



South Australian Public Sector Workforce

INFORMATION

at June 2004

One of the most important and enduring competitive advantages that a country can have today is a lean, efficient, honest civil service.

Thomas Friedman
The Lexus and the Olive Tree



Government
of South Australia

FOREWORD

The South Australian Public Sector Workforce Information at June 2004 publication is a valuable human resource management tool for public sector agencies. It provides a wealth of information about the structure, size and composition of the South Australian public sector workforce. This information assists with the identification of trends relevant to the South Australian public sector which can then be used to plan, implement and evaluate public sector wide human resource policies and initiatives. This report also ensures that a comprehensive historical demographic record of the South Australian public sector is available for future reference.

As in previous editions, the June 2004 *Workforce Information Report* comprises an analysis of survey data collected from all South Australian public sector organisations, together with an extensive series of tables containing workforce information including age, gender, employment and workforce diversity profiles. The information provides a snapshot of the public sector workforce as at the last pay period in June 2004. It is therefore important when using this information to note it reflects size and characteristics of public sector employment in the last pay period, not necessarily employment over the whole period.

The Report including information tables is available on the internet at: <http://www.ocpe.sa.gov.au>

I would like to thank all of the agencies for their continued co-operation and dedication in providing quality workforce data and for their contributions to the Report.

Jeff Walsh

COMMISSIONER FOR PUBLIC EMPLOYMENT

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INTRODUCTION

The key data requirements collected at the public sector wide level and published in this report meet the Commissioner for Public Employment's obligation to provide information to inform decisions about the South Australian public sector workforce.

To maximise the opportunity provided to the government for workforce profiling by the introduction of new systems, the OCEP undertook a review of the nature and quantity of information that was being collected. This review resulted in a revised dataset, including the development of a series of indicators which link with the requirements of stakeholder agencies such as the Ministerial Council of Multicultural and Immigration Affairs.

As a result of these changes there will be a transition period between old and new methodologies and definitions. Where appropriate and available, historical and comparative information has been included in this report. Whilst time series information compatibility will be retained wherever possible, it is likely that some variation in the figures will result from the change in systems. This is noted where necessary.

The 109 South Australian public sector organisations as at June 2004 covered by this report include 23 administrative units, operating under the *Public Sector Management Act 1995* (PSM Act), and 86 other public sector organisations, a combination of public corporations and other statutory bodies established under individual acts of Parliament and organisations either owned by the Government or which the Government controls. Some of these organisations exist in name only or are not reported separately as their workforce is included in the workforce data of larger organisations. The definition of the South Australian public sector used for workforce reporting purposes has remained the same since 1992.

In October 1998 the ABS released a revised version of the *Standard Institutional Sector Classification of Australia* (SISCA) and the accompanying classifications (catalogue 1218.0). The structure of the South Australian public sector published in this report continues to reflect the 1998 institutional sector classification. Accordingly all three South Australian universities, while remaining classified to the general government sector, are regarded as 'multi-jurisdictional' units rather than as State public sector organisations. They are therefore not reported on in this workforce collection.

More detailed historical South Australian public sector workforce information can be obtained from the previous annual reports of the:

- Department of the Public Service Board (to 1986)
- Commissioner for Public Employment and the Department of Personnel and Industrial Relations (1987–1991)
- Commissioner for Public Employment and the Department of Labour (1992).

Since 1993 workforce information for the public sector has been published in a separate report the *South Australian Public Sector Workforce Information* published by:

- Department of Labour (1993)
- Office for the Commissioner for Public Employment (1994 to 1997)
- Office for the Commissioner for Public Employment, a division of the Department of the Premier and Cabinet (1998 to date).

Previous South Australian public sector *Workforce Information Reports* provide significant levels of analysis relating to the administrative unit workforce. As a result some information trends are available for characteristics within the administrative unit workforce that are not available for other public sector organisations or the South Australian public sector workforce as a whole. Where possible, characteristics of the South Australian public sector workforce is now analysed at all three levels - Administrative Unit, Other Public Sector Organisation and total South Australian public sector.

Further analysis of the South Australian public sector workforce can be requested by contacting the Office for the Commissioner for Public Employment, Department of the Premier and Cabinet.

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SIZE AND STRUCTURE

KEY POINTS:

At 30 June 2004:

- 86,885 persons (or 72,141.0 FTEs) were employed in the SA public sector
- SA public sector employees represented 12.1% of all employed persons in South Australia
- 58% (41,962.4 FTEs) were employed in Administrative Units, with the remaining 42% (30,178.6 FTEs) in Other Public Sector Organisations.

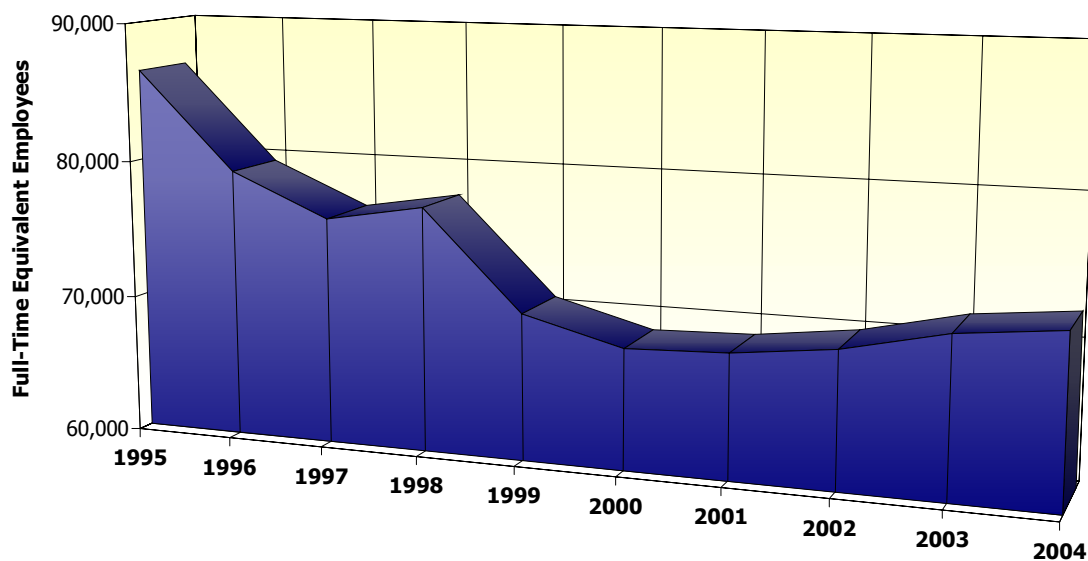
Size

FTE employment in the South Australian public sector

The number of FTEs in the South Australian public sector at June 2004 was 72,141.0. This represents an increase of 1.1% (or 768.2 FTEs) since June 2003 (71,372.8 FTEs). This increase is largely attributed to the rise in staffing levels in the Department of Education and Children's Services of 350 persons (or 317.4 FTEs) and the Department for Administrative and Information Services of 140 persons (or 125.7 FTEs).

Figure 1 shows that for the fourth consecutive year, full time equivalent (FTE) employment in the South Australian public sector has increased, contrary to the significant downward trend evident in the figures for the previous decade.

Figure 1: South Australian Public Sector Full time Equivalent Employees, June 1995 to June 2004



Persons employed in the South Australian public sector

At June 2004 there were 86,885 persons employed in the South Australian public sector, representing an increase of 1.5% since June 2003.

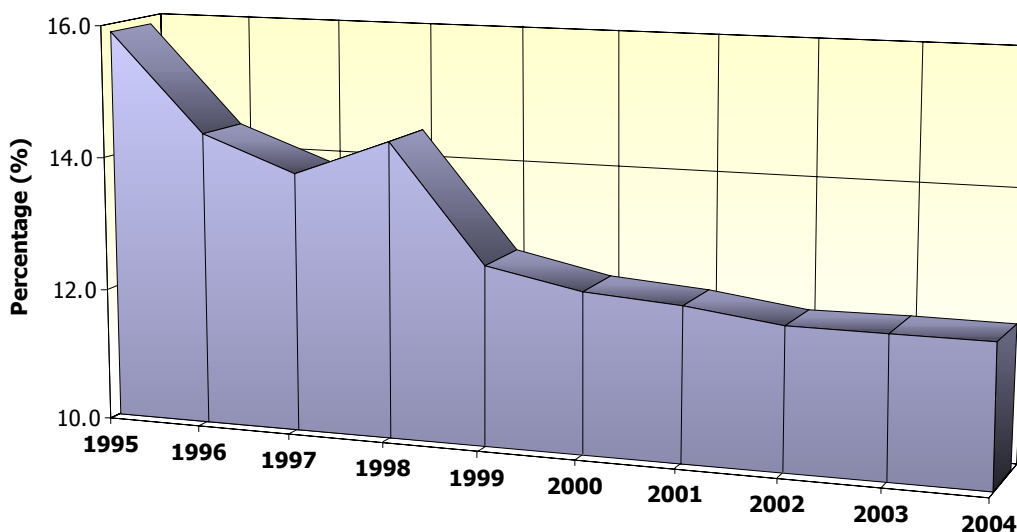
Of the persons employed in the South Australian public sector, 64.2% of the total workforce were women. The number of women employed in the South Australian public sector increased by 2.6% (or 1,440 persons) since June 2003.

South Australian public sector workforce compared to the total South Australian workforce

Since June 1995, the level of employment in the South Australian public sector has decreased by 15.6% (16,014 persons), compared to an increase of 10.8% in the South Australian workforce. The South Australian population has grown steadily over the same period, recording an increase of 4.3% (63,781 persons) over the last decade.

At June 2004 the total South Australian public sector workforce represented 12.1% of persons employed in South Australia, remaining static over the past two periods.

Figure 2: South Australian Public Sector Employment as a Percentage of Employed Persons in South Australia, June 1995 to June 2004



Structure

The Office for the Commissioner for Public Employment’s public sector workforce figures cover a wide range of organisations which are controlled by the South Australian Government and meet the criteria established by the Australian Bureau of Statistics to define the ‘public sector’. These agencies fall into two distinct categories:

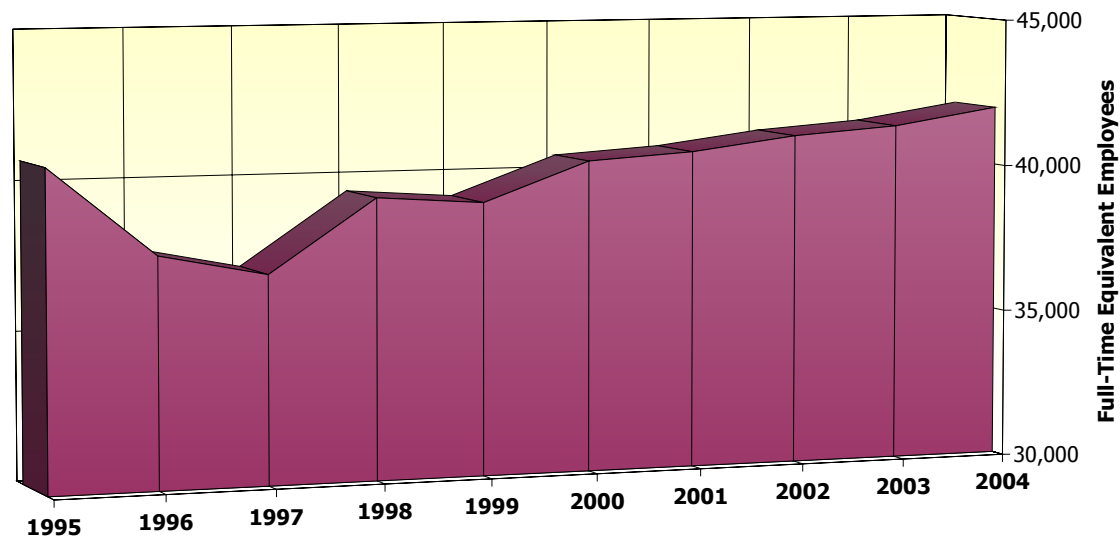
- **Administrative Units:** administrative structures which are established, or continue in existence, under the *Public Sector Management Act 1995* as a department or other administrative unit.

- Other Public Sector Organisations: non-administrative structures which include all statutory bodies and any company or organisation which an administrative unit or other state public sector organisation has complete or majority ownership of voting capital.

Administrative Units

Employment levels for the administrative units range from a single person to around 25,000 employees. As shown in Figure 3 the number of FTEs in administrative units at June 2004 was 41,962.4 FTEs (or 49,046 persons), representing a increase of 1.3% (or 553.1 FTEs) since June 2003.

Figure 3: Full time Equivalent Employment in Administrative Units, June 1995 to June 2004



At June 2004 the FTE administrative unit workforce represented over half (58.0%) of the South Australian public sector FTE workforce. It consisted of persons employed under a variety of acts and awards, the majority being the Public Sector Management Act, Education, and Police Acts and School Services Officers.

Other Public Sector Organisations

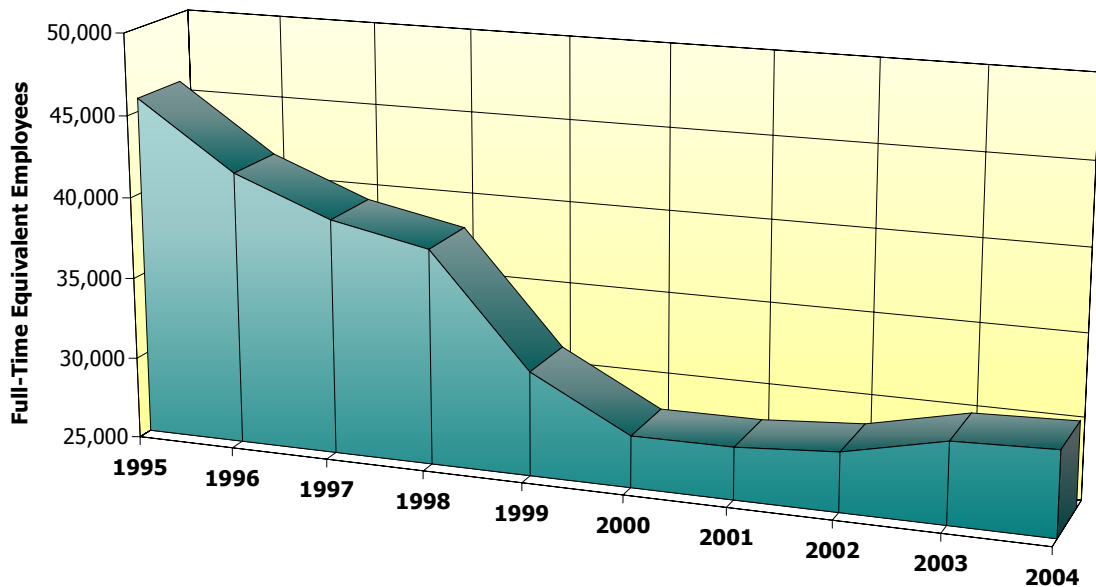
At June 2004 other public sector organisations represented 42.0% of the South Australian public sector FTE workforce and totalled 30,178.6 FTEs (or 37,839 persons). This figure represented a slight increase of 0.7% (215.0 FTEs) in the level of FTE employment since June 2003. This is the fourth consecutive year in which an increase in the level of FTE employment in the other South Australian public sector workforce has been recorded, contradicting the downward trend evident between June 1995 and June 2000 (as shown in Figure 4).

As with the administrative units, the overall employment levels for the majority of other public sector organisations range from a single person to around a thousand. The Health Units are a consistent exception, with the combined total of all Health Services and Hospitals accounting for more than three quarters (78.4%) of the persons employed in other public sector organisations (29,668 persons). Significant numbers of other public sector employees were also employed by the South Australian

Water Corporation (1,292 persons), the South Australian Metropolitan Fire Service (1,031 persons), the South Australian Ambulance Service (910 persons), and the Courts Administration Authority (694 persons).

Other public sector organisations consist of persons employed under a variety of Acts and Awards, the majority being employed through the Public Sector Salaried, Medical Officers, Nurses, and Weekly Paid awards.

Figure 4: Full time Equivalent Employment in Other Public Sector Organisations, June 1995 to June 2004



Further information:

Size

*Refer to: Appendix 2 Major Employment Changes
Appendix 2 Table 1*

Public Sector Structure

*Refer to: Appendix 1 for the organisational structure of the public sector and FTE calculations.
Appendix 2 Table 1 for a complete list of public sector organisations split into 'Administrative Units' and 'Other Public Sector Organisations'.*

Administrative Units

Refer to: Appendix 2 Tables 1, 2, 17 and 18

Other Public Sector Organisations

Refer to: Appendix 2 Tables 1, 2, 26 and 27

AGE PROFILE

KEY POINTS:

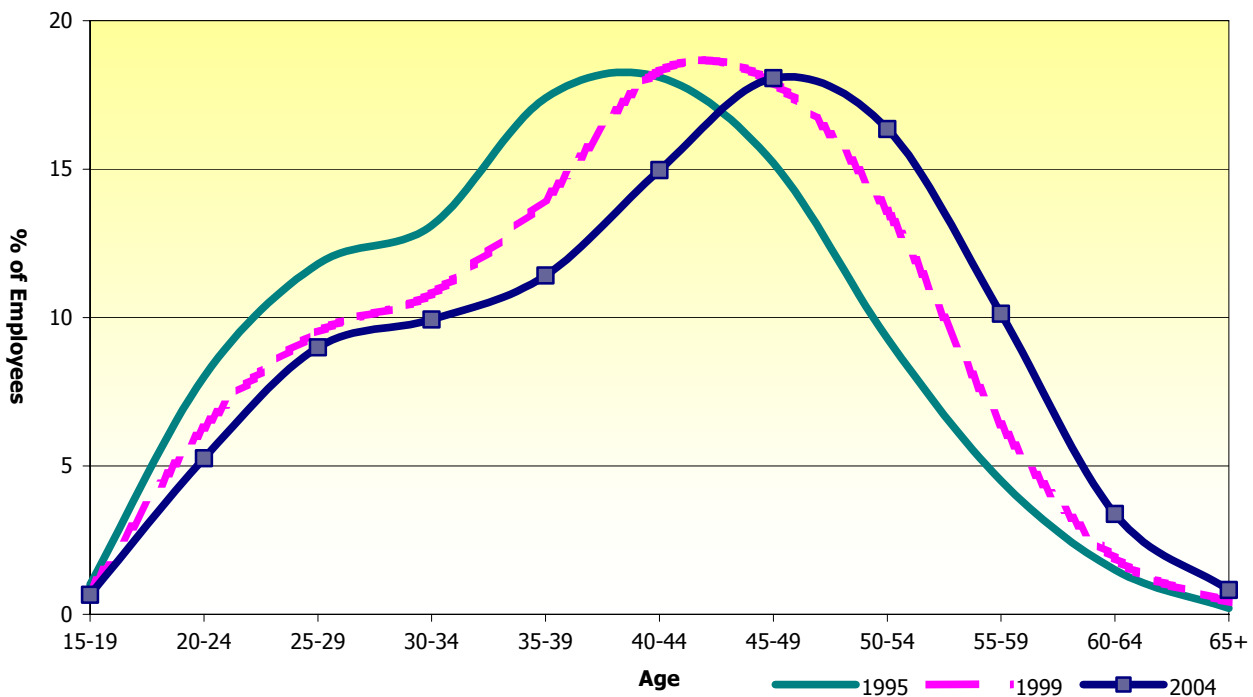
At June 2004:

- the median age of the SA public sector workforce was 44.6, compared to 44.1 in 2003
- 5.9% of the SA public sector workforce was aged 15-24
- 14.3% of the SA public sector workforce was aged 55+

Median Age

The South Australian public sector workforce has been ageing steadily (see Figure 5). At June 2004 the median age of the South Australian public sector workforce was 44.6 years. This figure is higher than the median age of the total employed persons in the South Australian workforce which was 39.9 years at June 2004.

Figure 5: Age Profile of the South Australia Public Sector Workforce at Five year Intervals June 1995, June 1999 and June 2004



In general, male employees in the South Australian public sector (median age of 45.7 years) tended to be older than female employees (median age of 43.9 years). The highest proportion of employees in the public sector workforce was aged between 45 and 49 (18.1%).

The median age of employees separating from the South Australian public sector through the use of separation packages during the period 2003-04 was 55.9 years.

The ageing of the South Australian public sector workforce represents a significant challenge in terms of maintaining service levels and knowledge transfer. Further information on recruitment strategies implemented to help address this issue is available in the section titled 'Recruitment'.

age profile

During 2003-04 the median age of people employed on an ongoing basis in the South Australian public sector workforce showed a slight increase from 45.0 years at June 2003 to 45.5 years at June 2004. The proportion of people employed on an ongoing basis who are in the 60 years and over age group also showed an increase from 3.9% at June 2003 to 4.1% at June 2004.

It has been observed over recent years that people appointed to contract positions are generally younger than those employed in the ongoing workforce. At June 2004 the median age of people appointed to short term contract positions was 38.8 years and the median age of those appointed to long term contracts was 47.0 years (the latter figure skewed towards the higher age ranges due to most senior public servants being employed on long term contracts).

At June 2004 the median age of the administrative unit workforce was 45.7 years compared with 45.4 years at June 2003. Ongoing employees in administrative units were generally older (46.1 years) than employees appointed on a short term contract basis (41.7 years) and other appointment types (44.8 years), but younger than those appointed on a long term contract basis (47.8 years).

At June 2004 the median age of other public sector organisations was 43.1 years compared with 42.6 years at June 2003. The highest proportion of employees in the other public sector organisations were aged between 45 and 49 years (17.1%)

Youth Employment

Youth Employment is considered to cover those employees between the ages of 15 and 24. Based on age information collected from all South Australian public sector organisations, the proportion of employees in this age cohort at June 2004 was 5.9% (5,138 people). This is slightly lower than at June 2003 (6.1% or 5,211 people), consistent with the declining trend evident in Figure 6.

Australian Bureau of Statistics' labour force data shows that at June 2004 young people aged 15 to 24 represented 17.1% of the South Australian workforce, of which 47.9% were female. The higher level of youth employment in the South Australian workforce compared to the South Australian public sector (5.9%) is partly due to the nature of the public sector workforce as many activities which require lower levels of skill and/or experience are not undertaken by the public sector.

At June 2004, 6.5% of female employees in the South Australian public sector workforce were in the 15 to 24 year age group, compared to 4.8% of males.

Other public sector organisations had a higher proportion of people in the 15 to 24 year age group (6.9%) than both the administrative unit workforce (5.2%) and the total public sector workforce (5.9%).

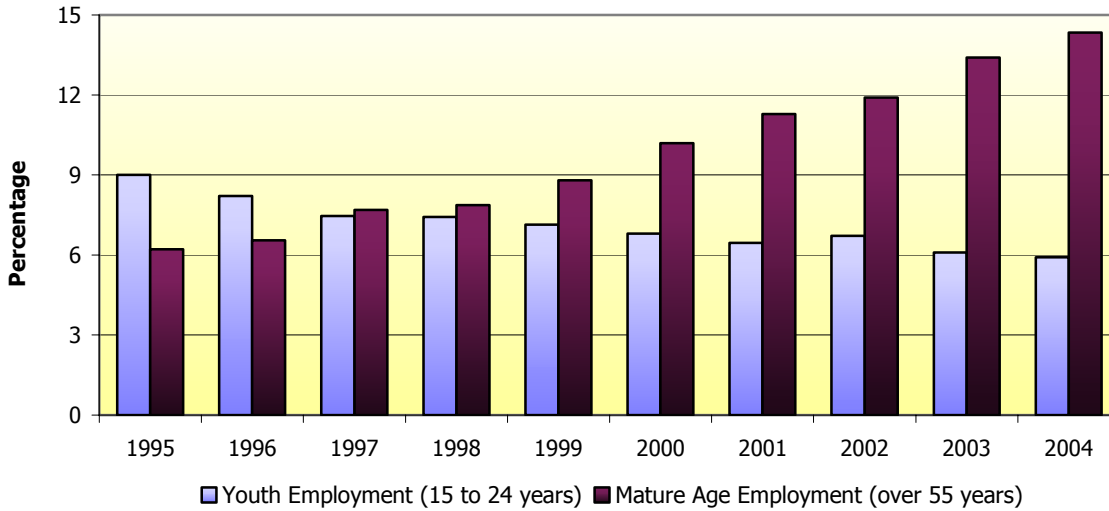
The largest proportion of young people in the 15 to 24 year age group were employed as short term contract employees (38.7%). As well, more than one third (37.4%) were employed as ongoing employees with smaller proportions employed on a long term contract (5.3%) or casual basis (18.7%).

The South Australian Public Sector Graduate Recruitment Program 2003/2004, while not specifically targeted at young people, also provided employment opportunities for young graduates. Over half (50.0%) of new graduates appointed to public sector positions via the South Australian Public Sector Graduate Recruitment Program 2003/2004 were aged 24 years or under.

Mature Age Employment

As at June 2004, 14.3% of all employees within the South Australian public sector were aged 55 and over, compared with 13.4% in 2003. Of this group 58.4% were female.

Figure 6: Percentage of Employees in the SA Public Sector Aged 55 and Over Compared to Employees Aged 15 – 24, June 1995 to June 2004



Australian Bureau of Statistics labour force data shows that at June 2004 people aged 55+ represented 13.8% of the South Australian workforce (37.6% female). The SA public sector employment of all persons in this age group is representative of the overall State workforce, although the higher proportions of female employment in the public sector is also represented in this age group.

Other public sector organisations had a lower proportion of people in the 55+ year age group (12.9%) than both the administrative unit workforce (15.4%) and the total public sector workforce (14.3%).

Further Information:

Refer to: Appendix 2 Tables 5 and 21 for more detailed information.

age profile

GENDER

KEY POINTS:

At 30 June 2004:

- there were 55,802 females (43,754.0 FTE), representing 64.2% of the SA public sector workforce, while there were 31,083 males (28,387.0 FTE), representing 35.8% of the SA public sector workforce
- the proportion of females increased from 63.5% in 2003 to 64.2% in 2004
- males continued to be highly represented in senior roles, with 66.4% of Executives being male

The proportion of women employed in the South Australian public sector has increased steadily over time, with the percentage of female employees in the South Australian public sector workforce at June 2004 of 64.2% representing a significant increase from 55.5% female employees in June 1995. The following table shows the progressive change over the past five years:

Table 1: South Australian Public Sector Employees by Gender, June 2000 to June 2004

	June 2000	June 2001	June 2002	June 2003	June 2004
men	37.9%	37.5%	36.7%	36.5%	35.8%
women	62.1%	62.5%	63.3%	63.5%	64.2%

The gender representation in the South Australian public sector workforce varies significantly between employee types and streams, and continues to reflect traditional employment patterns for men and women.

The Health Units and the Department of Education and Children's Services were the largest employers of females in the SA public sector as at June 2004 (41.3% and 32.2% respectively). In accordance with their large size, the Health Units and the Department of Education and Children's Services were also the largest employers of males in the SA public sector (21.2% and 20.9% respectively), with SA Police also accounting for a significant number with 11.0%.

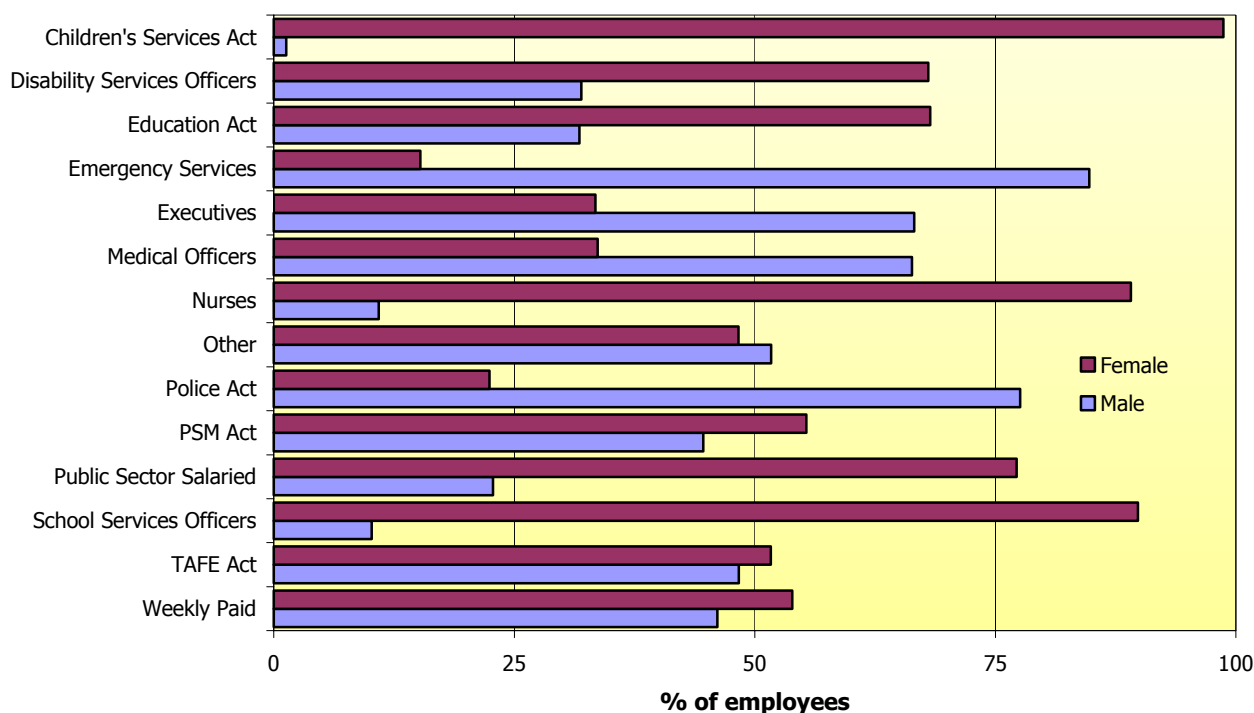
The majority of women in the South Australian public sector were employed on an ongoing basis (60.4%) with almost half (44.0%) of these working on a part time basis.

As at June 2004 the median age of female employees was slightly younger than male employees - 43.9 years compared with 45.7 years. Female employees represented more than two thirds of all employees in the 15 to 24 year age group (71.1% or 3,653 persons), accounting for 6.5% of all females employed in the SA public sector. At the other end of the spectrum, 7,273 females (representing 13.0% of all females in the SA public sector workforce) were in the 55+ year age group, representing 58.4% of all employees in this group.

As at June 2004 16.7% of males (or 5,189 persons) were aged 55+ years, while 4.8% (or 1,485 persons) were aged 15 to 24 years, highlighting a more substantial gap between youth and mature age employment compared to females.

The percentage of women executives in the South Australian public sector workforce again increased in 2004 to 33.6%, compared to 29.4% at June 2003 and 28.2% at June 2002.

Figure 7: South Australian Public Sector Employees by Employee Type and Gender, June 2004



gender

As Figure 7 illustrates, women were predominant in the Children's Services Act (98.7%), School Services Officers (89.8%), Nurses (89.1%), Public Sector Salaried (77.2%), Education Act (68.2%) and Disability Services Officers (68.0%) employee types. Men were predominant in the Emergency Services (84.8%), Police (77.6%), Executives (66.4%) and Medical Officers (66.3%) employee types.

As at June 2004 women represented more than half (60.3% or 29,597 persons) of the administrative unit workforce, compared with a 69.3% (26,205 persons) in other public sector organisations.

Women represented more than half (56.7% or 23,805.8 FTE) of the administrative unit FTE workforce at June 2004, compared with a 66.1% (19,948.2 FTE) in other public sector organisations.

On average, women in administrative units were younger than men. At June 2004 the median age of the female administrative unit workforce was 44.9 years compared to 46.7 years for males. This was also the case in the other public sector organisations with a female median age of 42.9, compared with 43.9 for administrative units.

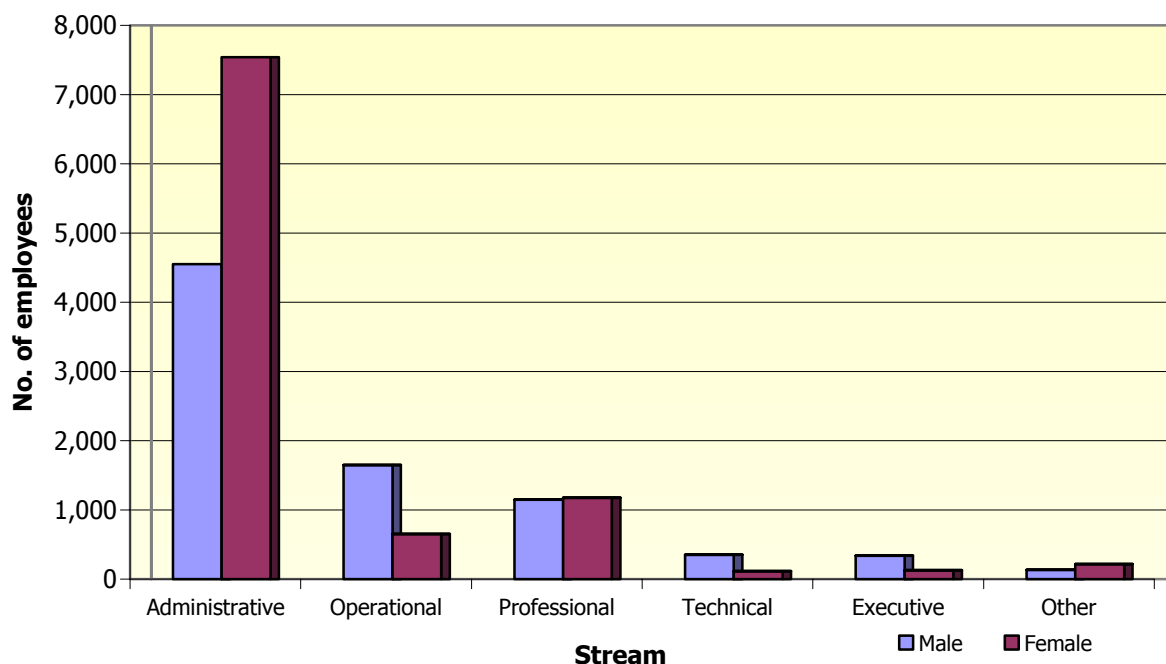
PSM ACT

Of non-executive PSM Act women nearly three quarters were appointed to ongoing positions (69.9%), with 19.6% of these employed on a part time basis. Overall there were 2,230 non-executive women employed under the PSM Act on a part time basis, representing almost a quarter (23.0%) of the total non-executive female PSM Act workforce. In comparison, 4.7% of the non-executive male PSM Act workforce were employed on a part time basis at June 2004.

Of executives appointed under the PSM Act executive management structure within the SA public sector, 27.7% (or 127 persons) were women. This was a 5.0% increase since June 2003 (121 women).

The long term trend shows that the number of female executives under the PSM Act has steadily increased from 61 at June 1995 to 127 at June 2004.

Figure 8: SA Public Sector PSM Act Employees by Stream and Gender, June 2004



The Equity Matrix

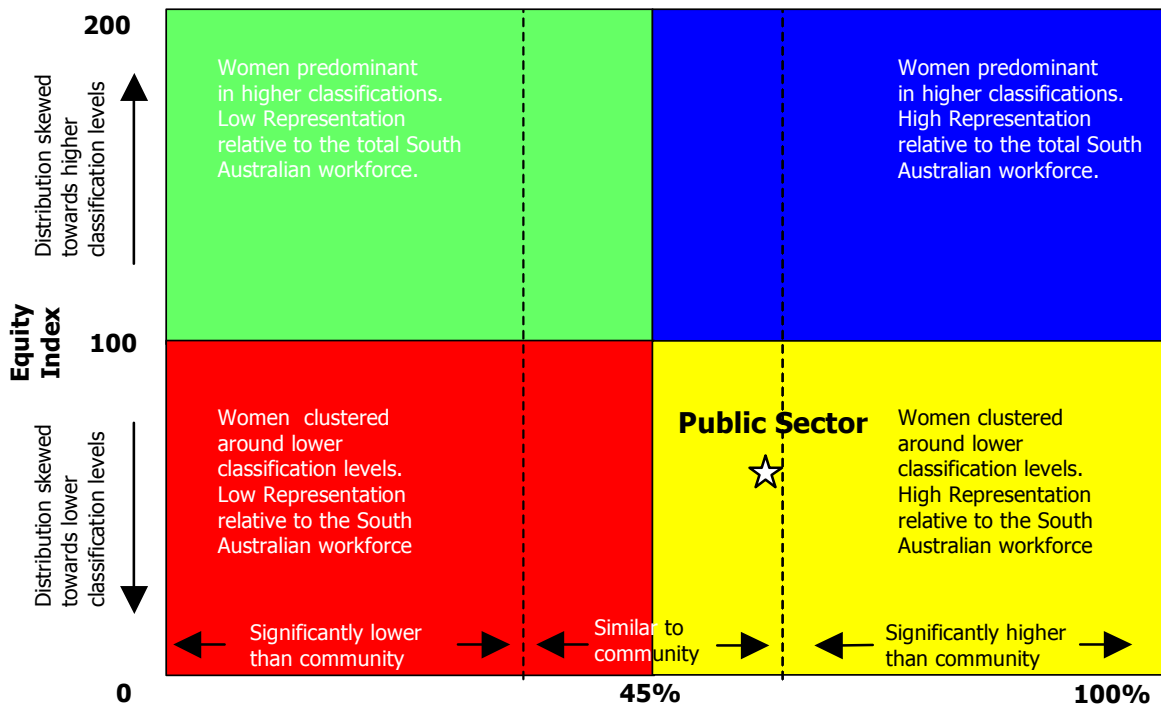
The following matrix is designed to illustrate workforce management performance regarding the equitable employment of different groups of employees. It compares the percentage of a gender group employed in the sector to the percentage of that gender in the community, and the distribution of that group of employees across the PSM Act classifications compared to total employees across those classifications.

The representation of the gender group is shown as a percentage on the horizontal axis and is compared to the representation of that group in the total employed persons in South Australia - which for females was 44.5% and males 55.5% at June 2004. *(from ABS Cat. No 6202.0 August 2004)*

The Equity Index is shown on the vertical axis, with the Equity Index value of 100 (representing ideal distribution) in the centre. This has been calculated for PSM Act employees on a 12-level hierarchy which equates classifications in different streams based on remuneration levels.

Points close to the centre of the matrix indicate that an organisation is nearing an exact match with the state workforce and distributive equity across all levels. If the points are further from the centre, it may be appropriate to implement strategies that will improve the workforce representation or distribution.

Figure 9: Female Community/Workforce Comparison



The matrix suggests that the employment of women is marginally higher than the community standard, but skewed towards the lower end of the classification scale, suggesting that appropriate human resource management strategies could be employed to target the representation of women at senior levels.

While the overall proportion of female executives is increasing, there is a continued under-representation of women in leadership positions. Under the PSM Act less than a third of all employees in executive (28%) or senior management (32%) roles were women.

Table 2: PSM Act Employees by Remuneration Level and Gender, as at June 2004

Remuneration Level ⁽¹⁾	Total Employees	Men as a % of Employees in Level	Women as a % of employees in Level
Executives	464	72	28
Senior Managers ⁽²⁾	1,734	68	32
Middle Managers ⁽³⁾	4,418	56	44
First Line Supervisors ⁽⁴⁾	5,561	44	56
Trainee-ASO2	5,474	29	71

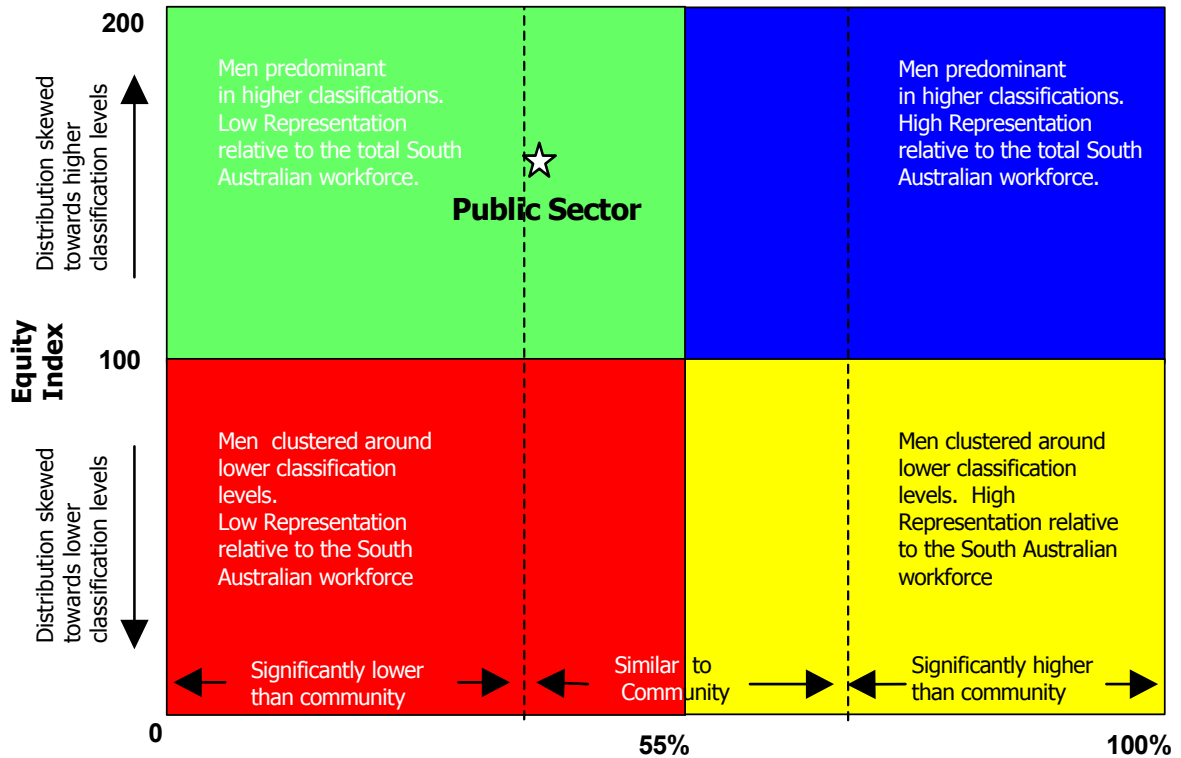
(1) Only includes the Administrative, Operational, Professional, Technical and Executive Streams.

(2) Senior managers includes all ASO7 and ASO8 and equivalent, irrespective of an supervisory role

(3) Middle managers includes all ASO5 and ASO6 and equivalent, irrespective of an supervisory role

(4) First line supervisors includes all ASO3 and ASO4 and equivalent, irrespective of an supervisory role

Figure 10: Male Community/Workforce Comparison



The matrix suggests that the employment of men is lower than in the wider community, but skewed towards the higher end of the classification scale.

The equity matrix can be adapted equally well to other diversity groups. For further information please refer to The Western Australian Office of Equal Employment Opportunity's *Tapping into Talent Review Guide* which can be obtained from **The Office of Equal Employment Opportunity Western Australia**, Phone: 08 9214 6600, internet: www.oeeo.wa.gov.au, and email: deope@opssc.wa.gov.au.

Further Information:

*Refer to Appendix 2 Tables 19 to 22, 24, 26, 30, 32 and 34
Appendix 2 Tables 43 to 45*

EMPLOYMENT STATUS

KEY POINTS:

At 30 June 2004:

- 62.5% of the SA public sector workforce were employed on a full time basis
- appointment types were as follows:
 - ongoing – 63.3%
 - short term contract – 16.4%
 - long term contract – 9.2%
 - other – 11.1%

For the purposes of this report there is a focus on three key elements of the employment conditions which apply to each SA public sector employee:

- Appointment type, which refers to the nature and duration of the employment contract
- Employee status, which refers to the full time or part time nature of the employee's appointment in their current position
- Employee type, which refers to the Act or Award under which each person is employed.

Appointment Type

Appointment types across the South Australian public sector are reported as:

- ongoing - this contract type is considered to be on a permanent basis
- long term contract – this contract type is on a fixed term basis of over one year's duration
- short term contract – this contract type is on a fixed term basis of up to and including one year
- other - this contract type is on a casual or relief basis

At June 2004 the majority (63.3%) of the South Australian public sector workforce was employed on an ongoing basis. The rest of the public sector workforce was appointed on a short term contract (16.4%), long term contract (9.2%) and other (11.1%) basis.

The long term trend across the public sector workforce, as Table 3 illustrates, has been that the proportion of people appointed on a contract basis has increased. As at June 2004 there was an decrease (2.0%) in the 'other' or casual appointment type, while ongoing and contract employment increased by 0.3% and 1.7% respectively.

