

# **Queensland Public Sector Workforce Quarterly Profile** as at December 2014

## About this report

This report presents a brief overview of the composition of the Queensland Public Sector. 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 December 2014. 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 *Queensland Public Service Workforce Characteristics*.

To better reflect changes in the legislative and employment framework, from this quarter onward, this report will be 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.

## Size of the Queensland Public Sector

### (Full time Equivalent – FTE)

Overall, there has been an increase of 665.35 FTE employees in the Queensland Public Sector since last quarter. This represents an increase of 0.34%.

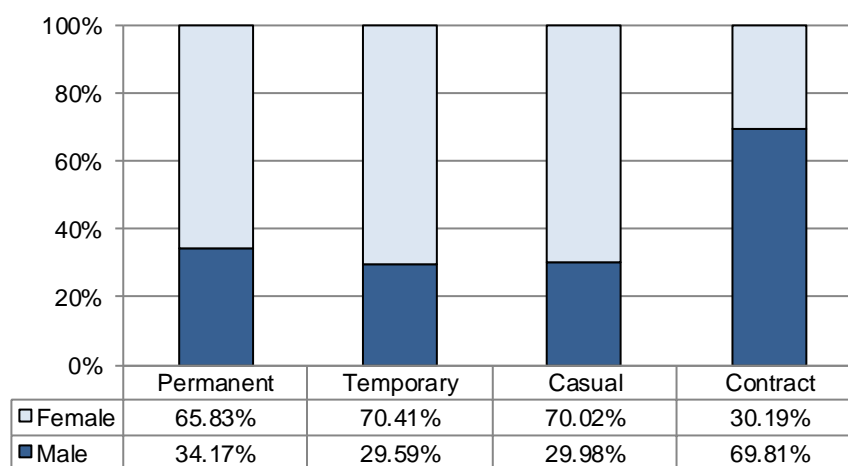
**Table 1: FTE by Agency and Gender**

| Agency  | Sept 2014         |                  |                   | Dec 2014          |                  |                   | Quarterly Variance in Total FTE | % Quarterly Variance in Total FTE |
|---|-------------------|------------------|-------------------|-------------------|------------------|-------------------|---------------------------------|-----------------------------------|
|   | Female            | Male             | Total             | Female            | Male             | Total             |                                 |                                   |
| Aboriginal and Torres Strait Islander and Multicultural Affairs | 191.18            | 102.72           | 293.90            | 202.97            | 102.69           | 305.66            | 11.76                           | 4.00%                             |
| Agriculture, Fisheries and Forestry                             | 745.06            | 1,220.64         | 1,965.70          | 755.02            | 1,219.50         | 1,974.52          | 8.82                            | 0.45%                             |
| Anti-Discrimination Commission Qld                              | 25.2              | 7                | 32.2              | 25.4              | 7                | 32.4              | 0.20                            | 0.62%                             |
| Communities, Child Safety and Disability Services               | 4,355.57          | 1,316.50         | 5,672.07          | 4,431.05          | 1,337.09         | 5,768.14          | 96.07                           | 1.69%                             |
| Education, Training and Employment                              | 48,805.05         | 14,762.31        | 63,567.36         | 48,672.92         | 14,644.61        | 63,317.53         | -249.83                         | -0.39%                            |
| Electoral Commission Qld  | 26.1              | 28.68            | 54.78             | 28.55             | 29.95            | 58.5              | 3.72                            | 6.79%                             |
| Energy and Water Supply   | 102.88            | 106.2            | 209.08            | 106.03            | 102.8            | 208.83            | -0.25                           | -0.12%                            |
| Environment and Heritage Protection                             | 583.97            | 423.10           | 1,007.07          | 597.49            | 431.11           | 1,028.60          | 21.53                           | 2.14%                             |
| Health  | 50,757.66         | 20,323.44        | 71,081.10         | 51,601.97         | 20,550.72        | 72,152.69         | 1,071.59                        | 1.51%                             |
| Housing and Public Works  | 1,459.57          | 1,456.10         | 2,915.67          | 1,471.66          | 1,425.74         | 2,897.40          | -18.27                          | -0.63%                            |
| Justice and Attorney-General                                    | 4,281.86          | 3,946.01         | 8,227.87          | 4,294.26          | 3,944.26         | 8,238.52          | 10.65                           | 0.13%                             |
| Legal Aid   | 311.18            | 127.7            | 438.88            | 304.67            | 123.73           | 428.40            | -10.48                          | -2.39%                            |
| Local Government, Community Recovery and Resilience             | 66.87             | 41.58            | 108.45            | 63.17             | 40.58            | 103.75            | -4.70                           | -4.33%                            |
| Museum  | 139.48            | 96.31            | 235.79            | 141.6             | 99.19            | 240.79            | 5.00                            | 2.12%                             |
| National Parks, Recreation, Sport and Racing                    | 481.63            | 847.41           | 1,329.04          | 479.69            | 845.06           | 1,324.75          | -4.29                           | -0.32%                            |
| Natural Resources and Mines                                     | 1,135.81          | 1,223.14         | 2,358.95          | 1,141.22          | 1,228.91         | 2,370.13          | 11.18                           | 0.47%                             |
| Office of Inspector-General of Emergency Management             | 13.00             | 8.00             | 21.00             | 11.80             | 8.00             | 19.80             | -1.20                           | -5.71%                            |
