

Appendix

Topic/figure	Technical notes
MOHRI (page 7)	<p>MOHRI data is provided by agencies from their individual 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. The PSC Directive 5/14 specifies the data set which agencies are required to submit to the PSC. Headcounts and FTEs 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 who are not employees.</p>
Labour market and employees as a proportion of the Queensland population (page 8)	<p>Data on Queensland public sector as a proportion of labour market and employees as a proportion of population is based on FTEs.</p> <p>FTE employees—the hours worked by several part-time or casual employees, added together, may be required to make one full-time equivalent employee.</p> <p>Queensland population refers to estimated resident population with figures sourced from the ABS.</p> <p>Queensland labour market figures are sourced from the ABS.</p> <p>Employee numbers (243,163) is based on headcount.</p>
Queensland public sector values (page 9)	Not applicable.
Figure 1: Agency engagement	Reported percentages are based on valid responses to the respective questions. 'Positive' expresses the average percentage agreement ('strongly agree' and 'agree') for survey questions included in the engagement measures. Percentages are rounded and may not add up to 100 per cent.
Figure 2: Agency engagement according to work type	<p>Sources: WfQ Employee Opinion Survey 2015; APS Commission 2014 and UK Civil Service 2014 results as supplied by ORC International to the Queensland PSC via email on 22/09/2015; A better picture, State of the NSW Public Sector Report 2014; and State of the Public Sector in Victoria 2013–14.</p> <p>Reported percentages are based on valid responses to the respective questions. 'Positive' expresses the average percentage agreement ('strongly agree' and 'agree') for survey questions included in the engagement measures. 'Neutral' expresses the average percentage of neutral responses to the relevant questions. 'Negative' expresses the average percentage disagreement ('strongly disagree' and 'disagree') for the relevant survey questions.</p>
Figure 3: Employee perceptions of agency engagement by item and jurisdiction	The engagement score for the Victorian results is an average score from the People Matter Survey 2014, calculated where 'strongly disagree' has been assigned a score of 0, 'disagree' a score of 25, 'neither agree nor disagree' a score of 50, 'agree' a score of 75 and 'strongly agree' a score of 100.

