

# Queensland public sector quarterly workforce profile

September 2015 (Version 2)



## 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.

The data provided by public sector agencies is part of the government approved Minimum Obligatory Human Resource Information process and is a snapshot of the workforce as at September 2015. Annual and 10 year data trends on a much wider range of workforce measures are published annually in the [Characteristics of the Queensland Public Service workforce](#).

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

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

Note: Figure 3 and Table 4 have been amended therefore the report published in November 2015 has been superseded.

## Queensland public sector quarterly workforce profile

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# Queensland public sector profile

Information contained in the following figures and tables have been identified from Minimum Obligatory Human Resource Information (MOHRI) data for September 2015.

## By size

There has been an increase of 1,868.28 full-time equivalent (FTE) employees in the public sector since last quarter—an increase of 0.92 per cent.

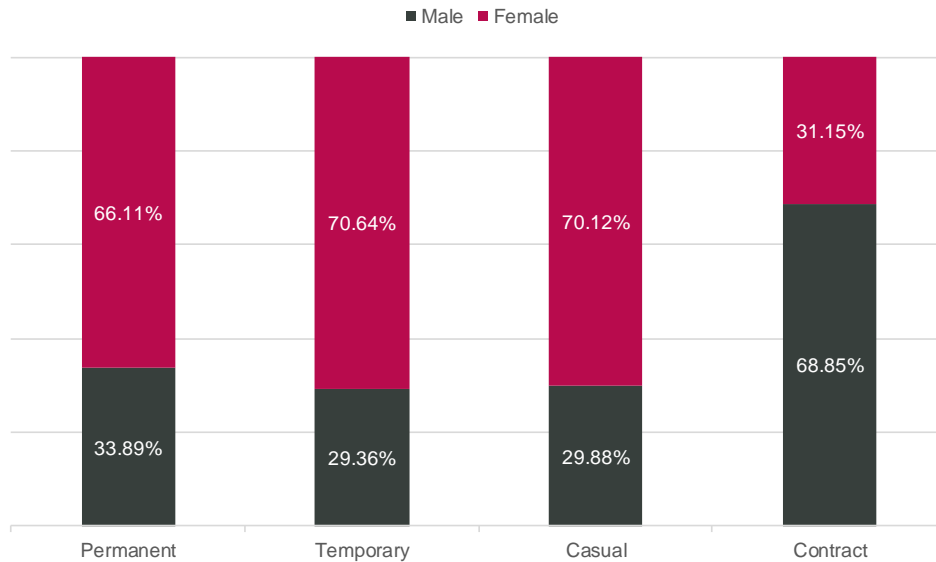
**Table 1: Number of FTE by gender and agency**

