

Queensland public sector workforce profile

March 2020



Queensland public sector workforce profile*

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More information

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About this profile

This bi-annual workforce profile (the profile) is a summary of the Queensland public sector (the sector) workforce at 31 March 2020.

This is the second report that implements a number of changes to improve the accuracy of workforce reporting. The format is in line with recommendations from the 2018 [Review into Queensland public sector workforce reporting](#) by Professor Peter Coaldrake AO (Coaldrake review).

As a result, the profile more clearly identifies:

- key frontline roles that deliver services direct to the community
- other frontline roles that provide services directly to the community, and frontline support roles which provide essential support to enable delivery of services direct to the community
- corporate roles that provide support services to public sector agencies
- workforce earnings
- location of the workforce
- workforce diversity: Aboriginal and Torres Strait Islander employees, employees with disability, employees from non-English speaking background and women in leadership.

Direct comparison with reports prior to September 2019 should be made with caution due to key changes in methodology:

- full-time equivalent (FTE) are no longer counted on a substantive basis¹; they are now counted on an actual² basis. This reduces double counting of employees who are on secondment between agencies
- FTE on leave without pay³ up to 8 weeks are no longer counted
- FTE on leave without pay (regardless of time period) are no longer counted
- FTE taking leave at half pay are now counted proportionately⁴.

¹ Substantive means the agency where the FTE is substantively appointed.

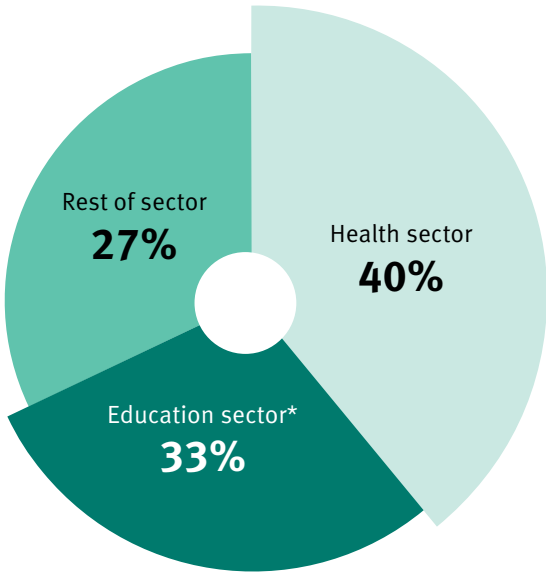
² Actual means the agency where the FTE is actually paid from.

³ Previously, if an employee was on leave without pay for a period of up to 8 weeks, the FTE was counted.

⁴ This means that if an employee takes leave at half pay the employee is no longer counted at their full FTE rate, (1 FTE), the employee is counted at the half rate (0.5 FTE).

