

# Workforce Information Report

2020-21

[publicsector.sa.gov.au](http://publicsector.sa.gov.au)



**Government  
of South Australia**

Office of the Commissioner  
for Public Sector Employment

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

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

# Foreword

The *Workforce Information Report 2020-21* is the official record of the size and composition of the South Australian Public Sector workforce, as of 30 June 2021.

The public sector workforce grew modestly between June 2020 and June 2021 after two successive years of downsizing. Full-time equivalents (FTE) increased by 1.62 per cent (1449 employees) and the total headcount grew by 2.14 per cent (2302 people). As of June 2021, the workforce comprised of 91,145 FTE and 109,736 people.

By comparison, the South Australian workforce, outside of the public sector, grew 6.05 per cent as the State accelerated its recovery from the COVID-19 pandemic.

The impact of COVID-19 is clear across the public sector workforce.

SA Health experienced a higher FTE growth than what was forecasted in the State Budget, with 1272 more FTE than the June 2021 estimate. SA Health (which excludes the South Australian Ambulance Service) attributes this growth to the resource demands required to expand the State's testing and vaccination programs.

Most of the public sector workforce provides services directly to the community.

Of the 86,859 FTE funded through the State Budget:

- 44.71 per cent were in frontline roles such as police, doctors, nurses, and teachers.
- 28.75 per cent were in other frontline or direct support roles, including fire fighters, ambulance officers, allied health professionals, school services officers, and disability workers.
- 26.53 per cent were employed in back-office roles such as policy or administration.

As of June 2021, frontline FTE increased by 663 people or 1.05 per cent, and back-office FTE increased by 580 to 2.58 per cent. Frontline roles that experienced robust growth during the year included nurses (3.94 per cent) and medical officers (3.25 per cent). SA Health accounted for most of the back-office FTE increase as it employed additional administrative and professional officers to support expanded public health service delivery.

This year, for the first time the Department for Education expanded its categorisation of executives to include pre-school-based leaders and some additional school-based leaders (principals) within its executive ranks. This has resulted in a growth of 398 (28.88 per cent) executives between June 2020 and June 2021 in the public sector. Excluding the Department for Education's recategorisation of these groups, the sector grew by 116 executives.

I believe ongoing employee numbers are currently being under-reported. According to the data available to my office, ongoing employment continued to decline to a five-year low, with permanent employees making up 58 per cent of the workforce.

Contributing to the source of this under-reporting are the number of short-term and long-term contracted public sector employees, many of whom may have a right of return to an ongoing role elsewhere in the sector when their contract ends. However, these employees are not reported to me as ongoing and are counted instead as on contract.

## FOREWORD

There was movement in the employment types throughout the year from ongoing employees (down 1638) and short-term employees (down 2944) into long-term contract employees (up 5470).

Currently, employees within the sector do not have a unique identifier for the life of their employment. As a result, the government's payroll and HR systems are unable to easily track employees' ongoing status when they have move agencies. This is currently under review.

Casual employment rebounded from last year's COVID-19 low, up from 14.47 per cent to 16.83 per cent in 2021. This increase reflects entities that are consumer demand sensitive such as Adelaide Venue Management Corporation and West Beach Parks increasing their casual workforce throughout the year in addition to emergency response activities such as the fruit fly outbreak and COVID management.

The substantial increase in long-term contracts is also likely because of a need to scale-up critical services within agencies during the COVID-19 pandemic.

The public sector continued to be a leader in South Australia on gender equality, with women making up 57.04 per cent of public sector executives. This increase builds upon last year's upward trend when women comprised 52.76 per cent of executives. The 2021 increase can largely be attributed to the Department for Education's approach to reporting its executive data in this year's report.

Pleasingly, the record high number of Aboriginal South Australians employed within the public sector workforce surpassed last year's figures. As of June 2021, there were 2317 Aboriginal South Australians in the workforce, equating to 2.11 per cent.

South Australian public sector employees who declared a disability represented 1.38 per cent (1517) of the workforce as of June 2021. This is an overall increase of 35 employees compared to June 2020.

It is likely that the numbers of Aboriginal employees and employees with a disability are under-reported given the data's reliance on employees self-nominating to disclose their status.

### **The future workforce**

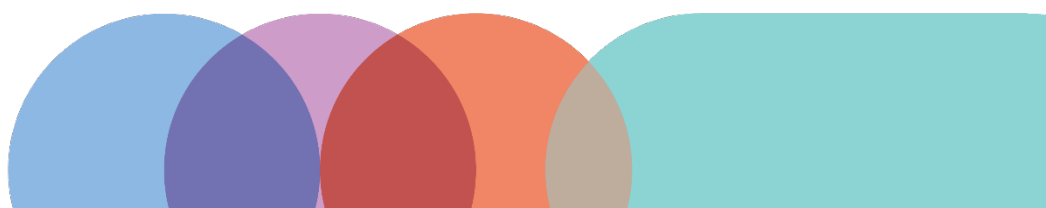
The Workforce Information Report data provides evidence for the public sector to plan and manage its workforce to deliver the best outcomes for the community. Additionally, the report provides insights into the public sector's performance as an employer of choice and its commitment to developing a diverse workforce, representative of the community it serves.

All South Australian public sector agencies provide workforce data for this report, and I appreciate their cooperation. Additional data and alternative formats (including visual data dashboards) are available on my office's website.

My office has made considerable progress in recent years to improve the sector's data quality. This work will continue so that my office, together with all agency leaders, can continue to reimagine the public sector to best meet the future needs of the South Australian community.



Commissioner for Public Sector Employment



# Contents

<b>Executive summary</b>	<b>1</b>
<b>Full-time equivalent and total workforce headcount</b>	<b>3</b>
Overview	3
Summary	3
SA public sector employment – June 2020 to June 2021	4
<b>Comparative workforce size</b>	<b>8</b>
Summary	8
SA workforce growth	8
SA workforce and population growth – last 5 years	8
SA population and employment information – June 2017 to June 2021	9
<b>Age and gender</b>	<b>10</b>
Age and gender of SA public sector employees – June 2021	10
<b>Employee types</b>	<b>13</b>
Appointment types	13
Frontline and back-office	15
Occupations	18
<b>Diversity and Inclusion</b>	<b>22</b>
Aboriginal employees in the SA public sector – June 2017 to June 2021	22
Employees with a declared disability	24
SA public sector part-time employees – June 2017 to June 2021	25
<b>Executives</b>	<b>26</b>
SA public sector executives – June 2017 to June 2021	26
<b>Graduates, trainees, and apprentices</b>	<b>28</b>
Skilling SA Public Sector Project	28
<b>Length of service</b>	<b>29</b>
Retention of public sector employees	29
<b>Salaries</b>	<b>31</b>
Summary of SA public sector employees by salary and gender – June 2021	31
SA public sector employees by salary and gender – June 2021	32
<b>Sick leave and carer's leave</b>	<b>34</b>
Average leave days paid and unpaid per FTE	34

## CONTENTS

<b>Employee movement</b>	<b>37</b>
Summary	37
Recruitment	38
Separations	39
<b>Agency data – 30 June 2021</b>	<b>43</b>
<b>Appendix A: Explanation of SA public sector agencies</b>	<b>47</b>
General Government Sector	47
Non-Budget Entities	50
Public Financial Corporations Sector	51
Public Non-Financial Corporations Sector	51
<b>Appendix B: Explanation of terms</b>	<b>52</b>
Employees included in workforce reports	52
South Australian public sector	53
Full-time equivalent (FTE)	53
Average FTE over period	54
Employee type	54
Gender reporting	57
Appointment type	57
Employment status	58
Aboriginal employees	58
Leave types	59
Separation and recruitment	59
Disability reporting	60
Salary	60
Agency length of service	61
Public sector length of service	61

# Executive summary

A detailed data dashboard that provides information about the public sector's workforce size, structure and composition is available at: [www.publicsector.sa.gov.au/workforce-information](http://www.publicsector.sa.gov.au/workforce-information). The below information provides a snapshot of the public sector.

## Employee demographics



### HEADCOUNT

**109,736**

+2.14% change 2020 to 2021



### AVERAGE AGE

**45**

No change 2020 to 2021

### ABORIGINAL EMPLOYEES

**2.11%**

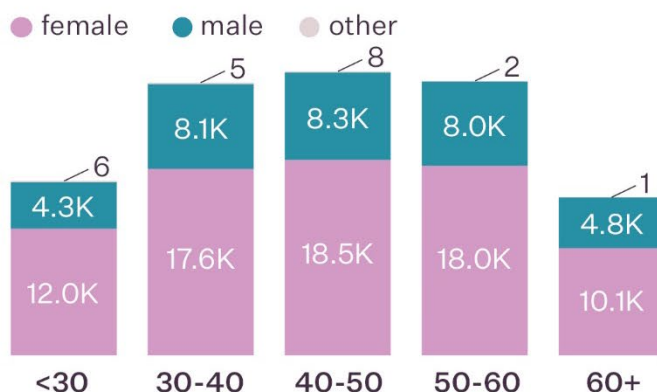
+1.13% change 2020 to 2021

### EMPLOYEES WITH DISABILITY

**1.38%**

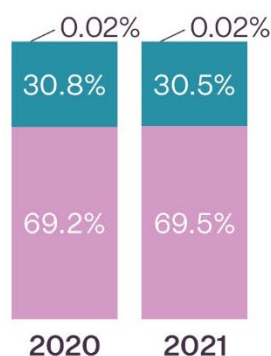
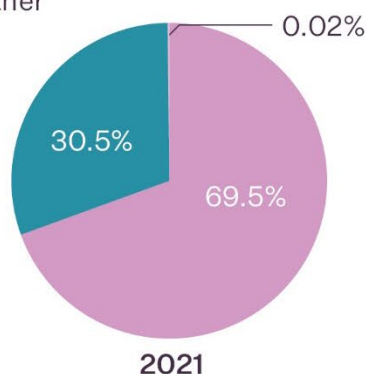
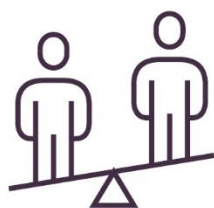
+2.36% change 2020 to 2021

### AGE DISTRIBUTION



### GENDER SPLIT

female male other



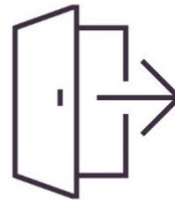
# Employment



## RECRUITED

**17,628**

+10.85% change 2020 to 2021



## SEPARATED

**13,599**

+0.73% change 2020 to 2021



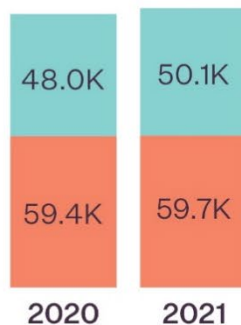
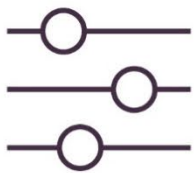
## AVERAGE SALARY

**\$88,348**

+1.43% change 2020 to 2021

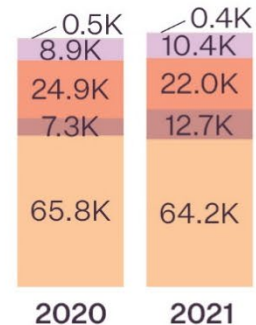
## EMPLOYMENT TYPE

● full time ● part time

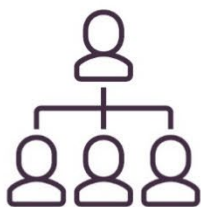


## APPOINTMENT TYPES

● ongoing ● long-term contract  
● short-term contract ● casual ● other



# Executives



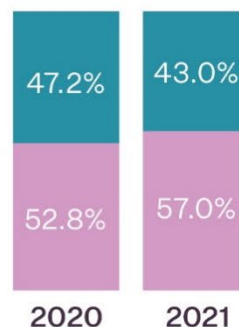
## TOTAL EXECUTIVES

**1776**

+28.88% change 2020 to 2021

## EXECUTIVE GENDER SPLIT

● female ● male



Note executives increased by 398 across the workforce between 1 July 2020 and 30 June 2021 as the Department for Education reported pre-school-based leaders as executives for the first time, expanded the definition of school-based leaders (principals) and experienced smaller increases in other executive groups.



