

Queensland Public Sector Quarterly Workforce Profile

as at March 2015

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About this report

This report presents a brief overview of the composition of the Queensland Public Sector (QPS). The data provided by public sector agencies is part of the Government approved Minimum Obligatory Human Resource Information (MOHRI) process and is a snapshot of the workforce as at March 2015. Annual and ten year data trends on a much wider range of workforce measures are published annually on the Public Service Commission website in the report [Characteristics of the Queensland Public Service workforce 2013-14](#).

To better reflect changes in the legislative and employment framework, from December Quarter 2014 onward, this report is now known as the 'Queensland Public Sector Workforce Quarterly Report' (rather than the 'Queensland Public Service Workforce Quarterly Report'). This report continues to include workforce statistical data from Queensland Government departments, public service offices, Hospital and Health Services and other Government entities such as TAFE.

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

Enquiries

For further advice and information, please contact:
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Queensland Public Sector Profile

Information contained in the following figures and tables have been identified from MOHRI data for March 2015. Machinery of Government (MoG) changes occurred in February 2015 and these changes are reflected in this report (see Notes 1 – 12).

By Size

Overall, there has been an increase of 4,552.84 Full-time Equivalent (FTE) employees in the QPS since last quarter. This represents an increase of 2.31%.

Table 1: Number of FTE by Gender and Agency

Agency	Dec-14			Mar-15			Quarterly Variance in Total FTE	% Quarterly Variance in Total FTE
	Female	Male	Total	Female	Male	Total		
Aboriginal & Torres Strait Islander Partnerships ¹	202.97	102.69	305.66	178.56	93.69	272.25	-33.41	-10.93%
Agriculture & Fisheries ²	755.02	1,219.50	1,974.52	754.98	1,208.28	1,963.26	-11.26	-0.57%
Anti-Discrimination Commission Qld	25.40	7.00	32.40	26.80	7.00	33.80	1.40	4.32%
Communities, Child Safety & Disability Services ³	4,431.05	1,337.09	5,768.14	4,548.26	1,347.16	5,895.42	127.28	2.21%
Education & Training ⁴	48,672.92	14,644.61	63,317.53	49,934.67	14,998.54	64,933.21	1,615.68	2.55%
Electoral Commission Qld	28.55	29.95	58.50	28.42	30.48	58.90	0.40	0.68%
Energy & Water Supply	106.03	102.80	208.83	104.96	104.80	209.76	0.93	0.45%
Environment & Heritage Protection	597.49	431.11	1,028.60	594.74	441.49	1,036.23	7.63	0.74%
Health	51,601.97	20,550.72	72,152.69	53,327.18	21,133.04	74,460.22	2,307.53	3.20%
Housing & Public Works	1,471.66	1,425.74	2,897.40	1,484.53	1,415.89	2,900.42	3.02	0.10%
Infrastructure, Local Government and Planning ⁵	63.17	40.58	103.75	259.32	180.04	439.36	335.61	323.48%
Justice and Attorney-General ⁶	4,294.26	3,944.26	8,238.52	4,437.42	4,101.74	8,539.16	300.64	3.65%
Legal Aid	304.67	123.73	428.40	305.65	114.49	420.14	-8.26	-1.93%
Museum	141.60	99.19	240.79	137.39	97.96	235.35	-5.44	-2.26%
National Parks, Sport & Racing ⁷	479.69	845.06	1,324.75	491.91	839.96	1,331.87	7.12	0.54%
Natural Resources & Mines	1,141.22	1,228.91	2,370.13	1,141.23	1,216.84	2,358.07	-12.06	-0.51%
Office of Inspector-General of Emergency Management	11.80	8.00	19.80	11.80	8.00	19.80	0.00	0.00%
Office of the Health Ombudsman	62.79	28.00	90.79	60.65	26.00	86.65	-4.14	-4.56%
Premier and Cabinet ⁸	292.51	143.45	435.96	416.29	219.09	635.38	199.42	45.74%
Public Safety Business Agency	786.71	1,167.06	1,953.77	791.31	1,165.60	1,956.91	3.14	0.16%
Public Service Commission ⁹	56.20	24.80	81.00	49.50	22.80	72.30	-8.70	-10.74%
Public Trust	372.16	173.09	545.25	363.93	172.19	536.12	-9.13	-1.67%
Qld Art Gallery	164.16	127.41	291.57	153.23	131.64	284.87	-6.70	-2.30%
Qld Audit Office	87.00	96.03	183.03	88.53	94.78	183.31	0.28	0.15%
Qld Family & Child Commission	28.45	12.00	40.45	27.85	12.00	39.85	-0.60	-1.48%
Qld Fire & Emergency Services	481.22	2,498.69	2,979.91	492.49	2,515.68	3,008.17	28.26	0.95%
Qld Police Service	4,692.16	9,220.42	13,912.58	4,686.70	9,349.47	14,036.17	123.59	0.89%
Qld Treasury ¹⁰	486.25	445.70	931.95	500.23	460.70	960.93	28.98	3.11%
Science, Information Technology & Innovation ¹¹	1,619.59	1,226.86	2,846.45	1,474.02	1,139.49	2,613.51	-232.94	-8.18%
State Development ¹²	523.17	346.50	869.67	356.68	223.10	579.78	-289.89	-33.33%
State Library	202.08	82.11	284.19	208.79	86.22	295.01	10.82	3.81%
TAFE Queensland	2,395.89	1,505.55	3,901.44	2,428.03	1,534.49	3,962.52	61.08	1.57%
Tourism, Major Events, Small Business & the Commonwealth Games	72.10	44.28	116.38	72.40	46.00	118.40	2.02	1.74%
Trade & Investment Qld	48.79	45.00	93.79	52.30	46.29	98.59	4.80	5.12%
Transport & Main Roads	3,063.81	3,764.37	6,828.18	3,091.38	3,742.54	6,833.92	5.74	0.08%
Queensland Public Sector	129,764.51	67,092.26	196,856.77	133,082.13	68,327.48	201,409.61	4,552.84	2.31%

