

# Queensland public sector quarterly workforce profile

June 2018



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Prepared by the State of Queensland (Public Service Commission), August 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 June 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 2,158.92 full-time equivalent (FTE) employees in the Queensland public sector since March 2018 quarter — an increase of 0.97 per cent.

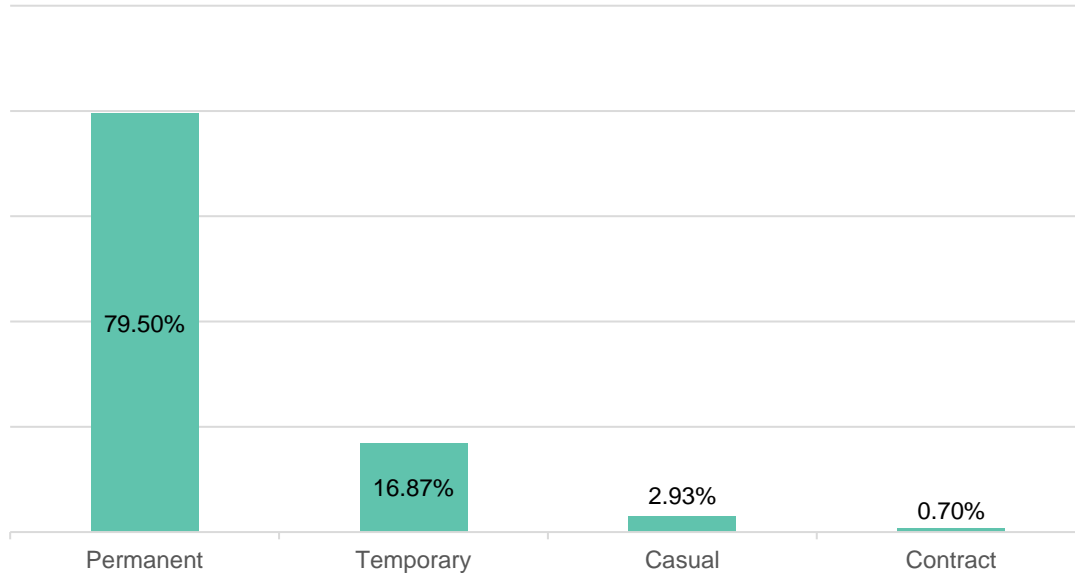
**Table 1 Number of FTE by agency**

Budget paper 2 agencies	Mar 2018	Jun 2018	Quarterly variance in total FTE	% Quarterly variance in total FTE
Department of Aboriginal and Torres Strait Islander Partnerships	297.45	296.95	-0.50	-0.17%
Department of Agriculture and Fisheries	2,028.06	2,042.93	14.87	0.73%
Department of Child Safety, Youth and Women	4,590.85	4,699.14	108.29	2.36%
Department of Communities, Disability Services and Seniors	2,511.61	2,508.44	-3.17	-0.13%
Department of Education	71,296.25	72,341.17	1,044.92	1.47%
Department of Employment, Small Business and Training	493.55	527.05	33.50	6.79%
Department of Environment and Science	2,960.41	2,982.50	22.09	0.75%
Department of Housing and Public Works	5,301.22	5,306.66	5.44	0.10%
Department of Innovation, Tourism Industry Development and the Commonwealth Games	177.62	189.87	12.25	6.90%
Department of Justice and Attorney-General	3,384.20	3,314.90	-69.30	-2.05%
Department of Local Government, Racing and Multicultural Affairs	161.71	170.76	9.05	5.60%
Department of Natural Resources, Mines and Energy	2,572.70	2,596.53	23.83	0.93%
Department of State Development, Manufacturing, Infrastructure and Planning	990.44	960.39	-30.05	-3.03%
Department of the Premier and Cabinet	461.54	466.95	5.41	1.17%
Department of Transport and Main Roads	7,247.50	7,179.09	-68.41	-0.94%
Queensland Corrective Services	4,773.74	4,936.63	162.89	3.41%
Queensland Fire and Emergency Services	3,220.76	3,233.62	12.86	0.40%
Queensland Health	87,025.54	87,819.20	793.66	0.91%
Queensland Police Service	15,099.40	15,163.04	63.64	0.42%
Queensland Treasury	969.65	1,003.62	33.97	3.50%
Electoral Commission Queensland	54.08	57.08	3.00	5.55%
Office of the Inspector-General of Emergency Management	21.30	21.06	-0.24	-1.13%
Public Safety Business Agency	1,091.04	1,087.48	-3.56	-0.33%
Public Service Commission	72.68	73.08	0.40	0.55%
Public Trustee	579.46	594.38	14.92	2.57%
Queensland Audit Office	176.39	176.59	0.20	0.11%
TAFE Queensland	4,000.21	3,978.12	-22.09	-0.55%
<b>Queensland public sector sub-total: Budget paper 2 agencies</b>	<b>221,559.36</b>	<b>223,727.23</b>	<b>2,167.87</b>	<b>0.98%</b>
Other entities	Mar 2018	Jun 2018	Quarterly variance in total FTE	% Quarterly variance in total FTE
Anti-Discrimination Commission Queensland	34.14	33.20	-0.94	-2.75%
Legal Aid Queensland	503.55	529.46	25.91	5.15%
Office of the Health Ombudsman	137.18	131.10	-6.08	-4.43%
Queensland Art Gallery	299.65	287.88	-11.77	-3.93%
Queensland Family and Child Commission	63.21	58.67	-4.54	-7.18%
Queensland Museum	273.30	249.54	-23.76	-8.69%
State Library of Queensland	266.41	271.84	5.43	2.04%
Trade and Investment Queensland	120.79	127.59	6.80	5.63%
<b>Queensland public sector sub-total: Other entities</b>	<b>1,698.23</b>	<b>1,689.28</b>	<b>-8.95</b>	<b>-0.53%</b>
<b>Queensland public sector total</b>	<b>223,257.59</b>	<b>225,416.51</b>	<b>2,158.92</b>	<b>0.97%</b>

## By employment category

The majority of the workforce are permanent employees. Temporary and casual employment remain relatively low at 16.87 per cent and 2.93 per cent respectively.

