

# PSC Profile Data

## Queensland Public Service and sector wide profile data

The Public Service Commission records and reports on a range of data collected across the sector.

This data helps us understand workforce profiles, undertake workforce planning and design and implement workforce policy and practices.

This document includes statistical data, as at 30 June 2013, on the following:

- Chief Executive Officers (CEO)
- Senior Executive Service (SES)
- Senior Officers (SO)
- Section 122 contracts
- Equality of Employment Opportunity (EEO) profiles.

### A note about data sources

The data in this document is compiled using a number of sources and based on specific parameters:

- CEO, SES, SO and section 122 data relates to employees engaged at these levels under the Public Service Act 2008
- The Queensland Public Service numbers are based on the quarterly Minimum Obligatory Human Resource Information (MOHRI) collection
- The EEO data is based on the annual Queensland Public Sector collection (with the Queensland Public Sector being broader in scope than the Queensland Public Service).

# SES summary

Department / Agency	SES1 <sup>1</sup>	SES2	SES3	SES4	CEO	Agency Totals
Aboriginal and Torres Strait Islander and Multicultural Affairs	0	5	1	0	1	7
Agriculture, Fisheries and Forestry	0	11	6	2	1	20
Commission for Children and Young People and Child Guardian	0	1	0	0	0	1
Communities, Child Safety and Disability Services	0	25	12	1	1	39
Community Safety	1	8	1	3	1	14
Education, Training and Employment	1	29	18	3	1	52
Electoral Commission Queensland	0	1	0	0	0	1
Energy and Water Supply	0	8	2	0	1	11
Environment and Heritage Protection	0	15	3	1	1	20
Health Quality and Complaints Commission	0	2	0	0	0	2
Housing and Public Works	1	16	6	2	1	26
Justice and Attorney-General	4	19	7	2	1	33
Local Government, Community Recovery and Resilience	0	0	1	0	1	2
National Parks, Recreation, Sport and Racing	1	7	1	1	1	11
Natural Resources and Mines	0	22	3	2	1	28
Office of the Queensland Parliamentary Counsel	0	5	2	0	0	7
Premier and Cabinet	0	5	7	1	1	14
Public Service Commission	0	5	1	2	1	9
Public Trust Office	0	4	1	0	0	5
QLeave	0	1	0	0	0	1
Queensland Audit Office	0	6	1	0	0	7
Queensland College of Teachers	0	1	0	0	0	1
Queensland Health	0	5	4	3	1	13
Queensland Police Service	0	9	0	1	0	10
Queensland Studies Authority	0	3	0	0	0	3
Queensland Treasury and Trade	2	21	11	1	1	36
Science, Information Technology, Innovation and the Arts	0	10	9	3	1	23
State Development, Infrastructure and Planning	0	14	10	2	1	27
Tourism, Major Events, Small Business and the Commonwealth Games	0	6	2	0	1	9
Transport and Main Roads	0	26	17	3	1	47
Special Project (Capability Development Unit)	0	0	0	0	1	1
<b>Totals</b>	<b>10</b>	<b>290</b>	<b>126</b>	<b>33</b>	<b>21</b>	<b>480</b>

*Note 1* The Public Service Act 2008 (the Act) provides for the phasing out of the SES1 level within the Senior Executive Service. No further roles will be established and no further appointments will be made to the SES1 level. However, the Act provides for those officers who are currently employed at the SES1 level to remain within the Senior Executive Service.

