

Queensland public sector quarterly workforce profile

September 2016



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 September 2016.

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

Queensland public sector quarterly workforce profile

Published by the State of Queensland (Public Service Commission), September 2016



This document is licensed under a Creative Commons Attribution 3.0 Australia licence. To view a copy of this licence, visit creativecommons.org/licenses/by/3.0/au

© State of Queensland (Public Service Commission) 2016

You are free to copy, communicate and adapt the work, as long as you attribute the State of Queensland (Public Service Commission).

For more information contact:

Performance Analytics, Performance and Capability Development,
Public Service Commission, PO Box 15190, City East, Brisbane QLD 4002, email commission.psc@psc.qld.gov.au, phone (07) 3003 2800.

An electronic version of this document is available at www.psc.qld.gov.au

Disclaimer:

The content presented in this publication is distributed by the Queensland Government as an information source only. The State of Queensland makes no statements, representations or warranties about the accuracy, completeness or reliability of any information contained in this publication. The State of Queensland disclaims all responsibility and all liability (including without limitation for liability in negligence) for all expenses, losses, damages and costs you might incur as a result of the information being inaccurate or incomplete in any way, and for any reason reliance was placed on such information.



Contents

About this report.....	2
Queensland public sector profile	5
By size.....	5
By employment category	6
By earnings	8
By age.....	11
By geography	12
By occupation.....	14
By type of service	15
Schedule 1	17
Definitions	21

Figures

Figure 1	Percentage of FTE by appointment type	6
Figure 2	Percentage of headcount by employment status.....	7
Figure 3	Percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time)	8
Figure 4	Average annual earnings (FTE) by appointment type and gender.....	10
Figure 5	Number of FTE by age distribution and gender.....	11
Figure 6	Average age by Queensland SA4.....	13
Figure 7	Percentage of FTE by occupation	14
Figure 8	Percentage of FTE by type of service	15
Figure 9	Number of FTE by corporate services function	16

Tables

Table 1	Number of FTE by agency	5
Table 2	Number of FTE by appointment type and gender.....	6
Table 3	Number of headcount by employment status and gender	7
Table 4	Number and percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time).....	8
Table 5	Number of FTE by annual earnings and gender, based on AO equivalent (as if working full-time) with selected occupations as examples	9
Table 6	Percentage of full-time equivalent by age distribution and gender.....	11
Table 7	FTE and quarterly variance in FTE by Queensland SA4	12
Table 8	Number and percentage of FTE by occupation	14
Table 9	Number and percentage of FTE employees by type of service	15
Table 10	Number and percentage of FTE by corporate services function.....	16

Table 11	Number of FTE by appointment type and agency	17
Table 12	Number of headcount by appointment type and agency	18
Table 13	Number and percentage of FTE by gender and agency	19
Table 14	Number and percentage of headcount by gender and agency	20

Queensland public sector profile

By size

There has been an increase of 721.63 full-time equivalent (FTE) employees in the Queensland public sector since June 2016 quarter—an increase of 0.34 per cent.

Table 1 Number of FTE by agency

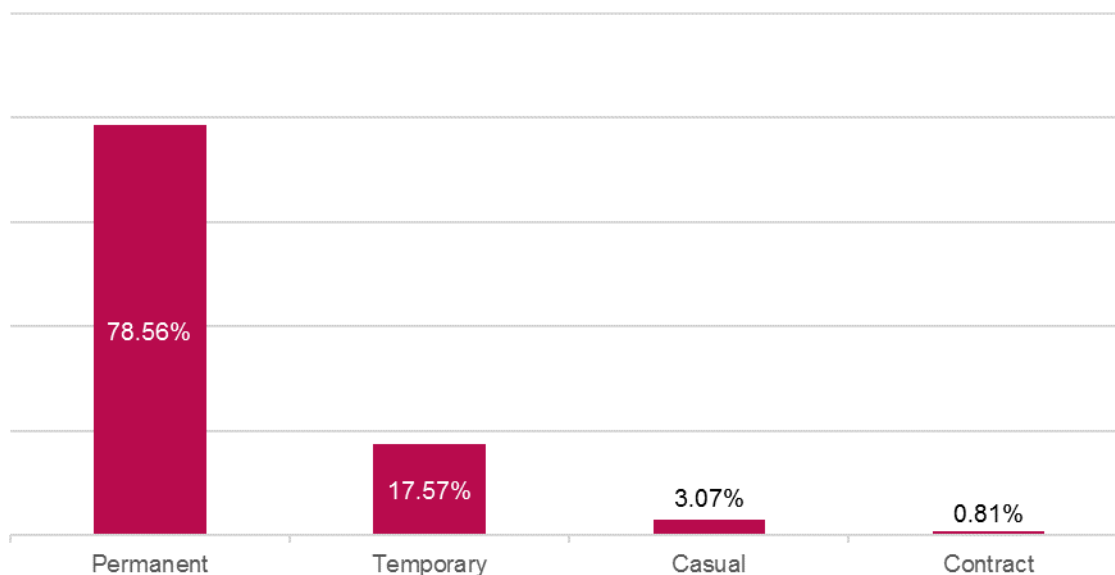
Budget paper 2 agencies	June 2016	September 2016	Quarterly variance in total FTE	% Quarterly variance in total FTE
Department of Aboriginal and Torres Strait Islander Partnerships	293.46	292.57	-0.89	-0.30%
Department of Agriculture and Fisheries	2,020.49	1,980.03	-40.46	-2.00%
Department of Communities, Child Safety and Disability Services	5,980.66	5,987.44	6.78	0.11%
Department of Education and Training	68,102.91	68,536.76	433.85	0.64%
Department of Energy and Water Supply	211.34	210.99	-0.35	-0.17%
Department of Environment and Heritage Protection	1,096.59	1,124.80	28.21	2.57%
Department of Housing and Public Works	2,975.78	2,947.52	-28.26	-0.95%
Department of Infrastructure, Local Government and Planning	449.63	458.08	8.45	1.88%
Department of Justice and Attorney-General	8,219.38	8,300.53	81.15	0.99%
Department of National Parks, Sport and Racing	1,375.99	1,341.12	-34.87	-2.53%
Department of Natural Resources and Mines	2,386.75	2,370.50	-16.25	-0.68%
Department of Science, Information Technology and Innovation	2,644.35	2,610.74	-33.61	-1.27%
Department of State Development	593.28	592.79	-0.49	-0.08%
Department of the Premier and Cabinet	644.11	636.64	-7.47	-1.16%
Department of Tourism, Major Events, Small Business and Commonwealth Games	156.71	155.43	-1.28	-0.82%
Department of Transport and Main Roads	7,010.85	7,042.21	31.36	0.45%
Queensland Fire and Emergency Services	3,123.71	3,282.29	158.58	5.08%
Queensland Health	80,074.71	80,374.91	300.20	0.37%
Queensland Police Service	14,301.57	14,965.97	664.40	4.65%
Queensland Treasury	1,802.21	1,781.44	-20.77	-1.15%
Electoral Commission Queensland	59.10	58.70	-0.40	-0.68%
Office of the Inspector-General of Emergency Management	21.40	23.40	2.00	9.35%
Public Safety Business Agency	2,010.28	1,242.76	-767.52	-38.18%
Public Service Commission	73.71	67.51	-6.20	-8.41%
Public Trustee	551.99	564.77	12.78	2.32%
Queensland Audit Office	178.76	173.97	-4.79	-2.68%
TAFE Queensland	4,173.74	4,149.98	-23.76	-0.57%
Queensland public sector sub-total: Budget paper 2 agencies	210,533.46	211,273.85	740.39	0.35%