**Figure 1 Percentage of FTE by appointment type**



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

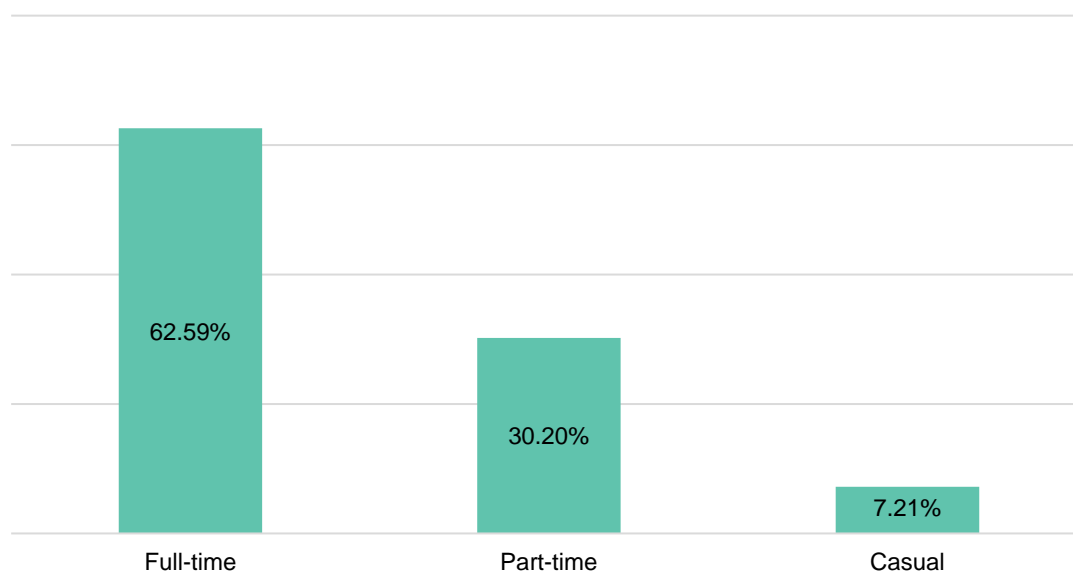
**Table 2 Number of FTE by appointment type and gender**

	Permanent		Temporary		Casual		Contract		Queensland public sector total (FTE)	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
<b>Female</b>	119,249.90	66.55%	26,864.52	70.65%	4,628.33	70.07%	605.91	38.19%	151,348.66	67.14%
<b>Male</b>	59,948.14	33.45%	11,161.80	29.35%	1,977.36	29.93%	980.55	61.81%	74,067.85	32.86%
<b>Total</b>	179,198.04	100.00%	38,026.32	100.00%	6,605.69	100.00%	1,586.46	100.00%	225,416.51	100.00%

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

A total of 62.59 per cent of employees work full-time and 30.20 per cent of employees have part-time work arrangements.

**Figure 2 Percentage of headcount by employment status**



Females account for 88.57 per cent of part-time work arrangements.

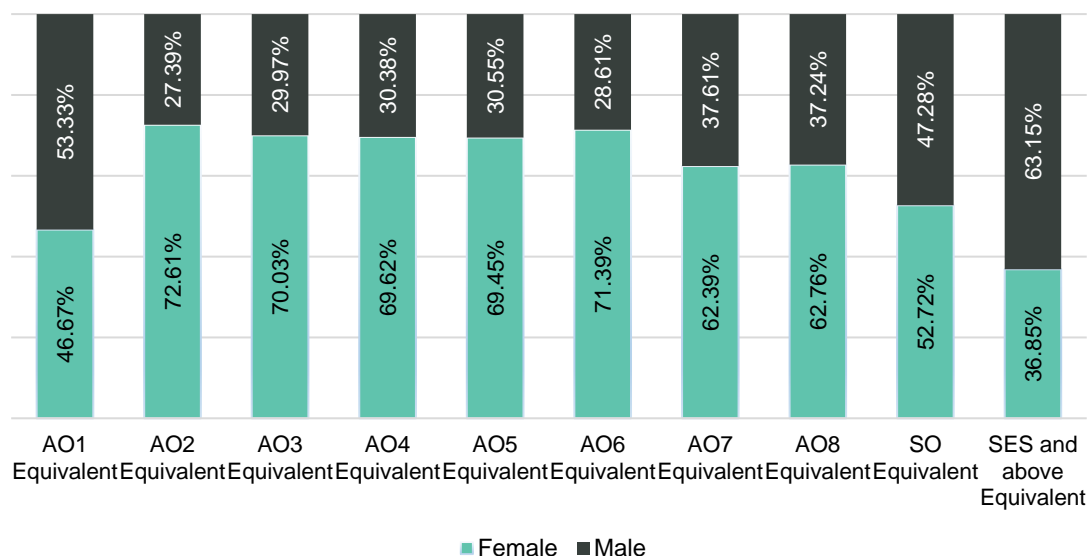
**Table 3 Number of headcount by employment status and gender**