# Section 122 summary

Department/Agency	Sub SO Equiv	SO Equiv	Salary Level				TOTAL
			SES2 Equiv	SES3 Equiv	SES4 Equiv	CEO Equiv	
Aboriginal and Torres Strait Islander and Multicultural Affairs	-	1	-	-	-	-	1
Agriculture, Fisheries and Forestry	-	1	1	2	-	-	4
Communities, Child Safety and Disability Services	1	-	1	1	-	1	4
Community Safety	18	18	16	1	-	-	53
Education, Training and Employment	47	103	73	5	-	-	228
Energy and Water Supply	-	-	3	1	1	1	6
Housing and Public Works	-	8	14	2	1	1	26
Justice and Attorney-General	3	49	13	4	1	1	71
Local Government, Community Recovery and Resilience	-	-	-	2	1	4	7
National Parks, Recreation, Sport and Recreation	-	-	3	1	-	-	4
Natural Resources and Mines	1	6	41	5	2	2	57
Office of the Queensland Parliamentary Counsel	1	-	-	2	1	-	4
Premier and Cabinet	-	6	5	3	0	3	17
Public Service Commission	-	-	1	-	-	1	2
Public Trust Office	-	-	-	1	-	-	1
Q Comp	-	5	6	-	-	-	11
Queensland Audit Office	-	1	-	-	1	-	2
Queensland Health	-	-	1	1	-	-	2
Queensland Police Service	1	1	-	-	-	-	2
Queensland Treasury and Trade	-	-	6	-	1	2	9
Science, Information Technology, Innovation and the Arts	-	35	13	5	1	3	57
Skilled Queensland	-	-	1	-	-	-	1
State Development, Infrastructure and Planning	-	19	12	5	3	4	43
Transport and Main Roads	-	26	39	16	4	3	88
<b>TOTAL</b>	<b>72</b>	<b>279</b>	<b>249</b>	<b>57</b>	<b>17</b>	<b>26</b>	<b>700</b>

# Section 122 contract trends

Contracts as at 30 June of each year	Salary Level						TOTALS
	Sub SO Equiv	SO Equiv	SES2 Equiv	SES3 Equiv	SES4 Equiv	CEO Equiv	
2009-2010	188	215	280	55	15	26	779
2010-2011	119	253	290	70	14	29	775
2011-2012	138	262	330	84	17	21	852
2012-2013	72	279	249	57	17	26	700

# Gender

Level	Roles Filled					Roles Vacant		Totals
	Males		Females		Totals	No.	%	
	No.	%	No.	%				
SO	635	61%	411	39%	1046	309	23%	1355
SES1	8	80%	2	20%	10	0	0%	10
SES2	139	67%	68	33%	207	83	29%	290
SES3	59	72%	23	28%	82	44	35%	126
SES4	12	63%	7	37%	19	14	42%	33
CEO	15	83%	3	17%	18	3	14%	21
<b>Totals</b>	<b>868</b>	<b>63%</b>	<b>514</b>	<b>37%</b>	<b>1382</b>	<b>453</b>	<b>25%</b>	<b>1835</b>

# Regional

Level	Brisbane numbers		Regional numbers		Totals	Excluding vacancies				
						Brisbane numbers		Regional numbers		Totals
	No.	%	No.	%		No.	%	No.	%	
SO	1124	83%	231	17%	1355	889	85%	157	15%	1046
SES1	10	100%	0	0%	10	10	100%	0	0%	10
SES2	260	90%	30	10%	290	180	87%	27	13%	207
SES3	111	88%	15	12%	126	68	83%	14	17%	82
SES4	33	100%	0	0%	33	19	100%	0	0%	19
CEO	21	100%	0	0%	21	18	100%	0	0%	18
<b>Totals</b>	<b>1559</b>	<b>85%</b>	<b>276</b>	<b>15%</b>	<b>1835</b>	<b>1184</b>	<b>86%</b>	<b>198</b>	<b>14%</b>	<b>1382</b>

## SES including vacancies

As at 30 June of each year	SES1	SES2	SES3	SES4	CEO	Totals
2003-2004	59	276	111	16	24	486
2004-2005	54	291	118	16	25	504
2005-2006	52	301	126	17	26	522
2006-2007	44	307	129	21	25	526
2007-2008	38	319	128	29	25	539
2008-2009	31	315	127	29	14	516
2009-2010	20	295	126	26	13	480
2010-2011	16	298	125	26	13	478
2011-2012	13	298	125	27	20	483
2012-2013	10	290	126	33	21	480

## SES excluding vacancies

As at 30 June of each year	SES1	SES2	SES3	SES4	CEO	Totals
2003-2004	59	244	92	13	22	430
2004-2005	54	255	100	15	24	448
2005-2006	52	256	104	14	25	451
2006-2007	44	247	109	18	25	443
2007-2008	38	249	109	23	24	443
2008-2009	31	263	103	22	11	430
2009-2010	20	247	98	21	13	399
2010-2011	16	234	95	19	11	375
2011-2012	13	218	94	19	13	357
2012-2013	10	207	82	19	18	336

