

Queensland public sector quarterly workforce profile

June 2017



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About this report

This report presents a brief overview of the composition of the Queensland public sector. It supports the principle of a transparent and accountable government by openly publishing information about the public sector workforce.

This report includes workforce statistical data from Queensland Government departments, public service offices, Hospital and Health Services (HHSs) and other government entities, including TAFE.

The data provided is part of the government approved Minimum Obligatory Human Resource Information (MOHRI) process and is a snapshot of the workforce as at June 2017.

A definitions table at the back of this report will assist in the interpretation of figures and tables.

Queensland public sector profile

By size

There has been an increase of 1,651.05 full-time equivalent (FTE) employees in the Queensland public sector since March 2017 quarter—an increase of 0.76 per cent.

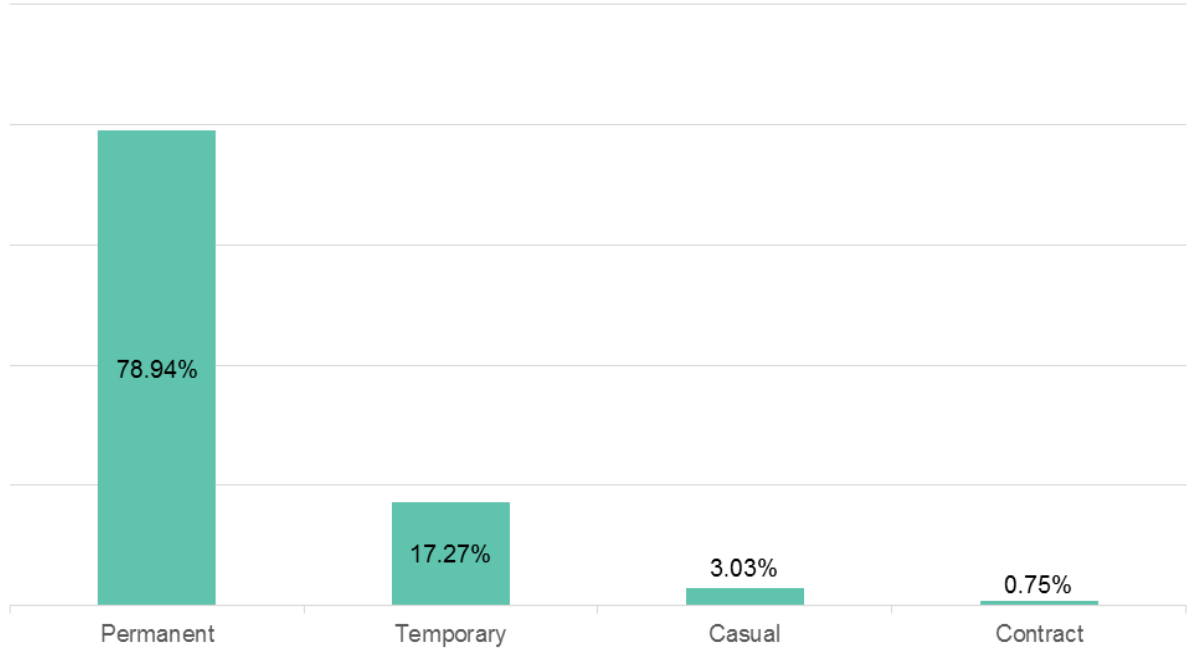
Table 1 Number of FTE by agency

Budget paper 2 agencies	March 2017	June 2017	Quarterly variance in total FTE	% Quarterly variance in total FTE
Department of Aboriginal and Torres Strait Islander Partnerships	290.83	304.17	13.34	4.59%
Department of Agriculture and Fisheries	1,979.37	1,968.77	-10.60	-0.54%
Department of Communities, Child Safety and Disability Services	5,911.24	5,912.11	0.87	0.01%
Department of Education and Training	68,695.48	69,355.61	660.13	0.96%
Department of Energy and Water Supply	218.70	223.10	4.40	2.01%
Department of Environment and Heritage Protection	1,162.40	1,153.98	-8.42	-0.72%
Department of Housing and Public Works	2,933.95	2,930.85	-3.10	-0.11%
Department of Infrastructure, Local Government and Planning	523.19	514.38	-8.81	-1.68%
Department of Justice and Attorney-General	8,733.33	8,826.47	93.14	1.07%
Department of National Parks, Sport and Racing	1,365.30	1,397.85	32.55	2.38%
Department of Natural Resources and Mines	2,370.99	2,379.89	8.90	0.38%
Department of Science, Information Technology and Innovation	2,603.08	2,573.83	-29.25	-1.12%
Department of State Development	585.56	592.51	6.95	1.19%
Department of the Premier and Cabinet	649.16	652.49	3.33	0.51%
Department of Tourism, Major Events, Small Business and Commonwealth Games	145.82	150.22	4.40	3.02%
Department of Transport and Main Roads	7,144.25	7,205.83	61.58	0.86%
Queensland Fire and Emergency Services	3,213.41	3,233.13	19.72	0.61%
Queensland Health	82,889.90	83,699.62	809.72	0.98%
Queensland Police Service	14,907.08	14,979.62	72.54	0.49%
Queensland Treasury	1,789.90	1,792.98	3.08	0.17%
Electoral Commission Queensland	57.11	55.47	-1.64	-2.87%
Office of the Inspector-General of Emergency Management	19.00	19.90	0.90	4.74%
Public Safety Business Agency	1,086.47	1,106.66	20.19	1.86%
Public Service Commission	69.41	72.35	2.94	4.24%
Public Trustee	581.55	580.53	-1.02	-0.18%
Queensland Audit Office	175.44	176.14	0.70	0.40%
TAFE Queensland	4,171.82	4,072.37	-99.45	-2.38%
Queensland public sector sub-total: Budget paper 2 agencies	214,273.74	215,930.83	1,657.09	0.77%
Other entities	March 2017	June 2017	Quarterly variance in total FTE	% Quarterly variance in total FTE
Anti-Discrimination Commission Queensland	34.00	33.44	-0.56	-1.65%
Legal Aid Queensland	467.36	474.51	7.15	1.53%
Office of the Health Ombudsman	134.46	131.58	-2.88	-2.14%
Queensland Art Gallery	281.41	310.32	28.91	10.27%
Queensland Family and Child Commission	75.72	65.06	-10.66	-14.08%
Queensland Museum	275.79	247.58	-28.21	-10.23%
State Library of Queensland	272.68	274.77	2.09	0.77%
Trade and Investment Queensland	111.68	109.80	-1.88	-1.68%
Queensland public sector sub-total: Other entities	1,653.10	1,647.06	-6.04	-0.37%
Queensland public sector total	215,926.84	217,577.89	1,651.05	0.76%

