

Workforce Information Report

2021-22

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

As a society, we are increasingly aware of the widespread influence of data on our lives. We now recognise its currency as a necessary tool to propel innovation and change, including in our workplaces. The *Workforce Information Report (WIR) 2021-22* is the official record of the South Australian public sector workforce's data and is compiled each year as a companion to the annual State of the Sector Report.

The WIR's data is a snapshot of our workforce on June 30 2022, a timeframe in keeping with previous years to enable consistent comparison and to create the necessary foundation to shape key employment policies and strategies for our workforce.

It also supports leaders to identify areas for improvement in pursuit of a more diverse public sector. As the state's largest employer, we have a responsibility to lead the way in fostering inclusive work environments because it is not only the right thing to do for our employees, but because it strengthens our impact for the diverse community we serve.

Between June 2021 and June 2022, the public sector workforce continued to grow. Full-time equivalents (FTE) increased by 3.02 per cent (2750 employees) and the total headcount grew at the same rate of 3.02 per cent (3314 people). As of June 2022, the workforce comprised of 93,896 FTE and 113,050 people. This trend aligns to South Australia's broader workforce, outside of the public sector, which grew by 2.25 per cent.

This is the second consecutive year of growth and can mostly be attributed to the critical role public sector agencies played in the state's COVID-19 response, and in particular the surge in demand for frontline services. Of the 89,518 FTE funded through the State Budget, the majority provide services directly to the community, comprising of:

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

As of June 2022, frontline FTE increased by 1732 people or 2.71 per cent, and back-office FTE increased by 926 or 4.02 per cent. Frontline roles that experienced robust growth during the year included nurses (9.04 per cent) and medical officers (5.36 per cent). Back-office FTE increase in SA Health by 5.8 per cent to support the increased workforce.

Women currently make up 57.87 per cent of public sector executives, having increased again from 57.04 per cent last year. The portion of women who are executives has increased every year since 2014, when 43.09 per cent of executives were women.

The record high number of Aboriginal South Australians employed within the public sector workforce continued to increase, again surpassing the previous year's figures. As of June 2022, there were 2400 Aboriginal South Australians in the workforce, equating to 2.12 per cent of the workforce.

South Australian public sector employees who declared a disability represented 1.37 per cent (1551) of the workforce as of June 2022. This is an overall increase of 34 employees compared to June 2021.

It is likely the numbers of Aboriginal employees and employees with a disability are under-reported given the data's reliance on self-nomination to identify 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 and provides insights into the public sector's performance as an employer of choice. A dashboard analysis and additional data is available on my office's website.

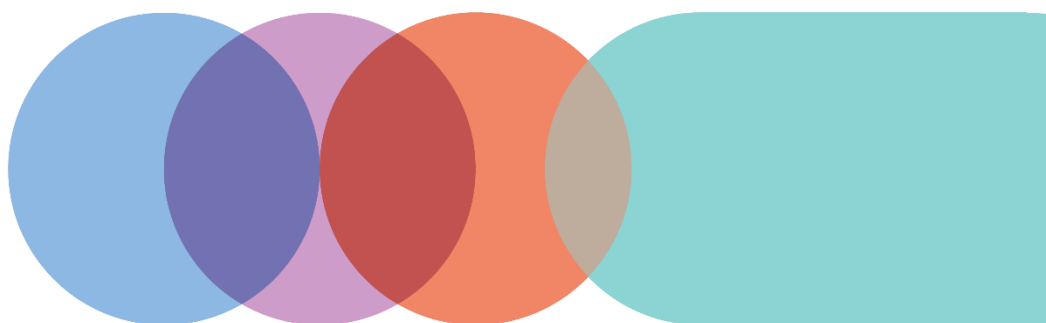
Considerable progress has been made in recent years to refine the sector's data quality. However, my office will continue to strive for further improvement and will partner more closely with agencies in the coming year to achieve this goal.

Quality workforce data is integral to our future success to help all agencies attract, develop and retain talent within the South Australian public sector, in an increasingly competitive marketplace for skilled and experienced recruits. Understanding the make-up of our workforce and how it has evolved will help us best meet not only the future needs of the sector but of all South Australians.



Erma Ranieri

Commissioner for Public Sector Employment



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Public sector at a glance

Detailed information about the public sector’s workforce size, structure and composition is available at: www.publicsector.sa.gov.au/workforce-information.

Employee demographics



HEADCOUNT

113,050

+3.02% change 2021 to 2022



AVERAGE AGE

44

-1 year change 2021 to 2022

ABORIGINAL EMPLOYEES

2.12%

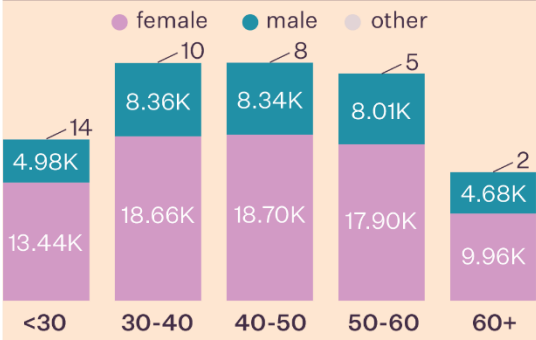
+3.58% change 2021 to 2022

EMPLOYEES WITH DISABILITY

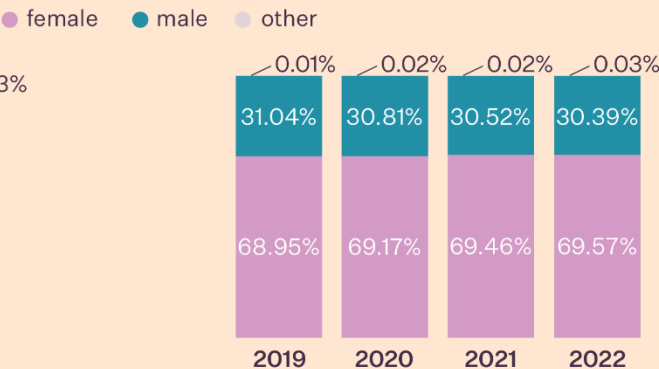
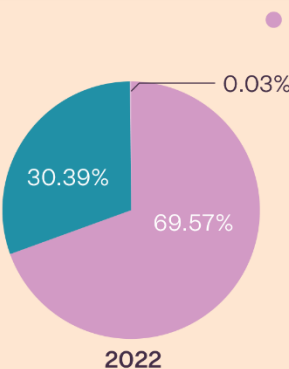
1.37%

+2.24% change 2021 to 2022

AGE DISTRIBUTION



GENDER SPLIT



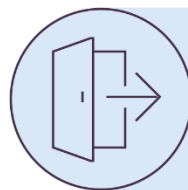
Employment



RECRUITED

24,165

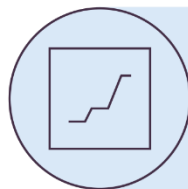
+37.08% change 2021 to 2022



SEPARATED

17,849

+31.25% change 2021 to 2022



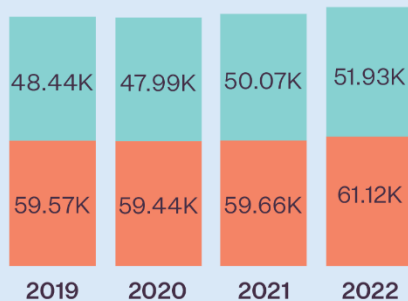
AVERAGE SALARY

\$89,984

+1.85% change 2021 to 2022

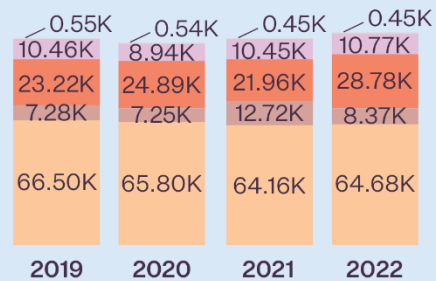
EMPLOYMENT TYPE

● full time ● part time

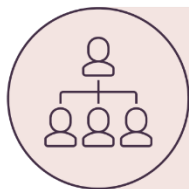


APPOINTMENT TYPES

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



Executives



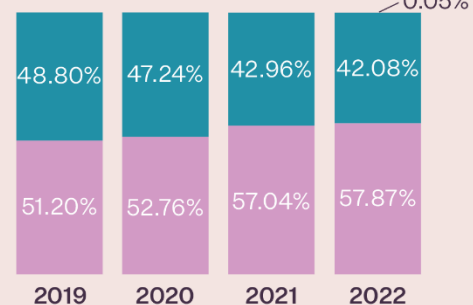
TOTAL EXECUTIVES

1,849

+4.11% change 2021 to 2022

EXECUTIVE GENDER SPLIT

● female ● male ● other



Full-time equivalent and total workforce headcount

OVERVIEW

The South Australian public sector provides a vast range of services across many agencies. This section highlights the overall full-time equivalents (FTE) and headcount for each agency and 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

Across the public sector, FTE grew by 2750 (3.02 per cent) to 93,896 and the number of people working across the sector grew by 3314 (3.02 per cent) to 113,050.

Within the General Government Sector, FTE grew by 2658 (3.06 per cent) to 89,518 and the total headcount grew by 3158 (3.01 percent) to 107,966.

As described in the 2022 June State Budget, the Government's ongoing response to the COVID-19 pandemic has resulted in increases to the FTE within SA Health including the Local Health Networks, Wellbeing SA. South Australian Ambulance Service grew by 93 FTE which is 14 more than estimated in the State Budget, in response to the pandemic and the drive to boost overall system capacity.

Elsewhere, FTE levels were largely in line with budget estimates. Minor variations include:

- The Department for Child Protection grew 48 FTE to 2,293 FTE since June 2021. However, this is 2.1 per cent below budget estimates.
- The Department for Correctional Services increased by 86 FTE to support the [Closing the Gap](#) program and [iSafe Project](#).
- The Department of Human Services which grew by 54 FTE primarily due to increased services delivery reflecting client needs within disability services.
- Fewer FTEs compared to budget estimates were recorded for the Department of the Premier and Cabinet (-61 FTE), Department of Treasury and Finance (-47 FTE) and Department for Education (-436 FTE).

