

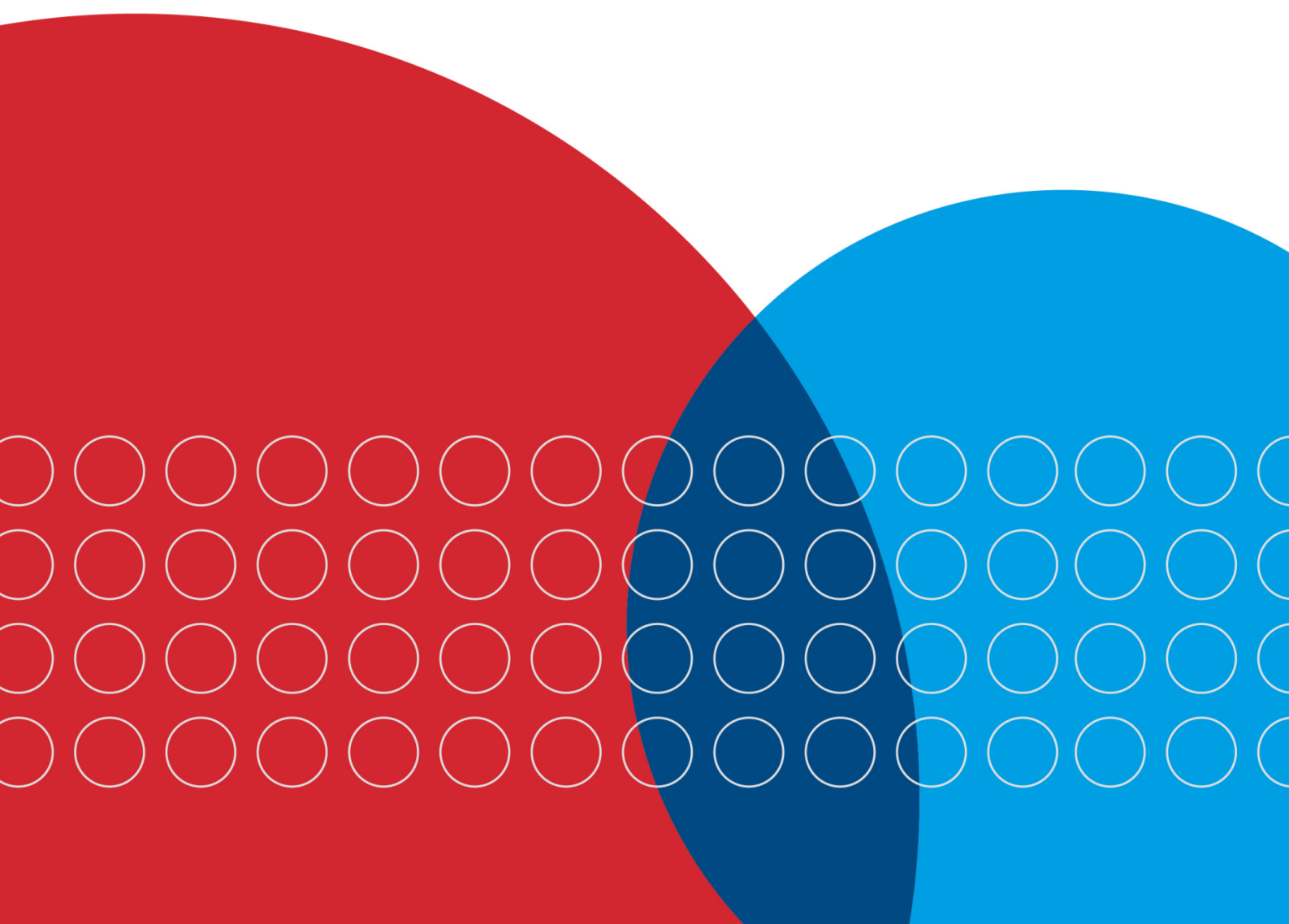


**Government  
of South Australia**

Office of the Commissioner  
for Public Sector Employment

# WORKFORCE INFORMATION REPORT

## 2019-20



## Workforce Information Report

The Workforce Information Report 2019-20 has been prepared by the Office of the Commissioner for Public Sector Employment. For any further information:

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## 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 2020, in the *Workforce Information Report 2019-20*.

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, promotes diversity, and supports our objectives to be an employer of choice that positively serves the community.

The size of the public sector workforce decreased slightly during the 2019-20 financial year. Full time equivalent (FTE), including non-budget entities, reduced by 191 (-0.21 per cent) to 89,696 and the number of persons reduced by 572 (-0.53 per cent) to 107,434, as at 30 June 2020.

By comparison, the number of persons in the South Australian workforce (excluding public sector) decreased 4.91 per cent, which may be as a result of the Coronavirus Disease 2019 (COVID-19) pandemic.

COVID-19 has significantly impacted casual public sector employees during 2019-20, with a reduction of 14.47 per cent in their numbers, as government employers with a large casual workforce paused or modified services to the public.

As at June 2020, public sector comprised of 61.25 per cent ongoing positions and 38.75 per cent contract, casual or other types of employment. This represents a 1.04 per cent reduction in ongoing employment, a 0.43 per cent reduction in long term contracts, and a 7.21 per cent increase in short term contracts compared to June 2019.

Public sector FTE categorised as providing 'frontline' services increased by 1,112 (1.79 per cent) and 'back office' FTE decreased by 987 (-4.21 per cent) as at 30 June 2020. Workforce growth was recorded in emergency services, medical officers and nurses. It is unclear whether this increase is solely because of COVID-19; as a result of the pandemic, this report also reflects the effort of many agencies to support more accurate measurements of frontline employees.

The number of executives increased by 50 (3.77 per cent) across the workforce between June 2019 and June 2020. Overall, executives comprised of 1.28 per cent of the public sector workforce<sup>1</sup>.

I am very pleased to report that the public sector has made improvements in a number of key diversity areas. It continues to set new records in Aboriginal employment. Aboriginal employees numbered 2,291, representing 2.13 per cent of the public sector workforce as at June 2020.

Aboriginal employment in the public sector (2.13 per cent) has continued to grow whilst the public sector workforce has declined -0.53 per cent.

The number of employees with a declared disability, whilst still low compared to community representation, has continued to increase, with 1,482 employees with a declared disability,

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<sup>1</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.

representing 1.38 per cent of the workforce at June 2020. This is an overall increase of 48 employees compared to June 2019.

The number of females in executive positions has also continued to rise with 727 female executives compared to 651 male executives. The proportion of female executives has grown from 51.20 per cent in June 2019 to 52.76 per cent.

The workforce data is reported here on behalf of all South Australian Public Sector agencies. Throughout the year, agencies continuously verify the accuracy and completeness of their workforce data within the collection framework and definitions established by my office. This ensures the accuracy and completeness of the data I publish on their behalf, within this report.

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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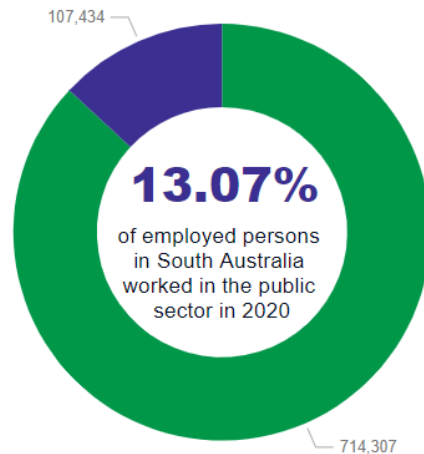
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## 1 Executive Summary

