

# Department for Education workforce profile

## Issue 13 – Workforce as at June 2024

### **Prepared by: Workforce Reporting, System Performance Division**

The following is a profile of Department for Education employees who were actively employed or on paid leave (unless otherwise stated) as at the last pay day in June 2024.

*Source: Data presented in this report is based on the June 2024 Workforce Information Collection prepared for the Office for the Commissioner for Public Sector Employment (OCPSE). A series of adjustments are undertaken in relation to the data to comply with OCPSE reporting rules. Therefore totals may vary from other internal Department for Education publications sourced directly from human resources records.*

#### *Notes:*

*Where the term “other groups” is used within this document specific to school sector employees, this includes relief teachers, hourly paid instructors (HPIs), Education Act negotiated conditions and seconded teachers.*

*Where the term “other groups” is used within this document specific to preschool sector employees, this includes relief teachers.*

*“Full time” employees are those who work greater or equal to 0.98 full time equivalent (FTE).*

*The term “Aboriginal” has been used within this document and refers to all employees who identified as being of Aboriginal and/or Torres Strait Islander descent.*

*As part of the requirement to ensure confidentiality in departmental reporting, where relevant, the Commissioner for Children and Young People position has been reported as a Public Sector Act appointment.*

*Permanency rates: If relevant, bus drivers, hourly paid instructors, swimming instructors, temporary relief teachers and other claim paid employees are not included. The workforce on unpaid leave as at 30 June 2023 has been included to give a more inclusive representation of the workforce. Therefore, data provided for this profile may vary from other departmental publications.*

More detailed workforce information provided over the last five years is located on the DataSA website at the link below.

<https://data.sa.gov.au/data/dataset?organization=dept-for-education>



## Overview

Key characteristics of the workforce include:

- 32,935 employees were employed by Department for Education or 26,061.9 full time equivalents (FTEs).
- Employees appointed under the school sector of the *Education and Children's Services Act* account for the largest number of employees in the department (84.9%), followed by the preschool sector of the *Education and Children's Services Act* (6.2%), *Public Sector Act* (7.1%), *SA Government Services Award* and *SA Government Transport Workers' Award* (1.8%).
- The average age of the workforce was 44 years. Almost half (47.2%) of the workforce were aged forty-five years and over.
- 15,643 or 47.5% worked full time and 17,292 or 52.5% were part time employees.
- Female employees made up 77% of employees, while 22.9% were male.
- 877 employees indicated that they were of Aboriginal descent. This represents 2.7% of all Department for Education employees.
- 1,535 employees were on unpaid leave (in addition to the 32,935 employees stated above).
- 2,698 employees ceased working for the department (separated) during 2023/2024 (including contract expired).<sup>1</sup> This represents an apparent retention rate of 93.3% for the financial year.

### Department for Education workforce characteristics by employment category

Employment Category						Age Group					
	Male	Female	Other	Aboriginal	Average age	<20	20-29	30-39	40-49	50-59	60+
<b>Public Sector Act (total)</b>	<b>652</b>	<b>1663</b>	<b>8</b>	<b>66</b>	<b>44</b>	<b>4</b>	<b>232</b>	<b>599</b>	<b>736</b>	<b>519</b>	<b>233</b>
<b>Education &amp; Children's Services Act (Preschool Sector total)</b>	<b>36</b>	<b>2015</b>	<b>1</b>	<b>47</b>	<b>46</b>	<b>17</b>	<b>166</b>	<b>476</b>	<b>578</b>	<b>530</b>	<b>285</b>
Preschool directors	5	287	-	11	47	-	7	67	85	93	40
Preschool teachers (including temporary relief teachers)	20	712	1	7	45	-	69	216	198	141	109
Early Childhood Workers	11	1016	-	29	46	17	90	193	295	296	136
<b>Education &amp; Children's Services Act (School Sector total)</b>	<b>6325</b>	<b>21628</b>	<b>24</b>	<b>755</b>	<b>43</b>	<b>253</b>	<b>4645</b>	<b>6730</b>	<b>6639</b>	<b>5892</b>	<b>3818</b>
School Sector Principals	188	369	1	5	51	-	-	64	176	210	108
School sector other leaders ( deputy principals, seniors, band B leaders)	856	1846	3	29	43	-	234	947	794	538	192
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	3628	10518	9	121	43	-	2702	4005	3032	2415	2001
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	214	700	-	12	49	4	57	109	258	302	184
School services officers	1338	7917	9	207	44	238	1566	1515	2280	2370	1295
Aboriginal education workers (Aboriginal community education officers)	101	278	2	381	40	11	86	90	99	57	38
<b>Other (total)</b>	<b>513</b>	<b>68</b>	<b>2</b>	<b>9</b>	<b>56</b>	<b>4</b>	<b>23</b>	<b>29</b>	<b>92</b>	<b>166</b>	<b>269</b>
Government services employees	439	32	2	8	54	4	23	27	86	149	184
Driver/Bus driver	74	36	-	1	64	-	-	2	6	17	85
<b>TOTAL</b>	<b>7526</b>	<b>25374</b>	<b>35</b>	<b>877</b>	<b>44</b>	<b>278</b>	<b>5066</b>	<b>7834</b>	<b>8045</b>	<b>7107</b>	<b>4605</b>

