



**Government
of South Australia**

TRS20D0211

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Dear Mr Mullighan

APPLICATION UNDER THE FREEDOM OF INFORMATION ACT 1991

I refer to your application made under the *Freedom of Information Act 1991* (FOI Act), dated 5 February 2020.

Your application seeks access to:

"All minutes, briefings and correspondence titled '2019 State of the Sector' as described on the Objective document management system, between 17 July 2019 and 5 February 2020."

The purpose of this letter is to advise you of my determination. An extensive search was conducted within this office. A total of 1 document was identified as answering the terms of your application.

I grant you access in part to 1 document; a copy of which is enclosed.

Released in Part

This document is released in part as the 2019 State of the Sector report is publicly available on the Office of the Commissioner for Public Sector Employment (OCPSE) website and was tabled in Parliament on the 15 October 2019.

The Commissioner's mobile number has been redacted, which if released, would be an unreasonable disclosure of personal affairs. I have determined to exempt this information pursuant to clause 6(1).

Exemption

Clause 6 – Documents affecting personal affairs

- (1) *A document is an exempt document if it contains matter the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person.*

Please note, in compliance with Premier and Cabinet Circular PC045 - *Disclosure Logs for Non-Personal Information Released through Freedom of Information* (PC045), the Department of Treasury and Finance is now required to publish a log of all non-personal information released under the *Freedom of Information Act 1991*.

In accordance with this Circular, any non-personal information determined for release as part of this application, may be published on the DTF website. A copy of PC045 can be found at the following address: <https://dpc.sa.gov.au/resources-and-publications/premier-and-cabinet-circulars>. Please visit the website for further information.

As I am determining this application as Principal Officer, Section 29(6) of the Act does not provide for an internal review. If you are dissatisfied with my determination you are entitled to exercise your rights of external review with the Ombudsman.

Alternatively, you can apply to the South Australian Civil and Administrative Tribunal. If you wish to seek a review, Section 39(3) of the Act states you must do so within 30 calendar days of receiving the determination.

If you require any further information, please contact Vicky Cathro on 8226 9769.

Yours sincerely



Hon Rob Lucas MLC
Principal Officer

14 March 2020

MINUTE

MINUTES forming ENCLOSURE to

TO: TREASURER

30/9/19.

T19/053

TR519D2500 File



Government of South Australia

Office of the Commissioner
for Public Sector Employment

OCPSE19/0158

Reg: OCPSE19D00204

SUBJECT: *2019 State of the Sector*

PURPOSE:

To provide you with the *2019 State of the Sector* report for tabling in Parliament.

BACKGROUND:

I am required under section 21 of the *Public Sector Act 2009* (the Act) to provide you by 30 September with an annual report on the observance of the public sector principles in relation to public sector employment, and the measures I have undertaken to promote observance of these principles.

The Act further requires you to table my annual report, known as the *State of the Sector*, in Parliament within 12 sitting days after receiving the report.

DISCUSSION:

The *State of the Sector* presents analysis and data for the 2018-19 reporting period.

For the first time, the report assesses the consistency between across-government workforce and employment policies with the workplace experiences of employees. By doing so, I am better able to determine how well the public sector principles are being observed in the public sector.

The data reported in the *State of the Sector* includes:

- agency self-assessments of their compliance with across-government workforce and employment policies
- employee perceptions of their workplace, obtained through the *I WORK FOR SA – Your Voice Survey*.

A total of 72 agencies submitted self-assessments through the *State of the Sector* Agency Survey. Between them, these agencies employed 106,349 employees, based on preliminary workforce data as at 30 June 2019. This is approximately 98 per cent of the total public sector workforce.

Key Findings

Based on the information provided to me from agencies, it appears that a majority of surveyed agencies are compliant with across-government policies on Code of Ethics training, but there is still room for improvement.