# Full-time equivalent and total workforce headcount

## OVERVIEW

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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 between June 2020 and June 2021.

The report's data is aligned with Department of Treasury and Finance's publications to provide a consistent presentation of the South Australian public sector based on each agency's status as a budget entity.

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

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

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

## SUMMARY

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Across the public sector, FTE grew by 1449 or 1.62 per cent, to 91,145 and the number of people working in the sector grew by 2302, or 2.14 per cent, to 109,736.

Within the General Government Sector, FTE grew by 1243 (1.45 per cent) to 86,859 and the total headcount increased to 104,808, up by 2008 people or 1.95 per cent.

The Government's response to the COVID-19 pandemic was a key driver behind FTE changes. SA Health including the Local Health Networks, the Commission on Excellence and Innovation in Health, Wellbeing SA, but excluding South Australian Ambulance Service, experienced higher FTE growth than was estimated in the 2021 June State Budget. Pandemic vaccine programs and increased testing account for most of the FTE increase. Other key agencies have recorded lower FTE numbers than was estimated in the State Budget, including the Department for Education and the South Australia Police, which respectively reported 415 and 131 FTE fewer than estimated.

## SA PUBLIC SECTOR EMPLOYMENT – JUNE 2020 TO JUNE 2021

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

Judiciary is not included in the Workforce Information Collection. To reconcile this report with the budget papers, an additional 86 FTE (96 headcount) for the judiciary should be added to the General Government Sector.

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

### Total public sector

BUDGET SECTOR	JUNE 20		JUNE 21	
	FTE	HEADCOUNT	FTE	HEADCOUNT
General Government Sector	85,616	102,800	86,859	104,808
Non-Budget Entity	403	440	432	477
Public Financial Corporations Sector	546	571	581	605
Public Non-Financial Corporations Sector	3131	3623	3274	3846
<b>TOTAL</b>	<b>89,696</b>	<b>107,434</b>	<b>91,145</b>	<b>109,736</b>

### General Government Sector

AGENCY	JUNE 20		JUNE 21	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Adelaide Festival Corporation	25	26	26	28
Alinytjara Wilurara Landscape Board			14	15
Art Gallery of South Australia	68	73	69	83
Attorney-General's Department	1214	1321	1445	1551
Auditor-General's Department	129	136	126	134
Barossa Hills Fleurieu Local Health Network	1603	2212	1667	2268
Carclew Youth Arts Centre Incorporated	19	26	18	25
Carrick Hill	7	8	9	12
Central Adelaide Local Health Network	11,577	14,084	11,891	14,591
Commission on Excellence and Innovation in Health	21	22	24	25
Country Arts SA	39	47	50	106
Courts Administration Authority	654	725	647	717
CTP Regulator	26	26	26	27
Dairysafe	3	4	4	5
Defence SA	25	27	25	27
Department for Child Protection	2162	2320	2245	2414
Department for Correctional Services	1854	1935	1840	1930
Department for Education	24727	31086	24864	31614

AGENCY	JUNE 20		JUNE 21	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Department for Energy and Mining	316	332	322	334
Department for Environment and Water	1477	1594	1244	1341
Department for Health and Wellbeing	1323	1412	1657	1781
Department for Infrastructure and Transport	3015	3161	2281	2423
Department for Innovation and Skills	337	348	321	334
Department for Trade and Investment	141	148	134	138
Department of Human Services	2711	3098	2618	2968
Department of Primary Industries and Regions	850	934	831	918
Department of the Premier and Cabinet	410	433	455	479
Department of Treasury and Finance	1291	1370	1319	1398
Education Standards Board SA	35	37	39	43
Electoral Commission of South Australia	28	30	31	32
Electorate Services	206	273	213	273
Environment Protection Authority	195	206	195	207
Essential Services Commission of South Australia	32	33	27	29
Eyre and Far North Local Health Network	726	1022	762	1029
Eyre Peninsula Landscape Board			25	26
Flinders and Upper North Local Health Network	717	889	755	934
Government House	20	23	21	25
Green Industries SA	22	23	24	25
Health and Community Services Complaints Commissioner	9	9	10	10
Hills and Fleurieu Landscape Board			39	42
History Trust of South Australia	47	62	54	71
Independent Commissioner Against Corruption	69	72	64	66
Infrastructure SA	9	9	11	11
Kangaroo Island Landscape Board			32	37
Legislature (Including Members)	180	198	173	189
Limestone Coast Landscape Board			46	54
Limestone Coast Local Health Network	944	1335	996	1378
Murraylands and Riverland Landscape Board			59	64
Northern Adelaide Local Health Network	4096	5056	4197	5110
Northern and Yorke Landscape Board			35	38
Office for Recreation, Sport and Racing	80	86	75	82
Office of the Commissioner for Public Sector Employment	61	66	56	60
Office of the South Australian Productivity Commission	14	17	13	16
Riverland Mallee Coorong Local Health Network	1082	1511	1114	1513
SA Ambulance Service	1644	1811	1669	1850
SACE Board of South Australia	104	112	111	120
South Australia Arid Lands Landscape Board			25	25
South Australia Police	5798	5965	5873	6048
South Australian Country Fire Service	167	175	180	189

AGENCY	JUNE 20		JUNE 21	
	FTE	HEADCOUNT	FTE	HEADCOUNT
South Australian Film Corporation	19	22	18	22
South Australian Fire and Emergency Services Commission	73	75	72	74
South Australian Metropolitan Fire Service	1044	1259	1046	1269
South Australian Museum	69	80	70	83
South Australian State Emergency Services	68	70	106	109
South Australian Tourism Commission	114	123	113	121
Southern Adelaide Local Health Network	5915	7530	6103	7801
State Library of South Australia	120	136	113	128
State Opera of South Australia	10	11	2	2
State Theatre Company of South Australia	27	29	28	30
Study Adelaide	12	12	11	11
TAFE SA	1906	2219	1945	2333
Wellbeing SA	89	101	111	127
Women's and Children's Health Network	2766	3692	2891	3870
Yorke and Northern Local Health Network	1080	1513	1136	1546
<b>TOTAL</b>	<b>85,616</b>	<b>102,800</b>	<b>86,859</b>	<b>104,808</b>

## Non-Budget Entity

AGENCY	JUNE 20		JUNE 21	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Jam Factory Contemporary Craft and Design	22	34	28	48
Legal Profession Conduct Commission	19	25	18	23
Legal Services Commission	175	184	187	198
Super SA	157	164	168	175
Teachers Registration Board of South Australia	27	28	27	28
Veterinary Surgeons Board of South Australia	1	1	1	1
Vinehealth Australia	4	4	4	4
<b>TOTAL</b>	<b>403</b>	<b>440</b>	<b>432</b>	<b>477</b>

## Public Financial Corporations Sector

AGENCY	JUNE 20		JUNE 21	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Funds SA	50	52	58	60
HomeStart Finance	107	111	116	120
Lifetime Support Authority of South Australia	65	71	81	88
ReturnToWorkSA	243	251	246	254
South Australian Government Financing Authority	81	86	79	83
<b>TOTAL</b>	<b>546</b>	<b>571</b>	<b>581</b>	<b>605</b>

## Public Non-Financial Corporations Sector

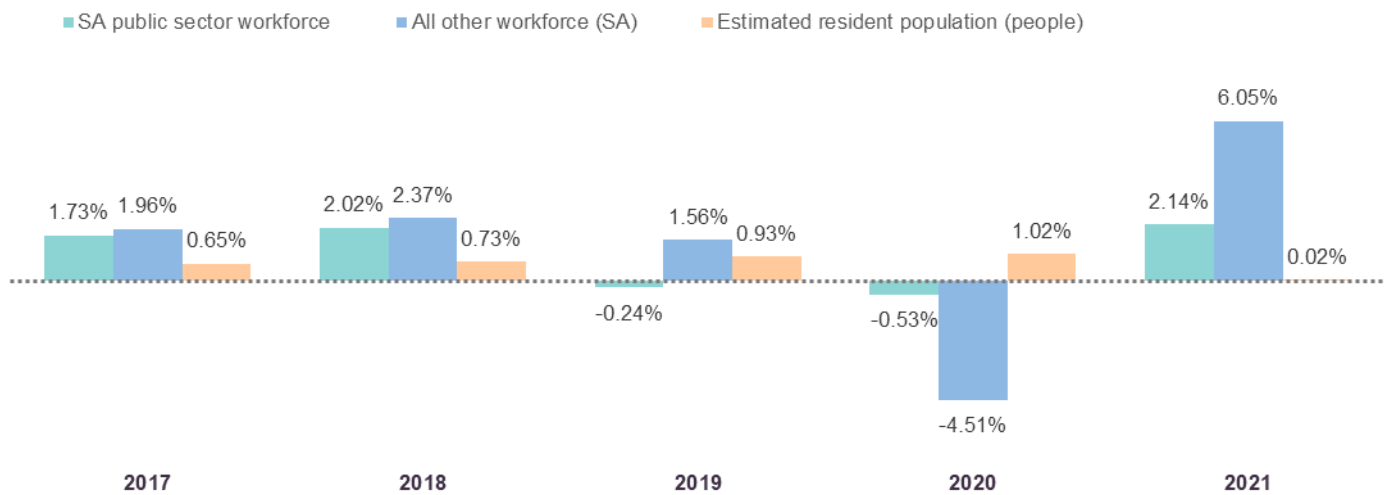
AGENCY	JUNE 20		JUNE 21	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Adelaide Cemeteries Authority	47	50	56	60
Adelaide Festival Centre Trust	106	354	129	285
Adelaide Venue Management Corporation	169	225	316	541
ForestrySA	41	41	40	41
Public Trustee	177	187	177	188
Renewal SA	128	131	125	129
SA Housing Authority	825	886	778	826
SA Water	1554	1610	1556	1609
West Beach Parks	84	139	96	167
<b>TOTAL</b>	<b>3131</b>	<b>3623</b>	<b>3274</b>	<b>3846</b>

# Comparative workforce size

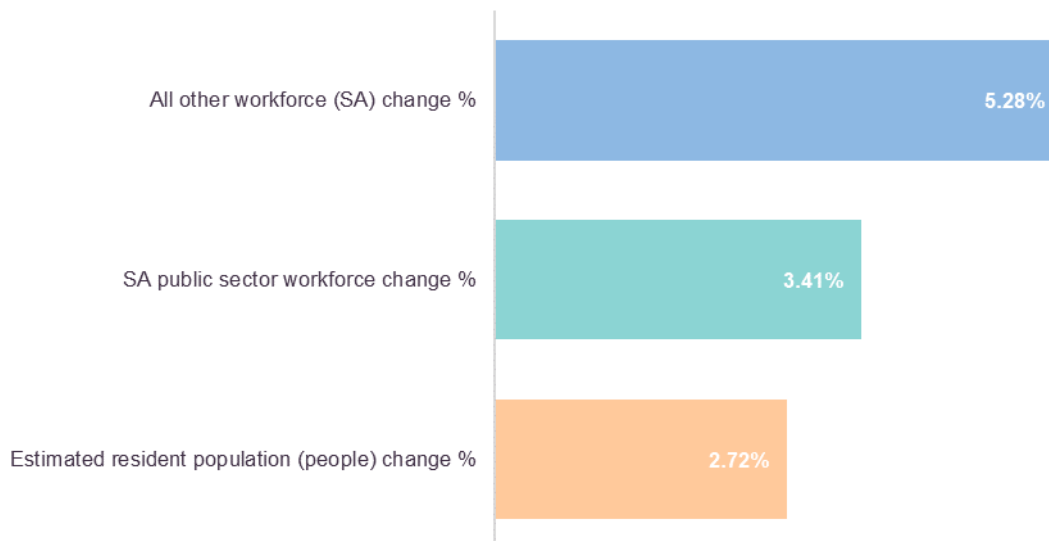
## SUMMARY

The number of people employed in the South Australian public sector grew by 2.14 per cent between June 2020 and June 2021, while in all other areas of the state's workforce increased by 6.05 per cent during the same period. The public sector accounts for about 12.60 per cent of the South Australian workforce, which is lower than last year's 13.02 per cent.

