

Annual Workforce Profile Report 2010



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Executive Summary

The Workforce Profile Report includes a range of key human resource indicators that profile the University workforce. The data is derived from the annual data collection provided to the Department of Education, Employment and Workforce Relations (DEEWR) and is either a snapshot (as at 31 March) or cumulative for the calendar year (1 January to 31 December). These data sets are combined for the corresponding year to present the workforce profile for that year.

Benchmark data is primarily sourced from Australian Universities' DEEWR submissions. Where DEEWR data is not available, the report is supplemented with information from the Universities' Human Resources Benchmarking Program. The combined use of the current profile, benchmark and trend analysis data can be used to plan, implement and evaluate human resource policies and initiatives. Definitions and a brief description of terms used in the report including formulas for calculating ratios are located on pages 25 – 28.

Workforce Size

The total number of full-time equivalent (FTE) staff (including casuals) for 2010 was 2896, an increase of 78.5 FTE (2.7%) since 2009. Of the total FTE staff, 56% were employed on a continuing basis, 28% on a fixed-term basis and 16% on a casual basis. The ratio of professional staff to academic staff (including casuals) increased to 1.09, up from 1.06 in 2009, and likewise the ratio of professional staff to academic staff (excluding casuals) increased to 1.35 from 1.30 in 2009. The casual workforce (FTE) increased to 470 FTE from 447 in 2009, comprising 26% and 8% of academic and professional staff respectively.

Turnover

Total turnover for the University increased from 13.4% in 2009 to 13.6% in 2010. Voluntary turnover decreased from 9.7% in 2009 to 9.5% in 2010, and involuntary turnover increased from 3.7% in 2009 to 4.1% in 2010. All three statistics are below the ATN and whole university sector benchmarks.

Length of Service

The average length of service for academic staff was 9 years 8 months and the average length of service for professional staff was 8 years and 10 months in 2010.

Gender

Women comprised 59% of the non-casual workforce. Women accounted for 47% of academic staff and 68% of professional staff. At the senior levels, women represented 31% of academic staff at academic level D and above and 44% of professional staff at level 10 and above.

Age Profile

The median age for academic staff and professional staff is 48 years and 41 years respectively. University-wide the median age is 44 years. The highest proportion of staff are in the 45-54 age group (27%) followed by the 35-44 age group (24%). A total of 50% of the workforce are in the 45 years and over age group.

Youth Employment

Youth employment represented 5.4% of the total professional staff profile (excluding casuals).

Indigenous Employment

The percentage of staff that self-identified themselves as Indigenous was 1.2% a decrease of 0.1% from 2009.

Academic Staff Qualifications

As at 31 March 2010, 65% of academic staff held a doctoral qualification, an increase from 64% in 2009.

Academic Promotions

Forty seven academic staff applied for promotion in the 2010 round (22 women and 25 men). Of these, 28 were successful (15 women and 13 men). The promotion application rate for the 2010 round was 4.8%, a decrease of 1.2% from 2009. The academic promotion rate for the 2010 round was 2.9%, a decrease from 3.9% in 2009. The promotion success rate for 2010 was 60%, a decrease of 6% from 2009.

Professional Staff Reclassification

Thirty-eight applications were received for professional staff reclassification. Of these, 18 (47%) were reclassified to a higher level.

Occupational Health Safety & Welfare

The lost time incidence rate for the period 1 January to 31 December 2010 was 0.32 improved over the previous 12 month period where the rate was 0.70. The average days lost per lost time injuries was 16.8, an increase from 10.4 in 2009.

Summary of Workforce Profile (2008, 2009, 2010)

	2008		2009		2010	
1. Total Workforce FTE (including casuals)	FTE		FTE		FTE	
Total Staff	2845		2817		2896	
Total Number of Payment Summaries Issued	6687		6854		7163	
1.1 Workforce (including casuals)	FTE	Percentage	FTE	Percentage	FTE	Percentage
Academic Staff	1378	48%	1370	49%	1387	48%
Professional Staff	1467	52%	1446	51%	1509	52%
Total Staff (FTE)	2845		2817		2896	
Ratio of Professional Staff to Academic Staff (FTE)	1.06		1.06		1.09	
2 Workforce (excluding casuals)	FTE	Percentage	FTE	Percentage	FTE	Percentage
Academic Staff	1043	44%	1030	43%	1032	43%
Professional Staff	1353	56%	1340	57%	1394	57%
Continuing Staff	1699	71%	1656	70%	1629	67%
Fixed-Term Contract Staff	697	29%	713	30%	797	33%
Total Staff (FTE)	2396		2370		2426	
Total Staff (headcount)	2548		2522		2593	
Ratio of Professional Staff to Academic Staff (FTE)	1.30		1.30		1.35	
3. Casual Workforce	FTE	Percentage	FTE	Percentage	FTE	Percentage
Academic Staff as a percentage of Total Academic Staff (FTE)	335	24%	341	25%	355	26%
Professional Staff as a percentage of Total Professional Staff (FTE)	114	8%	106	7%	115	8%
Total Casual Staff as a percentage of Total Staff (FTE)	449	16%	447	16%	470	16%
4. Staff Turnover	Headcount	% turnover	Headcount	% turnover	Headcount	% turnover
Voluntary Separations	289	11%	244	10%	246	10%
Involuntary Separations	98	4%	93	4%	106	4%
Total Staff Separations	387	15%	337	13%	352	14%
5. Length of Service - Average Years						
Academic	9 years 10 months		10 years		9 years 8 months	
Professional	8 years 7 months		8 years 8 months		8 years 10 months	
University-Wide	9 years 1 month		9 years 3 months		9 years 2 months	
6. Gender						
Female Academic Staff - Level D and Above	29%		31%		31%	
Female Academic Staff (FTE as % of All Academic Staff)	47%		47%		47%	
Female Professional Staff – HEO10+	39%		43%		44%	
Female Professional Staff (FTE as % of All Professional Staff)	66%		67%		68%	
Total Female Staff (FTE as % of Total Staff)	58%		58%		59%	

	2008	2009	2010
7. Age			
Academic Median Age	49 years	49 years	48 years
Professional Median Age	41 years	41 years	41 years
University-Wide Median Age	44 years	45 years	44 years
8. Youth Employment			
Percentage of Professional Staff aged between 16 and 24 Years of Age	6.7%	6.1%	5.4%
9. Indigenous Employment			
Indigenous Staff (as % of total headcount)	1.3%	1.3%	1.2%
10. Qualifications			
Academic Staff Qualifications - Doctorate	60.7%	63.5%	65.0%
11. Career Development			
Academic Staff Promotions (Level B to E)	25	38	47
Academic Promotion Application Rate	5.9%	6.0%	4.8%
Academic Promotion Rate	2.5%	3.9%	2.9%
Academic Promotion Success Rate	43%	66%	60%
Professional Staff Reclassification Applications	30	24	38
Professional Staff Reclassifications	22	19	18
12. Occupational Health and Safety			
Lost Time Injury Incidence Rate	0.8	0.8	0.6
Average Days Lost per Lost Time Injuries	12.9	10.4	16.8

