

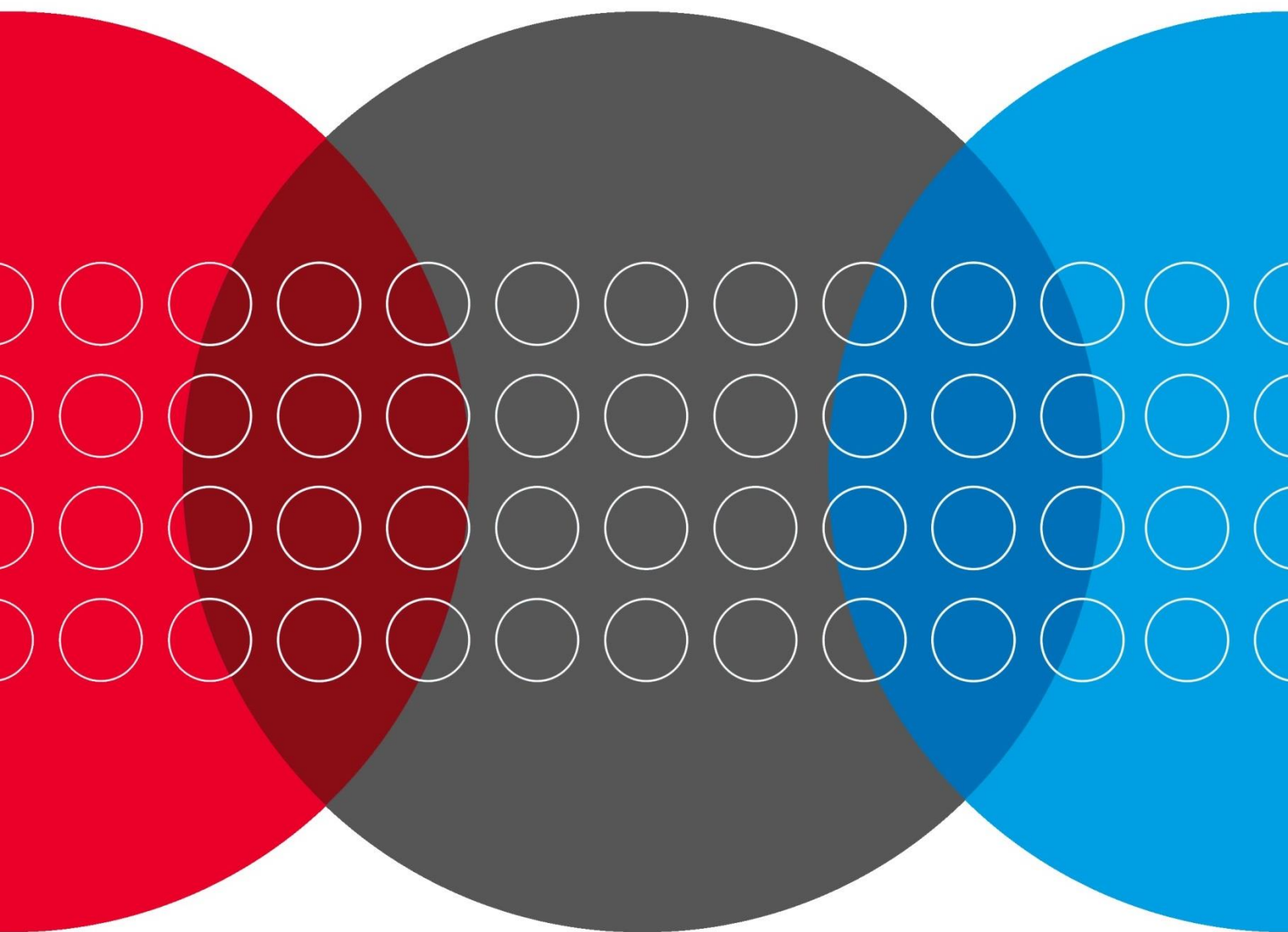


**Government  
of South Australia**

Office of the Commissioner  
for Public Sector Employment

**2018-19**

# **WORKFORCE INFORMATION REPORT**



## Workforce Information Report 2019

The Workforce Information Report 2018-19 has been prepared by the Office of the Commissioner for Public Sector Employment. For any further information:

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Public – I2 – A2

# Foreword

I am pleased to present the official record of the size and composition of the South Australian Public Sector workforce, as at 30 June 2019, in the *Workforce Information Report 2019*.

The report, which is collated by my Office, the Office of the Commissioner for Public Sector Employment, presents workforce data from all South Australian Public Sector agencies as described in Section 19 of the *Public Sector Act 2009* (the Act).

The report provides evidence for effective workforce policy and strategy development across the sector. It helps to facilitate transparent, accountable governance to demonstrate how the sector works collaboratively as 'One Government One Employer', promotes diversity and, supports our objectives to be an employer of choice that positively serves the community.

Information collected includes a range of employment details and workforce demographics including age, gender and diversity, as at 30 June 2019.

The size of the public sector workforce was stable between 30 June 2018 and 30 June 2019. Full time equivalents (FTE) grew by 454 (0.51 per cent) to 89,887 and the total number of persons reduced by 259 (-0.24 per cent) to 108,006.

In comparison, the rest of South Australia's workforce experienced higher growth than the public sector. Australian Bureau of Statistics data shows the number of persons employed in South Australia (excluding the South Australian Public Sector) increased by 1.79 per cent, compared to the 0.24 per cent reduction in public sector employees between 30 June 2018 and 30 June 2019.

Our sector is committed to reflecting the diverse community we serve. As outlined in this year's report we have achieved numerous milestones and, I am proud to report that:

- There were 680 female executives and 648 male executives as at 30 June 2019, and the proportion of female executives increased from 49.37 per cent to 51.20 per cent. For the first time, the majority of executives were female.
- The sector continues to employ unprecedented numbers of Aboriginal people. As at 30 June 2019, 2,232 public sector employees self-identified as Aboriginal, representing 2.07 per cent of the public sector workforce. This is the highest number of Aboriginal public sector employees recorded.
- The total number of employees in the South Australian Public Sector with a declared disability was 1,434, representing 1.33 per cent of the workforce at June 2019. This is an overall increase of 0.49 per cent compared to June 2018, however highlights the need for continued focus for the public sector.

Approximately 95 per cent of public sector employees are employed in the General Government Sector, which is predominately funded by the State Government and delivers most of the critical services used by the community. Within the General Government Sector:

- 37,174 FTE (43.48 per cent) were police, doctors, nurses and teachers.
- 24,861 FTE (29.08 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.
- 23,456 FTE (27.44 per cent) were employed in policy or administrative roles.

As at 30 June 2019, the government services that experienced notable employee growth above the 2019-20 State Budget estimates included SA Health (1,095 FTE), Department for Correctional Services (51 FTE) and Emergency Services (62 FTE).

Correspondingly, agencies with notable employee reductions greater than the 2019-20 State Budget estimates included Department of Planning, Transport and Infrastructure (139 FTE), Department of Primary Industries and Regions (54 FTE), Attorney-General's Department (84 FTE) and Courts Administration Authority (121 FTE).

Ongoing employment remains the appointment type for most public sector employees. As at 30 June 2019, the public sector workforce comprised 61.57 per cent ongoing positions and 38.43 per cent contracts, casual or other types of employment.

This year, I am reporting data on excess employees in this report, rather than in the State of the Sector report where I have reported this data previously. As at 30 June 2019, there were 11 excess employees in the public sector.

The workforce data is reported here on behalf of all South Australian Public Sector agencies. All agencies have authorised the accuracy and completeness of the data I publish on their behalf, within this report.

Throughout the year, agencies continuously verify the accuracy and completeness of their workforce data within the collection framework and definitions established by my office.

I thank all agencies for their cooperation in the preparation of this report.

My office will continue to work with agencies to ensure continuous improvement in how we collect and report workforce data.

Additional data and alternative formats (including visual data dashboards) are available on my office's [website](#).



Erma Ranieri

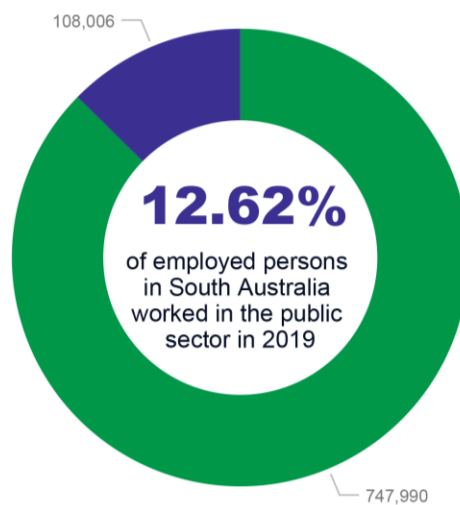
Commissioner for Public Sector Employment

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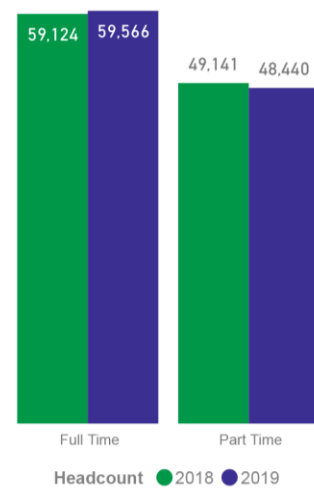
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# Executive summary

