

*Equity Works: Achieving the Target of 2% Aboriginal  
Employment in the South Australian Public Sector:*

## ACCOMPANYING REPORT II: PUBLIC SECTOR WORKFORCE ANALYSIS REPORT

presented to

The Don Dunstan Foundation

by

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## TABLE OF CONTENTS

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<b>PREFACE</b>	
<b>FIGURES</b>	<b>II</b>
<b>TABLES</b>	<b>III</b>
<b>KEY POINTS</b>	<b>IV</b>
<b>1 INTRODUCTION</b>	<b>1</b>
1.1 SCOPE	2
<b>2 METHODOLOGY</b>	<b>4</b>
2.1 WORKFORCE INFORMATION COLLECTION DATA	4
2.2 THE WORKFORCE PERSPECTIVES SURVEY	5
2.3 APPRENTICESHIP AND TRAINEESHIP DATA	5
2.4 DATA ANALYSIS UNDERTAKEN	7
<b>3 FINDINGS</b>	<b>8</b>
3.1 PROFILE OF ABORIGINAL EMPLOYEES IN THE SAPS	8
3.1.1 Persons	8
3.1.2 FTE	9
3.1.3 Gender	10
3.1.4 Age	11
3.1.5 Agency-based Aboriginal participation	12
3.2 EMPLOYMENT CHARACTERISTICS	18
3.2.1 Appointment type	18
3.2.2 Retention based on length of service	20
3.2.3 Recruitment	27
3.2.4 Reasons for separation	28
3.2.5 Level of remuneration	29
3.3 SOUTH AUSTRALIAN PUBLIC SECTOR CONTRACTS OF TRAINING	33
3.3.1 Contract of Training overview	33
3.3.2 Comparative indicators	36
3.3.3 Existing workers	38
<b>GLOSSARY</b>	<b>40</b>
<b>APPENDIX I: 'CORE MINIMUM DATA SET'</b>	<b>41</b>

<b>Figure 1:</b> The SA Public Sector (% of 92,848 persons) .....	2
<b>Figure 2:</b> Indigenous Employees – Persons as a % of Total SA Public Sector.....	8
<b>Figure 3:</b> Indigenous Employees – FTE as a % of Total SA Public Sector .....	9
<b>Figure 4:</b> Age Profile Comparison, June 2006 .....	12
<b>Figure 5:</b> Indigenous Employees by Appointment Type, 2000 – 2006 .....	20
<b>Figure 6:</b> Non– Indigenous Employees by Appointment Type, 2000 – 2006 .....	20
<b>Figure 7:</b> Length of Service with Agency comparison, June 2006.....	22
<b>Figure 8:</b> Length of Service with Agency Indigenous by Age Group, June 2006.....	23
<b>Figure 9:</b> Length of Service with Agency Non– Indigenous by Age Group, June 2006	24
<b>Figure 10:</b> Length of Service to Public Sector, June 2006 .....	25
<b>Figure 11:</b> Length of Service to Public Sector Indigenous by Age Group, June 2006	26
<b>Figure 12:</b> Length of Service to Public Sector Non– Indigenous by Age Group, June 2006 .....	27
<b>Figure 13:</b> Salary Group comparison, June 2006 .....	29
<b>Figure 14:</b> Salary group comparison – Persons % by gender, June 2006 .....	31
<b>Figure 15:</b> Indigenous Employees Salary Group by % in each Appointment Type, June 2006 .....	32
<b>Figure 16:</b> Non– Indigenous Employees Salary group by % in each Appointment Type, 2006 .....	32
<b>Figure 17:</b> SAPS Indigenous apprentice & trainee activity, 12 months ending quarter, March 2001 to March 2006.....	35
<b>Figure 18:</b> SAPS Non– Indigenous apprentice & trainee activity, 12 months ending quarter, March 2001 to March 2006 .....	35
<b>Figure 19:</b> SAPS COT Commencements as a percentage of in–training comparison, twelve months ending quarter, March 2001 to March 2006.....	37
<b>Figure 20:</b> SAPS COT Completions as a percentage of in–training comparison, 12 months ending quarter, March 2001 to March 2006 .....	37
<b>Figure 21:</b> SAPS COT Non–completions as a percentage of In–training comparison, 12 months ending quarter, March 2001 to March 2006 .....	38

<b>Table 1:</b> Number of Employees in Total SA Public Sector (SAPS), by type of public sector organisation, June 2006 .....	3
<b>Table 2:</b> Scope of reported workforce data .....	3
<b>Table 3:</b> Employees – Persons & % of Total SAPS .....	8
<b>Table 4:</b> Employees – FTE & % of Total SAPS .....	9
<b>Table 5:</b> Employees in SA Public Sector – Persons by gender.....	10
<b>Table 6:</b> Employees in SA Public Sector – Persons % by gender.....	10
<b>Table 7:</b> Employees in SA Public Sector – FTE by gender .....	11
<b>Table 8:</b> Employees in SA Public Sector – FTE % by gender .....	11
<b>Table 9:</b> Percentage of Employees – Age Group % by gender.....	12
<b>Table 10:</b> Percentage of Aboriginal Employees by Agency, as at June 2006.....	13
<b>Table 11:</b> Employees – Persons % by Appointment Type, 2000 – 2006.....	19
<b>Table 12:</b> Length of Service with Agency – Persons % by Gender, June 2006 .....	21
<b>Table 13:</b> Length of Service with Agency – Persons % by Age Group, June 2006 .....	23
<b>Table 14:</b> Length of Service to Public Sector, by Gender, June 2006.....	24
<b>Table 15:</b> Length of Service to Public Sector – Persons % by Age Group, June 2006 .	26
<b>Table 16:</b> Type of Recruitment to current position comparison, June 2006 .....	27
<b>Table 17:</b> Reasons for separation from latest position within public sector, June 2006 .....	28
<b>Table 18:</b> Salary Group comparison – Persons % by gender, June 2006.....	30
<b>Table 19:</b> Salary Group by % in each Appointment Type comparison, June 2006 .....	31
<b>Table 20:</b> Executive Employees in SAPS comparison, June 2006.....	33
<b>Table 21:</b> SAPS Aboriginal apprentice & trainee activity, 12 months ending quarter, March 2001 to March 2006.....	34
<b>Table 22:</b> SAPS Non-Aboriginal apprentice & trainee activity, 12 months ending quarter, March 2001 to March 2006.....	34
<b>Table 23:</b> SAPS COT Commencements, Completions and Non-Completions as a percentage of In-training, 12 months ending quarter, March 2001 to March 2006 .....	36
<b>Table 24:</b> SAPS Contract of Training Commencements by Existing Worker, 12 months ending 31 March, 2005 & 2006.....	39
<b>Table 25:</b> SAPS Contracts In-Training by Existing Worker, 12 months ending 31 March, 2005 & 2006 .....	39

### *Reaching the Target of 2% Aboriginal Employment in the SA Public Sector*

- ◇ The **number** of Aboriginal employees in the **SA Public Sector (SAPS)** has increased from 784 in 2003 (representing 0.92% of the SAPS workforce) to **1,276** in 2006 (representing **1.37%** of the SAPS workforce).
- ◇ The following **fifteen** public sector agencies had met the target of 2.0% Aboriginal employment by June 2006:

#### *Aboriginal-specific agencies*

- National Aboriginal Cultural Institute (Tandanya), 100.0%
- Aboriginal Lands Trust, 75.0%
- Pika Wiya Health Service, 72.7%
- Tauondi Incorporated, 47.8%

#### *Not Aboriginal-specific*

- Office of Public Employment, 8.5%
- Carclew Youth Arts Centre Incorporated, 7.5%
- Northern and Far Western Regional Health Service, 6.3%
- Dept of Families and Communities, 5.6%
- Correctional Services, 3.4%
- HomeStart Finance, 3.4%
- Legal Services Commission, 3.2%
- Wakefield Regional Health Service, 2.6%
- Dept of Premier and Cabinet, 2.5%
- Dept of Health, 2.3%
- Courts Administration Authority, 2.3%
- Environment and Heritage, 2.1%

### *Type of employment*

- ◇ A smaller proportion of the Aboriginal workforce was employed on an **ongoing** basis (**50.5%**) compared with the non-Aboriginal workforce (63.2%). Since 2000, there has been a **reduction in ongoing appointments** which has been more marked for Aboriginal employees, (from **55.0% to 50.5%**), compared with non-Aboriginal employees (from 64.7% to 63.2%).
- ◇ There has been a **growth in short-term contractual** appointments for both Aboriginal and non-Aboriginal employees during the period 2000-2006. However, this trend is more pronounced for Aboriginal employees – increasing from **21.1% to 30.4%** compared with a growth from 15.3% to 19.9% for non-Aboriginal employees.
- ◇ During the same period, there has been a **reduction in long term contractual** appointments which is much more pronounced for Aboriginal employees. This

involves a minor change from 7.9% to 7.6% for non-Aboriginal employees, compared with a change from **14.8% to 8.1%** for Aboriginal employees.

- ◇ Perhaps reflecting the relatively **younger** age profile and the greater use of **short term contractual** employment for the Aboriginal public sector workforce, there is a pronounced trend for length of service with an agency to involve **shorter** periods of time for Aboriginal employees. By comparison, non-Aboriginal employees are notable for having longer periods of service with the same agency.
- ◇ A far greater proportion of Aboriginal employees are remunerated in the two **lowest salary groups** than the proportion of non-Aboriginal employees. **78%** of Aboriginal employees fall within the \$0-40,399 and \$40,400-\$45,999 salary groups, compared to **60.8%** of non-Aboriginal employees.
- ◇ There are relatively low proportions of Aboriginal employees in the higher salary groupings - **7.1%** in the \$68,000 - \$88,999 salary group (compared to 11.4% for non-Aboriginal employees) and **0.8%** in the \$89,000+ salary group (compared to 2.9% for non-Aboriginal employees).
- ◇ The higher incidence of Aboriginal employees in the lower salary groups may well be due, in part, to their shorter lengths of service in the public sector and the younger age profile of Aboriginal employees.
- ◇ More than half (54.1%) of non-Aboriginal employees in the lowest salary grouping, \$40,399 or less, are appointed on an ongoing basis compared to just over a third (**36.8%**) of Aboriginal employees. 34.2% of Aboriginal employees in this salary group are on **short-term contracts** compared to 22.6% of non-Aboriginal employees.
- ◇ There are marked differences between Aboriginal and non-Aboriginal employees in the highest salary group (\$89,000 or more). **Ongoing** appointments exist for **30.0%** of Aboriginal employees, compared to 44.9% of non-Aboriginal employees, and **long term** appointments apply to **50%** of Aboriginal employees compared to 36% of non-Aboriginal employees.

### *Recruitment*

- ◇ More than **80%** of Aboriginal employees who were recruited to their current public sector position during the year ending June 2006 were recruited from **outside** the public sector. This compares to 72.5% of non-Aboriginal employees.
- ◇ Less than **20%** of Aboriginal appointments to SA public sector positions during the year ending June 2006 were made from **within** the public sector. This compares to slightly more than 25% of non-Aboriginal employees.

### *Retention*

- ◇ Nearly **1 in 4** (24.6%) of Aboriginal employees have been with their **current agency** for **less than 12 months**. This is nearly **twice** the proportion of non-Aboriginal employees (13.1%).

- ◇ As was the case with length of service with agency, a similar pattern of difference between the two groups of employees is evident in relation to length of service with the **public sector**. Nearly **60%** of Aboriginal employees have been in the public sector for **less than 5 years** compared to 36.3% of non-Aboriginal employees.
- ◇ **More than 5 percent** of Aboriginal employees reported resigning due to **family responsibilities** compared to only 1.6% for non-Aboriginal employees. This may well reflect broader cultural issues than can be captured by the current data fields. It also reflects the greater likelihood that Aboriginal employees will have family care-giving responsibilities of a greater magnitude than other employees.
- ◇ Aboriginal employees were more than twice as likely to resign due to **ill health** compared to non-Aboriginal employees, **2.8%** compared to 1.2%.

### *Apprenticeships and Traineeships*

- ◇ The characteristics of SAPS apprentice and trainee activity, from the period April 2000 to March 2006, are quite **different** for Aboriginal and non-Aboriginal apprentices and trainees. As a percentage of in-training -
  - ⇒ **Commencements** have been consistently higher for Aboriginal apprentices and trainees than for non-Aboriginal apprentices and trainees during the years 2002 to 2005. However, in 2006, the difference had reduced.
  - ⇒ **Completions** have been lower for Aboriginal apprentices and trainees in 2001, 2003, 2004, and 2005, but higher in 2002 and similar in 2005.
  - ⇒ **Non-completions** have been **higher** for Aboriginal apprentices and trainees in all of the years 2001-2006.

### *Contract of Training and Existing SAPS Workers*

- ◇ Of SAPS contracts of training that commenced in the 12 months ending 31 March **2006**, **10.9%** of Aboriginal contract of training commencements were **existing workers** (that is, were recruited from inside the SAPS). This compared with 57.4% of non-Aboriginal Contract of Training commencements. Data for the 12 months ending 31 March **2005** show a similar difference.
- ◇ Contract of Training **in-training** figures at 31 March **2006**, indicate that only **21.4%** of Aboriginal apprentices and trainees in-training were **existing workers** (recruited from within the SAPS), compared with 62.4% for non-Aboriginal employees. Data for the 12 months ending 31 March **2005** show a similar difference.



# 1 Introduction

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The *South Australian Strategic Plan 2004* set a target to increase the employment of Aboriginal<sup>1</sup> employees in the public sector from 1.2% to 2% by 2009. The updated target makes this provision –

**T6.24 TARGET** – *Aboriginal employees (existing –modified): increase the participation of Aboriginal people in the South Australian public sector, spread across all classifications and agencies, to 2% by 2010 and maintain or better those levels through to 2014.*

In June 2005 the level reached was 1.14% of the total public sector workforce, increasing to 1.37% by June 2006, with variations from one agency to another. There is significant scope to improve current employment and management practices so that Aboriginal people are attracted to and retained within the public sector. The Don Dunstan Foundation allocated funding to support a project with this purpose –

*“To assess current employment and management practices and improvement initiatives and recommend strategies to achieve the SA government’s target of 2% indigenous employment in the SA Public Sector by the year 2009.”*

The Project has these two objectives –

- 1 to identify examples of successful practice in the SA public sector and elsewhere and
- 2 to identify barriers to employment in the SA public sector for Aboriginal people.

**This report presents findings from the public sector workforce data analysis component of the Project.**

A review was undertaken of available SA public sector workforce data collated by the Office of Public Employment, disaggregating where possible to provide a more specific analysis of the Aboriginal employee profile than exists currently. Access was granted to the Australian Institute for Social Research to examine key data sets held by the Office for Public Employment and the Department of Further Education Employment Science and Technology (DFEEST). The data sets are:

1. *Workforce Information Collection*
2. *Workforce Perspectives Survey.*
3. Using DFEEST *Contract of Training data*, a comparative analysis was undertaken of Aboriginal and non-Aboriginal **contracts of training**, for commencements and recommencements, completions, non-completions (cancellations and withdrawals), and numbers in-training.

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<sup>1</sup> *The term ‘Aboriginal’ is used throughout this report to include Aboriginal and Torres Strait Islander (ATSI) peoples, irrespective of their Country origins. This was considered to be more appropriate than the broader term ‘Indigenous’. The term ‘ATSI’ is used in some table and figure headings for the sake of brevity.*

## Data analysis objectives

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- I identify the number of Aboriginal employees in Full-Time Equivalent (FTE) positions as well as the number of individual Aboriginal employees;
- II identify, if possible, positions that are based on an exemption from Equal Employment Opportunity (EEO) legislation, and positions that are designated as Aboriginal-specific;
- III examine designated Aboriginal positions, where these are located and the employment conditions associated with them; and
- IV undertake a comparative analysis of the number of Aboriginal and non-Aboriginal trainees.

Where available, workforce information presented in this report is for the total South Australian public sector. However, not all data examined in this report is collected and available for the total South Australian public sector. Some workforce information data presented in this report is available for administrative units and health units only. These represent **90.6%** of the total South Australian public sector. In line with Office for Public Employment (OPE) standard publication practice, figures are presented as **persons** unless otherwise stated.

### 1.1 Scope

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As shown in *Figure 1*, the South Australian Public Sector (SAPS) is defined as employees from 'Administrative Units' (55.3%) and all 'Other Public Sector Organisations' (44.7%). 'Other Public Sector Organisations' include 'Health Units' (35.3% of the SAPS), and 'Other' (remaining 9.4% of SAPS).

