



This artwork presents the journey of our Aboriginal public sector leaders and the support available to them through the Aboriginal Leadership Program (ALP), proudly offered through the South Australian Leadership Academy (SALA), Office of the Commissioner for Public Sector Employment (OCPSE).

Artist: **Karen Briggs**

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

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

Foreword

The Workforce Information Report presents information about the size and makeup of the South Australian public sector workforce.

This report, together with the [State of the Sector](#) report, provide transparency and accountability on the state's investment in the public sector.

As at 30 June 2025, there were 122,644 employees and 101,732 full-time equivalents (FTE) in the public sector.

Employees funded by taxpayers to perform frontline services increased by 2,272 FTE (3.34 per cent) and those supporting frontline services in back-office functions increased by 1,182 FTE (4.72 per cent).

These employees funded by the State Budget performed the following roles:

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

The South Australian public sector supports a five-generation workforce, with 21,326 employees (17.39 per cent) under thirty, 86,162 employees (70.25 per cent) between thirty and under 60, and 15,156 employees (12.36 per cent) aged sixty and over. This mix of renewal

and experience ensures the sector is well positioned to serve South Australians now and into the future.

The South Australian public sector remains the state's largest employer, representing 12.52 per cent of all employed persons. Across the workforce, 46.90 per cent work part-time, highlighting the importance of considering part-time employees in workforce planning and development.

The workforce data confirmed continuing progress in increasing representation of people in the public sector with diverse backgrounds and lived experience.

More Aboriginal people than ever are employed in the public sector, with 2,756 Aboriginal employees, representing 2.25 per cent of the public sector workforce.

Women in leadership roles remained stable, with women making up 59.14 per cent of executives.

Culturally and linguistically diverse (CALD) employees represented 17.42 per cent of the public sector workforce as at June 2025, an increase of 12.13 per cent.

The total number of employees with disability increased to 1,835 people, representing 1.50 per cent of the public sector workforce.

The workforce data in this report is also available in an interactive, easy to use dashboard on my office's [website](#).

I invite you to explore this report to find out more about the workforce that serves South Australia every day.



Erma Ranieri PSM

Commissioner for Public Sector Employment

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Public sector at a glance



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

EMPLOYEE DEMOGRAPHICS



HEADCOUNT

122,644

+3.90% change 2024 to 2025



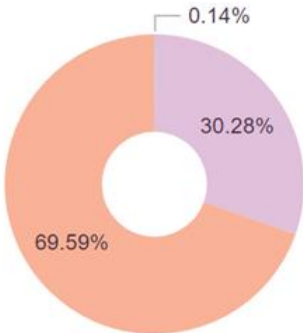
FTE

101,732

+3.94% change 2024 to 2025

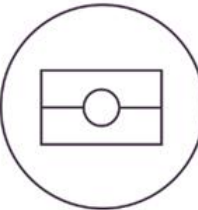
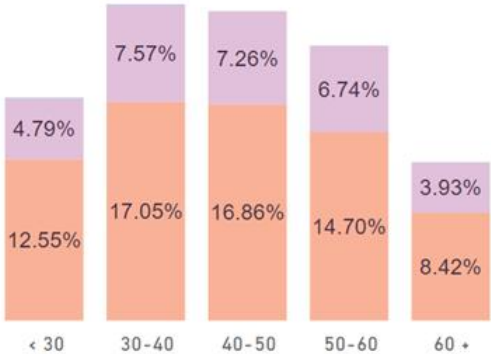
GENDER SPLIT

Other Male Female



AGE DISTRIBUTION

Female Male Other



ABORIGINAL EMPLOYEES

2,756 (2.25% of workforce)

+0.06 percentage point change 2024 to 2025



EMPLOYEES with DISABILITY

1,835 (1.50% of workforce)

+0.15 percentage point change 2024 to 2025



EMPLOYMENT



RECRUITED
23,716
+11.03% change 2024 to 2025



SEPARATED
17,121
+2.54% change 2024 to 2025



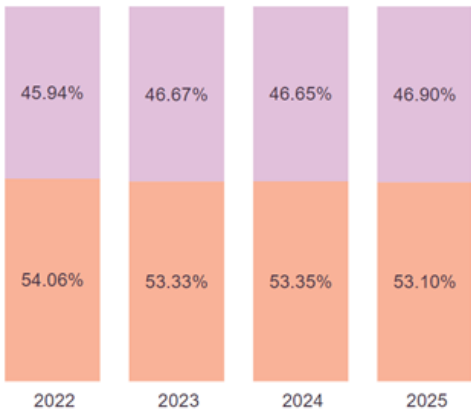
AVERAGE AGE
44
-0.62% change 2024 to 2025



AVERAGE SALARY
\$98,072
+2.60% change 2024 to 2025

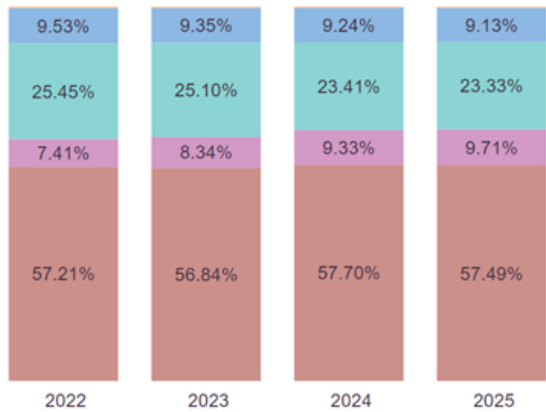
EMPLOYMENT TYPE

● Full Time ● Part Time



APPOINTMENT TYPES

● Ongoing ● Long-term Contract ● Short-term Contract ● Casual ● Other



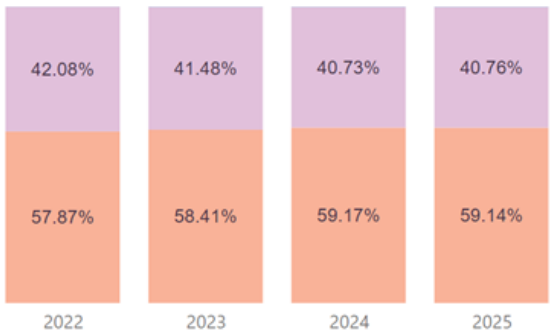
EXECUTIVES



TOTAL EXECUTIVES
1,921
+0.05% change 2024 to 2025

EXECUTIVE GENDER SPLIT

● Female ● Male ● Other



ABORIGINAL EXECUTIVES
34
+13.33% change 2024 to 2025

Full-time equivalent and total workforce headcount

OVERVIEW

The South Australian public sector provides a vast range of services across many agencies. This section of the report highlights the full-time equivalents (FTE) and headcount for each agency and is aligned with the Department of Treasury and Finance's publications to provide a consistent presentation of the South Australian public sector based on each agency's status as a budget entity.

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

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

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

SUMMARY

Across the public sector, FTE grew by 3,858 (3.94 per cent) to 101,732 and the number of people working in the sector grew by 4,608 (3.90 per cent) to 122,644.

Within the General Government Sector, FTE grew by 3,454 (3.71 per cent) to 96,505 and the headcount grew by 4,246 (3.78 per cent) to 116,540.

Relative to the 2025-26 State Budget FTE estimates, some areas of the General Government Sector were below estimate, largely due to recruitment timing, including:

- Department for Education (446 FTE lower)
- Department for Child Protection (123 FTE lower)
- Department of Primary Industries and Regions (86 FTE lower)
- South Australia Police (86 FTE lower)

By contrast, SA Health was above estimate (417 FTE higher), reflecting sustained demand for health and hospital services across Local Health Networks.

SA PUBLIC SECTOR EMPLOYMENT

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

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

TOTAL PUBLIC SECTOR

BUDGET SECTOR	JUNE 2024		JUNE 2025	
	FTE	Headcount	FTE	Headcount
General Government Sector	93,051	112,294	96,505	116,540
Non-Budget Entity	544	607	554	620
Public Financial Corporations Sector	678	704	706	734
Public Non-Financial Corporations Sector	3,600	4,431	3,969	4,750
TOTAL	97,874	118,036	101,732	122,644

GENERAL GOVERNMENT SECTOR

AGENCY NAME	JUNE 2024		JUNE 2025	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Adelaide Festival Corporation	29	33	26	28
Alinytjara Wilurara Landscape Board	16	17	16	16
Art Gallery of South Australia	72	84	73	93
Attorney-General's Department	1,488	1,599	1,570	1,688
Audit Office of South Australia	121	128	125	132
Barossa Hills Fleurieu Local Health Network	2,153	2,870	2,306	3,068
CTP Regulator	22	23	24	25
Carclew Youth Arts Centre Incorporated	15	20	19	20
Carrick Hill	12	13	12	16
Central Adelaide Local Health Network	13,056	16,066	13,507	16,725
Commission on Excellence and Innovation in Health	43	45	45	47
Country Arts SA	51	109	41	98
Courts Administration Authority	588	647	614	663
Dairysafe	5	5	3	3
Defence SA	29	32	26	28
Department for Child Protection	2,416	2,608	2,460	2,678

FULL-TIME EQUIVALENT AND TOTAL WORKFORCE HEADCOUNT

AGENCY NAME	JUNE 2024		JUNE 2025	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Department for Correctional Services	1,959	2,057	2,024	2,132
Department for Education	26,062	32,935	26,371	33,489
Department for Energy and Mining	307	317	368	377
Department for Environment and Water	1,296	1,427	1,297	1,419
Department for Health and Wellbeing	1,590	1,683	1,558	1,655
Department for Housing and Urban Development	-	-	323	338
Department for Industry, Innovation and Science	145	151	-	-
Department for Infrastructure and Transport	2,166	2,281	2,376	2,503
Department for Trade and Investment	360	374	-	-
Department of Human Services	2,799	3,199	2,878	3,282
Department of Primary Industries and Regions	815	892	819	892
Department of State Development	-	-	420	436
Department of Treasury and Finance	1,204	1,264	1,401	1,465
Department of the Premier and Cabinet	515	539	390	407
Education Standards Board	49	51	60	62
Electoral Commission of South Australia	27	27	42	42
Electorate Services	202	289	203	284
Environment Protection Authority	200	212	198	210
Essential Services Commission of South Australia	44	46	44	47
Eyre Peninsula Landscape Board	22	26	23	26
Eyre and Far North Local Health Network	815	1,080	837	1,108
Flinders and Upper North Local Health Network	785	958	787	964
Government House	22	25	21	25
Green Industries SA	32	33	32	33
Health and Community Services Complaints Commissioner	12	12	10	10
Hills and Fleurieu Landscape Board	43	48	53	56
History Trust of South Australia	60	76	63	82
Independent Commission Against Corruption	47	51	55	60
Infrastructure SA	34	35	14	14
Kangaroo Island Landscape Board	32	36	31	34
Legislature (Including Members)	200	222	201	220
Limestone Coast Landscape Board	45	49	39	43
Limestone Coast Local Health Network	1,110	1,507	1,178	1,585
Murraylands and Riverland Landscape Board	76	81	74	78
Northern Adelaide Local Health Network	4,859	5,972	5,212	6,386

FULL-TIME EQUIVALENT AND TOTAL WORKFORCE HEADCOUNT

AGENCY NAME	JUNE 2024		JUNE 2025	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Northern and Yorke Landscape Board	38	40	40	42
Office for Early Childhood Development	-	-	113	118
Office for Recreation, Sport and Racing	82	90	93	105
Office of Hydrogen Power South Australia	44	45	-	-
Office of the Commissioner for Public Sector Employment	51	54	46	50
Office of the South Australian Productivity Commission	12	13	11	12
Premier's Delivery Unit	7	7	9	9
Preventive Health SA	95	104	95	104
Riverland Mallee Coorong Local Health Network	1,212	1,627	1,270	1,677
SA Ambulance Service	2,003	2,243	2,086	2,317
SACE Board of South Australia	95	98	100	105
South Australia Arid Lands Landscape Board	29	29	29	29
South Australia Police	6,008	6,209	6,131	6,323
South Australian Country Fire Service	189	201	206	221
South Australian Film Corporation	18	21	15	20
South Australian Fire and Emergency Services Commission	92	95	86	88
South Australian Metropolitan Fire Service	1,044	1,272	1,051	1,278
South Australian Museum	60	66	61	68
South Australian State Emergency Services	71	73	76	79
South Australian Tourism Commission	140	149	140	147
Southern Adelaide Local Health Network	7,014	8,944	7,534	9,621
State Library of South Australia	110	122	98	108
State Opera of South Australia	10	12	11	18
State Theatre Company of South Australia	36	41	39	43
Study Adelaide	18	19	18	18
TAFE SA	1,994	2,383	2,083	2,466
Womens and Childrens Health Network	3,245	4,311	3,454	4,570
Yorke and Northern Local Health Network	1,286	1,772	1,342	1,812
GRAND TOTAL	93,051	112,294	96,505	116,540

NON-BUDGET ENTITY

AGENCY NAME	JUNE 2024		JUNE 2025	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Jam Factory Contemporary Craft and Design	33	70	32	70
Legal Profession Conduct Commission	15	18	14	18

FULL-TIME EQUIVALENT AND TOTAL WORKFORCE HEADCOUNT

AGENCY NAME	JUNE 2024		JUNE 2025	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Legal Services Commission	228	241	244	256
Super SA	235	241	223	228
Teachers Registration Board	29	33	37	43
Veterinary Surgeons Board	1	1	2	2
Vinehealth Australia	3	3	3	3
TOTAL	544	607	554	620

PUBLIC FINANCIAL CORPORATIONS SECTOR

AGENCY NAME	JUNE 2024		JUNE 2025	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Funds SA	70	73	72	74
HomeStart Finance	140	143	141	145
Lifetime Support Authority of South Australia	99	106	101	109
ReturnToWorkSA	291	303	304	316
South Australian Government Financing Authority	76	79	88	90
TOTAL	678	704	706	734

PUBLIC NON-FINANCIAL CORPORATIONS SECTOR

AGENCY NAME	JUNE 2024		JUNE 2025	
	FTE	HEADCOUNT	FTE	HEADCOUNT
Adelaide Cemeteries Authority	62	79	60	72
Adelaide Festival Centre Trust	135	374	141	389
Adelaide Venue Management Corporation	488	903	628	971
ForestrySA	28	29	39	40
Public Trustee	198	208	181	194
Renewal SA	167	172	178	183
SA Water	1,609	1,649	1,804	1,847
South Australian Housing Trust	787	826	811	848
South Australian Motor Sport Board	19	19	21	21
West Beach Parks	107	172	104	185
TOTAL	3,600	4,431	3,969	4,750

MACHINERY OF GOVERNMENT CHANGES

Machinery of Government changes refer to the reorganisation of functions, responsibilities, or structures within or between government agencies. These changes may involve:

- the creation of new agencies or offices
- the abolition or merger of existing agencies
- the transfer of functions or staff between agencies
- the renaming or rebranding of agencies
- the reallocation of responsibilities due to policy, strategic or operational decisions.