Agency	June 2015			September 2015			Quarterly variance in total FTE	% Quarterly variance in total FTE
	Female	Male	Total	Female	Male	Total		
Department of Aboriginal and Torres Strait Islander Partnerships	166.48	91.38	257.86	172.22	89.69	261.91	4.05	1.57%
Department of Agriculture and Fisheries	768.64	1,224.17	1,992.81	764.78	1,215.74	1,980.52	-12.29	-0.62%
Department of Communities, Child Safety and Disability Services	4,586.91	1,377.81	5,964.72	4,580.48	1,372.77	5,953.25	-11.47	-0.19%
Department of Education and Training	50,534.71	15,171.70	65,706.41	51,051.11	15,230.70	66,281.81	575.40	0.88%
Department of Energy and Water Supply	104.46	102.62	207.08	106.46	99.81	206.27	-0.81	-0.39%
Department of Environment and Heritage Protection	601.43	436.98	1,038.41	611.87	429.55	1,041.42	3.01	0.29%
Department of Housing and Public Works	1,494.55	1,406.41	2,900.96	1,501.51	1,413.37	2,914.88	13.92	0.48%
Department of Infrastructure, Local Government and Planning	240.54	163.84	404.38	248.14	171.14	419.28	14.90	3.68%
Department of Justice and Attorney-General	4,489.10	4,188.47	8,677.57	4,091.08	3,788.99	7,880.07	-797.50	-9.19%
Department of National Parks, Sport and Racing	495.15	839.67	1,334.82	488.34	833.80	1,322.14	-12.68	-0.95%
Department of Natural Resources and Mines	1,133.22	1,216.93	2,350.15	1,151.41	1,196.70	2,348.11	-2.04	-0.09%
Department of Science, Information Technology and Innovation	1,497.81	1,131.32	2,629.13	1,505.41	1,123.65	2,629.06	-0.07	0.00%
Department of State Development	360.20	216.20	576.40	372.56	220.80	593.36	16.96	2.94%
Department of the Premier and Cabinet	407.61	219.31	626.92	414.94	210.30	625.24	-1.68	-0.27%
Department of Tourism, Major Events, Small Business and Commonwealth Games	78.40	49.00	127.40	84.42	49.00	133.42	6.02	4.73%
Department of Transport and Main Roads	3,137.72	3,744.08	6,881.80	3,148.47	3,764.12	6,912.59	30.79	0.45%
Queensland Fire and Emergency Services	503.47	2,540.75	3,044.22	521.91	2,546.96	3,068.87	24.65	0.81%
Queensland Health	53,875.06	21,297.16	75,172.22	54,644.59	21,675.36	76,319.95	1,147.73	1.53%
Queensland Police Service	4,719.46	9,369.09	14,088.55	4,774.38	9,471.57	14,245.95	157.40	1.12%
Queensland Treasury	515.97	450.14	966.11	922.10	877.55	1,799.65	833.54	86.28%
Anti-Discrimination Commission Queensland	26.80	7.00	33.80	25.80	7.00	32.80	-1.00	-2.96%
Electoral Commission Queensland	26.21	29.06	55.27	27.89	31.35	59.24	3.97	7.18%
Legal Aid Queensland	310.75	115.21	425.96	313.08	121.61	434.69	8.73	2.05%
Office of the Health Ombudsman	64.85	33.00	97.85	76.75	34.83	111.58	13.73	14.03%
Office of the Inspector-General of Emergency Management	15.00	7.00	22.00	14.10	7.00	21.10	-0.90	-4.09%
Public Safety Business Agency	824.22	1,158.46	1,982.68	834.17	1,160.65	1,994.82	12.14	0.61%
Public Service Commission	43.30	25.80	69.10	52.50	22.40	74.90	5.80	8.39%
Public Trustee	368.39	167.09	535.48	369.32	164.09	533.41	-2.07	-0.39%
Queensland Art Gallery	156.69	140.84	297.53	161.19	117.72	278.91	-18.62	-6.26%
Queensland Audit Office	95.13	93.70	188.83	93.05	95.89	188.94	0.11	0.06%
Queensland Family and Child Commission	27.85	13.00	40.85	33.65	13.00	46.65	5.80	14.20%
Queensland Museum	140.31	103.33	243.64	144.91	97.98	242.89	-0.75	-0.31%
State Library of Queensland	199.68	85.35	285.03	201.24	86.88	288.12	3.09	1.08%
TAFE Queensland	2,470.70	1,554.36	4,025.06	2,376.62	1,490.76	3,867.38	-157.68	-3.92%
Trade and Investment Queensland	52.50	45.00	97.50	58.50	45.10	103.60	6.10	6.26%
<b>Queensland public sector</b>	<b>134,533.27</b>	<b>68,815.23</b>	<b>203,348.50</b>	<b>135,938.95</b>	<b>69,277.83</b>	<b>205,216.78</b>	<b>1,868.28</b>	<b>0.92%</b>

## By employment category

Females accounted for 66.24 per cent of the total FTE employment for the quarter.

**Figure 1: Percentage of FTE by appointment type and gender**



The majority of the workforce are permanent employees. Temporary and casual employment remain relatively low at 17.41 per cent and 2.95 per cent respectively.

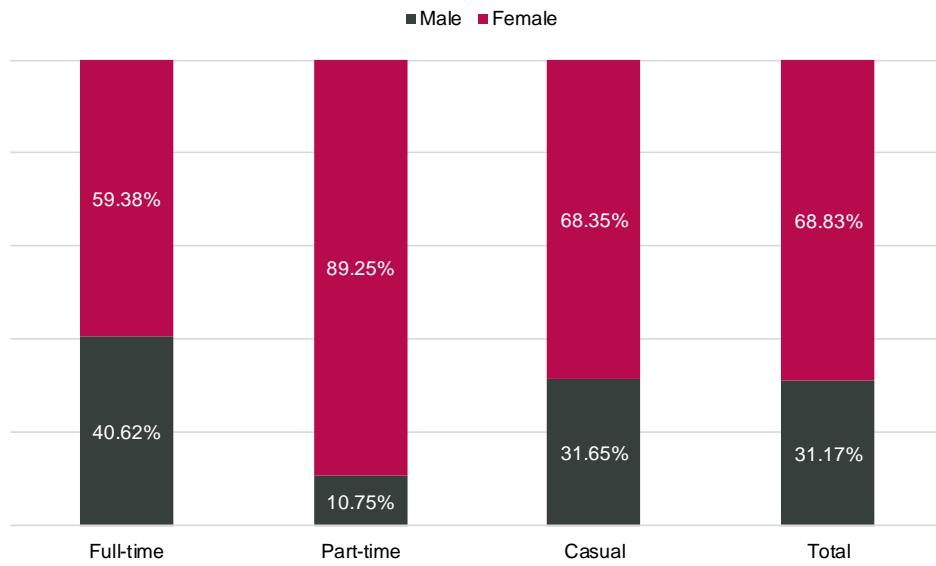
**Table 2: Number of FTE by appointment type and gender**