<sup>1</sup> Some of these employees have a separation reason of "contract expired" and may be re-employed at a later stage.

## Department for Education workforce employment characteristics by employment category

Employment Category	FTE	Persons	Full time	Part time	Unpaid Leave	Separations
Public Sector Act (total)	2123.8	2323	1686	637	153	323
<b>Education &amp; Children's Services Act (Preschool Sector total)</b>	<b>1310.3</b>	<b>2052</b>	<b>477</b>	<b>1575</b>	<b>72</b>	<b>132</b>
Preschool directors	269.3	292	211	81	8	7
Preschool teachers (including temporary relief teachers)	479.3	733	168	565	31	52
Early childhood workers	561.8	1027	98	929	33	73
<b>Education &amp; Children's Services Act (School Sector total)</b>	<b>22257.6</b>	<b>27977</b>	<b>13318</b>	<b>14659</b>	<b>1291</b>	<b>2117</b>
School Sector Principals	555.5	558	549	9	7	21
School sector other leaders ( deputy principals, seniors, band B leaders)	2633.5	2705	2403	302	54	71
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	11622.0	14155	8002	6153	649	937
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	668.6	914	508	406	16	52
School services officers	6497.8	9264	1729	7535	525	970
Aboriginal education workers (Aboriginal community education officers)	280.2	381	127	254	40	66
<b>Other (total)</b>	<b>370.2</b>	<b>583</b>	<b>162</b>	<b>421</b>	<b>19</b>	<b>126</b>
Government services employees	330.1	473	161	312	19	118
Driver/Bus driver	40.0	110	1	109	-	8
<b>TOTAL</b>	<b>26061.9</b>	<b>32935</b>	<b>15643</b>	<b>17292</b>	<b>1535</b>	<b>2698</b>

## Permanency Rates

Permanency relates to the status of the employee, not the appointment the employee is holding. At any point in time a proportion of the permanent workforce will be on leave (paid or unpaid) or have temporarily reduced their fraction of time worked or have been seconded to a non-school site. In these instances, a vacancy may be created and then filled on a temporary basis by another employee. However, the permanent employee still retains the right to permanent employment with the department resulting in the vacancy only being able to be filled on a temporary basis. The overall impact of the permanent workforce taking leave or reducing hours worked is an increase in the temporary workforce to cover many of the vacancies that result.

The impact is illustrated below for the total workforce as well as for each specific cohort.