	Full-time		Part-time		Casual		Queensland public sector total (Headcount)	
<b>Female</b>	101,229	60.37%	71,670	88.57%	13,267	68.73%	186,166	69.49%
<b>Male</b>	66,447	39.63%	9,247	11.43%	6,035	31.27%	81,729	30.51%
<b>Total</b>	167,676	100.00%	80,917	100.00%	19,302	100.00%	267,895	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 \$9464 less than males. Females are generally in lower paid jobs than males, with 70.57 per cent of AO2 to AO6 and equivalent roles held by females. This figure decreases to 62.39 per cent in AO7 and equivalent roles, 62.76 per cent in AO8 and equivalent roles, 52.72 per cent in senior officer and equivalent roles and 36.85 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	123.90	46.67%	141.57	53.33%	265.47	100.00%
AO2 and equivalent	16,884.63	72.61%	6,368.18	27.39%	23,252.81	100.00%
AO3 and equivalent	20,185.51	70.03%	8,640.54	29.97%	28,826.05	100.00%
AO4 and equivalent	26,571.39	69.62%	11,592.90	30.38%	38,164.29	100.00%
AO5 and equivalent	20,802.32	69.45%	9,149.65	30.55%	29,951.97	100.00%
AO6 and equivalent	32,512.96	71.39%	13,031.28	28.61%	45,544.24	100.00%
AO7 and equivalent	14,139.93	62.39%	8,522.49	37.61%	22,662.42	100.00%
AO8 and equivalent	11,629.06	62.76%	6,899.96	37.24%	18,529.02	100.00%
SO and equivalent	5,929.62	52.72%	5,318.05	47.28%	11,247.67	100.00%
SES and above equivalent	2,569.34	36.85%	4,403.23	63.15%	6,972.57	100.00%
<b>Queensland public sector</b>	<b>151,348.66</b>	<b>67.14%</b>	<b>74,067.85</b>	<b>32.86%</b>	<b>225,416.51</b>	<b>100.00%</b>

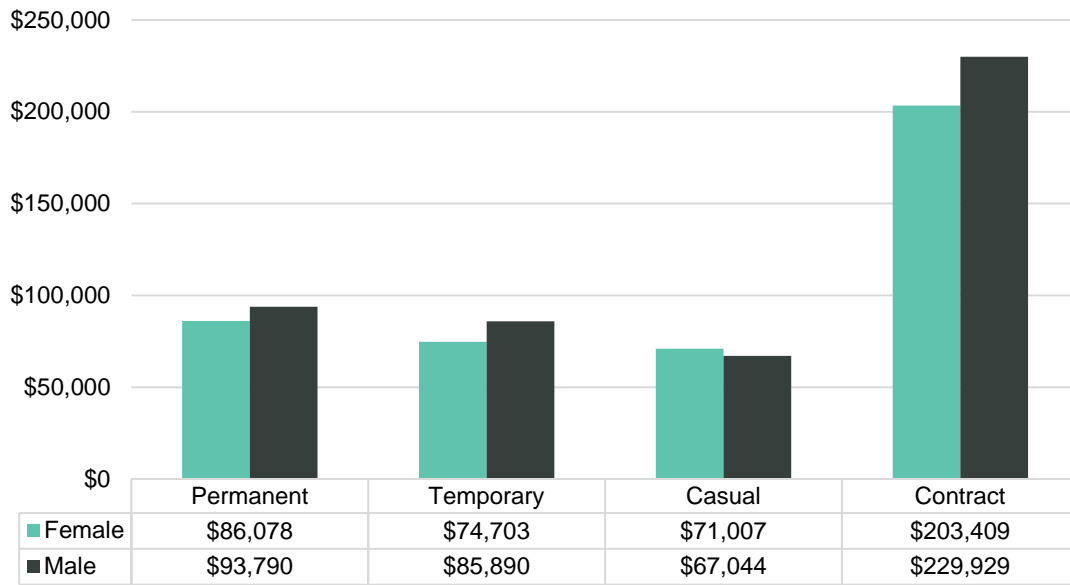


**Table 5 Number of FTE by annual earnings and gender, based on AO equivalent (as if working full-time) with selected occupations as examples**

AO equivalent <sup>1</sup>	Occupations (selected examples only)	Female	Male	Total
AO1 and equivalent	Police recruits	123.90	141.57	265.47
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	16,884.63	6,368.18	23,252.81
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	20,185.51	8,640.54	28,826.05
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	26,571.39	11,592.90	38,164.29
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	20,802.32	9,149.65	29,951.97
AO6 and equivalent	Teachers, clinical and registered nurses, TAFE teachers, some ambulance operational staff, police officers, health practitioners, detectives and others	32,512.96	13,031.28	45,544.24
AO7 and equivalent	Clinical and registered nurses, teachers, police officers, detectives and others	14,139.93	8,522.49	22,662.42
AO8 and equivalent	Clinical nurses, consultant/manager/educator, clinical and registered nurses, teachers, principals and guidance officers, police officers, health practitioners, detectives and others	11,629.06	6,899.96	18,529.02
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	5,929.62	5,318.05	11,247.67
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	2,569.34	4,403.23	6,972.57
<b>Total</b>		<b>151,348.66</b>	<b>74,067.85</b>	<b>225,416.51</b>

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.