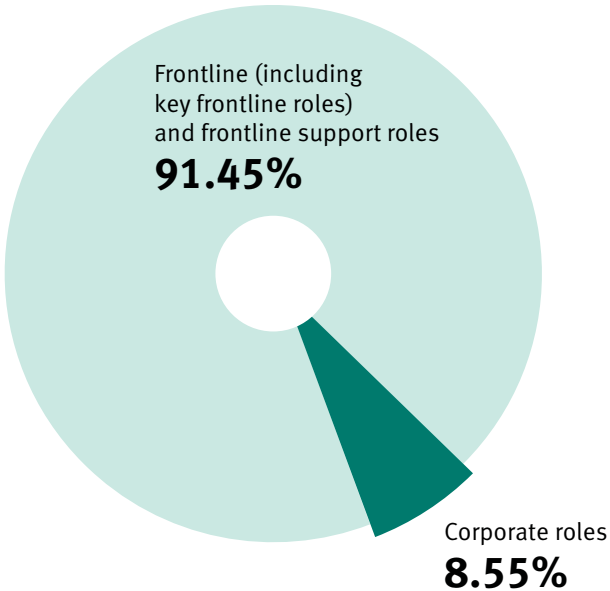
Workforce at a glance

Sector



*Education sector includes TAFE Queensland

Occupation type



Key frontline roles



Teachers and teacher aides
58,183.69



Nurses and midwives
35,254.14



Police
11,836.35



Correction officers
2966.17



Allied health
(health practitioners,
professional and technical)
11,646.40



Doctors
10,380.26



Ambulance operatives
4467.08



Firefighters
2506.05



TAFE teachers and tutors
1876.58



Child safety case workers
1719.16

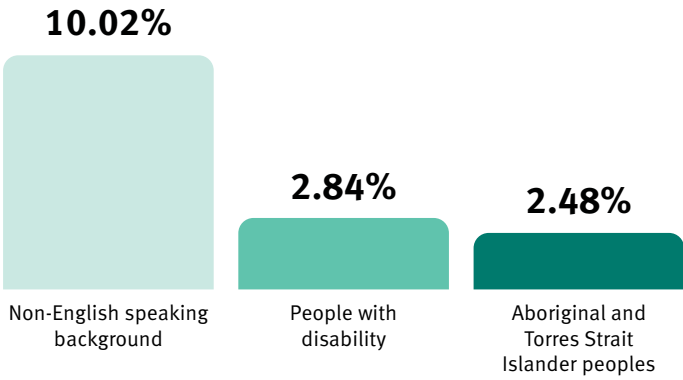


Disability support workers
1138.00

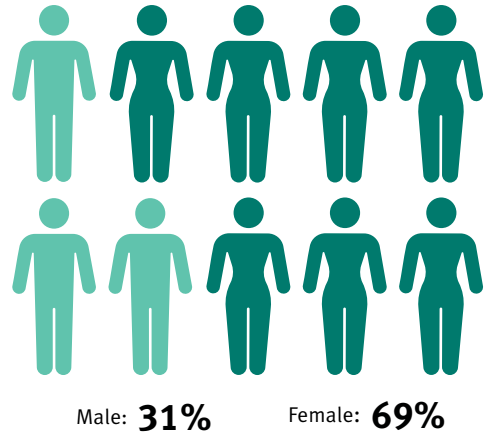


Youth and case workers
834.49

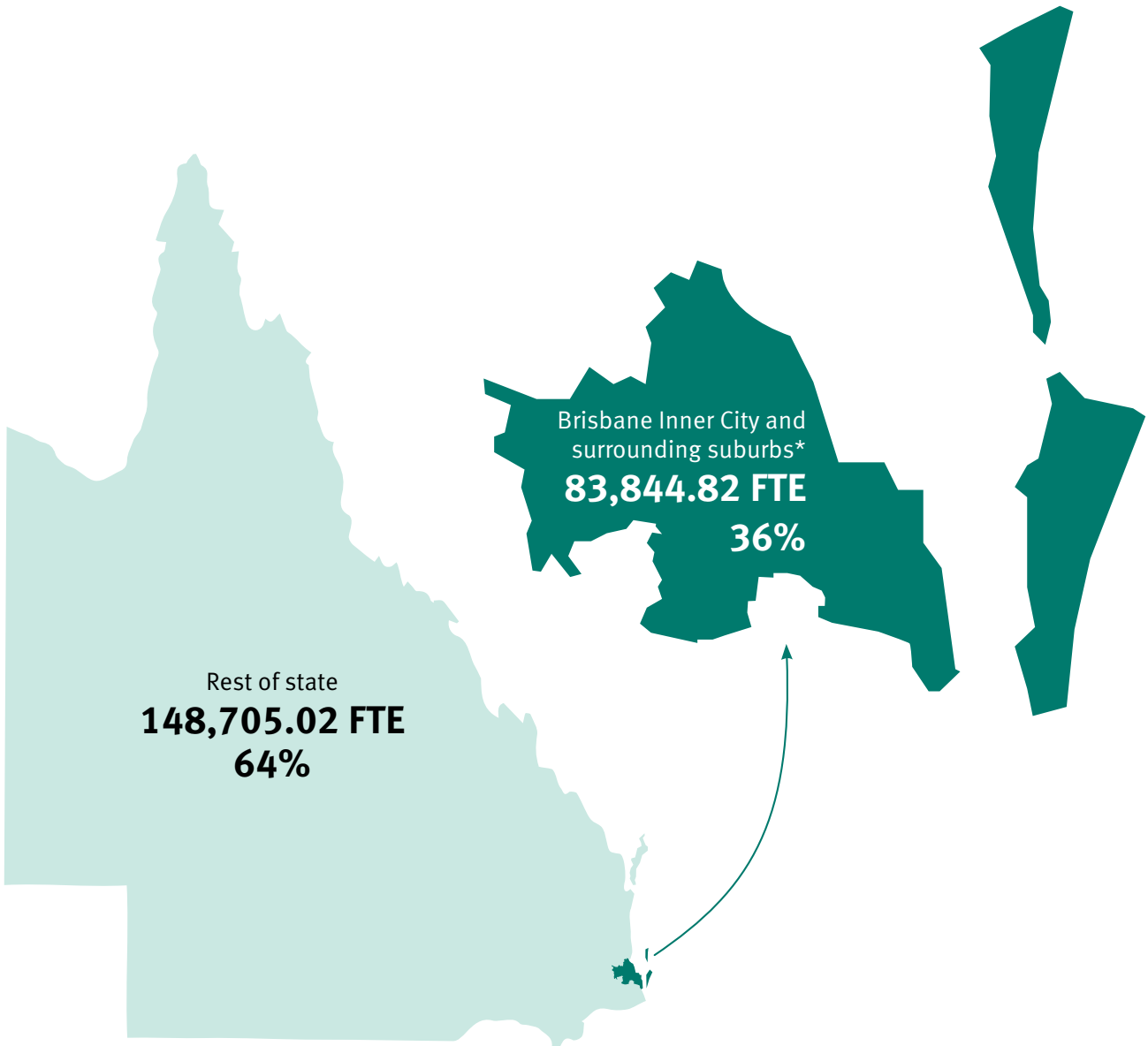
Diversity



All diversity data is measured by headcount.



Location





there are
232,553.84
full-time equivalent (FTE)
in the sector

Workforce size

Size of workforce in each agency

Agency	September 2019	March 2020	Variance	% Variance
Department of Aboriginal and Torres Strait Islander Partnerships	289.19	293.19	4.00	1.38%
Department of Agriculture and Fisheries	2053.17	2124.06	70.89	3.45%
Department of Child Safety, Youth and Women	3323.22	3354.39	31.17	0.94%
Department of Communities, Disability Services and Seniors	1808.54	1828.80	20.26	1.12%
Department of Education	72,851.29	74,101.34	1250.05	1.72%
Department of Employment, Small Business and Training	556	585.1	29.10	5.23%
Department of Environment and Science	2892.07	2946.59	54.52	1.89%
Department of Housing and Public Works	5307.04	5332.18	25.14	0.47%
Department of Innovation and Tourism Industry Development	157.41	166.02	8.61	5.47%
Department of Justice and Attorney-General	3315.68	3362.89	47.21	1.42%
Department of Local Government, Racing and Multicultural Affairs	178.26	178.38	0.12	0.07%
Department of Natural Resources, Mines and Energy	2457.07	2439.46	-17.61	-0.72%
Department of State Development, Manufacturing, Infrastructure and Planning	910.24	911.39	1.15	0.13%
Department of the Premier and Cabinet	417.22	457.51	40.29	9.66%
Department of Transport and Main Roads	7120.58	7231.94	111.36	1.56%
Department of Youth Justice	1530.13	1525.09	-5.04	-0.33%
Electoral Commission Queensland	65	75.95	10.95	16.85%
Office of the Inspector-General of Emergency Management	20.55	20.35	-0.20	-0.97%
Public Safety Business Agency	1069.45	1084.21	14.76	1.38%
Public Service Commission	59.05	60.93	1.88	3.18%
Public Trustee	596.38	615.58	19.20	3.22%
Queensland Audit Office	188.61	197.6	8.99	4.77%
Queensland Corrective Services	4996.97	5241.80	244.83	4.90%
Queensland Fire and Emergency Services	3366.75	3339.66	-27.09	-0.80%
Queensland Health	90,909.27	92,837.32	1928.05	2.12%
Queensland Police Service	15146.31	15440.36	294.05	1.94%
Queensland Treasury	966.52	980.13	13.61	1.41%
TAFE Queensland	3896.02	4045.57	149.55	3.84%
Sector sub-total: Budget paper 2 agencies	226,447.99	230,777.79	4329.80	1.91%
Other entities	September 2019	March 2020	Variance	% Variance
Legal Aid Queensland	574.66	566.72	-7.94	-1.38%
Office of the Health Ombudsman	134.48	137.45	2.97	2.21%
Queensland Art Gallery	290.21	294.83	4.62	1.59%
Queensland Family and Child Commission	58.21	64.85	6.64	11.41%
Queensland Human Rights Commission	39.15	39.71	0.56	1.43%
Queensland Museum	260.32	260.93	0.61	0.23%
State Library of Queensland	282.11	282.35	0.24	0.09%
Trade and Investment Queensland	125.3	129.21	3.91	3.12%
Sector sub-total: Other entities	1764.44	1776.05	11.61	0.66%
Sector total	228,212.43	232,553.84	4341.41	1.90%

