per cent) or 1,876 persons (1.85 per cent) compared to June 2017.

Compared to the 2018-19 Budget Statement<sup>3</sup>, there were 509 fewer FTE employed in the 'General Government Sector' than the 30 June 2018 estimate, a decrease of 0.60 of one per cent.

Areas of the 'General Government Sector' that experienced an increase in FTE above the 2018-19 State Budget estimates include:

- SA Health
- Department of Treasury and Finance
- Department for Correctional Services
- South Australian Metropolitan Fire Service

Areas of the 'General Government Sector' with FTE less than the 2018-19 State Budget estimates include:

- Department for Human Services (formerly Communities and Social Inclusion)
- Department for Child Protection
- Department for Education
- South Australia Police
- Courts Administration Authority
- Attorney General's Department
- Department of the Premier and Cabinet

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<sup>3</sup> 2018-19 Budget Statement, Budget Paper 3, Table 2.10

- Department of Planning, Transport and Infrastructure
- TAFE SA
- Department of Primary Industries and Regions

### Table 1 – South Australian Public Sector employment, June 2017 and June 2018

This year, for the first time, SA Health employment can be shown by individual Local Health Networks. In previous years, this information was aggregated under the reporting entity 'Health Units'.

The Compulsory Third Party Insurance Regulator was previously included under the Department of Treasury and Finance, however this year is also reported separately.

Judiciary are not included in the Workforce Information Collection. In order to reconcile this table with the Budget Papers, an additional 87 FTE (88 headcount) for the Judiciary should be included under the 'General Government Sector'.

Appendix A offers a detailed explanation of South Australian Public Sector entities and notes for specific agencies that may be relevant when reading this report.

Public Sector Agencies (Refer Appendix A)	2017 FTE	2017 Headcount	2018 FTE	2018 Headcount
<b>General Government Sector</b>				
Adelaide Festival Corporation	17	20	24	26
Art Gallery of South Australia	67	75	79	91
Attorney-General's Department	1,535	1,657	1,552	1,669
Auditor-General's Department	122	129	125	131
Carclew Youth Arts Centre Incorporated	15	20	18	25
Carrick Hill	12	17	10	15
Central Adelaide Local Health Network	10,265	13,005	11,099	13,869
Compulsory Third Party Insurance Regulator			28	28
Country Arts, SA	53	103	59	118
Country Health SA Local Health Network	5,715	8,248	5,817	8,645
Courts Administration Authority	638	713	655	726
Dairy Australia	3	4	2	3
Defence SA	37	38	25	27
Department for Child Protection	1,804	1,922	1,999	2,158
Department for Correctional Services	2,085	2,170	2,163	2,257
Department for Education	23,210	29,409	23,961	30,269
Department for Environment and Water	1,562	1,713	1,518	1,669
Department for Health and Wellbeing	1,702	1,821	1,603	1,717
Department of Human Services	3,522	4,075	3,214	3,722
Department of Planning, Transport and Infrastructure	2,998	3,131	2,988	3,116
Department of Primary Industries and Regions	927	1,031	890	987
Department of State Development	665	703	646	681
Department of the Premier and Cabinet	1,726	1,836	1,658	1,768
Department of Treasury and Finance	436	470	400	437
Education Standards Board	38	39	39	42
Electoral Commission of South Australia	25	27	27	29
Electorate Offices	206	271	191	249
Environment Protection Authority	214	228	216	231

Public Sector Agencies (Refer Appendix A)	2017 FTE	2017 Headcount	2018 FTE	2018 Headcount
Essential Services Commission of South Australia	25	27	25	26
Government House	18	20	24	29
Health Complaints Commissioner	1	1		
History Trust of South Australia	49	63	55	72
Independent Gambling Authority	8	10	7	11
Investment Attraction South Australia	38	39	36	37
Legislature (Including Members)	181	200	178	197
Lotteries Commission of South Australia	3	4	5	5
Northern Adelaide Local Health Network	3,528	4,472	3,608	4,452
Office of Green Industries SA	18	20	19	20
Office of the Chief Psychiatrist	1	1		
SA Ambulance Service	1,349	1,486	1,500	1,678
SACE Board of SA	100	106	106	113
South Australia Police	5,884	6,083	5,904	6,087
South Australian Country Fire Service	150	159	152	161
South Australian Film Corporation	15	19	15	18
South Australian Fire and Emergency Services Commission	64	66	70	73
South Australian Mental Health Commission	11	11	10	10
South Australian Metropolitan Fire Service	965	1,164	997	1,202
South Australian Museum	76	88	77	91
South Australian Small Business Commissioner	10	11		
South Australian State Emergency Services	58	58	71	72
South Australian Tourism Commission	128	138	136	149
Southern Adelaide Local Health Network	5,682	7,375	5,729	7,213
State Library of South Australia	134	156	120	136
State Opera of South Australia	4	4	9	12
State Theatre Company of South Australia	27	29	31	33
Study Adelaide	10	11	9	10
TAFE SA	2,134	2,708	2,201	2,761
TechInSA	15	18	14	15
Women's and Children's Health Network	2,723	3,715	2,753	3,625
<b>Total</b>	<b>83,006</b>	<b>101,137</b>	<b>84,864</b>	<b>103,013</b>
<b>Non-Budget Entity</b>				
Jam Factory Contemporary Craft and Design Incorporated	26	40	25	44
Legal Profession Conduct Commission	22	27	20	25
Legal Services Commission	189	206	200	216
National Aboriginal Cultural Institute-Tandanya	13	14		
State Superannuation Office (Super SA)	141	148	136	143
Teachers Registration Board	25	26	25	26
Veterinary Surgeons Board	2	2	2	2
Vinehealth Australia	3	4	4	5
<b>Total</b>	<b>422</b>	<b>467</b>	<b>412</b>	<b>461</b>
<b>Public Financial Corporations Sector</b>				
Funds SA	30	33	36	39
HomeStart Finance	99	105	99	105
Lifetime Support Authority	28	30	45	50

Public Sector Agencies (Refer Appendix A)	2017	2017	2018	2018
	FTE	Headcount	FTE	Headcount
Motor Accident Commission	29	30	30	31
ReturnToWorkSA	249	258	246	255
SA Government Financing Authority (SAFA)	76	79	83	89
<b>Total</b>	<b>512</b>	<b>535</b>	<b>540</b>	<b>569</b>
<b>Public Non-Financial Corporations Sector</b>				
Adelaide Cemeteries Authority	58	64	60	64
Adelaide Festival Centre Trust	253	334	235	363
Adelaide Venue Management Corporation	319	537	483	767
Forestry SA	49	51	58	59
Public Trustee	173	183	189	199
Renewal SA	299	310	287	305
SA Housing Authority	784	831	724	769
Water Corporation, SA	1,467	1,517	1,484	1,535
West Beach Trust	91	152	98	161
<b>Total</b>	<b>3,493</b>	<b>3,979</b>	<b>3,618</b>	<b>4,222</b>
<b>Total Public Sector</b>	<b>87,432</b>	<b>106,118</b>	<b>89,434</b>	<b>108,265</b>

\* FTE and headcount data provided in this table for these agencies is representative of the workforce resource availability as at the reporting period and should not be considered a reflection of the overall workforce for the year. These entities' budgeted workforce figure, as reported in state budget papers, are calculation on an average basis, reflecting the salaries and wages expense budget of those entities.

# Comparative workforce size

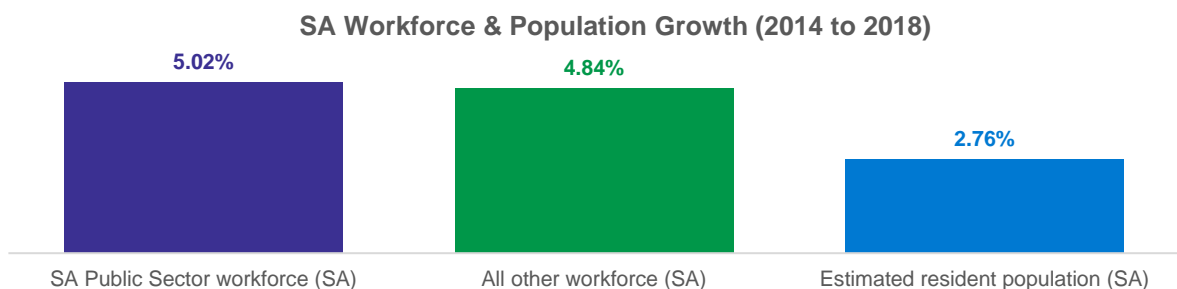
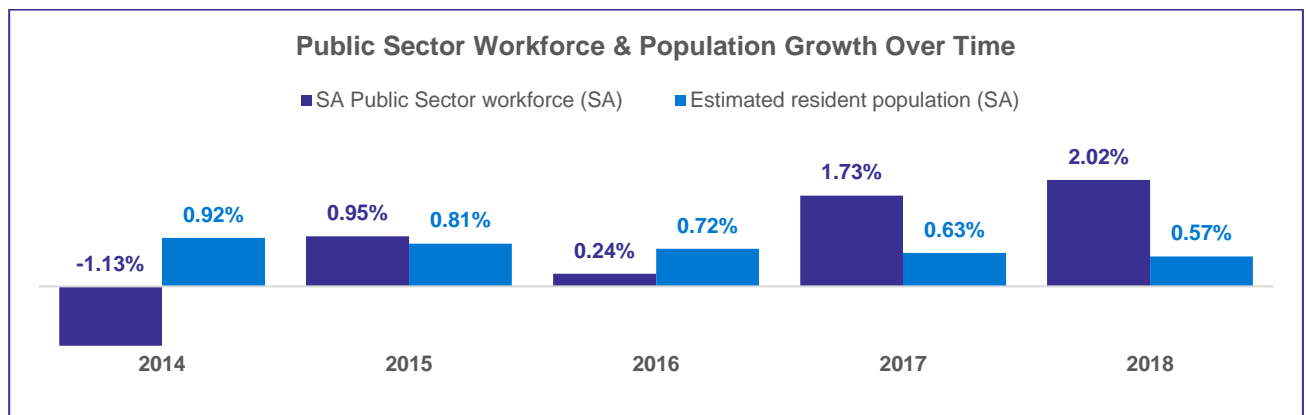
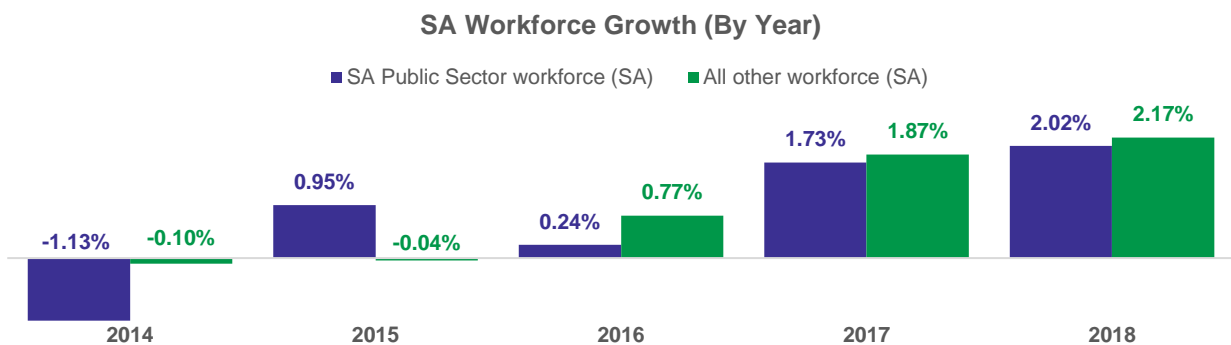
The workforce growth of the South Australian Public Sector in 2017-18 was relative to the growth of all other areas of the South Australian workforce<sup>4</sup> as at June 2018. This trend has been consistent for the past last three years. During that time, the public sector has consistently accounted for about 12.9 per cent of the South Australian workforce.