- A majority of surveyed agencies (employing 61.98% of the total workforce of surveyed agencies) monitored employee completion of training on the public sector values, Code of Ethics and ethical decision-making.

- Most surveyed agencies (employing 67.54% of the total workforce of surveyed agencies) ensured their ethical conduct training modules were reviewed periodically to ensure they remained relevant and up-to-date.
- Nearly all surveyed agencies (employing 97.79% of the total workforce of surveyed agencies) reported their gifts and benefits policy was consistent with the Commissioner's Guideline on gifts and benefits.

In the 2018-19 reporting period, surveyed agencies reported 762 investigations into breaches of the Code of Ethics, which is 23 fewer than the previous year. About 47% of investigations in 2018-019 found a breach of the Code.

In the report, I made the following key observations about compliance with and implementation of across-government policies:

Agency Compliance with Policy	Workplace Impact
<ul style="list-style-type: none"> • Nearly all agencies (employing 99.97% of the total workforce of surveyed agencies) reported having a formal process where the chief executive and senior leadership could inform, engage and consult employees on important workplace matters 	<ul style="list-style-type: none"> • 49% of <i>I WORK FOR SA Survey – Your Voice</i> respondents agreed that senior managers were sufficiently visible in their agency • 42% of survey respondents believed senior managers provided clear direction for the future of the agency • 41% of <i>I WORK FOR SA Survey – Your Voice</i> respondents felt senior managers kept employees informed about what's going on
<ul style="list-style-type: none"> • Nearly all agencies (employing 99.78% of the total workforce of surveyed agencies) reported that their recruitment processes were consistent with the Premier's Direction and the Commissioner's Determination on recruitment 	<ul style="list-style-type: none"> • 38% of <i>I WORK FOR SA Survey – Your Voice</i> respondents believed recruitment and promotion decisions were fair
<ul style="list-style-type: none"> • Nearly all agencies (employing 99.13% of the total workforce of surveyed agencies) reported having a performance 	<ul style="list-style-type: none"> • 45% of <i>I WORK FOR SA Survey – Your Voice</i> respondents believed performance management in their agency has

<p>management and development system in place with mandatory employee participation</p> <ul style="list-style-type: none"> Nearly all agencies (employing 95.59% of the total workforce of surveyed agencies) reported that they required employees to have mandatory six-monthly performance management and development reviews 	<p>been useful for their development</p> <ul style="list-style-type: none"> Surveyed agencies reported 53% of employees has completed a performance review in the last 6 months
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In addition to the above priorities of leadership, career and working conditions recruitment and performance, other key areas of focus for my office in the coming year has been identified, including:

- employee wellbeing
- diversity and inclusion
- continuous improvement.

I will also use the *State of the Sector* to comment strongly on harassment and bullying in the public sector.

The *State of the Sector* will provide information on across-government and agency initiatives to address priorities identified in the report.

Once the report has been tabled in Parliament, it will be published on the website of my office.

My office is available to assist your office to address any queries about the *State of the Sector*.

Workforce Data

The *State of the Sector* includes a headcount for surveyed agencies, based on preliminary workforce data as at 30 June 2019. I also note that the preliminary data suggests positive trends in diversity matters such as women in leadership roles and Aboriginal employment.


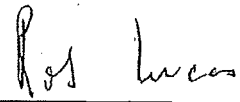
I expect the finalised 2019 workforce data will be ready for publication in October. My office will brief you prior to the release of the data.

Should you have any queries, please contact me on [REDACTED] or erma.ranieri@sa.gov.au.

RECOMMENDATIONS

That you table the *2019 State of the Sector* (attached) in Parliament within 12 sitting days.

APPROVED/NOT APPROVED

 Erma Ranieri COMMISSIONER FOR PUBLIC SECTOR EMPLOYMENT 30/9 /2019	 Hon. Rob Lucas MLC TREASURER 6/10 /2019
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Attachments:

- *State of the Sector*

Prepared by: Sonny Lee, Principal Adviser
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