Table 3: Employees in the South Australian Public Sector by Appointment Type, June 2000 to June 2004

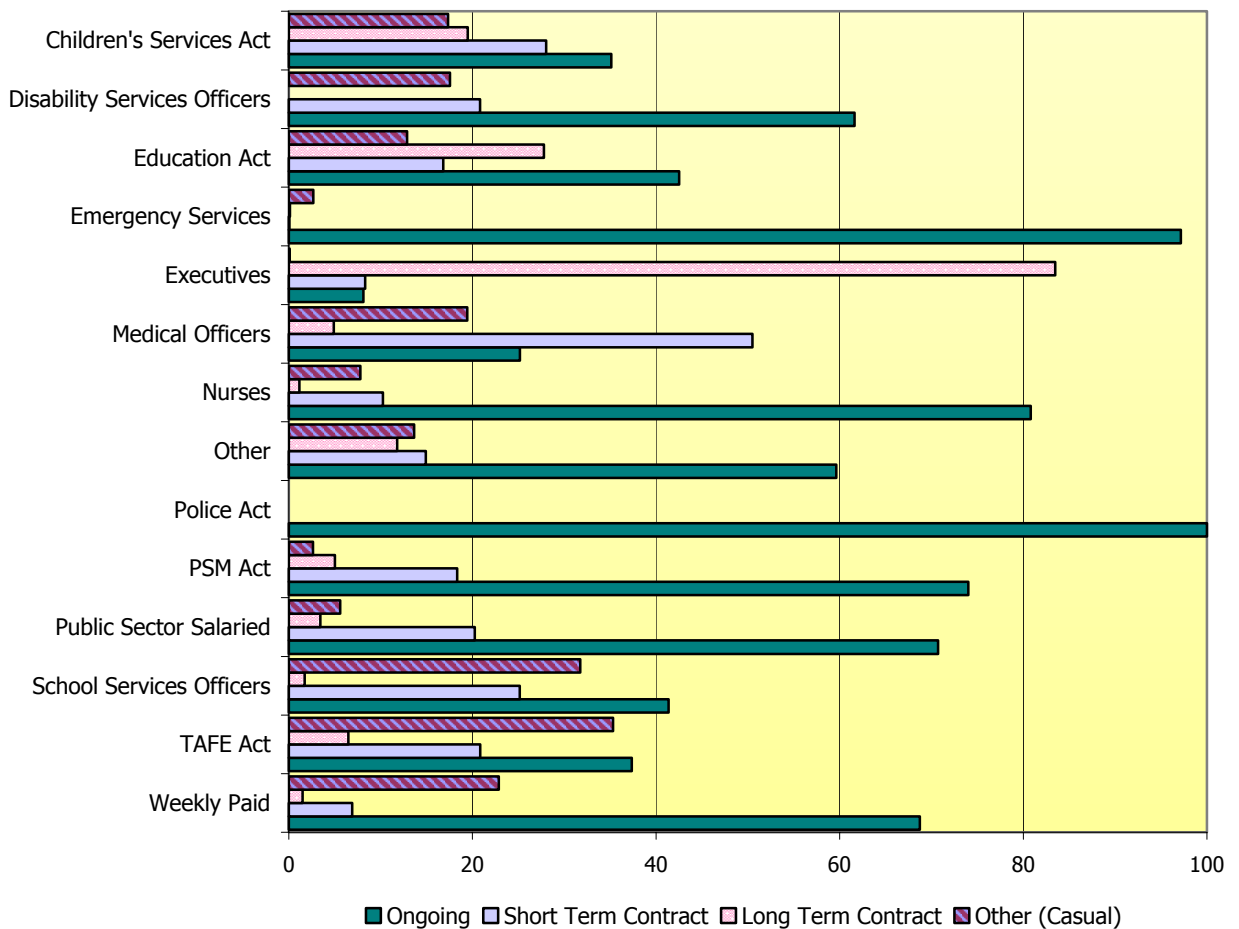
	June 2000	June 2001	June 2002	June 2003	June 2004
ongoing	64.6%	62.8%	63.1%	63.0%	63.3%
contract	23.3%	24.8%	24.7%	23.9%	25.6%
other	12.1%	12.4%	12.2%	13.1%	11.1%

The proportion of ongoing employment in administrative units decreased slightly to 57.7% (28,283 persons) in June 2004. Similarly in other public sector organisations there was a decrease in other

(casual) employment from 14.2% in June 2003 to 10.6% in June 2004, while ongoing employment increased from 68.2% in June 2003 to 70.6% in June 2004.

Administrative units operate within the context of the PSM Act, which limits contract employment at the non-executive level outside of short term or casual contracts. One to five year contract appointments (long term contracts) are generally used for positions which are required to carry out projects of a duration of up to five years, where positions are funded by a body external to the South Australian Government or where special conditions need to be offered to secure or retain the services of a suitable person.

Figure 11: SA Public Sector Employees by Employee Type and Appointment Type, June 2004



The employee types with the largest proportion of ongoing employees were the Police Act (100%), Emergency Services (97.2%), Nurses (80.8%), and PSM Act (74.0%). The employee types with the largest proportion of contract employees were Executives (92.3%), Medical Officers (55.4%) and Children's Services Act (47.5%) (see Figure 11).

The majority of other appointments are people employed on a casual basis, with the largest proportion of these employees appointed under the TAFE Act (35.3%), School Services Officers Award (31.7%), Weekly Paid Awards (22.9%) and Disability Services Officers Award (17.6%). Temporary relief teachers represent a large majority of the casual workforce under the TAFE Act, Education Act and School Services Officers Award.

Figure 12: South Australian Public Sector Employees by Appointment Type and Gender, June 2004



As illustrated in Figure 12, women were predominant in all the appointment types with the greatest differential in short term and casual employment (ongoing – 61.3%, short term contract - 71.4%, long term contract - 59.5% and other - 74.1%).

Employment Status

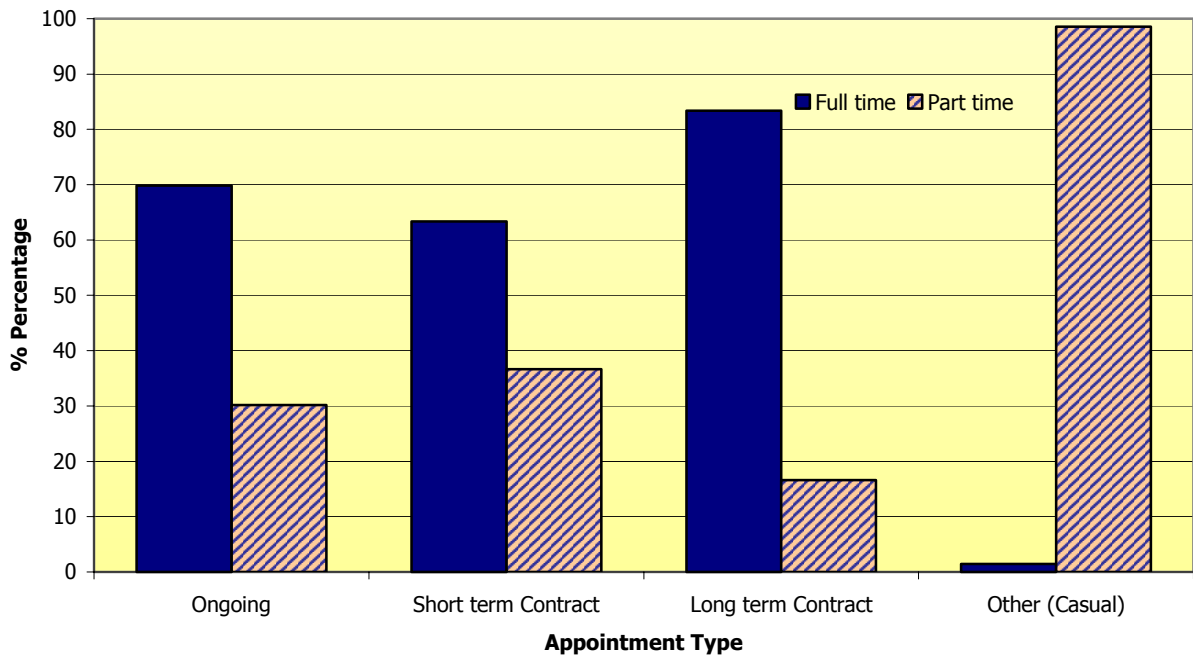
South Australian public sector employees can be employed on either a full time or part time basis. The number of hours which constitutes 'part time' may differ between groups of employees as a full time workload can vary from 37.5 to 40.0 hours per week depending on the occupation and conditions of employment. Part time employees are therefore persons who are engaged for less than the normal full time hours per week for that occupation or position.

At June 2004, around two thirds of employees (62.5%) in the South Australian public sector were employed on a full time basis and just over one third (37.5%) were employed on a part time basis.

In the five year period from June 2000 to June 2004, the workforce experienced an increase in the proportion of part time employment from 36.1% in 2000 to 37.5% in 2004, with a corresponding decrease in the proportion of full time employment (63.9% to 62.5%). These trends reflect an increasing commitment from public sector agencies to providing employment opportunities that increase the flexibility of the workforce and can create working conditions that are better able to meet the changing needs of the workplace and employees. These trends are reflected similarly within the overall South Australian workforce as shown in Table 4.

As shown in Figure 13, the majority of persons who were employed on an ongoing, short term contract or long term contract basis were employed full time (69.8%, 63.3% and 83.4% respectively), while the majority of persons employed on a casual or other basis were employed part time (98.5%).

Figure 13: Employment Status of the South Australian Public Sector Workforce by Appointment Type, June 2004



At June 2004 women were predominant in the part time workforce at the SA public sector, state and national levels at 84.3%, 71.3% and 70.8% respectively.

Table 4: Part time Employees in the Australian Workforce, South Australian Workforce and South Australian Public Sector Workforce, June 2000-2004

Part time	June 2000	June 2001	June 2002	June 2003	June 2004
South Australian public sector	36.1%	36.4%	37.1%	37.6%	37.5%
South Australian workforce	28.5%	31.0%	32.8%	28.3%	31.2%
Australian workforce	26.2%	28.1%	29.2%	27.8%	29.0%

Source of National and State workforce data: Australian Bureau of Statistics Labour Force Australia, Catalogue No. 6202.0

At June 2004 there were 15,140 part time employees in the administrative unit workforce comprising 30.9% of the total administrative unit workforce. Nearly half of the employees in other public sector organisations (46.2% or 17,479 persons) worked on a part time basis.

Table 5 shows that over the five year period from 2000-2004 the level of part time employment and full time employment in the administrative unit workforce increased slightly to around 31% and 69% respectively. Over the same period the part time/full time ratio in other public sector organisations decreased slightly to 46% and 54% respectively.

Table 5: Employees in Administrative Units and Other Public Sector Organisations by Employment Status, June 2000 to June 2004

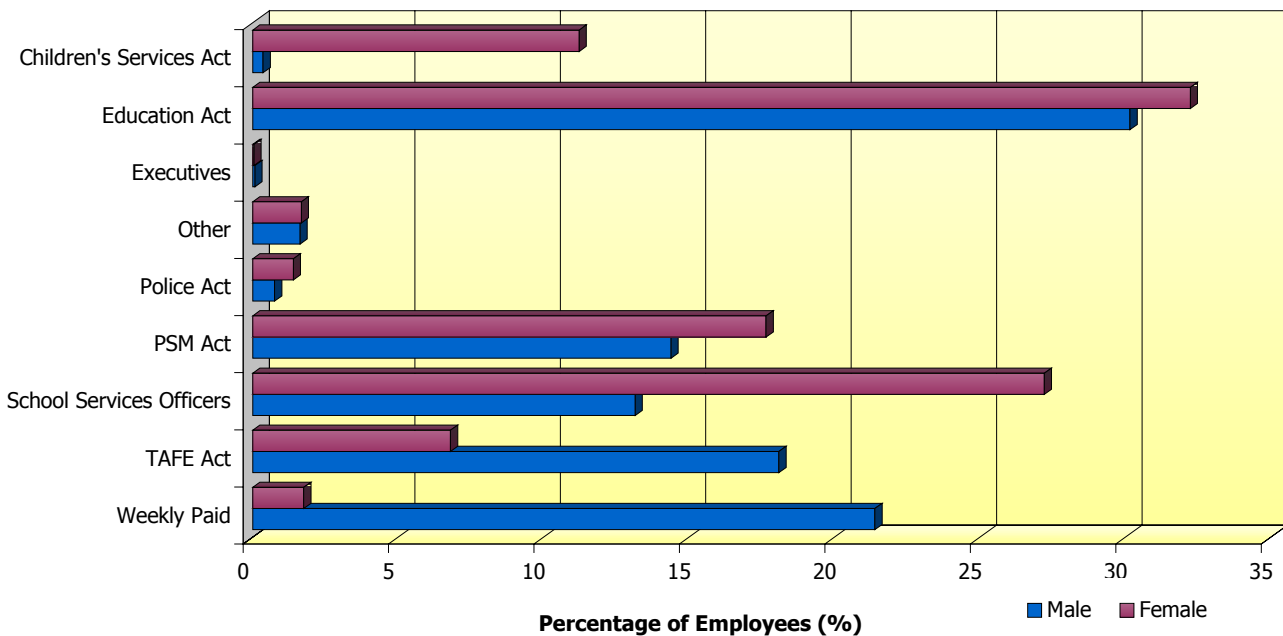
Admin Units	June 2000	June 2001	June 2002	June 2003	June 2004
part time	30.2%	30.2%	30.1%	30.4%	30.9%
full time	69.8%	69.8%	69.9%	69.5%	69.1%
Other public sector					
part time	43.7%	44.8%	46.4%	46.9%	46.2%
full time	56.3%	55.2%	53.6%	53.1%	53.8%

Part time non-executive employment was particularly prevalent in the following employee types:

- School Services Officers (77.5%)
- Children's Services Act (76.6%)
- Nurses (63.1%)
- Weekly Paid (58.7%)
- Disability Services Officers (55.3%)
- TAFE Act (51.9%)

The Police Act workforce had the lowest proportion of part time employees (5.0%), as was the case in 2003. Within administrative units the Education Act accounted for the largest portion (31.9%) of part time employees, while executives represented the smallest portion (0.05%).

Figure 14: Part time Employees in Administrative Units by Employee Type and Gender, June 2004



Of all part time employees in the South Australian public sector workforce, 84.3% were women. The Health Units accounted for 47.6% of all part time employees, reflecting the type of work undertaken in the South Australian health sector such as nursing, dental nursing and domiciliary care, areas which traditionally attracts a high proportion of female employees and can effectively accommodate part time employment.

Over half of the South Australian public sector female part time workforce (54.0%) was employed on an ongoing basis, with the remaining majority employed on a casual basis (25.7%).

Employee Types

Major employee types have been grouped in an attempt to identify broad work functions applicable across the public sector. The following is a list of those groups, along with their corresponding percentage of persons employed in the SA public sector:

Employee Type	% of workforce
Children's Services Act	2.1
Disability Services Officers	1.0
Education Act	17.8
Emergency Services Officers	2.0
Executives	1.3
Medical Officers	2.7
Nurses	13.0
Police Act	4.5
Public Sector Management Act	20.2
Public Sector Salaried Interim Award	13.6
School Services Officers	5.6
Technical and Further Education Act	2.9
Weekly Paid Awards	8.0
Other Acts or Awards	5.4

At June 2004 the largest employee type in the South Australian public sector FTE workforce was the PSM Act workforce at 22.8% or 16,431.0 FTE's. The next largest employee groups were the Education Act (18.3%), Public Sector Salaried (13.8%), Nurses (12.0%) and Weekly Paid (6.8%) employee types.

Women were predominant in the following employee types:

Children's Services Officers	(98.7% women)
School Services Officers	(89.8% women)
Nurses	(89.1% women)
Public Sector Salaried	(77.2% women)
Education Act	(68.2% women)
Disability Services Officers	(68.0% women)

Men were predominant in the following employee types:

Emergency Services Officers	(84.8% men)
Police Act	(77.6% men)
Executives	(66.4% men)
Medical Officers	(66.3% men)

The following section includes more detailed analysis of employees under each of the employee types. Please note that executives under each employee type are excluded from this section - specific analysis of executive employees can be found under the 'Executive' section of this report.

Children’s Services Act

At June 2004 the Children’s Services Act workforce represented 1.3% of the South Australian public sector FTE workforce (970.5 FTEs or 1,862 persons).

The Children’s Services Act workforce generally has a higher proportion of contract and casual appointments than any other employee groups. Casual and contract appointments are commonly used as there is often the requirement to appoint for small fractions of time on a temporary or casual basis to fill short term grant funded positions and/or to back-fill behind employees on leave.

At June 2004 the Children’s Services Act workforce comprised 31.5% ongoing, 28.0% short term contract, 19.5% long term contract and 17.3% other or casual appointments.

Since June 2003 the Children’s Services Act FTE workforce experienced a 7.7% overall increase in FTEs (69.2 FTE) coinciding with a increase of 228 persons (14.0%). This is primarily due to seasonal fluctuations which resulted in Children’s Services Act hourly paid instructors and temporary relief teachers working a increased number of hours at June 2004 than at June 2003.

More than three quarters of the Children’s Services Act employees (76.6%) were employed on a part time basis.

At June 2004 the Children’s Services Act workforce comprised 98.7% women and 1.3% men.

Disability Services Officers

Disability Services Officers represented 0.9% of the total South Australian public sector FTE workforce at June 2004 (652.0 FTEs or 826 persons).

Since June 2003 Disability Services Officers FTE workforce experienced a 18.8% overall decrease in FTEs (150.5 FTE) coinciding with a decrease of 83 persons (9.1%).

At June 2004 nearly two thirds (61.6%) of the Disability Services Officers workforce were ongoing appointments, 20.8% were short term contract appointments and 17.6% were other appointments. The Disability Services Officers workforce was comprised of 68.0% women and 32.0% were men.

More than half of the Disability Services Officers (55.3%) were employed on a part time basis, of which 72.9% were women, corresponding with the overall gender breakdown for this employee type.

Education Act

At June 2004 the Education Act workforce comprised 13,228.9 FTEs (or 15,492 persons) representing 18.3% of the public sector FTE workforce.

Since June 2003 the Education Act FTE workforce experienced a slight increase of 0.8% (110.2 FTEs) coinciding with a decrease in number of persons (0.5% or 78 persons). This is predominantly due to seasonal fluctuations which resulted in the number of Education Act hourly paid instructors and temporary relief teachers working a reduced number of hours as at the last pay day in June 2004 than at June 2003.

At June 2004 the Education Act workforce comprised 68.2% women and 31.8% men.

Almost one half (42.5%) of Education Act employees were employed on an ongoing basis and of these 67.0% were women. Proportions of the Education Act workforce were employed on a short term contract (16.8%), long term contract (27.8%) and other or casual appointment (12.9%) basis.

Part time employees accounted for nearly one third of the Education Act workforce (31.2%) of which the majority (84.3%) were women.

Emergency Services Officers

Emergency Services Officers represented 2.1% of the total South Australian public sector FTE workforce at June 2004 (1,508.6 FTEs or 1,765 persons).

Since June 2003 Emergency Services Officers FTE workforce experienced an increase of 7.7% (107.8 FTEs) coinciding with an increase in number of persons (7.3% or 120 persons).

At June 2004 almost all of the Emergency Services workforce was employed on an ongoing basis (97.2%), the majority (85.8%) being male.

Women represented 15.2% of the Emergency Services workforce at June 2004, which is an increase of 14.7% from 2003.

At June 2004 the proportion of Emergency Services workers employed on a part time basis was 18.1%, of which the majority (77.1%) were male.

Medical Officers

Medical Officers represented 2.4% of the total South Australian public sector FTE workforce at June 2004 (1,763.2 FTEs or 2,325 persons).

Since June 2003 Medical Officers FTE workforce experienced an increase of 8.8% (142.5 FTEs) coinciding with an increase in number of persons (14.5% or 295 persons).

At June 2004, 50.5% of all Medical Officers were appointed on a short term contract, 4.9% on a long term contract, 25.2% in an ongoing capacity and 19.4% on a casual or other basis.

Almost two thirds (66.3%) of the Medical Officer workforce was male.

Over half of the non-executive Medical Officer workforce worked on a full time basis (60.8%) with part time employment accounting for the remaining 39.2% of the Medical Officers employment type.

Nurses

Nurses accounted for 12.0% of the total South Australian public sector FTE workforce at June 2004 (8,639.8 FTEs or 11,281 persons).

Since June 2003 the nursing FTE workforce has remained static coinciding with a slight increase in number of persons (0.5% or 52 persons).

At June 2004 the majority of the nursing workforce (80.8%) was employed on an ongoing basis. Much smaller proportions were spread across the other appointment types, with 10.2% appointed on a short term contract, 1.1% long term contract and 7.8% on a casual basis.

A significant proportion (89.1%) of those employed under the Nurses employee type as at June 2004 were women.

Part time employees accounted for over half (63.1%) of the nursing workforce.

'Other' Employees

The other employee type group includes Aboriginal education workers, ministerial appointments, statutory appointments, electoral officers and a wide range of Acts and Awards not previously categorised across the administrative unit and other public sector workforce.

The other employee type group represented 5.6% (4,030.7 FTEs or 4,688 persons) of the total South Australian public sector FTE workforce at June 2004 with the majority (90.1%) being employed within the other public sector organisations (3,633.4 FTEs or 4,189 persons).

Over half (59.6%) of the other workforce was employed on an ongoing basis, (14.9%) on a short term contract, (11.9%) long term contract and (13.6%) on a casual basis.

Over half (51.7%) of the all the other employee group were male.

Almost three quarters of the other employee group workforce worked on a full time basis (72.4%) with part time employment accounting for the remaining 27.6%.

Police Act

Police Act employees accounted for 5.3% of the total South Australian public sector FTE workforce at June 2004 (3,818.3 FTEs or 3,902 persons).

Since June 2003 the Police Act FTE workforce experienced a slight decrease of 0.9% (34.5 FTEs) coinciding with a decrease in number of persons (0.8% or 31 persons).

At June 2004 the Police Act workforce comprised 77.6% men and 22.4% women (compared to 78.0% men and 22.0% women in 2003 and 79.5% men and 20.5% women in 2002). The historical trend reflects a steady increase in the proportion of women in the Police workforce.

5.0% of the Police Act workforce was employed on a part time basis at June 2004, of which (90.3%) were women.

Public Sector Management Act

Public Sector Management Act employees refers to those persons who are employed under the *Public Sector Management Act 1995* (PSM Act) within the SA public sector.

Most employees in other public sector organisations who have similar employment conditions to the PSM Act provided either through legislation, awards, and industrial agreements or through custom and practice but are not actually employed under the PSM Act are reported in the section titled *Public Sector Salaried*. A smaller proportion of persons who have conditions similar to those under the PSM Act are reported in the 'other' employee type category.

At June 2004 PSM Act employees represented 22.8% of the South Australian public sector FTE workforce (16,431.0 FTEs or 17,538 persons) and 39.1% of the administrative unit FTE workforce (16,412.6 FTEs or 17,518 persons).

Table 6 shows that the proportion of people employed on an ongoing basis in administrative units under the PSM Act has remained static since June 2003, contradicting the established trend away from ongoing employment. The proportion appointed on a long term contract appointment basis has again contradicted the established trend, reporting a 1.5% decrease. At the same time short term contracts have had an increase of 2.7%. A slight decrease was recorded in the casual contracts (1.2%).

Table 6: PSM Act Employees in Administrative Units by Appointment Type, June 2000 to June 2004

	2000	2001	2002	2003	2004
ongoing	70.8%	71.7%	72.9%	74.0%	74.0%
short term contract	21.1%	19.4%	17.4%	15.7%	18.4%
long term contract	5.9%	6.6%	7.4%	6.5%	5.0%
casual	2.2%	2.3%	2.3%	3.8%	2.6%

Since 2001 the gap between the number of PSM Act women and men in administrative units appointed on an ongoing basis has steadily increased as shown in Table 7. At June 2004 women had a higher level of representation in the ongoing appointment type (52.3%) than men, a slight increase from 51.8% at June 2003. Men were predominant in the long term contract appointments (51.8%), while women were predominant in the short term and casual contract appointments (67.5% and 69.9% respectively).

Table 7: Ongoing PSM Act Employees in Administrative Units by Gender, June 2000 to June 2004

Ongoing	2000	2001	2002	2003	2004
male	51.5%	50.0%	48.9%	48.2%	47.7%
female	48.5%	50.0%	51.1%	51.8%	52.3%
difference	- 3.0	0.0	2.2	3.6	4.6

During 2003-04 the PSM Act FTE workforce in administrative units increased by 2.3% (364.9 FTEs) coinciding with a increase in number of persons (2.7% or 466 persons). The proportion of employed persons in South Australia public sector which PSM Act employees accounted for also increased by 2.1% (357 persons) since 2003.

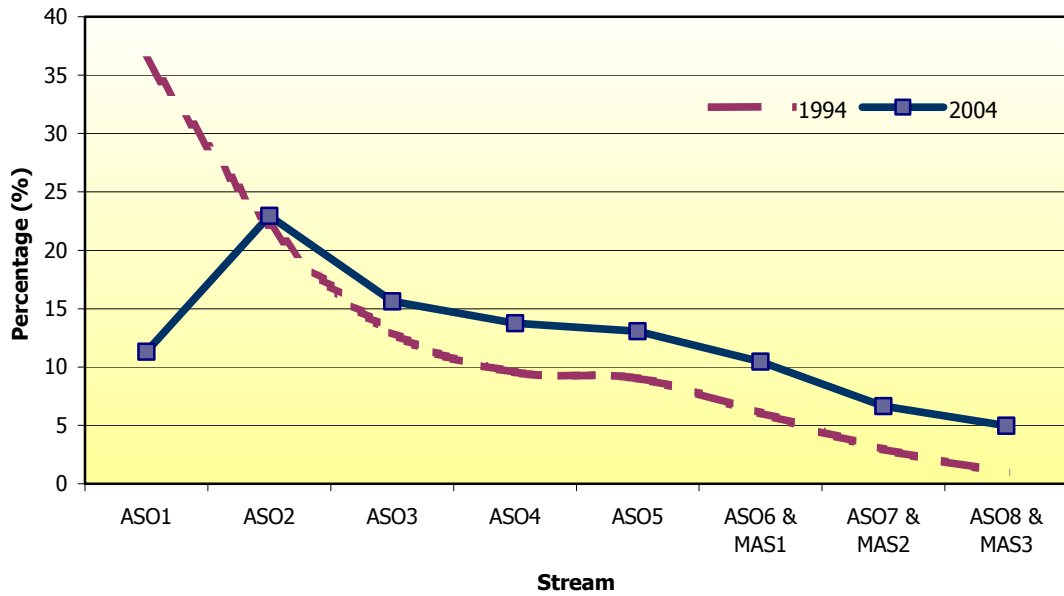
PSM Act employees in administrative units are employed across a number of occupation streams. At June 2004 the following proportions of PSM Act employees were represented in the five remuneration structures:

67.2%	Administrative Services	(66.2% at June 2003)
12.8%	Operational Services	(13.0% at June 2003)
12.9%	Professional Services	(12.8% at June 2003)
2.6%	Technical Services	(3.3% at June 2003)
2.5%	Executive	(2.5% at June 2003)
1.9%	Other	(2.2% at June 2003)

At June 2004 male PSM Act employees in administrative units were predominant in the operational services (71.6%), technical grades (75.3%) and executive employment (72.3%), while female PSM Act employees in administrative units were predominant in the administrative services (62.3%). The professional services stream was almost evenly balanced with 50.7% female employees.

Trend information regarding the distribution of employees under each of the structure by level is available from June 2000 and prior to June 1994. In 1994 the PSM Act equivalent was the *Government Management and Employment Act 1985* (GME Act). This information shows that the classification profile of the workforce has drifted upwards over time as evidenced by a rightwards shift in the below diagram.

Figure 15: PSM Act Administrative Services Officers Employed in Administrative Units by Level, June 1994 and June 2004



At June 2004 there were 2,595 non executive PSM Act persons employed on a part time basis in the SA public sector, representing 14.8% of the non-executive PSM Act SA public sector workforce. More than half (55.8%) of non-executive part time PSM Act employees in SA public sector were employed on an ongoing basis, 22.7% on a short term contract, 3.7% on a long term contract and 17.8% on a other or casual basis. The majority (85.9%) of non-executive part time PSM Act employees were women.

In some cases employees initially employed in an administrative unit have transferred to another public sector organisation, retaining equivalent PSM Act employment conditions through specific arrangements in the transfer process. As at June 2004 there were 26 PSM Act employees employed within other public sector organisations, of which 23.1% were executives (6 persons).

Public Sector Salaried Employees Interim Award

Public Sector Salaried employees refers to those persons who are employed under the *Public Sector Salaried Employees Interim Award* in other public sector organisations.

The Public Sector Salaried workforce represented 13.8% of the South Australian public sector FTE workforce (9,944.4 FTEs or 11,804 persons).

Since June 2003 the Public Sector Salaried Employees Interim Award FTE workforce experienced a increase of 5.7% (539.3 FTEs) coinciding with a increase in number of persons (4.6% or 521 persons).

Nearly three quarters (70.7%) of the Public Sector Salaried workforce were employed on an ongoing basis at June 2004, with a similar proportion of these being women (75.4%).

Almost two thirds of the non-executive Public Sector Salaried workforce worked on a full time basis (63.5%), with part time employment accounting for the remaining 36.5%, of which over 90.9% were women.

School Services Officers

At June 2004 School Services Officers represented 4.8% of the South Australian public sector FTE workforce (3,435.8 FTEs or 4,861 persons) compared with 4.6% at June 2003 and 4.6% at June 2002. The Department of Education and Children's Services engages these employees under the School Services Officers Award.

Since 2003 the employment of School Services Officers increased by 4.1% (or 192 persons). This was predominantly due to regular fluctuations which in this instance resulted in an increase in the number of casual School Services Officers on duty as at the last pay day in June 2004.

Over the same period the proportion of School Services Officers employed on an ongoing basis decreased from 42.1% at June 2003 to 41.4% at June 2004, as did the proportion of contract employment, decreasing from 27.2% in June 2003 to 26.9% in June 2004.

More than three-quarters (77.5%) of School Services Officers were employed on a part time basis.

The nature of the work undertaken by School Services Officers has typically attracted a high proportion of female employees. This is evidenced by the June 2004 data which identifies that the vast majority of these employees (89.8%) were women.

Technical and Further Education (TAFE) Act

Employees under this category accounted for 2.4% of the total South Australian public sector FTE workforce at June 2004 with 1,697.3 FTEs or 2,532 persons.

Since June 2003 the TAFE Act FTE workforce experienced a decrease of 3.9% (69.1 FTEs) coinciding with a slight decrease in number of persons (0.8% or 21 persons).

At June 2004, 37.4% of the TAFE Act workforce was employed on an ongoing basis. Of these, 42.2% were women. The remainder of the TAFE Act workforce was employed on a casual basis (35.3%), short term contract (20.9%) and long term contract (6.5%) basis.

Contract and casual work is predominantly used in this employee type to meet the needs of a changing business environment and the fluctuating demands of specific courses.

Part time employment accounted for 51.9% of the TAFE Act workforce (excluding executives). Of these employees over two thirds were casual appointments (68.1%) and less than a quarter were contract appointments (19.1%).

At June 2004 the TAFE Act workforce comprised 48.3% men and 51.7% women.

Weekly Paid Awards

At June 2004, 6.8% (4,932.8 FTEs or 6,908 persons) of the South Australian public sector FTE workforce was employed under a range of Weekly Paid Awards across the administrative units and other public sector organisation workforce. The majority of this employee type was represented within the other public sector workforce (74.8% or 3,690.8 FTEs).

In line with an established trend of declining numbers of Weekly Paid employees across the South Australian public sector, the Weekly Paid FTE workforce further declined by 6.1% (or 319.3 FTEs) since June 2003.

At June 2004, more than two thirds (68.7%) of the Weekly Paid workforce was employed on an ongoing basis, 22.9% were casual employees and 8.4% were employed on a contract basis (6.9% of these on a short term and 1.5% on a long term contract).

Over one quarter of the Weekly Paid FTE workforce (25.2%) were employees of administrative units. The Weekly Paid workforce in administrative units has been steadily declining over the last decade. At June 2004 Weekly Paid employees in administrative units totalled 1,242.0 FTEs (or 1,618 persons), which is a decrease of 2.0% (or 25.4 FTEs) since June 2003.

Historical analysis of the Weekly Paid workforce within the SA public sector shows that it has not traditionally been a large employer of women. However women now represent a greater proportion of the Weekly Paid workforce. This change is due to the contracting out of many male dominated functions of Weekly Paid employees previously undertaken within the public sector.

Women represented 53.9% of the Weekly Paid workforce in the South Australian public sector at June 2004 (compared to 47.3% at June 2000). Conversely, men represented 46.1% of the Weekly Paid workforce in the South Australian public sector at June 2004 (compared to 52.7% at June 2000).

Over half of the non-executive Weekly Paid workforce 58.7% was employed on a part time basis with over two thirds of these employees (73.4%) being women.

Further Information:

Refer to: Appendix 1 for a detailed explanation of the Weekly Paid employee type.

Appendix 2 Tables 8, 11 and 14 for more detailed information on the representation of this employee type across the total public sector.

Appendix 2 Tables 26 and 27 for more detailed information on the representation of this employee type across the other public sector.

Appendix 2 Tables 17 to 20 and 22 to 24 for more detailed information on the representation of this employee type across the administrative units.

Refer to: Appendix 2 Tables 11 for more detailed information on the employment status across the total public sector.

Refer to: Appendix 1 for more detailed information, Appointment types are described under the heading 'Appointment Types' and Employment Status is described under the heading 'Employment Status'.

Refer to: Appendix 2 for other public sector employee types refer, Tables 11, 14, 26 and 27 for more detailed information.

Refer to: Appendix 2 for administrative unit employee types refer, Tables 8, 11, 14, 17 to 20 and 22 to 24 for more detailed information.

EXECUTIVES

KEY POINTS:

As at 30 June 2004

- Executives represented 1.5% of the South Australian public sector FTE workforce
- 33.6% of South Australian public sector executives were women
- 42.1% of all executives were employed under the PSM Act

This employee type includes statutory appointments, managers, chief executive officers, professional specialists, medical officers, nurses and legal services officers who fulfil either professional or managerial executive roles and who are remunerated at a level above the minimum executive salary threshold (\$83,352 salary only, equating to the minimum level of pay under the PSM Act executive remuneration structure) across the administrative units and other public sector organisations. These figures exclude non-executive employees in receipt of executive level equivalent salaries as a result of additional allowances which may be paid for the purposes of attraction or retention of specialist employees.

At June 2004, executives represented 1.5% (1,087.6 FTEs or 1,101 persons) of the SA public sector FTE workforce. The increase of 102.0 FTE from June 2003 is substantially due to the inclusion of an additional classification of Principals in the Department of Education and Children's Services as executives for the purposes of workforce reporting. There were 98 extra employees at this category.

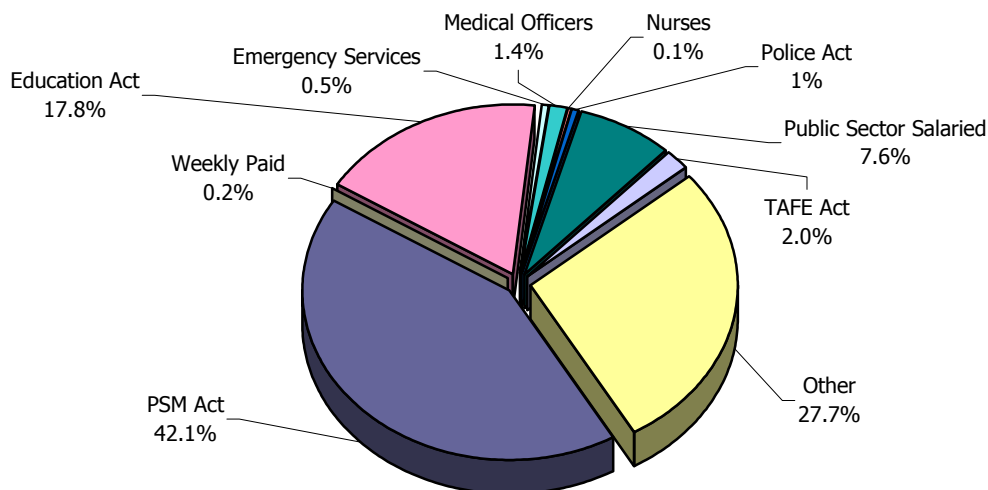
Most executives (92.3%) were employed on a contract basis, 7.6% on an ongoing basis and 0.1% on a casual basis.

The number of women executives has been gradually increasing over the past decade. In 2004, more than one third (33.6% or 370 persons) of South Australian public sector executives were women, up from 17.4% (254 persons) in 1995.

Of administrative unit executives, 1.0% (or 8 persons) worked on a part time basis. Of executives employed in the other public sector organisations, 5.6% (or 19 persons) worked on a part time basis, the majority in the Health Units as medical specialists and consultants.

At June 2004, 42.1% of all executives were employed under the PSM Act, 17.8% were employed under the Education Act, 7.6% were public sector salaried employees, 2.0% were employed under the TAFE Act. The remaining 30.5% were employed across a wide range of other Acts and Awards.

Figure 16: Number of South Australian Public Sector Executives by Employee Type, June 2004



Below is a specific review of Executives under different employee types.

Executives under the Education Act

Executives employed under the Education Act, including Principals at levels PC-05, PC-06, PC-07 and PC-08, accounted for 1.5% (195.6 FTEs) of the Education Act FTE workforce. Of these executives, 52.6% (103 persons) were men and 47.4% (93 persons) were women.

At June 2004 there were 196 executives employed under the Education Act compared with 91 at June 2003. This significant increase is largely attributed to the inclusion of Principals at PCO5 level (98 persons) for the first time as Education Act executives.

Executives under the PSM Act

At June 2004 there were 464 executives (461.3 FTEs) employed under the PSM Act, representing 42.1% of the total FTE executive workforce and a decrease of 3.3% from 45.4% June 2003. There were 458 executives employed in the administrative units, an increase of 5.0% (or 22 persons) in the PSM Act executive management structure.

The number of executives under the PSM Act as a proportion of the total PSM Act workforce has slightly increased (comprising 2.7% at June 2004).

In line with the legislated move towards appointing executives under the PSM Act to long term contracts rather than on an ongoing basis, the number of executives employed on a contract basis has shown a steady increase (see Table 8).

Table 8: Executives in Administrative Units employed under the PSM Act Executive Management Structure by Appointment Type, June 2000 to June 2004

	June 2000	June 2001	June 2002	June 2003	June 2004
ongoing	5.5%	3.3%	2.9%	3.1%	1.5%
contract	94.5%	96.7%	97.1%	96.9%	98.5%

The total number of female executives employed under the PSM Act slightly increased during 2003-04 from 121 persons to 128 persons, representing 27.6% of the 464 executives employed under the PSM Act.

Executives under the Medical Officers Award

Medical Officer executives, which includes senior consultants, medical administrators and senior medical practitioners, represented 0.9% of the executive FTE workforce (9.5 FTEs or 15 persons) and 0.5% of the total Medical Officer FTE workforce. Of these executives 66.7% (10 persons) were men and 33.3% (5 persons) were women.

At June 2004 there were 15 executives employed under the Medical Officers Award compared with 64 at June 2003. This significant decrease is largely attributed to the exclusion of a number of visiting medical specialists on the basis that they do not undertake roles which meet the definition of an executive.

Executives appointed under the Medical Officer Award were evenly appointed between a contract basis or a ongoing basis (46.7%), with the remainder appointed on a casual basis (6.7%).

Executives under the Police Act

Executives employed under the Police Act represented 0.5% of the executive FTE workforce at June 2004 (6.0 FTEs or 6 persons) and 0.2% of the total Police Act FTE workforce. Police Act executives include Assistant Commissioners, the Deputy Commissioner and the Commissioner of Police.

Executives under the TAFE Act

Executives employed under the TAFE Act (predominantly Institute Directors) represented 2.0% of the FTE executive workforce (22.0 FTEs or 22 persons) and 1.3% of the total TAFE Act FTE workforce at June 2004, emulating June 2003 (1.3%). Overall executives under the TAFE Act experienced a decrease of 1.0 FTE (or 4.3%).

Of the 22 TAFE Act executives, 36.4% were male (8 persons) and 63.6% were female (14 persons).

Further Information: Appendix 2 Tables 14, 15 and 25 for more detailed information.

Appendix 1 terms and definitions, for a detailed explanation of the Executive employee type.

INDIGENOUS EMPLOYMENT

KEY POINTS:

- At 30 June 2004:
- 1.07% of the SA public sector workforce identified as ATSI
- the total number of people who identified as ATSI has increased 4.4% from 890 persons in June 2002 to 930 persons.

An Aboriginal and/or Torres Strait Islander (ATSI) employee is a person who identifies as an Aboriginal and/or Torres Strait Islander, is a descendant of an Indigenous inhabitant of Australia, and is recognised as Aboriginal and/or Torres Strait Islander by members of the community in which he or she lives.

Anecdotal evidence strongly indicates that the workforce data presented in this report under represents the true level of Aboriginal and/or Torres Strait Islander employment across the public sector, particularly due to the difficulties associated with collecting data which relies on self-identification.

As a result of reporting inconsistencies in relation to ATSI data in June 2003, the SA Public Sector June 2004 data will be compared with SA Public Sector June 2002 information to ensure an accurate assessment of trends can be made.

At June 2004, 1.07% of the South Australian public sector workforce identified as Aboriginal and/or Torres Strait Islander. This represents an increase from 890 to 930 persons, or 4.4% (40 persons) over the last 2 years.

The Australian Bureau of Statistics' 2001 Census of Population and Housing information indicates that 1.7% of the South Australian population identified as being of Aboriginal and/or Torres Strait Islander origin.

Figure 17: Aboriginal and/or Torres Strait Islander Employees in the South Australian Public Sector by Employee Type and Gender, June 2004

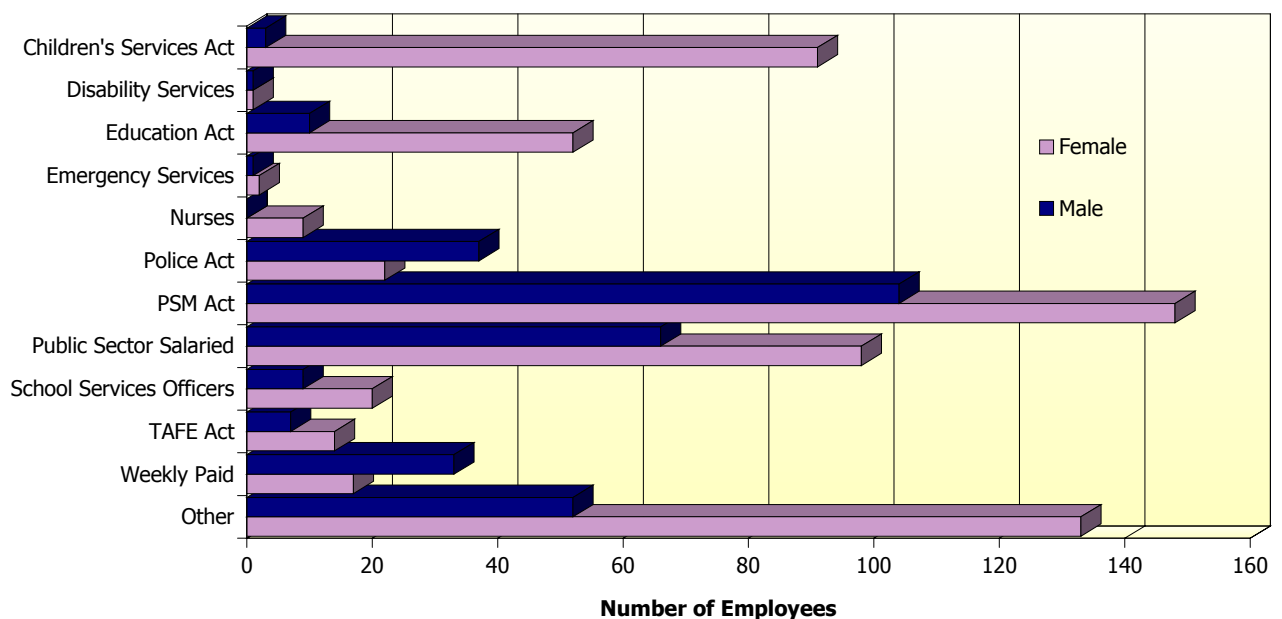


Figure 17 identifies the majority of these 930 employees as being employed under the Public Sector Management Act (27.1%), Public Sector Salaried Award (17.6%), Children’s Services Act (10.1%), Education Act (6.7%) and the Police Act (6.3%) employee types.

More than half (52.6%) of the Aboriginal and/or Torres Strait Islander employees in the South Australian public sector were employed on an ongoing basis. Of these, 59.9% were women. A further third (37.5%) were employed on short and long term contracts, with the remaining 9.9% employed on a casual basis.

Of all Aboriginal and/or Torres Strait Islander employees, 73.0% were part of the administrative unit workforce, representing 1.4% of the total administrative unit employees at June 2004, compared to 0.7% in the other public sector workforce. Of the 679 administrative unit employees who identified as Aboriginal and/or Torres Strait Islander, over one third (37.1%) were employed in the Public Sector Management Act workforce, 13.9% were employed under the Children’s Services Act, 9.1% were employed under the Education Act, and 8.7% were under the Police Act. The number of ATSI employees in the administrative units increased 10.9% (67 persons) over the 2002-04 period (from 612 in June 2002).