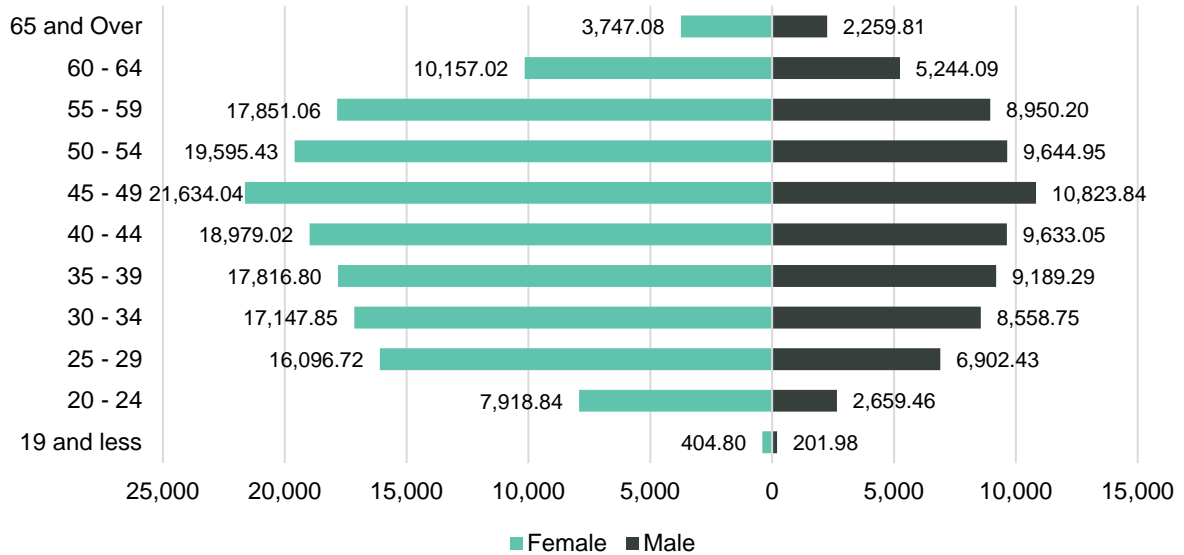
**Figure 4 Average annual earnings (FTE) by appointment type and gender**



## By age

The average age of an employee is 44.25 years (44.06 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	66.71%	74.86%	69.99%	66.71%	65.97%	66.33%	66.65%	67.01%	66.61%	65.95%	62.38%	67.14%
Male	33.29%	25.14%	30.01%	33.29%	34.03%	33.67%	33.35%	32.99%	33.39%	34.05%	37.62%	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).<sup>2</sup> 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 March 2018 quarter, the most significant increases in statistical areas are:

- 14.74 per cent for Brisbane - West
- 5.68 per cent for Moreton Bay - South
- 1.60 per cent for Brisbane Inner City

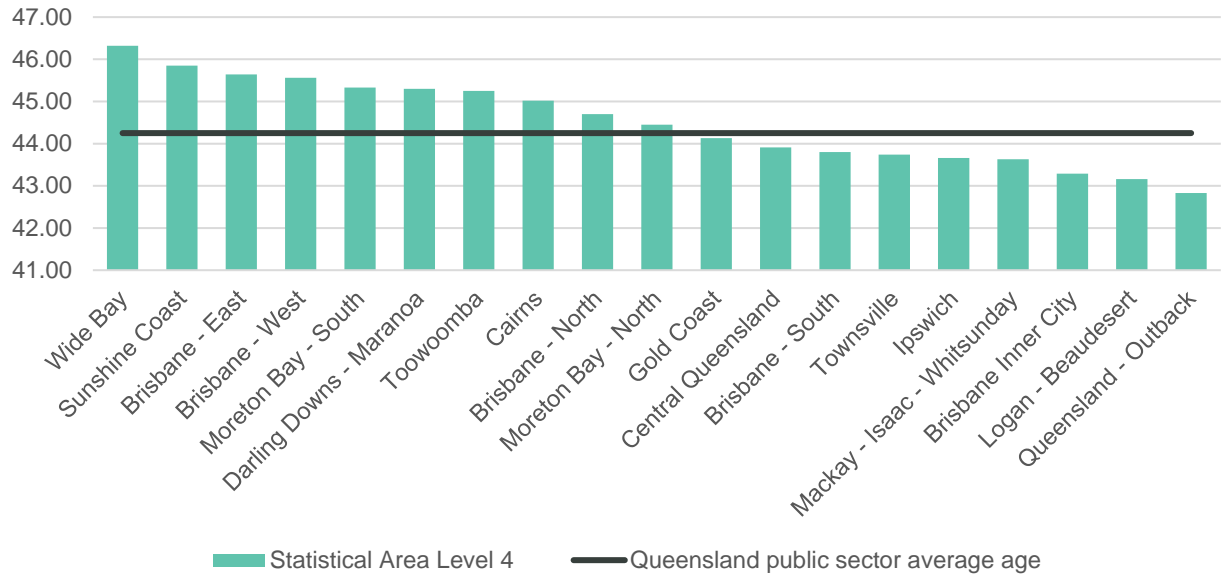
**Table 7 FTE and quarterly variance in FTE by Queensland SA4**

Statistical Area Level 4	Mar 2018		Jun 2018		% of quarterly variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,917.85	2.20%	4,996.00	2.22%	1.59%
Brisbane - North	9,642.38	4.32%	9,387.12	4.16%	-2.65%
Brisbane - South	18,940.18	8.48%	18,696.48	8.29%	-1.29%
Brisbane - West	3,623.72	1.62%	4,158.03	1.84%	14.74%
Brisbane Inner City	44,201.42	19.80%	44,906.95	19.92%	1.60%
Cairns	13,309.15	5.96%	13,444.63	5.96%	1.02%
Darling Downs - Maranoa	4,999.24	2.24%	5,009.12	2.22%	0.20%
Central Queensland	9,776.05	4.38%	9,873.21	4.38%	0.99%
Gold Coast	19,104.06	8.56%	19,356.54	8.59%	1.32%
Ipswich	14,456.87	6.48%	14,639.68	6.49%	1.26%
Logan - Beaudesert	10,391.25	4.65%	10,486.13	4.65%	0.91%
Mackay - Isaac - Whitsunday	6,508.12	2.92%	6,505.45	2.89%	-0.04%
Moreton Bay - North	9,040.49	4.05%	9,085.92	4.03%	0.50%
Moreton Bay - South	3,380.05	1.51%	3,571.94	1.58%	5.68%
Queensland - Outback	6,094.54	2.73%	6,122.95	2.72%	0.47%
Sunshine Coast	12,797.46	5.73%	12,927.79	5.74%	1.02%
Toowoomba	7,543.55	3.38%	7,638.47	3.39%	1.26%
Townsville	12,804.70	5.74%	12,815.17	5.69%	0.08%
Wide Bay	11,718.88	5.25%	11,787.30	5.23%	0.58%
<b>Queensland</b>	<b>223,249.96</b>	<b>100.00%</b>	<b>225,408.88</b>	<b>100.00%</b>	<b>0.97%</b>

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 46.32 years in Wide Bay to 42.83 years in the Queensland – Outback. Interstate and overseas employees are excluded from the analysis.