In 2017-18, the public sector workforce growth (2.02 per cent) was:

- less than the growth of the remaining South Australian workforce (2.15 per cent), and
- higher than the growth of the resident population (0.57 of one per cent) as estimated by the Australian Bureau of Statistics<sup>5</sup> as at June 2018.

Total growth of the public sector workforce in the last five years (5.02 per cent) was:

- slightly higher than the total growth of the remaining South Australian workforce (4.84 per cent) over the same period, and
- higher than the total growth of the resident population (2.76 per cent) as estimated by the Australian Bureau of Statistics.



<sup>4</sup> Australian Bureau of Statistics publication 6202.0 (Labour Force, Australia), Table 7, published November 2018

<sup>5</sup> Australian Bureau of Statistics publication 3101.0 (Australian Demographics Statistics), Table 4, published March 2018

**Table 2 – Public sector employees as a percentage of South Australian population and total persons employed in South Australia, June 2018**

Year	Estimated Resident Population (Persons)	% of Population Working in Public Sector	Total Persons Employed in SA	Public Sector Workforce Headcount	% of Persons Employed in Public Sector	All Other Workforce (SA)*	% of All Other Workforce (SA)
2014	1,686,945	6.11%	803,511	103,087	12.83%	700,424	87.17%
2015	1,700,668	6.12%	804,197	104,070	12.94%	700,127	87.06%
2016	1,712,843	6.09%	809,818	104,317	12.88%	705,501	87.12%
2017	1,723,714	6.16%	824,803	106,118	12.87%	718,685	87.13%
2018	1,733,474	6.25%	842,579	108,265	12.85%	734,314	87.15%

\* 'All Other Workforce (SA)' is the difference between 'Total Persons Employed in SA' and 'Public Sector Workforce'

# Sector-wide analysis

## Age, gender and appointment type

At June 2018, the South Australian Public Sector comprised:

- 68.86 per cent females, 31.13 per cent males and 0.01 of one per cent other<sup>6</sup>.
- 62.11 per cent ongoing positions, 37.89 per cent contracts, casual or other types of employment (which represents a 0.09 per cent reduction in ongoing employment, a 4.64 per cent reduction in long term contracts, and a 6.61 per cent reduction in short term and casual employment compared to June 2017).
- An average age of 45 years.

**Table 3(a) - Employees in the South Australian Public Sector by age and gender, June 2018**

### General Government Sector

Age Bracket	Female	Male	Other	Total
Up to 20	218	77		295
20 - 24	3,663	1,122		4,785
25 - 29	7,020	2,827	3	9,850
30 - 34	7,839	3,481	2	11,322
35 - 39	8,121	3,542	1	11,664
40 - 44	8,463	3,828	1	12,292
45 - 49	9,434	3,961	1	13,396
50 - 54	8,926	3,869		12,795
55 - 59	9,207	4,052	1	13,260
60 - 64	6,511	3,005		9,516
65+	2,498	1,340		3,838
<b>Total</b>	<b>71,900</b>	<b>31,104</b>	<b>9</b>	<b>103,013</b>

### Non-Budget Entity

Age Bracket	Female	Male	Other	Total
Up to 20	1			1
20 - 24	15	2		17
25 - 29	37	9		46
30 - 34	40	17		57
35 - 39	34	15		49
40 - 44	47	8		55
45 - 49	47	25		72
50 - 54	43	12		55
55 - 59	43	16		59
60 - 64	28	10		38
65+	8	4		12
<b>Total</b>	<b>343</b>	<b>118</b>		<b>461</b>

<sup>6</sup> Since 2016-17 workforce data has been captured for employees not identifying as male or female. Flexibility exists for employees to identify an alternative gender with more representative terminology (typically intersex/indeterminate/unspecified). Collection and reporting of this data is consistent with government policy

## Public Financial Corporations Sector

Age Bracket	Female	Male	Other	Total
Up to 20	1			1
20 - 24	7	3		10
25 - 29	22	15		37
30 - 34	47	21		68
35 - 39	43	32		75
40 - 44	53	34		87
45 - 49	61	43		104
50 - 54	42	40		82
55 - 59	29	29		58
60 - 64	17	21		38
65+	6	3		9
<b>Total</b>	<b>328</b>	<b>241</b>		<b>569</b>

## Public Non-Financial Corporations Sector

Age Bracket	Female	Male	Other	Total
Up to 20	46	28		74
20 - 24	149	169	1	319
25 - 29	195	201		396
30 - 34	267	238		505
35 - 39	237	269		506
40 - 44	279	267		546
45 - 49	223	313		536
50 - 54	223	268		491
55 - 59	192	232		424
60 - 64	117	184		301
65+	52	72		124
<b>Total</b>	<b>1,980</b>	<b>2,241</b>	<b>1</b>	<b>4,222</b>

## Total Public Sector

Age Bracket	Female	Male	Other	Total
Up to 20	266	105	0	371
20 - 24	3,834	1,296	1	5,131
25 - 29	7,274	3,052	3	10,329
30 - 34	8,193	3,757	2	11,952
35 - 39	8,435	3,858	1	12,294
40 - 44	8,842	4,137	1	12,980
45 - 49	9,765	4,342	1	14,108
50 - 54	9,234	4,189	0	13,423
55 - 59	9,471	4,329	1	13,801
60 - 64	6,673	3,220	0	9,893
65+	2,564	1,419	0	3,983
<b>Total</b>	<b>74,551</b>	<b>33,704</b>	<b>10</b>	<b>108,265</b>

**Table 3(b) - Employees in the South Australian Public Sector by appointment type, June 2018**

**General Government Sector**

<b>Appointment Type</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Ongoing	64,587	65,443	65,351	64,225	64,248
Short Term	17,963	14,187	18,334	20,640	21,795
Long Term	6,078	9,513	5,409	7,035	6,650
Other	9,703	10,047	10,291	9,237	10,320
<b>Total</b>	<b>98,331</b>	<b>99,190</b>	<b>99,385</b>	<b>101,137</b>	<b>103,013</b>

**Non-Budget Entity**

<b>Appointment Type</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Ongoing	308	296	298	289	286
Short Term	48	61	67	99	101
Long Term	48	54	63	62	53
Other	11	9	13	17	21
<b>Total</b>	<b>415</b>	<b>420</b>	<b>441</b>	<b>467</b>	<b>461</b>

**Public Financial Corporations Sector**

<b>Appointment Type</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Ongoing	409	389	370	377	434
Short Term	37	34	53	50	37
Long Term	84	119	122	107	95
Other	2	2	3	1	3
<b>Total</b>	<b>532</b>	<b>544</b>	<b>548</b>	<b>535</b>	<b>569</b>

**Public Non-Financial Corporations Sector**

<b>Appointment Type</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Ongoing	2,532	2,453	2,376	2,294	2,277
Short Term	333	387	398	408	342
Long Term	482	503	497	665	706
Other	462	573	672	612	897
<b>Total</b>	<b>3,809</b>	<b>3,916</b>	<b>3,943</b>	<b>3,979</b>	<b>4,222</b>

**Total Public Sector**

<b>Appointment Type</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Ongoing	67,836	68,581	68,395	67,185	67,245
Short Term	18,381	14,669	18,852	21,197	22,275
Long Term	6,692	10,189	6,091	7,869	7,504
Other	10,178	10,631	10,979	9,867	11,241
<b>Total</b>	<b>103,087</b>	<b>104,070</b>	<b>104,317</b>	<b>106,118</b>	<b>108,265</b>

## Employee types – frontline and back office

Of the 84,863 'General Government Sector' FTE at June 2018:

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

Compared with 2017 data, public sector FTE categorised as providing 'frontline' services increased by 699 (1.16 per cent) and 'back office' FTE increased by 1,158 (5.11 per cent).