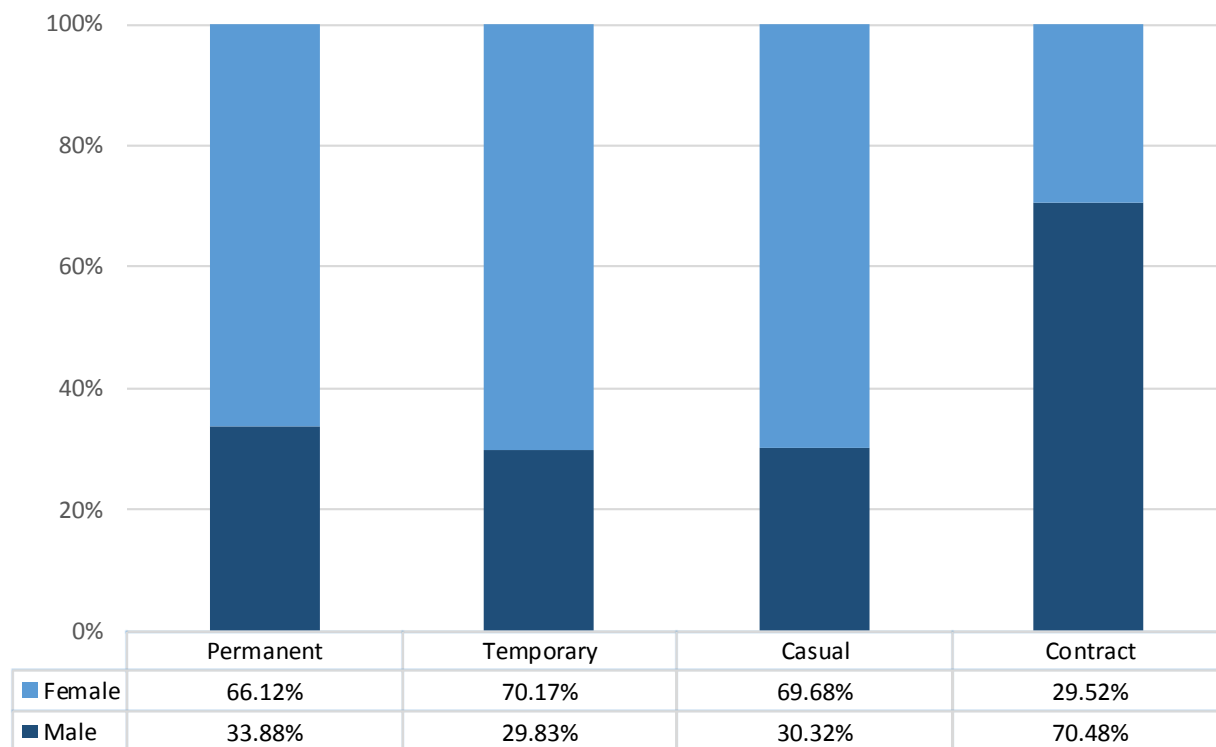
Note:

1. Renamed from Aboriginal and Torres Strait Islander and Multicultural Affairs. No longer includes Multicultural Affairs.
2. Renamed from Agriculture, Fisheries and Forestry.
3. Now includes Multicultural Affairs.
4. Renamed from Education, Training and Employment. No longer includes responsibility for employment policies and programs.
5. Renamed from Local Government, Community Recovery and Resilience. Now includes responsibility for infrastructure and planning.
6. Now includes responsibility for public sector industrial relations.
7. Renamed from National Parks, Recreation, Sport and Racing.
8. Now includes Arts Queensland and Corporate Administration Agency.
9. No longer includes responsibility for public sector industrial relations.
10. Renamed from Queensland Treasury and Trade. Now includes responsibility for employment policies and programs.
11. Renamed from Science, Information Technology, Innovation and the Arts. No longer includes Arts Queensland and Corporate Administration Agency.
12. Renamed from State Development, Infrastructure and Planning. No longer includes responsibility for infrastructure and planning.

By Employment

Females accounted for the majority of QPS employees – 66.08% of total FTE employment for the quarter.

Figure 1: Percentage of FTE by Appointment Type and Gender



The majority of the QPS workforce is in permanent employment. Temporary and Casual employment remain relatively low at 16.72% and 2.93% respectively.

Table 2: Number of FTE by Appointment Type and Gender

	Permanent	Temporary	Casual	Contract	Total
Female	103,983.04	23,637.36	4,118.94	1,342.79	133,082.13
Male	53,281.96	10,048.10	1,792.19	3,205.23	68,327.48
Total	157,265.00	33,685.46	5,911.13	4,548.02	201,409.61

A breakdown of appointment type within each agency by headcount and FTE is contained in Schedule 1.

Females account for nearly 90% of part time work arrangements.

