

Queensland public sector quarterly workforce profile

September 2018



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Prepared by the State of Queensland (Public Service Commission), November 2018



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About this report

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

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

The data provided is part of the government approved Minimum Obligatory Human Resource Information (MOHRI) process and is a snapshot of the workforce as at September 2018.

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

Queensland public sector profile

By size

There has been an increase of 1,053.39 full-time equivalent (FTE) employees in the Queensland public sector since June 2018 quarter — an increase of 0.47 per cent.

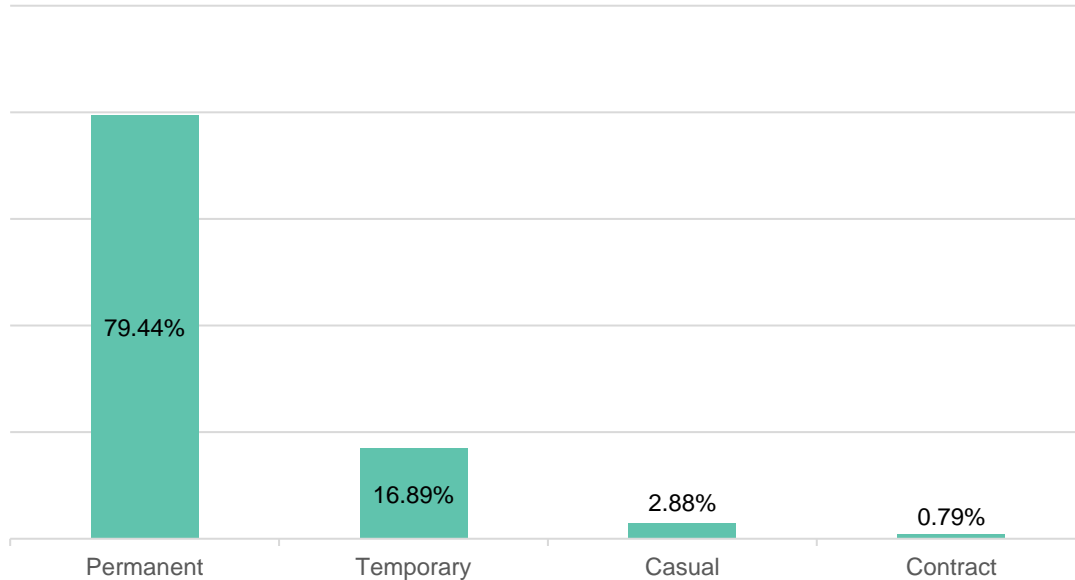
Table 1 Number of FTE by agency

Budget paper 2 agencies	Jun 2018	Sept 2018	Quarterly variance in total FTE	% Quarterly variance in total FTE
Department of Aboriginal and Torres Strait Islander Partnerships	296.95	277.64	-19.31	-6.50%
Department of Agriculture and Fisheries	2,042.93	2,034.61	-8.32	-0.41%
Department of Child Safety, Youth and Women	4,699.14	4,692.15	-6.99	-0.15%
Department of Communities, Disability Services and Seniors	2,508.44	2,414.72	-93.72	-3.74%
Department of Education	72,341.17	72,841.45	500.28	0.69%
Department of Employment, Small Business and Training	527.05	541.67	14.62	2.77%
Department of Environment and Science	2,982.50	2,959.67	-22.83	-0.77%
Department of Housing and Public Works	5,306.66	5,320.39	13.73	0.26%
Department of Innovation, Tourism Industry Development and the Commonwealth Games	189.87	164.72	-25.15	-13.25%
Department of Justice and Attorney-General	3,314.90	3,317.21	2.31	0.07%
Department of Local Government, Racing and Multicultural Affairs	170.76	177.40	6.64	3.89%
Department of Natural Resources, Mines and Energy	2,596.53	2,607.34	10.81	0.42%
Department of State Development, Manufacturing, Infrastructure and Planning	960.39	957.59	-2.80	-0.29%
Department of the Premier and Cabinet	466.95	450.74	-16.21	-3.47%
Department of Transport and Main Roads	7,179.09	7,132.23	-46.86	-0.65%
Queensland Corrective Services	4,936.63	5,002.59	65.96	1.34%
Queensland Fire and Emergency Services	3,233.62	3,286.18	52.56	1.63%
Queensland Health	87,819.20	88,364.37	545.17	0.62%
Queensland Police Service	15,163.04	15,279.02	115.98	0.76%
Queensland Treasury	1,003.62	976.53	-27.09	-2.70%
Electoral Commission Queensland	57.08	60.79	3.71	6.50%
Office of the Inspector-General of Emergency Management	21.06	22.18	1.12	5.32%
Public Safety Business Agency	1,087.48	1,084.25	-3.23	-0.30%
Public Service Commission	73.08	69.48	-3.60	-4.93%
Public Trustee	594.38	602.05	7.67	1.29%
Queensland Audit Office	176.59	166.21	-10.38	-5.88%
TAFE Queensland	3,978.12	3,911.87	-66.25	-1.67%
Queensland public sector sub-total: Budget paper 2 agencies	223,727.23	224,715.05	987.82	0.44%
Other entities	Jun 2018	Sept 2018	Quarterly variance in total FTE	% Quarterly variance in total FTE
Anti-Discrimination Commission Queensland	33.20	34.00	0.80	2.41%
Legal Aid Queensland	529.46	553.29	23.83	4.50%
Office of the Health Ombudsman	131.10	133.80	2.70	2.06%
Queensland Art Gallery	287.88	298.99	11.11	3.86%
Queensland Family and Child Commission	58.67	57.37	-1.30	-2.22%
Queensland Museum	249.54	263.69	14.15	5.67%
State Library of Queensland	271.84	280.12	8.28	3.05%
Trade and Investment Queensland	127.59	133.59	6.00	4.70%
Queensland public sector sub-total: Other entities	1,689.28	1,754.85	65.57	3.88%
Queensland public sector total	225,416.51	226,469.90	1,053.39	0.47%

By employment category

The majority of the workforce are permanent employees. Temporary and casual employment remain relatively low at 16.89 per cent and 2.88 per cent respectively.