## SA WORKFORCE GROWTH



## SA WORKFORCE AND POPULATION GROWTH – LAST 5 YEARS



## SA POPULATION AND EMPLOYMENT INFORMATION – JUNE 2017 TO JUNE 2021

<b>SOUTH AUSTRALIA</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Estimated resident population (people)	1,723,923	1,736,527	1,752,681	1,770,494	1,770,790
Annual change	11,080	12,604	16,154	17,813	296
Annual change %	0.65%	0.73%	0.93%	1.02%	0.02%
Total employed in SA	828,900	848,200	859,500	825,000	870,700
Annual change	15,700	19,300	11,300	-34,500	45,700
Annual change %	1.93%	2.33%	1.33%	-4.01%	5.54%
SA public sector workforce	106,118	108,265	108,006	107,434	109,736
Annual change	1801	2147	-259	-572	2302
Annual change %	1.73%	2.02%	-0.24%	-0.53%	2.14%
All other workforce (SA) <sup>1</sup>	722,782	739,935	751,494	717,566	760,964
Annual change	13,899	17,153	11,559	-33,928	43,398
Annual change %	1.96%	2.37%	1.56%	-4.51%	6.05%
% of population working in public sector	6.16%	6.23%	6.16%	6.07%	6.20%
% of people employed in public sector	12.80%	12.76%	12.57%	13.02%	12.60%
% of all other workforce (SA)	87.20%	87.24%	87.43%	86.98%	87.40%

As of June 2021, the public sector workforce grew by 2.14 per cent and was:

- lower than the change in the State's non-public sector workforce (6.05 per cent)
- higher than the growth of the resident population (0.02 per cent) as estimated by the Australian Bureau of Statistics<sup>2</sup> as of December 2020.

The public sector workforce's growth in the last five years was 5.19 per cent and:

- aligned with the total growth of the State's non-public sector workforce over the same period of 5.02 per cent
- experienced a greater increase than the total resident population growth (2.72 per cent) as of December 2020, according to the Australian Bureau of Statistics.<sup>3</sup>

<sup>1</sup> All other workforce (SA) is the difference between total persons employed in SA and public sector workforce.

<sup>2</sup> Australian Bureau of Statistics publication 6202.0 (Labour Force, Australia), Table 7, published August 2021.

<sup>3</sup> Australian Bureau of Statistics publication 3101.0 (Australian Demographics Statistics), Table 4, published August 2021.

# Age and gender

## AGE AND GENDER OF SA PUBLIC SECTOR EMPLOYEES – JUNE 2021

The South Australian public sector's workforce comprised of 69.46 per cent females, 30.52 per cent males, and 0.02 per cent other.<sup>4</sup> This compares to the same point in time last June, when there were 69.17 per cent female, 30.81 per cent male, and 0.02 per cent other.

The average age of a public sector employee was 45 years.

### Total public sector

AGE	FEMALE	MALE	OTHER	TOTAL
Up to 20	291	129	0	420
20 - 24	3949	1212	1	5162
25 - 29	7741	3058	5	10,804
30 - 34	8292	3888	2	12,182
35 - 39	9348	4162	3	13,513
40 - 44	9149	4022	2	13,173
45 - 49	9350	4256	6	13,612
50 - 54	9320	4119	1	13,440
55 - 59	8631	3862	1	12,494
60 - 64	7015	3110	1	10,126
65+	3133	1677	0	4810
<b>TOTAL</b>	<b>76,219</b>	<b>33,495</b>	<b>22</b>	<b>109,736</b>

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



## General Government Sector

AGE	FEMALE	MALE	OTHER	TOTAL
Up to 20	255	97	0	352
20 - 24	3805	1092	1	4898
25 - 29	7538	2864	5	10,407
30 - 34	8026	3613	2	11,641
35 - 39	8984	3833	3	12,820
40 - 44	8820	3686	2	12,508
45 - 49	9000	3943	6	12,949
50 - 54	9022	3766	1	12,789
55 - 59	8391	3614	1	12,006
60 - 64	6841	2938	1	9780
65+	3068	1590	0	4658
<b>TOTAL</b>	<b>73,750</b>	<b>31,036</b>	<b>22</b>	<b>104,808</b>

## Non-Budget Entity

AGE	FEMALE	MALE	OTHER	TOTAL
Up to 20	1	0	0	1
20 - 24	10	4	0	14
25 - 29	37	12	0	49
30 - 34	40	16	0	56
35 - 39	40	20	0	60
40 - 44	44	21	0	65
45 - 49	44	13	0	57
50 - 54	53	22	0	75
55 - 59	36	17	0	53
60 - 64	25	5	0	30
65+	12	5	0	17
<b>TOTAL</b>	<b>342</b>	<b>135</b>	<b>0</b>	<b>477</b>

## Public Financial Corporations Sector

AGE	FEMALE	MALE	OTHER	TOTAL
Up to 20	0	0	0	0
20 - 24	5	4	0	9
25 - 29	17	10	0	27
30 - 34	29	26	0	55
35 - 39	55	44	0	99
40 - 44	44	40	0	84
45 - 49	65	36	0	101
50 - 54	45	44	0	89
55 - 59	36	34	0	70
60 - 64	27	25	0	52
65+	11	8	0	19
<b>TOTAL</b>	<b>334</b>	<b>271</b>	<b>0</b>	<b>605</b>

## Public Non-Financial Corporations Sector

AGE	FEMALE	MALE	OTHER	TOTAL
Up to 20	35	32	0	67
20 - 24	129	112	0	241
25 - 29	149	172	0	321
30 - 34	197	233	0	430
35 - 39	269	265	0	534
40 - 44	241	275	0	516
45 - 49	241	264	0	505
50 - 54	200	287	0	487
55 - 59	168	197	0	365
60 - 64	122	142	0	264
65+	42	74	0	116
<b>TOTAL</b>	<b>1793</b>	<b>2053</b>	<b>0</b>	<b>3846</b>

# Employee types

## APPOINTMENT TYPES

The South Australian public sector comprised of 58.47 per cent ongoing positions as of June 2021, and 41.53 per cent contracts, casual or other types of employment. This represents a 2.49 per cent reduction in ongoing employment, and a 75.45 per cent increase in long-term contracts. Meanwhile, short-term contracts reduced by 11.83 per cent when compared to June 2020 and a 16.83 per cent increase in casual employment for the same period.

The volume of employees with ongoing employment is under-reported due to the way the data is collected, as many contract employees have a right of return to ongoing employment in the public sector when their contract ends.

### South Australian public sector employees by appointment type – June 2021

#### Total public sector

APPOINTMENT TYPE	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Ongoing	67,185	67,245	66,495	65,802	64,164
Long-term contract	7869	7504	7281	7250	12,720
Short-term contract	21,197	22,275	23,224	24,899	21,955
Casual	9864	10,838	10,457	8944	10,449
Other	3	403	549	539	448
<b>TOTAL</b>	<b>106,118</b>	<b>108,265</b>	<b>108,006</b>	<b>107,434</b>	<b>109,736</b>

#### General Government Sector

APPOINTMENT TYPE	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Ongoing	64,405	64,248	63,510	62,665	61,006
Long-term contract	7096	6650	6519	6588	12,048
Short-term contract	20,673	21,795	22,742	24,454	21,513
Casual	9234	9952	9694	8605	9826
Other	3	368	483	488	415
<b>TOTAL</b>	<b>101,411</b>	<b>103,013</b>	<b>102,948</b>	<b>102,800</b>	<b>104,808</b>

#### Non-Budget Entity

APPOINTMENT TYPE	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Ongoing	289	286	281	311	326
Long-term contract	47	53	49	43	49
Short-term contract	98	101	79	77	85
Casual	17	19	8	9	15
Other	0	2	1	0	2
<b>TOTAL</b>	<b>451</b>	<b>461</b>	<b>418</b>	<b>440</b>	<b>477</b>

## Public Financial Corporations Sector

APPOINTMENT TYPE	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Ongoing	197	434	460	431	452
Long-term contract	61	95	93	83	110
Short-term contract	18	37	33	52	38
Casual	1	2	3	3	3
Other	0	1	3	2	2
<b>TOTAL</b>	<b>277</b>	<b>569</b>	<b>592</b>	<b>571</b>	<b>605</b>

## Public Non-Financial Corporations Sector

APPOINTMENT TYPE	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Ongoing	2294	2277	2244	2395	2380
Long-term contract	665	706	620	536	513
Short-term contract	408	342	370	316	319
Casual	612	865	752	327	605
Other	0	32	62	49	29
<b>TOTAL</b>	<b>3979</b>	<b>4222</b>	<b>4048</b>	<b>3623</b>	<b>3846</b>

## FRONTLINE AND BACK-OFFICE

Of the 86,859 FTE employees within the General Government Sector as of June 2021:

- 44.71 per cent were police, doctors, nurses, and teachers
- 28.75 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
- 26.53 per cent were employed in policy or administrative roles.

Compared with June 2020 data, public sector FTE categorised as providing frontline services increased by 663 or 1.05 per cent and back-office FTE increased by 580 to 2.58 per cent.

### General Government Sector frontline FTE by employee type – June 2020 to June 2021

EMPLOYEE TYPE	EMPLOYEE SUB-TYPE	JUNE 20	JUNE 21
Children's Services Act <sup>5</sup>		1299	
Disability Services Officers		1267	1261
Education and Children's Services Act		15,103	16,012
Emergency Services		2199	2222
Executive <sup>6</sup>		532	852
Medical Officers		3541	3656
Nurses		13,924	14,473
Police Act		4691	4698
PS Act/Public Sector Salaried			
	Allied Health Professionals	4615	4779
	Correctional Officers	992	933
	Operational Services	3134	3438
	Technical Services	723	728
School Services Officers		6019	6038
TAFE Act		1043	1056
Weekly Paid	Government Services	496	507
	Health Ancillary Employee	2594	2602
	Other Weekly Paid	980	560
<b>TOTAL</b>		<b>63,151</b>	<b>63,814</b>

<sup>5</sup> The Children's Services Act was repealed in July 2020, with staff now reported under the Education and Children's Services Act.

<sup>6</sup> Some executives may be included in other categories. Please refer to page 36 for detailed reporting of executives in the South Australian public sector.

## General Government Sector back-office FTE by employee type – June 2020 to June 2021

EMPLOYEE TYPE	EMPLOYEE SUB-TYPE	JUNE 20	JUNE 21
Executive <sup>7</sup>		682	752
Other		1694	1717
PS Act/Public Sector Salaried		1595	1048
	Administrative Services	17,052	18,023
	Professional Officers	1442	1505
<b>TOTAL</b>		<b>22,465</b>	<b>23,045</b>

<sup>7</sup> Some executives may be included in other categories. Please refer to page 36 for detailed reporting of executives in the South Australian public sector.

## SA public sector by employee and appointment types – June 2021

EMPLOYEE TYPE	EMPLOYEE SUB-TYPE	ONGOING		LONG-TERM CONTRACT		SHORT-TERM CONTRACT		CASUAL		OTHER		TOTAL	
		HEAD-COUNT	FTE	HEAD-COUNT	FTE	HEAD-COUNT	FTE	HEAD-COUNT	FTE	HEAD-COUNT	FTE	HEAD-COUNT	FTE
Disability Services Officers		1202	1128	15	12	85	81	67	40			1369	1261
Education Act		8065	7003	6571	5992	2388	1987	2732	1031			19,756	16,012
Emergency Services		2096	1797	10	8	442	399	1	1	19	18	2568	2222
Executive		33	32	1472	1462	201	198			70	69	1776	1762
Medical Officers		1605	1056	247	179	2654	2374	40	12	210	35	4756	3656
Nurses		11,950	9843	363	301	3818	3183	2398	1132	19	14	18,548	14,473
Other		2792	2625	613	571	765	654	527	230	60	45	4757	4126
Police Act		4816	4698									4816	4698
PS Act/Public Sector Salaried		760	691	185	160	432	377	407	121	5	4	1789	1353
	Administrative Services	13,997	12,997	1433	1364	4905	4496	756	423	47	27	21,138	19,306
	Allied Health Professionals	3180	2733	328	281	2135	1750	130	52	2	2	5775	4818
	Correctional Officers	894	889	1	1	44	43					939	933
	Operational Services	2493	2227	286	267	832	725	542	262	6	4	4159	3485
	Professional Officers	1186	1120	127	119	274	257	27	14	4	4	1618	1513
	Technical Services	564	515	32	28	176	151	54	34			826	728
School Services Officers		4161	3317	887	652	2344	1625	1268	444			8660	6038
TAFE Act		980	887	13	12	104	88	199	68			1296	1056
Weekly Paid	Government Services	401	330	78	47	99	63	130	66	2	0	710	507
	Health Ancillary Employee	2467	1971	46	32	237	174	870	423	4	2	3624	2602
	Other Weekly Paid	522	512	13	13	20	18	301	55			856	598
<b>TOTAL</b>		<b>64,164</b>	<b>56,371</b>	<b>12,720</b>	<b>11,500</b>	<b>21,955</b>	<b>18,642</b>	<b>10,449</b>	<b>4408</b>	<b>448</b>	<b>224</b>	<b>109,736</b>	<b>91,145</b>

## OCCUPATIONS

South Australian public sector employees work across a broad range of occupations. The table below highlights the Australian Bureau of Statistics, Australian and New Zealand Standard Classification of Occupations (ANZSCO), and the results are grouped by those defined in [ABS Cat. no. 1220.0 ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition Revision 1](#).

