

Queensland public sector quarterly workforce profile

December 2015



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.

The data provided by Queensland government agencies is part of the government approved Minimum Obligatory Human Resource Information (MOHRI) process and is a snapshot of the workforce as at December 2015. Annual and 10-year data trends on a wider range of workforce measures are published annually in the [Characteristics of the Queensland 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.

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

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Queensland public sector profile

Information contained in the following figures and tables have been identified from Minimum Obligatory Human Resource Information (MOHRI) data for December 2015.

By size

There has been an increase of 312.92 full-time equivalent (FTE) employees in the public sector since September 2015 quarter—an increase of 0.15 per cent.

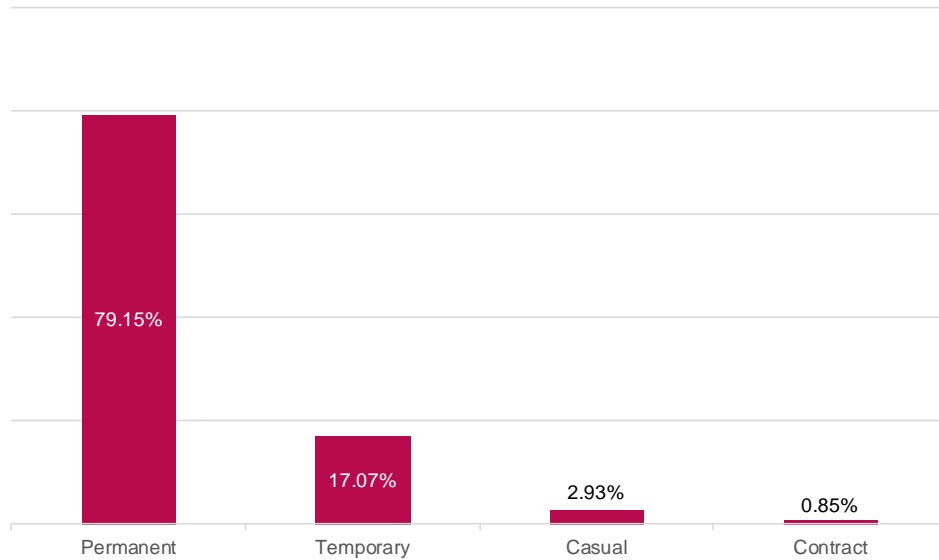
Table 1: Number of FTE by agency

Agency	September 2015	December 2015	Quarterly variance in total FTE	% Quarterly variance in total FTE
Department of Aboriginal and Torres Strait Islander Partnerships	261.91	272.69	10.78	4.12%
Department of Agriculture and Fisheries	1,980.52	2,001.45	20.93	1.06%
Department of Communities, Child Safety and Disability Services	5,953.25	5,975.49	22.24	0.37%
Department of Education and Training	66,281.81	66,025.73	-256.08	-0.39%
Department of Energy and Water Supply	206.27	211.09	4.82	2.34%
Department of Environment and Heritage Protection	1,041.42	1,046.26	4.84	0.46%
Department of Housing and Public Works	2,914.88	2,956.28	41.40	1.42%
Department of Infrastructure, Local Government and Planning	419.28	427.86	8.58	2.05%
Department of Justice and Attorney-General	7,880.07	7,934.29	54.22	0.69%
Department of National Parks, Sport and Racing	1,322.14	1,334.50	12.36	0.93%
Department of Natural Resources and Mines	2,348.11	2,345.24	-2.87	-0.12%
Department of Science, Information Technology and Innovation	2,629.06	2,623.59	-5.47	-0.21%
Department of State Development	593.36	583.02	-10.34	-1.74%
Department of the Premier and Cabinet	625.24	642.81	17.57	2.81%
Department of Tourism, Major Events, Small Business and Commonwealth Games	133.42	138.92	5.50	4.12%
Department of Transport and Main Roads	6,912.59	6,850.75	-61.84	-0.89%
Queensland Fire and Emergency Services	3,068.87	3,033.32	-35.55	-1.16%
Queensland Health	76,319.95	76,761.75	441.80	0.58%
Queensland Police Service	14,245.95	14,264.64	18.69	0.13%
Queensland Treasury	1,799.65	1,808.32	8.67	0.48%
Anti-Discrimination Commission Queensland	32.80	33.11	0.31	0.95%
Electoral Commission Queensland	59.24	58.31	-0.93	-1.57%
Legal Aid Queensland	434.69	444.09	9.40	2.16%
Office of the Health Ombudsman	111.58	121.65	10.07	9.02%
Office of the Inspector-General of Emergency Management	21.10	21.90	0.80	3.79%
Public Safety Business Agency	1,994.82	2,004.44	9.62	0.48%
Public Service Commission	74.90	80.40	5.50	7.34%
Public Trustee	533.41	543.95	10.54	1.98%
Queensland Art Gallery	278.91	282.16	3.25	1.17%
Queensland Audit Office	188.94	178.11	-10.83	-5.73%
Queensland Family and Child Commission	46.65	46.35	-0.30	-0.64%
Queensland Museum	242.89	249.47	6.58	2.71%
State Library of Queensland	288.12	282.48	-5.64	-1.96%
TAFE Queensland	3,867.38	3,845.08	-22.30	-0.58%
Trade and Investment Queensland	103.60	100.20	-3.40	-3.28%
Queensland public sector	205,216.78	205,529.70	312.92	0.15%

By employment category

The majority of the workforce are permanent employees. Temporary and casual employment remain relatively low at 17.07 per cent and 2.93 per cent respectively.