*Figure 1: The SA Public Sector (% of 92,848 persons)*

TOTAL SA PUBLIC SECTOR (100%)	
ADMINISTRATIVE UNITS (55.3%) Eg. government departments established & maintained under the PSM Act.	OTHER PUBLIC SECTOR ORGANISATIONS (44.7%) Statutory bodies & companies/organisations controlled or >50% owned by an Administrative unit.
	HEALTH UNITS including DFC Health Units (35.3%)
	Other (9.4%)

*Table 1: Number of Employees in Total SA Public Sector (SAPS), by type of public sector organisation, June 2006*

	Indigenous	Non-Indigenous	Total	% of Total SAPS
Administrative Units	809	50,581	51,390	55.3%
Health Units	376	32,396	32,772	35.3%
<i>Subtotal Administrative Units and Health Units</i>	<i>1,185</i>	<i>82,977</i>	<i>84,162</i>	<i>90.6%</i>
Other	91	8,595	8,686	9.4%
<b>Total SAPS</b>	<b>1,276</b>	<b>91,572</b>	<b>92,848</b>	<b>100.0%</b>

Table 2 provides a summary of the scope of workforce data presented in this report.

*Table 2: Scope of reported workforce data*

Workforce Data	Total SA Public Sector (TSAPS)	Administrative Units & Health Units (90.6% of TSAPS)
Persons		
FTE		
Gender		
Age		
Agency		
Appointment Type		
Length of Service - to Agency - to Public Sector		
Recruitment		
Separations		
Salary Group		

## 2 METHODOLOGY

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### 2.1 Workforce Information Collection data

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The Office of Public Employment (OPE) was identified in initial project discussions as the key source for information relevant to the Project. The OPE *Workforce Information Collection* comprises two data sources.

- i. First, an annual collection (since June 2005) of employee based agency data, collected by public sector administrative and health units (90.6% of the total South Australian Public Sector) in accordance with a “Core Minimum Data Set” of variables as specified in Commissioner’s *Standard #8 – Monitoring and Reporting (Refer Appendix I.)* Due to data quality and data sensitivity issues not all specified variables are available for analysis.
- ii. The second data source of OPE Workforce Information is a set of two dimensional core data tables collected via templates from all South Australian Public Sector agencies.

Both of the above mentioned data sources include some data on Aboriginal employees and can be used to identify their patterns of employment, including identifying the number of Aboriginal employees in FTE positions and the number of individual Aboriginal employees (*Data Analysis Objective 1*).

In the *Workforce Information Collection*, an Aboriginal employee is someone who identifies as an Aboriginal and/or Torres Strait Islander, is a descendant of an Aboriginal and/or Torres Strait Islander, and is recognised as Aboriginal and/or Torres Strait Islander by members of the community in which he or she lives.

The OPE notes that *Workforce Information Collection* data under-represent the true level of Aboriginal employment in public sector agencies due to the difficulties associated with:

- o some agencies not being able to extract characteristics of their workforce to this level of detail from their information systems, and
- o the collection of Aboriginal-related data, which relies on self-identification.

Consultation with OPE staff identified that their *Workforce Information Collection* information does **not** include data related to “positions” of employees in the SAPS. Position level data is required to:

- o determine positions that are based on an exemption from EEO legislation and positions that are designated as Aboriginal-specific, (*Data Analysis Objective II*); and
- o examine designated Aboriginal positions, where these are located and the employment conditions associated with them (*Data Analysis Objective III*).

Therefore Data Analysis Objectives II and III can only be met by sourcing position level information direct from public sector agencies. This is a very large and complex task that would involve individually approaching approximately 33 SA Public Sector agencies to determine the scope and quality of position level data maintained by each agency. This is outside the resources of the Project.

Consultation with OPE Staff also identified that their *Workforce Information Collection* information does not include data related to the numbers of Aboriginal and non-Aboriginal trainees in the SAPS, as required by Data Analysis Objective IV. The AISR was directed to the Department of Further Education, Employment, Science and Technology (DFEEST) for this information. The results of that investigation are detailed in *Section 2.3*.

## **2.2 The Workforce Perspectives Survey**

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The *Workforce Perspectives Survey* was conducted by the then Office for the Commissioner of Public Employment (OCPE) in 2003 “as part of a trial of a new approach to the monitoring and reporting requirements of chief executives and agencies. One of the key aims of the survey was to gain a snapshot of the perspectives of public sector employees.”<sup>2</sup> The Survey is usually undertaken annually, with the exception of 2005. As part of the DDF Project, the AISR had undertaken the 2004 Survey and re-analysed that data to compare Aboriginal and non-Aboriginal responses. A request was made to the Office for Public Employment (OPE) regarding a similar analysis of the 2006 survey data and this has been undertaken. The findings from that analysis are provided in the main report for the DDF Project, and are used to compare with the Project findings.

*The AISR and the Don Dunstan Foundation are extremely grateful to OPE staff without whom the information in this report would not have been possible.*

## **2.3 Apprenticeship and Traineeship data**

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The Department of Further Education, Employment, Science and Technology (DFEEST) was contacted to source information on numbers of Aboriginal and non-Aboriginal trainees and apprentices in the SA Public Sector (SAPS). Discussions were held with staff from the Aboriginal Employment Program, Traineeship and Apprenticeship Management, and Business Intelligence Planning and Evaluation units within DFEEST to source information on SAPS apprentices and trainees.

The Business Intelligence Planning and Evaluation unit of DFEEST collects and reports on South Australian Contracts of Training in accordance with the Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS). AVETMISS data are reported quarterly to the National Centre for Vocational Education Research (NCVER) and include information on contract of training commencements and recommencements, completions, cancellations and withdrawals and numbers of

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<sup>2</sup> Report on the Workplace Perspectives Survey 2004, Office of the Commissioner for Public Employment . . .

trainees and apprentices in-training. *Discussions with NCVET indicated that there were no available published data on comparative numbers of Aboriginal and non-Aboriginal trainees and apprentices for South Australia.*

Consequently, Contract of Training data relating to Aboriginal and non-Aboriginal apprentices and trainees for the last five years, was obtained from the Business Intelligence Planning and Evaluation of DFEEST so that this comparative analysis could be undertaken as part of the DDF project. It must be noted however that the scope of the DFEEST Contract of Training data is *all persons employed under a contract of training in South Australia* (i.e. **not** only public sector employees) and includes both apprentices and trainees.

An initial data request to Business Intelligence Planning and Evaluation within DFEEST resulted in the Project team obtaining five years of Contract of Training data relating to Aboriginal and non-Aboriginal apprentices and trainees employed under a contract of training in South Australia.

*The AISR and the Don Dunstan Foundation are extremely grateful to DFEEST's Business Intelligence Planning and Evaluation staff for providing this data.*

However, as these data relate to **all** South Australian contracts of training and not only those contracts being undertaken by public sector employees, further investigation was made into whether information on **public sector** contracts of training could be separately identified. It was subsequently determined that the "employer type" is identified on registration of a contract of training. Employer types include: private sector, group training scheme, government business enterprise, local government, state government, commonwealth government and not elsewhere classified.

To obtain contract of training information for public sector apprentices and trainees only, a special data request was made to DFEEST to obtain the sub-set of contract of training data where the employer type was either "government business enterprise" or "state government". An analysis of data obtained from this request is presented in *Section 3.3*.

## **2.4 Data analysis undertaken**

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Using OPE *Workforce Information Collection* and DFEEST *Contract of Training* information available to this project, the following analysis of data has been undertaken:

1. Using OPE *Workforce Information Collection* data, preparation of a **general profile** of Aboriginal and non-Aboriginal participation in the public sector workforce identifying:
  - a. the number of individual and FTE employees,
  - b. gender profile,
  - c. age profile, and
  - d. agency breakdown.

2. Using OPE *Workforce Information Collection* data, a comparison was undertaken of Aboriginal and non-Aboriginal employees in relation to the following **employment characteristics**:
  - a. type of appointment (ongoing, long term contract, short term contract, other),
  - b. retention as measured by the length of service of employee in current agency and length of service of employee in the public sector,
  - c. recruitment to current position, distinguishing between recruitment internal and external to public sector,
  - d. reasons for separation from latest position within public sector, and
  - e. “salary” profile of employees as an indicator of “level” of appointment.
  
3. Using DFEEST *Contract of Training* data, a comparative analysis was undertaken of Aboriginal and non-Aboriginal **contracts of training**, for:
  - a. commencements and recommencements,
  - b. completions,
  - c. non-completions (cancellations and withdrawals), and
  - d. numbers in-training.

*Note: Vacancy and job turnover rates are often used as indicators of retention and recruitment. However, as the determination of vacancy and job turnover rates requires **position** level data, employee data on ‘the length of service of employee in current agency’, ‘length of service of employee in the public sector’, and ‘recruitment internal and external to public sector’ have been used as best available indicators for retention and recruitment for the employment characteristic analysis.*

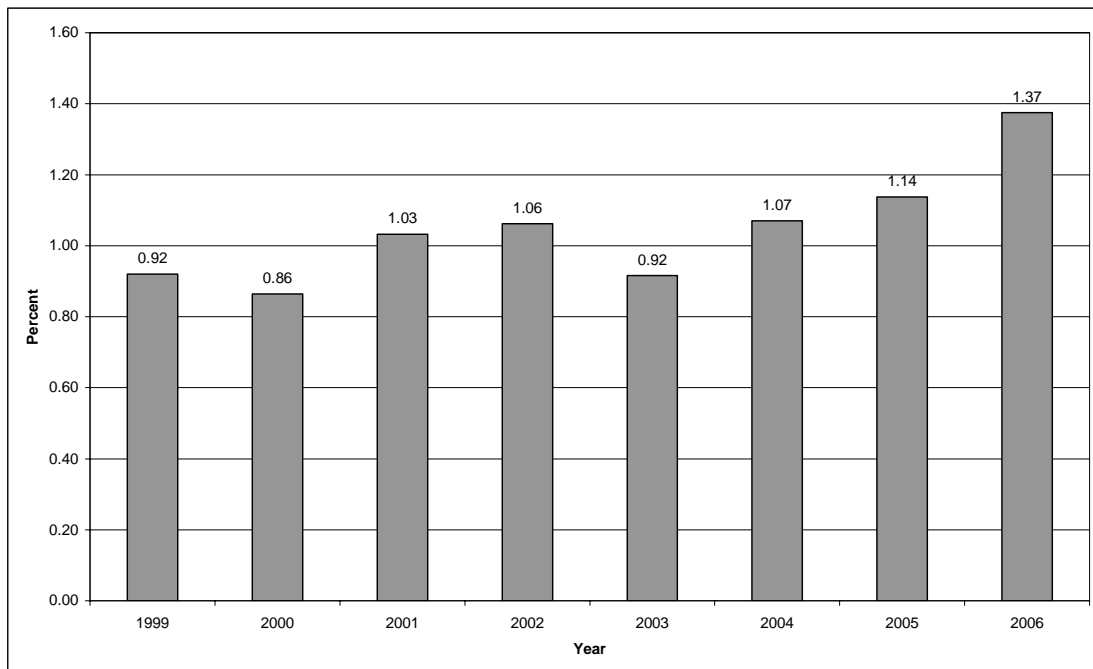
## 3 FINDINGS

### 3.1 Profile of Aboriginal employees in the SAPS

#### 3.1.1 Persons

Figure 2 and Table 3 show that the **number** of Aboriginal employees in the **SA Public Sector (SAPS)** has increased from 784 in 2003 (representing 0.92% of the SAPS workforce) to **1,276** in 2006 (representing **1.37%** of the SAPS workforce).

*Figure 2: Aboriginal Employees - Persons as a % of Total SA Public Sector*



*Table 3: Employees - Persons and % of Total SA Public Sector*

Year	Aboriginal		Non-Aboriginal		Total SAPS	
	Persons	% of Total SAPS	Persons	% of Total SAPS	Persons	% of Total SAPS
1999	775	0.92	83,424	99.08	84,199	100.00
2000	722	0.86	82,821	99.14	83,543	100.00
2001	856	1.03	82,097	98.97	82,953	100.00
2002	890	1.06	82,931	98.94	83,821	100.00
2003	784	0.92	84,792	99.08	85,576	100.00
2004	930	1.07	85,955	98.93	86,885	100.00
2005	1,023	1.14	88,956	98.86	89,979	100.00
2006	1,276	1.37	91,572	98.63	92,848	100.00

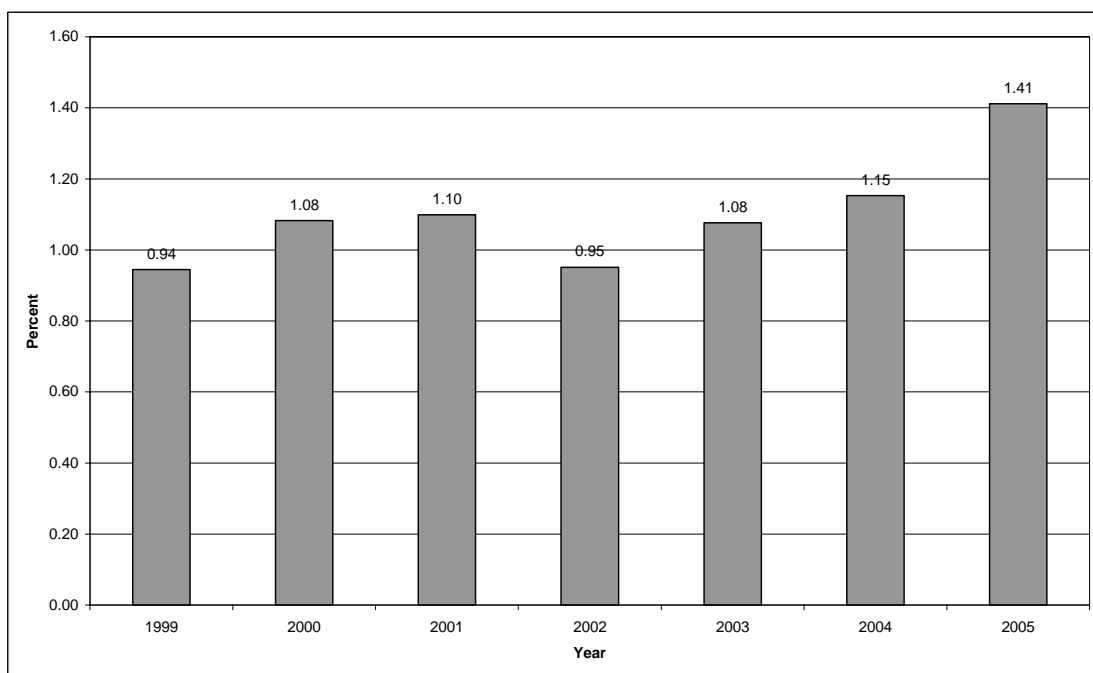


- (1) Figures are likely to under represent the true level of Indigenous employment due to the difficulties some agencies experience with extracting characteristics of their workforce to this level of detail from their information systems and the difficulties associated with collecting data which relies on self identification.
- (2) These figures do not include Indigenous employees on leave without pay. At June 2006 there were 66 Indigenous employees in the SA Public Sector who were on leave without pay.
- (3) Includes Executives employed under the PSM Act.

### 3.1.2 Full Time Equivalent (FTE)

As Figure 3 shows, the pattern of FTE Aboriginal participation of employees is similar to that of 'Person' Aboriginal figures. The *percentage* of FTE Aboriginal employees in the SA Public Sector has increased since 2003, from 0.95% to **1.41%** in 2006.

*Figure 3: Aboriginal Employees - FTE as a % of Total SA Public Sector*



*Table 4: Employees - FTE & % of Total SAPS*

Year	Aboriginal		Non-Aboriginal		Total SAPS	
	FTE	% of Total SAPS	FTE	% of Total SAPS	FTE	% of Total SAPS
2000	648.3	0.94	67,966.4	99.06	68,614.7	100.00
2001	745.5	1.08	68,138.7	98.92	68,884.2	100.00
2002	766.5	1.10	69,003.1	98.90	69,769.6	100.00
2003	678.7	0.95	70,694.1	99.05	71,372.8	100.00
2004	776.0	1.08	71,365.0	98.92	72,141.0	100.00
2005	884.2	1.15	75,836.1	98.85	76,720.3	100.00
2006	1,104.0	1.41	77,124.3	98.59	78,228.3	100.00

### 3.1.3 Gender

As Table 5 indicates, the gender profile of Aboriginal and non-Aboriginal SAPS employees is similar. In 2006, Aboriginal employees comprised **35.7%** males and **64.3%** females compared to non-Aboriginal employees which comprised 35.1% males and 64.9% females – see Table 6.

The main difference between both groups is that the Aboriginal male: female ratio has remained fairly **consistent** at 36.0%: 64.0%, while the non-Aboriginal ratio has seen an increase in females over time.