	Permanent	Temporary	Casual	Contract	Total
Female	105,040.28	25,239.36	4,242.78	1,416.53	135,938.95
Male	53,850.32	10,488.93	1,808.22	3,130.36	69,277.83
Total	158,890.60	35,728.29	6,051.00	4,546.89	205,216.78

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

Females account for nearly 90 per cent 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**

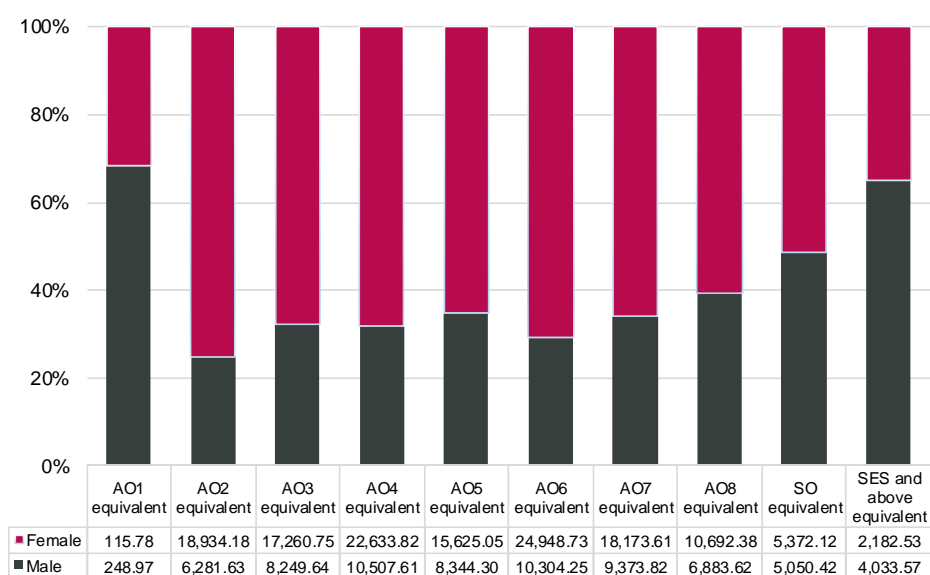
	Full-time	Part-time	Casual	Total
Female	91,901	64,325	12,486	168,712
Male	62,874	7,745	5,781	76,400
Total	154,775	72,070	18,267	245,112

## By earnings

While females and males receive the same salary for the same classification job, the FTE average annual earnings for females is \$9003 less than for males. Females are generally in lower paid jobs than males, with nearly 70 per cent of AO2 to AO6 and equivalent roles held by females. This figure decreases to:

- 60.80 per cent in AO8 and equivalent roles
- 51.50 per cent in senior officer and equivalent roles
- 35.10 per cent in senior executives and equivalent roles.