Table 9: Aboriginal and/or Torres Strait Islander PSM Act Employees by Remuneration Level and Gender, as at June 2004

Remuneration Level	% Male	% Female	Total
Executives	33.3	66.7	3
Senior Managers ¹	26.3	73.7	19
Middle Manager ²	60.0	40.0	40
First Line Supervisors ³	43.4	56.6	83
Trainee-ASO2	35.5	64.5	107

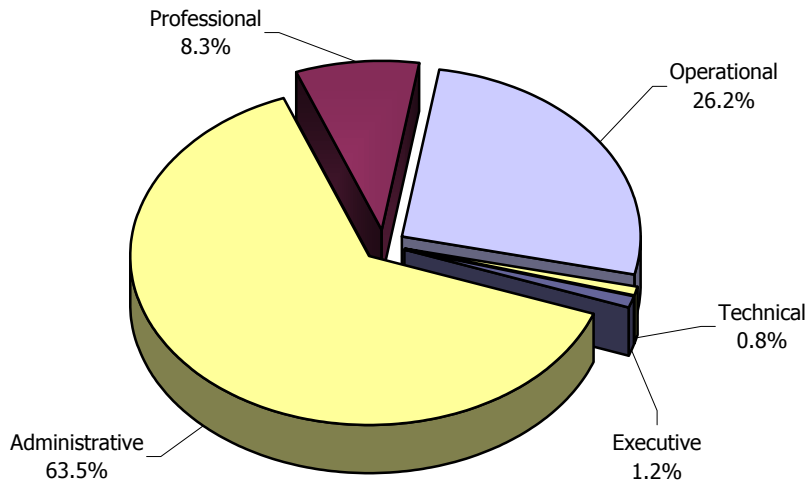
1 Senior Managers includes all ASO7 and ASO8 and equivalent, irrespective of any supervisory role.

2 Middle Managers includes all ASO5 and ASO6 and equivalent, irrespective of any supervisory role.

3 First Line Supervisors includes all ASO3 and ASO4 and equivalent, irrespective of any supervisory role.

As Figure 18 illustrates, of the employees in administrative units PSM Act workforce who identified as Aboriginal and/or Torres Strait Islander, 63.5% were in the administrative services, 26.2% were in operational services, 8.3% were in the professional services, 0.8% were in the technical services occupational streams. Aboriginal and/or Torres Strait Islander employees were also represented at the executive levels under the PSM Act (1.2%, or three executives).

Figure 18: Aboriginal and/or Torres Strait Islander PSM Act Employees in Administrative Units by Stream, June 2004



Of the 251 Aboriginal and/or Torres Strait Islander employees reported under the other public sector workforce, over two thirds 65.3% (164 persons) were Public Sector Salaried employees and 14.7% (37 persons) were weekly paid, with the remaining employees distributed across a wide range of employee types. Other public sector organisations with the highest number of Aboriginal and/or Torres Strait Islander employees in their workforce were the Health Units (60.2%), Tauondi Incorporated (12.4%), Court Administration Authority (8.4%) and National Aboriginal Cultural Institute (Tandanya) (7.6%).

In addition to the 930 persons identified as Aboriginal and/or Torres Strait Islander actively employed in the Public Sector and June 2004, 32 ATSI employees were on leave without pay at 30 June.

*Refer to: Appendix 2 Tables 35 to 41 for more detailed information.
Appendix 1 for more detailed definitions.*

RECRUITMENT

KEY POINTS:

At 30 June 2004:

- 423 persons were trainees or apprentices (a decrease of 8.4% from 2003)
- 131 persons were employed in graduate entry programs (a decrease of 19.1% from 2003)
- 7,110 vacancies were advertised in the Notice of Vacancies during 2003-04
- 65.3% of these vacancies were internal advertisements, with the remaining 34.7% being advertised both internally and externally

The majority of recruitment processes in the South Australian public sector are set out in *PSM Act Determination 2: Recruitment and Employment of Non Executive Employees*. This document outlines a series of principles which are broadly designed to ensure that an appropriate balance is achieved between government public sector workforce policies, community expectations of equitable access to vacancies and individual agency business imperatives.

Given the non-retrenchment policy under which the public sector operates, in the first instance ongoing public sector employees who are either unable to carry out their normal duties as a result of a work injury, or who are excess to organisational requirements should be given priority for available positions. However, the number of people requiring alternative work placement is substantially less than the number of vacant and new positions which arise across the service, hence following consideration of unplaced employees, staff can be recruited via a number of means:

- advertisement to administrative unit and Regulation 11 employees via the *Notice of Vacancies* or *Xpress* (for Education Act and Children Services Act vacancies only)
- SA Government Public Sector Graduate Recruitment Program
- public sector Equal Employment Opportunity Programs (e.g. the Aboriginal Employment Register, Strategy for the Employment of People with Disabilities, the Trainee Register and the Government Youth Traineeship Scheme)
- advertisement in the external press
- internal expression of interest within the Agency or Portfolio (for vacancies of less than six months duration)
- appointment of a person selected through Australian JobSearch or a Job Network provider (for vacancies of three months or less)

Processes for filling vacancies among agencies or employee groups not required to adhere to *PSM Act Determination 2* are determined on an individual agency basis. Currently the single largest employment group not covered by a Regulation 11 agreement with the Commissioner for Public Employment is the South Australian Police Force.

The following section includes information on Traineeships, Apprenticeships and Graduate Recruitment in the South Australian public sector, as well as information on recruitment through the Notice of Vacancies and external press for the 2003-04 financial year.

Traineeships and Apprenticeships

These programs include people engaged as entry level trainees (aged 17 to 24 years) through the South Australian Government Youth Training Initiative and the New Apprenticeship Scheme. The South Australian Government Youth Training Initiative has been gazetted as an equal employment opportunity program under the PSM Act to provide temporary employment, training and development opportunities for young people in the South Australian public sector. Participants are not guaranteed ongoing employment within the South Australian public sector but are eligible to apply for advertised vacancies in merit based competition with other applicants.

At June 2004, 0.5% of the South Australian public sector workforce (423 persons) was employed in traineeships and apprenticeships, 83.0% of which were short term (up to one year) programs. This overall figure represents a decrease of 8.4% since June 2003. The gender split for employees on these programs was almost balanced, with just over half females (54.8% or 232 persons).

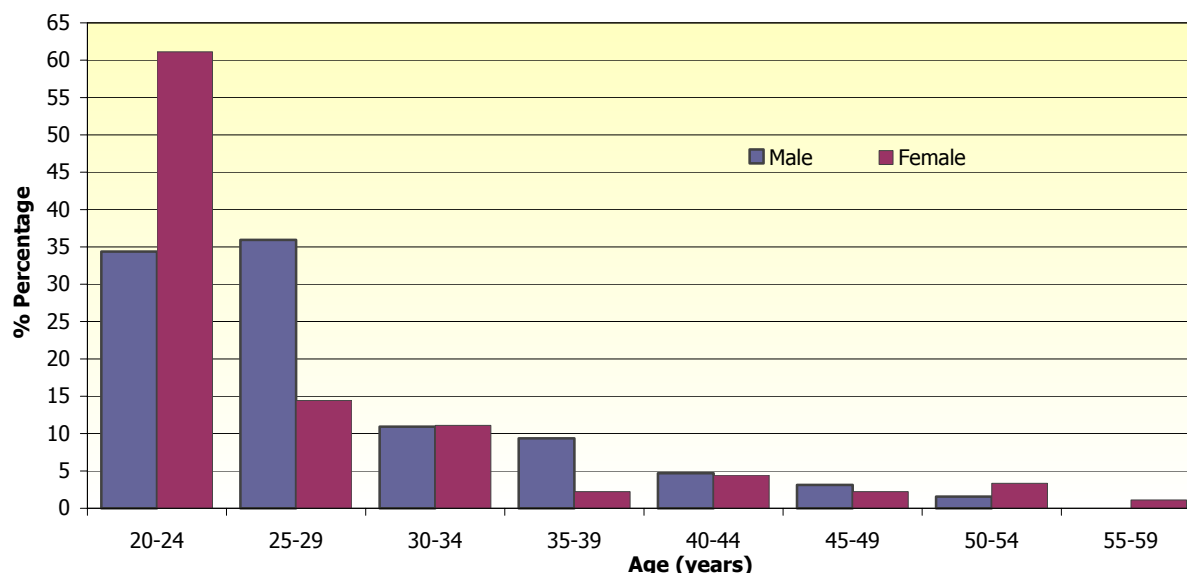
Figures reported separately from the Public Sector Initiatives section of the Department of Further Education, Employment, Science and Technology show that over the 2003-04 period a total of 423 young people commenced employment under the State Government Youth Traineeship scheme, and a further 32 were recruited under the Apprenticeships scheme. Of these employees, 39.6% were male (180 persons) and 60.4% were female (275 persons).

Graduate Program

The South Australian Public Sector Graduate Recruitment Program recruits and develops graduates for careers within the South Australian public sector. With the exception of a small number of agency specific recruitment programs, the Office for the Commissioner for Public Employment (OCPE) centrally coordinates the graduate intake on behalf of all public sector agencies. To be eligible to apply for the program, graduates must have completed a minimum three year degree or diploma program.

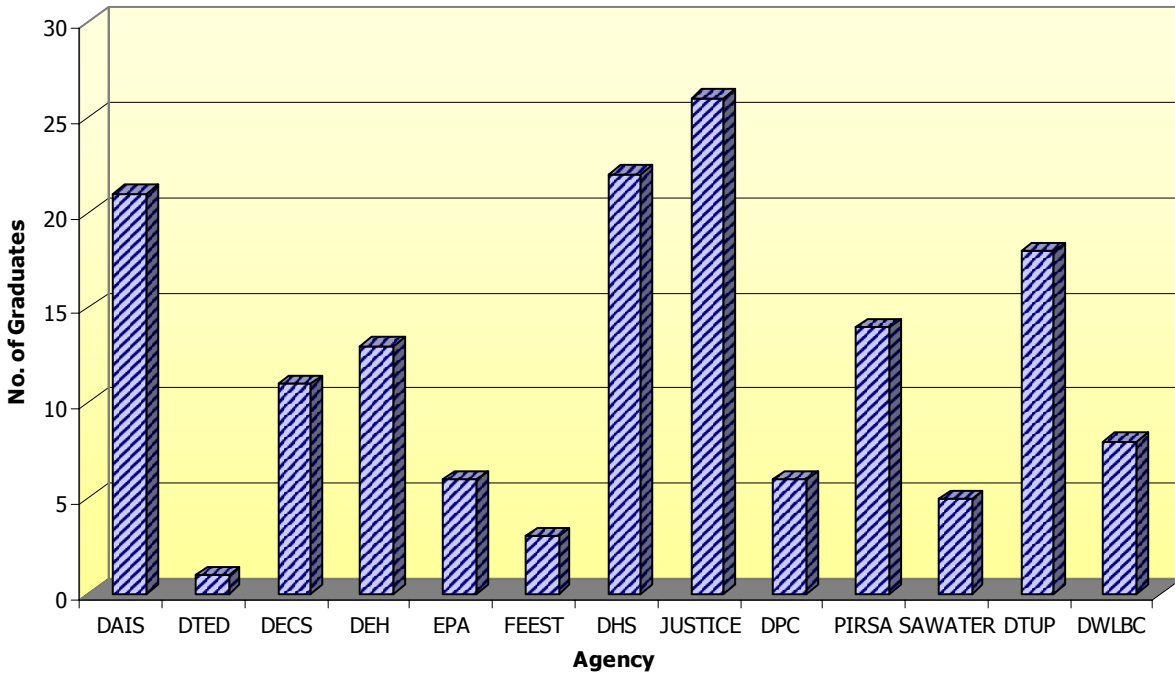
The 2004 South Australian public sector Graduate Recruitment Program attracted over 1,000 applications, with 154 graduates being successfully employed during the 2003-04 financial year. Of the 154 successful applicants, 64 (41.6%) were male and 90 (58.4%) were female. Although the program continued to operate without the age restriction that applied to the Youth Recruitment Initiative Graduate Recruitment Program that operated between July 1998 and June 2001, data extracted from the Graduate Recruitment Program database indicates that 77 (50.0%) of all graduates recruited were under the age of 24. The following graph shows the age spread of the successful applicants.

Figure 19: Percentage of Graduate Program Placements by Age and Gender July 2003 to June 2004



The Department for Administrative and Information Services, the Department of Human Services, and the Justice portfolio agencies accounted for almost half of all graduates placed through the program, with the Department of Transport and Urban Planning, the Department for Environment and Heritage, and the Department of Primary Industries and Resources also recruiting significant numbers of graduates over the year.

Figure 20: Number of Graduates Recruited by Agency 2003 - 2004



* Note: 'Justice' includes all agencies in the Justice Portfolio, 'DHS' includes the Department of Human Services and the Health Units.

These figures represent a increase (22.0% or 28 persons) from 126 successful applicants during the 2002-2003 financial year to 154 over the 2003-2004 financial year.

Figures reported for the Workforce Information Collection show that at June 2004, there were 131 employees employed under the 2003/2004 Graduate Recruitment Program, of which 55.7% (73 persons) were women. Of the total amount of graduates employed under the 2003/2004 Graduate Recruitment Program over two thirds were employed on short term contracts (67.2%).

POSITIONS VACANT

The Notice of Vacancies is a weekly publication administered by the Office for the Commissioner for Public Employment which provides details of public sector job vacancies for all public sector agencies listed under Regulation 11 of the PSM Act, with the exception of Education Act and Children’s Services Act positions.

During 2003-04, 7,110 vacancies were advertised in the Notice of Vacancies. Of these, 65.3% (4,641 vacancies) were advertised internally, with the remaining 34.7% (2,469 vacancies) being advertised both internally and externally to the public sector. This represents a 5.3% increase in the total number of vacancies advertised both internally and externally during 2002-03.

48.7% of all vacancies advertised during the 2003-04 period were in the Health Services portfolio, representing 54.3% of all external advertisements.

Table 10: Vacancies by Employment Act or Award by Appointment Type 2003 - 2004

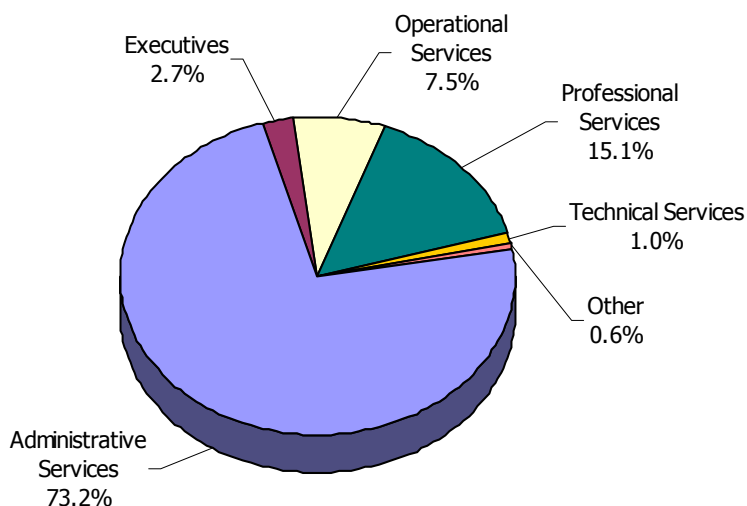
Act/Award	Ongoing	Short Term Contract	Long Term Contract	Other	Total	% of Total
PSM Act	1,754	1,595	506	33	3,888	54.7%
SAHC Act*	1,540	654	189	20	2,403	33.8%
Other	162	265	82	3	512	7.2%
Weekly Paid	206	55	4	42	307	4.3%
Total	3,662	2,569	781	98	7,110	
%	51.5%	36.1%	11.0%	1.4%		

* South Australian Health Commission Act

While part time employees comprised 37.5% of all SA public sector employees at June 2004, 17.3% (or 1,230 vacancies) of all positions advertised in 2003-04 were part time. This may reflect both a lower turnover in part time positions and the likelihood that many part time positions are created by modifying existing or new employment contracts to reflect more flexible working arrangement for employees.

The 3,888 PSM Act vacancies were primarily in the Administrative Services Stream (73.2%), with the remaining being split between Professional Services (15.1%), Operational Services (7.5%), Technical Services (1.0%), Executives (2.7%) and other classifications (0.6%).

Figure 21: PSM Act Vacancies by Remuneration Structure as at June 2004



Further Information:

Refer to: Appendix 1 for a detailed explanation of the trainee, apprenticeship and graduate entry programs employee type.

Appendix 2 Table 9, 10 and 32 for more detailed information.

LEAVE

KEY POINTS:

Over the 2003-04 period:

- SA public sector employees' average sick leave was 7.4 days per FTE.
- SA public sector employees' on leave without pay was 2,839 persons (2,374.6 FTEs).
- SA public sector employees' average family carer's leave was 0.3 days per FTE.

The Office for the Commissioner for Public Employment collects three different types of leave information for public sector agencies: sick leave, family carer's leave, and leave without pay.

Sick leave refers to an employee's entitlement to paid time off per annum for reasons of ill health. Sick leave days that are unused in the period are accumulated and rolled over into the next. Employees are required to produce a medical certificate if absent on sick leave for a period of over three working days. Casual employees cannot accrue or take sick leave.

Family carer's leave enables employees to access some of their normal paid sick leave to care for and support a sick family member. It is important to note that the family carer's leave figures reported in this publication only pertain to those agencies or employee types for which family carer's leave can be reported separately from total sick leave. Therefore the family carer's leave data reported in this publication is likely to significantly under represent the true level of sick leave taken by employees for the purpose of caring for a sick family member.

Leave without pay (LWOP) refers to a period of unpaid absence from duty. Leave without pay provides employees with the opportunity to meet, for example, their parental or family responsibilities, undertake temporary employment in another organisation or study, professional development or travel overseas. Leave without pay can also be used to supplement annual leave and long service leave entitlements, and to encourage employee mobility and skill development across the public sector.

The implementation of revised leave strategies such as those detailed in the Commissioner for Public Employment's *PSM Act Determination 6: Leave* has the following outcomes:

- promotes retention of increasingly valuable knowledge and skills while assisting employees to meet their individual needs and responsibilities
- assists workplaces to become more family friendly by offering additional leave opportunities to employees
- indicates of the well being and health of the South Australian public sector through improved monitoring of leave over the workforce
- provides opportunities for benchmarking across both the South Australian public sector and other jurisdictions

Sick Leave Taken by Employees

Over the July 2003 to June 2004 period, the level of total sick leave (including leave for family caring purposes) in the South Australian public sector increased to an average of 7.4 days per FTE from the

average of 7.2 days per FTE as at June 2003. This is in line with the trend over the past four years of employees taking an increasing level of average sick leave days - 6.7 days in 2002, and 6.6 days in 2001.

Largely commensurate with the number of employees under each employee type, the types that recorded the highest number of sick leave days were PSM Act, Nurses, Education Act, and Public Sector Salaried Employees. With the exception of Medical Officers and Executives, employee types reporting a low level of sick leave usage tended to be those types which are characterised by higher levels of part-time and/or casual employment such as Children’s Services Act, School Services Officers and TAFE Act employees. The low levels of sick leave taken by Medical Officers and Executive employee types is consistent with research which suggests specifically that higher wage earners (executives or individuals who receive above-average rates of pay and have high levels of educational qualifications) and those employed in more skilled occupations tend to access less sick leave.¹

Employee Type	% of workforce	% of total sick leave taken
Public Sector Management Act	20.2	25.4
Nurses	13.0	18.7
Education Act	17.8	14.4
Public Sector Salaried Interim Award	13.6	14.0
Weekly Paid Awards	8.0	7.7
Police Act	4.5	6.0
Other Acts or Awards	5.4	4.2
School Services Officers	5.6	2.4
Emergency Services Officers	2.0	2.2
Disability Services Officers	1.0	1.6
Technical and Further Education Act	2.9	1.2
Medical Officers	2.7	0.9
Executives	1.3	0.7
Children’s Services Act	2.1	0.6

Administrative Units

At an average of 6.7 days per FTE the level of sick leave in all administrative units was lower than both the average for the public sector as a whole and for the other public sector organisations, and represented an increase from 6.3 days per FTE at June 2003.

The administrative units that reported the highest levels of average sick leave were the Department for Correctional Services (10.2 days per FTE), Attorney General’s Department (8.5 days per FTE), the SA Police (8.4 days per FTE), and the Department of Human Services (8.2 days per FTE).

¹ Wooden Mark, 1992, ‘The Cost of Time Off Work in Australia’, *Asia Pacific Journal of Human Resources*, vol. 30, No 3, pp 1-10, Spring.

Other Public Sector Organisations

Over the July 2003 to June 2004 period the level of sick leave in the other public sector organisations workforce was an average of 8.4 days per FTE. This is consistent with the figures reported in June 2003 (8.4 days), and remains higher than the average for the public sector as a whole.

The organisations reporting the highest levels of average sick leave over the 2003-04 period were the Legislature (12.0 days per FTE), Metropolitan Fire Service (11.1 days per FTE), Legal Services Commission (9.8 days per FTE), Courts Administration Authority (9.4 days per FTE), and the Health Units (8.9 days per FTE).

Family Carer's Leave

Over the 2003-04 period, the level of family carer's leave in the South Australian public sector was an average of 0.3 days per FTE, down from 0.4 days in 2003.

Administrative Units

Over the July 2003 to June 2004 period, the level of family carer's leave in all administrative units was an average of 0.3 days taken per FTE.

The administrative units which reported the highest average family carer's leave per FTE were the Office of Zero Waste (0.7 days per FTE), the Department of Treasury and Finance (0.7 days per FTE), the Department for Environment and Heritage (0.6 days per FTE), the Department of Transport and Urban Planning (0.6 days per FTE), and the Environment Protection Authority (0.6 days per FTE).

Other Public Sector Organisations

Over the July 2003 to June 2004 period the level of family carer's leave in other public sector organisations was an average of 0.2 days, a decrease from the 0.6 days reported in 2003.

The highest proportions of reported family carer's leave within larger (greater than 50.0 FTE) other public sector organisations were in the Lotteries Commission (0.9 days per FTE), Courts Administration Authority (0.8 days per FTE), Ambulance Service SA and Land Management Corporation (0.7 days per FTE respectively).

Employees on Leave Without Pay

The number of FTE employees on leave without pay in the South Australian public sector at June 2004 was 2,374.6 FTEs (or 2,839 persons), compared with 2,212.2 FTEs (or 2,535 persons) at June 2003, representing 3.3% of the public sector workforce.

Of employees on leave without pay across the SA public sector, 82.5% (or 2,343 persons) were women.

As indicated in Table 11, the rate at which leave without pay has been accessed by male and female public sector employees since June 1999 has remained relatively static, with a significantly higher proportion of women than men consistently accessing this type of leave.

Table 11: South Australian Public Sector Employees on Leave Without Pay, June 2000 to June 2004

	June 2000	June 2001	June 2002	June 2003	June 2004
men	17.1%	17.1%	18.0%	19.1%	17.5%
women	82.9%	82.9%	82.0%	80.9%	82.5%

While employees on leave without pay are not included in the employment figures of this report, if the purpose of the leave is a temporary appointment with another public sector organisation they will be reported as an employee of that organisation.

Administrative Units

At June 2004 there were 1,583.1 FTEs or 1,778 persons on leave without pay from administrative units, representing an 8.2% increase (in persons) since 2003 (1,479.0 FTEs or 1,644 persons on leave without pay).

The majority of the employees on leave without pay from the administrative unit workforce at June 2004 were from the Department of Education and Children's Services (62.8% of administrative unit employees on leave without pay). Of these, the greatest proportion were from the Education Act workforce (77.4%).

Other Public Sector Organisations

At June 2004 there were 791.0 FTEs (or 1,061 persons) on leave without pay from other public sector organisations. This represents an increase in both FTE and persons (733.2 FTEs or 891 persons) on leave without pay at June 2003.

The majority of the employees on leave without pay from the other public sector workforce at June 2004 were from Health Units (89.7% of all other public sector employees on leave without pay). Of these the greatest proportion of employees on leave without pay were from the Nursing workforce (40.5%) and the public sector Salaried workforce (40.0%).

Refer to: Appendix 2 Tables 45 and 46 for more detailed information on leave without pay.

Appendix 2 Table 47 and 49 for more detailed information on sick leave.

Appendix 2 Tables 48 and 50 for more detailed information family carer's leave.

TARGETED VOLUNTARY SEPARATION PACKAGES

KEY POINTS:

In the 2003-04 financial year:

- 681 employees accepted TVSPs as part of a scheme running from July 2003 to June 2004
- the cost of TVSPs to government was \$50.97 million, with resultant recurrent savings of \$41.46 million per annum
- the median age of TVSP recipients was 55.9 years

Two Targeted Voluntary Separation Package (TVSP) Schemes operated during the 2003-2004 financial year. The first from 12 August 2002 to 8 September 2003 and the second from 19 January 2004 to 18 June 2004. They facilitated the achievement of approved budget savings strategies by reducing numbers of 'excess' employees through their voluntary separation from government.

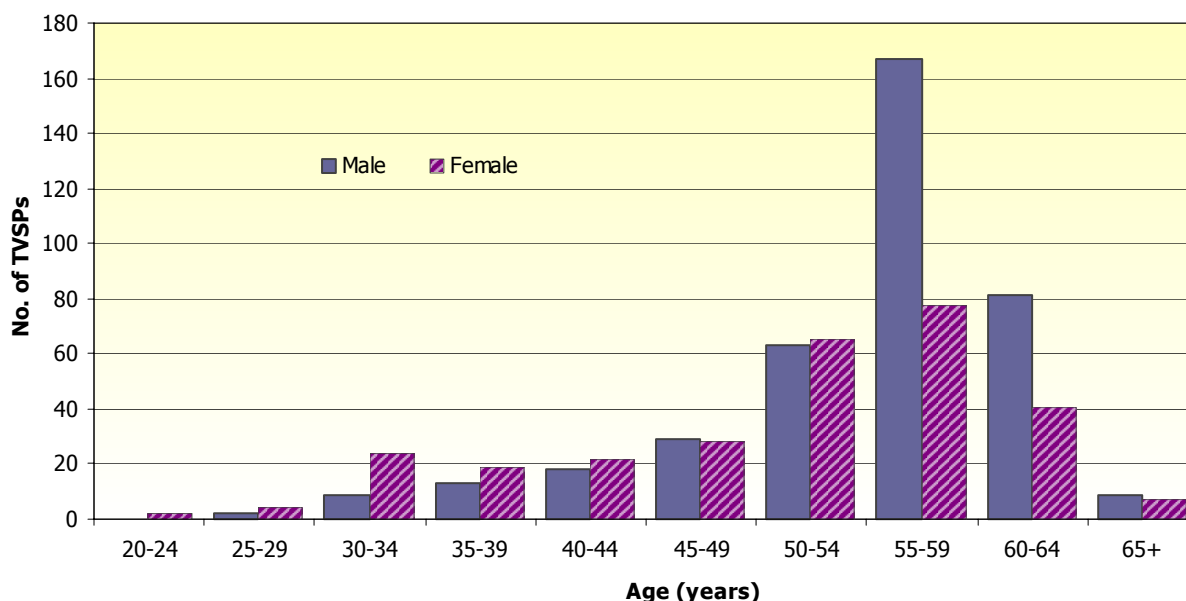
In the 2003-04 financial year, 681 TVSPs were offered and accepted. Of these, 391 were male and 290 were female.

Agencies with the highest numbers of employees who separated were Transport and Urban Planning (142 persons); Further Education, Employment, Science and Technology (134 persons); Administrative and Information Services (105 persons); Human Services (90 persons); and Education and Children's Services (81 persons).

The total cost of TVSPs was \$50.97 million in 2003-04, with resultant recurrent savings of \$41.46 million per annum.

The median age of employees separating from the South Australian public sector through the use of separation packages during the period was 55.9 years. The highest proportion of separations were males in the 55-59 years age group, as evidenced in the following graph.

Figure 22: Number of TVSPs Taken by Age and Gender, June 2003 to June 2004



Employee Characteristics

KEY POINTS:

- 45.7% of Administrative Units and SA Health Units employees had a primary work location in the Adelaide Metropolitan Area, 32.0% in the Adelaide Central Business District, while 22.2% were located across regional South Australia.
- 48.9% of occupations in Administrative Units and SA Health Units workforce as at June 2004 were 'Professional'.

Primary Work Location

At June 2004 almost half of employees (45.7% or 36,119 persons) in Administrative Units and South Australian Health Units (representing 91.0% of the total SA Public Sector workforce) had a primary work location situated in the Adelaide Metropolitan area. Almost a third of employees (32.0% or 25,302 persons) were located in the Adelaide Central Business District, with the remaining 22.2% (17,541 persons) located across regional South Australia.

Table 12: Employees in the Administrative Units and Health Units by Work Location as at June 2004

Work Location	Total Employees	% of Total
Adelaide (CBD)	25,302	32.0
Metropolitan Adelaide	36,119	45.7
Eastern Adelaide	6,501	8.2
Northern Adelaide	7,845	9.9
Southern Adelaide	12,150	15.4
Western Adelaide	9,623	12.2
Total Regional Areas	17,541	22.2
Eyre	1,915	2.4
Murray Lands	3,502	4.4
Northern	4,720	6.0
Outer Adelaide	2,797	3.5
South East	2,740	3.5
Yorke and Lower North	1,867	2.4

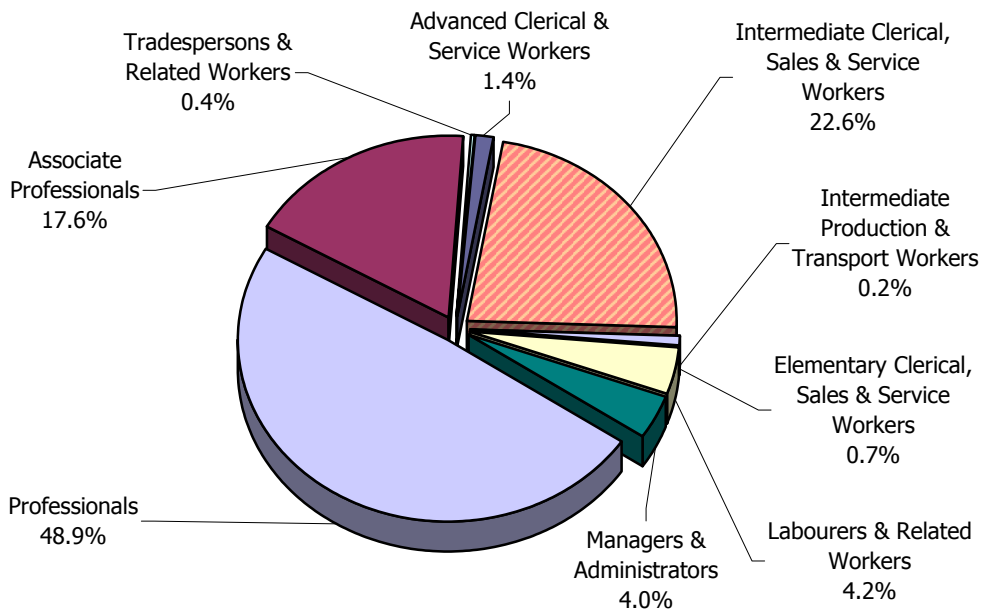
Please note: Some public sector employees work in multiple locations or travel constantly across the State as work requirements dictate. These employees have been recorded in the location where they spend the majority of their time, or in a smaller number of instances, the central location to which they report.

Occupation

Occupation data across the public sector is based on the Australian Bureau of Statistic's (ABS) Australian Standard of classifications (ASCO) coding structure.

As figure 23 shows, at June 2004 the largest major occupational group in the South Australian Administrative Units and Health Unit workforce was the 'Professional' occupations (48.9%), of which 68.8% were women.

Figure 23: Employees in Administrative Units and Health Units by Major Occupational Groups (ASCO) as at June 2004



The following table break down the largest occupational group into specific occupations:

Table 13: Top 10 Professional Occupations in Administrative Units and Health Units, as at June 2004

Professional Occupations	Total Employees	% of total Professionals
Primary School Teachers	8,655	22.5
Registered Nurses	7,281	18.9
Secondary School Teachers	5,426	14.1
Vocational Education Teachers	2,262	5.9
Generalist Medical Practitioners	1,254	3.3
Specialist Medical Practitioners	1,095	2.8
Pre-Primary School Teachers	1,012	2.6
Social Workers	921	2.4
Accountants	784	2.0
Registered Mental Health Nurses	771	2.0



APPENDIX

1

EXPLANATION OF TERMS

One of the most important and enduring competitive advantages that a country can have today is a lean, efficient, honest civil service.

Thomas Friedman

The Lexus and the Olive Tree

Explanation of Terms

South Australian Public Sector

The definition of the South Australian public sector is based on the *Standard Institutional Sector Classification of Australia* (SISCA) and other associated economic sector classifications. These have been developed by the Australian Bureau of Statistics (ABS) and are detailed in the ABS publication titled *Standard Economic Sector Classifications of Australia, 1998* (Catalogue No. 1218.0).

In October 1998 the ABS released a revised version of the SISCA and the accompanying classifications. Accordingly the structure of the South Australian public sector published in this workforce report reflects the revised institutional classification.

The greatest change under the revised version of *SISCA* is that all three South Australian universities, while remaining classified to the general government sector, are now categorised as 'multi-jurisdictional' units and can therefore no longer be classified as state public sector organisations.

In coming to this decision the ABS stated that the combined degree of control exercised in various forms over the universities by the commonwealth (financial control) and state governments (legislative control) meant that the universities could not be defined unambiguously as under the control of a single government jurisdiction.

Under the SISCA and accompanying classifications the South Australian public sector is essentially defined as a combination of the bodies established under legislation and others that the state government controls through various mechanisms.

Under this definition the South Australian public sector includes:

- government departments formally established and maintained under the *Public Sector Management Act, 1995* (the administrative units).
- statutory bodies established to regulate or market commodities, industries and occupational groups.
- subsidiary organisations of public sector organisations.
- other bodies where a public sector organisation has complete or majority ownership of voting shares or other forms of voting capital which entitles them to control general corporate policy.

Workforce data for the public sector is presented in this report using three levels of reporting:

- individual organisation.
- total Administrative Units and/or total Other Public Sector Organisations.
- total public sector.

Where the data is presented at the organisation level the organisations are classified and listed as administrative units or other public sector organisations.

Explanation of Terms

Administrative Units are administrative structures:

- (a) in which persons are to be employed
- (b) which are established, or continue in existence, under the *Public Sector Management Act 1995* as a department or other administrative unit.

Other state public sector organisations are non-administrative structures and include:

- (a) all statutory bodies
- (b) any company or organisation which an administrative unit or other state public sector organisation controls or has more than 50% ownership.

By adopting the ABS definition this report provides workforce information that is of comparative standard to relevant ABS data and which can accurately profile the broader South Australian public sector workforce. Individuals using this information may choose to amend the data provided by including/excluding the organisations, which they consider appropriate for their purposes.

A significant number of organisations are classified as South Australian public sector organisations under this definition. However the employees of many smaller organisations are included in the workforce figures of larger South Australian public sector organisations. Such organisations have not been identified separately. For example the Public Trustee of South Australia is ultimately responsible to Parliament through the Attorney-General and is therefore included in the workforce figures for the Attorney-General's Department.

In addition employees of South Australian public sector organisations support many part time statutory boards and committees. These employees are counted in the supporting organisations workforce figures. For example the Promotion and Grievance Appeals Tribunal is staffed by employees of the Office for the Commissioner for Public Employment and these employees are therefore included in the workforce figures for the Department of the Premier and Cabinet.

Members of part time boards and committees are not included in the workforce figures contained in this report as, while they may receive an honorarium payment for time spent attending board and committee meetings, they are not employees of the boards or committees.

Historical employment information is available from June 1985 for many of the organisations included under the current definition of the South Australian public sector. Historical information on agencies which are no longer a part of the South Australian state public sector and those which were not included in the workforce figures from their inception is generally not available.

It is possible that historical information gives an underestimation of the level of public sector employment. This is particularly the case for historical data, which was collected and reported prior to the adoption of the standardised ABS classification in 1992. Historical information in this report may differ slightly from previously published figures due to the subsequent correction of any errors or anomalies that have been discovered.

Explanation of Terms

Employees

Persons counted as employees are those paid on the last payday in June and/or in receipt of a salary as at June 30.

These include:

- persons on the payroll.
- persons on leave paid in advance.
- persons receiving workers compensation payments.
- persons paid from funds administered by the organisation.
- statutory appointees eg. Judges, Commissioners.
- casuals and persons paid on an hourly or sessional basis.
- education act relief and contract teachers.
- ministerial employees and electorate secretaries.
- vocational students.
- employees appointed on a term or contract basis.
- supernumerary employees employed under special recruitment schemes.
- persons employed and paid under the Government New Apprenticeship scheme or the South Australian Government Youth Training Initiative i.e.: trainees, apprentices.
- persons employed and paid under the SA Public Sector Graduate Recruitment Program.
- National Indigenous Cadetship Program (NICP) participants who are undertaking a 12 month temporary placement.
- Government Ministers (included under Legislature only).

Persons excluded from the calculation are:

- persons on leave without pay.
- members of part time boards and committees.
- persons working for a fee for service contract and paid on a non-time basis eg. cleaners paid per square metre.
- persons employed on a temporary hourly basis from external employment agencies.
- persons working under the Work for the Dole scheme.

Full Time Equivalent (FTE)

◆ Estimated FTE

The full time equivalent (FTE) of employees is the estimated number of full time personnel whose total work hours per week would be the same as that of existing full time and part time employees.

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

Explanation of Terms

◆ Average FTE's Over Period

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

To calculate the average FTE figure over the period determine the intervals within the period that will be used for calculating the average. Generally either fortnightly or monthly intervals are used.

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

Sum of FTE's at the end of each interval divided by the number of intervals. e.g. - 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:

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

Employee Type

For the purposes of this report employees have been reported under the following broad employee type categories. These categories represent the major employee groups across the South Australian public sector:

◆ Children's Services Act

The Children's Services Act workforce covers all persons engaged under the *Children's Services Act, 1985*. Children's Services Act employees include pre-school teaching staff, including permanent, contract and relief Children's Services Officers, seconded teachers who are employed to develop curriculum, early childhood workers (engaged under the Early Childhood Workers Award) who provide a support and assistance function to South Australian public pre-school sites and pre-school directors who teach children and manage staff/sites in South Australian public pre schools. Children's Services employees are employed by the Department of Education and Children's Services.

◆ Disability Services Officers

The disability services officers workforce covers those persons employed by the Intellectual Disability Services Council. These employees provide daily living support to residents who have an intellectual disability.

◆ Education Act

The Education Act workforce encompasses all persons engaged under the *Education Act, 1972*, excluding School Services Officers and Aboriginal Education Workers who are reported elsewhere.

Education Act employees include teachers, seconded teachers employed to develop curriculum or provide specialist support such as training or advice, coordinators, assistant principals and deputy principals who manage a specific functions, project(s) or a team of teachers (deputy principals also act in the principals' absence), and principals who are responsible for the development and achievement of the schools' goals and objectives, manage staff and the physical and financial resources of the school. Education Act employees also include hourly paid instructors and temporary

Explanation of Terms

relieving teachers who are employed on a casual or ad hoc basis to backfill teaching staff absent on leave (such as sick leave or leave without pay to a maximum of 20 continuous working days). Education Act employees are employed by the Department of Education and Children's Services.

◆ **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. The fire fighters from the South Australian Country Fire Service and emergency workers from the Emergency Services Administrative Unit are not included as public sector employees as they work on a voluntary basis.

◆ **Executives**

Executives are defined as employees who receives a total salary equivalent to \$83,352 per annum or more (equating to EL1 minimum under the public service structure) or receives a total remuneration package equivalent to \$104,778 per annum or more (equating to ExA minimum under the PSM Act) and has professional or managerial 'executive' responsibilities, or are appointed pursuant to either Part 4 or Part 7 (Division 1) of the Public Sector Management Act (PSM Act) 1995; or occupies a position having a work value of 670 points or more (MCED score); or is employed under the PSM Act in any of the following classification types EL, EX, or MLS.

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

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

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

◆ **Medical Officers**

Medical Officers' are all those persons engaged under the *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 as well as those nurses registered with the Nurses Board of South Australia. As a result of award conditions Nursing Cadets are not included under this category but under 'Other'.

◆ **Other**

Includes statutory appointees (for example Commissioners and the State Coroner, the Official and Deputy Secretaries of Government House, and the Employee Ombudsman), Ministerial appointees, electorate secretaries, parliamentary officers, Aboriginal Education Workers, nursing cadets, dental officers (dentists) and casuals (excluding PSM Act and weekly paid casuals). This employee group also

Explanation of Terms

includes any other persons not categorised in the above employee types who are employed in organisations which meet the definition of a public sector organisation.

◆ **Police Act**

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

◆ **Public Sector Management Act**

Public Sector Management Act employees refers to those persons who are employed under the *Public Sector Management Act, 1995* (PSM Act). This group of employees include persons employed across the four major remuneration structures of Administrative Services, Operational Services, Professional Services and Technical Grades.

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

◆ **Public Sector Salaried**

Public sector salaried employees are those persons employed under the *Public Sector Salaried Employees Interim Award* in other public sector organisations. This award mirrors the PSM Act conditions of employment. It includes persons employed across the remuneration structures of administrative, operational, professional and technical services.

◆ **School Services Officers**

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

◆ **Technical and Further Education Act**

Technical and Further Education Act employees are lecturers and hourly paid instructors who work in the TAFE Institutions. These employees are employed under the *Technical and Further Education Act, 1975* in the Department of Further Education, Employment, Science and Technology.

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

This employee type covers a range of trainee, apprenticeship and graduate entry programs through which people can enter the public sector workforce. It includes young people (17 to 24 years) engaged as entry level trainees through the South Australian Government Youth Training Initiative, and the New Apprenticeship Scheme. People engaged as Graduate Officers through the 2003-04 SA Public Sector Graduate Recruitment Program. These employment programs receive funding assistance from the Commonwealth Government and/or the State Government and the employing organisation.

◆ **Weekly Paid**

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

Explanation of Terms

the South Australian health sector, and builders' labourers employed in the Building Maintenance Group of the Department for Administrative and Information Services. It excludes Education Act and TAFE Act hourly paid instructors.

Appointment Type

Ongoing

The employment is on an ongoing basis and does not have an end date, that is considered to be 'permanent'. This includes full time and part time employment.

Contract

The employment is on a fixed term basis and has a clear end date. That is the date at which that particular employment contract ends is clearly stated. The appointment can be on either a short term or long term basis.

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

This appointment type does not include casuals.

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

Note, a portion of contract employees may have a right to ongoing employment in the SA public sector at the end of their contract.

Short term contract

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

Persons who have been appointed on a number of short term contracts should be recorded as contract short term regardless of the length of time, which they have been with a single employer or in a single position.

For example an employee appointed on a one year contract basis who is subsequently granted an extension or appointed on another one year contract basis is deemed to be contract short term not contract long term or ongoing.

Long term contract

The employment contract is for a period which extends beyond one year, that is from between one to five years.

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

Explanation of Terms

Other

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

Casual (PSM Act)

PSM Act casual employees have a term of employment of less than 12 months and usually 15 hours or less per week, or an irregular basis.

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

Employment Status

The majority of public sector employees are employed on a full time basis. Employees can also be employed on a part time basis.

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

Part-time employees are therefore persons who are engaged for less than the normal full time hours per week for that occupation or position.

Aboriginal and/or Torres Strait Islander Employees

An Aboriginal and/or Torres Strait Islander employee are those persons who identify as an Aboriginal and/or Torres Strait Islander, is a descendant of an Indigenous inhabitant of Australia, and is recognised as Aboriginal and/or Torres Strait Islander by members of the community in which he or she lives.

The workforce data presented in this report under represents the true level of Aboriginal and/or Torres Strait Islander employment in public sector agencies due to the difficulties:

- some agencies experience with extracting characteristics of their workforce to this level of detail from their information systems
- associated with collecting data, which relies on self-identification.

Explanation of Terms

FTE Sick Days for Period

The total number of FTE sick days over a period is calculated by converting the total number of sick days and portions of days taken over the period into hours. Once this is determined the total FTE sick days for the period can be calculated by:

- Sum the hours of sick leave taken and divide by the normal full time hours per day of that employee type (eg. 6.0, 7.5 or 8.0 hour working day).

For example to calculate the total FTE sick days leave for 8 employees assuming that over the financial year period they took sick leave of 7.5 hours, 6.2 hours, 7.5 hours, 22.5 hours, 37.5 hours, 0.5 hours, 7.5 hours and 15.0 hours, the calculation would be:

- Sum sick leave hours ($7.5 + 6.2 + 7.5 + 22.5 + 37.5 + 0.5 + 7.5 + 15.0 = 104.2$) and divide by the normal full time hours per day (7.5). This will give you the total FTE sick days for the period ($=13.9$).