SA PUBLIC SECTOR EMPLOYMENT

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 state budget papers, an additional 89 FTE (98 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 21		JUNE 22	
	FTE	HEADCOUNT	FTE	HEADCOUNT
General Government Sector	86,859	104,808	89,518	107,966
Non-Budget Entity	432	477	490	532
Public Financial Corporations Sector	581	605	610	633
Public Non-Financial Corporations Sector	3,274	3,846	3,278	3,919
TOTAL	91,145	109,736	93,896	113,050

General Government Sector

AGENCY NAME	JUNE 21		JUNE 22	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Adelaide Festival Corporation	26	28	25	28
Alinytjara Wilurara Landscape Board	14	15	13	15
Art Gallery of South Australia	69	83	67	80
Attorney-General's Department	1,445	1,551	1,419	1,523
Auditor-General's Department	126	134	125	133
Barossa Hills Fleurieu Local Health Network	1,667	2,268	1,947	2,605
Carclew Youth Arts Centre Incorporated	18	25	17	24
Carrick Hill	9	12	10	12
Central Adelaide Local Health Network	11,891	14,591	12,769	15,924
Commission on Excellence and Innovation in Health	24	25	39	42
Country Arts SA	50	106	57	109
Courts Administration Authority	647	717	643	710
CTP Regulator	26	27	24	25
Dairysafe	4	5	4	4
Defence SA	25	27	27	29
Department for Child Protection	2,245	2,414	2,293	2,476
Department for Correctional Services	1,840	1,930	1,926	2,015
Department for Education	24,864	31,614	24,952	31,268
Department for Energy and Mining	322	334	328	339
Department for Environment and Water	1,244	1,341	1,238	1,350
Department for Health and Wellbeing	1,657	1,781	1,775	1,899
Department for Infrastructure and Transport	2,281	2,423	2,111	2,237
Department for Innovation and Skills	321	334	307	318
Department for Trade and Investment	134	138	128	133
Department of Human Services	2,618	2,968	2,774	3,182
Department of Primary Industries and Regions	831	918	782	865

AGENCY NAME	JUNE 21		JUNE 22	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Department of the Premier and Cabinet	455	479	509	536
Department of Treasury and Finance	1,319	1,398	1,390	1,473
Education Standards Board	39	43	38	43
Electoral Commission of South Australia	31	32	33	34
Electorate Services	213	273	194	259
Environment Protection Authority	195	207	185	197
Essential Services Commission of South Australia	27	29	38	40
Eyre and Far North Local Health Network	762	1,029	808	1,075
Eyre Peninsula Landscape Board	25	26	25	27
Flinders and Upper North Local Health Network	755	934	806	1,003
Government House	21	25	22	26
Green Industries SA	24	25	28	29
Health and Community Services Complaints Commissioner	10	10	11	11
Hills and Fleurieu Landscape Board	39	42	44	48
History Trust of South Australia	54	71	53	66
Independent Commissioner Against Corruption	64	66	47	50
Infrastructure SA	11	11	11	11
Kangaroo Island Landscape Board	32	37	36	38
Legislature (Including Members)	173	189	172	190
Limestone Coast Landscape Board	46	54	46	51
Limestone Coast Local Health Network	996	1,378	1,073	1,449
Murraylands and Riverland Landscape Board	59	64	67	72
Northern Adelaide Local Health Network	4,197	5,110	4,469	5,479
Northern and Yorke Landscape Board	35	38	31	34
Office for Recreation, Sport and Racing	75	82	74	78
Office of the Commissioner for Public Sector Employment	56	60	51	54
Office of the South Australian Productivity Commission	13	16	11	13
Premier's Delivery Unit			4	4
Riverland Mallee Coorong Local Health Network	1,114	1,513	1,167	1,560
SA Ambulance Service	1,669	1,850	1,762	1,970
SACE Board of South Australia	111	120	91	96
South Australia Arid Lands Landscape Board	25	25	24	25
South Australia Police	5,873	6,048	5,865	6,056
South Australian Country Fire Service	180	189	197	204
South Australian Film Corporation	18	22	15	18
South Australian Fire and Emergency Services Commission	72	74	76	78
South Australian Metropolitan Fire Service	1,046	1,269	1,025	1,239
South Australian Museum	70	83	71	83
South Australian State Emergency Services	106	109	97	99
South Australian Tourism Commission	113	121	110	117
Southern Adelaide Local Health Network	6,103	7,801	6,456	8,294
State Library of South Australia	113	128	116	131
State Opera of South Australia	2	2	6	17
State Theatre Company of South Australia	28	30	24	26
Study Adelaide	11	11	10	10
TAFE SA	1,945	2,333	1,896	2,245
Wellbeing SA	111	127	142	164
Women's and Children's Health Network	2,891	3,870	3,063	4,132
Yorke and Northern Local Health Network	1,136	1,546	1,230	1,667
TOTAL	86,859	104,808	89,518	107,966

Non-Budget Entity

AGENCY NAME	JUNE 21		JUNE 22	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Jam Factory Contemporary Craft and Design	28	48	27	39
Legal Profession Conduct Commission	18	23	16	20
Legal Services Commission	187	198	219	236
Super SA	168	175	197	205
Teachers Registration Board	27	28	24	26
Veterinary Surgeons Board	1	1	2	2
Vinehealth Australia	4	4	4	4
TOTAL	432	477	490	532

Public Financial Corporations Sector

AGENCY NAME	JUNE 21		JUNE 22	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Funds SA	58	60	62	63
HomeStart Finance	116	120	115	118
Lifetime Support Authority of South Australia	81	88	95	101
ReturnToWorkSA	246	254	255	264
South Australian Government Financing Authority	79	83	83	87
TOTAL	581	605	610	633

Public Non-Financial Corporations Sector

AGENCY NAME	JUNE 21		JUNE 22	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Adelaide Cemeteries Authority	56	60	56	59
Adelaide Festival Centre Trust	129	285	118	294
Adelaide Venue Management Corporation	316	541	364	632
ForestrySA	40	41	37	60
Public Trustee	177	188	178	188
Renewal SA	125	129	135	140
SA Housing Authority	778	826	764	811
SA Water	1,556	1,609	1,535	1,584
West Beach Parks	96	167	93	151
TOTAL	3,274	3,846	3,278	3,919

Comparative workforce size

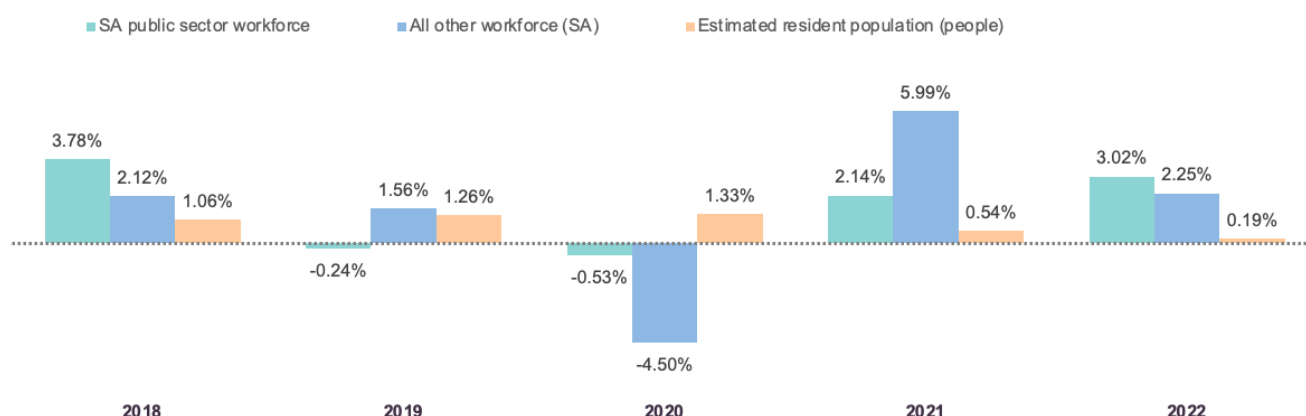
SUMMARY

The public sector accounts for 12.69 per cent of the South Australian workforce, which is marginally higher than last year (12.61 per cent).

The South Australian Public Sector grew by 3.02 per cent, while all other areas of the state's workforce increased by 2.25 per cent.

- Public sector growth is higher than the growth of the resident population, estimated by the Australian Bureau of Statistics¹ to be 0.19 per cent as of December 2021.
- In the past five years, public sector workforce has grown by 4.42 per cent, lower than the total growth of the state's non-public sector workforce in the same period of 5.11 per cent.
- However, it was also higher than the total growth of the resident population of 3.35 per cent, estimated by the Australian Bureau of Statistics² as of December 2021. Although, it must also be recognised that border protection measures to prevent the spread of COVID-19 slowed the state's population growth during this period.

SA WORKFORCE GROWTH



¹ Australian Bureau of Statistics publication 6202.0 (Labour Force, Australia), Table 7, published August 2022

² Australian Bureau of Statistics publication 3101.0 (Australian Demographics Statistics), Table 4, published August 2022

SA WORKFORCE AND POPULATION GROWTH – LAST 5 YEARS



SA POPULATION AND EMPLOYMENT INFORMATION

SOUTH AUSTRALIA	2018	2019	2020	2021	2022
Estimated resident population (people)	1,748,010	1,770,048	1,793,547	1,803,192	1,806,599
Annual change	18,402	22,038	23,499	9,645	3,407
Annual change %	1.06%	1.26%	1.33%	0.54%	0.19%
Total employed in SA	848,200	859,500	825,100	870,400	890,800
Annual change	19,300	11,300	-34,400	45,300	20,400
Annual change %	2.33%	1.33%	-4.00%	5.49%	2.34%
SA public sector workforce	108,265	108,006	107,434	109,736	113,050
Annual change	3,948	-259	-572	2,302	3,314
Annual change %	3.78%	-0.24%	-0.53%	2.14%	3.02%
All other workforce (SA) ³	739,935	751,494	717,666	760,664	777,750
Annual change	15,352	11,559	-33,828	42,998	17,086
Annual change %	2.12%	1.56%	-4.50%	5.99%	2.25%
% of population working in public sector	6.19%	6.10%	5.99%	6.09%	6.26%
% of people employed in public sector	12.76%	12.57%	13.02%	12.61%	12.69%
% of all other workforce (SA)	87.24%	87.43%	86.98%	87.39%	87.31%

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

Workforce Information Report 2021-22

Age and gender

AGE AND GENDER OF SA PUBLIC SECTOR EMPLOYEES

The South Australian public sector's workforce comprised of 69.57 per cent females, 30.39 per cent males, and 0.03 per cent other⁴. In June 2021, 69.46 per cent were female, 30.52 per cent were male, and 0.03 per cent were other.