Features of the Queensland public sector

This section describes key features of the sector with data sourced from the Minimum Obligatory Human Resource Information (MOHRI) system.

Occupation

The sector workforce includes hundreds of occupations, and for reporting purposes uses a two-tier system to describe the workforce.

The first tier applies the Australian and New Zealand Standard Classification of Occupations (ANZSCO). Introduced by the Australian Bureau of Statistics, ANZSCO provides a uniform way for all organisations to categorise different types of roles.

Every position is allocated a specific ANZSCO code when it is created.

The second tier describes the nature of a role, reported as either frontline (including key frontline roles) and frontline support roles or corporate roles.

Frontline (including key frontline roles) and frontline support roles

Frontline (including key frontline roles) and frontline support roles deliver services, programs and outcomes directly to the community, or provide essential support enabling the development and delivery of frontline services, programs and outcomes.

Delivery can be via government centres, telephone, online or in-field.

Examples include, but are not limited to:

Key frontline roles

- doctors, nurses and midwives, allied health professionals and ambulance operatives
- teachers, teacher aides, TAFE teachers and tutors
- police
- correctional, probational and parole officers
- firefighters
- child safety case workers
- disability support workers
- youth and case workers.

Other frontline and frontline support roles

- social workers
- public prosecutors, bailiffs, clerks of court and court registry officers
- front counter and customer enquiry employees, call centre and online customer service employees in Queensland Government service centres



More than 9 out of 10

employees perform frontline (including key frontline roles) and frontline support roles or 91.45 per cent of employees are delivering public services to the people of Queensland in frontline and frontline support roles.

- school crossing supervisors, art gallery and museum curators and guides, archivists, librarians
- mine inspectors, park rangers, fisheries officers, road engineers, surveyors, regulatory inspectors, quarantine officers
- earth science, environmental and agricultural scientist/officers, laboratory technicians, marine biologists, geologists
- builders, electricians and other construction industry tradespersons
- radio dispatchers
- recreation facilitators and instructors
- grants management officers
- hospital and health service employees (non-corporate roles)
- school employees
- prison and community corrections employees
- clerical and administrative support employees in police, fire or ambulance stations and other centres accessible by the community for government services
- program or project planners, administrators, managers and strategy employees who formulate public policies for the provision of government services, programs and outcomes affecting communities (e.g. fisheries, forestry, waste management, public health, youth programs, tourism, environment, planning services and systems, economic strategy and industry development).

Corporate roles

Corporate roles provide organisation-wide support to the sector so that it can deliver the Queensland Government's objectives for the community.

Corporate roles are categorised as:

- audit services
- accounting and finance
- communication, media and marketing
- governance and strategy
- human resources
- information management
- information and communications technology
- legal services
- executive services and support
- procurement and contract management
- property and facilities
- corporate services management.

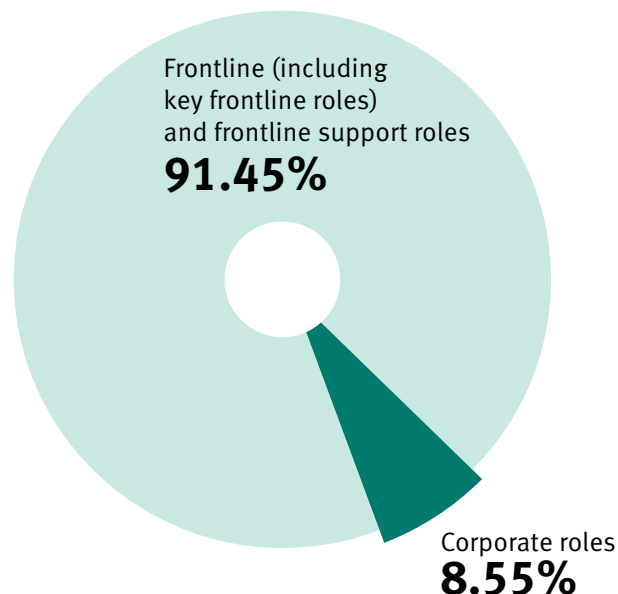
Frontline and frontline support roles (including key frontline roles)	FTE
Teacher and teacher aides	58,183.69
Nurses and midwives	35,254.14
General clerks	14,232.39
Police	11,836.35
Allied health	11,646.40
Doctors	10,380.26
Ambulance operatives	4467.08
Commercial cleaners	4462.59
Program or project administrators	3777.51
Labourers	3155.49
Correctional officers	2966.17
Firefighters	2506.05
Office managers	2308.53
TAFE teachers/tutors	1876.58
Child safety case workers	1719.16
Information officers	1416.10
Gardeners (general)	1224.72
Policy analysts	1206.33
Disability support workers	1138.00
Policy and planning managers	1074.08
Waiters (catering officer/canteen assistant)	1063.80
Roles <1,000 FTE	36,769.73
Total	212,665.15

Corporate services roles	FTE
Information and communications technology	4872.66
Human resources	4256.09
Accounting and finance	3128.34
Property and facilities	1475.68
Procurement and contract management	1319.48
Communication, media and marketing	1084.39
Executive services and support	1003.82
Governance and strategy	967.53
Information management	847.42
Legal services	407.36
Audit services	308.55
Corporate services management	217.37
Total	19,888.69

In some cases, corporate-type roles will appear in the frontline and frontline support roles data. In these instances, the support they provide to frontline roles provides a service or outcome directly to the community.