*N.B the formula will vary depending on the classification profiled*

### Permanency rates, June 2024

	June 2024
<b>Overall total (summary)</b>	
Permanent	19823
Temporary	13124
- minus backfill for employees who were permanent and on leave	1624
- where applicable minus backfill for employees who were permanent, seconded to a nonschool site and actively employed	494
- where applicable minus B type change in time vacancies - teachers allocated	584
Revised Temporary	10422
Total	30245
<b>% Permanent</b>	<b>65.5</b>

June 2024

<b>Public Sector Act</b>	
Permanent	1575
Temporary	898
- minus backfill for PS Act who were permanent and on leave	162
Revised temporary	736
Total	2311
<b>Permanency rate</b>	<b>68.2</b>

June 2024

<b>Preschool teachers/leaders</b>	
Permanent	517
Temporary	422
-minus backfill for teachers who were permanent and on leave	45
=-minus backfill for teachers who were permanent, seconded to a non-school/preschool site and actively employed	0
-minus B type change in time vacancies - teachers allocated	35
Revised Temporary	342
Total	859
<b>Permanency rate</b>	<b>60.2</b>

June 2024

<b>Early childhood workers</b>	
Permanent	287
Temporary	736
- minus backfill for ECWs who were permanent and on leave	23
- minus backfill for ECWs who were permanent, seconded to a non-school/preschool site and actively employed	0
Revised temporary	713
Total	1000
<b>Permanency rate</b>	<b>28.7</b>

June 2024

<b>School sector teachers/leaders</b>	
Permanent	12040
Temporary	4968
- minus backfill for teachers who were permanent and on leave	999
- minus backfill for teachers who were permanent, seconded to a non-school/preschool site and actively employed	473
- minus B type change in time vacancies - teachers allocated	549
Revised Temporary	2947
Total	14987
<b>Permanency rate</b>	<b>80.3</b>

June 2024

<b>School services officers</b>	
Permanent	4871
Temporary	5652
- minus backfill for SSOs who were permanent and on leave	335
-minus backfill for SSOs who were permanent, seconded to a non-school/preschool site and actively employed	8
Revised temporary	5309
Total	10180
<b>Permanency rate</b>	<b>47.8</b>

June 2024

<b>Government services employees/Driver</b>	
Permanent	294
Temporary	200
- minus backfill for GSEs/drivers who were permanent and on leave	24
- minus backfill for GSEs/drivers who were permanent, seconded to a non-school/preschool site and actively employed	0
Revised temporary	176
Total	470
<b>Permanency rate</b>	<b>62.6</b>

June 2024

<b>Aboriginal education workers</b>	
Permanent	239
Temporary	248
- minus backfill for AEWs who were permanent and on leave	36
- minus backfill for AEWs who were permanent, seconded to a non-school/preschool site and actively employed	13
Revised temporary	199
Total	438
<b>Permanency rate</b>	<b>54.6</b>

Aboriginal Education Workers who work for Aboriginal Education are in their actual positions they are not seconded to a non school site and are therefore not included in the revised temporary category adjustment - 'where applicable minus backfill for employees who were permanent, seconded to a nonschool site and actively employed'

## Portfolio profile

The following tables provide a comparative analysis of key workforce characteristics across Department for Education portfolios.