APPENDIX

2

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One of the most important and enduring competitive advantages that a country can have today is a lean, efficient, honest civil service.

Thomas Friedman

The Lexus and the Olive Tree

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Table 1 - South Australian Public Sector Employment, June 2003 and June 2004

Public Sector Agencies	As at June 2003				As at June 2004			
	Persons			FTEs	Persons			FTEs
	Male	Female	Total		Male	Female	Total	
Administrative Units								
Administrative and Information Services (1)	1,135	788	1,923	1,864.2	1,181	882	2,063	1,989.9
Attorney-General's (2)	554	719	1,273	1,101.2	556	755	1,311	1,142.2
Auditor-General's	63	57	120	117.8	60	52	112	110.1
Correctional Services	867	499	1,366	1,310.5	880	534	1,414	1,357.2
Economic Development, Office of (3)	17	13	30	30.0	-	-	-	-
Education and Children's Services	6,589	17,551	24,140	19,261.5	6,500	17,990	24,490	19,578.9
Emergency Services Administrative Unit	71	78	149	142.2	72	82	154	147.1
Environment and Heritage	578	440	1,018	930.6	589	450	1,039	978.6
Environment Protection Authority (4)	123	80	203	195.7	120	99	219	214.5
Further Education, Employment, Science & Technology	1,759	2,633	4,392	3,372.9	1,766	2,757	4,523	3,436.3
Human Services	1,263	2,188	3,451	3,293.7	1,276	2,296	3,572	3,318.8
Justice (5)	0	1	1	1.0	-	-	-	-
Police, SA (6)	3,478	1,450	4,928	4,772.4	3,415	1,420	4,835	4,703.6
Premier and Cabinet (7)	249	477	726	637.1	214	447	661	602.6
Primary Industries and Resources SA (8)	844	526	1,370	1,286.6	871	559	1,430	1,334.4
State Electoral Office	12	13	25	24.0	8	12	20	19.6
Trade and Economic Development (9)	112	109	221	215.3	72	62	134	132.8
Transport and Urban Planning (10)	1,343	700	2,043	1,918.1	1,299	747	2,046	1,911.8
Treasury and Finance (11)	288	253	541	523.1	306	264	570	549.8
Unattached Unit (12)	-	-	-	-	6	3	9	9.0
Venture Capital Board, Office of the (13)	-	-	-	-	6	1	7	6.4
Venue Management, Office for	2	1	3	2.7	0	0	0	0.0
Water, Land and Biodiversity Conservation	266	163	429	408.7	245	182	427	408.9
Zero Waste, Office of (14)	-	-	-	-	7	3	10	10.0
Total Administrative Units	19,613	28,739	48,352	41,409.3	19,449	29,597	49,046	41,962.4
Other Public Sector Organisations								
2007 World Fire and Police Games (15)	-	-	-	-	3	2	5	5.0
Aboriginal Lands Trust	7	4	11	11.0	10	3	13	13.0
Adelaide Cemeteries Authority	33	10	43	41.7	32	12	44	42.8
Adelaide Convention Centre (16)	312	212	524	264.3	276	194	470	278.0
Adelaide Entertainments Corporation	26	28	54	39.6	79	106	185	61.3
Adelaide Festival Centre Trust	155	146	301	212.0	135	139	274	194.0
Adelaide Festival Corporation	3	16	19	18.0	2	14	16	15.4
Ambulance Service, SA	529	308	837	776.9	565	345	910	850.3
Animal & Plant Control Commission	12	3	15	15.0	28	4	32	27.6
Architects Board of SA (17)	0	0	0	0.0	0	0	0	0.0
Arid Areas Catchment Water Management Board	1	2	3	2.5	1	3	4	3.6
Asset Management Corporation, SA	2	0	2	1.4	2	0	2	1.4
Austrics Transit Innovations (18)	16	1	17	16.8	-	-	-	-
Bio Innovation SA	4	7	11	11.0	2	9	11	11.0
Carclew Youth Arts Centre Incorporated	9	22	31	25.5	7	20	27	22.5
Chiropractors Board of SA	1	2	3	1.0	1	2	3	1.1
Citrus Board of South Australia	2	3	5	4.5	3	3	6	5.5
Construction Industry Training Board	5	6	11	10.6	6	7	13	12.4
Country Arts, SA	23	54	77	48.0	23	64	87	50.5
Country Fire Service, SA	53	12	65	65.0	52	15	67	66.5
Courts Administration Authority (19)	270	459	729	678.8	248	446	694	628.6
Dairy Authority of SA	3	2	5	4.1	4	2	6	4.5
Dental Board of SA	1	2	3	1.3	1	2	3	1.3
Disability Information and Resource Centre	3	4	7	6.2	3	4	7	6.2
Distribution Lessor Corporation (20)	0	0	0	0.0	0	0	0	0.0
Dried Fruits Board of SA	0	0	0	0.0	0	0	0	0.0
Education Adelaide	3	1	4	4.0	4	3	7	7.0
Electorate Offices (21)	49	157	206	160.7	63	165	228	189.1

Table 1 - South Australian Public Sector Employment, June 2003 and June 2004

Public Sector Agencies	As at June 2003				As at June 2004			
	Persons			FTEs	Persons			FTEs
	Male	Female	Total		Male	Female	Total	
Electricity Supply Industry Planning Council	6	1	7	7.0	6	2	8	8.0
Essential Services Commission SA	13	6	19	18.2	17	9	26	22.6
Film Corporation, SA	9	15	24	21.9	9	14	23	18.1
Forestry SA	183	72	255	250.8	177	71	248	241.5
Funds SA	11	4	15	14.1	9	6	15	13.6
Generation Lessor Corporation (22)	0	0	0	0.0	0	0	0	0.0
Government House	4	17	21	19.0	4	18	22	18.9
Health Units (23)	6,634	22,670	29,304	23,034.3	6,603	23,065	29,668	23,106.6
History Trust of SA	19	40	59	44.1	24	41	65	43.7
HomeStart Finance	30	34	64	60.5	35	43	78	74.6
Independent Gambling Authority	3	2	5	5.0	2	5	7	6.2
Industrial and Commercial Premises Corporation (24)	0	0	0	0.0	-	-	-	-
Infrastructure Corporation, SA (25)	0	0	0	0.0	0	0	0	0.0
Jam Factory Contemporary Craft and Design Inc.	12	15	27	21.1	10	14	24	20.1
Judiciary (26)	67	11	78	77.8	60	14	74	74.0
Land Management Corporation	33	29	62	59.5	39	35	74	71.2
Legal Services Commission	46	129	175	161.6	42	132	174	156.4
Legislature (Including Members)	101	90	191	171.2	101	91	192	176.6
Local Government Superannuation Board	1	7	8	7.1	1	8	9	8.7
Lotteries Commission of SA	42	54	96	93.1	42	39	81	78.4
Lyrup Village Settlement Trust Inc (27)	1	1	2	1.4	1	1	2	1.4
Medical Board of SA	4	11	15	11.8	2	10	12	11.0
Metropolitan Fire Service, SA	945	18	963	766.8	1,002	29	1,031	818.6
Motor Accident Commission	5	6	11	9.2	5	9	14	13.1
Motor Sport Board, SA	2	5	7	7.0	2	7	9	9.0
National Aboriginal Cultural Institute (Tandanya)	8	11	19	12.3	12	12	24	16.0
National Wine Centre of Australia (28)	9	7	16	16.0	-	-	-	-
Northern Adelaide & Barossa CWM Board	4	4	8	8.0	4	4	8	6.7
Nurses Board of SA	4	17	21	20.0	4	19	23	22.0
Occupational Therapists Registration Board of SA	1	2	3	1.0	1	2	3	0.6
Onkaparinga CWM Board	5	4	9	8.2	6	5	11	10.2
Outback Areas Community Development Trust	2	1	3	3.0	1	1	2	2.0
Patawalonga CWM Board	6	4	10	4.0	6	4	10	4.0
Pharmacy Board of SA	2	3	5	5.0	2	3	5	3.8
Phylloxera and Grape Industry Board of SA	1	3	4	3.2	2	5	7	5.0
Physiotherapists Board of SA (29)	0	0	0	0.0	0	0	0	0.0
Playford Centre	4	3	7	6.6	3	4	7	6.4
Police Complaints Authority	4	7	11	9.6	4	7	11	8.9
Psychological Board, SA	1	2	3	1.0	1	2	3	1.4
Renmark Irrigation Trust	22	3	25	24.3	22	4	26	25.0
RESI Corporation (30)	1	0	1	0.5	1	0	1	0.5
RESI OE Pty Ltd (31)	0	0	0	0.0	0	0	0	0.0
RESI Power Pty Ltd (32)	0	0	0	0.0	0	0	0	0.0
RESI Syn Pty Ltd (33)	0	0	0	0.0	0	0	0	0.0
River Murray CWM Board	5	15	20	19.0	4	15	19	18.4
Senior Secondary Assessment Board	43	93	136	91.6	28	69	97	79.2
South Australia Trade and Investment Corporation (34)	0	0	0	0.0	0	0	0	0.0
South East CWM Board	1	8	9	8.6	3	8	11	10.8
South Eastern Water Conservation and Drainage Board	11	4	15	14.0	12	4	16	15.1
State Opera of SA	7	5	12	9.0	4	6	10	6.3
State Theatre Company	12	20	32	30.8	21	23	44	43.7
Tauondi Incorporated	27	28	55	40.1	29	31	60	39.9
Teachers Registration Board	0	4	4	4.0	1	4	5	5.0
Torrens CWM Board	6	4	10	6.0	7	4	11	7.0
Tourism Commission, SA	63	112	175	162.8	61	124	185	171.8

Table 1 - South Australian Public Sector Employment, June 2003 and June 2004

Public Sector Agencies	As at June 2003				As at June 2004			
	Persons			FTEs	Persons			FTEs
	Male	Female	Total		Male	Female	Total	
TransAdelaide	526	57	583	579.4	476	54	530	527.7
Transmission Leasing (35)	0	0	0	0.0	0	0	0	0.0
Veterinary Surgeons Board	0	1	1	0.8	0	2	2	1.1
Water Corporation, SA (36)	936	254	1,190	1,179.5	989	303	1,292	1,242.2
West Beach Trust	33	44	77	55.3	32	49	81	57.4
WorkCover Corporation	164	205	369	357.9	155	210	365	350.0
Total Other Public Sector Organisations	11,601	25,623	37,224	29,963.6	11,634	26,205	37,839	30,178.6
Total South Australian Public Sector	31,214	54,362	85,576	71,372.8	31,083	55,802	86,885	72,141.0

- (1) Includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (2) Includes the Office of the Public Trustee of South Australia and the Department of Justice.
- (3) Abolished December 2003, all employees transferred to the Department for Business, Manufacturing and Trade.
- (4) Excludes selected employees transferred to the Office of Zero Waste SA in July 2003.
- (5) Business and administrative services provided by the Attorney-General's Department. For reporting purposes included under Attorney-General's Department.
- (6) Includes Police Security and Police Band.
- (7) Excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004. The Unattached Unit was included in this agency's June 2003 figure.
- (8) Includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.
- (9) Formerly known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (10) Excludes employees working in the Transport SA Customer Service Centre at Port Augusta transferred to the Department for Administrative and Information Services August 2003.
- (11) Excludes Electorate Offices. These are reported separately under Other Public Sector.
- (12) Included under Department of the Premier and Cabinet at June 2003.
- (13) Established January 2004. Selected employees transferred from the Department for Business, Manufacturing and Trade.
- (14) Established July 2003. Includes employees transferred from the Environment Protection Authority.
- (15) Established 30 October 2003.
- (16) The number and type of functions booked determines the amount of casual work available in each pay period. The figure provided is only representative of this organisation's workforce as at June 2004 and should not be considered an accurate reflection of the overall workforce for the 2003-2004 period.
- (17) Currently has no employees. Administrative and business services are provided by fee for service contracts.
- (18) Dissolved 25 September 2003.
- (19) Excludes persons employed under Special Acts and the Judicial Administration Act. These employees are now reported separately under 'Judiciary'. Includes five statutory appointments.
- (20) Established July 1999. The Department of Treasury and Finance provides business and administrative services for this organisation.
- (21) Includes all persons employed under the Personal Assistants to the Members of the Parliament Enterprise Agreement.
- (22) Established July 1999. The Department of Treasury and Finance provides business and administrative services for this organisation.
- (23) These figures represent the total workforce of the Health Units incorporated under the SA Health Commission Act.
- (24) Dissolved 1 December 2003.
- (25) Established 15 January 2004. Currently has no employees.
- (26) Does not include persons employed under Special Acts and the Judicial Administration Act who work in the Industrial Court System. Although Judicial Officers are not public sector employees, they are included in this report because they receive remuneration from the State of South Australia according to decisions made by the Remuneration Tribunal.
- (27) Previously named the Lyrup Village Association.
- (28) Leased to the University of Adelaide 21 August 2003.
- (29) Currently has no employees. Administrative and business services are provided by fee for service contracts.
- (30) Previously known as ETSA Corporation. Holding company for RESI Power Corporation and Transmission Lessor Corporation.
- (31) Previously known as Optima Energy Pty Ltd. Business assets leased and employees transferred May 2000 to TXU Australia for 100 years. Currently has no employees. The Department of Treasury and Finance provide business and administrative services for this organisation.
- (32) Previously known as ETSA Power. Business assets sold and employees transferred January 2000 to Hong Kong Electric/CKI and Hutchinson Whampoa, immediately on sold to AGL South Australia Pty Ltd. Currently has no employees. The Department of Treasury and Finance provide business and administrative services for this organisation.
- (33) Previously known as Synergen Pty Ltd. Business assets leased to National Power for 100 years and employees transferred May 2000. The Department of Treasury and Finance provide business and administrative services for this organisation.
- (34) Currently has no employees. The Department of Trade and Economic Development provides business and administrative services for this organisation.
- (35) Established late 1998.
- (36) This organisation trades as SA Water.

Table 2 - Employees in the South Australian Public Sector as a Percentage of South Australian Population and Total Persons Employed in South Australia, June 1995 to June 2004

Type of Employment	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
	Employees in Administrative Units (1)									
- Full-time Equivalents (2)	40,699.9	37,719.3	36,992.5	39,428.5	39,165.2	40,460.8	40,693.1	41,149.8	41,409.3	41,962.4
- Persons	45,293	42,369	41,516	44,199	44,409	47,144	47,542	47,771	48,352	49,046
Employees in Other State Public Sector Organisations (1) (2)										
- Full-time Equivalents	45,798.0	41,713.1	39,399.6	38,172.2	31,351.4	28,153.8	28,191.0	28,619.8	29,963.6	30,178.6
- Persons	57,606	52,439	50,296	47,619	39,790	36,399	35,411	36,050	37,224	37,839
Employees in South Australian Public Sector (1) (2)										
- Full-time Equivalents	86,497.9	79,432.4	76,392.1	77,600.7	70,516.6	68,614.7	68,884.2	69,769.6	71,372.8	72,141.0
- Persons	102,899	94,808	91,812	91,818	84,199	83,543	82,953	83,821	85,576	86,885
South Australian Population (Persons) (3)										
	1,469,400	1,474,253	1,479,806	1,487,294	1,492,408	1,497,634	1,500,491	1,518,696	1,526,301	1,533,181
Employees in Administrative Units Per 1000 Population										
- Full-time Equivalents	27.7	25.6	25.0	26.5	26.2	27.0	27.1	27.1	27.2	27.4
- Persons	30.8	28.7	28.1	29.7	29.8	31.5	31.7	31.5	31.7	32.0
Employees in Other State Public Sector Organisations Per 1000 Population										
- Full-time Equivalents	31.2	28.3	26.6	25.7	21.0	18.8	18.8	18.8	19.7	19.7
- Persons	39.2	35.6	34.0	32.0	26.7	24.3	23.6	23.7	24.4	24.7
South Australian Public Sector Employees Per 1000 Population										
- Full-time Equivalents	58.9	53.9	51.6	52.2	47.3	45.8	45.9	45.9	46.8	47.1
- Persons	70.0	64.3	62.0	61.7	56.4	55.8	55.3	55.2	56.1	56.7
Total Persons Employed In SA (4)										
	649,076	658,654	661,743	636,387	663,325	673,189	674,913	693,500	719,400	719,300
Employees in Administrative Units (Persons) as a Percentage of Persons Employed in SA										
	7.0	6.4	6.3	6.9	6.7	7.0	7.0	6.9	6.8	6.8
Employees in Other State Public Sector Organisations (Persons) as a Percentage of Persons Employed in SA										
	8.9	8.0	7.6	7.5	6.0	5.4	5.2	5.2	5.3	5.3
South Australian Public Sector Employees (Persons) as a Percentage of Persons Employed in SA										
	15.9	14.4	13.9	14.4	12.7	12.4	12.3	12.1	12.1	12.1

(1) Refers to employment in Administrative Units, other South Australian public sector organisations and the South Australian Public Sector as shown in Table 1.

(2) FTE figure as at June 1997 amended June 1998.

(3) Provides most recent adjusted figures as at June for 1995 to 2004. The 2004 figure is at December 2003. The June 2004 figure is not available.
Source: Australian Bureau of Statistics Australian Demographic Statistics, Catalogue No. 3101.0 (Table 4).

(4) Provides most recent trend series figures for 1995 to 2004. Figures have been revised accordingly.
Source: Australian Bureau of Statistics Labour Force Australia, Catalogue No.6202.0 (Table 7).

**South Australian Public Sector Workforce
(as a % of total employment in South Australia)**

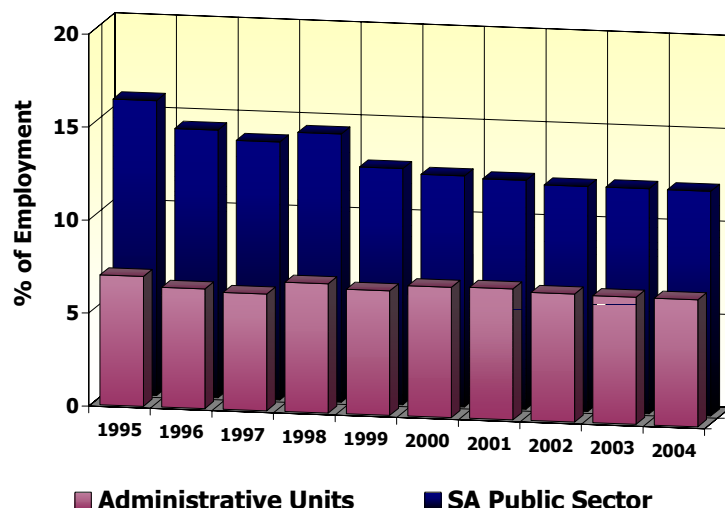


Table 3 - Major Changes in Full-time Equivalent (FTE) Employment in South Australian Public Sector Organisations, June 2003 to June 2004

Administrative Units	June 2003	June 2004	Change	% Change
Major Increases				
Administrative and Information Services (1)	1,864.2	1,989.9	125.7	6.7
Attorney-General's (2)	1,101.2	1,142.2	41.0	3.7
Correctional Services	1,310.5	1,357.2	46.7	3.6
Education and Children's Services	19,261.5	19,578.9	317.4	1.6
Environment and Heritage	930.6	978.6	48.0	5.2
Primary Industries and Resources SA (3)	1,286.6	1,334.4	47.8	3.7
Major Decreases				
Premier and Cabinet (4)	637.1	611.6	- 25.4	- 4.0
Trade and Economic Development (5)	215.3	132.8	- 82.5	- 38.3
Remaining Administrative Units	14,802.3	14,836.8	34.5	0.2
Total Administrative Units	41,409.3	41,962.4	553.2	1.3
Other Public Sector Organisations	June 2003	June 2004	Change	% Change
Major Increases				
Adelaide Entertainments Corporation	39.6	61.3	21.8	55.1
Ambulance Service, SA	776.9	850.3	73.4	9.4
Animal & Plant Control Commission	15.0	27.6	12.6	83.9
Metropolitan Fire Service, SA	766.8	818.6	51.8	6.8
Water Corporation, SA (6)	1,179.5	1,242.2	62.7	5.3
Major Decreases				
Courts Administration Authority (7)	678.8	628.6	- 50.2	- 7.4
TransAdelaide	579.4	527.7	- 51.7	- 8.9
Remaining Other Public Sector Organisations	25,927.7	26,022.3	94.6	0.4
Total Other Public Sector Organisations	29,963.6	30,178.6	215.0	0.7
Total South Australian Public Sector	71,372.9	72,141.0	768.1	1.1

- (1) Includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (2) Includes the Office of the Public Trustee of South Australia and the Department of Justice.
- (3) Includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.
- (4) Excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004. Includes the Unattached Unit for comparison purposes.
- (5) Formerly known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (6) This organisation trades as SA Water.
- (7) Excludes persons employed under Special Acts and the Judicial Administration Act. These employees are now reported separately under 'Judiciary'. Includes five statutory appointments.

**Table 4 - South Australian Public Sector Employment by Ministerial Portfolio,
June 2004** ⁽¹⁾

Portfolio	As at June 2004			
	Persons			FTEs
	Male	Female	Total	
Administrative and Information Services				
Administrative and Information Services (2)	1,181	882	2,063	1,989.9
Venue Management, Office for	0	0	0	0.0
Aboriginal Lands Trust	10	3	13	13.0
Water Corporation, SA (3)	989	303	1,292	1,242.2
Total	2,180	1,188	3,368	3,245.1
Education and Children's Services				
Education and Children's Services	6,500	17,990	24,490	19,578.9
Senior Secondary Assessment Board	28	69	97	79.2
Teachers Registration Board	1	4	5	5.0
Total	6,529	18,063	24,592	19,663.2
Environment, Conservation and the River Murray				
Environment and Heritage	589	450	1,039	978.6
Environment Protection Authority (4)	120	99	219	214.5
Water, Land and Biodiversity Conservation	245	182	427	408.9
Zero Waste, Office of (5)	7	3	10	10.0
Animal and Plant Control Commission	28	4	32	27.6
Arid Areas CWM Board	1	3	4	3.6
Northern Adelaide & Barossa CWM Board	4	4	8	6.7
Onkaparinga CWM Board	6	5	11	10.2
Patawalonga CWM Board	6	4	10	4.0
Renmark Irrigation Trust	22	4	26	25.0
River Murray CWM Board	4	15	19	18.4
South East CWM Board	3	8	11	10.8
South Eastern Water Conservation and Drainage Board	12	4	16	15.1
Torrens CWM Board	7	4	11	7.0
Total	1,054	789	1,843	1,740.3
Further Education, Employment, Science and Technology				
Further Education, Employment, Science and Technology	1,766	2,757	4,523	3,436.3
Bio Innovations	2	9	11	11.0
Construction Industry Training Board	6	7	13	12.4
Education Adelaide	4	3	7	7.0
Playford Centre	3	4	7	6.4
Total	1,781	2,780	4,561	3,473.1
Human Services				
Human Services	1,276	2,296	3,572	3,318.8
Chiropractors Board of SA	1	2	3	1.1
Dental Board of SA	1	2	3	1.3
Health Units (6)	6,603	23,065	29,668	23,106.6
HomeStart Finance	35	43	78	74.6
Medical Board of SA	2	10	12	11.0
Nurses Board of SA	4	19	23	22.0
Occupational Therapists Registration Board of SA	1	2	3	0.6
Pharmacy Board of SA	2	3	5	3.8
Physiotherapists Board of SA (7)	0	0	0	0.0
Psychological Board, SA	1	2	3	1.4
Total	7,926	25,444	33,370	26,541.0
Justice				
Attorney-General's (8)	556	755	1,311	1,142.2
Correctional Services	880	534	1,414	1,357.2
Emergency Services Administrative Unit	72	82	154	147.1
Police, SA (9)	3,415	1,420	4,835	4,703.6
State Electoral Office	8	12	20	19.6
Ambulance Service, SA	565	345	910	850.3
Country Fire Service, SA	52	15	67	66.5
Courts Administration Authority (10)	248	446	694	628.6
Judiciary (11)	60	14	74	74.0
Legal Services Commission	42	132	174	156.4
Metropolitan Fire Service, SA	1,002	29	1,031	818.6
Police Complaints Authority	4	7	11	8.9
Total	6,904	3,791	10,695	9,973.0

**Table 4 - South Australian Public Sector Employment by Ministerial Portfolio,
June 2004 ⁽¹⁾**

Portfolio	As at June 2004			
	Persons			FTEs
	Male	Female	Total	
Premier and Cabinet				
Premier and Cabinet (12)	214	447	661	602.6
Auditor-General's	60	52	112	110.1
Unattached Unit	6	3	9	9.0
Adelaide Festival Centre Trust	135	139	274	194.0
Adelaide Festival Corporation	2	14	16	15.4
Carclew Youth Arts Centre Incorporated	7	20	27	22.5
Country Arts, SA	23	64	87	50.5
Disability Information and Resource Centre	3	4	7	6.2
Film Corporation, SA	9	14	23	18.1
Government House	4	18	22	18.9
History Trust of SA	24	41	65	43.7
Jam Factory Contemporary Craft and Design Inc.	10	14	24	20.1
National Aboriginal Cultural Institute (Tandanya)	12	12	24	16.0
State Opera of SA	4	6	10	6.3
State Theatre Company	21	23	44	43.7
Total	534	871	1,405	1,177.1
Primary Industries and Resources				
Primary Industries and Resources SA (13)	871	559	1,430	1,334.4
Citrus Board of South Australia	3	3	6	5.5
Dairy Authority of SA	4	2	6	4.5
Dried Fruits Board of SA	0	0	0	0.0
Forestry SA	177	71	248	241.5
Phylloxera and Grape Industry Board of SA	2	5	7	5.0
Veterinary Surgeons Board	0	2	2	1.1
Total	1,057	642	1,699	1,591.9
Tourism				
Tourism Commission, SA	61	124	185	171.8
2007 World Fire and Police Games (14)	3	2	5	5.0
Adelaide Convention Centre (15)	276	194	470	278.0
Adelaide Entertainments Corporation	79	106	185	61.3
Total	419	426	845	516.1
Trade and Economic Development				
Trade and Economic Development (16)	72	62	134	132.8
Venture Capital Board, Office of the (17)	6	1	7	6.4
South Australian Trade and Investment Corporation (18)	0	0	0	0.0
Total	78	63	141	139.2
Transport and Urban Planning				
Transport and Urban Planning (19)	1,299	747	2,046	1,911.8
Adelaide Cemeteries Authority	32	12	44	42.8
Outback Areas Community Development Trust	1	1	2	2.0
TransAdelaide	476	54	530	527.7
West Beach Trust	32	49	81	57.4
Total	1,840	863	2,703	2,541.7
Treasury and Finance				
Treasury and Finance (20)	306	264	570	549.8
Asset Management Corporation, SA	2	0	2	1.4
Distribution Lessor Corporation (21)	0	0	0	0.0
Electorate Offices (22)	63	165	228	189.1
Electricity Supply Industry Planning Council	6	2	8	8.0
Essential Services Commission SA	17	9	26	22.6
Funds SA	9	6	15	13.6
Generation Lessor Corporation (23)	0	0	0	0.0
Independent Gambling Authority	2	5	7	6.2
Infrastructure Corporation, SA (24)	0	0	0	0.0
Land Management Corporation	39	35	74	71.2
Local Government Superannuation Board	1	8	9	8.7
Lotteries Commission of SA	42	39	81	78.4
Motor Accident Commission	5	9	14	13.1
Motor Sport Board, SA	2	7	9	9.0

**Table 4 - South Australian Public Sector Employment by Ministerial Portfolio,
June 2004** ⁽¹⁾

Portfolio	As at June 2004			
	Persons			FTEs
	Male	Female	Total	
RESI Corporation (25)	1	0	1	0.5
RESI OE Pty Ltd (26)	0	0	0	0.0
RESI Power Pty Ltd (27)	0	0	0	0.0
RESI Syn Pty Ltd (28)	0	0	0	0.0
Transmission Leasing (29)	0	0	0	0.0
Total	495	549	1,044	971.5
Other Government Entities				
Architects Board of SA (30)	0	0	0	0.0
Legislature (Including Members)	101	91	192	176.6
Lyrup Village Settlement Trust Inc (31)	1	1	2	1.4
Tauondi Incorporated	29	31	60	39.9
WorkCover Corporation	155	210	365	350.0
Total	286	333	619	567.9
GRAND TOTAL	31,083	55,802	86,885	72,141.0

- (1) This ministerial portfolio structure is based on the Auditor-General's Report.
- (2) Includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (3) This organisation trades as SA Water.
- (4) Excludes selected employees transferred to the Office of Zero Waste SA in July 2003.
- (5) Established July 2003. Includes employees transferred from the Environment Protection Authority.
- (6) These figures represent the total workforce of the Health Units incorporated under the SA Health Commission Act.
- (7) Currently has no employees. Administrative and business services are provided by fee for service contracts.
- (8) Includes the Office of the Public Trustee of South Australia and the Department of Justice.
- (9) Includes Police Security and Police Band.
- (10) Excludes persons employed under Special Acts and the Judicial Administration Act. These employees are now reported separately under 'Judiciary'. Includes five statutory appointments.
- (11) Does not include persons employed under Special Acts and the Judicial Administration Act who work in the Industrial Court System. Although Judicial Officers are not public sector employees, they are included in this report because they receive remuneration from the State of South Australia according to decisions made by the Remuneration Tribunal.
- (12) Excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (13) Includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.
- (14) Established 30 October 2003.
- (15) The number and type of functions booked determines the amount of casual work available in each pay period. The figure provided is only representative of this organisation's workforce as at June 2004 and should not be considered an accurate reflection of the overall workforce for the 2003-2004 period.
- (16) Formerly known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (17) Established January 2004. Selected employees transferred from the Department for Business, Manufacturing and Trade.
- (18) Currently has no employees. The Department of Trade and Economic Development provides business and administrative services for this organisation.
- (19) Excludes employees working in the Transport SA Customer Service Centre at Port Augusta transferred to the Department for Administrative and Information Services August 2003.
- (20) Excludes Electorate Offices, these are reported separately.
- (21) Established July 1999. The Department of Treasury and Finance provides business and administrative services for this organisation.
- (22) Includes all persons employed under the Personal Assistants to the Members of the Parliament Enterprise Agreement.
- (23) Established July 1999. The Department of Treasury and Finance provides business and administrative services for this organisation.
- (24) Established 15 January 2004. Currently has no employees.
- (25) Previously known as ETSA Corporation. Holding company for RESI Power Corporation and Transmission Lessor Corporation.
- (26) Previously known as Optima Energy Pty Ltd. Business assets leased and employees transferred May 2000 to TXU Australia for 100 years. Currently has no employees. The Department of Treasury and Finance provide business and administrative services for this organisation.
- (27) Previously known as ETSA Power. Business assets sold and employees transferred January 2000 to Hong Kong Electric/CKI and Hutchinson Whampoa, immediately on sold to AGL South Australia Pty Ltd. Currently has no employees. The Department of Treasury and Finance provide business and administrative services for this organisation.
- (28) Previously known as Synergen Pty Ltd. Business assets leased to National Power for 100 years and employees transferred May 2000. The Department of Treasury and Finance provide business and administrative services for this organisation.
- (29) Established late 1998.
- (30) Currently has no employees. Administrative and business services are provided by fee for service contracts.
- (31) Previously named the Lyrup Village Association.

Table 5 - Employees in the South Australian Public Sector by Age, Appointment Type and Gender, June 2004

Age Group (yrs)	Appointment Type																	
	Ongoing			Contract						Other			Total					
				Short Term			Long Term											
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	% of all Males	Female	% of all Females	Total	% of Total
15-19	28	36	64	85	172	257	20	16	36	73	139	212	206	0.7	363	0.7	569	0.7
20-24	535	1,323	1,858	401	1,328	1,729	84	150	234	259	489	748	1,279	4.1	3,290	5.9	4,569	5.3
25-29	1,528	3,052	4,580	682	1,376	2,058	154	370	524	187	471	658	2,551	8.2	5,269	9.4	7,820	9.0
30-34	1,991	3,312	5,303	585	1,177	1,762	258	440	698	215	658	873	3,049	9.8	5,587	10.0	8,636	9.9
35-39	2,370	3,844	6,214	495	1,248	1,743	267	443	710	230	1,019	1,249	3,362	10.8	6,554	11.7	9,916	11.4
40-44	3,064	5,341	8,405	480	1,480	1,960	413	717	1,130	300	1,213	1,513	4,257	13.7	8,751	15.7	13,008	15.0
45-49	4,112	6,402	10,514	525	1,545	2,070	679	987	1,666	336	1,112	1,448	5,652	18.2	10,046	18.0	15,698	18.1
50-54	4,009	5,619	9,628	411	1,105	1,516	826	1,014	1,840	292	931	1,223	5,538	17.8	8,669	15.5	14,207	16.4
55-59	2,681	3,460	6,141	294	552	846	442	493	935	264	619	883	3,681	11.8	5,124	9.2	8,805	10.1
60-64	783	1,131	1,914	88	172	260	89	130	219	223	324	547	1,183	3.8	1,757	3.1	2,940	3.4
65+	160	198	358	31	25	56	23	15	38	111	154	265	325	1.0	392	0.7	717	0.8
Total	21,261	33,718	54,979	4,077	10,180	14,257	3,255	4,775	8,030	2,490	7,129	9,619	31,083	100.0	55,802	100.0	86,885	100.0
Median Age	46.4	45.0	45.5	37.9	39.2	38.8	48.2	46.3	47.0	44.7	43.3	43.5	45.7	-	43.9	-	44.6	-

Age Profile of South Australian Public Sector Employees, June 2002, June 2003 and June 2004

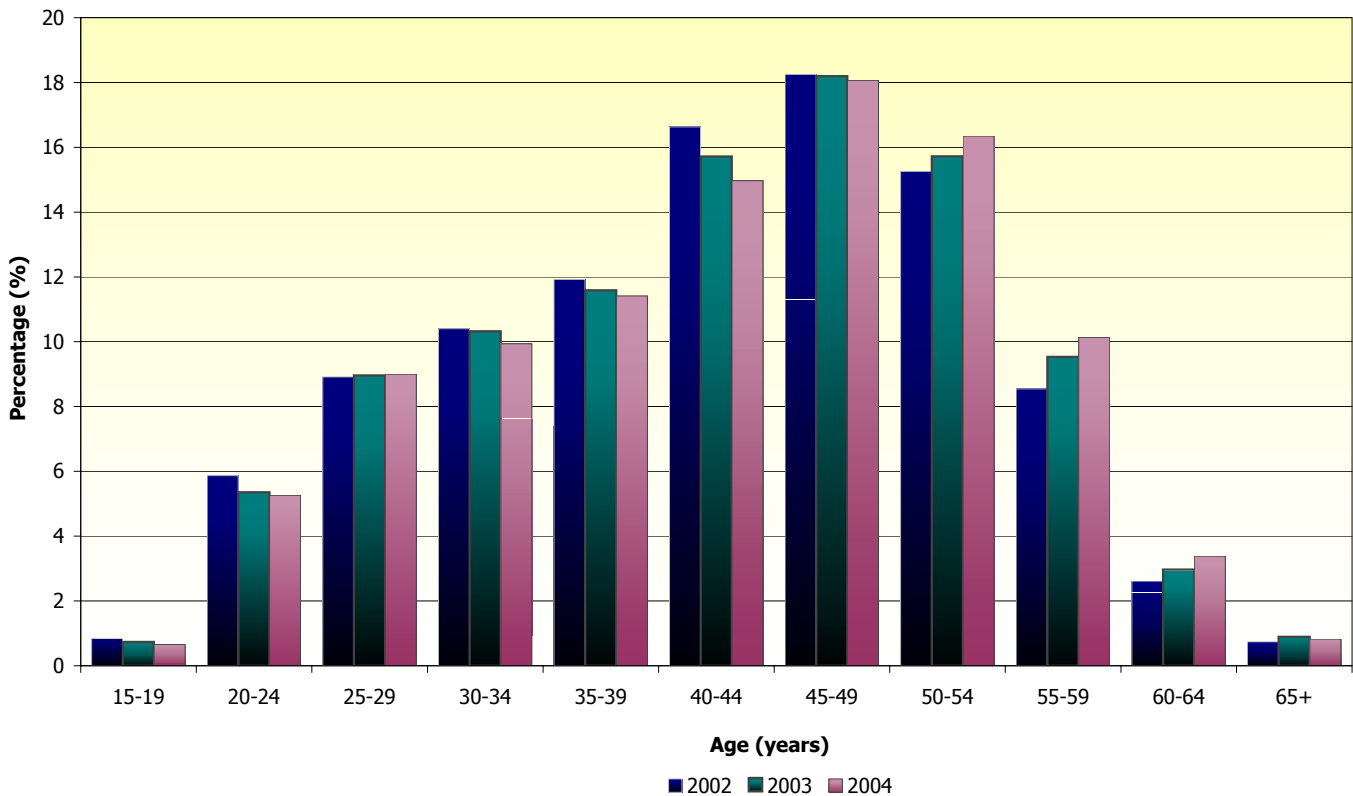


Table 6 - Employees in the South Australian Public Sector Organisations by Appointment Type and Gender, June 2004

Public Sector Organisations	Appointment Type														
	Ongoing			Contract						Other			Total		
				Short Term			Long Term								
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Administrative Units															
Administrative and Information Services (1)	928	646	1,574	126	170	296	110	44	154	17	22	39	1,181	882	2,063
Attorney-General's (2)	369	467	836	73	153	226	56	31	87	58	104	162	556	755	1,311
Auditor-General's	49	44	93	4	8	12	7	0	7	0	0	0	60	52	112
Correctional Services	661	323	984	197	183	380	7	10	17	15	18	33	880	534	1,414
Education and Children's Services	2,880	7,479	10,359	1,140	3,859	4,999	1,763	3,420	5,183	717	3,232	3,949	6,500	17,990	24,490
Emergency Services Administrative Unit	65	75	140	3	3	6	4	4	8	0	0	0	72	82	154
Environment and Heritage	401	275	676	102	77	179	77	66	143	9	32	41	589	450	1,039
Environment Protection Authority (3)	90	63	153	16	24	40	14	11	25	0	1	1	120	99	219
Further Education, Employment, Science & Tech	892	1,210	2,102	368	780	1,148	114	99	213	392	668	1,060	1,766	2,757	4,523
Human Services	1,038	1,721	2,759	144	456	600	60	42	102	34	77	111	1,276	2,296	3,572
Police, SA (4)	3,358	1,350	4,708	43	55	98	10	1	11	4	14	18	3,415	1,420	4,835
Premier and Cabinet (5)	162	344	506	18	56	74	28	20	48	6	27	33	214	447	661
Primary Industries and Resources SA (6)	539	319	858	62	64	126	227	139	366	43	37	80	871	559	1,430
State Electoral Office	7	11	18	0	1	1	1	0	1	0	0	0	8	12	20
Trade and Economic Development (7)	43	54	97	6	3	9	23	5	28	0	0	0	72	62	134
Transport and Urban Planning (8)	1,122	551	1,673	80	163	243	40	16	56	57	17	74	1,299	747	2,046
Treasury and Finance (9)	224	220	444	22	20	42	60	24	84	0	0	0	306	264	570
Unattached Unit	6	1	7	0	0	0	0	2	2	0	0	0	6	3	9
Venture Capital Board, Office of the (10)	3	1	4	1	0	1	2	0	2	0	0	0	6	1	7
Water, Land and Biodiversity Conservation	173	112	285	21	26	47	44	34	78	7	10	17	245	182	427
Zero Waste, Office of (11)	6	1	7	1	1	2	0	1	1	0	0	0	7	3	10
Total Administrative Units	13,016	15,267	28,283	2,427	6,102	8,529	2,647	3,969	6,616	1,359	4,259	5,618	19,449	29,597	49,046
Other Public Sector Organisations *															
Adelaide Convention Centre (12)	91	52	143	0	3	3	6	1	7	179	138	317	276	194	470
Adelaide Entertainments Corporation	10	15	25	1	0	1	0	1	1	68	90	158	79	106	185
Adelaide Festival Centre Trust	62	79	141	0	0	0	3	2	5	70	58	128	135	139	274
Ambulance Service, SA	530	294	824	3	5	8	4	7	11	28	39	67	565	345	910
Country Arts, SA	2	4	6	3	7	10	8	25	33	10	28	38	23	64	87
Country Fire Service, SA	45	14	59	4	1	5	3	0	3	0	0	0	52	15	67
Courts Administration Authority (13)	205	373	578	27	59	86	9	6	15	7	8	15	248	446	694
Electorate Offices (14)	35	107	142	16	41	57	2	1	3	10	16	26	63	165	228
Forestry SA	167	38	205	0	1	1	7	1	8	3	31	34	177	71	248
Health Units (15)	4,323	16,600	20,923	1,425	3,731	5,156	196	436	632	659	2,298	2,957	6,603	23,065	29,668
HomeStart Finance	1	1	2	8	18	26	26	24	50	0	0	0	35	43	78
Judiciary (16)	60	13	73	0	0	0	0	1	1	0	0	0	60	14	74
Land Management Corporation	13	11	24	0	4	4	26	20	46	0	0	0	39	35	74
Legal Services Commission	28	102	130	4	7	11	9	19	28	1	4	5	42	132	174
Legislature (Including Members)	3	2	5	0	0	0	49	25	74	49	64	113	101	91	192
Lotteries Commission of SA	39	37	76	1	0	1	2	2	4	0	0	0	42	39	81
Metropolitan Fire Service, SA	995	26	1,021	1	0	1	6	3	9	0	0	0	1,002	29	1,031
Senior Secondary Assessment Board	9	21	30	4	14	18	10	19	29	5	15	20	28	69	97
Tourism Commission	17	42	59	13	32	45	30	39	69	1	11	12	61	124	185
TransAdelaide	467	51	518	5	2	7	4	1	5	0	0	0	476	54	530
Water Corporation, SA (17)	838	229	1,067	46	25	71	102	32	134	3	17	20	989	303	1,292
West Beach Trust	20	9	29	0	0	0	8	4	12	4	36	40	32	49	81
WorkCover Corporation	139	182	321	14	23	37	2	5	7	0	0	0	155	210	365
Remainder of Other Public Sector Organisations	146	149	295	75	105	180	96	132	228	34	17	51	351	403	754
Total Other Public Sector Organisations	8,245	18,451	26,696	1,650	4,078	5,728	608	806	1,414	1,131	2,870	4,001	11,634	26,205	37,839
Total South Australian Public Sector	21,261	33,718	54,979	4,077	10,180	14,257	3,255	4,775	8,030	2,490	7,129	9,619	31,083	55,802	86,885

* Only other public sector organisations with 50.00 FTE's or greater have been listed individually.

- (1) Includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (2) Includes the Office of the Public Trustee of South Australia and the Department of Justice.
- (3) Excludes selected employees transferred to the Office of Zero Waste SA in July 2003.
- (4) Includes Police Security and Police Band.
- (5) Excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (6) Includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.

Table 6 - Employees in the South Australian Public Sector Organisations by Appointment Type and Gender, June 2004

- (7) Formerly known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (8) Excludes employees working in the Transport SA Customer Service Centre at Port Augusta transferred to the Department for Administrative and Information Services August 2003.
- (9) Excludes Electorate Offices. These are reported separately under Other Public Sector.
- (10) Established January 2004. Selected employees transferred from the Department for Business, Manufacturing and Trade.
- (11) Established July 2003. Includes employees transferred from the Environment Protection Authority.
- (12) The number and type of functions booked determines the amount of casual work available in each pay period. The figure provided is only representative of this organisation's workforce as at June 2004 and should not be considered an accurate reflection of the overall workforce for the 2003-2004 period.
- (13) Excludes persons employed under Special Acts and the Judicial Administration Act. These employees are now reported separately under 'Judiciary'. Includes five statutory appointments.
- (14) Includes all persons employed under the Personal Assistants to the Members of the Parliament Enterprise Agreement.
- (15) These figures represent the total workforce of the Health Units incorporated under the SA Health Commission Act.
- (16) Does not include persons employed under Special Acts and the Judicial Administration Act who work in the Industrial Court System. Although Judicial Officers are not public sector employees, they are included in this report because they receive remuneration from the State of South Australia according to decisions made by the Remuneration Tribunal.
- (17) This organisation trades as SA Water.