Figure 2: Percentage of Headcount by Employment Status and Gender

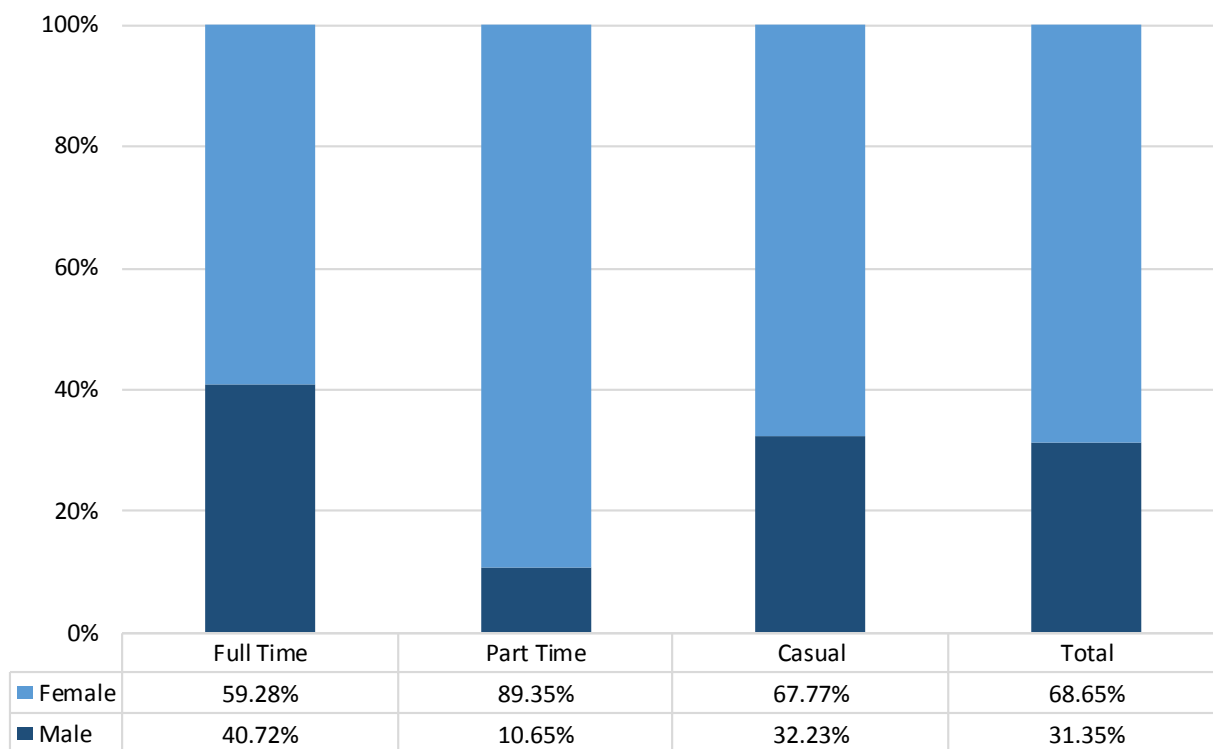


Table 3: Number of Headcount by Employment Status and Gender

	Full Time	Part Time	Casual	Total
Female	90,461	62,369	12,182	165,012
Male	62,130	7,436	5,794	75,360
Total	152,591	69,805	17,976	240,372

By Earnings

While females and males receive the same salary for the same classification job, the full-time equivalent average annual earnings for females is \$9,191 less than for males. Females are generally in lower paid jobs than males, with nearly 70% of AO2 to AO6 and equivalent roles held by females. This figure decreases to 58.10% in AO8 and equivalent roles, 48.80% in SO and equivalent roles and 34.30% in SES and equivalent roles.

Figure 3: Number of FTE by Annual Earnings and Gender, based on AO Equivalent (as if working full-time)