Figure 1: Percentage of FTE by appointment type



Females accounted for 66.30 per cent of the total FTE employment.

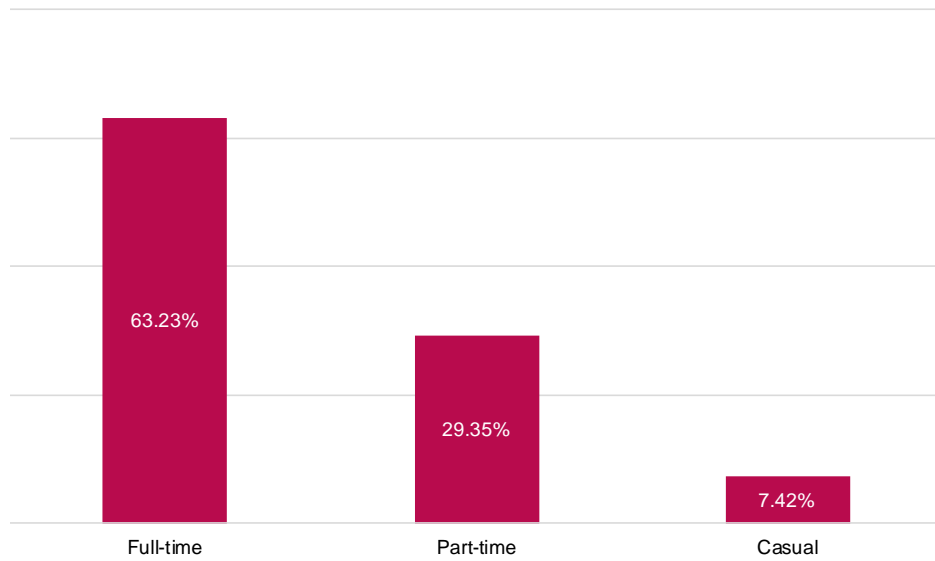
Table 2: Number of FTE by appointment type and gender

	Permanent		Temporary		Casual		Contract		Queensland public sector total (FTE)	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Female	106,798.27	65.65%	24,632.35	70.21%	4,256.08	70.64%	584.15	33.58%	136,270.85	66.30%
Male	55,882.59	34.35%	10,451.62	29.79%	1,769.06	29.36%	1,155.58	66.42%	69,258.85	33.70%
Total	162,680.86	100.00%	35,083.97	100.00%	6,025.14	100.00%	1,739.73	100.00%	205,529.70	100.00%

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

A total of 63.23 per cent of employees work full-time and 29.35 per cent of employees have part-time work arrangements.

Figure 2: Percentage of headcount by employment status



Females account for nearly 90 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	92,192	59.45%	64,239	89.22%	12,491	68.63%	168,922	68.87%
Male	62,888	40.55%	7,759	10.78%	5,710	31.37%	76,357	31.13%
Total	155,080	100.00%	71,998	100.00%	18,201	100.00%	245,279	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 \$9430 less than males. Females are generally in lower paid jobs than males, with nearly 70 per cent of AO2 to AO6 and equivalent roles held by females. This figure decreases to 62.45 per cent in AO7 and equivalent roles, 58.89 per cent in AO8 and equivalent roles, 49.17 per cent in senior officer and equivalent roles and 35.45 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)

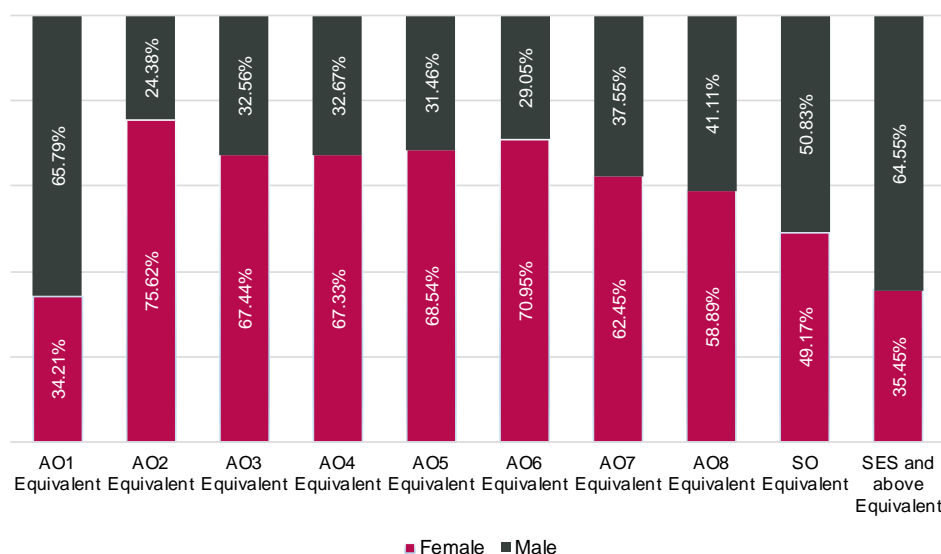


Table 4: Number and percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time)