Other entities	June 2016	September 2016	Quarterly variance in total FTE	% Quarterly variance in total FTE
Anti-Discrimination Commission Queensland	32.71	34.28	1.57	4.80%
Legal Aid Queensland	456.45	454.72	-1.73	-0.38%
Office of the Health Ombudsman	124.56	126.71	2.15	1.73%
Queensland Art Gallery	299.49	274.04	-25.45	-8.50%
Queensland Family and Child Commission	57.95	65.35	7.40	12.77%
Queensland Museum	234.38	244.30	9.92	4.23%
State Library of Queensland	286.79	279.65	-7.14	-2.49%
Trade and Investment Queensland	106.48	101.00	-5.48	-5.15%
Queensland public sector sub-total: Other entities	1,598.81	1,580.05	-18.76	-1.17%
Queensland public sector total	212,132.27	212,853.90	721.63	0.34%

By employment category

The majority of the workforce are permanent employees. Temporary and casual employment remain relatively low at 17.57 per cent and 3.07 per cent respectively.

Figure 1 Percentage of FTE by appointment type



Females accounted for 66.61 per cent of the total FTE employment.

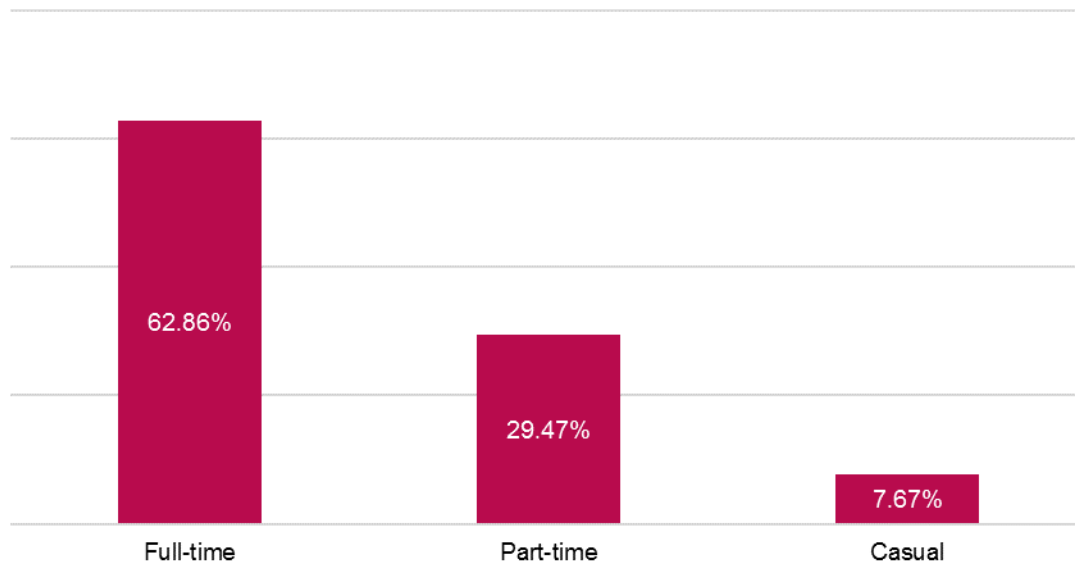
Table 2 Number of FTE by appointment type and gender

	Permanent		Temporary		Casual		Contract		Queensland public sector total (FTE)	
Female	110,264.14	65.94%	26,328.77	70.41%	4,557.44	69.81%	638.65	37.23%	141,789.00	66.61%
Male	56,954.20	34.06%	11,062.83	29.59%	1,971.11	30.19%	1,076.76	62.77%	71,064.90	33.39%
Total	167,218.34	100.00%	37,391.60	100.00%	6,528.55	100.00%	1,715.41	100.00%	212,853.90	100.00%