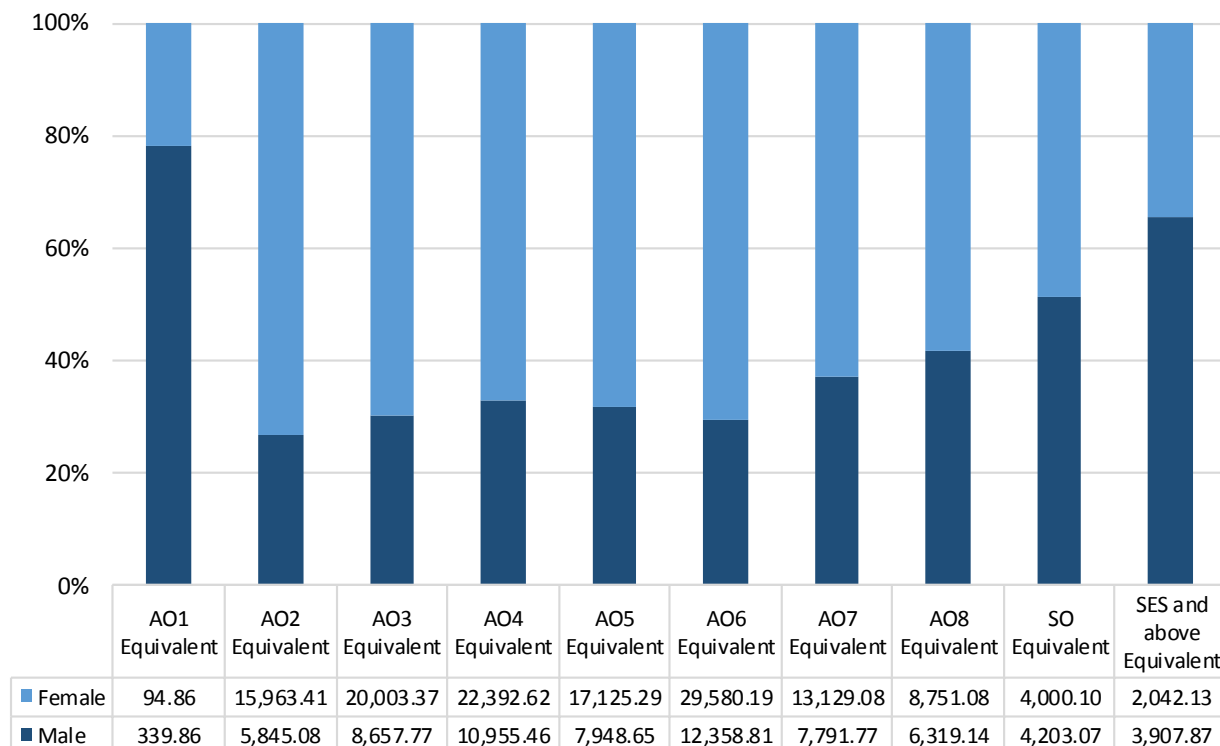


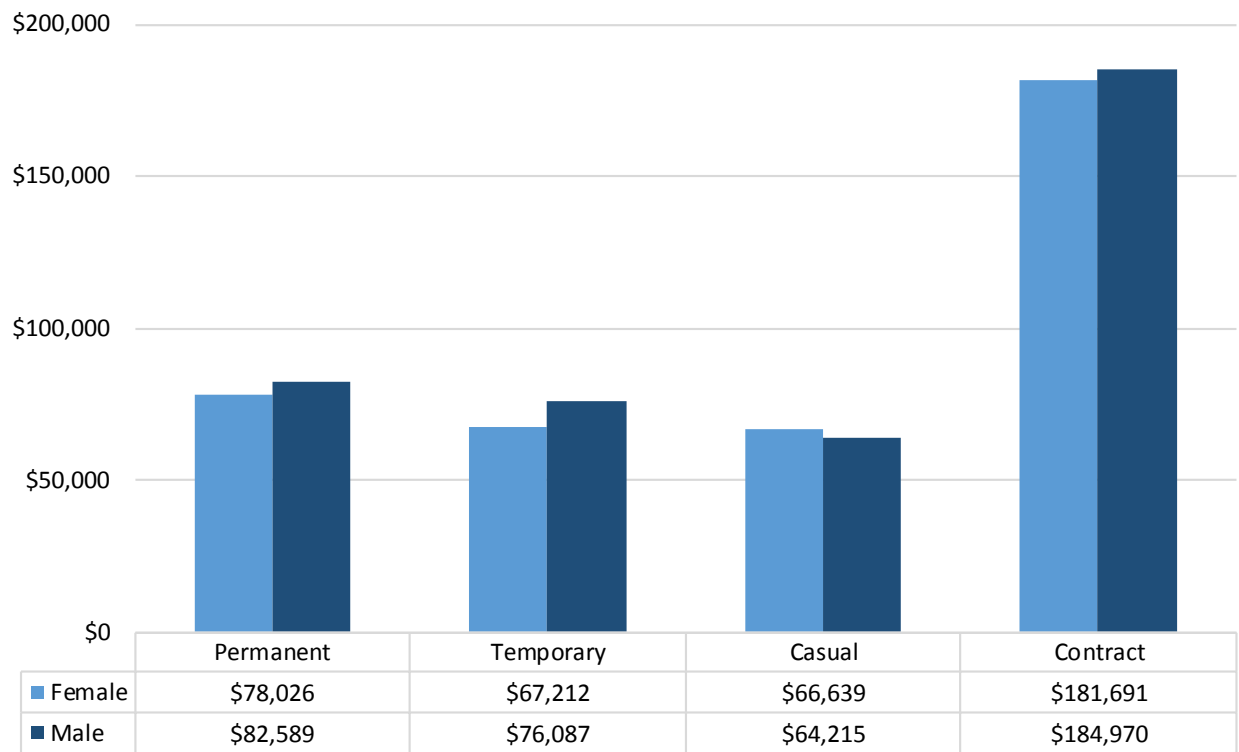
Table 4: Number of FTE by Annual Earnings and Gender, based on AO Equivalent (as if working full-time) with Selected Occupations as Examples

AO Equivalent ¹³	Occupations (selected examples only)	Female	Male	Total
AO1 and Equivalent	police recruits	94.86	339.86	434.72
AO2 and Equivalent	teacher aides, cleaners, admin staff, janitor/grounds persons; operational staff in Health; assistants in nursing; some ambulance and fire fighter operational staff and others	15,963.41	5,845.08	21,808.49
AO3 and Equivalent	operational staff in Health; teacher aides; admin officers; some teachers; enrolled nurses and assistants in nursing; some registered nurses; some ambulance operational staff and others	20,003.37	8,657.77	28,661.14
AO4 and Equivalent	teachers; enrolled nurses, assistants in nursing and registered nurses; admin officers; some ambulance and fire fighter operational staff; police officers and others	22,392.62	10,955.46	33,348.08
AO5 and Equivalent	teachers; registered nurses; admin officers; some ambulance and fire fighter operational staff; TAFE teachers; medical staff in Health; police officers; health practitioners and others	17,125.29	7,948.65	25,073.94
AO6 and Equivalent	teachers; clinical and registered nurses; TAFE teachers; some ambulance operational staff; police officers; health practitioners; detectives and others	29,580.19	12,358.81	41,939.00
AO7 and Equivalent	clinical and registered nurses; teachers; police officers; detectives and others	13,129.08	7,791.77	20,920.85
AO8 and Equivalent	clinical nurse consultant/manager/educator; clinical and registered nurses; teachers, principals and guidance officers; police officers; health practitioners; detectives and others	8,751.08	6,319.14	15,070.22
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	4,000.10	4,203.07	8,203.17
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	2,042.13	3,907.87	5,950.00
	Total	133,082.13	68,327.48	201,409.61

Note:

13. 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 in the QPS is 43.92 years (43.74 years for a female and 44.31 years for a male). Interstate and overseas employees are excluded.

Figure 5: Number of FTE by Age Distribution and Gender

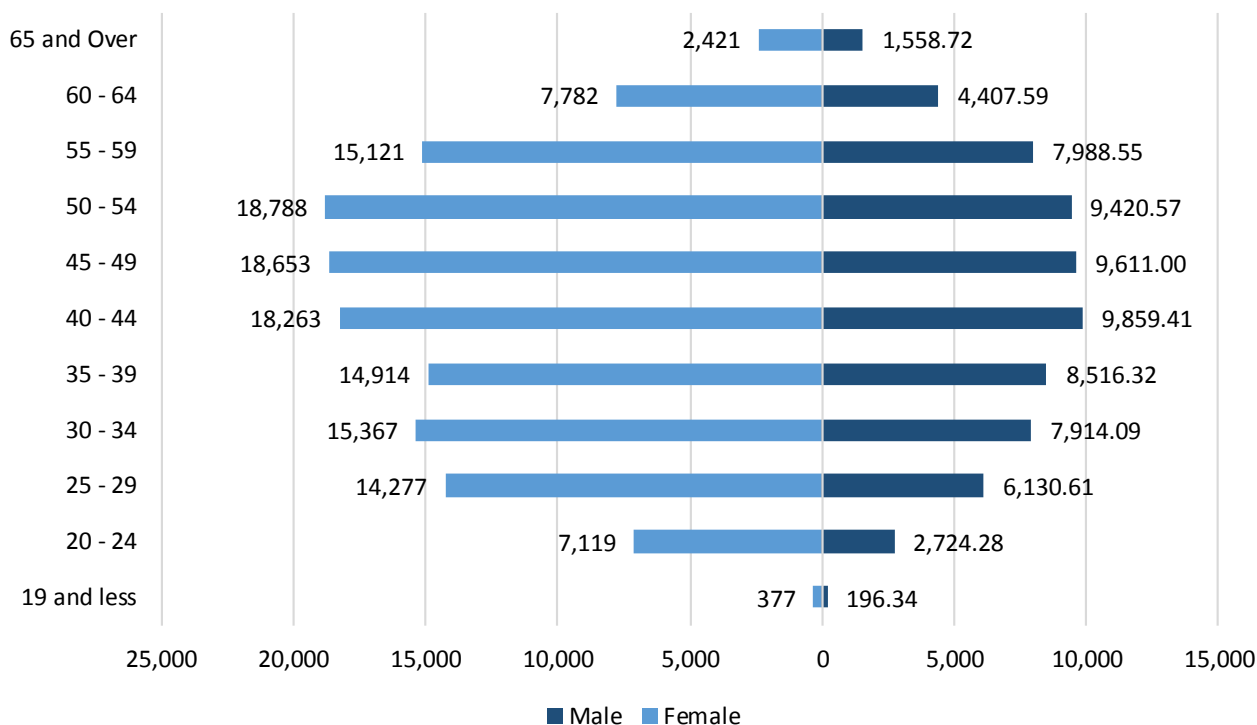


Table 5: Percentage of FTE by Age Distribution and Gender

	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	65.78%	72.32%	69.96%	66.01%	63.65%	64.94%	66.00%	66.60%	65.43%	63.84%	60.83%	66.08%
Male	34.22%	27.68%	30.04%	33.99%	36.35%	35.06%	34.00%	33.40%	34.57%	36.16%	39.17%	33.92%
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