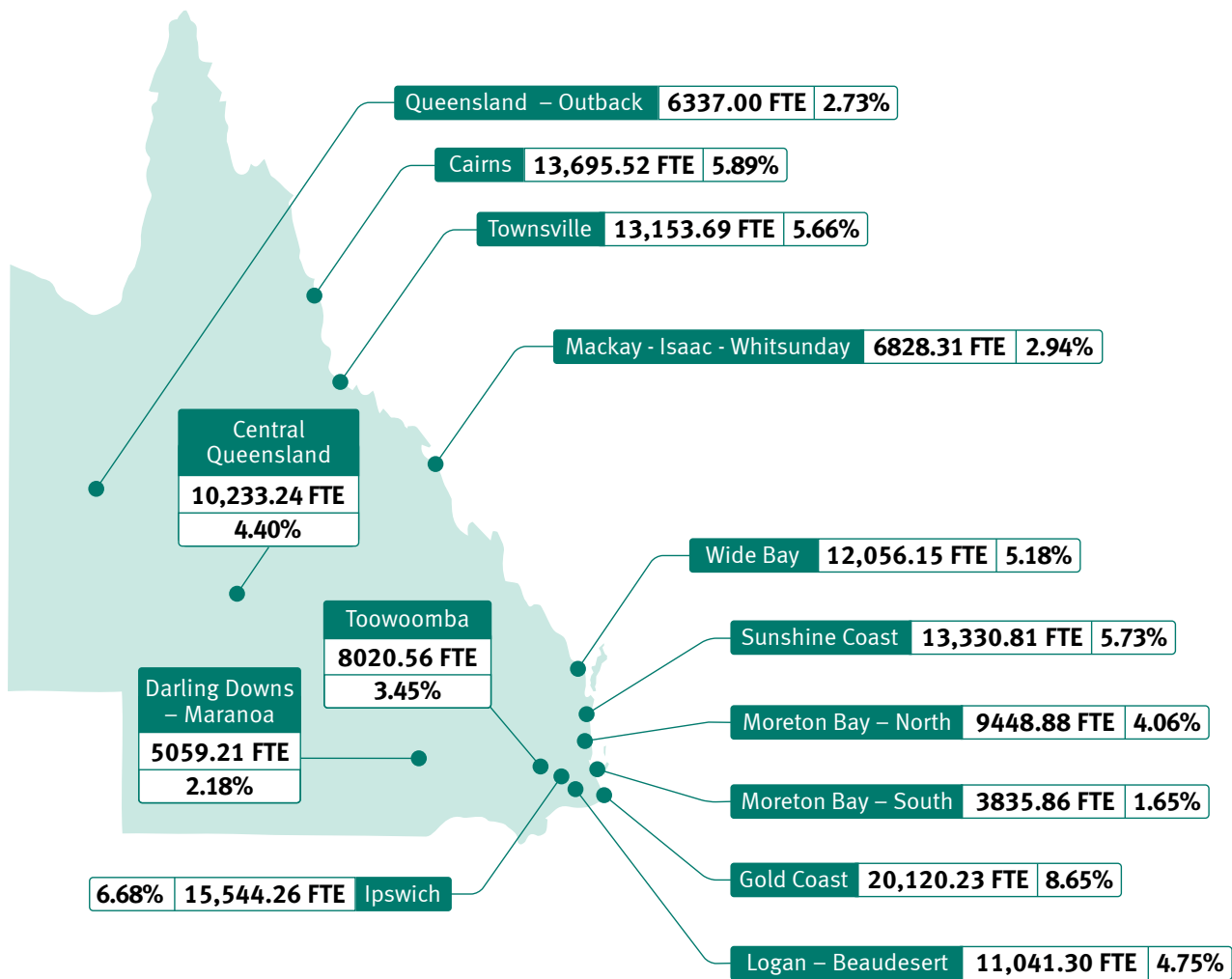
Examples include, but are not limited to:

- general clerks, including:
 - » officers directly supporting child safety case workers for meetings with children and families
 - » officers supporting seniors and carers in relation to cost of living concessions
 - » officers providing services in call centres or customer service centres
- office managers supervising employees in the front office of Queensland state schools
- ICT technicians assisting teachers in school computer labs and libraries, or implementing public facing systems such as public transport ticketing systems
- professional trainers coaching employees such as: fire fighters, police officers, emergency workers, disability support workers, child safety case workers and community recovery workers
- communication professionals providing messages on public safety communication channels warning the community of potential disaster situations
- legal staff undertaking public prosecution or defence of cases in court.