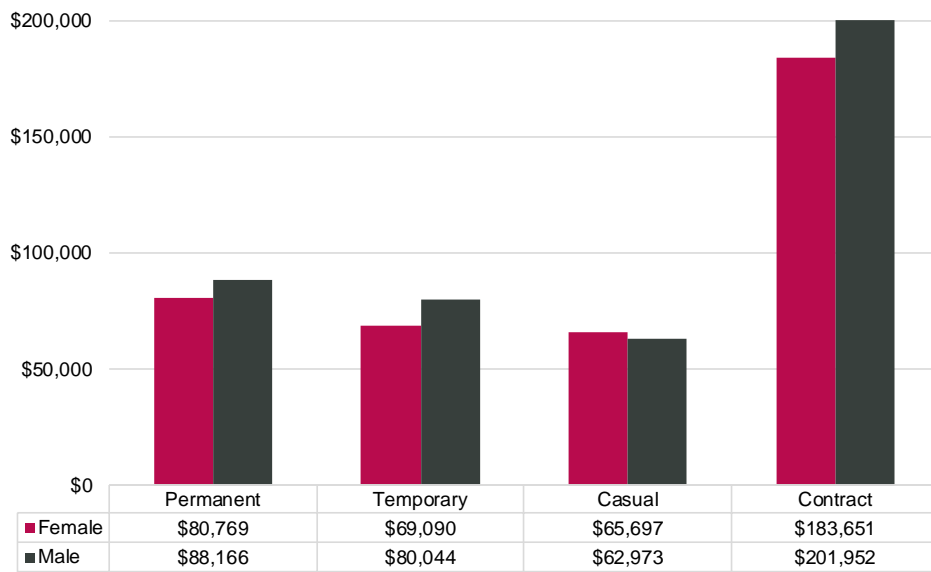
	Female		Male		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
AO1 and equivalent	118.92	34.21%	228.69	65.79%	347.61	100.00%
AO2 and equivalent	18,689.90	75.62%	6,024.59	24.38%	24,714.49	100.00%
AO3 and equivalent	18,513.06	67.44%	8,937.09	32.56%	27,450.15	100.00%
AO4 and equivalent	22,475.08	67.33%	10,903.81	32.67%	33,378.89	100.00%
AO5 and equivalent	18,015.02	68.54%	8,268.09	31.46%	26,283.11	100.00%
AO6 and equivalent	29,630.73	70.95%	12,131.58	29.05%	41,762.31	100.00%
AO7 and equivalent	13,355.39	62.45%	8,031.41	37.55%	21,386.80	100.00%
AO8 and equivalent	9,200.47	58.89%	6,423.31	41.11%	15,623.78	100.00%
SO and equivalent	3,952.24	49.17%	4,086.12	50.83%	8,038.36	100.00%
SES and above equivalent	2,320.04	35.45%	4,224.16	64.55%	6,544.20	100.00%
Queensland public sector	136,270.85	66.30%	69,258.85	33.70%	205,529.70	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	118.92	228.69	347.61
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	18,689.90	6,024.59	24,714.49
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	18,513.06	8,937.09	27,450.15
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	22,475.08	10,903.81	33,378.89
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	18,015.02	8,268.09	26,283.11
AO6 and equivalent	Teachers, clinical and registered nurses, TAFE teachers, some ambulance operational staff, police officers, health practitioners, detectives and others	29,630.73	12,131.58	41,762.31
AO7 and equivalent	Clinical and registered nurses, teachers, police officers, detectives and others	13,355.39	8,031.41	21,386.80
AO8 and equivalent	Clinical nurses, consultant/manager/educator, clinical and registered nurses, teachers, principals and guidance officers, police officers, health practitioners, detectives and others	9,200.47	6,423.31	15,623.78
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	3,952.24	4,086.12	8,038.36
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	2,320.04	4,224.16	6,544.20
Total		136,270.85	69,258.85	205,529.70

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 44.13 years (43.98 years for a female and 44.48 years for a male). Interstate and overseas employees are excluded from the analysis.