**Table 4 - General Government Sector FTE by frontline/back office, June 2014 to June 2018**

GENERAL GOVERNMENT SECTOR			2014	2015	2016	2017	2018
Frontline	Children's Services Act		1,162	1,213	1,284	1,334	1,346
	Disability Services Officers		1,260	1,268	1,216	1,208	1,232
	Education Act		13,791	13,850	14,060	14,282	14,770
	Emergency Services		1,846	1,858	1,890	2,093	985
	Executive		439	469	473	483	533
	Medical Officers		3,054	3,000	2,958	3,036	3,222
	Nurses		12,775	12,758	12,614	12,690	13,388
	Police Act		4,595	4,576	4,607	4,806	4,845
	PS Act/Public Sector Salaried	Allied Health Professionals	4,032	4,130	4,123	4,267	4,484
		Correctional Officers	876	960	1,126	1,230	1,297
		Operational Services	3,698	3,624	3,531	3,685	3,624
		Technical Services	938	858	813	796	709
	School Services Officers		4,347	4,520	4,791	5,042	5,363
	TAFE Act		1,403	1,369	1,304	1,249	1,195
	Weekly Paid		1,081	1,049	963	973	982
		Government Services	621	629	645	518	529
		Health Ancillary Employee	2,783	2,777	2,684	2,650	2,537
	Total		58,700	58,908	59,082	60,342	61,041
Back Office	Executive		710	635	656	685	672
	Other		1,718	1,725	1,565	1,696	2,810
	PS Act/Public Sector Salaried		543	505	697	691	877
		Administrative Services	17,803	17,861	17,688	18,013	18,012
		Professional Officers	1,606	1,633	1,618	1,579	1,452
	Total		22,381	22,358	22,223	22,665	23,822
	Total		81,080	81,266	81,305	83,006	84,864

\* Some executives may be included in other categories. Please refer to Table 9 for detailed reporting of executives in the South Australian Public Sector.

**Table 5 - Employees in the South Australian Public Sector by employee type and appointment type, June 2018**

Employee Type	Employee Sub Type	Ongoing		Short Term		Long Term		Other		Total	
		FTE	Head-count	FTE	Head-count	FTE	Head-count	FTE	Head-count	FTE	Head-count
Children's Services Act		401	523	570	800	217	243	158	539	1,346	2,105
Disability Services Officers		1,196	1,297	2	4	6	9	28	71	1,232	1,381
Education Act		6,828	7,663	5,138	5,744	2,279	2,350	1,058	2,388	15,303	18,145
Emergency Services		928	1,125	2	2			55	60	985	1,187
Medical Officers		1,105	1,620	1,980	2,221	93	164	44	208	3,222	4,213
Nurses		10,166	12,591	2,018	2,479	183	239	1,020	2,275	13,388	17,584
Other		3,609	3,866	743	838	720	765	553	1,057	5,625	6,526
Police Act		4,835	4,947			10	10			4,845	4,957
PS Act	Administrative Services	9,891	10,577	2,198	2,341	1,405	1,486	119	229	13,613	14,633
	Allied Health Professionals	1,090	1,234	237	267	184	208	3	4	1,514	1,713
	Correctional Officers	1,279	1,285	17	17	1	1			1,297	1,303
	Operational Services	1,756	1,840	184	198	184	198	85	198	2,210	2,434
	Other PS Act	403	441	311	326	540	550	72	293	1,328	1,610
	Professional Officers	1,037	1,107	131	140	228	243	10	22	1,406	1,512
	Technical Services	164	170	11	13	38	41	3	9	216	233
	<b>Total PS Act</b>	15,620	16,654	3,088	3,302	2,581	2,727	293	755	21,583	23,438
Public Sector Salaried	Health Care Act	6,410	7,617	2,501	3,081	317	380	349	768	9,578	11,846
	Other Public Sector Salaried	1,032	1,145	211	225	275	296	59	172	1,578	1,838
	<b>Total Public Sector Salaried</b>	7,442	8,762	2,712	3,306	592	676	409	940	11,156	13,684
School Services Officers		2,713	3,337	2,038	2,912	158	207	454	1,229	5,363	7,685
TAFE Act		819	881	224	263	2	2	150	411	1,195	1,557
Weekly Paid	Government Services	301	361	87	144	35	56	106	201	529	762
	Health Ancillary Employee	2,012	2,641	138	206	20	31	367	891	2,537	3,769
	Other Weekly Paid	961	977	52	54	23	25	90	216	1,125	1,272
	<b>Total Weekly Paid</b>	3,274	3,979	277	404	77	112	563	1,308	4,191	5,803
<b>General Government Total</b>		<b>58,937</b>	<b>67,245</b>	<b>18,792</b>	<b>22,275</b>	<b>6,919</b>	<b>7,504</b>	<b>4,785</b>	<b>11,241</b>	<b>89,434</b>	<b>108,265</b>

## Aboriginal employment

Aboriginal employees represented 1.99 per cent of the public sector workforce at June 2018.

There were 2,154 employees identified as Aboriginal at June 2018, which is the highest number ever recorded in the South Australian Public Sector. During the reporting period, the number of Aboriginal employees increased by 7.32 per cent, compared to 2.02 per cent growth in the overall public sector workforce.

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

**Table 6 - Aboriginal employees in the South Australian Public Sector, June 2014 to June 2018**

### General Government Sector

	2014	2015	2016	2017	2018
Identified as Aboriginal	1,563	1,616	1,715	1,880	2,044
Non Aboriginal	70,624	72,892	74,388	76,561	78,386
Unknown / Not Stated	26,144	24,682	23,282	22,696	22,583
<b>Total</b>	<b>98,331</b>	<b>99,190</b>	<b>99,385</b>	<b>101,137</b>	<b>103,013</b>

### Non-Budget Entity

	2014	2015	2016	2017	2018
Identified as Aboriginal	16	18	17	16	5
Non Aboriginal	358	354	368	390	395
Unknown / Not Stated	41	48	56	61	61
<b>Total</b>	<b>415</b>	<b>420</b>	<b>441</b>	<b>467</b>	<b>461</b>

### Public Financial Corporations Sector

	2014	2015	2016	2017	2018
Identified as Aboriginal	1	1	3	3	3
Non Aboriginal	477	452	461	451	479
Unknown / Not Stated	54	91	84	81	87
<b>Total</b>	<b>532</b>	<b>544</b>	<b>548</b>	<b>535</b>	<b>569</b>

### Public Non-Financial Corporations Sector

	2014	2015	2016	2017	2018
Identified as Aboriginal	103	103	109	108	102
Non Aboriginal	2,952	2,855	2,830	2,936	3,052
Unknown / Not Stated	754	958	1,004	935	1,068
<b>Total</b>	<b>3,809</b>	<b>3,916</b>	<b>3,943</b>	<b>3,979</b>	<b>4,222</b>

### Total Public Sector

	2014	2015	2016	2017	2018
Identified as Aboriginal	1,683	1,738	1,844	2,007	2,154
Non Aboriginal	74,411	76,553	78,047	80,338	82,312
Unknown / Not Stated	26,993	25,779	24,426	23,773	23,799
<b>Total</b>	<b>103,087</b>	<b>104,070</b>	<b>104,317</b>	<b>106,118</b>	<b>108,265</b>

## Employees with a declared disability

This year, information relating to employees with a disability within South Australia Police was not available to the Office of the Commissioner for Public Sector Employment. To allow for valid statistical analysis, South Australia Police have been excluded from public sector calculations of employees with a disability for this year and for all previous years. Please refer to the 2017 Workforce Information Report for historical information.

Excluding South Australia Police, the total number of employees in the South Australian Public Sector with a declared disability was 1,338, represented 1.31 per cent of the workforce at June 2018. This is an overall decrease of 63 employees compared to June 2017.

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 South Australian Public Sector with a declared disability, June 2014 to June 2018**

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

### General Government Sector (excluding Police)

	2014	2015	2016	2017	2018
Employee identified with a declared disability	1,145	1,208	1,226	1,302	1,236
<b>Total</b>	<b>92,497</b>	<b>93,335</b>	<b>93,502</b>	<b>95,054</b>	<b>96,926</b>

### Non-Budget Entity

	2014	2015	2016	2017	2018
Employee identified with a declared disability	7	6	4	4	4
<b>Total</b>	<b>415</b>	<b>420</b>	<b>441</b>	<b>467</b>	<b>461</b>

### Public Financial Corporations Sector

	2014	2015	2016	2017	2018
Employee identified with a declared disability	3	2	3	3	4
<b>Total</b>	<b>532</b>	<b>544</b>	<b>548</b>	<b>535</b>	<b>569</b>

### Public Non-Financial Corporations Sector

	2014	2015	2016	2017	2018
Employee identified with a declared disability	98	91	90	92	94
<b>Total</b>	<b>3,809</b>	<b>3,916</b>	<b>3,943</b>	<b>3,979</b>	<b>4,222</b>

### Total Public Sector (excluding Police)

	2014	2015	2016	2017	2018
Employee identified with a declared disability	1,253	1,307	1,323	1,401	1,338
<b>Total</b>	<b>97,253</b>	<b>98,215</b>	<b>98,434</b>	<b>100,035</b>	<b>102,178</b>

## Part time employment

Part time employees represented 45.39 per cent of the workforce at June 2018.

Part time employment increased 4.85 per cent to 45.39 per cent of the workforce, while full time employment decreased by 0.21 of one per cent to 54.61 per cent

During the year the Office of the Commissioner for Public Sector Employment and agencies heavily promoted the benefits of flexible working arrangements, including part time employment, to public sector employees.

**Table 8 - Part time employees in the South Australian Public Sector, June 2014 to June 2018**

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

### General Government Sector

	2014	2015	2016	2017	2018
Full Time	55,244	54,355	52,492	55,597	55,459
Part Time	43,087	44,835	46,893	45,540	47,554
<b>Total</b>	<b>98,331</b>	<b>99,190</b>	<b>99,385</b>	<b>101,137</b>	<b>103,013</b>

### Non-Budget Entity

	2014	2015	2016	2017	2018
Full Time	295	306	318	331	319
Part Time	120	114	123	136	142
<b>Total</b>	<b>415</b>	<b>420</b>	<b>441</b>	<b>467</b>	<b>461</b>

### Public Financial Corporations Sector

	2014	2015	2016	2017	2018
Full Time	445	456	467	453	470
Part Time	87	88	81	82	99
<b>Total</b>	<b>532</b>	<b>544</b>	<b>548</b>	<b>535</b>	<b>569</b>

### Public Non-Financial Corporations Sector

	2014	2015	2016	2017	2018
Full Time	2,941	2,910	2,823	2,868	2,876
Part Time	868	1,006	1,120	1,111	1,346
<b>Total</b>	<b>3,809</b>	<b>3,916</b>	<b>3,943</b>	<b>3,979</b>	<b>4,222</b>

### Total Public Sector

	2014	2015	2016	2017	2018
Full Time	58,925	58,027	56,100	59,249	59,124
Part Time	44,162	46,043	48,217	46,869	49,141
<b>Total</b>	<b>103,087</b>	<b>104,070</b>	<b>104,317</b>	<b>106,118</b>	<b>108,265</b>

## Executives

The number of executives increased by 53 (4.08 per cent) across the workforce in 2017-18. In the 'General Government Sector', the number of executives increased by 48 (4.07 per cent). Overall, executives comprised of 1.25 per cent of the public sector workforce.