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

A total of 62.86 per cent of employees work full-time and 29.47 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	95,539	59.82%	66,629	89.00%	13,310	68.26%	175,478	69.07%
Male	64,171	40.18%	8,234	11.00%	6,190	31.74%	78,595	30.93%
Total	159,710	100.00%	74,863	100.00%	19,500	100.00%	254,073	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 \$9346 less than males. Females are generally in lower paid jobs than males, with 70.07 per cent of AO2 to AO6 and equivalent roles held by females. This figure decreases to 62.20 per cent in AO7 and equivalent roles, 58.29 per cent in AO8 and equivalent roles, 49.20 per cent in senior officer and equivalent roles and 35.76 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)

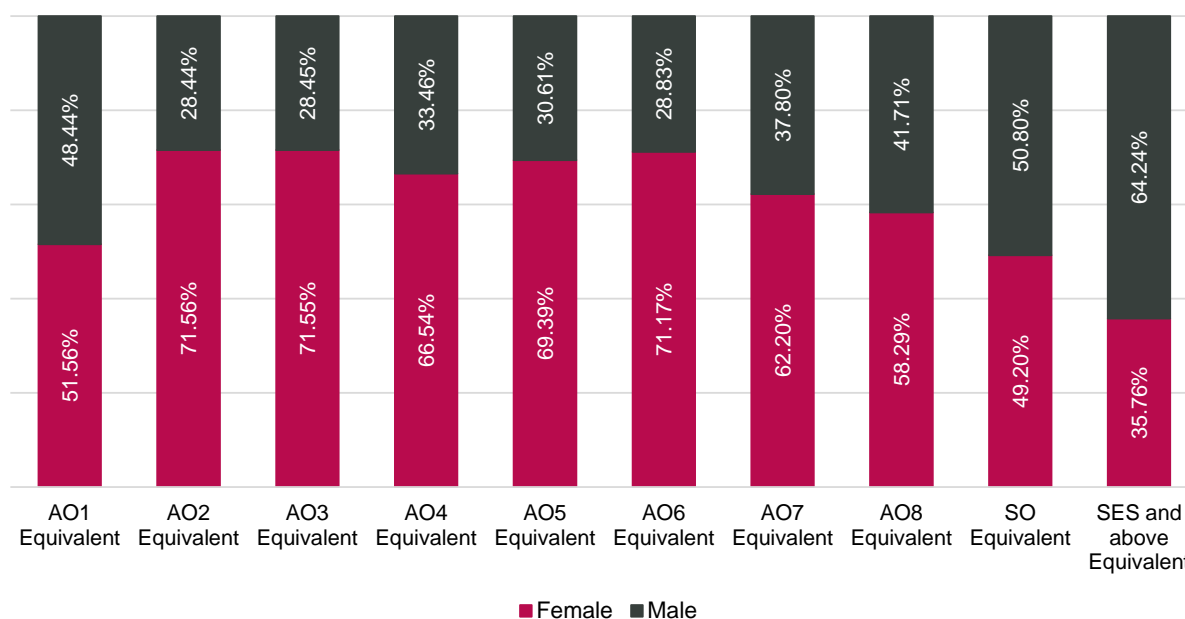


Table 4 Number and percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time)

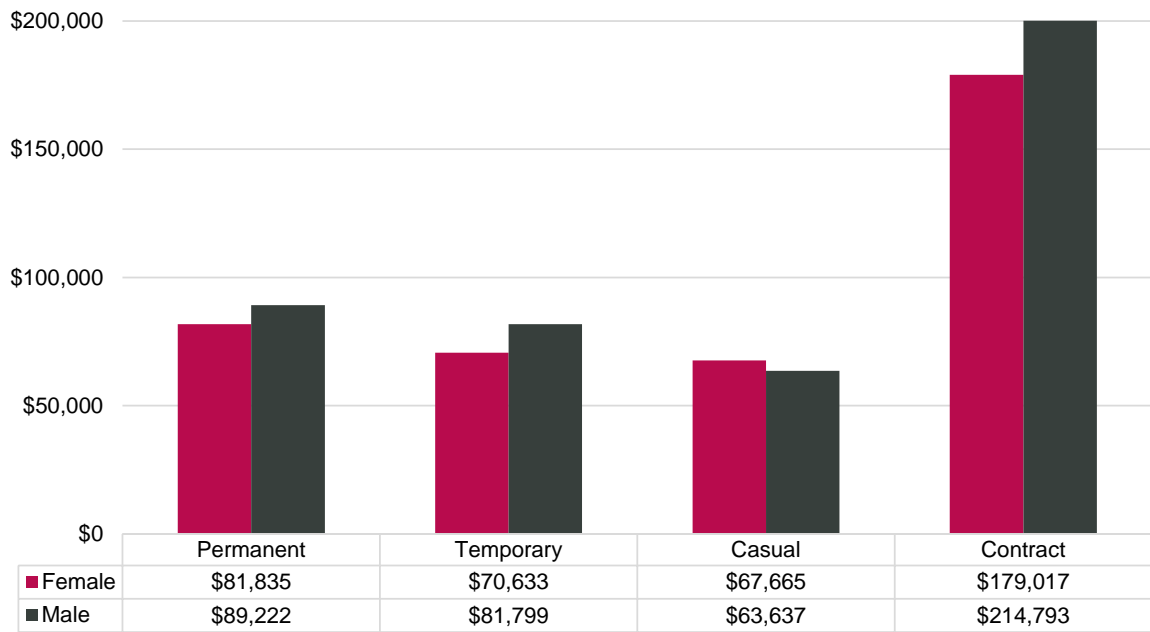
	Female		Male		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
AO1 and equivalent	133.84	51.56%	125.75	48.44%	259.59	100.00%
AO2 and equivalent	18,492.04	71.56%	7,348.31	28.44%	25,840.35	100.00%
AO3 and equivalent	23,539.73	71.55%	9,359.96	28.45%	32,899.69	100.00%
AO4 and equivalent	22,017.52	66.54%	11,073.87	33.46%	33,091.39	100.00%
AO5 and equivalent	18,560.88	69.39%	8,187.23	30.61%	26,748.11	100.00%
AO6 and equivalent	30,835.96	71.17%	12,492.89	28.83%	43,328.85	100.00%
AO7 and equivalent	13,108.23	62.20%	7,964.71	37.80%	21,072.94	100.00%
AO8 and equivalent	9,043.85	58.29%	6,470.33	41.71%	15,514.18	100.00%
SO and equivalent	3,716.07	49.20%	3,836.70	50.80%	7,552.77	100.00%
SES and above equivalent	2,340.88	35.76%	4,205.15	64.24%	6,546.03	100.00%
Queensland public sector	141,789.00	66.61%	71,064.90	33.39%	212,853.90	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	133.84	125.75	259.59
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	18,492.04	7,348.31	25,840.35
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	23,539.73	9,359.96	32,899.69
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	22,017.52	11,073.87	33,091.39
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	18,560.88	8,187.23	26,748.11
AO6 and equivalent	Teachers, clinical and registered nurses, TAFE teachers, some ambulance operational staff, police officers, health practitioners, detectives and others	30,835.96	12,492.89	43,328.85
AO7 and equivalent	Clinical and registered nurses, teachers, police officers, detectives and others	13,108.23	7,964.71	21,072.94
AO8 and equivalent	Clinical nurses, consultant/manager/educator, clinical and registered nurses, teachers, principals and guidance officers, police officers, health practitioners, detectives and others	9,043.85	6,470.33	15,514.18
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	3,716.07	3,836.70	7,552.77
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	2,340.88	4,205.15	6,546.03
Total		141,789.00	71,064.90	212,853.90