| Office of the Health Ombudsman                                  | 59.79             | 26.00            | 85.79             | 62.79             | 28.00            | 90.79             | 5.00                            | 5.83%                             |
| Premier and Cabinet   | 300.56            | 144.45           | 445.01            | 292.51            | 143.45           | 435.96            | -9.05                           | -2.03%                            |
| Public Safety Business Agency                                   | 767.65            | 1,133.15         | 1,900.80          | 786.71            | 1,167.06         | 1,953.77          | 52.97                           | 2.79%                             |
| Public Service Commission                                       | 59.7              | 25.20            | 84.90             | 56.2              | 24.80            | 81.00             | -3.90                           | -4.59%                            |
| Public Trust  | 381.94            | 174.29           | 556.23            | 372.16            | 173.09           | 545.25            | -10.98                          | -1.97%                            |
| Qld Art Gallery   | 149.28            | 122.98           | 272.26            | 164.16            | 127.41           | 291.57            | 19.31                           | 7.09%                             |
| Qld Audit Office  | 87                | 95.51            | 182.51            | 87                | 96.03            | 183.03            | 0.52                            | 0.28%                             |
| Qld Family and Child Commission                                 | 25.65             | 10               | 35.65             | 28.45             | 12               | 40.45             | 4.80                            | 13.46%                            |
| Qld Fire and Emergency Services                                 | 479.18            | 2,497.09         | 2,976.27          | 481.22            | 2,498.69         | 2,979.91          | 3.64                            | 0.12%                             |
| Qld Police Service  | 4,705.59          | 9,239.99         | 13,945.58         | 4,692.16          | 9,220.42         | 13,912.58         | -33.00                          | -0.24%                            |
| Qld Treasury and Trade  | 483.74            | 438.70           | 922.44            | 486.25            | 445.70           | 931.95            | 9.51                            | 1.03%                             |
| Science, Information Technology, Innovation and the Arts        | 1,634.91          | 1,245.48         | 2,880.39          | 1,619.59          | 1,226.86         | 2,846.45          | -33.94                          | -1.18%                            |
| State Development, Infrastructure and Planning                  | 520.33            | 344.00           | 864.33            | 523.17            | 346.50           | 869.67            | 5.34                            | 0.62%                             |
| State Library   | 201.92            | 81.52            | 283.44            | 202.08            | 82.11            | 284.19            | 0.75                            | 0.26%                             |
| TAFE Qld  | 2,563.40          | 1,641.01         | 4,204.41          | 2,395.89          | 1,505.55         | 3,901.44          | -302.97                         | -7.21%                            |
| Tourism, Major Events, Small Business and Commonwealth Games    | 69.56             | 45               | 114.56            | 72.1              | 44.28            | 116.38            | 1.82                            | 1.59%                             |
| Trade and Investment Qld  | 52.39             | 45.00            | 97.39             | 48.79             | 45.00            | 93.79             | -3.60                           | -3.70%                            |
| Transport and Main Roads  | 3,056.29          | 3,764.26         | 6,820.55          | 3,063.81          | 3,764.37         | 6,828.18          | 7.63                            | 0.11%                             |
| <b>Queensland Public Sector</b>                                 | <b>129,080.95</b> | <b>67,110.47</b> | <b>196,191.42</b> | <b>129,764.51</b> | <b>67,092.26</b> | <b>196,856.77</b> | <b>665.35</b>                   | <b>0.34%</b>                      |

## Public Sector Profile

Information contained in the following graphs has been identified from MOHRI data for December 2014. The definitions table at the back of this report will assist in interpretation of the graphs and tables.

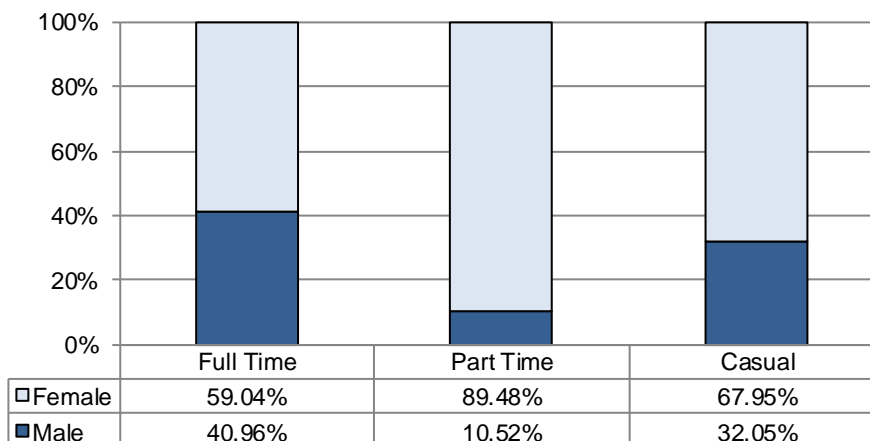
**Figure 1: Gender by Appointment Type (FTE)**



|              | Permanent         | Temporary        | Casual          | Contract        | Total             |
|--------------|-------------------|------------------|-----------------|-----------------|-------------------|
| Female       | 102,107.80        | 22,427.56        | 3,942.09        | 1,287.06        | 129,764.51        |
| Male         | 53,002.65         | 9,426.30         | 1,687.79        | 2,975.52        | 67,092.26         |
| <b>Total</b> | <b>155,110.45</b> | <b>31,853.86</b> | <b>5,629.88</b> | <b>4,262.58</b> | <b>196,856.77</b> |