Figure 1 Percentage of FTE by appointment type



Females accounted for 67.14 per cent of the total FTE employment.

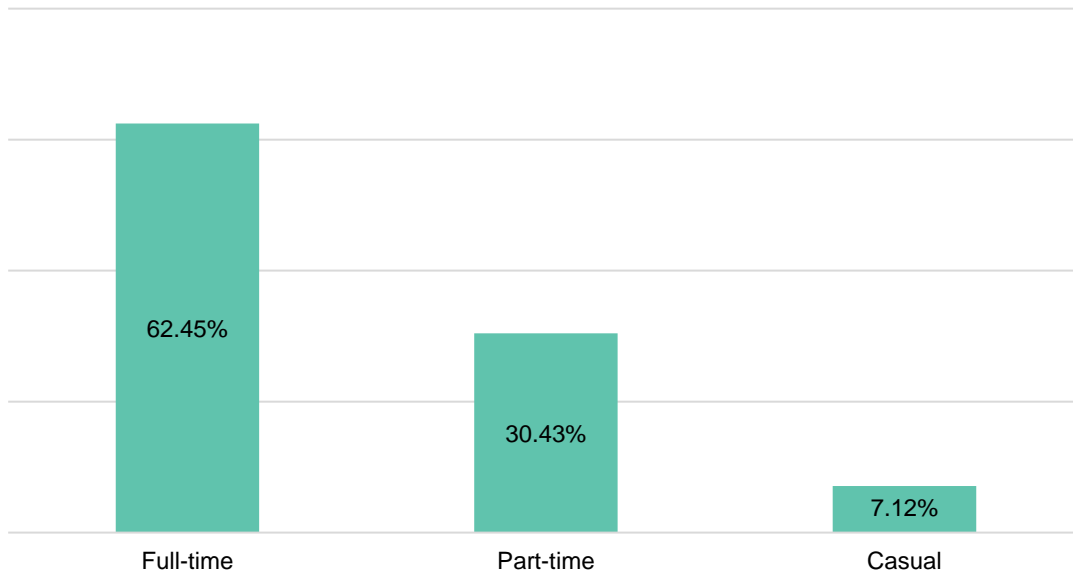
Table 2 Number of FTE by appointment type and gender

	Permanent		Temporary		Casual		Contract		Queensland public sector total (FTE)	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Female	119,785.28	66.58%	26,984.79	70.55%	4,595.39	70.41%	688.71	38.59%	152,054.17	67.14%
Male	60,126.03	33.42%	11,262.55	29.45%	1,931.14	29.59%	1,096.01	61.41%	74,415.73	32.86%
Total	179,911.31	100.00%	38,247.34	100.00%	6,526.53	100.00%	1,784.72	100.00%	226,469.90	100.00%

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

A total of 62.45 per cent of employees work full-time and 30.43 per cent of employees have part-time work arrangements.

Figure 2 Percentage of headcount by employment status



Females account for 88.48 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	101,406	60.32%	72,488	88.48%	13,218	68.97%	187,112	69.50%
Male	66,719	39.68%	9,436	11.52%	5,948	31.03%	82,103	30.50%
Total	168,125	100.00%	81,924	100.00%	19,166	100.00%	269,215	100.00%

By earnings

Despite a standardised salary classification system, the FTE average annual earnings for females is \$9654 less than males. Females are generally in lower paid jobs than males, with 70.53 per cent of AO2 to AO6 and equivalent roles held by females. This figure decreases to 66.17 per cent in AO7 and equivalent roles, 63.87 per cent in AO8 and equivalent roles, 51.48 per cent in senior officer and equivalent roles and 36.86 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)

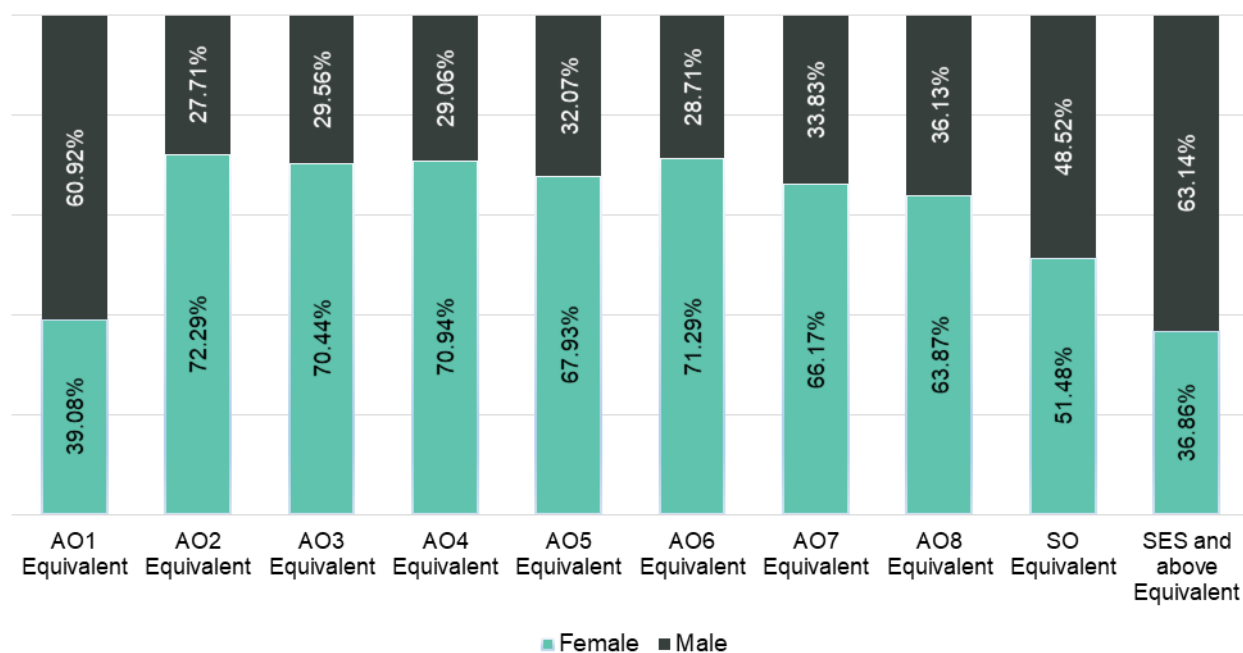


Table 4 Number and percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time)