There were 668 female executives and 685 male executives, resulting in the overall proportion of female executives increasing from 48.00 per cent to 49.37 per cent.

**Table 9 - Executives in the South Australian Public Sector, June 2014 to June 2018**

Please refer to Appendix B for a definition of an executive.

### General Government Sector

	2014	2015	2016	2017	2018
Female	518	522	557	586	624
Male	638	590	583	594	604
<b>Total</b>	<b>1,156</b>	<b>1,112</b>	<b>1,140</b>	<b>1,180</b>	<b>1,228</b>

### Non-Budget Entity

	2014	2015	2016	2017	2018
Female	4	3	5	5	8
Male	11	12	12	13	11
<b>Total</b>	<b>15</b>	<b>15</b>	<b>17</b>	<b>18</b>	<b>19</b>

### Public Financial Corporations Sector

	2014	2015	2016	2017	2018
Female	6	8	8	12	15
Male	25	25	20	19	25
<b>Total</b>	<b>31</b>	<b>33</b>	<b>28</b>	<b>31</b>	<b>40</b>

### Public Non-Financial Corporations Sector

	2014	2015	2016	2017	2018
Female	31	24	24	21	21
Male	64	65	54	50	45
<b>Total</b>	<b>95</b>	<b>89</b>	<b>78</b>	<b>71</b>	<b>66</b>

### Total Public Sector

	2014	2015	2016	2017	2018
Female	559	557	594	624	668
Male	738	692	669	676	685
<b>Total</b>	<b>1,297</b>	<b>1,249</b>	<b>1,263</b>	<b>1,300</b>	<b>1,353</b>

## Graduates, trainees and apprentices

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

In 2018, there were 386 employees recruited across the South Australian Public Sector through a graduate or traineeship program, representing a 3.21 per cent increase on last year.

**Table 10 - Graduates and trainees/apprentices in the South Australian Public Sector, June 2014 to June 2018**

### General Government Sector

	2014	2015	2016	2017	2018
Graduates	76	39	32	100	210
Trainees/Apprentices	274	143	113	231	134
<b>Total</b>	<b>350</b>	<b>182</b>	<b>145</b>	<b>331</b>	<b>344</b>

### Non-Budget Entity

	2014	2015	2016	2017	2018
Graduates			1	1	
Trainees/Apprentices	1			3	
<b>Total</b>	<b>1</b>		<b>1</b>	<b>4</b>	

### Public Financial Corporations Sector

	2014	2015	2016	2017	2018
Graduates		3		1	
Trainees/Apprentices				1	
<b>Total</b>		<b>3</b>		<b>2</b>	

### Public Non-Financial Corporations Sector

	2014	2015	2016	2017	2018
Graduates	33	26	21	20	15
Trainees/Apprentices	14	18	17	17	27
<b>Total</b>	<b>47</b>	<b>44</b>	<b>38</b>	<b>37</b>	<b>42</b>

### Total Public Sector

	2014	2015	2016	2017	2018
Graduates	109	68	54	122	225
Trainees/Apprentices	289	161	130	252	161
<b>Total</b>	<b>398</b>	<b>229</b>	<b>184</b>	<b>374</b>	<b>386</b>

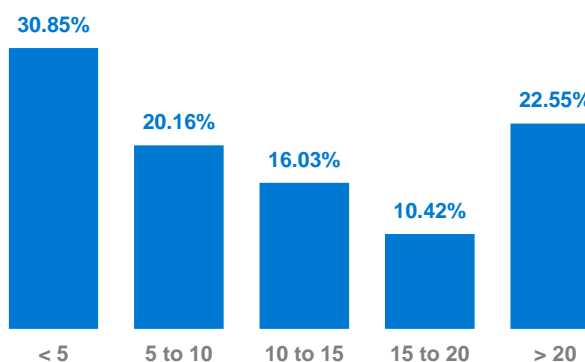
## Length of service

69.15 per cent of employees have been employed in the sector for greater than five years.

In 2017-18, the number of employees with less than one year in the sector grew by 14.82 per cent.

69.12 per cent of employees have been employed in their current agency for more than five years.

Average employee tenure in the sector is 13 years.



**Table 11(a) - Employees in the South Australian Public Sector by length of service, June 2017 and June 2018**

Information in these tables are based on an employee's start date in the South Australian Public Sector and individual agency in which they currently work, respectively.

SA Public Sector	General Government Sector		Non-Budget Entity		Public Financial Corporations Sector		Public Non-Financial Corporations Sector		Total Public Sector	Total Public Sector
Length of Service	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018
< 1 Year	8,818	10,224	65	48	63	104	593	577	9,539	10,953
1 to 2 Years	5,876	7,100	40	48	51	59	280	457	6,247	7,664
2 to 3 Years	5,162	5,000	56	27	44	43	322	227	5,584	5,297
3 to 4 Years	4,680	4,583	26	52	41	39	186	309	4,933	4,983
4 to 5 Years	4,503	4,291	15	22	30	33	217	153	4,765	4,499
5 to 10 Years	21,842	20,722	100	90	108	108	845	902	22,895	21,822
10 to 15 Years	15,831	16,666	57	63	84	78	558	551	16,530	17,358
15 to 20 Years	10,544	10,832	32	39	44	45	295	362	10,915	11,278
20 to 25 Years	6,254	6,732	25	23	28	20	161	167	6,468	6,942
> 25 Years	17,627	16,863	51	49	42	40	522	517	18,242	17,469
<b>Total</b>	<b>101,137</b>	<b>103,013</b>	<b>467</b>	<b>461</b>	<b>535</b>	<b>569</b>	<b>3,979</b>	<b>4,222</b>	<b>106,118</b>	<b>108,265</b>

Current Agency	General Government Sector		Non-Budget Entity		Public Financial Corporations Sector		Public Non-Financial Corporations Sector		Total Public Sector	Total Public Sector
Length of Service	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018
< 1 Year	12,228	13,097	76	60	68	117	673	630	13,045	13,904
1 to 2 Years	7,039	9,307	44	56	58	63	308	501	7,449	9,927
2 to 3 Years	6,566	5,722	55	30	46	46	420	250	7,087	6,048
3 to 4 Years	5,702	5,639	29	49	43	39	181	410	5,955	6,137
4 to 5 Years	5,380	5,109	17	23	34	34	215	146	5,646	5,312
5 to 10 Years	23,434	22,319	110	94	115	123	922	965	24,581	23,501
10 to 15 Years	13,568	14,847	54	68	78	70	515	526	14,215	15,511
15 to 20 Years	8,543	8,718	34	34	41	37	235	287	8,853	9,076
20 to 25 Years	4,957	5,263	16	16	24	15	114	128	5,111	5,422
> 25 Years	13,720	12,992	32	31	28	25	396	379	14,176	13,427
<b>Total</b>	<b>101,137</b>	<b>103,013</b>	<b>467</b>	<b>461</b>	<b>535</b>	<b>569</b>	<b>3,979</b>	<b>4,222</b>	<b>106,118</b>	<b>108,265</b>

## Occupations

South Australian 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 (ANZSCO). Only occupations with more than 150 active and paid employees have been reported individually.

**Table 12 – Employees in the South Australian Public Sector by occupation, June 2018**

				General Government Sector	Non- Budget Entity	Public Financial Corporations Sector	Public Non- Financial Corporations Sector	Total Public Sector
Occupations								
MANAGERS	Chief Executives, General Managers and Legislators	1111	Chief Executives and Managing Directors	409				409
		1112	General Managers	522				522
	Specialist Managers	1322	Finance Managers	171				171
		1324	Policy and Planning Managers	229				229
		1343	School Principals	877				877
		1344	Other Education Managers	2,187				2,187
		1351	ICT Managers	155				155
		1391	Commissioned Officers (Management)	219				219
		1399	Other Specialist Managers	928			150	1,078
	Hospitality, Retail and Service Managers	1419	Other Accommodation and Hospitality Managers	200				200
	OTHER			566	46	97	285	994
	<b>Total</b>			<b>6,463</b>	<b>46</b>	<b>97</b>	<b>435</b>	<b>7,041</b>
PROFESSIONALS	Business, Human Resource and Marketing Professionals	2211	Accountants	659				659
		2212	Auditors, Company Secretaries and Corporate Treasurers	182				182
		2231	Human Resource Professionals	422				422
		2244	Intelligence and Policy Analysts	570				570
		2247	Management and Organisation Analysts	310				310
		2249	Other Information and Organisation Professionals	315				315
	Design, Engineering, Science and Transport Professionals	2343	Environmental Scientists	537				537
		2346	Medical Laboratory Scientists	645				645
	Education Professionals	2410	School Teachers nfd	4,267				4,267
		2411	Early Childhood (Pre-primary School) Teachers	1,077				1,077