1. Workforce Size (including casuals)

1.1 Workforce Size by Employment Type (including casuals)

Table 1: Continuing, Fixed-Term and Casual FTE by Academic and Professional

University Total (FTE)	2008			2009			2010		
	Acad	Prof	Total	Acad	Prof	Total	Acad	Prof	Total
Continuing	675.4	1023.3	1698.7	650.8	1004.9	1655.7	628.8	999.5	1628.3
Fixed Term	367.4	329.8	697.2	378.7	335.2	713.9	403.1	394.1	797.2
Casual	335.2	113.6	448.8	341.1	106.3	447.4	355.1	114.8	469.9
Total	1378	1467	2845	1371	1446	2817	1387	1509	2896

Table 2: Continuing, Fixed-Term and Casual FTE as a percentage of Total FTE by Academic and Professional

University Total (% of FTE)	2008			2009			2010		
	Acad	Prof	Total	Acad	Prof	Total	Acad	Prof	Total
Continuing	49%	70%	60%	47%	69%	59%	45%	66%	56%
Fixed Term	27%	22%	24%	28%	23%	25%	29%	26%	28%
Casual	24%	8%	16%	25%	7%	16%	26%	8%	16%

1.2 Workforce Size by Division/Portfolio (including casuals)

Table 3: Total Staff FTE by Division/Portfolio (including casuals)

Division/Portfolio	Total FTE			FTE change from 2009 to 2010	% change from 2009 to 2010
	2008	2009	2010		
Division: Business	383.6	396.2	408.0	11.8	2.9%
Division: Education, Arts & Social Sciences	595.4	547.6	548.6	1.0	0.2%
Division: Health Sciences	451.4	456.9	489.9	33.0	6.7%
Division: Information Tech. Engineering & the Environment	416.6	436.6	429.6	-7.0	-1.6%
Chancellery	86.3	86.0	88.4	2.4	2.7%
Portfolio: Academic	339.9	318.2	322.8	4.6	1.4%
Portfolio: International & Development	95.8	97.2	101.1	3.9	3.9%
Portfolio: Research & Innovation	146.3	148.8	145.2	-3.6	-2.5%
Regional Engagement	51.6	55.9	63.7	7.8	12.2%
Resources	277.8	273.6	298.3	24.7	8.3%
University Total	2845	2817	2896	78.5	2.7%

Table 4: Academic Staff FTE by Division/Portfolio (including casuals)

Division/Portfolio	Total FTE			FTE change from 2009 to 2010	% change from 2009 to 2010
	2008	2009	2010		
Division: Business	246.4	259.5	270.0	10.5	3.9%
Division: Education, Arts & Social Sciences	436.1	398.0	386.5	-11.5	-3.0%
Division: Health Sciences	289.8	301.4	329.1	27.7	8.4%
Division: Information Tech, Engineering & the Environment	286.8	292.4	286.5	-5.9	-2.1%
Chancellery	4.9	4.6	4.3	-0.3	-8.2%
Portfolio: Academic	23.0	22.8	25.7	2.9	11.3%
Portfolio: International & Development	0.01	0.05	0.1	-	-
Portfolio: Research & Innovation	64.2	61.9	54.8	-7.1	-13.0%
Regional Engagement	26.8	29.9	30.1	0.2	0.8%
Resources	-	-	-	-	-
University Total	1378	1371	1387	16.6	1.2%

Table 5: Professional Staff FTE by Division/Portfolio (including casuals)

Division/Portfolio	Total FTE			FTE change from 2009 to 2010	% change from 2009 to 2010
	2008	2009	2010		
Division: Business	137.2	136.7	137.9	1.2	0.9%
Division: Education, Arts & Social Sciences	159.3	149.6	162.1	12.5	7.7%
Division: Health Sciences	161.5	155.5	160.8	5.3	3.3%
Division: Information Tech, Engineering & the Environment	129.8	144.1	143.1	-1.0	-0.7%
Chancellery	81.4	81.3	84.2	2.9	3.4%
Portfolio: Academic	316.9	295.4	297.0	1.6	0.6%
Portfolio: International & Development	95.8	97.2	101.0	3.8	3.7%
Portfolio: Research & Innovation	82.1	86.9	90.5	3.6	3.9%
Regional Engagement	24.8	26.0	33.5	7.5	22.5%
Resources	277.8	273.6	298.3	24.7	8.3%
University Total	1467	1446	1509	62.1	4.1%

Table 6: Academic and Professional Staff FTE by Division/Portfolio (including casuals)

Division/Portfolio	Total FTE			FTE (%)	
	Acad	Prof	Total	Acad	Prof
Division: Business	270.0	137.9	408.0	66%	34%
Division: Education, Arts & Social Sciences	386.5	162.1	548.6	70%	30%
Division: Health Sciences	329.1	160.8	489.9	67%	33%
Division: Information Tech, Engineering & the Environment	286.5	143.1	429.6	67%	33%
Chancellery	4.3	84.2	88.4	5%	95%
Portfolio: Academic	25.7	297.0	322.8	8%	92%
Portfolio: International & Development	0.1	101.0	101.1	-	100%
Portfolio: Research & Innovation	54.8	90.5	145.2	38%	62%
Regional Engagement	30.1	33.5	63.7	47%	53%
Resources	-	298.3	298.3	-	100%
University Total	1387	1509	2896	48%	52%

Table 7: University Trend

Total FTE (including casuals)	2008	2009	2010
University total	2845	2817	2896
Ratio of professional to academic staff (FTE)	1.06	1.06	1.09

2. Workforce Size (excluding casuals)

2.1 Workforce Size by Employment Type (excluding casuals)

Table 8: Continuing and Fixed-Term FTE by Academic and Professional

University Total (FTE)	2008			2009			2010		
	Acad	Prof	Total	Acad	Prof	Total	Acad	Prof	Total
Continuing	675.4	1023.3	1698.7	650.8	1004.9	1655.7	628.8	999.5	1628.4
Fixed Term	367.4	329.8	697.2	378.7	335.2	713.9	403.1	394.1	797.2
Total	1043	1353	2396	1030	1340	2370	1032	1394	2426

Table 9: Continuing and Fixed-Term percentage of FTE by Academic and Professional

University Total (percentage of FTE)	2008			2009			2010		
	Acad	Prof	Total	Acad	Prof	Total	Acad	Prof	Total
Continuing	65%	76%	71%	63%	75%	70%	61%	72%	67%
Fixed Term	35%	24%	29%	37%	25%	30%	39%	28%	33%

Table 10: Ratio of Fixed Term Staff (FTE) to Continuing Staff, Universities' Human Resources Benchmarking Program

	2007	2008	2009	2010
University of South Australia	0.33	0.40	0.43	0.49
Australian Technology Network	0.37	0.43	0.41	0.44
All Australian Institutions	0.48	0.52	0.55	0.55

2.3 Workforce Size by Division/Portfolio (excluding casuals)

Table 11: Total Staff FTE by Division/Portfolio for 2008, 2009 and 2010 (excluding casuals)

