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QUEENSLAND PUBLIC SERVICE: THE CONTEXT

Current forecasts predict Queensland's population of four million people could double in less than 50 years through overseas and interstate migration and natural increases. These are not things the Queensland Government can control. But we can manage the impacts of this growth, harness the opportunities it brings, and mitigate the risks that can come with it.

Source: Anna Bligh MP, Premier of Queensland, 2010²³

This chapter provides an overview of the QPS, including its service delivery responsibilities, the size and scale of QPS agencies, employment trends in the QPS and employment profiles in regional areas. This chapter, and the one following, include a range of workforce information drawn from the MOHRI system. The MOHRI system is managed by the PSC, with the workforce information provided to it by QPS agencies on a quarterly basis. The information contained in these two chapters provides trend data, where possible for various issues, and snapshot data as at June 2009.

• Introduction

While the other levels of government have key roles to play, the Queensland Government is responsible for the delivery of the most significant public services in Queensland. This includes responsibility for services including education and training, child safety, policing, health care and some public transport. There are also increasing community expectations of the role that government will play in shaping our economy, protecting the environment and ensuring that communities are fair, safe and sustainable. The ability of the Queensland Government to deliver public services

²³ The State of Queensland (Department of the Premier and Cabinet) 2010, *Shaping Tomorrow's Queensland: A Response to the Queensland Growth Management Summit*, p. 2, <http://growthsummit.premiers.qld.gov.au>

and implement new programs has a major influence on community perceptions of the quality and reliability of those services.

Queensland is unique in terms of its vast geographic diversity and the extent of decentralisation. This creates significant challenges both in terms of allowing the community access to effective services across the state, as well as in the provision of appropriate infrastructure to support the growing population and its transport needs. Added to this challenge is the ageing population. While the prediction that the Queensland population could double by the year 2050 is a huge issue, it is also the composition of the population that creates a particular challenge for Queensland. The proportion of the population that is aged 65 years or older is currently around 13 per cent. However by 2050, this cohort is expected to make up one quarter of the state's population.²⁴ This will have an effect on both the proportion of the working age population and the demands for health and other services.

As Queensland's population continues to grow, greater pressure will be placed on the capacity and sustainability of existing infrastructure, and there will be a rising demand for new investment in this area. There will be a need for a well-developed integrated transport system to support the continued population growth and maintenance of a healthy robust economy. There will be pressures placed on urban development, community services, green space and the quality of life and these will all require a long-term, planned approach to ensure growth is effectively managed. At the same time, there are rising community expectations of the quality and extent of services that Queenslanders will receive from government.

As the state evolves, so too must the QPS and its workforce. Queensland requires a public sector that can deliver services across the vast expanses of the state and which is sufficiently skilled and agile to respond to changing demographics and service demand.

• The data source

Minimum Obligatory Human Resource Information (MOHRI)

Details about the QPS workforce are gleaned from the MOHRI system, which holds data submitted by agencies on a quarterly basis. The file specifications for the data collection are detailed in *Directive No. 02/06 Minimum Obligatory Human Resource Information (MOHRI)* (MOHRI Directive). Agencies are individually responsible for providing the PSC with accurate and quality data in terms of the MOHRI system.

Data is validated at the agency level via the Workforce Analysis and Collection Application (WACA). The WACA is a national database used by six states to validate and store information about each jurisdiction's workforce. The downloaded data consists of information provided in 79 fields, including demographic, salary, leave and equal employment information.

The MOHRI system was developed to ensure government has access to human resource information which is required for strategic management issues within the QPS. The information is used to develop a profile and understanding of the QPS, identify various trends and develop and evaluate sector-wide human resource policies. Workforce details of all agencies are reported to government and included in other statistical reports.

Source: Public Service Commission

24 The State of Queensland (Department of the Premier and Cabinet) 2010, *Queensland Youth Summit Communique*, p. 3, <http://growthsummit.premiers.qld.gov.au>

• The context: a focus on service delivery

The QPS is strongly focused on the delivery of services, with much of its workforce devoted to the provision of health, education and policing services, as well as a range of community services including housing, child safety and family support services. These and other services are delivered through 13 Queensland Government departments and a number of public service offices. These services are delivered within the strategic framework provided by the Toward Q2 ambitions and targets.

The QPS is the largest single employer in Queensland, employing almost 230 000 people with almost two-thirds of these employees working in the areas of education and health. QPS staff are employed under a number of different acts with some 140 000 staff, including teachers, being employed under the PS Act. However, many staff in front line service delivery roles are employed under different legislation. This includes police officers, health professionals, and fire and ambulance officers. Unless stated otherwise, this chapter deals with the broader group of employees, not just those employed under the PS Act.

Table 1 sets out a list of QPS agencies and the number of their full-time equivalent (FTE) employees as at June 2009. FTEs are a standardised measure of normal full-time working hours and take into account the partial contribution of workers who work less than full-time. For example, one FTE could be comprised of two people working part-time where the total hours worked by the two employees would add to the hours of a full-time position. It is not a count of the total number of employees; this measure is classified as headcount. In the case of total QPS agencies there are 230 000 employees (headcount) and 196 000 FTE employees. The table displays the total number of FTEs for each agency and the number who are employed under the PS Act.

Employee numbers published by individual agencies in their own publications or on websites may vary from those in Table 1. This is the result of differing dates of data capture and definitional issues relating to employee status.