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 44.12 years (43.95 years for a female and 44.52 years for a male). Interstate and overseas employees are excluded from the analysis.

Figure 5 Number of FTE by age distribution and gender

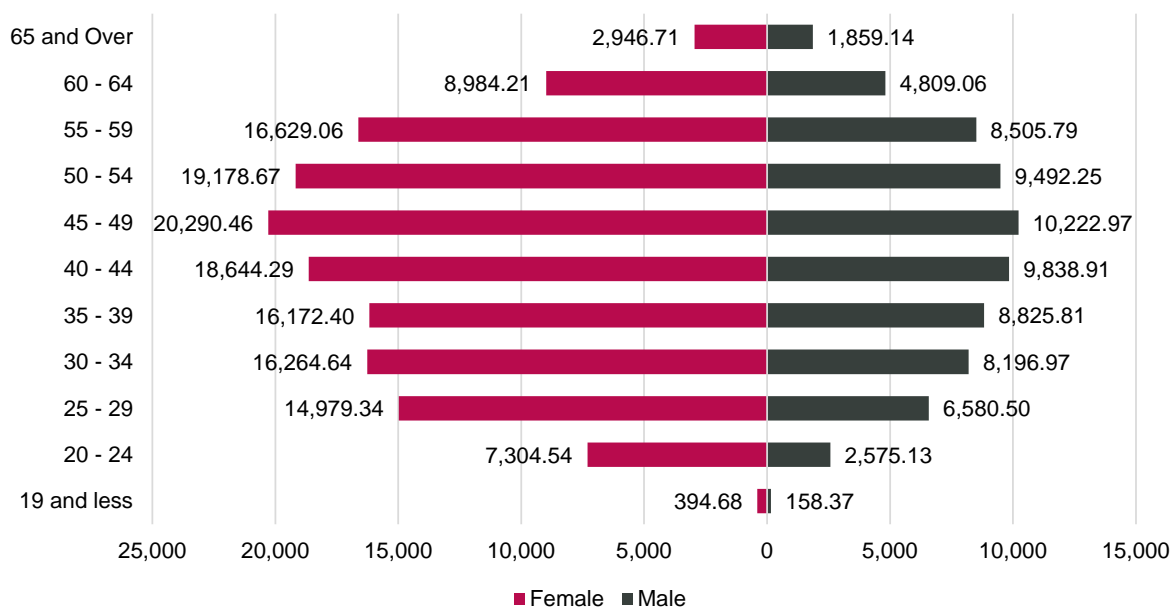


Table 6 Percentage of full-time equivalent by age distribution and gender

	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	71.36%	73.94%	69.48%	66.49%	64.69%	65.46%	66.50%	66.89%	66.16%	65.13%	61.32%	66.61%
Male	28.64%	26.06%	30.52%	33.51%	35.31%	34.54%	33.50%	33.11%	33.84%	34.87%	38.68%	33.39%
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 June 2016 quarter, the most significant increases in statistical areas are:

- 3.31 per cent in FTE for Queensland – Outback
- 1.57 per cent for Sunshine Coast
- 0.88 per cent for Moreton Bay – North