By employment category

The majority of the workforce are permanent employees. Temporary and casual employment remain relatively low at 17.27 per cent and 3.03 per cent respectively.

Figure 1 Percentage of FTE by appointment type



Females accounted for 66.80 per cent of the total FTE employment.

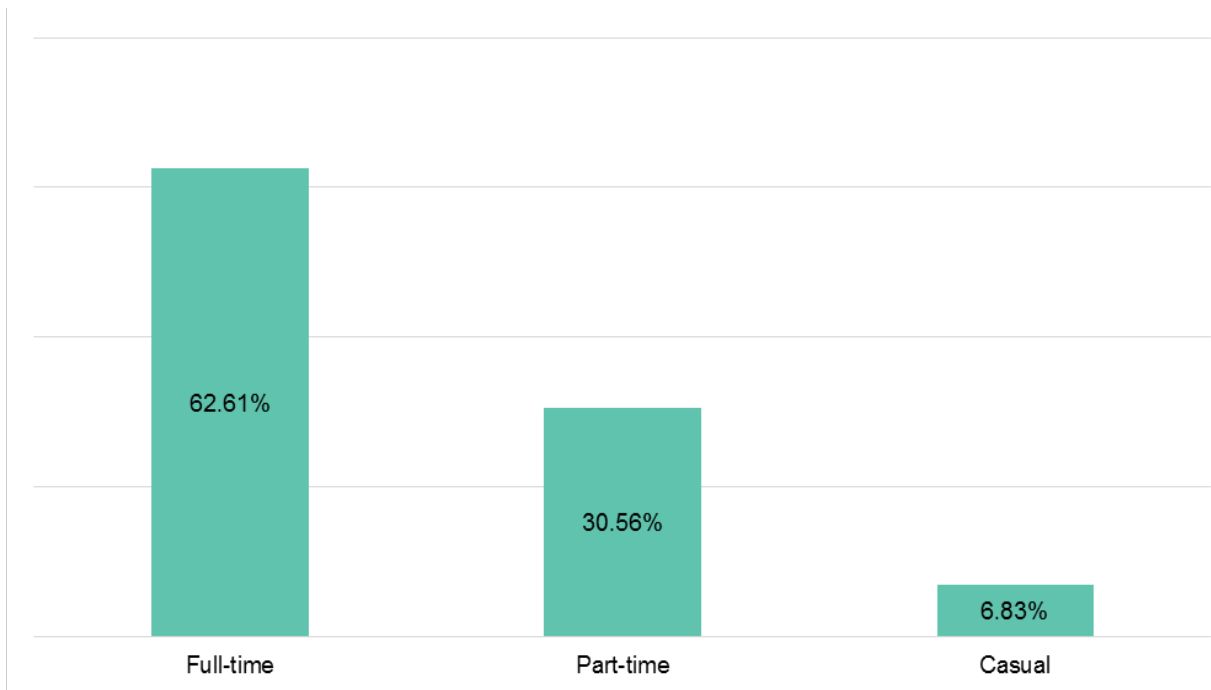
Table 2 Number of FTE by appointment type and gender

	Permanent		Temporary		Casual		Contract		Queensland public sector total (FTE)	
Female	113,513.32	66.09%	26,449.03	70.37%	4,745.89	71.89%	623.93	38.34%	145,332.17	66.80%
Male	58,251.28	33.91%	11,134.98	29.63%	1,855.92	28.11%	1,003.54	61.66%	72,245.72	33.20%
Total	171,764.60	100.00%	37,584.01	100.00%	6,601.81	100.00%	1,627.47	100.00%	217,577.89	100.00%

A breakdown of appointment type within each agency by headcount and FTE is contained in [Schedule 1](#).

A total of 62.61 per cent of employees work full-time and 30.56 per cent of employees have part-time work arrangements.

Figure 2 Percentage of headcount by employment status



Females account for 86.96 per cent of part-time work arrangements.

Table 3 Number of headcount by employment status and gender

	Full-time		Part-time		Casual		Queensland public sector total (Headcount)	
Female	97,343	59.94%	68,926	86.96%	13,276	74.95%	179,545	69.22%
Male	65,059	40.06%	10,333	13.04%	4,436	25.05%	79,828	30.78%
Total	162,402	100.00%	79,259	100.00%	17,712	100.00%	259,373	100.00%

By earnings

While females and males receive the same salary for the same classification job, the FTE average annual earnings for females is \$9017 less than males. Females are generally in lower paid jobs than males, with 70.09 per cent of AO2 to AO6 and equivalent roles held by females. This figure decreases to 62.66 per cent in AO7 and equivalent roles, 62.76 per cent in AO8 and equivalent roles, 52.22 per cent in senior officer and equivalent roles and 37.08 per cent in senior executives and equivalent roles.

