

MOHRI File Specification v.16 December 2025

	Field		Period	Description	Business Rule / Validation	Comments	Reason for collection	ELSLER Agency Only - Requirements
	No.	Max Size						
Data Reference	1	10	SS	Agency Code	Must be a <u>valid code</u>	Code which uniquely identifies each agency.	data comparison <u>between agencies</u>	Yes
	2	4	SS	Calendar Year	Four character year	Calendar year in which dataset is captured. Format is CCYY	data comparison <u>between years</u>	Yes
	3	1	SS	Quarter of Calendar Year	Must be in the range 1-4 Cutoff dates for each quarter	1 = 1 January - 31 March, 2 = 1 April - 30 June, 3 = 1 July - 30 September, 4 = 1 October - 31 December. Refer to cutoff dates for dates by which each quarter's data should be submitted.	data comparison <u>between quarters</u>	Yes
Biographical Details	4	10	SS	Employee Number	Must be unique within each agency. Cannot be blank.	Unique identifier of each employee.	uniquely identify employees in event of errors occurring in data and required to ensure no duplicate records	Yes
	5	8	SS	Date of Birth	<u>Standard MOHRI date format</u> . Cannot be greater than snapshot date minus 14 years.	Should only be blank where employers cannot, by law, ask for an employees date of birth, e.g. some overseas countries. DDMMYYYY	sector age structure analysis together with age profile <u>changes/projections</u>	Yes
	6	1	SS	Gender	Must be a valid code	Self identified. Submit gender data. If gender data not collected/available submit sex data. Acceptable codes include: 'M' (Man); 'F' (Woman); 'A' (Another term); 'X' (Non-binary); 'C' (Not disclosed).	comparative gender profiles	Yes
	7	1	SS	ATSI Code	A valid code or blank	Aboriginal and/or Torres Strait Islander (ATSI) people. A = non ATSI, B = Aboriginal and/or Torres Strait Islander people, C = Response declined, blank = Question unanswered, Z = No census form returned	EEO indicator	Blank
	8	1	SS	ASSI Code	A valid code or blank	Australian South Sea Islander people (ASSI). N = non ASSI, S = ASSI, C = Response declined, blank = Question unanswered, Z = No census form returned	EEO indicator	Blank
	9	1	SS	CALD Code 1	A valid code or blank	Culturally and Linguistically Diverse. 1 = Born in Australia, 2 = Born overseas in a mainly English speaking country, 3 = Born overseas in a mainly non-English speaking country, C = Response declined, blank = Question unanswered, Z = No census form returned	EEO indicator	Blank
	10	1	SS	CALD Code 2	A valid code or blank	Culturally and Linguistically Diverse. 4 = Speak a language at home other than English including ATSI/ASSI languages, 5 = English spoken at home, C = Response declined, blank = Question unanswered, Z = No census form returned	EEO indicator	Blank
	11	3	SS	Disability Code	A valid code or blank	Person with a disability. 600 = Disability, 700 = No Disability, 999 = Response declined, blank = Question unanswered, Z = No census form returned	EEO indicator	Blank
Human Resource Details	12	8	SS	Date appointed to Agency	<u>Standard MOHRI date format</u> or blank. Cannot be future date.	Date of appointment to the current agency. DDMMYYYY	sector workplace planning & indicator for continuity of employment	Yes
	13	8	SS	Date appointed to Queensland Public Sector	<u>Standard MOHRI date format</u> . Cannot be future date. Cannot be blank.	The date that the employee was appointed to the Queensland Public Sector.	determine tenure of employment	Yes
	14	1	SS	Employment Category	'P' or 'C' or 'T' or 'N'	Permanent(P), Casual(C), Fixed Term Temporary(T), Contract(N). (If separated during quarter use immediately prior employment category). Excludes - pieceworkers, volunteers, pension from agency, Employment Agency staff, contractors, Consultants, Board members	analysis of workforce flexibility, workforce planning & comparative profiles	Yes
	15	1	SS	Employment Status	Must be a <u>valid code</u>	Active (employee was active/at work & paid for any portion of the snapshot fortnight) (A), on paid leave for the whole snapshot fortnight (P), absent on unpaid leave for the whole snapshot fortnight (U), Separated (S), ELSLER only (E). The status is 'as at' the reporting date.	workforce analysis & comparative profiles	Yes
	16	8	CQ	Separation Date	Standard MOHRI date format of most recent separation in current quarter or blank.	Must not be blank if separation reason is entered or employment status = 'S' (Separated).	separation rates & length of service periods for workforce planning	Yes