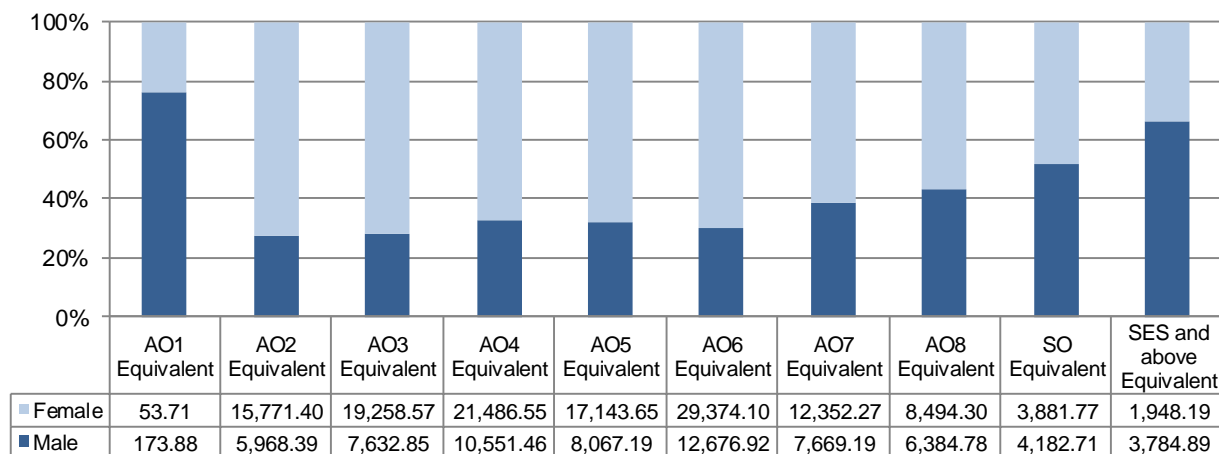
A breakdown of appointment type within each agency by headcount and FTE is contained in Schedule 1.

**Figure 2: Employment Status (Headcount) by Gender**



|              | Full Time      | Part Time     | Casual        | Total          |
|--------------|----------------|---------------|---------------|----------------|
| Female       | 88,120         | 61,431        | 11,843        | 161,394        |
| Male         | 61,129         | 7,226         | 5,587         | 73,942         |
| <b>Total</b> | <b>149,249</b> | <b>68,657</b> | <b>17,430</b> | <b>235,336</b> |

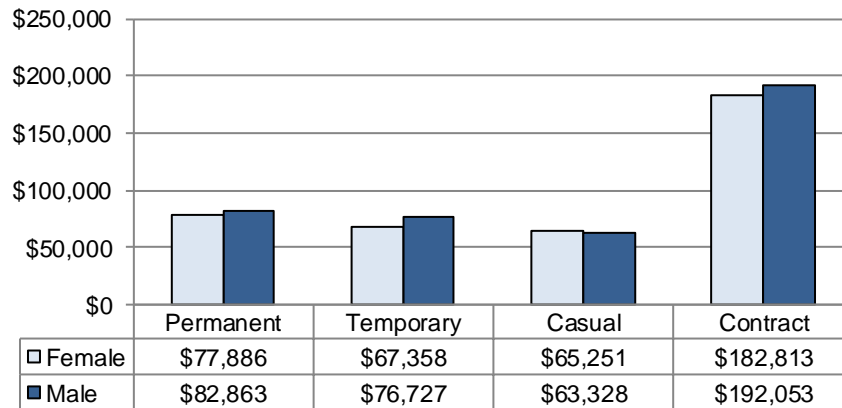
**Figure 3: Annual Earnings by Gender (FTE), based on AO Equivalent (as if working full-time) Earnings Group**