Division/Portfolio	Total FTE			FTE change from 2009 to 2010	% change from 2009 to 2010
	2008	2009	2010		
Division: Business	293.1	296.6	309.1	12.5	4.0%
Division: Education, Arts & Social Sciences	468.6	429.5	419.3	-10.2	-2.4%
Division: Health Sciences	365.6	362.2	390.7	28.5	7.3%
Division: Information Tech, Engineering & the Environment	338.4	362.4	350.9	-11.5	-3.3%
Chancellery	83.8	84.1	86.4	2.3	2.7%
Portfolio: Academic	307.8	288.7	293.2	4.5	1.5%
Portfolio: International & Development	91.8	93.6	97.2	3.6	3.7%
Portfolio: Research & Innovation	142.6	144.0	139.2	-4.8	-3.4%
Regional Engagement	44.4	49.4	55.6	6.2	11.2%
Resources	259.9	259.2	284.1	24.9	8.8%
University Total	2396	2370	2426	56.0	2.3%

Table 12: Academic and Professional Staff by Division/Portfolio (FTE and Headcount excluding casuals)

Division/Portfolio	FTE (%)		Total FTE			Headcount		
	Acad	Prof	Acad	Prof	Total	Acad	Prof	Total
Division: Business	60%	40%	185.2	123.9	309.1	193	134	327
Division: Education, Arts & Social Sciences	65%	35%	273.0	146.3	419.3	293	160	453
Division: Health Sciences	63%	37%	244.8	145.9	390.7	276	157	433
Division: Information Tech. Engineering & the Environment	64%	36%	224.3	126.6	350.9	231	133	364
Chancellery	5%	95%	4.2	82.2	86.4	5	87	92
Portfolio: Academic	8%	92%	24.7	268.5	293.2	27	287	314
Portfolio: International & Development	-	100%	-	97.2	97.2	-	108	108
Portfolio: Research & Innovation	37%	63%	51.6	87.6	139.2	52	93	145
Regional Engagement	44%	56%	24.2	31.4	55.6	26	38	63
Resources	-	100%	-	284.1	284.1	-	294	294
University Total	43%	57%	1032	1394	2426	1103	1491	2593

Table 13: University Trend (excluding casuals)

University total	2008	2009	2010
Academic Staff (FTE)	1043	1030	1032
Professional Staff (FTE)	1353	1340	1394
University total (FTE)	2396	2370	2426
University total (headcount)	2548	2522	2593
Ratio of professional to academic staff (FTE)	1.30	1.30	1.35

Table 14: Ratio of Professional to Academic Staff (excluding casuals), DEEWR Benchmarking

	2007	2008	2009	2010
University of South Australia	1.24	1.30	1.30	1.35
Flinders University	1.39	1.34	1.37	1.38
The University of Adelaide	1.25	1.25	1.28	1.27
Australian Technology Network	1.41	1.42	1.45	1.44
All Australian Institutions	1.29	1.31	1.32	1.32

3. Casual Staff

Table 15: Casual Academic and Professional Staff (FTE) by Division/Portfolio, 1 January 2010 to 31 December 2010

Division/Portfolio	Academic		Professional		University Total	
	FTE	As a % of total acad. FTE in area	FTE	As a % of total prof. FTE in area	FTE	As a % of total FTE in area
Division : Business	84.8	31.4%	14.1	10.2%	98.9	24.2%
Division: Education, Arts & Social Sciences	113.5	29.4%	15.7	9.7%	129.2	23.6%
Division: Health Sciences	84.3	25.6%	15.0	9.3%	99.3	20.3%
Division: Information Tech. Engineering & the Environment	62.2	21.7%	16.5	11.5%	78.7	18.3%
Chancellery	0.05	1.2%	1.95	2.3%	2.0	2.3%
Portfolio: Academic	1.0	3.9%	28.6	9.6%	29.6	9.2%
Portfolio: International & Development	0.1	100%	3.8	3.8%	3.9	3.9%
Portfolio: Research & Innovation	3.2	5.8%	2.9	3.2%	6.0	4.1%
Regional Engagement	5.9	19.6%	2.1	6.3%	8.0	12.6%
Resources	-	-	14.2	4.8%	14.2	4.8%
University Total	355.1	25.6%	114.8	7.6%	469.9	16.2%

Table 16: University Trend

Casual Staff as a % of Total FTE	2008	2009	2010
Academic	24.3%	24.9%	25.6%
Professional	7.7%	7.3%	7.6%
Total	15.8%	15.9%	16.2%

Table 17: Casual Academic Staff as a percentage of Total Academic Staff, DEEWR Benchmarking

	2007	2008	2009	2010
University of South Australia	23.4%	24.3%	24.9%	25.6%
Flinders University	16.2%	17.4%	16.7%	
The University of Adelaide	14.4%	15.0%	15.0%	
Australian Technology Network	25.2%	28.8%	28.0%	
All Australian Institutions	18.8%	19.5%	20.2%	

4. Staff Turnover (excluding traineeships)

Table 18: Total Voluntary and Involuntary Staff Separations by Academic and Professional, 1 January 2010 to 31 December 2010

Separations	Academic	Professional	University Total
Involuntary	58	48	106
Voluntary	82	164	246
Total	140	212	352

Table 19: Number of Voluntary and Involuntary Staff Separations by Academic and Professional and Gender (headcount), 1 January 2010 to 31 December 2010

Gender	Award	Involuntary	Voluntary	University Total	As a % of Total Turnover
Female	Academic	35	43	78	22%
	Professional	38	124	162	46%
Total Female		73	167	240	68%
Male	Academic	23	39	62	17%
	Professional	10	40	50	14%
Total Male		33	79	112	32%
Total		106	246	352	100%

Table 20: Voluntary and Involuntary Staff Turnover by Division/Portfolio, 1 January 2010 to 31 December 2010

Division/Portfolio	Involuntary	Voluntary	Uni Total	Involuntary (%)	Voluntary (%)	Total (%)
Division : Business	14	23	37	4.3%	7.0%	11.3%
Division: Education, Arts & Social Sciences	21	48	69	4.6%	10.6%	15.2%
Division: Health Sciences	18	43	61	4.2%	9.9%	14.1%
Division: Information Tech. Engineering & the Environment	20	33	53	5.5%	9.1%	14.6%
Chancellery	1	11	12	1.1%	12.0%	13.0%
Portfolio: Academic	7	28	35	2.2%	8.9%	11.1%
Portfolio: International & Development	3	15	18	2.8%	13.9%	16.7%
Portfolio: Research & Innovation	14	15	29	9.7%	10.3%	20.0%
Regional Engagement	4	9	13	6.3%	14.3%	20.6%
Resources	4	21	25	1.4%	7.1%	8.5%
University Total	106	246	352	4.1%	9.5%	13.6%

Table 21: University Trend

Total University	2008	2009	2010
Involuntary	3.8%	3.7%	4.1%
Voluntary	11.3%	9.7%	9.5%
Total Turnover	15.2%	13.4%	13.6%

Table 22: Total Turnover, Universities' Human Resources Benchmarking Program

	2007	2008	2009	2010
University of South Australia	13.3%	15.2%	13.4%	13.6%
Australian Technology Network	17.0%	17.1%	15.6%	16.1%
All Australian Institutions	17.7%	17.9%	16.6%	17.5%

Table 23: Voluntary Employee Initiated Turnover, Universities' Human Resources Benchmarking Program

	2007	2008	2009	2010
University of South Australia	8.9%	9.4%	8.6%	8.9%
Australian Technology Network	10.1%	10.4%	8.6%	9.2%
All Australian Institutions	10.7%	10.5%	8.0%	9.2%