Figure 3 Percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time)



Table 4 Number and percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time)

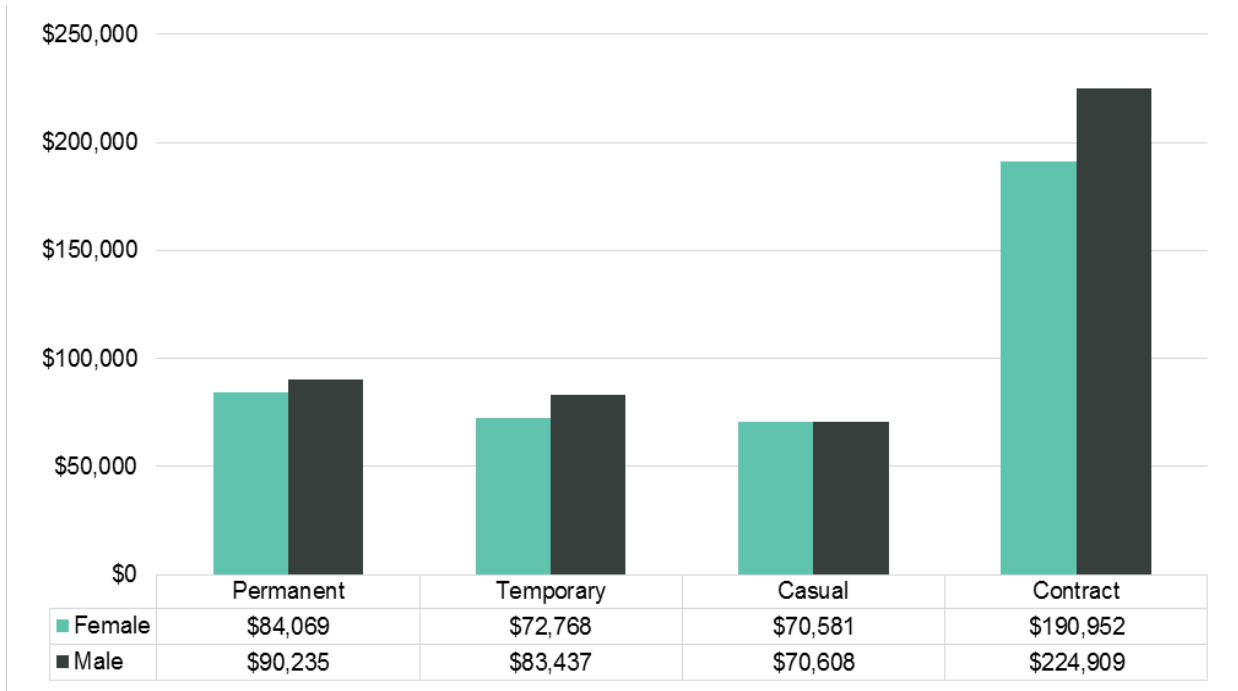
	Female		Male		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
AO1 and equivalent	82.84	52.65%	74.50	47.35%	157.34	100.00%
AO2 and equivalent	16,561.06	72.17%	6,385.95	27.83%	22,947.01	100.00%
AO3 and equivalent	19,976.62	69.58%	8,734.88	30.42%	28,711.50	100.00%
AO4 and equivalent	24,824.90	69.10%	11,101.34	30.90%	35,926.24	100.00%
AO5 and equivalent	17,648.36	66.96%	8,707.55	33.04%	26,355.91	100.00%
AO6 and equivalent	33,031.31	71.94%	12,882.91	28.06%	45,914.22	100.00%
AO7 and equivalent	13,546.42	62.66%	8,071.51	37.34%	21,617.93	100.00%
AO8 and equivalent	11,411.77	62.76%	6,770.14	37.24%	18,181.91	100.00%
SO and equivalent	5,731.09	52.22%	5,244.73	47.78%	10,975.82	100.00%
SES and above equivalent	2,517.80	37.08%	4,272.21	62.92%	6,790.01	100.00%
Queensland public sector	145,332.17	66.80%	72,245.72	33.20%	217,577.89	100.00%

Table 5 Number of FTE by annual earnings and gender, based on AO equivalent (as if working full-time) with selected occupations as examples

AO equivalent ¹	Occupations (selected examples only)	Female	Male	Total
AO1 and equivalent	Police recruits	82.84	74.50	157.34
AO2 and equivalent	Teacher aides, cleaners, administration staff, janitor/grounds persons, operational staff at Queensland Health, nursing assistants, some ambulance and fire fighter operational staff and others	16,561.06	6,385.95	22,947.01
AO3 and equivalent	Operational staff at Queensland Health, teacher aides, administration officers, some teachers, enrolled nurses and assistants in nursing, some registered nurses, some ambulance operational staff and others	19,976.62	8,734.88	28,711.50
AO4 and equivalent	Teachers, enrolled nurses, assistants in nursing and registered nurses, administration officers, some ambulance and fire fighter operational staff, police officers and others	24,824.90	11,101.34	35,926.24
AO5 and equivalent	Teachers, registered nurses, administration officers, some ambulance and fire fighter operational staff, TAFE teachers, medical staff at Queensland Health, police officers, health practitioners and others	17,648.36	8,707.55	26,355.91
AO6 and equivalent	Teachers, clinical and registered nurses, TAFE teachers, some ambulance operational staff, police officers, health practitioners, detectives and others	33,031.31	12,882.91	45,914.22
AO7 and equivalent	Clinical and registered nurses, teachers, police officers, detectives and others	13,546.42	8,071.51	21,617.93
AO8 and equivalent	Clinical nurses, consultant/manager/educator, clinical and registered nurses, teachers, principals and guidance officers, police officers, health practitioners, detectives and others	11,411.77	6,770.14	18,181.91
Senior officers and equivalent	Principals and deputy principals, nurse director/assistant directors of nursing, clinical nurses, senior police officers, medical staff, health practitioners, senior officers, some commissioned police officers and others	5,731.09	5,244.73	10,975.82
Senior executives and equivalent	Medical staff including visiting medical staff, principals including executive principals, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing, senior executive service (SES) officers, most commissioned police officers and others	2,517.80	4,272.21	6,790.01
Total		145,332.17	72,245.72	217,577.89

1. AO earnings groups are based upon the AO salary scale within the State Government Departments Certified Agreement. This agreement has been selected because it has coverage of approximately 50,000 employees distributed across most agencies. The quantum of increases and the relevant dates of payment for this agreement may differ from other certified agreements whose coverage also includes large groups of employees, such as teachers, teacher aides, nurses, health professionals and police officers. These differences may cause volatility of distribution between the salary levels depending upon the date of data capture.