The average age of public sector employees was 44 years, compared to 45 years at the same time last year.

Total public sector

AGE	FEMALE	MALE	OTHER	TOTAL
Up to 20	381	163	0	544
20 - 24	4,580	1,561	4	6,146
25 - 29	8,478	3,253	10	11,741
30 - 34	8,938	4,042	6	12,986
35 - 39	9,717	4,320	4	14,041
40 - 44	9,445	4,105	4	13,554
45 - 49	9,256	4,231	4	13,491
50 - 54	9,478	4,225	2	13,705
55 - 59	8,416	3,782	3	12,201
60 - 64	6,826	2,971	2	9,799
65+	3,135	1,707	0	4,842
Total	78,650	34,360	39	113,050

⁴ 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	343	131	0	474
20 - 24	4,439	1,409	4	5,853
25 - 29	8,246	3,040	9	11,295
30 - 34	8,648	3,769	4	12,421
35 - 39	9,355	3,977	4	13,336
40 - 44	9,104	3,768	4	12,876
45 - 49	8,924	3,909	4	12,837
50 - 54	9,171	3,866	2	13,039
55 - 59	8,159	3,527	3	11,689
60 - 64	6,654	2,797	2	9,453
65+	3,072	1,621	0	4,693
Grand Total	76,115	31,814	36	107,966

Non-Budget Entity

AGE	FEMALE	MALE	OTHER	TOTAL
Up to 20	2	2	0	4
20 - 24	21	6	0	27
25 - 29	41	20	0	61
30 - 34	42	23	0	65
35 - 39	44	27	0	71
40 - 44	44	19	0	63
45 - 49	52	11	0	63
50 - 54	48	29	0	77
55 - 59	36	16	0	52
60 - 64	27	8	0	35
65+	8	6	0	14
Grand Total	365	167	0	532

Public Financial Corporations Sector

AGE	FEMALE	MALE	OTHER	TOTAL
Up to 20	0	0	0	0
20 - 24	7	5	0	12
25 - 29	17	15	0	32
30 - 34	24	28	0	52
35 - 39	54	44	0	98
40 - 44	51	45	0	96
45 - 49	49	43	0	92
50 - 54	64	47	0	111
55 - 59	37	33	0	70
60 - 64	31	20	0	51
65+	10	9	0	19
Grand Total	344	289	0	633

Public Non-Financial Corporations Sector

AGE	FEMALE	MALE	OTHER	TOTAL
Up to 20	36	30	0	66
20 - 24	113	141	0	254
25 - 29	174	178	1	353
30 - 34	224	222	2	448
35 - 39	264	272	0	536
40 - 44	246	273	0	519
45 - 49	231	268	0	499
50 - 54	195	283	0	478
55 - 59	184	206	0	390
60 - 64	114	146	0	260
65+	45	71	0	116
Grand Total	1,826	2,090	3	3,919

Employee types

APPOINTMENT TYPES

The South Australian public sector comprised of 57.21 per cent ongoing positions and 42.79 per cent contracts, casual or other types of employment. This represents a 0.80 of a per cent increase in ongoing employment, a 34.18 per cent reduction in long term contracts, and a 31.07 per cent increase in short term contracts. There was a 3.11 per cent increase in casual employment.

South Australian public sector employees by appointment type

Total public sector

APPOINTMENT TYPE	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Ongoing	67,245	66,495	65,802	64,164	64,678
Long-term contract	7,504	7,281	7,250	12,720	8,372
Short-term contract	22,275	23,224	24,899	21,955	28,776
Casual	10,838	10,457	8,944	10,449	10,774
Other	403	549	539	448	450
TOTAL	108,265	108,006	107,434	109,736	113,050

General Government Sector

APPOINTMENT TYPE	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Ongoing	64,248	63,510	62,665	61,006	61,526
Long-term contract	6,650	6,519	6,588	12,048	7,663
Short-term contract	21,795	22,742	24,454	21,513	28,257
Casual	9,952	9,694	8,605	9,826	10,087
Other	368	483	488	415	433
TOTAL	103,013	102,948	102,800	104,808	107,966

Non-Budget Entity

APPOINTMENT TYPE	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Ongoing	286	281	311	326	345
Long-term contract	53	49	43	49	45
Short-term contract	101	79	77	85	137
Casual	19	8	9	15	3
Other	2	1	0	2	2
TOTAL	461	418	440	477	532

Public Financial Corporations Sector

APPOINTMENT TYPE	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Ongoing	434	460	431	452	463
Long-term contract	95	93	83	110	142
Short-term contract	37	33	52	38	26
Casual	2	3	3	3	0
Other	1	3	2	2	2
TOTAL	569	592	571	605	633

Public Non-Financial Corporations Sector

APPOINTMENT TYPE	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Ongoing	2,277	2,244	2,395	2,380	2,344
Long-term contract	706	620	536	513	522
Short-term contract	342	370	316	319	356
Casual	865	752	327	605	684
Other	32	62	49	29	13
TOTAL	4,222	4,048	3,623	3,846	3,919

FRONTLINE AND BACK-OFFICE

Of the 89,518 FTE within the General Government Sector as of June 2022:

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

Public sector FTE providing 'frontline' services increased by 1,732 (2.71 per cent) and 'back office' FTE increased by 926 (4.02 per cent).

FTE BY EMPLOYEE TYPE

General Government Sector - frontline

EMPLOYEE TYPE	EMPLOYEE SUB-TYPE	JUNE 21	JUNE 22
Disability Services Officers		1,261	1,387
Education Act		16,012	16,054
Emergency Services		2,222	2,272
Executive ⁵		852	909
Medical Officers		3,656	3,852
Nurses		14,473	15,782
Police Act		4,698	4,582
PS Act/Public Sector Salaried			
	Allied Health Professionals	4,779	5,012
	Correctional Officers	933	951
	Operational Services	3,438	3,397
	Technical Services	728	718
School Services Officers		6,038	5,989
TAFE Act		1,056	1,012
Weekly Paid	Government Services	507	502
	Health Ancillary Employee	2,602	2,684
	Other Weekly Paid	560	441
TOTAL		63,814	65,546

⁵ Some executives may be included in other categories. Please refer to Table 9 for detailed reporting of executives in the South Australian Public Sector.

General Government Sector - back-office

EMPLOYEE TYPE	EMPLOYEE SUB-TYPE	JUNE 21	JUNE 22
Executive ⁶		752	778
Other		1,717	1,783
PS Act/Public Sector Salaried		1,048	1,339
	Administrative Services	18,023	18,547
	Professional Officers	1,505	1,523
TOTAL		23,045	23,971

⁶ Some executives may be included in other categories. Please refer to Table 9 for detailed reporting of executives in the South Australian Public Sector.

SA public sector by employee and appointment types

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		1,328	1,252	24	20	76	70	83	45			1,511	1,387
Education Act		8,092	7,068	2,150	2,062	6,766	5,925	2,482	999			19,490	16,054
Emergency Services		2,133	1,832	18	17	459	417	2	2	8	5	2,620	2,272
Executive		22	22	1,539	1,529	242	239	1	1	69	69	1,873	1,858
Medical Officers		1,709	1,083	351	287	2,772	2,441	31	8	205	33	5,068	3,852
Nurses		12,875	10,603	662	564	4,237	3,528	2,404	1,077	18	11	20,196	15,782
Other		2,768	2,588	636	591	852	732	603	256	64	43	4,923	4,209
Police Act		4,694	4,582									4,694	4,582
PS Act/Public Sector Salaried		1,060	972	200	176	463	398	467	113	2	2	2,192	1,660
	Administrative Services	13,774	12,805	1,595	1,523	5,522	5,068	842	455	61	36	21,794	19,887
	Allied Health Professionals	3,055	2,611	363	308	2,486	2,072	155	55	11	9	6,070	5,056
	Correctional Officers	896	888			64	63					960	951
	Operational Services	2,139	1,901	367	337	805	702	1,039	493	2	1	4,352	3,433
	Professional Officers	1,168	1,103	160	151	294	267	12	7	2	1	1,636	1,529
	Technical Services	545	497	21	17	202	177	59	27			827	718
School Services Officers		4,180	3,291	148	116	3,001	2,156	1,170	425			8,499	5,989
TAFE Act		937	851	19	19	116	100	149	42			1,221	1,012
Weekly Paid	Government Services	392	317	42	31	138	87	129	67	1	1	702	502
	Health Ancillary Employee	2,525	2,024	59	43	254	196	842	417	6	5	3,686	2,684
	Other Weekly Paid	386	380	18	16	27	24	304	55	1	1	736	476
TOTAL		64,678	56,669	8,372	7,806	28,776	24,661	10,774	4,543	450	216	113,050	93,896