	17	1	CQ	Separation Reason	Must be valid code and be the reason for the most recent separation in the current quarter. (See previous field)	A = Appointment to another QLD Public Sector agency, B = Resignation, C = Ill Health retirement, D = Retrenchment, E = End of Contract, F = Dismissal, G = Death, H = Early Retirement / Redundancy, J = Pension (paid by agency), K = Age retirement, L = Ceased, M = Machinery of Government change.	workforce analysis and planning.	Yes
	18	1	CQ	Separation Reason Extra	Must be a valid code or blank	Dept of Education use only. This field captures the separation and re-hiring of an employee under differing employment categories eg. Perm to Temp or Temp to Perm	separation rates for workforce planning	Blank
	19	3	SS	Appointed Full Time Equivalent (FTE) ratio x 100	>= 0 and <=100. FTE's greater than 1 should be reduced to 1	The ratio of an individual's actual placement appointed work hours to the award full-time standard hours for the work being done x 100. An FTE of 1.00 should be recorded as 100 while an FTE of 0.5 should be recorded as 050.	analysis of workforce flexibility, workforce planning & comparative profiles	Yes
	20	3	SS	Paid Full Time Equivalent (FTE) ratio x 100	>= 0 and <=100. FTE's greater than 1 should be reduced to 1	The ratio of an individual's actual paid hours in snapshot fortnight x 100. An FTE of 1.00 should be recorded as 100 while an FTE of 0.5 should be recorded as 050. FTE's of greater than 1 should be reduced to 1. Overtime, back-pay and any pay corrections are to be excluded.	costing & workforce planning	Yes
	21	10	SS	Classification Code within Award	Must be a <u>valid code</u> where applicable. Cannot be blank.	Identifies employees actual placement classification code.	costing and classification/increment profile	Blank

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Occupation Details	22	2	SS	Increment Year within Classification (if applicable)	Must be a valid code. Cannot be blank.	Identifies the increment year within the classification code for the employee. If on the qualification increment then Q must be used, otherwise it must be a 2 character code with leading zeros. ie 01, 02.	costing and classification/increment profile	Blank
	23	7	SS	Occupation Standard Classification for Australia (OSCA)	Must be valid code and 6 characters long	The Australian Bureau of Statistics, Standard Classification for Occupations for Australia (six digit code). <i>OSCA data collection commences for the September 2026 MOHRI data collection. Until then ANZSCO code continue to be collected.</i>	analysis of occupational profile, critical professions, recruitment planning and analysis, gender equity & comparative profiles	999999
	24	15	SS	SOG1	Optional field	Special occupation group1. Must be null or a valid code (which the agency supplies)	this field is used to define the key frontline roles within the agency	Blank
	25	15	SS	SOG2	Optional field	Special occupation group2. Must be null or a valid code (which the agency supplies)	this field is used to define the key frontline roles within the agency	Blank
	26	20	SS	Cost Centre Code	Optional field	Cost Centre Code for the employee. Field is not validated.	financial analysis and possible links to the Financial System	Blank
	27	12	SS	Position number	Optional field	Position number for the employee. Field is not validated		Blank
	28	5	SS	Corporate Services Code	Must be a <u>valid code</u> . Cannot be blank.	Corporate Service code for the employee.	government initiative	Blank
Industrial Instruments Details	29	5	SS	Legislation under which the employee is currently employed	Must be a <u>valid code</u>	A reference to the current employing Act. If a code is not available, please contact PSC for necessary allocation.	legislative profile	99999
	30	10	SS	Award Code - Base Award	Must be a <u>valid code</u>	A code which uniquely identifies a registered Industrial Award or Industrial Agreement. A code exists for 'award free'.	sector award profile	ELSLER
	31	10	SS	EBA Agreement Code	Must be a <u>valid code</u>	A code which uniquely identifies a registered Enterprise Bargaining Agreement.	sector certified agreement profile	99999