Table 7 - Employees in the South Australian Public Sector by Employee Type, Appointment Type and Gender, June 2004

Employee Type (1)	Appointment Type											FTEs
	Ongoing		Contract				Other		Total			
			Short Term		Long Term							
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total	
Children's Services Act	10	644	6	516	4	359	4	319	24	1,838	1,862	970.5
Disability Services Officers	162	347	55	117	0	0	47	98	264	562	826	652.0
Education Act	2,177	4,410	711	1,895	1,569	2,735	463	1,532	4,920	10,572	15,492	13,228.9
Emergency Services (2)	1,471	244	1	0	2	0	22	25	1,496	269	1,765	1,508.6
Executives (3)	58	26	56	36	616	308	1	0	731	370	1,101	1,087.6
Medical Officers	419	166	700	474	75	39	348	104	1,542	783	2,325	1,763.2
Nurses	1,045	8,072	126	1,030	19	110	40	839	1,230	10,051	11,281	8,639.8
Police Act	3,027	875	0	0	0	0	0	0	3,027	875	3,902	3,818.3
PSM Act	6,195	6,785	1,045	2,172	451	429	140	321	7,831	9,707	17,538	16,431.0
Public Sector Salaried	2,051	6,297	428	1,962	103	303	107	553	2,689	9,115	11,804	9,944.4
School Services Officers	111	1,900	180	1,043	11	73	193	1,350	495	4,366	4,861	3,435.8
TAFE Act	547	399	211	317	92	72	374	520	1,224	1,308	2,532	1,697.3
Weekly Paid	2,327	2,421	292	185	69	34	496	1,084	3,184	3,724	6,908	4,932.8
Other	1,661	1,132	266	433	244	313	255	384	2,426	2,262	4,688	4,030.7
Total	21,261	33,718	4,077	10,180	3,255	4,775	2,490	7,129	31,083	55,802	86,885	72,141.0

- (1) Executives under each employee type are reported under 'Executives' for the purposes of this table.
- (2) Includes Ambulance Service Officers and Fire Fighters.
- (3) Includes all executives from each employee type.

South Australian Public Sector Full-time Equivalent Employees by Employee Type, June 2004

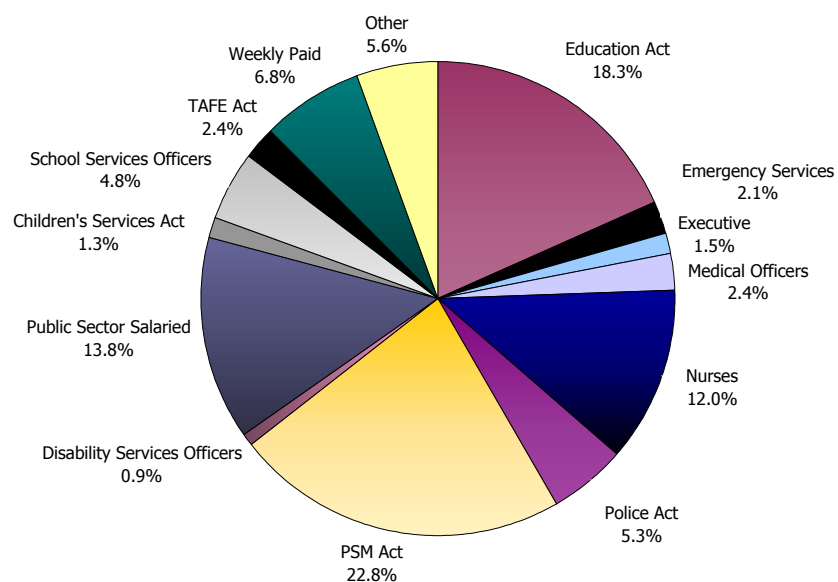


Table 8 - Trainees and Apprentices in the South Australian Public Sector by Employee Type and Gender, June 2004

Employee type	Trainee/ Apprentices (1)						Total		
	Short term			Long term			Male	Female	Total
	Male	Female	Total	Male	Female	Total			
Emergency Services (2)	0	0	0	0	0	0	0	0	0
PSM Act (3)	45	100	145	2	3	5	47	103	150
Public Sector Salaried	24	70	94	2	2	4	26	72	98
School Services Officers	31	28	59	0	0	0	31	28	59
TAFE Act	0	0	0	0	0	0	0	0	0
Weekly Paid	5	11	16	32	6	38	37	17	54
Other	27	10	37	23	2	25	50	12	62
Total	132	219	351	59	13	72	191	232	423

- (1) Includes young people engaged through the South Australian Government Youth Training Initiative.
(2) Includes Ambulance Service Officers and Fire Fighters.
(3) Includes all PSM Act employees in the South Australian public sector.

Table 9 - Graduates in the South Australian Public Sector by Employee Type and Gender, June 2004

Employee type	Graduates (1)									Total		
	Short term			Long term			Ongoing			Male	Female	Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total			
Emergency Services (2)	0	0	0	0	0	0	0	0	0	0	0	0
PSM Act (3)	31	52	83	0	2	2	13	8	21	44	62	106
Public Sector Salaried	0	2	2	0	1	1	0	0	0	0	3	3
Weekly Paid	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	2	3	12	6	18	1	0	1	14	8	22
Total	32	56	88	12	9	21	14	8	22	58	73	131

- (1) Includes all Graduates employed through the SA Public Sector Graduate Recruitment Program 2003-2004.
(2) Includes Ambulance Service Officers and Fire Fighters.
(3) Includes all PSM Act employees in the South Australian public sector.

Table 10 - Employees in the South Australian Public Sector by Employee Type, Appointment Type and Employment Status, June 2004

Employee Type	Appointment Type										
	Ongoing		Contract				Other		Total		
	Full time	Part time	Short Term		Long Term		Full time	Part time	Full time	Part time	Total
			Full time	Part time	Full time	Part time					
Children's Services Act	276	378	93	429	63	300	4	319	436	1,426	1,862
Disability Services Officers	272	237	97	75	0	0	0	145	369	457	826
Education Act	4,996	1,591	1,831	775	3,832	472	5	1,990	10,664	4,828	15,492
Emergency Services (1)	1,443	272	1	0	2	0	0	47	1,446	319	1,765
Executives (2)	77	7	88	4	909	15	0	1	1,074	27	1,101
Medical Officers	323	262	1,010	164	72	42	8	444	1,413	912	2,325
Nurses	3,511	5,606	586	570	68	61	0	879	4,165	7,116	11,281
Police Act	3,706	196	0	0	0	0	0	0	3,706	196	3,902
PSM Act	11,531	1,449	2,627	590	785	95	0	461	14,943	2,595	17,538
Public Sector Salaried	5,728	2,620	1,459	931	304	102	2	658	7,493	4,311	11,804
School Services Officers	803	1,208	229	994	33	51	29	1,514	1,094	3,767	4,861
TAFE Act	778	168	304	224	137	27	0	894	1,219	1,313	2,532
Weekly Paid	2,565	2,183	211	266	68	35	7	1,573	2,851	4,057	6,908
Other	2,390	403	494	205	424	133	85	554	3,393	1,295	4,688
Total	38,399	16,580	9,030	5,227	6,697	1,333	140	9,479	54,266	32,619	86,885

- (1) Includes Ambulance Service Officers and Fire Fighters.
(2) Includes all executives employed in the South Australian public sector.

South Australian Public Sector Employees by Employee Type and Employment Status at June 2004

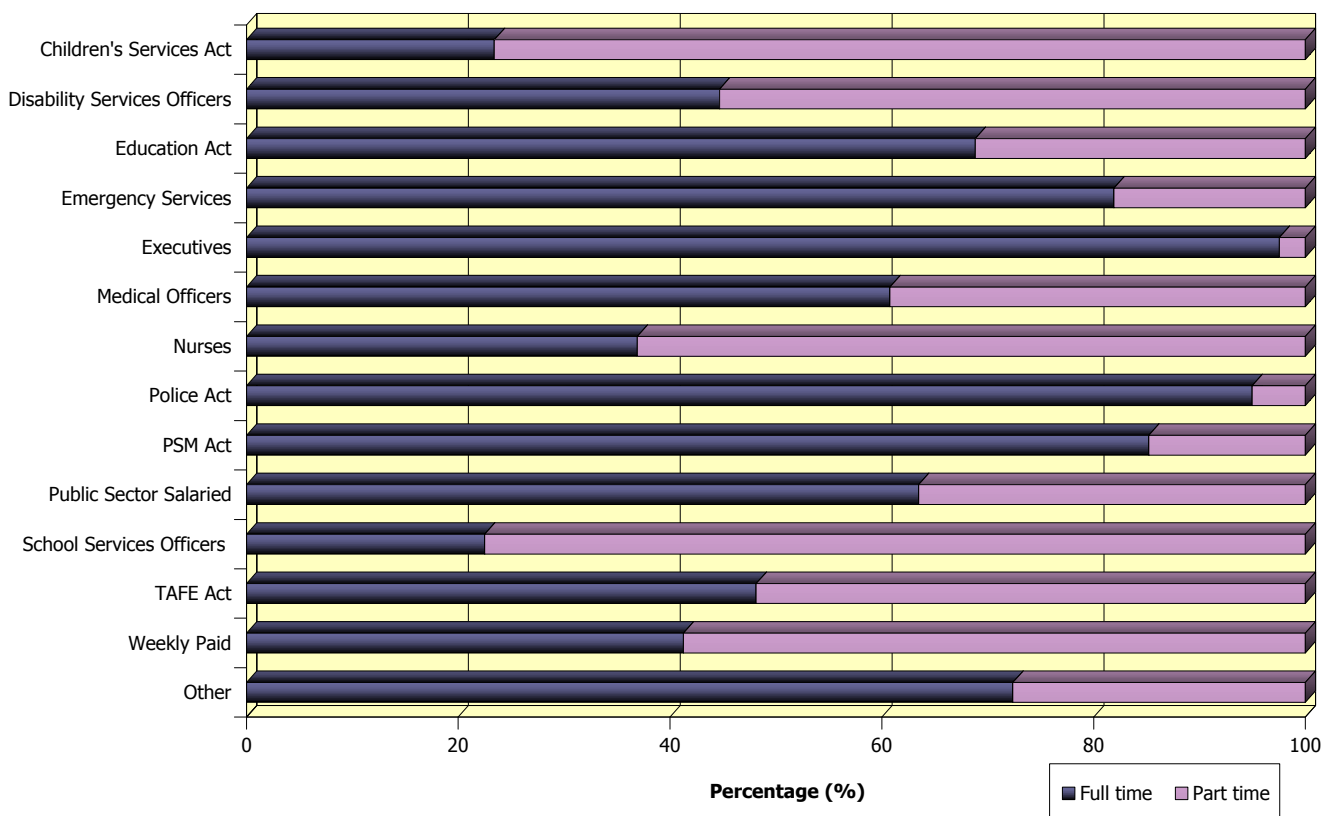


Table 11 - Employment Status of the South Australian Public Sector Workforce, June 2004

Public Sector Organisations	Full time		Part time		Total					
	Male	Female	Male	Female	Male	% Part time	Female	% Part time	Total	% Part time
Administrative Units										
Administrative and Information Services (1)	1,147	747	34	135	1,181	2.9	882	15.3	2,063	8.2
Attorney-General's (2)	487	537	69	218	556	12.4	755	28.9	1,311	21.9
Auditor-General's	60	46	0	6	60	0.0	52	11.5	112	5.4
Correctional Services	838	450	42	84	880	4.8	534	15.7	1,414	8.9
Education and Children's Services	4,976	8,684	1,524	9,306	6,500	23.4	17,990	51.7	24,490	44.2
Emergency Services Administrative Unit	70	68	2	14	72	2.8	82	17.1	154	10.4
Environment and Heritage	562	339	27	111	589	4.6	450	24.7	1,039	13.3
Environment Protection Authority (3)	117	89	3	10	120	2.5	99	10.1	219	5.9
Further Education, Employment, Science & Tech	1,262	1,387	504	1,370	1,766	28.5	2,757	49.7	4,523	41.4
Human Services	1,189	1,788	87	508	1,276	6.8	2,296	22.1	3,572	16.7
Police, SA (4)	3,384	1,137	31	283	3,415	33.3	1,420	19.9	4,835	6.5
Premier and Cabinet (5)	194	340	20	107	214	9.3	447	23.9	661	19.2
Primary Industries and Resources SA (6)	806	407	65	152	871	7.5	559	27.2	1,430	15.2
State Electoral Office	8	11	0	1	8	0.0	12	8.3	20	5.0
Trade and Economic Development (7)	72	58	0	4	72	0.0	62	6.5	134	3.0
Transport and Urban Planning (8)	1,211	518	88	229	1,299	6.8	747	30.7	2,046	15.5
Treasury and Finance (9)	303	207	3	57	306	1.0	264	21.6	570	10.5
Unattached Unit	6	3	0	0	6	0.0	3	0.0	9	0.0
Venture Capital Board, Office of the (10)	5	1	1	0	6	16.7	1	0.0	7	14.3
Water, Land and Biodiversity Conservation	235	147	10	35	245	4.1	182	19.2	427	10.5
Zero Waste, Office of (11)	7	3	0	0	7	0.0	3	0.0	10	0.0
Total Administrative Units	16,939	16,967	2,510	12,630	19,449	12.9	29,597	42.7	49,046	30.9
Other Public Sector Organisations *										
Adelaide Convention Centre (12)	85	44	191	150	276	69.2	194	77.3	470	72.6
Adelaide Entertainments Corporation	10	13	69	93	79	87.3	106	87.7	185	87.6
Adelaide Festival Centre Trust	62	52	73	87	135	54.1	139	62.6	274	58.4
Ambulance Service, SA	529	264	36	81	565	6.4	345	23.5	910	12.9
Country Arts, SA	12	27	11	37	23	47.8	64	57.8	87	55.2
Country Fire Service, SA	52	14	0	1	52	0.0	15	6.7	67	1.5
Courts Administration Authority (13)	199	314	49	132	248	19.8	446	29.6	694	26.1
Electorate Offices (14)	42	105	21	60	63	33.3	165	36.4	228	35.5
Forestry SA	174	35	3	36	177	1.7	71	50.7	248	15.7
Health Units (15)	4,788	9,358	1,815	13,707	6,603	27.5	23,065	59.4	29,668	52.3
HomeStart Finance	34	32	1	11	35	2.9	43	25.6	78	15.4
Judiciary (16)	60	14	0	0	60	0.0	14	0.0	74	0.0
Land Management Corporation	39	26	0	9	39	0.0	35	25.7	74	12.2
Legal Services Commission	36	86	6	46	42	14.3	132	34.8	174	29.9
Legislature (Including Members)	94	69	7	22	101	6.9	91	24.2	192	15.1
Lotteries Commission of SA	42	30	0	9	42	0.0	39	23.1	81	11.1
Metropolitan Fire Service, SA	785	10	217	19	1,002	21.7	29	65.5	1,031	22.9
Senior Secondary Assessment Board	24	45	4	24	28	14.3	69	34.8	97	28.9
Tourism Commission	57	99	4	25	61	6.6	124	20.2	185	15.7
TransAdelaide	471	49	5	5	476	1.1	54	9.3	530	1.9
Water Corporation, SA (17)	975	228	14	75	989	1.4	303	24.8	1,292	6.9
West Beach Trust	27	8	5	41	32	15.6	49	83.7	81	56.8
WorkCover Corporation	153	165	2	45	155	1.3	210	21.4	365	12.9
Remainder of Other Public Sector Organisations	261	262	90	141	351	25.6	403	35.0	754	30.6
Total Other Public Sector Organisations	9,011	11,349	2,623	14,856	11,634	22.5	26,205	56.7	37,839	46.2
Total South Australian Public Sector	25,950	28,316	5,133	27,486	31,083	16.5	55,802	49.3	86,885	37.5

* Only other public sector organisations with 50.00 FTE's or greater have been listed individually.

- (1) Includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.

Table 11 - Employment Status of the South Australian Public Sector Workforce, June 2004

- (2) Includes the Office of the Public Trustee of South Australia and the Department of Justice.
- (3) Excludes selected employees transferred to the Office of Zero Waste SA in July 2003.
- (4) Includes Police Security and Police Band.
- (5) Excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (6) Includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.
- (7) Formerly known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (8) Excludes employees working in the Transport SA Customer Service Centre at Port Augusta transferred to the Department for Administrative and Information Services August 2003.
- (9) Excludes Electorate Offices. These are reported separately under Other Public Sector.
- (10) Established January 2004. Selected employees transferred from the Department for Business, Manufacturing and Trade.
- (11) Established July 2003. Includes employees transferred from the Environment Protection Authority.
- (12) The number and type of functions booked determines the amount of casual work available in each pay period. The figure provided is only representative of this organisation's workforce as at June 2004 and should not be considered an accurate reflection of the overall workforce for the 2003-2004 period.
- (13) Excludes persons employed under Special Acts and the Judicial Administration Act. These employees are now reported separately under 'Judiciary'. Includes five statutory appointments.
- (14) Includes all persons employed under the Personal Assistants to the Members of the Parliament Enterprise Agreement.
- (15) These figures represent the total workforce of the Health Units incorporated under the SA Health Commission Act.
- (16) Does not include persons employed under Special Acts and the Judicial Administration Act who work in the Industrial Court System. Although Judicial Officers are not public sector employees, they are included in this report because they receive remuneration from the State of South Australia according to decisions made by the Remuneration Tribunal.
- (17) This organisation trades as SA Water.

Table 12 - Part time Employees in South Australian Public Sector Organisations by Appointment Type and Gender, June 2004

Public Sector Organisations	Ongoing			Contract						Other			Total			
	M	F	Total	Short Term			Long Term			M	F	Total	M	F	Total	
				M	F	Total	M	F	Total							
Administrative Units																
Administrative and Information Services (1)	10	94	104	6	17	23	1	2	3	17	22	39	34	135	169	
Attorney-General's (2)	8	93	101	3	18	21	0	3	3	58	104	162	69	218	287	
Auditor-General's	0	6	6	0	0	0	0	0	0	0	0	0	0	6	6	
Correctional Services	14	39	53	13	27	40	0	0	0	15	18	33	42	84	126	
Education and Children's Services	403	3,173	3,576	352	2,092	2,444	63	840	903	706	3,201	3,907	1,524	9,306	10,830	
Emergency Services Administrative Unit	2	13	15	0	1	1	0	0	0	0	0	0	2	14	16	
Environment and Heritage	10	64	74	6	11	17	2	4	6	9	32	41	27	111	138	
Environment Protection Authority (3)	3	6	9	0	3	3	0	0	0	0	1	1	3	10	13	
Further Education, Employment, Science & Tech	40	392	432	67	284	351	5	26	31	392	668	1,060	504	1,370	1,874	
Human Services	26	330	356	27	99	126	0	2	2	34	77	111	87	508	595	
Police, SA (4)	25	253	278	2	16	18	0	0	0	4	14	18	31	283	314	
Premier and Cabinet (5)	9	70	79	2	7	9	3	3	6	6	27	33	20	107	127	
Primary Industries and Resources SA (6)	11	67	78	2	18	20	9	30	39	43	37	80	65	152	217	
State Electoral Office	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	
Trade and Economic Development (7)	0	4	4	0	0	0	0	0	0	0	0	0	0	4	4	
Transport and Urban Planning (8)	14	132	146	17	79	96	0	1	1	57	17	74	88	229	317	
Treasury and Finance (9)	3	53	56	0	4	4	0	0	0	0	0	0	3	57	60	
Unattached Unit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Venture Capital Board, Office of the (10)	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	
Water, Land and Biodiversity Conservation	3	18	21	0	1	1	0	6	6	7	10	17	10	35	45	
Zero Waste, Office of (11)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Administrative Units	581	4,808	5,389	497	2,677	3,174	84	917	1,001	1,348	4,228	5,576	2,510	12,630	15,140	
Other Public Sector Organisations *																
Adelaide Convention Centre (12)	12	12	24	0	0	0	0	0	0	179	138	317	191	150	341	
Adelaide Entertainments Corporation	1	3	4	0	0	0	0	0	0	68	90	158	69	93	162	
Adelaide Festival Centre Trust	3	29	32	0	0	0	0	0	0	70	58	128	73	87	160	
Ambulance Service, SA	8	42	50	0	0	0	0	0	0	28	39	67	36	81	117	
Country Arts, SA	0	1	1	1	1	2	0	7	7	10	28	38	11	37	48	
Country Fire Service, SA	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	
Courts Administration Authority (13)	30	105	135	12	19	31	0	0	0	7	8	15	49	132	181	
Electorate Offices (14)	11	38	49	0	6	6	0	0	0	10	16	26	21	60	81	
Forestry SA	0	5	5	0	0	0	0	0	0	3	31	34	3	36	39	
Health Units (15)	848	9,554	10,402	265	1,656	1,921	51	200	251	651	2,297	2,948	1,815	13,707	15,522	
HomeStart Finance	0	0	0	0	3	3	1	8	9	0	0	0	1	11	12	
Judiciary (16)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Land Management Corporation	0	3	3	0	2	2	0	4	4	0	0	0	0	9	9	
Legal Services Commission	4	34	38	1	4	5	0	4	4	1	4	5	6	46	52	
Legislature (Including Members)	0	0	0	0	0	0	0	0	0	7	22	29	7	22	29	
Lotteries Commission of SA	0	9	9	0	0	0	0	0	0	0	0	0	0	9	9	
Metropolitan Fire Service, SA	217	19	236	0	0	0	0	0	0	0	0	0	217	19	236	
Senior Secondary Assessment Board	0	6	6	0	3	3	0	1	1	4	14	18	4	24	28	
Tourism Commission	0	12	12	1	0	1	2	2	4	1	11	12	4	25	29	
TransAdelaide	5	5	10	0	0	0	0	0	0	0	0	0	5	5	10	
Water Corporation, SA (17)	11	53	64	0	0	0	0	5	5	3	17	20	14	75	89	
West Beach Trust	1	5	6	0	0	0	0	0	0	4	36	40	5	41	46	
WorkCover Corporation	1	37	38	1	6	7	0	2	2	0	0	0	2	45	47	
Remainder of Other Public Sector Organisations	12	54	66	28	44	72	17	28	45	33	15	48	90	141	231	
Total Other Public Sector Organisations	1,164	10,027	11,191	309	1,744	2,053	71	261	332	1,079	2,824	3,903	2,623	14,856	17,479	
Total South Australian Public Sector	1,745	14,835	16,580	806	4,421	5,227	155	1,178	1,333	2,427	7,052	9,479	5,133	27,486	32,619	

* Only other public sector organisations with 50.00 FTE's or greater have been listed individually.

- (1) Includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (2) Includes the Office of the Public Trustee of South Australia and the Department of Justice.
- (3) Excludes selected employees transferred to the Office of Zero Waste SA in July 2003.
- (4) Includes Police Security and Police Band.
- (5) Excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (6) Includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.

Table 12 - Part time Employees in South Australian Public Sector Organisations by Appointment Type and Gender, June 2004

- (7) Formerly known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (8) Excludes employees working in the Transport SA Customer Service Centre at Port Augusta transferred to the Department for Administrative and Information Services August 2003.
- (9) Excludes Electorate Offices. These are reported separately under Other Public Sector.
- (10) Established January 2004. Selected employees transferred from the Department for Business, Manufacturing and Trade.
- (11) Established July 2003. Includes employees transferred from the Environment Protection Authority.
- (12) The number and type of functions booked determines the amount of casual work available in each pay period. The figure provided is only representative of this organisation's workforce as at June 2004 and should not be considered an accurate reflection of the overall workforce for the 2003-2004 period.
- (13) Excludes persons employed under Special Acts and the Judicial Administration Act. These employees are now reported separately under 'Judiciary'. Includes five statutory appointments.
- (14) Includes all persons employed under the Personal Assistants to the Members of the Parliament Enterprise Agreement.
- (15) These figures represent the total workforce of the Health Units incorporated under the SA Health Commission Act.
- (16) Does not include persons employed under Special Acts and the Judicial Administration Act who work in the Industrial Court System. Although Judicial Officers are not public sector employees, they are included in this report because they receive remuneration from the State of South Australia according to decisions made by the Remuneration Tribunal.
- (17) This organisation trades as SA Water.

Table 13 - Part time Employees in the South Australian Public Sector by Employee Type, Appointment Type and Gender, June 2004

Employee Type	Appointment Type										
	Ongoing		Contract				Other		Total		
			Short term		Long term						
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Children's Services Act	4	374	0	429	1	299	4	315	9	1,417	1,426
Disability Services Officers	60	177	17	58	0	0	47	98	124	333	457
Education Act	117	1,474	142	633	36	436	462	1,528	757	4,071	4,828
Emergency Services Officers (1)	224	48	0	0	0	0	22	25	246	73	319
Executive (2)	2	5	3	1	9	6	1	0	15	12	27
Medical Officers	158	104	73	91	28	14	341	103	600	312	912
Nurses	288	5,318	36	534	3	58	40	839	367	6,749	7,116
Police Act	19	177	0	0	0	0	0	0	19	177	196
PSM Act	118	1,331	91	499	16	79	140	321	365	2,230	2,595
Public Sector Salaried	178	2,442	97	834	12	90	106	552	393	3,918	4,311
School Services Officers	34	1,174	109	885	1	50	186	1,328	330	3,437	3,767
TAFE Act	23	145	52	172	5	22	374	520	454	859	1,313
Weekly Paid	438	1,745	134	132	16	19	491	1,082	1,079	2,978	4,057
Other	82	321	52	153	28	105	213	341	375	920	1,295
Total	1,745	14,835	806	4,421	155	1,178	2,427	7,052	5,133	27,486	32,619

(1) Includes Ambulance Service Officers and Fire Fighters.

(2) Includes all executives in the South Australian Public Sector.

Part-time Employees in the South Australian Public Sector by Employee Type and Gender, June 2004

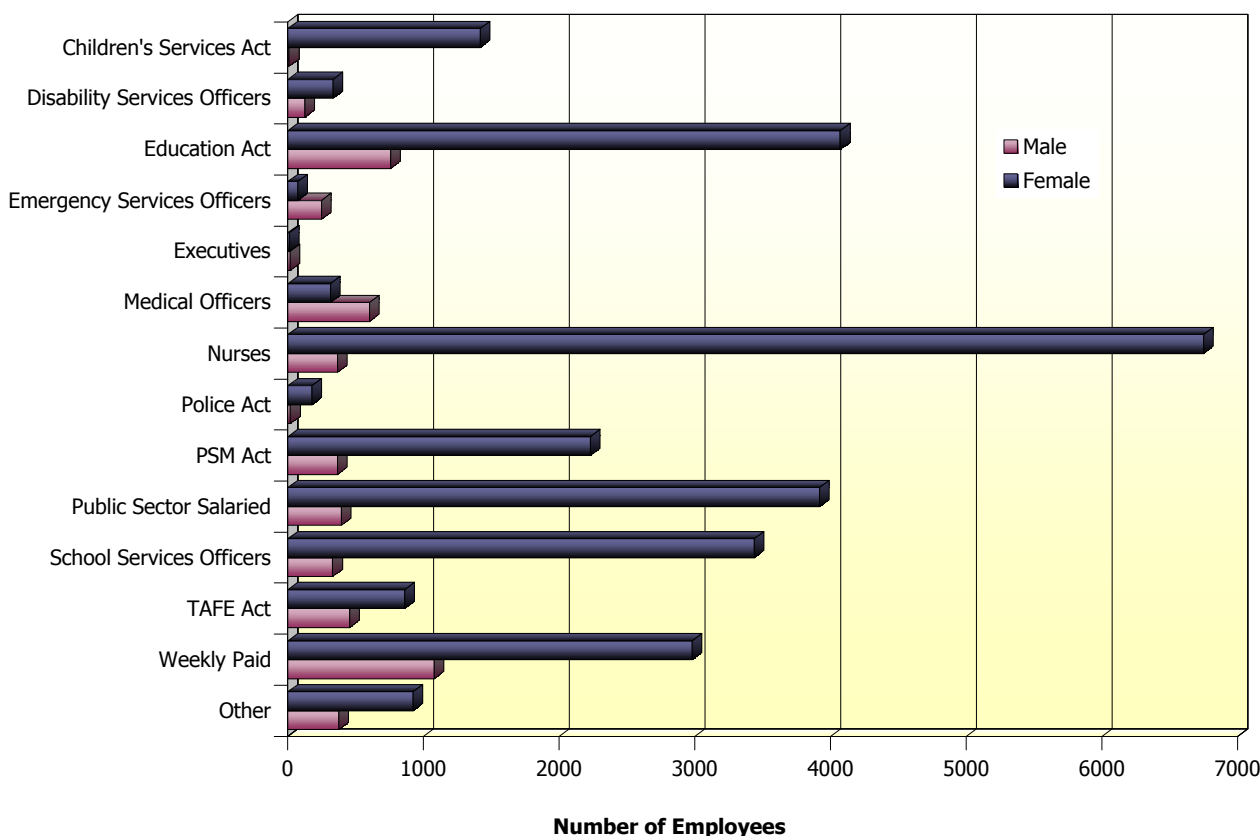


Table 14 - Executives in the South Australian Public Sector by Employee Type, Appointment Type and Gender, June 2004

Employee Type	Appointment Type											FTEs
	Ongoing		Contract				Other		Total			
			Short term		Long term							
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total	
Children's Services Act	0	0	0	0	0	0	0	0	0	0	0	0.0
Disability Services Officers	0	0	0	0	0	0	0	0	0	0	0	0.0
Education Act	3	0	14	12	86	81	0	0	103	93	196	195.6
Emergency Services	0	0	0	0	4	2	0	0	4	2	6	6.0
Medical Officers	3	4	4	0	2	1	1	0	10	5	15	9.5
Nurses	0	0	0	0	0	1	0	0	0	1	1	1.0
Police Act	0	0	0	0	5	1	0	0	5	1	6	6.0
PSM Act (1)	6	1	24	7	306	120	0	0	336	128	464	461.3
Public Sector Salaried	1	3	2	1	52	25	0	0	55	29	84	83.4
School Services Officers	0	0	0	0	0	0	0	0	0	0	0	0.0
TAFE Act	4	4	4	10	0	0	0	0	8	14	22	22.0
Weekly Paid	2	0	0	0	0	0	0	0	2	0	2	2.0
All Other Executives (2)	39	14	8	6	161	77	0	0	208	97	305	300.8
Total	58	26	56	36	616	308	1	0	731	370	1,101	1,087.6

- (1) Includes executives in the executive management structure and managing legal solicitors.
(2) Includes all other executives employed in Administrative Units and Other Public Sector Organisations.

Executives by Employee Type and Gender as a Percentage, June 2004

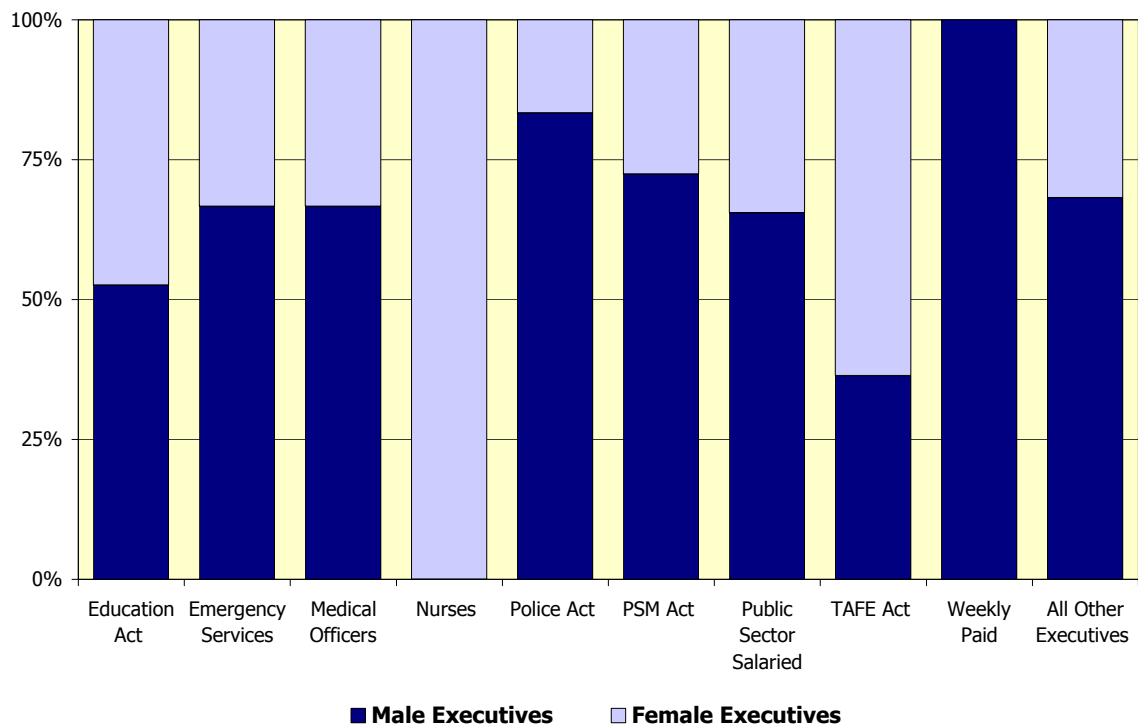


Table 15 - Employees in South Australian Public Sector Organisations by Salary Groups and Gender, June 2004 (1) (2)

Public Sector Organisations	Number of Persons			Number of FTEs		
	Male	Female	Total	Male	Female	Total
Administrative Units						
\$0 - \$38,000	4,828	11,861	16,689	3,768.8	7,717.2	11,486.1
\$38,001 - \$49,000	4,706	5,438	10,144	4,595.3	4,969.3	9,564.5
\$49,001 - \$64,000	6,369	9,674	16,043	6,262.2	8,566.8	14,829.0
\$64,001 - \$83,000	2,951	2,278	5,229	2,938.9	2,223.5	5,162.4
\$83,001 +	595	346	941	591.4	329.0	920.5
Other Public Sector Organisations						
\$0 - \$38,000	3,891	12,298	16,189	3,077.6	8,820.6	11,898.2
\$38,001 - \$49,000	2,711	8,291	11,002	2,468.3	6,334.9	8,803.1
\$49,001 - \$64,000	2,824	4,532	7,356	2,730.4	3,861.5	6,591.9
\$64,001 - \$83,000	1,126	680	1,806	1,047.6	625.2	1,672.8
\$83,001 +	1,082	404	1,486	906.7	306.0	1,212.7
Total South Australian Public Sector						
\$0 - \$38,000	8,719	24,159	32,878	6,846.4	16,537.9	23,384.2
\$38,001 - \$49,000	7,417	13,729	21,146	7,063.5	11,304.1	18,367.6
\$49,001 - \$64,000	9,193	14,206	23,399	8,992.6	12,428.2	21,420.8
\$64,001 - \$83,000	4,077	2,958	7,035	3,986.5	2,848.7	6,835.2
\$83,001 +	1,677	750	2,427	1,498.1	635.1	2,133.1
Total	31,083	55,802	86,885	28,387.0	43,754.0	72,141.0

(1) Salaries calculated as if all persons are full time employees.

(2) Salary details relates to pre-tax income excluding Super and FBT. Non-executive employees on salary sacrifice arrangements are shown as pre-sacrifice values. Executive employees are shown as the value of the financial benefits component of their Total Remuneration Package Value excluding super. Allowances are excluded for all employees.

Table 16 - Employees in Administrative Units by Occupation, Appointment Type and Gender, June 2004

ASCO (1)	Ongoing			Contract Short term			Contract Long term			Casual			Total		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
1 Managers and Administrators															
1211 Finance Managers	46	21	67	4	2	6	23	3	26	0	0	0	73	26	99
1213 Human Resource Managers	18	30	48	5	4	9	7	3	10	0	0	0	30	37	67
1223 Supply and Distribution Managers	15	3	18	2	1	3	5	0	5	0	0	0	22	4	26
1224 Information Technology Managers	42	11	53	1	3	4	6	1	7	0	0	0	49	15	64
1231 Sales and Marketing Managers	10	12	22	1	2	3	7	0	7	0	0	0	18	14	32
1291 Policy and Planning Managers	53	19	72	13	16	29	29	15	44	0	0	0	95	50	145
1293 Education Managers	140	90	230	101	166	267	498	587	1,085	0	0	0	739	843	1,582
1294 Commissioned Officers (Management)	119	9	128	0	0	0	5	1	6	0	0	0	124	10	134
All Others	306	110	416	54	37	91	267	121	388	0	0	0	627	268	895
TOTAL	749	305	1,054	181	231	412	847	731	1,578	0	0	0	1,777	1,267	3,044
2 Professionals															
2113 Life Scientists	31	12	43	8	2	10	9	5	14	0	0	0	48	19	67
2114 Environmental & Agricultural Science Professionals	243	53	296	36	21	57	98	82	180	2	2	4	379	158	537
2115 Medical Scientists	12	11	23	1	0	1	0	0	0	0	0	0	13	11	24
2124 Civil Engineers	70	13	83	2	1	3	0	0	0	0	0	0	72	14	86
2211 Accountants	184	143	327	22	19	41	8	3	11	0	9	9	214	174	388
2212 Auditors	57	41	98	5	8	13	2	0	2	0	0	0	64	49	113
2221 Marketing and Advertising Professionals	30	51	81	5	9	14	4	1	5	0	0	0	39	61	100
2231 Computing Professionals	216	85	301	28	14	42	15	6	21	0	0	0	259	105	364
2291 Human Resource Professionals	41	121	162	19	38	57	4	3	7	0	0	0	64	162	226
2292 Librarians	9	47	56	1	6	7	1	0	1	0	1	1	11	54	65
2294 Business and Organisation Analysts	70	48	118	14	14	28	12	6	18	0	0	0	96	68	164
2311 Generalist Medical Practitioners	5	7	12	0	1	1	0	0	0	0	0	0	5	8	13
2312 Specialist Medical Practitioners	2	3	5	0	0	0	0	0	0	0	0	0	2	3	5
2321 Nurse Managers	0	2	2	0	0	0	0	0	0	0	0	0	0	2	2
2323 Registered Nurses	2	15	17	0	2	2	1	0	1	0	0	0	3	17	20
2381 Dental Practitioners	0	2	2	0	0	0	0	0	0	0	0	0	0	2	2
2391 Medical Imaging Professionals	0	36	36	0	1	1	0	0	0	0	3	3	0	40	40
2411 Pre-Primary School Teachers	6	286	292	5	229	234	3	160	163	4	319	323	18	994	1,012
2412 Primary School Teachers	778	3,179	3,957	276	1,250	1,526	336	1,387	1,723	241	1,208	1,449	1,631	7,024	8,655
2413 Secondary School Teachers	1,333	1,204	2,537	356	482	838	771	734	1,505	222	324	546	2,682	2,744	5,426
2422 Vocational Education Teachers	467	326	793	179	258	437	79	59	138	374	520	894	1,099	1,163	2,262
2491 Extra-Systemic Teachers	0	0	0	0	0	0	0	0	0	4	12	16	4	12	16
2493 Education Officers	7	16	23	1	9	10	3	3	6	0	0	0	11	28	39
2511 Social Workers	97	235	332	22	92	114	1	3	4	0	1	1	120	331	451
2512 Welfare and Community Workers	12	9	21	4	2	6	0	1	1	6	0	6	22	12	34
2513 Counsellors	20	27	47	5	12	17	3	2	5	0	0	0	28	41	69
2514 Psychologists	5	16	21	0	19	19	2	4	6	0	0	0	7	39	46
2521 Legal Professionals	65	105	170	6	22	28	34	26	60	0	1	1	105	154	259
2523 Urban and Regional Planners	16	4	20	0	0	0	0	0	0	0	0	0	16	4	20
2543 Occupational & Environmental Health Professionals	26	19	45	6	8	14	0	0	0	0	0	0	32	27	59
All Others	606	461	1,067	115	185	300	153	209	362	62	97	159	936	952	1,888
TOTAL	4,410	6,577	10,987	1,116	2,704	3,820	1,539	2,694	4,233	915	2,497	3,412	7,980	14,472	22,452
3 Associate Professionals															
3111 Medical Technical Officers	10	3	13	0	0	0	0	0	0	0	0	0	10	3	13
3112 Science Technical Officers	74	46	120	8	11	19	23	26	49	6	11	17	111	94	205
3121 Building, Architectural & Surveying Associate Profess	69	6	75	3	1	4	4	4	8	0	0	0	76	11	87
3212 Financial Dealers and Brokers	14	9	23	2	4	6	2	0	2	0	0	0	18	13	31
3291 Office Managers	45	100	145	8	23	31	1	2	3	0	0	0	54	125	179
3292 Project and Program Administrators	635	567	1,202	100	199	299	46	38	84	0	5	5	781	809	1,590
3293 Real Estate Associate Professionals	34	29	63	2	2	4	0	1	1	0	0	0	36	32	68
3294 Computing Support Technicians	168	76	244	23	15	38	12	3	15	0	0	0	203	94	297
3392 Customer Service Managers	17	40	57	1	5	6	0	0	0	0	0	0	18	45	63
3421 Welfare Associate Professionals	188	106	294	41	52	93	2	1	3	3	8	11	234	167	401
3911 Police Officers	2,909	867	3,776	0	0	0	0	0	0	0	0	0	2,909	867	3,776
3995 Senior Fire Fighters	5	2	7	0	0	0	0	0	0	0	0	0	5	2	7
3997 Library Technicians	0	6	6	0	0	0	0	0	0	0	0	0	0	6	6
All Others	709	412	1,121	101	166	267	23	23	46	33	42	75	866	643	1,509
TOTAL	4,877	2,269	7,146	289	478	767	113	98	211	42	66	108	5,321	2,911	8,232
4 Tradespersons and Related Workers															
4981 Marine Construction Tradespersons	3	0	3	1	0	1	0	0	0	0	0	0	4	0	4
4985 Fire Fighters	0	1	1	1	0	1	0	0	0	0	0	0	1	1	2
All Others	197	18	215	27	12	39	22	5	27	0	5	5	246	40	286
TOTAL	200	19	219	29	12	41	22	5	27	0	5	5	251	41	292
5 Advanced Clerical and Service Workers															
5111 Secretaries and Personal Assistants	7	230	237	1	47	48	0	7	7	0	0	0	8	284	292
5991 Advanced Legal and Related Clerks	50	49	99	9	12	21	4	4	8	0	0	0	63	65	128
5995 Desktop Publishing Operators	0	8	8	0	1	1	0	0	0	0	0	0	0	9	9
All Others	159	264	423	31	67	98	7	3	10	0	0	0	197	334	531
TOTAL	216	551	767	41	127	168	11	14	25	0	0	0	268	692	960

Table 16 - Employees in Administrative Units by Occupation, Appointment Type and Gender, June 2004

ASCO (1)	Ongoing			Contract Short term			Contract Long term			Casual			Total		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
6 Intermediate Clerical, Sales and Service Workers															
6111 General Clerks	507	1,882	2,389	131	626	757	7	62	69	8	76	84	653	2,646	3,299
6121 Keyboard Operators	2	20	22	2	5	7	0	0	0	0	1	1	4	26	30
6131 Receptionists	2	45	47	4	15	19	1	2	3	0	0	0	7	62	69
6141 Accounting Clerks	101	226	327	16	32	48	1	5	6	0	0	0	118	263	381
6142 Payroll Clerks	35	68	103	6	21	27	1	0	1	0	0	0	42	89	131
6145 Money Market and Statistical Clerks	1	0	1	0	1	1	0	0	0	0	0	0	1	1	2
6153 Stock and Purchasing Clerks	42	19	61	4	5	9	1	2	3	0	2	2	47	28	75
6191 Inquiry and Admissions Clerks	116	289	405	46	145	191	3	7	10	11	42	53	176	483	659
6192 Library Assistants	11	42	53	2	8	10	0	0	0	0	5	5	13	55	68
6193 Personnel Clerks	12	73	85	3	17	20	0	2	2	0	0	0	15	92	107
6194 Intermediate Inspectors and Examiners	186	73	259	12	12	24	8	11	19	10	2	12	216	98	314
6311 Education Aides	142	2,321	2,463	197	1,379	1,576	24	302	326	206	1,378	1,584	569	5,380	5,949
6312 Children's Care Workers	0	13	13	1	36	37	0	0	0	1	56	57	2	105	107
6313 Special Care Workers	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1
6391 Dental Assistants	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1
6393 Prison Officers	457	114	571	106	39	145	0	0	0	2	2	4	565	155	720
All Others	111	133	244	9	39	48	4	6	10	55	33	88	179	211	390
TOTAL	1,725	5,320	7,045	539	2,380	2,919	50	399	449	293	1,597	1,890	2,607	9,696	12,303
7 Intermediate Production and Transport Workers															
7312 Bus and Tram Drivers	0	0	0	2	1	3	0	0	0	0	0	0	2	1	3
7992 Product Quality Controllers	7	1	8	0	0	0	0	0	0	0	0	0	7	1	8
All Others	105	12	117	8	6	14	4	0	4	5	9	14	122	27	149
TOTAL	112	13	125	10	7	17	4	0	4	5	9	14	131	29	160
8 Elementary Clerical, Sales and Service Workers															
8111 Registry and Filing Clerks	34	61	95	3	8	11	0	2	2	0	0	0	37	71	108
8112 Mail Sorting Clerks	2	1	3	0	0	0	0	1	1	0	0	0	2	2	4
8115 Betting Clerks	1	1	2	0	0	0	0	0	0	0	0	0	1	1	2
8116 Office Trainees	0	0	0	44	103	147	2	4	6	0	0	0	46	107	153
8311 Guards and Security Officers	41	3	44	4	0	4	0	0	0	3	1	4	48	4	52
All Others	31	35	66	2	6	8	0	5	5	14	32	46	47	78	125
TOTAL	109	101	210	53	117	170	2	12	14	17	33	50	181	263	444
9 Labourers and Related Workers															
9111 Cleaners	3	20	23	1	2	3	0	0	0	2	2	4	6	24	30
All Others	615	92	707	168	44	212	59	16	75	85	50	135	927	202	1,129
TOTAL	618	112	730	169	46	215	59	16	75	87	52	139	933	226	1,159
Total Employees	13,016	15,267	28,283	2,427	6,102	8,529	2,647	3,969	6,616	1,359	4,259	5,618	19,449	29,597	49,046

- (1) Occupations are classified according to the Second Edition of Australian Standard Classification of Occupations (ASCO).
(2) Specific codes of interest have been chosen for this report.

