

# Queensland Public Service Workforce Quarterly Profile

as at June 2013

Prepared by the Public Service Commission

This report presents a brief overview of the composition of the Queensland Public Service. The data provided by public service agencies is part of the Government approved Minimum Obligatory Human Resource Information (MOHRI) process and is a snapshot of the workforce as at June 2013.

## Size of the Queensland Public Service

### (Full time Equivalent – FTE)

Overall, there has been a decrease of 1,680.52 FTE employees in the Queensland Public Service since last quarter. This represents a decrease of 0.87%.

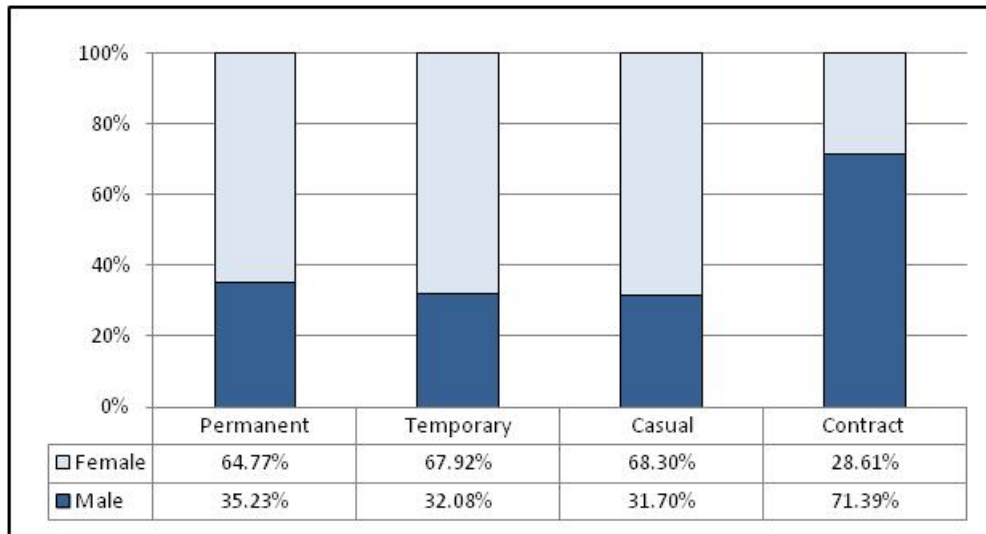
**Figure 1: FTE by Agency and Gender**

Agency	Mar 2013			Jun 2013		
	Female	Male	Total	Female	Male	Total
Aboriginal & Torres Strait Islander & Multicultural Affairs	203.4	109	312.4	208.55	110.01	318.56
Agriculture Fisheries & Forestry	857.96	1,348.27	2,206.23	820.35	1,304.19	2,124.54
Anti-Discrimination Commission Qld	21.2	10	31.2	21	9	30
Comm for Children & Young People & Child Guardian	249.3	75.32	324.62	249.09	72.32	321.41
Communities Child Safety & Disability Services	4,513.84	1,409.78	5,923.62	4,455.92	1,382.60	5,838.52
Community Safety	3,413.14	7,173.45	10,586.59	3,471.89	7,183.19	10,655.08
Education Training & Employment	49,534.79	16,495.77	66,030.56	50,034.60	16,594.49	66,629.09
Electoral Commission Qld	26.48	24.8	51.28	24.32	21.9	46.22
Energy & Water Supply	128.82	125.92	254.74	122.76	119.26	242.02
Environment & Heritage Protection	580.11	428.07	1,008.18	600.22	429.17	1,029.39
Health	47,968.31	17,769.14	65,737.45	46,834.08	17,358.10	64,192.18
Health Quality Complaints Commission	43.43	18	61.43	43.03	18.00	61.03
Housing & Public Works	1,617.95	2,260.35	3,878.30	1,522.22	2,087.61	3,609.83
Justice and Attorney-General	2,583.20	1,812.39	4,395.59	2,449.45	1,778.98	4,228.43
Legal Aid	302.34	122.45	424.79	303.86	118	421.86
Local Government, Community Recovery and Resilience	53.37	43.54	96.91	53.87	47.58	101.45
Museum	124.63	100.43	225.06	122.74	103.49	226.23
National Parks Recreation Sport & Racing	454.39	835.07	1,289.46	458.92	840.13	1,299.05
Natural Resources & Mines	1,153.79	1,239.55	2,393.34	1,134.83	1,227.47	2,362.30
Police	5,028.12	9,510.11	14,538.23	5,034.17	9,561.67	14,595.84
Premier and Cabinet	242.84	129.26	372.1	259.2	131.93	391.13
Public Service Commission	62.5	27.6	90.1	55.8	31	86.8
Public Trust	371.11	178.29	549.4	368.64	182.57	551.21
Qld Art Gallery	158.69	113.66	272.35	160.7	116.45	277.15
Qld Audit Office	87.25	106.73	193.98	88.24	102.97	191.21
Qld Treasury & Trade	561.67	497.52	1,059.19	556.91	496.1	1,053.01
Science Information Technology Innovation & the Arts	1,831.99	1,344.11	3,176.10	1,755.82	1,341.21	3,097.03
State Development Infrastructure & Planning	447.7	311.30	759.00	447.34	312.6	759.94
State Library	186.55	80.77	267.32	193.86	78.41	272.27
Tourism Major Events Small Business & Commonwealth Games	68.87	39	107.87	66.37	37	103.37
Transport & Main Roads	2,988.03	4,078.05	7,066.08	2,895.32	3,991.48	6,886.80
<b>Queensland Public Service</b>	<b>125,865.77</b>	<b>67,817.70</b>	<b>193,683.47</b>	<b>124,814.07</b>	<b>67,188.88</b>	<b>192,002.95</b>