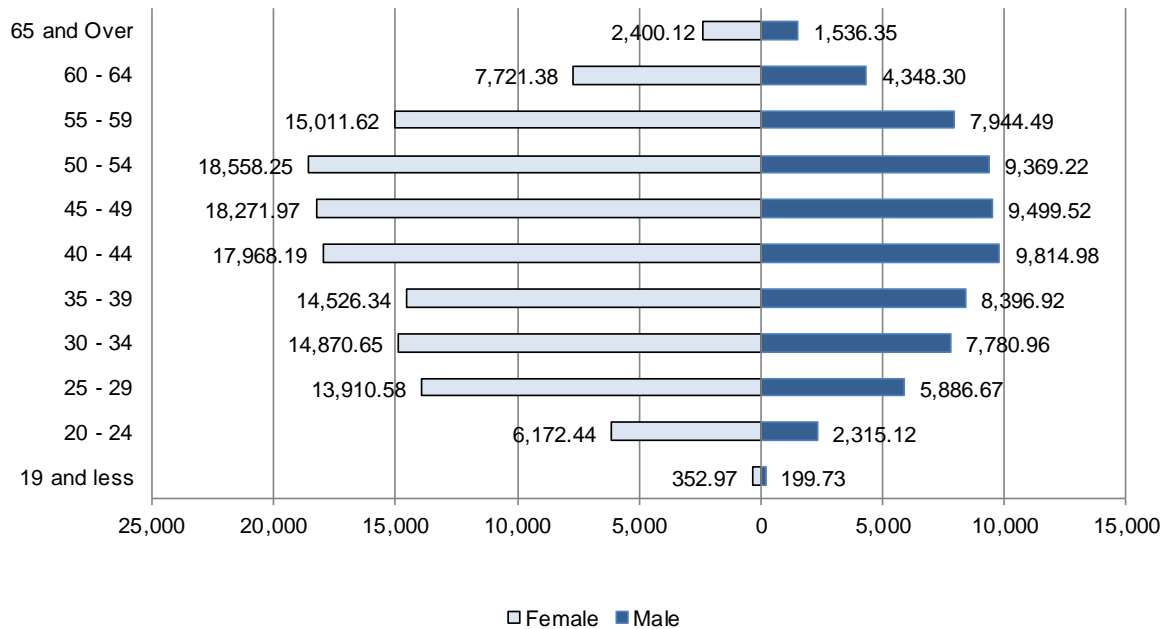
|                                  | <b>Occupations (selected examples only)</b>  | <b>Female</b>     | <b>Male</b>      | <b>Total</b>      |
|----------------------------------|--|-------------------|------------------|-------------------|
| AO1 Equivalent                   | police recruits  | 53.71             | 173.88           | 227.59            |
| AO2 Equivalent                   | teacher aides, cleaners, admin staff, janitor/groundspeople; operational staff in Health; assistants in nursing; some ambulance and fire fighter operational staff and others  | 15,771.40         | 5,968.39         | 21,739.79         |
| AO3 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  | 19,258.57         | 7,632.85         | 26,891.42         |
| AO4 Equivalent                   | teachers; enrolled nurses, assistants in nursing and registered nurses; admin officers; some ambulance and fire fighter operational staff; police officers and others  | 21,486.55         | 10,551.46        | 32,038.01         |
| AO5 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   | 17,143.65         | 8,067.19         | 25,210.84         |
| AO6 Equivalent                   | teachers; clinical and registered nurses; TAFE teachers; some ambulance operational staff; police officers; health practitioners; detectives and others  | 29,374.10         | 12,676.92        | 42,051.02         |
| AO7 Equivalent                   | clinical and registered nurses; teachers; police officers; detectives and others   | 12,352.27         | 7,669.19         | 20,021.46         |
| AO8 Equivalent                   | clinical nurse consultant/manager/educator; clinical and registered nurses; teachers, principals and guidance officers; police officers; health practitioners; detectives and others   | 8,494.30          | 6,384.78         | 14,879.08         |
| 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   | 3,881.77          | 4,182.71         | 8,064.48          |
| 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 | 1,948.19          | 3,784.89         | 5,733.08          |
| <b>Total</b>                     |  | <b>129,764.51</b> | <b>67,092.26</b> | <b>196,856.77</b> |

*Note: 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**



**Figure 5: Age Distribution (FTE) by Gender**

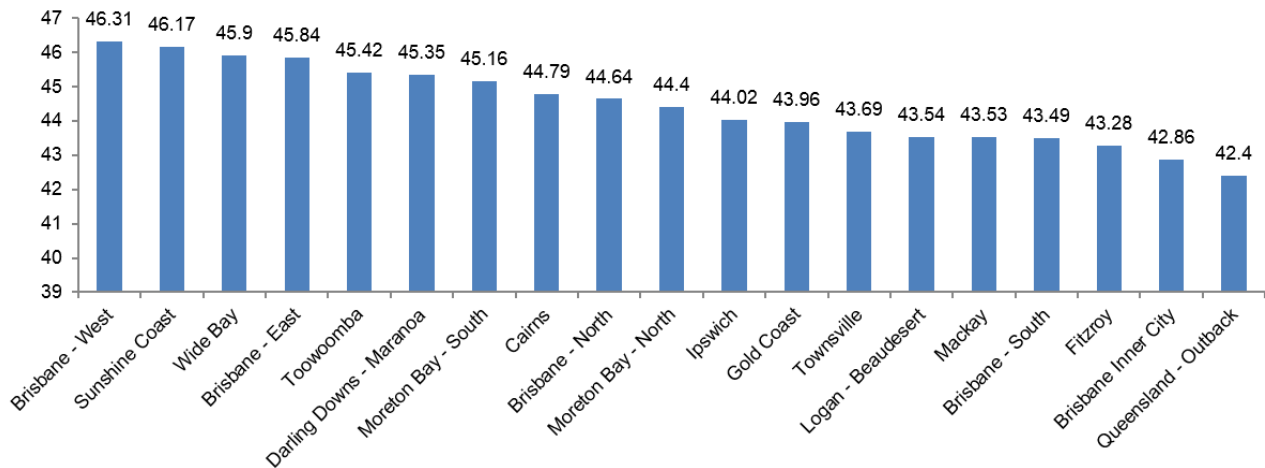


|        | 19 and less | 20 - 24 | 25 - 29 | 30 - 34 | 35 - 39 | 40 - 44 | 45 - 49 | 50 - 54 | 55 - 59 | 60 - 64 | 65 and Over | Total   |
|--------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------------|---------|
| Female | 63.86%      | 72.72%  | 70.27%  | 65.65%  | 63.37%  | 64.67%  | 65.79%  | 66.45%  | 65.39%  | 63.97%  | 60.97%      | 65.92%  |
| Male   | 36.14%      | 27.28%  | 29.73%  | 34.35%  | 36.63%  | 35.33%  | 34.21%  | 33.55%  | 34.61%  | 36.03%  | 39.03%      | 34.08%  |
| 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% |

The average age of an employee in the Queensland Public Sector is 44.11 years (43.94 years for a female and 44.49 years for a male). Interstate/overseas employees are excluded.