	32	4	SS	Award Standard Full-Time Hours per week x 100	>= 0 and <= 4500	The number of hours a full-time employee (ie FTE 1.0) would work in accordance with the appropriate award or agreement multiplied by 100. Eg if an award prescribes 36 hours 15 minutes for a full-time position, the required entry is 3625 (36.25 x 100)	financial and workforce management	Yes
Pay Details	33	5	SS	Award Hourly Base Rate of Pay in cents (include higher duties allowance and exclude all other allowances & penalties)	> = 0	The award hourly rate of base pay based on actual placement - includes higher duties allowance and excludes all other allowances & penalties in cents at the reporting date. Eg an employee whose weekly award rate of pay is \$600.00 per week for a 30 hour standard week would have an hourly rate of 2000 cents.	costing & workforce planning	Yes
	34	5	SS	Aggregate Hourly Rate of Regular Allowances in cents (exclude higher duties allowance, purchase leave allowance and PPL allowance)	> = 0	Total of 'standing' or 'regular' allowances in cents at the reporting date. Exclude higher duties allowance, purchase leave allowance and paid parental allowance. Eg an employee earning \$150.00 per week in 'standing' or 'regular' allowances for a 30 hour standard week would have an hourly rate of 500 cents.	costing, workforce planning & reflection of 'total earnings'	Yes
	35	5	SS	Hourly rate of total value of all allowance payments at reporting date in cents (exclude higher duties allowance, purchase leave allowance and PPL allowance)	> = 0	Total of all allowances at the reporting date in cents. Exclude severance payments, ex gratia payments, purchase leave allowance, PPL allowance, Higher Duties allowance and leave loading. Eg an employee earning \$120.00 per week in total allowances for a 30 hour standard week would have an hourly rate of 400 cents.	costing & workforce planning	Yes
	36	5	SS	Hourly rate of Higher Duties amount at reporting date in cents	> = 0	The hourly rate of approved higher duties allowance paid to the employee at the reporting date in cents. Eg an employee earning \$90.00 per week in total higher duties allowance for a 30 hour standard week would have an hourly rate of 300 cents.	costing & workforce planning	Yes
	37	5	SS	Hourly rate of Locality Allowance in cents	> = 0	The hourly rate of Locality Allowances paid to the employee at the reporting date in cents. Eg an employee earning \$120.00 per week in Locality Allowances for a 30 hour standard week would have an hourly rate of 400 cents.	costing & workforce planning	Yes
	38	5	SS	Hourly rate of Overtime amount in cents	> = 0	The amount of approved overtime allowance paid to the employee at the reporting date in cents. Eg an employee earning \$120.00 per week in overtime allowance for a 30 hour standard week would have an hourly rate of 400 cents.	costing & workforce planning	Yes
	39	5	SS	Overtime in hours x 100	> = 0	The number of approved overtime hours for which the employee is being paid at the reporting date x 100. Eg an employee being paid 9 hours overtime during at the reporting date will require an entry of 900 (9 x 100).	costing & workforce planning	Yes
Location Details	40	5	SS	Hourly rate of Shift/Penalty Allowances in cents	> = 0	The amount of shift/penalty allowance paid to the employee at the reporting date in cents. Eg an employee earning \$120.00 per week in shift/penalty allowance for a 30 hour standard week would have an hourly rate of 400 cents.	costing & workforce planning	Yes
	41	6	SS	Geographical Feature Code	Can only be blank if Flag is "E". If populated, must be <u>valid code</u> from list	Feature Code as per list - please contact PSC for new locations.	workforce planning	Blank
	42	4	SS	Home Postcodes	Cannot be blank, must be a valid value	Postcode of employees residential address. Overseas employees = OSEA.	government initiative	Blank
	43	5	PQ	Full pay sick leave hours drawn down over the previous quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the previous quarter, on full pay, resulting from an employee being too ill to work, and where the illness or injury is due to a cause which does not entitle the employee to workers' compensation. The number of hours must be multiplied by 100.	costing & workforce planning	0
	44	5	PQ	Half pay sick leave hours drawn down over the previous quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the previous quarter, on half pay, resulting from an employee being too ill to work, and where the illness or injury is due to a cause which does not entitle the employee to workers' compensation. The number of hours must be multiplied by 100.	costing & workforce planning	0