## Public Service Profile

Information contained in the following graphs has been identified from MOHRI data for June 2013. The definitions table at the back of this report will assist in interpretation of the graphs.

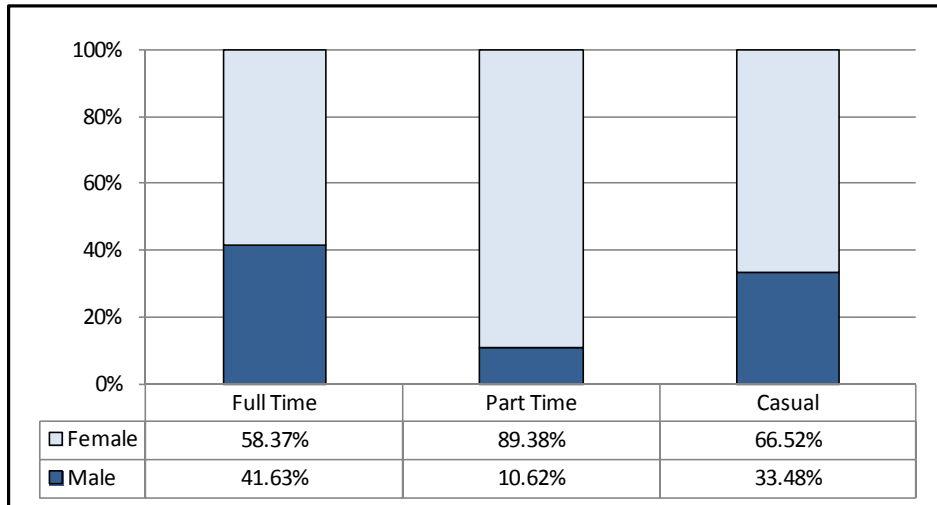
**Figure 2: Gender by Appointment Type (FTE)**



	Permanent	Temporary	Casual	Contract	Total
Female	102,398	18,219	3,737	460	124,814
Male	55,700	8,606	1,734	1,148	67,189
<b>Total</b>	<b>158,098</b>	<b>26,825</b>	<b>5,471</b>	<b>1,608</b>	<b>192,003</b>