Figure 5: Number of FTE by age distribution and gender

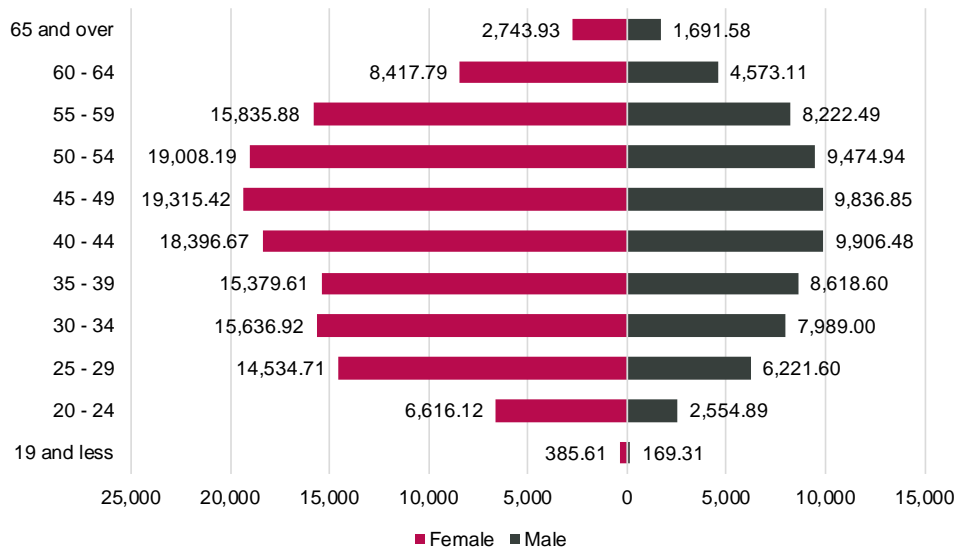


Table 6: Percentage of full-time equivalent by age distribution and gender

	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	69.49%	72.14%	70.03%	66.19%	64.09%	65.00%	66.26%	66.73%	65.82%	64.80%	61.86%	66.30%
Male	30.51%	27.86%	29.97%	33.81%	35.91%	35.00%	33.74%	33.27%	34.18%	35.20%	38.14%	33.70%
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.

Just over 20 per cent of employees are located in the Brisbane inner city statistical area. Since the September 2015 quarter, the most significant increases in statistical areas are:

- 2.21 per cent in FTE for Brisbane–North statistical area
- 0.82 per cent for Fitzroy statistical area
- 0.61 per cent for Mackay statistical area.

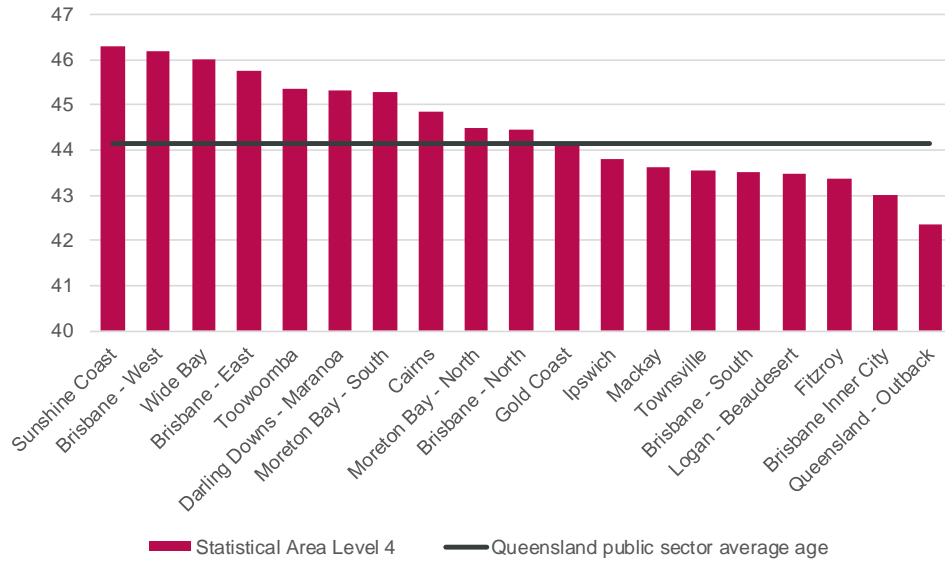
Table 7: FTE and quarterly variance in FTE by Queensland SA4