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

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	766	12	29	77	884
	Call or Contact Centre Information Clerks	618	36	20	202	876
	Clerical and Office Support Workers	867	7	34	69	977
	Contract, Program and Project Administrators	2,376	15	16	98	2,505
	Financial and Insurance Clerks	1	67	45	11	124
	General Clerks	6,550	11	16	158	6,735
	Keyboard Operators	5	1	0	0	6
	Logistics Clerks	110	0	1	29	140
	Miscellaneous Clerical and Administrative Workers	1,532	25	43	276	1,876
	Office and Practice Managers	547	2	1	32	582
	Personal Assistants and Secretaries	511	60	6	12	589
	Receptionists	74	5	1	46	126
Clerical and administrative workers total		13,957	241	212	1,010	15,420
Community and Personal Service Workers	Child Carers	112	0	0	0	112
	Defence Force Members, Fire Fighters and Police	5,621	0	0	0	5,621
	Education Aides	9,715	0	0	0	9,715
	Health and Welfare Support Workers	6,259	0	23	69	6,351
	Hospitality Workers	32	0	0	248	280
	Personal Carers and Assistants	5,416	0	2	5	5,423
	Personal Service and Travel Workers	351	0	0	1	352
	Prison and Security Officers	1,304	0	0	47	1,351
	Sports and Fitness Workers	229	0	0	0	229

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		29,039	0	25	370	29,434
Labourers	Cleaners and Laundry Workers	767	0	0	103	870
	Construction and Mining Labourers	55	0	0	8	63
	Farm, Forestry and Garden Workers	73	0	0	28	101
	Food Preparation Assistants	536	0	0	27	563
	Food Process Workers	4	0	0	0	4
	Miscellaneous Factory Process Workers	8	0	0	0	8
	Miscellaneous Labourers	675	0	0	86	761
Labourers Total		2,118	0	0	252	2,370
Machinery Operators and Drivers	Automobile, Bus and Rail Drivers	248	0	0	0	248
	Delivery Drivers	3	0	0	0	3
	Machine Operators	42	0	0	0	42
	Mobile Plant Operators	7	0	0	1	8
	Stationary Plant Operators	3	0	0	248	251
	Storepersons	65	0	0	7	72
	Truck Drivers	4	0	0	0	4
Machinery Operators and Drivers Total		372	0	0	256	628
Managers	Accommodation and Hospitality Managers	107	0	0	3	110
	Advertising, Public Relations and Sales Managers	47	4	2	12	65
	Business Administration Managers	776	15	20	53	864
	Chief Executives, General Managers and Legislators	1,162	17	32	64	1,275
	Construction, Distribution and Production Managers	95	5	2	47	149
	Education, Health and Welfare Services Managers	3,542	0	11	22	3,575
	Farmers and Farm Managers	1	0	1	0	2
	ICT Managers	198	6	19	32	255
	Miscellaneous Hospitality, Retail and Service Managers	95	0	0	88	183
	Miscellaneous Specialist Managers	991	4	36	220	1,251
	Other	1	0	0	0	1

ANZSCO MAJOR GROUP	MINOR GROUP	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	TOTAL
	Retail Managers	1	1	0	0	2
Managers Total		7,016	52	123	541	7,732
Other / Not Stated	Not Stated	861	1	4	169	1,035
	Other	298	0	0	0	298
Other / Not Stated Total		1,159	1	4	169	1,333
Professionals	Accountants, Auditors and Company Secretaries	677	8	26	89	800
	Air and Marine Transport Professionals	16	0	0	0	16
	Architects, Designers, Planners and Surveyors	144	5	0	20	169
	Arts Professionals	23	4	0	1	28
	Business and Systems Analysts, and Programmers	420	13	59	76	568
	Database and Systems Administrators, and ICT Security Specialists	184	2	10	9	205
	Engineering Professionals	224	0	0	79	303
	Financial Brokers and Dealers, and Investment Advisers	6	5	19	5	35
	Health Diagnostic and Promotion Professionals	1,985	0	0	22	2,007
	Health Therapy Professionals	1,896	0	0	0	1,896
	Human Resource and Training Professionals	617	4	14	27	662
	ICT Network and Support Professionals	351	2	6	31	390
	Information and Organisation Professionals	1,375	17	108	75	1,575
	Legal Professionals	480	128	5	2	615
	Media Professionals	30	2	0	9	41
	Medical Practitioners	5,080	0	0	0	5,080
	Midwifery and Nursing Professionals	16,621	0	0	1	16,622
	Miscellaneous Education Professionals	355	3	0	6	364
	Natural and Physical Science Professionals	1,599	0	0	73	1,672
	Sales, Marketing and Public Relations Professionals	339	12	12	88	451
	School Teachers	15,076	0	0	0	15,076
	Social and Welfare Professionals	2,927	6	0	109	3,042
	Tertiary Education Teachers	1,212	0	0	0	1,212

ANZSCO MAJOR GROUP	MINOR GROUP	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	TOTAL
Professionals Total		51,637	211	259	722	52,829
Sales Workers	Checkout Operators and Office Cashiers	2	0	0	0	2
	Insurance Agents and Sales Representatives	5	8	5	4	22
	Miscellaneous Sales Support Workers	22	0	0	6	28
	Real Estate Sales Agents	56	0	1	18	75
	Sales Assistants and Salespersons	33	4	0	24	61
Sales Workers Total		118	12	6	52	188
Technicians and Trades Workers	Agricultural, Medical and Science Technicians	1,287	0	0	96	1,383
	Animal Attendants and Trainers, and Shearers	31	0	0	0	31
	Automotive Electricians and Mechanics	41	0	0	3	44
	Bricklayers, and Carpenters and Joiners	10	0	0	2	12
	Building and Engineering Technicians	233	0	0	57	290
	Electricians	27	0	0	53	80
	Electronics and Telecommunications Trades Workers	25	0	0	0	25
	Fabrication Engineering Trades Workers	3	0	0	26	29
	Floor Finishers and Painting Trades Workers	3	0	0	1	4
	Food Trades Workers	162	0	0	58	220
	Horticultural Trades Workers	60	0	0	13	73
	ICT and Telecommunications Technicians	494	6	3	67	570
	Mechanical Engineering Trades Workers	31	0	0	41	72
	Miscellaneous Technicians and Trades Workers	131	9	1	125	266
	Plumbers	7	0	0	0	7
	Printing Trades Workers	1	0	0	0	1
	Textile, Clothing and Footwear Trades Workers	4	0	0	5	9
Technicians and Trades Workers Total		2,550	15	4	547	3,116
TOTAL		107,966	532	633	3,919	113,050

Diversity and Inclusion

ABORIGINAL EMPLOYEES IN THE SA PUBLIC SECTOR

Aboriginal employees represented 2.12 per cent of the public sector workforce or 2,400 employees who identified as Aboriginal. During the reporting period, the number of Aboriginal employees increased by 3.58 per cent, compared to an overall headcount growth of 3.02 per cent. This data may under-represent the true level of Aboriginal employment due to reliance on employees self-identifying their status.

Total public sector

	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Identified as Aboriginal	2,154	2,232	2,291	2,317	2,400
Non-Aboriginal	82,312	82,520	83,538	86,180	90,232
Unknown / Not Stated	23,799	23,254	21,605	21,239	20,418
TOTAL	108,265	108,006	107,434	109,736	113,050

General Government Sector

	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Identified as Aboriginal	2,044	2,114	2,183	2,194	2,285
Non-Aboriginal	78,386	78,639	79,886	82,264	86,146
Unknown / Not Stated	22,583	22,195	20,731	20,350	19,535
TOTAL	103,013	102,948	102,800	104,808	107,966

Non-Budget Entity

	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Identified as Aboriginal	5	5	6	7	8
Non-Aboriginal	395	351	372	411	466
Unknown / Not Stated	61	62	62	59	58
TOTAL	461	418	440	477	532

Public Financial Corporations Sector

	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Identified as Aboriginal	3	4	3	5	5
Non-Aboriginal	479	513	504	535	556
Unknown / Not Stated	87	75	64	65	72
TOTAL	569	592	571	605	633

Public Non-Financial Corporations Sector

	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Identified as Aboriginal	102	109	99	111	102
Non-Aboriginal	3,052	3,017	2,776	2,970	3,064
Unknown / Not Stated	1,068	922	748	765	753
TOTAL	4,222	4,048	3,623	3,846	3,919

EMPLOYEES WITH A DECLARED DISABILITY

Employees with a declared disability in the SA public sector totalled 1,551 people, representing 1.37 per cent. This is an overall increase of 34 employees compared last year⁷.

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

EMPLOYEES IDENTIFIED WITH A DECLARED DISABILITY	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
General Government Sector	1,324	1,338	1,388	1,423	1,465
Non-Budget Entity	4	5	5	7	7
Public Financial Corporations Sector	5	9	7	7	7
Public Non-Financial Corporations Sector	94	82	82	80	72
TOTAL	1,427	1,434	1,482	1,517	1,551

Percentage of SA public sector employees with a declared disability

% EMPLOYEES IDENTIFIED WITH A DECLARED DISABILITY	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
General Government Sector	1.29%	1.30%	1.35%	1.36%	1.36%
Non-Budget Entity	0.87%	1.20%	1.14%	1.47%	1.32%
Public Financial Corporations Sector	0.88%	1.52%	1.23%	1.16%	1.11%
Public Non-Financial Corporations Sector	2.23%	2.03%	2.26%	2.08%	1.84%
TOTAL	1.32%	1.33%	1.38%	1.38%	1.37%

⁷ 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

Part-time⁸ employees represented 45.94 per cent of the workforce as of June 2022, an increase of 3.71 per cent, while full-time employment increased by 2.44 per cent to 54.06 per cent.

Total public sector

	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Full Time	59,124	59,566	59,443	59,662	61,117
Part Time	49,141	48,440	47,991	50,074	51,933
TOTAL	108,265	108,006	107,434	109,736	113,050

General Government Sector

	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Full-time	55,459	55,984	55,850	56,027	57,445
Part-time	47,554	46,964	46,950	48,781	50,521
TOTAL	103,013	102,948	102,800	104,808	107,966

Non-Budget Entity

	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Full-time	319	303	329	348	400
Part-time	142	115	111	129	132
TOTAL	461	418	440	477	532

Public Financial Corporations Sector

	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Full-time	470	480	472	512	544
Part-time	99	112	99	93	89
TOTAL	569	592	571	605	633

Public Non-Financial Corporations Sector

	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Full-time	2,876	2,799	2,792	2,775	2,728
Part-time	1,346	1,249	831	1,071	1,191
TOTAL	4,222	4,048	3,623	3,846	3,919

⁸ For reporting purposes, all employees in casual employment are recorded as part-time employees.