Government owned corporations are not included in the collection of public service workforce data and therefore some large agencies such as Queensland Rail are not included.²⁵

²⁵ The agencies that do not contribute to the MOHRI collection and that are excluded from the data provided in this report are listed in Appendix 1.

TABLE 1: FTE EQUIVALENT STAFF IN QPS AGENCIES AS AT JUNE 2009

Agency	All of QPS FTE staff	PS Act only FTE staff
Anti-Discrimination Commission Queensland	35.15	35.15
Commission for Children and Young People and Child Guardian	365.18	365.18
Communities	9,596.76	9,595.97
Community Safety	10,458.58	4,947.63
Education and Training (including its shared service provider)	64,782.24	64,773.64
Employment, Economic Development and Innovation	5,221.15	5,217.45
Environment and Resource Management	5,434.23	5,434.23
Forestry Plantations Queensland Office	425.24	425.24
Health (including its shared service provider)	60,769.53	894.03
Infrastructure and Planning	765.14	753.76
Justice and Attorney-General	3,390.48	3,381.22
Legal Aid	423.84	14.43
Museum	217.84	217.84
Queensland Police Service	13,894.43	3,611.50
Premier and Cabinet	571.99	571.99
Public Service Commission	71.47	71.07
Public Trust Office	502.74	502.74
Public Works	7,574.83	7,568.63
Queensland Art Gallery	256.31	256.31
Queensland Audit Office	229.15	229.15
Queensland Water Commission	81.00	81.00
Corporate Administration Agency	120.67	120.67
State Library of Queensland	269.14	269.14
TransLink	224.12	224.12
Transport and Main Roads	8,853.52	8,847.52
Treasury	1,332.77	1,331.57
Total	195,923.96	119,797.64

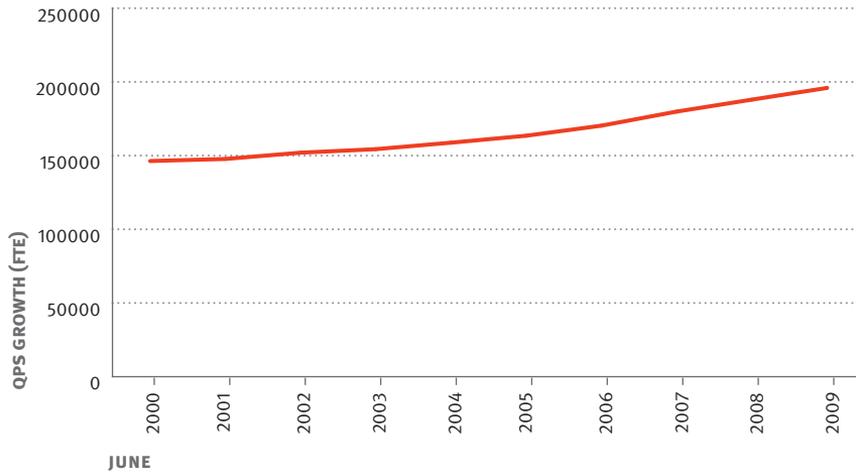
Source: MOHRI

Employees from the Departments of Education and Training, Health, Communities, Community Safety and Police make up 81.4 per cent of the QPS workforce. These are the agencies that predominantly provide front line service delivery to the community.

• Trends in QPS employment

Queensland has enjoyed consistently high population growth, with its ERP rising from 3 561 537 in June 2000 to 4 425 200 in June 2009²⁶, a 24.3 per cent increase. As the state's population has grown, so too has the size of the QPS. In the nine year period to June 2009, the number of FTEs in the QPS has risen by 33.9 per cent, from 146 323 to 195 924. This growth is depicted in the figure below.

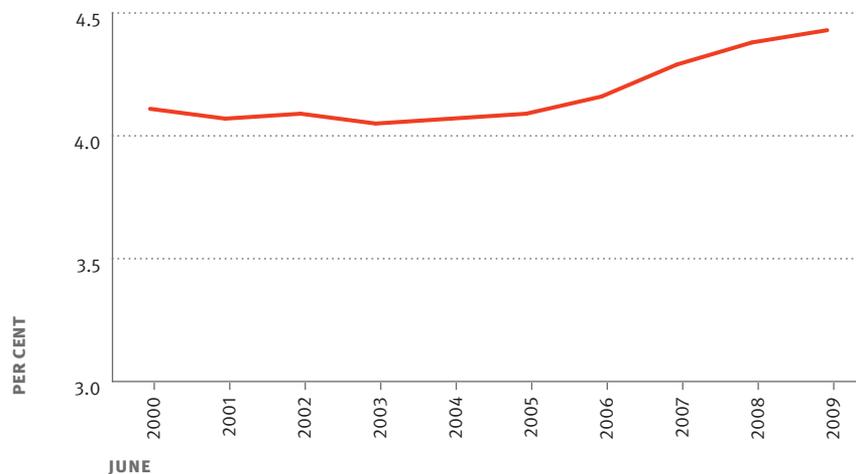
FIGURE 4: FTE GROWTH IN THE QPS



Source: MOHRI

At the same time the proportion of QPS employees to the ERP has also been increasing, rising from 4.1 in 2000 to 4.4 in 2009. This growth in the proportion of QPS employees to population is not unexpected given the context discussed previously of a growing Queensland population, which is also ageing, and the associated increase in demand for public services resulting from this.