Machinery of Government changes are given formal effect through notices published in the South Australian Government Gazette. These changes influence how workforce data is reported across agencies and are therefore a critical consideration in maintaining the accuracy and comparability of workforce reporting.

The following notable Machinery of Government changes occurred during the 2024-25 reporting period:

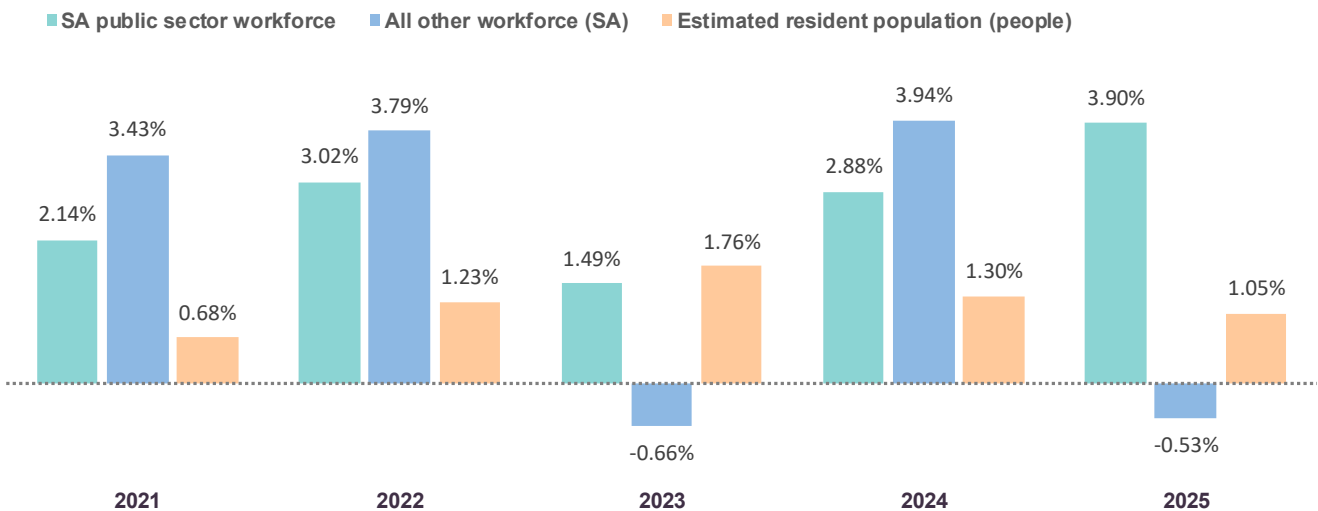
AGENCY NAME	NATURE OF CHANGE
FROM: Auditor-General's Department TO: Audit Office of South Australia	Alteration of title. (South Australian Government Gazette, No. 37, 2024, p. 1288)
NEW: Office for Early Childhood Development	Established as a new office by the Office for Early Childhood Development Act 2024 (South Australian Government Gazette, No. 11, 2025, p. 193)
TRANSFER: Office of Hydrogen Power South Australia	Employees transferred to the Department for Energy and Mining (South Australian Government Gazette, No. 25, 2025, p. 847)
FROM: Department for Industry, Innovation and Science and Department for Trade and Investment TO: Department of State Development and Department for Housing and Urban Development	Alteration of titles and machinery of government changes. (South Australian Government Gazette, No. 37, 2024, p. 1288)

Comparative workforce size

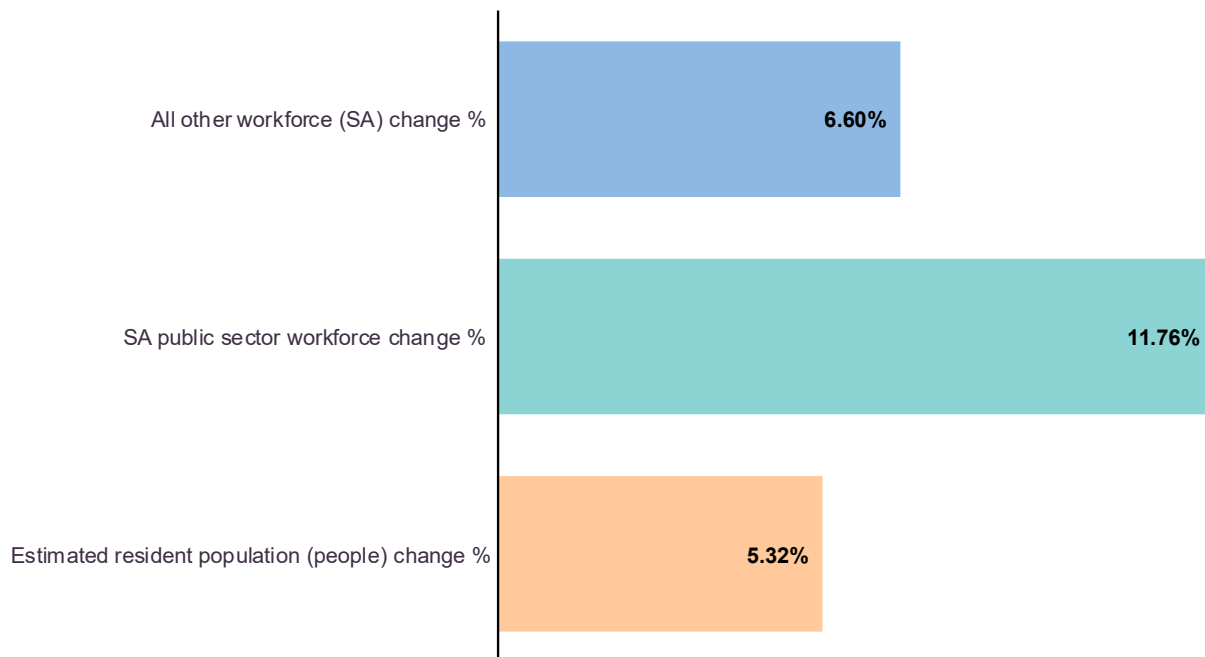
SUMMARY

- The public sector accounts for about 12.52 per cent of the South Australian workforce, which is higher than in June 2024 (12.05 per cent).
- Public sector growth was higher than the growth of the resident population, estimated to be 1.05 per cent as at June 2025 using data from the Australian Bureau of Statistics.
- The public sector grew by 3.90 per cent compared to all other areas of the state's workforce which fell by 0.53 per cent. In the past five years, the public sector workforce has grown by 11.76 per cent compared to 6.60 per cent in the state's non-public sector workforce.
- This change is higher than the total growth of the total resident population in the past five years (5.32 per cent) as estimated by the Australian Bureau of Statistics as at June 2025.

SA WORKFORCE GROWTH



SA WORKFORCE AND POPULATION GROWTH – PAST 5 YEARS



SA POPULATION AND EMPLOYMENT INFORMATION

SOUTH AUSTRALIA	2021	2022	2023	2024	2025
Estimated resident population (people)	1,802,601	1,824,969	1,857,646	1,882,175	1,898,587
Annual change	12,246	22,368	32,677	24,529	19,932
Annual change %	0.68%	1.23%	1.76%	1.30%	1.05%
Total employed in SA	913,367	947,117	943,323	979,264	979,302
Annual change	28,957	33,750	-3,794	35,941	38
Annual change %	3.27%	3.70%	-0.40%	3.81%	0.00%
SA public sector workforce	109,736	113,050	114,735	118,036	122,644
Annual change	2,302	3,314	1,685	3,301	4,608
Annual change %	2.14%	3.02%	1.49%	2.88%	3.90%
All other workforce (SA) ¹	803,631	834,067	828,588	861,228	856,658
Annual change	26,655	30,436	-5,479	32,640	-4,570
Annual change %	3.43%	3.79%	-0.66%	3.94%	-0.53%
% of population working in public sector	6.09%	6.19%	6.18%	6.27%	6.46%
% of people employed in public sector	12.01%	11.94%	12.16%	12.05%	12.52%
% of all other workforce (SA)	87.99%	88.06%	87.84%	87.95%	87.48%

¹ 'All Other Workforce (SA)' is the difference between 'Total employed in SA' and 'SA public sector workforce'

Age and gender

AGE AND GENDER OF SA PUBLIC SECTOR EMPLOYEES

The South Australian public sector's workforce comprised of 69.59 per cent females, 30.28 per cent males and 0.14 per cent self-described.² This compares to June 2024 when there were 69.81 per cent female, 30.11 per cent male and 0.08 per cent self-described.

The average age of public sector employees was 44 years.

TOTAL PUBLIC SECTOR

AGE BRACKET	FEMALE	MALE	SELF-DESCRIBED	TOTAL
Up to 20	602	248	3	853
20 - 24	5,375	1,810	28	7,213
25 - 29	9,413	3,814	33	13,260
30 - 34	10,289	4,536	28	14,853
35 - 39	10,625	4,745	27	15,397
40 - 44	10,878	4,627	10	15,515
45 - 49	9,799	4,277	8	14,084
50 - 54	9,414	4,366	11	13,791
55 - 59	8,618	3,897	7	12,522
60 - 64	6,412	2,858	8	9,278
65+	3,918	1,956	4	5,878
TOTAL	85,343	37,134	167	122,644

GENERAL GOVERNMENT SECTOR

AGE BRACKET	FEMALE	MALE	OTHER	TOTAL
Up to 20	562	199	3	764
20 - 24	5,188	1,623	26	6,837
25 - 29	9,088	3,511	30	12,629
30 - 34	9,920	4,211	26	14,157
35 - 39	10,232	4,386	25	14,643
40 - 44	10,462	4,197	9	14,668
45 - 49	9,426	3,906	7	13,339

² Since 2016-17 workforce data has been captured for employees not identifying as male or female Employees can self-describe their gender with more representative terminology (typically intersex/ indeterminate/unspecified). Collection and reporting of this data is consistent with government policy.

AGE BRACKET	FEMALE	MALE	OTHER	TOTAL
50 - 54	9,069	3,997	11	13,077
55 - 59	8,326	3,546	7	11,879
60 - 64	6,216	2,650	8	8,874
65+	3,816	1,854	3	5,673
TOTAL	82,305	34,080	155	116,540

NON-BUDGET ENTITY

AGE BRACKET	FEMALE	MALE	OTHER	TOTAL
Up to 20	0	1	0	1
20 - 24	18	7	0	25
25 - 29	62	23	0	85
30 - 34	68	32	0	100
35 - 39	52	24	0	76
40 - 44	43	25	0	68
45 - 49	50	22	0	72
50 - 54	50	28	0	78
55 - 59	38	18	0	56
60 - 64	28	16	0	44
65+	10	4	1	15
TOTAL	419	200	1	620

PUBLIC FINANCIAL CORPORATIONS SECTOR

AGE BRACKET	FEMALE	MALE	OTHER	TOTAL
Up to 20	0	0	0	0
20 - 24	5	8	0	13
25 - 29	20	20	0	40
30 - 34	51	34	0	85
35 - 39	61	35	1	97
40 - 44	59	51	0	110
45 - 49	65	49	0	114
50 - 54	71	42	0	113
55 - 59	52	31	0	83
60 - 64	26	22	0	48
65+	17	14	0	31
TOTAL	427	306	1	734

PUBLIC NON-FINANCIAL CORPORATIONS SECTOR

AGE BRACKET	FEMALE	MALE	OTHER	TOTAL
Up to 20	40	48	0	88
20 - 24	164	172	2	338
25 - 29	243	260	3	506
30 - 34	250	259	2	511
35 - 39	280	300	1	581
40 - 44	314	354	1	669
45 - 49	258	300	1	559
50 - 54	224	299	0	523
55 - 59	202	302	0	504
60 - 64	142	170	0	312
65+	75	84	0	159
TOTAL	2,192	2,548	10	4,750

Employee types

APPOINTMENT TYPES

In June 2025, ongoing roles made up 57.49 per cent of the public sector workforce, with non-ongoing roles accounting for 42.51 per cent. Compared with June 2024, the share of ongoing roles fell by 0.21 percentage points while non-ongoing rose by 0.21 points.