5. Length of Service – Continuing and Fixed Term Staff

Figure 1: Length of Service, Academic Staff

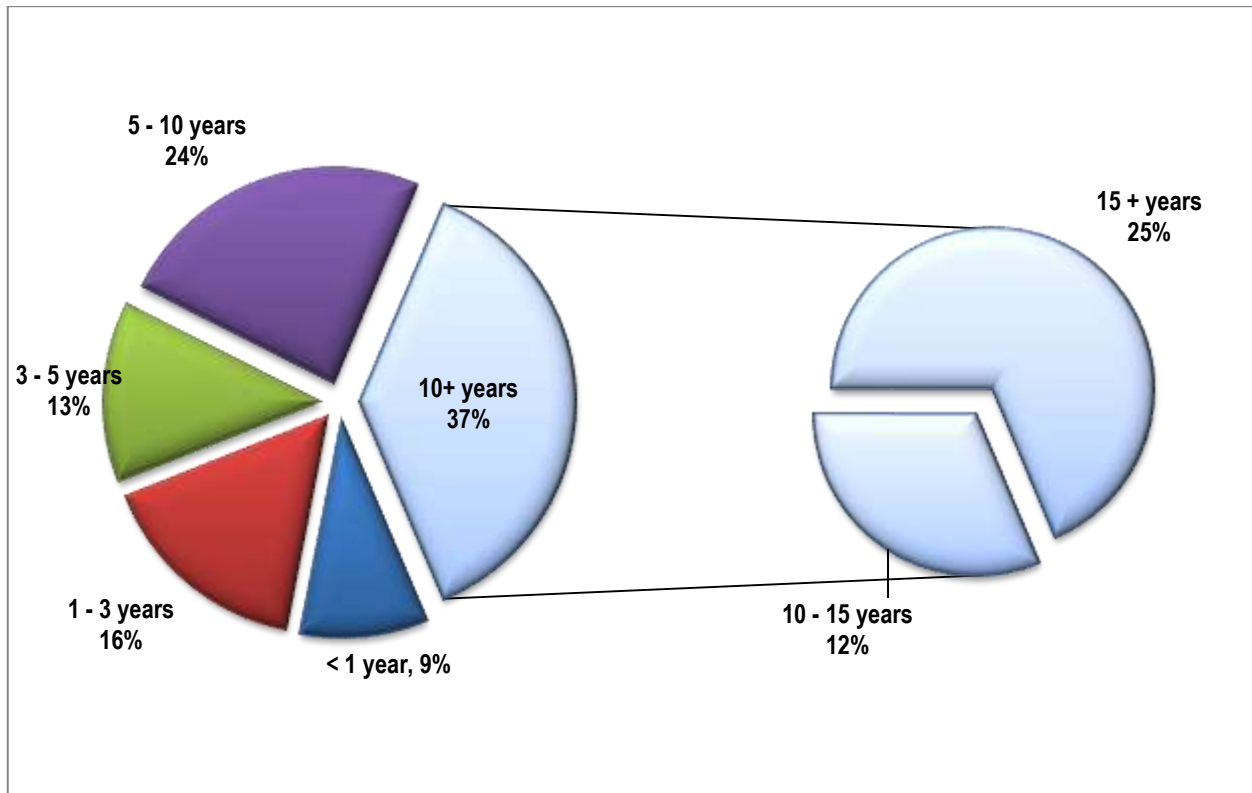


Figure 2: Length of Service, Professional Staff

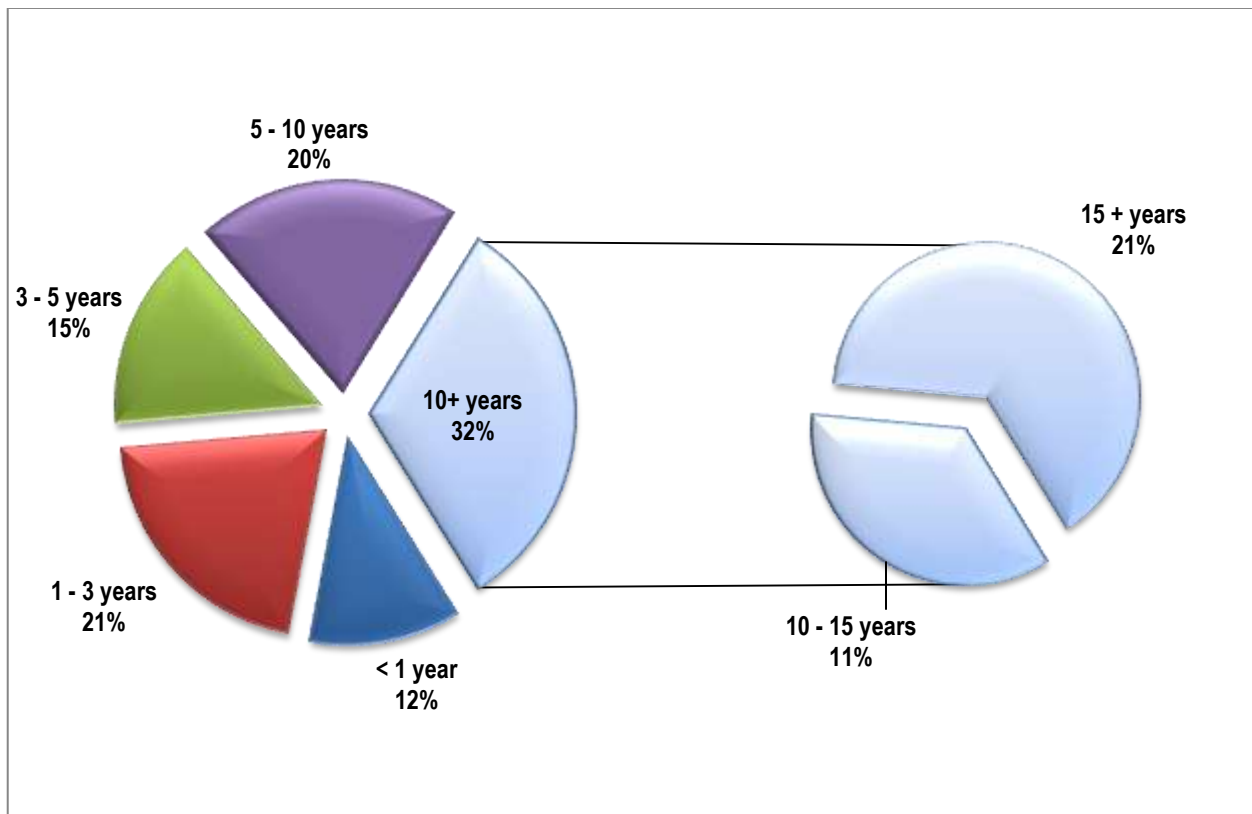


Figure 3: Length of Service, All Staff

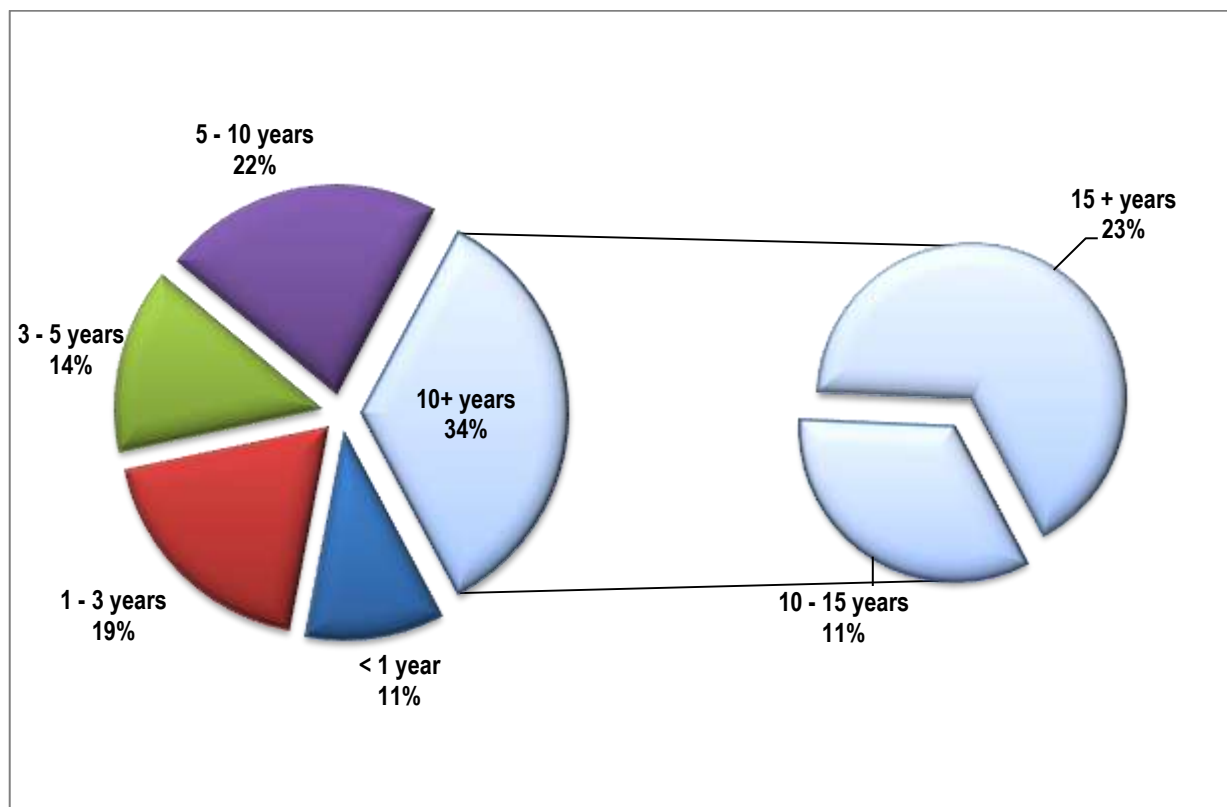


Table 24: University Trend

Service	2008	2009	2010
Average length of service - Academic	9 years 10 months	10 years	9 years 8 months
Average length of service - Professional	8 years 7 months	8 years 8 months	8 years 10 months
Average length of service	9 years 1 month	9 years 3 months	9 years 2 months
Over 15 years service - Academic	28%	28%	26%
Over 15 years service – Professional	21%	21%	21%
Over 15 years service - total	24%	24%	23%

Table 25: Length of Service Profile, Universities' Human Resources Benchmarking Program

	Years Service					
	< 1	1 - 3	3 - 5	5 - 10	10 - 15	15 +
University of South Australia	10.4%	18.5%	14.4%	21.8%	11.5%	23.4%
Australian Technology Network	11.7%	22.0%	13.4%	19.8%	11.3%	21.8%
All Australian Institutions	12.1%	23.4%	13.8%	21.1%	11.5%	18.1%

6. Gender

Table 26: Total Workforce (excluding casuals) by Classification and Gender

Occupational Classifications	FTE			FTE (%)	
	Men	Women	Total	Men	Women
Senior Staff - Academic	27.0	13.6	40.6	67%	33%
Level E	58.6	22.3	80.9	72%	28%
Level D	55.0	29.4	84.4	65%	35%
Level C	173.3	143.5	316.8	55%	45%
Level B	156.2	169.5	325.7	48%	52%
Level A	77.8	105.8	183.6	42%	58%
Senior Staff - Professional	10.0	8.0	18.0	56%	44%
HEO10	24.0	18.5	42.5	56%	44%
HEO9	29.0	26.0	55.0	53%	47%
HEO8	49.0	89.2	138.2	35%	65%
HEO7	83.4	111.9	195.3	43%	57%
HEO6	83.6	143.6	227.2	37%	63%
HEO5	75.0	208.6	283.6	26%	74%
HEO4	72.0	258.2	330.2	22%	78%
HEO3	24.2	72.0	96.2	25%	75%
HEO2	-	3.5	3.5	-	100%
HEO1	-	-	-	-	-
Trainee	2.0	2.0	4.0	50%	50%