Occupations			General Government Sector	Non- Budget Entity	Public Financial Corporations Sector	Public Non- Financial Corporations Sector	Total Public Sector
	2412	Primary School Teachers	6,496				6,496
	2414	Secondary School Teachers	2,923				2,923
	2415	Special Education Teachers	217				217
	2422	Vocational Education Teachers (Aus) \ Polytechnic Teachers (NZ)	1,525				1,525
Health Professionals	2491	Education Advisers and Reviewers	169				169
	2511	Nutrition Professionals	208				208
	2512	Medical Imaging Professionals	544				544
	2513	Occupational and Environmental Health Professionals	292				292
	2515	Pharmacists	408				408
	2519	Other Health Diagnostic and Promotion Professionals	308				308
	2523	Dental Practitioners	166				166
	2524	Occupational Therapists	519				519
	2525	Physiotherapists	542				542
	2527	Audiologists and Speech Pathologists \ Therapists	411				411
	2531	General Practitioners and Resident Medical Officers	660				660
	2532	Anaesthetists	283				283
	2533	Specialist Physicians	189				189
	2534	Psychiatrists	189				189
	2535	Surgeons	389				389
	2539	Other Medical Practitioners	2,519				2,519
	2541	Midwives	643				643
	2542	Nurse Educators and Researchers	446				446
	2543	Nurse Managers	202				202
	2544	Registered Nurses	13,218				13,218
ICT Professionals	2621	Database and Systems Administrators, and ICT Security Specialists	163				163
	2631	Computer Network Professionals	315				315
Legal, Social and Welfare Professionals	2713	Solicitors	360				360
	2723	Psychologists	368				368

Occupations				General Government Sector	Non- Budget Entity	Public Financial Corporations Sector	Public Non- Financial Corporations Sector	Total Public Sector
		2725	Social Workers	1,468				1,468
		2726	Welfare, Recreation and Community Arts Workers	791				791
	OTHER			2,160	185	227	602	3,174
	<b>Total</b>			<b>48,075</b>	<b>185</b>	<b>227</b>	<b>602</b>	<b>49,089</b>
<b>TECHNICIANS AND TRADES WORKERS</b>	Engineering, ICT and Science Technicians	3112	Medical Technicians	575				575
		3114	Science Technicians	209				209
		3131	ICT Support Technicians	381				381
	OTHER			1,012	9	7	647	1,675
	<b>Total</b>			<b>2,177</b>	<b>9</b>	<b>7</b>	<b>647</b>	<b>2,840</b>
<b>COMMUNITY AND PERSONAL SERVICE WORKERS</b>	Health and Welfare Support Workers	4112	Dental Hygienists, Technicians and Therapists	158				158
		4114	Enrolled and Mothercraft Nurses	3,099				3,099
		4117	Welfare Support Workers	1,688				1,688
	Carers and Aides	4221	Education Aides	9,064				9,064
		4231	Aged and Disabled Carers	1,404				1,404
		4232	Dental Assistants	413				413
		4233	Nursing Support and Personal Care Workers	1,833				1,833
		4234	Special Care Workers	631				631
	Hospitality Workers	4319	Other Hospitality Workers				349	349
	Protective Service Workers	4412	Fire and Emergency Workers	934				934
		4413	Police	4,779				4,779
		4421	Prison Officers	1,283				1,283
		4422	Security Officers and Guards	250				250
	Sports and Personal Service Workers	4518	Other Personal Service Workers	226				226
		4523	Sports Coaches, Instructors and Officials	265				265
	OTHER			327			296	623
	<b>Total</b>			<b>26,354</b>			<b>645</b>	<b>26,999</b>
<b>CLERICAL AND ADMINISTRATIVE WORKERS</b>	Office Managers and Program Administrators	5111	Contract, Program and Project Administrators	2,449			174	2,623
		5121	Office Managers	511				511
	Personal Assistants and Secretaries	5211	Personal Assistants	502				502
	General Clerical Workers	5311	General Clerks	6,573				6,573

				General Government Sector	Non- Budget Entity	Public Financial Corporations Sector	Public Non- Financial Corporations Sector	Total Public Sector
Occupations								
	Inquiry Clerks and Receptionists	5411	Call or Contact Centre Workers	316				316
		5412	Information Officers	327			169	496
	Numerical Clerks	5511	Accounting Clerks	584				584
		5513	Payroll Clerks	247				247
	Clerical and Office Support Workers	5619	Other Clerical and Office Support Workers	719				719
	Other Clerical and Administrative Workers	5992	Court and Legal Clerks	435				435
		5995	Inspectors and Regulatory Officers	220				220
		5999	Other Miscellaneous Clerical and Administrative Workers	702				702
	OTHER			668	211	225	780	1,884
	Total			14,253	211	225	1,123	15,812
MACHINERY OPERATORS AND DRIVERS	Machine and Stationary Plant Operators	7129	Other Stationary Plant Operators				259	259
	Road and Rail Drivers	7312	Bus and Coach Drivers	156				156
		7313	Train and Tram Drivers	322				322
	OTHER			134			5	139
	Total			612			264	876
LABOURERS	Cleaners and Laundry Workers	8112	Commercial Cleaners	893				893
	Food Preparation Assistants	8513	Kitchenhands	514				514
	Other Labourers	8993	Handypersons	577				577
		8999	Other Miscellaneous Labourers	181				181
	OTHER			338		2	241	581
	Total			2,503		2	241	2,746
SALES WORKERS	OTHER			266	10	8	42	326
	Total			266	10	8	42	326
Other / Not Stated	OTHER			2,310		3	223	2,536
	Total			2,310		3	223	2,536
Total				103,013	461	569	4,222	108,265

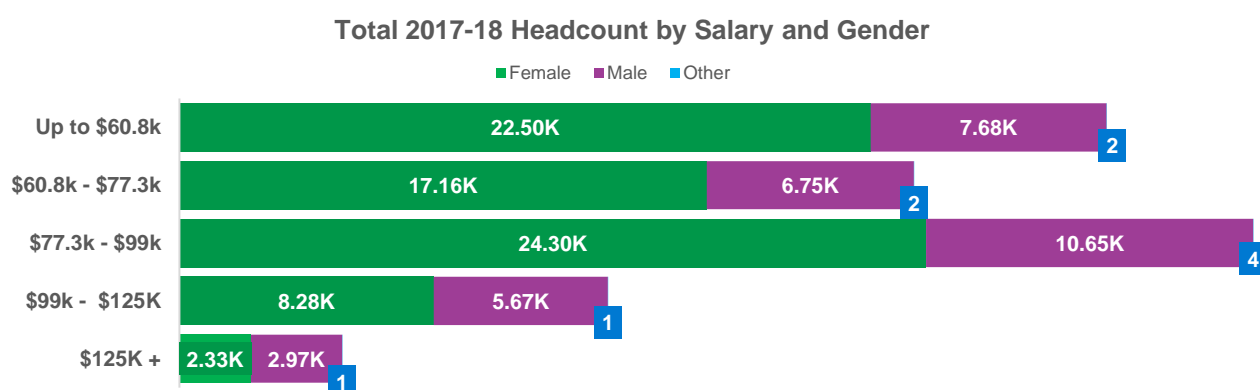
## Salaries

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

- 27.87 per cent of employees earn a base salary up to \$60,810, predominantly in entry level type roles.
- 54.36 per cent earn a base salary between \$60,811 and \$99,028 across frontline and middle management type roles.
- 12.88 per cent of employees earn a base salary between \$96,029 and \$125,000 which covers more senior managers and/or employees with technical expertise.
- 4.89 per cent of employees earn \$125,001 or more, which includes executives or employees with significant specialist skills.

The average salary for a public sector employee in 2017-18 was \$82,426 (an increase of 2.84 per cent compared to the previous year).



**Table 13 - Employees in the South Australian Public Sector by salary and gender, June 2018**

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 costs over the 2017-18 financial year. For this reason, all part time employees' salaries are reported as the amount the employees would receive if they worked full time.

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

The salary brackets in this table have been constructed as an indication of the level of responsibility, and are based on the remuneration structure of the Public Sector Act Administrative Services Stream at June 2018.

### General Government Sector

Salary Group	Female	Male	Other	Total
Up to \$60,810	21,557	6,869	1	28,427
\$60,811 - \$77,385	16,383	6,160	2	22,545
\$77,386 - \$99,028	23,768	10,082	4	33,854
\$99,029 - \$125,000	8,002	5,285	1	13,288
\$125,001+	2,190	2,708	1	4,899
<b>Total</b>	<b>71,900</b>	<b>31,104</b>	<b>9</b>	<b>103,013</b>

### Non-Budget Entity

Salary Group	Female	Male	Total
Up to \$60,810	93	19	112
\$60,811 - \$77,385	137	34	171
\$77,386 - \$99,028	58	25	83
\$99,029 - \$125,000	43	25	68
\$125,001+	12	15	27
<b>Total</b>	<b>343</b>	<b>118</b>	<b>461</b>

### Public Financial Corporations Sector

Salary Group	Female	Male	Total
Up to \$60,810	43	21	64
\$60,811 - \$77,385	67	35	102
\$77,386 - \$99,028	113	73	186
\$99,029 - \$125,000	69	68	137
\$125,001+	36	44	80
<b>Total</b>	<b>328</b>	<b>241</b>	<b>569</b>

### Public Non-Financial Corporations Sector

Salary Group	Female	Male	Other	Total
Up to \$60,810	805	767	1	1,573
\$60,811 - \$77,385	569	517		1,086
\$77,386 - \$99,028	356	467		823
\$99,029 - \$125,000	162	291		453
\$125,001+	88	199		287
<b>Total</b>	<b>1,980</b>	<b>2,241</b>	<b>1</b>	<b>4,222</b>

### Total Public Sector

Salary Group	Female	Male	Other	Total
Up to \$60,810	22,498	7,676	2	30,176
\$60,811 - \$77,385	17,156	6,746	4	23,904
\$77,386 - \$99,028	24,295	10,647	1	34,946
\$99,029 - \$125,000	8,276	5,669	1	13,946
\$125,001+	2,326	2,966	10	5,293
<b>Total</b>	<b>74,551</b>	<b>33,704</b>	<b>18</b>	<b>108,265</b>

## Sick leave/carer's leave

Average sick leave/family carer's leave days per FTE increased from 10.1 days in 2016-17 to 10.3 days in 2017-18.

Total sick leave includes all absences due to illness, whether paid or unpaid, and those on account of family carer's leave.

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

Only public sector organisations with a greater than 10 average FTE during 2017-18 have been listed individually.