# Size of the Queensland Public Service

June 2013 Agency	Actuals			FTE
	Female	Male	Total	Total
Aboriginal and Torres Strait Islander and Multicultural Affairs	221	111	332	318.56
Agriculture, Fisheries and Forestry	907	1,323	2,230	2,124.54
Anti-Discrimination Commission Queensland	23	9	32	30
Commission for Children and Young People and Child Guardian	338	86	424	321.41
Communities, Child Safety and Disability Services	4,842	1,439	6,281	5,838.52
Community Safety	3,901	9,057	12,958	10,655.08
Education, Training and Employment	65,299	18,901	84,200	66,629.09
Electoral Commission Queensland	27	23	50	46.22
Energy and Water Supply	129	120	249	242.02
Environment and Heritage Protection	633	433	1,066	1,029.39
Health Quality and Complaints Commission	46	18	64	61.03
Housing and Public Works	1,615	2,105	3,720	3,609.83
Justice and Attorney-General	2,761	1,867	4,628	4,228.43
Legal Aid	342	126	468	421.86
Local Government, Community Recovery and Resilience	58	49	107	101.45
National Parks Recreation Sport and Racing	513	854	1,367	1,299.05
Natural Resources and Mines	1,220	1,239	2,459	2,362.30
Premier and Cabinet	282	138	420	391.13
Public Service Commission	59	32	91	86.8
Public Trust Office	391	186	577	551.21
Queensland Art Gallery	217	140	357	277.15
Queensland Audit Office	95	105	200	191.21
Queensland Health	57,612	19,244	76,856	64,192.18
Queensland Museum	166	122	288	226.23
Queensland Police Service	5,373	9,593	14,966	14,595.84
Queensland Treasury and Trade	598	499	1,097	1,053.01
Science, Information Technology, Innovation and the Arts	1,927	1,373	3,300	3,097.03
State Development, Infrastructure and Planning	478	314	792	759.94
State Library	238	91	329	272.27
Tourism, Major Events, Small Business and the Commonwealth Games	74	37	111	103.37
Transport and Main Roads	4,271	4,307	8,578	6,886.80
<b>Total</b>	<b>154,656</b>	<b>73,941</b>	<b>228,597</b>	<b>192,002.95</b>

Between June 2012 and June 2013, there has been a decrease of 13,328.9 full-time equivalent (FTE) employees in the Queensland Public Service. This represents a decrease of 6.49%.

# General notes

- The information contained in the previous table is prepared using data provided by public service agencies as part of the Cabinet approved Minimum Obligatory Human Resource Information (MOHRI) process. The information 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.
- Agencies are individually responsible for providing the Public Service Commission with accurate and quality MOHRI data.
- Employees on extended unpaid leave of greater than eight weeks and employment agency staff have been excluded.
- FTEs will be less than the "actual" number of employees, because, for example, several part-time or casual employees may be required to make one full-time equivalent employee. The difference between FTEs and "actuals" is indicative of the proportions of part-time and full-time employees. For example, in agencies where no part-time or casual staff are employed, Actual Totals will equal FTEs, whereas in agencies that employ some part-time and/or casual staff, Actual Totals will be greater than FTEs.
- The figures stated in this table are subject to revision and further validation by Departments and Agencies.
- Employee numbers published by individual agencies may vary from those in the table due to 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.



# Equality of Employment Opportunity profile

Agencies which submitted June 2013 data which make up the following Queensland Public Sector Equality of Employment Opportunity (EEO) tables:

Aboriginal and Torres Strait Islander and Multicultural Affairs	Premier and Cabinet
Agriculture, Fisheries and Forestry	Public Service Commission
Anti-Discrimination Commission Queensland	Public Trust Office
Commission for Children and Young People and Child Guardian	Queensland Art Gallery
Communities, Child Safety and Disability Services	Queensland Audit Office
Community Safety	Queensland Building Services Authority
CS Energy	Queensland Health
Education, Training and Employment	Queensland Investment Corporation
Electoral Commission Queensland	Queensland Museum
Energex	Queensland Performing Arts Centre
Energy and Water Ombudsman Queensland	Queensland Police Service
Energy and Water Supply	Queensland Rail
Environment and Heritage Protection	Queensland Studies Authority
Ergon Energy	Queensland Treasury and Trade
Gladstone Ports Corporation	QLeave
Health Quality and Complaints Commission	Residential Tenancies Authority
Housing and Public Works	Science, Information Technology, Innovation and the Arts
Justice and Attorney-General	SeqWater
Legal Aid Queensland	Stanwell Corporation
Local Government, Community Recovery and Resilience	State Development, Infrastructure and Planning
National Parks, Recreation, Sport and Racing	State Library of Queensland
Natural Resources and Mines	SunWater
North Queensland Bulk Ports Corporation	Tourism and Events Queensland
Port of Townsville	Tourism, Major Events, Small Business and the Commonwealth Games
Ports North	Transport and Main Roads
Powerlink Queensland	WorkCover Queensland