Table 17 - Employees (Full-time Equivalents) in Administrative Units by Employee Type, June 1995 to June 2004 ⁽¹⁾

Employee Type	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Children's Services Act	838.8	1,553.0	862.6	938.0	898.3	881.9	908.7	902.8	901.3	970.5
Education Act	13,632.0	12,864.5	12,988.5	13,574.0	13,226.4	13,578.7	13,406.1	13,243.2	13,209.7	13,424.5
Other	331.7	400.3	367.8	390.1	439.3	437.5	493.8	449.2	638.8	477.1
Police Act	3,681.3	3,544.6	3,499.4	3,565.8	3,544.3	3,642.3	3,750.9	3,846.4	3,858.8	3,824.3
PSM Act (2)	13,050.0	11,943.3	12,070.9	13,819.9	14,279.5	15,287.5	15,687.7	16,324.0	16,482.6	16,868.9
School Services Officers	2,429.3	2,403.7	2,614.6	2,697.0	2,921.6	3,008.4	3,133.9	3,197.4	3,261.4	3,435.8
TAFE Act	1,682.1	1,654.9	1,655.1	1,578.0	1,475.0	1,895.8	1,915.8	1,836.1	1,789.4	1,719.3
Trainees (3)	741.0	616.9	594.0	774.0	520.0	-	-	-	-	-
Weekly Paid	4,313.7	2,738.1	2,339.6	2,091.7	1,860.8	1,728.7	1,396.3	1,350.7	1,267.3	1,242.0
Total Administrative Units (4)	40,699.9	37,719.3	36,992.5	39,428.5	39,165.2	40,460.8	40,693.1	41,149.8	41,409.3	41,962.4

- (1) Includes all executives employed in the Administrative Units. Executives are reported in the employee type under which they are employed.
- (2) For the year 1995 employees were employed under the Government Management and Employment (GME) Act, 1985.
- (3) Trainees are now reported in the employee type under which they are employed. More detailed information is provided in table 8.
- (4) FTE figure as at June 1997 was amended in June 1998.

Full-time Equivalent Employees in Administrative Units, June 1995 to June 2004

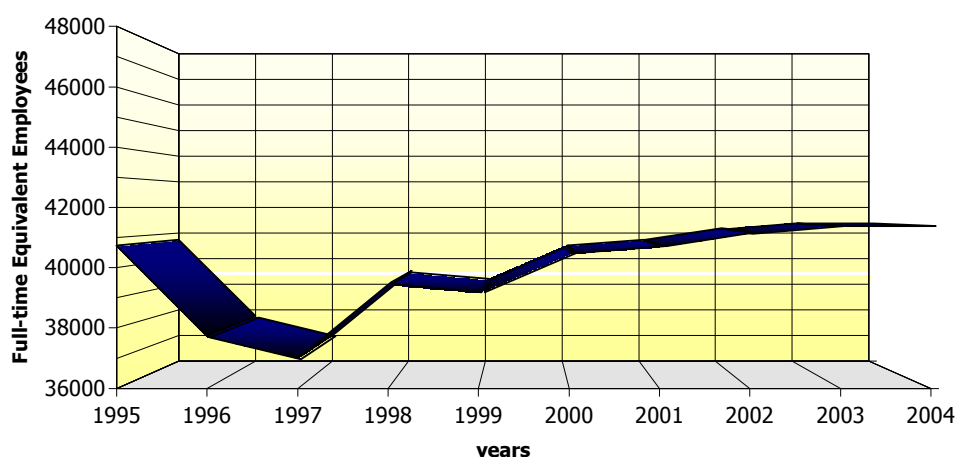


Table 18 - Employees (persons) in Administrative Units by Employee Type, June 1995 to June 2004 ⁽¹⁾

Employee Type	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Children's Services Act	1,587	2,150	1,076	1,192	1,171	1,419	1,596	1,571	1,634	1,862
Education Act	14,849	14,460	14,718	15,781	15,588	16,144	15,932	15,571	15,661	15,688
Other	415	579	572	481	546	551	555	506	696	579
Police Act	3,706	3,575	3,537	3,611	3,592	3,696	3,808	3,908	3,939	3,908
PSM Act (2)	13,826	12,639	12,796	14,466	15,087	16,117	16,526	17,208	17,488	17,976
School Services Officers	3,381	3,114	3,341	3,626	4,060	4,273	4,425	4,545	4,669	4,861
TAFE Act	1,814	1,876	1,955	1,707	1,614	2,958	2,948	2,773	2,576	2,554
Trainees (3)	741	617	594	774	520	-	-	-	-	-
Weekly Paid	4,974	3,359	2,927	2,561	2,231	1,986	1,752	1,689	1,689	1,618
Total Administrative Unit	45,293	42,369	41,516	44,199	44,409	47,144	47,542	47,771	48,352	49,046

- (1) Includes all executives employed in the Administrative Units. Executives are reported in the employee type under which they are employed.
- (2) For the year 1995 employees were employed under the Government Management and Employment (GME) Act, 1985.
- (3) Trainees are now reported in the employee type under which they are employed. More detailed information is provided in table 8.

Table 19 - Employees in Administrative Units by Employee Type and Gender, June 2004

Administrative Units	PSM Act		Other Major Employee Types *		Executives		Weekly Paid		Other		Total		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Administrative and Information Services (1)	987	814	0	0	41	13	133	38	20	17	1,181	882	2,063
Attorney-General's (2)	498	724	0	0	49	25	1	0	8	6	556	755	1,311
Auditor-General's	53	52	0	0	6	0	0	0	1	0	60	52	112
Correctional Services	851	505	0	0	5	4	20	13	4	12	880	534	1,414
Education and Children's Services	349	894	5,439	16,776	148	143	508	36	56	141	6,500	17,990	24,490
Emergency Services Administrative Unit	66	81	0	0	3	0	3	1	0	0	72	82	154
Environment and Heritage	446	369	0	0	14	5	127	75	2	1	589	450	1,039
Environment Protection Authority (3)	115	99	0	0	5	0	0	0	0	0	120	99	219
Further Education, Employment, Science & Technology	428	1,233	1,224	1,308	21	24	84	67	9	125	1,766	2,757	4,523
Human Services	1,216	2,218	0	0	37	25	11	17	12	36	1,276	2,296	3,572
Police, SA (4)	283	528	3,027	875	9	1	95	16	1	0	3,415	1,420	4,835
Premier and Cabinet (5)	181	417	0	0	21	13	0	0	12	17	214	447	661
Primary Industries and Resources SA (6)	773	529	0	0	26	1	64	28	8	1	871	559	1,430
State Electoral Office	6	12	0	0	2	0	0	0	0	0	8	12	20
Trade and Economic Development (7)	56	58	0	0	16	4	0	0	0	0	72	62	134
Transport and Urban Planning (8)	1,020	737	0	0	28	7	247	1	4	2	1,299	747	2,046
Treasury and Finance (9)	264	256	0	0	39	7	0	0	3	1	306	264	570
Unattached Unit	4	1	0	0	2	2	0	0	0	0	6	3	9
Venture Capital Board, Office of the (10)	4	1	0	0	2	0	0	0	0	0	6	1	7
Water, Land and Biodiversity Conservation	219	162	0	0	13	0	13	20	0	0	245	182	427
Zero Waste, Office of (11)	6	3	0	0	1	0	0	0	0	0	7	3	10
Total	7,825	9,693	9,690	18,959	488	274	1,306	312	140	359	19,449	29,597	49,046

Table 20 - Employees (Full-time Equivalents) in Administrative Units by Employee Type, June 2004

Administrative Units	PSM Act	Other Major Employee Types *	Executives	Weekly Paid	Other	Total FTE's
Administrative and Information Services (1)	1,754.5	0.0	54.0	144.5	37.0	1,989.9
Attorney-General's (2)	1,053.3	0.0	73.8	1.0	14.0	1,142.2
Auditor-General's	103.1	0.0	6.0	0.0	1.0	110.1
Correctional Services	1,313.2	0.0	9.0	28.5	6.5	1,357.2
Education and Children's Services	1,132.8	17,635.3	290.6	364.0	156.3	19,578.9
Emergency Services Administrative Unit	140.1	0.0	3.0	4.0	0.0	147.1
Environment and Heritage	791.5	0.0	19.0	165.1	3.0	978.6
Environment Protection Authority (3)	209.5	0.0	5.0	0.0	0.0	214.5
Further Education, Employment, Science & Technology	1,493.6	1,697.3	45.0	114.6	85.8	3,436.3
Human Services	3,188.1	0.0	61.8	23.8	45.0	3,318.8
Police, SA (4)	766.8	3,818.3	10.0	107.5	1.0	4,703.6
Premier and Cabinet (5)	540.8	0.0	33.1	0.0	28.7	602.6
Primary Industries and Resources SA (6)	1,236.8	0.0	27.0	61.6	9.0	1,334.4
State Electoral Office	17.6	0.0	2.0	0.0	0.0	19.6
Trade and Economic Development (7)	112.8	0.0	20.0	0.0	0.0	132.8
Transport and Urban Planning (8)	1,667.6	0.0	35.0	203.2	6.0	1,911.8
Treasury and Finance (9)	499.8	0.0	46.0	0.0	4.0	549.8
Unattached Unit	5.0	0.0	4.0	0.0	0.0	9.0
Venture Capital Board, Office of the (10)	5.0	0.0	1.4	0.0	0.0	6.4
Water, Land and Biodiversity Conservation	371.7	0.0	13.0	24.2	0.0	408.9
Zero Waste, Office of (11)	9.0	0.0	1.0	0.0	0.0	10.0
Total	16,412.6	23,150.8	759.7	1,242.0	397.3	41,962.4

* Other Major Employee Types include Education Act, Children's Services Act, Police Act, TAFE Act and the School Services Officers Award.

- (1) Includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (2) Includes the Office of the Public Trustee of South Australia and the Department of Justice.
- (3) Excludes selected employees transferred to the Office of Zero Waste SA in July 2003.
- (4) Includes Police Security and Police Band.
- (5) Excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004.

Table 19 & 20 - Employees and Full-time Equivalents in Administrative Units by Employee Type and Gender June 2004

- (6) Includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.
- (7) Formerly known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (8) Excludes employees working in the Transport SA Customer Service Centre at Port Augusta transferred to the Department for Administrative and Information Services August 2003.
- (9) Excludes Electorate Offices. These are reported separately under Other Public Sector.
- (10) Established January 2004. Selected employees transferred from the Department for Business, Manufacturing and Trade.
- (11) Established July 2003. Includes employees transferred from the Environment Protection Authority.

Table 21 - Employees in Administrative Units by Age, Appointment Type and Gender, June 2004

Age Group (yrs)	Appointment Type																	
	Ongoing			Contract						Other			Total					
	Male	Female	Total	Short Term			Long Term			Male	Female	Total	Male	% of all Males	Female	% of all Females	Total	% of Total
				Male	Female	Total	Male	Female	Total									
15-19	10	13	23	53	104	157	11	6	17	26	38	64	100	0.5	161	0.5	261	0.5
20-24	336	601	937	235	657	892	41	78	119	86	231	317	698	3.6	1,567	5.3	2,265	4.6
25-29	982	1,508	2,490	321	704	1,025	111	258	369	89	260	349	1,503	7.7	2,730	9.2	4,233	8.6
30-34	1,159	1,495	2,654	256	592	848	196	329	525	120	381	501	1,731	8.9	2,797	9.5	4,528	9.2
35-39	1,369	1,574	2,943	236	694	930	201	340	541	124	612	736	1,930	9.9	3,220	10.9	5,150	10.5
40-44	1,719	2,149	3,868	286	922	1,208	326	594	920	157	712	869	2,488	12.8	4,377	14.8	6,865	14.0
45-49	2,532	2,893	5,425	390	1,092	1,482	573	870	1,443	188	679	867	3,683	18.9	5,534	18.7	9,217	18.8
50-54	2,626	2,763	5,389	325	790	1,115	737	921	1,658	174	617	791	3,862	19.9	5,091	17.2	8,953	18.3
55-59	1,738	1,654	3,392	232	404	636	374	444	818	160	394	554	2,504	12.9	2,896	9.8	5,400	11.0
60-64	458	533	991	74	130	204	63	116	179	161	220	381	756	3.9	999	3.4	1,755	3.6
65+	87	84	171	19	13	32	14	13	27	74	115	189	194	1.0	225	0.8	419	0.9
Total	13,016	15,267	28,283	2,427	6,102	8,529	2,647	3,969	6,616	1,359	4,259	5,618	19,449	100	29,597	100	49,046	100
Median Age	46.8	45.5	46.1	42.0	41.6	41.7	48.8	47.2	47.8	47.1	44.3	44.8	46.7	-	44.9	-	45.7	-

**Age Profile of the Administrative Unit Workforce at five year intervals
June 1995, June 1999 and June 2004**

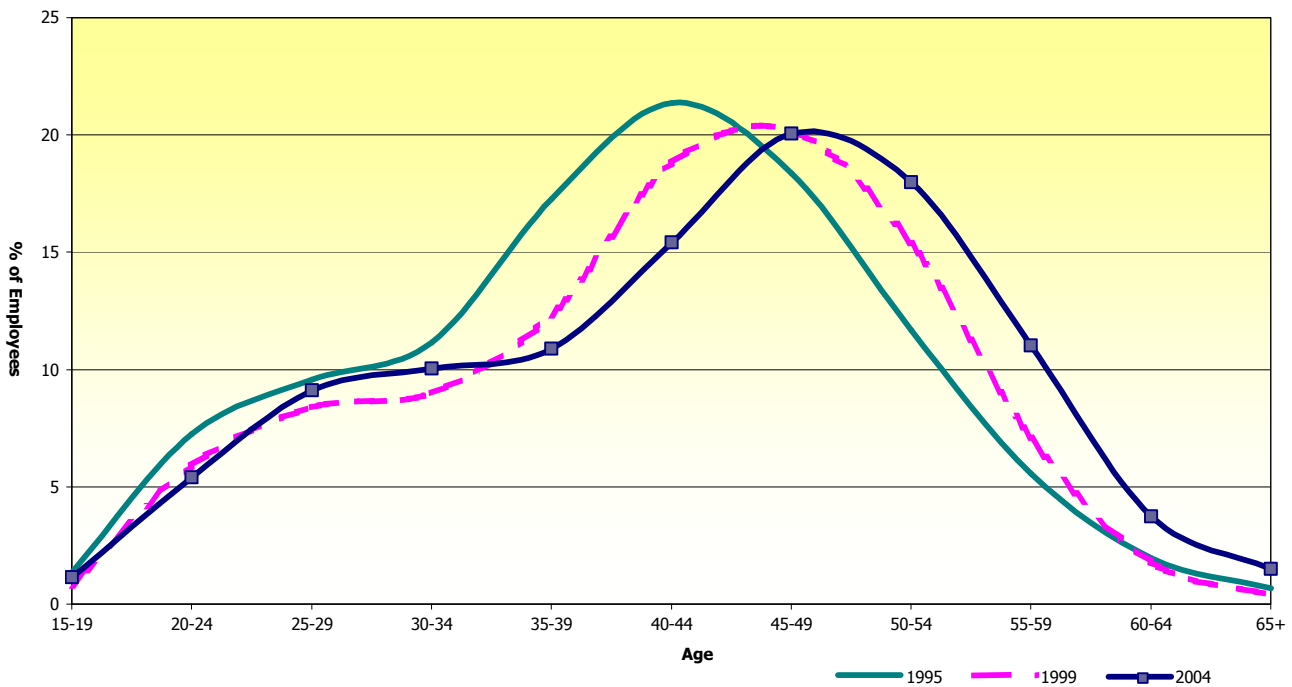


Table 22 - Employees in Administrative Units by Employee Type, Appointment Type and Gender, June 2004

Employee Type	Appointment Type										
	Ongoing		Contract				Other		Total		
			Short term		Long term						
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Children's Services Act	10	644	6	516	4	359	4	319	24	1,838	1,862
Education Act	2,177	4,410	711	1,895	1,569	2,735	463	1,532	4,920	10,572	15,492
Executives (1)	15	6	44	34	429	234	0	0	488	274	762
Police Act	3,027	875	0	0	0	0	0	0	3,027	875	3,902
PSM Act	6,192	6,780	1,044	2,172	451	420	138	321	7,825	9,693	17,518
School Services Officers	111	1,900	180	1,043	11	73	193	1,350	495	4,366	4,861
TAFE Act	547	399	211	317	92	72	374	520	1,224	1,308	2,532
Weekly Paid	879	135	207	51	50	12	170	114	1,306	312	1,618
Other	58	118	24	74	41	64	17	103	140	359	499
Total	13,016	15,267	2,427	6,102	2,647	3,969	1,359	4,259	19,449	29,597	49,046

(1) Includes all executives employed in the Administrative Units.

Administrative Unit Workforce by Employee Type and Gender, June 2004

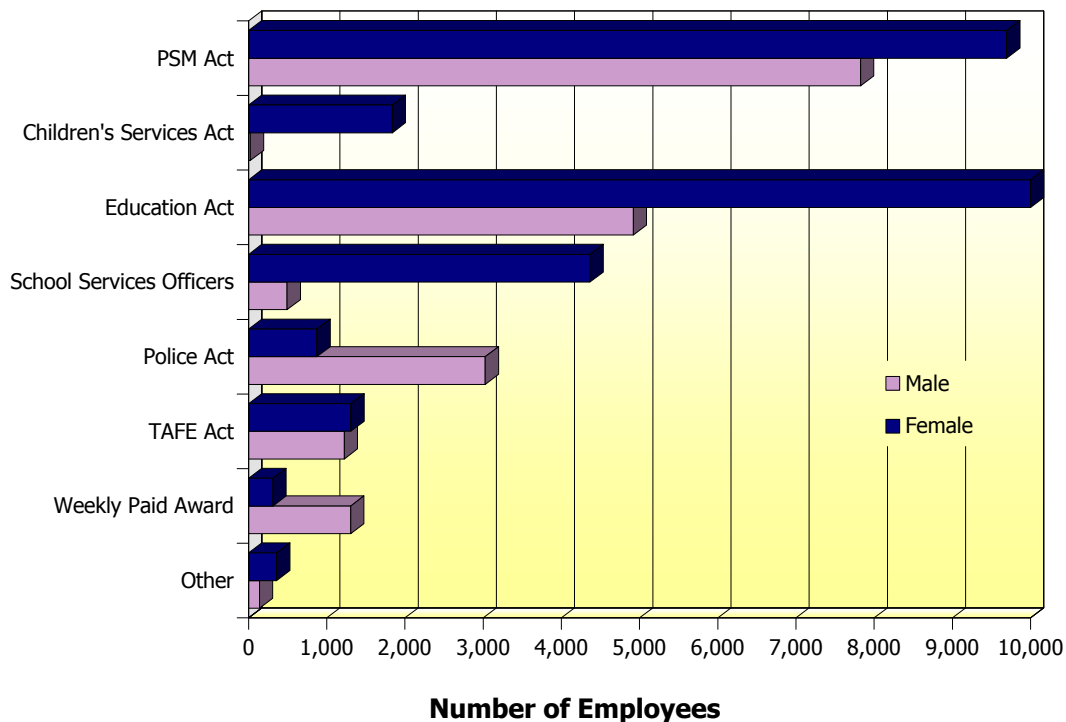


Table 23 - Employees in Administrative Units by Employee Type, Appointment Type and Employment Status, June 2004

Employee Type	Appointment Type										
	Ongoing		Contract				Other		Total		
	Full time	Part time	Short term		Long term		Full time	Part time	Full time	Part time	Total
			Full time	Part time	Full time	Part time					
Children's Services Act	276	378	93	429	63	300	4	319	436	1,426	1,862
Education Act	4,996	1,591	1,831	775	3,832	472	5	1,990	10,664	4,828	15,492
Executives (1)	21	0	77	1	656	7	0	0	754	8	762
Police Act	3,706	196	0	0	0	0	0	0	3,706	196	3,902
PSM Act	11,525	1,447	2,627	589	776	95	0	459	14,928	2,590	17,518
School Services Officers	803	1,208	229	994	33	51	29	1,514	1,094	3,767	4,861
TAFE Act	778	168	304	224	137	27	0	894	1,219	1,313	2,532
Weekly Paid	681	333	130	128	44	18	4	280	859	759	1,618
Other	108	68	64	34	74	31	0	120	246	253	499
Total	22,894	5,389	5,355	3,174	5,615	1,001	42	5,576	33,906	15,140	49,046

(1) Includes all executives employed in the Administrative Units.

Percentage of Employees who are Ongoing in Administrative Units, by Employee Type, June 2004

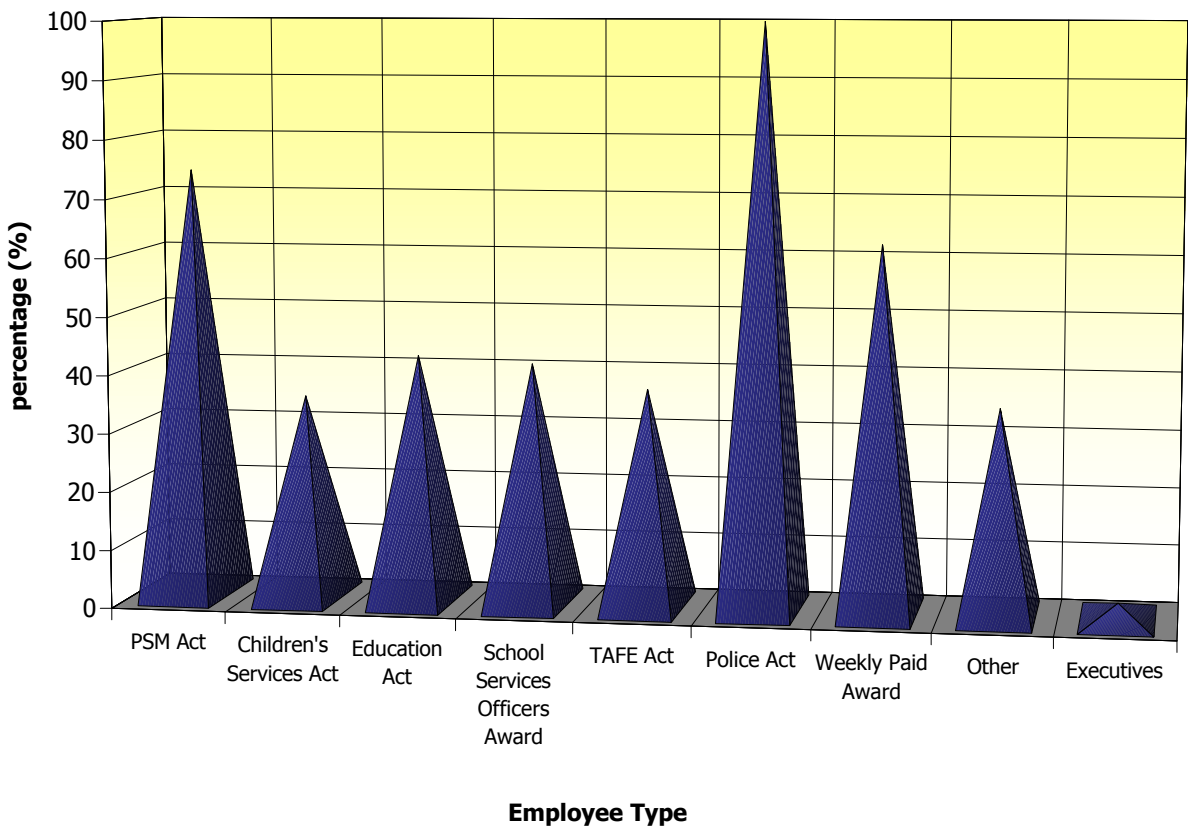


Table 24 - Part time Employees in Administrative Units by Employee Type, Appointment Type, and Gender, June 2004

Employee Type	Appointment Type										
	Ongoing		Contract				Other		Total		
	Male	Female	Short term		Long term		Male	Female	Male	Female	Total
			Male	Female	Male	Female					
Children's Services Act	4	374	0	429	1	299	4	315	9	1,417	1,426
Education Act	117	1,474	142	633	36	436	462	1,528	757	4,071	4,828
Executives (1)	0	0	0	1	2	5	0	0	2	6	8
Police Act	19	177	0	0	0	0	0	0	19	177	196
PSM Act	117	1,330	90	499	16	79	138	321	361	2,229	2,590
School Services Officers	34	1,174	109	885	1	50	186	1,328	330	3,437	3,767
TAFE Act	23	145	52	172	5	22	374	520	454	859	1,313
Weekly Paid	256	77	100	28	14	4	167	113	537	222	759
Other	11	57	4	30	9	22	17	103	41	212	253
Total	581	4,808	497	2,677	84	917	1,348	4,228	2,510	12,630	15,140

(1) Includes all executives employed in the Administrative Units.

Part time Employees in Administrative Units by Appointment Type, June 2004

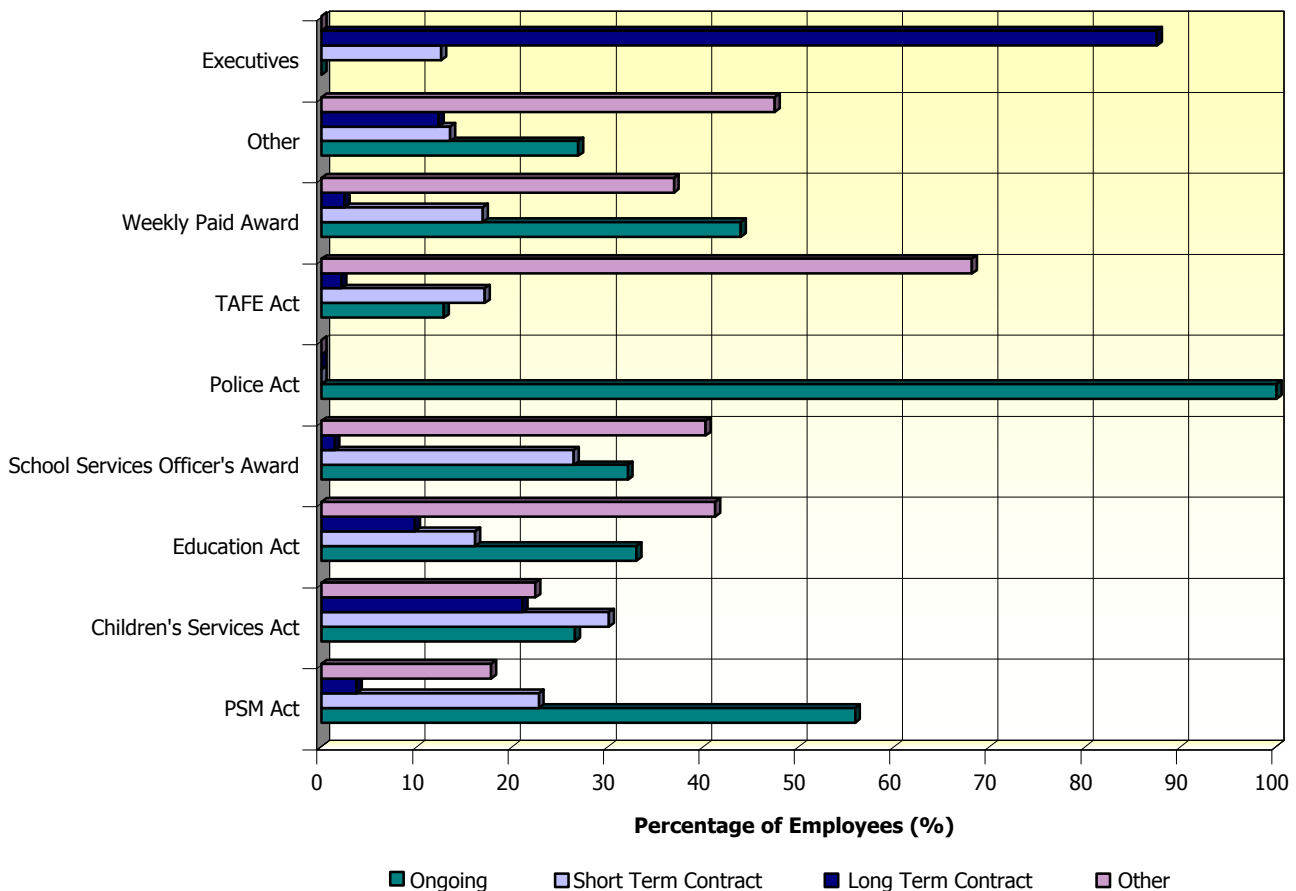


Table 25 - Executive Employees by Administrative Units and Employee Type, June 2004

Administrative Units	PSM Act		Children's Services Act		Education Act		School Services Officers		TAFE Act		Police Act		Other *		Total	
	Number of Executive Employees	Executives as a % of all Employees of this type	Number of Executive Employees	Executives as a % of all Employees of this type	Number of Executive Employees	Executives as a % of all Employees of this type	Number of Executive Employees	Executives as a % of all Employees of this type	Number of Executive Employees	Executives as a % of all Employees of this type	Number of Executive Employees	Executives as a % of all Employees of this type	Number of Executive Employees	Executives as a % of all Employees of this type	Number of Executive Employees	Executives as a % of all Employees in Agency
Administrative and Information Services (1)	46	2.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	8	3.7	54	2.6
Attorney-General's (2)	70	5.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4	21.1	74	5.6
Auditor-General's	6	5.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	6	5.4
Correctional Services	9	0.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	9	0.6
Education and Children's Services	32	2.5	0	0.0	196	1.2	0	0.0	0	0.0	0	0.0	63	7.8	291	1.2
Emergency Services Administrative Unit	3	2.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	1.9
Environment and Heritage	19	2.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	19	1.8
Environment Protection Authority (3)	5	2.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5	2.3
Further Education, Employment, Science & Tech	23	1.4	0	0.0	0	0.0	0	0.0	22	0.9	0	0.0	0	0.0	45	1.0
Human Services	59	1.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	3.8	62	1.7
Police, SA (4)	4	0.5	0	0.0	0	0.0	0	0.0	0	0.0	6	0.2	0	0.0	10	0.2
Premier and Cabinet (5)	33	5.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	3.3	34	5.1
Primary Industries and Resources SA (6)	27	2.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	27	1.9
State Electoral Office	1	5.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	2	10.0
Trade and Economic Development (7)	20	14.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	20	14.9
Transport and Urban Planning (8)	35	2.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	35	1.7
Treasury and Finance (9)	46	8.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	46	8.1
Unattached Unit	4	44.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4	44.4
Venture Capital Board, Office of the (10)	2	28.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	28.6
Water, Land and Biodiversity Conservation	13	3.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	13	3.0
Zero Waste, Office of (11)	1	10.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	10.0
Total	458	2.5	0	0.0	196	1.2	0	0.0	22	0.9	6	0.2	80	3.6	762	1.6

* Includes both Weekly Paid and Other employee types.

- (1) Includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (2) Includes the Office of the Public Trustee of South Australia and the Department of Justice.
- (3) Excludes selected employees transferred to the Office of Zero Waste SA in July 2003.
- (4) Includes Police Security and Police Band.
- (5) Excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (6) Includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.
- (7) Formerly known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (8) Excludes employees working in the Transport SA Customer Service Centre at Port Augusta transferred to the Department for Administrative and Information Services August 2003.
- (9) Excludes Electorate Offices. These are reported separately under Other Public Sector.
- (10) Established January 2004. Selected employees transferred from the Department for Business, Manufacturing and Trade.
- (11) Established July 2003. Includes employees transferred from the Environment Protection Authority.

Table 26 - Employees in Other Public Sector Organisations by Employee Type, June 2004

Other Public Sector Organisations *	Number of Employees																		
	Disability Services		Emergency Services		Executives		Medical Officers		Nurses		Public Sector Salaried		PSM Act		Other (1)		Total		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Adelaide Convention Centre (2)	0	0	0	0	1	0	0	0	0	0	0	0	0	0	275	194	276	194	470
Adelaide Entertainments Corporation	0	0	0	0	3	2	0	0	0	0	0	0	0	0	76	104	79	106	185
Adelaide Festival Centre Trust	0	0	0	0	3	2	0	0	0	0	0	0	0	0	132	137	135	139	274
Ambulance Service, SA	0	0	489	241	3	2	0	0	0	0	0	0	0	0	73	102	565	345	910
Country Arts, SA	0	0	0	0	1	0	0	0	0	0	22	64	0	0	0	0	23	64	87
Country Fire Service, SA	0	0	28	5	2	0	0	0	0	0	21	10	0	0	1	0	52	15	67
Courts Administration Authority (3)	0	0	0	0	9	2	0	0	0	0	233	437	0	0	6	7	248	446	694
Electorate Offices (4)	0	0	0	0	0	0	0	0	0	0	20	33	0	0	43	132	63	165	228
Forestry SA	0	0	0	0	5	0	0	0	0	0	85	37	0	0	87	34	177	71	248
Health Units (5)	264	562	0	0	39	23	1,542	783	1,229	10,047	2,113	8,209	0	0	1,416	3,441	6,603	23,065	29,668
HomeStart Finance	0	0	0	0	4	2	0	0	0	0	1	1	0	0	30	40	35	43	78
Judiciary (6)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	60	14	60	14	74
Land Management Corporation	0	0	0	0	11	1	0	0	0	0	9	5	0	0	19	29	39	35	74
Legal Services Commission	0	0	0	0	6	2	0	0	0	0	0	0	0	0	36	130	42	132	174
Legislature (Including Members)	0	0	0	0	50	24	0	0	0	0	0	0	0	0	51	67	101	91	192
Lotteries Commission of SA	0	0	0	0	2	2	0	0	0	0	40	37	0	0	0	0	42	39	81
Metropolitan Fire Service, SA	0	0	979	23	2	0	0	0	0	0	10	6	0	0	11	0	1,002	29	1,031
Senior Secondary Assessment Board	0	0	0	0	2	1	0	0	0	0	26	68	0	0	0	0	28	69	97
Tourism Commission	0	0	0	0	4	1	0	0	0	0	30	91	0	0	27	32	61	124	185
TransAdelaide	0	0	0	0	5	0	0	0	0	0	0	0	0	0	471	54	476	54	530
Water Corporation, SA (7)	0	0	0	0	22	4	0	0	0	0	0	0	0	0	967	299	989	303	1,292
West Beach Trust	0	0	0	0	1	0	0	0	0	0	14	15	0	0	17	34	32	49	81
WorkCover Corporation	0	0	0	0	22	11	0	0	0	0	0	0	0	0	133	199	155	210	365
Remainder of Other Public Sector Organisations	0	0	0	0	46	17	0	0	1	4	65	102	6	14	233	266	351	403	754
Total	264	562	1,496	269	243	96	1,542	783	1,230	10,051	2,689	9,115	6	14	4,164	5,315	11,634	26,205	37,839

* Only the other public sector organisations with 50.00 FTE's or greater have been listed individually.

- (1) Includes both Weekly Paid and Other employee types.
- (2) The number and type of functions booked determines the amount of casual work available in each pay period. The figure provided is only representative of this organisation's workforce as at June 2004, and should not be considered an accurate reflection of the overall workforce for the 2003-2004 period.
- (3) Excludes persons employed under Special Acts and the Judicial Administration Act. These employees are now reported separately under 'Judiciary'. Includes five statutory appointments.
- (4) Includes all persons employed under the Personal Assistants to the Members of the Parliament Enterprise Agreement.
- (5) These figures represent the total workforce of the Health Units incorporated under the SA Health Commission Act.
- (6) Formerly reported under Courts Administration Authority. Does not include persons employed under Special Acts and the Judicial Administration Act who work in the Industrial Court System. Although Judicial Officers are not public sector employees, they are included in this report because they receive remuneration from the State of South Australia according to decisions made by the Remuneration Tribunal.
- (7) This organisation trades as SA Water.

Table 27 - Employees (Full-time Equivalents) in Other Public Sector Organisations by Employee Type, June 2004

Other Public Sector Organisations *	Number of Full-time Equivalents										Persons
	Disability Services	Emergency Services	Executives	Medical Officers	Nurses	Public Sector Salaried	PSM Act	Weekly Paid	Other	Total	
Adelaide Convention Centre (1)	0.0	0.0	1.0	0.0	0.0	0.0	0.0	157.6	119.4	278.0	470
Adelaide Entertainments Corporation	0.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	56.3	61.3	185
Adelaide Festival Centre Trust	0.0	0.0	5.0	0.0	0.0	0.0	0.0	125.0	64.0	194.0	274
Ambulance Service, SA	0.0	686.5	5.0	0.0	0.0	0.0	0.0	0.0	158.8	850.3	910
Country Arts, SA	0.0	0.0	1.0	0.0	0.0	49.5	0.0	0.0	0.0	50.5	87
Country Fire Service, SA	0.0	32.5	2.0	0.0	0.0	31.0	0.0	1.0	0.0	66.5	67
Courts Administration Authority (2)	0.0	0.0	11.0	0.0	0.0	604.6	0.0	1.0	12.0	628.6	694
Electorate Offices (3)	0.0	0.0	0.0	0.0	0.0	53.0	0.0	0.0	136.1	189.1	228
Forestry SA	0.0	0.0	5.0	0.0	0.0	119.8	0.0	116.6	0.0	241.5	248
Health Units (4)	652.0	0.0	55.9	1,763.2	8,634.8	8,616.3	0.0	2,703.3	681.1	23,106.6	29,668
HomeStart Finance	0.0	0.0	5.9	0.0	0.0	2.0	0.0	0.0	66.6	74.6	78
Judiciary (5)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	74.0	74.0	74
Land Management Corporation	0.0	0.0	12.0	0.0	0.0	13.8	0.0	1.0	44.4	71.2	74
Legal Services Commission	0.0	0.0	8.0	0.0	0.0	0.0	0.0	0.0	148.4	156.4	174
Legislature (Including Members)	0.0	0.0	74.0	0.0	0.0	0.0	0.0	10.0	92.7	176.6	192
Lotteries Commission of SA	0.0	0.0	4.0	0.0	0.0	74.4	0.0	0.0	0.0	78.4	81
Metropolitan Fire Service, SA	0.0	789.6	2.0	0.0	0.0	16.0	0.0	9.0	2.0	818.6	1,031
Senior Secondary Assessment Board	0.0	0.0	3.0	0.0	0.0	76.2	0.0	0.0	0.0	79.2	97
Tourism Commission, SA	0.0	0.0	5.0	0.0	0.0	110.4	0.0	5.3	51.1	171.8	185
TransAdelaide	0.0	0.0	5.0	0.0	0.0	0.0	0.0	403.3	119.4	522.7	530
Water Corporation, SA (6)	0.0	0.0	26.0	0.0	0.0	0.0	0.0	0.0	1,216.2	1,242.2	1,292
West Beach Trust	0.0	0.0	1.0	0.0	0.0	24.4	0.0	32.0	0.0	57.4	81
WorkCover Corporation	0.0	0.0	32.2	0.0	0.0	0.0	0.0	0.0	317.8	350.0	365
Remainder of Other Public Sector Organisations	0.0	0.0	58.9	0.0	5.0	152.8	18.4	125.9	273.2	634.2	754
Total	652.0	1,508.6	327.9	1,763.2	8,639.8	9,944.4	18.4	3,690.8	3,633.4	30,178.6	37,839

* Only other public sector organisations with 50.00 FTE's or greater have been listed individually.

- (1) The number and type of functions booked determines the amount of casual work available in each pay period. The figure provided is only representative of this organisation's workforce as at June 2004 and should not be considered an accurate reflection of the overall workforce for the 2003-2004 period.
- (2) Excludes persons employed under Special Acts and the Judicial Administration Act. These employees are now reported separately under 'Judiciary'. Includes five statutory appointments.
- (3) Includes all persons employed under the Personal Assistants to the Members of the Parliament Enterprise Agreement.
- (4) These figures represent the total workforce of the Health Units incorporated under the SA Health Commission Act.
- (5) Does not include persons employed under Special Acts and the Judicial Administration Act who work in the Industrial Court System. Although Judicial Officers are not public sector employees, they are included in this report because they receive remuneration from the State of South Australia according to decisions made by the Remuneration Tribunal.
- (6) This organisation trades as SA Water.

Table 28 - PSM Act Employees in Administrative Units, June 1995 to June 2004

Administrative Units										
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
State Electoral Office	13	14	13	15	19	19	19	19	21	19
Transport and Urban Planning (40)	-	-	-	-	-	-	-	-	1,809	1,792
- Transport, Urban Planning and the Arts (41)	-	-	-	1,767	1,790	2,106	2,111	1,798	-	-
- Arts South Australia (42)	-	-	410	-	-	-	-	-	-	-
- Arts and Cultural Development (43)	392	396	-	-	-	-	-	-	-	-
- Passenger Transport Board (44)	43	57	58	-	-	-	-	-	-	-
- Transport (45)	1,337	1,285	1,179	-	-	-	-	-	-	-
Treasury and Finance (46)	355	396	411	428	480	539	563	575	541	566
Unattached Unit (47)	25	30	33	27	17	9	9	10	-	9
Venture Capital Board, Office of the (48)	-	-	-	-	-	-	-	-	-	7
Venue Management, Office of (49)	-	-	-	-	-	-	0	1	-	-
Water, Land & Biodiversity Conservation (50)	-	-	-	-	-	-	-	365	401	394
Water Resources (51)	-	-	-	-	-	175	188	-	-	-
Zero Waste, Office of (52)	-	-	-	-	-	-	-	-	-	10
Total Persons	15,821	14,635	14,793	16,464	17,086	18,117	18,527	17,208	17,488	17,976
Total Full-time Equivalents	13,050.0	11,943.3	12,070.9	13,819.9	14,279.5	15,287.5	15,687.7	16,324.0	16,482.6	16,868.9

- (1) Established October 1997. Includes the Office for Recreation, Sport and Racing and the Division for State Aboriginal Affairs and Reconciliation. From June 2003 includes the Workplace Services Branch, transferred from the Attorney-General's Department. Excludes Information Economy Policy Office, transferred to the Department of Further Education, Employment, Science and Technology in September 2002. The Office of Venue Management was included for reporting purposes, currently has no employees. As at June 2004 includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (2) Previously known as the Department of Information Industries until 1996. Employees transferred to DAIS in 1997.
- (3) Established during 1993-94 as the Office of Information Technology, consisting mainly of employees from Southern Systems (State Services) and Justice Information System employees (Attorney-General's). Employees transferred to the Department of Industries in 1996.
- (4) Established October 1995 through the amalgamation of State Services and the Department of Building Management.
- (5) SACON renamed the Department of Building Management in June 1994.
- (6) Established during 1993-94. Included the industrial relations and regulatory functions of the former Department of Labour.
- (7) Includes the Office of the Public Trustee of South Australia and the Department of Justice. Includes the Office of the Public Trustee of South Australia. From June 2003 includes the Division of Multicultural Affairs, transferred from the Department of the Premier and Cabinet in July 2002. Excludes the Workforce Services Branch, transferred to the Department for Administrative and Information Services in July 2002.
- (8) Previously known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Tem in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (9) Established September 2002, abolishing the Department of Industry and Trade. Formerly known as the Office of Economic Development renamed December 2002. Includes the Office of Regional Development, transferred from the Department of Primary Industries and Resources SA in September 2002. Renamed the Department of Trade and Economic Development amalgamating the Department for Business, Manufacturing and Trade and the Office of Economic Development April 2004.
- (10) Established October 1997. Includes employees from the former Economic Development Authority, Office of Local Government and Department of Recreation and Sport. Abolished in July 2002. Employees transferred to the Office of Economic Development, renamed the Department of Business, Manufacturing and Trade in September 2002.
- (11) This agency operated as the Economic Development Authority (EDA) from in 1995. EDA became Manufacturing, Industry, Small Business and Regional Development at June 1995 and included employees from the Business Centre and the Centre of Manufacturing.
- (12) Established December 1996. Previously included under Department of Housing and Urban Development.
- (13) Established December 2002. Abolished December 2003, all employees transferred to the Department for Business, Manufacturing and Trade.
- (14) Previously known as the Department of Education, Training and Employment, renamed in July 2002. Excludes the Office for Youth, transferred to the Department of Human Services, and the Office of Vocational Education and Training, TAFEBIZ, Office of Employment, all persons associated with the Investigator Science and Technology Centre and with the provision of technical and further education in the State who were transferred to the Department of Employment, Further Education, Science and Small Business (now known as the Department of Further Education, Employment, Science and Technology) in July 2002.
- (15) Established October 1997. Includes employees from the former Department of Education and Children's Services, Department of Employment, Training and Further Education and Information Technology Workforce Strategy Office. Renamed the Department of Education and Children's Services in July 2002.
- (16) Established during 1993-94 through the amalgamation of the former Department of Education and the former Children's Services Office. Amalgamated into the Department of Education, Training and Employment, October 1997.
- (17) Established October 1996. Amalgamated with the Department of Education, Training and Employment in October 1997.
- (18) Established April 1999. From June 2003 excludes the Office for Volunteers, transferred to the Department of the Premier and Cabinet in July 2002.
- (19) Abolished 1 July 1999. Employees now reported under the Emergency Services Administrative Unit.
- (20) Became the statutory authority SA Water Corporation in July 1995.
- (21) Established October 1997. From June 2002 excludes the Office for Volunteers transferred the Emergency Services Administrative Unit December 2001. As at June 2003 excludes the Environment Protection Agency, transferred to the Environment Protection Authority in July 2002.
- (22) Established October 1992. Includes employees from the former Department of Lands and the majority of employees from the former Department of Environment and Planning.
- (23) Established in October 1992. Included employees transferred from the Office of State Aboriginal Affairs in DETAFE, the Aboriginal Works Branch of the former SACON and the Aboriginal Heritage Unit of the former Department for Environment & Planning. Division of State Aboriginal Affairs transferred from the Department for Environment and Heritage to the Department for Transport, Urban Planning and the Arts in February 2000 then to the Department for Administrative and Information Services in 2001.
- (24) Established in July 2002. Includes the division known as the Environment Protection Agency, transferred from the Department for Environment and Heritage and the Radiation Protection Branch, transferred from the Department of Human Services in July 2002. From June 2004 excludes selected employees transferred to the Office of Zero Waste SA in July 2003.
- (25) Established in July 2002. Previously known as the Department of Employment, Further Education, Science and Small Business, renamed in September 2002. Includes the Office of Vocational Education and Training, TAFEBIZ, Office of Employment, all persons associated with the Investigator Science and Technology Centre and with the provision of technical and further education in the State, who transferred from the former Department of Education, Training and Employment in July 2002. Includes the Information Economy Policy Office, transferred from the Department for Administrative and Information Services in September 2002.
- (26) Established October 1997. Includes employees from SA Housing Trust and the Office for the Status of Women, transferred from the Department for Transport, Urban Planning and the Arts, and the Office for Youth transferred from the former Department of Education, Training and Employment in July 2002. Excludes the Radiation Protection Branch, transferred to the Environment Protection Authority in July 2002.