**Figure 3: Number of FTE by annual earnings and gender, based on AO equivalent (as if working full-time) \***



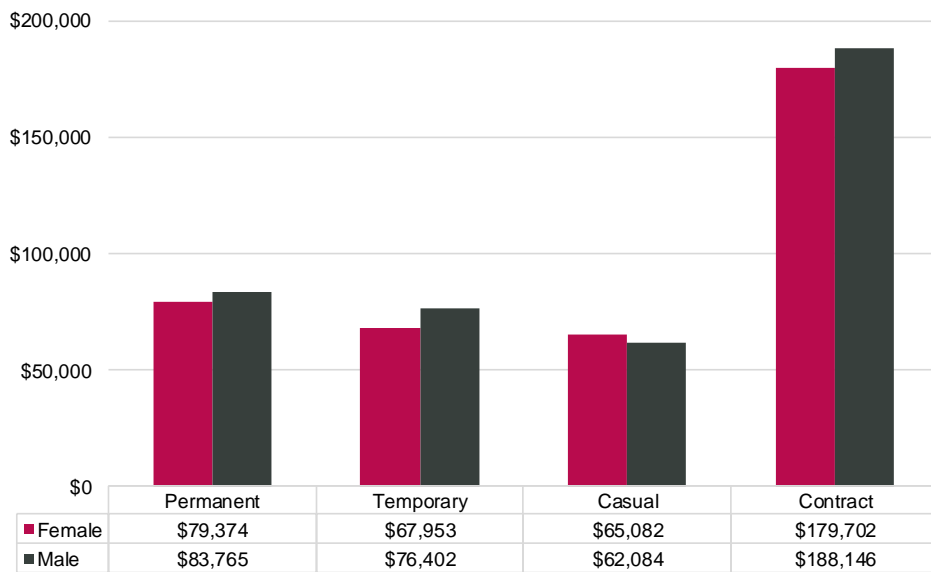
**Table 4: Number of FTE by annual earnings and gender, based on AO equivalent (as if working full-time) with selected occupations as examples \***

AO equivalent <sup>1</sup>	Occupations (selected examples only)	Female	Male	Total
AO1 and equivalent	Police recruits	115.78	248.97	364.75
AO2 and equivalent	Teacher aides, cleaners, administration staff, janitor/grounds persons, operational staff at Queensland Health, nursing assistants, some ambulance and fire fighter operational staff and others	18,934.18	6,281.63	25,215.81
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	17,260.75	8,249.64	25,510.39
AO4 and equivalent	Teachers, enrolled nurses, assistants in nursing and registered nurses, administration officers, some ambulance and fire fighter operational staff, police officers and others	22,633.82	10,507.61	33,141.43
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	15,625.05	8,344.30	23,969.35
AO6 and equivalent	Teachers, clinical and registered nurses, TAFE teachers, some ambulance operational staff, police officers, health practitioners, detectives and others	24,948.73	10,304.25	35,252.98
AO7 and equivalent	Clinical and registered nurses, teachers, police officers, detectives and others	18,173.61	9,373.82	27,547.43
AO8 and equivalent	Clinical nurses, consultant/manager/educator, clinical and registered nurses, teachers, principals and guidance officers, police officers, health practitioners, detectives and others	10,692.38	6,883.62	17,576.00
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	5,372.12	5,050.42	10,422.54
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	2,182.53	4,033.57	6,216.10
<b>Total</b>		<b>135,938.95</b>	<b>69,277.83</b>	<b>205,216.78</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.



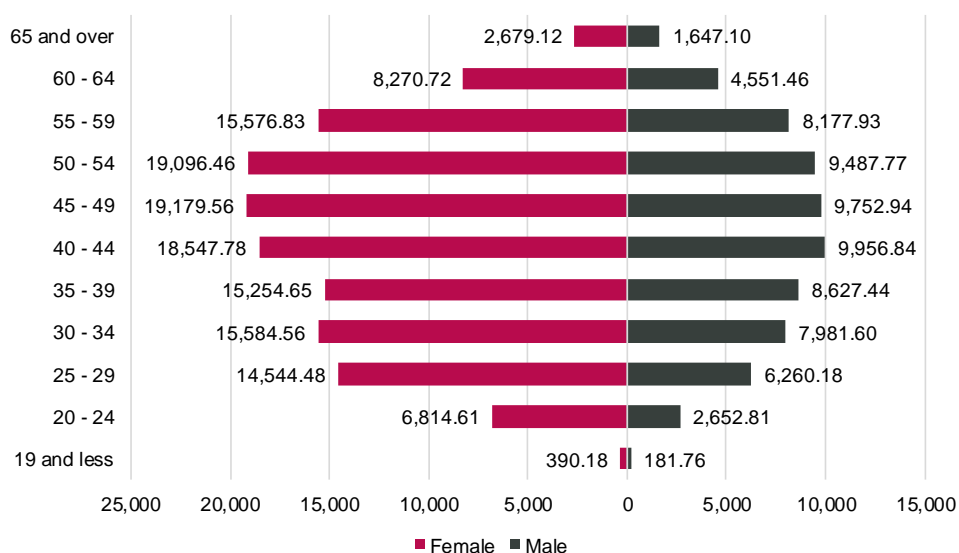
**Figure 4: Average annual earnings (FTE) by appointment type and gender**



## By age

The average age of an employee is 44.03 years (43.88 years for a female and 44.37 years for a male). Interstate and overseas employees are excluded from the analysis.