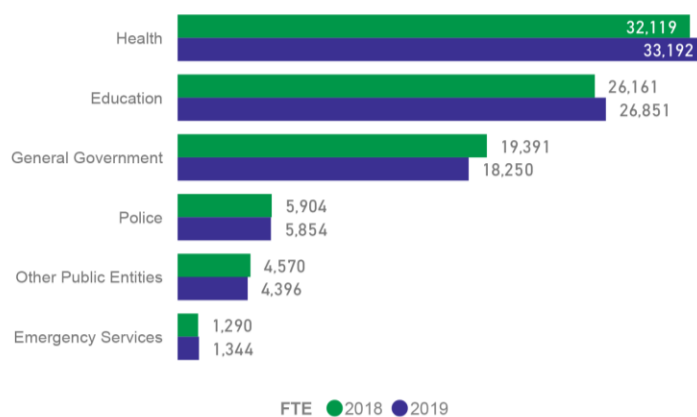
## Comparative workforce size



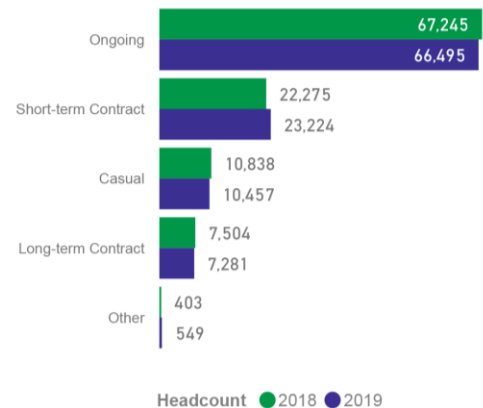
## Part time employment



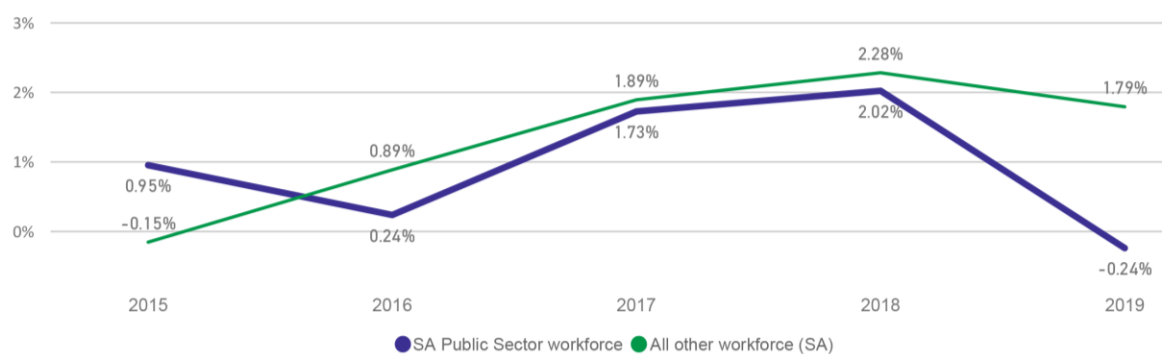
## FTE by workforce sector



## Appointment type



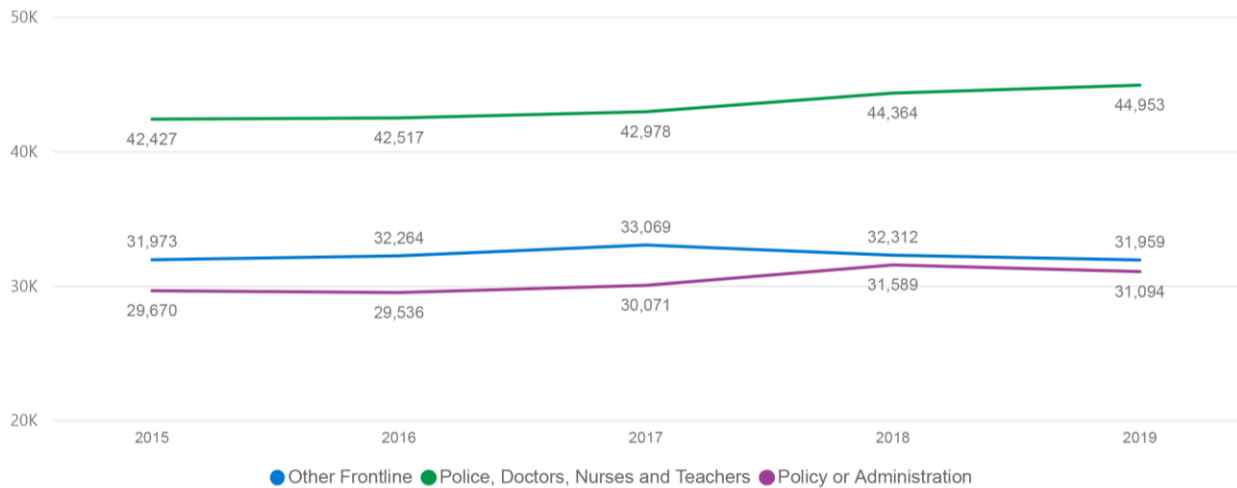
## South Australia workforce growth



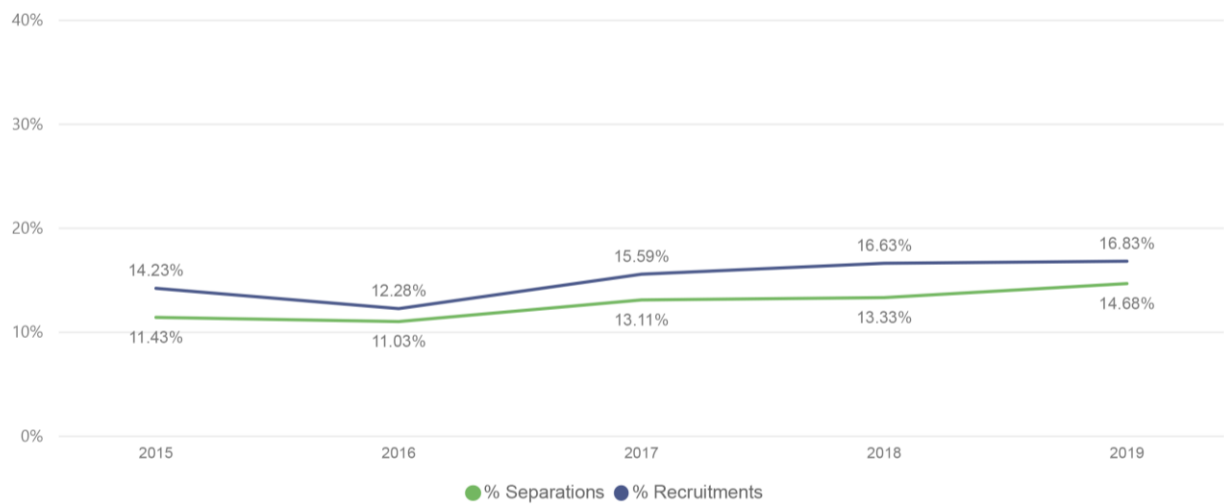
**\$83.9K**  
AVERAGE  
SALARY

**13 years**  
AVERAGE LENGTH  
OF SERVICE

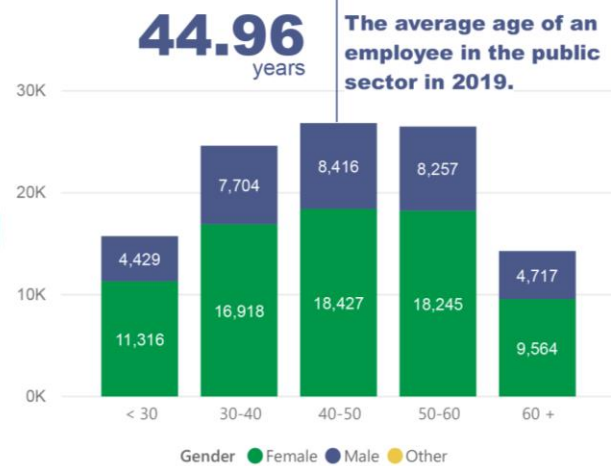
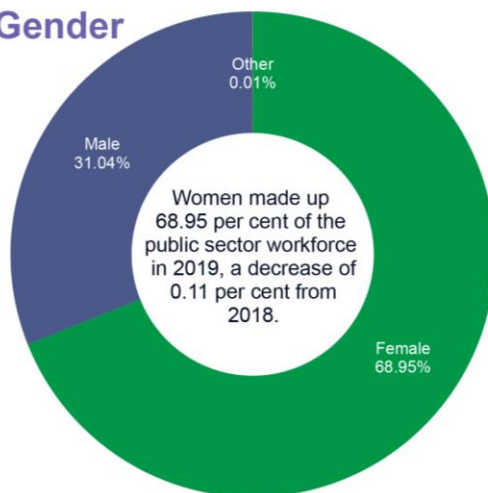
## Frontline and Back Office



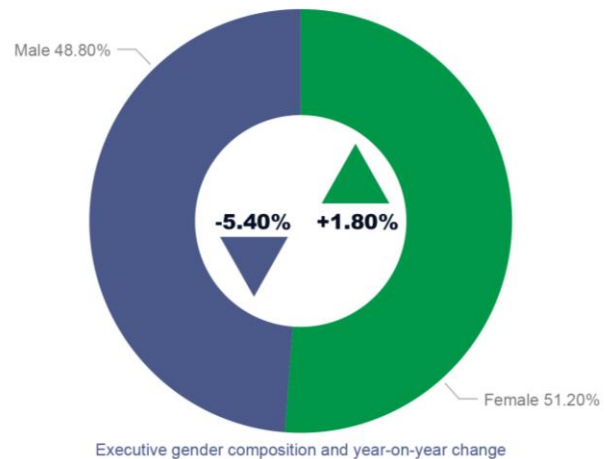
## Agency Separations and Recruitments



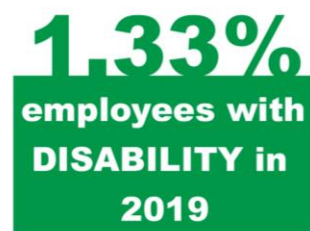
## Age & Gender



## Executives



## Diversity





# 2019 full time equivalents and headcount

## Overview

The South Australian Public Sector provides a vast range of services across many agencies. Table 1 highlights the overall full time equivalents (FTE) and headcount for each agency as at June 2018 and June 2019.

Data in Table 1 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.

This Report provides information for agencies based on the following definitions:

- General Government Sector agencies cover the largest portion of government services and are predominantly funded by taxpayers.
- Public Non-Financial Corporation (PNFC) and Public Financial Corporation (PFC) agencies are categorised separately. PNFCs generate revenue through user charges and PFCs generally provide intermediate financial services.
- Non-budget entities are covered by public sector employment conditions, but have minimal or no State Budget funding.

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

## Summary

FTE, including Non-budget entities grew by 454 (0.51 per cent) to 89,887 and the number of persons reduced by 259 (-0.24 per cent) to 108,006.

Within the General Government Sector, FTE grew by 628 (0.74 per cent) to 85,491 and the number of persons reduced by 65 (-0.06 per cent) to 102,948.

Areas of the General Government Sector that experienced a notable increase in FTE above the 2019-20 State Budget estimates<sup>1</sup> include:

- SA Health (1,095 FTE)
- Department for Correctional Services (51 FTE)
- TAFE SA (35 FTE)
- South Australian Metropolitan Fire Service (52 FTE).

Areas of the General Government Sector with notably less FTE than the 2019-20 State Budget estimates include:

- Department for Child Protection (219 FTE)
- Department of Treasury and Finance (129 FTE)
- Department of Planning, Transport and Infrastructure (124 FTE)
- South Australia Police (105 FTE)
- Attorney-General's Department (84 FTE)

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<sup>1</sup> Department of Treasury and Finance 2019, *Budget Statement 2019-20 – Budget Paper 3*, Table 2.9, South Australia.

- Department of Primary Industries and Regions (54 FTE)
- Department of the Premier and Cabinet (43 FTE)
- Courts Administration Authority (36 FTE).

Including judiciary, actual FTE were 437 higher as at 30 June 2019 than estimated in the 2019-20 Budget largely due to additional FTE in Health and Wellbeing as a result of additional activity, and additional nursing FTE employed by Local Hospital Networks to replace the use of more expensive agency nursing staff (which are temporary contract staff and not government FTE).

**Table 1 – South Australian Public Sector employment, June 2018 and June 2019**

### Total Public Sector

Budget Sector	Jun 18		Jun 19	
	FTE	Headcount	FTE	Headcount
General Government Sector	84,864	103,013	85,491	102,948
Non-Budget Entity	412	461	380	418
Public Financial Corporations Sector	540	569	560	592
Public Non-Financial Corporations Sector	3,618	4,222	3,456	4,048
<b>Grand Total<sup>2</sup></b>	<b>89,434</b>	<b>108,265</b>	<b>89,887</b>	<b>108,006</b>

### General Government Sector

Agency Name	Jun 18		Jun 19	
	FTE	Headcount	FTE	Headcount
Adelaide Festival Corporation	24	26	23	26
Art Gallery of South Australia	79	91	68	82
Attorney-General's Department	1,559	1,680	1,193	1,294
Auditor-General's Department	125	131	136	144
Carclew Youth Arts Centre Incorporated	18	25	19	26
Carrick Hill	10	15	9	13
Central Adelaide Local Health Network	11,099	13,869	11,597	14,113
Country Arts SA	59	118	57	121
Country Health SA Local Health Network	5,817	8,645	6,046	8,336
Courts Administration Authority	655	726	650	721
CTP Regulator	28	28	24	24
Dairysafe	2	3	3	4
Defence SA	25	27	20	21
Department for Child Protection	1,999	2,158	2,105	2,250
Department for Correctional Services	2,163	2,257	2,077	2,165

<sup>2</sup> FTE and headcount data provided in this table 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 established to be consistent with the salaries and wages budget for each agency and are adjusted in line with changes to agency budgets.

Agency Name	Jun 18		Jun 19	
	FTE	Headcount	FTE	Headcount
Department for Education	23,961	30,269	24,666	31,157
Department for Energy and Mining			303	317
Department for Environment and Water	1,518	1,669	1,443	1,584
Department for Health and Wellbeing	1,603	1,717	1,529	1,633
Department of Human Services	3,214	3,722	2,624	3,073
Department for Innovation and Skills			380	395
Department for Trade, Tourism and Investment			121	127
Department of Planning, Transport and Infrastructure	2,988	3,116	3,114	3,271
Department of Primary Industries and Regions	890	987	822	905
Department of State Development	646	681		
Department of the Premier and Cabinet	1,658	1,768	415	438
Department of Treasury and Finance	400	437	1,168	1,245
Education Standards Board	39	42	35	40
Electoral Commission of South Australia	27	29	29	30
Electorate Services	191	249	203	265
Environment Protection Authority	216	231	194	207
Essential Services Commission of South Australia	25	26	26	29
Government House	24	29	22	27
Green Industries SA	19	20	20	21
Health and Community Services Complaints Commissioner			9	9
History Trust of South Australia	55	72	48	60
Independent Commissioner Against Corruption			67	70
Infrastructure SA			4	4
Investment Attraction South Australia	36	37		
Legislature (Including Members)	178	197	183	201
Northern Adelaide Local Health Network	3,608	4,452	3,942	4,807
Office for Recreation, Sport and Racing			83	94
Office of the Commissioner for Public Sector Employment			63	68
Office of the South Australian Productivity Commission			12	15
SA Ambulance Service	1,500	1,678	1,589	1,740
SA Lotteries	5	5	3	4
SACE Board of South Australia	106	113	103	113
South Australia Police	5,904	6,087	5,854	6,054
South Australian Country Fire Service	152	161	159	168
South Australian Film Corporation	15	18	18	20
South Australian Fire and Emergency Services Commission	70	73	69	73
South Australian Mental Health Commission	10	10	8	8
South Australian Metropolitan Fire Service	997	1,202	1,052	1,263
South Australian Museum	77	91	71	85
South Australian Small Business Commissioner			10	11
South Australian State Emergency Services	71	72	64	66
South Australian Tourism Commission	136	149	121	130
Southern Adelaide Local Health Network	5,729	7,213	5,711	7,232
State Library of South Australia	120	136	113	127
State Opera of South Australia	9	12	11	13