Figure 4 Average annual earnings (FTE) by appointment type and gender



By age

The average age of an employee is 44.2 years (44.02 years for a female and 44.61 years for a male).

Figure 5 Number of FTE by age distribution and gender

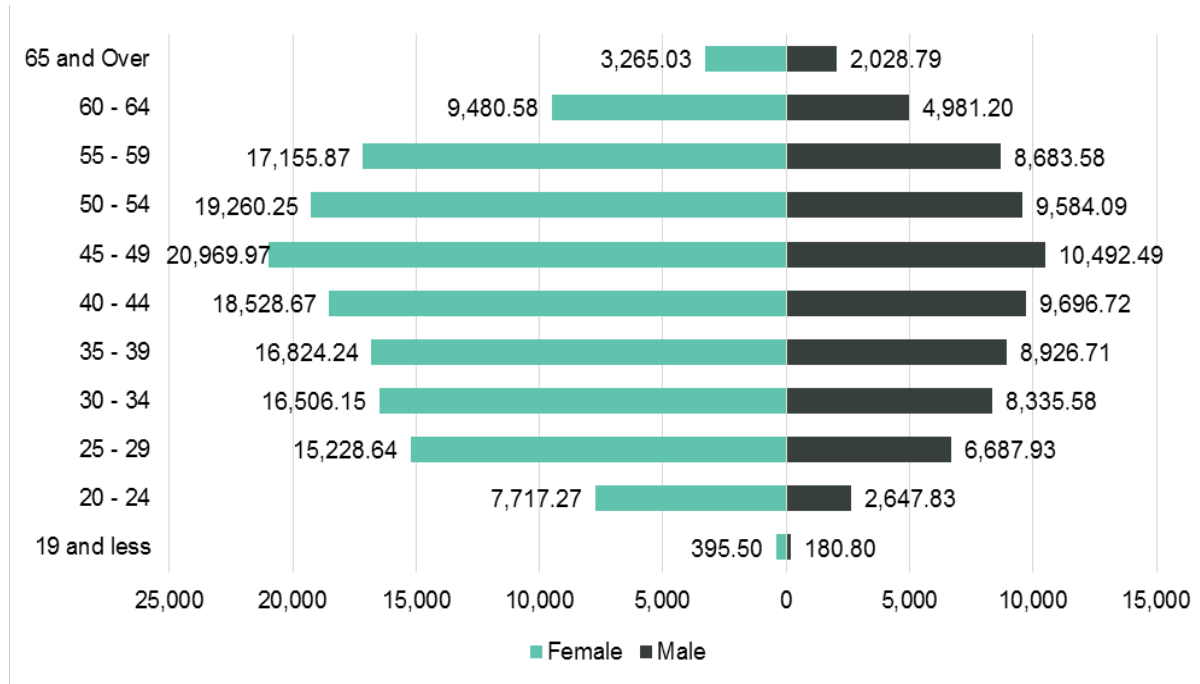


Table 6 Percentage of full-time equivalent by age distribution and gender

	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	68.63%	74.45%	69.48%	66.45%	65.33%	65.65%	66.65%	66.77%	66.39%	65.56%	61.68%	66.80%
Male	31.37%	25.55%	30.52%	33.55%	34.67%	34.35%	33.35%	33.23%	33.61%	34.44%	38.32%	33.20%
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%

By geography

Geographic analysis of the workforce is based on the Queensland Statistical Area Level 4 (SA4).² There are 19 statistical areas in Queensland listed in Table 7. Interstate and overseas employees are excluded from the analysis.

Just under 20 per cent of employees are located in the Brisbane inner city statistical area. Since the March 2017 quarter, the most significant increases in statistical areas are:

- 1.91 per cent for Sunshine Coast
- 1.69 per cent for Brisbane - West
- 1.35 per cent for Brisbane - North

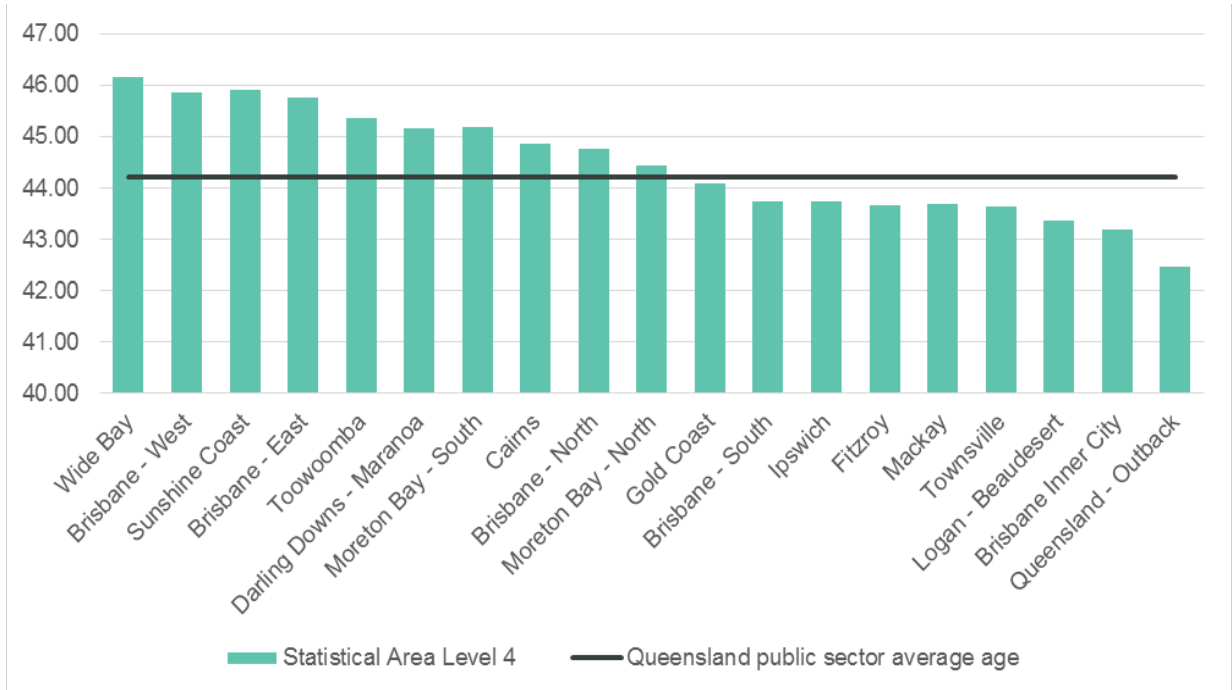
Table 7 FTE and quarterly variance in FTE by Queensland SA4