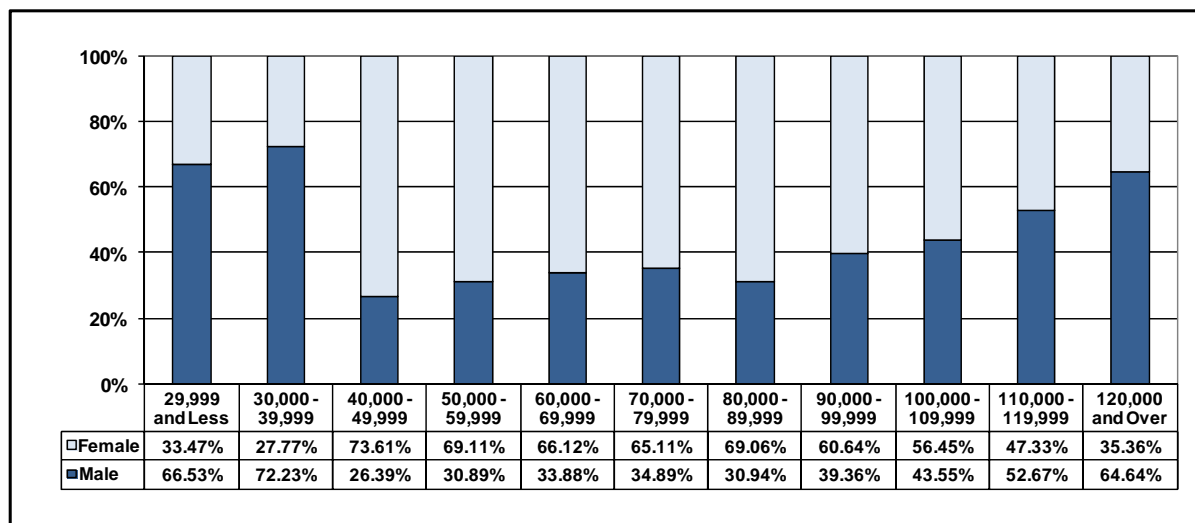
A breakdown of appointment type within each agency by headcount and FTE is contained in Schedule 1.

**Figure 3: Employment Status (Headcount) by Gender**



	Full Time	Part Time	Casual	Total
Female	86,194	57,197	11,265	154,656
Male	61,473	6,798	5,670	73,941
<b>Total</b>	<b>147,667</b>	<b>63,995</b>	<b>16,935</b>	<b>228,597</b>

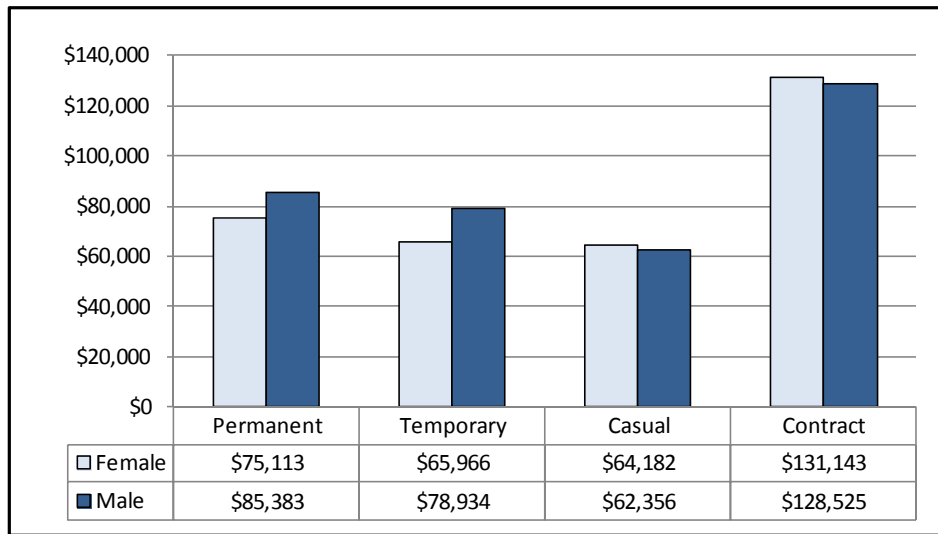
**Figure 4: Annual Earnings (FTE) by Gender**