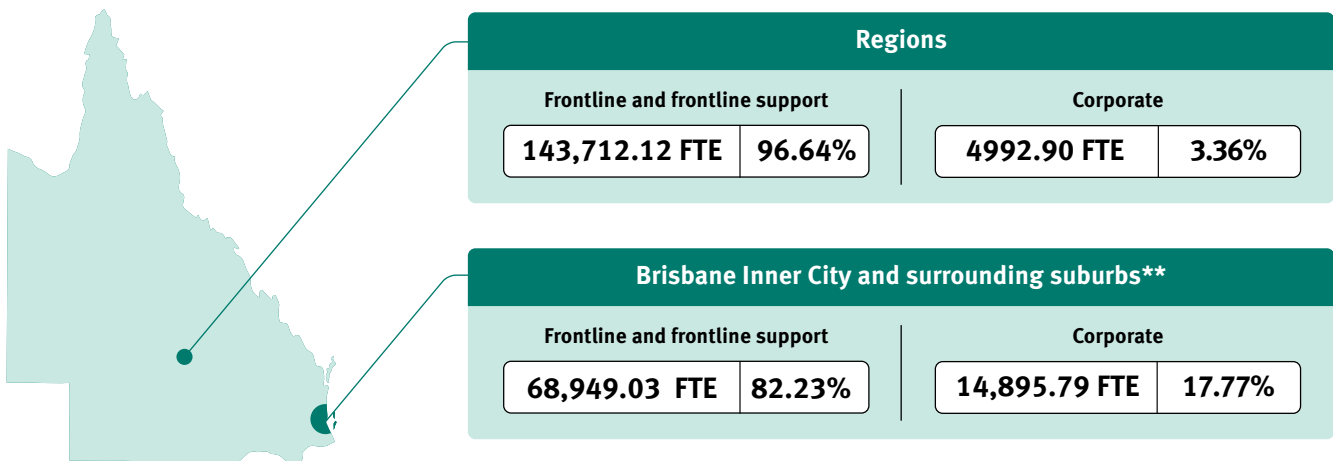


Location*

Approximately 20 per cent of employees are located in the Brisbane Inner City statistical area. Outside of the Brisbane Inner City statistical area, the concentration of sector workers is in several key regional centres:



Regionally-based FTE as % of total sector workforce



* Statistical areas are in accordance with the Australian Bureau of Statistics (ABS) Australian Statistical Geography Standard (ASGS) SA4 boundaries. Refer to definitions for further detail. Note: interstate and overseas employees are excluded.

** ABS SA4 Regions of Brisbane Inner City, Brisbane North, South, East and West

Location of frontline (including key frontline) and frontline support and corporate FTE*

	Frontline (including key frontline roles) and frontline support roles		Corporate roles		Total	% of total public sector workforce
Brisbane – East	5322.85	98.92%	57.96	1.08%	5380.81	2.31%
Brisbane – North	8989.95	92.59%	719.89	7.41%	9709.84	4.18%
Brisbane – South	17,489.36	95.22%	877.9	4.78%	18,367.26	7.90%
Brisbane – West	3779.38	99.40%	22.95	0.60%	3802.33	1.64%
Brisbane Inner City	33,367.49	71.63%	13,217.09	28.37%	46,584.58	20.03%
Cairns	13,079.58	95.50%	615.94	4.50%	13,695.52	5.89%
Central Queensland	9866.57	96.42%	366.67	3.58%	10,233.24	4.40%
Darling Downs – Maranoa	4956.77	97.98%	102.44	2.02%	5059.21	2.18%
Gold Coast	19,423.09	96.54%	697.14	3.46%	20,120.23	8.65%
Ipswich	15,009.78	96.56%	534.48	3.44%	15,544.26	6.68%
Logan – Beaudesert	10,724.51	97.13%	316.79	2.87%	11,041.30	4.75%
Mackay – Isaac – Whitsunday	6620.61	96.96%	207.7	3.04%	6828.31	2.94%
Moreton Bay – North	9299.71	98.42%	149.17	1.58%	9448.88	4.06%
Moreton Bay – South	3793.91	98.91%	41.95	1.09%	3835.86	1.65%
Queensland – Outback	6140.68	96.90%	196.32	3.10%	6337.00	2.73%
Sunshine Coast	12,840.72	96.32%	490.09	3.68%	13,330.81	5.73%
Toowoomba	7602.23	94.78%	418.33	5.22%	8020.56	3.45%
Townsville	12,645.23	96.13%	508.46	3.87%	13,153.69	5.66%
Wide Bay	11,708.73	97.12%	347.42	2.88%	12,056.15	5.18%
Queensland	212,661.15	91.45%	19,888.69	8.55%	232,549.84	100.00%

*Excludes interstate and overseas employees.

Employment type



4 out of 5 employees are permanent employees

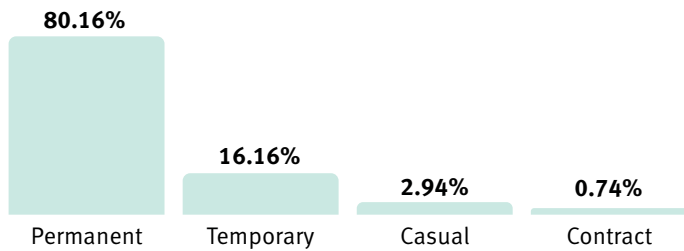


69.88% of temporary and casual employees are women

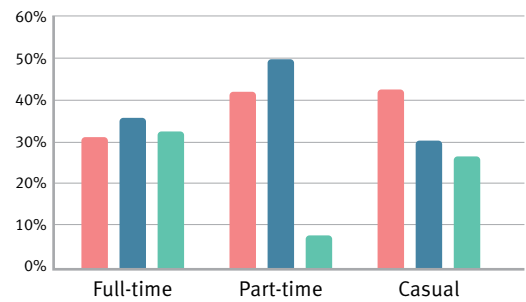
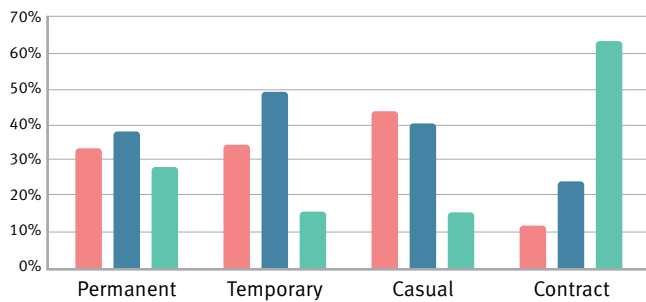
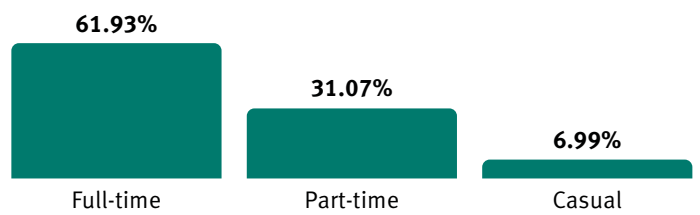