*Table 5: Employees in SA Public Sector – Persons by gender*

Year	Aboriginal			Non-Aboriginal		
	Males	Females	Total	Males	Females	Total
2000	260	462	722	31,437	51,384	82,821
2001	300	556	856	30,823	51,274	82,097
2002	320	570	890	30,462	52,469	82,931
2003	278	506	784	30,936	53,856	84,792
2004	323	607	930	30,760	55,195	85,955
2005	372	651	1,023	31,405	57,551	88,956
<b>2006</b>	<b>455</b>	<b>821</b>	<b>1,276</b>	<b>32,160</b>	<b>59,412</b>	<b>91,572</b>

*Table 6: Employees in SA Public Sector – Persons % by gender*

Year	Aboriginal			Non-Aboriginal		
	Males	Females	Total	Males	Females	Total
2000	36.0	64.0	100.0	38.0	62.0	100.0
2001	35.0	65.0	100.0	37.5	62.5	100.0
2002	36.0	64.0	100.0	36.7	63.3	100.0
2003	35.5	64.5	100.0	36.5	63.5	100.0
2004	34.7	65.3	100.0	35.8	64.2	100.0
2005	36.4	63.6	100.0	35.3	64.7	100.0
<b>2006</b>	<b>35.7</b>	<b>64.3</b>	<b>100.0</b>	<b>35.1</b>	<b>64.9</b>	<b>100.0</b>

The gender profile of FTE Aboriginal and non-Aboriginal SAPS employees is also quite similar to the Persons profile, and has remained relatively constant over the past three years, with ratios of Males to Females of approximately 38.0% : 62.0% - see Tables 7 and 8.

*Table 7: Employees in SA Public Sector – FTE numbers by gender*

Year	Aboriginal			Non-Aboriginal		
	Males	Females	Total	Males	Females	Total
2000	N/A	N/A	648.3	N/A	N/A	67,966.4
2001	N/A	N/A	745.5	N/A	N/A	68,138.7
2002	N/A	N/A	766.5	N/A	N/A	69,003.1
2003	N/A	N/A	678.7	N/A	N/A	70,694.1
2004	289.9	486.1	776.0	28,097.1	43,267.8	71,365.0
2005	344.0	540.2	884.2	28,798.3	47,037.8	75,836.1
<b>2006</b>	<b>412.6</b>	<b>691.4</b>	<b>1,104.0</b>	<b>29,452.9</b>	<b>47,671.4</b>	<b>77,124.3</b>

*Table 8: Employees in SA Public Sector – FTE % by gender*

Year	Aboriginal			Non-Aboriginal		
	Males	Females	Total	Males	Females	Total
2000	N/A	N/A	100.0	N/A	N/A	100.0
2001	N/A	N/A	100.0	N/A	N/A	100.0
2002	N/A	N/A	100.0	N/A	N/A	100.0
2003	N/A	N/A	100.0	N/A	N/A	100.0
2004	37.4	62.6	100.0	39.4	60.6	100.0
2005	38.9	61.1	100.0	38.0	62.0	100.0
<b>2006</b>	<b>37.4</b>	<b>62.6</b>	<b>100.0</b>	<b>38.2</b>	<b>61.8</b>	<b>100.0</b>

### 3.1.4 Age

In line with broader South Australian population trends, the age profile of Aboriginal employees is significantly **younger** than that of non-Aboriginal employees. Aboriginal employees have a higher proportion of employees in the younger age categories while non-Aboriginal employees have a higher proportion of employees in the age categories of 45-49, and over.

Four out of five (80.7%) Aboriginal employees are aged less than 50 compared to only 2 in 3 (65.5%) non-Aboriginal employees.

This age profile can be a potential benefit, providing retention is maintained. In contrast with the non-Aboriginal public sector workforce which faces a range of challenges related to its ageing profile, the Aboriginal workforce has a number of potential advantages arising from its age diversity.

Figure 4: Age Profile Comparison, June 2006

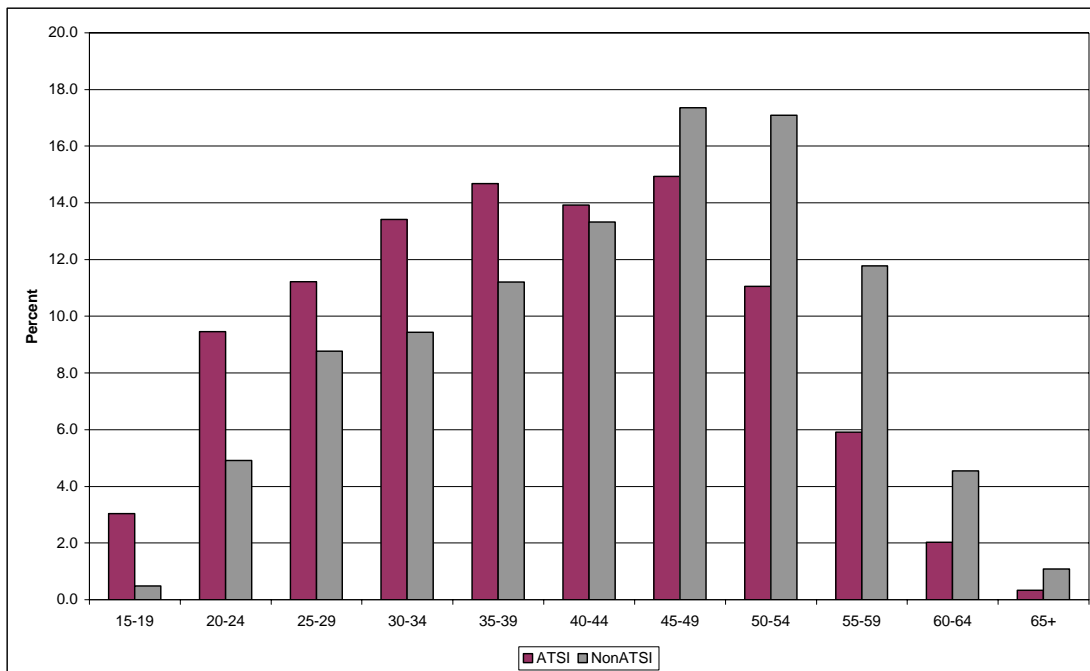


Table 9: Percentage of Employees - Age Group % by gender

Age Group	Aboriginal			Non-Aboriginal		
	Males	Females	Total	Males	Females	Total
15-19	2.2	3.5	<b>3.0</b>	0.5	0.5	<b>0.5</b>
20-24	9.8	9.3	<b>9.5</b>	3.6	5.5	<b>4.9</b>
25-29	11.7	11.0	<b>11.2</b>	8.1	9.1	<b>8.8</b>
30-34	14.9	12.6	<b>13.4</b>	9.4	9.4	<b>9.4</b>
35-39	12.0	16.1	<b>14.7</b>	10.9	11.3	<b>11.2</b>
40-44	10.0	16.0	<b>13.9</b>	11.9	14.0	<b>13.3</b>
45-49	16.1	14.3	<b>14.9</b>	16.2	17.9	<b>17.4</b>
50-54	14.4	9.3	<b>11.1</b>	18.4	16.5	<b>17.1</b>
55-59	6.6	5.5	<b>5.9</b>	14.0	10.7	<b>11.8</b>
60-64	2.0	2.1	<b>2.0</b>	5.3	4.2	<b>4.5</b>
65+	0.5	0.3	<b>0.3</b>	1.6	0.8	<b>1.1</b>
<b>Total</b>	100.0	100.0	<b>100.0</b>	100.0	100.0	<b>100.0</b>

### 3.1.5 Agency-based Aboriginal participation

Table 10 provides a summary of Aboriginal participation by agency for the total South Australian public sector. Agencies that have reached the 2% are indicated in bold font.

*Table 10: Percentage of Aboriginal Employees by Agency, as at June 2006*

Public Sector Agency	Aboriginal Employees			Total Employees			% of Total Employees		
	M	F	Total	M	F	Total	M	F	Total
<b>Administrative Units</b>									
Administrative and Information Services (1)	12	13	25	1197	1045	2242	1.0	1.2	1.1
Attorney-General's (2)	8	7	15	537	810	1347	1.5	0.9	1.1
Auditor-General's	1	1	2	54	58	112	1.9	1.7	1.8
<b>Correctional Services</b>	<b>32</b>	<b>18</b>	<b>50</b>	<b>898</b>	<b>572</b>	<b>1470</b>	<b>3.6</b>	<b>3.1</b>	<b>3.4</b>
Education and Children's Services	81	245	326	67561	18384	2477945	1.2	1.3	1.3
Emergency Services Administrative Unit (3)	-	-	-	-	-	-	-	-	-
<b>Environment and Heritage (4)</b>	<b>16</b>	<b>7</b>	<b>23</b>	<b>610</b>	<b>503</b>	<b>1113</b>	<b>2.6</b>	<b>1.4</b>	<b>2.1</b>
Environment Protection Authority	0	0	0	124	89	213	0.0	0.0	0.0
<b>Families and Communities (5)</b>	<b>59</b>	<b>119</b>	<b>178</b>	<b>1109</b>	<b>2082</b>	<b>3191</b>	<b>5.3</b>	<b>5.7</b>	<b>5.6</b>
Further Education, Employment, Science & Technology (6)	27	51	78	1870	2903	4773	1.4	1.8	1.6
<b>Health</b>	<b>5</b>	<b>14</b>	<b>19</b>	<b>301</b>	<b>533</b>	<b>834</b>	<b>1.7</b>	<b>2.6</b>	<b>2.3</b>
Justice (7)	0	0	0	0	0	0	0.0	0.0	0.0
Police, SA (8)	40	19	59	3644	1612	5256	1.1	1.2	1.1
<b>Premier and Cabinet (9)</b>	<b>9</b>	<b>9</b>	<b>18</b>	<b>263</b>	<b>453</b>	<b>716</b>	<b>3.4</b>	<b>2.0</b>	<b>2.5</b>
Primary Industries and Resources SA (10)	5	0	5	972	708	1680	0.5	0.0	0.3
<b>Public Employment, Office of (11)</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>12</b>	<b>35</b>	<b>47</b>	<b>8.3</b>	<b>8.6</b>	<b>8.5</b>
State Electoral Office	0	0	0	11	15	26	0.0	0.0	0.0
Trade and Economic Development (12)	1	0	1	80	80	160	1.3	0.0	0.6
Transport, Energy and Infrastructure (13)	2	1	3	1389	711	2100	0.1	0.1	0.1
Treasury and Finance (14)	1	1	2	303	299	602	0.3	0.3	0.3
Unattached Unit (15)	-	-	-	-	-	-	-	-	-
Venture Capital Board, Office of the	0	0	0	4	1	5	0.0	0.0	0.0
Venue Management, Office for	0	0	0	0	0	0	0.0	0.0	0.0
Water, Land and Biodiversity Conservation	0	1	1	323	220	543	0.0	0.5	0.2
Zero Waste, Office of	0	0	0	8	7	15	0.0	0.0	0.0
<b>Total Administrative Units</b>	<b>300</b>	<b>509</b>	<b>809</b>	<b>20270</b>	<b>31120</b>	<b>51390</b>	<b>1.5</b>	<b>1.6</b>	<b>1.6</b>

Public Sector Agency	Aboriginal Employees			Total Employees			% of Total Employees		
	M	F	Total	M	F	Total	M	F	Total
<b>Other Public Sector Organisations</b>									
<b>Aboriginal Lands Trust</b>	<b>6</b>	<b>3</b>	<b>9</b>	<b>9</b>	<b>3</b>	<b>12</b>	<b>66.7</b>	<b>100.0</b>	<b>75.0</b>
Adelaide and Mount Lofty Ranges NRM Board (16)	0	0	0	30	31	61	0.0	0.0	0.0
Adelaide Cemeteries Authority	0	0	0	35	11	46	0.0	0.0	0.0
Adelaide Convention Centre (17)	1	0	1	306	191	497	0.3	0.0	0.2
Adelaide Entertainments Corporation	0	1	1	42	65	107	0.0	1.5	0.9
Adelaide Festival Centre Trust	0	0	0	140	137	277	0.0	0.0	0.0
Adelaide Festival Corporation	0	0	0	2	11	13	0.0	0.0	0.0
Alinytjara Wilurara NRM Board (18)	0	0	0	3	2	5	0.0	0.0	0.0
Ambulance Service, SA	2	1	3	591	404	995	0.3	0.2	0.3
Animal & Plant Control Commission (19)	-	-	-	-	-	-	-	-	-
Architects Board of SA (20)	0	0	0	0	0	0	0.0	0.0	0.0
Arid Areas Catchment Water Management Board (21)	-	-	-	-	-	-	-	-	-
Arid Lands NRM Board (22)	0	0	0	2	6	8	0.0	0.0	0.0
Asset Management Corporation, SA	0	0	0	2	0	2	0.0	0.0	0.0
Bio Innovation SA	0	0	0	4	9	13	0.0	0.0	0.0
<b>Carclew Youth Arts Centre Incorporated</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>11</b>	<b>29</b>	<b>40</b>	<b>0.0</b>	<b>10.3</b>	<b>7.5</b>
Chiropody Board of SA	0	0	0	1	3	4	0.0	0.0	0.0
Chiropractors Board of SA	0	0	0	1	3	4	0.0	0.0	0.0
Citrus Board of South Australia	0	0	0	1	2	3	0.0	0.0	0.0
Construction Industry Training Board (23)	-	-	-	-	-	-	-	-	-
Country Arts, SA	0	0	0	24	68	92	0.0	0.0	0.0
Country Fire Service, SA (24)	0	0	0	64	41	105	0.0	0.0	0.0
<b>Courts Administration Authority (25)</b>	<b>10</b>	<b>8</b>	<b>18</b>	<b>265</b>	<b>502</b>	<b>767</b>	<b>3.8</b>	<b>1.6</b>	<b>2.3</b>
Dairy Authority of SA	0	0	0	4	2	6	0.0	0.0	0.0
DFC Health Units (26)	6	10	16	585	1453	2,038	1.0	0.7	0.8
Intellectual Disability Services Council Inc.	6	10	16	447	961	1,408	1.3	1.0	1.1
Independent Living Centre of South Australia Inc	0	0	0	10	42	52	0.0	0.0	0.0
Julia Farr Services	0	0	0	128	450	578	0.0	0.0	0.0
Dental Board of SA	0	0	0	0	6	6	0.0	0.0	0.0
Disability Information and Resource Centre	0	0	0	3	5	8	0.0	0.0	0.0
Distribution Lessor Corporation (27)	0	0	0	0	0	0	0.0	0.0	0.0
Dried Fruits Board of SA	0	0	0	0	0	0	0.0	0.0	0.0
Education Adelaide	0	0	0	1	5	6	0.0	0.0	0.0
Electorate Offices (28)	0	0	0	60	161	221	0.0	0.0	0.0
Electricity Supply Industry Planning Council	0	0	0	5	1	6	0.0	0.0	0.0
Essential Services Commission SA	0	0	0	12	13	25	0.0	0.0	0.0
Eyre Peninsula NRM Board (29)	0	0	0	20	22	42	0.0	0.0	0.0
Film Corporation, SA	0	0	0	6	15	21	0.0	0.0	0.0
Fire and Emergency Services Commission, SA (30)	1	0	1	56	45	101	1.8	0.0	1.0
Forestry SA	2	1	3	172	80	252	1.2	1.3	1.2
Funds SA	0	0	0	10	6	16	0.0	0.0	0.0
Generation Lessor Corporation (31)	0	0	0	0	0	0	0.0	0.0	0.0
Government House	0	0	0	5	14	19	0.0	0.0	0.0