FIGURE 5: PROPORTION OF QPS FTES TO ESTIMATED RESIDENT POPULATION



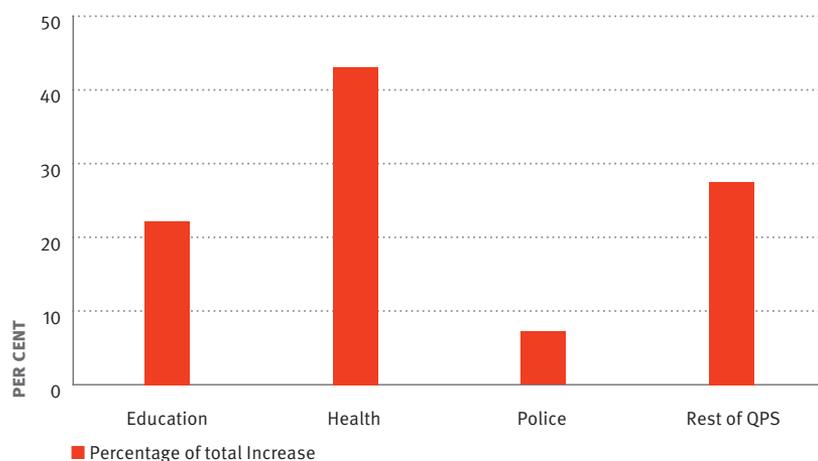
Source: MOHRI

26 Australian Bureau of Statistics 2010, *Queensland Statistics*, Cat. No. 1318.3.

This rationale is supported by the trends relating to employment in those agencies responsible for the delivery of the majority of front line services. In the nine year period between 2000 and 2009, there has been significant growth in the number of FTEs employed in agencies responsible for front line service delivery.

Queensland Health (43.1%) and the Education Queensland part of the Department of Education and Training (22.2%) had the largest percentage increases. The figure below displays this growth for Queensland Health, Education Queensland, the Queensland Police Service and the remainder of the QPS. Clearly there are a number of occupational groups included in the ‘rest of the QPS’ such as ambulance officers, fire officers, child safety officers and therapists that undertake front line service delivery roles as well.

FIGURE 6: FTE GROWTH IN MAJOR FRONT LINE SERVICE DELIVERY AGENCIES, 2000 TO 2009

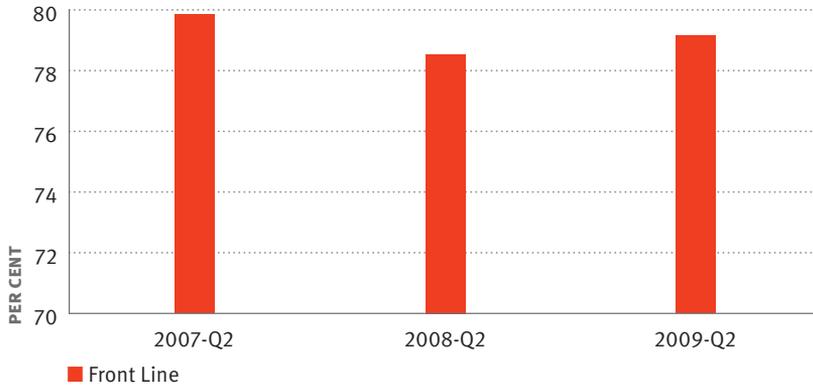


Source: MOHRI

The proportion of front line employees who provide services which are directly used by the community of Queensland has remained relatively consistent over the past three years at around 80 per cent. The proportion was 79.9 per cent in 2007, dipping to 78.5 per cent in 2008 and rising again to 79.2 per cent in 2009.

It is anticipated that this trend will continue upwards in the coming years as the machinery of government reforms are further embedded and with a further injection of funding for front line service delivery by the government in the 2010-11 budget. The current trends are displayed in Figure 7.

FIGURE 7: PROPORTION OF QPS WORKFORCE THAT DELIVERS FRONT LINE SERVICES

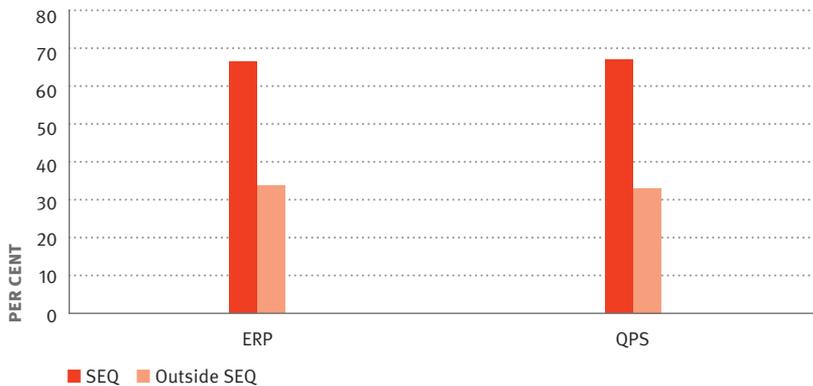


Source: MOHRI

The work locations of QPS employees also reflect the broader geographic spread of Queensland’s population. As at 30 June 2009, about two-thirds of QPS employees worked in the south-east corner of the state. This mirrors the proportion of the ERP (as at June 2009) that is also located in South East Queensland.²⁷

This suggests that despite the geographic diversity of the state, the QPS workforce, with its strong focus on service delivery, is located where the population resides across the state. In this way the delivery of services and infrastructure is able to more accurately match community needs.