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<p>Figure 4: Absenteeism and sick leave</p>	<p>Unplanned absence includes five types of leave: sick leave, carer’s leave, workers’ compensation leave, miscellaneous special leave and industrial dispute leave.</p> <p>Excludes casual employees.</p> <p>Average absent full-time days taken per employee is derived from the total number of hours divided by the prescribed award hours per day for each employee. This is shown as an annual figure.</p> <p>There is a three month lag time in the collection period to allow the data to settle (e.g. data reported for the financial year 2014–15 represents leave taken in the 12-month period to 31 March 2015).</p>				
<p>Figure 5: Queensland/NSW comparison of average hours’ sick leave per FTE</p>	<p>The data was compiled using these business rules:</p> <table border="1" data-bbox="604 667 1359 1590"> <thead> <tr> <th data-bbox="604 667 948 712">NSW</th> <th data-bbox="948 667 1359 712">Queensland</th> </tr> </thead> <tbody> <tr> <td data-bbox="604 712 948 1590"> <ul style="list-style-type: none"> • Sick leave only (excludes carer’s leave, and family and community services leave). • Includes all employees for the 12-month reference period whose employment conditions include sick leave provisions. • Average hours sick leave per FTE is calculated as the sum of sick leave hours taken over the 12-month reference period divided by the reference period FTE. • NSW data covers the NSW public sector. It includes all departments, government owned corporations and statutory authorities, and some government offices, bodies, and commissions. • It should be noted that for 2010–11, health data was excluded as NSW Health was able to provide only six-months data due to the extensive nature of the restructure of NSW Health in early 2011. </td> <td data-bbox="948 712 1359 1590"> <ul style="list-style-type: none"> • Sick leave only (excludes carer’s leave). • Includes employees whose employment status is ‘active’ or ‘on paid leave’. Excludes employees whose employment status is ‘separated’ or ‘on unpaid leave greater than eight weeks’. • Excludes casual employees. • Measure is ‘average hours sick leave per FTE’ (i.e. the sum of sick leave hours taken over the 12-month period divided by the FTE as at the end of the 12-month period). • For the 12-month reporting periods of 2007–08, 2008–09, 2009–10, 2010–11, 2011–12, 2012–13, 2013–14, and 2014–15, sick leave is for the 12-months to March of each year. • The scope for the Queensland data is Queensland public sector. It includes all departments, and some government offices, bodies, and commissions. GOCs and statutory authorities are excluded. </td> </tr> </tbody> </table>	NSW	Queensland	<ul style="list-style-type: none"> • Sick leave only (excludes carer’s leave, and family and community services leave). • Includes all employees for the 12-month reference period whose employment conditions include sick leave provisions. • Average hours sick leave per FTE is calculated as the sum of sick leave hours taken over the 12-month reference period divided by the reference period FTE. • NSW data covers the NSW public sector. It includes all departments, government owned corporations and statutory authorities, and some government offices, bodies, and commissions. • It should be noted that for 2010–11, health data was excluded as NSW Health was able to provide only six-months data due to the extensive nature of the restructure of NSW Health in early 2011. 	<ul style="list-style-type: none"> • Sick leave only (excludes carer’s leave). • Includes employees whose employment status is ‘active’ or ‘on paid leave’. Excludes employees whose employment status is ‘separated’ or ‘on unpaid leave greater than eight weeks’. • Excludes casual employees. • Measure is ‘average hours sick leave per FTE’ (i.e. the sum of sick leave hours taken over the 12-month period divided by the FTE as at the end of the 12-month period). • For the 12-month reporting periods of 2007–08, 2008–09, 2009–10, 2010–11, 2011–12, 2012–13, 2013–14, and 2014–15, sick leave is for the 12-months to March of each year. • The scope for the Queensland data is Queensland public sector. It includes all departments, and some government offices, bodies, and commissions. GOCs and statutory authorities are excluded.
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<p>Figure 6: Employee perceptions of innovation</p>	<p>Reported percentages are based on valid responses to the respective questions. ‘Positive’ expresses the average percentage agreement (‘strongly agree’ and ‘agree’) for survey questions included in the engagement measures. Percentages are rounded and may not add up to 100 per cent.</p>				
<p>Figure 7: Employee perceptions of performance assessment</p>	<p>Reported percentages are based on valid responses to the respective questions. ‘Positive’ expresses the average percentage agreement (‘strongly agree’ and ‘agree’) for survey questions included in the engagement measures. ‘Neutral’ expresses the average percentage of neutral responses to the relevant questions. ‘Negative’ expresses the average percentage disagreement (‘strongly disagree’ and ‘disagree’) for the relevant survey questions. Percentages are rounded and may not add up to 100 per cent.</p>				