Total	1000	1426	2426	41%	59%

Table 27: Female Staff by Academic and Professional and Division/ Portfolio

Division/Portfolio	FTE			FTE (%)	
	Acad	Prof	Total	Acad	Prof
Division: Business	73.6	106.9	180.5	40%	86%
Division: Education, Arts & Social Sciences	155.9	113.1	269.0	57%	77%
Division: Health Sciences	158.0	108.3	266.3	65%	74%
Division: Information Tech. Engineering & the Environment	45.7	73.1	118.8	20%	58%
Chancellery	3.2	68.2	71.4	76%	83%
Portfolio: Academic	16.9	200.1	217.0	68%	75%
Portfolio: International & Development	-	77.7	77.7	-	80%
Portfolio: Research & Innovation	10.6	43.6	54.2	21%	50%
Regional Engagement	20.2	26.8	47.0	83%	85%
Resources	-	123.7	123.7	-	44%
Total	484	942	1426	47%	68%

Table 28: University Trend

	2008	2009	2010
Female academic staff (FTE as % all levels)	46.9%	46.8%	46.9%
Female academic Staff (FTE as % of Level D and above)	28.6%	31.3%	31.2%
Female professional staff (FTE as % of all levels)	66.4%	67.2%	67.6%
Female professional staff (FTE as % of HEO10+)	38.5%	43.0%	43.8%
Female staff (FTE as % of all levels)	57.9%	58.3%	58.8%

6.1 Female Participation

Table 29: Female Academic Staff – All Levels, DEEWR Benchmarking

	2007	2008	2009	2010
University of South Australia	46.6%	46.9%	46.8%	46.9%
Flinders University	48.9%	49.0%	50.0%	50.1%
The University of Adelaide	33.5%	33.5%	33.5%	34.9%
Australian Technology Network	40.9%	42.5%	43.1%	43.6%
All Australian Institutions	40.7%	41.5%	42.3%	42.8%

Table 30: Female Academic Staff – Level D and Above, DEEWR Benchmarking

	2007	2008	2009	2010
University of South Australia	27.1%	28.6%	31.3%	31.2%
Flinders University	30.6%	31.1%	33.7%	32.6%
The University of Adelaide	15.8%	17.8%	19.1%	19.6%
Australian Technology Network	27.0%	29.1%	29.8%	30.1%
All Australian Institutions	23.9%	24.8%	26.4%	27.2%