Agency Name	Jun 18		Jun 19	
	FTE	Headcount	FTE	Headcount
State Theatre Company of South Australia	31	33	28	30
Study Adelaide	9	10	11	12
TAFE SA	2,201	2,761	2,186	2,694
TechInSA	14	15		
Women's and Children's Health Network	2,753	3,625	2,762	3,673
<b>General Government Sector Total<sup>3</sup></b>	<b>84,864</b>	<b>103,013</b>	<b>85,491<sup>4</sup></b>	<b>102,948</b>

### Non-budget Entity

Agency Name	Jun 18		Jun 19	
	FTE	Headcount	FTE	Headcount
Jam Factory Contemporary Craft and Design	25	44	23	37
Legal Profession Conduct Commission	20	25	20	26
Legal Services Commission	200	216	171	181
Super SA	136	143	135	141
Teachers Registration Board	25	26	26	27
Veterinary Surgeons Board	2	2	2	2
Vinehealth Australia	4	5	4	4
<b>Non-Budget Entity Total</b>	<b>412</b>	<b>461</b>	<b>380</b>	<b>418</b>

### Public Financial Corporations Sector

Agency Name	Jun 18		Jun 19	
	FTE	Headcount	FTE	Headcount
Funds SA	36	39	46	49
HomeStart Finance	99	105	107	113
Lifetime Support Authority of South Australia	45	50	60	66
Motor Accident Commission	30	31		
ReturnToWorkSA	246	255	243	252
South Australian Government Financing Authority	83	89	104	112
<b>Public Financial Corporations Sector Total</b>	<b>540</b>	<b>569</b>	<b>560</b>	<b>592</b>

### Public Non-Financial Corporations Sector

<sup>3</sup> Judiciary is not included in the Workforce Information Collection. In order to reconcile this table with the budget papers, an additional 87.7 FTE (93 headcount) for the Judiciary is included under the General Government Sector.

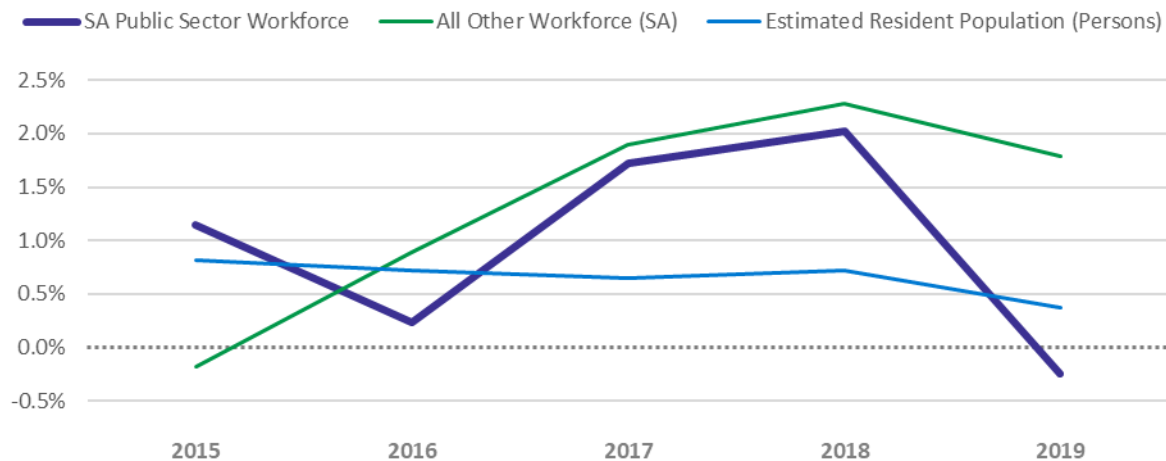
<sup>4</sup> FTE calculated for all SA Health departments and local health networks (33,192) in this report is higher than the FTE calculated by SA Health (32,823). This may result in a minor variance (1.1 per cent) between the FTE published in this Report and FTE published for SA Health departments and local health networks in other publications. As part of our commitment to continuous improvement, to help address this variance we will continue to work with agencies, including our regular review of FTE definitions to ensure standardisation across the sector.

Agency Name	Jun 18		Jun 19	
	FTE	Headcount	FTE	Headcount
Adelaide Cemeteries Authority	60	64	55	60
Adelaide Festival Centre Trust	235	363	258	343
Adelaide Venue Management Corporation	483	767	418	722
ForestrySA	58	59	46	47
Public Trustee	189	199	176	184
Renewal SA	287	305	123	130
SA Housing Authority	724	769	806	880
SA Water	1,484	1,535	1,474	1,531
West Beach Parks	98	161	98	151
<b>Public Non-Financial Corporations Sector Total</b>	<b>3,618</b>	<b>4,222</b>	<b>3,456</b>	<b>4,048</b>

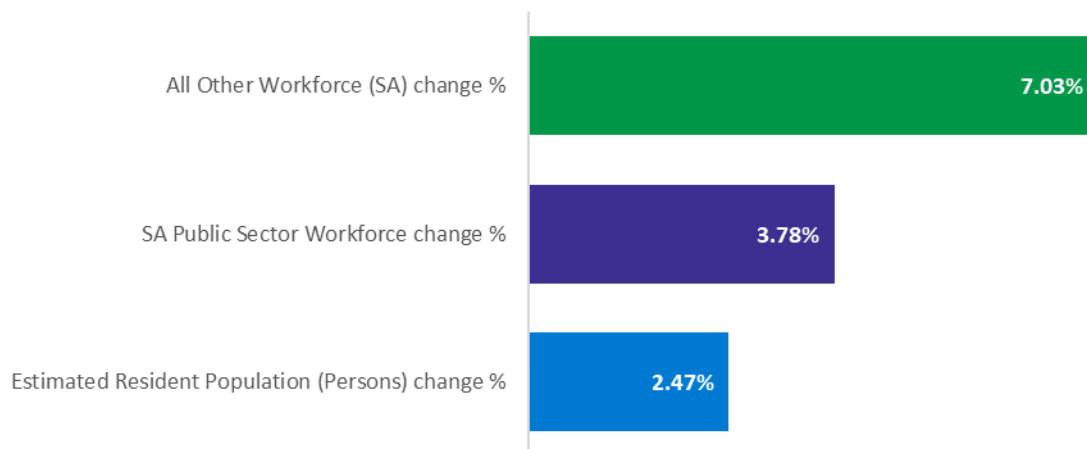
Appendix A contains a detailed explanation of South Australian Public Sector entities and notes for specific agencies that may be relevant when reading this report.

# Comparative workforce size

SA workforce and population growth



SA workforce and population growth (last 5 years)



The number of persons employed in the South Australian Public Sector reduced by 0.24 per cent between June 2018 and June 2019, whereas all other areas of the South Australian workforce increased the number of persons employed by 1.79 per cent for the same period. The public sector account for about 12.62 per cent of the South Australian workforce, which is lower than reported at June 2018 (12.84 per cent).

**Table 2 – Public sector employees as a percentage of South Australian population and total persons employed in South Australia, June 2019**

<b>South Australia</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Estimated Resident Population (Persons)	1,700,668	1,712,843	1,723,923	1,736,257	1,742,744
Annual change	13,723	12,175	11,080	12,334	6,487
Annual change %	0.81%	0.72%	0.65%	0.72%	0.37%
Total Persons Employed in SA	802,928	809,373	824,527	843,076	855,996
Annual change		6,445	15,154	18,549	12,920
Annual change %	0.00%	0.80%	1.87%	2.25%	1.53%
SA Public Sector Workforce	104,070	104,317	106,118	108,265	108,006
Annual change	1,180	247	1,801	2,147	-259
Annual change %	1.15%	0.24%	1.73%	2.02%	-0.24%
All Other Workforce (SA) <sup>5</sup>	698,858	705,056	718,409	734,811	747,990
Annual change	-1,272	6,198	13,353	16,402	13,179
Annual change %	-0.18%	0.89%	1.89%	2.28%	1.79%
% of Population Working in Public Sector	6.12%	6.09%	6.16%	6.24%	6.20%
% of Persons Employed in Public Sector	12.96%	12.89%	12.87%	12.84%	12.62%
% of All Other Workforce (SA)	87.04%	87.11%	87.13%	87.16%	87.38%

As at June 2019, the reduction of persons in the public sector workforce (-0.24 per cent) was:

- lower than the growth of the remaining South Australian workforce (1.79 per cent); and
- lower than the growth of the resident population (0.37 per cent) as estimated by the Australian Bureau of Statistics<sup>6</sup> as at December 2018.

Total growth of the public sector workforce in the last five years (3.78 per cent) was:

- lower than the total growth of the remaining South Australian workforce (7.03 per cent) over the same period; and
- higher than the total growth of the resident population (2.47 per cent) as estimated by the Australian Bureau of Statistics<sup>7</sup> as at December 2018.

<sup>5</sup> 'All Other Workforce (SA)' is the difference between 'Total Persons Employed in SA' and 'Public Sector Workforce'

<sup>6</sup> Australian Bureau of Statistics publication 6202.0 (Labour Force, Australia), Table 7, published August 2019

<sup>7</sup> Australian Bureau of Statistics publication 3101.0 (Australian Demographics Statistics), Table 4, published June 2019

# Sector-wide analysis

## Age, gender and appointment type

**Table 3(a) - Employees in the South Australian Public Sector by age and gender, June 2019**

### Total Public Sector

Age Bracket	Female	Male	Other	Total
Up to 20	241	110	0	351
20 - 24	3,775	1,224	3	5,002
25 - 29	7,300	3,095	3	10,398
30 - 34	8,051	3,737	2	11,790
35 - 39	8,867	3,967	1	12,835
40 - 44	8,852	4,133	2	12,987
45 - 49	9,575	4,283	2	13,860
50 - 54	9,113	4,097	0	13,210
55 - 59	9,132	4,160	0	13,292
60 - 64	6,805	3,247	0	10,052
65+	2,759	1,470	0	4,229
<b>Total</b>	<b>74,470</b>	<b>33,523</b>	<b>13</b>	<b>108,006</b>

### General Government Sector

Age Bracket	Female	Male	Other	Total
Up to 20	207	81	0	288
20 - 24	3,620	1,074	2	4,696
25 - 29	7,075	2,880	3	9,958
30 - 34	7,731	3,473	2	11,206
35 - 39	8,535	3,664	1	12,200
40 - 44	8,477	3,806	2	12,285
45 - 49	9,242	3,940	2	13,184
50 - 54	8,821	3,779	0	12,600
55 - 59	8,876	3,893	0	12,769
60 - 64	6,644	3,025	0	9,669
65+	2,703	1,390	0	4,093
<b>Total</b>	<b>71,931</b>	<b>31,005</b>	<b>12</b>	<b>102,948</b>

### Non-budget Entity

Age Bracket	Female	Male	Other	Total
Up to 20	0	0	0	0
20 - 24	10	3	0	13
25 - 29	24	8	0	32
30 - 34	34	18	0	52



Age Bracket	Female	Male	Other	Total
35 - 39	33	13	0	46
40 - 44	52	14	0	66
45 - 49	40	20	0	60
50 - 54	45	11	0	56
55 - 59	38	11	0	49
60 - 64	26	10	0	36
65+	6	2	0	8
<b>Total</b>	<b>308</b>	<b>110</b>	<b>0</b>	<b>418</b>

### Public Financial Corporations Sector

Age Bracket	Female	Male	Other	Total
Up to 20	0	0	0	0
20 - 24	7	0	0	7
25 - 29	16	19	0	35
30 - 34	42	19	0	61
35 - 39	54	31	0	85
40 - 44	52	40	0	92
45 - 49	64	42	0	106
50 - 54	45	38	0	83
55 - 59	31	33	0	64
60 - 64	21	24	0	45
65+	8	6	0	14
<b>Total</b>	<b>340</b>	<b>252</b>	<b>0</b>	<b>592</b>

### Public Non-Financial Corporations Sector

Age Bracket	Female	Male	Other	Total
Up to 20	34	29	0	63
20 - 24	138	147	1	286
25 - 29	185	188	0	373
30 - 34	244	227	0	471
35 - 39	245	259	0	504
40 - 44	271	273	0	544
45 - 49	229	281	0	510
50 - 54	202	269	0	471
55 - 59	187	223	0	410
60 - 64	114	188	0	302
65+	42	72	0	114
<b>Total</b>	<b>1,891</b>	<b>2,156</b>	<b>1</b>	<b>4,048</b>

At June 2019, employees in the South Australian Public Sector comprised of 68.95 per cent females, 31.04 per cent males, and 0.01 per cent other. At June 2018, there were 68.86 per cent female, 31.13 per cent male, and 0.01 other.