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Figure 8: Job engagement and satisfaction	Reported percentages are based on valid responses to the respective questions. 'Positive' expresses the average percentage agreement ('strongly agree' and 'agree') for survey questions included in the engagement measures. Percentages are rounded and may not add up to 100 per cent.
Figure 9: Job engagement and satisfaction by item	Reported percentages are based on valid responses to the respective questions. 'Positive' expresses the average percentage agreement ('strongly agree' and 'agree') for survey questions included in the engagement measures. 'Neutral' expresses the average percentage of neutral responses to the relevant questions. 'Negative' expresses the average percentage disagreement ('strongly disagree' and 'disagree') for the relevant survey questions. Percentages are rounded and may not add up to 100 per cent.
Figure 10: Job engagement and satisfaction according to work type	<p>Reported percentages are based on valid responses to the respective questions.</p> <p>Reported percentages are based on valid responses to the respective questions. 'Positive' expresses the average percentage agreement ('strongly agree' and 'agree') for survey questions included in the engagement measures. 'Neutral' expresses the average percentage of neutral responses to the relevant questions. 'Negative' expresses the average percentage disagreement ('strongly disagree' and 'disagree') for the relevant survey questions.</p>
Figure 11: Workload and health by factor and item	<p>For the workload and health factor, percentage positive indicates those who have limited to no issues with workload and health. For example, a percentage positive score of 37per cent for workload and health means 37 per cent of respondents had limited to no issues with workload and health.</p> <p>*Negatively worded questions are items in the questionnaire that are phrased in a negative way (e.g. 'I am overloaded with work'). When responding to a negatively worded question, 'strongly disagree' and 'disagree' responses are classified as positive i.e. it is good that you disagree that you are overloaded with work. (This means you are not overloaded with work.) Therefore, the 'strongly disagree' and 'disagree' responses are combined to calculate the percentage positive score. For example, a percentage positive score of 27per cent for the negatively worded item 'I am overloaded with work', means 27 per cent of respondents believe they are not overloaded with work.</p>
Figure 12: Public sector values—customers first	Reported percentages are based on valid responses to the respective questions. 'Positive' expresses the average percentage agreement ('strongly agree' and 'agree') for survey questions included in the engagement measures. 'Neutral' expresses the average percentage of neutral responses to the relevant questions. 'Negative' expresses the average percentage disagreement ('strongly disagree' and 'disagree') for the relevant survey questions. Percentages are rounded and may not add up to 100 per cent.
Figure 13: Proportion of women in the Queensland public sector vs Queensland Employed Labour Force	<p>Proportion of women in the Queensland public sector based on headcount.</p> <p>Queensland employed labour force sourced from the ABS.</p>

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<p>Figure 14: Proportion of women in the Queensland public sector across AO salary equivalent levels (as if working full-time)</p>	<p>Proportion of women in the Queensland public sector based on headcount.</p> <p>Employees are grouped according to their salaries within the administrative officer (AO) salary brackets (as if working full-time):</p> <table border="1" data-bbox="603 405 1359 869"> <thead> <tr> <th>AO salary level equivalent brackets (as at June 2015)</th> <th>Salary range</th> </tr> </thead> <tbody> <tr> <td>AO1-2</td> <td>\$0-38,813</td> </tr> <tr> <td>AO3</td> <td>\$38,814-\$52,080</td> </tr> <tr> <td>AO4</td> <td>\$52,081-\$61,884</td> </tr> <tr> <td>AO5</td> <td>\$61,885-\$72,009</td> </tr> <tr> <td>AO6</td> <td>\$72,010-\$81,149</td> </tr> <tr> <td>AO7</td> <td>\$81,150-\$91,642</td> </tr> <tr> <td>AO8</td> <td>\$91,643-\$102,766</td> </tr> <tr> <td>SO</td> <td>\$102,767-\$112,297</td> </tr> <tr> <td>SES and above equivalent</td> <td>\$112,298 +</td> </tr> </tbody> </table>	AO salary level equivalent brackets (as at June 2015)	Salary range	AO1-2	\$0-38,813	AO3	\$38,814-\$52,080	AO4	\$52,081-\$61,884	AO5	\$61,885-\$72,009	AO6	\$72,010-\$81,149	AO7	\$81,150-\$91,642	AO8	\$91,643-\$102,766	SO	\$102,767-\$112,297	SES and above equivalent	\$112,298 +
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<p>Figure 15: Proportion of EEO groups in the Queensland public sector by year</p>	<p>Based on headcount.</p>																				
<p>Figure 16: Proportion of EEO groups and the Queensland public sector across AO salary equivalent levels (as if working full-time)</p>	<p>Based on headcount.</p> <p>Employees are grouped according to their salaries within the administrative officer (AO) salary brackets (as if working full-time):</p> <table border="1" data-bbox="603 1122 1359 1585"> <thead> <tr> <th>AO salary level equivalent brackets (as at June 2015)</th> <th>Salary range</th> </tr> </thead> <tbody> <tr> <td>AO1-2</td> <td>\$0-38,813</td> </tr> <tr> <td>AO3</td> <td>\$38,814-\$52,080</td> </tr> <tr> <td>AO4</td> <td>\$52,081-\$61,884</td> </tr> <tr> <td>AO5</td> <td>\$61,885-\$72,009</td> </tr> <tr> <td>AO6</td> <td>\$72,010-\$81,149</td> </tr> <tr> <td>AO7</td> <td>\$81,150-\$91,642</td> </tr> <tr> <td>AO8</td> <td>\$91,643-\$102,766</td> </tr> <tr> <td>SO</td> <td>\$102,767-\$112,297</td> </tr> <tr> <td>SES and above equivalent</td> <td>\$112,298 +</td> </tr> </tbody> </table>	AO salary level equivalent brackets (as at June 2015)	Salary range	AO1-2	\$0-38,813	AO3	\$38,814-\$52,080	AO4	\$52,081-\$61,884	AO5	\$61,885-\$72,009	AO6	\$72,010-\$81,149	AO7	\$81,150-\$91,642	AO8	\$91,643-\$102,766	SO	\$102,767-\$112,297	SES and above equivalent	\$112,298 +
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<p>Figure 17: Recruitment and promotion decisions in this organisation are fair</p>	<p>Reported percentages are based on valid responses to the respective questions. 'Positive' expresses the average percentage agreement ('strongly agree' and 'agree') for survey questions included in the engagement measures. 'Neutral' expresses the average percentage of neutral responses to the relevant questions. 'Negative' expresses the average percentage disagreement ('strongly disagree' and 'disagree') for the relevant survey questions. Percentages are rounded and may not add up to 100 per cent.</p>																				