Executives

SA PUBLIC SECTOR EXECUTIVES

The number of executives increased by 73 (4.11 per cent) across the workforce, and the General Government Sector increased by 60 executives (3.72 per cent). There are 32 more executives in the Department for Education, of which 20 are attributed to new principals and pre-school directors⁹, and 12 are supporting the delivery of the department's strategic agenda. Overall, executives comprised of 1.64 per cent of the public sector workforce.

There were 1070 female executives and 778 male executives. Compared to June 2021 the proportion of female executives increased from 57.04 per cent to 57.87 per cent. Please refer to Appendix B for a definition of an executive.

Total public sectors

EXECUTIVES	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Female	673	680	727	1,013	1,070
Male	690	648	651	763	778
Other	0	0	0	0	1
Total	1,363	1,328	1,378	1,776	1,849

General Government Sector

EXECUTIVES	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Female	629	633	666	948	1,003
Male	607	567	560	667	671
Other	0	0	0	0	1
Total	1,236	1,200	1,226	1,615	1,675

Non-Budget Entity

EXECUTIVES	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Female	8	10	11	11	13
Male	11	9	9	11	13
Total	19	19	20	22	26

⁹ Since 2021, the Department for Education include Preschool Directors – Level 2 and Level 3 and Principal Bands A-4 to A-9 in the definition for executive leaders. The bands may show increased executive count year-on-year due to salary increases that result in these bands exceeding the salary threshold of \$123,648 for an executive.

Public Financial Corporations Sector

EXECUTIVES	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Female	15	14	20	22	22
Male	25	27	28	33	41
TOTAL	40	41	48	55	63

Public Non-Financial Corporations Sector

EXECUTIVES	JUNE 18	JUNE 19	JUNE 20	JUNE 21	JUNE 22
Female	21	23	30	32	32
Male	47	45	54	52	53
TOTAL	68	68	84	84	85

Graduates, trainees, and apprentices

SKILLING SA PUBLIC SECTOR PROJECT

The OCPSE has driven the Skilling SA Public Sector Project to support more than 2,600 participants to undertake a vocational qualification in the public sector over four years. More information can be found online at the [Skilling SA webpage](#).

Through the 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.

In the year to 30 June 2022, 316 people were employed in the public sector through the project, of which 252 (or 79.7 per cent) were trainees, 57 (or 18.0 per cent) were graduates, and 7 (or 2.2 per cent) were apprentices. A further 125 people were employed by a group training organisation and working in the public sector during that time.

The project finished on 30 June 2022, exceeding the 4-year target of 2,688 training commencements across the public sector.

Skilling SA commencements by headcount

PATHWAY	JUNE 2021 ¹⁰	JUNE 2022
Employed in public sector	261	316
Employed by a group training organisation	35	125
Upskill of existing public sector employee	486	469
TOTAL	782	910

This data only represents graduates, trainees and apprentices participating in the Skilling SA Public Sector Project and does not represent the total 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.

¹⁰ Due to delays in training contract approvals and subsequent reporting, data for 2020-21 has been updated since the 2021 Workforce Information Report was published.

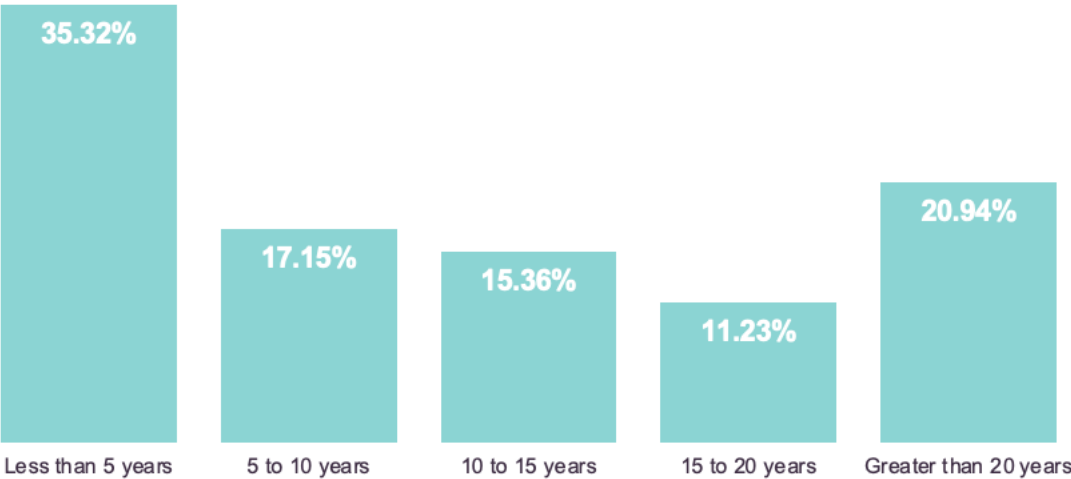
Length of service

RETENTION OF PUBLIC SECTOR EMPLOYEES

- As of 30 June 2022:
- 64.68 per cent of employees have worked in the public sector for more than five years.
- 12.77 per cent of employees have worked in the public sector for less than one year.

The average employee works in the sector for 12 years.

SA public sector length of service summary



Length of service in the SA public service

LENGTH OF SERVICE	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	TOTAL
< 12 Months	13,475	127	105	728	14,435
1 to < 2 Years	7,602	42	85	331	8,060
2 to < 3 Years	5,641	40	48	320	6,049
3 to < 4 Years	5,349	22	37	205	5,613
4 to < 5 Years	5,505	21	43	207	5,776
5 to < 10 Years	18,517	106	116	649	19,388
10 to < 15 Years	16,719	68	68	511	17,366
15 to < 20 Years	12,219	39	52	383	12,693
20 to < 25 Years	8,075	24	38	200	8,337
25 + Years	14,864	43	41	385	15,333
Grand Total	107,966	532	633	3,919	113,050

Length of service at employees' current agencies

58.83 per cent of employees have worked at their current agency for more 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	16,753	149	124	783	17,809
1 to < 2 Years	8,922	51	96	370	9,439
2 to < 3 Years	6,665	45	54	333	7,097
3 to < 4 Years	6,696	28	50	733	7,507
4 to < 5 Years	6,565	20	46	177	6,808
5 to < 10 Years	19,004	97	106	509	19,716
10 to < 15 Years	15,904	66	66	426	16,462
15 to < 20 Years	9,968	33	39	267	10,307
20 to < 25 Years	6,300	20	28	115	6,463
25 + Years	11,189	23	24	206	11,442
Grand Total	107,966	532	633	3,919	113,050

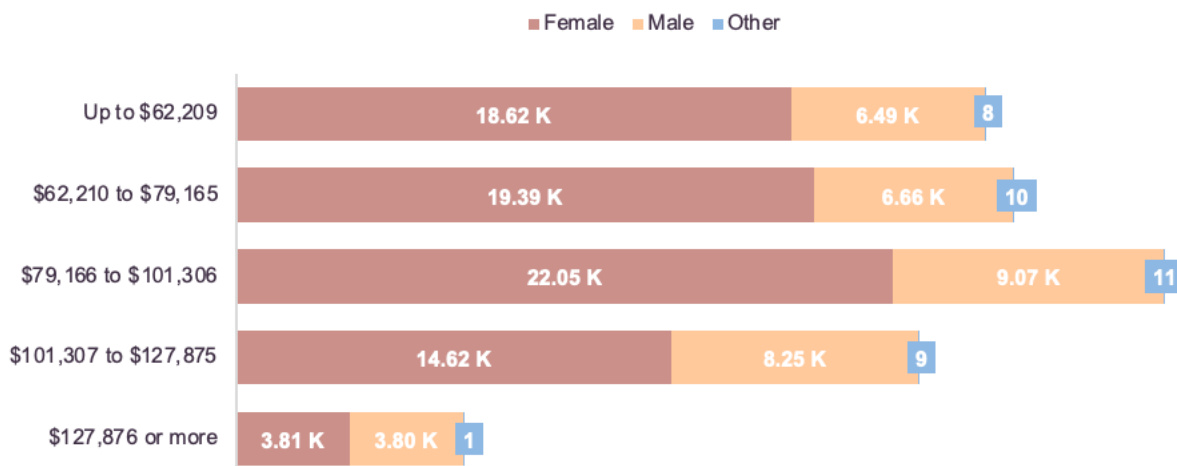
Salaries

SUMMARY OF SA PUBLIC SECTOR EMPLOYEES BY SALARY AND GENDER

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

- 22.21 per cent of employees earn a base salary between \$1 - \$62,209, predominantly in entry level type roles.
- 50.60 per cent earn a base salary between \$62,210 - \$101,306 across frontline and middle management type roles.
- 20.24 per cent of employees earn a base salary between \$101,307 - \$127,875 which covers more senior managers or employees with technical expertise.
- 6.73 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 2021-22 was \$89,984 (an increase of 1.85 per cent compared to 2020-21).