SOUTH AUSTRALIAN PUBLIC SECTOR EMPLOYEES BY APPOINTMENT TYPE

TOTAL PUBLIC SECTOR

APPOINTMENT TYPE	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Ongoing	64,164	64,678	65,211	68,112	70,513
Long-term Contract	12,720	8,372	9,574	11,008	11,903
Short-term Contract	21,955	28,776	28,803	27,629	28,607
Casual	10,449	10,774	10,726	10,902	11,196
Other	448	450	421	385	425
TOTAL	109,736	113,050	114,735	118,036	122,644

GENERAL GOVERNMENT SECTOR

APPOINTMENT TYPE	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Ongoing	61,006	61,526	61,961	64,695	66,875
Long-term Contract	12,048	7,663	8,806	10,149	11,049
Short-term Contract	21,513	28,257	28,304	27,203	28,149
Casual	9,826	10,087	9,779	9,875	10,095
Other	415	433	406	372	372
TOTAL	104,808	107,966	109,256	112,294	116,540

NON-BUDGET ENTITY

APPOINTMENT TYPE	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Ongoing	326	345	358	381	370
Long-term Contract	49	45	49	63	34
Short-term Contract	85	137	137	133	139
Casual	15	3	33	30	34
Other	2	2	0	0	43
TOTAL	477	532	577	607	620

PUBLIC FINANCIAL CORPORATIONS SECTOR

APPOINTMENT TYPE	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Ongoing	452	463	483	497	530
Long-term Contract	110	142	149	176	178
Short-term Contract	38	26	36	30	26
Casual	3	0	1	0	0
Other	2	2	1	1	0
TOTAL	605	633	670	704	734

PUBLIC NON-FINANCIAL CORPORATIONS SECTOR

APPOINTMENT TYPE	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Ongoing	2,380	2,344	2,409	2,539	2,738
Long-term Contract	513	522	570	620	642
Short-term Contract	319	356	326	263	293
Casual	605	684	913	997	1,067
Other	29	13	14	12	10
TOTAL	3,846	3,919	4,232	4,431	4,750

FRONTLINE AND BACK OFFICE

Of the 96,505 FTE within the General Government Sector in June 2025:

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

Public sector FTE categorised as providing frontline services increased by 2,272 (3.34 per cent) and back-office FTE increased by 1,182 (4.72 per cent).

FTE BY EMPLOYEE TYPE

GENERAL GOVERNMENT SECTOR - FRONTLINE

EMPLOYEE TYPE	EMPLOYEE SUB TYPE	JUNE 24	JUNE 25
Disability Services Officers		1,291	1,252
Education Act		16,210	16,295
Emergency Services		2,527	2,610
Executive		873	847
Medical Officers		4,194	4,524
Nurses		16,612	17,446
Police Act		4,875	4,939
PS Act/Public Sector Salaried	Allied Health Professionals	5,393	5,614
	Correctional Officers	993	1,041
	Operational Services	3,124	3,161
	Technical Services	679	662
School Services Officers		6,498	6,806
TAFE Act		1,080	1,116
Weekly Paid	Government Services	511	523
	Health Ancillary Employee	2,776	2,902
	Other Weekly Paid	401	574
TOTAL		68,038	70,310

GENERAL GOVERNMENT SECTOR – BACK OFFICE

EMPLOYEE TYPE	EMPLOYEE SUB TYPE	JUNE 24	JUNE 25
Executive ³		844	868
Other		1,609	1,676
PS Act/Public Sector Salaried		1,438	1,489
	Administrative Services	19,505	20,458
	Professional Officers	1,617	1,705
TOTAL		25,014	26,196

³ Some executives may be included in other categories. Please refer to Table 9 for detailed reporting of executives in the South Australian public sector.

SA PUBLIC SECTOR BY EMPLOYEE AND APPOINTMENT TYPES

EMPLOYEE TYPE	EMPLOYEE SUB TYPE	ONGOING		LONG-TERM CONTRACT		SHORT-TERM CONTRACT		CASUAL		OTHER		TOTAL	
		HEAD-COUNT	FTE	HEAD-COUNT	FTE	HEAD-COUNT	FTE	HEAD-COUNT	FTE	HEAD-COUNT	FTE	HEAD-COUNT	FTE
Disability Services Officers		1,032	1,004	76	73	89	87	150	87	0	0	1,347	1,252
Education Act		8,341	7,300	2318	2,226	6610	5,694	2814	1,074	0	0	20,083	16,295
Emergency Services		2,237	1,919	44	42	697	645	4	2	4	2	2,986	2,610
Executive		15	15	1615	1,601	221	214	0	0	70	70	1,921	1,900
Medical Officers		1,976	1,219	2213	2,038	1499	1,233	22	6	199	30	5,909	4,526
Nurses		15,387	12,626	965	801	3627	2,944	2433	1,062	15	12	22,427	17,446
Other		3,189	3,016	722	675	655	543	905	448	34	19	5,505	4,700
Police Act		4,980	4,876	0	0	63	63	0	0	0	0	5,043	4,939
PS Act/Public Sector Salaried		1,169	1,062	257	226	535	467	516	113	2	2	2,479	1,870
	Administrative Services	14,954	13,981	2236	2,145	5861	5,351	830	413	89	69	23,970	21,958
	Allied Health Professionals	3,566	3,067	501	415	2595	2,130	147	55	4	3	6,813	5,670
	Correctional Officers	1,012	998	0	0	43	43	0	0	0	0	1,055	1,041
	Operational Services	2,222	1,962	332	304	851	731	397	196	3	2	3,805	3,195
	Professional Officers	1,266	1,199	207	197	332	309	7	3	4	3	1,816	1,712
	Technical Services	504	462	33	29	200	160	21	10	0	0	758	662
School Services Officers		4,081	3,235	185	154	4141	2,957	1310	460	0	0	9,717	6,806
TAFE Act		963	871	39	36	169	154	191	55	0	0	1,362	1,116
Weekly Paid	Government Services	367	297	49	35	174	120	156	70	1	1	747	523
	Health Ancillary Employee	2,733	2,222	85	64	221	170	936	446	0	0	3,975	2,902
	Other Weekly Paid	519	512	26	25	24	22	357	50	0	0	926	610
TOTAL		70,513	61,845	11,903	11,087	28,607	24,037	11,196	4,551	425	212	122,644	101,732

OCCUPATIONS

South Australian public sector employees work across a broad range of occupations. The table below groups employees by their occupation, as defined by the Australian Bureau of Statistics in its [Australian and New Zealand Standard Classification of Occupations](#) (ANZSCO).

SA PUBLIC SECTOR EMPLOYEES BY OCCUPATION

ANZSCO GROUPS	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	TOTAL
Clerical and Administrative Workers					
Accounting Clerks and Bookkeepers	849	13	29	78	969
Call or Contact Centre Information Clerks	605	37	26	192	860
Clerical and Office Support Workers	913	7	42	98	1,060
Contract, Program and Project Administrators	2,391	18	20	77	2,506
Financial and Insurance Clerks	2	82	34	1	119
General Clerks	6,682	10	8	165	6,865
Keyboard Operators	9				9
Logistics Clerks	117			46	163
Miscellaneous Clerical and Administrative Workers	1,755	24	41	220	2,040
Office and Practice Managers	608	1	2	23	634
Personal Assistants and Secretaries	611	63	7	23	704
Receptionists	61	10	1	53	125
Clerical and Administrative Workers Total	14,603	265	210	976	16,054
Community and Personal Service Workers					
Child Carers	97				97
Defence Force Members, Fire Fighters and Police	5,492			2	5,494
Education Aides	11,104				11,104
Health and Welfare Support Workers	6,747		20	54	6,821
Hospitality Workers	43			378	421
Personal Carers and Assistants	4,626		2	2	4,630
Personal Service and Travel Workers	355			6	361
Prison and Security Officers	1,431			89	1,520
Sports and Fitness Workers	225				225
Community and Personal Service Workers Total	30,120		22	531	30,673

ANZSCO GROUPS	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	TOTAL
Labourers					
Cleaners and Laundry Workers	840			131	971
Construction and Mining Labourers	39			8	47
Farm, Forestry and Garden Workers	76				76
Food Preparation Assistants	586			69	655
Food Process Workers				10	10
Miscellaneous Factory Process Workers	9				9
Miscellaneous Labourers	685			135	820
Labourers Total	2,235			353	2,588
Machinery Operators and Drivers					
Automobile, Bus and Rail Drivers	168				168
Delivery Drivers	3				3
Machine Operators	49				49
Mobile Plant Operators	7				7
Stationary Plant Operators	2			130	132
Storepersons	72			2	74
Truck Drivers	5				5
Machinery Operators and Drivers Total	306			132	438
Managers					
Accommodation and Hospitality Managers	94			4	98
Advertising, Public Relations and Sales Managers	59	3	9	13	84
Business Administration Managers	861	16	18	57	952
Chief Executives, General Managers and Legislators	1,314	17	31	60	1,422
Construction, Distribution and Production Managers	113	5	1	60	179
Education, Health and Welfare Services Managers	3,881		26	23	3,930
Farmers and Farm Managers	4		1		5
ICT Managers	235	5	18	72	330
Miscellaneous Hospitality, Retail and Service Managers	101	1	15	93	210
Miscellaneous Specialist Managers	973	6	42	264	1,285
Other	1				1

ANZSCO GROUPS	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	TOTAL
Retail Managers	2	3			5
Managers Total	7,638	56	161	646	8,501
Other					
Not Stated	2,394	6	27	447	2,874
Other	739				739
Other Total	3,133	6	27	447	3,613
Professionals					
Accountants, Auditors and Company Secretaries	710	11	32	93	846
Air and Marine Transport Professionals	21				21
Architects, Designers, Planners and Surveyors	152	4	1	16	173
Arts Professionals	19	3			22
Business and Systems Analysts, and Programmers	507	14	70	57	648
Database and Systems Administrators, and ICT Security Specialists	207	5	9	18	239
Engineering Professionals	264			108	372
Financial Brokers and Dealers, and Investment Advisers	9	6	19	8	42
Health Diagnostic and Promotion Professionals	1,954			17	1,971
Health Therapy Professionals	2,076				2,076
Human Resource and Training Professionals	727	3	21	44	795
ICT Network and Support Professionals	323	1	24	46	394
Information and Organisation Professionals	1,487	17	118	87	1,709
Legal Professionals	515	144	6	4	669
Media Professionals	31	1		7	39
Medical Practitioners	5,774				5,774
Midwifery and Nursing Professionals	18,477			1	18,478
Miscellaneous Education Professionals	384	6		6	396
Natural and Physical Science Professionals	1,707			92	1,799
Sales, Marketing and Public Relations Professionals	434	16	7	79	536
School Teachers	15,275				15,275
Social and Welfare Professionals	3,339	7		110	3,456
Tertiary Education Teachers	1,353	6			1,359

ANZSCO GROUPS	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	TOTAL
Professionals Total	55,745	244	307	793	57,089
Sales Workers					
Checkout Operators and Office Cashiers	2				2
Insurance Agents and Sales Representatives	3	4	6	5	18
Miscellaneous Sales Support Workers	2			8	10
Real Estate Sales Agents	53			16	69
Sales Assistants and Salespersons	43	13		39	95
Sales Workers Total	103	17	6	68	194
Technicians and Trades Workers					
Agricultural, Medical and Science Technicians	1,351			92	1,443
Animal Attendants and Trainers, and Shearers	28				28
Automotive Electricians and Mechanics	37			1	38
Bricklayers, and Carpenters and Joiners	11			2	13
Building and Engineering Technicians	216			91	307
Electricians	18			3	21
Electronics and Telecommunications Trades Workers	20			13	33
Fabrication Engineering Trades Workers	2			18	20
Floor Finishers and Painting Trades Workers	2			1	3
Food Trades Workers	155			79	234
Hairdressers	3				3
Horticultural Trades Workers	75			18	93
ICT and Telecommunications Technicians	570	9	1	48	628
Mechanical Engineering Trades Workers	21			45	66
Miscellaneous Technicians and Trades Workers	139	23		387	549
Plumbers	3				3
Printing Trades Workers	1				1
Textile, Clothing and Footwear Trades Workers	5			6	11
Technicians and Trades Workers Total	2,657	32	1	804	3,494
GRAND TOTAL	116,540	620	734	4,750	122,644

Diversity and inclusion

ABORIGINAL EMPLOYEES IN THE SOUTH AUSTRALIAN PUBLIC SECTOR

Aboriginal employees represented 2.25 per cent of the public sector workforce as at June 2025, or 2,756 employees. During the reporting period, the number of Aboriginal employees increased by 6.66 per cent, compared to an overall growth of 3.90 per cent in the public sector. This data may under-represent the true level of Aboriginal employment due to reliance on employees self-nominating their status.