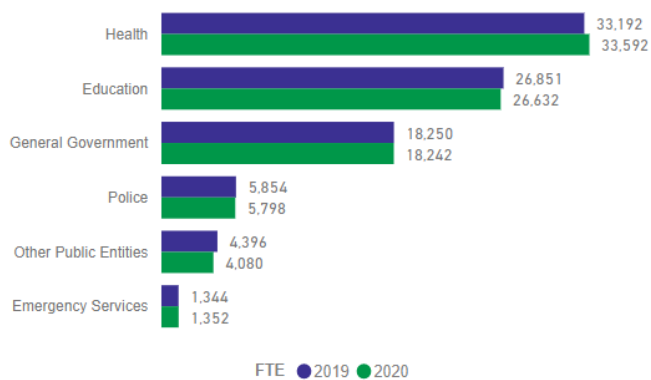
### Comparative Workforce Size



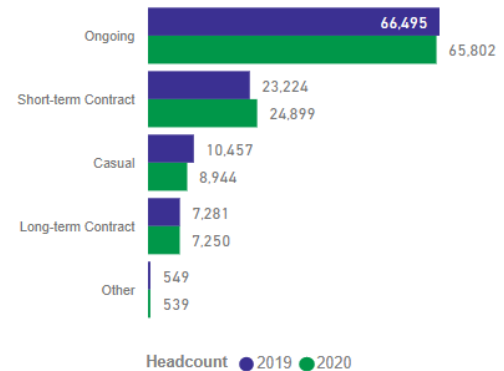
### Part Time Employment



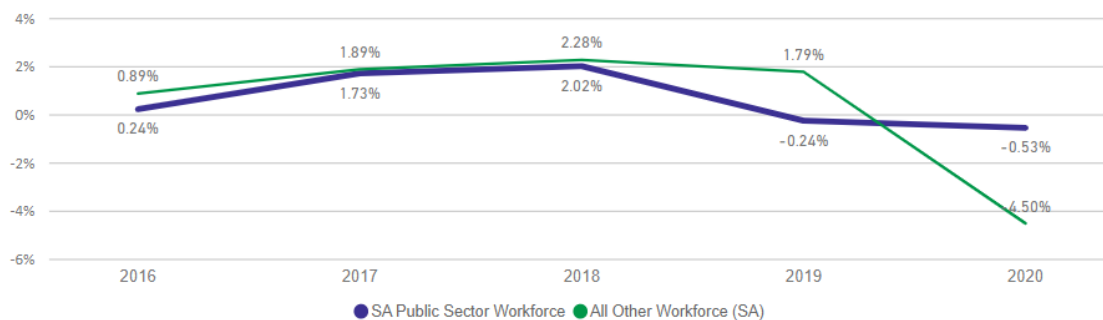
### FTE by Workforce Sector



### Appointment Type



### South Australia Workforce Growth



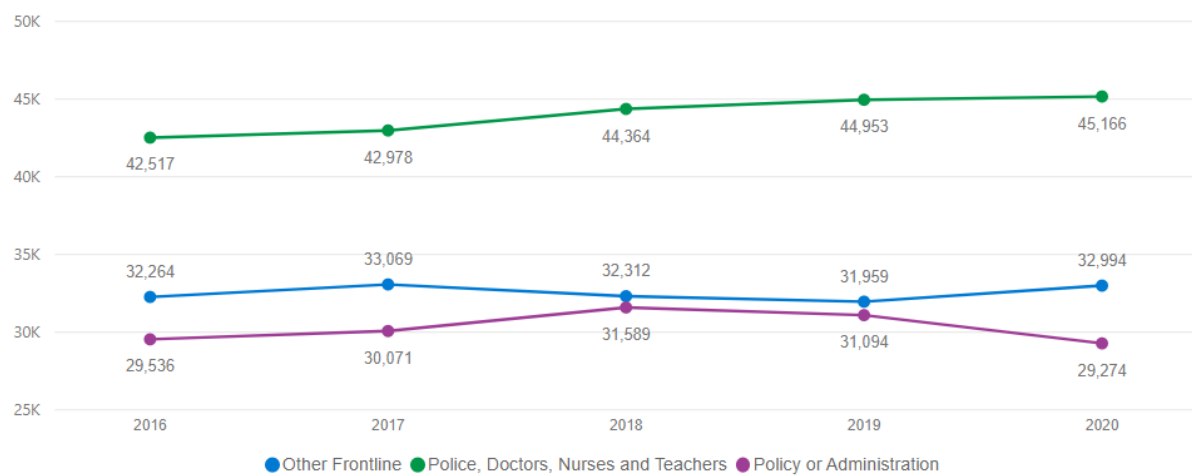
**\$87.1K**

**Average  
Salary**

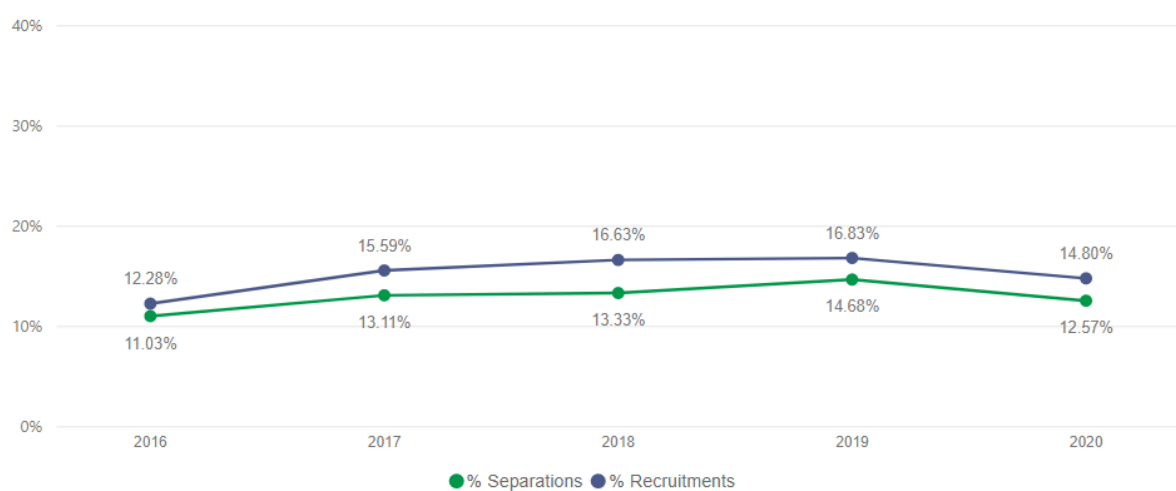
**13 years**

**Average Length  
of Service**

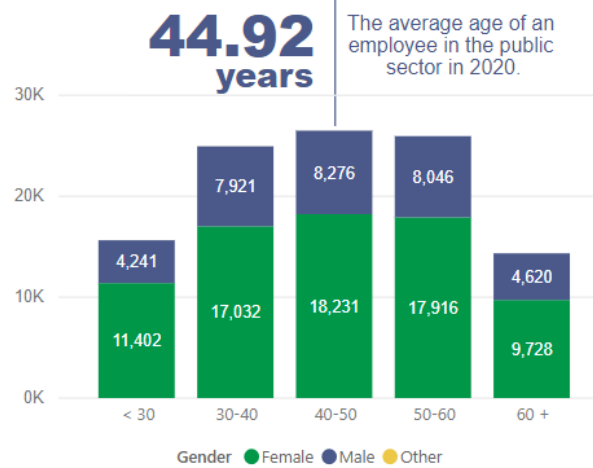
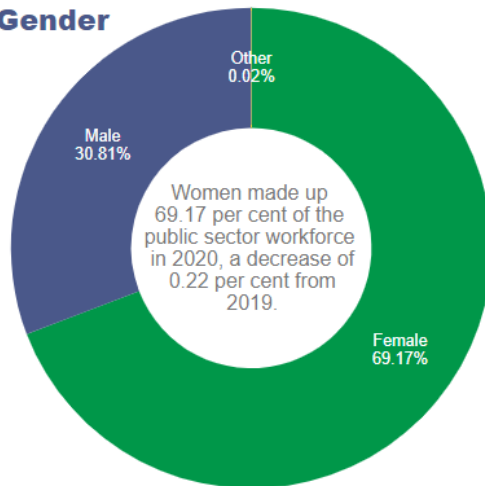
## Frontline and Back Office



## Agency Separations and Recruitments



## Age & Gender

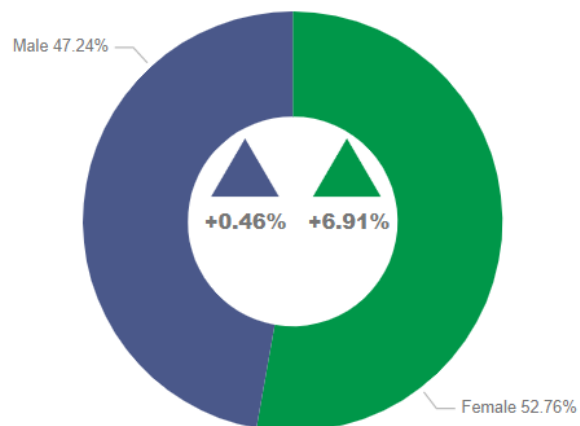


## Executives

**1.28%**

**of employees in 2020 were executives**

▲ +3.77% since 2019



Executive gender composition and year-on-year change

## Diversity

**2.13%**

**Aboriginal employment in 2020**

▲ +2.64% since 2019

**1.38%**

**employees with disability in 2020**

## 2 Full time equivalents and headcount

### 2.1 Overview

The South Australian Public Sector provides a vast range of services across many agencies. This section highlights the overall full time equivalents (FTE) and headcount for each agency at June 2019 and June 2020.

Data in the *Workforce Information Report 2019-20* 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 Corporations (PNFC) and Public Financial Corporation (PFC) agencies are categorised separately. PNFCs generate revenue through user charges and PFCs generally provide intermediate financial services.
- Non-budget entities are covered by public sector employment conditions, but have minimal or no State Budget funding.

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

### 2.2 Summary

FTE, including non-budget entities, reduced by 191 (-0.21 per cent) to 89,696 and the number of persons reduced by 572 (-0.53 per cent) to 107,434.

Within the General Government Sector, FTE grew by 125 (0.15 per cent) to 85,616 and the number of persons reduced by 148 (-0.14 percent) to 102,800.

### 2.3 South Australian Public Sector employment, June 2019 and June 2020

FTE and headcount data provided in this Report complies with the South Australian Government's standard definition for workforce reporting. It 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. FTE and headcount values that are blank indicate that the agency did not exist during the current or previous reporting period.

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.

### 2.3.1 Total Public Sector

Budget Sector	June 19		June 20	
	FTE	Headcount	FTE	Headcount
General Government Sector	85,491	102,948	85,616	102,800
Non-Budget Entity	380	418	403	440
Public Financial Corporations Sector	560	592	546	571
Public Non-Financial Corporations Sector	3,456	4,048	3,131	3,623
<b>Total<sup>2</sup></b>	<b>89,887</b>	<b>108,006</b>	<b>89,696</b>	<b>107,434</b>

### 2.3.2 General Government Sector

Agency Name	June 19		June 20	
	FTE	Headcount	FTE	Headcount
Adelaide Festival Corporation	23	26	25	26
Art Gallery of South Australia	68	82	68	73
Attorney-General's Department	1,193	1,294	1,214	1,321
Auditor-General's Department	136	144	129	136
Barossa Hills Fleurieu Local Health Network			1,082	1,511
Carclew Youth Arts Centre Incorporated	19	26	19	26
Carrick Hill	9	13	7	8
Central Adelaide Local Health Network	11,597	14,113	11,577	14,084
Commission on Excellence and Innovation in Health			21	22
Country Arts SA	57	121	39	47
Country Health SA Local Health Network	6,046	8,336		
Courts Administration Authority	650	721	654	725
CTP Regulator	24	24	26	26
Dairysafe	3	4	3	4
Defence SA	20	21	25	27
Department for Child Protection	2,105	2,250	2,162	2,320
Department for Correctional Services	2,077	2,165	1,854	1,935
Department for Education	24,666	31,157	24,727	31,086
Department for Energy and Mining	303	317	316	332
Department for Environment and Water	1,443	1,584	1,477	1,594
Department for Health and Wellbeing	1,529	1,633	1,323	1,412
Department for Innovation and Skills	380	395	337	348
Department for Trade, Tourism and Investment	121	127	141	148
Department of Human Services	2,624	3,073	2,711	3,098
Department of Planning, Transport and Infrastructure	3,114	3,271	3,015	3,161
Department of Primary Industries and Regions	822	905	850	934
Department of the Premier and Cabinet	415	438	410	433
Department of Treasury and Finance	1,168	1,245	1,291	1,370
Education Standards Board	35	40	35	37
Electoral Commission of South Australia	29	30	28	30
Electorate Services	203	265	206	273

<sup>2</sup> Judiciary is not included in the Workforce Information Collection.

Agency Name	June 19		June 20	
	FTE	Headcount	FTE	Headcount
Environment Protection Authority	194	207	195	206
Essential Services Commission of South Australia	26	29	32	33
Eyre and Far North Local Health Network			717	889
Flinders and Upper North Local Health Network			1,080	1,513
Government House	22	27	20	23
Green Industries SA	20	21	22	23
Health and Community Services Complaints Commissioner	9	9	9	9
History Trust of South Australia	48	60	47	62
Independent Commissioner Against Corruption	67	70	69	72
Infrastructure SA	4	4	9	9
Legislature (Including Members)	183	201	180	198
Limestone Coast Local Health Network			726	1,022
Northern Adelaide Local Health Network	3,942	4,807	4,096	5,056
Office for Recreation, Sport and Racing	83	94	80	86
Office of the Commissioner for Public Sector Employment	63	68	61	66
Office of the South Australian Productivity Commission	12	15	14	17
Riverland Mallee Coorong Local Health Network			1,603	2,212
SA Ambulance Service	1,589	1,740	1,644	1,811
SA Lotteries	3	4		
SACE Board of South Australia	103	113	104	112
South Australia Police	5,854	6,054	5,798	5,965
South Australian Country Fire Service	159	168	167	175
South Australian Film Corporation	18	20	19	22
South Australian Fire and Emergency Services Commission	69	73	73	75
South Australian Mental Health Commission	8	8		
South Australian Metropolitan Fire Service	1,052	1,263	1,044	1,259
South Australian Museum	71	85	69	80
South Australian Small Business Commissioner	10	11		
South Australian State Emergency Services	64	66	68	70
South Australian Tourism Commission	121	130	114	123
Southern Adelaide Local Health Network	5,711	7,232	5,915	7,530
State Library of South Australia	113	127	120	136
State Opera of South Australia	11	13	10	11
State Theatre Company of South Australia	28	30	27	29
Study Adelaide	11	12	12	12
TAFE SA	2,186	2,694	1,906	2,219
Wellbeing SA			89	101
Women's and Children's Health Network	2,762	3,673	2,766	3,692
Yorke and Northern Local Health Network			944	1,335
<b>Total</b>	<b>85,491</b>	<b>102,948</b>	<b>85,616</b>	<b>102,800</b>

### 2.3.3 Non-budget Entity

Agency Name	June 19		June 20	
	FTE	Headcount	FTE	Headcount
Jam Factory Contemporary Craft and Design	23	37	22	34
Legal Profession Conduct Commission	20	26	19	25
Legal Services Commission	171	181	175	184
Super SA	135	141	157	164
Teachers Registration Board	26	27	27	28
Veterinary Surgeons Board	2	2	1	1
Vinehealth Australia	4	4	4	4
<b>Total</b>	<b>380</b>	<b>418</b>	<b>403</b>	<b>440</b>

### 2.3.4 Public Financial Corporations Sector

Agency Name	June 19		June 20	
	FTE	Headcount	FTE	Headcount
Funds SA	46	49	50	52
HomeStart Finance	107	113	107	111
Lifetime Support Authority of South Australia	60	66	65	71
ReturnToWorkSA	243	252	243	251
South Australian Government Financing Authority	104	112	81	86
<b>Public Financial Corporations Sector Total</b>	<b>560</b>	<b>592</b>	<b>546</b>	<b>571</b>

### 2.3.5 Public Non-Financial Corporations Sector

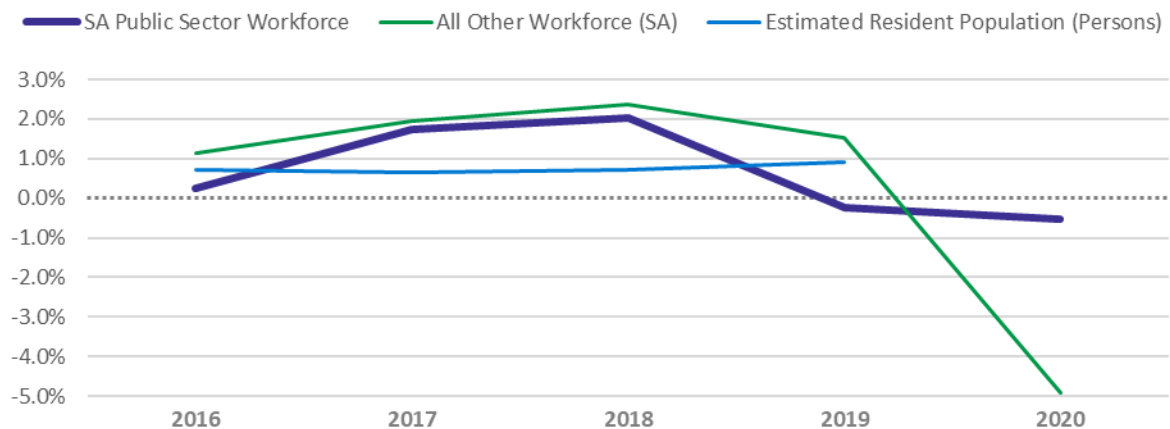
Agency Name	June 19		June 20	
	FTE	Headcount	FTE	Headcount
Adelaide Cemeteries Authority	55	60	47	50
Adelaide Festival Centre Trust	258	343	106	354
Adelaide Venue Management Corporation	418	722	169	225
ForestrySA	46	47	41	41
Public Trustee	176	184	177	187
Renewal SA	123	130	128	131
SA Housing Authority	806	880	825	886
SA Water	1,474	1,531	1,554	1,610
West Beach Parks	98	151	84	139
<b>Total</b>	<b>3,456</b>	<b>4,048</b>	<b>3,131</b>	<b>3,623</b>