The average age ranges from 46.31 years in the Brisbane – West Statistical Area to 42.4 years in the Queensland – Outback Statistical Area.

**Figure 6<sup>a</sup>: Average Age by Australian Bureau of Statistics (ABS) Statistical Area 4 - (QLD Only)**



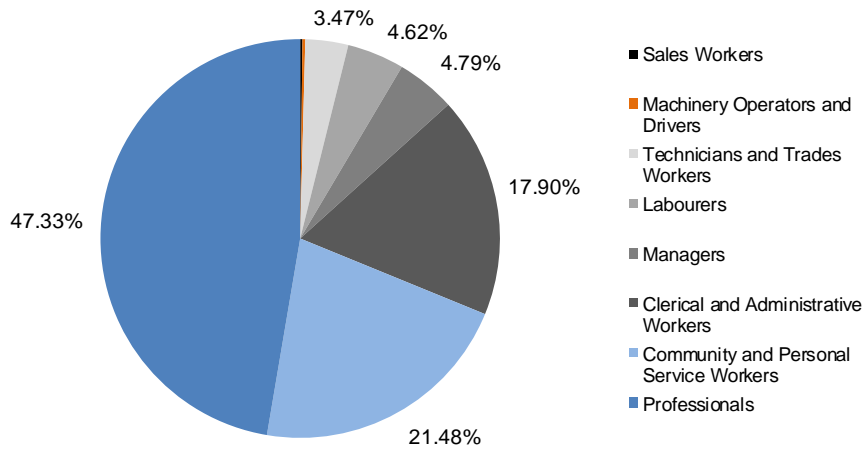
**Table 2<sup>a</sup>: Full Time Equivalent Employees by Statistical Area 4 - (QLD Only)**

| Statistical Area 4      | Sept-14           |                | Dec-14            |                | % Quarterly Variance in FTE |
|-------------------------|-------------------|----------------|-------------------|----------------|-----------------------------|
|                         | FTE               | % of FTE       | FTE               | % of FTE       |                             |
| Brisbane - East         | 4,506.05          | 2.30%          | 4,483.70          | 2.28%          | -0.50%                      |
| Brisbane - North        | 7,874.24          | 4.01%          | 8,129.53          | 4.13%          | 3.24%                       |
| Brisbane - South        | 17,550.39         | 8.95%          | 17,567.49         | 8.92%          | 0.10%                       |
| Brisbane - West         | 3,186.06          | 1.62%          | 3,126.73          | 1.59%          | -1.86%                      |
| Brisbane Inner City     | 39,572.70         | 20.17%         | 39,740.23         | 20.19%         | 0.42%                       |
| Cairns                  | 11,635.61         | 5.93%          | 11,662.85         | 5.92%          | 0.23%                       |
| Darling Downs - Maranoa | 4,725.75          | 2.41%          | 4,706.79          | 2.39%          | -0.40%                      |
| Fitzroy                 | 9,056.19          | 4.62%          | 9,041.76          | 4.59%          | -0.16%                      |
| Gold Coast              | 15,646.23         | 7.98%          | 15,649.09         | 7.95%          | 0.02%                       |
| Ipswich                 | 11,830.85         | 6.03%          | 12,209.01         | 6.20%          | 3.20%                       |
| Logan - Beaudesert      | 8,993.17          | 4.58%          | 9,144.22          | 4.65%          | 1.68%                       |
| Mackay                  | 5,803.29          | 2.96%          | 5,775.95          | 2.93%          | -0.47%                      |
| Moreton Bay - North     | 7,709.48          | 3.93%          | 7,794.45          | 3.96%          | 1.10%                       |
| Moreton Bay - South     | 2,911.00          | 1.48%          | 2,896.69          | 1.47%          | -0.49%                      |
| Queensland - Outback    | 5,823.82          | 2.97%          | 5,734.72          | 2.91%          | -1.53%                      |
| Sunshine Coast          | 10,245.76         | 5.22%          | 10,182.37         | 5.17%          | -0.62%                      |
| Toowoomba               | 6,701.14          | 3.42%          | 6,634.52          | 3.37%          | -0.99%                      |
| Townsville              | 11,516.69         | 5.87%          | 11,492.04         | 5.84%          | -0.21%                      |
| Wide Bay                | 10,890.37         | 5.55%          | 10,874.00         | 5.52%          | -0.15%                      |
| <b>Queensland</b>       | <b>196,178.79</b> | <b>100.00%</b> | <b>196,846.14</b> | <b>100.00%</b> | <b>0.34%</b>                |

<sup>a</sup> 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.