Agency Name	2017	2018
Adelaide Cemeteries Authority	9.4	10.2
Adelaide Festival Centre Trust	8.6	3.8
Adelaide Festival Corporation	1.7	2.4
Adelaide Venue Management Corporation	3.7	3.6
Art Gallery of South Australia	7.7	8.0
Attorney-General's Department	10.3	10.4
Auditor-General's Department	11.6	10.1
Carclew Youth Arts Centre Incorporated	7.9	10.1
Country Arts, SA	7.2	6.1
Courts Administration Authority	9.4	10.9
Defence SA	6.0	7.6
Department for Child Protection	10.8	11.8
Department for Correctional Services	11.3	12.4
Department for Education	6.8	7.2
Department for Environment and Water	9.5	9.7
Department for Health and Wellbeing	9.9	8.9
Department for Human Services	14.3	15.4
Department of primary Industries and Regions	8.9	9.7
Department of Planning, Transport and Infrastructure	10.3	10.4
Department of State Development	9.4	9.8
Department of the Premier and Cabinet	12.1	10.0
Department of Treasury and Finance	9.7	9.3
Education Standards Board	9.3	13.7
Electoral Commission of South Australia	13.1	7.5
Electorate Offices	5.9	6.4
Environment Protection Authority	11.1	9.9
Essential Services Commission of South Australia	9.2	8.8
Forestry SA	4.5	6.0
Funds SA	4.7	7.8
Government House	21.5	7.2
Health Units	13.1	
<i>Central Adelaide Local Health Network</i>		11.9
<i>Country Health SA Local Health Network</i>		12.3
<i>Northern Adelaide Local Health Network</i>		13.7
<i>Southern Adelaide Local Health Network</i>		14.4
<i>Women's and Children's Health Network</i>		13.5
History Trust of South Australia	11.1	5.9
HomeStart Finance	6.3	7.1
Investment Attraction South Australia	8.3	6.3

Agency Name	2017	2018
Jam Factory Contemporary Craft and Design Incorporated	3.7	4.2
Legal Profession Conduct Commission	9.5	11.0
Legal Services Commission	7.7	10.4
Legislature (Including Members)	6.1	8.2
Lifetime Support Authority	7.1	5.6
Motor Accident Commission	11.0	10.7
National Aboriginal Cultural Institute-Tandanya	6.5	
Office of Green Industries SA	9.0	14.8
Public Trustee	11.9	14.2
Renewal SA	7.4	9.0
ReturnToWorkSA	8.7	9.9
SA Ambulance Service	12.5	13.2
SA Government Financing Authority (SAFA)	8.6	9.1
SA Housing Authority	10.3	11.0
SACE Board of SA	8.9	9.8
South Australia Police	8.6	9.8
South Australian Country Fire Service	6.3	6.1
South Australian Film Corporation	7.7	5.3
South Australian Fire and Emergency Services Commission	8.8	7.1
South Australian Metropolitan Fire Service	11.3	12.1
South Australian Museum	9.3	9.2
South Australian State Emergency Services	8.6	6.9
South Australian Tourism Commission	6.2	5.5
State Library of South Australia	11.8	10.4
State Superannuation Office (Super SA)	11.3	9.0
State Theatre Company of South Australia	4.8	4.8
TAFE SA	7.7	9.5
Teachers Registration Board	9.1	6.2
TechInSA	13.0	6.8
Water Corporation, SA	5.8	9.0
West Beach Trust	5.5	5.2
Other agencies with less than 10 FTEs	4.9	8.5
<b>Total</b>	<b>10.1</b>	<b>10.3</b>

\* Due to the method used to collect this data in previous years, the average sick days for SA Health Local Health Networks is not available for 2017.

## Recruitment and separation (movements)

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

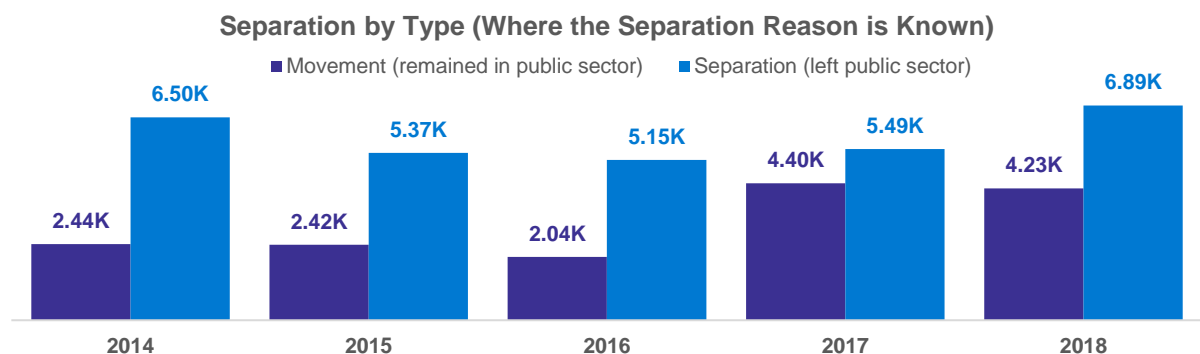
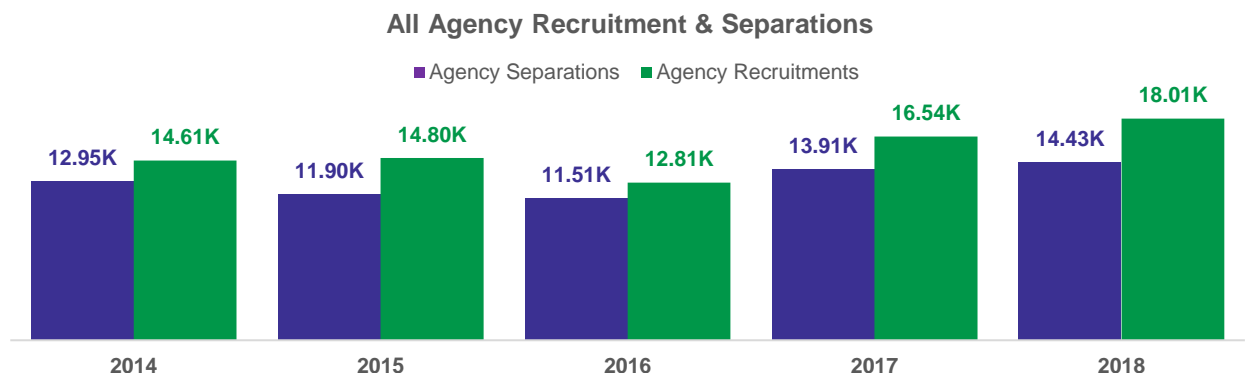
Detailed information is also not always captured when an employee separates, resulting in some difficulty identifying where all employees have moved to. Fluctuations in casual employment can also skew analysis in this area. Data is intended to provide an indicator of recruitment and separation activity,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

Initiatives such as the migration of many agencies onto a standard payroll system (Chris21) and the introduction of whole of life identifiers is likely to improve future reporting in this area. Based on current data and historical definitions:

- the total number of public sector agency recruitments (18,009) increased by 8.89 per cent compared to last year (16,539), and
- the total number of public sector agency separations (14,436) increased by 3.77 per cent compared to last year (13,912).

Given that the workforce grew in 2017-18, data suggests the following trend across the public sector as a whole:

- 16.63 per cent of the total workforce were recruited to an agency in 2017-18 (including recruitments from other agencies), compared to 15.59 per cent of the workforce last year.
- 13.33 per cent of the total workforce separated from an agency in 2017-18 (including separations to other agencies), compared to 13.11 per cent of the workforce last year.



**Table 15 - Employees recruited to a South Australian Public Sector organisation during 2017-18**

This table includes all employees appointed to a position within an individual public sector organisation during 2017-18, regardless of whether they were still employees of the organisation in the last pay period of June 2018. It excludes employees who have returned from extended leave without pay, or who were already employees of the organisation (i.e., either have won the position in the same agency in which they are already working or have returned from contract employment in another agency).

This table does not specify employees recruited new to the South Australian Public Sector, only the number of employees who started in a public sector organisation during 2017-18 and consequently may have originated from another South Australian Public Sector position.

Principle Act	General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	Total Public Sector
Children's Services Act	213				213
Disability Services Officers	150				150
Education Act	1,319				1,319
Emergency Services	102				102
Executive	141	5	6	4	156
Medical Officers	1,570				1,570
Nurses	2,720				2,720
Police Act	212				212
PS Act	3,923	164	34	17	4,138
Public Sector Salaried	3,328	66	15	33	3,442
School Services Officers	1,244				1,244
TAFE Act	417				417
Weekly Paid	917	63			980
Other	728	520	86	12	1,346
<b>Total</b>	<b>16,984</b>	<b>818</b>	<b>141</b>	<b>66</b>	<b>18,009</b>

**Table 16 - Employees separating from a role during 2017-18**

This table includes employees who permanently left their individual agency during 2017-18. It excludes temporary assignments to other public sector organisations, unpaid leave, or casual employees who did not work in the last pay period.

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

- 'Movement – Within SA Public Sector' includes employees that moved internally within the South Australian Public Sector. This includes employees moving to a different role within the same agency or transferring to a different agency within the South Australian Public Sector.
- 'Separation – Left SA Public Sector' includes employees that separated from the South Australian Public Sector. This includes employees resigning to a non-South Australian 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.
- 'Not Stated' includes those employees who ended employment in a role during 2017-18, 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 South Australian Public Sector or whether they separated entirely from the South Australian Public Sector.