**Figure 6 Average age by Queensland SA4**

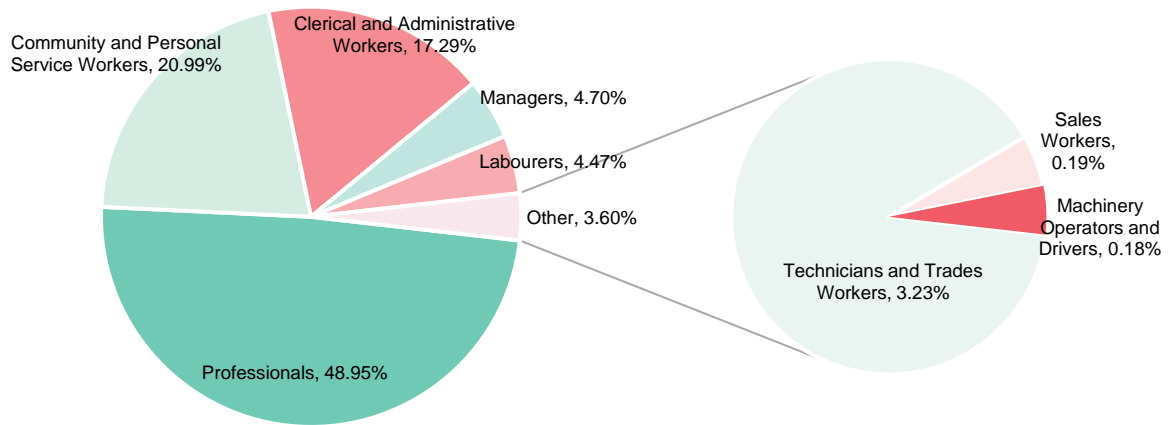


## By occupation

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 (48.95 per cent) of the public sector are professionals. More than a fifth (20.99 per cent) are community and personal service workers, and nearly a fifth (17.29 per cent) are clerical and administrative workers.

**Figure 7 Percentage of FTE by occupation**



**Table 8 Number and percentage of FTE by occupation**

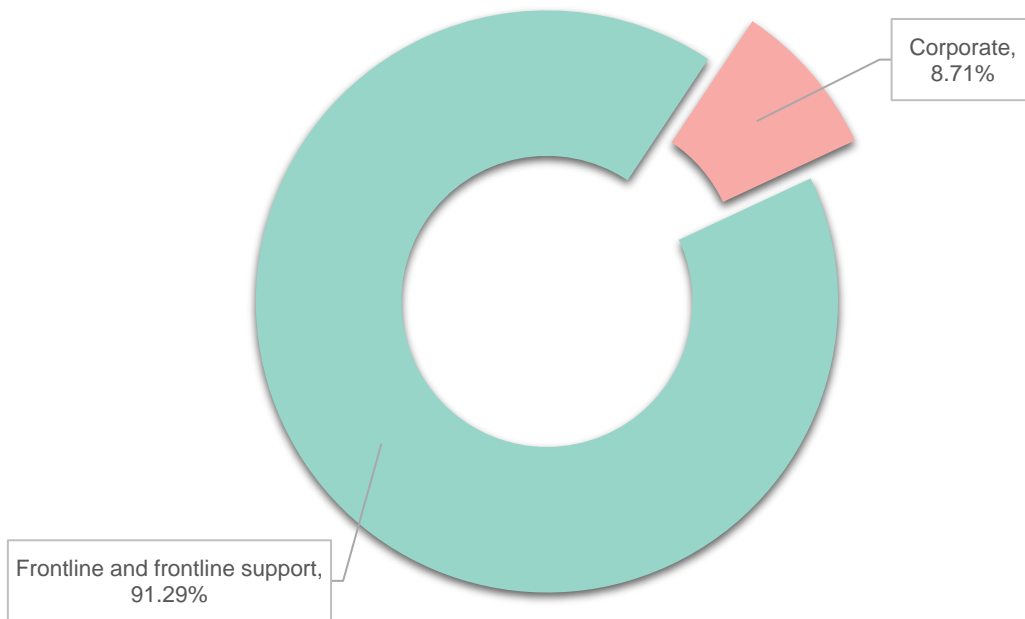
Type of occupation type	FTE	% of FTE
Professionals	110,349.81	48.95%
Community and Personal Service Workers	47,313.42	20.99%
Clerical and Administrative Workers	38,963.45	17.29%
Managers	10,600.11	4.70%
Labourers	10,070.23	4.47%
Technicians and Trades Workers	7,286.92	3.23%
Sales Workers	430.19	0.19%
Machinery Operators and Drivers	402.38	0.18%
<b>Queensland public sector</b>	<b>225,416.51</b>	<b>100.00%</b>

## By type of service

Employees in corporate services represent 8.71 per cent of the public sector, with the two largest functions of information and communications technology (ICT) and human resources (HR), accounting collectively for 47.61 per cent of corporate service employees.

The next largest functions within corporate services are accounting and finance (15.91 per cent) and property and facilities (7.37 per cent).