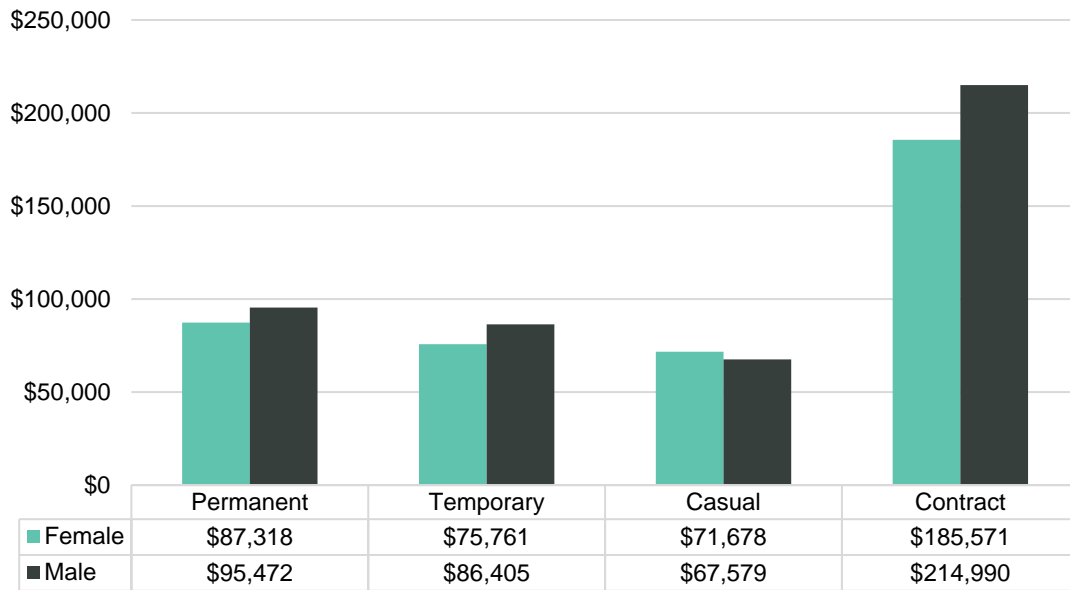
	Female		Male		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
AO1 and equivalent	33.94	39.08%	52.90	60.92%	86.84	100.00%
AO2 and equivalent	15,600.05	72.29%	5,980.36	27.71%	21,580.41	100.00%
AO3 and equivalent	19,692.56	70.44%	8,262.79	29.56%	27,955.35	100.00%
AO4 and equivalent	26,553.18	70.94%	10,875.32	29.06%	37,428.50	100.00%
AO5 and equivalent	20,712.52	67.93%	9,777.47	32.07%	30,489.99	100.00%
AO6 and equivalent	26,801.02	71.29%	10,794.43	28.71%	37,595.45	100.00%
AO7 and equivalent	20,788.25	66.17%	10,629.29	33.83%	31,417.54	100.00%
AO8 and equivalent	12,337.51	63.87%	6,978.85	36.13%	19,316.36	100.00%
SO and equivalent	6,839.16	51.48%	6,446.66	48.52%	13,285.82	100.00%
SES and above equivalent	2,695.98	36.86%	4,617.66	63.14%	7,313.64	100.00%
Queensland public sector	152,054.17	67.14%	74,415.73	32.86%	226,469.90	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 examples¹

AO equivalent ¹	Occupations (selected examples only)	Female	Male	Total
AO1 and equivalent	Police recruits	33.94	52.90	86.84
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	15,600.05	5,980.36	21,580.41
AO3 and equivalent	Operational staff at Queensland Health, teacher aides, administration officers, some teachers, enrolled nurses and assistants in nursing, some registered nurses, some ambulance operational staff and others	19,692.56	8,262.79	27,955.35
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	26,553.18	10,875.32	37,428.50
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	20,712.52	9,777.47	30,489.99
AO6 and equivalent	Teachers, clinical and registered nurses, TAFE teachers, some ambulance operational staff, police officers, health practitioners, detectives and others	26,801.02	10,794.43	37,595.45
AO7 and equivalent	Clinical and registered nurses, teachers, police officers, detectives and others	20,788.25	10,629.29	31,417.54
AO8 and equivalent	Clinical nurses, consultant/manager/educator, clinical and registered nurses, teachers, principals and guidance officers, police officers, health practitioners, detectives and others	12,337.51	6,978.85	19,316.36
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	6,839.16	6,446.66	13,285.82
Senior executives and equivalent	Medical staff including visiting medical staff, principals including executive principals, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing, senior executive service (SES) officers, most commissioned police officers and others	2,695.98	4,617.66	7,313.64
Total		152,054.17	74,415.73	226,469.90

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 have caused 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 44.29 years (44.10 years for a female and 44.70 years for a male).