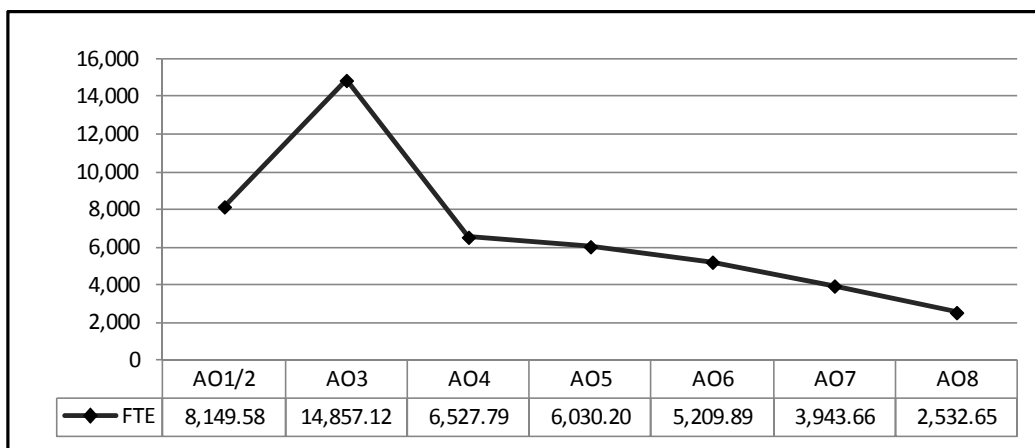
\$	Female	Male	Total
29,999 and Less	24.45	48.61	73.06
30,000 - 39,999	158.59	412.55	571.14
40,000 - 49,999	17,328.10	6,213.83	23,541.93
50,000 - 59,999	19,717.86	8,814.82	28,532.68
60,000 - 69,999	19,842.69	10,169.03	30,011.72
70,000 - 79,999	19,329.81	10,359.26	29,689.07
80,000 - 89,999	25,844.80	11,576.59	37,421.39
90,000 - 99,999	9,925.35	6,443.34	16,368.69
100,000 - 109,999	8,211.16	6,334.50	14,545.66
110,000 - 119,999	1,794.83	1,997.29	3,792.12
120,000 and Over	2,636.43	4,819.06	7,455.49
<b>Total</b>	<b>124,814.07</b>	<b>67,188.88</b>	<b>192,002.95</b>

*Note:* comparing the March 2013 and June 2013 quarter data, there have been significant shifts in employees in Queensland Health reported as earning between \$70,000 and \$90,000 per annum and those earning \$90,000 and above per annum due to the inclusion of Saturday penalty rates in the calculation of annual earnings.

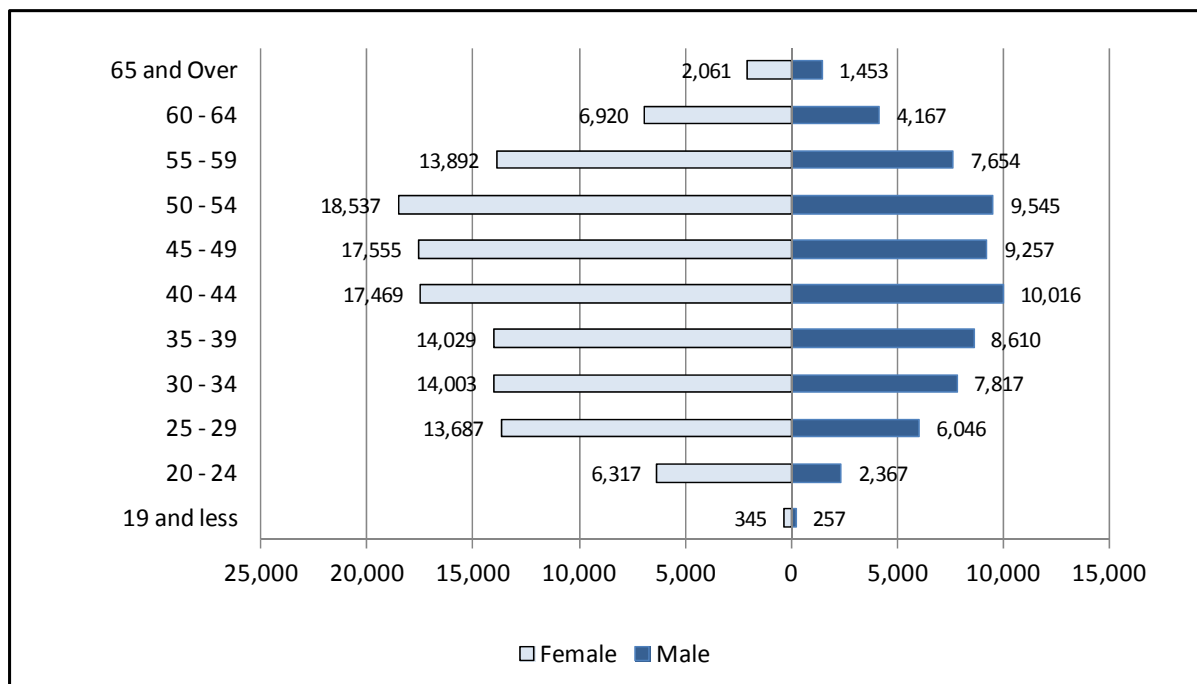
**Figure 5: Average Annual Earnings (FTE) by Appointment Type and Gender**