Statistical Area Level 4	September 2015		December 2015		% of quarterly variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,553.71	2.22%	4,566.26	2.22%	0.28%
Brisbane - North	8,415.68	4.10%	8,601.48	4.19%	2.21%
Brisbane - South	18,141.53	8.84%	18,112.89	8.81%	-0.16%
Brisbane - West	3,311.05	1.61%	3,291.13	1.60%	-0.60%
Brisbane Inner City	41,401.79	20.18%	41,443.45	20.17%	0.10%
Cairns	12,173.75	5.93%	12,243.53	5.96%	0.57%
Darling Downs - Maranoa	4,839.94	2.36%	4,814.73	2.34%	-0.52%
Fitzroy	9,203.86	4.49%	9,279.42	4.52%	0.82%
Gold Coast	16,477.97	8.03%	16,460.75	8.01%	-0.10%
Ipswich	12,868.28	6.27%	12,870.36	6.26%	0.02%
Logan - Beaudesert	9,564.34	4.66%	9,563.27	4.65%	-0.01%
Mackay	5,987.49	2.92%	6,024.05	2.93%	0.61%
Moreton Bay - North	8,289.60	4.04%	8,306.86	4.04%	0.21%
Moreton Bay - South	2,998.61	1.46%	2,981.88	1.45%	-0.56%
Queensland - Outback	6,015.75	2.93%	6,019.53	2.93%	0.06%
Sunshine Coast	10,559.85	5.15%	10,560.88	5.14%	0.01%
Toowoomba	6,963.42	3.39%	6,975.30	3.39%	0.17%
Townsville	12,062.70	5.88%	12,053.93	5.87%	-0.07%
Wide Bay	11,343.13	5.53%	11,326.30	5.51%	-0.15%
Queensland	205,172.45	100.00%	205,496.00	100.00%	0.16%

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 46.29 years in the Sunshine Coast to 42.37 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 (47.63 per cent) of the public sector are professionals. More than a fifth (21.55 per cent) are community and personal service workers, and nearly a fifth (17.80 per cent) are clerical and administrative workers.

Figure 7: Percentage of FTE by occupation

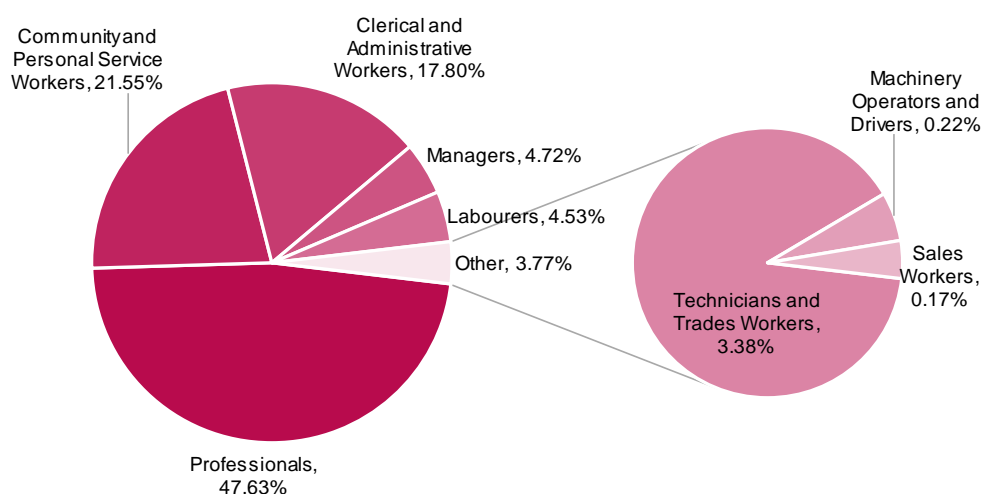


Table 8: Number and percentage of FTE by occupation

Type of occupation type	FTE	% of FTE
Professionals	97,886.49	47.63%
Community and Personal Service Workers	44,281.73	21.55%
Clerical and Administrative Workers	36,593.27	17.80%
Managers	9,709.52	4.72%
Labourers	9,309.45	4.53%
Technicians and Trades Workers	6,944.11	3.38%
Machinery Operators and Drivers	453.09	0.22%
Sales Workers	352.04	0.17%
Queensland public sector	205,529.70	100.00%

By type of service

Employees in corporate services represent 9.01 per cent of the public sector, with the two largest functions of information and communications technology (ICT) and human resources (HR), accounting collectively for almost 47 per cent of corporate service employees. The next largest functions within corporate services are accounting and finance (16.27 per cent) and property and facilities (7.80 per cent).

Figure 8: Percentage of FTE by type of service

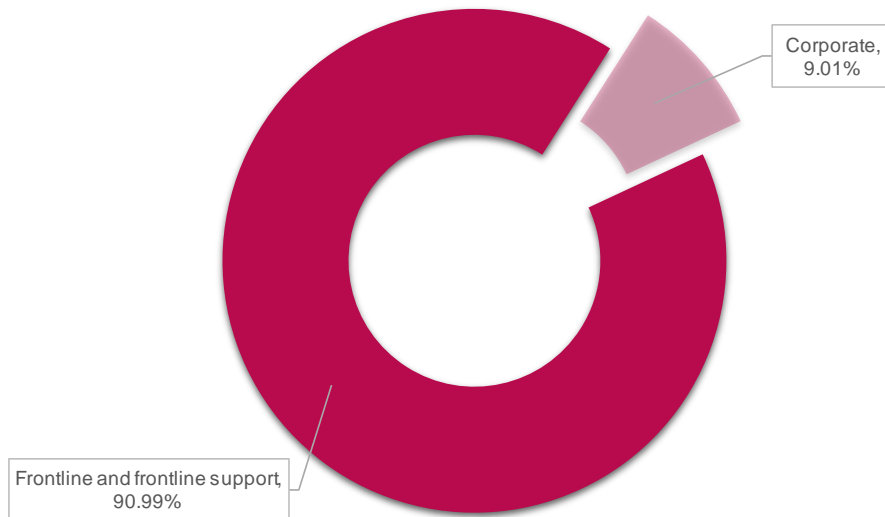


Table 9: Number and percentage of FTE employees by type of service

Type of service	FTE	% of FTE
Frontline and frontline support	187,014.55	90.99%
Corporate	18,515.15	9.01%
Queensland public sector	205,529.70	100.00%