### SA public sector employees by occupation – June 2021

ANZSCO MAJOR GROUP	MINOR GROUP	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	TOTAL
Clerical and Administrative Workers	Accounting Clerks and Bookkeepers	779	14	31	71	895
	Call or Contact Centre Information Clerks	673	35	20	222	950
	Clerical and Office Support Workers	884	7	33	70	994
	Contract, Program and Project Administrators	2192	12	16	104	2324
	Financial and Insurance Clerks	2	58	51	10	121
	General Clerks	6388	11	13	157	6569
	Keyboard Operators	8	1	0	0	9
	Logistics Clerks	107	0	1	38	146
	Miscellaneous Clerical and Administrative Workers	1499	20	42	238	1799
	Office and Practice Managers	549	1	1	33	584
	Personal Assistants and Secretaries	552	45	2	13	612
	Receptionists	74	2	2	35	113
Clerical and Administrative Workers Total		<b>13,707</b>	<b>206</b>	<b>212</b>	<b>991</b>	<b>15,116</b>
Community and Personal Service Workers	Child Carers	121	0	0	0	121
	Defence Force Members, Fire Fighters and Police	5767	0	0	0	5767
	Education Aides	9915	0	0	0	9915
	Health and Welfare Support Workers	5899	0	19	70	5988
	Hospitality Workers	31	0	0	321	352
	Personal Carers and Assistants	4768	0	2	4	4774
	Personal Service and Travel Workers	328	0	0	0	328
	Prison and Security Officers	1194	0	0	21	1215
	Sports and Fitness Workers	245	0	0	0	245



ANZSCO MAJOR GROUP	MINOR GROUP	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	TOTAL
Community and Personal Service Workers Total		28,268	0	21	416	28,705
Labourers	Cleaners and Laundry Workers	788	0	0	93	881
	Construction and Mining Labourers	61	0	0	31	92
	Farm, Forestry and Garden Workers	86	0	0	20	106
	Food Preparation Assistants	491	0	0	18	509
	Food Process Workers	1	0	0	0	1
	Miscellaneous Factory Process Workers	9	0	0	0	9
	Miscellaneous Labourers	710	0	0	40	750
Labourers Total		2146	0	0	202	2348
Machinery Operators and Drivers	Automobile, Bus and Rail Drivers	291	0	0	0	291
	Delivery Drivers	2	0	0	0	2
	Machine Operators	39	0	0	1	40
	Mobile Plant Operators	9	0	0	0	9
	Stationary Plant Operators	2	0	0	261	263
	Storepersons	79	0	0	4	83
	Truck Drivers	4	0	0	0	4
Machinery Operators and Drivers Total		426	0	0	266	692
Managers	Accommodation and Hospitality Managers	125	0	0	2	127
	Advertising, Public Relations and Sales Managers	40	3	2	11	56
	Business Administration Managers	763	12	21	59	855
	Chief Executives, General Managers and Legislators	1068	15	29	63	1175
	Construction, Distribution and Production Managers	83	8	2	47	140
	Education, Health and Welfare Services Managers	3415	0	8	25	3448
	Farmers and Farm Managers	1	0	1	0	2
	ICT Managers	188	4	19	30	241
	Miscellaneous Hospitality, Retail and Service Managers	90	0	0	70	160
	Miscellaneous Specialist Managers	1022	5	37	209	1273
	Other	2	0	0	0	2

ANZSCO MAJOR GROUP	MINOR GROUP	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	TOTAL
	Retail Managers	0	1	0	0	1
Managers Total		<b>6797</b>	<b>48</b>	<b>119</b>	<b>516</b>	<b>7480</b>
Other / Not Stated	Not Stated	613	2	4	145	764
	Other	230	0	0	0	230
Other / Not Stated Total		<b>843</b>	<b>2</b>	<b>4</b>	<b>145</b>	<b>994</b>
Professionals	Accountants, Auditors and Company Secretaries	725	5	21	86	837
	Air and Marine Transport Professionals	19	0	0	0	19
	Architects, Designers, Planners and Surveyors	159	4	0	24	187
	Arts Professionals	17	2	0	1	20
	Business and Systems Analysts, and Programmers	380	10	60	69	519
	Database and Systems Administrators, and ICT Security Specialists	198	4	9	8	219
	Engineering Professionals	228	0	0	87	315
	Financial Brokers and Dealers, and Investment Advisers	7	8	20	2	37
	Health Diagnostic and Promotion Professionals	1966	0	0	15	1981
	Health Therapy Professionals	1760	0	0	0	1760
	Human Resource and Training Professionals	581	3	10	25	619
	ICT Network and Support Professionals	366	1	5	33	405
	Information and Organisation Professionals	1366	16	98	68	1548
	Legal Professionals	463	122	5	3	593
	Media Professionals	28	1	0	15	44
	Medical Practitioners	4770	0	0	0	4770
	Midwifery and Nursing Professionals	15,263	0	0	1	15,264
	Miscellaneous Education Professionals	350	4	0	6	360
	Natural and Physical Science Professionals	1555	0	0	68	1623
	Sales, Marketing and Public Relations Professionals	308	9	11	99	427
	School Teachers	15,370	0	0	0	15,370
	Social and Welfare Professionals	2787	3	0	110	2900
	Tertiary Education Teachers	1296	0	0	0	1296

ANZSCO MAJOR GROUP	MINOR GROUP	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	TOTAL
Professionals Total		49,962	192	239	720	51,113
Sales Workers	Checkout Operators and Office Cashiers	2	0	0	0	2
	Insurance Agents and Sales Representatives	8	2	5	4	19
	Miscellaneous Sales Support Workers	35	0	0	2	37
	Real Estate Sales Agents	58	0	1	16	75
	Sales Assistants and Salespersons	165	13	0	17	195
Sales Workers Total		268	15	6	39	328
Technicians and Trades Workers	Agricultural, Medical and Science Technicians	1083	0	0	105	1188
	Animal Attendants and Trainers, and Shearers	31	0	0	0	31
	Automotive Electricians and Mechanics	40	0	0	1	41
	Bricklayers, and Carpenters and Joiners	13	0	0	8	21
	Building and Engineering Technicians	238	0	0	61	299
	Electricians	29	0	0	59	88
	Electronics and Telecommunications Trades Workers	30	0	0	0	30
	Fabrication Engineering Trades Workers	2	0	0	25	27
	Floor Finishers and Painting Trades Workers	3	0	0	1	4
	Food Trades Workers	165	0	0	54	219
	Glaziers, Plasterers and Tilers	1	0	0	0	1
	Horticultural Trades Workers	63	0	0	15	78
	ICT and Telecommunications Technicians	476	5	3	63	547
	Mechanical Engineering Trades Workers	35	0	0	54	89
	Miscellaneous Technicians and Trades Workers	172	9	1	104	286
	Plumbers	7	0	0	0	7
	Textile, Clothing and Footwear Trades Workers	3	0	0	1	4
Technicians and Trades Workers Total		2391	14	4	551	2960
<b>TOTAL</b>		<b>104,808</b>	<b>477</b>	<b>605</b>	<b>3846</b>	<b>109,736</b>

# Diversity and Inclusion

## ABORIGINAL EMPLOYEES IN THE SA PUBLIC SECTOR – JUNE 2017 TO JUNE 2021

Aboriginal employees represented 2.11 per cent of the public sector workforce as of June 2021 and there were 2317 employees that identified as Aboriginal. During the reporting period, the number of Aboriginal employees increased by 1.13 per cent, compared to an overall employee increase of 2.14 per cent in the public sector. This data may under-represent the true level of Aboriginal employment because of the reliance on employees to self-nominate their status.

### Total public sector

	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Identified as Aboriginal	2007	2154	2232	2291	2317
Non-Aboriginal	80,338	82,312	82,520	83,538	86,180
Unknown/not stated	23,773	23,799	23,254	21,605	21,239
<b>TOTAL</b>	<b>106,118</b>	<b>108,265</b>	<b>108,006</b>	<b>107,434</b>	<b>109,736</b>

### General Government Sector

	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Identified as Aboriginal	1891	2044	2114	2183	2194
Non-Aboriginal	76,814	78,386	78,639	79,886	82,264
Unknown/not stated	22,706	22,583	22,195	20,731	20,350
<b>TOTAL</b>	<b>101,411</b>	<b>103,013</b>	<b>102,948</b>	<b>102,800</b>	<b>104,808</b>

### Non-Budget Entity

	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Identified as Aboriginal	5	5	5	6	7
Non-Aboriginal	386	395	351	372	411
Unknown/not stated	60	61	62	62	59
<b>TOTAL</b>	<b>451</b>	<b>461</b>	<b>418</b>	<b>440</b>	<b>477</b>

## Public Financial Corporations Sector

	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Identified as Aboriginal	3	3	4	3	5
Non-Aboriginal	202	479	513	504	535
Unknown/not stated	72	87	75	64	65
<b>TOTAL</b>	<b>277</b>	<b>569</b>	<b>592</b>	<b>571</b>	<b>605</b>

## Public Non-Financial Corporations Sector

	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Identified as Aboriginal	108	102	109	99	111
Non-Aboriginal	2936	3052	3017	2776	2970
Unknown/not stated	935	1068	922	748	765
<b>TOTAL</b>	<b>3979</b>	<b>4222</b>	<b>4048</b>	<b>3623</b>	<b>3846</b>

## **EMPLOYEES WITH A DECLARED DISABILITY – JUNE 2017 TO JUNE 2021**

Employees with a declared disability in the SA public sector totalled 1517 people, representing 1.38 per cent of the workforce as of June 2021. This is an overall increase of 35 employees compared to June 2020<sup>8</sup>.

The true level of disability employment may be higher because of the sector's reliance on employees to self-nominate their status. The anonymous 2021 I Work for SA – Your Voice survey results – which asked employees about their disability status does indicate there is a degree of under-reporting.

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

### **SA public sector employees with a declared disability – June 2017 to June 2021**

<b>EMPLOYEES IDENTIFIED WITH A DECLARED DISABILITY</b>	<b>JUNE 17</b>	<b>JUNE 18</b>	<b>JUNE 19</b>	<b>JUNE 20</b>	<b>JUNE 21</b>
General Government Sector	1302	1324	1338	1388	1423
Non-Budget Entity	4	4	5	5	7
Public Financial Corporations Sector	3	5	9	7	7
Public Non-Financial Corporations Sector	92	94	82	82	80
<b>TOTAL</b>	<b>1401</b>	<b>1427</b>	<b>1434</b>	<b>1482</b>	<b>1517</b>

### **Percentage of SA public sector employees with a declared disability – June 2017 to June 2021**

<b>% EMPLOYEES IDENTIFIED WITH A DECLARED DISABILITY</b>	<b>JUNE 17</b>	<b>JUNE 18</b>	<b>JUNE 19</b>	<b>JUNE 20</b>	<b>JUNE 21</b>
General Government Sector	1.28%	1.29%	1.30%	1.35%	1.36%
Non-Budget Entity	0.89%	0.87%	1.20%	1.14%	1.47%
Public Financial Corporations Sector	1.08%	0.88%	1.52%	1.23%	1.16%
Public Non-Financial Corporations Sector	2.31%	2.23%	2.03%	2.26%	2.08%
<b>TOTAL</b>	<b>1.32%</b>	<b>1.32%</b>	<b>1.33%</b>	<b>1.38%</b>	<b>1.38%</b>

<sup>8</sup> Information relating to South Australia 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.