Notes: 1) Only agencies with 50 or more employees are required to supply EEO data

# EEO summary

Item	Number
Total active or on paid leave employees	250,515
Employees with missing data in all EEO groups	56,394
Employees with a response in at least one EEO group	194,121
Proportion of employees with a response in at least one EEO group	77.5%
Proportion of employees with a response in language group	75.9%
Proportion of employees with a response in Indig group	75.2%
Proportion of employees with a response in PWD group	74.0%

# EEO target groups

Item	Female	Male	ESB	NESB 1	NESB 2	NESB N/R	Indig	Non-Indig	Indig N/R	PWD	Non-PWD	PWD N/R
Distribution	160,577	89,938	166,976	12,906	10,226	60,407	5,226	183,250	62,039	10,377	174,952	65,186
% Across	64.1	35.9	66.7	5.2	4.1	24.1	2.1	73.1	24.8	4.1	69.8	26
Without N/R	160,577	89,938	166,976	12,906	10,226		5,226	183,250		10,377	174,952	
% Across	64.1	35.9	87.8	6.8	5.4		2.8	97.2		5.6	94.4	



# EEO target groups by salary

Item	Female	Male	ESB	NESB 1	NESB 2	NESB N/R	Indig	Non-Indig	Indig N/R	PWD	Non-PWD	PWD N/R
Above AO8 equiv. \$107,488 +	6,131	10,502	11,261	1,247	776	3,349	136	13,124	3,373	578	12,410	3,645
AO8 equiv. \$98,362 - 107,487	8,207	5,536	10,098	778	675	2,192	133	11,378	2,232	551	10,772	2,420
AO7 equiv. \$87,712 - 98,361	7,405	6,417	8,835	857	597	3,533	167	10,051	3,604	661	9,413	3,748
AO6 equiv. \$77,665 - 87,711	30,269	14,962	35,638	2,088	2,446	5,059	684	39,214	5,333	2,193	36,999	6,039
AO5 equiv. \$68,965 - 77,664	26,073	12,035	26,201	2,584	1,787	7,536	582	29,742	7,784	1,418	28,398	8,292
AO4 equiv. \$59,270 - 68,964	23,038	11,310	22,720	1,460	1,174	8,994	758	24,262	9,328	1,319	23,201	9,828
AO3 equiv. \$49,883 - 59,269	25,814	15,100	24,296	1,676	1,153	13,789	1,107	25,690	14,117	1,654	24,590	14,670
AO2 equiv. \$37,133 - 49,882	33,264	13,273	27,382	2,174	1,605	15,376	1,588	29,211	15,738	1,985	28,561	15,991
AO1 equiv. \$0 - 37,132	376	803	545	42	13	579	71	578	530	18	608	553
<b>Total</b>	<b>160,577</b>	<b>89,938</b>	<b>166,976</b>	<b>12,906</b>	<b>10,226</b>	<b>60,407</b>	<b>5,226</b>	<b>183,250</b>	<b>62,039</b>	<b>10,377</b>	<b>174,952</b>	<b>65,186</b>