Geography is based on the Queensland Statistical Area Level 4 (SA4)¹⁴ of the Australian Statistical Geography Standard (ASGS) which is used by Australian Bureau of Statistics (ABS). There are 19 Statistical Areas in Queensland listed in Table 6 below.

About 20% of QPS employees are located in the Brisbane Inner City Statistical Area. There is an increase of 4.37% and 4.35% in FTE for Brisbane – West Statistical Area and Ipswich Statistical Area since the previous quarter.

Table 6: FTE and Quarterly Variance in FTE by Queensland SA4

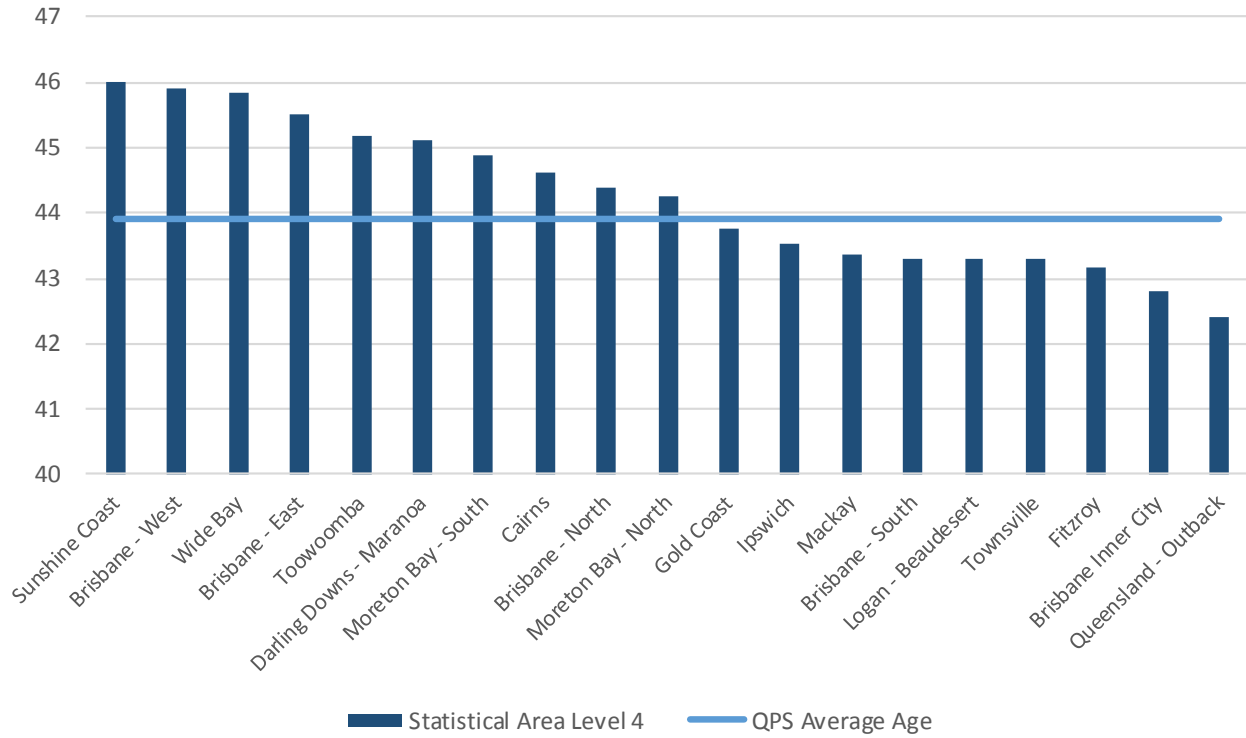
Statistical Area Level 4	Dec 2014		Mar 2015		% of Quarterly Variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,483.70	2.28%	4,536.89	2.25%	1.19%
Brisbane - North	8,129.53	4.13%	8,253.87	4.10%	1.53%
Brisbane - South	17,567.49	8.92%	17,859.22	8.87%	1.66%
Brisbane - West	3,126.73	1.59%	3,263.30	1.62%	4.37%
Brisbane Inner City	39,740.23	20.19%	40,536.22	20.13%	2.00%
Cairns	11,662.85	5.92%	11,946.38	5.93%	2.43%
Darling Downs - Maranoa	4,706.79	2.39%	4,781.98	2.37%	1.60%
Fitzroy	9,041.76	4.59%	9,146.04	4.54%	1.15%
Gold Coast	15,649.09	7.95%	16,013.64	7.95%	2.33%
Ipswich	12,209.01	6.20%	12,740.49	6.33%	4.35%
Logan - Beaudesert	9,144.22	4.65%	9,352.18	4.64%	2.27%
Mackay	5,775.95	2.93%	5,892.85	2.93%	2.02%
Moreton Bay - North	7,794.45	3.96%	8,016.80	3.98%	2.85%
Moreton Bay - South	2,896.69	1.47%	2,973.66	1.48%	2.66%
Queensland - Outback	5,734.72	2.91%	5,949.97	2.95%	3.75%
Sunshine Coast	10,182.37	5.17%	10,376.30	5.15%	1.90%
Toowoomba	6,634.52	3.37%	6,781.39	3.37%	2.21%
Townsville	11,492.04	5.84%	11,902.98	5.91%	3.58%
Wide Bay	10,874.00	5.52%	11,055.21	5.49%	1.67%
Queensland	196,846.14	100.00%	201,379.37	100.00%	2.30%

Note:

14. Statistical Areas are in accordance with the Australian Bureau of Statistics (ABS) Australian Statistical Geography Standard (ASGS) boundaries. Refer to the definitions page at the back of this report for the definition of location and further details. Note that interstate and overseas employees are excluded from the table.