FIGURE 8: QPS FTES TO ESTIMATED RESIDENT POPULATION (SOUTH EAST QUEENSLAND AND OUTSIDE SOUTH EAST QUEENSLAND)



Source: MOHRI

As a proportion of the Queensland labour force the QPS has remained around the 10 per cent mark since June 2000.²⁸ This proportion is similar to those proportions reported in 2009 for other jurisdictions,²⁹ with Victoria reporting that its public sector workforce comprised approximately

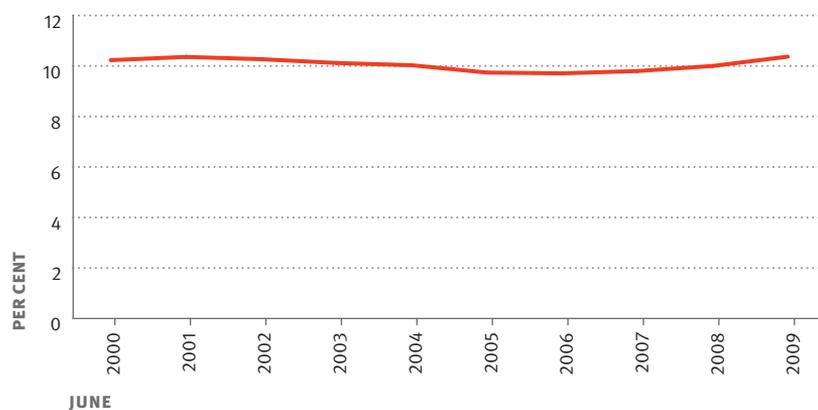
27 Australian Bureau of Statistics 2010, *Queensland Statistics*, Cat. No. 1318.3.

28 Australian Bureau of Statistics 2010, *Labour Force Australia*, Cat. No. 6202.0.

29 Care should be taken when making comparisons between jurisdictions due to the different methodologies used by various jurisdictions.

9 per cent of the total labour force³⁰, New South Wales approximately 10 per cent³¹, Western Australia almost 13 per cent³² and the Northern Territory approximately 14 per cent³³. The Queensland trend is displayed in the figure below.

FIGURE 9: QPS AS A PROPORTION OF THE QUEENSLAND LABOUR FORCE



Source: MOHRI

• Regional perspectives

This section provides a brief overview of where public service employees work throughout the state. As departments do not all operate under the same regional boundaries, the regional profiles are based on the 13 Australian Bureau of Statistics statistical divisions for Queensland:

- Brisbane
- Gold Coast
- Sunshine Coast
- West Moreton
- Wide Bay-Burnett
- Darling Downs
- South West
- Fitzroy
- Central West
- Mackay
- Northern
- Far North
- North West

There are QPS employees working in all 13 statistical divisions. There are also some QPS employees who work interstate or overseas; however, the figures provided in this section exclude those employees whose work headquarters are outside of Queensland.

Six statistical divisions had a higher proportion of public service employees to the ERP than the state average. Five of these are located in the northern and western parts of the state, with the

30 State Services Authority 2010, *The State of the Public Sector in Victoria 2008-09*, Victorian Government, Melbourne p. 15.

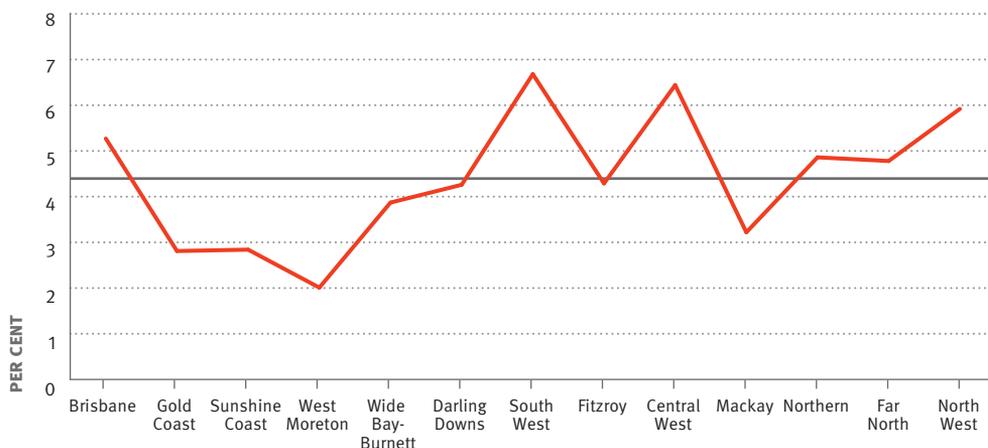
31 New South Wales Government (Department of Premier and Cabinet) 2010, 'Labour Force Statistics' viewed 1 July 2010, http://www.dpc.nsw.gov.au/public_employment.

32 Office of the Public Sector Standards Commissioner (OPSSC) 2009, *State of the Service Report 2009*, OPSSC, Perth, p. 14.

33 Northern Territory Government of Australia 2009, *State of the Service Report 2008-09*, Office of the Commissioner for Public Employment, Darwin, p. 54.

other being the Brisbane statistical division. The figure below displays the proportion of QPS employees to the ERP for each statistical division.

