

Queensland public sector conduct and performance data 2021-22

Year	Category 2	Category 3a	Category 3b	Total
2021-22	2794 (26%)	7909 (72%)	212 (2%)	10,915*
2020-21	2150 (54%)	1572 (40%)	251 (6%)	3973
2019-20	2006 (53%)	1469 (39%)	321 (8%)	3796
2018-19	2235 (56%)	1473 (37%)	270 (7%)	3978
2017-18	2112 (61%)	1181(34%)	176(5%)	3469
2016-17	1663 (58%)	1043 (36%)	160 (6%)	2866
2015-16	1526 (56%)	986 (37%)	193 (7%)	2705
2014-15	1979 (62%)	973 (30%)	241 (8%)	3193

Table: 2021-22 work performance matters

* Non-compliance with COVID-19 vaccination requirements accounts for 7371 of the total matters in 2021–22.

Summary

In 2020–21 most Queensland public sector agencies introduced mandatory COVID-19 vaccination requirement policies. Non-compliance with COVID-19 vaccination policies significantly impacted the number, outcomes and timeliness of the management of conduct and performance matters in 2021–22. Vaccination matters represented 67.5 per cent of all matters reported in 2021–22 (7371 out of 10,915).

Excluding vaccination matters, work performance matters represented 1.6 per cent of the Queensland public sector (sector) full-time equivalent (FTE) employees, based on Minimum Obligatory Human Resource Information (MORHI). This is within the range of 1.4 to 1.9 reported over the previous seven years.

In 2021–22, 0.09 per cent of the workforce was reported for the most serious breach of conduct expectations, down slightly from 0.12 per cent in 2020–21.

This is an extremely small number of employees relative to the total public sector workforce, and overwhelmingly demonstrates that most public servants meet or exceed the standards expected of them.

Outcomes

The most common outcome in 2021–22 was 'no further action' (55 per cent) followed by 'discipline' (31 per cent).



Of those where discipline was appropriate, discipline process outcomes included:

- a reprimand,
- increment reduction
- classification reduction
- monetary penalty, or
- transfer or termination of employment.

Benchmarks

A total of 69 per cent of matters in 2021–22 were finalised within the benchmark timeframes, up from 48 per cent in 2020–21.

The improvement can be attributed to a focus on prompt management of vaccination matters.