## SA PUBLIC SECTOR PART-TIME EMPLOYEES – JUNE 2017 TO JUNE 2021

Part-time<sup>9</sup> employees represented 45.63 per cent of the workforce as of June 2021.

Part-time employment increased 4.34 per cent to 45.63 per cent of the workforce, while full-time employment increased by 0.37 per cent to 54.37 per cent.

### Total public sector

	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Full-time	59,249	59,124	59,566	59,443	59,662
Part-time	46,869	49,141	48,440	47,991	50,074
<b>TOTAL</b>	<b>106,118</b>	<b>108,265</b>	<b>108,006</b>	<b>107,434</b>	<b>109,736</b>

### General Government Sector

	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Full-time	55,838	55,459	55,984	55,850	56,027
Part-time	45,573	47,554	46,964	46,950	48,781
<b>TOTAL</b>	<b>101,411</b>	<b>103,013</b>	<b>102,948</b>	<b>102,800</b>	<b>104,808</b>

### Non-Budget Entity

	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Full-time	317	319	303	329	348
Part-time	134	142	115	111	129
<b>TOTAL</b>	<b>451</b>	<b>461</b>	<b>418</b>	<b>440</b>	<b>477</b>

### Public Financial Corporations Sector

	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Full-time	226	470	480	472	512
Part-time	51	99	112	99	93
<b>TOTAL</b>	<b>277</b>	<b>569</b>	<b>592</b>	<b>571</b>	<b>605</b>

### Public Non-Financial Corporations Sector

	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Full-time	2868	2876	2799	2792	2775
Part-time	1111	1346	1249	831	1071
<b>TOTAL</b>	<b>3979</b>	<b>4222</b>	<b>4048</b>	<b>3623</b>	<b>3846</b>

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

# Executives

## SA PUBLIC SECTOR EXECUTIVES – JUNE 2017 TO JUNE 2021

This year, for the first time the Department for Education expanded its categorisation of executives to include pre-school-based leaders and some additional school-based leaders (principals). This has resulted in a growth of 398 (28.88 per cent) executives between June 2020 and June 2021 in the public sector. The growth for the sector, excluding the recategorisation by the Department for Education, was 116 executives.<sup>10</sup> In the General Government Sector, the number of executives increased by 389 or 31.73 per cent. Overall, executives were 1.62 per cent of the public sector workforce.

There were 1013 female executives and 763 male executives. Compared to June 2020 the proportion of female executives increased from 52.76 per cent to 57.04 per cent.

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

### Total public sector

EXECUTIVES	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Female	624	673	680	727	1013
Male	676	690	648	651	763
<b>TOTAL</b>	<b>1300</b>	<b>1363</b>	<b>1328</b>	<b>1378</b>	<b>1776</b>

### General Government Sector

EXECUTIVES	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Female	590	629	633	666	948
Male	599	607	567	560	667
<b>TOTAL</b>	<b>1189</b>	<b>1236</b>	<b>1200</b>	<b>1226</b>	<b>1615</b>

### Non-Budget Entity

EXECUTIVES	JUNE 17	JUNE 18	JUNE 19	JUNE 20	JUNE 21
Female	4	8	10	11	11
Male	13	11	9	9	11

<sup>10</sup> The Department for Education has advised that Preschool Directors – Level 2 and Level 3 have been included for the first time in the 2021 Workforce Information Report. While Principal Bands A-4 to A-9 have previously been included in the executive count, Principal Band A2 and Band A3 are included in the executive count this year due to salary increases that resulted in these bands exceeding the salary threshold of \$123,648 for an executive. Education also reported smaller increases in other employee classifications that fall within the executive definition. For previous years, a broader measurement of school-based leaders (Principals) would result in the following change to executives reported for Department for Education in past publications (aligning to the agency's annual reports):

Department for Education Executives	June 2018	June 2019	June 2020
Male	266	264	291
Female	458	474	515
Total	724	738	806
Change to reported executives	+143	+152	+225



<b>TOTAL</b>	<b>17</b>	<b>19</b>	<b>19</b>	<b>20</b>	<b>22</b>
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### Public Financial Corporations Sector

<b>EXECUTIVES</b>	<b>JUNE 17</b>	<b>JUNE 18</b>	<b>JUNE 19</b>	<b>JUNE 20</b>	<b>JUNE 21</b>
Female	9	15	14	20	22
Male	14	25	27	28	33
<b>TOTAL</b>	<b>23</b>	<b>40</b>	<b>41</b>	<b>48</b>	<b>55</b>

### Public Non-Financial Corporations Sector

<b>EXECUTIVES</b>	<b>JUNE 17</b>	<b>JUNE 18</b>	<b>JUNE 19</b>	<b>JUNE 20</b>	<b>JUNE 21</b>
Female	21	21	23	30	32
Male	50	47	45	54	52
<b>TOTAL</b>	<b>71</b>	<b>68</b>	<b>68</b>	<b>84</b>	<b>84</b>

# Graduates, trainees, and apprentices

## SKILLING SA PUBLIC SECTOR PROJECT

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The OCPSE is driving the Skilling SA Public Sector Project to support more than 2600 participants to undertake a vocational qualification in the South Australian public sector over four years, up until June 2022. More information can be found on the OCPSE website about the [Skilling SA Public Sector Project](#).

Through the Skilling SA Public Sector Project, participants are either:

- employed by the SA public sector as an apprentice, trainee, or graduate on a training contract
- employed by a group training organisation as a trainee or apprentice and undertakes the work component within a public sector agency
- 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 yearly targets, with 782 commencements to be achieved under the program between 1 July 2020 and 30 June 2021. At the time of publication, there were 765 approved training commencements, with further commencements expected to be counted towards the 2020-21 results.

Between 1 July 2020 and 30 June 2021, 255 people began their employment in the public sector, of which 214 were trainees (83.9 per cent), 31 were graduates (12.2 per cent), and 10 were apprentices (3.9 per cent).

### Skilling SA commencements by headcount – 1 July 2020 and 30 June 2021

<b>PATHWAY</b>	<b>2020<sup>11</sup></b>	<b>2021</b>
Employed in public sector	200	255
Employed by a group training organisation	18	34
Upskill of existing public sector employee	498	476
<b>TOTAL</b>	<b>716</b>	<b>765</b>

This data only represents graduates, trainees and apprentices participating in the Skilling SA Public Sector Program and in no way reflects the true level of graduate, trainee, and apprentice employment within the public sector. There is currently no common approach across the public sector to better capture this data. OCPSE is working with agencies so the data can more represent the true level in the future.

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<sup>11</sup> Due to delays in training contract approvals and subsequent reporting, data for 2019-20 has been updated since the 2020 Workforce Information Report was published. The number of 'public sector employed' commencements has also been revised down since the time of publication, as training contracts in the SA Metropolitan Fire Service were reclassified to upskilling contracts, following agency confirmation and also to align with reporting from the Department for Innovation and Skills.

# Length of service

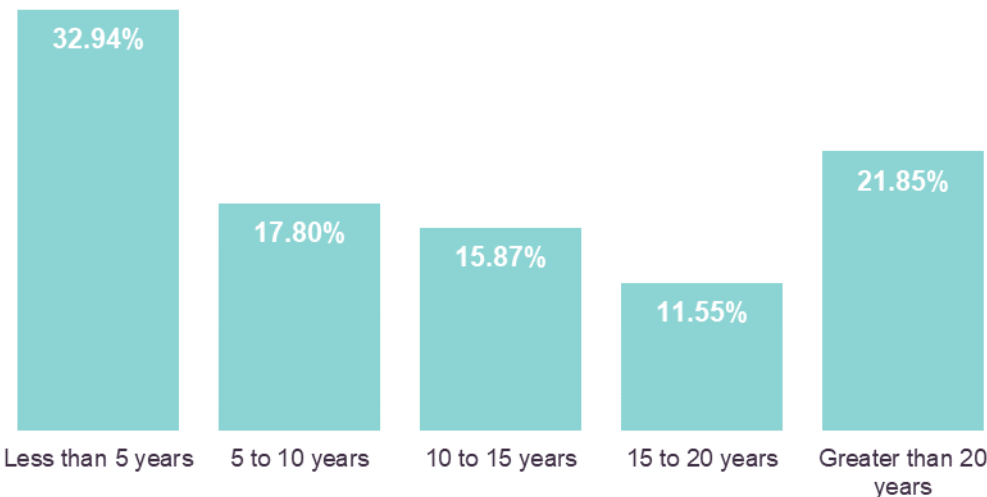
## RETENTION OF PUBLIC SECTOR EMPLOYEES

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As of 30 June 2021:

- 67.06 per cent of employees have worked in the public sector for more than five years.
- 9.67 per cent of employees have worked in the public sector for less than one year.
- The average employee works in the sector for 13 years.

### SA public sector length of service summary – June 2021



## Length of service in the SA public service – June 2021

LENGTH OF SERVICE	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	TOTAL
< 12 Months	9943	69	107	489	10,608
1 to < 2 Years	6782	49	61	408	7300
2 to < 3 Years	6081	27	45	268	6421
3 to < 4 Years	6127	24	55	273	6479
4 to < 5 Years	5049	27	37	226	5339
5 to < 10 Years	18,639	103	109	681	19,532
10 to < 15 Years	16,751	66	65	531	17,413
15 to < 20 Years	12,176	43	61	391	12,671
20 to < 25 Years	7678	24	26	172	7900
25 + Years	15,582	45	39	407	16,073
<b>TOTAL</b>	<b>104,808</b>	<b>477</b>	<b>605</b>	<b>3846</b>	<b>109,736</b>

## Length of service at employees' current agencies – June 2021

As of 30 June 2021, 58.83 per cent of employees have worked at their current agency for greater than five years. This does not reflect an employee's length of time in the sector.

LENGTH OF SERVICE	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	TOTAL
< 12 Months	12,566	86	121	539	13,312
1 to < 2 Years	8437	53	71	437	8998
2 to < 3 Years	7836	34	59	885	8814
3 to < 4 Years	7545	27	56	237	7865
4 to < 5 Years	5940	29	35	183	6187
5 to < 10 Years	19,088	101	105	579	19,873
10 to < 15 Years	15,792	69	66	397	16,324
15 to < 20 Years	9855	36	44	267	10,202
20 to < 25 Years	6027	18	23	99	6167
25 + Years	11,722	24	25	223	11,994
<b>TOTAL</b>	<b>104,808</b>	<b>477</b>	<b>605</b>	<b>3846</b>	<b>109,736</b>

# Salaries

## SUMMARY OF SA PUBLIC SECTOR EMPLOYEES BY SALARY AND GENDER – JUNE 2021

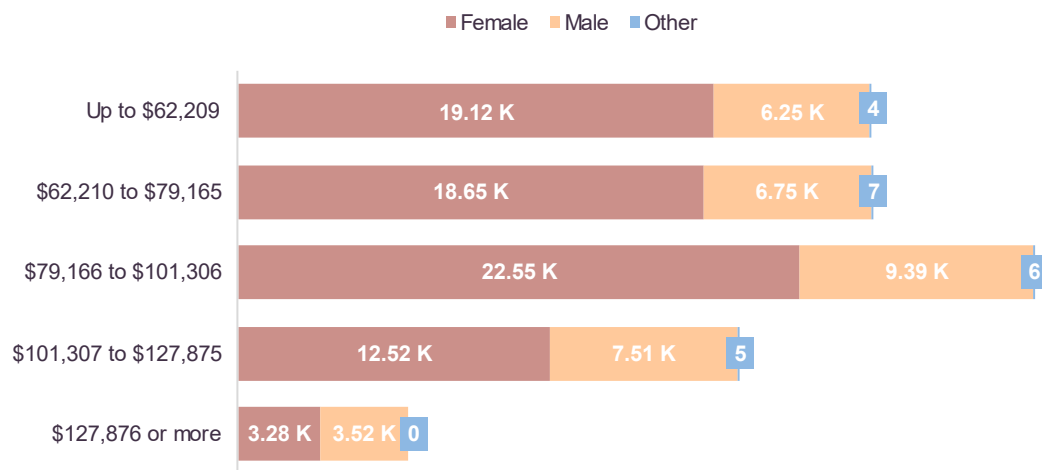
This report's salary information is intended to highlight indicative levels of responsibility across the workforce. The information does not reflect total employment costs over the year.