FIGURE 10: PROPORTION OF QPS EMPLOYEES TO ERP BY STATISTICAL DIVISION



Source: MOHRI

What follows on the next pages is an individual snapshot of the public service workforce within each of the 13 statistical divisions. The data reports the workforce number in terms of FTE positions, except for employment across equal employment opportunity (EEO) groups, which reports the number by headcount. The regional snapshots also include, for each division, data on:

- the total number of QPS employees (all employees)
- the number of QPS employees employed under the PS Act (this includes teachers, but excludes police officers, doctors, nurses, health professionals/practitioners, and fire and ambulance officers)
- employment across EEO groups, including Indigenous people, people with a disability and people from a non-English speaking background (NESB)
- a gender breakdown for employees
- the number of employees by age group
- the average age of employees
- annual separation rate for permanent employees
- absenteeism (which includes absence caused by industrial disputes, sick leave, workers' compensation, carer's leave, and miscellaneous special leave)
- annual rate of sick leave
- annual salary groupings and a measure of the average annual salary of employees
- appointment type (permanent, temporary, casual, contract)
- a role breakdown into corporate services, front line service delivery and support, and
- the number of staff in front line occupations for each occupation group.

A short summary of key themes from the regional snapshot is included at the end of the chapter.

BRISBANE STATISTICAL DIVISION

ERP – 2,004,300

QPS (FTE) – 105,537

Public Service Act (FTE) – 65,252

Ratio of QPS to ERP – 5.27%

Indigenous (headcount) – 1,596

NESB (headcount) – 14,174

Disability (headcount) – 7,239

Gender (FTE)

Female – 65,562

Male – 39,974

Age groups (FTE)

Generation Y – 18,181

Generation X – 39,812

Baby Boomers – 45,313

Pre Baby Boomers – 2,229

Post Gen Y – 1

Average age – 42.56

QPS separations

(Annual rate – permanents only) – 5.35%

Service delivery (FTE)

Corporate services – 10,577

Front line – 74,817

Support – 20,142

Front line occupations (FTE)

Ambulance operational – 1,243

Fire fighter operational – 1,200

Education teachers – 16,092

Nurses – 11,616

Doctors – 3,311

Health professionals/practitioners – 5,208

Police – 5,639



Appointment type (FTE)

Permanent – 85,107

Temporary – 16,573

Casual – 2,829

Contract – 1,028

Annual salary (FTE)

\$49,999 and less – 31,799

\$50,000 – \$69,999 – 38,209

\$70,000 – \$89,999 – 27,009

\$90,000 – \$109,999 – 5,682

\$110,000 and over – 2,837

Average annual salary (FTE) – \$63,221

Absenteeism

(Annual rate – excluding casuals) – 3.91%

Sick leave

(Annual rate – excluding casuals) – 3.17%

GOLD COAST STATISTICAL DIVISION

ERP – 515,200

QPS (FTE) – 14,492

Public Service Act (FTE) – 8,678

Ratio of QPS to ERP – 2.81%

Indigenous (headcount) – 177

NESB (headcount) – 1,644

Disability (headcount) – 801

Gender (FTE)

Female – 9,521

Male – 4,971

Age groups (FTE)

Generation Y – 2,290

Generation X – 5,543

Baby Boomers – 6,337

Pre Baby Boomers – 322

Average age – 43.08

QPS separations

(Annual rate – permanents only) – 4.89%

Service delivery (FTE)

Corporate services – 163

Front line – 13,249

Support – 1,079

Front line occupations (FTE)

Ambulance operational – 341

Fire fighter operational – 338

Education teachers – 4,258

Nurses – 1,892

Doctors – 578

Health professionals/practitioners – 607

Police – 753



Appointment type (FTE)

Permanent – 11,661

Temporary – 2,264

Casual – 552

Contract – 16

Annual salary (FTE)

\$49,999 and less – 4,862

\$50,000 – \$69,999 – 5,499

\$70,000 – \$89,999 – 3,507

\$90,000 – \$109,999 – 339

\$110,000 and over – 285

Average annual salary (FTE) – \$60,416

Absenteeism

(Annual rate – excluding casuals) – 4.01%

Sick leave

(Annual rate – excluding casuals) – 3.20%

SUNSHINE COAST STATISTICAL DIVISION

ERP – 323,400

QPS (FTE) – 9,175

Public Service Act (FTE) – 5,488

Ratio of QPS to ERP – 2.84%

Indigenous (headcount) – 130

NESB (headcount) – 859

Disability (headcount) – 587

Gender (FTE)

Female – 5,709

Male – 3,466

Age groups (FTE)

Generation Y – 881

Generation X – 3,388

Baby Boomers – 4,750

Pre Baby Boomers – 156

Average age – 44.8

QPS separations

(Annual rate – permanents only) – 4.35%

Service delivery (FTE)

Corporate services – 215

Front line – 8,218

Support – 742

Front line occupations (FTE)

Ambulance operational – 270

Fire fighter operational – 117

Education teachers – 2,608

Nurses – 1,196

Doctors – 306

Health professionals/practitioners – 359

Police – 499



Appointment type (FTE)

Permanent – 7,376

Temporary – 1,419

Casual – 332

Contract – 48

Annual salary (FTE)

\$49,999 and less – 2,979

\$50,000 – \$69,999 – 3,081

\$70,000 – \$89,999 – 2,661

\$90,000 – \$109,999 – 268

\$110,000 and over – 186

Average annual salary (FTE) – \$61,094

Absenteeism

(Annual rate – excluding casuals) – 4.17%

Sick Leave

(Annual rate – excluding casuals) – 3.24%

WEST MORETON STATISTICAL DIVISION

ERP – 94,700

QPS (FTE) – 1,905

Public Service Act (FTE) – 1,532

Ratio of QPS to ERP – 2.01%

Indigenous (headcount) – 30

NESB (headcount) – 179

Disability (headcount) – 179

Gender (FTE)