Statistical Area Level 4	March 2017		June 2017		% of quarterly variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,734.04	2.19%	4,787.74	2.20%	1.13%
Brisbane - North	8,941.98	4.14%	9,062.81	4.17%	1.35%
Brisbane - South	18,519.72	8.58%	18,595.95	8.55%	0.41%
Brisbane - West	3,481.54	1.61%	3,540.29	1.63%	1.69%
Brisbane Inner City	43,160.40	19.99%	43,464.46	19.98%	0.70%
Cairns	12,903.50	5.98%	13,061.53	6.00%	1.22%
Darling Downs - Maranoa	4,932.38	2.28%	4,962.65	2.28%	0.61%
Fitzroy	9,583.00	4.44%	9,635.75	4.43%	0.55%
Gold Coast	18,260.32	8.46%	18,350.32	8.43%	0.49%
Ipswich	13,570.16	6.29%	13,738.62	6.31%	1.24%
Logan - Beaudesert	9,997.56	4.63%	10,074.98	4.63%	0.77%
Mackay	6,325.84	2.93%	6,367.12	2.93%	0.65%
Moreton Bay - North	8,760.30	4.06%	8,859.00	4.07%	1.13%
Moreton Bay - South	3,225.33	1.49%	3,257.38	1.50%	0.99%
Queensland - Outback	5,970.67	2.77%	6,005.52	2.76%	0.58%
Sunshine Coast	12,079.89	5.60%	12,310.20	5.66%	1.91%
Toowoomba	7,352.96	3.41%	7,431.26	3.42%	1.06%
Townsville	12,525.50	5.80%	12,474.65	5.73%	-0.41%
Wide Bay	11,543.02	5.35%	11,589.03	5.33%	0.40%
Queensland	215,868.11	100.00%	217,569.26	100.00%	0.79%

2. Statistical areas are in accordance with the Australian Bureau of Statistics (ABS) Australian Statistical Geography Standard (ASGS) boundaries. Refer to definitions for further detail.
Note: interstate and overseas employees are excluded from the table.

The average age of employees by statistical area ranges from 46.17 years in Wide Bay to 42.47 years in the Queensland – Outback. Interstate and overseas employees are excluded from the analysis.

Figure 6 Average age by Queensland SA4



By occupation

Analysis of the workforce by occupation is based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO) which is widely used by Australian Bureau of Statistics (ABS). There are eight major groups listed in Table 8.

Nearly half (48.67 per cent) of the public sector are professionals. More than a fifth (21.17 per cent) are community and personal service workers, and nearly a fifth (17.41 per cent) are clerical and administrative workers.

Figure 7 Percentage of FTE by occupation

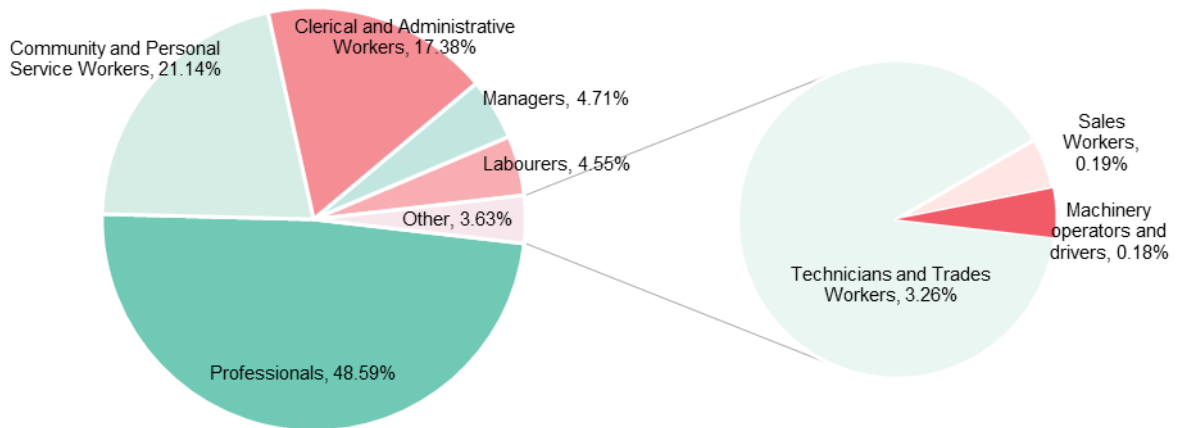


Table 8 Number and percentage of FTE by occupation

Type of occupation type	FTE	% of FTE
Professionals	105,710.84	48.59%
Community and Personal Service Workers	45,988.00	21.14%
Clerical and Administrative Workers	37,819.47	17.38%
Managers	10,257.28	4.71%
Labourers	9,901.05	4.55%
Technicians and Trades Workers	7,100.14	3.26%
Sales Workers	411.38	0.19%
Machinery operators and drivers	389.73	0.18%
Queensland public sector	217,577.89	100.00%

By type of service

Employees in corporate services represent 8.82 per cent of the public sector, with the two largest functions of information and communications technology (ICT) and human resources (HR), accounting collectively for 47.57 per cent of corporate service employees.