Principle Act	Separation Type	General Government Sector	Public Non-Financial Corporations Sector	Public Financial Corporations Sector	Non-Budget Entity	Total Public Sector
Children's Services Act	Separation - left SA Public Sector	41				41
	Not Stated	38				38
Disability Services Officers	Movement - within SA Public Sector	11				11
	Separation - left SA Public Sector	70				70
	Not Stated	21				21
Education Act	Movement - within SA Public Sector	5				5
	Separation - left SA Public Sector	696				696
	Not Stated	370				370
Emergency Services	Movement - within SA Public Sector	1				1
	Separation - left SA Public Sector	55				55
	Not Stated	1				1
Executive	Movement - within SA Public Sector	54	1			55
	Separation - left SA Public Sector	111	6	3	3	123
	Not Stated	27	5	1		33
Medical Officers	Movement - within SA Public Sector	646				646
	Separation - left SA Public Sector	301				301
	Not Stated	444				444
Nurses	Movement - within SA Public Sector	521				521
	Separation - left SA Public Sector	1,186				1,186
	Not Stated	271				271
Police Act	Movement - within SA Public Sector	4				4
	Separation - left SA Public Sector	175				175
	Not Stated	9				9
PS Act	Movement - within SA Public Sector	1,318	69	4	6	1,397
	Separation - left SA Public Sector	1,568	87	3	18	1,676
	Not Stated	666	26	4	4	700
Public Sector Salaried	Movement - within SA Public Sector	1,304	1		6	1,311

	Separation - left SA Public Sector	1,013	56	7	8	<b>1,084</b>
	Not Stated	341	4	1	3	<b>349</b>
School Services Officers	Movement - within SA Public Sector	4				<b>4</b>
	Separation - left SA Public Sector	210				<b>210</b>
	Not Stated	274				<b>274</b>
TAFE Act	Movement - within SA Public Sector	5				<b>5</b>
	Separation - left SA Public Sector	202				<b>202</b>
	Not Stated	53				<b>53</b>
Weekly Paid	Movement - within SA Public Sector	88				<b>88</b>
	Separation - left SA Public Sector	637	1			<b>638</b>
	Not Stated	232	60			<b>292</b>
Other	Movement - within SA Public Sector	171	7			<b>178</b>
	Separation - left SA Public Sector	200	216	10	3	<b>429</b>
	Not Stated	175	219	73	2	<b>469</b>
<b>Total</b>		<b>13,519</b>	<b>758</b>	<b>106</b>	<b>53</b>	<b>14,436</b>

# 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. For privacy reasons, only South Australian Public Sector organisations with greater than 10 FTE at June 2018 have been listed individually.

Please refer to Appendix A for detailed explanation of South Australian Public Sector agencies.

**Table 17 - Agency demographics, June 2018**

Public Sector Agencies	FTEs	Gender				Executives				Aboriginal		Declared Disability		Employee Average			2017-18	
		Female	Male	Other	Total	Female	Male	Other	Total	#	%	#	%	Salary	Age	Tenure*	Recruitments	Separations
Adelaide Cemeteries Authority	60	19	45		64		1		1					67,792	46	7	16	17
Adelaide Festival Centre Trust	235	194	169		363	1	3		4			7	1.93%	66,373	42	8	96	95
Adelaide Festival Corporation	24	22	4		26	1	2		3			1	3.85%	88,274	43	3	9	4
Adelaide Venue Management Corporation	483	383	384		767	3	4		7	19	2.48%	7	0.91%	48,472	38	6	245	198
Attorney-General's Department	1,552	1,088	581		1,669	41	36		77	46	2.76%	52	3.12%	96,773	44	13	286	214
Auditor-General's Department	125	75	56		131	1	6		7	2	1.53%	1	0.76%	87,230	38	11	30	21
Compulsory Third Party Insurance Regulator	28	16	12		28	3	1		4					103,694	46	3	31	
Department for Child Protection	1,999	1,649	508	1	2,158	15	3		18	97	4.49%	42	1.95%	76,418	43	9	572	256
Department for Environment and Water	1,518	861	808		1,669	9	18		27	41	2.46%	26	1.56%	81,608	45	12	350	325
Department of Planning, Transport and Infrastructure	2,988	1,074	2,042		3,116	15	27		42	136	4.36%	56	1.80%	80,910	46	15	432	459
Department of Primary Industries and Regions	890	470	517		987	7	14		21	24	2.43%	23	2.33%	82,836	46	14	142	156
Department of the Premier and Cabinet	1,658	1,089	679		1,768	22	44		66	54	3.05%	37	2.09%	83,343	46	13	284	313
Department of Treasury and Finance	400	227	210		437	7	18		25	4	0.92%	3	0.69%	91,590	43	14	57	84
Education Standards Board	39	39	3		42	1			1	1	2.38%			88,273	46	8	15	9
Electorate Offices	191	162	87		249					1	0.40%	1	0.40%	71,873	36	3	254	154

Public Sector Agencies	FTEs	Gender				Executives				Aboriginal		Declared Disability		Employee Average			2017-18	
		Female	Male	Other	Total	Female	Male	Other	Total	#	%	#	%	Salary	Age	Tenure*	Recruitments	Separations
Funds SA	36	20	19		39	5	11		16					146,725	43	9	10	3
History Trust of South Australia	55	47	25		72		1		1			1	1.39%	69,399	47	10	11	8
Art Gallery of South Australia	79	65	26		91					3	3.30%	1	1.10%	70,705	44	11	21	8
Carclew Youth Arts Centre Incorporated	18	21	3	1	25					5	20.00%			72,971	42	5	9	6
Central Adelaide Local Health Network	11,099	10,531	3,336	2	13,869	13	8		21	66	0.48%	57	0.41%	93,746	44	12	3,505	2,362
Country Arts, SA	59	84	34		118		1		1	6	5.08%			58,822	44	9	25	11
Country Health SA Local Health Network	5,817	7,803	842		8,645	8	5		13	233	2.70%	25	0.29%	70,210	47	11	1,679	1,265
Courts Administration Authority	655	500	226		726	3	6		9	19	2.62%	10	1.38%	72,263	47	14	128	85
Defence SA	25	17	10		27	2	6		8	1	3.70%	1	3.70%	129,043	46	6	7	18
Department for Correctional Services	2,163	927	1,330		2,257	5	5		10	95	4.21%	23	1.02%	68,291	46	10	268	183
Department for Education	23,961	23,450	6,819		30,269	362	219		581	762	2.52%	470	1.55%	76,150	45	15	3,151	1,925
Department for Health and Wellbeing	1,603	901	815	1	1,717	18	23		41	19	1.11%	7	0.41%	90,605	46	13	298	440
Department of Human Services	3,214	2,351	1,371		3,722	16	13		29	79	2.12%	163	4.38%	68,068	47	12	630	955
Department of State Development	646	400	281		681	11	24		35	31	4.55%	11	1.62%	97,898	45	13	99	120
Electoral Commission of South Australia	27	14	15		29		2		2					92,788	44	11	8	6
Environment Protection Authority	216	112	119		231	1	3		4			6	2.60%	92,820	46	14	24	15
Essential Services Commission of South Australia	25	12	14		26	2	3		5					118,887	47	11	6	3
Forestry SA	58	14	45		59									70,885	39	8	33	19
Government House	24	20	9		29		1		1					71,894	49	12	5	2
HomeStart Finance	99	53	52		105	1	3		4					92,607	47	7	19	16
Legislature (Including Members)	178	88	109		197	17	53		70	1	0.51%			117,206	48	11	71	73
Lifetime Support Authority	45	44	6		50	4			4	2	4.00%	2	4.00%	94,735	39	5	32	10
Motor Accident Commission	30	20	11		31	1	1		2					111,945	42	7	10	8

Public Sector Agencies	FTEs	Gender				Executives				Aboriginal		Declared Disability		Employee Average			2017-18	
		Female	Male	Other	Total	Female	Male	Other	Total	#	%	#	%	Salary	Age	Tenure*	Recruitments	Separations
Renewal SA	287	167	138		305	1	5		6	3	0.98%	5	1.64%	98,280	46	12	36	35
SA Housing Authority	724	529	239	1	769	4	3		7	45	5.85%	41	5.33%	76,822	46	14	118	152
South Australian Film Corporation	15	12	6		18	1			1	1	5.56%			89,599	46	6	9	7
South Australian Fire and Emergency Services Commission	70	45	28		73		1		1			2	2.74%	95,319	48	16	12	6
South Australian State Emergency Services	71	32	40		72		2		2					87,487	47	11	19	5
Southern Adelaide Local Health Network	5,729	5,584	1,625	4	7,213	6	3		9	54	0.75%	3	0.04%	93,188	45	12	1,266	1,555
State Superannuation Office (Super SA)	136	99	44		143	2	2		4	2	1.40%	3	2.10%	78,093	43	9	20	29
Teachers Registration Board	25	20	6		26		1		1					89,286	48	17	4	2
TechInSA	14	10	5		15									133,841	43	4	2	5
Water Corporation, SA	1,484	440	1,095		1,535	10	26		36	31	2.02%	18	1.17%	89,771	43	11	167	157
Investment Attraction South Australia	36	13	24		37	3	5		8			2	5.41%	128,309	43	10	2	8
Jam Factory Contemporary Craft and Design Incorporated	25	30	14		44		1		1					58,030	39	4	10	4
Legal Profession Conduct Commission	20	20	5		25	1	1		2					107,104	51	4		2
Legal Services Commission	200	169	47		216	3	6		9	3	1.39%	1	0.46%	84,697	46	12	30	15
Northern Adelaide Local Health Network	3,608	3,578	874		4,452	3	3		6	62	1.39%	30	0.67%	90,414	43	10	1,031	866
Office of Green Industries SA	19	11	9		20	1	2		3					113,064	47	17	2	3
Public Trustee	189	119	80		199		2		2	2	1.01%	8	4.02%	74,029	48	14	41	24
ReturnToWorkSA	246	148	107		255	3	6		9					101,488	45	8	63	67
SA Ambulance Service	1,500	835	843		1,678	1	6		7	10	0.60%			80,144	42	12	282	81
SA Government Financing Authority (SAFA)	83	43	46		89	1	4		5	1	1.12%	1	1.12%	98,250	48	14	7	2
SACE Board of SA	106	76	37		113	3	1		4			3	2.65%	97,050	46	13	32	17
South Australia Police	5,904	2,164	3,923		6,087	3	11		14	82	1.35%			86,900	42	15	369	355
South Australian Country Fire Service	152	73	88		161	1	2		3			10	6.21%	83,112	48	12	30	19