Female – 1,287

Male – 618

Age groups (FTE)

Generation Y – 210

Generation X – 620

Baby Boomers – 1,029

Pre Baby Boomers – 46

Average age – 45.64

QPS separations

(Annual rate – permanents only) – 5.05%

Service delivery (FTE)

Corporate services – 4

Front line – 1,834

Support – 67

Front line occupations (FTE)

Ambulance operational – 57

Fire fighter operational – 1

Education teachers – 905

Nurses – 117

Doctors – 15

Health professionals/practitioners – 22

Police – 62



Appointment type (FTE)

Permanent – 1,640

Temporary – 205

Casual – 59

Contract – 1

Annual salary (FTE)

\$49,999 and less – 749

\$50,000 – \$69,999 – 519

\$70,000 – \$89,999 – 563

\$90,000 – \$109,999 – 66

\$110,000 and over – 9

Average annual salary (FTE) – \$56,786

Absenteeism

(Annual rate – excluding casuals) – 3.97%

Sick leave

(Annual rate – excluding casuals) – 3.16%

WIDE BAY-BURNETT STATISTICAL DIVISION

ERP – 287,400

QPS (FTE) – 11,133

Public Service Act (FTE) – 7,148

Ratio of QPS to ERP – 3.87%

Indigenous (headcount) – 316

NESB (headcount) – 937

Disability (headcount) – 848

Gender (FTE)

Female – 6,971

Male – 4,162

Age groups (FTE)

Generation Y – 1,259

Generation X – 3,893

Baby Boomers – 5,750

Pre Baby Boomers – 231

Average age – 44.83

QPS separations

(Annual rate – permanents only) – 4.76%

Service delivery (FTE)

Corporate services – 152

Front line – 9,967

Support – 1,014

Front line occupations (FTE)

Ambulance operational – 211

Fire fighter operational – 98

Education teachers – 3,023

Nurses – 1,379

Doctors – 240

Health professionals/practitioners – 324

Police – 494



Appointment type (FTE)

Permanent – 9,473

Temporary – 1,303

Casual – 341

Contract – 16

Annual salary (FTE)

\$49,999 and less – 4,381

\$50,000 – \$69,999 – 3,641

\$70,000 – \$89,999 – 2,683

\$90,000 – \$109,999 – 273

\$110,000 and over – 155

Average annual salary (FTE) – \$57,329

Absenteeism

(Annual rate – excluding casuals) – 4.11%

Sick leave

(Annual rate – excluding casuals) – 3.21%

DARLING DOWNS STATISTICAL DIVISION

ERP – 237,200

QPS (FTE) – 10,103

Public Service Act (FTE) – 5,943

Ratio of QPS to ERP – 4.26%

Indigenous (headcount) – 228

NESB (headcount) – 648

Disability (headcount) – 764

Gender (FTE)

Female – 6,411

Male – 3,692

Age groups (FTE)

Generation Y – 1,353

Generation X – 3,364

Baby Boomers – 5,103

Pre Baby Boomers – 283

Average age – 44.68

QPS separations

(Annual rate – permanents only) – 5.65%

Service delivery (FTE)

Corporate services – 240

Front line – 8,810

Support – 1,053

Front line occupations (FTE)

Ambulance operational – 203

Fire fighter operational – 95

Education teachers – 2,223

Nurses – 1,475

Doctors – 211

Health professionals/practitioners – 367

Police – 434



Appointment type (FTE)

Permanent – 8,528

Temporary – 1,211

Casual – 343

Contract – 22

Annual salary (FTE)

\$49,999 and less – 3,829

\$50,000 – \$69,999 – 3,347

\$70,000 – \$89,999 – 2,499

\$90,000 – \$109,999 – 282

\$110,000 and over – 146

Average annual salary (FTE) – \$58,145

Absenteeism

(Annual rate – excluding casuals) – 3.91%

Sick leave

(Annual rate – excluding casuals) – 3.12%

SOUTH WEST STATISTICAL DIVISION

ERP – 26,300

QPS (FTE) – 1,756

Public Service Act (FTE) – 975

Ratio of QPS to ERP – 6.68%

Indigenous (headcount) – 105

NESB (headcount) – 90

Disability (headcount) – 105

Gender (FTE)

Female – 1,157

Male – 599

Age groups (FTE)

Generation Y – 361

Generation X – 620

Baby Boomers – 723

Pre Baby Boomers – 52

Average age – 42.27

QPS separations

(Annual rate – permanents only) – 6.30%

Service delivery (FTE)

Corporate services – 17

Front line – 1,545

Support – 193

Front line occupations (FTE)

Ambulance operational – 31

Fire fighter operational – 3

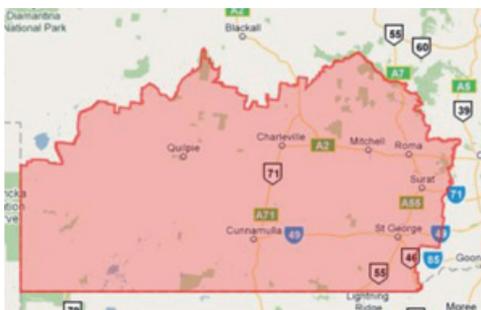
Education teachers – 340

Nurses – 254

Doctors – 23

Health professionals/practitioners – 56

Police – 108



Appointment type (FTE)