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

- 23.12 per cent of employees earn a base salary between \$1 - \$62,209, mostly in entry-level type roles.
- 52.26 per cent earn a base salary between \$62,210 - \$101,306 across frontline and middle management type roles.
- 18.26 per cent of employees earn a base salary between \$101,307 - \$127,875 which encompasses senior managers and employees with technical expertise.
- 6.20 per cent of employees earn \$127,876 or more, which includes executives or employees with significant specialist skills.

The average salary for a public sector employee in 2020-21 was \$88,348, an increase of 1.43 per cent compared to 2019-20.

This year, 0.16 per cent of employees did not report a salary (173 employees). This is likely to be a data quality issue.



## SA PUBLIC SECTOR EMPLOYEES BY SALARY AND GENDER – JUNE 2021

### Total public sector

SALARY	FEMALE	MALE	OTHER	TOTAL
Up to \$62,209	19,116	6253	4	25,373
\$62,210 to \$79,165	18,647	6749	7	25,403
\$79,166 to \$101,306	22,547	9389	6	31,942
\$101,307 to \$127,875	12,521	7511	5	20,037
\$127,876 or more	3284	3524	0	6808
Not stated	104	69	0	173
<b>TOTAL</b>	<b>76,219</b>	<b>33,495</b>	<b>22</b>	<b>109,736</b>

### General Government Sector

SALARY	FEMALE	MALE	OTHER	TOTAL
Up to \$62,209	18,445	5703	4	24,152
\$62,210 to \$79,165	17,905	6135	7	24,047
\$79,166 to \$101,306	21,989	8793	6	30,788
\$101,307 to \$127,875	12,178	7080	5	19,263
\$127,876 or more	3135	3260	0	6395
Not stated	98	65	0	163
<b>TOTAL</b>	<b>73,750</b>	<b>31,036</b>	<b>22</b>	<b>104,808</b>

### Non-Budget Entity

SALARY	FEMALE	MALE	OTHER	TOTAL
Up to \$62,209	59	11	0	70
\$62,210 to \$79,165	136	38	0	174
\$79,166 to \$101,306	76	34	0	110
\$101,307 to \$127,875	53	40	0	93
\$127,876 or more	16	12	0	28
Not stated	2	0	0	2
<b>TOTAL</b>	<b>342</b>	<b>135</b>	<b>0</b>	<b>477</b>

### Public Financial Corporations Sector

SALARY	FEMALE	MALE	OTHER	TOTAL
Up to \$62,209	27	16	0	43
\$62,210 to \$79,165	62	37	0	99
\$79,166 to \$101,306	123	82	0	205
\$101,307 to \$127,875	83	74	0	157
\$127,876 or more	39	62	0	101
<b>TOTAL</b>	<b>334</b>	<b>271</b>	<b>0</b>	<b>605</b>

## Public Non-Financial Corporations Sector

<b>SALARY</b>	<b>FEMALE</b>	<b>MALE</b>	<b>OTHER</b>	<b>TOTAL</b>
Up to \$62,209	585	523	0	1108
\$62,210 to \$79,165	544	539	0	1083
\$79,166 to \$101,306	359	480	0	839
\$101,307 to \$127,875	207	317	0	524
\$127,876 or more	94	190	0	284
Not stated	4	4	0	8
<b>TOTAL</b>	<b>1793</b>	<b>2053</b>	<b>0</b>	<b>3846</b>

# Sick leave and carer's leave

## AVERAGE LEAVE DAYS PAID AND UNPAID PER FTE

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

Average sick leave/family carer's leave days per FTE increased from last year from 9.8 days to 10.2 days as of June 2021.

AGENCY	2020	2021
Adelaide Cemeteries Authority	1.0	8.6
Adelaide Festival Centre Trust	2.5	7.7
Adelaide Festival Corporation	3.6	0.8
Adelaide Venue Management Corporation	10.5	4.7
Alinytjara Wilurara Landscape Board		6.4
Art Gallery of South Australia	7.9	9.2
Attorney-General's Department	7.7	8.7
Auditor-General's Department	6.1	7.4
Barossa Hills Fleurieu Local Health Network	11.6	12.8
Carclew Youth Arts Centre Incorporated	4.9	8.4
Carrick Hill	NR	7.2
Central Adelaide Local Health Network	11.0	13.1
Commission on Excellence and Innovation in Health	0.5 <sup>12</sup>	9.0
Country Arts SA	9.6	7.4
Courts Administration Authority	10.9	10.5
CTP Regulator	4.9	6.5
Defence SA	3.8	4.6
Department for Child Protection	9.8	11.2
Department for Correctional Services	12.8	13.8
Department for Education	7.8	8.0
Department for Energy and Mining	7.6	7.5
Department for Environment and Water	7.2	7.7
Department for Health and Wellbeing	7.1	7.8
Department for Infrastructure and Transport	11.1	6.9
Department for Innovation and Skills	5.7	6.3
Department for Trade and Investment	6.1	7.8
Department of Human Services	10.7	13.2
Department of Primary Industries and Regions	8.9	8.4
Department of the Premier and Cabinet	5.9	6.6
Department of Treasury and Finance	8.2	10.2

<sup>12</sup> The Commission on Excellence and Innovation in Health was established on 6 January 2020, therefore average sick leave/carers' leave days per FTE reported 30 June 2020 is based on less than six months of workforce data.



AGENCY	2020	2021
Education Standards Board	7.5	8.7
Electoral Commission of South Australia	4.2	6.6
Electorate Services	3.8	7.0
Environment Protection Authority	8.0	8.1
Essential Services Commission of South Australia	5.4	6.7
Eyre and Far North Local Health Network	10.4	13.0
Eyre Peninsula Landscape Board		6.9
Flinders and Upper North Local Health Network	10.9	13.9
ForestrySA	5.7	7.9
Funds SA	3.5	3.7
Government House	7.0	11.3
Green Industries SA	13.2	8.7
Hills and Fleurieu Landscape Board		6.4
History Trust of South Australia	6.5	4.9
HomeStart Finance	6.4	7.1
Independent Commissioner Against Corruption	5.9	9.0
Infrastructure SA	3.1	3.6
Jam Factory Contemporary Craft and Design	4.8	3.8
Kangaroo Island Landscape Board		6.5
Legal Profession Conduct Commission	10.1	9.8
Legal Services Commission	7.7	9.0
Legislature (Including Members)	5.9	6.3
Lifetime Support Authority of South Australia	5.8	7.0
Limestone Coast Landscape Board		9.4
Limestone Coast Local Health Network	10.7	12.9
Murraylands and Riverland Landscape Board		5.2
Northern Adelaide Local Health Network	11.2	14.2
Northern and Yorke Landscape Board		9.6
Office for Recreation, Sport and Racing	6.2	6.7
Office of the Commissioner for Public Sector Employment	6.6	5.9
Office of the South Australian Productivity Commission	3.2	5.4
Public Trustee	10.8	11.6
Renewal SA	5.4	4.9
ReturnToWorkSA	9.2	9.3
Riverland Mallee Coorong Local Health Network	11.1	14.6
SA Ambulance Service	12.6	14.0
SA Housing Authority	9.0	10.1
SA Water	9.3	8.7
SACE Board of South Australia	6.5	8.6
South Australia Arid Lands Landscape Board		5.9
South Australia Police	9.7	10.0
South Australian Country Fire Service	5.2	8.0

<b>AGENCY</b>	<b>2020</b>	<b>2021</b>
South Australian Film Corporation	10.3	7.6
South Australian Fire and Emergency Services Commission	7.9	7.1
South Australian Government Financing Authority	5.9	5.1
South Australian Metropolitan Fire Service	12.5	15.5
South Australian Museum	8.3	7.5
South Australian State Emergency Services	4.0	5.9
South Australian Tourism Commission	4.5	5.4
Southern Adelaide Local Health Network	11.6	14.5
State Library of South Australia	7.1	11.4
State Theatre Company of South Australia	6.0	5.0
Study Adelaide	NR	0.1
Super SA	11.1	15.6
TAFE SA	9.1	8.7
Teachers Registration Board of SA	9.3	10.6
Wellbeing SA	0.6 <sup>13</sup>	8.1
West Beach Parks	8.9	5.9
Women's and Children's Health Network	10.9	13.6
Yorke and Northern Local Health Network	11.2	14.0
Other agencies with less than 10 FTE	4.0	6.2
<b>TOTAL</b>	<b>9.8</b>	<b>10.4</b>

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<sup>13</sup> Wellbeing SA was established on 6 January 2020, therefore average sick leave/carer's leave days per FTE reported 30 June 2020 is based on less than six months of workforce data.

# Employee movement

## SUMMARY

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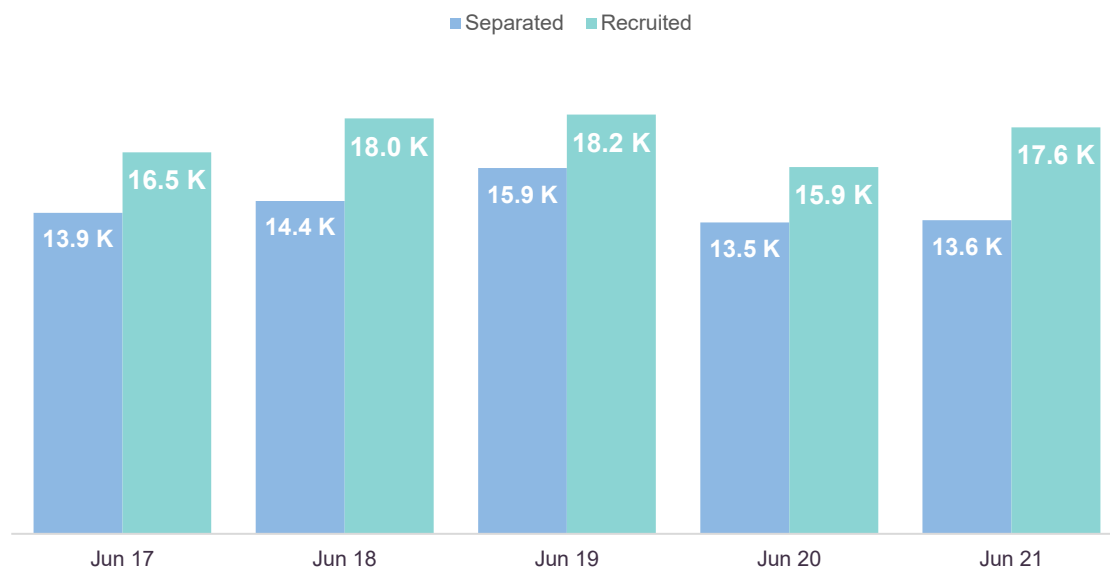
For the period of 1 July 2020 to 30 June 2021:

- public sector agency recruitments (17,628) increased by 10.85 per cent as of 30 June 2021 compared to 30 June 2020 (15,902)
- public sector agency separations (13,599) increased by 0.73 per cent as of 30 June 2021 compared to 30 June 2020 (13,501).

In the context of other movements within the public sector, the following trends are observed:

- 16.06 per cent of the workforce was recruited to an agency between 1 July 2020 and 30 June 2021, (including recruitments from other agencies), compared to 14.80 per cent of the total workforce in the previous period.
- 12.39 per cent of the total workforce separated from an agency between 1 July 2020 and 30 June 2021 (including separations to other agencies), compared to 12.57 per cent of the workforce in the previous period.

### SA public sector recruitment and separation summary – June 2017 to June 2021



## RECRUITMENT

All employees appointed to a position within a public sector organisation between 1 July 2020 and 30 June 2021 are captured in this report, regardless of whether they were still employees of the organisation in the last pay period of June 2021. It excludes employees who have returned from extended leave without pay, or who were already employees of the organisation (for example, either have won the position in the same agency in which they are already working or 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 2020 and 30 June 2021 and consequently have originated from another position within the sector.