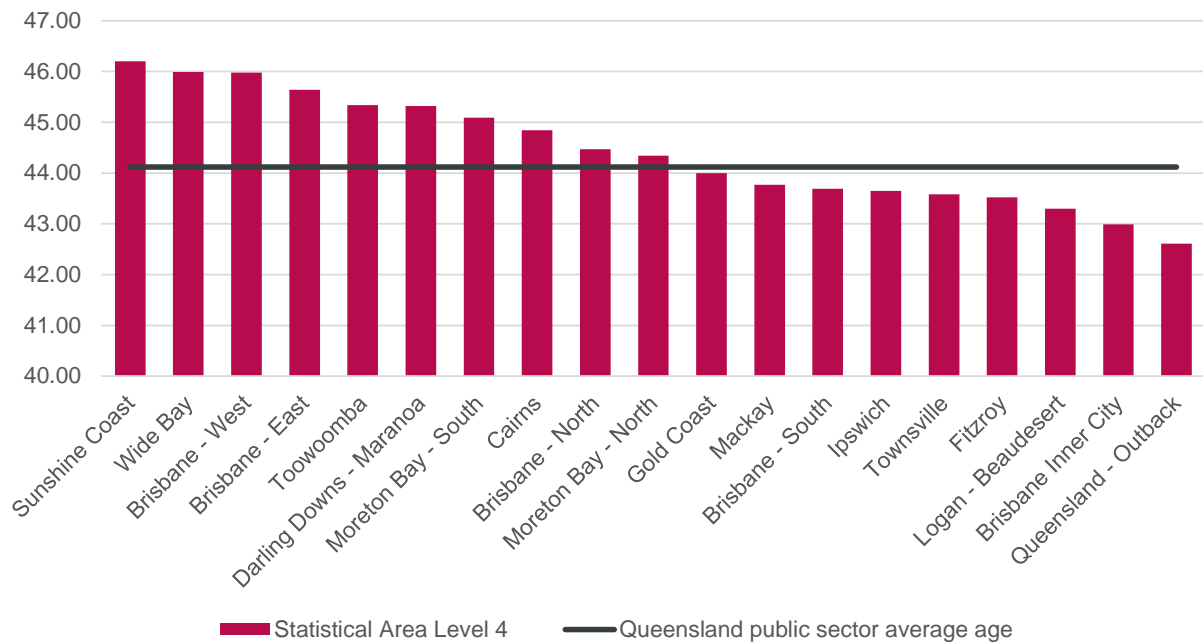
Table 7 FTE and quarterly variance in FTE by Queensland SA4

Statistical Area Level 4	June 2016		September 2016		% of quarterly variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,661.84	2.20%	4,666.01	2.19%	0.09%
Brisbane - North	8,935.49	4.21%	8,985.24	4.22%	0.56%
Brisbane - South	18,468.94	8.71%	18,597.74	8.74%	0.70%
Brisbane - West	3,410.26	1.61%	3,420.91	1.61%	0.31%
Brisbane Inner City	42,922.81	20.24%	42,971.55	20.19%	0.11%
Cairns	12,766.25	6.02%	12,745.86	5.99%	-0.16%
Darling Downs - Maranoa	4,883.05	2.30%	4,918.02	2.31%	0.72%
Fitzroy	9,443.88	4.45%	9,497.25	4.46%	0.57%
Gold Coast	17,336.50	8.17%	17,247.81	8.10%	-0.51%
Ipswich	13,273.51	6.26%	13,312.56	6.26%	0.29%
Logan - Beaudesert	9,943.79	4.69%	9,930.75	4.67%	-0.13%
Mackay	6,190.65	2.92%	6,156.33	2.89%	-0.55%
Moreton Bay - North	8,596.98	4.05%	8,672.87	4.08%	0.88%
Moreton Bay - South	3,153.33	1.49%	3,163.41	1.49%	0.32%
Queensland - Outback	6,161.55	2.91%	6,365.19	2.99%	3.31%
Sunshine Coast	10,935.43	5.16%	11,106.83	5.22%	1.57%
Toowoomba	7,150.09	3.37%	7,199.45	3.38%	0.69%
Townsville	12,408.19	5.85%	12,339.29	5.80%	-0.56%
Wide Bay	11,439.80	5.39%	11,513.50	5.41%	0.64%
Queensland	212,082.34	100.00%	212,810.57	100.00%	0.34%

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 46.20 years in the Sunshine Coast to 42.61 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 (48.27 per cent) of the public sector are professionals. More than a fifth (21.33 per cent) are community and personal service workers, and nearly a fifth (17.47 per cent) are clerical and administrative workers.

Figure 7 Percentage of FTE by occupation

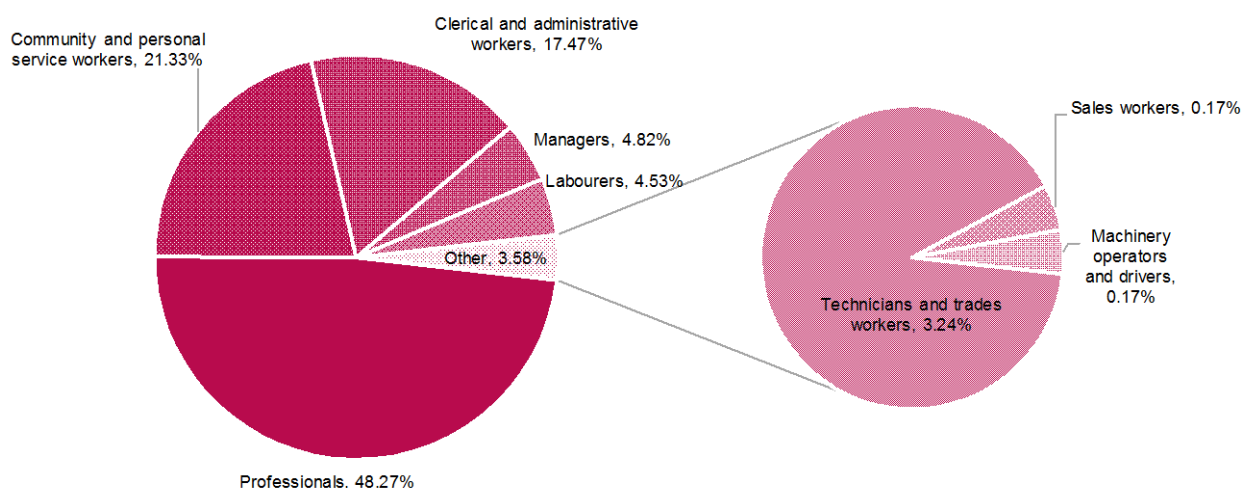


Table 8 Number and percentage of FTE by occupation

Type of occupation type	FTE	% of FTE
Professionals	102,744.50	48.27%
Community and personal service workers	45,399.08	21.33%
Clerical and administrative workers	37,179.82	17.47%
Managers	10,256.08	4.82%
Labourers	9,649.85	4.53%
Technicians and trades workers	6,892.53	3.24%
Sales workers	370.15	0.17%
Machinery operators and drivers	361.89	0.17%
Queensland public sector	212,853.90	100.00%

By type of service

Employees in corporate services represent 9.12 per cent of the public sector, with the two largest functions of information and communications technology (ICT) and human resources (HR), accounting collectively for 46.59 per cent of corporate service employees.