SA PUBLIC SECTOR EMPLOYEES BY SALARY AND GENDER

Total public sector

SALARY	FEMALE	MALE	OTHER	TOTAL
Up to \$62,209	18,616	6,488	8	25,112
\$62,210 to \$79,165	19,393	6,663	10	26,066
\$79,166 to \$101,306	22,051	9,072	11	31,134
\$101,307 to \$127,875	14,620	8,250	9	22,879
\$127,876 or more	3,808	3,800	1	7,609
Not stated	162	88	0	250
TOTAL	78,650	34,361	39	113,050

General Government Sector

SALARY	FEMALE	MALE	OTHER	TOTAL
Up to \$62,209	17,959	5,878	7	23,844
\$62,210 to \$79,165	18,616	6,056	8	24,680
\$79,166 to \$101,306	21,489	8,509	11	30,009
\$101,307 to \$127,875	14,252	7,789	9	22,050
\$127,876 or more	3,642	3,496	1	7,139
Not stated	157	87	0	244
TOTAL	76,115	31,815	36	107,966

Non-Budget Entity

SALARY	FEMALE	MALE	OTHER	TOTAL
Up to \$62,209	60	8	0	68
\$62,210 to \$79,165	152	60	0	212
\$79,166 to \$101,306	80	39	0	119
\$101,307 to \$127,875	54	44	0	98
\$127,876 or more	18	15	0	33
Not stated	1	1	0	2
TOTAL	365	167	0	532

Public Financial Corporations Sector

SALARY	FEMALE	MALE	OTHER	TOTAL
Up to \$62,209	23	9	0	32
\$62,210 to \$79,165	71	38	0	109
\$79,166 to \$101,306	99	67	0	166
\$101,307 to \$127,875	113	95	0	208
\$127,876 or more	38	80	0	118
TOTAL	344	289	0	633

Public Non-Financial Corporations Sector

SALARY	FEMALE	MALE	OTHER	TOTAL
Up to \$62,209	574	593	1	1,168
\$62,210 to \$79,165	554	509	2	1,065
\$79,166 to \$101,306	383	457	0	840
\$101,307 to \$127,875	201	322	0	523
\$127,876 or more	110	209	0	319
Not stated	4	0	0	4
TOTAL	1,826	2,090	3	3,919

Sick leave and carer's leave

AVERAGE LEAVE DAYS PAID AND UNPAID PER FTE

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

The average sick leave/family carer's leave days per FTE increased from 10.2 days to 11.7 days this year.

Agency Name	2021	2022
Adelaide Cemeteries Authority	8.6	12.9
Adelaide Festival Centre Trust	7.7	6.0
Adelaide Festival Corporation	0.8	3.1
Adelaide Venue Management Corporation	4.7	4.5
Alinytjara Wilurara Landscape Board	6.4	5.6
Art Gallery of South Australia	9.2	10.7
Attorney-General's Department	8.7	9.9
Auditor-General's Department	7.4	10.7
Barossa Hills Fleurieu Local Health Network	12.8	13.9
Carclew Youth Arts Centre Incorporated	8.4	8.2
Central Adelaide Local Health Network	13.1	14.6
Commission on Excellence and Innovation in Health	9.0	4.9
Country Arts SA	0.1	0.1
Courts Administration Authority	10.5	13.2
CTP Regulator	6.5	8.6
Defence SA	4.6	4.8
Department for Child Protection	11.2	12.5
Department for Correctional Services	13.8	15.1
Department for Education	8.0	9.5
Department for Energy and Mining	7.5	7.7
Department for Environment and Water	7.7	8.6
Department for Health and Wellbeing	7.8	9.6
Department for Infrastructure and Transport	6.9	6.6
Department for Innovation and Skills	6.3	9.2
Department for Trade and Investment	7.8	10.3
Department of Human Services	13.2	15.2
Department of Primary Industries and Regions	8.4	9.8
Department of the Premier and Cabinet	6.6	7.6
Department of Treasury and Finance	10.2	11.7
Education Standards Board	8.7	9.8
Electoral Commission of South Australia	6.6	6.5
Electorate Services	7.0	7.6
Environment Protection Authority	8.1	12.2

Agency Name	2021	2022
Essential Services Commission of South Australia	6.7	7.1
Eyre and Far North Local Health Network	13.0	12.8
Eyre Peninsula Landscape Board	6.9	9.9
Flinders and Upper North Local Health Network	13.9	14.3
ForestrySA	7.9	5.1
Funds SA	3.7	4.9
Government House	11.3	6.3
Green Industries SA	8.7	8.3
Hills and Fleurieu Landscape Board	6.4	6.1
History Trust of South Australia	4.9	6.7
HomeStart Finance	7.1	6.9
Independent Commissioner Against Corruption	9.0	8.2
Infrastructure SA	3.6	1.1
Jam Factory Contemporary Craft and Design	3.8	4.1
Kangaroo Island Landscape Board	6.5	7.0
Legal Profession Conduct Commission	0.1	9.4
Legal Services Commission	9.0	9.0
Legislature (Including Members)	6.3	5.5
Lifetime Support Authority of South Australia	7.0	10.8
Limestone Coast Landscape Board	9.4	8.9
Limestone Coast Local Health Network	12.9	12.4
Murraylands and Riverland Landscape Board	5.2	9.9
Northern Adelaide Local Health Network	14.2	16.0
Northern and Yorke Landscape Board	9.6	8.4
Office for Recreation, Sport and Racing	6.7	6.6
Office of the Commissioner for Public Sector Employment	5.9	8.4
Office of the South Australian Productivity Commission	5.4	6.0
Premier's Delivery Unit ¹¹		8.5
Public Trustee	11.6	11.4
Renewal SA	4.9	4.8
ReturnToWorkSA	9.3	10.9
Riverland Mallee Coorong Local Health Network	14.6	14.4
SA Ambulance Service	14.0	15.1
SA Housing Authority	10.1	11.2
SA Water	8.7	9.5
SACE Board of South Australia	8.6	9.0
South Australia Arid Lands Landscape Board	5.9	7.1
South Australia Police	10.0	11.3
South Australian Country Fire Service	8.0	8.6

¹¹ Premier's Delivery Unit was established on the 14th of April 2022, therefore average sick leave/carer's leave days per FTE reported as of 30 June 2022 is based on less than six months of workforce data.

Agency Name	2021	2022
South Australian Film Corporation	7.6	5.9
South Australian Fire and Emergency Services Commission	7.1	8.1
South Australian Government Financing Authority	5.1	8.8
South Australian Metropolitan Fire Service	15.5	18.5
South Australian Museum	7.5	6.8
South Australian State Emergency Services	5.9	6.5
South Australian Tourism Commission	5.4	5.6
Southern Adelaide Local Health Network	14.5	15.3
State Library of South Australia	11.4	11.7
State Theatre Company of South Australia	5.0	9.4
Study Adelaide	0.1	5.6
Super SA	15.6	11.7
TAFE SA	8.7	9.1
Teachers Registration Board	10.6	10.2
Wellbeing SA	8.1	7.7
West Beach Parks	5.9	8.5
Women's and Children's Health Network	13.6	14.1
Yorke and Northern Local Health Network	14.0	14.0
Other agencies with less than 10 FTE	6.2	13.0
Total	10.2	11.7

Employee movement

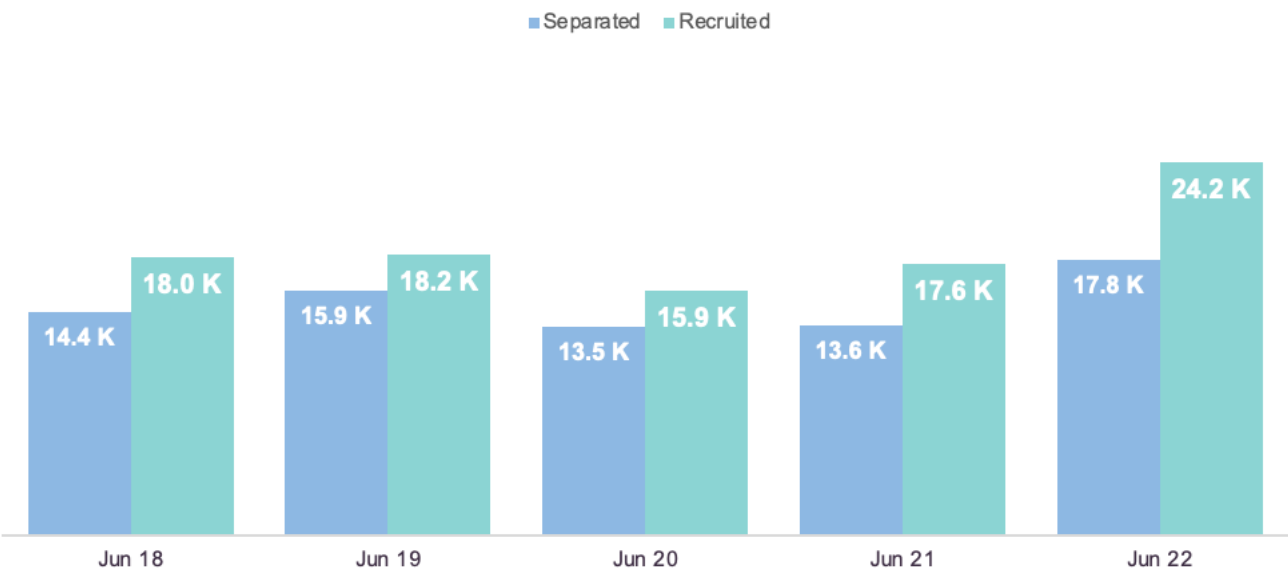
SUMMARY

- Total public sector agency recruitments increased by 37.08 per cent to 24,165 compared to 17,628 last year.
- Total public sector agency separations increased by 31.25 per cent to 17,849 compared to 13,501 last year.

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

- 21.38 per cent of the total workforce were recruited to an agency between 1 July 2021 and 30 June 2022, (including recruitments from other agencies), compared to 16.06 per cent of the workforce in the previous period.
- 15.79 per cent of the total workforce separated from an agency between 1 July 2021 and 30 June 2022 (including separations to other agencies), compared to 12.39 per cent of the workforce in the previous period.

SA public sector recruitment and separation summary



RECRUITMENT

All employees appointed to a position within an individual public sector organisation between 1 July 2021 and 30 June 2022 are captured in this report, regardless of whether they were still employees of the organisation in the last pay period of June 2022. It excludes employees who have returned from extended leave without pay, or who were already employees of the organisation (for example, they have been appointed to a position in the same agency in which they are already working or have returned from contract employment in another agency).

This section does not specify new employees recruited to the South Australian public sector, only the number of employees who started in a public sector organisation between 1 July 2021 and 30 June 2022 and consequently may have originated from another position within the sector.