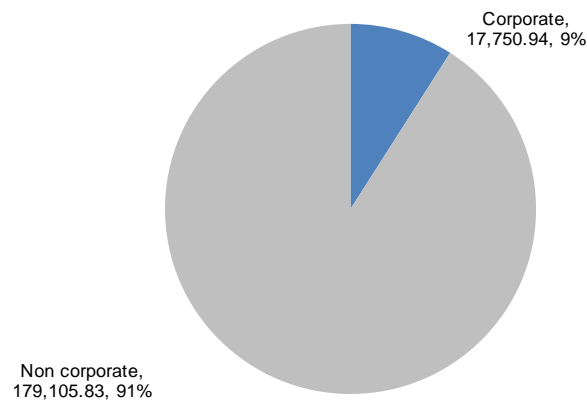


**Figure 7: Full Time Equivalent Employees by Occupation (based on Australian Bureau of Statistics ANZSCO coding)**



|  | FTE               | % of FTE       |
|--|-------------------|----------------|
| Managers                               | 9,426.65          | 4.79%          |
| Professionals                          | 93,171.03         | 47.33%         |
| Technicians and Trades Workers         | 6,825.39          | 3.47%          |
| Community and Personal Service Workers | 42,280.55         | 21.48%         |
| Clerical and Administrative Workers    | 35,241.77         | 17.90%         |
| Sales Workers                          | 356.92            | 0.18%          |
| Machinery Operators and Drivers        | 451.36            | 0.23%          |
| Labourers                              | 9,103.10          | 4.62%          |
| <b>Qld Public Sector</b>               | <b>196,856.77</b> | <b>100.00%</b> |

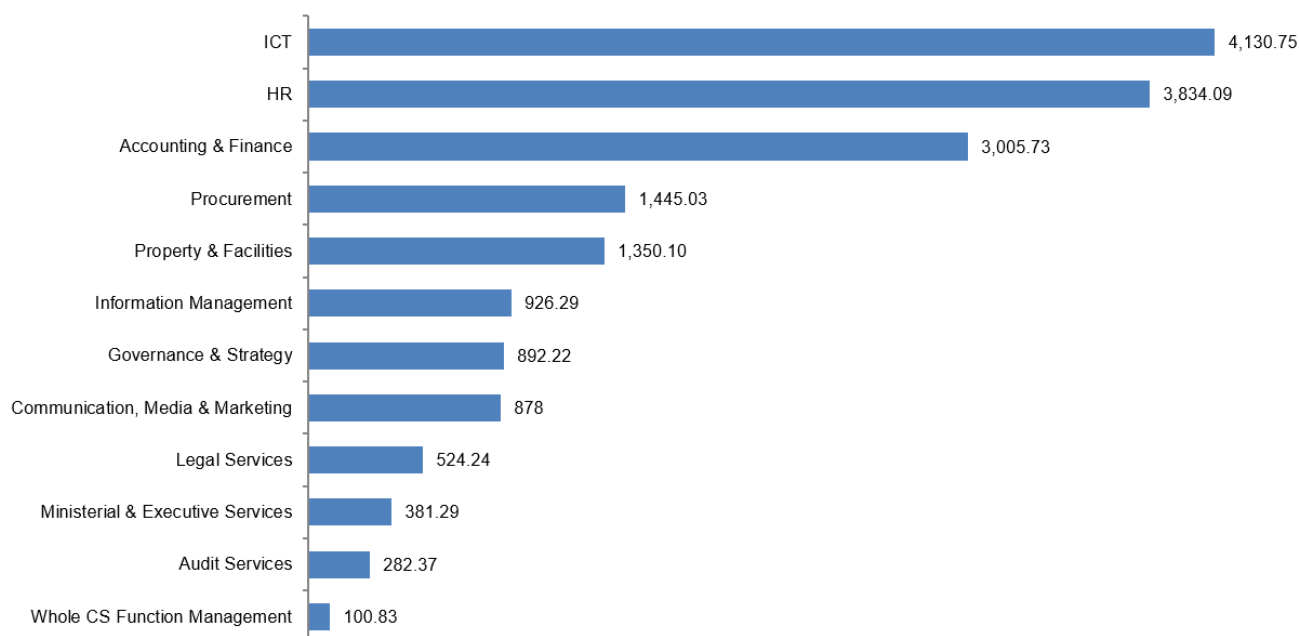
**Figure 8: Proportion of Corporate Services Employees (based on full time equivalent employees)**



|                   | Corporate | Non corporate | Total FTE  |
|-------------------|-----------|---------------|------------|
| Qld Public Sector | 17,750.94 | 179,105.83    | 196,856.77 |
|                   | 9.02%     | 90.98%        | 100.00%    |

**Figure 9: Full time Equivalent Employees by Corporate Services Function**

The Information and Communication Technology (ICT) and Human Resources (HR) functions each account for over 21% of the corporate services workforce (i.e. over 44% collectively). The next two largest groups, by function, are Accounting and Finance (17%) and Procurement (8%).