The average age of public sector employees was 45 years.

**Table 3(b) - Employees in the South Australian Public Sector by appointment type, June 2019**

**Total Public Sector**

<b>Appointment Type</b>	<b>Jun 15</b>	<b>Jun 16</b>	<b>Jun 17</b>	<b>Jun 18</b>	<b>Jun 19</b>
Ongoing	68,581	68,395	67,185	67,245	66,495
Long-term Contract	10,189	6,091	7,869	7,504	7,281
Short-term Contract	14,669	18,852	21,197	22,275	23,224
Casual	10,251	10,684	9,864	10,838	10,457
Other	380	295	3	403	549
<b>Total</b>	<b>104,070</b>	<b>104,317</b>	<b>106,118</b>	<b>108,265</b>	<b>108,006</b>

**General Government Sector**

<b>Appointment Type</b>	<b>Jun 15</b>	<b>Jun 16</b>	<b>Jun 17</b>	<b>Jun 18</b>	<b>Jun 19</b>
Ongoing	66,392	65,537	64,405	64,248	63,510
Long-term Contract	9,609	5,486	7,096	6,650	6,519
Short-term Contract	14,460	18,370	20,673	21,795	22,742
Casual	9,669	9,996	9,234	9,952	9,694
Other	380	295	3	368	483
<b>Total</b>	<b>100,510</b>	<b>99,684</b>	<b>101,411</b>	<b>103,013</b>	<b>102,948</b>

**Non-budget Entity**

<b>Appointment Type</b>	<b>Jun 15</b>	<b>Jun 16</b>	<b>Jun 17</b>	<b>Jun 18</b>	<b>Jun 19</b>
Ongoing	192	298	289	286	281
Long-term Contract	34	46	47	53	49
Short-term Contract	41	66	98	101	79
Casual	7	13	17	19	8
Other	0	0	0	2	1
<b>Total</b>	<b>274</b>	<b>423</b>	<b>451</b>	<b>461</b>	<b>418</b>

**Public Financial Corporations Sector**

<b>Appointment Type</b>	<b>Jun 15</b>	<b>Jun 16</b>	<b>Jun 17</b>	<b>Jun 18</b>	<b>Jun 19</b>
Ongoing	116	184	197	434	460
Long-term Contract	63	62	61	95	93
Short-term Contract	8	18	18	37	33
Casual	2	3	1	2	3
Other	0	0	0	1	3
<b>Total</b>	<b>189</b>	<b>267</b>	<b>277</b>	<b>569</b>	<b>592</b>

### Public Non-Financial Corporations Sector

Appointment Type	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Ongoing	1,881	2,376	2,294	2,277	2,244
Long-term Contract	483	497	665	706	620
Short-term Contract	160	398	408	342	370
Casual	573	672	612	865	752
Other	0	0	0	32	62
<b>Total</b>	<b>3,097</b>	<b>3,943</b>	<b>3,979</b>	<b>4,222</b>	<b>4,048</b>

At June 2019, employees in the South Australian Public Sector comprised of 61.57 per cent ongoing positions and 38.43 per cent contracts, casual or other types of employment. This represents a 1.12 per cent reduction in ongoing employment, a 2.97 per cent reduction in long term contracts, and a 4.26 per cent increase in short term contracts compared to June 2018. There was a 3.52 per cent reduction in casual employment for the same period.

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.

## Employee types – frontline and back office

**Table 4 - General Government Sector FTE by frontline/back office, June 2015 to June 2019**

### Frontline

Employee Type	Employee Sub Type	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Children's Services Act		1,213	1,284	1,334	1,346	1,314
Disability Services Officers		1,268	1,216	1,208	1,232	1,204
Education Act		13,850	14,060	14,282	14,770	15,105
Emergency Services		1,858	1,890	2,093	985	1,036
Executive		469	473	483	533	548
Medical Officers		3,000	2,958	3,036	3,222	3,421
Nurses		12,758	12,614	12,690	13,388	13,870
Police Act		4,576	4,607	4,806	4,845	4,777
PS Act/Public Sector Salaried						
	Allied Health Professionals	4,148	4,123	4,267	4,484	4,526
	Correctional Officers	960	1,126	1,230	1,297	1,188
	Operational Services	3,674	3,531	3,685	3,624	3,266
	Technical Services	858	813	796	709	694
School Services Officers		4,520	4,791	5,042	5,363	5,757
TAFE Act		1,369	1,304	1,249	1,195	1,213
Weekly Paid	Government Services	629	645	518	529	509
	Health Ancillary Employee	2,777	2,684	2,650	2,537	2,629
	Other Weekly Paid	1,050	963	973	982	977
<b>Total</b>		<b>58,976</b>	<b>59,082</b>	<b>60,342</b>	<b>61,041</b>	<b>62,035</b>

### Back Office

Employee Type	Employee Sub Type	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Executive		656	661	694	672	643
Other		2,018	1,848	1,952	2,810	2,991
PS Act/Public Sector Salaried		506	697	691	877	944
	Administrative Services	18,733	17,688	18,013	18,012	17,436
	Professional Officers	1,633	1,618	1,579	1,452	1,442
<b>Total</b>		<b>23,545</b>	<b>22,512</b>	<b>22,929</b>	<b>23,822</b>	<b>23,456</b>

Please, note that some executives may be included in other categories. [Please refer to Table 9](#) for detailed reporting of executives in the South Australian Public Sector.

Of the 85,491 General Government Sector FTE at June 2019:

- 43.48 per cent were police, doctors, nurses and teachers.
- 29.08 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.
- 27.44 per cent were employed in policy or administrative roles.

Compared with June 2018 data, public sector FTE categorised as providing 'frontline' services increased by 994 (1.63 per cent) and 'back office' FTE decreased by 366 (-1.54 per cent).

**Table 5 - Employees in the South Australian Public Sector by employee type and appointment type, June 2019**

Employee Type	Employee Subtype	Ongoing		Long-term Contract		Short-term Contract		Casual		Other		Total	
		FTE	Head-count	FTE	Head-count	FTE	Head-count	FTE	Head-count	FTE	Head-count	FTE	Head-count
Children's Services Act		412	534	235	259	513	727	155	522	0	0	1,314	2,042
Disability Services Officers		1,135	1,231	3	5	36	46	30	58	0	0	1,204	1,340
Education Act		6,944	7,805	2,437	2,500	5,130	5,701	1,133	2,540	0	0	15,644	18,546
Emergency Services		996	1,199	1	1	3	3	0	0	36	38	1,036	1,241
Medical Officers		1,121	1,662	109	155	2,149	2,339	8	32	33	203	3,421	4,391
Nurses		10,442	12,620	245	306	2,225	2,688	950	2,041	8	11	13,870	17,666
Other		3,725	3,979	758	810	796	922	350	826	114	170	5,742	6,707
Police Act		4,777	4,890	9	9	0	0	0	0	0	0	4,786	4,899
PS Act		0	0	0	0	0	0	0	0	0	0	0	0
	Administrative Services	9,357	9,976	1,218	1,289	2,262	2,421	99	206	8	34	12,944	13,926
	Allied Health Professionals	954	1,066	120	133	393	434	5	5	1	1	1,472	1,639
	Correctional Officers	1,148	1,153	3	3	37	38	0	0	0	0	1,188	1,194
	Operational Services	1,571	1,627	116	126	350	367	79	179	1	2	2,117	2,301
	Other PS Act	247	271	509	520	135	142	67	265	9	30	966	1,228
	Professional Officers	1,081	1,154	128	136	173	187	11	23	0	0	1,392	1,500
	Technical Services	162	169	17	20	14	17	2	6	0	0	195	212
Public Sector Salaried		0	0	0	0	0	0	0	0	0	0	0	0
	Health Care Act	6,330	7,373	377	437	2,716	3,302	347	743	32	44	9,800	11,899
	Other Public Sector Salaried	1,010	1,114	238	256	248	263	60	170	7	12	1,563	1,815
School Services Officers		2,951	3,665	131	159	2,191	3,104	484	1,318	0	0	5,757	8,246

Employee Type	Employee Subtype	Ongoing		Long-term Contract		Short-term Contract		Casual		Other		Total	
		FTE	Head-count	FTE	Head-count	FTE	Head-count	FTE	Head-count	FTE	Head-count	FTE	Head-count
TAFE Act		973	1,074	9	10	106	122	125	327	0	0	1,213	1,533
Weekly Paid		0	0	0	0	0	0	0	0	0	0	0	0
	Government Services	312	378	36	51	89	144	73	154	0	0	509	727
	Health Ancillary Employee	2,068	2,611	39	59	133	187	387	875	3	4	2,629	3,736
	Other Weekly Paid	928	944	35	37	69	70	92	167	0	0	1,123	1,218
<b>Grand Total</b>		<b>58,643</b>	<b>66,495</b>	<b>6,772</b>	<b>7,281</b>	<b>19,767</b>	<b>23,224</b>	<b>4,455</b>	<b>10,457</b>	<b>250</b>	<b>549</b>	<b>89,887</b>	<b>108,006</b>



## Aboriginal employment

**Table 6 - Aboriginal employees in the South Australian Public Sector, June 2015 to June 2019**

### Total Public Sector

	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Identified as Aboriginal	1,738	1,844	2,007	2,154	2,232
Non Aboriginal	76,553	78,047	80,338	82,312	82,520
Unknown / Not Stated	25,779	24,426	23,773	23,799	23,254
<b>Total</b>	<b>104,070</b>	<b>104,317</b>	<b>106,118</b>	<b>108,265</b>	<b>108,006</b>

### General Government Sector

	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Identified as Aboriginal	1,684	1,727	1,891	2,044	2,114
Non Aboriginal	73,988	74,665	76,814	78,386	78,639
Unknown / Not Stated	24,838	23,292	22,706	22,583	22,195
<b>Total</b>	<b>100,510</b>	<b>99,684</b>	<b>101,411</b>	<b>103,013</b>	<b>102,948</b>

### Non-budget Entity

	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Identified as Aboriginal	4	5	5	5	5
Non Aboriginal	270	363	386	395	351
Unknown / Not Stated	0	55	60	61	62
<b>Total</b>	<b>274</b>	<b>423</b>	<b>451</b>	<b>461</b>	<b>418</b>

### Public Financial Corporations Sector

	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Identified as Aboriginal	0	3	3	3	4
Non Aboriginal	145	189	202	479	513
Unknown / Not Stated	44	75	72	87	75
<b>Total</b>	<b>189</b>	<b>267</b>	<b>277</b>	<b>569</b>	<b>592</b>

### Public Non-Financial Corporations Sector

	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Identified as Aboriginal	50	109	108	102	109
Non Aboriginal	2,150	2,830	2,936	3,052	3,017
Unknown / Not Stated	897	1,004	935	1,068	922
<b>Total</b>	<b>3,097</b>	<b>3,943</b>	<b>3,979</b>	<b>4,222</b>	<b>4,048</b>

Aboriginal employees represented 2.07 per cent of the public sector workforce at June 2019.

There were 2,232 employees identified as Aboriginal at June 2019. During the reporting period, the number of Aboriginal employees grew at a rate of 3.62 per cent.

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

## Employees with a declared disability

**Table 7a - Employees in the South Australian Public Sector with a declared disability, June 2015 to June 2019**

Employee identified with a declared disability <sup>8</sup>	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
General Government Sector	1,252	1,226	1,302	1,324	1,338
Non-Budget Entity	3	4	4	4	5
Public Financial Corporations Sector	1	3	3	5	9
Public Non-Financial Corporations Sector	51	90	92	94	82
<b>Grand Total</b>	<b>1,307</b>	<b>1,323</b>	<b>1,401</b>	<b>1,427</b>	<b>1,434</b>

**Table 7b - Percentage of the South Australian Public Sector with a declared disability, June 2015 to June 2019**

% employee identified with a declared disability	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
General Government Sector	1.25%	1.23%	1.28%	1.29%	1.30%
Non-Budget Entity	1.09%	0.95%	0.89%	0.87%	1.20%
Public Financial Corporations Sector	0.53%	1.12%	1.08%	0.88%	1.52%
Public Non-Financial Corporations Sector	1.65%	2.28%	2.31%	2.23%	2.03%
<b>Grand Total</b>	<b>1.26%</b>	<b>1.27%</b>	<b>1.32%</b>	<b>1.32%</b>	<b>1.33%</b>

The total number of employees in the South Australian Public Sector with a declared disability was 1,434, representing 1.33 per cent of the workforce at June 2019. This is an overall increase of 0.49 per cent compared to June 2018<sup>9</sup>.