### 3 Comparative workforce size

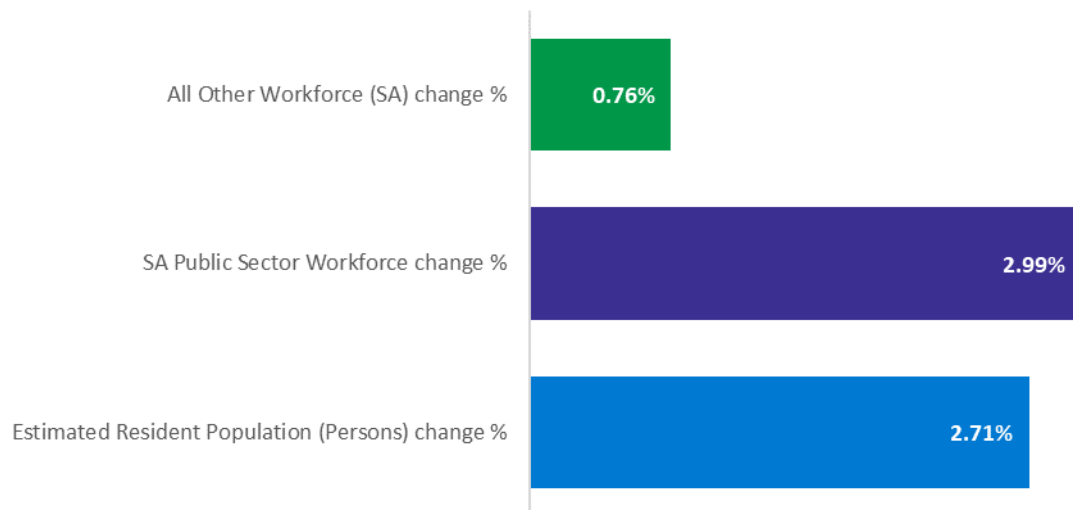
#### 3.1 Summary

The number of persons employed in the South Australian Public Sector reduced by 0.53 per cent between June 2019 and June 2020, and all other areas of the South Australian workforce decreased the number of persons employed by -4.91 per cent for the same period. The public sector accounts for about 13.07 per cent of the South Australian workforce, which is higher than reported at June 2019 (12.57 per cent).

##### 3.1.1 SA Workforce Growth



##### 3.1.2 SA Workforce and Population Growth (Last 5 Years)





### 3.2 Public sector employees and South Australia population and employment information, June 2016 to June 2020

South Australia	2016	2017	2018	2019	2020
Estimated Resident Population (Persons)	1,712,843	1,723,923	1,736,527	1,752,326	1,759,184
Annual change	12,175	11,080	12,604	15,799	6,858
Annual change %	0.72%	0.65%	0.73%	0.91%	N/A
Total Persons Employed in SA	813,202	828,893	848,224	859,187	821,741
Annual change	8,224	15,691	19,331	10,963	-37,446
Annual change %	1.02%	1.93%	2.33%	1.29%	-4.36%
SA Public Sector Workforce	104,317	106,118	108,265	108,006	107,434
Annual change	247	1,801	2,147	-259	-572
Annual change %	0.24%	1.73%	2.02%	-0.24%	-0.53%
All Other Workforce (SA) <sup>3</sup>	708,885	722,775	739,959	751,181	714,307
Annual change	7,977	13,890	17,184	11,222	-36,874
Annual change %	1.14%	1.96%	2.38%	1.52%	-4.91%
% of Population Working in Public Sector	6.09%	6.16%	6.23%	6.16%	6.11%
% of Persons Employed in Public Sector	12.83%	12.80%	12.76%	12.57%	13.07%
% of All Other Workforce (SA)	87.17%	87.20%	87.24%	87.43%	86.93%

As at June 2020, the reduction of persons in the public sector workforce (-0.53 per cent) was:

- not as significant as the change in the remaining South Australian workforce (-4.91 per cent); and
- lower than the growth of the resident population (0.39 per cent) as estimated by the Australian Bureau of Statistics<sup>4</sup> as at December 2019.

Total growth of the public sector workforce in the last five years (2.99 per cent) was:

- higher than the total growth of the remaining South Australian workforce (0.76 per cent) over the same period; and
- higher than the total growth of the resident population (2.71 per cent) as estimated by the Australian Bureau of Statistics<sup>5</sup> as at December 2019.

<sup>3</sup> 'All Other Workforce (SA)' is the difference between 'Total Persons Employed in SA' and 'Public Sector Workforce'

<sup>4</sup> Australian Bureau of Statistics publication 6202.0 (Labour Force, Australia), Table 7, published August 2020

<sup>5</sup> Australian Bureau of Statistics publication 3101.0 (Australian Demographics Statistics), Table 4, published July 2020

## 4 Age and gender

### 4.1 Employees in the South Australian Public Sector by age and gender, June 2020

At June 2020, employees in the South Australian Public Sector comprised of 69.17 per cent females, 30.81 per cent males, and 0.02 per cent other<sup>6</sup>. At June 2019, there were 68.95 per cent female, 31.04 per cent male, and 0.02 per cent other.

The average age of public sector employees was 45 years.

#### 4.1.1 Total Public Sector

Age Bracket	Female	Male	Other	Total
Up to 20	225	88	0	313
20 - 24	3,696	1,119	4	4,819
25 - 29	7,481	3,034	2	10,517
30 - 34	8,030	3,863	3	11,896
35 - 39	9,002	4,058	4	13,064
40 - 44	8,914	4,035	1	12,950
45 - 49	9,317	4,241	6	13,564
50 - 54	9,191	4,083	1	13,275
55 - 59	8,725	3,963	0	12,688
60 - 64	6,853	3,111	0	9,964
65+	2,875	1,509	0	4,384
<b>Total</b>	<b>74,309</b>	<b>33,104</b>	<b>21</b>	<b>107,434</b>

#### 4.1.2 General Government Sector

Age Bracket	Female	Male	Other	Total
Up to 20	214	72	0	286
20 - 24	3,610	1,017	4	4,631
25 - 29	7,287	2,851	2	10,140
30 - 34	7,745	3,608	3	11,356
35 - 39	8,660	3,754	4	12,418
40 - 44	8,591	3,738	1	12,330
45 - 49	8,966	3,933	6	12,905
50 - 54	8,910	3,768	1	12,679
55 - 59	8,480	3,714	0	12,194
60 - 64	6,701	2,921	0	9,622
65+	2,808	1,431	0	4,239
<b>Total</b>	<b>71,972</b>	<b>30,807</b>	<b>21</b>	<b>102,800</b>

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

**4.1.3 Non-budget Entity**

Age Bracket	Female	Male	Other	Total
Up to 20	0	0	0	0
20 - 24	11	2	0	13
25 - 29	28	8	0	36
30 - 34	34	15	0	49
35 - 39	37	21	0	58
40 - 44	41	14	0	55
45 - 49	50	21	0	71
50 - 54	51	10	0	61
55 - 59	37	14	0	51
60 - 64	27	9	0	36
65+	8	2	0	10
<b>Total</b>	<b>324</b>	<b>116</b>	<b>0</b>	<b>440</b>

**4.1.4 Public Financial Corporations Sector**

Age Bracket	Female	Male	Other	Total
Up to 20	1	0	0	1
20 - 24	5	0	0	5
25 - 29	14	12	0	26
30 - 34	36	21	0	57
35 - 39	53	36	0	89
40 - 44	45	38	0	83
45 - 49	64	35	0	99
50 - 54	43	41	0	84
55 - 59	36	35	0	71
60 - 64	15	25	0	40
65+	10	6	0	16
<b>Total</b>	<b>322</b>	<b>249</b>	<b>0</b>	<b>571</b>

**4.1.5 Public Non-Financial Corporations Sector**

Age Bracket	Female	Male	Other	Total
Up to 20	10	16	0	26
20 - 24	70	100	0	170
25 - 29	152	163	0	315
30 - 34	215	219	0	434
35 - 39	252	247	0	499
40 - 44	237	245	0	482
45 - 49	237	252	0	489
50 - 54	187	264	0	451
55 - 59	172	200	0	372
60 - 64	110	156	0	266
65+	49	70	0	119
<b>Total</b>	<b>1,691</b>	<b>1,932</b>	<b>0</b>	<b>3,623</b>

## 5 Employee types

### 5.1 Employees in the South Australian Public Sector by appointment type, June 2016 to June 2020

At June 2020, employees in the South Australian Public Sector comprised of 61.25 per cent ongoing positions and 38.75 per cent contracts, casual or other types of employment. This represents a 1.04 per cent reduction in ongoing employment, a 0.43 per cent reduction in long term contracts, and a 7.21 per cent increase in short term contracts compared to June 2019. There was a 14.47 per cent reduction in casual employment for the same period.

#### 5.1.1 Total Public Sector

Appointment Type	June 16	June 17	June 18	June 19	June 20
Ongoing	68,395	67,185	67,245	66,495	65,802
Long-term Contract	6,091	7,869	7,504	7,281	7,250
Short-term Contract	18,852	21,197	22,275	23,224	24,899
Casual	10,684	9,864	10,838	10,457	8,944
Other	295	3	403	549	539
<b>Total</b>	<b>104,317</b>	<b>106,118</b>	<b>108,265</b>	<b>108,006</b>	<b>107,434</b>

#### 5.1.2 General Government Sector

Appointment Type	June 16	June 17	June 18	June 19	June 20
Ongoing	65,537	64,405	64,248	63,510	62,665
Long-term Contract	5,486	7,096	6,650	6,519	6,588
Short-term Contract	18,370	20,673	21,795	22,742	24,454
Casual	9,996	9,234	9,952	9,694	8,605
Other	295	3	368	483	488
<b>Total</b>	<b>99,684</b>	<b>101,411</b>	<b>103,013</b>	<b>102,948</b>	<b>102,800</b>

#### 5.1.3 Non-budget Entity

Appointment Type	June 16	June 17	June 18	June 19	June 20
Ongoing	298	289	286	281	311
Long-term Contract	46	47	53	49	43
Short-term Contract	66	98	101	79	77
Casual	13	17	19	8	9
Other	0	0	2	1	0
<b>Total</b>	<b>423</b>	<b>451</b>	<b>461</b>	<b>418</b>	<b>440</b>

### 5.1.4 Public Financial Corporations Sector

Appointment Type	June 16	June 17	June 18	June 19	June 20
Ongoing	184	197	434	460	431
Long-term Contract	62	61	95	93	83
Short-term Contract	18	18	37	33	52
Casual	3	1	2	3	3
Other	0	0	1	3	2
<b>Total</b>	<b>267</b>	<b>277</b>	<b>569</b>	<b>592</b>	<b>571</b>

### 5.1.5 Public Non-Financial Corporations Sector

Appointment Type	June 16	June 17	June 18	June 19	June 20
Ongoing	2,376	2,294	2,277	2,244	2,395
Long-term Contract	497	665	706	620	536
Short-term Contract	398	408	342	370	316
Casual	672	612	865	752	327
Other	0	0	32	62	49
<b>Total</b>	<b>3,943</b>	<b>3,979</b>	<b>4,222</b>	<b>4,048</b>	<b>3,623</b>

## 5.2 Frontline and back office

Of the 85,616 'General Government Sector' FTE at June 2020:

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

Compared with June 2019 data, public sector FTE categorised as providing 'frontline' services increased by 1,112 (1.79 per cent) and 'back office' FTE decreased by 987 (-4.21 per cent).