Permanent – 1,482

Temporary – 228

Casual – 45

Contract – 1

Annual salary (FTE)

\$49,999 and less – 811

\$50,000 – \$69,999 – 625

\$70,000 – \$89,999 – 240

\$90,000 – \$109,999 – 58

\$110,000 and over – 21

Average annual salary (FTE) – \$54,110

Absenteeism

(Annual rate – excluding casuals) – 3.21%

Sick leave

(Annual rate – excluding casuals) – 2.53%

FITZROY DOWNS STATISTICAL DIVISION

ERP – 220,700

QPS (FTE) – 9,474

Public Service Act (FTE) – 5,837

Ratio of QPS to ERP – 4.29%

Indigenous (headcount) – 361

NESB (headcount) – 669

Disability (headcount) – 689

Gender (FTE)

Female – 6,242

Male – 3,232

Age groups (FTE)

Generation Y – 1,794

Generation X – 3,283

Baby Boomers – 4,204

Pre Baby Boomers – 194

Average age – 42.59

QPS separations

(Annual rate – permanents only) – 6.55%

Service delivery (FTE)

Corporate services – 243

Front line – 8,184

Support – 1,047

Front line occupations (FTE)

Ambulance operational – 222

Fire fighter operational – 124

Education teachers – 2,107

Nurses – 1,124

Doctors – 192

Health professionals/practitioners – 351

Police – 464



Appointment type (FTE)

Permanent – 8,047

Temporary – 1,066

Casual – 330

Contract – 31

Annual salary (FTE)

\$49,999 and less – 3,795

\$50,000 – \$69,999 – 3,313

\$70,000 – \$89,999 – 1,977

\$90,000 – \$109,999 – 242

\$110,000 and over – 148

Average annual salary (FTE) – \$57,685

Absenteeism

(Annual rate – excluding casuals) – 3.87%

Sick leave

(Annual rate – excluding casuals) – 3.05%

CENTRAL WEST STATISTICAL DIVISION

ERP – 12,300

QPS (FTE) – 792

Public Service Act (FTE) – 482

Ratio of QPS to ERP – 6.44%

Indigenous (headcount) – 36

NESB (headcount) – 45

Disability (headcount) – 55

Gender (FTE)

Female – 514

Male – 278

Age groups (FTE)

Generation Y – 179

Generation X – 285

Baby Boomers – 309

Pre Baby Boomers – 19

Average age – 41.43

QPS separations

(Annual rate – permanents only) – 8.58%

Service delivery (FTE)

Corporate services – 17

Front line – 1,545

Support – 193

Front line occupations (FTE)

Ambulance operational – 12

Fire fighter operational – 1

Education teachers – 171

Nurses – 97

Doctors – 5

Health professionals/practitioners – 18

Police – 50



Appointment type (FTE)

Permanent – 687

Temporary – 86

Casual – 18

Contract – 1

Annual salary (FTE)

\$49,999 and less – 335

\$50,000 – \$69,999 – 290

\$70,000 – \$89,999 – 129

\$90,000 – \$109,999 – 33

\$110,000 and over – 6

Average annual salary (FTE) – \$55,158

Absenteeism

(Annual rate – excluding casuals) – 3.35%

Sick leave

(Annual rate – excluding casuals) – 2.60%

MACKAY STATISTICAL DIVISION

ERP – 172,700

QPS (FTE) – 5,564

Public Service Act (FTE) – 3,540

Ratio of QPS to ERP – 3.22%

Indigenous (headcount) – 138

NESB (headcount) – 545

Disability (headcount) – 368

Gender (FTE)

Female – 3,941

Male – 1,623

Age groups (FTE)

Generation Y – 936

Generation X – 2,032

Baby Boomers – 2,494

Pre Baby Boomers – 103

Average age – 42.92

QPS separations

(Annual rate – permanents only) – 7.45%

Service delivery (FTE)

Corporate services – 58

Front line – 5,018

Support – 488

Front line occupations (FTE)

Ambulance operational – 114

Fire fighter operational – 57

Education teachers – 1,649

Nurses – 654

Doctors – 144

Health professionals/practitioners – 190

Police – 298



Appointment type (FTE)

Permanent – 4,702

Temporary – 645

Casual – 192

Contract – 24

Annual salary (FTE)

\$49,999 and less – 1,954

\$50,000 – \$69,999 – 2,001

\$70,000 – \$89,999 – 1,366

\$90,000 – \$109,999 – 161

\$110,000 and over – 82

Average annual salary (FTE) – \$58,419

Absenteeism

(Annual rate – excluding casuals) – 3.43%

Sick leave

(Annual rate – excluding casuals) – 2.76%

NORTHERN STATISTICAL DIVISION

ERP – 227,300

QPS (FTE) – 11,050

Public Service Act (FTE) – 5,986

Ratio of QPS to ERP – 4.86%

Indigenous (headcount) – 472

NESB (headcount) – 1,297

Disability (headcount) – 779

Gender (FTE)

Female – 7,241

Male – 3,809

Age groups (FTE)

Generation Y – 1,958

Generation X – 4,130

Baby Boomers – 4,728

Pre Baby Boomers – 234

Average age – 42.59

QPS separations

(Annual rate – permanents only) – 6.74%

Service delivery (FTE)

Corporate services – 299

Front line – 9,587

Support – 1,164

Front line occupations (FTE)