**Figure 6: AO Classifications (FTE)**



**Figure 7: Age Distribution (FTE) by Gender**



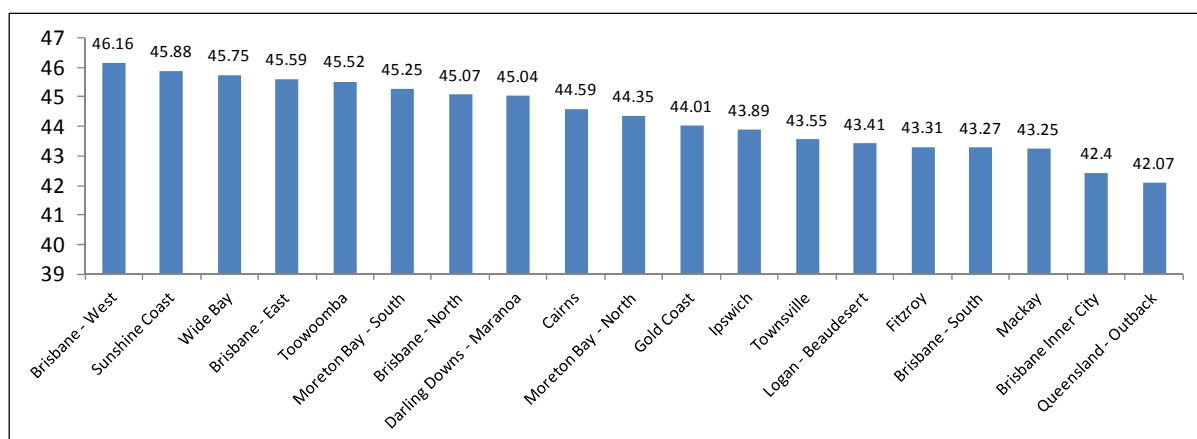
	19 and less	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 and Over	Total
Female	57.26%	72.74%	69.36%	64.18%	61.97%	63.56%	65.47%	66.01%	64.47%	62.41%	58.65%	65.01%
Male	42.74%	27.26%	30.64%	35.82%	38.03%	36.44%	34.53%	33.99%	35.53%	37.59%	41.35%	34.99%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

The average age of an employee in the Queensland Public Service is 43.93 years (43.77 years for a female and 44.29 years for a male).

The average age ranges from 46.16 years in the Brisbane – West Statistical Area to 42.07 years in the Queensland – Outback Statistical Area. Interstate/overseas employees are excluded.

**Figure 8<sup>a</sup>: Average Age by Australian Bureau of Statistics (ABS) Statistical Area 4**

(QLD Only)