The average age of QPS employees by Statistical Area ranges from 45.99 years in the Sunshine Coast Statistical Area to 42.4 years in the Queensland – Outback Statistical Area. Interstate and overseas employees are excluded.

Figure 6: Average Age by Queensland SA4



By Occupation

Occupation is based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO) which is widely used by ABS. There are eight (8) major groups listed in Table 7 below.

Nearly half (47.80%) of the QPS are Professionals. More than a fifth (21.38%) are Community and Personal Service Workers, and nearly a fifth (17.73%) are Clerical and Administrative Workers.

Figure 7: Percentage of FTE by Occupation

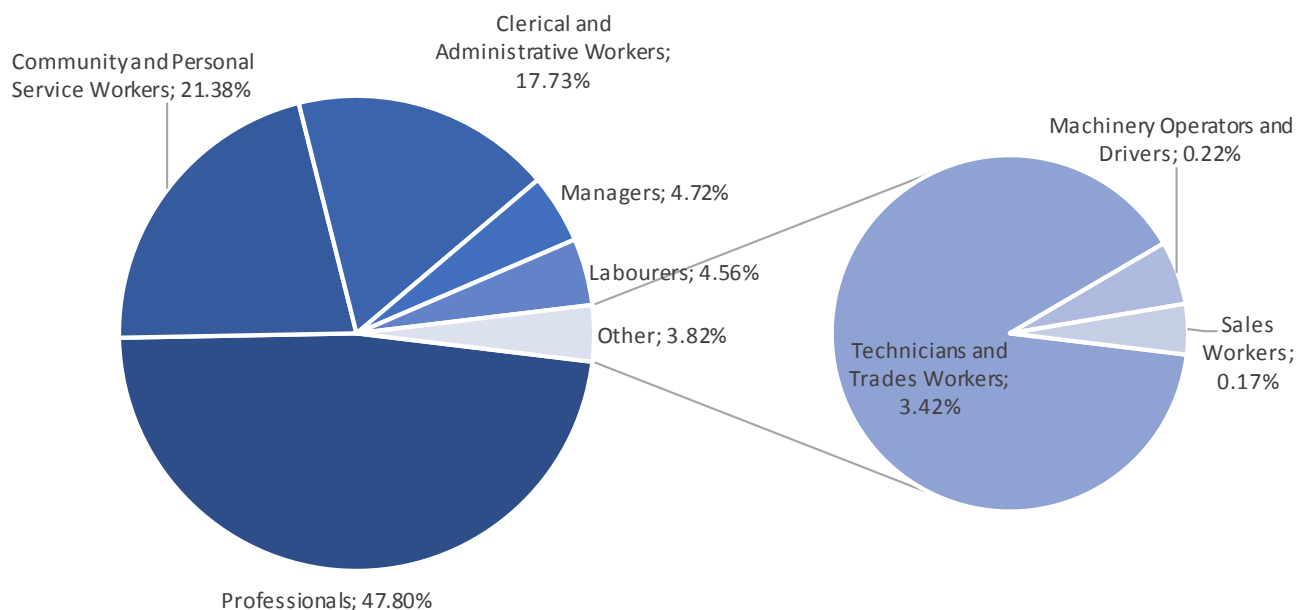


Table 7: Number and Percentage of FTE by Occupation

	FTE	% of FTE
Professionals	96,267.15	47.80%
Community and Personal Service Workers	43,054.48	21.38%
Clerical and Administrative Workers	35,718.65	17.73%
Managers	9,499.30	4.72%
Labourers	9,176.87	4.56%
Technicians and Trades Workers	6,897.62	3.42%
Machinery Operators and Drivers	443.48	0.22%
Sales Workers	352.06	0.17%
Qld Public Sector	201,409.61	100.00%

By Corporate Service

Less than a tenth (8.80%) of the QPS are employed in Corporate Services.

The Information and Communication Technology (ICT) and Human Resources (HR) functions are the two largest functions within the Corporate Services workforce, accounting for almost 46% collectively. The next two largest groups, by function, are Accounting and Finance (16.99%) and Property and Facilities (7.64%).

Figure 8: Percentage of FTE by Corporate Services Employees

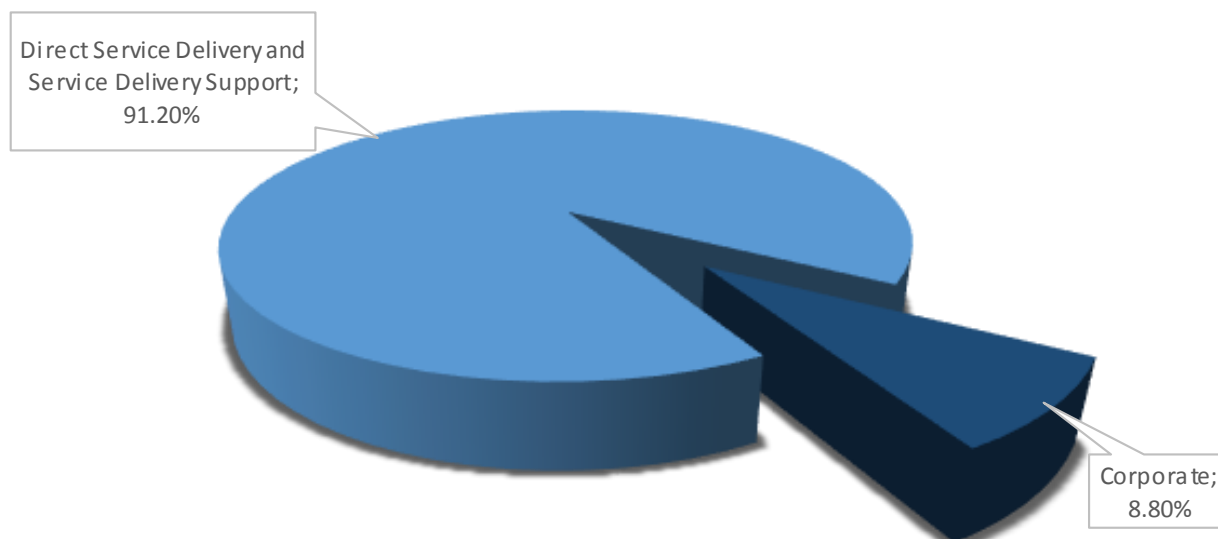


Table 8: Number and Percentage of FTE by Corporate Services Employees

	FTE	% of FTE
Corporate	17,715.22	8.80%
Direct Service Delivery and Service Delivery Support	183,694.39	91.20%
Qld Public Sector	201,409.61	100.00%