Public Sector Agency	Aboriginal Employees			Total Employees			% of Total Employees		
	M	F	Total	M	F	Total	M	F	Total
Health Units (32)	104	256	360	6593	24141	30734	1.6	1.1	1.2
Eyre Regional Health Service	3	10	13	85	716	801	3.5	1.4	1.6
Hills Mallee Regional Health Service	8	17	25	146	1,360	1,506	5.5	1.3	1.7
Metropolitan Health Units	39	94	133	5747	1466	23213	0.7	0.5	0.6
Mid North Regional Health Services	3	8	11	105	669	774	2.9	1.2	1.4
<b>Northern and Far Western Regional Health Service</b>	<b>18</b>	<b>53</b>	<b>71</b>	<b>164</b>	<b>958</b>	<b>1122</b>	<b>11.0</b>	<b>5.5</b>	<b>6.3</b>
Riverland Health Authority	1	5	6	73	782	855	1.4	0.6	0.7
South East Regional Health Service	0	4	4	123	971	1094	0.0	0.4	0.4
Wakefield Regional Health Service	7	26	33	118	1163	1281	5.9	2.2	2.6
<b>Pika Wiya</b>	<b>25</b>	<b>39</b>	<b>64</b>	<b>32</b>	<b>56</b>	<b>88</b>	<b>78.1</b>	<b>69.6</b>	<b>72.7</b>
History Trust of SA	0	0	0	17	49	66	0.0	0.0	0.0
<b>HomeStart Finance</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>36</b>	<b>51</b>	<b>87</b>	<b>0.0</b>	<b>5.9</b>	<b>3.4</b>
Independent Gambling Authority	0	0	0	1	4	5	0.0	0.0	0.0
Infrastructure Corporation, SA (33)	0	0	0	0	0	0	0.0	0.0	0.0
Jam Factory Contemporary Craft and Design Inc.	0	0	0	7	18	25	0.0	0.0	0.0
Judiciary (34)	0	0	0	63	19	82	0.0	0.0	0.0
Kangaroo Island NRM Board (35)	0	0	0	7	5	12	0.0	0.0	0.0
Land Management Corporation	0	0	0	42	34	76	0.0	0.0	0.0
<b>Legal Services Commission</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>49</b>	<b>138</b>	<b>187</b>	<b>4.1</b>	<b>2.9</b>	<b>3.2</b>
Legislature (Including Members)	0	0	0	104	94	198	0.0	0.0	0.0
Local Government Superannuation Board	0	0	0	4	7	11	0.0	0.0	0.0
Lotteries Commission of SA	0	0	0	38	42	80	0.0	0.0	0.0
Lyrup Village Settlement Trust Inc	0	0	0	1	1	2	0.0	0.0	0.0
Medical Board of SA	0	0	0	3	10	13	0.0	0.0	0.0
Metropolitan Fire Service, SA (36)	0	0	0	998	44	1,042	0.0	0.0	0.0
Motor Accident Commission	0	0	0	8	9	17	0.0	0.0	0.0
Motor Sport Board, SA	0	0	0	1	6	7	0.0	0.0	0.0
Murray Darling NRM Board (37)	0	0	0	30	29	59	0.0	0.0	0.0
<b>National Aboriginal Cultural Institute (Tandanya)</b>	<b>8</b>	<b>9</b>	<b>17</b>	<b>8</b>	<b>9</b>	<b>17</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Northern Adelaide & Barossa CWM Board (38)	-	-	-	-	-	-	-	-	-
Northern and Yorke NRM Board (39)	0	0	0	11	8	19	0.0	0.0	0.0
Nurses Board of SA	0	0	0	6	18	24	0.0	0.0	0.0
Occupational Therapists Registration Board of SA	0	0	0	1	3	4	0.0	0.0	0.0
Onkaparinga CWM Board (40)	-	-	-	-	-	-	-	-	-
Outback Areas Community Development Trust	0	0	0	3	3	6	0.0	0.0	0.0
Patawalonga CWM Board (41)	-	-	-	-	-	-	-	-	-
Pharmacy Board of SA	0	0	0	3	3	6	0.0	0.0	0.0
Phylloxera and Grape Industry Board of SA	0	0	0	3	4	7	0.0	0.0	0.0
Physiotherapists Board of SA (42)	0	0	0	0	0	0	0.0	0.0	0.0
Playford Centre	0	0	0	5	3	8	0.0	0.0	0.0
Police Complaints Authority	0	0	0	4	8	12	0.0	0.0	0.0
Port Adelaide Maritime Corporation (43)	0	0	0	6	4	10	0.0	0.0	0.0
Psychological Board, SA	0	0	0	1	3	4	0.0	0.0	0.0
Renmark Irrigation Trust	0	0	0	20	4	24	0.0	0.0	0.0

Public Sector Agency	Aboriginal Employees			Total Employees			% of Total Employees		
	M	F	Total	M	F	Total	M	F	Total
RESI Corporation (44)	0	0	0	1	0	1	0.0	0.0	0.0
RESI OE Pty Ltd (45)	0	0	0	0	0	0	0.0	0.0	0.0
RESI Power Pty Ltd (46)	0	0	0	0	0	0	0.0	0.0	0.0
RESI Syn Pty Ltd (47)	0	0	0	0	0	0	0.0	0.0	0.0
River Murray CWM Board (48)	-	-	-	-	-	-	-	-	-
Senior Secondary Assessment Board	0	1	1	34	73	107	0.0	1.4	0.9
South Australia Trade and Investment Corporation (49)	0	0	0	0	0	0	0.0	0.0	0.0
South East CWM Board (50)	-	-	-	-	-	-	-	-	-
South East NRM Board (51)	0	0	0	15	21	36	0.0	0.0	0.0
South Eastern Water Conservation and Drainage Board	0	0	0	14	3	17	0.0	0.0	0.0
State Emergency Service, SA (52)	0	0	0	19	19	38	0.0	0.0	0.0
State Opera of SA	0	0	0	7	9	16	0.0	0.0	0.0
State Theatre Company	0	0	0	13	22	35	0.0	0.0	0.0
<b>Tauondi Incorporated</b>	<b>11</b>	<b>11</b>	<b>22</b>	<b>21</b>	<b>25</b>	<b>46</b>	<b>52.4</b>	<b>44.0</b>	<b>47.8</b>
Teachers Registration Board	0	0	0	2	8	10	0.0	0.0	0.0
Torrens CWM Board (53)	-	-	-	-	-	-	-	-	-
Tourism Commission, SA	1	1	2	57	144	201	1.8	0.7	1.0
TransAdelaide	0	0	0	470	61	531	0.0	0.0	0.0
Transmission Leasing (54)	0	0	0	0	0	0	0.0	0.0	0.0
Veterinary Surgeons Board	0	0	0	0	2	2	0.0	0.0	0.0
Water Corporation, SA (55)	0	0	0	959	341	1,300	0.0	0.0	0.0
West Beach Trust	1	0	1	33	48	81	3.0	0.0	1.2
WorkCover Corporation	0	0	0	150	211	361	0.0	0.0	0.0
2007 World Fire and Police Games	0	0	0	5	9	14	0.0	0.0	0.0
<b>Total Other Public Sector Organisations</b>	<b>155</b>	<b>312</b>	<b>467</b>	<b>19523</b>	<b>54707</b>	<b>74230</b>	<b>0.8</b>	<b>0.6</b>	<b>0.6</b>
<b>Total South Australian Public Sector</b>	<b>455</b>	<b>821</b>	<b>176</b>	<b>39793</b>	<b>85827</b>	<b>125620</b>	<b>1.1</b>	<b>1.0</b>	<b>1.0</b>

(1) Includes employees transferred from the Transport SA Customer Service Centres and Transport SA Call Centre from the Department for Transport, Energy and Infrastructure July 2005. Excludes the Office for Infrastructure Development transferred to the Department for Transport, Energy and Infrastructure July 2005.

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

(3) Abolished December 2005. Employees transferred to the SA Fire and Emergency Services Commission, the SA Metropolitan Fire Service, the SA Country Fire Service and the SA State Emergency Service October 2005.

(4) Excludes the Office of Sustainability transferred to the Department of the Premier and Cabinet April 2006.

(5) Excludes the Office of Youth transferred to the Department of Further Education, Employment, Science and Technology April 2006.

(6) Includes the Office of Youth transferred from the Department for Families and Communities April 2006. Excludes Bio Innovations SA, these are reported separately under Other Public Sector. For reporting purposes excludes TAFE84 employees as they do not meet the definition of a SA Public Sector employee.

(7) Business and administrative services provided by the Attorney-General's Department. For reporting purposes included under Attorney-General's Department.

(8) Includes Police Security and Police Band.

(9) Includes the Office of Sustainability transferred from the Department for Environment and Heritage April 2006.

Excludes the Office for the Commissioner for Public Employment transferred to the Office of Public Employment July 2006. Also excludes the Office of Volunteers transferred to the Department of Primary Industries and Resources SA, and Immigration SA and the Population Unit transferred to the Department of Trade and Economic Development October 2006.

(10) Includes Planning SA, the Office of Local Government, the Office of the North, the Office for the Southern Suburbs, the Office of the North West and the Regional Ministerial Offices transferred from the Department for Transport, Energy and Infrastructure and the Office of Volunteers transferred from the Department of the Premier and Cabinet July 2005. Excludes the Office of the Technical Regulator and Energy SA, transferred to the Department for Transport, Energy and Infrastructure July 2005.

(11) Includes the Office for the Commissioner for Public Employment transferred from the Department of the Premier and Cabinet and all employed under the former Unattached Unit transferred July 2005.

(12) Includes Immigration SA and the Population Policy Unit transferred from the Department of the Premier and Cabinet October 2005.

(13) Includes the Office of the Technical Regulator and Energy SA, transferred from Department of Primary Industries and Resources, the Microeconomic Reform and Infrastructure Branch transferred from the Department of Treasury and Finance, the Office for Infrastructure Development transferred from the Department for Administrative and Information Services July 2005. Excludes Planning SA, the Office of Local Government, the Office of the North, the Office for the



- Southern Suburbs, the Office of the North West and the Regional Ministerial Offices transferred to the Department of Primary Industries and Resources, the Transport SA Customer Service Centre and the Transport SA Call Centre transferred to the Department for Administrative and Information Services July 2005.
- (14) Excludes Electorate Offices. These are reported separately under Other Public Sector. Excludes the Microeconomic Reform and Infrastructure Branch transferred to the Department for Transport, Energy and Infrastructure July 2005.
- (15) Abolished July 2005. Employees transferred to the Office of Public Employment.
- (16) Established January 2006.
- (17) The number and type of functions booked determines the amount of casual work available in each pay period. The figure provided is only representative of this organisation's workforce as at June 2006 and should not be considered an accurate reflection of the overall workforce for the 2005-2006 period.
- (18) Established January 2006.
- (19) Dissolved July 2005.
- (20) Currently has no employees. Administrative and business services are provided by fee for service contracts.
- (21) Abolished January 2006. Employees transferred to the Arid Lands NRM Board.
- (22) Established January 2006.
- (23) For reporting purposes no longer meets the definition of an SA Public Sector Organisation.
- (24) Includes selected employees transferred from the former Emergency Services Administrative Unit October 2005.
- (25) Excludes persons employed under Special Acts and the Judicial Administration Act. These employees are now reported separately under 'Judiciary'. Includes five statutory appointments.
- (26) These figures represent the total workforce of the Julia Farr Services, Independent Living Centre of SA and Intellectual Disability Services Council.
- (27) Established July 1999. The Department of Treasury and Finance provides business and administrative services for this organisation.
- (28) Includes all persons employed under the Personal Assistants to the Members of the Parliament Enterprise Agreement.
- (29) Established January 2006.
- (30) Established October 2005. Includes selected employees transferred from the former Emergency Services Administrative Unit October 2005.
- (31) Established July 1999. The Department of Treasury and Finance provides business and administrative services for this organisation.
- (32) These figures represent the total workforce of the Health Units incorporated under the SA Health Commission Act and the Institute of Medical and Veterinary Science Act.
- (33) Established 15 January 2004. Currently has no employees.
- (34) Does not include persons employed under Special Acts and the Judicial Administration Act who work in the Industrial Court System. Although Judicial Officers are not public sector employees, they are included in this report because they receive remuneration from the State of South Australia according to decisions made by the Remuneration Tribunal.
- (35) Established January 2006.
- (36) Includes selected employees transferred from the former Emergency Services Administrative Unit October 2005.
- (37) Established January 2006.
- (38) Abolished January 2006. Employees transferred to the Adelaide and Mount Lofty Ranges NRM Board.
- (39) Established January 2006.
- (40) Abolished January 2006. Employees transferred to the Adelaide and Mount Lofty Ranges NRM Board.
- (41) Abolished January 2006. Employees transferred to the Adelaide and Mount Lofty Ranges NRM Board.
- (42) Currently has no employees. Administrative and business services are provided by fee for service contracts.
- (43) Established December 2005.
- (44) Previously known as ETSA Corporation. Holding company for RESI Power Corporation and Transmission Lessor Corporation.
- (45) Previously known as Optima Energy Pty Ltd. Business assets leased and employees transferred May 2000 to TXU Australia for 100 years. Currently has no employees. The Department of Treasury and Finance provide business and administrative services for this organisation.
- (46) Previously known as ETSA Power. Business assets sold and employees transferred January 2000 to Hong Kong Electric/CKI and Hutchinson Whampoa, immediately on sold to AGL South Australia Pty Ltd. Currently has no employees. The Department of Treasury and Finance provide business and administrative services for this organisation.
- (47) Previously known as Synergen Pty Ltd. Business assets leased to National Power for 100 years and employees transferred May 2000. The Department of Treasury and Finance provide business and administrative services for this organisation.
- (48) Abolished January 2006. Employees transferred to the Murray Darling Basin NRM Board.
- (49) Currently has no employees. The Department of Trade and Economic Development provides business and administrative services for this organisation.
- (50) Abolished January 2006. Employees transferred to the South East NRM Board.
- (51) Established January 2006.
- (52) Established as a Body Corporate under the Fire and Emergency Services Act October 2005.
- (53) Abolished January 2006. Employees transferred to the Adelaide and Mount Lofty Ranges NRM Board.
- (54) Currently has no employees.
- (55) This organisation trades as SA Water.

The following **fifteen** public sector agencies have already met the target of 2.0% Aboriginal employment:

***Aboriginal-specific agencies***

- 0 National Aboriginal Cultural Institute (Tandanya), 100.0%

- 0 Aboriginal Lands Trust, 75.0%
- 0 Pika Wiya Health Service, 72.7%
- 0 Tauondi Incorporated, 47.8%

**Not Aboriginal-specific**

- 0 Office of Public Employment, 8.5%
- 0 Carclew Youth Arts Centre Incorporated, 7.5%
- 0 Northern and Far Western Regional Health Service, 6.3%
- 0 Dept of Families and Communities, 5.6%
- 0 Correctional Services, 3.4%
- 0 HomeStart Finance, 3.4%
- 0 Legal Services Commission, 3.2%
- 0 Wakefield Regional Health Service, 2.6%
- 0 Dept of Premier and Cabinet, 2.5%
- 0 Dept of Health, 2.3%
- 0 Courts Administration Authority, 2.3%
- 0 Environment and Heritage, 2.1%

Nine of these agencies are Administrative Units or Health Units and four are Aboriginal -specific agencies.

## 3.2 Employment Characteristics

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### 3.2.1 Appointment Type

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Public sector appointments are classified as ongoing, LT (Long Term) contract, ST (Short Term) contract, or other.

- 0 An appointment is classified as *ongoing* if the employment does not have an end date, that is, it is considered to be 'permanent'. This includes full time and part time employment.
- 0 A *contract* appointment is where the employment is on a fixed term basis and has a clear end date. The appointment is considered to be short term if it is for a period up to and including one year. A long term contract is where the employment contract is for a period that extends beyond one year, which is from between one to five years.
- 0 *Other* includes casuals, relief teachers/workers, hourly paid instructors, and any other employees not appointed on an ongoing, short term or long term contract basis.

Figures 5 and 6 and Table 11 compare the conditions of employment of Aboriginal and non-Aboriginal employees in the SAPS.

As at June 2006, a smaller proportion of the Aboriginal workforce was employed on an ongoing basis (50.5%) compared with the non-Aboriginal workforce (63.2%).

Since 2000, there has been a reduction in **ongoing appointments** which has been more marked for Aboriginal employees (from 55.0% to 50.5%), compared with non-Aboriginal employees (from 64.7% to 63.2%).

*Table 11: Employees - Persons % by Appointment Type, 2000 - 2006*

Year	Ongoing		Contract - ST		Contract - LT		Other		Total	
	ATSI	Non-ATSI	ATSI	Non-ATSI	ATSI	Non-ATSI	ATSI	Non-ATSI	ATSI	Non-ATSI
2000	55.0	64.7	21.1	15.3	14.8	7.9	9.1	12.1	100.0	100.0
2001	52.0	62.9	21.1	16.0	16.7	8.6	10.2	12.4	100.0	100.0
2002	54.9	63.2	24.3	16.2	10.4	8.4	10.3	12.2	100.0	100.0
2003	53.8	63.1	24.2	15.3	10.2	8.5	11.7	13.1	100.0	100.0
2004	52.6	63.4	25.1	16.3	12.5	9.2	9.9	11.1	100.0	100.0
2005	52.3	62.4	28.5	18.4	8.2	7.8	10.9	11.4	100.0	100.0
2006	50.5	63.2	30.4	19.9	8.1	7.6	11.1	9.3	100.0	100.0

Other salient features of *Table 11* include:

- o There has been a **growth in short-term contractual** appointments for both Aboriginal and non-Aboriginal employees during the period 2000-2006. However, this trend is more pronounced for Aboriginal employees - increasing from **21.1% to 30.4%** compared with a growth from 15.3% to 19.9% for non-Aboriginal employees.
- o During the same period, there has been a **reduction in long term contractual** appointments which is much more pronounced for Aboriginal employees. This involves a minor change from 7.9% to 7.6% for non-Aboriginal employees, compared with a change from **14.8% to 8.1%** for Aboriginal employees.
- o The comparative trend for '**Other**' appointments is to increase for Aboriginal employees (9.1% to 11.1%) and to decrease for non-Aboriginal employees (12.1% to 9.3%).