The accuracy of information associated with the reporting of frontline and back office FTE has been the focus of agencies during the reporting period, and is considered more complete this reporting period than it has been in previous periods.

**5.2.1 General Government sector frontline FTE by employee type, June 2019 to June 2020**

Employee Type	Employee Sub Type	June 19 FTE	June 20 FTE
Children's Services Act		1,314	1,299
Disability Services Officers		1,204	1,267
Education Act		15,105	15,103
Emergency Services		1,036	2,199
Executive		548	532
Medical Officers		3,421	3,541
Nurses		13,870	13,924
Police Act		4,777	4,691
PS Act/Public Sector Salaried			
	Allied Health Professionals	4,526	4,615
	Correctional Officers	1,188	992
	Operational Services	3,266	3,130
	Technical Services	694	723
School Services Officers		5,757	6,019
TAFE Act		1,213	1,043
Weekly Paid	Government Services	509	496
	Health Ancillary Employee	2,629	2,594
	Other Weekly Paid	977	980
<b>Total</b>		<b>62,035</b>	<b>63,147</b>

**5.2.2 General Government sector back office FTE by employee type, June 2019 to June 2020**

Employee Type	Employee Sub Type	June 19	June 20
Executive <sup>7</sup>		643	682
Other		2,991	2,334
PS Act/Public Sector Salaried		944	993
	Administrative Services	17,436	17,018
	Professional Officers	1,442	1,442
<b>Total</b>		<b>23,456</b>	<b>22,469</b>

<sup>7</sup> Some executives may be included in other categories. Please refer to Table 9 for detailed reporting of executives in the South Australian Public Sector.

### 5.2.3 Employees in the South Australian Public Sector by employee type and appointment type, June 2020

Employee Type	Employee Sub Type	Ongoing		Long-term Contract		Short-term Contract		Casual		Other		Total	
		Head-count	FTE	Head-count	FTE	Head-count	FTE	Head-count	FTE	Head-count	FTE	Head-count	FTE
Children's Services Act		584	449	251	227	668	470	499	153			2,002	1,299
Disability Services Officers		1,230	1,147	10	9	94	81	53	30			1,387	1,267
Education Act		7,797	6,909	2,163	2,098	5,854	5,229	2,076	866			17,890	15,103
Emergency Services		2,159	1,870	11	7	325	295	3	3	29	24	2,527	2,199
Executive		21	21	1,129	1,121	153	148			75	74	1,378	1,363
Medical Officers		1,608	1,077	218	158	2,479	2,258	35	10	221	38	4,561	3,541
Nurses		12,532	10,285	321	265	2,923	2,403	2,108	952	31	19	17,915	13,924
Other		3,605	3,354	752	698	807	699	253	95	77	58	5,494	4,905
Police Act		4,800	4,691									4,800	4,691
PS Act/Public Sector Salaried		596	522	135	117	356	310	262	58	23	6	1,372	1,013
	Administrative Services	13,870	12,836	1,285	1,224	4,213	3,843	585	303	62	25	20,015	18,231
	Allied Health Professionals	3,206	2,742	278	242	1,954	1,615	118	45	6	4	5,562	4,647
	Correctional Officers	957	952			39	39			1	1	997	992
	Operational Services	2,380	2,155	259	240	738	645	284	137	5	2	3,666	3,180
	Professional Officers	1,175	1,112	117	110	237	217	19	11	3	3	1,551	1,453
	Technical Services	614	557	32	28	151	126	29	13			826	723
School Services Officers		3,896	3,145	146	117	3,352	2,336	1,152	421			8,546	6,019
TAFE Act		968	881	12	12	127	107	133	44			1,240	1,043
Weekly Paid	Government Services	388	319	43	30	149	87	115	60	2	0	697	496
	Health Ancillary Employee	2,522	1,992	52	32	214	155	880	412	4	3	3,672	2,594
	Other Weekly Paid	894	864	36	28	66	58	340	63			1,336	1,013
<b>Total</b>		<b>65,802</b>	<b>57,881</b>	<b>7,250</b>	<b>6,763</b>	<b>24,899</b>	<b>21,121</b>	<b>8,944</b>	<b>3,675</b>	<b>539</b>	<b>257</b>	<b>107,434</b>	<b>89,696</b>

## 5.3 Occupations

South Australian Public Sector employees work across a broad range of occupations. This section 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, First Edition Revision 1.](#)

### 5.3.1 Employees in the South Australian Public Sector by occupation, June 2020

ANZSCO Major Group	Minor Group	General Government Sector	Non-Budget Entity	Public Financial Corporations Sector	Public Non-Financial Corporations Sector	Grand Total
Clerical and Administrative Workers	Accounting Clerks and Bookkeepers	764	11	33	63	871
	Call or Contact Centre Information Clerks	714	32	25	242	1,013
	Clerical and Office Support Workers	732	5	29	89	855
	Contract, Program and Project Administrators	2,145	13	16	125	2,299
	Financial and Insurance Clerks	1	63	42	10	116
	General Clerks	6,438	11	8	136	6,593
	Keyboard Operators	8	1	0	0	9
	Logistics Clerks	94	0	0	31	125
	Miscellaneous Clerical and Administrative Workers	1,436	19	46	232	1,733
	Office and Practice Managers	527	2	0	42	571
	Personal Assistants and Secretaries	559	45	3	14	621
	Receptionists	77	3	2	25	107
<b>Clerical and Administrative Workers Total</b>		<b>13,495</b>	<b>205</b>	<b>204</b>	<b>1,009</b>	<b>14,913</b>
Community and Personal Service Workers	Child Carers	101	0	0	0	101
	Defence Force Members, Fire Fighters and Police	5,764	0	0	0	5,764
	Education Aides	9,797	0	0	0	9,797
	Health and Welfare Support Workers	5,777	0	17	71	5,865
	Hospitality Workers	25	0	0	88	113



ANZSCO Major Group	Minor Group	General Government Sector	Non-Budget Entity	Public Financial Corporations Sector	Public Non-Financial Corporations Sector	Grand Total
	Personal Carers and Assistants	4,781	0	0	3	4,784
	Personal Service and Travel Workers	290	0	0	0	290
	Prison and Security Officers	1,255	0	0	20	1,275
	Sports and Fitness Workers	125	0	0	0	125
<b>Community and Personal Service Workers Total</b>		<b>27,915</b>	<b>0</b>	<b>17</b>	<b>182</b>	<b>28,114</b>
Labourers	Cleaners and Laundry Workers	787	0	0	60	847
	Construction and Mining Labourers	119	0	0	9	128
	Farm, Forestry and Garden Workers	96	0	0	17	113
	Food Preparation Assistants	527	0	0	2	529
	Food Process Workers	1	0	0	0	1
	Miscellaneous Factory Process Workers	10	0	0	0	10
	Miscellaneous Labourers	753	0	1	39	793
<b>Labourers Total</b>		<b>2,293</b>	<b>0</b>	<b>1</b>	<b>127</b>	<b>2,421</b>
Machinery Operators and Drivers	Automobile, Bus and Rail Drivers	470	0	0	0	470
	Delivery Drivers	3	0	0	0	3
	Machine Operators	38	0	0	0	38
	Mobile Plant Operators	14	0	0	1	15
	Stationary Plant Operators	2	0	0	254	256
	Storepersons	79	0	0	4	83
	Truck Drivers	5	0	0	0	5
<b>Machinery Operators and Drivers Total</b>		<b>611</b>	<b>0</b>	<b>0</b>	<b>259</b>	<b>870</b>
Managers	Accommodation and Hospitality Managers	132	0	0	2	134
	Advertising, Public Relations and Sales Managers	38	3	2	9	52
	Business Administration Managers	717	9	21	53	800
	Chief Executives, General Managers and Legislators	986	16	29	72	1,103
	Construction, Distribution and Production Managers	79	8	2	27	116
	Education, Health and Welfare Services Managers	3,310	0	5	23	3,338

ANZSCO Major Group	Minor Group	General Government Sector	Non-Budget Entity	Public Financial Corporations Sector	Public Non-Financial Corporations Sector	Grand Total
	Farmers and Farm Managers	1	1	0	0	2
	ICT Managers	185	4	17	24	230
	Miscellaneous Hospitality, Retail and Service Managers	120	0	0	61	181
	Miscellaneous Specialist Managers	1,021	6	40	231	1,298
	Other	4	0	0	0	4
	Retail Managers	0	1	0	0	1
<b>Managers Total</b>		<b>6,593</b>	<b>48</b>	<b>116</b>	<b>502</b>	<b>7,259</b>
Other / Not Stated	Not Stated	452	0	1	185	638
	Other	178	0	0	0	178
<b>Other / Not Stated Total</b>		<b>630</b>	<b>0</b>	<b>1</b>	<b>185</b>	<b>816</b>
Professionals	Accountants, Auditors and Company Secretaries	740	5	20	90	855
	Air and Marine Transport Professionals	17	0	0	0	17
	Architects, Designers, Planners and Surveyors	164	3	0	12	179
	Arts Professionals	18	2	0	1	21
	Business and Systems Analysts, and Programmers	342	11	61	70	484
	Database and Systems Administrators, and ICT Security Specialists	183	1	9	17	210
	Engineering Professionals	227	0	0	85	312
	Financial Brokers and Dealers, and Investment Advisers	8	1	15	2	26
	Health Diagnostic and Promotion Professionals	1,755	0	0	16	1,771
	Health Therapy Professionals	1,712	0	0	0	1,712
	Human Resource and Training Professionals	561	3	9	39	612
	ICT Network and Support Professionals	343	1	5	37	386
	Information and Organisation Professionals	1,388	14	90	86	1,578
	Legal Professionals	457	115	4	2	578
	Media Professionals	28	3	0	20	51
	Medical Practitioners	4,588	0	0	0	4,588

ANZSCO Major Group	Minor Group	General Government Sector	Non-Budget Entity	Public Financial Corporations Sector	Public Non-Financial Corporations Sector	Grand Total
	Midwifery and Nursing Professionals	14,740	0	0	1	14,741
	Miscellaneous Education Professionals	285	3	0	0	288
	Natural and Physical Science Professionals	1,544	0	0	65	1,609
	Sales, Marketing and Public Relations Professionals	290	7	12	70	379
	School Teachers	15,368	0	0	0	15,368
	Social and Welfare Professionals	2,700	4	0	107	2,811
	Tertiary Education Teachers	1,237	0	0	0	1,237
<b>Professionals Total</b>		<b>48,695</b>	<b>173</b>	<b>225</b>	<b>720</b>	<b>49,813</b>
Sales Workers	Checkout Operators and Office Cashiers	2	0	0	0	2
	Insurance Agents and Sales Representatives	7	0	4	4	15
	Miscellaneous Sales Support Workers	3	0	0	2	5
	Real Estate Sales Agents	61	0	1	16	78
	Sales Assistants and Salespersons	148	6	0	20	174
<b>Sales Workers Total</b>		<b>221</b>	<b>6</b>	<b>5</b>	<b>42</b>	<b>274</b>
Technicians and Trades Workers	Agricultural, Medical and Science Technicians	1,062	0	0	109	1,171
	Animal Attendants and Trainers, and Shearers	27	0	0	0	27
	Automotive Electricians and Mechanics	39	0	0	1	40
	Bricklayers, and Carpenters and Joiners	13	0	0	8	21
	Building and Engineering Technicians	270	0	0	61	331
	Electricians	62	0	0	65	127
	Electronics and Telecommunications Trades Workers	38	0	0	0	38
	Fabrication Engineering Trades Workers	2	0	0	29	31
	Floor Finishers and Painting Trades Workers	3	0	0	1	4
	Food Trades Workers	150	0	0	42	192
	Glaziers, Plasterers and Tilers	1	0	0	0	1
	Horticultural Trades Workers	65	0	0	33	98
	ICT and Telecommunications Technicians	410	3	2	66	481

<b>ANZSCO Major Group</b>	<b>Minor Group</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>
	Mechanical Engineering Trades Workers	41	0	0	55	96
	Miscellaneous Technicians and Trades Workers	154	5	0	120	279
	Plumbers	7	0	0	0	7
	Textile, Clothing and Footwear Trades Workers	3	0	0	7	10
<b>Technicians and Trades Workers Total</b>		<b>2,347</b>	<b>8</b>	<b>2</b>	<b>597</b>	<b>2,954</b>
<b>Grand Total</b>		<b>102,800</b>	<b>440</b>	<b>571</b>	<b>3,623</b>	<b>107,434</b>

## 6 Diversity and inclusion

### 6.1 Aboriginal employees in the South Australian Public Sector, June 2016 to June 2020

Aboriginal employees represented 2.13 per cent of the public sector workforce at June 2020.