|   | Corporate - FTE  | % of Total  |
|---|------------------|-------------|
| Accounting and Finance                          | 3,005.73         | 0.17        |
| Audit Services                                  | 282.37           | 0.02        |
| Communication, Media and Marketing              | 878.00           | 0.05        |
| Governance and Strategy                         | 892.22           | 0.05        |
| Human Resources                                 | 3,834.09         | 0.22        |
| Information and Communications Technology       | 4,130.75         | 0.23        |
| Information Management                          | 926.29           | 0.05        |
| Legal Services                                  | 524.24           | 0.03        |
| Ministerial and Executive Services              | 381.29           | 0.02        |
| Procurement                                     | 1,445.03         | 0.08        |
| Property and Facilities                         | 1,350.10         | 0.08        |
| Whole of Corporate Services Function Management | 100.83           | 0.01        |
| <b>Qld Public Sector - Corporate Total</b>      | <b>17,750.94</b> | <b>1.00</b> |

## Schedule 1

| Staff Full Time Equivalents (FTE) by Agency by Appointment Type, December 2014 |                   |                  |                 |                 |                   |
|--|-------------------|------------------|-----------------|-----------------|-------------------|
| Agency   | Permanent         | Temporary        | Casual          | Contract        | Total             |
| Aboriginal and Torres Strait Islander and Multicultural Affairs                | 242.77            | 56.29            | 0.6             | 6               | 305.66            |
| Agriculture, Fisheries and Forestry  | 1,683.02          | 265.96           | 8.54            | 17              | 1,974.52          |
| Anti-Discrimination Commission Qld   | 28                | 3.4              | 0               | 1               | 32.4              |
| Communities, Child Safety and Disability Services                              | 4,765.38          | 781.67           | 183.09          | 38              | 5,768.14          |
| Education, Training and Employment   | 49,618.60         | 11,373.39        | 2,160.74        | 164.8           | 63,317.53         |
| Electoral Commission Qld   | 31                | 12.8             | 12.7            | 2               | 58.5              |
| Energy and Water Supply  | 188.83            | 14               | 0               | 6               | 208.83            |
| Environment and Heritage Protection  | 824               | 186.86           | 0.94            | 16.8            | 1,028.60          |
| Health   | 52,939.85         | 14,107.70        | 2,123.66        | 2,981.48        | 72,152.69         |
| Housing and Public Works   | 2,383.83          | 457.19           | 6.79            | 49.59           | 2,897.40          |
| Justice and Attorney-General   | 7,030.35          | 876.54           | 199.17          | 132.46          | 8,238.52          |
| Legal Aid  | 372.06            | 46.11            | 1.23            | 9               | 428.4             |
| Local Government, Community Recovery and Resilience                            | 82.67             | 19               | 0.08            | 2               | 103.75            |
| Museum   | 157.24            | 48.92            | 28.63           | 6               | 240.79            |
| National Parks, Recreation, Sport and Racing                                   | 1,128.09          | 139.69           | 24.17           | 32.8            | 1,324.75          |
| Natural Resources and Mines  | 2,140.18          | 140.25           | 10.4            | 79.3            | 2,370.13          |
| Office of Inspector-General of Emergency Management                            | 17.8              | 1                | 0               | 1               | 19.8              |
| Office of the Health Ombudsman   | 67.79             | 19               | 0               | 4               | 90.79             |
| Premier and Cabinet  | 297.41            | 105.2            | 2.2             | 31.15           | 435.96            |
| Public Safety Business Agency  | 1,576.09          | 252.33           | 79.35           | 46              | 1,953.77          |
| Public Service Commission  | 58.4              | 12.8             | 0               | 9.8             | 81                |
| Public Trust   | 427.47            | 114.78           | 0               | 3               | 545.25            |
| Qld Art Gallery  | 172.79            | 47.86            | 66.92           | 4               | 291.57            |
| Qld Audit Office   | 167.28            | 9.5              | 0.25            | 6               | 183.03            |
| Qld Family and Child Commission  | 32.85             | 6.6              | 0               | 1               | 40.45             |
| Qld Fire and Emergency Services  | 2,594.48          | 154.42           | 220.01          | 11              | 2,979.91          |
| Qld Police Service   | 13,440.09         | 315.45           | 4.04            | 153             | 13,912.58         |
| Qld Treasury and Trade   | 824.69            | 73.66            | 0               | 33.6            | 931.95            |
| Science, Information Technology, Innovation and the Arts                       | 2,364.43          | 390.62           | 23.1            | 68.3            | 2,846.45          |
| State Development, Infrastructure and Planning                                 | 603.15            | 202.22           | 0               | 64.3            | 869.67            |
| State Library  | 221.91            | 49.71            | 7.57            | 5               | 284.19            |
| TAFE Qld   | 2,392.34          | 1,194.53         | 161.37          | 153.2           | 3,901.44          |
| Tourism, Major Events, Small Business and Commonwealth Games                   | 91.5              | 15.6             | 0.28            | 9               | 116.38            |
| Trade and Investment Qld   | 75.79             | 11               | 0               | 7               | 93.79             |
| Transport and Main Roads   | 6,068.32          | 347.81           | 304.05          | 108             | 6,828.18          |
| <b>Queensland Public Sector</b>  | <b>155,110.45</b> | <b>31,853.86</b> | <b>5,629.88</b> | <b>4,262.58</b> | <b>196,856.77</b> |