Public Sector Agencies	FTEs	Gender				Executives				Aboriginal		Declared Disability		Employee Average			2017-18	
		Female	Male	Other	Total	Female	Male	Other	Total	#	%	#	%	Salary	Age	Tenure*	Recruitments	Separations
South Australian Metropolitan Fire Service	997	64	1,138		1,202		2		2	8	0.67%	2	0.17%	80,561	46	17	93	57
South Australian Museum	77	46	45		91		2		2	6	6.59%	5	5.49%	79,646	49	13	20	15
South Australian Tourism Commission	136	98	51		149	2	4		6	1	0.67%	1	0.67%	85,310	40	7	44	23
State Library of South Australia	120	90	46		136		2		2	2	1.47%	8	5.88%	78,206	53	22	4	18
State Theatre Company of South Australia	31	20	13		33	1	1		2					70,131	45	8	7	3
TAFE SA	2,201	1,795	966		2,761	10	10		20	23	0.83%			85,965	49	12	667	337
West Beach Trust	98	115	46		161	2	1		3	2	1.24%	3	1.86%	47,156	37	5	66	61
Women's and Children's Health Network	2,753	3,188	437		3,625	6	2		8	69	1.90%	2	0.06%	98,542	45	13	661	638
Agencies with less than 10 FTEs	58	56	17		73	5	3		8					87,820	44	8	27	22
<b>Total Public Sector</b>	<b>89,434</b>	<b>74,551</b>	<b>33,704</b>	<b>10</b>	<b>108,265</b>	<b>668</b>	<b>685</b>		<b>1,353</b>	<b>2,154</b>	<b>1.99%</b>	<b>1,181</b>	<b>1.09%</b>	<b>87,311</b>	<b>45</b>	<b>10</b>	<b>18,009</b>	<b>14,436</b>

# Appendix A: Explanation of SA Public Sector Agencies

Public Sector Agencies	Budget Sector	Notes
<b>Health</b>		
Department for Health and Wellbeing	General Government Sector	Formerly reported as 'Department of Health and Ageing'.
Central Adelaide Local Health Network	General Government Sector	Includes employees who are employed under SA Health Care Act 2008.
Country Health SA Local Health Network	General Government Sector	Includes employees who are employed under SA Health Care Act 2008.
Health Complaints Commissioner	General Government Sector	Reported under Department for Health and Wellbeing in 2018.
Northern Adelaide Local Health Network	General Government Sector	Includes employees who are employed under SA Health Care Act 2008.
Office of the Chief Psychiatrist	General Government Sector	This entity is now reported under Department for Health and Wellbeing.
South Australian Mental Health Commission	General Government Sector	
Southern Adelaide Local Health Network	General Government Sector	Includes employees who are employed under SA Health Care Act 2008.
Women's and Children's Health Network	General Government Sector	Includes employees who are employed under SA Health Care Act 2008.
<b>Education</b>		
Department for Education	General Government Sector	Formerly reported as 'Education and Child Development'.
TAFE SA	General Government Sector	
<b>Police</b>		
South Australia Police	General Government Sector	
<b>Emergency Services</b>		
SA Ambulance Service	General Government Sector	
South Australian Country Fire Service	General Government Sector	
South Australian Metropolitan Fire Service	General Government Sector	
South Australian Fire and Emergency Services Commission	General Government Sector	
South Australian State Emergency Services	General Government Sector	
<b>General Government Services</b>		
Adelaide Festival Corporation	General Government Sector	
Art Gallery of South Australia	General Government Sector	
Attorney-General's Department	General Government Sector	Excludes the Office of the Public Trustee of South Australia and Independent Gambling Authority, as these entities are reported separately.
Auditor-General's Department	General Government Sector	
Carclew Youth Arts Centre Incorporated	General Government Sector	
Carrick Hill	General Government Sector	
Compulsory Third Party Insurance Regulator	General Government Sector	
Country Arts, SA	General Government Sector	

Public Sector Agencies	Budget Sector	Notes
Courts Administration Authority	General Government Sector	Excludes persons employed under Special Acts and the Judicial Administration Act.
Dairy Australia	General Government Sector	
Defence SA	General Government Sector	
Department for Child Protection	General Government Sector	
Department for Correctional Services	General Government Sector	
Department for Environment and Water	General Government Sector	Formerly reported as 'Environment, Water and Natural Resources'.
Department of Human Services	General Government Sector	Formerly reported as 'Communities and Social Inclusion'. Excludes SA Housing Authority, as this entity is reported separately.
Department of Planning, Transport and Infrastructure	General Government Sector	
Department of Primary Industries and Regions	General Government Sector	Formerly reported as 'Primary Industries and Resources'.
Department of State Development	General Government Sector	
Department of the Premier and Cabinet	General Government Sector	
Department of Treasury and Finance	General Government Sector	Excludes Super SA, SA Government Financing Authority, and Electorate Offices, as these entities are reported separately.
Education Standards Board	General Government Sector	
Electoral Commission of South Australia	General Government Sector	
Electorate Offices	General Government Sector	Includes all persons employed under the Assistants to the Members of the South Australian Parliament Enterprise Agreement.
Environment Protection Authority	General Government Sector	
Essential Services Commission of South Australia	General Government Sector	
Government House	General Government Sector	
History Trust of South Australia	General Government Sector	
Independent Gambling Authority	General Government Sector	
Investment Attraction South Australia	General Government Sector	
Legislature (Including Members)	General Government Sector	
Lotteries Commission of South Australia	General Government Sector	
Office of Green Industries SA	General Government Sector	
SACE Board of SA	General Government Sector	
South Australian Film Corporation	General Government Sector	
South Australian Museum	General Government Sector	
South Australian Small Business Commissioner	General Government Sector	This entity is now reported under Department of State Development.
South Australian Tourism Commission	General Government Sector	
State Library of South Australia	General Government Sector	Formerly reported as 'Libraries Board of SA (includes State Library of SA and the public library network)'.

Public Sector Agencies	Budget Sector	Notes
State Opera of South Australia	General Government Sector	The number and type of functions performed by this entity determines the amount of casual work available in each pay period. Therefore, headcount and FTE information provided in this report is only representative of the workforce resource capability as at the reporting period and should not be considered a reflection of the overall workforce for the year.
State Theatre Company of South Australia	General Government Sector	The number and type of functions performed by this entity determines the amount of casual work available in each pay period. Therefore, headcount and FTE information provided in this report is only representative of the workforce resource capability as at the reporting period and should not be considered a reflection of the overall workforce for the year.
Study Adelaide	General Government Sector	Formerly reported as 'Education Adelaide'.
TechInSA	General Government Sector	
Other Public Entity		
Jam Factory Contemporary Craft and Design Incorporated	Non-Budget Entity	
Legal Profession Conduct Commission	Non-Budget Entity	
Legal Services Commission	Non-Budget Entity	
National Aboriginal Cultural Institute-Tandanya	Non-Budget Entity	Excluded from this report, as information for this entity was not available at the time of publication.
State Superannuation Office (Super SA)	Non-Budget Entity	For reporting purposes, excluded from the Department of Treasury and Finance.
Teachers Registration Board	Non-Budget Entity	
Veterinary Surgeons Board	Non-Budget Entity	
Vinehealth Australia	Non-Budget Entity	
Funds SA	Public Financial Corporations Sector	
HomeStart Finance	Public Financial Corporations Sector	
Lifetime Support Authority	Public Financial Corporations Sector	
Motor Accident Commission	Public Financial Corporations Sector	
ReturnToWorkSA	Public Financial Corporations Sector	
SA Government Financing Authority (SAFA)	Public Financial Corporations Sector	For reporting purposes, excluded from the Department of Treasury and Finance.
Adelaide Cemeteries Authority	Public Non-Financial Corporations Sector	
Adelaide Festival Centre Trust	Public Non-Financial Corporations Sector	The number and type of functions performed by this entity determines the amount of casual work available in each pay period. Therefore, headcount and FTE information provided in this report is only representative of the workforce resource capability as at the reporting period and should not be considered a reflection of the overall workforce for the year.

Public Sector Agencies	Budget Sector	Notes
Adelaide Venue Management Corporation	Public Non-Financial Corporations Sector	The number and type of functions performed by this entity determines the amount of casual work available in each pay period. Therefore, headcount and FTE information provided in this report is only representative of the workforce resource capability as at the reporting period and should not be considered a reflection of the overall workforce for the year.
Forestry SA	Public Non-Financial Corporations Sector	
Public Trustee	Public Non-Financial Corporations Sector	For reporting purposes, excluded from Attorney-General's Department.
Renewal SA	Public Non-Financial Corporations Sector	
SA Housing Authority	Public Non-Financial Corporations Sector	Formerly reported as 'Housing SA'
Water Corporation, SA	Public Non-Financial Corporations Sector	This organisation trades as SA Water.
West Beach Trust	Public Non-Financial Corporations Sector	

## Appendix B: Explanation of terms

Persons counted as employees are those paid and/or who received a salary in the last full pay period before 30 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 and Members of Parliament (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.

### South Australian Public Sector

The definition of the South Australian 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 South Australian 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.

Public sector agencies are categorised in this report consistent with Department of Treasury and Finance publications –

- 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.

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

### Average FTE over period

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

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

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

Sum of FTE 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 South Australian 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.

### 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.

### 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 Public Sector Act in a recognised executive role, which may be 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 Act**

Public Sector Act employees refer to those persons who are employed under the *Public Sector Act 2009* (Public Sector Act). This group of employees generally include persons employed

across the five major remuneration structures of Administrative Services, Operational Services, Professional Officers, Technical Grades and Allied Health Professionals.

Public Sector Act employees are employed as ongoing, 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**

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

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

### **School services officers**

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

### **TAFE SA Act**

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

### **Trainee, apprenticeship and graduate entry programs**

This employee type covers a range of trainee, apprenticeship and graduate entry programs through which people can be employed in the public sector workforce. It includes young people engaged as entry level trainees through a range of graduate recruitment programs including the South Australian 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**

Since 2017, workforce data is captured for employees not identifying as male or female. For the purposes of this report, a new category has been titled '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 the [Australian Government Guidelines on the Recognition of Sex and Gender, November 2015](#).

## **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 South Australian 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**

Public Sector 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**

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

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

## **Employment status**

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 Employees

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

Those persons who are a descendant of an Australian Aboriginal, who identifies as an Aboriginal, and are recognised 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 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 presented 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 South Australian 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 South Australian 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 system
- 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 Public Sector Act Administrative Services Stream at June of that financial year.

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 of that financial year.