### Department for Education workforce characteristics by portfolio

Portfolio	FTE	Persons	Full time	Part time	Female	Male	Other	Aboriginal	Average age	<30 years	30-44 years	45-59 years	60+ years
Berri	457.8	556	276	280	439	116	1	17	43	93	210	194	59
Felixstow 1	1095.2	1305	734	571	1006	295	4	8	43	213	497	420	175
Felixstow 2	838.4	1053	490	563	837	216	-	10	44	174	374	354	151
Felixstow 3	790.8	955	508	447	718	237	-	14	43	161	359	316	119
Felixstow 4	1030.4	1235	677	558	938	297	-	11	44	176	471	418	170
Flinders Park 1	172.8	215	127	88	152	63	-	81	40	68	65	55	27
Flinders Park 2	1143.9	1439	651	788	1071	368	-	33	44	218	517	501	203
Flinders Park 3	1035.0	1233	661	572	908	323	2	21	44	155	476	437	165
Flinders Park 4	1264.8	1539	756	783	1191	347	1	38	43	255	579	492	213
Gawler 1	860.6	1073	485	588	860	213	-	13	44	186	358	375	154
Gawler 2	339.8	458	174	284	370	88	-	9	46	48	174	164	72
Kadina	457.4	602	242	360	485	117	-	15	43	122	215	187	78
Mount Barker 1	695.3	873	406	467	652	221	-	4	45	105	330	327	111
Mount Barker 2	927.4	1103	618	485	793	310	-	9	45	138	405	410	150
Mount Gambier 1	714.6	911	401	510	745	165	1	25	43	166	346	319	80
Mount Gambier 2	267.7	361	132	229	296	65	-	7	45	41	133	125	62
Murray Bridge 1	265.0	352	142	210	291	60	1	8	44	57	129	109	57
Murray Bridge 2	497.5	616	294	322	480	135	1	32	44	97	226	197	96
Noarlunga 1	733.2	911	426	485	709	202	-	12	44	139	336	325	111
Noarlunga 2	1095.2	1307	706	601	960	347	-	26	43	202	510	448	147
Noarlunga 3	642.7	795	371	424	594	200	1	28	43	137	315	260	83
Noarlunga 4	953.4	1193	551	642	919	274	-	31	42	229	440	407	117
Para Hills 1	995.0	1216	595	621	979	234	3	49	42	251	487	340	138
Para Hills 2	1219.0	1499	730	769	1230	266	3	48	40	351	615	410	123
Para Hills 3	1045.6	1278	635	643	1006	271	1	37	42	266	477	403	132
Para Hills 4	646.7	802	377	425	625	177	-	19	41	216	270	247	69
Pirie	359.8	452	202	250	372	80	-	17	42	90	169	137	56
Port Augusta 1	491.6	592	298	294	460	129	3	80	44	113	194	190	95
Port Augusta 2 / Whyalla	448.8	562	243	319	456	105	1	22	42	122	196	171	73
Port Lincoln 1	498.6	660	252	408	536	124	-	22	43	128	244	211	77
Port Lincoln 2	260.7	344	140	204	267	77	-	14	45	59	98	130	57
Other *	3817.1	5445	2343	3102	4029	1404	12	117	47	568	1821	1871	1185
<b>TOTAL</b>	<b>26061.9</b>	<b>32935</b>	<b>15643</b>	<b>17292</b>	<b>25374</b>	<b>7526</b>	<b>35</b>	<b>877</b>	<b>44</b>	<b>5344</b>	<b>12036</b>	<b>10950</b>	<b>4605</b>
<b>% or average of workforce</b>	<b>814.4</b>	<b>1029</b>	<b>47%</b>	<b>53%</b>	<b>77%</b>	<b>23%</b>	<b>-</b>	<b>2.7%</b>	<b>NA</b>	<b>16%</b>	<b>37%</b>	<b>33%</b>	<b>14%</b>

NB. includes employees who were active or on paid leave **only**

\* includes portfolios defined as Conditions for Learning, International Education Services, Other (Administrative), Other (Educational), Regional Support Services, School and Regional Operations, Statewide Services and Child Development, Student Pathways, Customer and Information Services, Curriculum Services, Office for the Early Years and Commissioner for Children & Young People  
Source: Department Location Sites & Services data base (LSS)

## Department for Education workforce by portfolio and employment characteristics

Portfolio	Permanent	Contingent	Separations	Unpaid leave
Berri	365	191	61	27
Felixstow 1	785	520	109	63
Felixstow 2	561	492	66	40
Felixstow 3	627	328	70	32
Felixstow 4	826	409	91	47
Flinders Park 1	95	120	58	11
Flinders Park 2	834	605	98	75
Flinders Park 3	798	435	100	39
Flinders Park 4	903	636	105	75
Gawler 1	632	441	91	49
Gawler 2	260	198	38	16
Kadina	371	231	53	21
Mount Barker 1	540	333	67	37
Mount Barker 2	737	366	73	46
Mount Gambier 1	561	350	76	37
Mount Gambier 2	204	157	15	22
Murray Bridge 1	193	159	40	26
Murray Bridge 2	386	230	38	16
Noarlunga 1	548	363	83	47
Noarlunga 2	862	445	98	64
Noarlunga 3	479	316	80	47
Noarlunga 4	750	443	94	64
Para Hills 1	685	531	89	48
Para Hills 2	814	685	99	77
Para Hills 3	752	526	112	59
Para Hills 4	438	364	86	38
Pirie	283	169	37	19
Port Augusta 1	381	211	61	38
Port Augusta 2 / Whyalla	330	232	52	27
Port Lincoln 1	351	309	61	44
Port Lincoln 2	192	152	29	25
Other *	2105	3340	468	259
<b>TOTAL</b>	<b>18648</b>	<b>14287</b>	<b>2698</b>	<b>1535</b>
<b>% of workforce</b>	<b>57%</b>	<b>43%</b>	<b>8%</b>	<b>5%</b>