Figure 5 Number of FTE by age distribution and gender

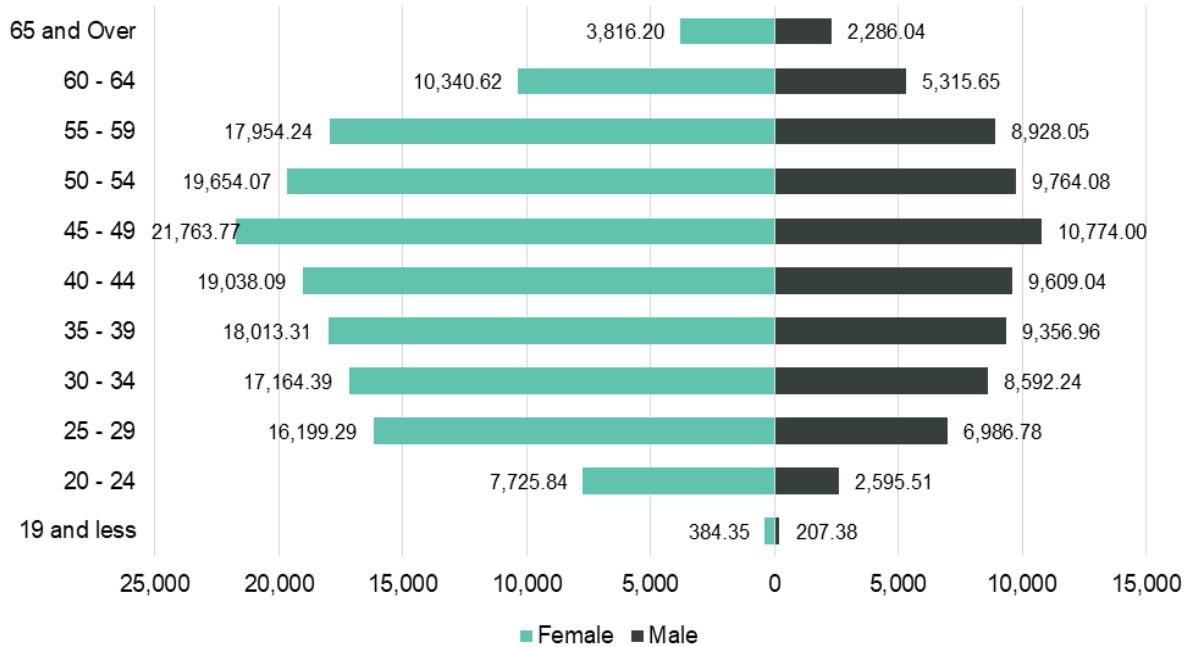


Table 6 Percentage of full-time equivalent by age distribution and gender

	19 and less	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 and Over	Total
Female	64.95%	74.85%	69.87%	66.64%	65.81%	66.46%	66.89%	66.81%	66.79%	66.05%	62.54%	67.14%
Male	35.05%	25.15%	30.13%	33.36%	34.19%	33.54%	33.11%	33.19%	33.21%	33.95%	37.46%	32.86%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

By geography

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

Just under 20 per cent of employees are located in the Brisbane inner city statistical area. Since the June 2018 quarter, the most significant increases in statistical areas are:

- 3.75 per cent for Brisbane - North
- 2.71 per cent for Ipswich
- 2.26 per cent for Brisbane - East

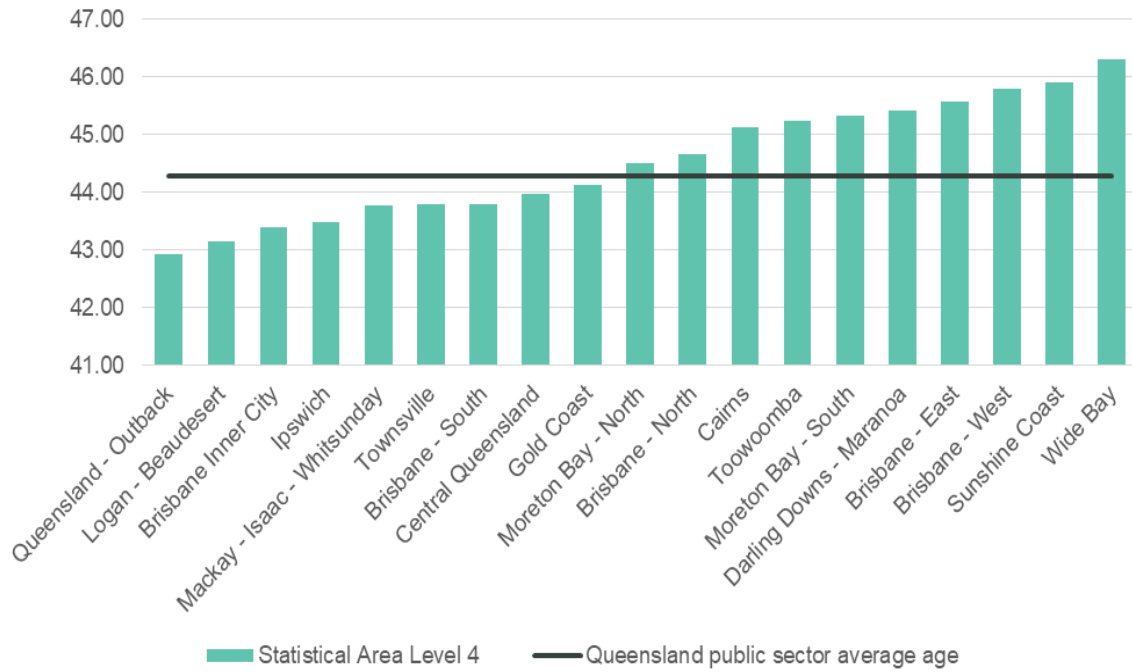
Table 7 FTE and quarterly variance in FTE by Queensland SA4

Statistical Area Level 4	Jun 2018		Sept 2018		% of quarterly variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,996.00	2.22%	5,109.13	2.26%	2.26%
Brisbane - North	9,387.12	4.16%	9,738.73	4.30%	3.75%
Brisbane - South	18,696.48	8.29%	18,744.27	8.28%	0.26%
Brisbane - West	4,158.03	1.84%	3,752.64	1.66%	-9.75%
Brisbane Inner City	44,906.95	19.92%	44,875.85	19.82%	-0.07%
Cairns	13,444.63	5.96%	13,491.17	5.96%	0.35%
Darling Downs - Maranoa	5,009.12	2.22%	5,042.27	2.23%	0.66%
Central Queensland	9,873.21	4.38%	9,854.74	4.35%	-0.19%
Gold Coast	19,356.54	8.59%	19,450.80	8.59%	0.49%
Ipswich	14,639.68	6.49%	15,036.55	6.64%	2.71%
Logan - Beaudesert	10,486.13	4.65%	10,580.51	4.67%	0.90%
Mackay - Isaac - Whitsunday	6,505.45	2.89%	6,541.31	2.89%	0.55%
Moreton Bay - North	9,085.92	4.03%	9,111.11	4.02%	0.28%
Moreton Bay - South	3,571.94	1.58%	3,562.02	1.57%	-0.28%
Queensland - Outback	6,122.95	2.72%	6,171.47	2.73%	0.79%
Sunshine Coast	12,927.79	5.74%	12,989.67	5.74%	0.48%
Toowoomba	7,638.47	3.39%	7,670.94	3.39%	0.43%
Townsville	12,815.17	5.69%	12,898.82	5.70%	0.65%
Wide Bay	11,787.30	5.23%	11,841.27	5.23%	0.46%
Queensland	225,408.88	100.00%	226,463.27	100.00%	0.47%

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 46.30 years in Wide Bay to 42.93 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 (49.01 per cent) of the public sector are professionals. More than a fifth (21.25 per cent) are community and personal service workers, and nearly a fifth (17.16 per cent) are clerical and administrative workers.