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Figure 18: Performance is assessed and rewarded fairly in my workplace	Reported percentages are based on valid responses to the respective questions. 'Positive' expresses the average percentage agreement ('strongly agree' and 'agree') for survey questions included in the engagement measures. 'Neutral' expresses the average percentage of neutral responses to the relevant questions. 'Negative' expresses the average percentage disagreement ('strongly disagree' and 'disagree') for the relevant survey questions. Percentages are rounded and may not add up to 100 per cent.
Figure 19: I am confident poor performance will be appropriately addressed in my workplace	Reported percentages are based on valid responses to the respective questions. 'Positive' expresses the average percentage agreement ('strongly agree' and 'agree') for survey questions included in the engagement measures. 'Neutral' expresses the average percentage of neutral responses to the relevant questions. 'Negative' expresses the average percentage disagreement ('strongly disagree' and 'disagree') for the relevant survey questions. Percentages are rounded and may not add up to 100 per cent.
Figure 20: Employee perceptions of organisational leadership	Reported percentages are based on valid responses to the respective questions. 'Positive' expresses the average percentage agreement ('strongly agree' and 'agree') for survey questions included in the engagement measures. 'Neutral' expresses the average percentage of neutral responses to the relevant questions. 'Negative' expresses the average percentage disagreement ('strongly disagree' and 'disagree') for the relevant survey questions. Percentages are rounded and may not add up to 100 per cent.
Figure 21: Manager and non-manager job engagement and satisfaction	Reported percentages are based on valid responses to the respective questions. 'Positive' expresses the average percentage agreement ('strongly agree' and 'agree') for survey questions included in the engagement measures. 'Neutral' expresses the average percentage of neutral responses to the relevant questions. 'Negative' expresses the average percentage disagreement ('strongly disagree' and 'disagree') for the relevant survey questions. Percentages are rounded and may not add up to 100 per cent.
Figure 22: Leadership talent management strategy	Not applicable.

Acronyms

ABS	Australian Bureau of Statistics
AO	Administration stream
APS	Australian Public Service
CaPE	Conduct and Performance Excellence
CEO	Chief executive officer
ECAD	Executive Capability Assessment and Development
EEO	Equal employment opportunity
FTE	Full-time equivalent
GOCs	Government owned corporations
HHSs	Hospital and Health Services
HR	Human resources
LCAD	Leaders' Capability Assessment and Development
LTMS	Leadership talent management strategy
MOHRI	Minimum Obligatory Human Resource Information
PSBA	Public Safety Business Agency
PSC	Public Service Commission
PSO	Public service offices
UK	United Kingdom
WfQ Employee Opinion Survey	Working for Queensland Employee Opinion Survey

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