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

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

<sup>8</sup> Information relating to previous years has been recalculated based on enhanced data analytics and measurement techniques.

Minor corrections have been made to the figures presented in previous Workforce Information Reports.

<sup>9</sup> Information relating to South Australian Police employees with a disability from 1 July 2017 to 30 June 2018 is not available, causing this information to be understated for the June 2018 period. Please refer to the 2017-18 Workforce Information Report for more information. [https://publicsector.sa.gov.au/wp-content/uploads/20181213\\_Workforce-Information-Report-2017-18.pdf](https://publicsector.sa.gov.au/wp-content/uploads/20181213_Workforce-Information-Report-2017-18.pdf)

## Part time employment

**Table 8 - Part time employees in the South Australian Public Sector, June 2015 to June 2019**

### Total Public Sector

	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Full Time	58,027	56,100	59,249	59,124	59,566
Part Time	46,043	48,217	46,869	49,141	48,440
<b>Total</b>	<b>104,070</b>	<b>104,317</b>	<b>106,118</b>	<b>108,265</b>	<b>108,006</b>

### General Government Sector

	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Full Time	55,481	52,755	55,838	55,459	55,984
Part Time	45,029	46,929	45,573	47,554	46,964
<b>Total</b>	<b>100,510</b>	<b>99,684</b>	<b>101,411</b>	<b>103,013</b>	<b>102,948</b>

### Non-budget Entity

	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Full Time	186	302	317	319	303
Part Time	88	121	134	142	115
<b>Total</b>	<b>274</b>	<b>423</b>	<b>451</b>	<b>461</b>	<b>418</b>

### Public Financial Corporations Sector

	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Full Time	150	220	226	470	480
Part Time	39	47	51	99	112
<b>Total</b>	<b>189</b>	<b>267</b>	<b>277</b>	<b>569</b>	<b>592</b>

### Public Non-Financial Corporations Sector

	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Full Time	2,210	2,823	2,868	2,876	2,799
Part Time	887	1,120	1,111	1,346	1,249
<b>Total</b>	<b>3,097</b>	<b>3,943</b>	<b>3,979</b>	<b>4,222</b>	<b>4,048</b>

Part time employees represented 44.85 per cent of the workforce at June 2019.

Part time employment decreased 1.43 per cent to 44.85 per cent of the workforce, while full time employment increased by 0.75 per cent to 55.15 per cent.

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

## Executives

**Table 9 - Executives in the South Australian Public Sector, June 2015 to June 2019**

### Total Public Sector

Executives	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Female	557	594	624	668	680
Male	692	669	676	685	648
Other	0	0	0	0	0
<b>Total</b>	<b>1,249</b>	<b>1,263</b>	<b>1,300</b>	<b>1,353</b>	<b>1,328</b>

### General Government Sector

Executives	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Female	526	558	590	624	633
Male	607	587	599	604	567
Other	0	0	0	0	0
<b>Total</b>	<b>1,133</b>	<b>1,145</b>	<b>1,189</b>	<b>1,228</b>	<b>1,200</b>

### Non-budget Entity

Executives	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Female	3	5	4	8	10
Male	8	12	13	11	9
Other	0	0	0	0	0
<b>Total</b>	<b>11</b>	<b>17</b>	<b>17</b>	<b>19</b>	<b>19</b>

### Public Financial Corporations Sector

Executives	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Female	7	7	9	15	14
Male	17	16	14	25	27
Other	0	0	0	0	0
<b>Total</b>	<b>24</b>	<b>23</b>	<b>23</b>	<b>40</b>	<b>41</b>

### Public Non-Financial Corporations Sector

Executives	Jun 15	Jun 16	Jun 17	Jun 18	Jun 19
Female	21	24	21	21	23
Male	60	54	50	45	45
Other	0	0	0	0	0
<b>Total</b>	<b>81</b>	<b>78</b>	<b>71</b>	<b>66</b>	<b>68</b>

The number of executives decreased by 25 (-1.85 per cent) across the workforce between June 2018 and June 2019. In the General Government Sector, the number of executives decreased

by 28 (-2.28 per cent). Overall, executives comprised of 1.23 per cent of the public sector workforce<sup>10</sup>.

There were 680 female executives and 648 male executives, and overall the proportion of female executives increased from 49.37 per cent to 51.20 per cent.

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

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<sup>10</sup> Executive FTE and headcount data provided in this Report complies with the South Australian Government's standard definition for workforce reporting. Minor variances may exist between this Report and Executive FTE and headcount reported by an agency. OCPSE will continue to work with agencies to review definitions to ensure standardisation across the sector.

## Graduates, trainees, and apprentices

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

For the first time this year, the Workforce Information Report examines all employees recruited to the sector between 1 July 2018 and 30 June 2019 through graduate, trainee, apprenticeship and other relevant recruitment programs.

**Table 10 - Graduates and trainees/apprentices in the South Australian Public Sector, June 2019**

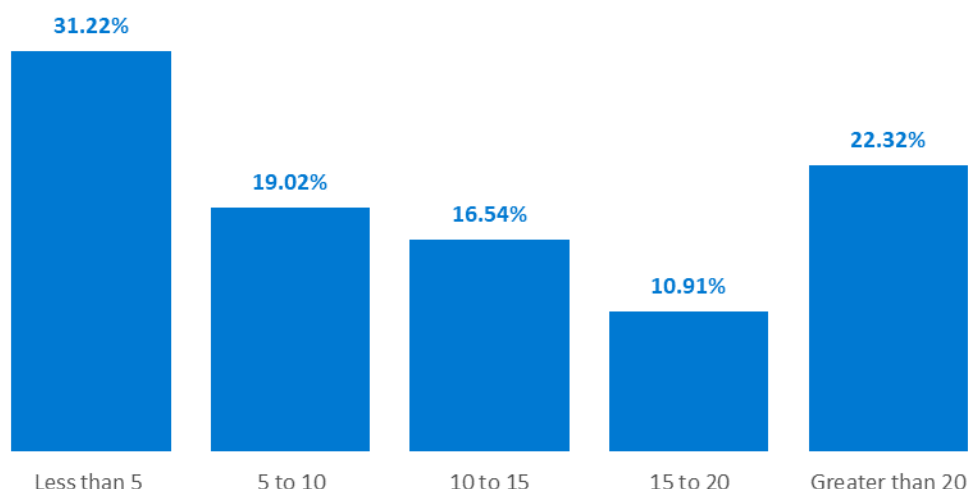
Budget Sector	Apprentices	Graduates	Trainees	Other <sup>11</sup>	Grand Total
General Government Sector	1	27	32	1,069	1,129
Non-Budget Entity	1	1	1	15	16
Public Financial Corporations Sector	1	1	3	8	9
Public Non-Financial Corporations Sector	7	1	6	36	37
<b>Grand Total</b>	<b>1</b>	<b>29</b>	<b>33</b>	<b>1,128</b>	<b>1,191</b>

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<sup>11</sup> Changes to the way that graduates, trainees, and apprentices data is captured and measured across the sector has resulted in an inability to consistently identify specific recruitment programs. Employees who fall into this category are presented as 'Other' in this report. OCPSE are in the process of introducing new capabilities that will support detailed and more accurate reporting.

## Length of service

SA Public Sector length of service in years, June 2019



**Table 11(a) - Employees in the South Australian Public Sector by length of service, as at June 2019**

Information in this table is based on an employee's commencement date in the South Australian Public Sector.

Length of Service	General Government Sector	Non-Budget Entity	Public Financial Corporations Sector	Public Non-Financial Corporations Sector	Grand Total
< 12 Months	8,825	40	94	453	9,412
1 to < 2 Years	7,956	32	74	430	8,492
2 to < 3 Years	6,079	34	47	361	6,521
3 to < 4 Years	4,473	21	39	194	4,727
4 to < 5 Years	4,232	47	35	249	4,563
5 to < 10 Years	19,574	84	109	775	20,542
10 to < 15 Years	17,137	68	75	579	17,859
15 to < 20 Years	11,334	33	47	368	11,782
20 to < 25 Years	6,905	18	26	178	7,127
25 + Years	16,433	41	46	461	16,981
<b>Grand Total</b>	<b>102,948</b>	<b>418</b>	<b>592</b>	<b>4,048</b>	<b>108,006</b>

As at 30 June 2019:

- 68.78 per cent of employees have been employed in the public sector for greater than five years.
- 8.71 per cent of employees have been employed in the public sector for less than one year.
- Average employee tenure in the sector is 13 years.



**Table 11(b) - Employee length of service at current agency, as at June 2019**

Information in this table is based on an employee's commencement date in the individual agency in which they currently work.

<b>Length of Service</b>	<b>General Government Sector</b>	<b>Non-Budget Entity</b>	<b>Public Financial Corporations Sector</b>	<b>Public Non- Financial Corporations Sector</b>	<b>Grand Total</b>
< 12 Months	12,166	51	112	1,305	13,634
1 to < 2 Years	10,285	38	80	393	10,796
2 to < 3 Years	7,646	42	49	295	8,032
3 to < 4 Years	4,861	20	41	161	5,083
4 to < 5 Years	4,774	45	35	219	5,073
5 to < 10 Years	20,723	86	102	659	21,570
10 to < 15 Years	15,390	73	88	426	15,977
15 to < 20 Years	9,120	27	39	237	9,423
20 to < 25 Years	5,390	11	17	98	5,516
25 + Years	12,593	25	29	255	12,902
<b>Grand Total</b>	<b>102,948</b>	<b>418</b>	<b>592</b>	<b>4,048</b>	<b>108,006</b>

As at 30 June 2019, 60.54 per cent of employees have been employed in their current agency for greater than five years.

## 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), and results are grouped by the major and minor groups defined in [ABS Cat. no. 1220.0 ANZSCO - Australian and New Zealand Standard Classification of Occupations, 2013, Version 1.2.](#)

**Table 12 – Employees in the South Australian Public Sector by occupation, June 2019**

ANZSCO Major Group	Minor Group	General Government Sector	Non-Budget Entity	Public Financial Corporations Sector	Public Non-Financial Corporations Sector	Grand Total
Managers	Accommodation and Hospitality Managers	213	0	0	5	218
	Advertising, Public Relations and Sales Managers	35	1	1	9	46
	Business Administration Managers	660	8	15	50	733
	Chief Executives, General Managers and Legislators	920	13	22	79	1,034
	Construction, Distribution and Production Managers	79	6	0	40	125
	Education, Health and Welfare Services Managers	3,286	0	8	30	3,324
	Farmers and Farm Managers	2	1	0	0	3
	ICT Managers	154	3	13	24	194
	Miscellaneous Hospitality, Retail and Service Managers	79	3	2	63	147
	Miscellaneous Specialist Managers	1,103	11	33	223	1,370
	Other	1	0	0	0	1
	Retail Managers	0	1	0	1	2
<b>Managers Total</b>		<b>6,532</b>	<b>47</b>	<b>94</b>	<b>524</b>	<b>7,197</b>
Professionals	Accountants, Auditors and Company Secretaries	739	4	40	96	879
	Air and Marine Transport Professionals	21	0	0	0	21
	Architects, Designers, Planners and Surveyors	155	2	0	9	166
	Arts Professionals	18	2	0	1	21
	Business and Systems Analysts, and Programmers	298	2	54	57	411
	Database and Systems Administrators, and ICT Security Specialists	156	2	5	35	198
	Engineering Professionals	216	0	0	60	276
	Financial Brokers and Dealers, and Investment Advisers	5	1	16	2	24