**Figure 5: Number of FTE by age distribution and gender**



**Table 5: 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	68.22%	71.98%	69.91%	66.13%	63.87%	65.07%	66.29%	66.81%	65.57%	64.50%	61.93%	66.24%
Male	31.78%	28.02%	30.09%	33.87%	36.13%	34.93%	33.71%	33.19%	34.43%	35.50%	38.07%	33.76%
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 6 below.

Just over 20 per cent of employees are located in the Brisbane inner city statistical area. Since the previous quarter, there is an increase of:

- 2.28 per cent in FTE for Gold Coast statistical area
- 1.64 per cent for Wide Bay statistical area
- 1.38 per cent for Moreton Bay – North statistical area.

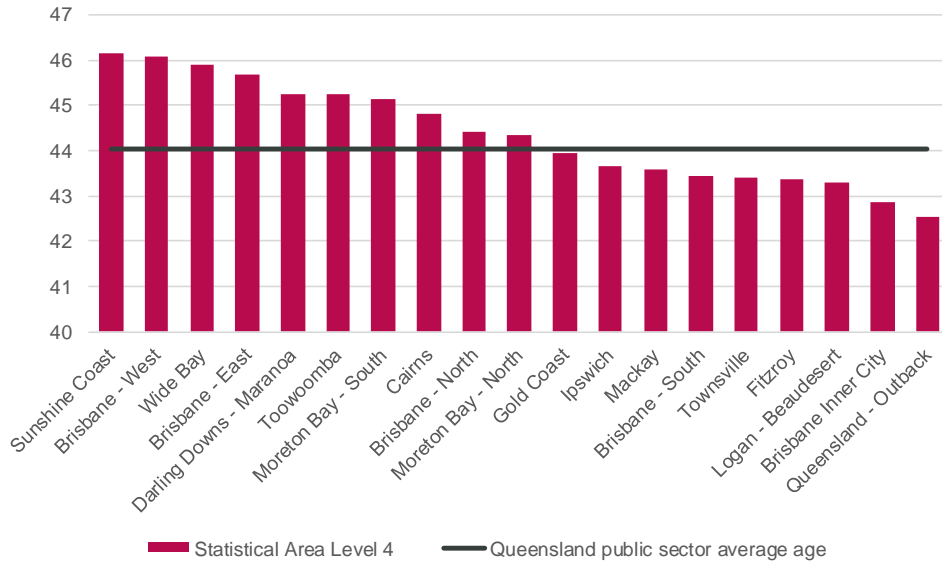
**Table 6: FTE and quarterly variance in FTE by Queensland SA4**

Statistical Area Level 4	June 2015		September 2015		% of quarterly Variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,553.92	2.24%	4,553.71	2.22%	-0.00%
Brisbane - North	8,326.15	4.10%	8,415.68	4.10%	1.08%
Brisbane - South	18,008.21	8.86%	18,141.53	8.84%	0.74%
Brisbane - West	3,301.40	1.62%	3,311.05	1.61%	0.29%
Brisbane Inner City	40,945.88	20.14%	41,401.79	20.18%	1.11%
Cairns	12,062.84	5.93%	12,173.75	5.93%	0.92%
Darling Downs - Maranoa	4,862.97	2.39%	4,839.94	2.36%	-0.47%
Fitzroy	9,160.30	4.51%	9,203.86	4.49%	0.48%
Gold Coast	16,111.41	7.92%	16,477.97	8.03%	2.28%
Ipswich	12,832.16	6.31%	12,868.28	6.27%	0.28%
Logan - Beaudesert	9,485.36	4.67%	9,564.34	4.66%	0.83%
Mackay	5,953.27	2.93%	5,987.49	2.92%	0.57%
Moreton Bay - North	8,176.60	4.02%	8,289.60	4.04%	1.38%
Moreton Bay - South	3,001.63	1.48%	2,998.61	1.46%	-0.10%
Queensland - Outback	5,984.50	2.94%	6,015.75	2.93%	0.52%
Sunshine Coast	10,500.75	5.16%	10,559.85	5.15%	0.56%
Toowoomba	6,903.15	3.40%	6,963.42	3.39%	0.87%
Townsville	11,983.59	5.89%	12,062.70	5.88%	0.66%
Wide Bay	11,159.78	5.49%	11,343.13	5.53%	1.64%
<b>Queensland</b>	<b>203,313.87</b>	<b>100.00%</b>	<b>205,172.45</b>	<b>100.00%</b>	<b>0.91%</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 46.16 years in the Sunshine Coast to 42.53 years in the Queensland outback. Interstate and overseas employees are excluded from the analysis.