Employees recruited in an SA public sector organisation

EMPLOYEE TYPE	GENERAL GOVERNMENT SECTOR	NON- BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON- FINANCIAL CORPORATIONS SECTOR	TOTAL
Disability Services Officers	331	0	0	0	331
Emergency Services	311	0	0	0	311
Executive	166	6	9	17	198
Medical Officers	1,733	0	0	0	1,733
Nurses	5,543	0	0	0	5,543
Police Act	129	0	0	0	129
PS Act/Public Sector Salaried	9,799	157	75	253	10,284
School Services Officers	1,441	0	0	0	1,441
TAFE Act	206	0	0	0	206
Weekly Paid	1,107	0	0	87	1,194
Other	710	50	55	739	1,554
Education and Children's Services Act	1,241	0	0	0	1,241
TOTAL	22,717	213	139	1,096	24,165

SEPARATIONS

Separations describe employees who permanently left their individual agency during the reporting period. 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 within the following categories:

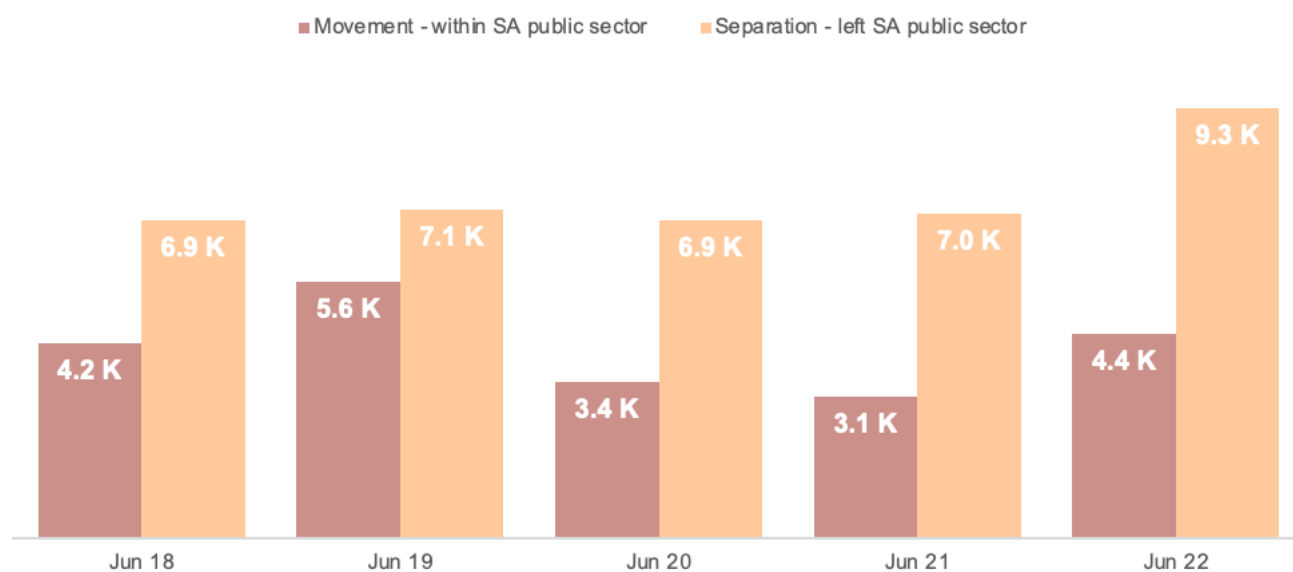
- Movement includes employees who moved internally within the South Australian public sector. This includes employees moving to a different role within the same agency or transferring to a different agency.
- Separation includes employees who left the workforce to work outside of the public sector to who left due to:
 - a Targeted Voluntary Separation Package (TVSP)
 - a worker's compensation settlement
 - death
 - retirement
 - ill health
 - study
 - family responsibilities.
- Not stated includes those who ended employment in a role between 1 July 2021 and 30 June 2022, but whose subsequent employment was not specified. Reasons for ending employment in a role include dismissal, end of contract, 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 sector.

Multiple payroll systems in the 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



Public sector separations

AGENCY	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	TOTAL
Movement - within SA public sector	4,332	24	10	66	4,432
Separation - left SA public sector	8,549	60	46	678	9,333
Not stated	3,709	18	56	301	4,084
TOTAL	16,590	102	112	1,045	17,849

Employee separation type

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	10	0	0	0	10
	Separation - left SA Public Sector	119	0	0	0	119
	Not Stated	29	0	0	0	29
Emergency Services	Movement - within SA Public Sector	10	0	0	0	10
	Separation - left SA Public Sector	112	0	0	0	112
	Not Stated	38	0	0	0	38
Executive	Movement - within SA Public Sector	62	0	1	1	64
	Separation - left SA Public Sector	122	3	5	15	145
	Not Stated	28	0	2	2	32
Medical Officers	Movement - within SA Public Sector	717	0	0	0	717
	Separation - left SA Public Sector	318	0	0	0	318
	Not Stated	315	0	0	0	315
Nurses	Movement - within SA Public Sector	1,138	0	0	0	1,138
	Separation - left SA Public Sector	1,771	0	0	0	1,771
	Not Stated	397	0	0	0	397
Police Act	Movement - within SA Public Sector	2	0	0	0	2
	Separation - left SA Public Sector	133	0	0	0	133
	Not Stated	69	0	0	0	69
PS Act/Public Sector Salaried	Movement - within SA Public Sector	2,159	24	8	41	2,232
	Separation - left SA Public Sector	3,721	48	34	172	3,975
	Not Stated	1,292	18	22	62	1,394
School Services Officers	Movement - within SA Public Sector	13	0	0	0	13
	Separation - left SA Public Sector	359	0	0	0	359
	Not Stated	596	0	0	0	596
TAFE Act	Movement - within SA Public Sector	4	0	0	0	4
	Separation - left SA Public Sector	88	0	0	0	88
	Not Stated	110	0	0	0	110

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	106	0	0	1	107
	Separation - left SA Public Sector	746	0	0	66	812
	Not Stated	137	0	0	39	176
Other	Movement - within SA Public Sector	103	0	1	23	127
	Separation - left SA Public Sector	267	9	7	425	708
	Not Stated	87	0	32	198	317
Education Act	Movement - within SA Public Sector	8	0	0	0	8
	Separation - left SA Public Sector	793	0	0	0	793
	Not Stated	611	0	0	0	611
TOTAL		16,590	102	112	1,045	17,849

Agency data – 30 June 2022

AGENCY NAME	FTE	FEMALE HEAD-COUNT	MALE HEAD-COUNT	OTHER HEAD-COUNT	FEMALE EXECUTIVE HEAD-COUNT	MALE EXECUTIVE HEAD-COUNT	OTHER EXECUTIVE HEAD-COUNT	ABORIGINAL EMPLOYEES HEAD-COUNT	EMPLOYEES WITH DISABILITY HEAD-COUNT	AVERAGE SALARY
Adelaide Cemeteries Authority	56	15	44	0	0	0	0	0	0	\$79,819
Adelaide Festival Centre Trust	118	174	118	2	0	2	0	2	1	\$73,618
Adelaide Festival Corporation	25	22	6	0	2	1	0	0	0	\$100,035
Adelaide Venue Management Corporation	364	307	324	1	2	4	0	12	5	\$55,847
Alinytjara Wilurara Landscape Board	13	9	6	0	0	0	0	1	0	\$92,828
Art Gallery of South Australia	67	59	21	0	1	1	0	5	2	\$79,765
Attorney-General's Department	1,419	989	533	1	43	38	0	39	48	\$102,392
Auditor-General's Department	125	71	62	0	2	6	0	3	4	\$94,430
Barossa Hills Fleurieu Local Health Network	1,947	2,230	375	0	4	0	0	49	21	\$84,730
Carclew Youth Arts Centre Incorporated	17	21	2	1	1	0	0	2	1	\$80,276
Central Adelaide Local Health Network	12,769	11,807	4,115	2	21	12	0	120	129	\$98,461
Commission on Excellence and Innovation in Health	39	32	10	0	2	1	0	2	0	\$119,148
Country Arts SA	57	75	34	0	0	1	0	11	5	\$62,451
Courts Administration Authority	643	465	245	0	6	1	0	18	6	\$76,112
CTP Regulator	24	14	11	0	1	2	0	0	0	\$117,144
Defence SA	27	20	9	0	2	5	0	1	2	\$130,639
Department for Child Protection	2,293	1,906	568	2	8	3	0	130	31	\$80,822
Department for Correctional Services	1,926	913	1,102	0	6	8	0	101	27	\$75,800
Department for Education	24,952	24,037	7,215	16	674	307	1	792	614	\$85,302
Department for Energy and Mining	328	154	185	0	4	19	0	2	8	\$107,348
Department for Environment and Water	1,238	674	676	0	10	14	0	38	24	\$87,476
Department for Health and Wellbeing	1,775	1,159	738	2	31	27	0	40	18	\$99,359