Figure 7 Percentage of FTE by occupation

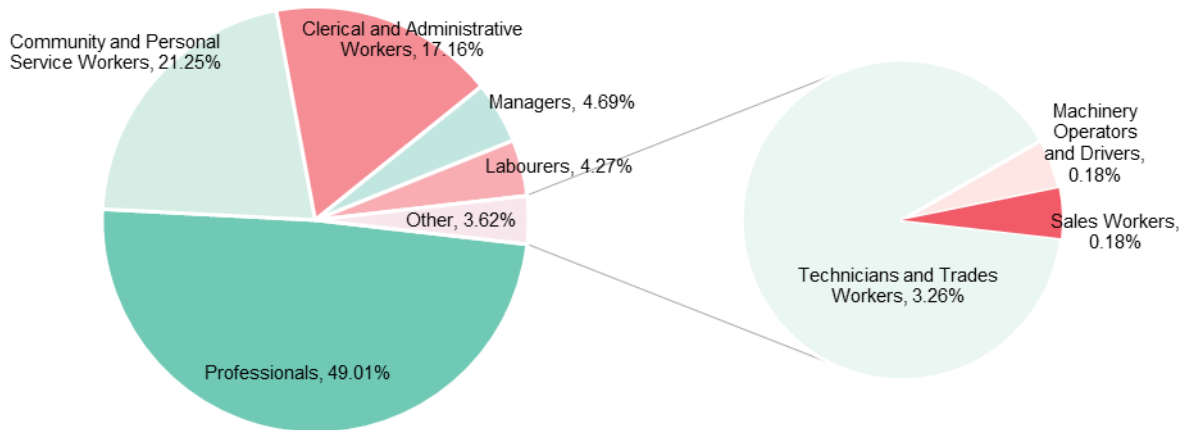


Table 8 Number and percentage of FTE by occupation

Type of occupation type	FTE	% of FTE
Professionals	110,981.95	49.01%
Community and Personal Service Workers	48,127.20	21.25%
Clerical and Administrative Workers	38,862.42	17.16%
Managers	10,625.52	4.69%
Labourers	9,669.21	4.27%
Technicians and Trades Workers	7,378.47	3.26%
Machinery Operators and Drivers	415.54	0.18%
Sales Workers	409.59	0.18%
Queensland public sector	226,469.90	100.00%

By type of service

Employees in corporate services represent 8.60 per cent of the public sector, with the two largest functions of information and communications technology (ICT) and human resources (HR), accounting collectively for 47.67 per cent of corporate service employees.

The next largest functions within corporate services are accounting and finance (15.73 per cent) and property and facilities (7.30 per cent).

Figure 8 Percentage of FTE by type of service

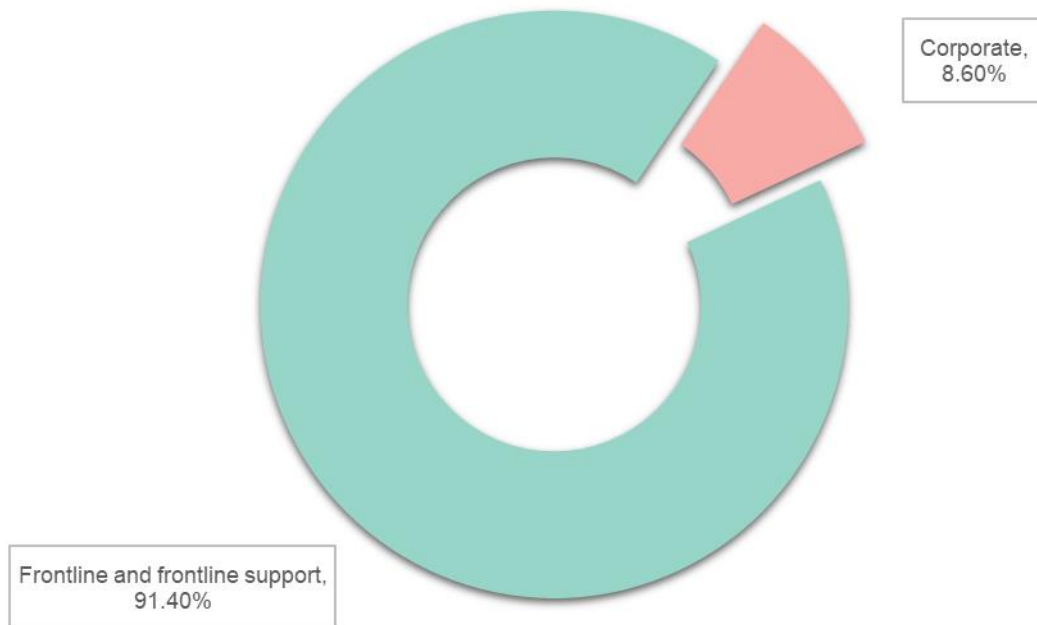


Table 9 Number and percentage of FTE employees by type of service

Type of service	FTE	% of FTE
Frontline and frontline support	206,984.03	91.40%
Corporate	19,485.87	8.60%
Queensland public sector	226,469.90	100.00%