TOTAL PUBLIC SECTOR

ABORIGINAL EMPLOYEES	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Identified as Aboriginal	2,317	2,400	2,517	2,584	2,756
Non-Aboriginal	86,180	90,232	92,200	94,771	99,016
Unknown / Not Stated	21,239	20,418	20,018	20,681	20,872
TOTAL	109,736	113,050	114,735	118,036	122,644

GENERAL GOVERNMENT SECTOR

ABORIGINAL EMPLOYEES	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Identified as Aboriginal	2,194	2,285	2,403	2,469	2,627
Non-Aboriginal	82,264	86,146	87,731	90,009	94,061
Unknown / Not Stated	20,350	19,535	19,122	19,816	19,852
TOTAL	104,808	107,966	109,256	112,294	116,540

NON-BUDGET ENTITY

ABORIGINAL EMPLOYEES	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Identified as Aboriginal	7	8	9	8	10
Non-Aboriginal	411	466	507	531	505
Unknown / Not Stated	59	58	61	68	105
TOTAL	477	532	577	607	620

PUBLIC FINANCIAL CORPORATIONS SECTOR

ABORIGINAL EMPLOYEES	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Identified as Aboriginal	5	5	6	7	10
Non-Aboriginal	535	556	589	615	486
Unknown / Not Stated	65	72	75	82	238
TOTAL	605	633	670	704	734

PUBLIC NON-FINANCIAL CORPORATIONS SECTOR

ABORIGINAL EMPLOYEES	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Identified as Aboriginal	111	102	99	100	109
Non Aboriginal	2,970	3,064	3,373	3,616	3,964
Unknown / Not Stated	765	753	760	715	677
TOTAL	3,846	3,919	4,232	4,431	4,750

EMPLOYEES WITH A DECLARED DISABILITY

Employees with a declared disability in the South Australian public sector totalled 1,835 people, representing 1.50 per cent of the workforce as at June 2025.

In December 2023, a minimum disability employment target of 3 per cent across the South Australian public sector by December 2026 was introduced.

The Office of the Commissioner for Public Sector Employment will continue to look at ways to make disability reporting more robust, including ensuring employees feel comfortable to share their disability status, to better support their career development and overall employee experiences in the public sector.

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

SOUTH AUSTRALIAN PUBLIC SECTOR EMPLOYEES WITH A DECLARED DISABILITY

SECTOR	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
General Government Sector	1,423	1,465	1,464	1,492	1,731
Non-Budget Entity	7	7	8	8	9
Public Financial Corporations Sector	7	7	10	8	7
Public Non-Financial Corporations Sector	80	72	70	76	88
TOTAL	1,517	1,551	1,552	1,584	1,835

PERCENTAGE OF SOUTH AUSTRALIAN PUBLIC SECTOR EMPLOYEES WITH A DECLARED DISABILITY

SECTOR	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
General Government Sector	1.36%	1.36%	1.34%	1.33%	1.49%
Non-Budget Entity	1.47%	1.32%	1.39%	1.32%	1.45%
Public Financial Corporations Sector	1.16%	1.11%	1.49%	1.14%	0.95%
Public Non-Financial Corporations Sector	2.08%	1.84%	1.65%	1.72%	1.87%
TOTAL	1.38%	1.37%	1.35%	1.34%	1.50%

SOUTH AUSTRALIAN PUBLIC SECTOR PART-TIME EMPLOYEES

Part-time⁴ employees represented 46.90 per cent of the workforce as at June 2025, an increase of 4.46 per cent, while full-time employment increased by 3.41 per cent to 53.10 per cent.

TOTAL PUBLIC SECTOR

EMPLOYMENT TYPE	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Full Time	59,662	61,117	61,191	62,976	65,126
Part Time	50,074	51,933	53,544	55,060	57,518
TOTAL	109,736	113,050	114,735	118,036	122,644

GENERAL GOVERNMENT SECTOR

EMPLOYMENT TYPE	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Full Time	56,027	57,445	57,392	58,937	60,809
Part Time	48,781	50,521	51,864	53,357	55,731
TOTAL	104,808	107,966	109,256	112,294	116,540

NON-BUDGET ENTITY

EMPLOYMENT TYPE	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Full Time	348	400	416	450	464
Part Time	129	132	161	157	156
TOTAL	477	532	577	607	620

PUBLIC FINANCIAL CORPORATIONS SECTOR

EMPLOYMENT TYPE	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Full Time	512	544	566	603	626
Part Time	93	89	104	101	108
TOTAL	605	633	670	704	734

PUBLIC NON-FINANCIAL CORPORATIONS SECTOR

EMPLOYMENT TYPE	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Full Time	2,775	2,728	2,817	2,986	3,227
Part Time	1,071	1,191	1,415	1,445	1,523
TOTAL	3,846	3,919	4,232	4,431	4,750

⁴ For reporting purposes, all employees in casual employment are recorded as part time employees.

CULTURALLY AND LINGUISTICALLY DIVERSE EMPLOYEES

Culturally and linguistically diverse (CALD) employees represented 17.42 per cent of the public sector workforce as at June 2025, an increase of 12.13 per cent. This data likely under-represents the true level of CALD employment as 38.09 percent of employees have not stated their birth country or language(s) spoken at home.

Please refer to Appendix B for the definition of CALD.

TOTAL PUBLIC SECTOR

CALD EMPLOYEES	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
CALD	13,445	16,211	17,630	19,050	21,360
Non-CALD	53,404	54,190	53,908	54,285	54,569
Not stated	42,887	42,649	43,197	44,701	46,715
TOTAL	109,736	113,050	114,735	118,036	122,644

GENERAL GOVERNMENT SECTOR

CALD EMPLOYEES	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
CALD	12,673	15,292	16,540	17,824	19,978
Non-CALD	50,145	50,929	50,237	50,422	50,520
Not stated	41,990	41,745	42,479	44,048	46,042
TOTAL	104,808	107,966	109,256	112,294	116,540

NON-BUDGET ENTITY

CALD EMPLOYEES	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
CALD	52	74	92	103	107
Non-CALD	350	372	396	408	391
Not stated	75	86	89	96	122
TOTAL	477	532	577	607	620

PUBLIC FINANCIAL CORPORATIONS SECTOR

CALD EMPLOYEES	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
CALD	119	118	124	144	157
Non-CALD	404	426	451	472	483
Not stated	82	89	95	88	94
TOTAL	605	633	670	704	734

PUBLIC NON-FINANCIAL CORPORATIONS SECTOR

CALD EMPLOYEES	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
CALD	601	727	874	979	1,118
Non-CALD	2,505	2,463	2,824	2,983	3,175
Not stated	740	729	534	469	457
TOTAL	3,846	3,919	4,232	4,431	4,750

Executives

SA PUBLIC SECTOR EXECUTIVES

The number of executives increased by 1 (0.05 per cent) across the workforce and the General Government Sector increased by 1 (0.06 per cent). Overall, executives comprised of 1.57 per cent of the public sector workforce.

There were 1,136 female executives and 783 male executives across the workforce. Compared to June 2024 the proportion of female executives decreased from 59.17 per cent to 59.14 per cent.

Please refer to Appendix B for the definition of executives.

TOTAL PUBLIC SECTOR

EXECUTIVES	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Female	1,013	1,070	1,094	1,136	1,136
Male	763	778	777	782	783
Other	0	1	2	2	2
TOTAL	1,776	1,849	1,873	1,920	1,921

GENERAL GOVERNMENT SECTOR

EXECUTIVES	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Female	948	1,003	1,016	1,062	1,060
Male	667	671	671	669	672
Other	0	1	2	2	2
TOTAL	1,615	1,675	1,689	1,733	1,734

NON-BUDGET ENTITY

EXECUTIVES	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Female	11	13	12	12	11
Male	11	13	12	14	14
Other	0	0	0	0	0
TOTAL	22	26	24	26	25

PUBLIC FINANCIAL CORPORATIONS SECTOR

EXECUTIVES	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Female	22	22	24	21	25
Male	33	41	44	44	39
Other	0	0	0	0	0
TOTAL	55	63	68	65	64

PUBLIC NON-FINANCIAL CORPORATIONS SECTOR

EXECUTIVES	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Female	32	32	42	41	40
Male	52	53	50	55	58
Other	0	0	0	0	0
TOTAL	84	85	92	96	98

Employment pathways

The Office of the Commissioner for Public Sector Employment relies on information provided by public sector agencies to measure the number of trainees, graduates, interns and apprentices who commenced in the public sector during the financial year.

The graduate data includes programs intended to develop general capabilities relevant to working in the South Australian public sector and any skills required for the participant's professional discipline. It includes graduate programs that focus on transitioning newly qualified practitioners into clinical practice.

TOTAL PUBLIC SECTOR

EMPLOYMENT PATHWAYS	JUNE 21	JUNE 22	JUNE 23	JUNE 24	JUNE 25
Graduates	421	670	983	146	159
Clinical Graduates				868	1,172
Trainees	283	515	255	226	232
Apprentices	9	18	11	13	25
Interns	394	578	473	359	498
TOTAL	1,107	1,781	1,722	1,612	2,086

Note: From the 2024 collection onwards, Clinical Graduates are reported separately from Graduates. Figures for 2021-2023 include Clinical Graduates within Graduates. Totals remain comparable across years.

GENERAL GOVERNMENT SECTOR

AGENCY NAME	GRADUATES	CLINICAL GRADUATES	TRAINEES	APPRENTICES	INTERNS
Adelaide Festival Corporation	0	0	0	0	1
Alinytjara Wilurara Landscape Board	0	0	0	0	0
Art Gallery of South Australia	0	0	0	0	3
Attorney-General's Department	2	0	1	0	0
Audit Office of South Australia	15	0	0	0	13
Barossa Hills Fleurieu Local Health Network	0	35	78	0	11
Carclew Youth Arts Centre Incorporated	0	0	0	0	1
Carrick Hill	0	0	0	0	0
Central Adelaide Local Health Network	0	298	24	0	127
Commission on Excellence and Innovation in Health	0	0	0	0	3
Country Arts SA	0	0	0	0	0
Courts Administration Authority	0	0	0	0	0
CTP Regulator	0	0	0	0	0

EMPLOYMENT PATHWAYS

AGENCY NAME	GRADUATES	CLINICAL GRADUATES	TRAINEES	APPRENTICES	INTERNS
Dairysafe	0	0	0	0	0
Defence SA	0	0	0	0	0
Department for Child Protection	0	0	0	0	0
Department for Correctional Services	19	0	8	0	0
Department for Education	3	0	0	0	0
Department for Energy and Mining	3	0	0	0	1
Department for Environment and Water	1	0	0	0	0
Department for Health and Wellbeing	19	0	6	0	0
Department for Housing and Urban Development	0	0	2	0	6
Department for Infrastructure and Transport	34	0	9	0	27
Department of Human Services	12	5	0	0	0
Department of Primary Industries and Regions	3	0	0	0	0
Department of State Development	0	0	0	0	0
Department of the Premier and Cabinet	2	0	1	0	1
Department of Treasury and Finance	27	0	0	0	0
Education Standards Board	0	0	0	0	0
Electoral Commission of South Australia	0	0	0	0	0
Electorate Services	0	0	1	0	0
Environment Protection Authority	3	0	0	0	3
Essential Services Commission of South Australia	0	0	0	0	2
Eyre and Far North Local Health Network	0	14	20	0	12
Eyre Peninsula Landscape Board	0	0	0	0	0
Flinders and Upper North Local Health Network	0	12	7	0	4
Government House	0	0	0	0	0
Green Industries SA	0	0	0	0	0
Health and Community Services Complaints Commissioner	0	0	0	0	0
Hills and Fleurieu Landscape Board	0	0	0	0	0
History Trust of South Australia	0	0	0	0	7
Independent Commission Against Corruption	0	0	0	0	0
Infrastructure SA	0	0	0	0	0
Kangaroo Island Landscape Board	0	0	0	0	0
Legislature (Including Members)	0	0	0	0	0
Limestone Coast Landscape Board	0	0	0	0	0
Limestone Coast Local Health Network	0	45	1	0	11
Murraylands and Riverland Landscape Board	0	0	0	0	0

EMPLOYMENT PATHWAYS

AGENCY NAME	GRADUATES	CLINICAL GRADUATES	TRAINEES	APPRENTICES	INTERNS
Northern Adelaide Local Health Network	0	283	0	0	0
Northern and Yorke Landscape Board	0	0	0	0	0
Office for Early Childhood Development	0	0	0	0	0
Office for Recreation, Sport and Racing	0	0	0	0	11
Office of the Commissioner for Public Sector Employment	0	0	0	0	2
Office of the South Australian Productivity Commission	0	0	0	0	0
Premier's Delivery Unit	0	0	0	0	0
Preventive Health SA	0	0	0	0	0
Riverland Mallee Coorong Local Health Network	0	16	5	0	27
SA Ambulance Service	0	0	0	0	104
SACE Board of South Australia	0	0	0	0	0
South Australia Arid Lands Landscape Board	0	0	0	0	0
South Australia Police	1	0	12	7	7
South Australian Country Fire Service	0	0	0	0	0
South Australian Film Corporation	0	0	0	0	0
South Australian Fire and Emergency Services Commission	0	0	0	0	0
South Australian Metropolitan Fire Service	2	0	45	0	0
South Australian Museum	0	0	0	0	0
South Australian State Emergency Services	0	0	0	0	0
South Australian Tourism Commission	0	0	0	0	0
Southern Adelaide Local Health Network	0	420	1	0	78
State Library of South Australia	0	0	0	0	0
State Opera of South Australia	0	0	0	0	2
State Theatre Company of South Australia	0	0	0	0	6
Study Adelaide	0	0	0	0	0
TAFE SA	4	0	0	0	0
Womens and Childrens Health Network	0	0	1	0	0
Yorke and Northern Local Health Network	0	44	1	0	4
TOTAL	150	1,172	223	7	474