# EEO target groups by employment category

Item	Female	Male	ESB	NESB 1	NESB 2	NESB N/R	Indig	Non-Indig	Indig N/R	PWD	Non-PWD	PWD N/R
Perm PT	47,320	4,920	38,152	2,677	2,443	8,968	1,066	41,976	9,198	2,127	40,389	9,724
Perm FT	77,289	67,048	105,416	7,525	6,207	25,189	3,126	114,783	26,428	6,859	108,558	28,920
Temp PT	10,686	1,960	6,083	473	362	5,728	283	6,575	5,788	311	6,520	5,815
Temp FT	13,054	8,533	10,111	1,510	804	9,162	464	11,917	9,206	473	11,903	9,211
Casual	11,664	6,042	6,090	672	362	10,582	262	6,805	10,639	534	6,463	10,709
Contract	564	1,435	1,124	49	48	778	25	1,194	780	73	1,119	807
<b>Total</b>	<b>160,577</b>	<b>89,938</b>	<b>166,976</b>	<b>12,906</b>	<b>10,226</b>	<b>60,407</b>	<b>5,226</b>	<b>183,250</b>	<b>62,039</b>	<b>10,377</b>	<b>174,952</b>	<b>65,186</b>

# EEO target groups by age

Item	Female	Male	ESB	NESB 1	NESB 2	NESB N/R	Indig	Non-Indig	Indig N/R	PWD	Non-PWD	PWD N/R
19 and Less	662	571	429	14	5	785	77	407	749	17	458	758
20 to 24	7,682	3,657	5,448	167	250	5,474	274	5,611	5,454	170	5,684	5,485
25 to 29	16,194	8,062	13,803	987	845	8,621	477	15,049	8,730	534	14,782	8,940
30 to 34	18,099	10,331	17,629	1,750	1,025	8,026	515	19,704	8,211	832	19,066	8,532
35 to 39	19,103	11,164	19,145	1,875	1,308	7,939	708	21,414	8,145	1,003	20,607	8,657
40 to 44	23,475	13,054	24,546	1,914	1,574	8,495	835	26,892	8,802	1,385	25,848	9,296
45 to 49	22,598	12,179	24,311	1,868	1,651	6,947	783	26,766	7,228	1,526	25,564	7,687
50 to 54	23,128	12,628	26,117	1,792	1,634	6,213	700	28,580	6,476	1,819	26,967	6,970
55 to 59	17,379	10,246	20,685	1,366	1,151	4,423	478	22,520	4,627	1,679	20,933	5,013
60 to 64	9,046	5,740	10,938	842	584	2,422	276	11,996	2,514	1,009	11,090	2,687
65 and over	3,211	2,306	3,925	331	199	1,062	103	4,311	1,103	403	3,953	1,161
<b>Total</b>	<b>160,577</b>	<b>89,938</b>	<b>166,976</b>	<b>12,906</b>	<b>10,226</b>	<b>60,407</b>	<b>5,226</b>	<b>183,250</b>	<b>62,039</b>	<b>10,377</b>	<b>174,952</b>	<b>65,186</b>

# EEO target groups by gender

Item	Female	Male	ESB	NESB 1	NESB 2	NESB N/R	Indig	Non-Indig	Indig N/R	PWD	Non-PWD	PWD N/R
Female	160,577	0	108,003	8,063	6,911	37,600	3,434	118,619	38,524	5,845	114,595	40,137
Male	0	89,938	58,973	4,843	3,315	22,807	1,792	64,631	23,515	4,532	60,357	25,049
<b>Total</b>	<b>160,577</b>	<b>89,938</b>	<b>166,976</b>	<b>12,906</b>	<b>10,226</b>	<b>60,407</b>	<b>5,226</b>	<b>183,250</b>	<b>62,039</b>	<b>10,377</b>	<b>174,952</b>	<b>65,186</b>

# Legend

<b>Code</b>	<b>Description</b>
ESB	People who have identified as being from an English-speaking background
NESB	<p>Non-English Speaking Backgrounds.</p> <p>People who have migrated to Australia and whose first language is a language other than English, and the children of those people.</p> <p>For the purposes of reporting this target group is divided into the following two categories:</p> <p>NESB 1 - people who have migrated to Australia and whose first language is a language other than English</p> <p>NESB 2 - the children of people who have migrated to Australia and the first language of at least one of their parents is a language other than English.</p>
Indig	People of the Aboriginal race of Australia and/or people who are descendants of the indigenous inhabitants of the Torres Strait Islands
PWD	People with a physical, sensory, intellectual or psychiatric disability (whether the disability presently exists or previously existed but no longer exists)
N/R	<p>No Response - which covers those employees who:</p> <ul style="list-style-type: none"><li>• have been surveyed and have chosen not to respond; and</li><li>• have not been surveyed</li></ul>
FT	Full Time
PT	Part Time