\* includes portfolios defined as Conditions for Learning, International Education Services, Other (Administrative), Other (Educational), Regional Support Services, School and Regional Operations, Statewide Services and Child Development, Student Pathways, Customer and Information Services, Curriculum Services, Office for the Early Years and Commissioner for Children & Young People  
 Source: Department Location Sites & Services data base (LSS)

## Department for Education workforce by portfolio and classification

Portfolio	Public Sector Act	Education & Children's Services Act (Preschool Sector total)		Education & Children's Services Act (School Sector total)			Government services employees/ drivers/ bus drivers	Total
		Teaching workforce	Early childhood workers	Teaching workforce	School services officers	Aboriginal education workers		
Berri	1	16	10	303	199	11	16	556
Felixstow 1	-	44	18	915	314	3	11	1305
Felixstow 2	1	46	37	580	371	4	14	1053
Felixstow 3	3	22	23	602	281	6	18	955
Felixstow 4	-	38	39	822	316	5	15	1235
Flinders Park 1	23	-	-	85	31	73	3	215
Flinders Park 2	1	34	43	889	437	15	20	1439
Flinders Park 3	-	54	36	774	342	8	19	1233
Flinders Park 4	6	31	40	882	545	18	17	1539
Gawler 1	2	41	38	571	379	5	37	1073
Gawler 2	-	19	27	229	157	2	24	458
Kadina	-	18	32	304	227	6	15	602
Mount Barker 1	1	32	21	513	277	1	28	873
Mount Barker 2	-	39	22	718	306	2	16	1103
Mount Gambier 1	-	27	28	474	358	8	16	911
Mount Gambier 2	-	14	18	190	119	4	16	361
Murray Bridge 1	-	11	10	182	129	2	18	352
Murray Bridge 2	1	23	26	334	206	10	16	616
Noarlunga 1	2	43	25	518	292	6	25	911
Noarlunga 2	3	50	38	801	381	11	23	1307
Noarlunga 3	1	39	38	391	300	11	15	795
Noarlunga 4	3	37	29	635	451	14	24	1193
Para Hills 1	4	32	48	652	445	20	15	1216
Para Hills 2	1	32	41	770	625	23	7	1499
Para Hills 3	2	33	34	698	477	19	15	1278
Para Hills 4	-	23	20	430	305	9	15	802
Pirie	1	18	22	225	166	8	12	452
Port Augusta 1	1	20	17	287	224	22	21	592
Port Augusta 2/Whyalla	-	23	39	256	216	11	17	562
Port Lincoln 1	1	23	37	324	230	6	39	660
Port Lincoln 2	3	14	28	163	102	4	30	344
Other *	2262	129	143	2815	56	34	6	5445
<b>TOTAL</b>	<b>2323</b>	<b>1025</b>	<b>1027</b>	<b>18332</b>	<b>9264</b>	<b>381</b>	<b>583</b>	<b>32935</b>
<b>% of workforce</b>	<b>7.1%</b>	<b>3.1%</b>	<b>3.1%</b>	<b>55.7%</b>	<b>28.1%</b>	<b>1.2%</b>	<b>1.8%</b>	<b>100%</b>

\* includes portfolios defined as Conditions for Learning, International Education Services, Other (Administrative), Other (Educational), Regional Support Services, School and Regional Operations, Statewide Services and Child Development, Student Pathways, Customer and Information Services, Curriculum Services, Office for the Early Years and Commissioner for Children & Young People  
Source: Department Location Sites & Services data base (LSS)

### For further information

Contact: Workforce Reporting

Ph: 8463 7592

Email: [Education.DataReportingAnalytics@sa.gov.au](mailto:Education.DataReportingAnalytics@sa.gov.au)

A copy of the report can be found at

<https://www.education.sa.gov.au/department/research-and-data/workforce-reports/workforce-profiles>