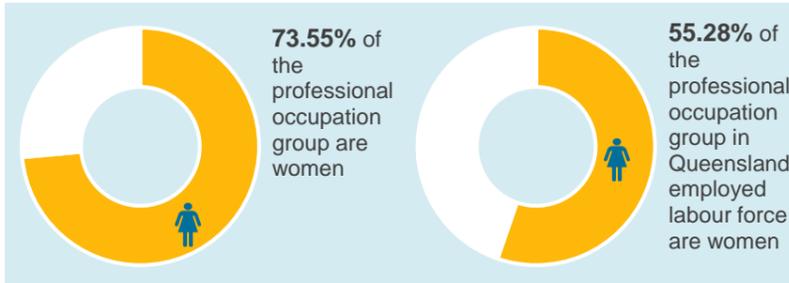
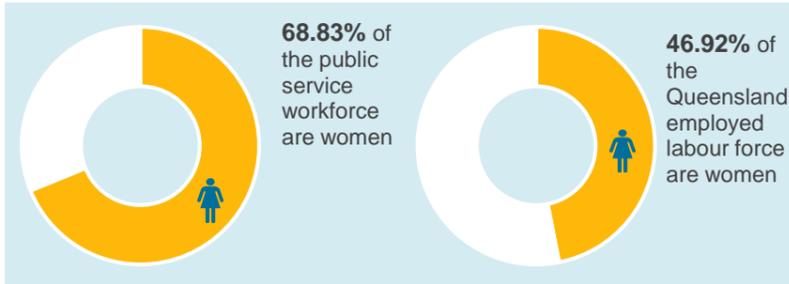
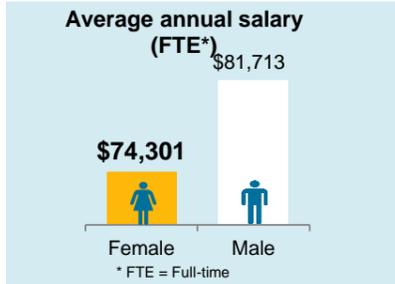


State of play: women in the Queensland public sector September 2015

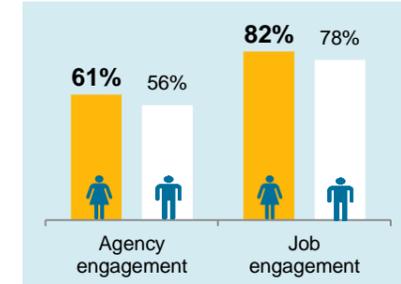
Workforce participation



Remuneration



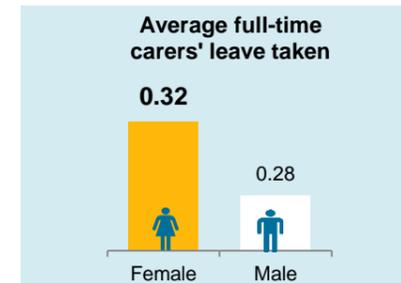
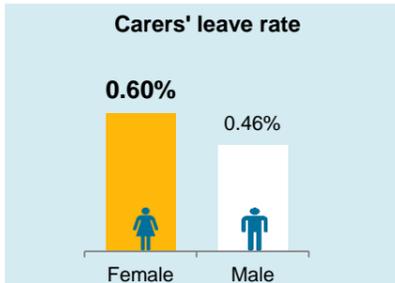
Agency engagement/job engagement and satisfaction



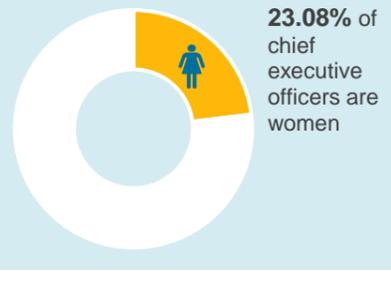
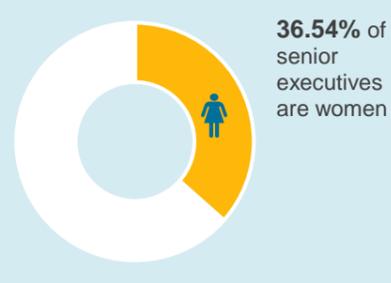
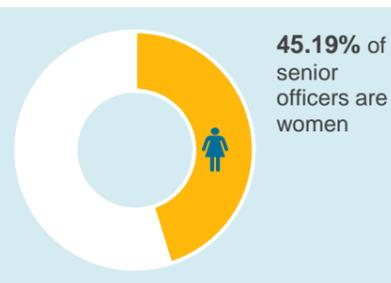
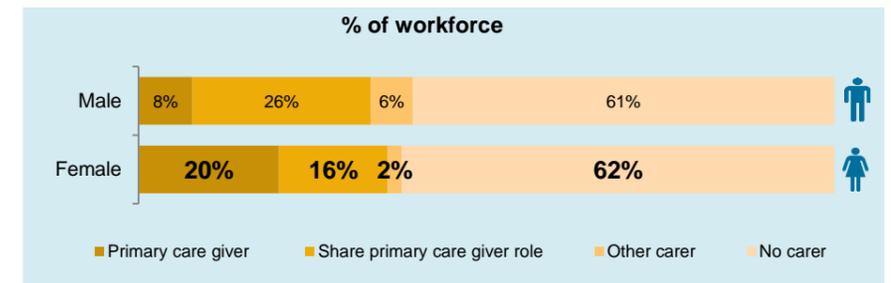
Education