87.69% of part-time employees are women

Percentage of FTE by appointment type



Percentage of head count by employment status



Education sector Health sector Rest of sector

Number of FTE by appointment type and sector

	Permanent		Temporary		Casual		Contract		Sector total (FTE)
	FTE	%	FTE	%	FTE	%	FTE	%	
Education sector	61,975.78	79.31%	12,965.68	16.59%	2995.13	3.83%	210.32	0.27%	78,146.91
Health sector	71,108.10	76.59%	18,545.88	19.98%	2760.33	2.97%	423.01	0.46%	92,837.32
Rest of sector	53,327.87	86.61%	6058.41	9.84%	1087.43	1.77%	1095.90	1.78%	61,569.61
Total sector	186,411.75	80.16%	37,569.97	16.16%	6842.89	2.94%	1729.23	0.74%	232,553.84

Headcount by employment status and sector

	Full-time		Part-time		Casual		Sector total (Headcount)
	Headcount	%	Headcount	%	Headcount	%	
Education sector	53,855	54.68%	36,340	36.90%	8297	8.42%	98,492
Health sector	61,894	55.75%	43,180	38.90%	5941	5.35%	111,015
Rest of sector	56,535	82.32%	6925	10.08%	5215	7.59%	68,675
Total sector	172,284	61.93%	86,445	31.07%	19,453	6.99%	278,182

Diversity

The sector is committed to achieving a diverse and inclusive workforce reflective of the Queensland community. To deliver against the Inclusion and Diversity Strategy 2015–2020, the Chief Executive Leadership Board* set targets to be achieved by 2022 for members of the workforce who identify as:

- people with disability
- Aboriginal and Torres Strait Islander peoples
- people from a non-English speaking background
- women in leadership (senior officer, senior executive and chief executive).

All diversity data is measured by headcount.

People with disability

People with disability	As a % of sector workforce	2022 sector target
7909	2.84%	8%

Aboriginal and Torres Strait Islander peoples

Aboriginal and Torres Strait Islander peoples	As a % of sector workforce	2022 sector target
6912	2.48%	3%

People from a non-English speaking background

Non-English speaking background	As a % of sector workforce	2022 sector target
27,887	10.02%	10%

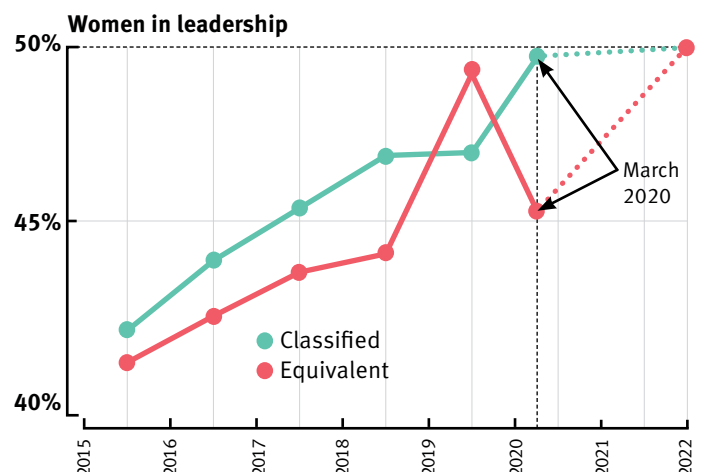
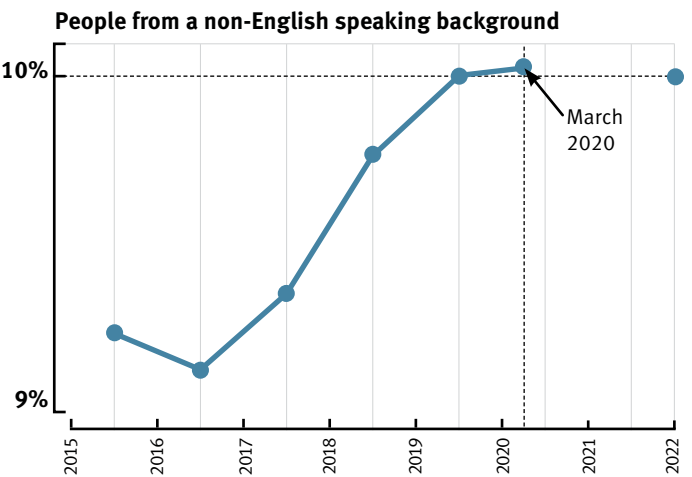
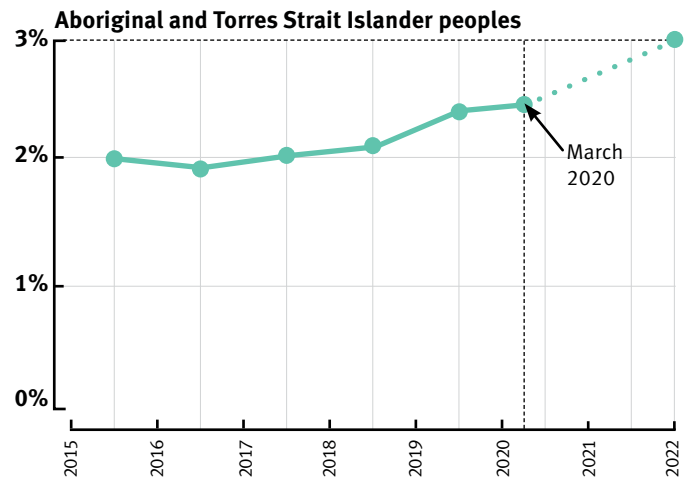
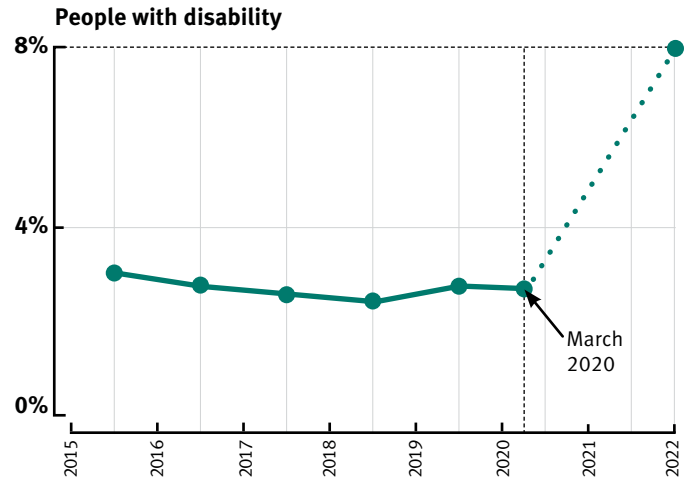
Women in leadership