NON-BUDGET ENTITY

AGENCY NAME	GRADUATES	CLINICAL GRADUATES	TRAINEES	APPRENTICES	INTERNS
Jam Factory Contemporary Craft and Design	0	0	0	0	1
Legal Profession Conduct Commission	0	0	0	0	0
Legal Services Commission	0	0	0	0	0
Super SA	0	0	0	0	0
Teachers Registration Board	0	0	0	0	0
Veterinary Surgeons Board	0	0	0	0	0
TOTAL	0	0	0	0	1

PUBLIC FINANCIAL CORPORATIONS SECTOR

AGENCY NAME	GRADUATES	CLINICAL GRADUATES	TRAINEES	APPRENTICES	INTERNS
Funds SA	4	0	0	0	1
HomeStart Finance	0	0	0	0	0
Lifetime Support Authority of South Australia	0	0	0	0	0
ReturnToWorkSA	0	0	0	0	0
South Australian Government Financing Authority	0	0	0	0	0
TOTAL	4	0	0	0	1

PUBLIC NON-FINANCIAL CORPORATIONS SECTOR

AGENCY NAME	GRADUATES	CLINICAL GRADUATES	TRAINEES	APPRENTICES	INTERNS
Adelaide Cemeteries Authority	0	0	0	0	0
Adelaide Festival Centre Trust	0	0	2	0	14
Adelaide Venue Management Corporation	0	0	5	8	1
ForestrySA	0	0	0	0	0
Public Trustee	0	0	0	0	
Renewal SA	0	0	0	0	7
SA Water	1	0	2	10	0
South Australian Housing Trust	4	0	0	0	0
South Australian Motor Sport Board	0	0	0	0	0
TOTAL	5	0	9	18	22

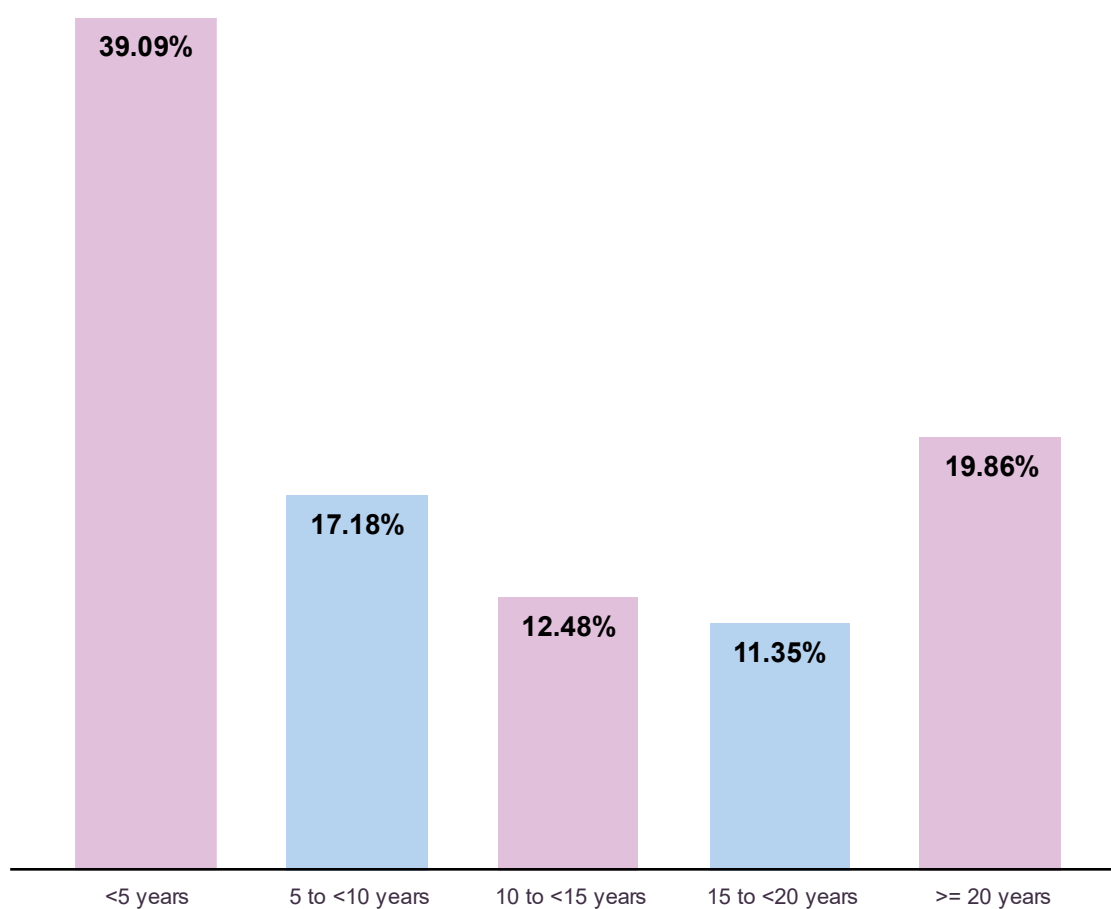
Length of service

RETENTION OF PUBLIC SECTOR EMPLOYEES

As at 30 June 2025:

- 60.86 per cent of employees have worked in the public sector for greater than five years
- 8.70 per cent of employees have worked in the public sector for less than one year
- The average employee has worked in the sector for 12 years.

EMPLOYEE LENGTH OF SERVICE SUMMARY



LENGTH OF SERVICE IN THE SOUTH AUSTRALIAN PUBLIC SECTOR

LENGTH OF SERVICE	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	TOTAL
< 12 Months	13,730	105	105	891	14,831
1 to < 2 Years	9,920	77	99	574	10,670
2 to < 3 Years	8,153	67	83	528	8,831
3 to < 4 Years	7,698	77	63	347	8,185
4 to < 5 Years	5,226	21	43	198	5,488
5 to < 10 Years	20,110	90	140	725	21,065
10 to < 15 Years	14,724	55	75	453	15,307
15 to < 20 Years	13,441	46	49	380	13,916
20 to < 25 Years	8,841	37	36	278	9,192
25 + Years	14,697	45	41	376	15,159
TOTAL	116,540	620	734	4,750	122,644

LENGTH OF SERVICE AT AN EMPLOYEES' CURRENT AGENCY

LENGTH OF SERVICE	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	TOTAL
< 12 Months	17,108	121	118	945	18,292
1 to < 2 Years	11,740	90	112	627	12,569
2 to < 3 Years	9,822	72	91	565	10,550
3 to < 4 Years	8,233	88	67	363	8,751
4 to < 5 Years	5,260	24	46	208	5,538
5 to < 10 Years	21,317	79	141	1,018	22,555
10 to < 15 Years	13,545	53	61	369	14,028
15 to < 20 Years	11,713	49	40	268	12,070
20 to < 25 Years	6,916	22	29	190	7,157
25 + Years	10,886	22	29	197	11,134
TOTAL	116,540	620	734	4,750	122,644

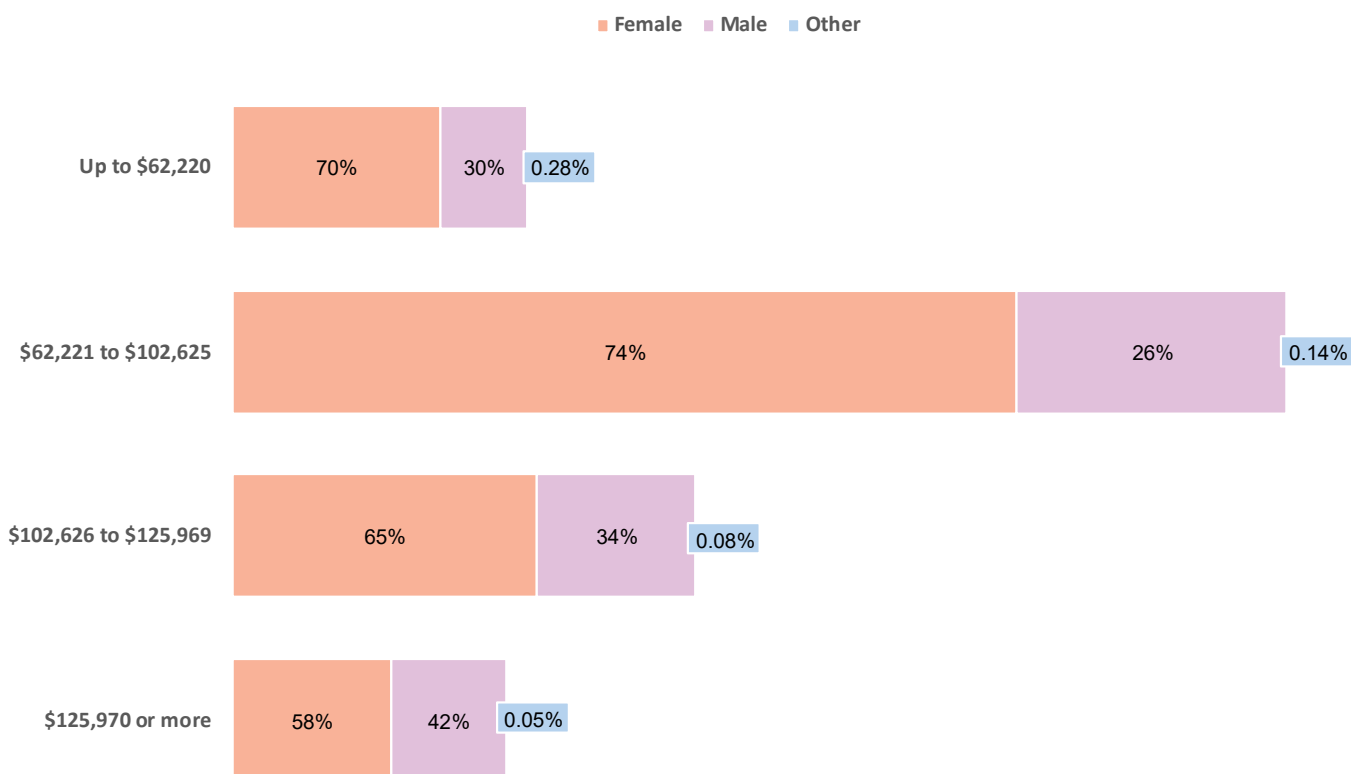
Salaries

SUMMARY OF SA PUBLIC SECTOR EMPLOYEES BY SALARY AND GENDER

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

- 14.14 per cent of employees earn a base salary up to \$62,220, predominantly in entry level type roles.
- 50.44 per cent earn a base salary between \$62,221 to \$102,625 across frontline and middle management type roles.
- 22.17 per cent of employees earn a base salary between \$102,626 to \$125,969 which covers more senior managers and/or employees with technical expertise.
- 13.05 per cent of employees earn \$125,970 or more, which includes executives or employees with significant specialist skills.

The average salary for a public sector employee as at June 2025 was \$98,072 (2.60 per cent higher than in June 2024).



SA PUBLIC SECTOR EMPLOYEES BY SALARY AND GENDER

TOTAL PUBLIC SECTOR

SALARY GROUP	FEMALE	MALE	OTHER	TOTAL
Up to \$62,220	12,128	5,171	48	17,347
\$62,221 to \$102,625	45,942	15,831	88	61,861
\$102,626 to \$125,969	17,804	9,359	23	27,186
\$125,970 or more	9,293	6,706	8	16,007
Not stated	176	67	0	243
TOTAL	85,343	37,134	167	122,644

GENERAL GOVERNMENT SECTOR

SALARY GROUP	FEMALE	MALE	OTHER	TOTAL
Up to \$62,220	11,569	4,647	46	16,262
\$62,221 to \$102,625	44,382	14,431	79	58,892
\$102,626 to \$125,969	17,323	8,863	22	26,208
\$125,970 or more	8,901	6,090	8	14,999
Not stated	130	49	0	179
TOTAL	82,305	34,080	155	116,540

NON-BUDGET ENTITY

SALARY GROUP	FEMALE	MALE	OTHER	TOTAL
Up to \$62,220	31	8	0	39
\$62,221 to \$102,625	284	108	0	392
\$102,626 to \$125,969	62	48	1	111
\$125,970 or more	42	36	0	78
Not stated	0	0	0	0
TOTAL	419	200	1	620

PUBLIC FINANCIAL CORPORATIONS SECTOR

SALARY GROUP	FEMALE	MALE	OTHER	TOTAL
Up to \$62,220	6	2	0	8
\$62,221 to \$102,625	199	95	1	295
\$102,626 to \$125,969	139	95	0	234
\$125,970 or more	83	114	0	197
Not stated	0	0	0	0
TOTAL	427	306	1	734

PUBLIC NON-FINANCIAL CORPORATIONS SECTOR

SALARY GROUP	FEMALE	MALE	OTHER	TOTAL
Up to \$62,220	522	514	2	1,038
\$62,221 to \$102,625	1,077	1,197	8	2,282
\$102,626 to \$125,969	280	353	0	633
\$125,970 or more	267	466	0	733
Not stated	46	18	0	64
TOTAL	2,192	2,548	10	4,750

Sick leave and carer's leave

AVERAGE LEAVE DAYS PAID AND UNPAID PER FTE

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

The average sick leave and family carer's leave days per FTE increased from 11.71 days to 11.79 days this year.