Table 28 - PSM Act Employees in Administrative Units, June 1995 to June 2004

- (27) Previously Planning and Urban Development. At June 1994, included employees of the West Terrace Cemetery (from Building Management) and employees from the Parks Community Centre.
- (28) Established October 1997. Business and administrative services provided by Attorney-General's Department. For reporting purposes now included under the Attorney-General's Department.
- (29) Includes the Office for the Commissioner for Public Employment, Arts SA (transferred from the Department of Transport and Urban Planning July 2001) and the Office for Volunteers, transferred from Emergency Services Administrative Unit in July 2002. Prior to June 2003 includes the Division of Multicultural Affairs, transferred to the Attorney-General's Department and the SA Centre for Lifelong Learning, transferred to the Department of Employment, Further Education, Science and Small Business (now known as the Department of Further Education, Employment, Science and Technology) in July 2002. The Unattached Unit was included in the June 2003 figures. As at June 2004 excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (30) Established December 1993. Includes employees from the human resource management functions of the former Department of Labour.
- (31) Previously Office of Multicultural and Ethnic Affairs
- (32) Previously included under Department of Public and Consumer Affairs.
- (33) Established October 1997. Excludes the Office of Regional Development, transferred to the Department for Business, Manufacturing and Trade in September 2002. As at June 2004 includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Tem in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.
- (34) Established December 1996. Previously included under Department of Mines and Energy.
- (35) Previously Department of Mines and Energy up until 1996.
- (36) Established in October 1992 through the amalgamation of the former departments of Agriculture, Fisheries and Woods & Forests.
- (37) Established in October 1992. Includes employees transferred from the research component of Primary Industries.
- (38) Previously Police Department. Includes Police Security and the Police Band.
- (39) Established July 1996. Previously included under South Australia Police.
- (40) Previously known as the Department for Transport, Urban Planning and the Arts, renamed in July 2002. Excludes the Office for the Status of Women, transferred to the Department of Human Services in July 2002. Includes the Office of the North and the Office for the Southern Suburbs. As at June 2004 excludes employees working in the Transport SA Customer Service Centre at Port Augusta transferred to the Department for Administrative and Information Services August 2003.
- (41) Established October 1997. Includes employees from
- (42) Previously Department for the Arts and Cultural Development.
- (43) The Departments of Arts and Local Government were
- (44) Established during 1994-95, and includes functions from the Metropolitan Taxi Cab Board, State Transport Authority and the Office of Transport Policy Planning.
- (45) Established during 1993-94 through the amalgamation of the Office of Transport, Policy and Planning and the former departments of Road Transport and Marine and Harbours.
- (46) Includes the South Australian Financing Authority (SAFA), the South Australian Superannuation Fund Investment Trust (SASFIT), and the SA Asset Management Corporation. Excludes Electorate Offices, which are reported separately.
- (47) For reporting purposes was included under the Department of the Premier and Cabinet June 2003.
- (48) Established January 2004. Selected employees transferred from the Department for Business, Manufacturing and Trade.
- (49) Established in December 2000. For reporting purposes now included under the Department for Administrative and Information Services. Currently has no employees.
- (50) Established April 2002.
- (51) Abolished April 2002. Employees transferred to the Department of Water, Land and Biodiversity Conservation.
- (52) Established July 2003. Includes employees transferred from the Environment Protection Authority.

Table 29 - PSM Act Employees in Administrative Units as a Percentage of State Population and Total Persons Employed in South Australia, June 1995 to June 2004^{(1) (2)}

	As at June									
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Number of Full-time Equivalents (3)	13,050.0	11,943.3	12,070.9	13,819.9	14,279.5	15,287.5	15,687.7	16,324.0	16,482.6	16,868.9
% Change from Previous Year	-8.1	-8.5	1.1	14.5	3.3	7.1	9.9	4.1	1.0	3.3
Number of Persons	13,826	12,639	12,796	14,466	15,087	16,117	16,526	17,381	17,488	17,976
% Change from Previous Year	-8.2	-8.6	1.2	13.1	4.3	6.8	9.5	5.2	0.6	3.4
State Population (4)	1,469,400	1,474,253	1,479,806	1,487,294	1,493,074	1,497,634	1,500,491	1,518,874	1,526,301	1,533,181
PSM Act Employees (FTEs) per 1 000 population	8.9	8.1	8.2	9.3	9.6	10.2	10.5	10.7	10.8	11.0
PSM Act Employees (Persons) per 1 000 population	9.4	8.6	8.6	9.7	10.1	10.8	11.0	11.4	11.5	11.7
Employed Persons in SA (5)	650,500	656,200	658,400	637,700	661,300	673,189	674,913	693,500	719,400	719,300
PSM Act Employees (Persons) as % of persons employees in SA	2.1	1.9	1.9	2.3	2.3	2.4	2.4	2.5	2.5	2.5

- (1) For the year 1995, these employees were employed under the Government Management and Employment (GME) Act, 1985.
- (2) Includes Executives employed under the PSM Act.
- (3) FTE figure as at June 1997 amended June 1998.
- (4) Provides most recent adjusted figures as at June for 1995 to 2004. The 2004 figure is at December 2003. The June 2004 figure is not available.
Source: Australian Bureau of Statistics Australian Demographic Statistics, Catalogue No. 3101.0 (Table 4).
- (5) Provides most recent trend series figures for 1995 to 2004. Figures have been revised accordingly.
Source: Australian Bureau of Statistics Labour Force Australia, Catalogue No.6202.0 (Table 7).

PSM Act Employees in Administrative Units, June 1995 to June 2004

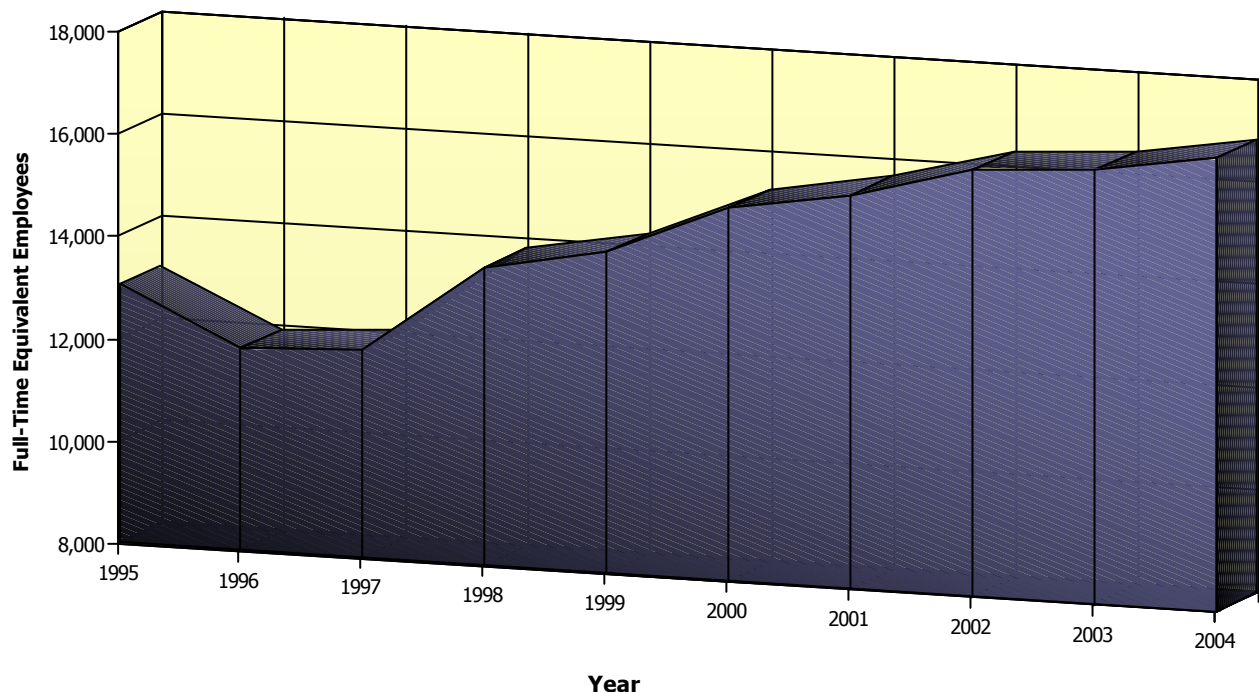
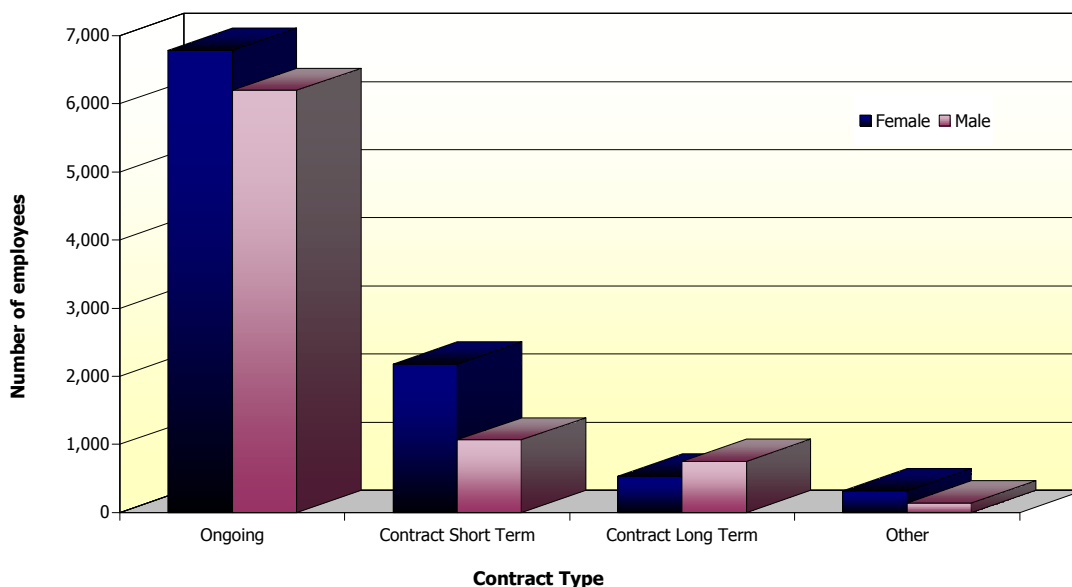


Table 30 - PSM Act Employees in Administrative Units by Appointment Type, Gender and Full-time Equivalents (FTEs), June 2004 ⁽¹⁾

Administrative Units	Ongoing		Contract				Other		Total			FTEs
	Male	Female	Short term		Long term		Male	Female	Male	Female	Total	
			Male	Female	Male	Female						
Administrative and Information Services (2)	820	626	119	165	82	32	1	2	1,022	825	1,847	1,800.5
Attorney-General's (3)	362	464	71	151	54	28	58	104	545	747	1,292	1,123.2
Auditor-General's	49	44	4	8	6	0	0	0	59	52	111	109.1
Correctional Services	648	313	190	181	7	10	11	5	856	509	1,365	1,322.2
Education and Children's Services	232	465	99	351	34	93	0	1	365	910	1,275	1,164.8
Emergency Services Administrative Unit	62	74	3	3	4	4	0	0	69	81	150	143.1
Environment and Heritage	326	247	70	65	64	58	0	4	460	374	834	810.5
Environment Protection Authority (4)	90	63	16	24	14	11	0	1	120	99	219	214.5
Further Education, Employment, Science & Tech	271	755	147	405	14	24	9	59	441	1,243	1,684	1,516.6
Human Services	1,019	1,680	141	444	57	41	34	77	1,251	2,242	3,493	3,247.1
Police, SA (5)	257	466	25	54	5	0	0	8	287	528	815	770.8
Premier and Cabinet (6)	150	327	18	56	27	20	6	27	201	430	631	572.9
Primary Industries and Resources SA (7)	512	317	53	58	223	138	11	17	799	530	1,329	1,263.8
State Electoral Office	6	11	0	1	1	0	0	0	7	12	19	18.6
Trade and Economic Development (8)	43	54	6	3	23	5	0	0	72	62	134	132.8
Transport and Urban Planning (9)	946	551	60	163	35	14	7	16	1,048	744	1,792	1,702.6
Treasury and Finance (10)	223	219	21	20	59	24	0	0	303	263	566	545.8
Unattached Unit	6	1	0	0	0	2	0	0	6	3	9	9.0
Venture Capital Board, Office of the (11)	3	1	1	0	2	0	0	0	6	1	7	6.4
Water, Land and Biodiversity Conservation	166	102	21	26	44	34	1	0	232	162	394	384.7
Zero Waste, Office of (12)	6	1	1	1	0	1	0	0	7	3	10	10.0
Total	6,197	6,781	1,066	2,179	755	539	138	321	8,156	9,820	17,976	16,868.9

PSM Act Employees by Appointment Type and Gender at June 2004



- (1) Includes Executives employed under the PSM Act.
- (2) Includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (3) Includes the Office of the Public Trustee of South Australia and the Department of Justice.
- (4) Excludes selected employees transferred to the Office of Zero Waste SA in July 2003.
- (5) Includes Police Security and Police Band.
- (6) Excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (7) Includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.

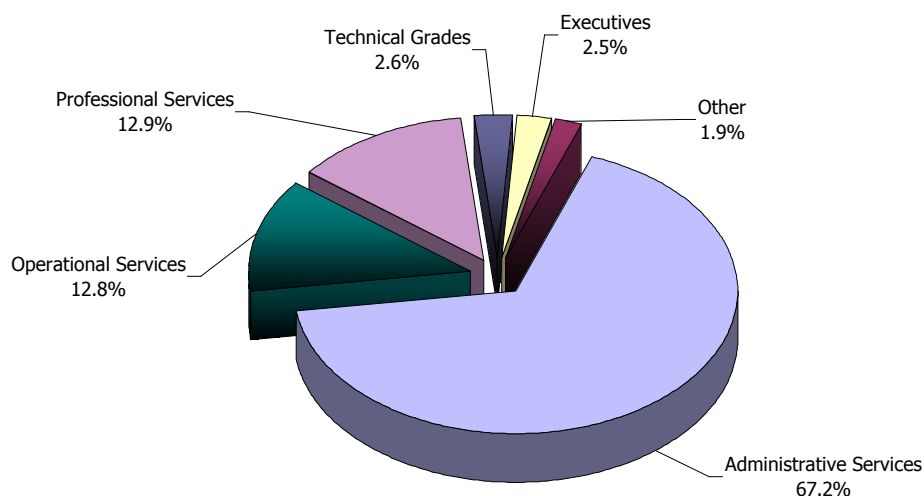
Table 30 - PSM Act Employees in Administrative Units by Appointment Type, Gender and Full-time Equivalent (FTEs), June 2004 ⁽¹⁾

- (8) Formerly known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (9) Excludes employees working in the Transport SA Customer Service Centre at Port Augusta transferred to the Department for Administrative and Information Services August 2003.
- (10) Excludes Electorate Offices. These are reported separately under Other Public Sector.
- (11) Established January 2004. Selected employees transferred from the Department for Business, Manufacturing and Trade.
- (12) Established July 2003. Includes employees transferred from the Environment Protection Authority.

Table 31 - PSM Act Employees in Administrative Units by Stream, June 2004

Administrative Units	Administrative Services		Operational Services	Professional Services		Technical Services	Executives		Other	Total
	ASO	MAS	OPS	PSO	MPS	TGO	Executive Services	Other		
Administrative and Information Services (1)	1,439	42	70	180	7	59	46	0	4	1,847
Attorney-General's (2)	844	24	11	14	0	0	24	46	329	1,292
Auditor-General's	105	0	0	0	0	0	6	0	0	111
Correctional Services	336	34	842	142	1	0	8	1	1	1,365
Education and Children's Services	987	26	25	191	8	6	32	0	0	1,275
Emergency Services Administrative Unit	124	10	12	0	0	0	3	0	1	150
Environment and Heritage	498	18	109	123	3	63	19	0	1	834
Environment Protection Authority (3)	100	2	0	100	1	11	5	0	0	219
Further Education, Employment, Science & Tech	1,482	23	69	58	1	27	22	1	1	1,684
Human Services	2,101	73	654	594	5	6	59	0	1	3,493
Police, SA (4)	725	7	45	6	0	26	4	0	2	815
Premier and Cabinet (5)	415	9	65	99	1	9	33	0	0	631
Primary Industries and Resources SA (6)	516	27	201	465	16	76	27	0	1	1,329
State Electoral Office	18	0	0	0	0	0	1	0	0	19
Trade and Economic Development (7)	101	6	1	4	0	0	20	0	2	134
Transport and Urban Planning (8)	1,230	16	175	175	9	152	35	0	0	1,792
Treasury and Finance (9)	507	6	0	0	0	0	46	0	7	566
Unattached Unit	4	1	0	0	0	0	4	0	0	9
Venture Capital Board, Office of the (10)	5	0	0	0	0	0	2	0	0	7
Water, Land and Biodiversity Conservation	211	5	18	107	9	31	13	0	0	394
Zero Waste, Office of (11)	6	0	0	3	0	0	1	0	0	10
Total	11,754	329	2,297	2,261	61	466	410	48	350	17,976

PSM Act Employees by Stream, June 2004



- (1) Includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (2) Includes the Office of the Public Trustee of South Australia and the Department of Justice.
- (3) Excludes selected employees transferred to the Office of Zero Waste SA in July 2003.
- (4) Includes Police Security and Police Band.
- (5) Excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004.

Table 31 - PSM Act Employees in Administrative Units by Stream, June 2004

- (6) Includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.
- (7) Formerly known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (8) Excludes employees working in the Transport SA Customer Service Centre at Port Augusta transferred to the Department for Administrative and Information Services August 2003.
- (9) Excludes Electorate Offices. These are reported separately under Other Public Sector.
- (10) Established January 2004. Selected employees transferred from the Department for Business, Manufacturing and Trade.
- (11) Established July 2003. Includes employees transferred from the Environment Protection Authority.

Table 32 - PSM Act Employees in Administrative Units by Stream, Appointment Type and Gender, June 2004

STREAM	Ongoing			Contract						Other			Total		
				Short Term			Long Term								
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
ADMINISTRATIVE SERVICES															
Administrative Services Officers															
Trainees	0	0	0	41	100	141	2	3	5	0	0	0	43	103	146
ASO1	149	679	828	68	314	382	3	33	36	15	106	121	235	1,132	1,367
ASO2	428	1,610	2,038	145	522	667	5	25	30	1	36	37	579	2,193	2,772
ASO3	433	985	1,418	101	301	402	22	45	67	0	2	2	556	1,333	1,889
ASO4	590	750	1,340	90	155	245	35	42	77	0	0	0	715	947	1,662
ASO5	683	559	1,242	98	157	255	46	35	81	1	1	2	828	752	1,580
ASO6	569	426	995	75	104	179	39	35	74	1	1	2	684	566	1,250
ASO7	358	204	562	39	45	84	29	11	40	0	1	1	426	261	687
ASO8	202	93	295	33	30	63	33	10	43	0	0	0	268	133	401
Managers Administrative Services															
MAS1	4	5	9	2	2	4	0	0	0	0	0	0	6	7	13
MAS2	56	47	103	9	2	11	1	1	2	0	0	0	66	50	116
MAS3	117	43	160	19	8	27	11	2	13	0	0	0	147	53	200
Total Administrative Services	3,589	5,401	8,990	720	1,740	2,460	226	242	468	18	147	165	4,553	7,530	12,083
OPERATIONAL SERVICES															
Trainees	0	0	0	4	0	4	0	0	0	0	0	0	4	0	4
OPS1	41	18	59	33	24	57	4	2	6	35	51	86	113	95	208
OPS2	489	211	700	76	90	166	25	14	39	21	14	35	611	329	940
OPS3	463	112	575	54	31	85	17	2	19	0	1	1	534	146	680
OPS4	155	51	206	22	14	36	5	0	5	0	0	0	182	65	247
OPS5	150	13	163	2	1	3	1	0	1	0	0	0	153	14	167
OPS6	35	2	37	9	2	11	0	0	0	0	0	0	44	4	48
OPS7	1	0	1	2	0	2	0	0	0	0	0	0	3	0	3
Total Operational Services	1,334	407	1,741	202	162	364	52	18	70	56	66	122	1,644	653	2,297
PROFESSIONAL SERVICES															
Professional Services Officers															
PSO1	200	348	548	44	131	175	43	50	93	4	10	14	291	539	830
PSO2	219	275	494	30	82	112	56	62	118	0	1	1	305	420	725
PSO3	225	118	343	22	23	45	32	17	49	0	0	0	279	158	437
PSO4	150	31	181	5	4	9	10	5	15	0	0	0	165	40	205
PSO5	44	7	51	2	0	2	11	0	11	0	0	0	57	7	64
Managers Professional Services															
MPS1	1	1	2	0	1	1	1	0	1	0	0	0	2	2	4
MPS2	8	4	12	0	1	1	0	0	0	0	0	0	8	5	13
MPS3	31	5	36	1	0	1	6	1	7	0	0	0	38	6	44
Total Professional Services	878	789	1,667	104	242	346	159	135	294	4	11	15	1,145	1,177	2,322
TECHNICAL SERVICES															
TGO0	13	10	23	0	6	6	0	3	3	0	1	1	13	20	33
TGO1	55	28	83	6	3	9	8	10	18	2	2	4	71	43	114
TGO2	89	32	121	3	1	4	3	6	9	0	0	0	95	39	134
TGO3	91	9	100	2	0	2	1	1	2	0	0	0	94	10	104
TGO4	65	3	68	0	0	0	0	0	0	0	0	0	65	3	68
TGO5	12	0	12	1	0	1	0	0	0	0	0	0	13	0	13
Total Technical Services	325	82	407	12	10	22	12	20	32	2	3	5	351	115	466

Table 32 - PSM Act Employees in Administrative Units by Stream, Appointment Type and Gender, June 2004

STREAM	Ongoing			Contract						Other			Total		
				Short Term			Long Term								
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
EXECUTIVES															
Executive Officers															
EL1	4	0	4	0	0	0	0	0	0	0	0	0	4	0	4
EL2	1	1	2	0	0	0	1	0	1	0	0	0	2	1	3
EL3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Level A	0	0	0	10	3	13	127	53	180	0	0	0	137	56	193
Level B	0	0	0	6	3	9	82	27	109	0	0	0	88	30	118
Level C	0	0	0	1	0	1	44	20	64	0	0	0	45	20	65
Level D	0	0	0	1	0	1	10	2	12	0	0	0	11	2	13
Level E	0	0	0	1	0	1	4	0	4	0	0	0	5	0	5
Level F	0	0	0	1	0	1	7	1	8	0	0	0	8	1	9
Total Executive Services	5	1	6	20	6	26	275	103	378	0	0	0	300	110	410
Other Executives															
MLS1P	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1
MLS2P	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MLS1	0	0	0	1	1	2	15	9	24	0	0	0	16	10	26
MLS2	0	0	0	0	0	0	7	6	13	0	0	0	7	6	13
MLS3	0	0	0	0	0	0	3	1	4	0	0	0	3	1	4
MLS4	0	0	0	0	0	0	2	0	2	0	0	0	2	0	2
Other Senior Officers	0	0	0	1	0	1	1	0	1	0	0	0	2	0	2
Total Executives	5	1	6	22	7	29	304	119	423	0	0	0	331	127	458
Other Legal Officers	39	62	101	5	14	19	0	0	0	0	0	0	44	76	120
LEC5 (1)	18	37	55	0	4	4	0	4	4	0	1	1	18	46	64
OTHER	9	2	11	1	0	1	2	1	3	58	93	151	70	96	166
TOTAL ALL STREAMS	6,197	6,781	12,978	1,066	2,179	3,245	755	539	1,294	138	321	459	8,156	9,820	17,976

(1) Due to changes to the executive definition LEC5 employees are now reported separately. In previous reports LEC5 employees were reported as executives.

Table 33 - PSM Act Employees in Administrative Units by Stream and Gender, June 2003 and June 2004

STREAM	As at June									
	2003					2004				
	Male	%	Female	%	Total	Male	%	Female	%	Total
ADMINISTRATIVE SERVICES										
Administrative Services Officers										
Trainees	81	39.5	124	60.5	205	43	29.5	103	70.5	146
ASO1	277	17.9	1,267	82.1	1,544	235	17.2	1,132	82.8	1,367
ASO2	567	22.0	2,013	78.0	2,580	579	20.9	2,193	79.1	2,772
ASO3	526	29.7	1,245	70.3	1,771	556	29.4	1,333	70.6	1,889
ASO4	675	43.1	890	56.9	1,565	715	43.0	947	57.0	1,662
ASO5	726	50.7	707	49.3	1,433	828	52.4	752	47.6	1,580
ASO6	624	55.8	495	44.2	1,119	684	54.7	566	45.3	1,250
ASO7	429	64.3	238	35.7	667	426	62.0	261	38.0	687
ASO8	273	70.4	115	29.6	388	268	66.8	133	33.2	401
Managers Administrative Services										
MAS1	7	58.3	5	41.7	12	6	46.2	7	53.8	13
MAS2	67	63.2	39	36.8	106	66	56.9	50	43.1	116
MAS3	137	72.9	51	27.1	188	147	73.5	53	26.5	200
Total Administrative Services	4,389	37.9	7,189	62.1	11,578	4,553	37.7	7,530	62.3	12,083
OPERATIONAL SERVICES										
Trainees	1	50.0	1	50.0	2	4	100.0	0	0.0	4
OPS1	124	60.5	81	39.5	205	113	54.3	95	45.7	208
OPS2	576	66.0	297	34.0	873	611	65.0	329	35.0	940
OPS3	463	78.7	125	21.3	588	534	78.5	146	21.5	680
OPS4	261	76.5	80	23.5	341	182	73.7	65	26.3	247
OPS5	173	90.1	19	9.9	192	153	91.6	14	8.4	167
OPS6	69	94.5	4	5.5	73	44	91.7	4	8.3	48
OPS7	5	100.0	0	0.0	5	3	100.0	0	0.0	3
Total Operational Services	1,672	73.4	607	26.6	2,279	1,644	71.6	653	28.4	2,297
PROFESSIONAL SERVICES										
Professional Services Officers										
PSO1	285	35.7	513	64.3	798	291	35.1	539	64.9	830
PSO2	334	45.3	404	54.7	738	305	42.1	420	57.9	725
PSO3	261	66.1	134	33.9	395	279	63.8	158	36.2	437
PSO4	169	82.8	35	17.2	204	165	80.5	40	19.5	205
PSO5	44	97.8	1	2.2	45	57	89.1	7	10.9	64
Managers Professional Services										
MPS1	1	33.3	2	66.7	3	2	50.0	2	50.0	4
MPS2	8	100.0	0	0.0	8	8	61.5	5	38.5	13
MPS3	39	86.7	6	13.3	45	38	86.4	6	13.6	44
Total Professional Services	1,141	51.0	1,095	49.0	2,236	1,145	49.3	1,177	50.7	2,322
TECHNICAL SERVICES										
TGO0	24	44.4	30	55.6	54	13	39.4	20	60.6	33
TGO1	86	61.9	53	38.1	139	71	62.3	43	37.7	114
TGO2	137	77.0	41	23.0	178	95	70.9	39	29.1	134
TGO3	109	90.8	11	9.2	120	94	90.4	10	9.6	104
TGO4	71	97.3	2	2.7	73	65	95.6	3	4.4	68
TGO5	10	100.0	0	0.0	10	13	100.0	0	0.0	13
Total Technical Services	437	76.1	137	23.9	574	351	75.3	115	24.7	466

Table 33 - PSM Act Employees in Administrative Units by Stream and Gender, June 2003 and June 2004

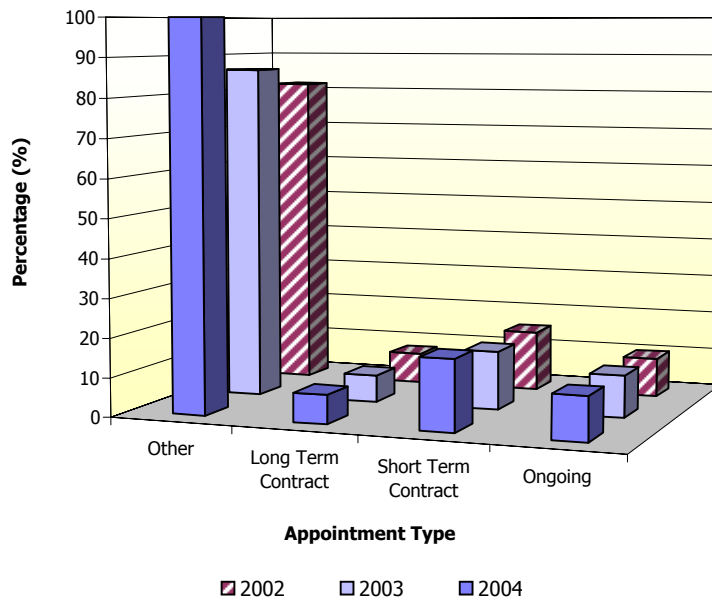
STREAM	As at June									
	2003					2004				
	Male	%	Female	%	Total	Male	%	Female	%	Total
Executive Officers										
EL1	7	87.5	1	12.5	8	4	100.0	0	0.0	4
EL2	9	81.8	2	18.2	11	2	66.7	1	33.3	3
EL3	1	100.0	0	0.0	1	0	0.0	0	0.0	0
Level A	132	72.9	49	27.1	181	137	71.0	56	29.0	193
Level B	77	72.6	29	27.4	106	88	74.6	30	25.4	118
Level C	43	70.5	18	29.5	61	45	69.2	20	30.8	65
Level D	11	91.7	1	8.3	12	11	84.6	2	15.4	13
Level E	4	80.0	1	20.0	5	5	100.0	0	0.0	5
Level F	5	100.0	0	0.0	5	8	88.9	1	11.1	9
Total Executive Services	289	74.1	101	25.9	390	300	73.2	110	26.8	410
Other Executives										
MLS1P	1	100.0	0	0.0	1	1	100.0	0	0.0	1
MLS2P	0	0.0	0	0.0	0	0	0.0	0	0.0	0
MLS1	15	60.0	10	40.0	25	16	61.5	10	38.5	26
MLS2	7	53.8	6	46.2	13	7	53.8	6	46.2	13
MLS3	3	75.0	1	25.0	4	3	75.0	1	25.0	4
MLS4	2	100.0	0	0.0	2	2	100.0	0	0.0	2
Other Senior Officers	1	100.0	0	0.0	1	2	100.0	0	0.0	2
Total Executives	318	72.9	118	27.1	436	331	72.3	127	27.7	458
<i>Other Legal Officers</i>	50	40.0	75	60.0	125	44	36.7	76	63.3	120
LEC5 (1)	16	28.1	41	71.9	57	18	28.1	46	71.9	64
OTHER	83	40.9	120	59.1	203	70	42.2	96	57.8	166
TOTAL ALL STREAMS	8,106	46.4	9,382	53.6	17,488	8,156	45.4	9,820	54.6	17,976

(1) Due to changes to the executive definition LEC5 employees are now reported separately. In previous reports LEC5 employees were reported as executives.

Table 34 - Part time PSM Act Employees in Administrative Units by Appointment Type and Gender, June 2004 ⁽¹⁾

Administrative Units	Appointment Type										
	Ongoing		Contract				Other		Total		
			Short term		Long term						
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Administrative and Information Services (2)	9	91	6	17	1	2	1	2	17	112	129
Attorney-General's (3)	8	93	3	18	0	1	58	104	69	216	285
Auditor-General's	0	6	0	0	0	0	0	0	0	6	6
Correctional Services	14	30	10	25	0	0	11	5	35	60	95
Education and Children's Services	2	102	6	129	2	30	0	1	10	262	272
Emergency Services Administrative Unit	2	13	0	1	0	0	0	0	2	14	16
Environment and Heritage	1	45	3	6	2	4	0	4	6	59	65
Environment Protection Authority (4)	3	6	0	3	0	0	0	1	3	10	13
Further Education, Employment, Science & Tech	12	218	14	86	0	2	9	59	35	365	400
Human Services	25	313	26	93	0	2	34	77	85	485	570
Police, SA (5)	3	76	1	16	0	0	0	8	4	100	104
Premier and Cabinet (6)	9	68	2	7	2	1	6	27	19	103	122
Primary Industries and Resources SA (7)	10	67	2	14	9	30	11	17	32	128	160
State Electoral Office	0	1	0	0	0	0	0	0	0	1	1
Trade and Economic Development (8)	0	4	0	0	0	0	0	0	0	4	4
Transport and Urban Planning (9)	13	132	17	79	0	1	7	16	37	228	265
Treasury and Finance (10)	3	53	0	4	0	0	0	0	3	57	60
Unattached Unit	0	0	0	0	0	0	0	0	0	0	0
Venture Capital Board, Office of the (11)	0	0	0	0	0	0	0	0	0	0	0
Water, Land and Biodiversity Conservation	3	12	0	1	0	6	1	0	4	19	23
Zero Waste, Office of (12)	0	0	0	0	0	0	0	0	0	0	0
Total	117	1,330	90	499	16	79	138	321	361	2,229	2,590

Part time Employees as a Percent of Total Employees by Appointment Type, June 2002, June 2003 and June 2004



- (1) Excludes Executives employed under the PSM Act.
- (2) Includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (3) Includes the Office of the Public Trustee of South Australia and the Department of Justice.
- (4) Excludes selected employees transferred to the Office of Zero Waste SA in July 2003.
- (5) Includes Police Security and Police Band.

Table 34 - Part time PSM Act Employees in Administrative Units by Appointment Type and Gender, June 2004 ⁽¹⁾

- (6) Excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (7) Includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.
- (8) Formerly known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (9) Excludes employees working in the Transport SA Customer Service Centre at Port Augusta transferred to the Department for Administrative and Information Services August 2003.
- (10) Excludes Electorate Offices. These are reported separately under Other Public Sector.
- (11) Established January 2004. Selected employees transferred from the Department for Business, Manufacturing and Trade.
- (12) Established July 2003. Includes employees transferred from the Environment Protection Authority.

Table 35 - Aboriginal and/or Torres Strait Islander Employees in the South Australian Public Sector by Employment Type, Appointment Type and Gender, June 2004 (1) (2)

Employee Type	Appointment Type										
	Ongoing		Contract				Other		Total		
	Male	Female	Short term		Long term		Male	Female	Male	Female	Total
			Male	Female	Male	Female					
Children's Services Act	2	32	0	20	0	24	1	15	3	91	94
Disability Services Officers	0	0	1	0	0	0	0	1	1	1	2
Education Act	3	23	3	10	4	19	0	0	10	52	62
Emergency Services (3)	1	2	0	0	0	0	0	0	1	2	3
Medical Officers	0	0	0	0	0	0	0	0	0	0	0
Nurses	0	5	0	3	0	0	0	1	0	9	9
Police Act	37	22	0	0	0	0	0	0	37	22	59
PSM Act	77	90	21	48	5	7	1	3	104	148	252
Public Sector Salaried	36	52	22	33	4	8	4	5	66	98	164
School Services Officers	2	12	5	3	0	0	2	5	9	20	29
TAFE Act	5	4	2	9	0	0	0	1	7	14	21
Weekly Paid	19	9	1	2	1	1	12	5	33	17	50
Other	14	42	16	34	12	31	10	26	52	133	185
Total	196	293	71	162	26	90	30	62	323	607	930
Employees on Leave Without Pay	3	19	0	3	3	3	0	1	6	26	32

- (1) These figures are likely to under represent the true level of Aboriginal and/or Torres Strait Islander employment due to the difficulties some agencies experience with extracting characteristics of their workforce to this level of detail from their information systems and the difficulties associated with collecting data which relies on self identification.
- (2) All Executives employed in the South Australian Public Sector. Executives are reported in the employee type they are employed under.
- (3) Includes Ambulance Service Officers and Fire Fighters.

Aboriginal and/or Torres Strait Islander Employees in the South Australian Public Sector by Employee Type and Gender, June 2004

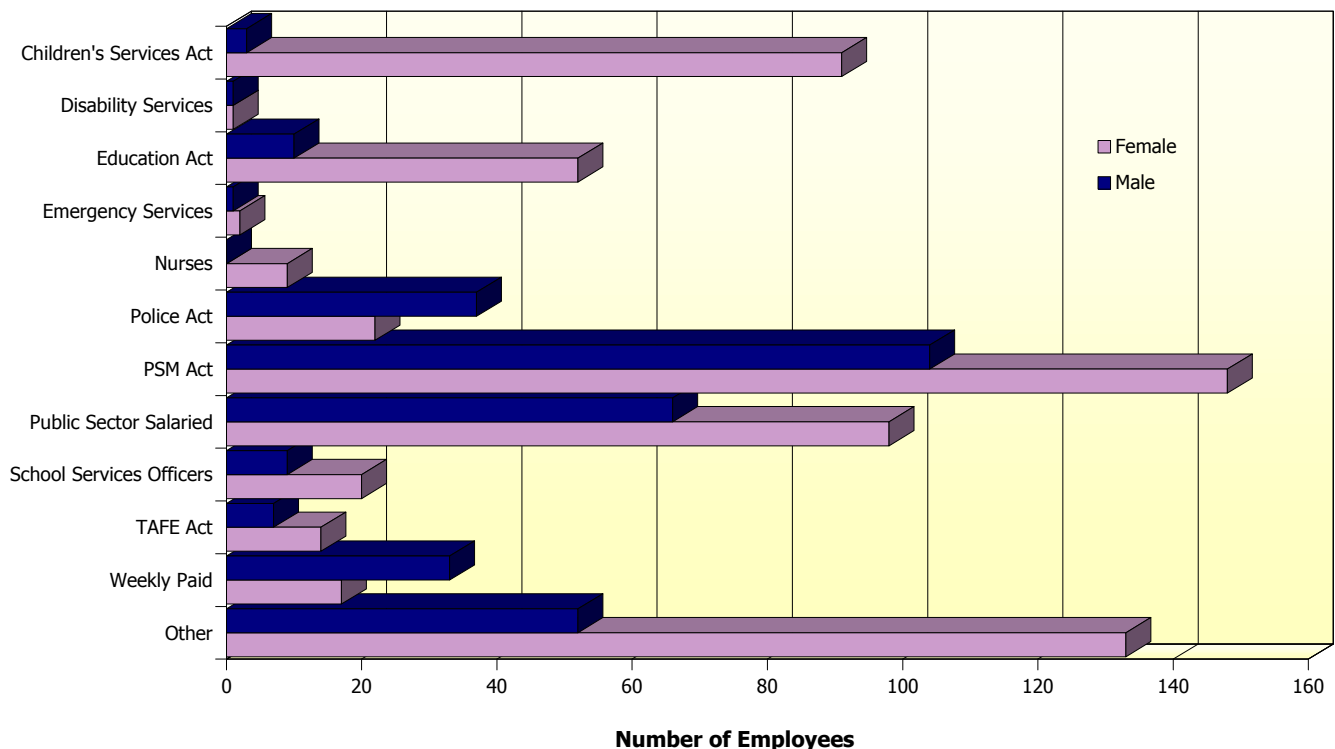


Table 36 - Aboriginal and/or Torres Strait Islander Employees in Administrative Units by Employee Type, Appointment Type and Gender, June 2004 ⁽¹⁾

Employee Type	Appointment Type											FTEs
	Ongoing		Contract				Other		Total			
			Short Term		Long Term							
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total	
Children's Services Act	2	32	0	20	0	24	1	15	3	91	94	46.9
Education Act	3	23	3	10	4	19	0	0	10	52	62	56.9
Other	13	36	5	20	12	28	10	25	40	109	149	110.5
Police Act	37	22	0	0	0	0	0	0	37	22	59	58.0
PSM Act (2)	77	90	21	48	5	7	1	3	104	148	252	245.0
School Services Officers	2	12	5	3	0	0	2	5	9	20	29	20.2
TAFE Act	5	4	2	9	0	0	0	1	7	14	21	19.0
Weekly Paid	10	1	1	0	1	0	0	0	12	1	13	12.9
Total	149	220	37	110	22	78	14	49	222	457	679	569.3
Employees on Leave Without Pay	3	19	0	3	2	2	0	1	5	25	30	27.5

(1) These figures are likely to under represent the true level of Aboriginal and/or Torres Strait Islander employment due to the difficulties some agencies experience with extracting characteristics of their workforce to this level of detail from their information systems and the difficulties associated with collecting data which relies on self identification.

(2) Includes Executives employed under the PSM Act.

Table 37 - Aboriginal and/or Torres Strait Islander Employees in Administrative Units June 1995 to June 2004 ⁽¹⁾

Employee Type	Employment as at June (2)									
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Administrative Unit employees										
All employees (3)	45,293	42,369	41,516	44,199	44,409	47,144	47,542	47,771	48,352	49,046
Aboriginal and/or Torres Strait Islander employees (2)(3)	579	556	534	525	455	512	637	612	616	679
Aboriginal and/or Torres Strait Islanders as a % of all employees of Administrative Units (3)	1.3	1.3	1.3	1.2	1.0	1.1	1.3	1.3	1.3	1.4
PSM Act employees (3)										
All PSM Act employees	13,826	12,639	12,796	14,466	15,087	16,117	16,526	17,208	17,488	17,976
Aboriginal and/or Torres Strait Islander PSM Act employees	216	208	200	197	206	152	260	234	205	252
Aboriginal and/or Torres Strait Islander PSM Act employees as a % of all PSM Act employees	1.6	1.6	1.6	1.4	1.4	0.9	1.6	1.4	1.2	1.4

(1) These figures are likely to under represent the true level of Aboriginal and/or Torres Strait Islander employment due to the difficulties some agencies experience with extracting characteristics of their workforce to this level of detail from their information systems and the difficulties associated with collecting data which relies on self identification.

(2) These figures do not include Aboriginal and/or Torres Strait Islander employees on leave without pay. At June 2004 there were 30 Aboriginal and/or Torres Strait Islander employees in Administrative Units who were on leave without pay.

(3) Includes Executives employed under the PSM Act.