Senior Officer, Senior Executive and Chief Executive in classified roles

Women in leadership	As a % of leadership cohort	2022 sector target
1413	49.74%	50%

Senior Officer, Senior Executive and Chief Executive in classified roles and equivalent

Women in leadership	As a % of leadership cohort	2022 sector target
8978	46.11%	50%



Workforce earnings

The sector provides a vast range of services to Queensland communities, across a broad range of occupations.



Earnings are made up of salary plus regular allowances with remuneration calculated as actual FTE.

Remuneration range	FTE	% of workforce	Health sector	Education sector	Rest of sector
up to \$49,999	28,060.05	12.07%	Administration staff, janitor/grounds person, nursing assistants 7937.7 FTE – 28.29%	Teacher aides, part-time teachers, janitors, grounds staff, TAFE tutors 16,927.1 FTE – 60.32%	Administration officers, some ambulance and fire fighter operational staff, police recruits, horticulture workers 3195.25 – 11.39%
\$50,000 to \$99,999	132,825.27	57.12%	Nurses, ambulance officers, health practitioners, medical and science technicians 55,851.98 FTE – 42.05%	Teachers, TAFE teachers 39,336.94 FTE – 29.62%	Fire fighters, police officers, administration officers, prison and security officers, social and welfare professionals, legal officers 37,636.35 FTE – 28.34%
\$100,000 to \$119,999	42,580.06	18.31%	Clinical nurses, consultant/manager/educator, clinical and registered nurses, health practitioners 13,635.84 FTE – 32.02%	Senior teachers, senior TAFE teachers 15,835.01 FTE – 37.19%	Legal professionals, architects, designers, planners and surveyors, engineers, police officers, detectives 13,109.21 FTE – 30.79%
\$120,000 to \$149,999	22945.70	9.87%	Nursing directors/assistant directors of nursing, clinical nurses, medical staff, health practitioners 11,189.87 FTE – 48.77%	Principals and deputy principals, senior teachers, senior officers 5406.84 FTE – 23.56%	Senior police officers, senior officers, legal professionals, building and engineering technicians, health and welfare services managers 6348.99 FTE – 27.67%
\$150,000 to \$179,999	2818.08	1.21%	Medical staff including visiting medical staff, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing 1728.85 FTE – 61.35%	Principals including executive principals, senior executives 443.37 FTE – 15.73%	Commissioned police officers, senior executives, building and engineering technicians, air and marine transport professionals 645.86 FTE – 22.92%
\$180,000 and above	3324.68	1.43%	Medical staff including visiting medical staff, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing 2493.08 FTE – 74.99%	Principals including executive principals, senior executives 197.65 FTE – 5.94%	Commissioned police officers, chief executives, senior executives, legal professionals, general managers, legislators 633.95 FTE – 19.07%