## Schedule 1 (cont'd)

| Staff (Headcount) by Agency by Appointment Type, December 2014  |                |               |               |              |                |
|---|----------------|---------------|---------------|--------------|----------------|
| Agency  | Permanent      | Temporary     | Casual        | Contract     | Total          |
| Aboriginal and Torres Strait Islander and Multicultural Affairs | 251            | 59            | 2             | 6            | 318            |
| Agriculture, Fisheries and Forestry                             | 1,737          | 278           | 25            | 17           | 2,057          |
| Anti-Discrimination Commission Qld                              | 30             | 4             | 0             | 1            | 35             |
| Communities, Child Safety and Disability Services               | 5,040          | 842           | 318           | 38           | 6,238          |
| Education, Training and Employment                              | 58,132         | 15,985        | 6,912         | 165          | 81,194         |
| Electoral Commission Qld  | 32             | 13            | 24            | 2            | 71             |
| Energy and Water Supply   | 198            | 14            | 0             | 6            | 218            |
| Environment and Heritage Protection                             | 858            | 195           | 3             | 17           | 1,073          |
| Health  | 60,614         | 16,666        | 4,867         | 3,930        | 86,077         |
| Housing and Public Works  | 2,460          | 477           | 9             | 50           | 2,996          |
| Justice and Attorney-General                                    | 7,294          | 928           | 431           | 136          | 8,789          |
| Legal Aid   | 409            | 56            | 4             | 9            | 478            |
| Local Government, Community Recovery and Resilience             | 86             | 19            | 1             | 2            | 108            |
| Museum  | 173            | 65            | 71            | 6            | 315            |
| National Parks, Recreation, Sport and Racing                    | 1,165          | 146           | 41            | 33           | 1,385          |
| Natural Resources and Mines                                     | 2,228          | 148           | 16            | 80           | 2,472          |
| Office of Inspector-General of Emergency Management             | 19             | 1             | 0             | 1            | 21             |
| Office of the Health Ombudsman                                  | 69             | 19            | 0             | 4            | 92             |
| Premier and Cabinet   | 313            | 111           | 3             | 34           | 461            |
| Public Safety Business Agency                                   | 1,614          | 259           | 84            | 46           | 2,003          |
| Public Service Commission                                       | 62             | 13            | 0             | 10           | 85             |
| Public Trust  | 448            | 117           | 0             | 3            | 568            |
| Qld Art Gallery   | 194            | 51            | 122           | 4            | 371            |
| Qld Audit Office  | 174            | 10            | 1             | 6            | 191            |
| Qld Family and Child Commission                                 | 35             | 8             | 0             | 1            | 44             |
| Qld Fire and Emergency Services                                 | 2,619          | 175           | 2,069         | 11           | 4,874          |
| Qld Police Service  | 13,762         | 338           | 8             | 153          | 14,261         |
| Qld Treasury and Trade  | 861            | 75            | 0             | 34           | 970            |
| Science, Information Technology, Innovation and the Arts        | 2,511          | 408           | 59            | 69           | 3,047          |
| State Development, Infrastructure and Planning                  | 627            | 213           | 0             | 65           | 905            |
| State Library   | 245            | 59            | 36            | 5            | 345            |
| TAFE Qld  | 2,506          | 1,315         | 460           | 154          | 4,435          |
| Tourism, Major Events, Small Business and Commonwealth Games    | 99             | 16            | 1             | 9            | 125            |
| Trade and Investment Qld  | 78             | 11            | 0             | 7            | 96             |
| Transport and Main Roads  | 6,278          | 369           | 1,863         | 108          | 8,618          |
| <b>Queensland Public Sector</b>                                 | <b>173,221</b> | <b>39,463</b> | <b>17,430</b> | <b>5,222</b> | <b>235,336</b> |

## 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 December 2014 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

|                               |   |
|-------------------------------|---|
| 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: <a href="http://www.psc.qld.gov.au/publications/workforce-statistics/assets/mohri-service-delivery-definitions_sept13.pdf">http://www.psc.qld.gov.au/publications/workforce-statistics/assets/mohri-service-delivery-definitions_sept13.pdf</a></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"> <li>- Corporate services are delivered to clients who are internal to the Queensland Government</li> <li>- Corporate services may be provided on an agency-specific, cross-agency or service-wide basis</li> <li>- Employees deliver corporate services activities for the majority of the available working time</li> <li>- Employees may be located in a corporate division, or embedded in business, service or regional areas.</li> </ul> <p>Refer to the following document on the PSC website for corporate service function codes:<br/><a href="http://www.psc.qld.gov.au/publications/workforce-statistics/assets/mohri-corporate-services.pdf">http://www.psc.qld.gov.au/publications/workforce-statistics/assets/mohri-corporate-services.pdf</a></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:<br/><a href="http://www.psc.qld.gov.au/publications/workforce-statistics/assets/mohri-service-delivery-definitions_sept13.pdf">http://www.psc.qld.gov.au/publications/workforce-statistics/assets/mohri-service-delivery-definitions_sept13.pdf</a></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.   |
| Full-time Equivalent (FTE)    | The hours worked by several part-time or casual employees, added together, may be required to make one full-time equivalent employee.   |
| Location                      | Statistical Area 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>  |