Figure 9: Number of FTE by corporate services function

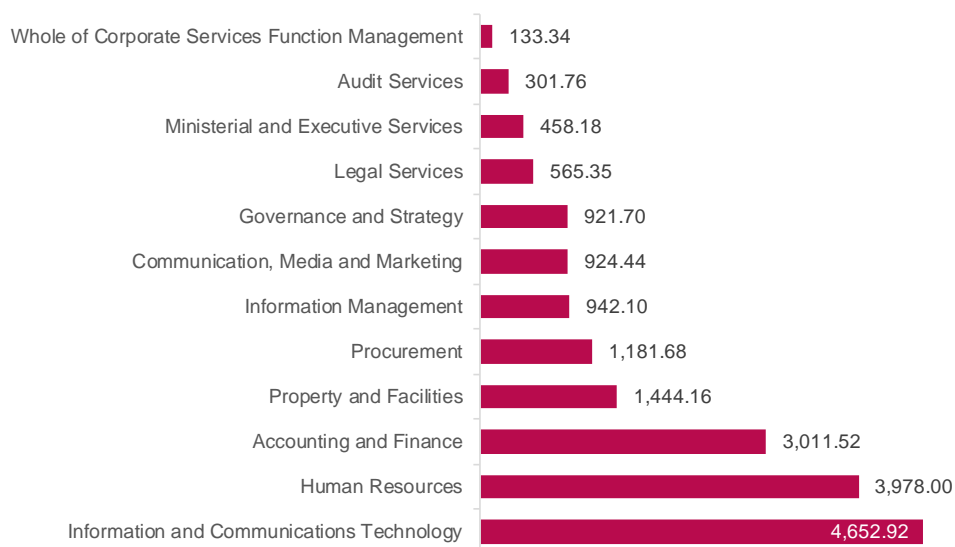


Table 10: Number and percentage of FTE by corporate services function

Type of corporate services function	FTE	% of FTE
Information and Communications Technology	4,652.92	25.13%
Human Resources	3,978.00	21.49%
Accounting and Finance	3,011.52	16.27%
Property and Facilities	1,444.16	7.80%
Procurement	1,181.68	6.38%
Information Management	942.10	5.09%
Communication, Media and Marketing	924.44	4.99%
Governance and Strategy	921.70	4.98%
Legal Services	565.35	3.05%
Ministerial and Executive Services	458.18	2.47%
Audit Services	301.76	1.63%
Whole of Corporate Services Function Management	133.34	0.72%
Queensland public sector - corporate service Total	18,515.15	100.00%

Schedule 1

Table 11: Number of FTE by appointment type and agency

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	227.85	40.10	0.74	4.00	272.69
Department of Agriculture and Fisheries	1,682.84	290.05	10.56	18.00	2,001.45
Department of Communities, Child Safety and Disability Services	5,072.85	705.51	157.13	40.00	5,975.49
Department of Education and Training	50,871.64	12,504.09	2,532.20	117.80	66,025.73
Department of Energy and Water Supply	180.28	22.41	-	8.40	211.09
Department of Environment and Heritage Protection	821.44	208.60	0.42	15.80	1,046.26
Department of Housing and Public Works	2,468.11	439.51	2.16	46.50	2,956.28
Department of Infrastructure, Local Government and Planning	265.37	135.89	0.08	26.52	427.86
Department of Justice and Attorney-General	6,667.23	900.32	250.78	115.96	7,934.29
Department of National Parks, Sport and Racing	1,149.91	149.86	16.73	18.00	1,334.50
Department of Natural Resources and Mines	2,115.76	141.81	6.57	81.10	2,345.24
Department of Science, Information Technology and Innovation	2,118.05	436.02	10.17	59.35	2,623.59
Department of State Development	437.68	109.30	0.74	35.30	583.02
Department of the Premier and Cabinet	448.27	141.80	19.34	33.40	642.81
Department of Tourism, Major Events, Small Business and Commonwealth Games	98.32	31.60	-	9.00	138.92
Department of Transport and Main Roads	6,044.25	423.25	286.25	97.00	6,850.75
Queensland Fire and Emergency Services	2,633.38	173.97	213.97	12.00	3,033.32
Queensland Health	58,162.94	15,832.78	2,352.13	413.90	76,761.75
Queensland Police Service	13,663.00	322.62	2.02	277.00	14,264.64
Queensland Treasury	1,573.33	172.46	0.73	61.80	1,808.32
Anti-Discrimination Commission Queensland	29.50	2.49	0.12	1.00	33.11
Electoral Commission Queensland	36.60	16.00	2.71	3.00	58.31
Legal Aid Queensland	382.29	52.32	0.48	9.00	444.09
Office of the Health Ombudsman	97.95	20.70	-	3.00	121.65
Office of the Inspector-General of Emergency Management	17.90	3.00	-	1.00	21.90
Public Safety Business Agency	1,579.67	365.36	9.41	50.00	2,004.44
Public Service Commission	50.00	19.60	-	10.80	80.40
Public Trustee	429.15	111.80	-	3.00	543.95
Queensland Art Gallery	174.73	49.56	52.87	5.00	282.16
Queensland Audit Office	155.23	11.40	1.48	10.00	178.11
Queensland Family and Child Commission	34.75	10.60	-	1.00	46.35
Queensland Museum	160.94	57.56	24.97	6.00	249.47
State Library of Queensland	215.39	54.66	7.43	5.00	282.48
TAFE Queensland	2,541.46	1,108.57	62.95	132.10	3,845.08
Trade and Investment Queensland	72.80	18.40	-	9.00	100.20
Queensland public sector	162,680.86	35,083.97	6,025.14	1,739.73	205,529.70