Table 31: Female Professional Staff – All Levels, DEEWR Benchmarking

	2007	2008	2009	2010
University of South Australia	65.3%	66.4%	67.1%	67.6%
Flinders University	65.9%	66.8%	66.8%	66.9%
The University of Adelaide	63.6%	64.1%	64.1%	64.8%
Australian Technology Network	60.3%	61.0%	61.4%	62.0%
All Australian Institutions	62.2%	62.7%	63.1%	63.6%

Table 32: Female Professional Staff – HEO 10 and Above, DEEWR Benchmarking

	2007	2008	2009	2010
University of South Australia	39.6%	38.5%	43.0%	43.8%
Flinders University	45.7%	43.9%	52.1%	47.4%
The University of Adelaide	45.1%	51.0%	39.3%	42.0%
Australian Technology Network	41.2%	41.8%	41.0%	41.5%
All Australian Institutions	42.4%	44.3%	44.9%	44.9%

7. Age

7.1 Age Profile (excluding casuals)

Table 33: Academic and Professional Staff (headcount) by Age and Gender

Classification / Gender		Number of Staff in each Age Group				
		15-24	25-34	35-44	45-54	55+
Academic	Female	6	85	129	169	145
	Male	-	83	123	165	198
Total		6	168	252	334	343
Professional	Female	61	297	259	256	159
	Male	20	120	118	119	82
Total		81	417	377	375	241

Table 34: Age Profile by Division/Portfolio, compared to Australian Universities (headcount)

Division/Portfolio	Percentage of Staff in each Age Group					% of staff aged over 45 years
	15-24	25-34	35-44	45-54	55+	
Division: Business	3.7%	20.2%	24.2%	26.9%	25.4%	52.3%
Division: Education, Arts & Social Sciences	2.4%	12.8%	20.8%	28.0%	36.0%	64.0%
Division: Health Sciences	3.9%	24.9%	23.1%	28.4%	19.6%	48.0%
Division: Information Tech., Engineering & the Environment	1.7%	22.5%	23.4%	30.5%	22.0%	52.5%
Chancellery	7.6%	26.1%	20.7%	29.4%	16.3%	45.7%
Portfolio: Academic	3.8%	25.8%	24.8%	26.4%	19.1%	45.5%
Portfolio: International & Development	4.6%	40.7%	25.9%	17.6%	11.1%	28.7%
Portfolio: Research & Innovation	2.1%	30.3%	31.7%	21.4%	14.5%	38.9%
Regional Engagement	6.4%	7.9%	14.3%	38.1%	33.3%	71.4%
Resources	3.7%	24.8%	30.6%	25.9%	15.0%	40.8%
University Total	3.4%	22.6%	24.2%	27.3%	22.5%	49.9%
Australian Universities (average)	3.7%	21.7%	26.2%	28.6%	19.8%	48.4%

Table 35: Median Age of Academic and Professional Staff by Gender

	Median Age		
	Male	Female	University-wide
Academic	50	47	48
Professional	43	41	41
University-wide	46	43	44

Table 36: University Trend

	2008	2009	2010
Academic staff median age	49 years	49 years	48 years
Professional staff median age	41 years	41 years	41 years
University-wide median age	44 years	45 years	44 years

7.2 Youth Employment (excluding casuals)

Table 37: Youth Employment (Age 16 – 24, Professional Staff) by Division/Portfolio

Division/Portfolio	FTE	Headcount
Division: Business	10.8	11
Division: Education, Arts & Social Science	8.3	9
Division: Health Sciences	13.0	13
Division: Information Technology, Engineering & the Environment	5.4	6
Chancellery	6.6	7
Portfolio: Academic	11.3	12
Portfolio: International & Development	5.0	5
Portfolio: Research & Innovation	2.4	3
Regional Engagement	2.9	4
Resources	11.0	11
Grand Total	76.8	81

Table 38: Youth Employment (Age 16 – 24, Professional Staff), DEEWR Benchmarking

	2007	2008	2009	2010
University of South Australia	6.3%	6.7%	6.1%	5.4%
Flinders University	6.2%	5.1%	5.1%	4.5%
The University of Adelaide	6.0%	5.4%	6.2%	6.0%
Australian Technology Network	5.2%	5.4%	6.3%	5.7%
All Australian Institutions	5.1%	5.2%	5.9%	5.3%

8. Indigenous Employment

Table 39: Indigenous Employment as a percentage of Staff (headcount)

Division/Portfolio	Indigenous employment (% of headcount)
Division: Business	-
Division: Education, Arts & Social Sciences	4.4%
Division: Health Sciences	0.9%
Division: Information Technology, Engineering & the Environment	0.3%
Chancellery	2.2%
Portfolio: Academic	0.3%
Portfolio: International & Development	0.9%
Portfolio: Research & Innovation	0.7%
Regional Engagement	3.2%
Resources	-
University Total	1.2%

Table 40: University Trend

	2008	2009	2010
Indigenous employment as a percentage of total staff (headcount)	1.3%	1.3%	1.2%

Table 41: Indigenous Employment, DEEWR Benchmarking

	2007	2008	2009	2010
University of South Australia*	0.9%	0.8%	0.9%	0.9%
Flinders University	1.4%	1.5%	1.4%	1.6%
The University of Adelaide	0.6%	0.8%	0.5%	0.8%
Australian Technology Network	0.8%	0.9%	0.9%	0.9%
All Australian Institutions	0.8%	0.9%	0.9%	0.9%

*UniSA benchmark data reflects information that is collected via the Staff Diversity Survey (http://www.unisa.edu.au/hrm/forms/diversity_survey.doc). The survey is optional and relies on self declaration only. In 2010, 39% of staff provided no information.

9. Academic Staff Qualifications

Table 42: Academic Staff Highest Qualification as a percentage of Academic Staff (headcount) by Division/Portfolio

Division/Portfolio	Doctorate	Masters	Other	Total (Headcount)
Division: Business	65.3%	21.2%	13.5%	193
Division: Education, Arts & Social Sciences	54.3%	24.9%	20.8%	293
Division: Health Sciences	62.7%	16.3%	21.0%	276
Division: Info Technology Engineering & the Environment	76.2%	11.7%	12.1%	231
Chancellery	80.0%	20.0%	-	5
Portfolio: Academic	63.0%	25.9%	11.1%	27
Portfolio: Research & Innovation	96.2%	1.9%	1.9%	52
Regional Engagement	46.2%	34.6%	19.2%	26
University-wide	65.0%	18.5%	16.5%	1103

Table 43: Academic Staff Highest Qualification as a percentage of Academic Staff (headcount) by Academic Classification

Division/Portfolio	Doctorate	Masters	Other	Total (Headcount)
Senior Academic Staff	90%	5%	5%	41
Academic Staff Level E	97%	1%	2%	84
Academic Staff Level D	96%	2%	2%	88
Academic Staff Level C	74%	19%	7%	324
Academic Staff Level B	65%	23%	12%	353
Academic Staff Level A	24%	25%	51%	215
University-wide	65%	18%	17%	1103