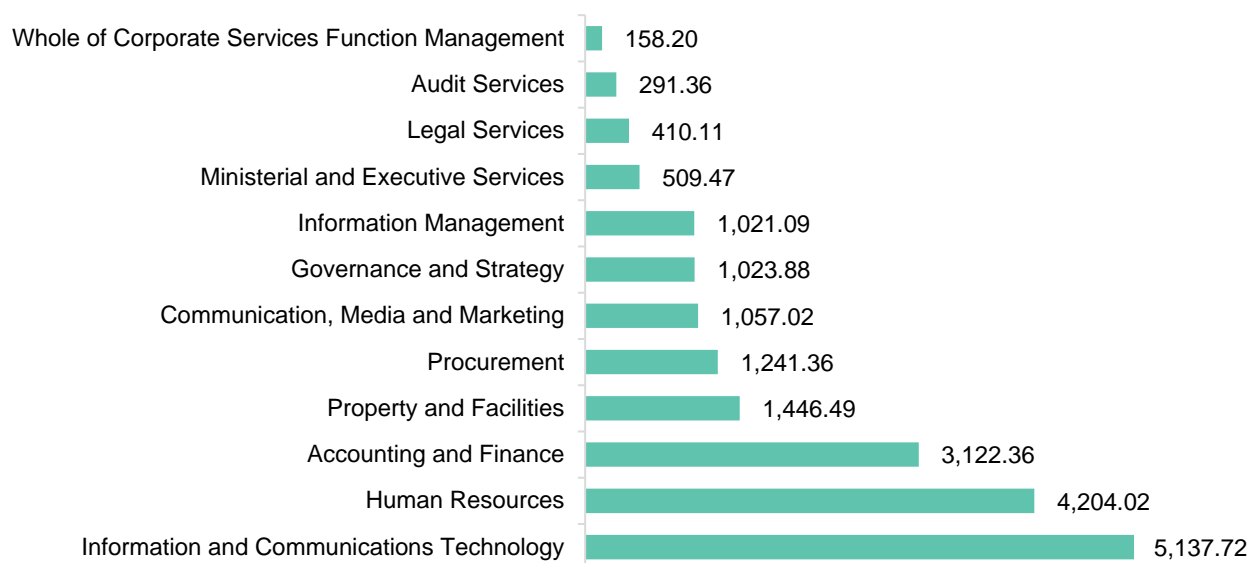
**Figure 8** Percentage of FTE by type of service



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

Type of service	FTE	% of FTE
Frontline and frontline support	205,793.43	91.29%
Corporate	19,623.08	8.71%
<b>Queensland public sector</b>	<b>225,416.51</b>	<b>100.00%</b>

**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	5,137.72	26.18%
Human Resources	4,204.02	21.42%
Accounting and Finance	3,122.36	15.91%
Property and Facilities	1,446.49	7.37%
Procurement	1,241.36	6.33%
Communication, Media and Marketing	1,057.02	5.39%
Governance and Strategy	1,023.88	5.22%
Information Management	1,021.09	5.20%
Ministerial and Executive Services	509.47	2.60%
Legal Services	410.11	2.09%
Audit Services	291.36	1.48%
Whole of Corporate Services Function Management	158.20	0.81%
<b>Queensland public sector - corporate service total</b>	<b>19,623.08</b>	<b>100.00%</b>



## Schedule 1

**Table 11 Number of FTE by appointment type and agency**

<b>Budget paper 2 agencies</b>	<b>Permanent</b>	<b>Temporary</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>
Department of Aboriginal and Torres Strait Islander Partnerships	234.14	56.60	0.21	6.00	296.95
Department of Agriculture and Fisheries	1,781.70	237.90	1.33	22.00	2,042.93
Department of Child Safety, Youth and Women	3,680.17	812.70	177.27	29.00	4,699.14
Department of Communities, Disability Services and Seniors	2,015.20	318.97	158.27	16.00	2,508.44
Department of Education	56,305.67	13,224.51	2,650.79	160.20	72,341.17
Department of Employment, Small Business and Training	432.74	79.31	-	15.00	527.05
Department of Environment and Science	2,429.68	496.79	18.03	38.00	2,982.50
Department of Housing and Public Works	4,532.93	681.52	6.97	85.24	5,306.66
Department of Innovation, Tourism Industry Development and the Commonwealth Games	118.02	51.85	-	20.00	189.87
Department of Justice and Attorney-General	2,451.84	700.17	89.23	73.66	3,314.90
Department of Local Government, Racing and Multicultural Affairs	136.79	27.17	-	6.80	170.76
Department of Natural Resources, Mines and Energy	2,304.51	195.50	5.59	90.93	2,596.53
Department of State Development, Manufacturing, Infrastructure and Planning	727.36	170.23	-	62.80	960.39
Department of the Premier and Cabinet	307.60	137.15	-	22.20	466.95
Department of Transport and Main Roads	6,166.52	591.39	330.18	91.00	7,179.09
Electoral Commission Queensland	43.40	10.68	1.00	2.00	57.08
Office of the Inspector-General of Emergency Management	17.06	3.00	-	1.00	21.06
Public Safety Business Agency	940.24	99.24	7.00	41.00	1,087.48
Public Service Commission	56.58	10.70	-	5.80	73.08
Public Trustee	509.28	80.10	-	5.00	594.38
Queensland Audit Office	160.64	6.40	1.75	7.80	176.59
Queensland Corrective Services	4,291.32	534.77	71.04	39.50	4,936.63
Queensland Fire and Emergency Services	2,836.10	156.91	221.61	19.00	3,233.62
Queensland Health	67,305.90	17,562.31	2,542.38	408.61	87,819.20
Queensland Police Service	14,551.65	448.41	41.98	121.00	15,163.04
Queensland Treasury	904.47	52.80	0.75	45.60	1,003.62
TAFE Queensland	2,676.18	1,001.98	186.24	113.72	3,978.12
<b>Queensland public sector sub-total: Budget paper 2 agencies</b>	<b>177,917.69</b>	<b>37,749.06</b>	<b>6,511.62</b>	<b>1,548.86</b>	<b>223,727.23</b>