The next largest functions within corporate services are accounting and finance (16.02 per cent) and property and facilities (7.54 per cent).

Figure 8 Percentage of FTE by type of service

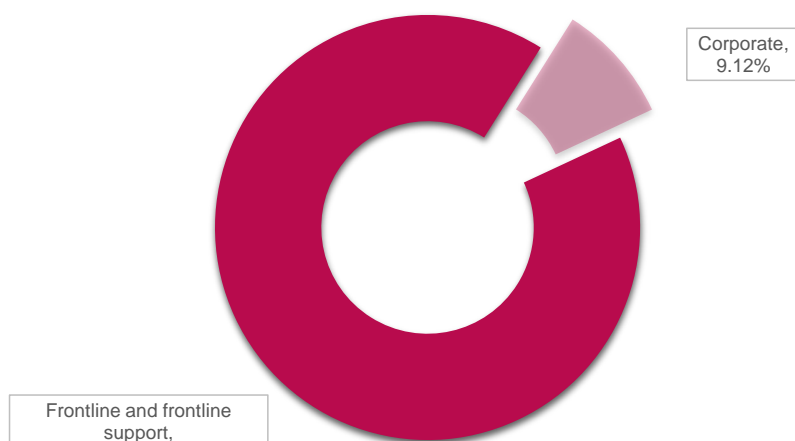


Table 9 Number and percentage of FTE employees by type of service

Type of service	FTE	% of FTE
Frontline and frontline support	193,445.94	90.88%
Corporate	19,407.96	9.12%
Queensland public sector	212,853.90	100.00%