Figure 9: Number of FTE by Corporate Services Function

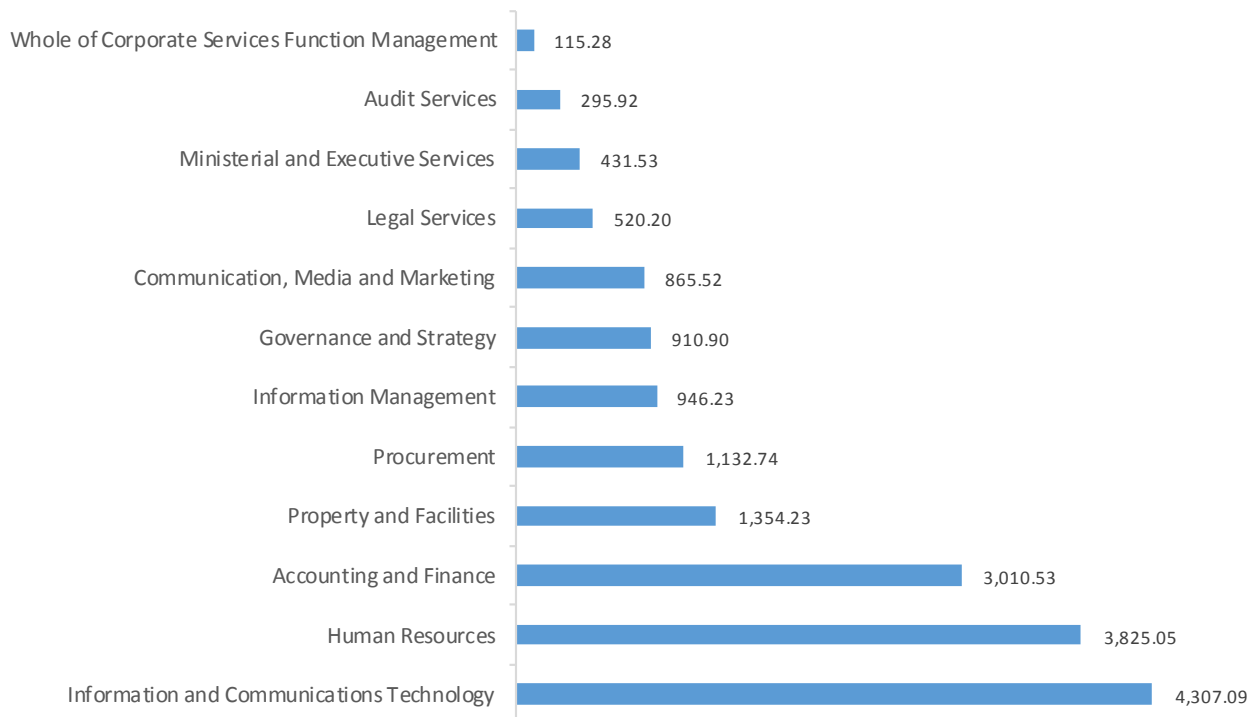


Table 9: Number and Percentage of FTE by Corporate Services Function

	FTE	% of FTE
Information and Communications Technology	4,307.09	24.31%
Human Resources	3,825.05	21.59%
Accounting and Finance	3,010.53	16.99%
Property and Facilities	1,354.23	7.64%
Procurement	1,132.74	6.39%
Information Management	946.23	5.34%
Governance and Strategy	910.90	5.14%
Communication, Media and Marketing	865.52	4.89%
Legal Services	520.20	2.94%
Ministerial and Executive Services	431.53	2.44%
Audit Services	295.92	1.67%
Whole of Corporate Services Function Management	115.28	0.65%
Qld Public Sector - Corporate Service Total	17,715.22	100.00%

Schedule 1

Table 10: Number of FTE by Appointment Type and Agency

Agency	Permanent	Temporary	Casual	Contract	Total
Aboriginal & Torres Strait Islander Partnerships	220.15	44.79	2.31	5.00	272.25
Agriculture & Fisheries	1,675.67	262.50	8.09	17.00	1,963.26
Anti-Discrimination Commission Qld	28.00	4.80	-	1.00	33.80
Communities, Child Safety & Disability Services	4,919.52	804.38	133.52	38.00	5,895.42
Education & Training	50,582.93	11,746.74	2,451.54	152.00	64,933.21
Electoral Commission Qld	32.20	14.80	9.90	2.00	58.90
Energy & Water Supply	190.96	13.00	0.80	5.00	209.76
Environment & Heritage Protection	817.35	199.46	0.62	18.80	1,036.23
Health	53,889.58	15,305.18	2,142.63	3,122.83	74,460.22
Housing & Public Works	2,414.12	436.67	4.05	45.58	2,900.42
Infrastructure, Local Government and Planning	259.18	154.10	0.08	26.00	439.36
Justice and Attorney-General	7,153.01	1,012.55	239.74	133.86	8,539.16
Legal Aid	364.50	45.95	0.69	9.00	420.14
Museum	157.57	51.72	19.06	7.00	235.35
National Parks, Sport & Racing	1,124.23	147.35	23.29	37.00	1,331.87
Natural Resources & Mines	2,136.98	130.16	11.33	79.60	2,358.07
Office of Inspector-General of Emergency Management	17.80	1.00	-	1.00	19.80
Office of the Health Ombudsman	72.65	10.00	-	4.00	86.65
Premier and Cabinet	436.91	143.90	20.42	34.15	635.38
Public Safety Business Agency	1,571.95	325.22	5.74	54.00	1,956.91
Public Service Commission	50.10	13.40	-	8.80	72.30
Public Trust	433.42	99.70	-	3.00	536.12
Qld Art Gallery	172.81	51.06	57.00	4.00	284.87
Qld Audit Office	164.01	12.30	-	7.00	183.31
Qld Family & Child Commission	31.65	7.20	-	1.00	39.85
Qld Fire & Emergency Services	2,613.65	163.06	218.46	13.00	3,008.17
Qld Police Service	13,391.49	283.96	2.72	358.00	14,036.17
Qld Treasury	862.47	62.86	-	35.60	960.93
Science, Information Technology & Innovation	2,197.11	353.97	8.13	54.30	2,613.51
State Development	448.98	90.10	-	40.70	579.78
State Library	224.47	53.92	11.62	5.00	295.01
TAFE Queensland	2,357.41	1,274.18	225.13	105.80	3,962.52
Tourism, Major Events, Small Business & the Commonwealth Games	91.80	17.60	-	9.00	118.40
Trade & Investment Qld	81.30	10.00	0.29	7.00	98.59
Transport & Main Roads	6,079.07	337.88	313.97	103.00	6,833.92
Queensland Public Sector	157,265.00	33,685.46	5,911.13	4,548.02	201,409.61