<b>Other entities</b>	<b>Permanent</b>	<b>Temporary</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>
Anti-Discrimination Commission Queensland	29.40	3.80	-	-	33.20
Legal Aid Queensland	452.20	68.26	-	9.00	529.46
Office of the Health Ombudsman	110.10	18.00	-	3.00	131.10
Queensland Art Gallery	172.74	55.41	54.73	5.00	287.88
Queensland Family and Child Commission	45.21	8.60	0.26	4.60	58.67
Queensland Museum	162.92	59.30	25.32	2.00	249.54
State Library of Queensland	221.61	33.47	13.76	3.00	271.84
Trade and Investment Queensland	86.17	30.42	-	11.00	127.59
<b>Queensland public sector sub-total: Other entities</b>	<b>1,280.35</b>	<b>277.26</b>	<b>94.07</b>	<b>37.60</b>	<b>1,689.28</b>
<b>Queensland public sector total</b>	<b>179,198.04</b>	<b>38,026.32</b>	<b>6,605.69</b>	<b>1,586.46</b>	<b>225,416.51</b>

**Table 12 Number of headcount by appointment type and agency**

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	243	58	1	6	308
Department of Agriculture and Fisheries	1,846	246	12	22	2,126
Department of Child Safety, Youth and Women	3,881	872	243	29	5,025
Department of Communities, Disability Services and Seniors	2,119	350	266	16	2,751
Department of Education	64,897	18,274	7,796	162	91,129
Department of Employment, Small Business and Training	458	81	-	15	554
Department of Environment and Science	2,529	519	43	39	3,130
Department of Housing and Public Works	4,747	708	10	86	5,551
Department of Innovation, Tourism Industry Development and the Commonwealth Games	123	53	-	20	196
Department of Justice and Attorney-General	2,613	756	199	77	3,645
Department of Local Government, Racing and Multicultural Affairs	144	28	-	7	179
Department of Natural Resources, Mines and Energy	2,417	205	11	92	2,725
Department of State Development, Manufacturing, Infrastructure and Planning	765	181	-	63	1,009
Department of the Premier and Cabinet	326	142	-	23	491
Department of Transport and Main Roads	6,408	623	2,059	91	9,181
Electoral Commission Queensland	44	11	1	2	58
Office of the Inspector-General of Emergency Management	18	3	-	1	22
Public Safety Business Agency	955	102	7	41	1,105
Public Service Commission	60	11	-	6	77
Public Trustee	530	85	-	5	620
Queensland Audit Office	167	7	4	8	186
Queensland Corrective Services	4,379	554	136	40	5,109
Queensland Fire and Emergency Services	2,870	172	2,045	19	5,106
Queensland Health	77,247	20,623	5,592	885	104,347
Queensland Police Service	14,885	477	44	121	15,527
Queensland Treasury	942	55	1	46	1,044
TAFE Queensland	2,833	1,136	579	118	4,666
<b>Queensland public sector sub-total: Budget paper 2 agencies</b>	<b>198,446</b>	<b>46,332</b>	<b>19,049</b>	<b>2,040</b>	<b>265,867</b>

Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	31	4	-	-	35
Legal Aid Queensland	493	79	-	9	581
Office of the Health Ombudsman	112	18	-	3	133
Queensland Art Gallery	195	78	130	5	408
Queensland Family and Child Commission	49	9	1	5	64
Queensland Museum	181	83	72	2	338
State Library of Queensland	244	42	50	3	339
Trade and Investment Queensland	88	31	-	11	130
<b>Queensland public sector sub-total: Other entities</b>	<b>1,393</b>	<b>344</b>	<b>253</b>	<b>38</b>	<b>2,028</b>
<b>Queensland public sector total</b>	<b>199,839</b>	<b>46,676</b>	<b>19,302</b>	<b>2,078</b>	<b>267,895</b>

**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	203.95	93.00	296.95	68.68%	31.32%
Department of Agriculture and Fisheries	825.71	1,217.22	2,042.93	40.42%	59.58%
Department of Child Safety, Youth and Women	3,479.61	1,219.53	4,699.14	74.05%	25.95%
Department of Communities, Disability Services and Seniors	1,773.99	734.45	2,508.44	70.72%	29.28%
Department of Education	55,830.05	16,511.12	72,341.17	77.18%	22.82%
Department of Employment, Small Business and Training	378.65	148.40	527.05	71.84%	28.16%
Department of Environment and Science	1,427.39	1,555.11	2,982.50	47.86%	52.14%
Department of Housing and Public Works	2,983.04	2,323.62	5,306.66	56.21%	43.79%
Department of Innovation, Tourism Industry Development and the Commonwealth Games	127.27	62.60	189.87	67.03%	32.97%
Department of Justice and Attorney-General	2,203.01	1,111.89	3,314.90	66.46%	33.54%
Department of Local Government, Racing and Multicultural Affairs	114.47	56.29	170.76	67.04%	32.96%
Department of Natural Resources, Mines and Energy	1,309.45	1,287.08	2,596.53	50.43%	49.57%
Department of State Development, Manufacturing, Infrastructure and Planning	587.59	372.80	960.39	61.18%	38.82%
Department of the Premier and Cabinet	320.05	146.90	466.95	68.54%	31.46%
Department of Transport and Main Roads	3,299.64	3,879.45	7,179.09	45.96%	54.04%
Electoral Commission Queensland	31.08	26.00	57.08	54.45%	45.55%
Office of the Inspector-General of Emergency Management	16.06	5.00	21.06	76.26%	23.74%
Public Safety Business Agency	370.21	717.27	1,087.48	34.04%	65.96%
Public Service Commission	55.38	17.70	73.08	75.78%	24.22%
Public Trustee	424.78	169.60	594.38	71.47%	28.53%
Queensland Audit Office	87.42	89.17	176.59	49.50%	50.50%
Queensland Corrective Services	2,151.23	2,785.40	4,936.63	43.58%	56.42%
Queensland Fire and Emergency Services	669.31	2,564.31	3,233.62	20.70%	79.30%
Queensland Health	63,113.50	24,705.70	87,819.20	71.87%	28.13%
Queensland Police Service	5,408.15	9,754.89	15,163.04	35.67%	64.33%
Queensland Treasury	543.58	460.04	1,003.62	54.16%	45.84%
TAFE Queensland	2,459.53	1,518.59	3,978.12	61.83%	38.17%
<b>Queensland public sector sub-total: Budget paper 2 agencies</b>	<b>150,194.10</b>	<b>73,533.13</b>	<b>223,727.23</b>	<b>67.13%</b>	<b>32.87%</b>