ANZSCO Major Group	Minor Group	General Government Sector	Non-Budget Entity	Public Financial Corporations Sector	Public Non-Financial Corporations Sector	Grand Total
	Health Diagnostic and Promotion Professionals	1,800	0	1	14	1,815
	Health Therapy Professionals	1,647	0	5	0	1,652
	Human Resource and Training Professionals	547	5	8	35	595
	ICT Network and Support Professionals	311	3	3	23	340
	Information and Organisation Professionals	1,434	11	88	78	1,611
	Legal Professionals	402	108	3	1	514
	Media Professionals	32	3	0	1	36
	Medical Practitioners	4,450	0	0	0	4,450
	Midwifery and Nursing Professionals	14,579	0	0	1	14,580
	Miscellaneous Education Professionals	275	2	0	0	277
	Natural and Physical Science Professionals	1,461	0	0	37	1,498
	Sales, Marketing and Public Relations Professionals	258	6	11	68	343
	School Teachers	15,297	0	0	0	15,297
	Social and Welfare Professionals	2,768	7	2	114	2,891
	Tertiary Education Teachers	1,504	0	0	0	1,504
<b>Professionals Total</b>		<b>48,373</b>	<b>158</b>	<b>236</b>	<b>632</b>	<b>49,399</b>
Technicians and Trades Workers	Agricultural, Medical and Science Technicians	943	0	0	101	1,044
	Animal Attendants and Trainers, and Shearers	23	0	0	0	23
	Automotive Electricians and Mechanics	19	0	0	0	19
	Bricklayers, and Carpenters and Joiners	14	0	0	7	21
	Building and Engineering Technicians	243	0	0	59	302
	Electricians	73	0	0	64	137
	Electronics and Telecommunications Trades Workers	29	0	0	0	29
	Fabrication Engineering Trades Workers	0	0	0	23	23
	Floor Finishers and Painting Trades Workers	2	0	0	1	3
	Food Trades Workers	117	0	0	75	192
	Glaziers, Plasterers and Tilers	1	0	0	0	1
	Hairdressers	1	0	0	0	1

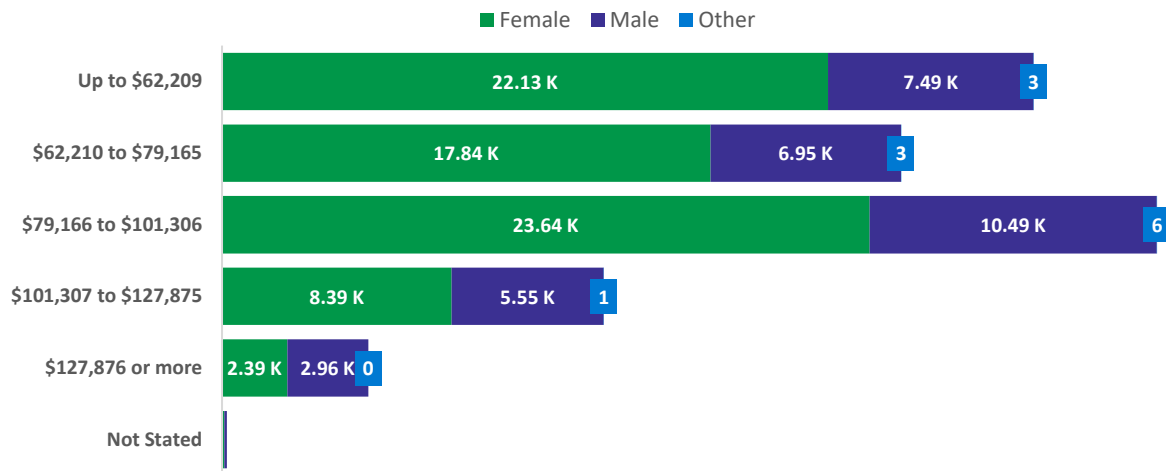
ANZSCO Major Group	Minor Group	General Government Sector	Non-Budget Entity	Public Financial Corporations Sector	Public Non-Financial Corporations Sector	Grand Total
	Horticultural Trades Workers	64	0	0	13	77
	ICT and Telecommunications Technicians	383	5	2	58	448
	Mechanical Engineering Trades Workers	44	0	0	67	111
	Miscellaneous Technicians and Trades Workers	182	5	3	141	331
	Panelbeaters, and Vehicle Body Builders, Trimmers and Painters	1	0	0	0	1
	Plumbers	8	0	0	0	8
	Textile, Clothing and Footwear Trades Workers	3	0	0	0	3
<b>Technicians and Trades Workers Total</b>		<b>2,150</b>	<b>10</b>	<b>5</b>	<b>609</b>	<b>2,774</b>
Community and Personal Service Workers	Child Carers	135	0	0	1	136
	Defence Force Members, Fire Fighters and Police	5,709	0	0	0	5,709
	Education Aides	9,564	0	0	0	9,564
	Health and Welfare Support Workers	4,820	0	0	82	4,902
	Hospitality Workers	27	0	0	432	459
	Personal Carers and Assistants	4,247	0	0	7	4,254
	Personal Service and Travel Workers	340	0	0	9	349
	Prison and Security Officers	1,432	0	0	26	1,458
	Sports and Fitness Workers	277	0	0	0	277
<b>Community and Personal Service Workers Total</b>		<b>26,551</b>	<b>0</b>	<b>0</b>	<b>557</b>	<b>27,108</b>
Clerical and Administrative Workers	Accounting Clerks and Bookkeepers	788	8	20	66	882
	Call or Contact Centre Information Clerks	565	7	28	234	834
	Clerical and Office Support Workers	894	11	18	84	1,007
	Contract, Program and Project Administrators	2,175	9	16	158	2,358
	Financial and Insurance Clerks	7	58	44	12	121
	General Clerks	6,377	9	15	125	6,526
	Keyboard Operators	11	1	0	0	12
	Logistics Clerks	97	0	0	17	114
	Miscellaneous Clerical and Administrative Workers	1,514	23	56	225	1,818

ANZSCO Major Group	Minor Group	General Government Sector	Non-Budget Entity	Public Financial Corporations Sector	Public Non-Financial Corporations Sector	Grand Total
	Office and Practice Managers	484	14	14	69	581
	Personal Assistants and Secretaries	522	48	12	20	602
	Receptionists	117	4	2	75	198
<b>Clerical and Administrative Workers Total</b>		<b>13,551</b>	<b>192</b>	<b>225</b>	<b>1,085</b>	<b>15,053</b>
Machinery Operators and Drivers	Automobile, Bus and Rail Drivers	478	0	0	0	478
	Delivery Drivers	5	0	0	0	5
	Machine Operators	4	0	0	0	4
	Mobile Plant Operators	5	0	0	1	6
	Stationary Plant Operators	3	0	0	259	262
	Storepersons	86	0	0	4	90
	Truck Drivers	6	0	0	0	6
<b>Machinery Operators and Drivers Total</b>		<b>587</b>	<b>0</b>	<b>0</b>	<b>264</b>	<b>851</b>
Labourers	Cleaners and Laundry Workers	859	0	0	100	959
	Construction and Mining Labourers	148	0	0	11	159
	Farm, Forestry and Garden Workers	104	0	0	21	125
	Food Preparation Assistants	519	0	0	28	547
	Miscellaneous Factory Process Workers	11	0	1	0	12
	Miscellaneous Labourers	807	0	1	47	855
<b>Labourers Total</b>		<b>2,448</b>	<b>0</b>	<b>2</b>	<b>207</b>	<b>2,657</b>
Sales Workers	Checkout Operators and Office Cashiers	0	0	0	6	6
	Insurance Agents and Sales Representatives	5	0	5	6	16
	Miscellaneous Sales Support Workers	33	0	0	4	37
	Real Estate Sales Agents	58	0	1	17	76
	Sales Assistants and Salespersons	156	9	0	3	168
<b>Sales Workers Total</b>		<b>252</b>	<b>9</b>	<b>6</b>	<b>36</b>	<b>303</b>
Other / Not Stated	Not Stated	2,296	2	24	134	2,456
	Other	208	0	0	0	208
<b>Other / Not Stated Total</b>		<b>2,504</b>	<b>2</b>	<b>24</b>	<b>134</b>	<b>2,664</b>

		General Government Sector	Non-Budget Entity	Public Financial Corporations Sector	Public Non- Financial Corporations Sector	Grand Total
ANZSCO Major Group	Minor Group					
Grand Total		102,948	418	592	4,048	108,006

## Salaries

### Total headcount by salary and gender



**Table 13 - Employees in the South Australian Public Sector by salary and gender, June 2019**

#### Total Public Sector

Salary Group	Female	Male	Other	Total
Up to \$62,209	22,131	7,493	3	29,627
\$62,210 to \$79,165	17,838	6,949	3	24,790
\$79,166 to \$101,306	23,643	10,490	6	34,139
\$101,307 to \$127,875	8,386	5,549	1	13,936
\$127,876 or more	2,386	2,955	0	5,341
Not Stated	86	87	0	173
<b>Total</b>	<b>74,470</b>	<b>33,523</b>	<b>13</b>	<b>108,006</b>

#### General Government Sector

Salary Group	Female	Male	Other	Total
Up to \$62,209	21,257	6,747	3	28,007
\$62,210 to \$79,165	17,128	6,387	2	23,517
\$79,166 to \$101,306	23,121	9,930	6	33,057
\$101,307 to \$127,875	8,086	5,140	1	13,227
\$127,876 or more	2,259	2,715	0	4,974
Not Stated	80	86	0	166
<b>Total</b>	<b>71,931</b>	<b>31,005</b>	<b>12</b>	<b>102,948</b>

## Non-budget Entity

Salary Group	Female	Male	Other	Total
Up to \$62,209	78	12	0	90
\$62,210 to \$79,165	117	33	0	150
\$79,166 to \$101,306	55	23	0	78
\$101,307 to \$127,875	44	30	0	74
\$127,876 or more	14	12	0	26
<b>Total</b>	<b>308</b>	<b>110</b>	<b>0</b>	<b>418</b>

## Public Financial Corporations Sector

Salary Group	Female	Male	Other	Total
Up to \$62,209	48	21	0	69
\$62,210 to \$79,165	73	37	0	110
\$79,166 to \$101,306	110	74	0	184
\$101,307 to \$127,875	75	70	0	145
\$127,876 or more	34	50	0	84
<b>Total</b>	<b>340</b>	<b>252</b>	<b>0</b>	<b>592</b>

## Public Non-Financial Corporations Sector

Salary Group	Female	Male	Other	Total
Up to \$62,209	748	713	0	1,461
\$62,210 to \$79,165	520	492	1	1,013
\$79,166 to \$101,306	357	463	0	820
\$101,307 to \$127,875	181	309	0	490
\$127,876 or more	79	178	0	257
Not Stated	6	1	0	7
<b>Total</b>	<b>1,891</b>	<b>2,156</b>	<b>1</b>	<b>4,048</b>

Salary information provided in this report is intended to highlight indicative levels of responsibility across the workforce only. The information 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:

- 27.43 per cent of employees earn a base salary between \$1 - \$62,209, predominantly in entry level type roles.
- 54.56 per cent earn a base salary between \$62,210 - \$101,306 across frontline and middle management type roles.
- 12.90 per cent of employees earn a base salary between \$101,307 - \$127,875 which covers more senior managers and/or employees with technical expertise.
- 4.95 per cent of employees earn \$127,876+, which includes executives or employees with significant specialist skills.
- The average salary for a public sector employee in 2018-19 was \$83,854 (an increase of 1.73 per cent compared to 2017-18).

This table indicates that 0.16 per cent of employees did not report a salary (173 employees).



## Sick leave/carer's leave

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

Total sick leave includes all absences due to illness, whether paid or unpaid, and those on account of family carer's leave. Only public sector organisations with a workforce greater than 10 average FTE during 2018-19 have been listed individually.