AVERAGE SICK AND CARER'S LEAVE DAYS PER FTE

AGENCY NAME	2024	2025
Adelaide Cemeteries Authority	15.35	15.24
Adelaide Festival Centre Trust	3.86	5.59
Adelaide Festival Corporation	4.20	N/A
Adelaide Venue Management Corporation	3.08	3.08
Alinytjara Wilurara Landscape Board	8.10	13.69
Art Gallery of South Australia	10.64	8.54
Attorney-General's Department	10.08	10.13
Audit Office of South Australia	N/A	7.58
Barossa Hills Fleurieu Local Health Network	13.08	13.48
Carclew Youth Arts Centre Incorporated	5.32	3.17
Carrick Hill	5.03	5.19
Central Adelaide Local Health Network	13.81	14.11
Commission on Excellence and Innovation in Health	13.09	16.33
Country Arts SA	7.29	6.39
Courts Administration Authority	13.42	13.04
CTP Regulator	6.86	9.37
Defence SA	3.80	4.39
Department for Child Protection	11.99	11.08
Department for Correctional Services	15.21	15.90
Department for Education	9.11	9.07
Department for Energy and Mining	7.57	7.92
Department for Environment and Water	9.68	9.17
Department for Health and Wellbeing	10.35	9.90
Department for Housing and Urban Development	N/A	8.38
Department for Industry, Innovation and Science	9.15	N/A
Department for Infrastructure and Transport	11.10	11.43

SICK LEAVE AND CARER'S LEAVE

AGENCY NAME	2024	2025
Department for Trade and Investment	7.82	N/A
Department of Human Services	16.77	16.29
Department of Primary Industries and Regions	8.10	8.23
Department of State Development	N/A	7.51
Department of the Premier and Cabinet	7.73	8.95
Department of Treasury and Finance	10.96	9.88
Education Standards Board	11.54	10.89
Electoral Commission of South Australia	10.47	6.34
Electorate Services	6.87	7.25
Environment Protection Authority	10.05	10.75
Essential Services Commission of South Australia	8.16	12.16
Eyre and Far North Local Health Network	14.61	13.41
Eyre Peninsula Landscape Board	11.13	8.97
Flinders and Upper North Local Health Network	15.07	16.11
ForestrySA	8.74	6.48
Funds SA	7.40	6.93
Government House	8.01	10.95
Green Industries SA	6.63	6.70
Health and Community Services Complaints Commissioner	34.75	36.60
Hills and Fleurieu Landscape Board	9.35	9.33
History Trust of South Australia	12.56	11.64
HomeStart Finance	8.13	8.30
Independent Commission Against Corruption	10.76	13.17
Infrastructure SA	5.77	4.50
Jam Factory Contemporary Craft and Design	5.53	6.60
Kangaroo Island Landscape Board	8.61	7.96
Legal Profession Conduct Commission	9.36	13.33
Legal Services Commission	10.43	9.83
Legislature (Including Members)	9.60	11.17
Lifetime Support Authority of South Australia	12.15	13.09
Limestone Coast Landscape Board	10.46	7.82
Limestone Coast Local Health Network	13.09	13.92
Murraylands and Riverland Landscape Board	11.93	8.33
Northern Adelaide Local Health Network	14.68	14.22
Northern and Yorke Landscape Board	7.33	7.88

SICK LEAVE AND CARER'S LEAVE

AGENCY NAME	2024	2025
Office for Early Childhood Development	N/A	5.48
Office for Recreation, Sport and Racing	6.18	4.20
Office of Hydrogen Power South Australia	6.00	2.71
Office of the Commissioner for Public Sector Employment	7.91	8.74
Office of the South Australian Productivity Commission	4.86	8.89
Preventive Health SA	9.07	9.72
Public Trustee	13.48	15.86
Renewal SA	6.26	8.83
ReturnToWorkSA	8.32	8.10
Riverland Mallee Coorong Local Health Network	14.45	13.90
SA Ambulance Service	14.34	14.44
SA Water	7.28	9.92
SACE Board of South Australia	8.92	8.63
South Australia Arid Lands Landscape Board	4.82	9.54
South Australia Police	11.86	11.82
South Australian Country Fire Service	7.28	5.24
South Australian Film Corporation	8.48	4.48
South Australian Fire and Emergency Services Commission	7.52	8.74
South Australian Government Financing Authority	8.96	6.81
South Australian Housing Trust	11.95	12.03
South Australian Metropolitan Fire Service	14.98	15.26
South Australian Motor Sport Board	5.12	3.42
South Australian Museum	8.33	15.14
South Australian State Emergency Services	9.15	6.73
South Australian Tourism Commission	5.08	6.09
Southern Adelaide Local Health Network	14.93	15.16
State Library of South Australia	12.36	11.20
State Theatre Company of South Australia	7.41	9.55
Study Adelaide	8.21	6.57
Super SA	11.91	11.10
TAFE SA	9.48	10.03
Teachers Registration Board	9.84	8.58
West Beach Parks	8.04	6.70
Womens and Childrens Health Network	14.18	13.99
Yorke and Northern Local Health Network	13.68	13.84

SICK LEAVE AND CARER'S LEAVE

AGENCY NAME	2024	2025
Other Agencies with less than 10 FTE ⁵	3.83	8.61
TOTAL	11.71	11.79

⁵ Agencies are not included in this table if they have less than 10 FTE to avoid impacting an individual's privacy. The following agencies have been consolidated into one entity in this table:

- Dairysafe
- Premier's Delivery Unit
- State Opera of South Australia
- Veterinary Surgeons Board
- Vinehealth Australia

Employee movement

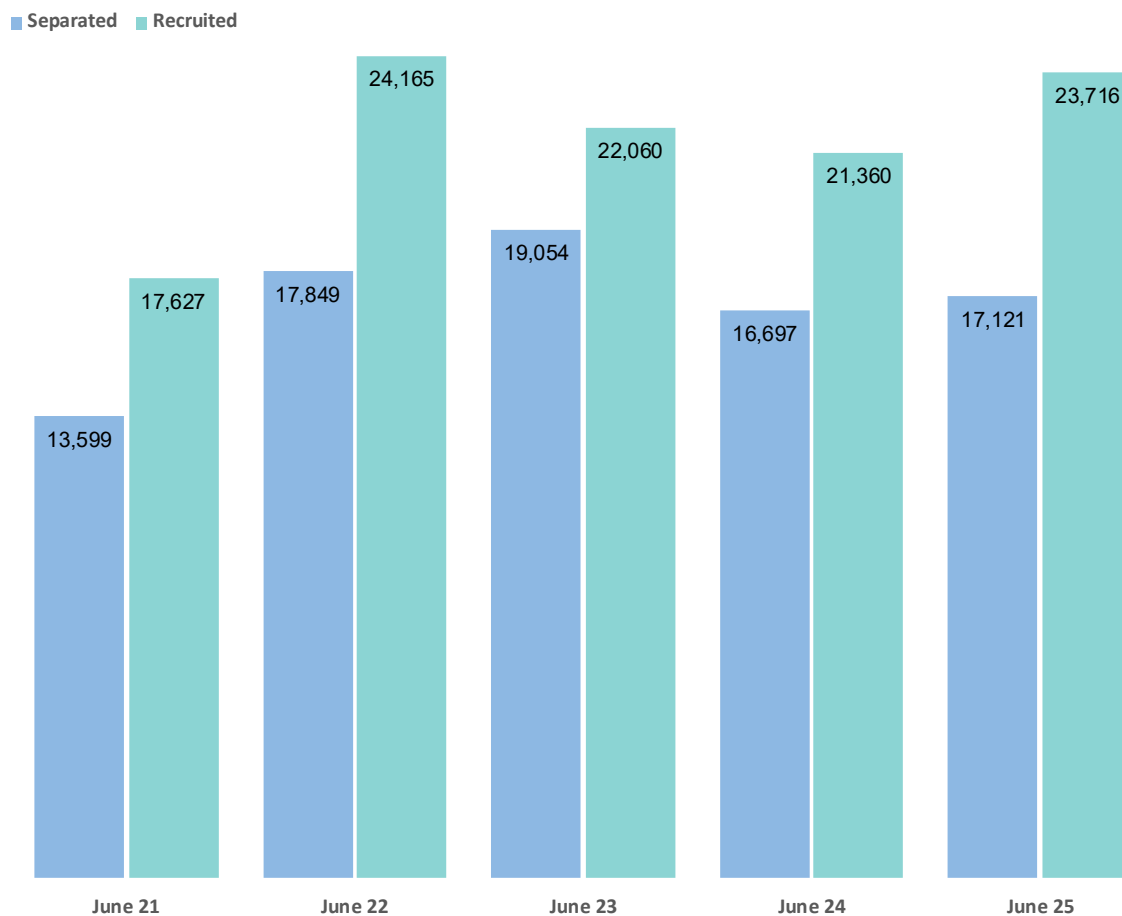
SUMMARY

- Total public sector agency recruitments as at 30 June 2025 (23,716) increased by 11.03 per cent compared to 30 June 2024 (21,360).
- Total public sector agency separations as at 30 June 2025 (17,121) increased by 2.54 per cent compared to 30 June 2024 (16,697).

This was reflected by:

- 19.34 per cent of the total workforce were recruited to an agency between 1 July 2024 and 30 June 2025, (including recruitments from other agencies), compared to 18.10 per cent of the workforce in the previous period.
- 13.96 per cent of the total workforce separated from an agency between 1 July 2024 and 30 June 2025 (including separations to other agencies), compared to 14.15 per cent of the workforce in the previous period.

SOUTH AUSTRALIAN PUBLIC SECTOR RECRUITMENT AND SEPARATION SUMMARY



RECRUITMENT

Recruitment is a measure of employees appointed to a position within an individual public sector organisation between 1 July 2024 and 30 June 2025, regardless of whether they were still employees of the organisation in the last pay period of June 2025. It excludes employees who have returned from extended leave without pay, or who were already employees of the organisation (i.e., either have won the position in the same agency in which they are already working or have returned from contract employment in another agency).

This section does not specify employees recruited new to the South Australian public sector, only the number of employees who started in a public sector organisation between 1 July 2024 and 30 June 2025 and consequently may have moved from another South Australian public sector position.

EMPLOYEES RECRUITED IN A SOUTH AUSTRALIAN PUBLIC SECTOR ORGANISATION

EMPLOYEE TYPE	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	TOTAL
Disability Services Officers	201	0	0	0	201
Education Act	1,269	0	0	0	1,269
Emergency Services	263	0	0	0	263
Executive	143	4	6	11	164
Medical Officers	1,891	0	0	2	1,893
Nurses	4,570	0	0	0	4,570
Other	368	27	56	831	1,282
Police Act	374	0	0	0	374
PS Act/Public Sector Salaried	9,471	112	77	353	10,013
School Services Officers	2,070	0	0	0	2,070
TAFE Act	248	0	0	0	248
Weekly Paid	1,313	0	0	56	1,369
TOTAL	22,181	143	139	1,253	23,716

SEPARATIONS

Separations describe employees who permanently left their individual agency during the reporting period. It excludes temporary assignments to other public sector organisations, unpaid leave, or casual employees who did not work in the last pay period.