There were 2,291 employees identified as Aboriginal at June 2020. During the reporting period, the number of Aboriginal employees increased by 2.64 per cent, compared to a -0.53 per cent reduction in the number of persons employed in the South Australian Public Sector.

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

#### 6.1.1 Total Public Sector

	June 16	June 17	June 18	June 19	June 20
Identified as Aboriginal	1,844	2,007	2,154	2,232	2,291
Non Aboriginal	78,047	80,338	82,312	82,520	83,538
Unknown / Not Stated	24,426	23,773	23,799	23,254	21,605
<b>Total</b>	<b>104,317</b>	<b>106,118</b>	<b>108,265</b>	<b>108,006</b>	<b>107,434</b>

#### 6.1.2 General Government Sector

	June 16	June 17	June 18	June 19	June 20
Identified as Aboriginal	1,727	1,891	2,044	2,114	2,183
Non Aboriginal	74,665	76,814	78,386	78,639	79,886
Unknown / Not Stated	23,292	22,706	22,583	22,195	20,731
<b>Total</b>	<b>99,684</b>	<b>101,411</b>	<b>103,013</b>	<b>102,948</b>	<b>102,800</b>

#### 6.1.3 Non-budget Entity

	June 16	June 17	June 18	June 19	June 20
Identified as Aboriginal	5	5	5	5	6
Non Aboriginal	363	386	395	351	372
Unknown / Not Stated	55	60	61	62	62
<b>Total</b>	<b>423</b>	<b>451</b>	<b>461</b>	<b>418</b>	<b>440</b>

#### 6.1.4 Public Financial Corporations Sector

	June 16	June 17	June 18	June 19	June 20
Identified as Aboriginal	3	3	3	4	3
Non Aboriginal	189	202	479	513	504
Unknown / Not Stated	75	72	87	75	64
<b>Total</b>	<b>267</b>	<b>277</b>	<b>569</b>	<b>592</b>	<b>571</b>

**6.1.5 Public Non-Financial Corporations Sector**

	June 16	June 17	June 18	June 19	June 20
Identified as Aboriginal	109	108	102	109	99
Non Aboriginal	2,830	2,936	3,052	3,017	2,776
Unknown / Not Stated	1,004	935	1,068	922	748
<b>Total</b>	<b>3,943</b>	<b>3,979</b>	<b>4,222</b>	<b>4,048</b>	<b>3,623</b>

## 6.2 Employees with a declared disability

The total number of employees in the South Australian Public Sector with a declared disability was 1,482, representing 1.38 per cent of the workforce at June 2020. This is an overall increase of 48 employees compared to June 2019.

This data may underrepresent 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.

### 6.2.1 Employees in the South Australian Public Sector with a declared disability, June 2016 to June 2020

Employee identified with a declared disability	June 16	June 17	June 18 <sup>8</sup>	June 19	June 20
General Government Sector	1,226	1,302	1,324	1,338	1,388
Non-Budget Entity	4	4	4	5	5
Public Financial Corporations Sector	3	3	5	9	7
Public Non-Financial Corporations Sector	90	92	94	82	82
<b>Grand Total</b>	<b>1,323</b>	<b>1,401</b>	<b>1,427</b>	<b>1,434</b>	<b>1,482</b>

### 6.2.2 Percentage of the South Australian Public Sector with a declared disability, June 2016 to June 2020

% employee identified with a declared disability	June 16	June 17	June 18 <sup>9</sup>	June 19	June 20
General Government Sector	1.23%	1.28%	1.29%	1.30%	1.35%
Non-Budget Entity	0.95%	0.89%	0.87%	1.20%	1.14%
Public Financial Corporations Sector	1.12%	1.08%	0.88%	1.52%	1.23%
Public Non-Financial Corporations Sector	2.28%	2.31%	2.23%	2.03%	2.26%
<b>Grand Total</b>	<b>1.27%</b>	<b>1.32%</b>	<b>1.32%</b>	<b>1.33%</b>	<b>1.38%</b>

<sup>8</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.

### 6.3 Part time employees in the South Australian Public Sector, June 2016 to June 2020

Part time<sup>9</sup> employees represented 44.67 per cent of the workforce at June 2020.

Part time employment decreased 0.93 per cent to 44.67 per cent of the workforce, while full time employment decreased by 0.21 per cent to 55.33 per cent.

#### 6.3.1 Total Public Sector

	June 16	June 17	June 18	June 19	June 20
Full Time	56,100	59,249	59,124	59,566	59,443
Part Time	48,217	46,869	49,141	48,440	47,991
<b>Total</b>	<b>104,317</b>	<b>106,118</b>	<b>108,265</b>	<b>108,006</b>	<b>107,434</b>

#### 6.3.2 General Government Sector

	June 16	June 17	June 18	June 19	June 20
Full Time	52,755	55,838	55,459	55,984	55,850
Part Time	46,929	45,573	47,554	46,964	46,950
<b>Total</b>	<b>99,684</b>	<b>101,411</b>	<b>103,013</b>	<b>102,948</b>	<b>102,800</b>

#### 6.3.3 Non-budget Entity

	June 16	June 17	June 18	June 19	June 20
Full Time	302	317	319	303	329
Part Time	121	134	142	115	111
<b>Total</b>	<b>423</b>	<b>451</b>	<b>461</b>	<b>418</b>	<b>440</b>

#### 6.3.4 Public Financial Corporations Sector

	June 16	June 17	June 18	June 19	June 20
Full Time	220	226	470	480	472
Part Time	47	51	99	112	99
<b>Total</b>	<b>267</b>	<b>277</b>	<b>569</b>	<b>592</b>	<b>571</b>

#### 6.3.5 Public Non-Financial Corporations Sector

	June 16	June 17	June 18	June 19	June 20
Full Time	2,823	2,868	2,876	2,799	2,792
Part Time	1,120	1,111	1,346	1,249	831
<b>Total</b>	<b>3,943</b>	<b>3,979</b>	<b>4,222</b>	<b>4,048</b>	<b>3,623</b>

<sup>9</sup> For reporting purposes, all employees in casual employment are recorded as part time employees.



## 7 Executives

### 7.1 Executives in the South Australian Public Sector, June 2016 to June 2020

The number of executives increased by 50 (3.77 per cent) across the workforce between June 2019 and June 2020. In the General Government Sector, the number of executives increased by 26 (2.17 per cent). Overall, executives comprised of 1.28 per cent of the public sector workforce<sup>10</sup>.

There were 727 female executives and 651 male executives, and compared to June 2019 the proportion of female executives increased from 51.20 per cent to 52.76 per cent.

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

#### 7.1.1 Total Public Sector

Executives	June 16	June 17	June 18	June 19	June 20
Female	594	624	668	680	727
Male	669	676	685	648	651
Other	0	0	0	0	0
<b>Total</b>	<b>1,263</b>	<b>1,300</b>	<b>1,353</b>	<b>1,328</b>	<b>1,378</b>

#### 7.1.2 General Government Sector

Executives	June 16	June 17	June 18	June 19	June 20
Female	558	590	624	633	666
Male	587	599	604	567	560
Other	0	0	0	0	0
<b>Total</b>	<b>1,145</b>	<b>1,189</b>	<b>1,228</b>	<b>1,200</b>	<b>1,226</b>

#### 7.1.3 Non-budget Entity

Executives	June 16	June 17	June 18	June 19	June 20
Female	5	4	8	10	11
Male	12	13	11	9	9
Other	0	0	0	0	0
<b>Total</b>	<b>17</b>	<b>17</b>	<b>19</b>	<b>19</b>	<b>20</b>

#### 7.1.4 Public Financial Corporations Sector

Executives	June 16	June 17	June 18	June 19	June 20
Female	7	9	15	14	20
Male	16	14	25	27	28
Other	0	0	0	0	0
<b>Total</b>	<b>23</b>	<b>23</b>	<b>40</b>	<b>41</b>	<b>48</b>

<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

### 7.1.5 Public Non-Financial Corporations Sector

Executives	June 16	June 17	June 18	June 19	June 20
Female	24	21	21	23	30
Male	54	50	45	45	54
Other	0	0	0	0	0
<b>Total</b>	<b>78</b>	<b>71</b>	<b>66</b>	<b>68</b>	<b>84</b>

## 8 Graduates, trainees, and apprentices

### 8.1 Skilling SA Public Sector Project

The OCPSE is driving the Skilling SA Public Sector Project to support more than 2,600 participants undertake a vocational qualification in the South Australian Public Sector over four years (up to June 2022). More information about the Skilling SA Public Sector Project can be found on [the public sector website](#).

Through the Skilling SA Public Sector program, participants may be either:

1. employed by the South Australian Public Sector as an apprentice, trainee or graduate on a contract of training;
2. a trainee or apprentice employed by a group training organisation and hosted in a public sector agency for the work component of their traineeship; or
3. an existing public sector employee training in an area of key skill demand.

As part of the Skilling SA Public Sector Project, the public sector has set a yearly targets, with 672 commencements allocated to be achieved under the program by 30 June 2020. This was exceeded by 30 persons (702 commencements in total).

Between 1 July 2019 and 30 June 2020, there were 266 public sector employees who commenced employment in the public sector, of which 77.4 per cent were trainees, 13.5 per cent were graduates, and 9.0 per cent were apprentices.

#### 8.1.1 Skilling SA commencements by headcount, between 1 July 2019 and 30 June 2020

Pathway	Headcount
Employed in public sector	266
Employed by a group training organisation	18
Upskill of existing public sector employee	418
<b>Total</b>	<b>702</b>

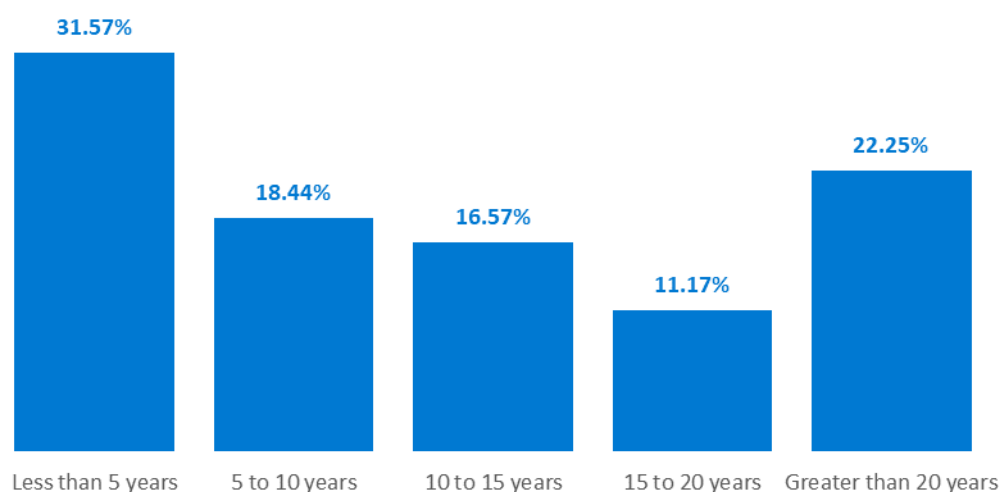
## 9 Length of service

### 9.1 Length of service in the public sector

As at 30 June 2020:

- 68.43 per cent of employees have been employed in the public sector for greater than five years.
- 8.53 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.

#### 9.1.1 Summary of the South Australian Public Sector by length of service, as at June 2020



**9.1.2 Employees in the South Australian Public Sector by length of service, as at June 2020**

<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	8,577	53	80	449	9,159
1 to < 2 Years	7,018	32	61	301	7,411
2 to < 3 Years	6,832	28	64	287	7,210
3 to < 4 Years	5,447	31	40	249	5,767
4 to < 5 Years	4,164	21	31	153	4,369
5 to < 10 Years	18,925	102	104	682	19,813
10 to < 15 Years	17,124	66	77	531	17,798
15 to < 20 Years	11,554	41	47	360	12,002
20 to < 25 Years	7,274	20	24	171	7,489
25 + Years	15,885	46	43	440	16,413
<b>Total</b>	<b>102,800</b>	<b>440</b>	<b>571</b>	<b>3,623</b>	<b>107,434</b>

**9.2 Length of service in an agency**

As at 30 June 2020, 60.20 per cent of employees have been employed in their current agency for greater than five years. This does not reflect an employee's length of time in the sector.