Agency Name	2018	2019
Adelaide Cemeteries Authority	10.2	N/A <sup>12</sup>
Adelaide Festival Centre Trust	3.8	0.0
Adelaide Festival Corporation	2.5	0.0
Adelaide Venue Management Corporation	3.6	8.7
Art Gallery of South Australia	8.0	9.4
Attorney-General's Department	10.4	7.9
Auditor-General's Department	10.1	10.3
Carclew Youth Arts Centre Incorporated	10.1	11.3
Country Arts SA	6.1	6.9
Courts Administration Authority	10.9	11.4
CTP Regulator		7.0
Department for Child Protection	11.8	13.0
Department for Correctional Services	12.4	13.8
Department for Education	7.2	7.5
Department for Energy and Mining <sup>13</sup>		8.5
Department for Environment and Water	9.7	7.9
Department for Health and Wellbeing	8.9	9.3
Department for Innovation and Skills <sup>13</sup>		9.5
Department for Trade, Tourism and Investment <sup>13</sup>		7.0
Department of Human Services	15.4	12.7
Department of Planning, Transport and Infrastructure	10.4	9.6
Department of Primary Industries and Regions	9.7	8.7
Department of the Premier and Cabinet <sup>13</sup>	10.0	11.7
Department of Treasury and Finance <sup>13</sup>	9.3	10.3
Education Standards Board	13.7	9.4
Electoral Commission of South Australia	7.5	5.9
Electorate Services	6.4	4.4
Environment Protection Authority	9.9	10.0
Essential Services Commission of South Australia	8.8	6.4
ForestrySA	6.0	7.2
Funds SA	7.8	3.1
Government House	7.2	6.3
Health Units		
Central Adelaide Local Health Network	11.9	12.3
Country Health SA Local Health Network	12.3	12.4

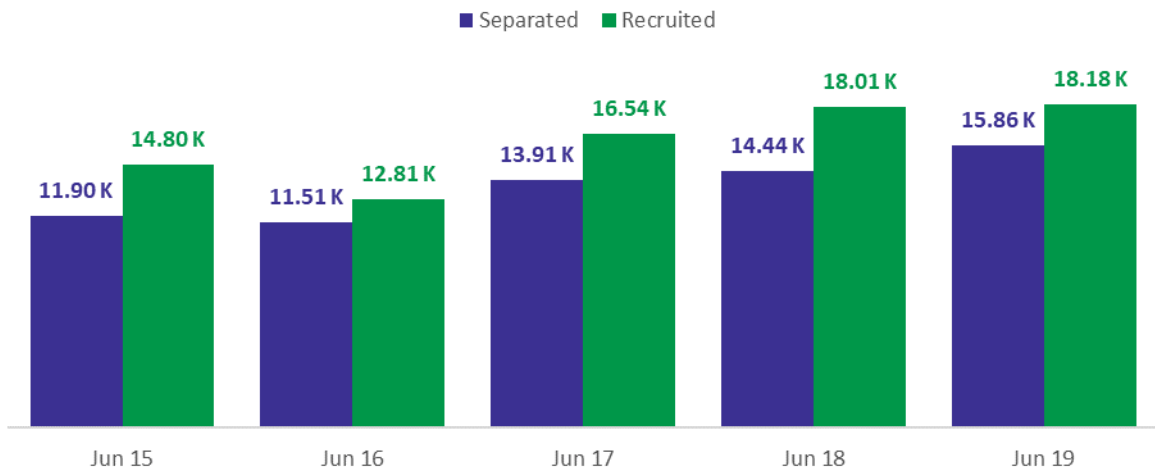
<sup>12</sup> Information for Adelaide Cemeteries Authority sick leave was not available to OCPSE at the time of publication.

<sup>13</sup> The average sick leave days for agencies who were subject to Machinery of Government in 2018-19 may not be representative of actual leave taken as a result of employees moving between agencies and the way the leave data is collected.

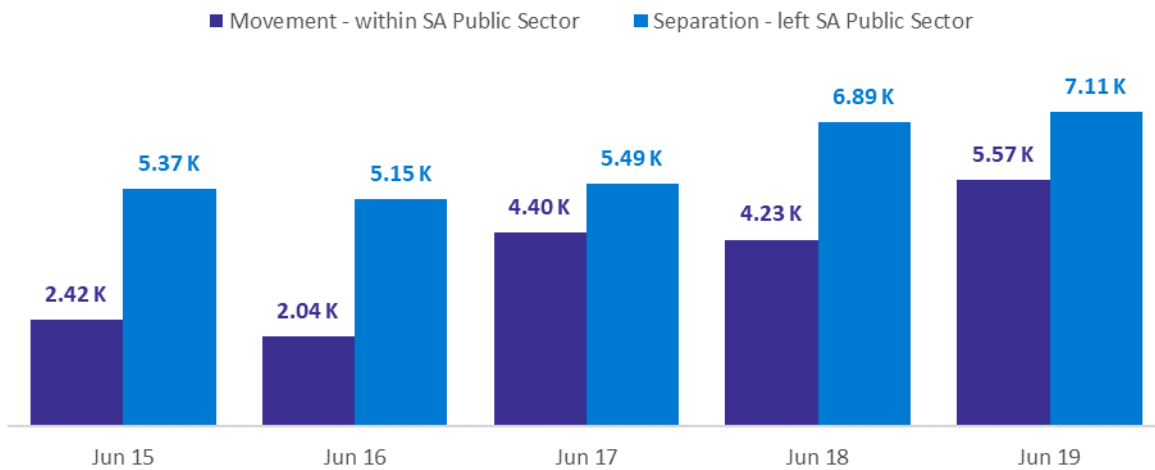
Agency Name	2018	2019
Northern Adelaide Local Health Network	13.7	13.0
Southern Adelaide Local Health Network	14.4	13.7
Women's and Children's Health Network	13.4	12.1
Green Industries SA	14.8	7.4
History Trust of South Australia	5.9	5.3
HomeStart Finance	7.1	9.1
Independent Commissioner Against Corruption		5.5
Jam Factory Contemporary Craft and Design	4.2	6.4
Legal Profession Conduct Commission	11.0	12.7
Legal Services Commission	10.4	10.4
Legislature (Including Members)	8.2	5.0
Lifetime Support Authority of South Australia	5.6	9.3
Office for Recreation, Sport and Racing		3.8
Office of the Commissioner for Public Sector Employment		6.9
Office of the Industry Advocate		7.3
Office of the South Australian Productivity Commission		2.0
Public Trustee	14.2	13.7
Renewal SA	9.0	9.8
ReturnToWorkSA	9.9	11.3
SA Ambulance Service	13.2	13.7
SA Housing Authority	11.0	5.8
SA Water	9.0	7.9
SACE Board of South Australia	9.8	7.3
South Australia Police	9.8	8.9
South Australian Country Fire Service	6.1	7.4
South Australian Film Corporation	5.3	8.7
South Australian Fire and Emergency Services Commission	7.1	8.4
South Australian Government Financing Authority	9.1	9.3
South Australian Metropolitan Fire Service	12.1	9.2
South Australian Museum	9.2	6.8
South Australian State Emergency Services	7.1	6.9
South Australian Tourism Commission	5.5	3.9
State Library of South Australia	10.4	9.4
State Opera of South Australia		0.0
State Theatre Company of South Australia	4.8	7.1
Study Adelaide		0.1
Super SA	9.0	9.8
TAFE SA	9.5	9.5
Teachers Registration Board	6.2	11.8
TechInSA	6.8	18.6
West Beach Parks	5.2	9.2
Other agencies with less than 10 FTEs	8.5	8.1
<b>Grand Total</b>	<b>10.3</b>	<b>10.1</b>

## Recruitment and separation (movements)

### All agency recruitments and separations



### Separation by type (where the separation reason is known)



**Table 15 - Employees recruited to a South Australian Public Sector organisation between 1 July 2018 and 30 June 2019**

<b>Principle Act</b>	<b>General Government Sector</b>	<b>Non-Budget Entity</b>	<b>Public Financial Corporations Sector</b>	<b>Public Non-Financial Corporations Sector</b>	<b>Grand Total</b>
Children's Services Act	151	0	0	0	151
Disability Services Officers	121	0	0	0	121
Education Act	1,282	0	0	0	1,282
Emergency Services	113	0	0	0	113
Executive	111	3	6	13	133
Medical Officers	1,502	0	0	0	1,502
Nurses	2,619	0	0	0	2,619
Police Act	85	0	0	0	85
PS Act/Public Sector Salaried	6,541	47	43	1,237	7,868
School Services Officers	1,401	0	0	0	1,401
TAFE Act	294	0	0	0	294
Weekly Paid	863	0	0	85	948
Other	957	13	79	614	1,663
<b>Grand Total</b>	<b>16,040</b>	<b>63</b>	<b>128</b>	<b>1,949</b>	<b>18,180</b>

Table 15 includes all employees appointed to a position within an individual public sector organisation between 1 July 2018 and 30 June 2019, regardless of whether they were still employees of the organisation in the last pay period of June 2019. 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 between 1 July 2018 and 30 June 2019 and consequently may have originated from another South Australian Public Sector position.

**Table 16 - Employees recruited to a South Australian Public Sector organisation between 1 July 2018 and 30 June 2019**

Employee Type	Separation Type	General Government Sector	Non-Budget Entity	Public Financial Corporations Sector	Public Non-Financial Corporations Sector	Grand Total
Children's Services Act	Movement - within SA Public Sector	1	0	0	0	1
	Separation - left SA Public Sector	42	0	0	0	42
	Not Stated	43	0	0	0	43
Disability Services Officers	Movement - within SA Public Sector	13	0	0	0	13
	Separation - left SA Public Sector	78	0	0	0	78
	Not Stated	7	0	0	0	7
Education Act	Movement - within SA Public Sector	3	0	0	0	3
	Separation - left SA Public Sector	481	0	0	0	481
	Not Stated	383	0	0	0	383
Emergency Services	Movement - within SA Public Sector	0	0	0	0	0
	Separation - left SA Public Sector	43	0	0	0	43
	Not Stated	10	0	0	0	10
Executive	Movement - within SA Public Sector	57	0	3	9	69
	Separation - left SA Public Sector	114	1	2	9	126
	Not Stated	21	0	1	6	28
Medical Officers	Movement - within SA Public Sector	601	0	0	0	601
	Separation - left SA Public Sector	294	0	0	0	294
	Not Stated	338	0	0	0	338
Nurses	Movement - within SA Public Sector	443	0	0	0	443
	Separation - left SA Public Sector	1,252	0	0	0	1,252
	Not Stated	241	0	0	0	241
Police Act	Movement - within SA Public Sector	1	0	0	0	1
	Separation - left SA Public Sector	110	0	0	0	110
	Not Stated	29	0	0	0	29
PS Act/Public Sector Salaried	Movement - within SA Public Sector	3,104	9	15	1,033	4,161

Employee Type	Separation Type	General Government Sector	Non-Budget Entity	Public Financial Corporations Sector	Public Non- Financial Corporations Sector	Grand Total
	Separation - left SA Public Sector	3,095	59	18	227	3,399
	Not Stated	924	19	16	35	994
School Services Officers	Movement - within SA Public Sector	4	0	0	0	4
	Separation - left SA Public Sector	192	0	0	0	192
	Not Stated	302	0	0	0	302
TAFE Act	Movement - within SA Public Sector	3	0	0	0	3
	Separation - left SA Public Sector	92	0	0	0	92
	Not Stated	303	0	0	0	303
Weekly Paid	Movement - within SA Public Sector	118	0	0	0	118
	Separation - left SA Public Sector	488	0	0	2	490
	Not Stated	148	0	0	16	164
Other	Movement - within SA Public Sector	77	0	0	73	150
	Separation - left SA Public Sector	216	6	20	273	515
	Not Stated	99	4	56	175	334
<b>Grand Total</b>		<b>13,770</b>	<b>98</b>	<b>131</b>	<b>1,858</b>	<b>15,857</b>

Table 16 includes employees who permanently left their individual agency between 1 July 2018 and 30 June 2019. 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 between 1 July 2018 and 30 June 2019, 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.

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 detailed 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 as at 30 June 2019 (18,180) increased by 0.95 per cent compared to 30 June 2018 (18,009), and
- the total number of public sector agency separations as at 30 June 2019 (15,857) increased by 9.86 per cent compared to 30 June 2019 (14,434).

In the context of other movements observed throughout this report, the following trend is observed across the public sector:

- 16.83 per cent of the total workforce were recruited to an agency between 1 July 2018 and 30 June 2019, (including recruitments from other agencies), compared to 16.63 per cent of the workforce in the previous period.
- 14.68 per cent of the total workforce separated an agency between 1 July 2018 and 30 June 2019 (including separations to other agencies), compared to 13.33 per cent of the workforce in the previous period.