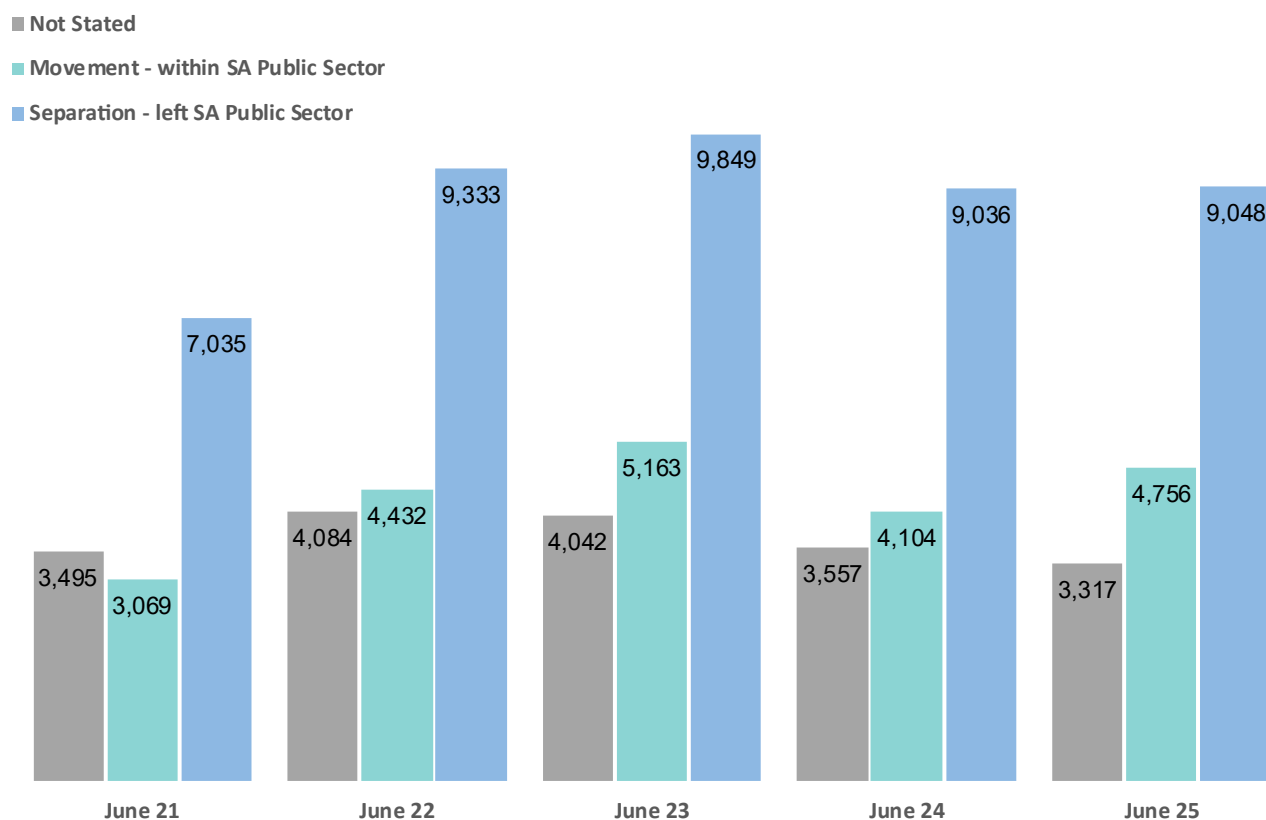
Employees who permanently left their individual agency are presented in this table within the following categories:

- Movement includes employees who moved internally within the South Australian public sector. This includes employees moving to a different role within the same agency or transferring to a different agency.
- Separation includes employees who left the public sector workforce due to:
 - a Targeted Voluntary Separation Package (TVSP)
 - a worker's compensation settlement
 - death
 - retirement
 - ill health
 - resignation.
- Not stated includes those who ended employment in a role between 1 July 2024 and 30 June 2025, but whose subsequent employment was not specified. Reasons for ending employment in a role include dismissal, end of contract or resignation. Agencies did not specify whether these employees subsequently moved to a different role within the South Australian public sector or whether they separated entirely from sector.

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

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

SUMMARY OF EMPLOYEE SEPARATION BY TYPE



PUBLIC SECTOR SEPARATIONS

SEPARATION TYPE	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	TOTAL
Movement - within SA Public Sector	4,630	16	14	96	4,756
Separation - left SA Public Sector	8,395	80	42	531	9,048
Not Stated	2,978	13	50	276	3,317
TOTAL	16,003	109	106	903	17,121

EMPLOYEE SEPARATION TYPE

EMPLOYEE TYPE	SEPARATION TYPE	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	TOTAL
Disability Services Officers	Movement - within SA Public Sector	14	0	0	0	14
	Not Stated	61	0	0	0	61
	Separation - left SA Public Sector	163	0	0	0	163
Education Act	Movement - within SA Public Sector	13	0	0	0	13
	Not Stated	501	0	0	0	501
	Separation - left SA Public Sector	621	0	0	0	621
Emergency Services	Movement - within SA Public Sector	14	0	0	0	14
	Not Stated	8	0	0	0	8
	Separation - left SA Public Sector	103	0	0	0	103
Executive	Movement - within SA Public Sector	75	1	0	0	76
	Not Stated	43	1	4	3	51
	Separation - left SA Public Sector	123	3	4	8	138
Medical Officers	Movement - within SA Public Sector	835	0	0	0	835
	Not Stated	177	0	0	0	177
	Separation - left SA Public Sector	420	0	0	0	420
Nurses	Movement - within SA Public Sector	1,050	0	0	0	1,050
	Not Stated	250	0	0	0	250
	Separation - left SA Public Sector	1,717	0	0	0	1,717
Other	Movement - within SA Public Sector	46	0	0	18	64
	Not Stated	45	1	32	234	312
	Separation - left SA Public Sector	165	13	7	325	510

EMPLOYEE MOVEMENT

EMPLOYEE TYPE	SEPARATION TYPE	GENERAL GOVERNMENT SECTOR	NON-BUDGET ENTITY	PUBLIC FINANCIAL CORPORATIONS SECTOR	PUBLIC NON-FINANCIAL CORPORATIONS SECTOR	TOTAL
Police Act	Movement - within SA Public Sector	13	0	0	0	13
	Not Stated	155	0	0	0	155
	Separation - left SA Public Sector	105	0	0	0	105
PS Act/Public Sector Salaried	Movement - within SA Public Sector	2,411	15	14	78	2,518
	Not Stated	972	11	14	21	1,018
	Separation - left SA Public Sector	3,763	64	31	198	4,056
School Services Officers	Movement - within SA Public Sector	16	0	0	0	16
	Not Stated	582	0	0	0	582
	Separation - left SA Public Sector	443	0	0	0	443
TAFE Act	Movement - within SA Public Sector	14	0	0	0	14
	Not Stated	25	0	0	0	25
	Separation - left SA Public Sector	80	0	0	0	80
Weekly Paid	Movement - within SA Public Sector	129	0	0	0	129
	Not Stated	159	0	0	18	177
	Separation - left SA Public Sector	692	0	0	0	692
TOTAL		16,003	109	106	903	17,121

Agency data as at 30 June 2025

AGENCY NAME	FTE	HEADCOUNT								
		FEMALE	MALE	OTHER	FEMALE EXECUTIVES	MALE EXECUTIVES	OTHER EXECUTIVES	ABORIGINAL EMPLOYEES	DECLARED DISABILITY	AVERAGE SALARY
Adelaide Cemeteries Authority	60	25	44	3	0	2	0	0	0	\$85,572
Adelaide Festival Centre Trust	141	247	137	5	0	0	0	2	2	\$61,408
Adelaide Festival Corporation	26	22	6	0	0	0	0	0	0	\$103,416
Adelaide Venue Management Corporation	628	451	518	2	5	1	0	13	8	\$61,335
Alinytjara Wilurara Landscape Board	16	9	7	0	0	0	0	1	0	\$95,236
Art Gallery of South Australia	73	69	23	1	1	1	0	5	2	\$83,219
Attorney-General's Department	1,570	1,093	593	2	47	39	0	41	71	\$109,319
Audit Office of South Australia	125	67	65	0	1	8	0	1	6	\$104,097
Barossa Hills Fleurieu Local Health Network	2,306	2,588	474	6	4	0	0	88	41	\$92,816
Carclew Youth Arts Centre Incorporated	19	16	3	1	0	0	0	2	0	\$88,915
Carrick Hill	12	13	3	0	1	0	0	0	0	\$79,829
Central Adelaide Local Health Network	13,507	12,426	4,265	34	22	9	0	146	152	\$107,301
Commission on Excellence and Innovation in Health	45	32	14	1	2	2	0	1	0	\$130,676
Country Arts SA	41	66	32	0	0	1	0	12	0	\$72,049
Courts Administration Authority	614	455	208	0	6	1	0	14	13	\$80,399
CTP Regulator	24	10	15	0	1	2	0	0	2	\$116,626
Defence SA	26	17	11	0	3	5	0	1	1	\$146,584
Department for Child Protection	2,460	2,031	644	3	17	4	0	136	36	\$88,355
Department for Correctional Services	2,024	998	1,131	3	7	7	0	103	26	\$78,678

AGENCY NAME	FTE	HEADCOUNT								
		FEMALE	MALE	OTHER	FEMALE EXECUTIVES	MALE EXECUTIVES	OTHER EXECUTIVES	ABORIGINAL EMPLOYEES	DECLARED DISABILITY	AVERAGE SALARY
Department for Education	26,371	25,785	7,663	41	662	292	2	968	627	\$93,562
Department for Energy and Mining	368	171	205	1	6	22	0	7	13	\$115,117
Department for Environment and Water	1,297	753	664	2	9	13	0	55	42	\$91,995
Department for Health and Wellbeing	1,558	963	689	3	36	30	0	36	41	\$109,633
Department for Housing and Urban Development	323	188	150	0	7	8	0	8	4	\$109,947
Department for Infrastructure and Transport	2,376	1,052	1,449	2	17	31	0	68	38	\$97,805
Department of Human Services	2,878	1,994	1,280	8	29	5	0	127	105	\$78,060
Department of Primary Industries and Regions	819	449	443	0	7	11	0	19	17	\$93,590
Department of State Development	420	251	185	0	10	13	0	5	5	\$115,279
Department of the Premier and Cabinet	390	270	137	0	22	14	0	12	11	\$121,658
Department of Treasury and Finance	1,401	830	634	1	16	31	0	32	37	\$93,046
Education Standards Board	60	45	17	0	0	2	0	1	1	\$103,329
Electoral Commission of South Australia	42	23	19	0	1	1	0	1	0	\$96,368
Electorate Services	203	184	99	1	0	0	0	5	6	\$89,058
Environment Protection Authority	198	118	92	0	2	2	0	2	6	\$104,028
Essential Services Commission of South Australia	44	27	20	0	3	2	0	1	0	\$120,024
Eyre and Far North Local Health Network	837	1,002	105	1	1	0	0	61	13	\$79,994
Eyre Peninsula Landscape Board	23	17	9	0	0	0	0	2	0	\$93,177
Flinders and Upper North Local Health Network	787	826	137	1	0	1	0	42	12	\$85,462
ForestrySA	39	15	25	0	1	3	0	1	0	\$104,881
Funds SA	72	30	44	0	16	27	0	0	0	\$180,576
Government House	21	18	7	0	0	0	0	0	1	\$85,714

AGENCY NAME	FTE	HEADCOUNT								
		FEMALE	MALE	OTHER	FEMALE EXECUTIVES	MALE EXECUTIVES	OTHER EXECUTIVES	ABORIGINAL EMPLOYEES	DECLARED DISABILITY	AVERAGE SALARY
Green Industries SA	32	23	9	1	0	2	0	0	0	\$116,211
Health and Community Services Complaints Commissioner	10	5	5	0	0	0	0	0	0	\$94,156
Hills and Fleurieu Landscape Board	53	34	21	1	0	0	0	1	1	\$94,682
History Trust of South Australia	63	56	26	0	0	1	0	0	2	\$81,046
HomeStart Finance	141	80	65	0	1	3	0	0	0	\$111,568
Independent Commission Against Corruption	55	36	24	0	2	1	0	0	0	\$130,423
Infrastructure SA	14	9	5	0	0	3	0	0	0	\$154,669
Jam Factory Contemporary Craft and Design	32	48	22	0	0	1	0	2	1	\$72,594
Kangaroo Island Landscape Board	31	19	15	0	0	0	0	0	1	\$86,233
Legal Profession Conduct Commission	14	14	4	0	0	1	0	0	0	\$127,604
Legal Services Commission	244	192	64	0	4	6	0	4	2	\$94,964
Legislature (Including Members)	201	104	116	0	30	39	0	1	2	\$125,321
Lifetime Support Authority of South Australia	101	88	21	0	3	2	0	4	7	\$106,958
Limestone Coast Landscape Board	39	23	20	0	0	0	0	1	1	\$91,963
Limestone Coast Local Health Network	1,178	1,391	188	6	1	0	0	41	20	\$83,447
Murraylands and Riverland Landscape Board	74	49	29	0	0	0	0	3	1	\$91,504
Northern Adelaide Local Health Network	5,212	4,991	1,393	2	6	3	0	75	47	\$104,551
Northern and Yorke Landscape Board	40	24	18	0	0	0	0	1	0	\$89,242
Office for Early Childhood Development	113	109	9	0	8	1	0	4	2	\$124,450
Office for Recreation, Sport and Racing	93	50	55	0	2	3	0	1	4	\$95,344
Office of the Commissioner for Public Sector Employment	46	32	18	0	2	0	0	4	2	\$112,462
Office of the South Australian Productivity Commission	11	4	8	0	0	3	0	0	0	\$142,212