	45	5	PQ	Unpaid sick leave hours drawn down over the previous quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the previous quarter, unpaid, resulting from an employee being too ill to work, and where the illness or injury is due to a cause which does not entitle the employee to workers' compensation. The number of hours must be multiplied by 100.	costing & workforce planning	0

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Unscheduled Absence	46	5	PQ	Industrial Disputes hours absent in the previous quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the previous quarter, due to absences resulting from industrial disputes. The number of hours must be multiplied by 100.	costing & workforce planning	0
	47	5	PQ	Workers' Compensation hours absent in the previous quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the previous quarter, due to absences resulting from personal injury or disease sustained out of, or in the course of, employment (ie work related) and which forms part of an approved workers' compensation claim during the previous quarter. The number of hours must be multiplied by 100.	costing & workforce planning	0
	48	5	PQ	Full pay miscellaneous Special Leave such as bereavement or emergent leave hours absent in the previous quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the previous quarter, on full pay, due to miscellaneous unscheduled absence (ie unscheduled absence not covered above). The number of hours must be multiplied by 100. See examples of miscellaneous special leave for further explanation.	costing, workforce planning & industrial relations issues	0
	49	5	PQ	Half pay miscellaneous Special Leave such as bereavement or emergent leave hours absent in the previous quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the previous quarter, on half pay, due to miscellaneous unscheduled absence (ie unscheduled absence not covered above). The number of hours must be multiplied by 100. See examples of miscellaneous special leave for further explanation.	costing, workforce planning & industrial relations issues	0
	50	5	PQ	Unpaid miscellaneous Special Leave such as bereavement or emergent leave hours absent in the previous quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the previous quarter, unpaid, due to miscellaneous unscheduled absence (ie unscheduled absence not covered above). The number of hours must be multiplied by 100. See examples of miscellaneous special leave for further explanation.	costing & workforce planning	0
	51	5	PQ	Full pay carer's Leave hours absent in the previous quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the previous quarter, on full pay, on account of carer's leave. The number of hours must be multiplied by 100.	costing, workforce planning & industrial relations issues	0
	52	5	PQ	Half pay carer's Leave hours absent in the previous quarter x 100		Total number of absence hours in the previous quarter, on half pay, on account of carer's leave. The number of hours must be multiplied by 100.	costing, workforce planning & industrial relations issues	0
	53	5	PQ	Unpaid carer's Leave hours absent in the previous quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the previous quarter, unpaid, on account of carer's leave. The number of hours must be multiplied by 100.	costing, workforce planning & industrial relations issues	0
	54	5	PQ	Reproductive Health Leave hours absent in the previous quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the previous quarter, on account of paid reproductive health leave. The number of hours must be multiplied by 100.	costing, workforce planning & industrial relations issues	0
Scheduled Absence	55	5	CQ	Long Parental hours on Full pay absent in the current quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	No of hours absent on account of full pay long paid parental leave during the current quarter multiplied by 100. This includes leave for birth, adoption, surrogacy and cultural parentage.	costing, workforce planning & industrial relations issues	0
	56	5	CQ	Long Parental hours on Half pay absent in the current quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	No of hours absent on account of half pay long paid parental leave during the current quarter multiplied by 100. This includes leave for birth, adoption, surrogacy and cultural parentage.	costing, workforce planning & industrial relations issues	0