### Employees recruited in a SA public sector organisation – 1 July 2020 and 30 June 2021

EMPLOYEE TYPE	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	TOTAL
Disability Services Officers	133	0	0	0	133
Emergency Services	224	0	0	0	224
Executive	109	2	12	11	134
Medical Officers	1460	0	0	0	1460
Nurses	3413	0	0	0	3413
Police Act	192	0	0	0	192
PS Act/Public Sector Salaried	7032	79	72	230	7413
School Services Officers	1271	0	0	0	1271
TAFE Act	203	0	0	0	203
Weekly Paid	837	0	0	47	884
Other	690	21	43	397	1151
Education and Children's Services Act	1150	0	0	0	1150
<b>TOTAL</b>	<b>16,714</b>	<b>102</b>	<b>127</b>	<b>685</b>	<b>17,628</b>

## SEPARATIONS

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Separations describe employees who permanently left their agency between 1 July 2020 and 30 June 2021. 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:

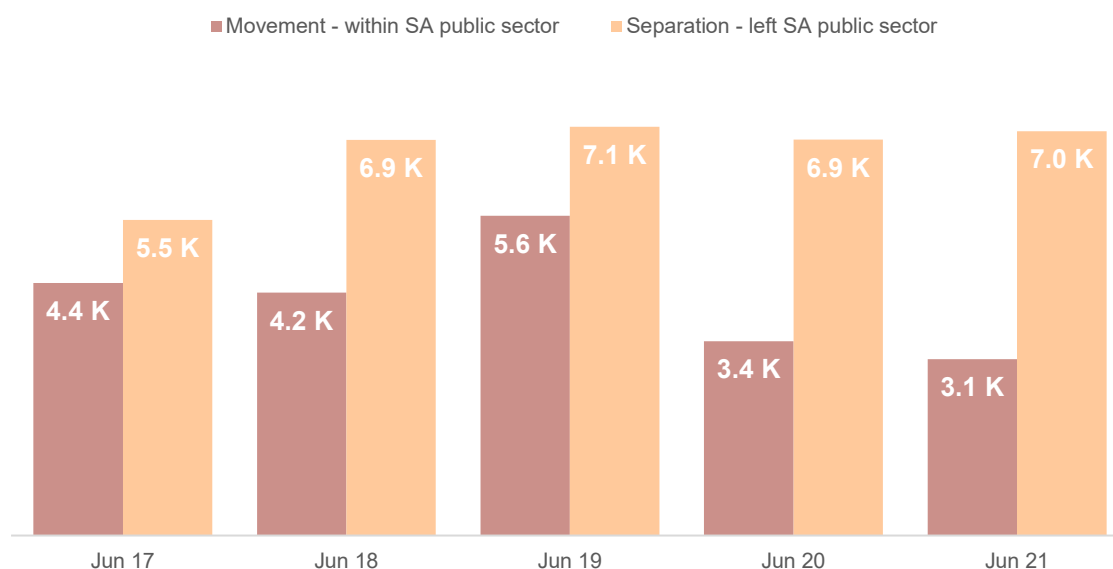
- Movement includes employees who moved internally within the South Australian public sector. This includes employees moving to a different role within the same agency or transferring to a different agency within the South Australian public sector.
- Separation includes employees that separated from 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
  - family responsibilities.
- Not stated includes employees who ended employment in a role between 1 July 2020 and 30 June 2021, 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 sector.

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

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

## Summary of employee separation by type – June 2017 to June 2021



## Public sector separations – 1 July 2020 and 30 June 2021

AGENCY	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	TOTAL
Movement - within SA public sector	2979	13	8	68	3068
Separation - left SA public sector	6461	41	20	513	7035
Not stated	3222	13	65	196	3496
<b>TOTAL</b>	<b>12,662</b>	<b>67</b>	<b>93</b>	<b>777</b>	<b>13,599</b>

## Employee separation type – 1 July 2020 to 30 June 2021

EMPLOYEE TYPE	SEPARATION TYPE	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	TOTAL
Disability Services Officers	Movement - within SA public sector	8	0	0	0	8
	Separation - left SA public sector	90	0	0	0	90
	Not stated	49	0	0	0	49
Emergency Services	Movement - within SA public sector	0	0	0	0	0
	Separation - left SA public sector	75	0	0	0	75
	Not stated	18	0	0	0	18
Executive	Movement - within SA public sector	36	0	0	2	38
	Separation - left SA public sector	74	2	3	10	89
	Not stated	22	0	3	3	28
Medical Officers	Movement - within SA public sector	624	0	0	0	624
	Separation - left SA public sector	259	0	0	0	259
	Not stated	324	0	0	0	324
Nurses	Movement - within SA public sector	507	0	0	0	507
	Separation - left SA public sector	1396	0	0	0	1396
	Not stated	429	0	0	0	429
Police Act	Movement - within SA public sector	8	0	0	0	8
	Separation - left SA public sector	130	0	0	0	130
	Not stated	42	0	0	0	42
PS Act/Public Sector Salaried	Movement - within SA public sector	1641	11	8	52	1712
	Separation - left SA public sector	2770	33	11	164	2978
	Not stated	799	10	31	27	867
School Services Officers	Movement - within SA public sector	12	0	0	0	12
	Separation - left SA public sector	268	0	0	0	268
	Not stated	430	0	0	0	430
TAFE Act	Movement - within SA public sector	4	0	0	0	4
	Separation - left SA public sector	45	0	0	0	45
	Not stated	168	0	0	0	168

EMPLOYEE TYPE	SEPARATION TYPE	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	TOTAL
Weekly Paid	Movement - within SA public sector	61	0	0	0	61
	Separation - left SA public sector	658	0	0	3	661
	Not stated	417	0	0	2	419
Other	Movement - within SA public sector	75	2	0	14	91
	Separation - left SA public sector	139	6	6	336	487
	Not stated	71	3	31	164	269
Education Act	Movement - within SA public sector	3	0	0	0	3
	Separation - left SA public sector	557	0	0	0	557
	Not stated	453	0	0	0	453
<b>TOTAL</b>		<b>12,662</b>	<b>67</b>	<b>93</b>	<b>777</b>	<b>13,599</b>



# Agency data – 30 June 2021

AGENCY NAME	TOTAL FTE	FEMALE HEAD-COUNT	MALE HEAD-COUNT	OTHER HEAD-COUNT	FEMALE EXECUTIVE HEAD-COUNT	MALE EXECUTIVE HEAD-COUNT	OTHER EXECUTIVE HEAD-COUNT	ABORIGINAL EMPLOYEE HEADCOUNT	EMPLOYEES WITH DISABILITY HEADCOUNT	AVERAGE SALARY
Adelaide Cemeteries Authority	56	18	42			3		0	0	\$75,524
Adelaide Festival Centre Trust	129	160	125		2	2		1	2	\$71,415
Adelaide Festival Corporation	26	22	6		2	1		0	1	\$93,043
Adelaide Venue Management Corporation	316	271	270		2	4		15	4	\$55,843
Alinytjara Wilurara Landscape Board	14	10	5					2	0	\$88,590
Art Gallery of South Australia	69	61	22		1	1		6	2	\$77,275
Attorney-General's Department	1445	1021	529	1	50	36		43	48	\$99,413
Auditor-General's Department	126	70	64		1	6		3	5	\$93,827
Barossa Hills Fleurieu Local Health Network	1667	1976	292		3			47	20	\$82,098
Carclew Youth Arts Centre Incorporated	18	20	4	1				4	0	\$76,498
Central Adelaide Local Health Network	11,891	10,871	3718	2	19	14		96	121	\$99,138
Commission on Excellence and Innovation in Health	24	14	11		2	2		0	0	\$130,225
Country Arts SA	50	78	28			1		5	0	\$59,594
Courts Administration Authority	647	473	244		5	1		20	7	\$75,818
CTP Regulator	26	15	12		2	1		0	2	\$109,186
Defence SA	25	17	10		4	6		0	1	\$138,599
Department for Child Protection	2245	1855	557	2	10	4		128	39	\$80,061
Department for Correctional Services	1840	865	1065		8	7		77	26	\$74,705
Department for Education	24,864	24,412	7195	7	623	303		780	593	\$82,368
Department for Energy and Mining	322	155	179		5	14		6	9	\$103,892
Department for Environment and Water	1244	653	688		12	14		46	21	\$86,342
Department for Health and Wellbeing	1657	1085	696		28	26		37	16	\$97,171
Department for Infrastructure and Transport	2281	986	1437		15	31		94	48	\$86,131
Department for Innovation and Skills	321	201	133		13	12		6	6	\$105,947
Department for Trade and Investment	134	78	60		6	6		2	5	\$110,035

AGENCY NAME	TOTAL FTE	FEMALE HEAD-COUNT	MALE HEAD-COUNT	OTHER HEAD-COUNT	FEMALE EXECUTIVE HEAD-COUNT	MALE EXECUTIVE HEAD-COUNT	OTHER EXECUTIVE HEAD-COUNT	ABORIGINAL EMPLOYEE HEADCOUNT	EMPLOYEES WITH DISABILITY HEADCOUNT	AVERAGE SALARY
Department of Human Services	2618	1766	1202		19	6		96	132	\$70,009
Department of Primary Industries and Regions	831	438	480		6	11		28	21	\$86,219
Department of the Premier and Cabinet	455	295	184		14	16		22	11	\$106,843
Department of Treasury and Finance	1319	822	576		13	24		33	40	\$88,965
Education Standards Board	39	40	3		1			1	0	\$91,688
Electoral Commission of South Australia	31	16	16			2		0	0	\$84,476
Electorate Services	213	183	89	1				4	4	\$76,359
Environment Protection Authority	195	106	101		1	3		2	6	\$97,675
Essential Services Commission of South Australia	27	17	12		2	2		1	0	\$115,677
Eyre and Far North Local Health Network	762	944	85		1			39	7	\$70,659
Eyre Peninsula Landscape Board	25	13	13					2	0	\$83,367
Flinders and Upper North Local Health Network	755	815	119			1		48	11	\$76,818
ForestrySA	40	15	26					0	0	\$78,592
Funds SA	58	26	34		11	21		0	0	\$168,457
Government House	21	18	7					0	1	\$66,482
Green Industries SA	24	13	12			3		0	0	\$118,736
Hills and Fleurieu Landscape Board	39	21	21					3	0	\$86,904
History Trust of South Australia	54	47	24			1		3	2	\$72,943
HomeStart Finance	116	60	60		1	3		0	0	\$94,452
Independent Commissioner Against Corruption	64	38	28		3	1		0	0	\$112,204
Infrastructure SA	11	7	4			3		0	0	\$153,073
Jam Factory Contemporary Craft and Design	28	36	12		1	1		1	0	\$63,789
Kangaroo Island Landscape Board	32	19	18					1	0	\$72,425
Legal Profession Conduct Commission	18	18	5		1	1		0	0	\$107,416
Legal Services Commission	187	151	47		4	6		4	2	\$90,697
Legislature (Including Members)	173	87	102		20	52		1	0	\$123,475
Lifetime Support Authority of South Australia	81	70	18		5	2		1	6	\$100,037
Limestone Coast Landscape Board	46	32	22					0	1	\$80,892