Figure 9 Number of FTE by corporate services function

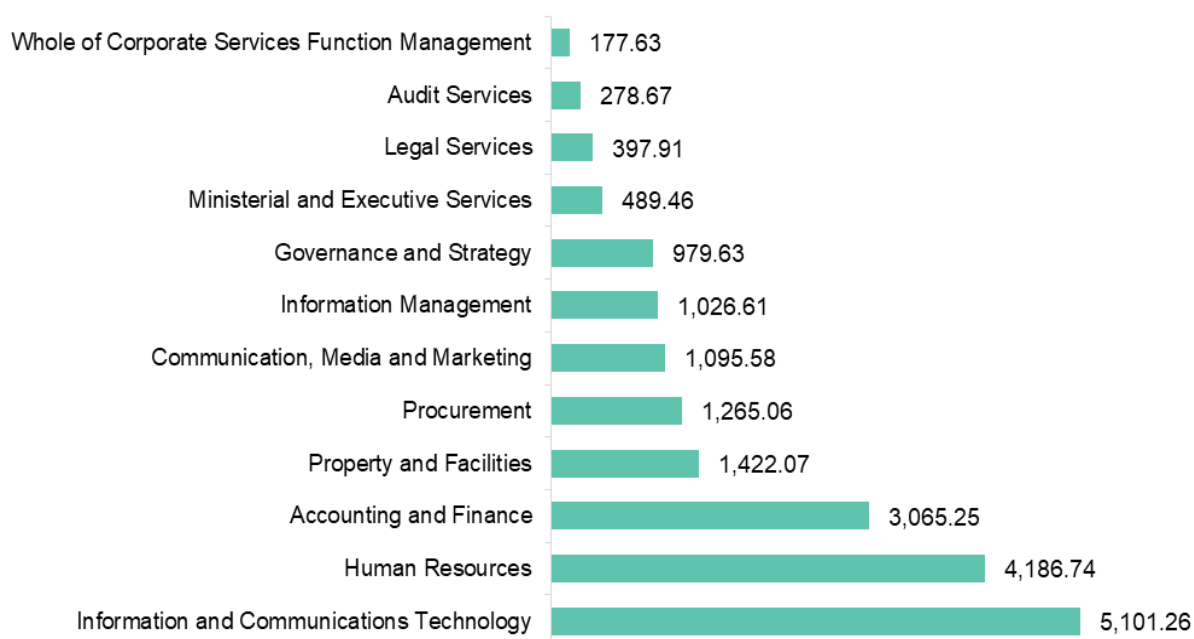


Table 10 Number and percentage of FTE by corporate services function

Type of corporate services function	FTE	% of FTE
Information and Communications Technology	5,101.26	26.18%
Human Resources	4,186.74	21.49%
Accounting and Finance	3,065.25	15.73%
Property and Facilities	1,422.07	7.30%
Procurement	1,265.06	6.49%
Communication, Media and Marketing	1,095.58	5.62%
Information Management	1,026.61	5.27%
Governance and Strategy	979.63	5.03%
Ministerial and Executive Services	489.46	2.51%
Legal Services	397.91	2.04%
Audit Services	278.67	1.43%
Whole of Corporate Services Function Management	177.63	0.91%
Queensland public sector - corporate service total	19,485.87	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	223.65	46.60	0.39	7.00	277.64
Department of Agriculture and Fisheries	1,768.44	244.06	1.11	21.00	2,034.61
Department of Child Safety, Youth and Women	3,716.70	794.81	150.64	30.00	4,692.15
Department of Communities, Disability Services and Seniors	1,938.86	296.99	163.87	15.00	2,414.72
Department of Education	56,492.68	13,568.58	2,617.99	162.20	72,841.45
Department of Employment, Small Business and Training	438.96	87.71	-	15.00	541.67
Department of Environment and Science	2,447.47	458.52	18.08	35.60	2,959.67
Department of Housing and Public Works	4,534.49	701.70	6.60	77.60	5,320.39
Department of Innovation, Tourism Industry Development and the Commonwealth Games	114.12	34.60	-	16.00	164.72
Department of Justice and Attorney-General	2,459.18	690.48	91.49	76.06	3,317.21
Department of Local Government, Racing and Multicultural Affairs	139.63	28.97	-	8.80	177.40
Department of Natural Resources, Mines and Energy	2,309.39	200.06	3.96	93.93	2,607.34
Department of State Development, Manufacturing, Infrastructure and Planning	740.29	156.50	-	60.80	957.59
Department of the Premier and Cabinet	308.40	119.34	-	23.00	450.74
Department of Transport and Main Roads	6,158.40	540.74	343.09	90.00	7,132.23
Electoral Commission Queensland	45.40	12.68	0.71	2.00	60.79
Office of the Inspector-General of Emergency Management	17.18	4.00	-	1.00	22.18
Public Safety Business Agency	938.92	93.75	7.83	43.75	1,084.25
Public Service Commission	54.68	8.80	-	6.00	69.48
Public Trustee	518.63	78.42	-	5.00	602.05
Queensland Audit Office	150.84	6.60	1.77	7.00	166.21
Queensland Corrective Services	4,351.36	547.00	61.73	42.50	5,002.59
Queensland Fire and Emergency Services	2,866.12	190.33	212.73	17.00	3,286.18
Queensland Health	67,831.43	17,594.56	2,534.95	403.43	88,364.37
Queensland Police Service	14,476.34	453.94	18.74	330.00	15,279.02
Queensland Treasury	885.19	45.40	0.34	45.60	976.53
TAFE Queensland	2,661.71	966.49	173.42	110.25	3,911.87
Queensland public sector sub-total: Budget paper 2 agencies	178,588.46	37,971.63	6,409.44	1,745.52	224,715.05

Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	30.20	3.80	-	-	34.00
Legal Aid Queensland	475.00	69.29	-	9.00	553.29
Office of the Health Ombudsman	113.80	16.00	-	4.00	133.80
Queensland Art Gallery	179.43	46.09	68.47	5.00	298.99
Queensland Family and Child Commission	43.57	9.60	-	4.20	57.37
Queensland Museum	160.09	67.20	33.40	3.00	263.69
State Library of Queensland	230.59	30.31	15.22	4.00	280.12
Trade and Investment Queensland	90.17	33.42	-	10.00	133.59
Queensland public sector sub-total: Other entities	1,322.85	275.71	117.09	39.20	1,754.85
Queensland public sector total	179,911.31	38,247.34	6,526.53	1,784.72	226,469.90