	57	5	CQ	Long Parental hours on No Pay absent in the current quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	No of hours absent on account of unpaid long paid parental leave during the current quarter multiplied by 100. This includes leave for birth, adoption, surrogacy and cultural parentage.	costing, workforce planning & industrial relations issues	0
	58	5	CQ	Short parental hours on Full pay absent in the current quarter x 100	>= 0 and <= 4000 (5days x 8hrs max)	No of hours absent on account of full pay short paid parental leave during the current quarter multiplied by 100. This includes leave for birth, adoption, surrogacy and cultural parentage.	costing, workforce planning & industrial relations issues	0
	59	5	CQ	Short parental hours on Half pay absent in the current quarter x 100	>= 0 and <= 8000 (10days x 8hrs max)	No of hours absent on account of half pay short paid parental leave during the current quarter multiplied by 100. This includes leave for birth, adoption, surrogacy and cultural parentage.	costing, workforce planning & industrial relations issues	0
	60	5	CQ	Short parental hours on No Pay absent in the current quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	No of hours absent on account of unpaid short unpaid parental leave during the current quarter multiplied by 100. This includes leave for birth, adoption, surrogacy and cultural parentage.	costing, workforce planning & industrial relations issues	0
	61	5	CQ	Long paid spousal leave hours on Full pay absent in the current quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	No of hours absent on account of full pay long spousal leave during the current quarter multiplied by 100.	costing, workforce planning & industrial	0
	62	5	CQ	Long paid spousal leave hours on Half pay absent in the current quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	No of hours absent on account of half pay long spousal leave during the current quarter multiplied by 100.	costing, workforce planning & industrial	0
	63	5	CQ	Flexible Parental Leave - Unpaid hours on absent in the current quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	No of hours absent on account of unpaid flexible parental leave during the current quarter multiplied by 100	costing, workforce planning & industrial relations issues	0
	64	5	CQ	Late term pregnancy leave - Unpaid hours absent in the current quarter x 100	>= 0 and <= (available working days for the qtr x 8hrs)	No of hours absent on account of late term pregnancy leave during the current quarter multiplied by 100	costing, workforce planning & industrial relations issues	0
	65	5	CQ	Appointment leave - paid hours absence in the current quarter x 100	>= 0 and <= 4000 (5days x 8hrs max)	No of hours absent on account of paid leave to attend medical, legal, tribunal, official or such other necessary preparations or appointments ('appointment leave') prior to the significant date, during the current quarter multiplied by 100. Leave relates to birth, adoption, surrogacy and cultural recognition order. For additional information refer to 'Appointment Leave' in the 08/24 Paid Parental Leave Directive.	costing, workforce planning & industrial relations issues	0
	66	5	CQ	Recreation Leave hours on Full pay	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the current quarter, on full pay, on the account of recreation/annual leave. The number of hours must be multiplied by 100. Excluding hours captured under other leave types (e.g. Rec leave with a reason of sick).	costing, workforce planning & industrial relations issues	0
	67	5	CQ	Recreation Leave hours on Half pay	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the current quarter, on half pay, on the account of recreation/annual leave. The number of hours must be multiplied by 100. Excluding hours captured under other leave types (e.g. Rec leave with a reason of sick).	costing, workforce planning & industrial relations issues	0

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	68	5	CQ	Recreation Leave hours Unpaid	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the current quarter, unpaid, on the account of recreation leave/annual. The number of hours must be multiplied by 100. Excluding hours captured under other leave types (e.g. Rec leave with a reason of sick).	costing, workforce planning & industrial relations issues	0