AGENCY NAME	TOTAL FTE	FEMALE HEAD-COUNT	MALE HEAD-COUNT	OTHER HEAD-COUNT	FEMALE EXECUTIVE HEAD-COUNT	MALE EXECUTIVE HEAD-COUNT	OTHER EXECUTIVE HEAD-COUNT	ABORIGINAL EMPLOYEE HEADCOUNT	EMPLOYEES WITH DISABILITY HEADCOUNT	AVERAGE SALARY
Limestone Coast Local Health Network	996	1,242	136		1			35	14	\$75,351
Murraylands and Riverland Landscape Board	59	41	23					3	1	\$87,007
Northern Adelaide Local Health Network	4197	4054	1055	1	6	2		79	34	\$96,402
Northern and Yorke Landscape Board	35	20	18					1	1	\$82,726
Office for Recreation, Sport and Racing	75	39	43		1	3		2	1	\$89,755
Office of the Commissioner for Public Sector Employment	56	41	19		3	1		4	2	\$115,933
Office of the South Australian Productivity Commission	13	6	10		1	2		1	0	\$129,132
Public Trustee	177	116	72		1	2		4	10	\$79,911
Renewal SA	125	67	62		5	17		1	2	\$115,589
ReturnToWorkSA	246	137	117		3	5		2	0	\$111,439
Riverland Mallee Coorong Local Health Network	1114	1363	150			1		43	14	\$71,821
SA Ambulance Service	1669	957	892	1	2	4		24	6	\$84,335
SA Housing Authority	778	536	290		8	6		41	44	\$84,362
SA Water	1556	501	1108		11	17		44	16	\$94,072
SACE Board of South Australia	111	75	45		3	1		0	2	\$100,920
South Australia Arid Lands Landscape Board	25	15	10					1	0	\$84,837
South Australia Police	5873	2297	3748	3	6	12		83	34	\$94,251
South Australian Country Fire Service	180	88	101		1	1		2	7	\$84,687
South Australian Film Corporation	18	18	4		1			1	1	\$78,326
South Australian Fire and Emergency Services Commission	72	52	22					0	2	\$95,095
South Australian Government Financing Authority	79	41	42		2	2		2	1	\$102,356
South Australian Metropolitan Fire Service	1046	86	1183			2		15	3	\$86,230
South Australian Museum	70	45	38			2		6	3	\$85,995
South Australian State Emergency Services	106	40	69			2		3	1	\$81,744
South Australian Tourism Commission	113	82	39		2	3		0	0	\$97,569
Southern Adelaide Local Health Network	6103	6049	1750	2	5	4		72	38	\$98,347
State Library of South Australia	113	87	41		2	1		3	6	\$84,059
State Theatre Company of South Australia	28	19	11			2		1	0	\$72,905

AGENCY NAME	TOTAL FTE	FEMALE HEAD-COUNT	MALE HEAD-COUNT	OTHER HEAD-COUNT	FEMALE EXECUTIVE HEAD-COUNT	MALE EXECUTIVE HEAD-COUNT	OTHER EXECUTIVE HEAD-COUNT	ABORIGINAL EMPLOYEE HEADCOUNT	EMPLOYEES WITH DISABILITY HEADCOUNT	AVERAGE SALARY
Study Adelaide	11	9	2		1			0	0	\$97,765
Super SA	168	114	61		3	3		2	4	\$88,334
TAFE SA	1945	1464	869		12	9		22	10	\$89,252
Teachers Registration Board	27	19	9		1			0	1	\$98,620
Wellbeing SA	111	104	23		6			4	2	\$99,528
West Beach Parks	96	109	58		3	1		5	2	\$50,944
Women's and Children's Health Network	2891	3385	484	1	6	2		70	25	\$103,349
Yorke and Northern Local Health Network	1136	1382	164			1		33	8	\$71,750
Agencies with less than 10 FTE	30	19	15	0	1	1	0	0	2	\$92,081
<b>TOTAL</b>	<b>91,145</b>	<b>76,219</b>	<b>33,495</b>	<b>22</b>	<b>1013</b>	<b>763</b>		<b>2317</b>	<b>1517</b>	<b>\$88,348</b>

# Appendix A: Explanation of SA public sector agencies

This report's data 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. Please note that the Judiciary is not included in the Workforce Information Collection.

Information provided to agencies is based on the following definitions:

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

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

## GENERAL GOVERNMENT SECTOR

WORKFORCE SECTOR	PUBLICATION NAME	NOTES
Education	Department for Education	
Emergency Services	South Australian Country Fire Service	
Emergency Services	South Australian Fire and Emergency Services Commission	
Emergency Services	South Australian Metropolitan Fire Service	
Emergency Services	South Australian State Emergency Services	
General Government	Adelaide Festival Corporation	
General Government	Alinytjara Wilurara Landscape Board	Formerly reported as an entity of Department for Environment and Water. This entity was created during the reporting period.
General Government	Art Gallery of South Australia	
General Government	Attorney-General's Department	Excludes the Office of the Public Trustee of South Australia, as this entity is reported separately.
General Government	Auditor-General's Department	

WORKFORCE SECTOR	PUBLICATION NAME	NOTES
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 <i>Judicial Administration Act</i> .
General Government	CTP Regulator	
General Government	Dairysafe	
General Government	Defence SA	
General Government	Department for Child Protection	
General Government	Department for Correctional Services	
General Government	Department for Energy and Mining	
General Government	Department for Environment and Water	
General Government	Department for Infrastructure and Transport	Formerly reported as Department of Planning, Transport and Infrastructure.
General Government	Department for Innovation and Skills	
General Government	Department for Trade and Investment	
General Government	Department of Human Services	
General Government	Department of Primary Industries and Regions	
General Government	Department of the Premier and Cabinet	
General Government	Department of Treasury and Finance	Excludes Super SA, SA Government Financing Authority, and Electorate Offices, as these entities are reported separately.
General Government	Education Standards Board	
General Government	Electoral Commission of South Australia	
General Government	Electorate Services	Includes all persons employed under the Assistants to the Members of the South Australian Parliament Enterprise Agreement.
General Government	Environment Protection Authority	
General Government	Essential Services Commission of South Australia	
General Government	Eyre Peninsula Landscape Board	Formerly reported as an entity of Department for Environment and Water. This entity was created during the reporting period.
General Government	Government House	
General Government	Green Industries SA	
General Government	Hills and Fleurieu Landscape Board	Formerly reported as an entity of Department for Environment and Water. This entity was created during the reporting period.
General Government	History Trust of South Australia	
General Government	Independent Commissioner Against Corruption	

WORKFORCE SECTOR	PUBLICATION NAME	NOTES
General Government	Infrastructure SA	
General Government	Kangaroo Island Landscape Board	Formerly reported as an entity of Department for Environment and Water. This entity was created during the reporting period.
General Government	Legislature (Including Members)	
General Government	Limestone Coast Landscape Board	Formerly reported as an entity of Department for Environment and Water. This entity was created during the reporting period.
General Government	Murraylands and Riverland Landscape Board	Formerly reported as an entity of Department for Environment and Water. This entity was created during the reporting period.
General Government	Northern and Yorke Landscape Board	Formerly reported as an entity of Department for Environment and Water. This entity was created during the reporting period.
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	SACE Board of South Australia	
General Government	South Australia Arid Lands Landscape Board	Formerly reported as an entity of Department for Environment and Water. This entity was created during the reporting period.
General Government	South Australian Film Corporation	
General Government	South Australian Museum	
General Government	South Australian Tourism Commission	
General Government	State Library of South Australia	
General Government	State Opera of South Australia	
General Government	State Theatre Company of South Australia	
General Government	Study Adelaide	
Health	Barossa Hills Fleurieu Local Health Network	Includes employees who are employed under SA <i>Health Care Act 2008</i> .
Health	Central Adelaide Local Health Network	Includes employees who are employed under SA <i>Health Care Act 2008</i> .
Health	Commission on Excellence and Innovation in Health	
Health	Department for Health and Wellbeing	
Health	Eyre and Far North Local Health Network	Includes employees who are employed under SA <i>Health Care Act 2008</i> .
Health	Flinders and Upper North Local Health Network	Includes employees who are employed under SA <i>Health Care Act 2008</i> .
Health	Health and Community Services Complaints Commissioner	
Health	Limestone Coast Local Health Network	
Health	Northern Adelaide Local Health Network	Includes employees who are employed under SA <i>Health Care Act 2008</i> .
Health	Riverland Mallee Coorong Local Health Network	Includes employees who are employed under SA <i>Health Care Act 2008</i> .
Health	SA Ambulance Service	

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

## NON-BUDGET ENTITIES

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



## PUBLIC FINANCIAL CORPORATIONS SECTOR

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

## PUBLIC NON-FINANCIAL CORPORATIONS SECTOR

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

# Appendix B: Explanation of terms

## **EMPLOYEES INCLUDED IN WORKFORCE REPORTS**

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

These include:

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

Excluded from the calculation are:

- Employees on leave without pay
- Members of part-time boards and committees
- Fee for service contractors and paid on a non-time basis, such as cleaners paid per square metre
- Temporary staff from an external employment agency
- Work for the Dole scheme participants.

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

## **SOUTH AUSTRALIAN PUBLIC SECTOR**

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

Under this definition, the SA public sector includes:

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

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

## **FULL-TIME EQUIVALENT (FTE)**

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

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

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

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

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

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

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

## **AVERAGE FTE OVER PERIOD**

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

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

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

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

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

## **EMPLOYEE TYPE**

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

### **Disability Services Officers**

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

### **Education and Children's Services Act**

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

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

## Emergency services

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

## Executives

Executives are defined as employees who either:

- receive a total salary equivalent to \$123,648 per annum or more
- 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.

Employed under the *Public Sector Act* in a recognised executive role, with one of the following classification types: EL, EX, MLS, or SAES.

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

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

## Medical officers

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

## Nurses

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

## Other Acts and Awards

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

## **Police Act**

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

## **Public Sector Act**

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

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

## **Public Sector Salaried Award**

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

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

## **School Services Officers**

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

## **TAFE SA Act**

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

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

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

## **Weekly Paid Awards**

The weekly paid workforce refers to all persons employed under weekly paid awards. These employees are generally engaged in hourly, daily, or weekly wages or piecework rates of pay and their wages are not based on an annual salary. They include health ancillary employees employed within the SA Health sector and administrative officers across a range of departments. It excludes *Education and Children's Services Act* and *TAFE SA Act* Hourly Paid Instructors.

## **GENDER REPORTING**

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

## **APPOINTMENT TYPE**

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### **Ongoing**

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

### **Term employment**

A fixed-term basis clearly states an end date. The appointment can be on either a short-term or long-term basis.

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

This appointment type does not include casuals.

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

Some contract employees may also have a right to ongoing employment in the South Australian public sector at the end of their current contract, and this is commonly called a tenured or substantive position.

### **Short-term contract**

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

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

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

### **Long-term contract**

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

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

## Other

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

## Casual

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

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

## **EMPLOYMENT STATUS**

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Most public sector employees are employed on a full-time basis. Employees can also be employed on a part-time basis.

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

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

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

## **ABORIGINAL EMPLOYEES**

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

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

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

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



## LEAVE TYPES

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### Sick leave

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

### Family carer's leave

Absences on account of family leave, with or without pay.

### FTE sick days

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

- 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 eight employees assuming that over the financial year period they took sick leave of 7.5 hours, 6.2 hours, 7.5 hours, 22.5 hours, 37.5 hours, 0.5 hours, 7.5 hours and 15.0 hours, the calculation would be:
- Sum sick leave hours ( $7.5 + 6.2 + 7.5 + 22.5 + 37.5 + 0.5 + 7.5 + 15.0 = 104.2$ ) and divide by the normal full-time hours per day (7.5). This will give you the total FTE sick days for the period ( $=13.9$ ).

## SEPARATION AND RECRUITMENT

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

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

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

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

## **DISABILITY REPORTING**

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

For this report, the term disability requiring adaptation relates to a person with a permanent disability who is considered to have an employment restriction because they:

- are restricted in the type of work they could do
- need modified hours of work (either a restriction in hours they could work, different time schedules, or flexible hours of attendance)
- require an employer to provide adaptive equipment, a modified work environment, or make other special work-related arrangements
- need ongoing assistance or supervision to carry out their duties safely.

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

- some agencies extracting characteristics of their workforce to a detailed level from their current information system
- collecting data that relies on self-nomination or identification.

## **SALARY**

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The salary measure is intended to only indicate the responsibility level and should not be used to reflect total salary earnings or total employment costs over the financial year. For this reason, all part-time 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 and can include motor vehicle and the Government's employer superannuation contribution. Allowances are excluded for all employees.

### **Non-executives**

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

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

### **Executives**

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

## **AGENCY LENGTH OF SERVICE**

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

An employee's length of service is calculated using their start date in a public sector agency, in years, from 30 June in the relevant reporting year.

## **PUBLIC SECTOR LENGTH OF SERVICE**

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

An employee's length of service is calculated using their start date in the public sector, in years, from 30 June in the relevant year.

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**Government  
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