AGENCY NAME	FTE	FEMALE HEAD- COUNT	MALE HEAD- COUNT	OTHER HEAD- COUNT	FEMALE EXECUTIVE HEAD- COUNT	MALE EXECUTIVE HEAD- COUNT	OTHER EXECUTIVE HEAD- COUNT	ABORIGINAL EMPLOYEES HEAD- COUNT	EMPLOYEES WITH DISABILITY HEAD- COUNT	AVERAGE SALARY
Department for Infrastructure and Transport	2,111	919	1,317	1	13	37	0	82	48	\$89,456
Department for Innovation and Skills	307	190	128	0	9	11	0	3	6	\$106,533
Department for Trade and Investment	128	76	57	0	6	6	0	4	3	\$116,576
Department of Human Services	2,774	1,945	1,237	0	23	6	0	116	130	\$70,755
Department of Primary Industries and Regions	782	437	428	0	9	11	0	16	18	\$88,078
Department of the Premier and Cabinet	509	318	218	0	18	24	0	23	13	\$110,413
Department of Treasury and Finance	1,390	867	606	0	14	23	0	33	41	\$88,623
Education Standards Board	38	38	5	0	1	0	0	1	0	\$95,528
Electoral Commission of South Australia	33	18	16	0	0	3	0	0	0	\$83,905
Electorate Services	194	171	88	0	0	0	0	5	2	\$78,807
Environment Protection Authority	185	107	90	0	1	4	0	3	5	\$98,148
Essential Services Commission of South Australia	38	24	16	0	3	2	0	1	0	\$109,453
Eyre and Far North Local Health Network	808	975	100	0	1	0	0	44	7	\$72,672
Eyre Peninsula Landscape Board	25	13	14	0	0	0	0	3	0	\$84,072
Flinders and Upper North Local Health Network	806	874	129	0	0	1	0	54	11	\$77,115
ForestrySA	37	21	39	0	0	2	0	1	0	\$75,327
Funds SA	62	28	35	0	13	26	0	0	0	\$180,332
Government House	22	19	7	0	0	0	0	0	1	\$67,886
Green Industries SA	28	18	11	0	0	2	0	0	0	\$108,628
Health and Community Services Complaints Commissioner	11	6	5	0	0	0	0	0	2	\$97,032
Hills and Fleurieu Landscape Board	44	25	21	2	0	0	0	2	0	\$86,762
History Trust of South Australia	53	43	23	0	0	1	0	2	3	\$75,716
HomeStart Finance	115	60	58	0	1	4	0	0	0	\$100,243
Independent Commissioner Against Corruption	47	29	21	0	1	1	0	0	0	\$121,945
Infrastructure SA	11	7	4	0	0	2	0	0	0	\$137,445

AGENCY NAME	FTE	FEMALE HEAD- COUNT	MALE HEAD- COUNT	OTHER HEAD- COUNT	FEMALE EXECUTIVE HEAD- COUNT	MALE EXECUTIVE HEAD- COUNT	OTHER EXECUTIVE HEAD- COUNT	ABORIGINAL EMPLOYEES HEAD- COUNT	EMPLOYEES WITH DISABILITY HEAD- COUNT	AVERAGE SALARY
Jam Factory Contemporary Craft and Design	27	27	12	0	1	1	0	1	0	\$68,083
Kangaroo Island Landscape Board	36	19	19	0	0	0	0	1	1	\$75,870
Legal Profession Conduct Commission	16	15	5	0	1	1	0	0	0	\$129,939
Legal Services Commission	219	173	63	0	4	6	0	5	2	\$88,788
Legislature (Including Members)	172	95	95	0	28	43	0	1	0	\$124,371
Lifetime Support Authority of South Australia	95	77	24	0	4	2	0	1	6	\$101,614
Limestone Coast Landscape Board	46	28	23	0	0	0	0	0	0	\$83,733
Limestone Coast Local Health Network	1,073	1,294	155	0	1	0	0	40	15	\$76,674
Murraylands and Riverland Landscape Board	67	45	27	0	0	0	0	3	1	\$86,927
Northern Adelaide Local Health Network	4,469	4,333	1,145	1	6	3	0	77	29	\$97,325
Northern and Yorke Landscape Board	31	20	14	0	0	0	0	1	1	\$87,701
Office for Recreation, Sport and Racing	74	31	47	0	1	3	0	2	0	\$91,818
Office of the Commissioner for Public Sector Employment	51	40	14	0	3	0	0	4	3	\$111,627
Office of the South Australian Productivity Commission	11	5	8	0	0	4	0	1	1	\$129,647
Public Trustee	178	120	68	0	1	2	0	4	6	\$80,659
Renewal SA	135	75	65	0	6	19	0	3	2	\$119,365
ReturnToWorkSA	255	137	127	0	3	6	0	3	0	\$112,141
Riverland Mallee Coorong Local Health Network	1,167	1,398	162	0	0	1	0	45	15	\$74,094
SA Ambulance Service	1,762	1,034	934	2	2	3	0	22	5	\$84,061
SA Housing Authority	764	524	287	0	6	7	0	38	43	\$85,550
SA Water	1,535	490	1,094	0	15	15	0	40	13	\$97,062
SACE Board of South Australia	91	68	28	0	3	0	0	0	1	\$101,813
South Australia Arid Lands Landscape Board	24	14	11	0	0	0	0	1	0	\$87,574
South Australia Police	5,865	2,312	3,740	4	8	11	0	77	37	\$95,324
South Australian Country Fire Service	197	86	118	0	2	2	0	1	6	\$88,154

AGENCY NAME	FTE	FEMALE HEAD- COUNT	MALE HEAD- COUNT	OTHER HEAD- COUNT	FEMALE EXECUTIVE HEAD- COUNT	MALE EXECUTIVE HEAD- COUNT	OTHER EXECUTIVE HEAD- COUNT	ABORIGINAL EMPLOYEES HEAD- COUNT	EMPLOYEES WITH DISABILITY HEAD- COUNT	AVERAGE SALARY
South Australian Film Corporation	15	15	3	0	1	0	0	1	1	\$92,787
South Australian Fire and Emergency Services Commission	76	51	27	0	1	0	0	2	2	\$99,460
South Australian Government Financing Authority	83	42	45	0	1	3	0	1	1	\$102,744
South Australian Metropolitan Fire Service	1,025	82	1,157	0	0	2	0	15	2	\$87,591
South Australian Museum	71	43	40	0	1	2	0	7	2	\$89,437
South Australian State Emergency Services	97	40	59	0	1	1	0	2	2	\$84,933
South Australian Tourism Commission	110	83	34	0	2	3	0	1	0	\$95,618
Southern Adelaide Local Health Network	6,456	6,424	1,869	1	5	5	0	82	48	\$98,987
State Library of South Australia	116	87	44	0	2	1	0	4	4	\$87,136
State Theatre Company of South Australia	24	16	10	0	0	2	0	0	0	\$72,960
Super SA	197	128	77	0	4	5	0	2	5	\$90,372
TAFE SA	1,896	1,411	834	0	17	12	0	18	11	\$91,082
Teachers Registration Board	24	17	9	0	1	0	0	0	0	\$99,891
Wellbeing SA	142	138	26	0	6	0	0	7	2	\$103,991
West Beach Parks	93	100	51	0	2	2	0	2	2	\$53,266
Women's and Children's Health Network	3,063	3,606	525	1	6	2	0	76	30	\$104,445
Yorke and Northern Local Health Network	1,230	1,490	177	0	0	1	0	47	16	\$72,904
Agencies with less than 10 FTE	40	36	17	0	4	2	0	1	0	\$94,900
TOTAL	93,896	78,650	34,361	39	1,082	790	1	2,400	1,551	89,984

Appendix A: Explanation of SA public sector agencies

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	
General Government	Art Gallery of South Australia	
General Government	Attorney-General's Department	Excludes the Office of the Public Trustee of South Australia, as these entities are reported separately.
General Government	Auditor-General's Department	
General Government	Carclew Youth Arts Centre Incorporated	
General Government	Carrick Hill	
General Government	Country Arts SA	

WORKFORCE SECTOR	PUBLICATION NAME	NOTES
General Government	Courts Administration Authority	Excludes persons employed under Special Acts and the Judicial Administration Act.
General Government	CTP Regulator	
General Government	Dairysafe	
General Government	Defence SA	
General Government	Department for Child Protection	
General Government	Department for Correctional Services	
General Government	Department for Energy and Mining	
General Government	Department for Environment and Water	
General Government	Department for Infrastructure and Transport	
General Government	Department for Innovation and Skills	Known as 'Department for Industry, Innovation and Science' since 1 July 2022
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	
General Government	Government House	
General Government	Green Industries SA	
General Government	Hills and Fleurieu Landscape Board	
General Government	History Trust of South Australia	
General Government	Independent Commissioner Against Corruption	
General Government	Infrastructure SA	
General Government	Kangaroo Island Landscape Board	
General Government	Legislature (Including Members)	
General Government	Limestone Coast Landscape Board	

WORKFORCE SECTOR	PUBLICATION NAME	NOTES
General Government	Murraylands and Riverland Landscape Board	
General Government	Northern and Yorke Landscape Board	
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	Premier's Delivery Unit	New entity created during the reporting period.
General Government	SACE Board of South Australia	
General Government	South Australia Arid Lands Landscape Board	
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 Health Care Act 28.
Health	Central Adelaide Local Health Network	Includes employees who are employed under SA Health Care Act 28.
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 Health Care Act 28.
Health	Flinders and Upper North Local Health Network	Includes employees who are employed under SA Health Care Act 28.
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 Health Care Act 28.
Health	Riverland Mallee Coorong Local Health Network	Includes employees who are employed under SA Health Care Act 28.
Health	SA Ambulance Service	
Health	Southern Adelaide Local Health Network	Includes employees who are employed under SA Health Care Act 28.
Health	Wellbeing SA	
Health	Women's and Children's Health Network	Includes employees who are employed under SA Health Care Act 28.
Health	Yorke and Northern Local Health Network	Includes employees who are employed under SA Health Care Act 28.

WORKFORCE SECTOR	PUBLICATION NAME	NOTES
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

Employees are those people who were 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
- Service contractors 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 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 *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 a 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 line 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

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

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)
- 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:

- receive a total salary equivalent to \$123,648 per annum or more or receive a Total Remuneration Package Value (TRPV) type contract equivalent to \$154,678 per annum or more. A total remuneration package includes monetary benefits such as salary and allowances, plus employer superannuation contributions and other non-monetary benefits such as a vehicle.
- Are 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

These include 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

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 or indeterminate or unspecified). Collection and reporting of this data are consistent with the [Australian Government Guidelines on the Recognition of Sex and Gender](#).

APPOINTMENT TYPE

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 several 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

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

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

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:

- The sum of the hours of sick leave taken, divided by the ordinary full-time hours per day of that employee type (for example; 6, 7.5 or 8-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

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.

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 (for example; they have been appointed to a position in the same agency in which 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

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

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 employee 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.

LENGTH OF SERVICE

Length of service can be defined as either agency length of service or public sector length of service. These terms provide an indication of the stability of the workforce and the continuity of employment within an agency or across the sector and contributes to workforce planning research.

An employee's length of service can be calculated in years using their start date in:

- a public sector agency from 30 June in the relevant reporting year
- the public sector from 30 June in the relevant reporting year.

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