Figure 5: Aboriginal Employees by Appointment Type, 2000 - 2006

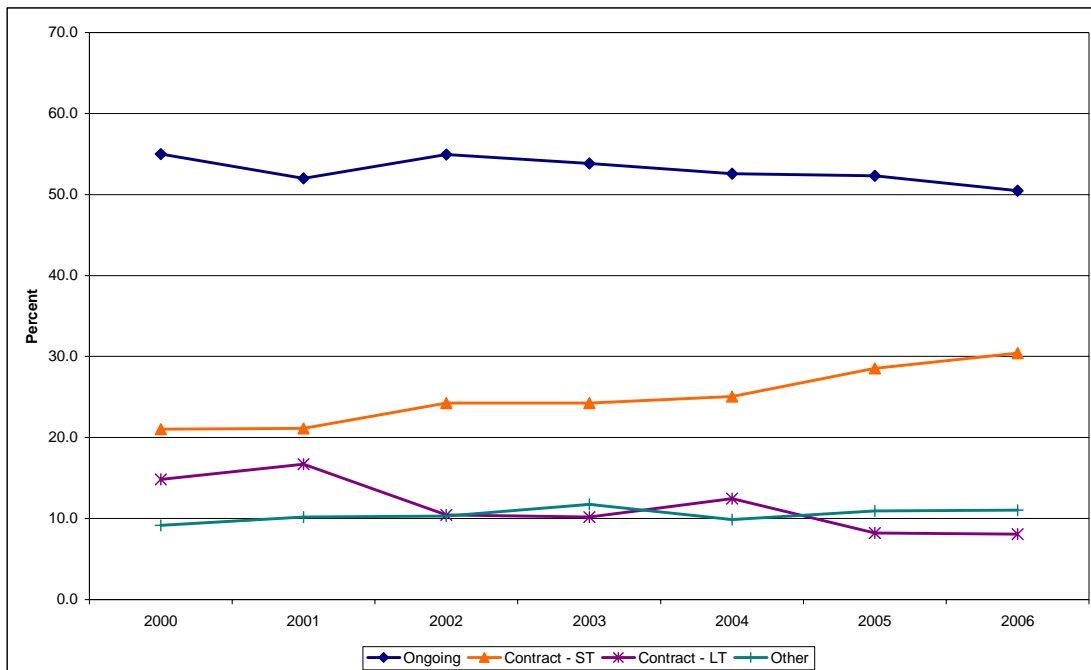
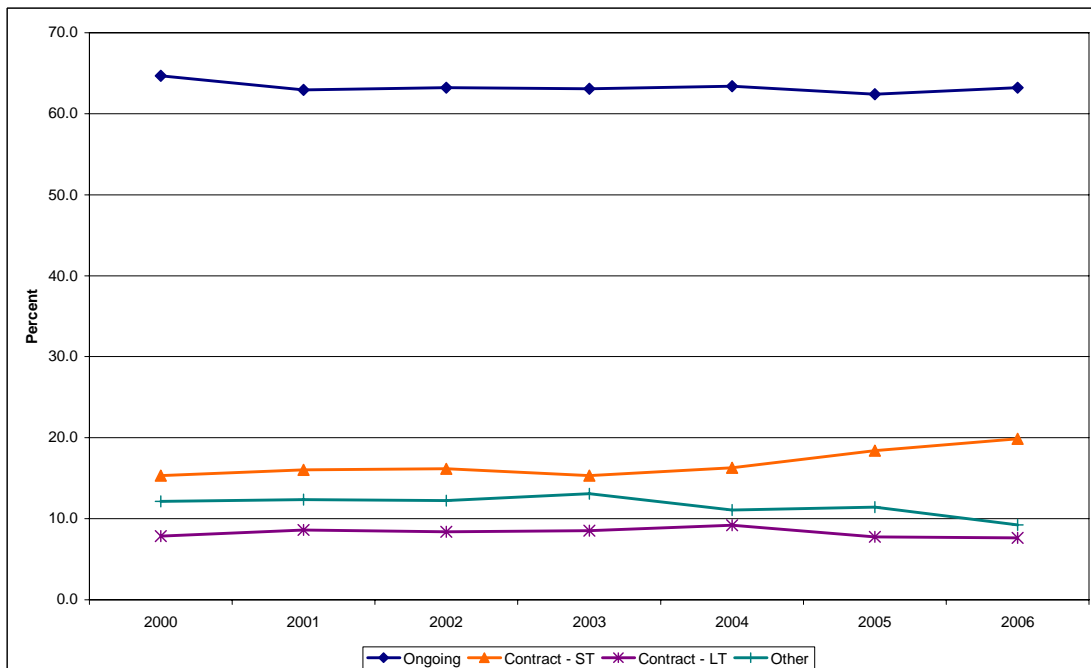


Figure 6: Non-Aboriginal Employees by Appointment Type, 2000 - 2006



### 3.2.2 Retention based on length of service

Available OPE Workforce Information Collection data provide a measure of retention based on length of service of employees:

- a) with their **current agency**, and

- b) with the **public sector**.

### *Length of service with an agency*

Length of service with an agency provides information related to the **stability** of the workforce and the **continuity of employment** within agencies and contributes to workforce planning research. *The length of service of employees is calculated on an employee's start date in a public sector agency in years from the last pay period of June.*

Perhaps reflecting the relatively **younger** age profile and the greater use of **short term contractual** employment for the Aboriginal public sector workforce, there is a pronounced trend for length of service with an agency to involve **shorter** periods of time for Aboriginal employees. By comparison, non-Aboriginal employees are notable for having longer periods of service with the same agency – see *Figure 7* and *Table 12*.

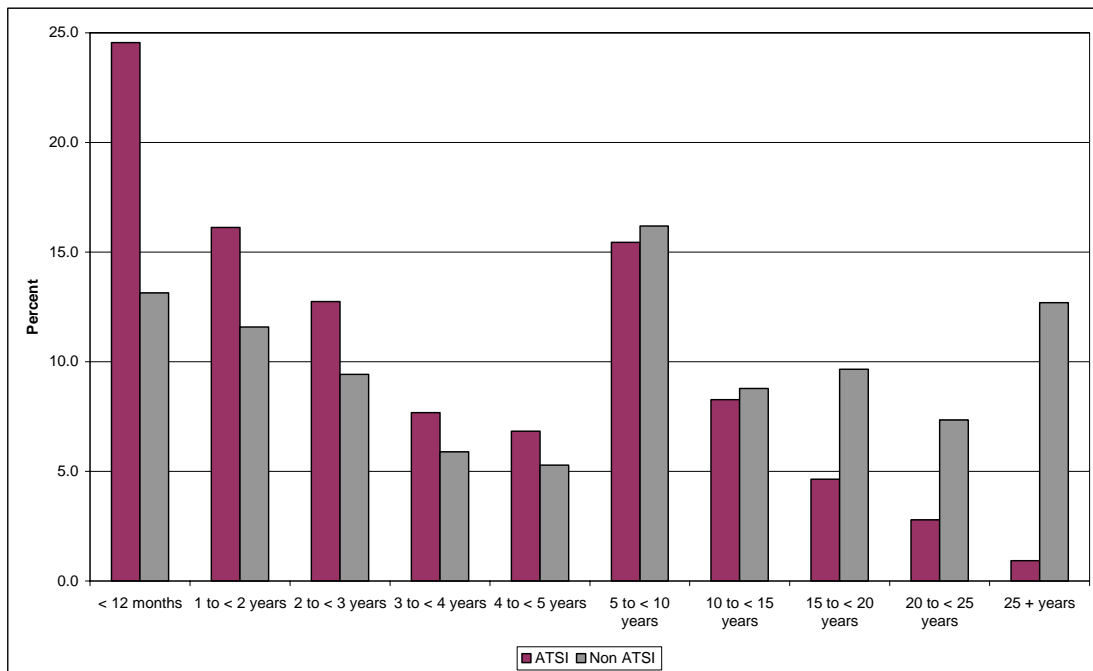
Nearly **1 in 4** (24.6%) of Aboriginal employees have been with their current agency for **less than 12 months**. This is nearly **twice** the proportion of non-Aboriginal employees (13.1%) who have been with their current agency for less than 12 months.

More than 2 in 3 (67.9%) Aboriginal employees have been with their current agency for **less than 5 years** compared to fewer than 1 in 2 (45.3%) non-Aboriginal employees.

*Table 12: Length of Service with Agency – Persons % by Gender, June 2006*

Length of service	Aboriginal			Non-Aboriginal		
	Male	Female	Total	Male	Female	Total
< 12 months	22.4	25.7	24.6	12.8	13.3	13.1
1 to < 2 years	14.1	17.2	16.1	9.9	12.4	11.6
2 to < 3 years	13.7	12.3	12.7	7.4	10.4	9.4
3 to < 4 years	8.3	7.4	7.7	5.1	6.3	5.9
4 to < 5 years	6.8	6.8	6.8	5.3	5.3	5.3
<b>Subtotal: &lt; 5 years</b>	<b>65.4</b>	<b>69.3</b>	<b>67.9</b>	<b>40.5</b>	<b>47.7</b>	<b>45.3</b>
5 to < 10 years	16.8	14.7	15.4	15.9	16.4	16.2
10 to < 15 years	9.5	7.6	8.3	8.2	9.1	8.8
15 to < 20 years	4.9	4.5	4.6	9.3	9.8	9.7
20 to < 25 years	1.7	3.4	2.8	7.5	7.3	7.4
25 + years	1.7	0.5	0.9	18.8	9.8	12.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Figure 7: Length of Service with Agency comparison, June 2006



#### Length of service with agency by age

Figures 8 and 9 and Table 13 show length of service with an agency **by age** for Aboriginal and non-Aboriginal public sector employees, revealing distinctly different patterns for both groups. These are the main differences -

- o **21.0%** of Aboriginal employees who have been with their agency for **less than 3 years**, are aged **25 years or less**. This compares to 13.9% of non-Aboriginal employees in the same age group who have been with their agency for less than 3 years.
- o **5.7%** of Aboriginal employees who have been with their agency for **less than 3 years** are aged **15 to 19**, compared to only 1.4% for non-Aboriginal employees. This is likely to reflect traineeship based employment.
- o For employees who have been with their agency for **10 or more years**, **70.1%** of Aboriginal employees are in the **40 to 59 year** age range compared to 78.5% of non-Aboriginal employees.
- o **16.8%** of Aboriginal employees who have been with their agency for **10 or more years** are aged **35 to 39 years** compared to 8.6% of non-Aboriginal employees.

*Table 13: Length of Service with Agency – Persons % by Age Group, June 2006*

	Aboriginal				Non-Aboriginal			
	< 3 years	3 to < 10 years	10+ years	Total	< 3 years	3 to < 10 years	10+ years	Total
15 – 19	5.7	0.0	0.0	3.0	1.4	0.0	0.0	0.5
20 – 24	15.3	4.2	0.0	9.5	12.5	2.3	0.0	4.9
25 – 29	11.7	15.8	1.5	11.2	15.1	12.9	0.2	8.8
30 – 34	12.0	18.6	8.6	13.4	12.3	14.4	3.3	9.4
35 – 39	16.0	11.3	16.8	14.7	12.9	12.8	8.6	11.2
40 – 44	14.2	13.5	13.7	13.9	13.4	14.4	12.5	13.3
45 – 49	12.2	15.8	22.3	14.9	13.5	16.7	21.2	17.4
50 – 54	7.7	11.3	21.3	11.1	10.2	13.9	25.5	17.1
55 – 59	4.3	5.1	12.7	5.9	5.8	8.6	19.4	11.8
60 – 64	0.8	3.9	2.5	2.0	2.2	3.2	7.7	4.5
65 +	0.2	0.6	0.5	0.3	0.6	0.8	1.7	1.1
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

*Figure 8: Length of Service with Agency, Aboriginal by Age Group, June 2006*

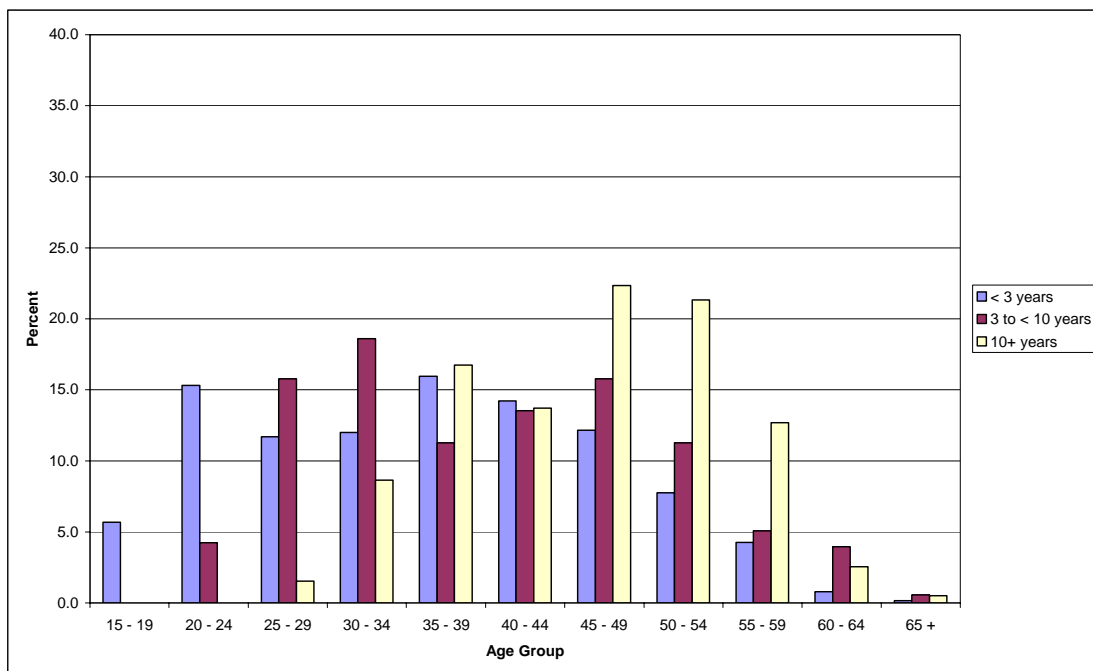
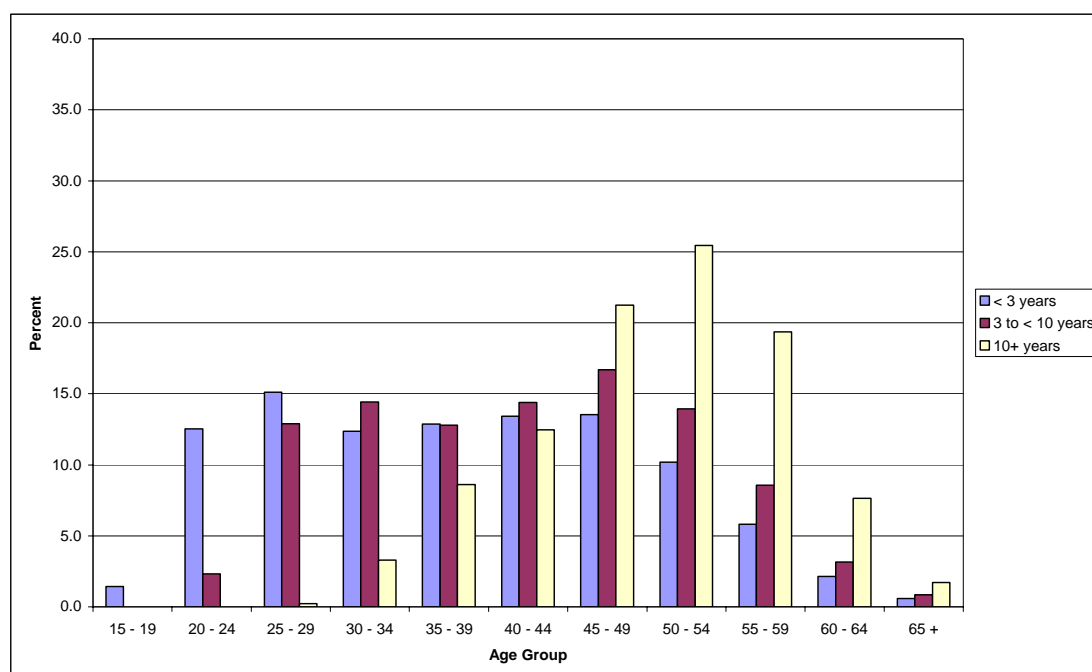


Figure 9: Length of Service with Agency, Non-Aboriginal by Age Group, June 2006



### Length of Service with the SA public sector

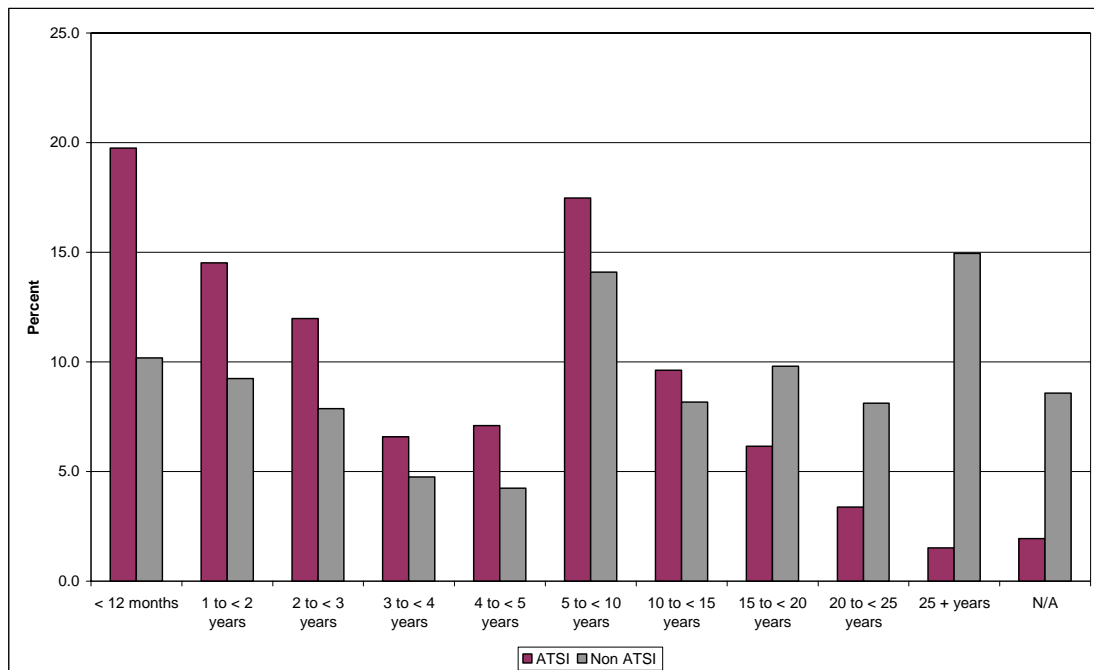
As was the case with length of service with an agency, a similar pattern of difference between the two groups of employees is evident in relation to length of service with the public sector (see Figure 11) and there were few differences based on gender (Table 14). Nearly 60% of Aboriginal employees have been in the public sector for less than 5 years compared to only 36.3% of non-Aboriginal employees.