Table 44: University Trend

	2008	2009	2010	2011 KPI Target
Percentage of academic staff with a Doctorate qualification	60.7%	63.6%	65.0%	67.0%

Table 45: Doctorate Qualifications, DEEWR Benchmarking

	2007	2008	2009	2010
University of South Australia	54.9%	60.7%	63.5%	65.0%
Flinders University	59.4%	60.7%	59.2%	61.0%
The University of Adelaide	67.3%	68.1%	67.2%	69.8%
Australian Technology Network	54.5%	59.6%	59.7%	61.2%
All Australian Institutions	59.0%	60.6%	61.1%	62.5%

10. Academic Promotions

Table 46: Number of Applications received for Academic Promotion for 2010

Application for Promotion to Academic Level		BUE	EASS	HSC	ITEE	R&I	Total
Level B	Male	-	1	-	-	-	1
	Female	2	2	-	1	1	6
Level C	Male	3	1	1	8	2	15
	Female	1	3	1	-	1	6
Level D	Male	-	2	1	2	2	7
	Female	-	4	2	-	-	6
Level E	Male	1	-	-	1	-	2
	Female	-	2	-	2	-	4
Total	Male	4	4	2	11	4	25
	Female	3	11	3	3	2	22
University Total		7	15	5	14	6	47
Application for Promotion as a % of Academic Staff in Division/Portfolio		4.1%	5.7%	2.0%	7.0%	13.6%	4.8%

Table 47: Number of Successful Applications for Academic Promotion for 2010

Successful Promotion to Academic Level		BUE	EASS	HSC	ITEE	R&I	Total
Level B	Male	-	1	-	-	-	1
	Female	2	2	-	1	1	6
Level C	Male	3	-	-	3	2	8
	Female	1	2	1	-	1	5
Level D	Male	-	1	-	1	2	4
	Female	-	1	1	-	-	2
Level E	Male	-	-	-	-	-	-
	Female	-	-	-	2	-	2
Total	Male	3	2	-	4	4	13
	Female	3	5	2	3	2	15
University Total		6	7	2	7	6	28
Successful Promotions as a % of Academic Staff in Division/Portfolio		3.6%	2.7%	0.8%	3.5%	13.6%	2.9%

Table 48: University Trend

University-Wide Academic Promotions	2008	2009	2010
Number of Female Applications	23	27	22
Number of Male Applications	35	31	25
Number of Successful Women	12	18	15
Number of Successful Men	13	20	13
Academic Promotion Application Rate	5.9%	6.0%	4.8%
Academic Promotion Rate	2.5%	3.9%	2.9%
Promotion Success Rate	43%	66%	60%

Table 49: Academic Promotion Rate, Universities' Human Resources Benchmarking Program

	2007	2008	2009	2010
University of South Australia	3.3%	2.5%	3.9%	2.9%
Australian Technology Network	5.9%	4.3%	5.8%	5.1%
All Australian Institutions	4.5%	4.9%	4.3%	4.5%

Table 50: Academic Promotion Application Rate, Universities' Human Resources Benchmarking Program

	2007	2008	2009	2010
University of South Australia	6.4%	5.9%	6.0%	4.8%
Australian Technology Network	8.5%	6.8%	7.7%	7.6%
All Australian Institutions	6.6%	7.0%	6.0%	6.4%

Table 51: Promotion Success Rate, Universities Human Resources Benchmarking Program

	2007	2008	2009	2010
University of South Australia	53%	43%	66%	60%
Australian Technology Network	69%	62%	75%	67%
All Australian Institutions	68%	69%	71%	71%

11. Professional Staff Reclassifications

Table 52: Number of Applications for Reclassification by Classification Level, 1 January 2010 to 31 December 2010

Professional Staff Level	Applications for Reclassifications by Substantive Position	Classification Level Increased	Classification Level Remained the Same
HEO1	-	-	-
HEO2	-	-	-
HEO3	4	3	1
HEO4	5	4	1
HEO5	8	1	7
HEO6	8	2	6
HEO7	6	3	3
HEO8	3	1	2
HEO9	4	4	-
HEO10	-	-	-
University Total	38	18	20

Table 53: Number of Applications for Reclassification by Division/Portfolio, 1 January 2010 to 31 December 2010

Division / Portfolio	Applications
Division: Business	1
Division: Education, Arts & Social Sciences	1
Division: Health Sciences	7
Division: Information Tech. Engineering & the Environment	-
Chancellery	5
Portfolio: Academic	12
Portfolio: International & Development	3
Portfolio: Research & Innovation	2
Regional Engagement	-
Resources	7
University Total	38

Table 54: University Trend

	2008	2009	2010
Number of Applications for Reclassification	30	24	38
Number of Applications resulting in an Increased Classification Level	22	19	18
Percentage of Applications resulting in an Increased Classification Level	73%	79%	47%

12. Occupational Health and Safety

Table 55: Occupational Health and Safety Statistics, 1 January 2010 to 31 December 2010

	2008	2009	2010
Lost Time Injury Incidence Rate	0.8	0.8	0.6
Lost Time Injury Frequency Rate	7.21	3.6	1.6
Average Days Lost per Lost Time Injury*	12.9	10.4	16.8
Total Number of Workers Compensation Claims	39	52	44
Number of Lost Time Injuries	20	20	16
Total Number of Days Lost*	258	208	269
Total Cost of Claims*	\$625,678	\$870,290	\$797,141

*N.B. Annual figures continue to increase until such time as the claim is closed. Costs and time off are allocated back to the year that the incident occurred (Monthly reporting focuses on number of claims, time lost and costs incurred for the month i.e. how much we spent in a month regardless of date of injury).

Table 56: Lost Time Injury Incidence Rate, Universities' Human Resources Benchmarking Program

	2008	2009	2010	Sample Size		
				2008	2009	2010
University of South Australia	0.8	0.8	0.6	1	1	1
Australian Technology Network	0.6	0.9	0.7	3	3	4
All Australian Institutions	0.8	0.8	0.8	29	30	31

Table 57: Average Days Lost per Lost Time Injury, Universities' Human Resources Benchmarking Program

	2008	2009	2010	Sample Size		
				2008	2009	2010
University of South Australia	12.9	10.4	16.8	1	1	1
Australian Technology Network	13.1	11.9	28.3	3	3	4
All Australian Institutions	20.2	21.7	23.2	29	30	31

Definitions

Data Collection Timing

Data is collected and presented in the report on a snapshot or cumulative basis. All snapshot data is taken as at the 31 March each year (for example, the number of continuing and fixed term staff as at 31 March). Data collected on a cumulative basis is taken over a 12 month period from 1 January to 31 December (for example, the result of separations is the total number of separations that occurred over the specified 12 month period).

Staff

A staff member is a paid employee of the University in a fixed term, continuing, or casual basis. The category does not include people contracted through a third party.

Academic Staff

An academic staff member is employed to primarily perform the academic functions of teaching and/or research.

Professional Staff

Professional staff are those employees who are not employed as academic staff members, i.e. the employee does not perform the functions of teaching and research.

Headcount

Headcount is the actual number of staff employed by the University, regardless of their full time equivalent.

FTE (Full time Equivalent)

Number of full time equivalent staff is calculated by dividing the number of hours actually worked by the number of hours worked by a full time employee. e.g. a staff member who works half time will be counted as 0.5 FTE.