**9.2.1 Employees length of service at current agency, as at June 2020**

<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	11,211	64	93	503	11,871
1 to < 2 Years	9,374	41	78	1,046	10,539
2 to < 3 Years	8,560	33	66	252	8,911
3 to < 4 Years	6,622	36	40	191	6,889
4 to < 5 Years	4,375	19	32	121	4,547
5 to < 10 Years	19,592	101	97	558	20,348
10 to < 15 Years	15,926	71	80	375	16,452
15 to < 20 Years	9,368	37	38	248	9,691
20 to < 25 Years	5,695	13	18	88	5,814
25 + Years	12,077	25	29	241	12,371
<b>Total</b>	<b>102,800</b>	<b>440</b>	<b>571</b>	<b>3,623</b>	<b>107,434</b>

## 10 Salaries

### 10.1 Summary of employees in the South Australian Public Sector by salary and gender, June 2020

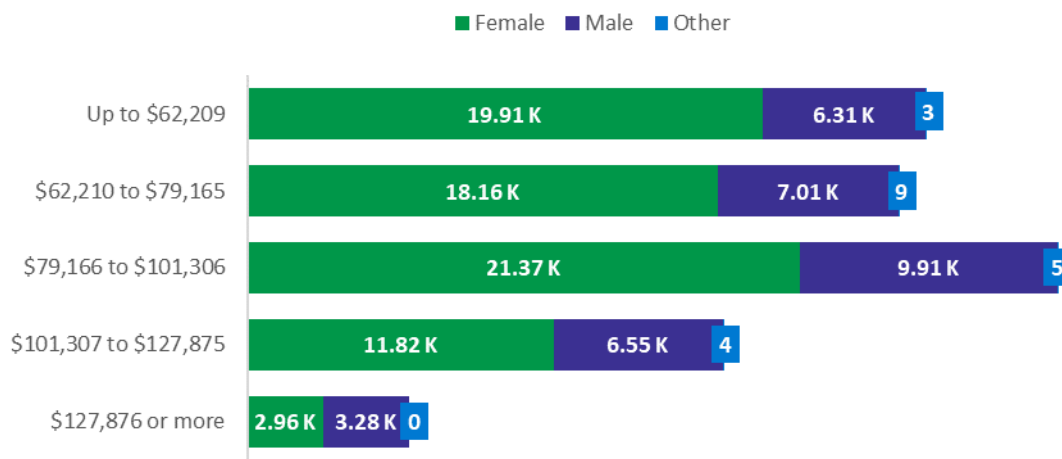
Salary information provided in this Report is intended to highlight indicative levels of responsibility across the workforce only. The information does not reflect total employment costs over the year.

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

- 24.40 per cent of employees earn a base salary between \$1 - \$62,209, predominantly in entry level type roles.
- 52.55 per cent earn a base salary between \$62,210 - \$101,306 across frontline and middle management type roles.
- 17.10 per cent of employees earn a base salary between \$101,307 - \$127,875 which covers more senior managers and/or employees with technical expertise.
- 5.80 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 2019-20 was \$87,102 (an increase of 3.87 per cent compared to 2018-19).

0.15 per cent of employees did not report a salary (158 employees).



## 10.2 Employees in the South Australian Public Sector by salary and gender, June 2020

### 10.2.1 Total Public Sector

Salary Group	Female	Male	Other	Total
Up to \$62,209	19,907	6,306	3	26,216
\$62,210 to \$79,165	18,158	7,009	9	25,176
\$79,166 to \$101,306	21,368	9,907	5	31,280
\$101,307 to \$127,875	11,822	6,546	4	18,372
\$127,876 or more	2,957	3,275	0	6,232
Not Stated	97	61	0	158
<b>Total</b>	<b>74,309</b>	<b>33,104</b>	<b>21</b>	<b>107,434</b>

### 10.2.2 General Government Sector

Salary Group	Female	Male	Other	Total
Up to \$62,209	19,369	5,875	3	25,247
\$62,210 to \$79,165	17,408	6,387	9	23,804
\$79,166 to \$101,306	20,817	9,342	5	30,164
\$101,307 to \$127,875	11,482	6,128	4	17,614
\$127,876 or more	2,809	3,017	0	5,826
Not Stated	87	58	0	145
<b>Total</b>	<b>71,972</b>	<b>30,807</b>	<b>21</b>	<b>102,800</b>

### 10.2.3 Non-budget Entity

Salary Group	Female	Male	Other	Total
Up to \$62,209	51	8	0	59
\$62,210 to \$79,165	136	36	0	172
\$79,166 to \$101,306	62	26	0	88
\$101,307 to \$127,875	61	34	0	95
\$127,876 or more	14	12	0	26
<b>Total</b>	<b>324</b>	<b>116</b>	<b>0</b>	<b>440</b>

### 10.2.4 Public Financial Corporations Sector

Salary Group	Female	Male	Other	Total
Up to \$62,209	36	16	0	52
\$62,210 to \$79,165	69	35	0	104
\$79,166 to \$101,306	106	75	0	181
\$101,307 to \$127,875	75	71	0	146
\$127,876 or more	36	52	0	88
<b>Total</b>	<b>322</b>	<b>249</b>	<b>0</b>	<b>571</b>

**10.2.5 Public Non-Financial Corporations Sector**

<b>Salary Group</b>	<b>Female</b>	<b>Male</b>	<b>Other</b>	<b>Total</b>
Up to \$62,209	451	407	0	858
\$62,210 to \$79,165	545	551	0	1,096
\$79,166 to \$101,306	383	464	0	847
\$101,307 to \$127,875	204	313	0	517
\$127,876 or more	98	194	0	292
Not Stated	10	3	0	13
<b>Total</b>	<b>1,691</b>	<b>1,932</b>	<b>0</b>	<b>3,623</b>

## 11 Sick leave/carer's leave

Total sick leave includes all absences due to illness, whether paid or unpaid, and those on account of family carer's leave. Any public sector agency with a workforce less or equal to 10 average FTE for the 2018-19 or 2019-20 financial year is reported as 'NR' ('not reported') in the table below for one or both years and is reported under the aggregated entry 'other agencies with less than 10 FTE'.

### 11.1.1 Average sick leave/carer's leave days (paid and unpaid) per FTE, June 2019 to June 2020

Agency Name	2019	2020
Adelaide Cemeteries Authority	N/A <sup>11</sup>	1.0
Adelaide Festival Centre Trust	0.0	2.5
Adelaide Festival Corporation	0.0	3.6
Adelaide Venue Management Corporation	8.7	10.5
Art Gallery of South Australia	9.4	7.9
Attorney-General's Department	7.9	7.7
Auditor-General's Department	10.3	6.1
Barossa Hills Fleurieu Local Health Network		11.6
Carclew Youth Arts Centre Incorporated	11.3	4.9
Carrick Hill	NR	NR
Central Adelaide Local Health Network	12.3	11.0
Commission on Excellence and Innovation in Health		0.5
Country Arts SA	6.9	9.6
Country Health SA Local Health Network <sup>12</sup>	12.4	
Courts Administration Authority	11.4	10.9
CTP Regulator	7.0	4.9
Dairysafe	NR	NR
Defence SA	NR	3.8
Department for Child Protection	13.0	9.8
Department for Correctional Services	13.8	12.8
Department for Education	7.5	7.8
Department for Energy and Mining <sup>13</sup>	8.5	7.6
Department for Environment and Water	7.9	7.2
Department for Health and Wellbeing	9.3	7.1
Department for Innovation and Skills <sup>13</sup>	9.5	5.7
Department for Trade, Tourism and Investment <sup>13</sup>	7.0	6.1
Department of Human Services	12.7	10.7
Department for Planning, Transport and Infrastructure	9.6	11.1
Department of Primary Industries and Regions	8.7	8.9
Department of the Premier and Cabinet <sup>13</sup>	11.7	5.9
Department of Treasury and Finance <sup>13</sup>	10.3	8.2
Education Standards Board	9.4	7.5

<sup>11</sup> Information for Adelaide Cemeteries Authority sick/carer's leave is not available to OCPSE for June 2019.

<sup>12</sup> Country Health SA Local Network is reported as separate regional LHNs as at 30 June 2020. Please refer to Appendix A for more details.

<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	2019	2020
Electoral Commission of South Australia	5.9	4.2
Electorate Services	4.4	3.8
Environment Protection Authority	10.0	8.0
Essential Services Commission of South Australia	6.4	5.4
Eyre and Far North Local Health Network		10.4
Flinders and Upper North Local Health Network		10.9
ForestrySA	7.2	5.7
Funds SA	3.1	3.5
Government House	6.3	7.0
Green Industries SA	7.4	13.2
Health and Community Services Complaints Commissioner	NR	8.8
History Trust of South Australia	5.3	6.5
HomeStart Finance	9.1	6.4
Independent Commissioner Against Corruption	5.5	5.9
Infrastructure SA	NR	3.1
Jam Factory Contemporary Craft and Design	6.4	4.8
Legal Profession Conduct Commission	12.7	10.1
Legal Services Commission	10.4	7.7
Legislature (Including Members)	5.0	5.9
Lifetime Support Authority of South Australia	9.3	5.8
Limestone Coast Local Health Network		10.7
Northern Adelaide Local Health Network	13.0	11.2
Office for Recreation, Sport and Racing	3.8	6.2
Office of the Commissioner for Public Sector Employment	6.9	6.6
Office of the South Australian Productivity Commission	2.0	3.2
Public Trustee	13.7	10.8
Renewal SA	9.8	5.4
ReturnToWorkSA	11.3	9.2
Riverland Mallee Coorong Local Health Network		11.1
SA Ambulance Service	13.7	12.6
SA Housing Authority	5.8	9.0
SA Lotteries	NR	NR
SA Water	7.9	9.3
SACE Board of South Australia	7.3	6.5
South Australia Police	8.9	9.7
South Australian Country Fire Service	7.4	5.2
South Australian Film Corporation	8.7	10.3
South Australian Fire and Emergency Services Commission	8.4	7.9
South Australian Government Financing Authority	9.3	5.9
South Australian Mental Health Commission	NR	5.4
South Australian Metropolitan Fire Service	9.2	12.5
South Australian Museum	6.8	8.3
South Australian Small Business Commissioner	NR	NR
South Australian State Emergency Services	6.9	4.0
South Australian Tourism Commission	3.9	4.5

<b>Agency Name</b>	<b>2019</b>	<b>2020</b>
Southern Adelaide Local Health Network	13.7	11.6
State Library of South Australia	9.4	7.1
State Opera of South Australia	0.0	NR
State Theatre Company of South Australia	7.1	6.0
Study Adelaide	0.1	NR
Super SA	9.8	11.1
TAFE SA	9.5	9.1
Teachers Registration Board	11.8	9.3
Veterinary Surgeons Board	NR	NR
Vinehealth Australia	NR	NR
Wellbeing SA		0.6
West Beach Parks	9.2	8.9
Women's and Children's Health Network	12.1	10.9
Yorke and Northern Local Health Network		11.2
Other agencies with less than 10 FTE	8.1	4.0
<b>Grand Total</b>	<b>10.1</b>	<b>9.8</b>

## 12 Employee movement

### 12.1 Summary

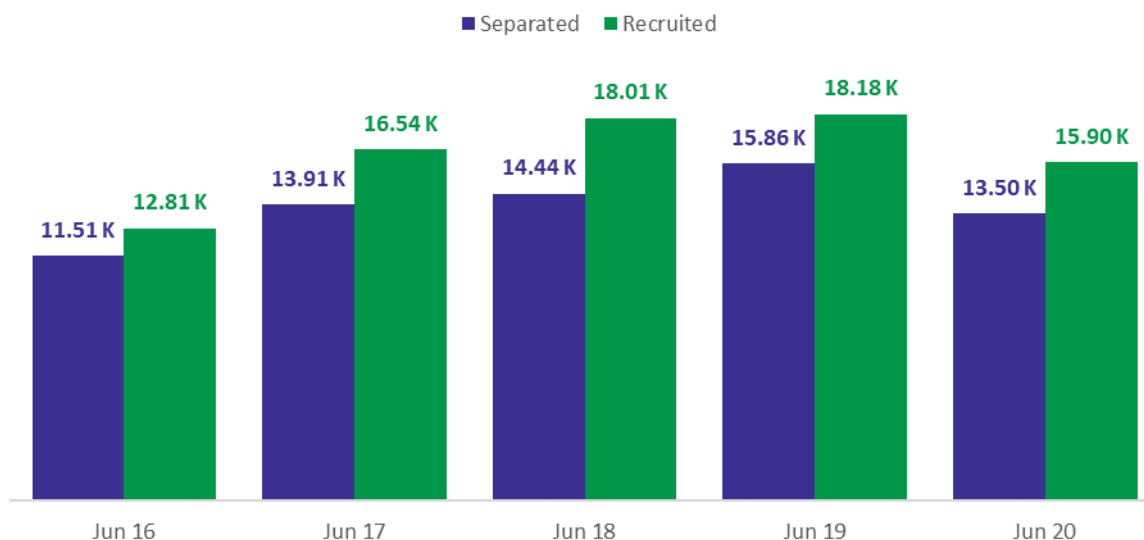
For the period of 1 July 2019 to 30 June 2020:

- the total number of public sector agency recruitments (15,902) decreased by 12.53 per cent compared to the previous period (18,180), and
- the total number of public sector agency separations (13,491) decreased by 14.92 per cent compared to the previous period (15,857).