Table 14: Length of Service to Public Sector, by Gender, June 2006

Length of service	Aboriginal			Non-Aboriginal		
	Male	Female	Total	Male	Female	Total
< 12 months	18.8	20.3	19.7	9.4	10.5	10.2
1 to < 2 years	13.2	15.2	14.5	8.0	9.9	9.2
2 to < 3 years	12.7	11.6	12.0	5.9	8.8	7.9
3 to < 4 years	7.3	6.2	6.6	4.2	5.0	4.7
4 to < 5 years	7.1	7.1	7.1	4.2	4.2	4.2
<b>Subtotal: &lt; 5 years</b>	<b>59.0</b>	<b>60.4</b>	<b>59.9</b>	<b>31.7</b>	<b>38.5</b>	<b>36.3</b>
5 to < 10 years	16.8	17.8	17.5	13.8	14.2	14.1
10 to < 15 years	10.7	9.0	9.6	7.4	8.5	8.2
15 to < 20 years	7.1	5.7	6.2	9.1	10.1	9.8
20 to < 25 years	2.4	3.9	3.4	8.4	8.0	8.1
25 + years	2.9	0.8	1.5	23.8	10.7	14.9
n/a	1.0	2.5	1.9	5.8	9.9	8.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>



Figure 10: Length of Service to Public Sector, June 2006



#### Length of Service with SA Public Sector by Age

Figures 11 and 12 and Table 15 show length of service with the public sector by age, for Aboriginal and non-Aboriginal public sector employees. As was the case with length of service with an agency by age, a similar pattern of difference is evident between Aboriginal and non-Aboriginal employees in relation to length of service with the public sector by age. These are the main differences -

- o **23.6%** of Aboriginal employees who have been with their agency for **less than 3 years**, are aged **24 years or younger**. This compares to 15.5% of non-Aboriginal employees in the same age group who have been with their agency for less than 3 years.
- o **6.4%** of Aboriginal employees have been with the public sector for less than 3 years and are aged **15 to 19**, compared to only 1.7% for non-Aboriginal. This is likely to reflect traineeship based employment.
- o **55.0%** of Aboriginal employees who are in the **45 to 59** year age range have been with the public sector for **10 or more years**, compared to 65.2% for non-Aboriginal employees.
- o **17.1%** of Aboriginal employees are aged **35 to 39 years** and have been with the public sector for **10 or more years**, compared to 9.1% of non-Aboriginal employees.

Table 15: Length of Service with Public Sector – Persons % by Age Group, June 2006

Age group	Aboriginal				Non-Aboriginal			
	< 3 years	3 to < 10 years	10+ years	Total*	< 3 years	3 to < 10 years	10+ years	Total*
15 – 19	6.4	0.0	0.0	3.0	1.7	0.0	0.0	0.5
20 – 24	17.2	4.6	0.0	9.6	13.8	3.0	0.0	4.9
25 – 29	11.9	16.8	2.0	11.4	14.9	16.0	0.4	8.7
30 – 34	10.8	19.8	9.8	13.4	11.8	16.0	3.9	9.3
35 – 39	14.8	12.7	17.1	14.6	12.7	12.5	9.1	11.0
40 – 44	15.1	13.0	12.7	13.9	13.3	13.7	12.6	13.1
45 – 49	11.9	14.9	22.0	15.0	13.3	15.3	21.1	17.3
50 – 54	6.8	10.0	21.2	10.8	9.9	12.3	25.3	17.4
55 – 59	4.4	4.3	11.8	5.9	5.7	7.5	18.8	12.0
60 – 64	0.7	3.3	2.9	2.0	2.2	2.9	7.2	4.7
65 +	0.2	0.5	0.4	0.3	0.6	0.8	1.6	1.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

\* Totals exclude 23 Indigenous and 7,125 non-Indigenous for which length of service to public sector is not applicable.

Figure 11: Length of Service with Public Sector, Aboriginal by Age Group, June 2006

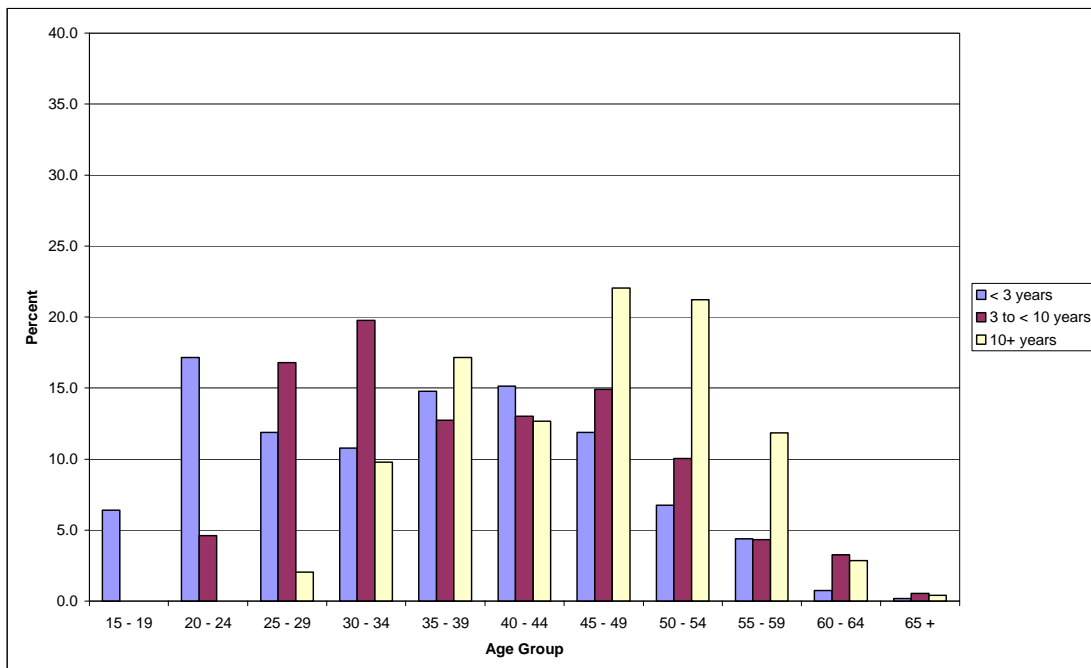
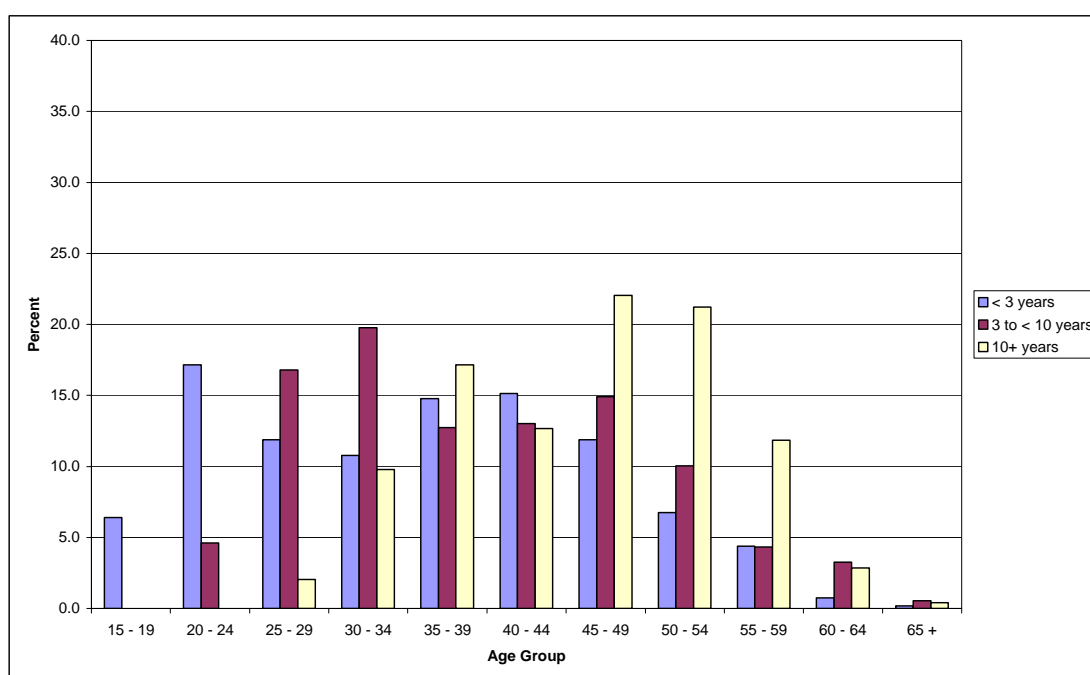


Figure 12: Length of Service with Public Sector, Non-Aboriginal by Age Group, June 2006



### 3.2.3 Recruitment

Recruitment figures for June 2006 include employees who were appointed to a position within a public sector organisation during the previous financial year. Recruitment does **not** include employees who had returned from Leave Without Pay (LWOP), or were already employees of an agency (ie either had won the position in the agency in which they were working, or had returned from contract employment in another agency).

Table 16 shows recruitment figures for Aboriginal and non-Aboriginal employees, in Administrative Units and Health Units, recruited in the financial year ending June 2006.

Table 16: Type of Recruitment to current position comparison, June 2006

Type of recruitment	Aboriginal		Non-Aboriginal	
	Persons	%	Persons	%
Internal Recruitment	73	19.1	4035	27.5
External Recruitment	310	80.9	10641	72.5
<b>Total Recruitment</b>	<b>383</b>	<b>100.0</b>	<b>14676</b>	<b>100.0</b>

It can be seen that more than 80% of Aboriginal employees who were recruited to their current public sector position during the year ending June 2006 were recruited from **outside** the public sector. This compares to 72.5% of non-Aboriginal employees.

More than 1 in 4 (27.5%) non-Aboriginal appointments to public sector positions during the year ending June 2006 were made from **within** the public sector. This compares to less than 1 in 5 (19.1%) for Aboriginal employees.

### 3.2.4 Reasons for separation

Table 17 shows the reasons for separation for Aboriginal and non-Aboriginal employees (in Administrative Units and Health Units) who left a public sector agency during the financial year ending June 2006.

While the two most popular reasons for 'separation from latest position with public sector' are 'Resign No Reason' and 'Contract Expired' for both Aboriginal and non-Aboriginal employees, the incidence of other reasons for separation varies greatly between the two employee groups.

*Table 17: Reasons for separation from latest position within public sector, June 2006*

Reason	Aboriginal	Non-Aboriginal
Resign No Reason	38.6	33.9
Contract Expired	34.7	30.3
Transfer within Agency	9.1	8.0
Transfer Outside Agency, Within SA Public Sector	3.4	10.7
Resign Family Responsibilities	5.1	1.6
Resign Ill Health	2.8	1.2
Resign Without Notice	2.3	0.2
Dismissed	1.1	0.5
Retirement	0.6	6.5
Resign Study Purposes	0.6	0.4
Targeted Voluntary Separation Package	0.6	1.9
Workers Comp Settlement	0.6	0.7
Resign Contest Election	0.6	0.1
Resign to Non Public Sector	0.0	3.5
Deceased	0.0	0.6
<b>TOTAL</b>	<b>100.0</b>	<b>100.0</b>

As can be seen from Table 17 key differences are:

- o More than 5 percent of Aboriginal employees reported resigning due to **family responsibilities** compared to only 1.6% for non-Aboriginal employees. This may well reflect broader cultural issues than can be captured by the current data fields. It also reflects the greater likelihood that Aboriginal employees will have family care-giving responsibilities of a greater magnitude than other employees.
- o Aboriginal employees were more than twice as likely to resign due to **ill health** compared to non-Aboriginal employees, 2.8% compared to 1.2%.
- o 2.3% of Aboriginal employees resigned **without notice** compared to only 0.2% for non-Aboriginal employees; and twice the proportion of Aboriginal employees were **dismissed** (1.1%) than non-Aboriginal employees (0.5%).
- o Non-Aboriginal employees were far more likely to separate due to **retirement** than Aboriginal employees – reflecting the younger workforce profile of

Aboriginal employees – with 6.5% of non-Aboriginal employees separating due to retirement compared to only 0.6% of Aboriginal employees.

- o Non-Aboriginal employees were also far more likely to **resign to the Non-Public Sector** (3.5%) than were Aboriginal employees who reported no resignations to the Non-Public Sector in the year ending June 2006.

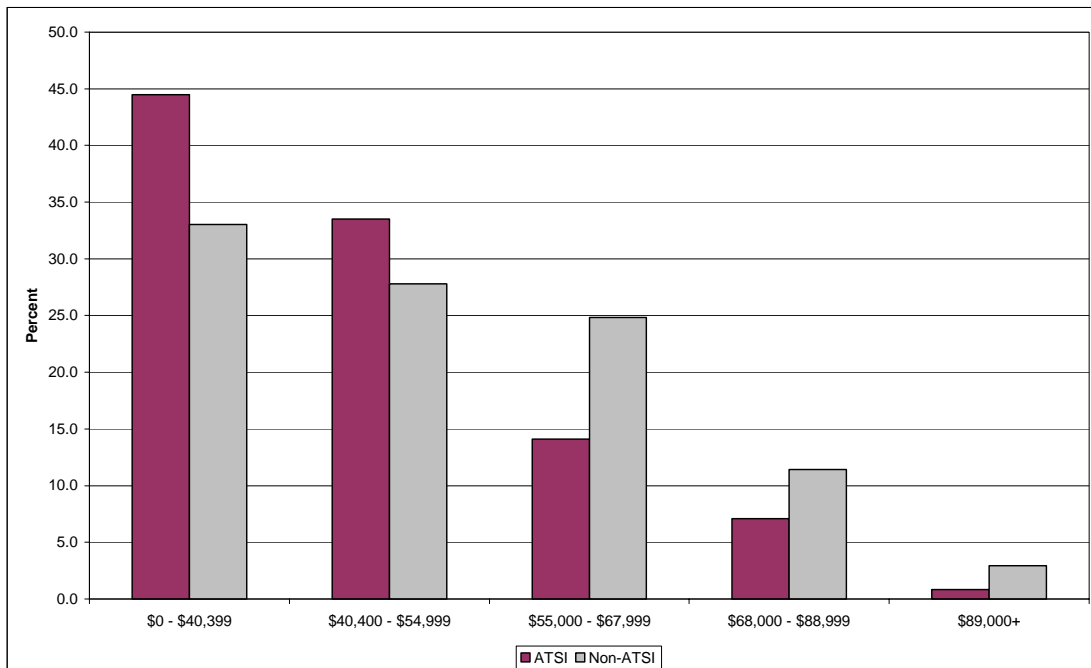
### 3.2.5 Level of remuneration

The “salary group” profile of employees has been taken to be an indicator of “level” of appointment. From Figure 13 it can be seen that a far greater proportion of Aboriginal employees are remunerated in the two **lower** salary groups than the proportion of non-Aboriginal employees. **Seventy-eight percent** of Aboriginal employees fall within the \$0-40,399 and \$40,400-\$45,999 salary groups, compared to **60.8%** of non-Aboriginal employees.