**Figure 6: Average age by Queensland SA4**

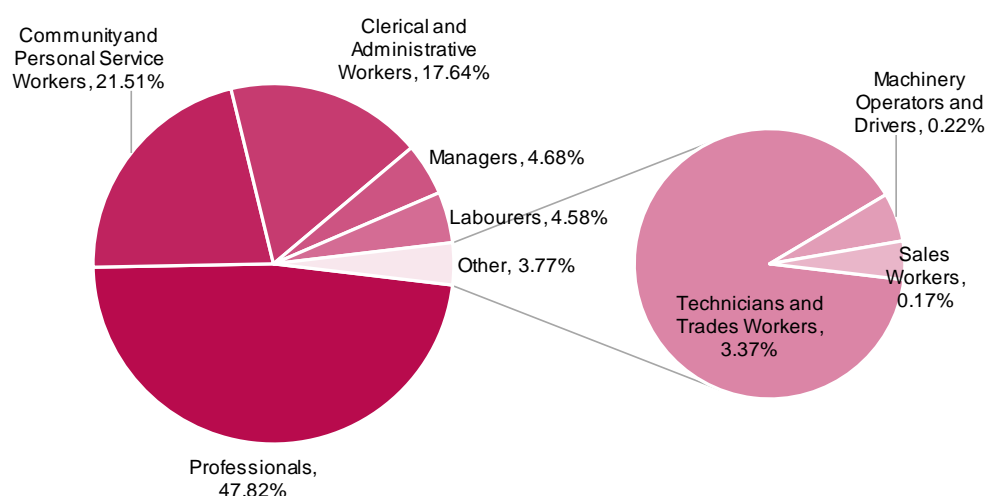


## By occupation

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

Nearly half (47.82 per cent) of the public sector are professionals. More than a fifth (21.51 per cent) are community and personal service workers, and nearly a fifth (17.64 per cent) are clerical and administrative workers.

**Figure 7: Percentage of FTE by occupation**



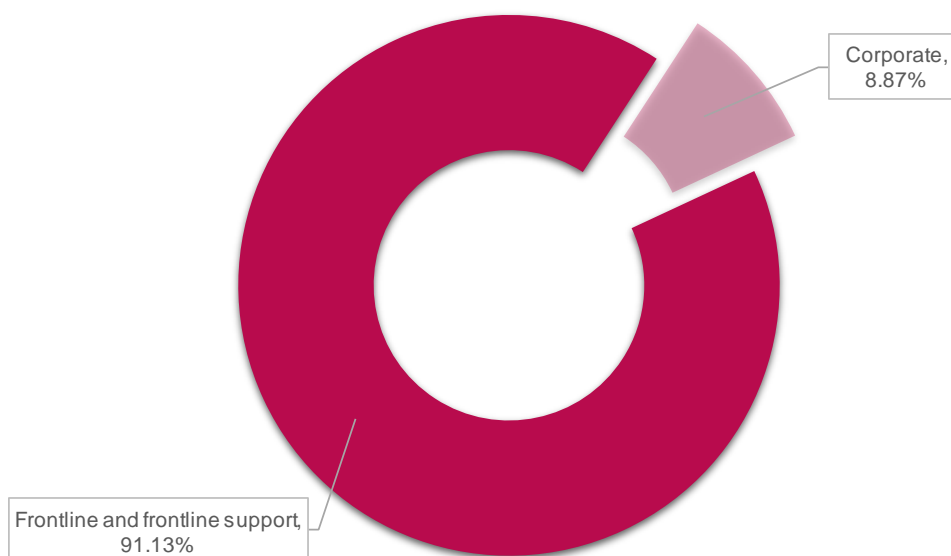
**Table 7: Number and percentage of FTE by occupation**

Type of occupation type	FTE	% of FTE
Professionals	98,134.01	47.82%
Community and Personal Service Workers	44,143.37	21.51%
Clerical and Administrative Workers	36,204.35	17.64%
Managers	9,613.43	4.68%
Labourers	9,394.99	4.58%
Technicians and Trades Workers	6,920.75	3.37%
Machinery Operators and Drivers	449.55	0.22%
Sales Workers	356.33	0.17%
<b>Queensland public sector</b>	<b>205,216.78</b>	<b>100.00%</b>

## By type of service

Employees in corporate services represent 8.87 per cent of the public sector. The two largest functions are information and communication technology (ICT) and human resources (HR), accounting for almost 47 per cent collectively. Followed by accounting and finance (16.43 per cent) and property and facilities (7.58 per cent).