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

- 14.80 per cent of the total workforce were recruited to an agency between 1 July 2019 and 30 June 2020, (including recruitments from other agencies), compared to 16.83 per cent of the workforce in the previous period.
- 12.56 per cent of the total workforce separated from an agency between 1 July 2019 and 30 June 2020 (including separations to other agencies), compared to 14.68 per cent of the workforce in the previous period.

#### 12.1.1 Summary of all agency recruitments and separations between 1 July 2019 and 30 June 2020



### 12.2 Recruitment

This section describes all employees appointed to a position within an individual public sector organisation between 1 July 2019 and 30 June 2020, regardless of whether they were still employees of the organisation in the last pay period of June 2020. It excludes employees who have returned from extended leave without pay, or who were already employees of the organisation (i.e., either have won the position in the same agency in which they are already working or have returned from contract employment in another agency).

This section does not specify employees recruited new to the South Australian Public Sector, only the number of employees who started in a public sector organisation between 1 July 2019 and 30 June 2020 and consequently may have originated from another South Australian Public Sector position.

### 12.2.1 Employees recruited to a South Australian Public Sector organisation between 1 July 2019 and 30 June 2020

Agency Name	General Government Sector	Non-Budget Entity	Public Financial Corporations Sector	Public Non-Financial Corporations Sector	Grand Total
Children's Services Act	131	0	0	0	131
Disability Services Officers	191	0	0	0	191
Education Act	1,016	0	0	0	1,016
Emergency Services	151	0	0	0	151
Executive	120	1	15	12	148
Medical Officers	1,448	0	0	0	1,448
Nurses	2,552	0	0	0	2,552
Police Act	53	0	0	0	53
PS Act/Public Sector Salaried	6,075	39	35	185	6,334
School Services Officers	1,360	0	0	0	1,360
TAFE Act	175	0	0	0	175
Weekly Paid	833	0	0	43	876
Other	803	37	58	569	1,467
<b>Total</b>	<b>14,908</b>	<b>77</b>	<b>108</b>	<b>809</b>	<b>15,902</b>

## 12.3 Separations

This section describes employees who permanently left their individual agency between 1 July 2019 and 30 June 2020. 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 2019 and 30 June 2020, 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

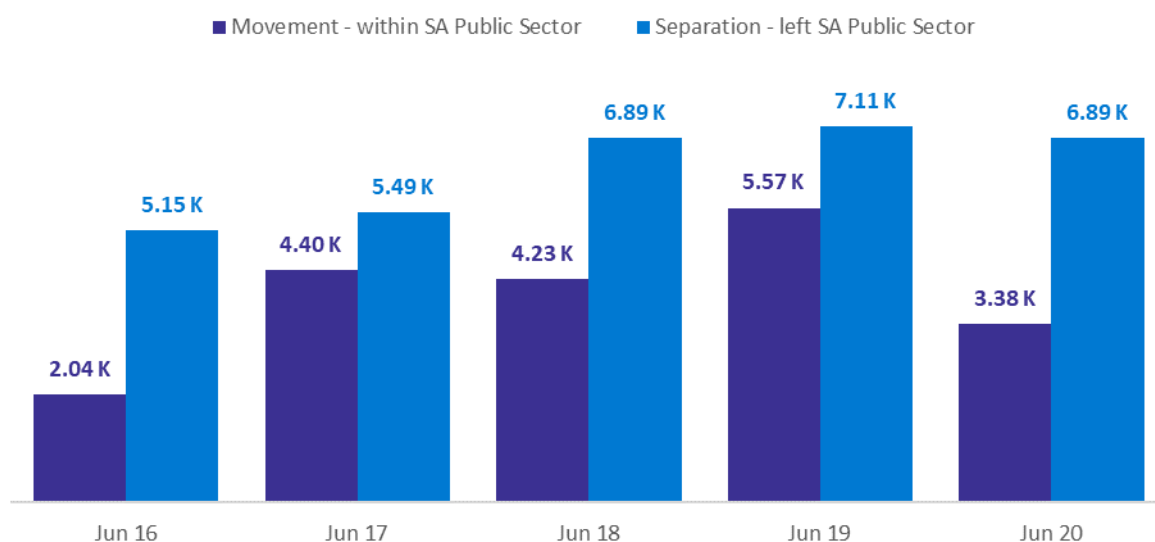
Australian Public Sector or whether they separated entirely from the South Australian Public Sector.

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.

### 12.3.1 Summary of employee separation by type<sup>14</sup>



<sup>14</sup> Excludes separations where the type is unknown, and the employee may have moved to another public sector agency or left the sector.

## 12.3.2 Employees separation between 1 July 2019 and 30 June 2020

Agency Name	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	0	0	0	0	0
	Separation - left SA Public Sector	34	0	0	0	34
	Not Stated	37	0	0	0	37
Disability Services Officers	Movement - within SA Public Sector	5	0	0	0	5
	Separation - left SA Public Sector	81	0	0	0	81
	Not Stated	13	0	0	0	13
Education Act	Movement - within SA Public Sector	6	0	0	0	6
	Separation - left SA Public Sector	467	0	0	0	467
	Not Stated	413	0	0	0	413
Emergency Services	Movement - within SA Public Sector	2	0	0	0	2
	Separation - left SA Public Sector	90	0	0	0	90
	Not Stated	13	0	0	0	13
Executive	Movement - within SA Public Sector	40	0	0	0	40
	Separation - left SA Public Sector	76	1	4	5	86
	Not Stated	23	0	3	5	31
Medical Officers	Movement - within SA Public Sector	599	0	0	0	599
	Separation - left SA Public Sector	297	0	0	0	297
	Not Stated	384	0	0	0	384
Nurses	Movement - within SA Public Sector	480	0	0	0	480
	Separation - left SA Public Sector	1,168	0	0	0	1,168
	Not Stated	236	0	0	0	236
Police Act	Movement - within SA Public Sector	5	0	0	0	5
	Separation - left SA Public Sector	108	0	0	0	108
	Not Stated	24	0	0	0	24
PS Act/Public Sector Salaried	Movement - within SA Public Sector	1,912	8	7	40	1,967

Agency Name	Separation Type	General Government Sector	Non- Budget Entity	Public Financial Corporations Sector	Public Non- Financial Corporations Sector	Grand Total
	Separation - left SA Public Sector	2,909	5	16	82	3,012
	Not Stated	824	2	5	26	857
School Services Officers	Movement - within SA Public Sector	7	0	0	0	7
	Separation - left SA Public Sector	231	0	0	0	231
	Not Stated	393	0	0	0	393
TAFE Act	Movement - within SA Public Sector	3	0	0	0	3
	Separation - left SA Public Sector	145	0	0	0	145
	Not Stated	244	0	0	0	244
Weekly Paid	Movement - within SA Public Sector	58	0	0	0	58
	Separation - left SA Public Sector	520	0	0	2	522
	Not Stated	147	0	0	42	189
Other	Movement - within SA Public Sector	198	3	0	6	207
	Separation - left SA Public Sector	298	24	5	325	652
	Not Stated	137	10	55	183	385
<b>Grand Total</b>		<b>12,627</b>	<b>53</b>	<b>95</b>	<b>716</b>	<b>13,491</b>

### 13 Summary of key information, by agency

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](https://publicsector.sa.gov.au)

Agency Name	FTE	Female Headcount	Male Headcount	Other Headcount	Female Executive Headcount	Male Executive Headcount	Other Executive Headcount	Aboriginal Employee Headcount	Employees with Disability Headcount	Average Salary
Adelaide Cemeteries Authority	47	14	36			3		0	0	\$77,812
Adelaide Festival Centre Trust	106	199	155		2	1		1	3	\$71,513
Adelaide Festival Corporation	25	22	4		2	1		0	0	\$94,142
Adelaide Venue Management Corporation	169	106	119		2	4		6	2	\$69,611
Art Gallery of South Australia	68	50	23		1			3	0	\$80,727
Attorney-General's Department	1,214	891	430		41	30		40	42	\$97,951
Auditor-General's Department	129	68	68		1	6		3	1	\$92,373
Barossa Hills Fleurieu Local Health Network	1,082	1,376	135			1		44	10	\$68,442
Carclew Youth Arts Centre Incorporated	19	17	5	4				2	0	\$79,600
Central Adelaide Local Health Network	11,577	10,542	3,539	3	16	17		108	118	\$98,816
Commission on Excellence and Innovation in Health	21	12	10		2	3		0	0	\$144,105
Country Arts SA	39	40	7			1		2	0	\$78,997
Courts Administration Authority	654	478	247					19	10	\$75,602
CTP Regulator	26	15	11		2	1		0	1	\$111,746
Defence SA	25	16	11		3	7		0	1	\$140,203
Department for Child Protection	2,162	1,801	519		10	3		118	38	\$80,181
Department for Correctional Services	1,854	835	1,100		6	4		88	30	\$73,470
Department for Education	24,727	24,069	7,011	6	363	218		737	559	\$80,543
Department for Energy and Mining	316	149	183		6	16		9	8	\$103,937
Department for Environment and Water	1,477	799	795		12	14		51	24	\$85,717
Department for Health and Wellbeing	1,323	786	626		23	23		19	12	\$97,570
Department for Innovation and Skills	337	209	139		9	10		7	6	\$101,582



Agency Name	FTE	Female Headcount	Male Headcount	Other Headcount	Female Executive Headcount	Male Executive Headcount	Other Executive Headcount	Aboriginal Employee Headcount	Employees with Disability Headcount	Average Salary
Department for Trade, Tourism and Investment	141	89	59		8	5		3	5	\$110,278
Department of Human Services	2,711	1,840	1,258		19	10		103	137	\$69,848
Department of Planning, Transport and Infrastructure	3,015	1,179	1,982		19	25		136	64	\$83,774
Department of Primary Industries and Regions	850	445	489		6	10		28	21	\$85,554
Department of the Premier and Cabinet	410	268	165		16	15		17	13	\$106,325
Department of Treasury and Finance	1,291	822	548		11	22		30	37	\$87,592
Education Standards Board	35	31	6		1			1	0	\$92,775
Electoral Commission of South Australia	28	16	14			2		0	0	\$87,366
Electorate Services	206	178	95					5	6	\$76,568
Environment Protection Authority	195	103	103		1	3		0	6	\$97,009
Essential Services Commission of South Australia	32	19	14		2	3		1	0	\$117,685
Eyre and Far North Local Health Network	717	778	111					41	9	\$75,717
Flinders and Upper North Local Health Network	1,080	1,364	149			1		32	8	\$70,457
ForestrySA	41	16	25					0	0	\$78,892
Funds SA	50	27	25		11	16		0	0	\$164,606
Government House	20	17	6					0	1	\$66,287
Green Industries SA	22	13	10		1	3		0	0	\$119,031
History Trust of South Australia	47	42	20			1		2	1	\$73,958
HomeStart Finance	107	56	55		1	3		0	1	\$95,898
Independent Commissioner Against Corruption	69	42	30		2	1		2	0	\$109,218
Jam Factory Contemporary Craft and Design	22	24	10			1		0	0	\$66,762
Legal Profession Conduct Commission	19	20	5		1	1		0	0	\$120,192
Legal Services Commission	175	145	39		3	6		4	1	\$91,699
Legislature (Including Members)	180	90	108		20	52		1	0	\$122,464
Lifetime Support Authority of South Australia	65	57	14		4	1		1	5	\$95,948
Limestone Coast Local Health Network	726	941	81		1			41	7	\$69,059
Northern Adelaide Local Health Network	4,096	4,025	1,030	1	7	1		81	37	\$94,058