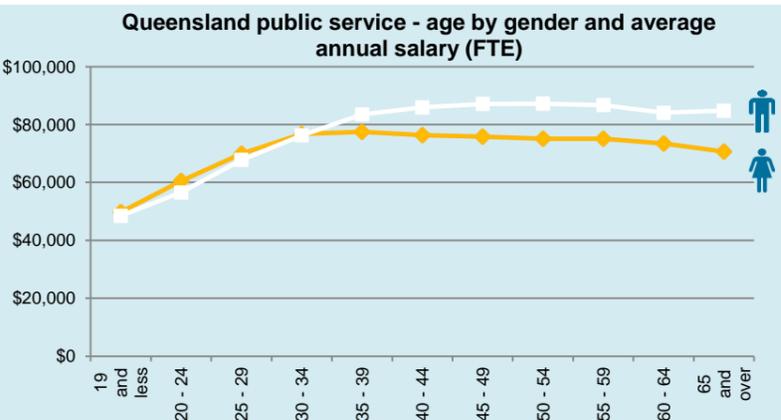
Carers leave



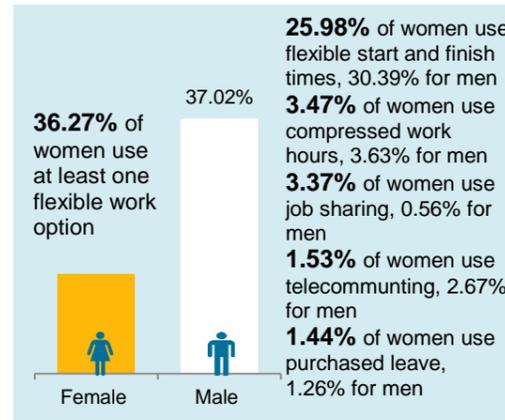
Carer status



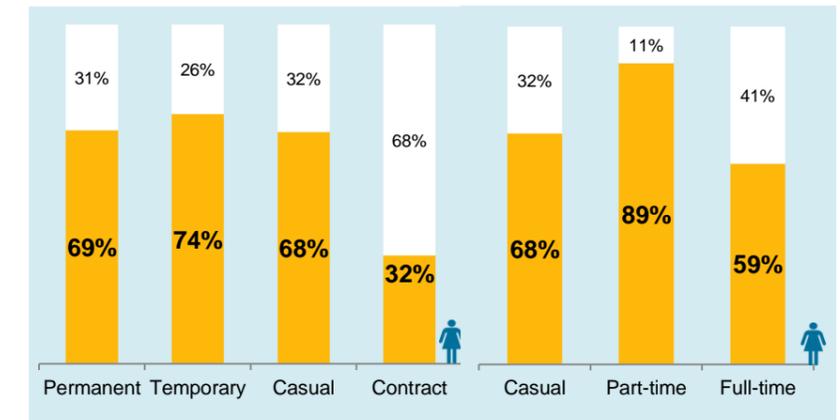
Age



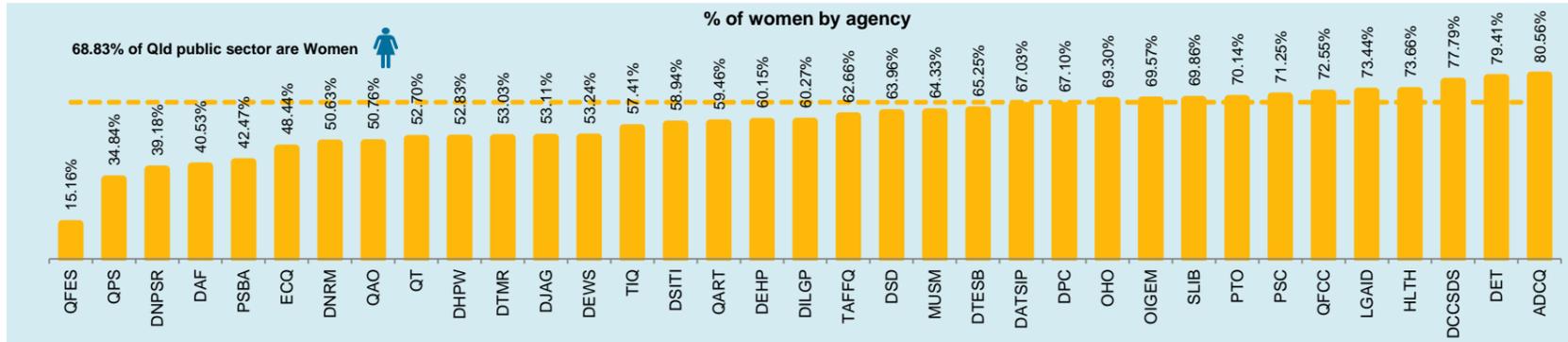
Flexible work



Employment category and status



Agency



Definitions and data sources

Queensland public sector = government departments, most public service offices and some statutory bodies. This dashboard excludes government owned corporations and most statutory bodies.

Labour force figures sourced from ABS, Cat. No. 6202, Table 12. Total employed labour force.

Labour force figures by occupational coding sourced from Qld Regional Database (QRSIS).

Education, engagement, carer and intention to leave figures sourced from 2015 Working for Queensland Survey.

All other figures sourced from March 2015 MOHRI (Minimum Obligatory Human Resource Information) which is submitted by government agencies and managed by the Public Service Commission. Based on active/paid headcount.

Accompanying detailed notes/further definitions for this report are included as subsequent pages in this report file.

Based on a design concept by the Queensland Male Champions of Change. Refer to: <http://qldmcc.org/state-of-play/>

The Queensland Government is committed to building constructive workplace cultures across the public sector where workforce inclusion and diversity is embraced and fostered as not only the right thing to do, but because it makes the best business sense.

The *State of play: women in the Queensland public sector* dashboard was prepared by the Public Service Commission (PSC), and the data was sourced from:

- quarterly Minimum Obligatory Human Resource Information (MOHRI)—collated by the PSC on behalf of Queensland Government agencies
- the 2015 Working for Queensland (WfQ) Survey.

Where possible, data is compared to the Queensland employed labour force statistics.

Analysis

Workforce participation of women

- Women represent 68.83 per cent of the Queensland public sector compared to the 46.92 per cent of the Queensland labour force. In the Queensland public sector, women represent:
 - 45.19 per cent of the senior officer workforce
