

# Sustainable futures - 2015

Bill Cinnamond

Director, Public Sector Management Division  
Department of the Premier and Cabinet

# Our goal for today

To understand more about the opportunities within the public sector and to consider how we may tackle them to achieve performance and productivity outcomes for the sector.

# Twin Imperatives

- How much of the government's program is at risk from pending public sector workforce capability and skill shortages?
- Can savings be obtained from better management of our workforce for productivity gains across the public sector?
- ***How can we as HR professionals contribute to the government's strategic priorities?***



# What are we dealing with?

- Impact of the recent State budget
- A 1,000 FTE reduction across the sector
- ***How can that be represented?***
  - ***200 participants here, that means it impacts on 2 of you!***



# Understanding the public sector

- Heads and tails - game
- What do the questions that follow mean for our future?
- Note: unless otherwise stated I am working off 30 June 2011 data.



# What is the size of the issue?

- Currently our workforce represents 12.3% of the states total workforce. What is the goal by 2015?
- ***Heads 11.5% or Tails 11.8%***
- What is the size of the public sector?
- ***Heads 101,485 or Tails 100,294***
- What % work on a part time basis?
- ***Heads 39.8% or Tails 35.1%***



# What does reaching 11.5% mean for us?


- Either the non public sector area has to grow or the public sector shrinks.
- At last count SA had about 823,300 people working.
- We have 101,485.
- What is your agency's strategy to manage this?



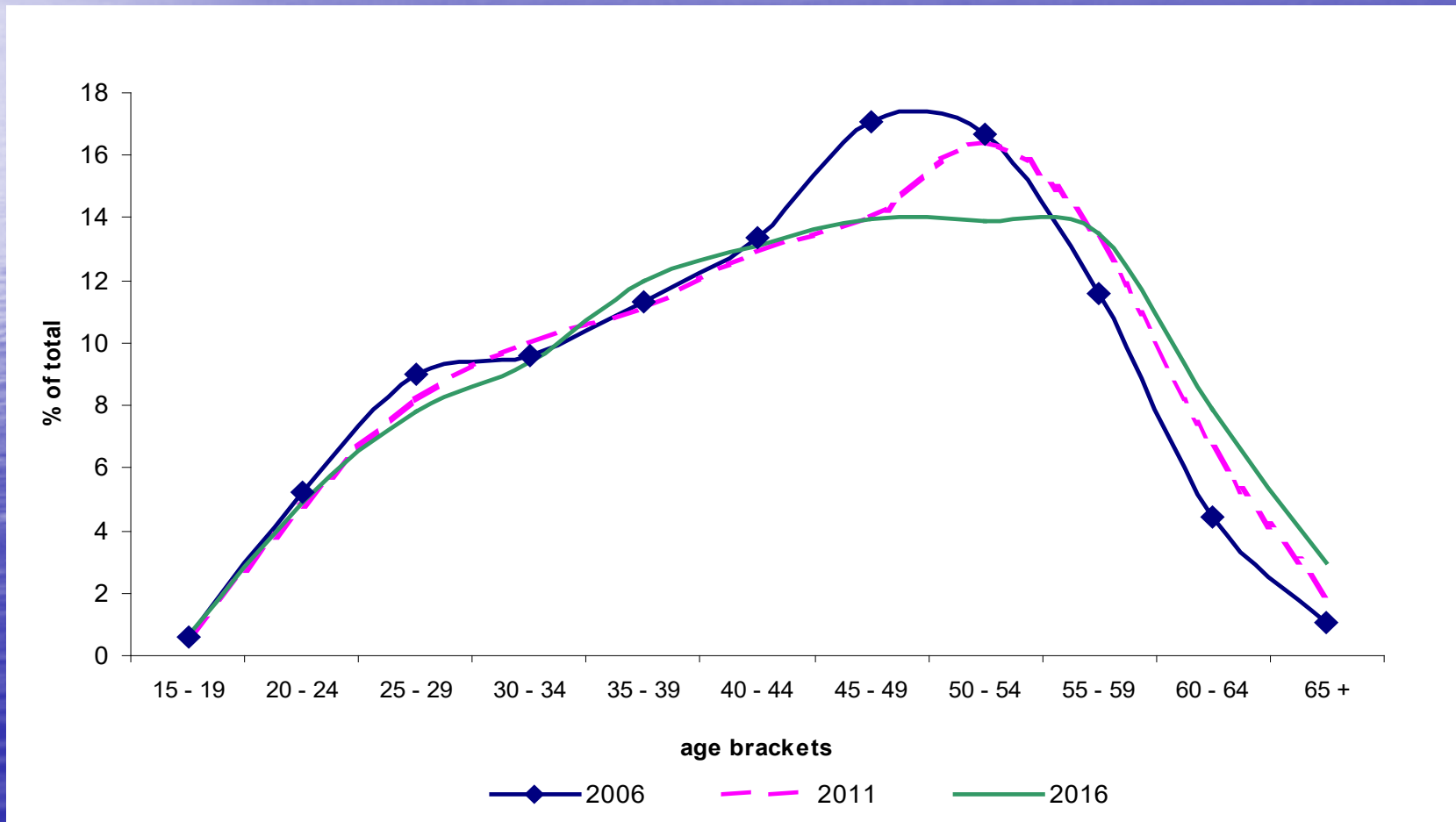
# Aging workforce implications

- Can we sustain our workforce during these times? And continue to deliver.
- **Clearly we must.**
- New entrants to the public sector should remain static (ie people under 24 years of age).
- Why? And how many?
- Consider this - about 100,000 employees in the sector, if they stay with us for a 40 year career, we need to replace one fortieth of our workforce each year, or 2,500 young people...
- How does your agency rate?



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- So how many graduates or trainees did we recruit in 2010-11?
  - ***Heads 1,832, or Tails 596***
  - What % of our workforce is aged over 55 years?
  - ***Heads 22.9% or Tails 24.3%***
  - What % is under 24 years of age?
  - ***Heads 5.1% or Tails 7.4%***
  
  - ***To be sustainable we need to aim for a % of the under 24 and over 55 age groups to have a complementary value.***

# Projected age profile over the next 4 years





- How many people were recruited in 2010-11?
- ***Heads 10,762, or Tails 15,752***
- How many people separated from their roles 2010-11?
- ***Heads 14,985, or Tails 14,112***
- How much did we spend on temp labour hire (clerical , finance, ICT and blue collar)?
- ***Heads \$92m or Tails \$82m***

# Current and historical impacts

- As contraction of our workforce proceeded in the past we were able to mask the impact of an aging workforce and other issues.
- Poorly targeted recruitment and development of our workforce (young and specific skill areas) over the last 10 years has and will continue to damage the capacity of our workforce.
- The graduate program and youth strategies have diminished to the level where they have little impact.
- Concern is emerging about the future leadership capacity of the public sector.

# Your task for tomorrow

- With this information and looking at similar data in your agency, can you
  - Convince your executive that a changed approach is needed.
  - Identify 3 things that could be done now that will strengthen your agencies workforce within 2 years.
- Finally, please share your thoughts and ideas with me and everyone here today.
- ***Collectively we will make a substantial difference.***

# Thank you

Contact details

Bill Cinnamond

Director PSMD, DPC

Ph 82048059

[Bill.cinnamond@sa.gov.au](mailto:Bill.cinnamond@sa.gov.au)