Table 38 - Aboriginal and/or Torres Strait Islander Employees by Administrative Unit and Employee Type, June 2004 ⁽¹⁾

Administrative Units *	PSM Act		Other Major Act (2)		Weekly Paid		Other		Total	
	Number of ATSI Employees	ATSI as a % of all Employees of this type	Number of ATSI Employees	ATSI as a % of all Employees of this type	Number of ATSI Employees	ATSI as a % of all Employees of this type	Number of ATSI Employees	ATSI as a % of all Employees of this type	Number of ATSI Employees	ATSI as a % of all Employees in the agency
Administrative and Information Services (3)	12	0.6	0	0.0	1	0.6	0	0.0	13	0.6
Attorney-General's (4)	6	0.5	0	0.0	0	0.0	0	0.0	6	0.5
Auditor-General's	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Correctional Services	44	3.2	0	0.0	0	0.0	0	0.0	44	3.1
Education and Children's Services	13	1.0	185	0.8	1	0.2	149	57.3	348	1.4
Emergency Services Administrative Unit	1	0.7	0	0.0	0	0.0	0	0.0	1	0.6
Environment and Heritage	12	1.4	0	0.0	5	2.5	0	0.0	17	1.6
Environment Protection Authority (5)	1	0.5	0	0.0	0	0.0	0	0.0	1	0.5
Further Education, Employment, Science & Technology	14	0.8	21	0.8	2	1.3	0	0.0	37	0.8
Human Services	124	3.5	0	0.0	0	0.0	0	0.0	124	3.5
Police, SA (6)	3	0.4	59	1.5	2	1.8	0	0.0	64	1.3
Premier and Cabinet (7)	13	2.1	0	0.0	0	0.0	0	0.0	13	2.0
Primary Industries and Resources SA (8)	4	0.3	0	0.0	1	1.1	0	0.0	5	0.3
State Electoral Office	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Trade and Economic Development (9)	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Transport and Urban Planning (10)	3	0.2	0	0.0	1	0.4	0	0.0	4	0.2
Treasury and Finance (11)	2	0.4	0	0.0	0	0.0	0	0.0	2	0.4
Unattached Unit	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Venture Capital Board, Office of the (12)	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Water, Land and Biodiversity Conservation	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Zero Waste, Office of (13)	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	252	1.4	265	1.1	13	0.8	149	25.7	679	1.4

* Includes all executives employed in the Administrative Units.

- (1) These figures are likely to under represent the true level of Aboriginal and/or Torres Strait Islander employment due to the difficulties some agencies experience with extracting characteristics of their workforce to this level of detail from their information systems and the difficulties associated with collecting data which relies on self identification.
- (2) Other Major employee types include Education Act, Children's Services Act, Police Act, TAFE Act and the School Services Officer Award.
- (3) Includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (4) Includes the Office of the Public Trustee of South Australia and the Department of Justice.
- (5) Excludes selected employees transferred to the Office of Zero Waste SA in July 2003.
- (6) Includes Police Security and Police Band.
- (7) Excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004.

Table 38 - Aboriginal and/or Torres Strait Islander Employees by Administrative Unit and Employee Type, June 2004 ⁽¹⁾

- (8) Includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.
- (9) Formerly known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (10) Excludes employees working in the Transport SA Customer Service Centre at Port Augusta transferred to the Department for Administrative and Information Services August 2003.
- (11) Excludes Electorate Offices. These are reported separately under Other Public Sector.
- (12) Established January 2004. Selected employees transferred from the Department for Business, Manufacturing and Trade.
- (13) Established July 2003. Includes employees transferred from the Environment Protection Authority.

Table 39 - Aboriginal and/or Torres Strait Islander PSM Act Employees in Administrative Units by Stream, Appointment Type and Gender, June 2004⁽¹⁾

STREAM	Ongoing			Contract						Other			Total			
				Short Term			Long Term									
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
ADMINISTRATIVE SERVICES																
Administrative Services Officers																
Trainees	0	0	0	2	7	9	0	1	1	0	0	0	2	8	10	
ASO1	3	9	12	0	6	6	0	1	1	0	0	0	3	16	19	
ASO2	3	18	21	3	5	8	0	0	0	0	1	1	6	24	30	
ASO3	7	9	16	0	9	9	0	0	0	0	0	0	7	18	25	
ASO4	7	10	17	2	3	5	0	1	1	0	0	0	9	14	23	
ASO5	12	8	20	2	2	4	1	1	2	0	0	0	15	11	26	
ASO6	3	2	5	1	0	1	1	1	2	0	0	0	5	3	8	
ASO7	1	6	7	0	2	2	0	0	0	0	0	0	1	8	9	
ASO8	0	1	1	1	5	6	0	0	0	0	0	0	1	6	7	
Managers Administrative Services																
MAS1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MAS2	3	0	3	0	0	0	0	0	0	0	0	0	3	0	3	
MAS3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Administrative Services	39	63	102	11	39	50	2	5	7	0	1	1	52	108	160	
OPERATIONAL SERVICES																
Trainees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
OPS1	0	0	0	5	2	7	0	0	0	1	2	3	6	4	10	
OPS2	17	14	31	3	3	6	1	0	1	0	0	0	21	17	38	
OPS3	7	3	10	1	1	2	1	0	1	0	0	0	9	4	13	
OPS4	3	0	3	0	0	0	0	0	0	0	0	0	3	0	3	
OPS5	2	0	2	0	0	0	0	0	0	0	0	0	2	0	2	
OPS6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
OPS7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Operational Services	29	17	46	9	6	15	2	0	2	1	2	3	41	25	66	
PROFESSIONAL SERVICES																
Professional Services Officers																
PSO1	6	9	15	1	2	3	0	0	0	0	0	0	7	11	18	
PSO2	1	1	2	0	1	1	0	0	0	0	0	0	1	2	3	
PSO3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
PSO4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
PSO5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Managers Professional Services																
MPS1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MPS2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MPS3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Professional Services	7	10	17	1	3	4	0	0	0	0	0	0	8	13	21	
TECHNICAL SERVICES																
TGO0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TGO1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TGO2	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
TGO3	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
TGO4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TGO5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Technical Services	2	0	2	0	0	0	0	0	0	0	0	0	2	0	2	

Table 39 - Aboriginal and/or Torres Strait Islander PSM Act Employees in Administrative Units by Stream, Appointment Type and Gender, June 2004⁽¹⁾

STREAM	Ongoing			Contract						Other			Total			
				Short Term			Long Term									
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
EXECUTIVES																
Executive Officers																
EL1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Level A	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	1
Level B	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	1
Level C	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	1
Level D	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Level E	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Level F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Executive Services	0	0	0	0	0	0	0	1	2	3	0	0	0	1	2	3
Other Executives																
MLS1P	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MLS2P	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MLS1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MLS2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MLS3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MLS4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Officers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Executives	0	0	0	0	0	0	0	1	2	3	0	0	0	1	2	3
Other Legal Officers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LEC5 (2)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL STREAMS	77	90	167	21	48	69	5	7	12	1	3	4	104	148	252	

(1) These figures under represent the true level of Aboriginal and/or Torres Strait Islander employment due to the difficulties some agencies experience with extracting characteristics of their workforce to this level of detail from their information systems and the difficulties associated with collecting data which relies on self identification.

(2) Due to changes to the executive definition LEC5 employees are now reported separately. In previous reports LEC5 employees were reported as executives.

Table 40 - Aboriginal and/or Torres Strait Islander Employees in Other Public Sector Organisations by Employee Type, Appointment Type and Gender, June 2004 ^{(1) (2)}

Employee Type	Appointment Type															
	Ongoing			Contract						Other			Total			
				Short term			Long term									
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Disability Services	0	0	0	1	0	1	0	0	0	0	1	1	1	1	1	2
Emergency Services (3)	1	2	3	0	0	0	0	0	0	0	0	0	1	2	3	
Medical Officers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Nurses	0	5	5	0	3	3	0	0	0	0	1	1	0	9	9	
PSM Act	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Public Sector Salaried	36	52	88	22	33	55	4	8	12	4	5	9	66	98	164	
Weekly Paid	9	8	17	0	2	2	0	1	1	12	5	17	21	16	37	
Other	1	6	7	11	14	25	0	3	3	0	1	1	12	24	36	
Total	47	73	120	34	52	86	4	12	16	16	13	29	101	150	251	
Employees on Leave Without Pay	0	0	0	0	0	0	1	1	2	0	0	0	1	1	2	

(1) These figures are likely to under represent the true level of Aboriginal and/or Torres Strait Islander employment due to the difficulties some agencies experience with extracting characteristics of their workforce to this level of detail from their information systems and the difficulties associated with collecting data which relies on self identification.

(2) Includes all executives employed in other public sector organisations.

(3) Includes Ambulance Service Officers and Fire Fighters.

Aboriginal and/or Torres Strait Islander Employees in Other Public Sector Organisations by Employee Type, June 2004

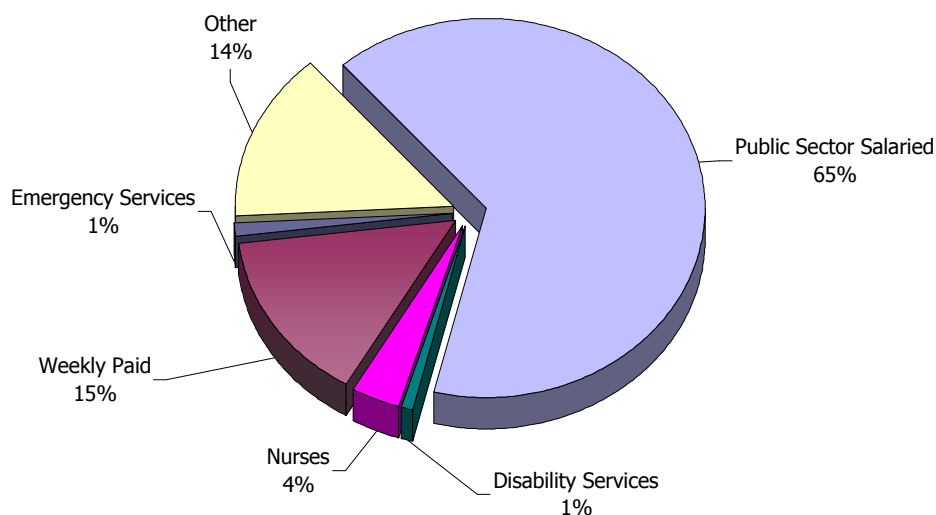


Table 41 - Aboriginal and/or Torres Strait Islander Employees in Other Public Sector Organisations by Employee Type, June 2004 ^{(1) (2)}

Other Public Sector Organisations *	Number of Employees (3)																			
	PSM Act		Weekly Paid		Nurses		Medical Officers		Disability Officers		Emergency Services		Public Sector Salaried		Other		Total			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Aboriginal Lands Trust	0	0	0	0	0	0	0	0	0	0	0	0	0	6	3	0	0	6	3	9
Adelaide Entertainments Corporation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Adelaide Festival Centre Trust	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Ambulance Service, SA	0	0	0	0	0	0	0	0	0	0	1	2	0	0	0	1	1	3	4	
Carclew Youth Arts Centre Incorporated	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1
Courts Administration Authority (3)	0	0	0	0	0	0	0	0	0	0	0	0	11	9	0	1	11	10	21	
Electorate Offices (4)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	
Forestry SA	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Health Units (5)	0	0	8	7	0	9	0	0	1	1	0	0	45	76	0	4	54	97	151	
HomeStart Finance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	
Legal Services Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	1	4	5	
National Aboriginal Cultural Institute (Tandanya)	0	0	10	9	0	0	0	0	0	0	0	0	0	0	0	0	10	9	19	
Senior Secondary Assessment Board	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	
Tauondi Incorporated	0	0	0	0	0	0	0	0	0	0	0	0	3	6	10	12	13	18	31	
Tourism Commission, SA	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	0	1	2	3	
West Beach Trust	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Total	0	0	21	16	0	9	0	0	1	1	1	2	66	98	12	24	101	150	251	

* Only other public sector organisations who reported Aboriginal and/or Torres Strait Islander Employees have been listed individually.

(1) These figures are likely to under-represent the true level of Aboriginal and/or Torres Strait Islander employment due to the difficulties some agencies experience with extracting characteristics of their workforce to this level of detail from their information systems and the difficulties associated with collecting data which relies on self identification.

(2) Includes all executives in other public sector organisations.

(3) Excludes persons employed under Special Acts and the Judicial Administration Act. These employees are now reported separately under 'Judiciary'. Includes five statutory appointments.

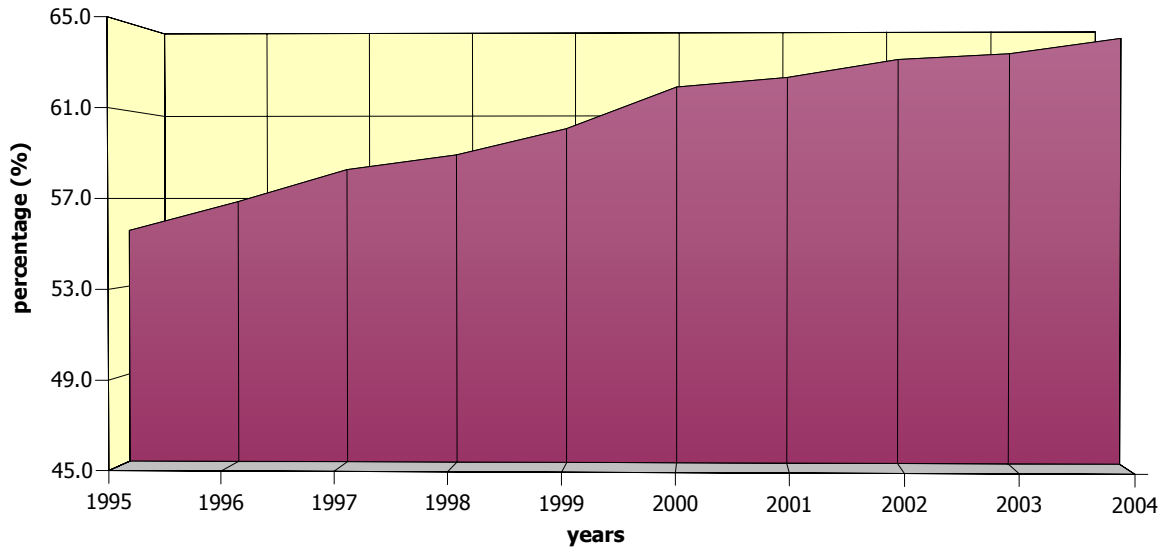
(4) Includes all persons employed under the Personal Assistants to the Members of the Parliament Enterprise Agreement.

(5) These figures represent the total workforce of the Health Units incorporated under the SA Health Commission Act.

Table 42 - Women Employed in the South Australian Public Sector, June 1995 to June 2004

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Total SA Public Sector Employees	102,899	94,808	91,812	91,818	84,199	83,543	82,953	83,821	85,576	86,885
Female SA Public Sector Employees	57,154	53,902	53,530	54,147	50,655	51,846	51,830	53,039	54,362	55,802
Proportion of Female Employees (%)	55.5	56.9	58.3	59.0	60.2	62.1	62.5	63.3	63.5	64.2

Women Employed in the South Australian Public Sector, June 1995 to June 2004



Women Employed in the South Australian Public Sector, June 1995 to June 2004

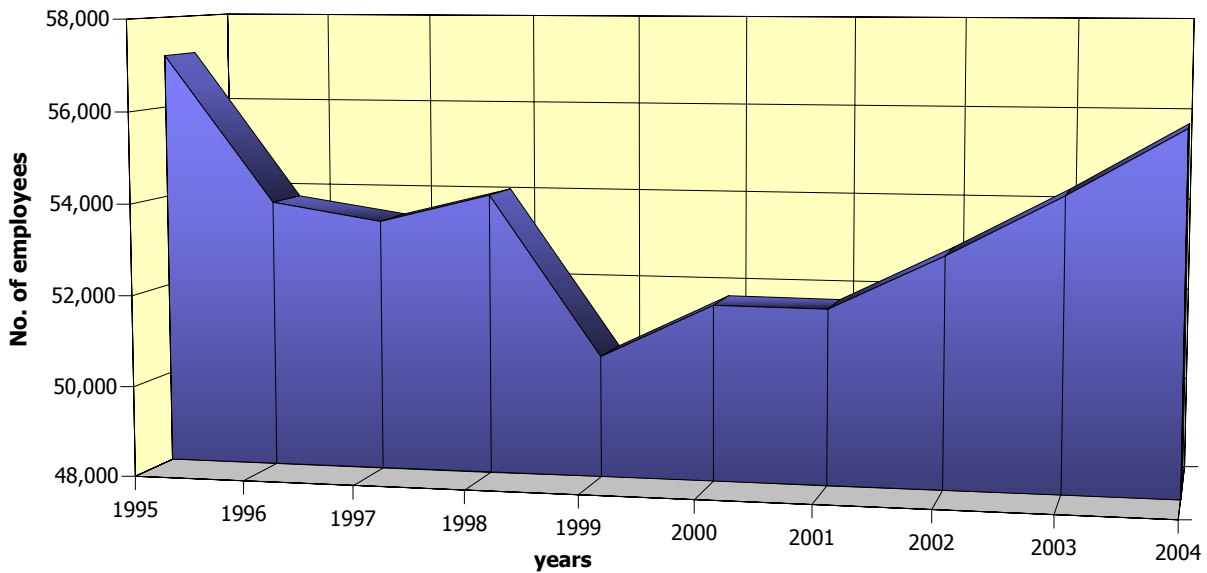


Table 43 - Women Employed in the South Australian Public Sector by Employee Type, June 2004

Employee Type	All Employees	Female Employees	% of all Employees
Children's Services Act	1,862	1,838	98.7
Disability Services Officers	826	562	68.0
Education Act	15,492	10,572	68.2
Emergency Services (1)	1,765	269	15.2
Executives (2)	1,101	370	33.6
Medical Officers	2,325	783	33.7
Nurses	11,281	10,051	89.1
Other	4,688	2,262	48.3
Police Act	3,902	875	22.4
PSM Act	17,538	9,707	55.3
Public Sector Salaried	11,804	9,115	77.2
School Services Officers	4,861	4,366	89.8
TAFE Act	2,532	1,308	51.7
Weekly Paid	6,908	3,724	53.9
Total	86,885	55,802	64.2

- (1) Includes Ambulance Service Officers and Fire Fighters.
(2) Includes all executives employed in the South Australian Public Sector.

Table 44 - Women Employed in the South Australian Public Sector by Appointment Type and Employment Status, June 2004

Employment Status	Appointment Type				
	Ongoing	Contract		Other	Total
		Short term	Long term		
Full time Employees					
All Full time Employees	38,399	9,030	6,697	140	54,266
Full time Female Employees	18,883	5,759	3,597	77	28,316
% of Full time Employees Who Are Women	49.2	63.8	53.7	55.0	52.2
Part time Employees					
All Part time Employees	16,580	5,227	1,333	9,479	32,619
Part time Female Employees	14,835	4,421	1,178	7,052	27,486
% of Part time Employees Who Are Women	89.5	84.6	88.4	74.4	84.3
Total Employees					
All Employees	54,979	14,257	8,030	9,619	86,885
Female Employees	33,718	10,180	4,775	7,129	55,802
% of Employees Who Are Women	61.3	71.4	59.5	74.1	64.2

Table 45 - Employees in the South Australian Public Sector on Leave Without Pay at the Last Pay Day in June 2004

Public Sector Organisations	Employees who were on Leave Without Pay at the last pay day of June 2004					
	Number of Persons			Number of FTEs		
	Male	Female	Total	Male	Female	Total
Administrative Units						
Administrative and Information Services (1)	6	26	32	6.0	24.2	30.2
Attorney-General's (2)	10	44	54	9.8	40.1	49.9
Auditor-General's	0	3	3	0.0	2.2	2.2
Correctional Services	6	16	22	6.0	14.1	20.1
Education and Children's Services	179	937	1,116	173.3	811.0	984.3
Emergency Services Administrative Unit	1	3	4	1.0	3.0	4.0
Environment and Heritage	5	10	15	5.0	9.1	14.1
Environment Protection Authority (3)	1	0	1	1.0	0.0	1.0
Further Education, Employment, Science & Tech	18	88	106	16.8	77.2	94.0
Human Services	30	108	138	29.0	95.4	124.4
Police, SA (4)	42	84	126	42.0	71.0	113.0
Premier and Cabinet (5)	2	15	17	2.0	14.2	16.2
Primary Industries and Resources SA (6)	8	27	35	8.0	24.0	32.0
State Electoral Office	0	0	0	0.0	0.0	0.0
Trade and Economic Development (7)	4	8	12	4.0	7.0	11.0
Transport and Urban Planning (8)	23	36	59	22.9	29.9	52.8
Treasury and Finance (9)	2	24	26	2.0	21.0	23.0
Unattached Unit	0	0	0	0.0	0.0	0.0
Venture Capital Board, Office of the (10)	0	0	0	0.0	0.0	0.0
Water, Land and Biodiversity Conservation	4	8	12	4.0	7.4	11.4
Zero Waste, Office of (11)	0	0	0	0.0	0.0	0.0
Total Administrative Units	341	1,437	1,778	332.8	1,250.8	1,583.6
Other Public Sector Organisations *						
Adelaide Convention Centre (12)	0	1	1	0.0	1.0	1.0
Adelaide Entertainments Corporation	0	0	0	0.0	0.0	0.0
Adelaide Festival Centre Trust	1	0	1	1.0	0.0	1.0
Ambulance Service, SA	3	13	16	3.0	13.0	16.0
Country Arts, SA	0	0	0	0.0	0.0	0.0
Country Fire Service, SA	0	0	0	0.0	0.0	0.0
Courts Administration Authority (13)	13	22	35	12.6	18.1	30.6
Electorate Offices (14)	0	3	3	0.0	2.8	2.8
Forestry SA	1	1	2	1.0	1.0	2.0
Health Units (15)	122	830	952	89.2	601.5	690.7
HomeStart Finance	1	1	2	0.5	0.8	1.3
Judiciary (16)	0	0	0	0.0	0.0	0.0
Land Management Corporation	0	1	1	0.0	0.8	0.8
Legal Services Commission	0	2	2	0.0	1.9	1.9
Legislature (Including Members)	0	0	0	0.0	0.0	0.0
Lotteries Commission of SA	0	1	1	0.0	1.0	1.0
Metropolitan Fire Service, SA	2	0	2	2.0	0.0	2.0
Senior Secondary Assessment Board	0	3	3	0.0	3.0	3.0
Tourism Commission	0	5	5	0.0	4.4	4.4
TransAdelaide	2	1	3	2.0	1.0	3.0
Water Corporation, SA (17)	10	7	17	10.0	5.8	15.8
West Beach Trust	0	0	0	0.0	0.0	0.0
WorkCover Corporation	0	7	7	0.0	6.4	6.4
Remainder of Other Public Sector Organisations	0	8	8	0.0	7.2	7.2
Total Other Public Sector Organisations	155	906	1,061	121.3	669.7	791.0
Total South Australian Public Sector	496	2,343	2,839	454.1	1,920.5	2,374.6

* Only other public sector organisations with 50.00 FTE's or greater have been listed individually.

- (1) Includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (2) Includes the Office of the Public Trustee of South Australia and the Department of Justice.
- (3) Excludes selected employees transferred to the Office of Zero Waste SA in July 2003.
- (4) Includes Police Security and Police Band.
- (5) Excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (6) Includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.

Table 45 - Employees in the South Australian Public Sector on Leave Without Pay at the Last Pay Day in June 2004

- (7) Formerly known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (8) Excludes employees working in the Transport SA Customer Service Centre at Port Augusta transferred to the Department for Administrative and Information Services August 2003.
- (9) Excludes Electorate Offices. These are reported separately under Other Public Sector.
- (10) Established January 2004. Selected employees transferred from the Department for Business, Manufacturing and Trade.
- (11) Established July 2003. Includes employees transferred from the Environment Protection Authority.
- (12) The number and type of functions booked determines the amount of casual work available in each pay period. The figure provided is only representative of this organisation's workforce as at June 2004 and should not be considered an accurate reflection of the overall workforce for the 2003-2004 period.
- (13) Excludes persons employed under Special Acts and the Judicial Administration Act. These employees are now reported separately under 'Judiciary'. Includes five statutory appointments.
- (14) Includes all persons employed under the Personal Assistants to the Members of the Parliament Enterprise Agreement.
- (15) These figures represent the total workforce of the Health Units incorporated under the SA Health Commission Act.
- (16) Does not include persons employed under Special Acts and the Judicial Administration Act who work in the Industrial Court System. Although Judicial Officers are not public sector employees, they are included in this report because they receive remuneration from the State of South Australia according to decisions made by the Remuneration Tribunal.
- (17) This organisation trades as SA Water.

Table 46 - Employees in the South Australian Public Sector on Leave Without Pay by Employee Type and Gender, June 2004

Employee Type	Employees who were on Leave Without Pay at the Last Pay Day of June 2004					
	Persons			FTE's		
	Male	Female	Total	Male	Female	Total
Children's Services Act	0	55	55	0.0	35.0	35.0
Disability Services Officers	4	8	12	3.5	5.5	9.0
Education Act	144	720	864	141.3	644.8	786.1
Emergency Services (1)	3	7	10	3.0	7.0	10.0
Executives (2)	9	6	15	9.0	5.9	14.9
Medical Officers	42	31	73	16.5	18.3	34.8
Nurses	25	361	386	21.3	258.3	279.6
Police Act	30	34	64	30.0	26.8	56.8
PSM Act (3)	131	515	646	129.2	457.0	586.2
Public Sector Salaried	49	377	426	47.0	289.8	336.8
School Services Officers	8	75	83	5.3	54.0	59.3
TAFE Act	7	16	23	6.3	13.8	20.1
Weekly Paid	23	72	95	21.5	46.6	68.1
Other	21	66	87	20.2	57.7	77.9
Total	496	2,343	2,839	454.1	1,920.5	2,374.6

(1) Includes Ambulance Service Officers and Fire Fighters.

(2) Includes all executives employed in the South Australian Public Sector.

(3) Includes all Public Sector Management Act employees employed in the South Australian Public Sector.

SA Public Sector Employees on Leave Without Pay, June 2004

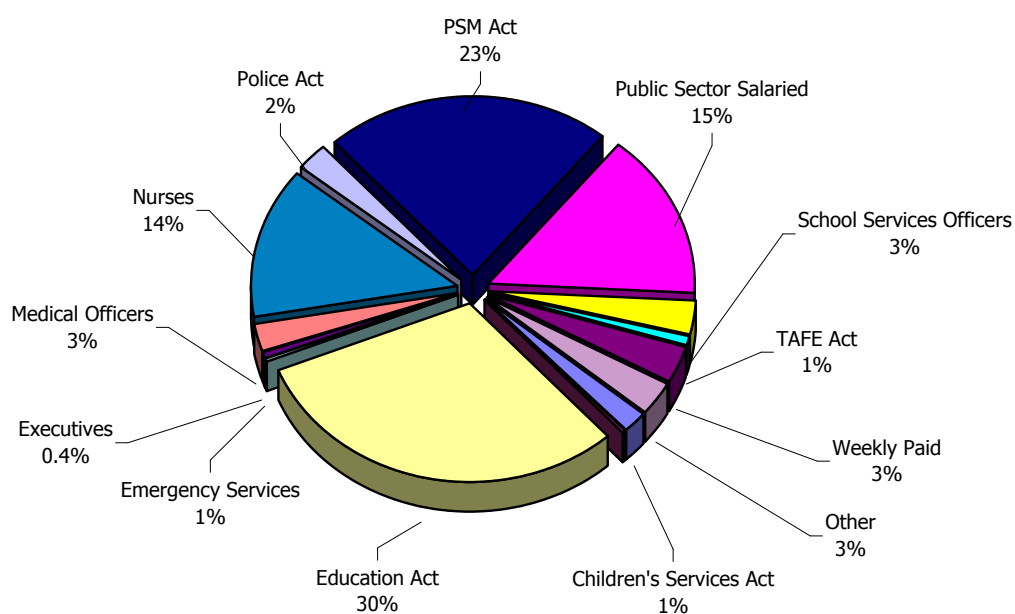


Table 47 - Sick Leave Days Taken by Employee Type for the Period July 2003 to June 2004 ⁽¹⁾

Employee Type	Total Male Sick Leave Taken*	Total Female Sick Leave Taken*	Total Sick Leave Taken*
Children's Services Act	56.9	2,995.7	3,052.6
Disability Services Officers	2,717.6	5,481.7	8,199.3
Education Act	22,434.5	50,980.8	73,415.3
Emergency Services (2)	10,181.3	1,136.7	11,318.0
Executives (3)	2,369.8	1,111.0	3,480.9
Medical Officers	2,172.2	2,257.0	4,429.2
Nurses	12,975.1	82,607.4	95,582.5
Police Act	23,384.6	7,105.8	30,490.4
PSM Act	56,460.3	73,450.5	129,910.8
Public Sector Salaried	15,545.4	55,784.2	71,329.6
School Services Officers	1,179.1	11,135.0	12,314.1
TAFE Act	2,554.8	3,699.4	6,254.2
Weekly Paid	19,980.5	19,155.3	39,135.9
Other	10,929.2	10,693.4	21,622.6
Total	182,941.5	327,593.9	510,535.4

* Total FTE Days.

(1) Includes family carer's leave.

(2) Includes ambulance service officers and fire fighters.

(3) Includes all executives employed in the South Australian public sector.

Table 48 - Family Carer's Days Leave Taken by Employee Type for the Period July 2003 to June 2004 ⁽¹⁾

Employee Type	Total Male Family Carers Leave Taken*	Total Female Family Carers Leave Taken*	Total Family Carers Leave Taken (2)*
Children's Services Act	0.0	88.1	88.1
Disability Services Officers	100.8	211.3	312.1
Education Act	389.5	984.0	1,373.5
Emergency Services (3)	715.4	109.5	824.9
Executives (4)	118.3	62.5	180.8
Medical Officers	87.0	59.3	146.3
Nurses	5.3	50.0	55.2
Police Act	704.0	118.2	822.2
PSM Act	3,393.9	4,031.2	7,425.1
Public Sector Salaried	795.5	2,657.3	3,452.7
School Services Officers	5.5	133.2	138.7
TAFE Act	124.9	243.0	367.9
Weekly Paid	729.9	585.1	1,315.0
Other	604.4	549.6	1,154.0
Total	7,774.3	9,882.2	17,656.5

* Total FTE Days.

(1) Only those agencies able to report on family carer's leave separately have been included.

(2) These figures under-represent the true level of family carer's leave taken due to the difficulties some agencies experience in extracting family carer's leave from their information systems.

(3) Includes ambulance service officers and fire fighters.

(4) Includes all executives employed in the South Australian public sector.

Table 49 - Sick Leave Days Taken for the Period July 2003 to June 2004 ⁽¹⁾

Public Sector Organisations	Average FTE's for Period	Total Sick Leave Taken	Average Total Sick Leave Taken Per FTE
Administrative Units			
Administrative and Information Services (2)	1,956.5	14,639.4	7.5
Attorney-General's (3)	1,092.6	9,285.4	8.5
Auditor-General's	109.1	735.0	6.7
Correctional Services	1,338.2	13,593.6	10.2
Education and Children's Services	18,147.7	101,110.4	5.6
Emergency Services Administrative Unit	148.6	1,112.3	7.5
Environment and Heritage	936.3	6,153.0	6.6
Environment Protection Authority (4)	205.6	1,337.9	6.5
Further Education, Employment, Science & Technology	3,221.4	19,662.2	6.1
Human Services	3,170.1	26,103.2	8.2
Police, SA (5)	4,722.5	39,682.7	8.4
Premier and Cabinet (6)	569.6	4,080.9	7.2
Primary Industries and Resources SA (7)	1,271.4	7,447.2	5.9
State Electoral Office	25.5	150.3	5.9
Trade and Economic Development (8)	132.8	1,084.7	8.2
Transport and Urban Planning (9)	1,925.5	14,896.4	7.7
Treasury and Finance (10)	546.3	4,213.0	7.7
Unattached Unit	10.5	26.3	2.5
Venture Capital Board, Office of the (11)	6.4	20.5	3.2
Water, Land and Biodiversity Conservation	401.4	2,366.9	5.9
Zero Waste, Office of (12)	7.7	24.3	3.1
Total Administrative Units	39,945.6	267,725.4	6.7
Other Public Sector Organisations *			
Adelaide Convention Centre (13)	144.2	742.3	5.1
Adelaide Entertainments Corporation	29.4	103.2	3.5
Adelaide Festival Centre Trust	180.0	725.5	4.0
Ambulance Service, SA	815.0	4,008.4	4.9
Country Arts, SA	48.4	173.5	3.6
Country Fire Service, SA	60.5	139.5	2.3
Courts Administration Authority (14)	624.6	5,887.4	9.4
Electorate Offices (15)	166.7	1,330.1	8.0
Forestry SA	232.3	1,402.8	6.0
Health Units (16)	22,224.4	197,291.5	8.9
HomeStart Finance	68.5	401.6	5.9
Judiciary (17)	79.1	253.4	3.2
Land Management Corporation	64.9	388.3	6.0
Legal Services Commission	157.2	1,532.6	9.8
Legislature (Including Members)	82.0	984.2	12.0
Lotteries Commission of SA	89.5	591.0	6.6
Metropolitan Fire Service, SA	792.0	8,768.3	11.1
Senior Secondary Assessment Board	72.3	454.5	6.3
Tourism Commission	162.0	793.3	4.9
TransAdelaide	528.6	4,549.7	8.6
Water Corporation, SA (18)	1,292.0	6,609.0	5.1
West Beach Trust	37.3	236.0	6.3
WorkCover Corporation	353.8	2,237.8	6.3
Remainder of Other Public Sector Organisations	595.3	3,206.4	5.4
Total Other Public Sector Organisations	28,899.9	242,810.0	8.4
Total South Australian Public Sector	68,845.6	510,535.4	7.4

* Only other public sector organisations with 50.00 FTE's or greater have been listed individually.

(1) Includes Family Carer's Leave.

(2) Includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.

(3) Includes the Office of the Public Trustee of South Australia and the Department of Justice.

(4) Excludes selected employees transferred to the Office of Zero Waste SA in July 2003.

(5) Includes Police Security and Police Band.

(6) Excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004.

(7) Includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.

Table 49 - Sick Leave Days Taken for the Period July 2003 to June 2004 ⁽¹⁾

- (8) Formerly known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (9) Excludes employees working in the Transport SA Customer Service Centre at Port Augusta transferred to the Department for Administrative and Information Services August 2003.
- (10) Excludes Electorate Offices. These are reported separately under Other Public Sector.
- (11) Established January 2004. Selected employees transferred from the Department for Business, Manufacturing and Trade.
- (12) Established July 2003. Includes employees transferred from the Environment Protection Authority.
- (13) The number and type of functions booked determines the amount of casual work available in each pay period. The figure provided is only representative of this organisation's workforce as at June 2004 and should not be considered an accurate reflection of the overall workforce for the 2003-2004 period.
- (14) Excludes persons employed under Special Acts and the Judicial Administration Act. These employees are now reported separately under 'Judiciary'. Includes five statutory appointments.
- (15) Includes all persons employed under the Personal Assistants to the Members of the Parliament Enterprise Agreement.
- (16) These figures represent the total workforce of the Health Units incorporated under the SA Health Commission Act.
- (17) Does not include persons employed under Special Acts and the Judicial Administration Act who work in the Industrial Court System. Although Judicial Officers are not public sector employees, they are included in this report because they receive remuneration from the State of South Australia according to decisions made by the Remuneration Tribunal.
- (18) This organisation trades as SA Water.

Table 50 - Family Carer's Leave Days Taken for the Period July 2003 to June 2004 ⁽¹⁾

Public Sector Organisations	Average FTE's for Period	Total Family Carers Leave Taken	Average Total Family Carers Leave Taken Per FTE
Administrative Units			
Administrative and Information Services (2)	1,956.5	1,007.4	0.5
Attorney-General's (3)	1,092.6	580.6	0.5
Auditor-General's	109.1	18.3	0.2
Correctional Services	1,338.2	654.2	0.5
Education and Children's Services	18,147.7	1,728.4	0.1
Emergency Services Administrative Unit	148.6	54.3	0.4
Environment and Heritage	936.3	605.3	0.6
Environment Protection Authority (4)	205.6	114.9	0.6
Further Education, Employment, Science & Technology	3,221.4	1,074.5	0.3
Human Services	3,170.1	1,234.5	0.4
Police, SA (5)	4,722.5	1,119.3	0.2
Premier and Cabinet (6)	569.6	258.7	0.5
Primary Industries and Resources SA (7)	1,271.4	587.9	0.5
State Electoral Office	25.5	13.0	0.5
Trade and Economic Development (8)	132.8	28.2	0.2
Transport and Urban Planning (9)	1,925.5	1,091.3	0.6
Treasury and Finance (10)	546.3	407.2	0.7
Unattached Unit	10.5	0.0	0.0
Venture Capital Board, Office of the (11)	6.4	0.0	0.0
Water, Land and Biodiversity Conservation	401.4	206.9	0.5
Zero Waste, Office of (12)	7.7	5.7	0.7
Total Administrative Units	39,945.6	10,790.8	0.3
Other Public Sector Organisations *			
Adelaide Convention Centre (13)	144.2	29.3	0.2
Adelaide Entertainments Corporation	29.4	0.0	0.0
Adelaide Festival Centre Trust	180.0	32.0	0.2
Ambulance Service, SA	815.0	590.8	0.7
Country Arts, SA	48.4	25.2	0.5
Country Fire Service, SA	60.5	1.0	0.0
Courts Administration Authority (14)	624.6	505.9	0.8
Electorate Offices (15)	166.7	62.0	0.4
Forestry SA	232.3	134.0	0.6
Health Units (16)	22,224.4	3,979.5	0.2
HomeStart Finance	68.5	17.8	0.3
Judiciary (17)	79.1	0.0	0.0
Land Management Corporation	64.9	43.2	0.7
Legal Services Commission	157.2	56.9	0.4
Legislature (Including Members)	82.0	0.0	0.0
Lotteries Commission of SA	89.5	84.6	0.9
Metropolitan Fire Service, SA	792.0	281.0	0.4
Senior Secondary Assessment Board	72.3	32.9	0.5
Tourism Commission	162.0	65.1	0.4
TransAdelaide	528.6	135.1	0.3
Water Corporation, SA (18)	1,292.0	462.6	0.4
West Beach Trust	37.3	17.8	0.5
WorkCover Corporation	353.8	171.7	0.5
Remainder of Other Public Sector Organisations	595.3	137.3	0.2
Total Other Public Sector Organisations	28,899.9	6,865.7	0.2
Total South Australian Public Sector	68,845.6	17,656.5	0.3

- (1) Only other public sector organisations with 50.00 FTE's or greater have been listed individually.
- (2) Includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (3) Includes the Office of the Public Trustee of South Australia and the Department of Justice.
- (4) Excludes selected employees transferred to the Office of Zero Waste SA in July 2003.
- (5) Includes Police Security and Police Band.
- (6) Excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (7) Includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.

Table 50 - Family Carer's Leave Days Taken for the Period July 2003 to June 2004 ⁽¹⁾

- (8) Formerly known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (9) Excludes employees working in the Transport SA Customer Service Centre at Port Augusta transferred to the Department for Administrative and Information Services August 2003.
- (10) Excludes Electorate Offices. These are reported separately under Other Public Sector.
- (11) Established January 2004. Selected employees transferred from the Department for Business, Manufacturing and Trade.
- (12) Established July 2003. Includes employees transferred from the Environment Protection Authority.
- (13) The number and type of functions booked determines the amount of casual work available in each pay period. The figure provided is only representative of this organisation's workforce as at June 2004 and should not be considered an accurate reflection of the overall workforce for the 2003-2004 period.
- (14) Excludes persons employed under Special Acts and the Judicial Administration Act. These employees are now reported separately under 'Judiciary'. Includes five statutory appointments.
- (15) Includes all persons employed under the Personal Assistants to the Members of the Parliament Enterprise Agreement.
- (16) These figures represent the total workforce of the Health Units incorporated under the SA Health Commission Act.
- (17) Does not include persons employed under Special Acts and the Judicial Administration Act who work in the Industrial Court System. Although Judicial Officers are not public sector employees, they are included in this report because they receive remuneration from the State of South Australia according to decisions made by the Remuneration Tribunal.
- (18) This organisation trades as SA Water.

Table 51 - Vacancies Advertised for South Australian Public Sector through the Notice of Vacancies, June 2003 to June 2004 ⁽¹⁾

Public Sector Organisations	Ongoing	Contract		Other	Total
		Short term	Long term		
Administrative Units					
Administrative and Information Services (2)	179	88	39	0	306
Attorney-General's (3)	84	96	21	1	202
Auditor-General's	13	4	0	0	17
Correctional Services	118	113	10	0	241
Education and Children's Services	143	101	40	4	288
Emergency Services Administrative Unit	18	11	1	0	30
Environment and Heritage	122	66	44	4	236
Environment Protection Authority (4)	36	29	15	0	80
Further Education, Employment, Science & Technology	114	535	22	15	686
Human Services	415	423	56	7	901
Police, SA (5)	79	43	7	2	131
Premier and Cabinet (6)	40	43	4	6	93
Primary Industries and Resources SA (7)	89	41	131	1	262
State Electoral Office	0	0	0	0	0
Trade and Economic Development (8)	63	11	19	0	93
Transport and Urban Planning (9)	146	156	25	3	330
Treasury and Finance (10)	80	24	25	1	130
Venture Capital Board (11)	1	0	0	0	1
Water, Land and Biodiversity Conservation	40	24	48	3	115
Zero Waste, Office of (12)	2	0	1	0	3
Total Administrative Units	1,782	1,808	508	47	4,145
Other Public Sector Organisations					
Adelaide Festival Centre Trust	2	0	11	0	13
Carclew Youth Arts Centre Incorporated	1	0	8	0	9
Country Arts, SA	0	0	4	0	4
Country Fire Service, SA	15	0	2	1	18
Courts Administration Authority (13)	26	53	4	5	88
Dairy Authority of SA	0	1	0	0	1
Essential Services Commission, SA	0	1	0	0	1
Fire and Emergency Services Commission, SA	0	2	0	0	2
Forestry SA	24	6	2	3	35
Funds SA	2	0	0	0	2
Health Units (14)	1,673	674	192	38	2,577
History Trust of SA	0	2	1	1	4
Legal Services Commission	9	5	1	1	16
Legislature (including Members)	12	1	2	0	15
Metropolitan Fire Service, SA	1	0	4	0	5
Nurses Board, SA	7	3	0	0	10
Senior Secondary Assessment Board	23	0	9	0	32
Tourism Commission, SA	1	2	18	2	23
TransAdelaide	7	2	4	0	13
Water Corporation, SA (15)	77	9	8	0	94
West Beach Trust	0	0	3	0	3
Total Other Public Sector Organisations	1,880	761	273	51	2,965
Total South Australian Public Sector	3,662	2,569	781	98	7,110

- (1) Includes Regulation 11 Other Public Sector organisations only.
- (2) Includes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment, transferred from the Department of the Premier and Cabinet in August 2003, the Transport SA Customer Service Centre at Port Augusta transferred from the Department of Transport and Urban Planning in August 2003 and employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues, transferred from the Department for Business, Manufacturing and Trade in January 2004.
- (3) Includes the Office of the Public Trustee of South Australia and the Department of Justice.
- (4) Excludes selected employees transferred to the Office of Zero Waste SA in July 2003.
- (5) Includes Police Security and Police Band.
- (6) Excludes the Public Sector Workforce Relations Division, Office for the Commissioner for Public Employment transferred to the Department for Administrative and Information Services in August 2003. Includes employees in the Business and Skilled Migration Unit transferred from the Department for Business, Manufacturing and Trade in January 2004. The Unattached Unit was included in this agency's June 2003 figure.
- (7) Includes employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council, transferred from the Department for Business, Manufacturing and Trade January 2004.

Table 51 - Vacancies Advertised for South Australian Public Sector through the Notice of Vacancies, June 2003 to June 2004 ⁽¹⁾

- (8) Formerly known as the Department for Business, Manufacturing and Trade, altered April 2004. Includes all employees from the abolished Office of Economic Development. Excludes employees in the Business and Skilled Migration Unit transferred from the Department of the Premier and Cabinet, employees engaged in the Reinvest function of the administrative unit relating to primary production, employees in the Food Team in the Centre for Innovation, Business and Manufacturing and employees engaged in work supporting the Wine Industry Council transferred to the Department of Primary Industries and Resources, employees in the State Infrastructure Division, other than employees engaged in work related to telecommunications or energy issues transferred to the Department for Administrative and Information Services, and selected employees transferred to the Office of the Venture Capital Board in January 2004.
- (9) Excludes employees working in the Transport SA Customer Service Centre at Port Augusta transferred to the Department for Administrative and Information Services August 2003.
- (10) Excludes Electorate Offices. These are reported separately under Other Public Sector.
- (11) Established January 2004. Selected employees transferred from the Department for Business, Manufacturing and Trade.
- (12) Established July 2003. Includes employees transferred from the Environment Protection Authority.
- (13) Excludes persons employed under Special Acts and the Judicial Administration Act. These employees are now reported separately under 'Judiciary'. Includes five statutory appointments.
- (14) These figures represent the total workforce of the Health Units incorporated under the SA Health Commission Act.
- (15) This organisation trades as SA Water.