Other entities	FTE			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	27.20	6.00	33.20	81.93%	18.07%
Legal Aid Queensland	388.74	140.72	529.46	73.42%	26.58%
Office of the Health Ombudsman	94.10	37.00	131.10	71.78%	28.22%
Queensland Art Gallery	173.66	114.22	287.88	60.32%	39.68%
Queensland Family and Child Commission	48.81	9.86	58.67	83.19%	16.81%
Queensland Museum	151.14	98.40	249.54	60.57%	39.43%
State Library of Queensland	190.32	81.52	271.84	70.01%	29.99%
Trade and Investment Queensland	80.59	47.00	127.59	63.16%	36.84%
<b>Queensland public sector sub-total: Other entities</b>	<b>1,154.56</b>	<b>534.72</b>	<b>1,689.28</b>	<b>68.35%</b>	<b>31.65%</b>
<b>Queensland public sector total</b>	<b>151,348.66</b>	<b>74,067.85</b>	<b>225,416.51</b>	<b>67.14%</b>	<b>32.86%</b>

**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	214	94	308	69.48%	30.52%
Department of Agriculture and Fisheries	894	1,232	2,126	42.05%	57.95%
Department of Child Safety, Youth and Women	3,756	1,269	5,025	74.75%	25.25%
Department of Communities, Disability Services and Seniors	1,963	788	2,751	71.36%	28.64%
Department of Education	72,236	18,893	91,129	79.27%	20.73%
Department of Employment, Small Business and Training	404	150	554	72.92%	27.08%
Department of Environment and Science	1,550	1,580	3,130	49.52%	50.48%
Department of Housing and Public Works	3,205	2,346	5,551	57.74%	42.26%
Department of Innovation, Tourism Industry Development and the Commonwealth Games	133	63	196	67.86%	32.14%
Department of Justice and Attorney-General	2,488	1,157	3,645	68.26%	31.74%
Department of Local Government, Racing and Multicultural Affairs	121	58	179	67.60%	32.40%
Department of Natural Resources, Mines and Energy	1,425	1,300	2,725	52.29%	47.71%
Department of State Development, Manufacturing, Infrastructure and Planning	633	376	1,009	62.74%	37.26%
Department of the Premier and Cabinet	342	149	491	69.65%	30.35%
Department of Transport and Main Roads	4,888	4,293	9,181	53.24%	46.76%
Electoral Commission Queensland	32	26	58	55.17%	44.83%
Office of the Inspector-General of Emergency Management	17	5	22	77.27%	22.73%
Public Safety Business Agency	383	722	1,105	34.66%	65.34%
Public Service Commission	59	18	77	76.62%	23.38%
Public Trustee	449	171	620	72.42%	27.58%
Queensland Audit Office	95	91	186	51.08%	48.92%
Queensland Corrective Services	2,256	2,853	5,109	44.16%	55.84%
Queensland Fire and Emergency Services	934	4,172	5,106	18.29%	81.71%
Queensland Health	77,005	27,342	104,347	73.80%	26.20%
Queensland Police Service	5,732	9,795	15,527	36.92%	63.08%
Queensland Treasury	581	463	1,044	55.65%	44.35%
TAFE Queensland	2,960	1,706	4,666	63.44%	36.56%
<b>Queensland public sector sub-total: Budget paper 2 agencies</b>	<b>184,755</b>	<b>81,112</b>	<b>265,867</b>	<b>69.49%</b>	<b>30.51%</b>

Other entities	Headcount			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	29	6	35	82.86%	17.14%
Legal Aid Queensland	433	148	581	74.53%	25.47%
Office of the Health Ombudsman	96	37	133	72.18%	27.82%
Queensland Art Gallery	258	150	408	63.24%	36.76%
Queensland Family and Child Commission	53	11	64	82.81%	17.19%
Queensland Museum	218	120	338	64.50%	35.50%
State Library of Queensland	241	98	339	71.09%	28.91%
Trade and Investment Queensland	83	47	130	63.85%	36.15%
<b>Queensland public sector sub-total: Other entities</b>	<b>1,411</b>	<b>617</b>	<b>2,028</b>	<b>69.58%</b>	<b>30.42%</b>
<b>Queensland public sector total</b>	<b>186,166</b>	<b>81,729</b>	<b>267,895</b>	<b>69.49%</b>	<b>30.51%</b>

## 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 <a href="#">Public Service Commission's workforce definitions</a>.</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 <a href="#">corporate services MOHRI codes</a>.</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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