Table 11: Number of Headcount by Appointment Type and Agency

Agency	Permanent	Temporary	Casual	Contract	Total
Aboriginal & Torres Strait Islander Partnerships	228	48	5	5	286
Agriculture & Fisheries	1,729	279	20	17	2,045
Anti-Discrimination Commission Qld	30	6	-	1	37
Communities, Child Safety & Disability Services	5,210	870	261	38	6,379
Education & Training	59,061	16,237	7,318	152	82,768
Electoral Commission Qld	33	15	19	2	69
Energy & Water Supply	199	13	1	5	218
Environment & Heritage Protection	854	208	2	19	1,083
Health	61,633	18,013	4,899	4,109	88,654
Housing & Public Works	2,496	457	6	46	3,005
Infrastructure, Local Government and Planning	272	161	1	26	460
Justice and Attorney-General	7,428	1,087	482	138	9,135
Legal Aid	399	55	1	9	464
Museum	173	69	65	7	314
National Parks, Sport & Racing	1,164	155	39	38	1,396
Natural Resources & Mines	2,221	136	20	80	2,457
Office of Inspector-General of Emergency Management	19	1	-	1	21
Office of the Health Ombudsman	74	10	-	4	88
Premier and Cabinet	463	156	51	37	707
Public Safety Business Agency	1,610	341	10	54	2,015
Public Service Commission	52	14	-	9	75
Public Trust	456	103	-	3	562
Qld Art Gallery	191	54	124	4	373
Qld Audit Office	171	13	-	7	191
Qld Family & Child Commission	34	8	-	1	43
Qld Fire & Emergency Services	2,642	189	2,088	13	4,932
Qld Police Service	13,709	311	7	358	14,385
Qld Treasury	901	65	-	36	1,002
Science, Information Technology & Innovation	2,331	368	14	55	2,768
State Development	466	96	-	42	604
State Library	247	66	37	5	355
TAFE Queensland	2,467	1,412	595	106	4,580
Tourism, Major Events, Small Business & the Commonwealth Games	99	18	-	9	126
Trade & Investment Qld	83	10	1	7	101
Transport & Main Roads	6,296	365	1,910	103	8,674
Queensland Public Sector	175,441	41,409	17,976	5,546	240,372

General Comments

- The information contained in this report is derived from data provided by public sector agencies as part of the Government approved Minimum Obligatory Human Resource Information (MOHRI) process and is a snapshot of the workforce as at the March 2015 quarter.
- Data is validated at the agency level via the Workforce Analysis and Collection Application (WACA). The WACA is a national database used by five state jurisdictions to validate and store information about each jurisdiction's workforce.
- Employee numbers published by individual agencies may vary from those in this report due to differing dates of data capture and definitional issues relating to employee status.
- Agencies are individually responsible for providing the Public Service Commission with accurate and quality data in terms of the MOHRI system.
- Employees on extended unpaid leave of greater than eight weeks and employment agency staff have been excluded.
- The figures stated in this report are subject to revision and further validation by departments and agencies.
- Data for government department and public service offices are included in the MOHRI dataset for the "Queensland Public Sector". Statutory bodies are gradually being added to the Queensland Public Sector MOHRI dataset as their data becomes available. Government Owned Corporations are not included in the MOHRI collection of public sector workforce data as reported in this document.
- Some calculations, including per annum salary and earnings are drawn from one pay period in a quarter and extrapolated over a year. Occasionally, payroll variations might occur in some agencies in the nominated pay period, resulting in perceived variations to the per annum figures.
- Due to rounding, some percentages in figures may not add up to 100%.

Definitions of Terms

Term	Definition
Appointment Type	Either permanent, temporary or casual (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>Refer to the following document on the PSC website: http://www.psc.qld.gov.au/publications/workforce-statistics/assets/mohri-service-delivery-definitions_sept13.pdf</p>
Average Annual Earnings (FTE)	<p>Average annual earnings (FTE) are the earnings as if an employee were working full-time.</p> <p>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.</p>
Casual Employment	<p>Casual employees are not permanent employees and normally work less than full-time hours as prescribed by the applicable industrial instrument. Casual employment attracts the payment of a loading (as prescribed by the applicable industrial instrument) in lieu of sick and recreation leave.</p> <p>Casual employment is characterised by its ad hoc nature with each engagement standing alone. However, because of historical factors there are 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.</p> <p>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 Public Service Act 2008 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 service agencies are identified as providing corporate services</p> <ul style="list-style-type: none"> - Corporate Services are delivered to clients who are internal to the Queensland Government; - Corporate Services may be provided on an agency-specific, cross-agency or service-wide basis; - Employees deliver Corporate Services activities for the majority of the available working time; - Employees may be located in a corporate division, or embedded in

	<p>business, service or regional areas.</p> <p>Refer to the following document on the PSC website for Corporate Service function codes:</p> <p>http://www.psc.qld.gov.au/publications/workforce-statistics/assets/mohri-corporate-services.pdf</p> <p>The corporate services coding of positions in conjunction with the occupational coding field (ie ANZSCO) provide information about the type of work undertaken by public sector employees:</p> <p>http://www.psc.qld.gov.au/publications/workforce-statistics/assets/mohri-corporate-services.pdf</p>
Employment Status	Either full-time, part-time, 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.
Location	Statistical Area Level 4 as defined in the Australian Statistical Geography Standard (ASGS) 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	<p>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.</p> <p>Temporary employees are generally employed on the same conditions as permanent employees as prescribed by the applicable industrial instrument.</p>