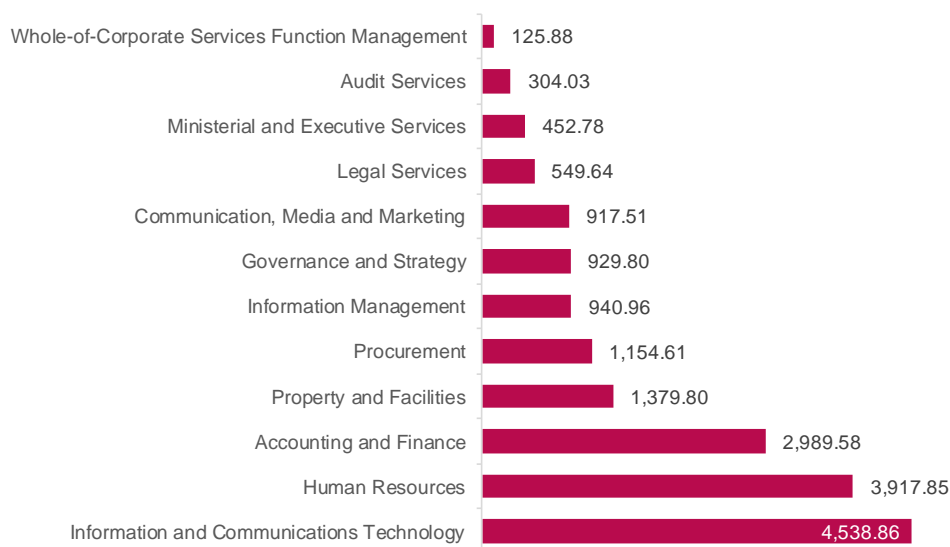
**Figure 8: Percentage of FTE by type of service**



**Table 8: Number and percentage of FTE employees by type of service**

Type of service	FTE	% of FTE
Frontline and frontline support	187,015.48	91.13%
Corporate	18,201.30	8.87%
<b>Queensland public sector</b>	<b>205,216.78</b>	<b>100.00%</b>

**Figure 9: Number of FTE by corporate services function**



**Table 9: Number and percentage of FTE by corporate services function**

Type of corporate services function	FTE	% of FTE
Information and Communications Technology	4,538.86	24.94%
Human Resources	3,917.85	21.53%
Accounting and Finance	2,989.58	16.43%
Property and Facilities	1,379.80	7.58%
Procurement	1,154.61	6.34%
Information Management	940.96	5.17%
Governance and Strategy	929.80	5.11%
Communication, Media and Marketing	917.51	5.04%
Legal Services	549.64	3.02%
Ministerial and Executive Services	452.78	2.49%
Audit Services	304.03	1.67%
Whole-of-Corporate Services Function Management	125.88	0.69%
<b>Queensland public sector - corporate service Total</b>	<b>18,201.30</b>	<b>100.00%</b>