There are relatively low proportions of Aboriginal employees in the higher salary groupings - **7.1%** in the \$68,000 - \$88,999 salary group (compared to 11.4% for non-Aboriginal employees) and **0.8%** in the \$89,000+ salary group (compared to 2.9% for non-Aboriginal employees).

The higher incidence of Aboriginal employees in the lower salary groups may well be reflective of their shorter lengths of service in the public sector and the younger age profile of Aboriginal employees.

Figure 13: Salary Group comparison, June 2006



## Salary Group by Gender

From *Table 18* and *Figure 14* it can be seen that the difference in remuneration for male and female employees is less for Aboriginal employees than is the case for non-Aboriginal employees. The relative proportion of employees across salary groups does not differ as greatly by gender for Aboriginal employees as it does for non-Aboriginal employees. There are relatively smaller variations in the proportion of male and female Aboriginal employees within salary groups than is the case for non-Aboriginal males and females. Other differences include the following -

- o 22.8% of non-Aboriginal males are in the \$68,000+ salary groups compared to only 10.3% for non-Aboriginal females. Comparative proportions for Aboriginal are 8.3% males compared to 7.8% for females.
- o The largest difference between Aboriginal males and females occurs in the salary grouping \$40,399 or less which has a higher proportion of females (46.5%) than males (40.7%).
- o Both Aboriginal males and Aboriginal females have higher proportions of staff in the lowest two salary groups than do non-Aboriginal males and non-Aboriginal females.
- o Non-Aboriginal males have a greater proportion of employees in the three highest salary groups than occurs in relation to non-Aboriginal females, Aboriginal males and Aboriginal females.

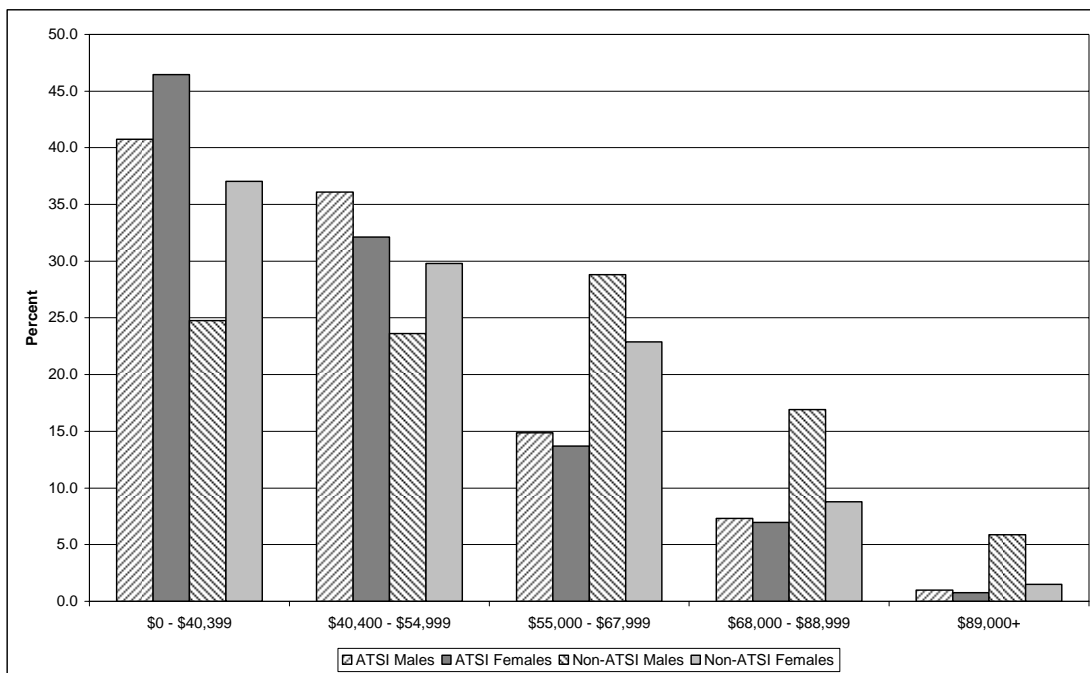
*Table 18: Salary Group comparison - Persons % by gender, June 2006*

Salary Group	Aboriginal			Non-Aboriginal		
	Males	Females	Total	Males	Females	Total
\$0 - \$40,399	40.7	46.5	44.5	24.8	37.0	33.0
\$40,400 - \$54,999	36.1	32.1	33.5	23.6	29.8	27.8
\$55,000 - \$67,999	14.9	13.7	14.1	28.8	22.9	24.8
\$68,000 - \$88,999	7.3	7.0	7.1	16.9	8.8	11.4
\$89,000+	1.0	0.8	0.8	5.9	1.5	2.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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

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

Figure 14: Salary group comparison – Persons % by gender, June 2006



### Salary Group by Appointment Type

A comparison of Salary Group by Appointment Type is shown in Figures 15 and 16 and Table 19.

Table 19: Salary Group by % in each Appointment Type comparison, June 2006

Salary group	Aboriginal					Non-Aboriginal				
	Ongoing	Short term	Long term	Other	Total	Ongoing	Short term	Long term	Other	Total
\$0 - \$40,399	36.8	34.2	4.4	24.7	100.0	54.1	22.6	1.5	21.8	100.0
\$40,400 - \$54,999	66.8	26.4	5.5	1.3	100.0	70.8	21.2	3.1	4.9	100.0
\$55,000 - \$67,999	61.1	22.2	16.8	0.0	100.0	71.6	19.8	7.8	0.7	100.0
\$68,000 - \$88,999	50.0	25.0	25.0	0.0	100.0	50.2	22.3	26.7	0.8	100.0
\$89,000 +	30.0	20.0	50.0	0.0	100.0	44.9	13.4	36.0	5.8	100.0
<b>Total</b>	<b>51.1</b>	<b>29.1</b>	<b>8.4</b>	<b>11.4</b>	<b>100.0</b>	<b>62.4</b>	<b>21.2</b>	<b>7.4</b>	<b>9.0</b>	<b>100.0</b>

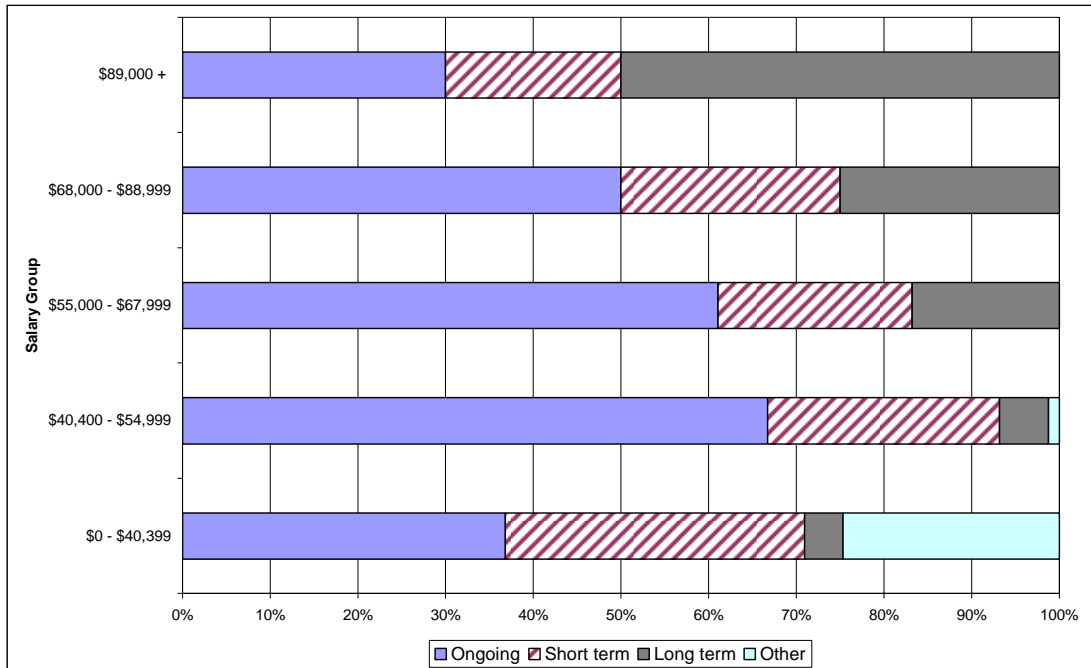
More than half (54.1%) of non-Aboriginal employees in the lowest salary grouping, \$40,399 or less, are appointed on an ongoing basis compared to just over a third (36.8%) of Indigenous employees. 34.2% of Aboriginal employees in this salary group are on **short-term contracts** compared to 22.6% of non-Aboriginal employees.

There are marked differences between Aboriginal and non-Aboriginal employees in the highest salary group (\$89,000 or more). **Ongoing** appointments exist for 30.0% of Aboriginal employees, compared to 44.9% of non-Aboriginal employees, and **long term**

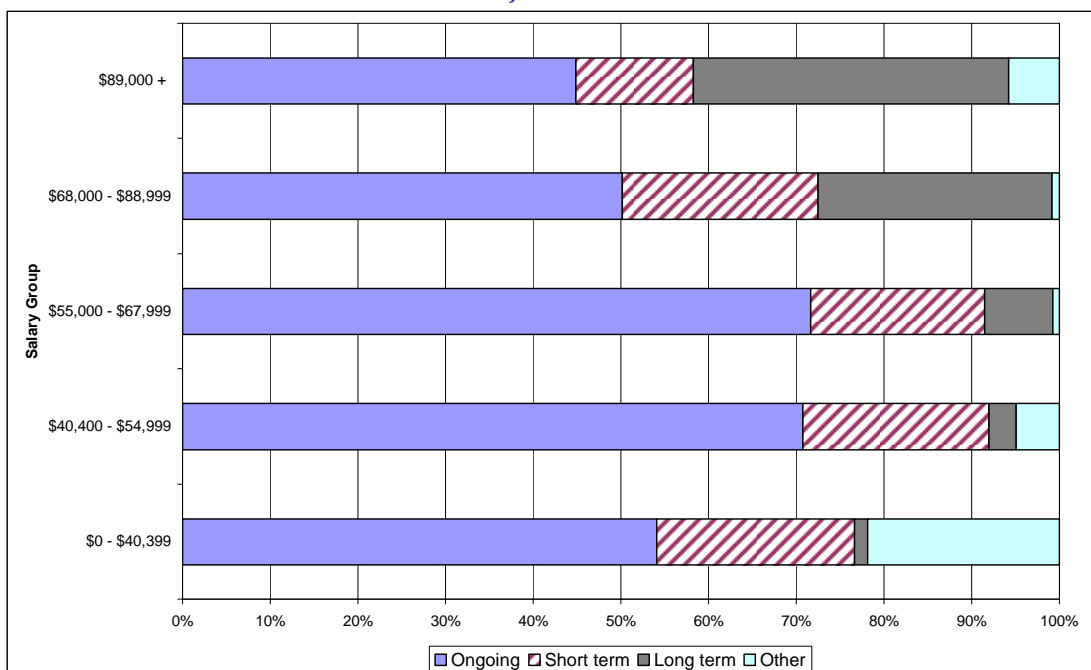
appointments apply to **50%** of Aboriginal employees compared to 36% of non-Aboriginal employees.

*Caution should be exercised when interpreting Aboriginal proportions for the \$89,000 salary group due to low numbers of Aboriginal employees.*

**Figure 15: Aboriginal Employees' Salary Group by % in each Appointment Type, June 2006**



**Figure 16: Non-Aboriginal Employees' Salary group by % in each Appointment Type, June 2006**





## Executives

It should be noted that while the \$89,000+ salary group in the tables above is likely to include Executives, this salary group will also include other professionals (for example medical officers) in the \$89,000+ salary group.

Table 20 provides information about Executive employees in the SA public sector extracted from Information Tables 11 and 16 of the 2006 SAPS Workforce Information Report. The participation rate of Aboriginal employees within Executive level positions is only 0.7%. However, the relative proportion of males to females within Executive appointments is quite **similar** for Aboriginal and non-Aboriginal employees.

Again the small numbers of Aboriginal employees requires caution in interpreting the data.

*Table 20: Executive Employees in SAPS comparison, June 2006*

	Aboriginal	Non-Aboriginal	Total SAPS	Aboriginal as % of Total SAPS
Males	5	736	741	0.6%
Females	3	402	405	0.7%
<b>Total</b>	<b>8</b>	<b>1,138</b>	<b>1,146</b>	<b>0.7%</b>
Males %	62.5	64.7	64.7	
Females %	37.5	35.3	35.3	
<b>Total %</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	

### 3.3 South Australian public sector Contracts of Training

An analysis was undertaken of all South Australian public sector Contracts of Training. From this a specific analysis was made of SA public sector Contracts of Training. *This was achieved by selecting contracts of training where the employer type specified on the contract is "government business enterprise" or "state government".*

*Information on commencements, completions and non-completions reflects activity for the 12 months ending 31 March.*

*In-training figures represent numbers in-training as at 31 March. Non-completion figures are the sum of contract of training cancellations and withdrawals.*

#### 3.3.1 Contract of Training Activity Overview

An overview of SAPS apprentice and trainee activity is presented in *Figure 17 and Table 21*, for Aboriginal employees, and *Figure 18 and Table 22* for non-Aboriginal employees.

The characteristics of SAPS apprentice and trainee activity, from the period April 2000 to March 2006, are quite **different** for Aboriginal and non-Aboriginal apprentices and trainees.

*Table 21: SAPS Aboriginal apprentice & trainee activity, 12 months ending quarter, March 2001 to March 2006*

Year	Commencements	In-training	Completions	Non-Completions
2001	56	93	46	23
2002	53	54	73	6
2003	59	52	35	21
2004	70	65	36	11
2005	93	89	36	25
<b>2006</b>	<b>55</b>	<b>71</b>	<b>32</b>	<b>24</b>

As Tables 21 and 22 indicate, the characteristics of SAPS **Aboriginal** apprentice and trainee activity include –

- o Numbers of **commencements increased** between 2004 and 2005, **reducing** to earlier levels in **2006**.
- o **In-training** figures declined in 2002 and 2003 followed by an **increase in 2004 and 2005**, before **decreasing** again in **2006**.
- o **Completions** peaked in 2002, then decreased by approximately 50% for the period 2003-2006.
- o **Non-completions** have varied from year to year.

*Table 22: SAPS Non-Aboriginal apprentice & trainee activity, 12 months ending quarter, March 2001 to March 2006*

Year	Commencements	In-training	Completions	Non-Completions
2001	913	1,071	865	140
2002	819	1,019	685	91
2003	677	809	690	119
2004	697	810	569	70
2005	891	1,068	436	123
<b>2006</b>	<b>941</b>	<b>1,182</b>	<b>635</b>	<b>145</b>

By comparison, **non-Aboriginal** apprentice and trainee commencements and numbers in-training have continued to increase in 2006. These are the key trends:

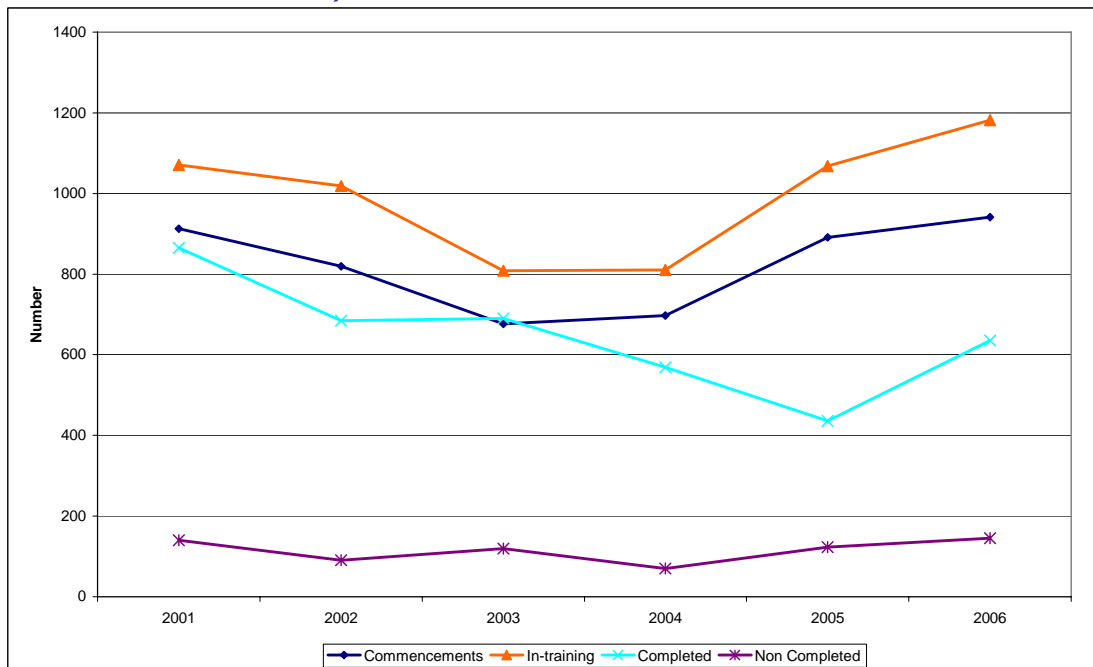
- o Numbers of **commencements peaked in 2001** then **decreased** before **rising** again in **2005 and 2006**.
- o **In-training** figures **decreased** in 2003 and 2004 followed by **increasing in 2005 and 2006**.
- o **Completions decreased** from **2001 to 2005**, with an **increase in 2006**, but not to the level achieved in 2001.
- o **Non-completions** have varied from year to year, with 2006 showing an **increase in 2005 and 2006**.