 - 36.54 per cent of the senior executive service workforce
 - 23.08 per cent of the chief executive officer workforce.
- Women represent 73.55 per cent of the professional Queensland public sector workforce compared to 55.28 per cent of the professional Queensland employed labour force.

Remuneration

- The average annual salary (full-time equivalent [FTE]) of women is \$7412 less than men. This indicates women within the Queensland public sector are generally in lower paid jobs than men, given men and women receive the same salary for the same job. For example:
 - an AO5 female is paid the same as an AO5 male
 - a female and male teacher at the same level receive the same level of remuneration.

Age group

- Women and men have similar average annual salaries (FTE) until the 30–34 years age group. After that, men have higher average annual salaries than women.
- While each job falls within a particular salary classification, there is capacity:
 - for new appointees to request a higher pay point in the classification level based on their capabilities and experience
 - for senior executive service roles to request a pay point increase based on performance and changes in the role.
- Further analysis may reveal different pay point outcomes for men and women.

Education

- Females who have a salary of \$110,000 or more, and are managers or senior managers, have reported higher formal qualification levels than men in the same cohort.

Job and agency engagement

- Women report higher levels of job engagement and satisfaction, and agency engagement than men.

Carer status

- Almost two-thirds of the workforce indicate they have no carer responsibilities. The proportion with no carer responsibilities is similar for women and men (62.17 per cent and 60.57 per cent respectively). More than twice as many women compared to men report they perform a primary carer role (20.14 per cent and 7.75 per cent respectively). However, 39.43 per cent of men report they undertake some form of carer role overall compared to 37.83 per cent of women.
- Excluding casual employees, the average carers leave absent days for women is 0.32 days per year.