Agency Name	FTE	Female Headcount	Male Headcount	Other Headcount	Female Executive Headcount	Male Executive Headcount	Other Executive Headcount	Aboriginal Employee Headcount	Employees with Disability Headcount	Average Salary
Office for Recreation, Sport and Racing	80	40	46		1	1		2	1	\$87,650
Office of the Commissioner for Public Sector Employment	61	46	20		2	1		5	3	\$112,131
Office of the South Australian Productivity Commission	14	8	9		1	2		1	0	\$111,224
Public Trustee	177	116	71		1	2		2	9	\$79,477
Renewal SA	128	69	62		5	16		1	2	\$114,270
ReturnToWorkSA	243	140	111		3	4		1	0	\$107,620
Riverland Mallee Coorong Local Health Network	1,603	1,926	286		2			54	23	\$80,860
SA Ambulance Service	1,644	932	878	1	1	5		20	8	\$83,567
SA Housing Authority	825	580	306		6	5		46	45	\$82,806
SA Water	1,554	501	1,109		11	22		42	19	\$93,166
SACE Board of South Australia	104	74	38		3	1		0	3	\$100,855
South Australia Police	5,798	2,203	3,759	3	5	10		96	30	\$92,788
South Australian Country Fire Service	167	76	99		1	2		2	9	\$86,706
South Australian Film Corporation	19	16	6		1			1	1	\$85,014
South Australian Fire and Emergency Services Commission	73	53	22			1		0	2	\$98,040
South Australian Government Financing Authority	81	42	44		1	4		1	1	\$103,867
South Australian Metropolitan Fire Service	1,044	77	1,182			2		11	3	\$86,385
South Australian Museum	69	42	38			2		8	4	\$87,146
South Australian State Emergency Services	68	34	36			2		2	0	\$90,156
South Australian Tourism Commission	114	85	38		2	3		1	0	\$96,424
Southern Adelaide Local Health Network	5,915	5,805	1,723	2	6	3		77	37	\$96,690
State Library of South Australia	120	93	43		2	1		2	6	\$83,687
State Opera of South Australia	10	9	2		1			0	0	\$80,987
State Theatre Company of South Australia	27	18	11			2		1	0	\$74,856
Study Adelaide	12	10	2		1			0	0	\$98,409
Super SA	157	110	54		5	1		2	3	\$86,886

Agency Name	FTE	Female Headcount	Male Headcount	Other Headcount	Female Executive Headcount	Male Executive Headcount	Other Executive Headcount	Aboriginal Employee Headcount	Employees with Disability Headcount	Average Salary
TAFE SA	1,906	1,405	814		14	7		21	9	\$88,934
Teachers Registration Board	27	21	7		1			0	1	\$100,219
Wellbeing SA	89	85	16		4			3	1	\$99,374
West Beach Parks	84	90	49		3	1		1	2	\$51,040
Women's and Children's Health Network	2,766	3,222	469	1	7	2		70	24	\$102,268
Yorke and Northern Local Health Network	944	1,219	116		1			32	11	\$73,427
Agencies with less than 10 FTE <sup>15</sup>	33	21	14	0	1	4	0	0	1	\$112,500
<b>Total</b>	<b>89,696</b>	<b>74,309</b>	<b>33,104</b>	<b>21</b>	<b>727</b>	<b>651</b>		<b>2,291</b>	<b>1,482</b>	<b>\$87,102</b>

<sup>15</sup> To protect the privacy of individuals, agencies with fewer than 10 FTE are not included in this table. These agencies are Carrick Hill, Dairysafe, Health and Community Services Complaints Commissioner, Infrastructure SA, Veterinary Surgeons Board, and Vinehealth Australia.

## 14 Appendix A: Explanation of SA Public Sector agencies

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

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 Corporations (PNFC) and Public Financial Corporation' (PFC) agencies are categorised separately. PNFCs generate revenue through user charges and PFCs generally provide intermediate financial services.
- Non-budget entities are covered by public sector employment conditions, but have minimal or no State Budget funding.

Agencies may also additional be grouped into a 'workforce sector' which more closely align to services an agency provides to South Australia.

### 14.1 General Government Sector

Workforce Sector	Publication Name	Notes
Health	Barossa Hills Fleurieu Local Health Network	Formerly reported as an entity of 'Country Health SA Local Health Network'. Includes employees who are employed under <i>SA Health Care Act 2008</i> .
Health	Central Adelaide Local Health Network	Includes employees who are employed under <i>SA Health Care Act 2008</i> .
Health	Commission on Excellence and Innovation in Health	This entity was created during the reporting period.
Health	Country Health SA Local Health Network	During the reporting period, this entity was replaced by regional Local Health Networks.
Health	Department for Health and Wellbeing	
Health	Eyre and Far North Local Health Network	Formerly reported as an entity of 'Country Health SA Local Health Network'. Includes employees who are employed under <i>SA Health Care Act 2008</i> .
Health	Flinders and Upper North Local Health Network	Formerly reported as an entity of 'Country Health SA Local Health Network'. Includes employees who are employed under <i>SA Health Care Act 2008</i> .
Health	Health and Community Services Complaints Commissioner	
Health	Limestone Coast Local Health Network	Formerly reported as an entity of 'Country Health SA Local Health Network'. Includes employees who are employed under <i>SA Health Care Act 2008</i> .
Health	Northern Adelaide Local Health Network	Includes employees who are employed under <i>SA Health Care Act 2008</i> .
Health	Riverland Mallee Coorong Local Health Network	Formerly reported as an entity of 'Country Health SA Local Health Network'. Includes employees who are employed under <i>SA Health Care Act 2008</i> .
Health	SA Ambulance Service	
Health	South Australian Mental Health Commission	Entity ceased during reporting period.

Workforce Sector	Publication Name	Notes
Health	Southern Adelaide Local Health Network	Includes employees who are employed under <i>SA Health Care Act 2008</i> .
Health	Wellbeing SA	This entity was created during the reporting period.
Health	Women's and Children's Health Network	Includes employees who are employed under <i>SA Health Care Act 2008</i> .
Health	Yorke and Northern Local Health Network	Formerly reported as an entity of 'Country Health SA Local Health Network'. Includes employees who are employed under <i>SA Health Care Act 2008</i> .
Education	Department for Education	
Education	TAFE SA	
Police	South Australia Police	
Emergency Services	South Australian Country Fire Service	
Emergency Services	South Australian Fire and Emergency Services Commission	
Emergency Services	South Australian Metropolitan Fire Service	
Emergency Services	South Australian State Emergency Services	
General Government	Adelaide Festival Corporation	
General Government	Art Gallery of South Australia	
General Government	Attorney-General's Department	Excludes the Office of the Public Trustee of South Australia, as these entities are reported separately.
General Government	Auditor-General's Department	
General Government	Carclew Youth Arts Centre Incorporated	
General Government	Carrick Hill	
General Government	Country Arts SA	
General Government	Courts Administration Authority	Excludes persons employed under Special Acts and the Judicial Administration Act.
General Government	CTP Regulator	
General Government	Dairysafe	
General Government	Defence SA	
General Government	Department for Child Protection	
General Government	Department for Correctional Services	
General Government	Department for Energy and Mining	
General Government	Department for Environment and Water	
General Government	Department for Innovation and Skills	
General Government	Department for Trade, Tourism and Investment	This agency appears in this Report as it was at 30 June 2020.

Workforce Sector	Publication Name	Notes
General Government	Department of Human Services	
General Government	Department of Planning, Transport and Infrastructure	This agency appears in this Report as it was at 30 June 2020.
General Government	Department of Primary Industries and Regions	
General Government	Department of the Premier and Cabinet	
General Government	Department of Treasury and Finance	Excludes Super SA, SA Government Financing Authority, and Electorate Offices, as these entities are reported separately.
General Government	Education Standards Board	
General Government	Electoral Commission of South Australia	
General Government	Electorate Services	Includes all persons employed under the Assistants to the Members of the South Australian Parliament Enterprise Agreement.
General Government	Environment Protection Authority	
General Government	Essential Services Commission of South Australia	
General Government	Government House	
General Government	Green Industries SA	
General Government	History Trust of South Australia	
General Government	Independent Commissioner Against Corruption	
General Government	Infrastructure SA	
General Government	Legislature (Including Members)	
General Government	Office for Recreation, Sport and Racing	
General Government	Office of the Commissioner for Public Sector Employment	
General Government	Office of the South Australian Productivity Commission	
General Government	SA Lotteries	This entity is now included in the Department of Treasury and Finance.
General Government	SACE Board of South Australia	
General Government	South Australian Film Corporation	
General Government	South Australian Museum	
General Government	South Australian Small Business Commissioner	
General Government	South Australian Tourism Commission	
General Government	State Library of South Australia	
General Government	State Opera of South Australia	
General Government	State Theatre Company of South Australia	

Workforce Sector	Publication Name	Notes
General Government	Study Adelaide	

## 14.2 Non-budget Entities

Workforce Sector	Publication Name	Notes
Other Public Entities	Jam Factory Contemporary Craft and Design	
Other Public Entities	Legal Profession Conduct Commission	
	Legal Services Commission	
Other Public Entities	Super SA	For reporting purposes, excluded from the Department of Treasury and Finance.
	Teachers Registration Board	
Other Public Entities	Veterinary Surgeons Board	
Other Public Entities	Vinehealth Australia	

## 14.3 Public Financial Corporations Sector

Workforce Sector	Publication Name	Notes
Other Public Entities	Funds SA	
Other Public Entities	HomeStart Finance	
Other Public Entities	Lifetime Support Authority of South Australia	
Other Public Entities	ReturnToWorkSA	
Other Public Entities	South Australian Government Financing Authority	For reporting purposes, excluded from the Department of Treasury and Finance.

## 14.4 Public Non-Financial Corporations Sector

Workforce Sector	Publication Name	Notes
Other Public Entities	Adelaide Cemeteries Authority	
Other Public Entities	Adelaide Festival Centre Trust	The number and type of functions performed by this entity determines the amount of casual work available in each pay period. Therefore, headcount and FTE information provided in this report is only

Workforce Sector	Publication Name	Notes
		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.
Other Public Entities	Adelaide Venue Management Corporation	The number and type of functions performed by this entity determines the amount of casual work available in each pay period. Therefore, headcount and FTE information provided in this report is only representative of the workforce resource capability as at the reporting period and should not be considered a reflection of the overall workforce for the year.
Other Public Entities	ForestrySA	
Other Public Entities	Public Trustee	For reporting purposes, excluded from Attorney-General's Department.
Other Public Entities	Renewal SA	
Other Public Entities	SA Housing Authority	
Other Public Entities	SA Water	
Other Public Entities	West Beach Parks	



## 15 Appendix B: Explanation of terms

### 15.1 Persons included in workforce reports

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.

## 15.2 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.

## 15.3 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).

#### **15.4 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.

#### **15.5 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.

##### **15.5.1 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.

##### **15.5.2 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.

### 15.5.3 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.

### 15.5.4 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.

### 15.5.5 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 i.e. with one of the following classification types: EL, EX, MLS, or SAES.

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

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

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

#### **15.5.6 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.

#### **15.5.7 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.

#### **15.5.8 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.

#### **15.5.9 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.

#### **15.5.10 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.

#### **15.5.11 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.

#### **15.5.12 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.

#### **15.5.13 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*.

#### **15.5.14 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.

#### **15.5.15 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.

### **15.6 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](#).

### **15.7 Appointment type**

#### **15.7.1 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.

#### **15.7.2 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.

### **15.7.3 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.

### **15.7.4 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.

### **15.7.5 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.

### **15.7.6 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".

## **15.8 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.

## **15.9 Aboriginal Employees**

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

Aboriginal employees are those persons who are a descendant of an Australian Aboriginal, who identify 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 persons in public sector agencies due to the difficulties associated with:

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

## **15.10 Leave types**

### **15.10.1 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.

### **15.10.2 Family Carer's Leave**

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

### **15.10.3 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/carers' leave for an agency – for example, bereavement leave.



#### **15.10.4 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 ( $=13.9$ ).

#### **15.11 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.

#### **15.12 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.

### **15.13 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.

#### **15.13.1 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

#### **15.13.2 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.

#### **15.14 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.

#### **15.15 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.