However, as commencements and in-training numbers have differed from year to year, it is important to also examine these in proportionate terms – as is provided in Table 23.

*Figure 17: SAPS Aboriginal apprentice & trainee activity, 12 months ending quarter, March 2001 to March 2006*



*Figure 18: SAPS Non-Aboriginal apprentice & trainee activity, 12 months ending quarter, March 2001 to March 2006*



### 3.3.2 Comparative Indicators

To allow a greater comparison of Aboriginal and non-Aboriginal apprentice and trainee activity, the following indicators have been presented in *Table 23*.

- o commencements as a percentage of in-training (*Figure 19*),
- o completions as a percentage of in-training (*Figure 20*), and
- o non-completions as a percentage of in-training (*Figure 21*).

*Table 23: SAPS Contract of Training Commencements, Completions and Non-Completions as a percentage of In-training, 12 months ending quarter, March 2001 to March 2006*

Year	Aboriginal			Non-Aboriginal		
	Commencements as % of In-training	Completions as % of In-training	Non-completions as % of In-training	Commencements as % of In-training	Completions as % of In-training	Non-completions as % of In-training
2001	60%	49%	25%	85%	81%	13%
2002	98%	135%	11%	80%	67%	9%
2003	113%	67%	40%	84%	85%	15%
2004	108%	55%	17%	86%	70%	9%
2005	104%	40%	28%	83%	41%	12%
2006	77%	45%	34%	80%	54%	12%

From *Table 23*, a number of differences between Aboriginal and non-Aboriginal apprentices and trainees are apparent. As a percentage of in-training -

- o **Commencements** have been consistently **higher** for Aboriginal apprentices and trainees than for non-Aboriginal apprentices and trainees during the years 2002 to 2005. However, in 2006, there was no significant difference with Aboriginal commencements as a percentage of in-training being slightly lower than non-Aboriginal commencements as a percentage of in-training.
- o **Completions** as a percentage of in-training have been lower for Aboriginal apprentices and trainees in 2001, 2003, 2004, and 2005, but higher in 2002 and similar in 2005.
- o **Non-completions** as a percentage of in-training have been **higher** for Aboriginal apprentices and trainees in all of the years 2001-2006. (*See also Figures 19-21*)

Figure 19: SAPS Contract of Training Commencements as a percentage of in-training comparison, 12 months ending quarter, March 2001 to March 2006

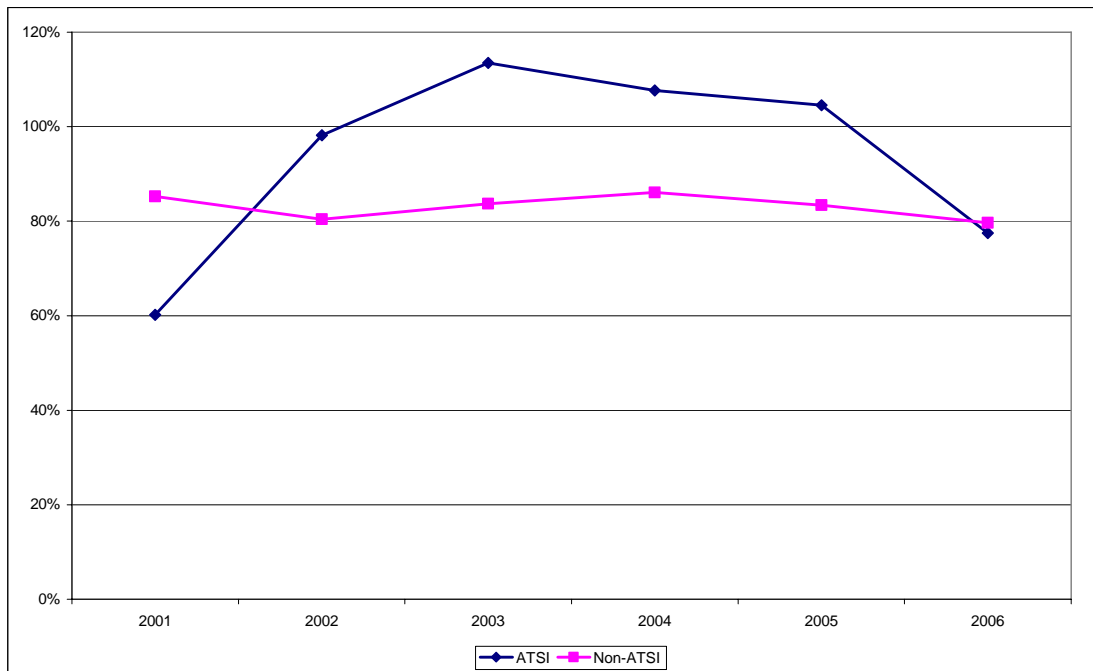


Figure 20: SAPS Contract of Training Completions as a percentage of in-training comparison, 12 months ending quarter, March 2001 to March 2006

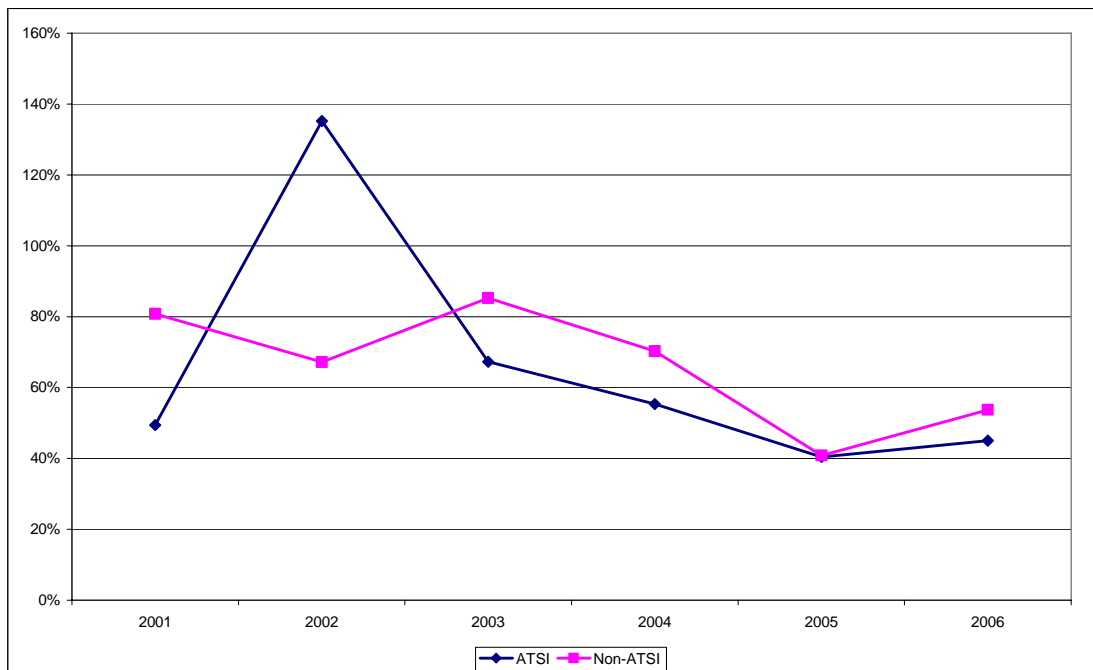
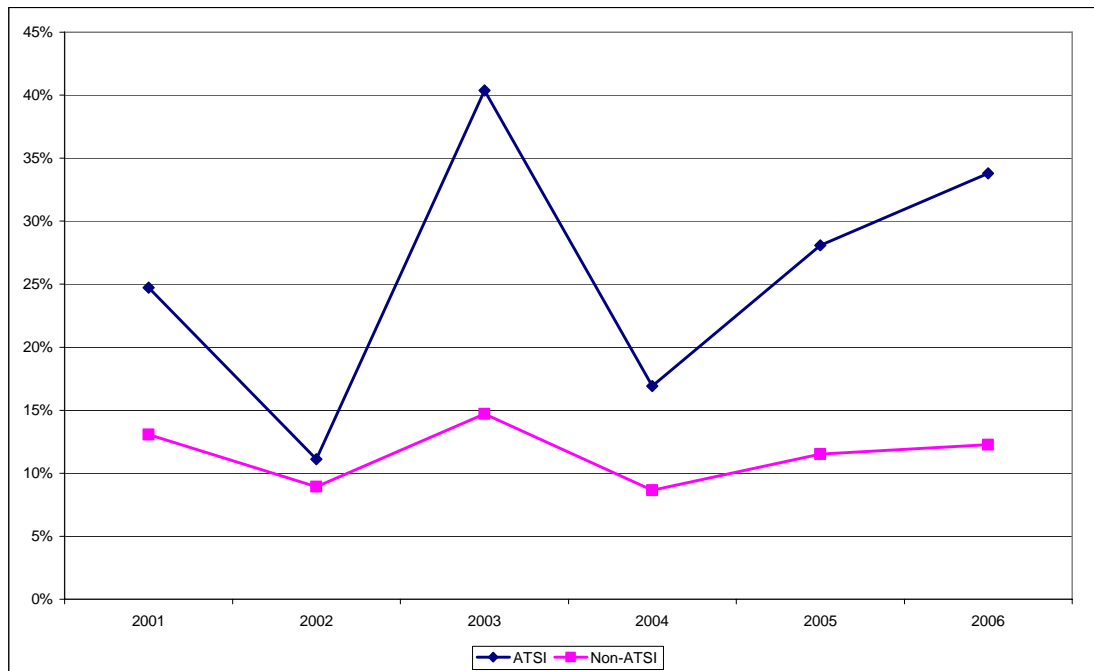


Figure 21: SAPS Contract of Training Non-completions as a percentage of In-training comparison, 12 months ending quarter, March 2001 to March 2006



### 3.3.3 Existing Workers

The South Australian Contract of Training includes a question asking whether the apprentice or trainee is an “existing worker” with their employer. For the South Australian Public Sector (SAPS) analysis, this question allows insight into whether or not the apprentice or trainee was recruited from within the SAPS.

#### Contracts of Training Commencements

- o Of SAPS contracts of training that commenced in the 12 months ending 31 March 2006, 10.9% of **Aboriginal** contract of training commencements were **existing workers**. This compared with 57.4% of non-Aboriginal Contract of Training commencements.
- o Data for the 12 months ending 31 March 2005 shows a similar difference, with only 16.1% of **Aboriginal** Contract of Training commencements as existing workers, compared with 54.9% of non-Aboriginal Contract of Training commencements – see Table 24.

*Table 24: SAPS Contract of Training Commencements by Existing Worker, 12 months ending 31 March, 2005 & 2006*

Existing Worker	2006				2005			
	Aboriginal		Non-Aboriginal		Aboriginal		Non-Aboriginal	
	No.	%	No.	%	No.	%	No.	%
Yes	6	10.9	540	57.4	15	16.1	489	54.9
No	49	89.1	401	42.6	78	83.9	398	44.7
Unknown	0	0.0	0	0.0	0	0.0	4	0.4
<b>Total</b>	<b>55</b>	<b>100.0</b>	<b>941</b>	<b>100.0</b>	<b>93</b>	<b>100.0</b>	<b>891</b>	<b>100.0</b>

### *Contracts of Training In-Training*

- o As Table 25 indicates, Contract of Training in-training figures at 31 March 2006, **21.4%** of Aboriginal apprentices and trainees in-training were **existing** workers, compared with 62.4% for non-Aboriginal employees.
- o Data for the 12 months ending 31 March 2005 shows a similar difference, with **15.3%** of Aboriginal in-training involving existing employees compared to **50.9%** of non-Aboriginal employees.

*Table 25: SAPS Contracts In-Training by Existing Worker, 12 months ending 31 March, 2005 & 2006*

Existing Worker	2006				2005			
	Aboriginal		Non-Aboriginal		Aboriginal		Non-Aboriginal	
	No.	%	No.	%	No.	%	No.	%
Yes	69	21.4	2906	62.4	54	15.3	1843	50.9
No	253	78.6	1734	37.2	299	84.7	1711	47.2
Unknown	0	0.0	18	0.4	0	0.0	69	1.9
<b>Total</b>	<b>322</b>	<b>100.0</b>	<b>4658</b>	<b>100.0</b>	<b>353</b>	<b>100.0</b>	<b>3623</b>	<b>100.0</b>

Note: Data excludes 108 contracts in-training for 2006 and 104 for 2005 for which Indigenous status is unknown.

## GLOSSARY

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AISR	Australian Institute for Social Research
AVETMISS	Australian Vocational Education and Training Management Information Statistical Standard
DDF	Don Dunstan Foundation
DFEEST	Department of Further Education Employment Science and Technology
EEO	Equal Employment Opportunity
FTE	Full Time Equivalent
LT	Long Term (contract)
LWOP	Leave Without Pay
NCVER	National Centre for Vocational Education Research
OCPE	Office for the Commissioner of Public Employment
OPE	Office for Public Employment
SAPS	South Australian Public Sector
ST	Short Term (contract)



# APPENDIX I – “Core Minimum Data Set”

Extracted from Commissioner’s Standard #8 – Monitoring and Reporting, the “Core Minimum Data Set” specifies the data items collected by the Office of Public employment annually since June 2005.

Commissioner’s Standard



Monitoring and Reporting

ATTACHMENT A

Core Minimum Data Set

## ATTACHMENT | A Core Minimum Data Set

Field Type	Description
Data Reference	Administrative Unit
	Organisation Level 1 code
	Organisation Level 2 code
	Organisation Level 3 code
	Date
Biographical Data	Quarter of Calendar Year
	Employee Unique Identifier
	Date of Birth
	Gender
	Disability Code
	ATSI Code
	Cultural and Linguistic Diversity Code
	Country of birth of employee
	Year of person's arrival in Australia
	Country of birth of employee's mother
	Country of birth of employee's father
	Main language other than English spoken at home
	Postcode of employee's home address
Human Resource Issues	Date appointed to Agency
	Date assigned to current position
	Occupation prior to appointment to current position
	Employee Type indicator
	Australian Standard Classification of Occupations (ASCO)
	Spare for future use
	Legislation under which the employee is currently employed.
	Award Code - Base Award
	EBA Agreement Code
	Award Standard Full-Time Hours per week x 100
	Classification and Increment Code
	Status of employee in current position
	Full Time Equivalent (FTE) ratio x 100.
	Flexible Work Arrangements Code
	Employment Status
	Separation Date
	Separation reason

Commissioner for Public Employment

4 of 5

Issue date 29/4/05

Salary Details	Hourly Base Rate of Pay in cents (excluding all allowances/payments)
	Salary/Total Remuneration Package
Allowance Details	Average hourly rate of non base salary earnings financial year to date in cents
	Average hourly rate of Additional Duties allowance payments at reporting date in cents.
	Average hourly rate of Locality Allowance in cents.
	Time off in lieu in hours at the reporting date x 100
	Overtime amount in cents.
	Overtime in hours x 100
	Shift/Penalty Allowances in cents.
Leave (all financial year to date)	Sick leave hours used financial year to date x 100
	Industrial Disputes hours absent fyt'd x 100
	Workers Compensation hours absent financial year to date x 100
	Parental Unpaid leave financial year to date x 100
	Maternity Paid leave financial year to date x 100
	Adoption Leave financial year to date x 100
	Miscellaneous Special Leave hours absence financial year to date x 100
	Family Carers leave financial year to date x 100
Qualifications	Current highest level ASCED
	AQF level of current highest level ASCED
PS Appointment Date	Date appointed to Public Sector
Long Service Leave	LSL Entitlement Type
	LSL Vesting Date
	LSL entitlement in days at reporting date X 100
	LSL hours taken financial year to date X 100
	LSL hours paid out on separation X 100
Recruitment	Recruitment type at entry to Public Service
Perf. Mgt	Last Review Date for performance management
Pos'n status	Status of employee's substantive position
Training Exp	Total dollar value of training and development
	Accredited Training Package Indicator
	Total dollar value of training and development relating to Leadership and Mgmt Development
Work Address	Address of employees primary work location
	Additional Address field for employees primary work location
	Suburb of employees primary work location
	Postcode of the employee's work location