The next largest functions within corporate services are accounting and finance (15.98 per cent) and property and facilities (7.38 per cent).

Figure 8 Percentage of FTE by type of service

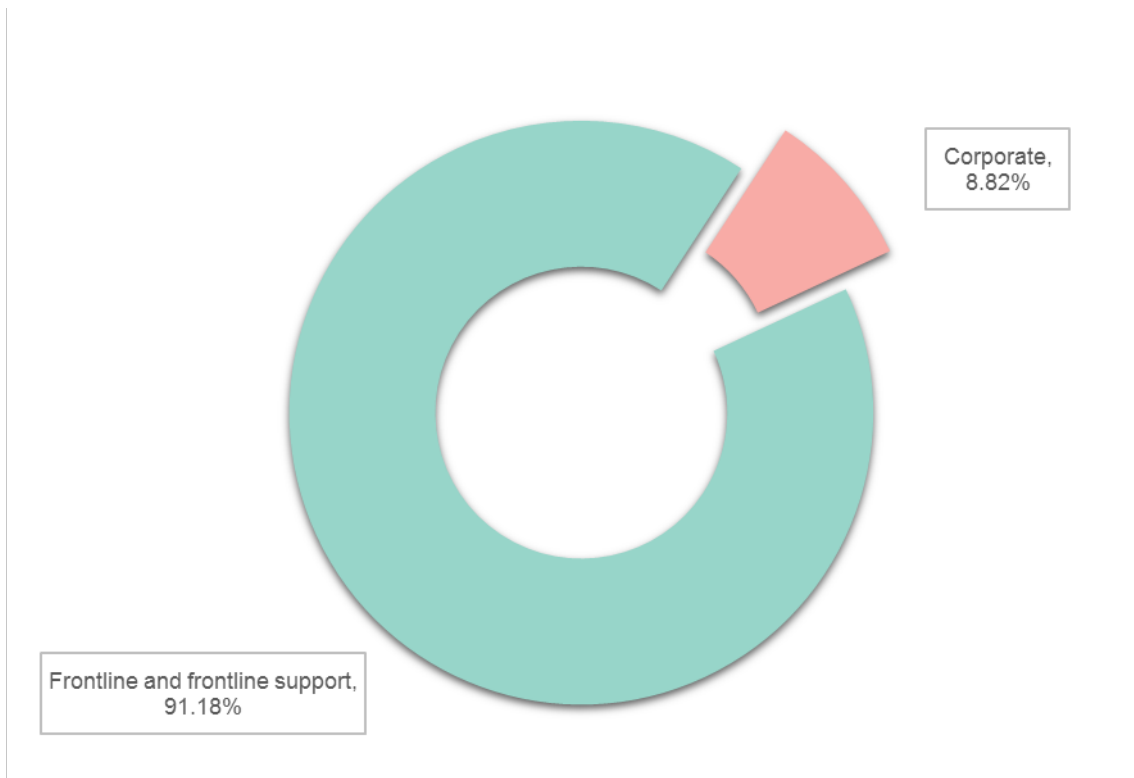


Table 9 Number and percentage of FTE employees by type of service

Type of service	FTE	% of FTE
Frontline and frontline support	198,381.24	91.18%
Corporate	19,196.65	8.82%
Queensland public sector	217,577.89	100.00%

Figure 9 Number of FTE by corporate services function



Table 10 Number and percentage of FTE by corporate services function

Type of corporate services function	FTE	% of FTE
Information and Communications Technology	4,986.37	25.98%
Human Resources	4,145.91	21.60%
Accounting and Finance	3,067.66	15.98%
Property and Facilities	1,416.24	7.38%
Procurement	1,202.75	6.27%
Communication, Media and Marketing	1,019.33	5.31%
Information Management	1,017.08	5.30%
Governance and Strategy	1,005.57	5.24%
Ministerial and Executive Services	514.55	2.68%
Legal Services	393.32	2.05%
Audit Services	290.63	1.51%
Whole of Corporate Services Function Management	137.24	0.71%
Queensland public sector - corporate service total	19,196.65	100.00%

Schedule 1

Table 11 Number of FTE by appointment type and agency

Budget paper 2 agencies	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	247.46	46.12	0.59	10.00	304.17
Department of Agriculture and Fisheries	1,673.76	268.65	6.36	20.00	1,968.77
Department of Communities, Child Safety and Disability Services	4,831.16	877.88	163.07	40.00	5,912.11
Department of Education and Training	53,615.80	12,826.68	2,768.13	145.00	69,355.61
Department of Energy and Water Supply	180.48	34.00	-	8.62	223.10
Department of Environment and Heritage Protection	878.30	256.95	0.73	18.00	1,153.98
Department of Housing and Public Works	2,512.07	376.21	4.57	38.00	2,930.85
Department of Infrastructure, Local Government and Planning	305.83	174.60	0.35	33.60	514.38
Department of Justice and Attorney-General	7,086.46	1,377.15	252.10	110.76	8,826.47
Department of National Parks, Sport and Racing	1,170.85	197.63	15.77	13.60	1,397.85
Department of Natural Resources and Mines	2,136.27	154.87	10.75	78.00	2,379.89
Department of Science, Information Technology and Innovation	2,155.44	363.91	4.58	49.90	2,573.83
Department of State Development	456.44	105.07	-	31.00	592.51
Department of the Premier and Cabinet	437.31	177.08	11.80	26.30	652.49
Department of Tourism, Major Events, Small Business and Commonwealth Games	93.42	43.80	-	13.00	150.22
Department of Transport and Main Roads	6,120.53	655.01	334.79	95.50	7,205.83
Queensland Fire and Emergency Services	3,037.37	165.79	12.97	17.00	3,233.13
Queensland Health	63,415.01	17,226.71	2,671.11	386.79	83,699.62
Queensland Police Service	14,401.51	426.78	6.33	145.00	14,979.62
Queensland Treasury	1,627.06	97.87	2.85	65.20	1,792.98
Electoral Commission Queensland	45.00	7.00	0.47	3.00	55.47
Office of the Inspector-General of Emergency Management	16.90	2.00	-	1.00	19.90
Public Safety Business Agency	943.51	119.15	3.00	41.00	1,106.66
Public Service Commission	48.26	18.60	0.09	5.40	72.35
Public Trustee	483.63	91.90	-	5.00	580.53
Queensland Audit Office	151.07	14.80	0.27	10.00	176.14
TAFE Queensland	2,503.50	1,176.23	215.74	176.90	4,072.37
Queensland public sector sub-total: Budget paper 2 agencies	170,574.40	37,282.44	6,486.42	1,587.57	215,930.83

Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	28.80	3.20	0.44	1.00	33.44
Legal Aid Queensland	394.26	69.83	0.42	10.00	474.51
Office of the Health Ombudsman	108.88	19.80	-	2.90	131.58
Queensland Art Gallery	170.20	57.36	78.76	4.00	310.32
Queensland Family and Child Commission	44.36	17.70	-	3.00	65.06
Queensland Museum	146.99	72.08	24.51	4.00	247.58
State Library of Queensland	219.51	38.00	11.26	6.00	274.77
Trade and Investment Queensland	77.20	23.60	-	9.00	109.80
Queensland public sector sub-total: Other entities	1,190.20	301.57	115.39	39.90	1,647.06
Queensland public sector total	171,764.60	37,584.01	6,601.81	1,627.47	217,577.89

Table 12 Number of headcount by appointment type and agency

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	256	49	2	10	317
Department of Agriculture and Fisheries	1,734	281	22	20	2,057
Department of Communities, Child Safety and Disability Services	5,112	939	276	40	6,367
Department of Education and Training	61,985	18,007	8,038	145	88,175
Department of Energy and Water Supply	188	35	-	9	232
Department of Environment and Heritage Protection	919	264	2	18	1,203
Department of Housing and Public Works	2,603	395	5	38	3,041
Department of Infrastructure, Local Government and Planning	322	183	2	34	541
Department of Justice and Attorney-General	7,382	1,468	499	115	9,464
Department of National Parks, Sport and Racing	1,207	210	28	14	1,459
Department of Natural Resources and Mines	2,231	162	19	80	2,492
Department of Science, Information Technology and Innovation	2,284	379	7	51	2,721
Department of State Development	479	113	-	31	623
Department of the Premier and Cabinet	466	189	33	27	715
Department of Tourism, Major Events, Small Business and Commonwealth Games	99	44	-	13	156
Department of Transport and Main Roads	6,349	686	1,990	96	9,121
Queensland Fire and Emergency Services	4,876	186	45	17	5,124
Queensland Health	72,703	20,129	5,728	867	99,427
Queensland Police Service	14,733	460	14	145	15,352
Queensland Treasury	1,692	103	6	67	1,868
Electoral Commission Queensland	46	7	2	3	58
Office of the Inspector-General of Emergency Management	18	2	-	1	21
Public Safety Business Agency	957	122	3	41	1,123
Public Service Commission	51	19	1	6	77
Public Trustee	503	96	-	5	604
Queensland Audit Office	158	17	1	10	186
TAFE Queensland	2,636	1,342	727	180	4,885
Queensland public sector sub-total: Budget paper 2 agencies	191,989	45,887	17,450	2,083	257,409

Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	31	4	1	1	37
Legal Aid Queensland	429	82	1	10	522
Office of the Health Ombudsman	111	20	-	3	134
Queensland Art Gallery	190	74	148	4	416
Queensland Family and Child Commission	47	20	-	3	70
Queensland Museum	163	98	68	4	333
State Library of Queensland	242	48	44	6	340
Trade and Investment Queensland	79	24	-	9	112
Queensland public sector sub-total: Other entities	1,292	370	262	40	1,964
Queensland public sector total	193,281	46,257	17,712	2,123	259,373

Table 13 Number and percentage of FTE by gender and agency

Agency	FTE			Percentage	
	Female	Male	Total	Female	Male
Department of Aboriginal and Torres Strait Islander Partnerships	210.78	93.39	304.17	69.30%	30.70%
Department of Agriculture and Fisheries	772.33	1,196.44	1,968.77	39.23%	60.77%
Department of Communities, Child Safety and Disability Services	4,553.08	1,359.03	5,912.11	77.01%	22.99%
Department of Education and Training	53,692.98	15,662.63	69,355.61	77.42%	22.58%
Department of Energy and Water Supply	110.90	112.20	223.10	49.71%	50.29%
Department of Environment and Heritage Protection	691.26	462.72	1,153.98	59.90%	40.10%
Department of Housing and Public Works	1,564.43	1,366.42	2,930.85	53.38%	46.62%
Department of Infrastructure, Local Government and Planning	315.33	199.05	514.38	61.30%	38.70%
Department of Justice and Attorney-General	4,596.75	4,229.72	8,826.47	52.08%	47.92%
Department of National Parks, Sport and Racing	515.43	882.42	1,397.85	36.87%	63.13%
Department of Natural Resources and Mines	1,185.48	1,194.41	2,379.89	49.81%	50.19%
Department of Science, Information Technology and Innovation	1,488.62	1,085.21	2,573.83	57.84%	42.16%
Department of State Development	377.83	214.68	592.51	63.77%	36.23%
Department of the Premier and Cabinet	431.32	221.17	652.49	66.10%	33.90%
Department of Tourism, Major Events, Small Business and Commonwealth Games	100.42	49.80	150.22	66.85%	33.15%
Department of Transport and Main Roads	3,310.14	3,895.69	7,205.83	45.94%	54.06%
Queensland Fire and Emergency Services	639.40	2,593.73	3,233.13	19.78%	80.22%
Queensland Health	60,018.47	23,681.15	83,699.62	71.71%	28.29%
Queensland Police Service	5,247.93	9,731.69	14,979.62	35.03%	64.97%
Queensland Treasury	930.28	862.70	1,792.98	51.88%	48.12%
Electoral Commission Queensland	29.17	26.30	55.47	52.59%	47.41%
Office of the Inspector-General of Emergency Management	13.90	6.00	19.90	69.85%	30.15%
Public Safety Business Agency	365.10	741.56	1,106.66	32.99%	67.01%
Public Service Commission	54.36	17.99	72.35	75.13%	24.87%
Public Trustee	422.03	158.50	580.53	72.70%	27.30%
Queensland Audit Office	82.57	93.57	176.14	46.88%	53.12%
TAFE Queensland	2,521.34	1,551.03	4,072.37	61.91%	38.09%
Queensland public sector sub-total: Budget paper 2 agencies	144,241.63	71,689.20	215,930.83	66.80%	33.20%