Ratio of Fixed Term Staff (FTE) to Continuing Staff

$$\frac{\text{Total Fixed Term Staff (FTE)}}{\text{Total Continuing Staff (FTE)}}$$

The ratio of fixed term to continuing staff provides a profile of employment tenure within the workforce. The results for this ratio should be read as the 'number of fixed term staff members for each continuing staff member'. For example, a result of 0.4 means that the university employs 0.4 fixed term staff members for each 1.0 continuing staff member.

Ratio of Professional to Academic Staff (excluding casuals)

$$\frac{\text{Professional Staff excluding Casuals (FTE)}}{\text{Academic Staff excluding Casuals (FTE)}}$$

Staffing ratios show the concentration of support and corporate staff compared to core-business staff (academics). This ratio gives an indication of the level of support (corporate and other service delivery) provided to enable the academic work of the university. Factors that may affect this measure include outsourcing of certain functions, service delivery differentiation and multi-campus operations.

Casual Staff

Casual staff are engaged by the hour and paid on an hourly basis. The data used describes the utilisation and payment of academic and professional casual staff across the University for the period 1 January to 31 December. It does not include any hours relating to payments made outside these dates for work performed during the period.

Full-time equivalence is derived using the prescribed DEEWR formula:

$$\text{FTE} = \frac{\text{(hours worked)}}{\text{(F x N)}}$$

F = factor based on work performed prescribed as:

- 9 for lecturing

- 25 for supervising or conducting demonstrations, tutorials, practicals or workshops
- 35 for marking, research and all other work

N = number of weeks worked per year for various staff categories prescribed as:

- 28 for lecturing, tutoring and supervisory staff
- 52 for marking, research and all other non-academic staff

Casual Academic Staff as a percentage of Total Academic Staff

$$\frac{\text{Academic Casual Staff (FTE)}}{\text{Total Academic Staff including Casuals (FTE)}}$$

The percentage of academic casual staff relative to the overall academic population provides a profile of casualisation within the academic workforce.

Staff Turnover

Turnover is defined as the ratio of staff that left the organisation to the average number of staff employed over a 12 month period. Turnover includes both voluntary and involuntary turnover and excludes casual staff.

Voluntary turnover represents the number of employees who initiated terminations of employment and includes:

- resignation
- voluntary redundancy
- retirement

Involuntary turnover represents the number of employer-initiated terminations of employment and includes:

- expiration of fixed-term contract employment
- compulsory redundancy
- dismissal
- employment not continuing after probation

Turnover is calculated with the following formula:

$$\frac{\text{Number of Staff terminated (headcount)}}{\text{Average No. of staff for the 12 month period}} \times 100\%$$

Length of Service Profile

The length of service profile shows the balance of organisation experience and fresh talent. A higher proportion of longer term employees may reflect the high levels of job satisfaction, job security and successful use of retention strategies. Alternatively a higher proportion of longer term employees may prompt consideration of issues including workforce regeneration, alignment of capabilities, staff development and succession management. A higher proportion of staff with shorter service may suggest turnover/retention issues, but may also reflect strategies to rejuvenate or expand the workforce.

$$\frac{\text{Total Staff FTE of Length of Service Group}}{\text{Total Staff FTE}}$$

Female Participation

The percentage of female staff relative to the overall university population demonstrates the gender balance within the workforce, which can be used to measure the effectiveness of equity activities within the organisation.

Female Academic Staff – All Levels

$$\frac{\text{Total Female (Academic) (FTE)}}{\text{Total Staff (Academic) (FTE)}}$$

Female Academic staff – Level D and Above

$$\frac{\text{Total Female (Academic Level D and above) (FTE)}}{\text{Total Staff (Academic Level D and above) (FTE)}}$$

Female Professional staff – All Levels

$$\frac{\text{Total Female (Professional) (FTE)}}{\text{Total Staff (Professional) (FTE)}}$$

Female Professional staff – HEO 10 and Above

$$\frac{\text{Total Female (Professional HEO 10 and above) (FTE)}}{\text{Total Staff (Professional HEO 10 and above) (FTE)}}$$

Youth Employment

Youth employment is defined as continuing and fixed-term employment of professional staff between 16 and 24 years of age.

The percentage is calculated as (FTE non-casual):

$$\frac{\text{Total professional youth employed (FTE)}}{\text{Total professional staff (FTE)}} \times 100\%$$

Indigenous Employment

Indigenous staff are those who identify themselves as being of Aboriginal and/or Torres Strait Islander origin.

This percentage is calculated as:

$$\frac{\text{Number of Indigenous Staff (headcount)}}{\text{Total Staff (headcount)}} \times 100\%$$

Doctoral Qualifications

The Doctoral Qualifications measure is the percentage of Academic staff (continuing and fixed term) who have been awarded with a doctoral qualification. This gives an indication of the level of qualifications of the university's academic staff.

$$\frac{\text{Number of Academic Doctoral Qualifications (Headcount)}}{\text{Number of Academic Staff (Headcount)}}$$

Academic Promotion

The *academic promotion application rate* is the rate of academic staff applying for academic promotion. It has been calculated using the following formula:

$$\frac{\text{Number of academic staff applications for promotion A – D}}{\text{Academic staff headcount Academic Levels A – D}} \times 100\%$$

The *academic promotion rate* is the rate of successful academic promotions. It has been calculated using the following formula:

$$\frac{\text{Number of academic staff promoted A – D}}{\text{Academic staff headcount Academic Levels A – D}} \times 100\%$$

The *academic promotion success rate* is the rate of successful academic promotions in comparison with applications. It has been calculated using the following formula:

$$\frac{\text{Number of academic staff promoted A – D}}{\text{Number of academic staff applications for promotion A – D}} \times 100\%$$

Lost Time Injury Incidence Rate

The time lost injury incidence rate is the number of lost time incidents which occurred during the reporting period, as a proportion of total University headcount. The headcount does not include casual staff.

The incidence rate is calculated as:

$$\frac{\text{Number of lost time incidents in the period}}{\text{Number of staff (headcount, excluding casuals)}} \times 100$$

Lost Time Injury Frequency Rate

The lost time injury frequency rate is the number of injury/illness for each one million hours worked.

The frequency rate is calculated as:

$$\frac{\text{Number of incidents in the period}}{\text{Number of hours worked in the period}} \times 1,000,000$$

Average Days Lost per Lost Time Injury

The average days lost per lost time injury is calculated using the following formula:

$$\frac{\text{Number of working days lost}}{\text{Number of lost time incidents in the period}}$$

For the purposes of this calculation an upper limit of 12 months of work is assigned. This indice provides a measure of the severity of the incidents being experienced by the University.

The 'number of working days lost' refers to the total number of working days, irrespective of the number of hours that would normally have been worked each day, that were lost as a result of the injury/illness.

Notes

Data Reporting

The following should be noted in this year's report:

- Tables with historical data reflect the alignment of Planning and Assurance Services and Information Strategy and Technology Services from Portfolio: Strategy and Planning to Portfolio: Finance and Resources.
- Document Services and Security & Grounds Staff are included in the data for Professional Staff.
- Totals and percentages may not add up due to rounding

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