**Figure 9<sup>a</sup>: Full Time Equivalent Employees by Statistical Area 4 - (QLD Only)**

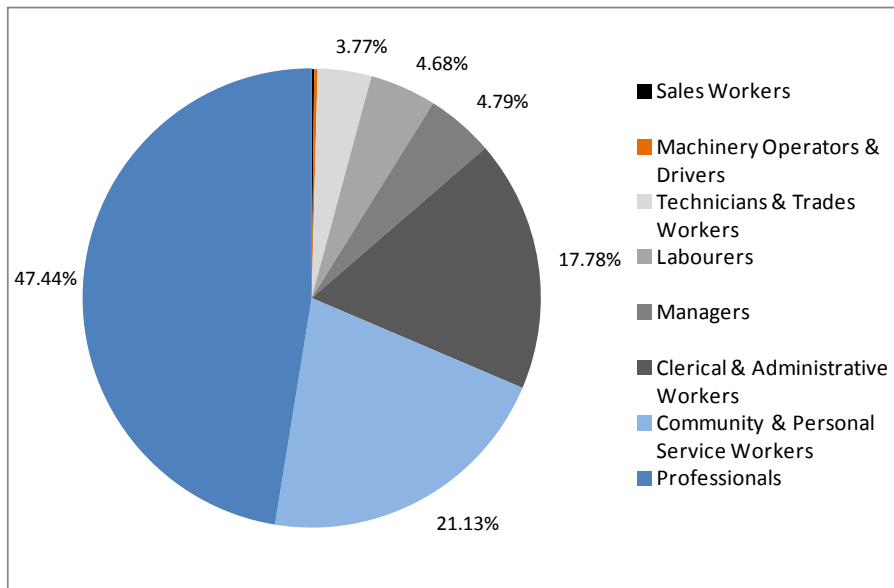
Statistical Area 4	Mar-13		Jun-13		% Quarterly Variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,595.78	2.37%	4,461.14	2.32%	-2.93%
Brisbane Inner City	40,540.62	20.93%	39,508.07	20.58%	-2.55%
Wide Bay	11,025.01	5.69%	10,833.07	5.64%	-1.74%
Toowoomba	6,754.38	3.49%	6,657.02	3.47%	-1.44%
Moreton Bay - North	7,453.15	3.85%	7,366.86	3.84%	-1.16%
Townsville	11,404.35	5.89%	11,297.03	5.88%	-0.94%
Fitzroy	9,351.20	4.83%	9,267.11	4.83%	-0.90%
Cairns	11,477.29	5.93%	11,395.80	5.94%	-0.71%
Logan - Beaudesert	8,764.88	4.53%	8,705.53	4.53%	-0.68%
Brisbane - South	17,050.02	8.80%	16,969.94	8.84%	-0.47%
Queensland - Outback	5,574.73	2.88%	5,568.65	2.90%	-0.11%
Darling Downs - Maranoa	4,692.11	2.42%	4,698.68	2.45%	0.14%
Ipswich	12,031.93	6.21%	12,057.65	6.28%	0.21%
Gold Coast	14,244.39	7.36%	14,284.65	7.44%	0.28%
Brisbane - North	7,428.16	3.84%	7,453.62	3.88%	0.34%
Sunshine Coast	9,903.16	5.11%	9,977.03	5.20%	0.75%
Mackay	5,679.70	2.93%	5,722.89	2.98%	0.76%
Brisbane - West	3,020.03	1.56%	3,043.40	1.59%	0.77%
Moreton Bay - South	2,675.95	1.38%	2,719.18	1.42%	1.62%
<b>Queensland</b>	<b>193,666.84</b>	<b>100%</b>	<b>191,987.32</b>	<b>100%</b>	<b>-0.87%</b>

<sup>a</sup> new Statistical Areas are in accordance with the Australian Bureau of Statistics (ABS) Australian Statistical Geography Standard (ASGS) boundary changes. Refer to the definitions page at the back of this report for further details.

**Figure 10: Full Time Equivalent Employees by Occupation  
(based on Australian Bureau of Statistics ANZSCO coding)**

	FTE	% of FTE
Managers	9,188.01	4.79%
Professionals	91,083.20	47.44%
Technicians and Trades Workers	7,244.85	3.77%
Community and Personal Service Workers	40,565.77	21.13%
Clerical and Administrative Workers	34,147.66	17.78%
Sales Workers	337.2	0.18%
Machinery Operators and Drivers	456.11	0.24%
Labourers	8,980.15	4.68%
<b>Qld Public Service</b>	<b>192,002.95</b>	<b>100%</b>