Ambulance operational – 196

Fire fighter operational – 147

Education teachers – 1,977

Nurses – 1,743

Doctors – 408

Health professionals/practitioners – 499

Police – 602



Appointment type (FTE)

Permanent – 9,342

Temporary – 1,262

Casual – 349

Contract – 97

Annual salary (FTE)

\$49,999 and less – 4,298

\$50,000 – \$69,999 – 3,956

\$70,000 – \$89,999 – 2,260

\$90,000 – \$109,999 – 321

\$110,000 and over – 215

Average annual salary (FTE) – \$59,042

Absenteeism

(Annual rate – excluding casuals) – 3.77%

Sick leave

(Annual rate – excluding casuals) – 3.04%

FAR NORTH STATISTICAL DIVISION

ERP – 269,700

QPS (FTE) – 12,891

Public Service Act (FTE) – 7,698

Ratio of QPS to ERP – 4.78%

Indigenous (headcount) – 1,174

NESB (headcount) – 1,723

Disability (headcount) – 870

Gender (FTE)

Female – 8,191

Male – 4,700

Age groups (FTE)

Generation Y – 1,872

Generation X – 4,798

Baby Boomers – 5,903

Pre Baby Boomers – 319

Average age – 43.50

QPS separations

(Annual rate – permanents only) – 5.91%

Service delivery (FTE)

Corporate services – 290

Front line – 11,420

Support – 1,182

Front line occupations (FTE)

Ambulance operational – 227

Fire fighter operational – 148

Education teachers – 2,827

Nurses – 1,668

Doctors – 317

Health professionals/practitioners – 432

Police – 697



Appointment type (FTE)

Permanent – 10,510

Temporary – 1,855

Casual – 493

Contract – 32

Annual salary (FTE)

\$49,999 and less – 4,740

\$50,000 – \$69,999 – 4,722

\$70,000 – \$89,999 – 2,848

\$90,000 – \$109,999 – 352

\$110,000 and over – 228

Average annual salary (FTE) – \$58,537

Absenteeism

(Annual rate – excluding casuals) – 3.67%

Sick leave

(Annual rate – excluding casuals) – 2.89%

NORTH WEST STATISTICAL DIVISION

ERP – 34,000

QPS (FTE) – 2,011

Public Service Act (FTE) – 1,198

Ratio of QPS to ERP – 5.92%

Indigenous (headcount) – 206

NESB (headcount) – 200

Disability (headcount) – 112

Gender (FTE)

Female – 1,398

Male – 614

Age groups (FTE)

Generation Y – 568

Generation X – 717

Baby Boomers – 675

Pre Baby Boomers – 52

Average age – 39.76

QPS separations

(Annual rate – permanents only) – 10.23%

Service delivery (FTE)

Corporate services – 15

Front line – 1,768

Support – 229

Front line occupations (FTE)

Ambulance operational – 33

Fire fighter operational – 22

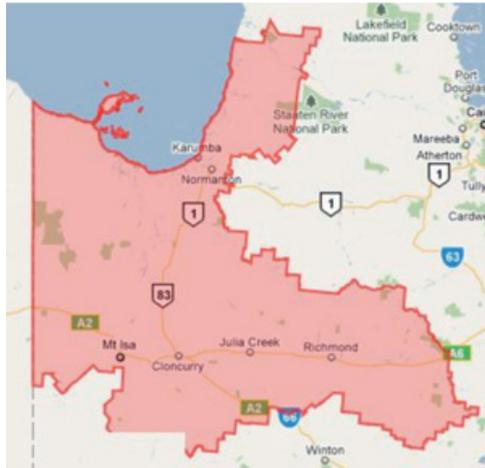
Education teachers – 397

Nurses – 237

Doctors – 34

Health professionals/practitioners – 36

Police – 166



Appointment type (FTE)

Permanent – 1,666

Temporary – 278

Casual – 58

Contract – 10

Annual salary (FTE)

\$49,999 and less – 884

\$50,000 – \$69,999 – 770

\$70,000 – \$89,999 – 257

\$90,000 – \$109,999 – 70

\$110,000 and over – 30

Average annual salary (FTE) – \$55,528

Absenteeism

(Annual rate – excluding casuals) – 3.18%

Sick leave

(Annual rate – excluding casuals) – 2.52%

• Summary of regional perspectives

There are no outstanding differences when comparing workforce profiles for each of the statistical divisions, other than that the Brisbane statistical division has a higher proportion of employees in the corporate support function. In Brisbane, this comprises about 10 per cent of the workforce, whereas in the other statistical divisions it sits around one or two per cent. This is not unexpected given that most agencies would have their headquarters located in the Brisbane area and this is where many of the large transactional functions are currently located.

In addition, three statistical divisions have a ratio of staff to the ERP which is somewhat higher than the QPS overall rate of 4.4 per cent. These are the North West statistical division (5.9%), the South West statistical division (6.7%) and the Central West statistical division (6.4%).

More interesting observations occur when the data is aggregated into the south-east corner of the state and the rest of the state. When comparing employees working outside of the south-east corner of the state to those in the south-east, they are more likely to be older (average age of 43.4 years compared to 42.8 years in the south-east), a greater proportion will be permanent (84.0% to 80.7%) and more of them work on a part-time basis (27.2% to 24.0%).

Employees outside the south-east corner on average also earn less annual salary (\$57 960 as compared to \$62 639 in the south-east) and they take fewer average full-time sick days (6.6 days to 7.2 days).