AGENCY NAME	FTE	HEADCOUNT								
		FEMALE	MALE	OTHER	FEMALE EXECUTIVES	MALE EXECUTIVES	OTHER EXECUTIVES	ABORIGINAL EMPLOYEES	DECLARED DISABILITY	AVERAGE SALARY
Preventive Health SA	95	91	13	0	2	0	0	9	3	\$108,798
Public Trustee	181	122	72	0	2	1	0	5	8	\$84,817
Renewal SA	178	92	91	0	8	17	0	2	3	\$127,469
ReturnToWorkSA	304	181	134	1	2	4	0	4	0	\$122,482
Riverland Mallee Coorong Local Health Network	1,270	1,463	211	3	0	1	0	46	15	\$82,233
SA Ambulance Service	2,086	1,277	1,037	3	3	4	0	32	9	\$97,554
SA Water	1,804	613	1,234	0	15	23	0	34	16	\$114,371
SACE Board of South Australia	100	64	41	0	3	1	0	0	0	\$108,604
South Australia Arid Lands Landscape Board	29	17	12	0	0	0	0	1	0	\$93,083
South Australia Police	6,131	2,449	3,867	7	12	13	0	82	39	\$105,332
South Australian Country Fire Service	206	89	131	1	0	2	0	4	5	\$93,692
South Australian Film Corporation	15	17	3	0	1	0	0	1	1	\$110,936
South Australian Fire and Emergency Services Commission	86	56	32	0	3	1	0	0	2	\$108,779
South Australian Government Financing Authority	88	48	42	0	3	3	0	2	0	\$114,504
South Australian Housing Trust	811	507	341	0	6	8	0	46	46	\$91,401
South Australian Metropolitan Fire Service	1,051	87	1,190	1	0	2	0	18	1	\$98,897
South Australian Motor Sport Board	21	11	10	0	1	1	0	0	1	\$117,439
South Australian Museum	61	34	34	0	1	1	0	4	2	\$95,123
South Australian State Emergency Services	76	28	51	0	2	1	0	2	1	\$97,715
South Australian Tourism Commission	140	107	40	0	3	3	0	1	0	\$108,384
Southern Adelaide Local Health Network	7,534	7,443	2,173	5	7	5	0	88	125	\$106,058
State Library of South Australia	98	75	33	0	4	0	0	2	3	\$96,979

AGENCY NAME	FTE	HEADCOUNT								
		FEMALE	MALE	OTHER	FEMALE EXECUTIVES	MALE EXECUTIVES	OTHER EXECUTIVES	ABORIGINAL EMPLOYEES	DECLARED DISABILITY	AVERAGE SALARY
State Opera of South Australia	11	9	9	0	0	1	0	0	0	\$96,090
State Theatre Company of South Australia	39	26	15	2	1	1	0	0	0	\$77,950
Study Adelaide	18	16	2	0	1	0	0	0	0	\$101,325
Super SA	223	137	91	0	4	4	0	3	5	\$97,855
TAFE SA	2,083	1,515	946	5	16	15	0	33	28	\$97,150
Teachers Registration Board	37	25	17	1	1	1	0	1	1	\$104,062
West Beach Parks	104	109	76	0	2	2	0	6	4	\$59,506
Womens and Childrens Health Network	3,454	3,995	573	2	8	2	0	107	68	\$112,405
Yorke and Northern Local Health Network	1,342	1,605	203	4	1	2	0	62	17	\$80,201
Agencies with less than 10 FTE ⁶	17	8	9	0	3	5	0	0	0	\$148,664
TOTAL	101,732	85,343	37,134	167	1,136	783	2	2,756	1,835	\$98,072

⁶ Agencies are not included in this table if they have less than 10 FTE to avoid impacting an individual's privacy. The following agencies have been consolidated into one entity in this table:

- Dairysafe
- Premier's Delivery Unit
- Veterinary Surgeons Board
- Vinehealth Australia

Appendix A: Explanation of SA public sector agencies

Information provided to agencies is based on the following definitions:

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

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

GENERAL GOVERNMENT SECTOR

WORKFORCE SECTOR	AGENCY NAME	NOTES
EDUCATION	Department for Education	
	Office for Early Childhood Development	
	TAFE SA	
EMERGENCY SERVICES	South Australian Country Fire Service	
	South Australian Fire and Emergency Services Commission	
	South Australian Metropolitan Fire Service	
	South Australian State Emergency Services	
GENERAL GOVERNMENT	Adelaide Festival Corporation	
	Alinytjara Wilurara Landscape Board	
	Art Gallery of South Australia	
	Attorney-General's Department	Excludes the Office of the Public Trustee of South Australia, as this entity is reported separately.
	Audit Office of South Australia	
	Carclew Youth Arts Centre Incorporated	
	Carrick Hill	
	Country Arts SA	
	Courts Administration Authority	Excludes persons employed under Special Acts and the Judicial Administration (Auxiliary Appointments and Powers) Act 1988.

WORKFORCE SECTOR	AGENCY NAME	NOTES
	CTP Regulator	
	Dairysafe	
	Defence SA	
	Department for Child Protection	
	Department for Correctional Services	
	Department for Energy and Mining	
	Department for Environment and Water	
	Department for Housing and Urban Development	
	Department for Infrastructure and Transport	
	Department of Human Services	
	Department of Primary Industries and Regions	
	Department of State Development	
	Department of the Premier and Cabinet	
	Department of Treasury and Finance	Excludes Super SA, SA Government Financing Authority, and Electorate Offices, as these entities are reported separately.
	Education Standards Board	
	Electoral Commission of South Australia	
	Electorate Services	Includes all persons employed under the Assistants to the Members of the South Australian Parliament Enterprise Agreement.
	Environment Protection Authority	
	Essential Services Commission of South Australia	
	Eyre Peninsula Landscape Board	
	Government House	
	Green Industries SA	
	Hills and Fleurieu Landscape Board	
	History Trust of South Australia	
	Independent Commission Against Corruption	
	Infrastructure SA	
	Kangaroo Island Landscape Board	
	Legislature (Including Members)	
	Limestone Coast Landscape Board	
	Murraylands and Riverland Landscape Board	
	Northern and Yorke Landscape Board	
	Office for Recreation, Sport and Racing	
	Office of the Commissioner for Public Sector Employment	
	Office of the South Australian Productivity Commission	

WORKFORCE SECTOR	AGENCY NAME	NOTES
	Premier's Delivery Unit	
	SACE Board of South Australia	
	South Australia Arid Lands Landscape Board	
	South Australian Film Corporation	
	South Australian Museum	
	South Australian Tourism Commission	
	State Library of South Australia	
	State Opera of South Australia	
	State Theatre Company of South Australia	
	Study Adelaide	
HEALTH	Barossa Hills Fleurieu Local Health Network	Includes employees who are employed under the Health Care Act 2008 (SA).
	Central Adelaide Local Health Network	Includes employees who are employed under the Health Care Act 2008 (SA).
	Commission on Excellence and Innovation in Health	
	Department for Health and Wellbeing	
	Eyre and Far North Local Health Network	Includes employees who are employed under the Health Care Act 2008 (SA).
	Flinders and Upper North Local Health Network	Includes employees who are employed under the Health Care Act 2008 (SA).
	Health and Community Services Complaints Commissioner	
	Limestone Coast Local Health Network	Includes employees who are employed under the Health Care Act 2008 (SA).
	Northern Adelaide Local Health Network	Includes employees who are employed under the Health Care Act 2008 (SA).
	Preventive Health SA	
	Riverland Mallee Coorong Local Health Network	Includes employees who are employed under the Health Care Act 2008 (SA).
	SA Ambulance Service	
	Southern Adelaide Local Health Network	Includes employees who are employed under the Health Care Act 2008 (SA).
	Women's and Children's Health Network	Includes employees who are employed under the Health Care Act 2008 (SA).
	Yorke and Northern Local Health Network	Includes employees who are employed under the Health Care Act 2008 (SA).
POLICE	South Australia Police	

NON-BUDGET ENTITIES

WORKFORCE SECTOR	AGENCY NAME	NOTES
OTHER PUBLIC ENTITIES	Jam Factory Contemporary Craft and Design	
	Legal Profession Conduct Commission	
	Legal Services Commission	
	Super SA	For reporting purposes, excluded from the Department of Treasury and Finance.

WORKFORCE SECTOR	AGENCY NAME	NOTES
	Teachers Registration Board	
	Veterinary Surgeons Board	
	Vinehealth Australia	

PUBLIC FINANCIAL CORPORATIONS SECTOR

WORKFORCE SECTOR	AGENCY NAME	NOTES
OTHER PUBLIC ENTITIES	Funds SA	
	HomeStart Finance	
	Lifetime Support Authority of South Australia	
	ReturnToWorkSA	
	South Australian Government Financing Authority	For reporting purposes, excluded from the Department of Treasury and Finance.

PUBLIC NON-FINANCIAL CORPORATIONS SECTOR

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

Appendix B: Explanation of terms

EMPLOYEES INCLUDED IN WORKFORCE REPORTS

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

Included are:

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

Excluded from the reports are:

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

Please note employment levels and FTE employment is subject to systematic and seasonal fluctuations which determines both the number of employees, and the number of hours, worked in any given pay period.

SOUTH AUSTRALIAN PUBLIC SECTOR

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

Under this definition, the SA public sector includes:

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

Public sector agencies are categorised in line with Department of Treasury and Finance publications, as follows:

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

FULL-TIME EQUIVALENT (FTE)

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

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

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

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

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

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

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

AVERAGE FTE OVER PERIOD

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

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

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

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

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

EMPLOYEE TYPE

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

DISABILITY SERVICES OFFICERS

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

EDUCATION AND CHILDREN'S SERVICES ACT

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

Education and Children's Services Act employees include:

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

Education and Children's Services Act employees also include hourly paid instructors and temporary relieving teachers who are employed on a casual or ad hoc basis to backfill teaching staff absent on leave (such as sick leave or leave without pay to a maximum of twenty continuous working days).

Education and Children's Services Act employees are employed by the Department for Education.

EMERGENCY SERVICES

The emergency services workforce comprises fire fighters from the South Australian Metropolitan Fire Service and ambulance officers from the South Australian Ambulance Service. Volunteer fire fighters

from the South Australian Country Fire Service and volunteer emergency workers from the SA Fire and Emergency Services Commission are not included as public sector employees.

EXECUTIVES

Executives are defined as employees who either:

- is employed under the *Public Sector Act* in a recognised executive role, or
- receives a Total Remuneration Package Value (TRPV) type contract equivalent to \$154,678 per annum or more and have professional or managerial 'executive' responsibilities (and therefore not receiving a salary or TRPV in the range described above based only on additional allowances paid for specialist skills or for the purposes of attraction and retention).

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

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

MEDICAL OFFICERS

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

NURSES

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

OTHER ACTS AND AWARDS

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

POLICE ACT

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

PUBLIC SECTOR ACT

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

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

PUBLIC SECTOR SALARIED AWARD

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

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

SCHOOL SERVICES OFFICERS

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

TAFE SA ACT

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

TRAINEE, APPRENTICESHIP AND GRADUATE ENTRY PROGRAMS

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

WEEKLY PAID AWARDS

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

GENDER REPORTING

Since 2017, workforce data is captured for employees not identifying as male or female. For the purposes of this report, a new category has been titled 'Self-Described,' but flexibility exists for employees to identify an alternative gender with more representative terminology (typically intersex or indeterminate or unspecified). Collection and reporting of this data are consistent with the [Australian Government Guidelines on the Recognition of Sex and Gender](#).

APPOINTMENT TYPE

ONGOING

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

TERM EMPLOYMENT

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

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

This appointment type does not include casuals.

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

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

SHORT-TERM CONTRACT

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

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

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

LONG-TERM CONTRACT

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

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

OTHER

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

CASUAL

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

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

EMPLOYMENT STATUS

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

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

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

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

ABORIGINAL EMPLOYEES

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

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

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

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

CULTURALLY AND LINGUISTICALLY DIVERSE EMPLOYEES

For the purposes of this report, Culturally and Linguistically Diverse (CALD) refers to employees who meet at least one of the following criteria:

- Country of birth is a non-English-speaking country (English-speaking countries are Australia, Canada, New Zealand, South Africa, United Kingdom/Ireland, and the United State of America).
- Language spoken at home includes a language other than English (for fields such as “Main language other than English spoken at home”, “Language spoken at home”, or “Main language spoken at home”).

The workforce data presented in this report is likely to under-represent CALD employees due to the difficulties associated with:

- some public sector agencies extracting characteristics of their workforce to this level of detail from their current information systems
- collecting data that relies on self-nomination and identification for country of birth and language(s) spoken at home.

LEAVE TYPES

SICK LEAVE

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

FAMILY CARER'S LEAVE

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

FTE SICK DAYS

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

- the sum of the hours of sick leave taken, divided by the ordinary full-time hours per day of that employee type (for example, 6, 7.5 or 8-hour working day).
 - For example, to calculate the total FTE sick days leave for eight employees assuming that over the financial year period they took sick leave of 7.5 hours, 6.2 hours, 7.5 hours, 22.5 hours, 37.5 hours, 0.5 hours, 7.5 hours and 15.0 hours, the calculation would be:
 - Sum sick leave hours ($7.5 + 6.2 + 7.5 + 22.5 + 37.5 + 0.5 + 7.5 + 15.0 = 104.2$) and divide by the normal full-time hours per day (7.5). This will give you the total FTE sick days for the period (=13.9).

SEPARATION AND RECRUITMENT

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

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

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

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

DISABILITY REPORTING

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

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

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

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

- limitations in the workforce information system used in some agencies
- collecting data from employees that relies on self-disclosure.

SALARY

The salary measure is intended to only indicate the responsibility level and should not be used to reflect total salary earnings or total employment costs over the financial year. For this reason, all part-time employee salaries are reported as the amount the employees would receive if they worked full-time.

Salary details relate to pre-tax income excluding compulsory superannuation and salary sacrificing Fringe Benefit Tax (FBT). Non-executive employees on salary sacrifice arrangements are shown as pre-sacrifice values. Executive remuneration is calculated according to a Total Remuneration Package Value (TRPV), which identified both salary (taxable income) and non-monetary benefits and can include motor vehicle and the government's employer superannuation contribution. Allowances are excluded for all employees.

NON-EXECUTIVES

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

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

EXECUTIVES

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

LENGTH OF SERVICE

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

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

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

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