## Schedule 1

<b>Staff Full Time Equivalents (FTE) by Agency by Appointment Type, June 2013</b>					
<b>Agency</b>	<b>Permanent</b>	<b>Temporary</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>
Aboriginal & Torres Strait Islander & Multicultural Affairs	264.9	46.8	0.86	6	318.56
Agriculture Fisheries & Forestry	1,771.73	305.38	26.43	21	2,124.54
Anti-Discrimination Commission Qld	25.6	3.4	0	1	30
Comm for Children & Young People & Child Guardian	191.74	51.35	76.32	2	321.41
Communities Child Safety & Disability Services	5,025.61	630.49	144.42	38	5,838.52
Community Safety	9,786.70	424.63	356.25	87.5	10,655.08
Education Training & Employment	52,965.45	10,862.82	2,532.02	268.80	66,629.09
Electoral Commission Qld	31.2	9.6	4.42	1	46.22
Energy & Water Supply	213.12	17.9	0	11	242.02
Environment & Heritage Protection	897.38	112.69	0.32	19	1,029.39
Health	50,779.01	11,533.68	1,726.70	152.79	64,192.18
Health Quality Complaints Commission	51.53	8.5	0	1	61.03
Housing & Public Works	2,973.03	551.50	44.00	41.3	3,609.83
Justice and Attorney-General	3,500.12	453.05	181.36	93.9	4,228.43
Legal Aid	362.86	46.11	3.89	9	421.86
Local Government	81.87	11.5	0.08	8	101.45
Museum	155.63	50.03	18.57	2	226.23
National Parks Recreation Sport & Racing	1,143.18	134.84	11.23	9.8	1,299.05
Natural Resources & Mines	2,178.03	95.90	12.07	76.3	2,362.30
Police	13,789.81	345.73	7.30	453	14,595.84
Premier and Cabinet	286.09	70.4	1.99	32.65	391.13
Public Service Commission	64.7	10.8	0.1	11.2	86.8
Public Trust	433.03	109.44	3.74	5	551.21
Qld Art Gallery	175.09	50.01	50.05	2	277.15
Qld Audit Office	174.47	5.66	1.08	10	191.21
Qld Treasury & Trade	918.85	94.36	0	39.8	1,053.01
Science Information Technology Innovation & the Arts	2,675.88	353.32	21.17	46.66	3,097.03
State Development Infrastructure & Planning	588.09	143.35	0	28.5	759.94
State Library	200.21	54.42	13.64	4	272.27
Tourism Major Events Small Business & Commonwealth Games	91.77	3	0	8.6	103.37
Transport & Main Roads	6,301.64	234.51	233.25	117.4	6,886.80
<b>Queensland Public Service</b>	<b>158,098.32</b>	<b>26,825.17</b>	<b>5,471.26</b>	<b>1,608.20</b>	<b>192,002.95</b>

Schedule 1 (cont'd)

Staff (Headcount) by Agency by Appointment Type, June 2013					
Agency	Permanent	Temporary	Casual	Contract	Total
Aboriginal & Torres Strait Islander & Multicultural Affairs	276	49	1	6	332
Agriculture Fisheries & Forestry	1,830	319	60	21	2,230
Anti-Discrimination Commission Qld	27	4	0	1	32
Comm for Children & Young People & Child Guardian	204	54	164	2	424
Communities Child Safety & Disability Services	5,302	683	258	38	6,281
Community Safety	9,984	448	2,438	88	12,958
Education Training & Employment	61,835	14,543	7,553	269	84,200
Electoral Commission Qld	32	10	7	1	50
Energy & Water Supply	220	18	0	11	249
Environment & Heritage Protection	929	117	1	19	1,066
Health	58,904	13,758	4,041	153	76,856
Health Quality Complaints Commission	54	9	0	1	64
Housing & Public Works	3,065	568	44	43	3,720
Justice and Attorney-General	3,721	489	320	98	4,628
Legal Aid	396	55	8	9	468
Local Government	86	12	1	8	107
Museum	171	69	46	2	288
National Parks Recreation Sport & Racing	1,184	143	30	10	1,367
Natural Resources & Mines	2,258	101	23	77	2,459
Police	14,140	360	13	453	14,966
Premier and Cabinet	303	77	5	35	420
Public Service Commission	67	11	1	12	91
Public Trust	453	114	5	5	577
Qld Art Gallery	191	55	109	2	357
Qld Audit Office	181	6	3	10	200
Qld Treasury & Trade	958	99	0	40	1,097
Science Information Technology Innovation & the Arts	2,835	367	51	47	3,300
State Development Infrastructure & Planning	612	151	0	29	792
State Library	219	61	45	4	329
Tourism Major Events Small Business & Commonwealth Games	99	3	0	9	111
Transport & Main Roads	6,503	249	1,708	118	8,578
<b>Queensland Public Service</b>	<b>177,039</b>	<b>33,002</b>	<b>16,935</b>	<b>1,621</b>	<b>228,597</b>