Table 12 Number of headcount by appointment type and agency

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	232	47	2	7	288
Department of Agriculture and Fisheries	1,835	252	10	21	2,118
Department of Child Safety, Youth and Women	3,924	852	228	30	5,034
Department of Communities, Disability Services and Seniors	2,034	326	262	15	2,637
Department of Education	65,116	18,746	7,728	164	91,754
Department of Employment, Small Business and Training	461	90	-	15	566
Department of Environment and Science	2,548	477	46	36	3,107
Department of Housing and Public Works	4,746	728	11	78	5,563
Department of Innovation, Tourism Industry Development and the Commonwealth Games	119	36	-	16	171
Department of Justice and Attorney-General	2,626	747	213	79	3,665
Department of Local Government, Racing and Multicultural Affairs	146	30	-	9	185
Department of Natural Resources, Mines and Energy	2,418	211	9	95	2,733
Department of State Development, Manufacturing, Infrastructure and Planning	778	164	-	61	1,003
Department of the Premier and Cabinet	326	124	-	24	474
Department of Transport and Main Roads	6,412	571	2,052	90	9,125
Electoral Commission Queensland	46	13	1	2	62
Office of the Inspector-General of Emergency Management	18	4	-	1	23
Public Safety Business Agency	954	97	8	44	1,103
Public Service Commission	59	9	-	6	74
Public Trustee	541	85	-	5	631
Queensland Audit Office	158	7	4	7	176
Queensland Corrective Services	4,440	565	130	43	5,178
Queensland Fire and Emergency Services	2,897	208	2,019	17	5,141
Queensland Health	77,920	20,719	5,584	861	105,084
Queensland Police Service	14,806	484	20	330	15,640
Queensland Treasury	924	48	1	46	1,019
TAFE Queensland	2,811	1,093	581	114	4,599
Queensland public sector sub-total: Budget paper 2 agencies	199,295	46,733	18,909	2,216	267,153

Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	32	4	-	-	36
Legal Aid Queensland	518	81	-	9	608
Office of the Health Ombudsman	118	16	-	4	138
Queensland Art Gallery	203	53	134	5	395
Queensland Family and Child Commission	47	10	-	5	62
Queensland Museum	179	85	77	3	344
State Library of Queensland	254	39	46	4	343
Trade and Investment Queensland	92	34	-	10	136
Queensland public sector sub-total: Other entities	1,443	322	257	40	2,062
Queensland public sector total	200,738	47,055	19,166	2,256	269,215

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	190.84	86.80	277.64	68.74%	31.26%
Department of Agriculture and Fisheries	833.78	1,200.83	2,034.61	40.98%	59.02%
Department of Child Safety, Youth and Women	3,475.43	1,216.72	4,692.15	74.07%	25.93%
Department of Communities, Disability Services and Seniors	1,700.39	714.33	2,414.72	70.42%	29.58%
Department of Education	56,213.79	16,627.66	72,841.45	77.17%	22.83%
Department of Employment, Small Business and Training	384.07	157.60	541.67	70.90%	29.10%
Department of Environment and Science	1,416.33	1,543.34	2,959.67	47.85%	52.15%
Department of Housing and Public Works	2,990.99	2,329.40	5,320.39	56.22%	43.78%
Department of Innovation, Tourism Industry Development and the Commonwealth Games	112.12	52.60	164.72	68.07%	31.93%
Department of Justice and Attorney-General	2,205.81	1,111.40	3,317.21	66.50%	33.50%
Department of Local Government, Racing and Multicultural Affairs	120.61	56.79	177.40	67.99%	32.01%
Department of Natural Resources, Mines and Energy	1,312.74	1,294.60	2,607.34	50.35%	49.65%
Department of State Development, Manufacturing, Infrastructure and Planning	599.39	358.20	957.59	62.59%	37.41%
Department of the Premier and Cabinet	307.34	143.40	450.74	68.19%	31.81%
Department of Transport and Main Roads	3,296.55	3,835.68	7,132.23	46.22%	53.78%
Electoral Commission Queensland	33.79	27.00	60.79	55.58%	44.42%
Office of the Inspector-General of Emergency Management	17.18	5.00	22.18	77.46%	22.54%
Public Safety Business Agency	365.96	718.29	1,084.25	33.75%	66.25%
Public Service Commission	51.78	17.70	69.48	74.53%	25.47%
Public Trustee	439.05	163.00	602.05	72.93%	27.07%
Queensland Audit Office	82.21	84.00	166.21	49.46%	50.54%
Queensland Corrective Services	2,177.30	2,825.29	5,002.59	43.52%	56.48%
Queensland Fire and Emergency Services	697.65	2,588.53	3,286.18	21.23%	78.77%
Queensland Health	63,445.84	24,918.53	88,364.37	71.80%	28.20%
Queensland Police Service	5,464.06	9,814.96	15,279.02	35.76%	64.24%
Queensland Treasury	532.64	443.89	976.53	54.54%	45.46%
TAFE Queensland	2,408.88	1,502.99	3,911.87	61.58%	38.42%
Queensland public sector sub-total: Budget paper 2 agencies	150,876.52	73,838.53	224,715.05	67.14%	32.86%

Other entities	FTE			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	28.00	6.00	34.00	82.35%	17.65%
Legal Aid Queensland	410.70	142.59	553.29	74.23%	25.77%
Office of the Health Ombudsman	92.00	41.80	133.80	68.76%	31.24%
Queensland Art Gallery	161.46	137.53	298.99	54.00%	46.00%
Queensland Family and Child Commission	45.77	11.60	57.37	79.78%	20.22%
Queensland Museum	158.99	104.70	263.69	60.29%	39.71%
State Library of Queensland	195.14	84.98	280.12	69.66%	30.34%
Trade and Investment Queensland	85.59	48.00	133.59	64.07%	35.93%
Queensland public sector sub-total: Other entities	1,177.65	577.20	1,754.85	67.11%	32.89%
Queensland public sector total	152,054.17	74,415.73	226,469.90	67.14%	32.86%