Figure 9 Number of FTE by corporate services function

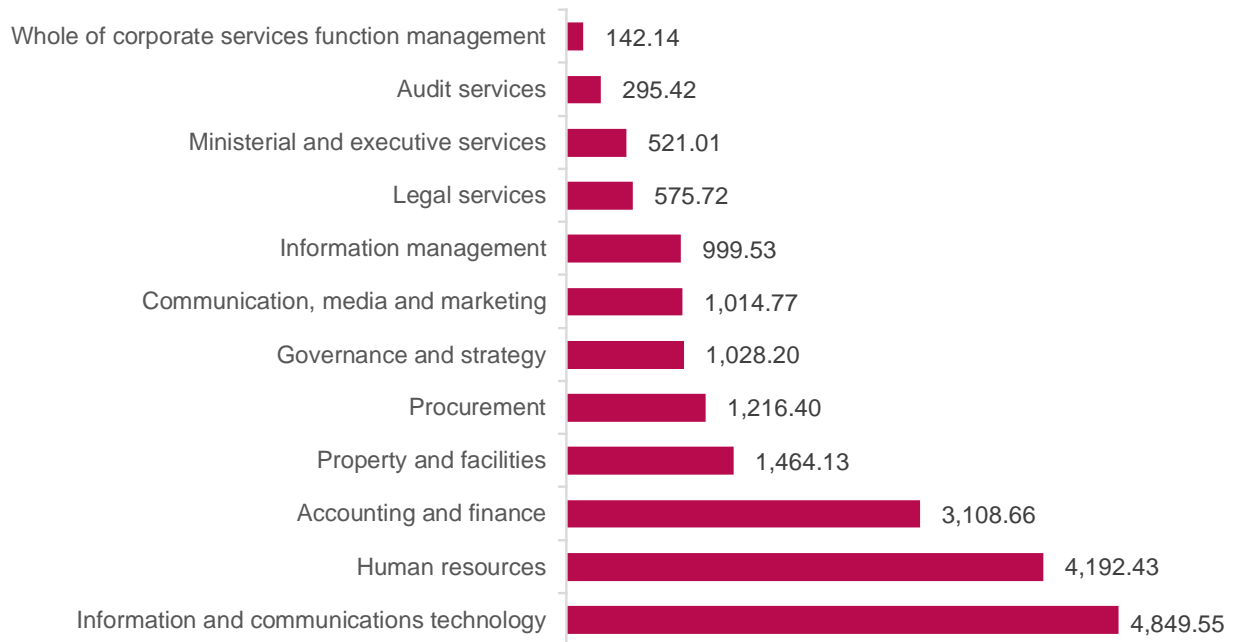


Table 10 Number and percentage of FTE by corporate services function

Type of corporate services function	FTE	% of FTE
Information and communications technology	4,849.55	24.99%
Human resources	4,192.43	21.60%
Accounting and finance	3,108.66	16.02%
Property and facilities	1,464.13	7.54%
Procurement	1,216.40	6.27%
Governance and strategy	1,028.20	5.30%
Communication, media and marketing	1,014.77	5.23%
Information management	999.53	5.15%
Legal services	575.72	2.97%
Ministerial and executive services	521.01	2.68%
Audit services	295.42	1.52%
Whole of corporate services function management	142.14	0.73%
Queensland public sector - corporate service total	19,407.96	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	230.39	54.15	1.03	7.00	292.57
Department of Agriculture and Fisheries	1,663.88	291.26	6.89	18.00	1,980.03
Department of Communities, Child Safety and Disability Services	4,969.26	808.46	172.72	37.00	5,987.44
Department of Education and Training	52,252.28	13,441.93	2,702.55	140.00	68,536.76
Department of Energy and Water Supply	181.42	21.20	0.77	7.60	210.99
Department of Environment and Heritage Protection	861.52	242.82	1.46	19.00	1,124.80
Department of Housing and Public Works	2,492.35	411.81	2.36	41.00	2,947.52
Department of Infrastructure, Local Government and Planning	277.66	152.08	0.74	27.60	458.08
Department of Justice and Attorney-General	6,971.78	979.32	235.27	114.16	8,300.53
Department of National Parks, Sport and Racing	1,149.55	166.58	9.99	15.00	1,341.12
Department of Natural Resources and Mines	2,123.99	158.21	9.90	78.40	2,370.50
Department of Science, Information Technology and Innovation	2,092.89	447.57	8.83	61.45	2,610.74
Department of State Development	443.51	120.08	0.20	29.00	592.79
Department of the Premier and Cabinet	439.26	153.14	17.34	26.90	636.64
Department of Tourism, Major Events, Small Business and Commonwealth Games	100.43	43.00	-	12.00	155.43
Department of Transport and Main Roads	6,086.26	536.55	323.80	95.60	7,042.21
Queensland Fire and Emergency Services	2,825.56	212.63	225.10	19.00	3,282.29
Queensland Health	60,696.36	16,792.81	2,472.68	413.06	80,374.91
Queensland Police Service	14,309.72	441.42	6.83	208.00	14,965.97
Queensland Treasury	1,601.34	115.40	0.50	64.20	1,781.44
Electoral Commission Queensland	38.80	15.00	-	4.90	58.70
Office of the Inspector-General of Emergency Management	17.00	5.40	-	1.00	23.40
Public Safety Business Agency	1,002.44	186.49	3.83	50.00	1,242.76
Public Service Commission	45.61	13.50	-	8.40	67.51
Public Trustee	452.67	108.10	-	4.00	564.77
Queensland Audit Office	149.95	14.40	0.62	9.00	173.97
TAFE Queensland	2,551.57	1,194.01	238.26	166.14	4,149.98
Queensland public sector sub-total: Budget paper 2 agencies	166,027.45	37,127.32	6,441.67	1,677.41	211,273.85

Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	29.20	2.49	1.59	1.00	34.28
Legal Aid Queensland	393.82	54.40	0.50	6.00	454.72
Office of the Health Ombudsman	107.89	15.82	-	3.00	126.71
Queensland Art Gallery	174.17	49.90	44.97	5.00	274.04
Queensland Family and Child Commission	48.45	14.90	-	2.00	65.35
Queensland Museum	149.53	60.00	28.77	6.00	244.30
State Library of Queensland	219.43	44.17	11.05	5.00	279.65
Trade and Investment Queensland	68.40	22.60	-	10.00	101.00
Queensland public sector sub-total: Other entities	1,190.89	264.28	86.88	38.00	1,580.05
Queensland public sector total	167,218.34	37,391.60	6,528.55	1,715.41	212,853.90

Table 12 Number of headcount by appointment type and agency

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	239	56	4	7	306
Department of Agriculture and Fisheries	1,724	307	25	18	2,074
Department of Communities, Child Safety and Disability Services	5,263	878	284	37	6,462
Department of Education and Training	60,524	18,712	8,020	140	87,396
Department of Energy and Water Supply	189	22	1	8	220
Department of Environment and Heritage Protection	901	255	3	19	1,178
Department of Housing and Public Works	2,582	433	3	41	3,059
Department of Infrastructure, Local Government and Planning	290	160	2	28	480
Department of Justice and Attorney-General	7,219	1,055	486	119	8,879
Department of National Parks, Sport and Racing	1,188	177	20	15	1,400
Department of Natural Resources and Mines	2,221	166	20	80	2,487
Department of Science, Information Technology and Innovation	2,219	460	13	62	2,754
Department of State Development	463	127	1	29	620
Department of the Premier and Cabinet	469	163	45	28	705
Department of Tourism, Major Events, Small Business and Commonwealth Games	108	43	-	12	163
Department of Transport and Main Roads	6,314	561	1,953	96	8,924
Queensland Fire and Emergency Services	2,859	234	2,099	19	5,211
Queensland Health	69,512	19,641	5,523	897	95,573
Queensland Police Service	14,636	472	18	208	15,334
Queensland Treasury	1,665	121	1	66	1,853
Electoral Commission Queensland	40	15	-	5	60
Office of the Inspector-General of Emergency Management	18	6	-	1	25
Public Safety Business Agency	1,019	197	5	50	1,271
Public Service Commission	49	14	-	9	72
Public Trustee	472	111	-	4	587
Queensland Audit Office	156	15	1	9	181
TAFE Queensland	2,678	1,325	761	173	4,937
Queensland public sector sub-total: Budget paper 2 agencies	185,017	45,726	19,288	2,180	252,211
Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	31	3	2	1	37
Legal Aid Queensland	428	67	1	6	502
Office of the Health Ombudsman	110	16	-	3	129
Queensland Art Gallery	196	61	103	5	365
Queensland Family and Child Commission	50	18	-	2	70
Queensland Museum	164	79	69	6	318
State Library of Queensland	243	53	37	5	338
Trade and Investment Queensland	70	23	-	10	103
Queensland public sector sub-total: Other entities	1,292	320	212	38	1,862
Queensland public sector total	186,309	46,046	19,500	2,218	254,073