## General Comments

- The information contained in this report is derived from data provided by public service agencies as part of the Government approved Minimum Obligatory Human Resource Information (MOHRI) process and is a snapshot of the workforce as at the June 2013 quarter.
- Data is validated at the agency level via the Workforce Analysis and Collection Application (WACA). The WACA is a national database used by five state jurisdictions to validate and store information about each jurisdiction's workforce.
- Employee numbers published by individual agencies may vary from those in this report due to differing dates of data capture and definitional issues relating to employee status.
- Agencies are individually responsible for providing the Public Service Commission with accurate and quality data in terms of the MOHRI system.
- Employees on extended unpaid leave of greater than eight weeks and employment agency staff have been excluded.
- The figures stated in this report are subject to revision and further validation by departments and agencies.
- Government Owned Corporations are not included in the collection of public service workforce data.
- Some calculations, including per annum salary and earnings are drawn from one pay period in a quarter and extrapolated over a year. Occasionally, payroll variations might occur in some agencies in the nominated pay period, resulting in perceived variations to the per annum figures.
- Due to rounding, some percentages in figures may not add up to 100%.

## Definitions of Terms

Appointment Type	Either permanent, temporary or casual (refer to specific definitions for each term).
ANZSCO (Occupation Code)	<p>ANZSCO (Australian and New Zealand Standard Classification of Occupations) is an industry standard coding system that attributes a six digit code to a position to describe the occupation being performed. This report contains a table at the highest summary level.</p> <p>The professionals group includes teachers, higher level nurses, health practitioners and doctors among others.</p> <p>The community and personal workers group includes police, teacher aides, lower level nurses, ambulance officers and fire fighters among others.</p>
Average Annual Earnings (FTE)	<p>Average annual earnings (FTE) are the earnings as if an employee were working full-time.</p> <p>Average annual earnings are calculated on the salary and regular allowances paid to employees. Average annual earnings do not include one-off or sporadic payments such as travelling allowances. Information on earnings is collected as at the snapshot date and is extrapolated over a 12-month period.</p>
Casual Employment	<p>Casual employees are not permanent employees and normally work less than full-time hours as prescribed by the applicable industrial instrument. Casual employment attracts the payment of a loading (as prescribed by the applicable industrial instrument) in lieu of sick and recreation leave.</p> <p>Casual employment is characterised by its ad hoc nature with each engagement standing alone. However, because of historical factors there are instances where employees have been employed as casuals on a regular and systematic basis over a long period of time. This is normally not within the strict definition of the term and many such employees should be properly classified as temporaries or part-timers.</p> <p>The difference between casual employment and temporary employment is that casual employment attracts the loading in lieu of sick and recreation leave whereas temporaries will generally receive the same entitlements as full-time employees.</p>
Contract	Includes employees of the Senior Executive Service and the Chief Executive Service and those employed under Section 122 of the Public Service Act 2008 or similar legislation in other relevant Acts.
Employment Status	Either full-time, part-time, casual (refer to specific definitions for each term).
Full-time	An employee who works full-time hours as specified in the award or agreement under which the employee is engaged.
Full-time Equivalent (FTE)	The hours worked by several part-time or casual employees, added together, may be required to make one full-time equivalent employee.
Location	Statistical Area 4 as defined in the Australian Statistical Geography Standard (ASGS) by the Australian Bureau of Statistics. This is based on the location of an employee's work headquarters.
Part-time	An employee who works less than full-time hours and performs those duties on a regular basis.
Permanent Employment	An employee who is employed on a continuing basis to perform ongoing functions.
Temporary Employment	<p>Temporary employees are employed for fixed term engagements of specific periods of time. The circumstances for engaging temporary employees are many and include specific budget allocation for particular projects, replacing permanent employees who are absent from their substantive position or assistance required to meet peak workloads.</p> <p>Temporary employees are generally employed on the same conditions as permanent employees as prescribed by the applicable industrial instrument.</p>