Table 12: Number of headcount by appointment type and agency

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	237	42	3	4	286
Department of Agriculture and Fisheries	1,740	306	26	18	2,090
Department of Communities, Child Safety and Disability Services	5,368	770	299	40	6,477
Department of Education and Training	59,350	17,534	7,640	118	84,642
Department of Energy and Water Supply	189	23	-	9	221
Department of Environment and Heritage Protection	860	219	2	16	1,097
Department of Housing and Public Works	2,554	458	4	47	3,063
Department of Infrastructure, Local Government and Planning	278	142	1	27	448
Department of Justice and Attorney-General	6,919	959	491	119	8,488
Department of National Parks, Sport and Racing	1,190	160	32	18	1,400
Department of Natural Resources and Mines	2,202	148	14	82	2,446
Department of Science, Information Technology and Innovation	2,240	451	14	60	2,765
Department of State Development	453	114	2	36	605
Department of the Premier and Cabinet	477	152	52	36	717
Department of Tourism, Major Events, Small Business and Commonwealth Games	106	32	-	9	147
Department of Transport and Main Roads	6,262	443	1,806	97	8,608
Queensland Fire and Emergency Services	2,666	194	2,066	12	4,938
Queensland Health	66,512	18,615	5,328	901	91,356
Queensland Police Service	13,965	341	5	277	14,588
Queensland Treasury	1,631	181	2	63	1,877
Anti-Discrimination Commission Queensland	31	3	1	1	36
Electoral Commission Queensland	38	16	5	3	62
Legal Aid Queensland	418	64	1	9	492
Office of the Health Ombudsman	100	21	-	3	124
Office of the Inspector-General of Emergency Management	19	3	-	1	23
Public Safety Business Agency	1,613	385	14	50	2,062
Public Service Commission	53	20	-	11	84
Public Trustee	448	114	-	3	565
Queensland Art Gallery	196	55	107	5	363
Queensland Audit Office	164	12	2	10	188
Queensland Family and Child Commission	37	12	-	1	50
Queensland Museum	176	70	66	6	318
State Library of Queensland	238	65	35	5	343
TAFE Queensland	2,668	1,223	183	133	4,207
Trade and Investment Queensland	75	19	-	9	103
Queensland public sector	181,473	43,366	18,201	2,239	245,279