Employment category

- Two-thirds of permanent and casual employees are female. Nearly three quarters of the temporary workforce is female. Nearly one-third of the contract workforce is female.

Employment status

- More than half (59.38 per cent) of full-time employees are female. About 9 in 10 part-time employees within the Queensland public sector are female (89.25 per cent).
- The proportion of women in each agency differs significantly. This ranges from 15.16 per cent of females within the Queensland Fire and Emergency Services to 80.56 per cent of females within the Anti-Discrimination Commission Queensland.

Flexible work options

- More than one-third (36.27 per cent) of women use flexible work options. Just over a quarter (25.98 per cent) use flexible start and finish times. The use of telecommuting, compressed work hours and job sharing is limited.

Accompanying definitional notes

Note: this report has been prepared as per PSC responsibilities under Chapter 2 (Equal Employment Opportunity) of the *Public Service Act 2008*.

Term	Definition/notes
<p>Queensland public sector (as defined in the MOHRI data set, for the purposes of this report)</p>	<p>This report includes core public sector workforce statistical data from Queensland Government agencies, public service offices and other government entities. These include:</p> <ul style="list-style-type: none"> • Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP) • Department of Agriculture and Fisheries (DAF) • Department of Communities, Child Safety and Disability Services (DCCSDS) • Department of Education and Training (DET) • Department of Energy and Water Supply (DEWS) • Department of Environment and Heritage Protection (DEHP) • Department of Housing and Public Works (DHPW) • Department of Infrastructure, Local Government and Planning (DILGP) • Department of Justice and Attorney-General (DJAG) • Department of National Parks, Sport and Racing (DNPSR) • Department of Natural Resources and Mines (DNRM) • Department of Science, Information Technology and Innovation (DSITI) • Department of State Development (DSD) • Department of the Premier and Cabinet (DPC) • Department of Tourism, Major Events, Small Business and Commonwealth Games (DTESB) • Department of Transport and Main Roads (DTMR) • Public Safety Business Agency (PSBA) • Queensland Fire and Emergency Services (QFES) • Queensland Health (HLTH), including: <ul style="list-style-type: none"> - Department of Health - Hospital and Health Services (HHS) - Queensland Ambulance Service (QAS) • Queensland Police Service (QPS) • Queensland Treasury (QT) • Anti-Discrimination Commission Queensland (ADCQ) • Electoral Commission Queensland (ECQ) • Legal Aid Queensland (LGAID) • Office of Inspector-General of Emergency Management (OIGEM) • Office of the Health Ombudsman (OHO) • Public Service Commission (PSC) • Queensland Art Gallery (QART) • Queensland Family and Child Commission (QFCC) • Queensland Museum (MUSM) • State Library of Queensland (SLIB) • TAFE Queensland (TAFEQ) • The Public Trustee (PTO) • Trade and Investment Queensland (TIQ) <p>Government owned corporations and most statutory bodies are not in scope for this report.</p>

Term	Definition/notes
MOHRI	<p>MOHRI data is provided by agencies (from their individual human resource [HR] information systems) to the PSC on a quarterly basis.</p> <p>This approach was adopted to facilitate strategic management of HR across the Queensland public sector.</p> <p>Workforce details of agencies are reported to government and included in other statistical reports as per PSC Directive 05/2014.</p> <p>Headcounts of employees whose employment status is A (Active) or P (Paid leave for a period greater than eight weeks) are included in the figures.</p> <p>It is important to note the MOHRI collection is only concerned with employees of agencies and not private sector contractors and/or consultants who may be engaged to undertake specific work and paid through financial systems.</p> <p>The figures stated in this report are subject to revision and further validation by departments and agencies.</p> <p>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.</p>

Sectional notes

Section	Data source/s	Definitions/notes
Workforce participation	MOHRI collated by the PSC and ABS*	<p>ANZSCO** is an industry standard coding system that attributes a six digit code to a position to describe the occupation being performed. The professional workforce includes those records coded as 'professional' as per the ANZSCO classifications. The professionals group includes teachers, high-level nurses, health practitioners, doctors and others.</p> <p>Queensland labour force figures for September 2015 are sourced from the ABS publication, Cat. No. 6202.0, Table 12, issued 12 November 2015 as part of the October 2015 release. The figures are for the Queensland total (i.e. full-time and part-time) employed labour force.</p> <p>Queensland labour force professional figures are sourced from the Queensland Regional Database (also known as the Queensland Regional Statistical Information System or QRSIS) managed by the Queensland Government Statistician's Office. The figures are based on the 2011 Census data. It includes persons aged 15 years and over and occupation is coded to ANZSCO First Edition, Revision 1, released in 2009. The public sector figures, sourced from MOHRI data, are headcount and based on each data record submitted by an agency representing an individual employee.</p>
Remuneration	MOHRI collated by the PSC	Average annual salary (FTE) means the salary of a person as if they were working full-time. It excludes allowances.
Age	MOHRI collated by the PSC	Five year age cohorts.