## Agency data as at 30 June 2019

The Office of the Commissioner for Public Sector Employment provides a number of resources that describe an agency's size and composition, including a comprehensive data dashboard. This information can be accessed through [publicsector.sa.gov.au](http://publicsector.sa.gov.au)

Agency Name	FTE	Female Headcount	Male Headcount	Other Headcount	Female Executives	Male Executives	Other Executives	Aboriginal Employees	Employees with Disability	Average Salary
Adelaide Cemeteries Authority	55	20	40		3	6		0	0	\$69,957
Adelaide Festival Centre Trust	258	191	152		1	3		0	6	\$68,055
Adelaide Festival Corporation	23	23	3		1	2		0	0	\$92,248
Adelaide Venue Management Corporation	418	357	365		2	5		23	5	\$51,431
Art Gallery of South Australia	68	57	25		1			3	0	\$76,224
Attorney-General's Department	1,193	878	416		39	26		40	43	\$97,248
Auditor-General's Department	136	76	68		1	6		0	2	\$86,829
Carclew Youth Arts Centre Incorporated	19	22	4					3	0	\$73,829
Central Adelaide Local Health Network	11,597	10,656	3,454	3	13	10		85	122	\$96,021
Country Arts SA	57	82	39			1		9	0	\$58,990
Country Health SA Local Health Network	6,046	7,493	843		5	3		220	62	\$72,375
Courts Administration Authority	650	479	242		3	5		16	10	\$74,468
CTP Regulator	24	13	11		2	1		0	0	\$108,411
Defence SA	20	13	8		2	6		0	1	\$141,580
Department for Child Protection	2,105	1,729	521		10	1		113	42	\$78,170
Department for Correctional Services	2,077	899	1,266		5	4		92	20	\$70,946
Department for Education	24,666	24,162	6,990	5	370	216		776	503	\$75,929
Department for Energy and Mining	303	144	173		5	18		10	7	\$102,788
Department for Environment and Water	1,443	816	768		7	18		45	23	\$83,307
Department for Health and Wellbeing	1,529	877	755	1	22	22		22	8	\$92,990
Department for Innovation and Skills	380	227	168		9	12		11	8	\$101,526
Department for Trade, Tourism and Investment	121	76	51		4	6		0	3	\$102,309
Department of Human Services	2,624	1,819	1,254		17	13		60	146	\$67,138



Agency Name	FTE	Female Headcount	Male Headcount	Other Headcount	Female Executives	Male Executives	Other Executives	Aboriginal Employees	Employees with Disability	Average Salary
Department of Planning, Transport and Infrastructure	3,114	1,229	2,042		16	24		150	65	\$81,073
Department of Primary Industries and Regions	822	428	477		8	10		28	22	\$85,243
Department of the Premier and Cabinet	415	272	166		13	16		19	11	\$103,126
Department of Treasury and Finance	1,168	748	497		10	20		30	40	\$86,066
Education Standards Board	35	36	4		1	1		1	1	\$89,300
Electoral Commission of South Australia	29	17	13			2		0	0	\$83,975
Electorate Services	203	175	90					5	5	\$71,980
Environment Protection Authority	194	104	103		1	3		0	6	\$94,286
Essential Services Commission of South Australia	26	14	15		2	3		0	1	\$117,120
ForestrySA	46	16	31			1		0	0	\$74,118
Funds SA	46	27	22		8	13		0	0	\$153,464
Government House	22	19	8			1		0	2	\$66,910
Green Industries SA	20	14	7		1	2		0	0	\$109,208
History Trust of South Australia	48	37	23			1		0	1	\$72,623
HomeStart Finance	107	58	55			3		0	2	\$94,249
Independent Commissioner Against Corruption	67	40	30		1	3		1	0	\$106,587
Jam Factory Contemporary Craft and Design	23	28	9			1		0	0	\$61,769
Legal Profession Conduct Commission	20	21	5		1	1		0	0	\$107,039
Legal Services Commission	171	138	43		3	5		3	1	\$88,441
Legislature (Including Members)	183	90	111		19	53		0	0	\$120,100
Lifetime Support Authority of South Australia	60	56	10		3			2	6	\$90,622
Northern Adelaide Local Health Network	3,942	3,840	966	1	3	3		75	41	\$92,787
Office for Recreation, Sport and Racing	83	44	50		1	2		3	2	\$85,256
Office of the Commissioner for Public Sector Employment	63	48	20		2	2		5	3	\$105,340
Office of the South Australian Productivity Commission	12	5	10		1	2		1	0	\$128,430
Public Trustee	176	110	74		1	2		3	8	\$79,322
Renewal SA	123	67	63		1	3		1	2	\$112,432
ReturnToWorkSA	243	145	107		3	5		1	0	\$105,447
SA Ambulance Service	1,589	887	853		1	4		19	7	\$83,477
SA Housing Authority	806	573	306	1	4	2		46	44	\$80,889

Agency Name	FTE	Female Headcount	Male Headcount	Other Headcount	Female Executives	Male Executives	Other Executives	Aboriginal Employees	Employees with Disability	Average Salary
SA Water	1,474	450	1,081		9	22		34	14	\$91,151
SACE Board of South Australia	103	76	37		3	1		0	3	\$98,302
South Australia Police	5,854	2,219	3,835		2	11		103	31	\$87,661
South Australian Country Fire Service	159	77	91		1	2		0	11	\$84,526
South Australian Film Corporation	18	16	4		1			1	1	\$94,089
South Australian Fire and Emergency Services Commission	69	50	23			1		0	2	\$97,718
South Australian Government Financing Authority	104	54	58			6		1	1	\$97,931
South Australian Metropolitan Fire Service	1,052	76	1,187			1		8	3	\$82,350
South Australian Museum	71	44	41			2		5	5	\$82,988
South Australian Small Business Commissioner	10	7	4			1		0	0	\$108,490
South Australian State Emergency Services	64	30	36			2		0	0	\$90,944
South Australian Tourism Commission	121	85	45		2	4		0	0	\$92,171
Southern Adelaide Local Health Network	5,711	5,561	1,669	2	5	3		59	31	\$95,226
State Library of South Australia	113	85	42		2	1		2	7	\$82,154
State Opera of South Australia	11	10	3		1			0	0	\$68,208
State Theatre Company of South Australia	28	18	12		1	1		0	0	\$71,023
Study Adelaide	11	11	1		1			0	0	\$95,619
Super SA	135	96	45		5	1		2	3	\$84,468
TAFE SA	2,186	1,738	956		13	8		23	12	\$87,986
Teachers Registration Board	26	20	7			1		0	1	\$95,983
West Beach Parks	98	107	44		2	1		2	3	\$48,377
Women's and Children's Health Network	2,762	3,214	459		4	3		71	25	\$100,100
Agencies with less than 10 FTEs	41	31	17		2	4		0	0	\$102,022
<b>Grand Total</b>	<b>89,887</b>	<b>74,470</b>	<b>33,523</b>	<b>13</b>	<b>680</b>	<b>648</b>		<b>2,232</b>	<b>1,434</b>	<b>\$83,854</b>

## Appendix A: Explanation of SA Public Sector Agencies

Workforce Sector	Agency Name	Budget Sector	Notes
Health	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.
	Department for Health and Wellbeing	General Government Sector	
	Health and Community Services Complaints Commissioner	General Government Sector	
	Northern Adelaide Local Health Network	General Government Sector	Includes employees who are employed under SA Health Care Act 2008.
	SA Ambulance Service	General Government Sector	Reported under the Emergency Services workforce sector in 2018
	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.
Education	Department for Education	General Government Sector	
	TAFE SA	General Government Sector	
Police	South Australia Police	General Government Sector	
Emergency Services	South Australian Country Fire Service	General Government Sector	
	South Australian Fire and Emergency Services Commission	General Government Sector	
	South Australian Metropolitan Fire Service	General Government Sector	
	South Australian State Emergency Services	General Government Sector	
General Government	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, 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	

Workforce Sector	Agency Name	Budget Sector	Notes
	Country Arts SA	General Government Sector	
	Courts Administration Authority	General Government Sector	Excludes persons employed under Special Acts and the Judicial Administration Act.
	CTP Regulator	General Government Sector	
	Dairysafe	General Government Sector	
	Defence SA	General Government Sector	
	Department for Child Protection	General Government Sector	
	Department for Correctional Services	General Government Sector	
	Department for Energy and Mining	General Government Sector	
	Department for Environment and Water	General Government Sector	
	Department of Human Services	General Government Sector	
	Department for Innovation and Skills	General Government Sector	Formerly known as the 'Department for Industry and Trade'
	Department for Trade, Tourism and Investment	General Government Sector	
	Department of Planning, Transport and Infrastructure	General Government Sector	
	Department of Primary Industries and Regions	General Government Sector	
	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 Services	General Government Sector	Formerly reported as 'Electorate Offices'. 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	
	Green Industries SA	General Government Sector	
	History Trust of South Australia	General Government Sector	
	Independent Commissioner Against Corruption	General Government Sector	
	Independent Gambling Authority	General Government Sector	This agency ceased operation prior to 30 June 2019

Workforce Sector	Agency Name	Budget Sector	Notes
	Infrastructure SA	General Government Sector	
	Investment Attraction South Australia	General Government Sector	This agency ceased operation prior to 30 June 2019
	Legislature (Including Members)	General Government Sector	
	Office for Recreation, Sport and Racing	General Government Sector	
	Office of the Commissioner for Public Sector Employment	General Government Sector	
	Office of the Industry Advocate	General Government Sector	Now reported under the Department of Trade, Tourism and Investment
	Office of the South Australian Productivity Commission	General Government Sector	
	SA Lotteries	General Government Sector	
	SACE Board of South Australia	General Government Sector	
	South Australian Film Corporation	General Government Sector	
	South Australian Museum	General Government Sector	
	South Australian Small Business Commissioner	General Government Sector	Previously reported as a part of Department of State Development
	South Australian Tourism Commission	General Government Sector	
	State Library of South Australia	General Government Sector	
	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	
	TechInSA	General Government Sector	This agency ceased operation prior to 30 June 2019
<b>Other Public Entities</b>	Adelaide Cemeteries Authority	Public Non-Financial Corporations Sector	

Workforce Sector	Agency Name	Budget Sector	Notes
	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.
	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.
	ForestrySA	Public Non-Financial Corporations Sector	
	Funds SA	Public Financial Corporations Sector	
	HomeStart Finance	Public Financial Corporations Sector	
	Jam Factory Contemporary Craft and Design	Non-Budget Entity	
	Legal Profession Conduct Commission	Non-Budget Entity	
	Legal Services Commission	Non-Budget Entity	
	Lifetime Support Authority of South Australia	Public Financial Corporations Sector	
	Motor Accident Commission	Public Financial Corporations Sector	This agency ceased operation prior to 30 June 2019
	Public Trustee	Public Non-Financial Corporations Sector	For reporting purposes, excluded from Attorney-General's Department.
	Renewal SA	Public Non-Financial Corporations Sector	
	ReturnToWorkSA	Public Financial Corporations Sector	
	SA Housing Authority	Public Non-Financial Corporations Sector	
	SA Water	Public Non-Financial Corporations Sector	
	South Australian Government Financing Authority	Public Financial Corporations Sector	For reporting purposes, excluded from the Department of Treasury and Finance.
	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	
	West Beach Parks	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 of the relevant year. 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, e.g. Commissioners
- Casual employees and persons paid on an hourly or sessional basis
- Relief and contract teachers employed under the *Education Act 1972*
- Ministerial staff and electorate office staff of a Member of Parliament.
- 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
- Ministers of the Crown 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, e.g. 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, as follows:

- 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 State Budget funding.

## **Full Time Equivalent (FTE)**

Full time equivalent (FTE) is a unit that indicates the fraction of hours worked by an employee/s working on a part-time basis, when compared with the number of hours that the same employee/s would otherwise work if they were employed on a full-time basis.

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

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

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

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

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

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

## **Average FTE Over Period**

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

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



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

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

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

## **Employee type**

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 includes 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**

For the purposes of this report, executives are defined as employees who:

Receive a total salary equivalent to \$154,678 per annum or more;

Or,

Receive a Total Remuneration Package Value (TRPV) type contract equivalent to \$154,678 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.

Or,

Are employed under the Public Sector Act in a recognised executive role e.g. 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* (SAPSSEI Award) are employed in the classifications of Administrative, Professional, Operation or Technical Services within:

- an agency where the Chief Executive, Department of Treasury and Finance 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 the SAPSSEI Award.

### **School Services Officers**

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

### **TAFE SA Act**

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

### **Trainee, Apprenticeship and Graduate Entry Programs**

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

### **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 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.

Some contract employees may also 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 greater than one year, and less than 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 ordinary full time hours per week for that occupation or position.

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

## **Aboriginal Employees**

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).

### **Special Leave With Pay**

Some other forms of special leave with pay may be included in employee leave balances provided by agencies for the purposes of calculating the average sick leave/carer's leave for an agency – for example, bereavement leave.

### **FTE Sick Days**

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

- Sum the hours of sick leave taken and divide by the ordinary 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 public sector agency employees whose employment has ended during the relevant 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 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 the relevant 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).

The workforce information presented in this report only indicates the number of employees who have started new in a public sector organisation and therefore 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**

For the purpose of this report, the term “disability”, in relation to a person, means:

- 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.

For the purpose of this report, the term “disability requiring adaptation”, in relation to a person, means: People with a permanent disability who, due to their disability, are considered to have an employment restriction because they:

- are restricted in the type of work they could do; or
- need modified hours of work (either a restriction in hours they could work, different time schedules, or flexible hours of attending); or
- require an employer to provide adaptive equipment, a modified work environment, or make other special work related arrangements; or
- 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**

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 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.

## **Non Executives**

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

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

## **Executives**

Total Remuneration Package Value (TRPV) is reported. This is made up of the financial benefits component plus compulsory employer superannuation contributions and any motor vehicle component.

## **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 using an employee's commencement date in a public sector agency, in years, from 30 June in the relevant year.

## **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 using an employee's commencement date in the public sector, in years, from 30 June in the relevant year.