Other entities	FTE			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	26.44	7.00	33.44	79.07%	20.93%
Legal Aid Queensland	339.71	134.80	474.51	71.59%	28.41%
Office of the Health Ombudsman	88.68	42.90	131.58	67.40%	32.60%
Queensland Art Gallery	175.79	134.53	310.32	56.65%	43.35%
Queensland Family and Child Commission	52.86	12.20	65.06	81.25%	18.75%
Queensland Museum	150.56	97.02	247.58	60.81%	39.19%
State Library of Queensland	190.70	84.07	274.77	69.40%	30.60%
Trade and Investment Queensland	65.80	44.00	109.80	59.93%	40.07%
Queensland public sector sub-total: Other entities	1,090.54	556.52	1,647.06	66.21%	33.79%
Queensland public sector total	145,332.17	72,245.72	217,577.89	66.80%	33.20%

Table 14 Number and percentage of headcount by gender and agency

Agency	Headcount			Percentage	
	Female	Male	Total	Female	Male
Department of Aboriginal and Torres Strait Islander Partnerships	222	95	317	70.03%	29.97%
Department of Agriculture and Fisheries	844	1,213	2,057	41.03%	58.97%
Department of Communities, Child Safety and Disability Services	4,952	1,415	6,367	77.78%	22.22%
Department of Education and Training	70,125	18,050	88,175	79.53%	20.47%
Department of Energy and Water Supply	119	113	232	51.29%	48.71%
Department of Environment and Heritage Protection	736	467	1,203	61.18%	38.82%
Department of Housing and Public Works	1,664	1,377	3,041	54.72%	45.28%
Department of Infrastructure, Local Government and Planning	339	202	541	62.66%	37.34%
Department of Justice and Attorney-General	5,063	4,401	9,464	53.50%	46.50%
Department of National Parks, Sport and Racing	568	891	1,459	38.93%	61.07%
Department of Natural Resources and Mines	1,281	1,211	2,492	51.40%	48.60%
Department of Science, Information Technology and Innovation	1,621	1,100	2,721	59.57%	40.43%
Department of State Development	404	219	623	64.85%	35.15%
Department of the Premier and Cabinet	476	239	715	66.57%	33.43%
Department of Tourism, Major Events, Small Business and Commonwealth Games	106	50	156	67.95%	32.05%
Department of Transport and Main Roads	4,854	4,267	9,121	53.22%	46.78%
Queensland Fire and Emergency Services	883	4,241	5,124	17.23%	82.77%
Queensland Health	73,272	26,155	99,427	73.69%	26.31%
Queensland Police Service	5,578	9,774	15,352	36.33%	63.67%
Queensland Treasury	997	871	1,868	53.37%	46.63%
Electoral Commission Queensland	31	27	58	53.45%	46.55%
Office of the Inspector-General of Emergency Management	15	6	21	71.43%	28.57%
Public Safety Business Agency	378	745	1,123	33.66%	66.34%
Public Service Commission	57	20	77	74.03%	25.97%
Public Trustee	443	161	604	73.34%	26.66%
Queensland Audit Office	91	95	186	48.92%	51.08%
TAFE Queensland	3,097	1,788	4,885	63.40%	36.60%
Queensland public sector sub-total: Budget paper 2 agencies	178,216	79,193	257,409	69.23%	30.77%

Other entities	Headcount			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	30	7	37	81.08%	18.92%
Legal Aid Queensland	379	143	522	72.61%	27.39%
Office of the Health Ombudsman	91	43	134	67.91%	32.09%
Queensland Art Gallery	249	167	416	59.86%	40.14%
Queensland Family and Child Commission	57	13	70	81.43%	18.57%
Queensland Museum	216	117	333	64.86%	35.14%
State Library of Queensland	239	101	340	70.29%	29.71%
Trade and Investment Queensland	68	44	112	60.71%	39.29%
Queensland public sector sub-total: Other entities	1,329	635	1,964	67.67%	32.33%
Queensland public sector total	179,545	79,828	259,373	69.22%	30.78%

Definitions

Appointment type	Either permanent, temporary, casual or contract (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> <p>For more information, refer to the Public Service Commission's workforce definitions.</p>
Average annual earnings (FTE)	Average annual earnings (FTE) are the earnings as if an employee were working full-time. 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.
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. There may be 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>
Contract	Includes employees of the Senior Executive Service and the 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.
Corporate services employees	<p>Employees who provide organisation-wide support services for public sector agencies are identified as providing corporate services.</p> <p>Corporate services are delivered to clients who are internal to the Queensland government.</p> <p>Corporate services may be provided on an agency-specific, cross-agency or service-wide basis.</p> <p>Employees deliver corporate services activities for the majority of the available working time.</p> <p>Employees may be located in a corporate division, or embedded in business, service or regional areas.</p> <p>For more information about the type of work being undertaken by public sector employees, refer to the corporate services MOHRI codes.</p>

Employment status	Either full-time, part-time or 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.
Frontline and frontline support	Frontline roles are those that deliver services directly to the public including teachers, nurses, doctors and police officers. Frontline support roles are 'non-corporate services' roles that provide essential support, enabling the effective delivery of frontline services, including hospital and school cleaners, road workers and school groundskeepers.
Location	Statistical Area Level 4 as defined in the Australian Statistical Geography Standard 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	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.

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