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	181.39	91.30	272.69	66.52%	33.48%
Department of Agriculture and Fisheries	770.79	1,230.66	2,001.45	38.51%	61.49%
Department of Communities, Child Safety and Disability Services	4,595.70	1,379.79	5,975.49	76.91%	23.09%
Department of Education and Training	50,870.17	15,155.56	66,025.73	77.05%	22.95%
Department of Energy and Water Supply	109.48	101.61	211.09	51.86%	48.14%
Department of Environment and Heritage Protection	617.24	429.02	1,046.26	58.99%	41.01%
Department of Housing and Public Works	1,553.47	1,402.81	2,956.28	52.55%	47.45%
Department of Infrastructure, Local Government and Planning	259.08	168.78	427.86	60.55%	39.45%
Department of Justice and Attorney-General	4,143.09	3,791.20	7,934.29	52.22%	47.78%
Department of National Parks, Sport and Racing	495.34	839.16	1,334.50	37.12%	62.88%
Department of Natural Resources and Mines	1,149.20	1,196.04	2,345.24	49.00%	51.00%
Department of Science, Information Technology and Innovation	1,495.98	1,127.61	2,623.59	57.02%	42.98%
Department of State Development	361.48	221.54	583.02	62.00%	38.00%
Department of the Premier and Cabinet	432.05	210.76	642.81	67.21%	32.79%
Department of Tourism, Major Events, Small Business and Commonwealth Games	92.92	46.00	138.92	66.89%	33.11%
Department of Transport and Main Roads	3,101.74	3,749.01	6,850.75	45.28%	54.72%
Queensland Fire and Emergency Services	521.10	2,512.22	3,033.32	17.18%	82.82%
Queensland Health	54,977.92	21,783.83	76,761.75	71.62%	28.38%
Queensland Police Service	4,799.92	9,464.72	14,264.64	33.65%	66.35%
Queensland Treasury	930.20	878.12	1,808.32	51.44%	48.56%
Anti-Discrimination Commission Queensland	26.11	7.00	33.11	78.86%	21.14%
Electoral Commission Queensland	29.34	28.97	58.31	50.32%	49.68%
Legal Aid Queensland	322.09	122.00	444.09	72.53%	27.47%
Office of the Health Ombudsman	83.65	38.00	121.65	68.76%	31.24%
Office of the Inspector-General of Emergency Management	14.90	7.00	21.90	68.04%	31.96%
Public Safety Business Agency	836.05	1,168.39	2,004.44	41.71%	58.29%
Public Service Commission	59.60	20.80	80.40	74.13%	25.87%
Public Trustee	381.76	162.19	543.95	70.18%	29.82%
Queensland Art Gallery	161.55	120.61	282.16	57.25%	42.75%
Queensland Audit Office	88.33	89.78	178.11	49.59%	50.41%
Queensland Family and Child Commission	35.35	11.00	46.35	76.27%	23.73%
Queensland Museum	150.65	98.82	249.47	60.39%	39.61%
State Library of Queensland	196.55	85.93	282.48	69.58%	30.42%
TAFE Queensland	2,370.46	1,474.62	3,845.08	61.65%	38.35%
Trade and Investment Queensland	56.20	44.00	100.20	56.09%	43.91%
Queensland public sector	136,270.85	69,258.85	205,529.70	66.30%	33.70%

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	194	92	286	67.83%	32.17%
Department of Agriculture and Fisheries	844	1,246	2,090	40.38%	59.62%
Department of Communities, Child Safety and Disability Services	5,028	1,449	6,477	77.63%	22.37%
Department of Education and Training	67,211	17,431	84,642	79.41%	20.59%
Department of Energy and Water Supply	118	103	221	53.39%	46.61%
Department of Environment and Heritage Protection	662	435	1,097	60.35%	39.65%
Department of Housing and Public Works	1,651	1,412	3,063	53.90%	46.10%
Department of Infrastructure, Local Government and Planning	276	172	448	61.61%	38.39%
Department of Justice and Attorney-General	4,529	3,959	8,488	53.36%	46.64%
Department of National Parks, Sport and Racing	551	849	1,400	39.36%	60.64%
Department of Natural Resources and Mines	1,236	1,210	2,446	50.53%	49.47%
Department of Science, Information Technology and Innovation	1,622	1,143	2,765	58.66%	41.34%
Department of State Development	382	223	605	63.14%	36.86%
Department of the Premier and Cabinet	484	233	717	67.50%	32.50%
Department of Tourism, Major Events, Small Business and Commonwealth Games	101	46	147	68.71%	31.29%
Department of Transport and Main Roads	4,539	4,069	8,608	52.73%	47.27%
Queensland Fire and Emergency Services	754	4,184	4,938	15.27%	84.73%
Queensland Health	67,282	24,074	91,356	73.65%	26.35%
Queensland Police Service	5,098	9,490	14,588	34.95%	65.05%
Queensland Treasury	992	885	1,877	52.85%	47.15%
Anti-Discrimination Commission Queensland	29	7	36	80.56%	19.44%
Electoral Commission Queensland	32	30	62	51.61%	48.39%
Legal Aid Queensland	363	129	492	73.78%	26.22%
Office of the Health Ombudsman	86	38	124	69.35%	30.65%
Office of the Inspector-General of Emergency Management	16	7	23	69.57%	30.43%
Public Safety Business Agency	875	1,187	2,062	42.43%	57.57%
Public Service Commission	63	21	84	75.00%	25.00%
Public Trustee	400	165	565	70.80%	29.20%
Queensland Art Gallery	216	147	363	59.50%	40.50%
Queensland Audit Office	97	91	188	51.60%	48.40%
Queensland Family and Child Commission	38	12	50	76.00%	24.00%
Queensland Museum	208	110	318	65.41%	34.59%
State Library of Queensland	242	101	343	70.55%	29.45%
TAFE Queensland	2,644	1,563	4,207	62.85%	37.15%
Trade and Investment Queensland	59	44	103	57.28%	42.72%
Queensland public sector	168,922	76,357	245,279	68.87%	31.13%

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)	<p>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.</p> <p>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. 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	<p>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.</p>

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	<p>Frontline roles are those that deliver services directly to the public including teachers, nurses, doctors and police officers.</p> <p>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.</p>
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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