	69	5	CQ	Long Service Leave (LSL) hours on Full pay	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the current quarter, on full pay, on the account of long service leave. The number of hours must be multiplied by 100. Excluding hours captured under other leave types (e.g. LSL leave with a reason of sick).	costing, workforce planning & industrial relations issues	0
	70	5	CQ	Long Service Leave (LSL) hours on Half pay	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the current quarter, on half pay, on the account of long service leave. The number of hours must be multiplied by 100. Excluding hours captured under other leave types (e.g. LSL leave with a reason of sick).	costing, workforce planning & industrial relations issues	0
	71	5	CQ	Long Service Leave (LSL) hours Unpaid	>= 0 and <= (available working days for the qtr x 8hrs)	Total number of absence hours in the current quarter, unpaid, on the account of long serviceleave. The number of hours must be multiplied by 100. Excluding hours captured under other leave types (e.g. LSL leave with a reason of sick).	costing, workforce planning & industrial relations issues	0
ELSLER (Employee Long Service Leave Entitlement Report)	72	1	SS	Long Service Leave (LSL) Entitlement Type	Must be a <u>valid code</u> (A or B or C or D or N)	Must be a valid type. The rate at which the employee becomes entitled to long service leave. This depends on the employee's industrial award or employment agreement.	ELSLER requirement	Yes
	73	8	SS	Long Service Leave (LSL) Vesting Date	Standard MOHRI date format	The date upon which the employee becomes entitled to long service leave	ELSLER requirement	Yes
	74	6	CQ	Long Service Leave (LSL) balance accrued at current qtr start date X 100	>= 0	Employees long service leave balance (in working hours) accrued at the current quarter start date X 100	ELSLER requirement	Yes
	75	6	CQ	Long Service Leave (LSL) balance accrued at current qtr end date X 100	>= 0	Employees long service leave balance (in working hours) accrued at the current quarter end date X 100	ELSLER requirement	Yes
	76	6	CQ	Long Service Leave (LSL) hours taken during the current quarter X 100	>= 0	Long service leave working hours taken by the employee during the current quarter X 100. Only include hours taken from Long Service leave entitlement	ELSLER requirement	Yes
	77	6	CQ	Long Service Leave (LSL) hours paid out on separation during the current quarter X 100	>= 0	Long service leave in working hours paid out to employee on separation during the current quarter X 100. Only include hours taken from Long Service Leave entitlement	ELSLER requirement	Yes
Leave Balances	78	6	SS	Recreation Leave hours balance at the end of snapshot fortnight x 100	>= 0	Employees Recreation Leave hours balance (in working hours) accrued at the end of the snapshot fortnight (even if future leave has already been deducted) multiplied by 100	workforce reporting	Yes
	79	6	SS	Sick Leave hours balance at the end of snapshot fortnight x 100	>= 0	Employees Sick Leave hours balance (in working hours) accrued at the end of the snapshot fortnight (even if future leave has already been deducted) multiplied by 100	workforce reporting	Blank
MOHRI Flag	80	1	SS	Flag	Must be a <u>valid code</u>	Must be a valid code. M = MOHRI employee only, B = Both (MOHRI and ELSLER employee), E = ELSLER employee only, X = EEO & ELSLER employee, Z = EEO employee only	delineate between MOHRI and ELSLER employees - most employees should be coded as 'B' (Both)	E
Org Structure	81	15	SS	Org Level 1	Mandatory	Must be a valid code (which the agency supplies)	this field is used to define which area of the agency the employee is situated	E
	82	15	SS	Org Level 2	Optional field	Must be a valid code (which the agency supplies)	this field is used to define which area of the agency the employee is situated	E
	83	15	SS	Org Level 3	Optional field	Must be a valid code (which the agency supplies)	this field is used to define which area of the agency the employee is situated	E

Period	
SS	Snapshot Fortnight
PQ	Previous Qtr
CQ	Current Qtr

Note	* Data is always about the actual position for employees * The MOHRI file must contain all employees who accrue LSL, even if paid FTE = 0. (Emp Status = E & Flag = E)
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