## Schedule 1

**Table 10: Number of FTE by appointment type and agency**

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	216.71	40.10	0.10	5.00	261.91
Department of Agriculture and Fisheries	1,675.38	280.81	5.33	19.00	1,980.52
Department of Communities, Child Safety and Disability Services	4,934.23	830.18	147.84	41.00	5,953.25
Department of Education and Training	50,590.30	12,913.77	2,661.94	115.80	66,281.81
Department of Energy and Water Supply	177.26	20.81	-	8.20	206.27
Department of Environment and Heritage Protection	821.96	202.20	1.46	15.80	1,041.42
Department of Housing and Public Works	2,445.65	420.19	3.54	45.50	2,914.88
Department of Infrastructure, Local Government and Planning	260.77	129.51	0.48	28.52	419.28
Department of Justice and Attorney-General	6,627.46	885.09	252.16	115.36	7,880.07
Department of National Parks, Sport and Racing	1,137.69	150.93	19.52	14.00	1,322.14
Department of Natural Resources and Mines	2,131.31	127.21	7.49	82.10	2,348.11
Department of Science, Information Technology and Innovation	2,158.37	404.61	7.73	58.35	2,629.06
Department of State Development	450.66	106.80	-	35.90	593.36
Department of the Premier and Cabinet	439.22	136.36	16.76	32.90	625.24
Department of Tourism, Major Events, Small Business and Commonwealth Games	93.82	29.60	-	10.00	133.42
Department of Transport and Main Roads	6,102.60	417.48	300.51	92.00	6,912.59
Queensland Fire and Emergency Services	2,643.65	183.15	229.07	13.00	3,068.87
Queensland Health	54,959.93	15,925.49	2,243.67	3,190.86	76,319.95
Queensland Police Service	13,635.48	302.40	2.07	306.00	14,245.95
Queensland Treasury	1,572.34	162.05	0.46	64.80	1,799.65
Anti-Discrimination Commission Queensland	29.00	2.80	-	1.00	32.80
Electoral Commission Queensland	34.60	18.00	3.64	3.00	59.24
Legal Aid Queensland	383.71	41.87	0.11	9.00	434.69
Office of the Health Ombudsman	90.88	17.70	-	3.00	111.58
Office of the Inspector-General of Emergency Management	18.50	1.60	-	1.00	21.10
Public Safety Business Agency	1,578.89	363.40	8.53	44.00	1,994.82
Public Service Commission	46.00	18.10	-	10.80	74.90
Public Trustee	429.45	100.96	-	3.00	533.41
Queensland Art Gallery	166.81	54.51	52.59	5.00	278.91
Queensland Audit Office	161.15	16.40	0.39	11.00	188.94
Queensland Family and Child Commission	33.65	12.00	-	1.00	46.65
Queensland Museum	160.33	52.86	23.70	6.00	242.89
State Library of Queensland	219.94	54.54	8.64	5.00	288.12
TAFE Queensland	2,386.80	1,286.41	53.17	141.00	3,867.38
Trade and Investment Queensland	76.10	18.40	0.10	9.00	103.60
<b>Queensland public sector</b>	<b>158,890.60</b>	<b>35,728.29</b>	<b>6,051.00</b>	<b>4,546.89</b>	<b>205,216.78</b>



**Table 11: Number of headcount by appointment type and agency**

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	225	42	1	5	273
Department of Agriculture and Fisheries	1,735	297	19	19	2,070
Department of Communities, Child Safety and Disability Services	5,236	901	274	41	6,452
Department of Education and Training	59,065	17,971	7,840	116	84,992
Department of Energy and Water Supply	185	22	-	9	216
Department of Environment and Heritage Protection	863	211	4	16	1,094
Department of Housing and Public Works	2,531	439	5	46	3,021
Department of Infrastructure, Local Government and Planning	274	138	2	29	443
Department of Justice and Attorney-General	6,880	948	518	119	8,465
Department of National Parks, Sport and Racing	1,179	159	34	14	1,386
Department of Natural Resources and Mines	2,219	134	13	83	2,449
Department of Science, Information Technology and Innovation	2,284	419	12	59	2,774
Department of State Development	468	112	-	36	616
Department of the Premier and Cabinet	467	148	46	35	696
Department of Tourism, Major Events, Small Business and Commonwealth Games	101	30	-	10	141
Department of Transport and Main Roads	6,321	436	1,889	92	8,738
Queensland Fire and Emergency Services	2,679	203	2,124	13	5,019
Queensland Health	62,836	18,677	5,076	4,207	90,796
Queensland Police Service	13,940	327	5	306	14,578
Queensland Treasury	1,634	169	2	66	1,871
Anti-Discrimination Commission Queensland	31	4	-	1	36
Electoral Commission Queensland	36	18	7	3	64
Legal Aid Queensland	422	50	1	9	482
Office of the Health Ombudsman	93	18	-	3	114
Office of the Inspector-General of Emergency Management	20	2	-	1	23
Public Safety Business Agency	1,614	382	13	44	2,053
Public Service Commission	49	20	-	11	80
Public Trustee	449	104	-	3	556
Queensland Art Gallery	184	59	122	5	370
Queensland Audit Office	168	17	1	11	197
Queensland Family and Child Commission	36	14	-	1	51
Queensland Museum	175	67	66	6	314
State Library of Queensland	242	66	32	5	345
TAFE Queensland	2,502	1,425	160	142	4,229
Trade and Investment Queensland	79	19	1	9	108
<b>Queensland public sector</b>	<b>177,222</b>	<b>44,048</b>	<b>18,267</b>	<b>5,575</b>	<b>245,112</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)	<p>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.</p> <p>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. 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	<p>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.</p>

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	<p>Frontline roles are those that deliver services directly to the public including teachers, nurses, doctors and police officers.</p> <p>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.</p>
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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