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	200	88	288	69.44%	30.56%
Department of Agriculture and Fisheries	904	1,214	2,118	42.68%	57.32%
Department of Child Safety, Youth and Women	3,765	1,269	5,034	74.79%	25.21%
Department of Communities, Disability Services and Seniors	1,868	769	2,637	70.84%	29.16%
Department of Education	72,736	19,018	91,754	79.27%	20.73%
Department of Employment, Small Business and Training	407	159	566	71.91%	28.09%
Department of Environment and Science	1,536	1,571	3,107	49.44%	50.56%
Department of Housing and Public Works	3,212	2,351	5,563	57.74%	42.26%
Department of Innovation, Tourism Industry Development and the Commonwealth Games	118	53	171	69.01%	30.99%
Department of Justice and Attorney-General	2,491	1,174	3,665	67.97%	32.03%
Department of Local Government, Racing and Multicultural Affairs	127	58	185	68.65%	31.35%
Department of Natural Resources, Mines and Energy	1,428	1,305	2,733	52.25%	47.75%
Department of State Development, Manufacturing, Infrastructure and Planning	642	361	1,003	64.01%	35.99%
Department of the Premier and Cabinet	329	145	474	69.41%	30.59%
Department of Transport and Main Roads	4,883	4,242	9,125	53.51%	46.49%
Electoral Commission Queensland	35	27	62	56.45%	43.55%
Office of the Inspector-General of Emergency Management	18	5	23	78.26%	21.74%
Public Safety Business Agency	380	723	1,103	34.45%	65.55%
Public Service Commission	56	18	74	75.68%	24.32%
Public Trustee	466	165	631	73.85%	26.15%
Queensland Audit Office	90	86	176	51.14%	48.86%
Queensland Corrective Services	2,287	2,891	5,178	44.17%	55.83%
Queensland Fire and Emergency Services	961	4,180	5,141	18.69%	81.31%
Queensland Health	77,501	27,583	105,084	73.75%	26.25%
Queensland Police Service	5,782	9,858	15,640	36.97%	63.03%
Queensland Treasury	571	448	1,019	56.04%	43.96%
TAFE Queensland	2,909	1,690	4,599	63.25%	36.75%
Queensland public sector sub-total: Budget paper 2 agencies	185,702	81,451	267,153	69.51%	30.49%

Other entities	Headcount			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	30	6	36	83.33%	16.67%
Legal Aid Queensland	458	150	608	75.33%	24.67%
Office of the Health Ombudsman	96	42	138	69.57%	30.43%
Queensland Art Gallery	229	166	395	57.97%	42.03%
Queensland Family and Child Commission	50	12	62	80.65%	19.35%
Queensland Museum	217	127	344	63.08%	36.92%
State Library of Queensland	242	101	343	70.55%	29.45%
Trade and Investment Queensland	88	48	136	64.71%	35.29%
Queensland public sector sub-total: Other entities	1,410	652	2,062	68.38%	31.62%
Queensland public sector total	187,112	82,103	269,215	69.50%	30.50%

Definitions

Appointment type	Either permanent, temporary, casual or contract (refer to specific definitions for each term).
ANZSCO (occupation code)	<p>ANZSCO (Australian and New Zealand Standard Classification of Occupations) is an industry standard coding system that attributes a six digit code to a position to describe the occupation being performed. This report contains a table at the highest summary level.</p> <p>The professionals group includes teachers, higher level nurses, health practitioners and doctors among others.</p> <p>The community and personal workers group includes police, teacher aides, lower level nurses, ambulance officers and fire fighters among others.</p> <p>For more information, refer to the Public Service Commission's' workforce definitions.</p>
Average annual earnings (FTE)	Average annual earnings (FTE) are the earnings as if an employee were working full-time. Average annual earnings are calculated on the salary and regular allowances paid to employees. Average annual earnings do not include one-off or sporadic payments such as travelling allowances. Information on earnings is collected as at the snapshot date and is extrapolated over a 12-month period.
Casual employment	<p>Casual employees are not permanent employees and normally work less than full-time hours as prescribed by the applicable industrial instrument. Casual employment attracts the payment of a loading (as prescribed by the applicable industrial instrument) in lieu of sick and recreation leave.</p> <p>Casual employment is characterised by its ad hoc nature with each engagement standing alone. There may be instances where employees have been employed as casuals on a regular and systematic basis over a long period of time. This is normally not within the strict definition of the term and many such employees should be properly classified as temporaries or part-timers. The difference between casual employment and temporary employment is that casual employment attracts the loading in lieu of sick and recreation leave whereas temporaries will generally receive the same entitlements as full-time employees.</p>
Contract	Includes employees of the Senior Executive Service and the Chief Executive Service and those employed under Section 122 of the <i>Public Service Act 2008</i> or similar legislation in other relevant Acts. Also includes employees on common law and high income guarantee contracts.
Corporate services employees	<p>Employees who provide organisation-wide support services for public sector agencies are identified as providing corporate services.</p> <p>Corporate services are delivered to clients who are internal to the Queensland government.</p> <p>Corporate services may be provided on an agency-specific, cross-agency or service-wide basis.</p> <p>Employees deliver corporate services activities for the majority of the available working time.</p> <p>Employees may be located in a corporate division, or embedded in business, service or regional areas.</p> <p>For more information about the type of work being undertaken by public sector employees, refer to the corporate services MOHRI codes.</p>

Employment status	Either full-time, part-time or casual (refer to specific definitions for each term).
Full-time	An employee who works full-time hours as specified in the award or agreement under which the employee is engaged.
Frontline and frontline support	Frontline roles are those that deliver services directly to the public including teachers, nurses, doctors and police officers. Frontline support roles are 'non-corporate services' roles that provide essential support, enabling the effective delivery of frontline services, including hospital and school cleaners, road workers and school groundskeepers.
Location	Statistical Area Level 4 as defined in the Australian Statistical Geography Standard by the Australian Bureau of Statistics. This is based on the location of an employee's work headquarters.
Part-time	An employee who works less than full-time hours and performs those duties on a regular basis.
Permanent employment	An employee who is employed on a continuing basis to perform ongoing functions.
Temporary employment	Temporary employees are employed for fixed term engagements of specific periods of time. The circumstances for engaging temporary employees are many and include specific budget allocation for particular projects, replacing permanent employees who are absent from their substantive position or assistance required to meet peak workloads. Temporary employees are generally employed on the same conditions as permanent employees as prescribed by the applicable industrial instrument.

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