Section	Data source/s	Definitions/notes
Education	2015 Working for Queensland Survey	<p>Survey response choices were:</p> <ul style="list-style-type: none"> • less than year 12 or equivalent* • year 12 or equivalent (senior certificate, Queensland certification of education, high school certificate, leaving certificate)* • certificate level, including trade* • diploma, advanced diploma, associate degree* • bachelor's degree (including with honours) • graduate certificate or diploma • master's degree • PhD or higher doctorate • other* <p>* Categories grouped as 'Rest' for the purposes of this report.</p>
Job engagement and satisfaction	2015 Working for Queensland Survey	<p>Percentages combine 'strongly agree' and 'agree' responses are based on valid responses (exclude missing cases).</p> <p>Agency engagement, and job engagement and satisfaction are measures combining information from multiple survey items as per below:</p> <p>Job engagement and satisfaction</p> <p>q22g: I enjoy the work in my current job?</p> <p>q22h: My job gives me a feeling of personal accomplishment?</p> <p>q22i: When needed, I am willing to put in the extra effort to get a job done?</p> <p>q37: All things considered, how satisfied are with your current job?</p> <p>Agency engagement</p> <p>q35c: I feel strong personal attachment to my organisation?</p> <p>q35b: I am proud to tell others I work for my organisation?</p> <p>q35d: My organisation motivates me to help it achieve its objectives?</p> <p>q35e: My organisation inspires me to do the best in my job?</p> <p>q35a: I would recommend my organisation as a great place to work?</p> <p>For agency engagement, and job engagement and satisfaction the percentages relate to all valid responses to the items included in the measures.</p> <p>The resulting percentage can be seen as the average agreement to the survey items included in the measures.</p>

Section	Data source/s	Definitions/notes
Carer status	2015 Working for Queensland Survey	<p>Question:</p> <p>Are you the care giver* for a child under the age of 15 or another person in need of care?</p> <p>Yes, I am the primary* care giver of at least one person</p> <p>Yes, I share the primary care giver role</p> <p>Yes, but I am not a primary care giver</p> <p>No</p> <p>* A primary care giver is a person who has the main responsibility for providing care for a person.</p>
Use of flexible work options	2015 Working for Queensland Survey	<p>Question:</p> <p>Do you currently use any of the following flexible work options? (Select all that apply)</p> <ul style="list-style-type: none"> • Purchased leave • Flexible start and finish times • Compressed work hours* • Telecommuting • Job sharing • Other, please specify • None of the above. <p>* Working usual full-time or part-time hours over fewer days by working extra hours per day, thereby accruing hours to have a regular day off in a week or fortnight.</p>

Section	Data source/s	Definitions/notes
Employment category	MOHRI collated by the PSC	<p>Employment category is either permanent, temporary, casual or contract.</p> <ul style="list-style-type: none"> • Permanent employees are employed on a continuing basis to perform ongoing functions. • 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. Temporary employees are generally employed on the same conditions as permanent employees as prescribed by the applicable industrial instrument. • Casual employees are not permanent employees and normally work less than full-time hours as prescribed by the applicable industrial instrument. <ul style="list-style-type: none"> - Casual employment attracts the payment of a loading (as prescribed by the applicable industrial instrument) in lieu of sick and recreation leave. - 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. - 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>The Contract group includes employees of the senior executive service and chief executive service, and those employed under Section 122 of the <i>Public Service Act 2008</i> or similar legislation in other relevant Acts. Also includes employees on common law and high income guarantee contracts.</p>

Section	Data source/s	Definitions/notes
Employment status	MOHRI collated by the PSC	<p>Employment status can be full-time, part-time or casual.</p> <ul style="list-style-type: none"> • Full-time means an employee who works full-time hours as specified in the award or agreement under which the employee is engaged. • Part-time means an employee who works less than full-time hours and performs those duties on a regular basis. <p>For the meaning of casual employee, refer to the section above about employment category.</p>

* Australian Bureau of Statistics

** Australian and New Zealand Standard Classification of Occupations

More information

For more information, contact Performance Analytics, Performance and Capability Development, PSC on (07) 3003 2800 or commission.psc@psc.qld.gov.au