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	200.49	92.08	292.57	68.53%	31.47%
Department of Agriculture and Fisheries	767.03	1,213.00	1,980.03	38.74%	61.26%
Department of Communities, Child Safety and Disability Services	4,625.53	1,361.91	5,987.44	77.25%	22.75%
Department of Education and Training	52,994.32	15,542.44	68,536.76	77.32%	22.68%
Department of Energy and Water Supply	104.99	106.00	210.99	49.76%	50.24%
Department of Environment and Heritage Protection	667.26	457.54	1,124.80	59.32%	40.68%
Department of Housing and Public Works	1,564.83	1,382.69	2,947.52	53.09%	46.91%
Department of Infrastructure, Local Government and Planning	271.88	186.20	458.08	59.35%	40.65%
Department of Justice and Attorney-General	4,327.08	3,973.45	8,300.53	52.13%	47.87%
Department of National Parks, Sport and Racing	492.15	848.97	1,341.12	36.70%	63.30%
Department of Natural Resources and Mines	1,185.17	1,185.33	2,370.50	50.00%	50.00%
Department of Science, Information Technology and Innovation	1,497.86	1,112.88	2,610.74	57.37%	42.63%
Department of State Development	379.71	213.08	592.79	64.05%	35.95%
Department of the Premier and Cabinet	417.93	218.71	636.64	65.65%	34.35%
Department of Tourism, Major Events, Small Business and Commonwealth Games	97.43	58.00	155.43	62.68%	37.32%
Department of Transport and Main Roads	3,215.20	3,827.01	7,042.21	45.66%	54.34%
Queensland Fire and Emergency Services	654.88	2,627.41	3,282.29	19.95%	80.05%
Queensland Health	57,588.91	22,786.00	80,374.91	71.65%	28.35%
Queensland Police Service	5,166.16	9,799.81	14,965.97	34.52%	65.48%
Queensland Treasury	913.75	867.69	1,781.44	51.29%	48.71%
Electoral Commission Queensland	31.70	27.00	58.70	54.00%	46.00%
Office of the Inspector-General of Emergency Management	14.40	9.00	23.40	61.54%	38.46%
Public Safety Business Agency	461.26	781.50	1,242.76	37.12%	62.88%
Public Service Commission	49.41	18.10	67.51	73.19%	26.81%
Public Trustee	405.87	158.90	564.77	71.86%	28.14%
Queensland Audit Office	81.85	92.12	173.97	47.05%	52.95%
TAFE Queensland	2,566.85	1,583.13	4,149.98	61.85%	38.15%
Queensland public sector sub-total: Budget paper 2 agencies	140,743.90	70,529.95	211,273.85	66.62%	33.38%

Other entities	FTE			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	28.28	6.00	34.28	82.50%	17.50%
Legal Aid Queensland	327.59	127.13	454.72	72.04%	27.96%
Office of the Health Ombudsman	83.91	42.80	126.71	66.22%	33.78%
Queensland Art Gallery	155.47	118.57	274.04	56.73%	43.27%
Queensland Family and Child Commission	50.15	15.20	65.35	76.74%	23.26%
Queensland Museum	147.35	96.95	244.30	60.32%	39.68%
State Library of Queensland	197.35	82.30	279.65	70.57%	29.43%
Trade and Investment Queensland	55.00	46.00	101.00	54.46%	45.54%
Queensland public sector sub-total: Other entities	1,045.10	534.95	1,580.05	66.14%	33.86%
Queensland public sector total	141,789.00	71,064.90	212,853.90	66.61%	33.39%

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	213	93	306	69.61%	30.39%
Department of Agriculture and Fisheries	843	1,231	2,074	40.65%	59.35%
Department of Communities, Child Safety and Disability Services	5,042	1,420	6,462	78.03%	21.97%
Department of Education and Training	69,448	17,948	87,396	79.46%	20.54%
Department of Energy and Water Supply	113	107	220	51.36%	48.64%
Department of Environment and Heritage Protection	714	464	1,178	60.61%	39.39%
Department of Housing and Public Works	1,663	1,396	3,059	54.36%	45.64%
Department of Infrastructure, Local Government and Planning	290	190	480	60.42%	39.58%
Department of Justice and Attorney-General	4,729	4,150	8,879	53.26%	46.74%
Department of National Parks, Sport and Racing	546	854	1,400	39.00%	61.00%
Department of Natural Resources and Mines	1,286	1,201	2,487	51.71%	48.29%
Department of Science, Information Technology and Innovation	1,627	1,127	2,754	59.08%	40.92%
Department of State Development	404	216	620	65.16%	34.84%
Department of the Premier and Cabinet	468	237	705	66.38%	33.62%
Department of Tourism, Major Events, Small Business and Commonwealth Games	105	58	163	64.42%	35.58%
Department of Transport and Main Roads	4,732	4,192	8,924	53.03%	46.97%
Queensland Fire and Emergency Services	909	4,302	5,211	17.44%	82.56%
Queensland Health	70,410	25,163	95,573	73.67%	26.33%
Queensland Police Service	5,493	9,841	15,334	35.82%	64.18%
Queensland Treasury	977	876	1,853	52.73%	47.27%
Electoral Commission Queensland	33	27	60	55.00%	45.00%
Office of the Inspector-General of Emergency Management	16	9	25	64.00%	36.00%
Public Safety Business Agency	481	790	1,271	37.84%	62.16%
Public Service Commission	53	19	72	73.61%	26.39%
Public Trustee	426	161	587	72.57%	27.43%
Queensland Audit Office	88	93	181	48.62%	51.38%
TAFE Queensland	3,110	1,827	4,937	62.99%	37.01%
Queensland public sector sub-total: Budget paper 2 agencies	174,219	77,992	252,211	69.08%	30.92%

Other entities	Headcount			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	31	6	37	83.78%	16.22%
Legal Aid Queensland	367	135	502	73.11%	26.89%
Office of the Health Ombudsman	86	43	129	66.67%	33.33%
Queensland Art Gallery	215	150	365	58.90%	41.10%
Queensland Family and Child Commission	54	16	70	77.14%	22.86%
Queensland Museum	205	113	318	64.47%	35.53%
State Library of Queensland	244	94	338	72.19%	27.81%
Trade and Investment Queensland	57	46	103	55.34%	44.66%
Queensland public sector sub-total: Other entities	1,259	603	1,862	67.62%	32.38%
Queensland public sector total	175,478	78,595	254,073	69.07%	30.93%

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.

Public Service Commission

1 William Street
Brisbane Qld 4000
T: (07) 3003 2800
E: commission.psc@psc.qld.gov.au

www.psc.qld.gov.au