Age profile



44.46 years
is the average age
of all employees

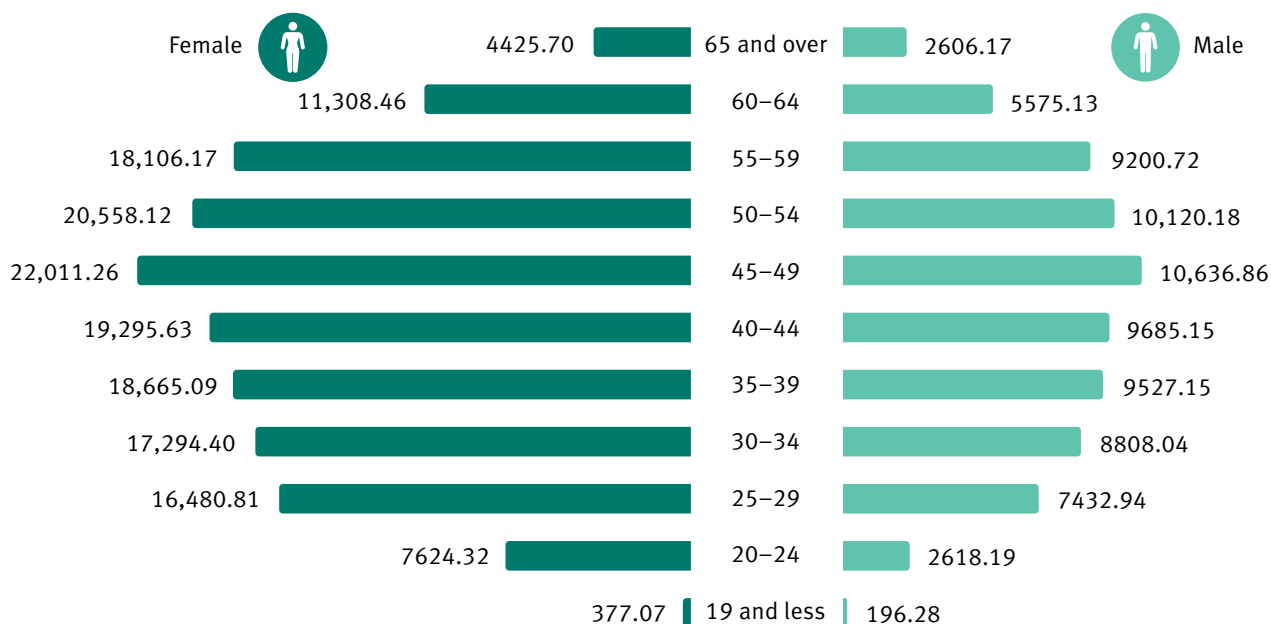


44.3 years
is the average age of
female employees



44.82 years
is the average age
of male employees

Number of FTE by age distribution and gender



Percentage of FTE by age distribution and gender

	19 and less	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 and over	Total
Female	65.77%	74.44%	68.92%	66.26%	66.21%	66.58%	67.42%	67.01%	66.31%	66.98%	62.94%	67.14%
Male	34.23%	25.56%	31.08%	33.74%	33.79%	33.42%	32.58%	32.99%	33.69%	33.02%	37.06%	32.86%

Average age by location

Wide Bay	46.44	Toowoomba	45.23	Ipswich	43.77
Sunshine Coast	46.18	Brisbane – North	44.94	Mackay – Isaac – Whitsunday	43.76
Darling Downs – Maranoa	45.79	Moreton Bay – North	44.54	Brisbane Inner City	43.68
Brisbane – East	45.53	Gold Coast	44.27	Logan – Beaudesert	43.22
Brisbane – West	45.45	Central Queensland	44.13	Queensland – Outback	43.08
Cairns	45.4	Townsville	43.99	Queensland public sector average age	44.46
Moreton Bay – South	45.33	Brisbane – South	43.97		

Appendix A – Data by FTE and headcount

The following appendix presents FTE and headcount data across all Budget paper no. 2 agencies and other entities for both employment type and gender.

Number of FTE by appointment type and agency at March 2020

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	219.99	66.00	0.20	7.00	293.19
Department of Agriculture and Fisheries	1815.94	283.58	5.54	19.00	2124.06
Department of Child Safety, Youth and Women	2777.37	542.97	4.05	30.00	3354.39
Department of Communities, Disability Services and Seniors	1454.50	191.43	168.87	14.00	1828.80
Department of Education	59,176.89	12,095.23	2699.58	129.64	74,101.34
Department of Employment, Small Business and Training	472.27	97.73	0.00	15.10	585.10
Department of Environment and Science	2503.45	388.64	18.09	36.41	2946.59
Department of Housing and Public Works	4547.75	679.33	8.80	96.30	5332.18
Department of Innovation and Tourism Industry Development	121.42	29.60	0.00	15.00	166.02
Department of Justice and Attorney-General	2571.39	628.79	83.33	79.38	3362.89
Department of Local Government, Racing and Multicultural Affairs	151.78	14.80	0.00	11.80	178.38
Department of Natural Resources, Mines and Energy	2178.80	164.41	3.00	93.25	2439.46
Department of State Development, Manufacturing, Infrastructure and Planning	716.92	138.17	0.00	56.30	911.39
Department of the Premier and Cabinet	300.54	131.77	0.29	24.91	457.51
Department of Transport and Main Roads	6154.91	649.35	323.83	103.85	7231.94
Department of Youth Justice	1215.15	216.61	87.33	6.00	1525.09
Electoral Commission Queensland	46.55	18.80	6.60	4.00	75.95
Office of the Inspector-General of Emergency Management	15.35	4.00	0.00	1.00	20.35
Public Safety Business Agency	897.46	137.65	0.00	49.10	1084.21
Public Service Commission	50.93	6.00	0.00	4.00	60.93
Public Trustee	512.56	91.62	7.40	4.00	615.58
Queensland Audit Office	175.52	12.64	2.74	6.70	197.60
Queensland Corrective Services	4535.12	595.17	60.91	50.60	5241.80
Queensland Fire and Emergency Services	2959.07	153.80	208.79	18.00	3339.66
Queensland Health	71,108.10	18,545.88	2760.33	423.01	92,837.32
Queensland Police Service	14,708.47	464.12	2.77	265.00	15,440.36
Queensland Treasury	906.60	30.74	0.59	42.20	980.13
TAFE Queensland	2798.89	870.45	295.55	80.68	4045.57
Sector sub-total: Budget paper 2 agencies	185,093.69	37,249.28	6748.59	1686.23	230,777.79
Other entities	Permanent	Temporary	Casual	Contract	Total
Legal Aid Queensland	481.11	77.61	0.00	8.00	566.72
Office of the Health Ombudsman	110.95	21.50	0.00	5.00	137.45
Queensland Art Gallery	169.83	67.49	52.51	5.00	294.83
Queensland Family and Child Commission	45.41	13.44	0.00	6.00	64.85
Queensland Human Rights Commission	33.31	5.40	0.00	1.00	39.71
Queensland Museum	167.64	57.86	31.43	4.00	260.93
State Library of Queensland	226.50	40.49	10.36	5.00	282.35
Trade and Investment Queensland	83.31	36.90	0.00	9.00	129.21
Sector sub-total: Other entities	1318.06	320.69	94.30	43.00	1776.05
Sector total	186,411.75	37,569.97	6,842.89	1,729.23	232,553.84

Headcount by appointment type and agency at March 2020

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	230	67	1	7	305
Department of Agriculture and Fisheries	1887	294	21	19	2221
Department of Child Safety, Youth and Women	3003	575	12	30	3620
Department of Communities, Disability Services and Seniors	1522	211	291	14	2038
Department of Education	69,308	16,660	7609	131	93,708
Department of Employment, Small Business and Training	507	101	0	16	624
Department of Environment and Science	2641	412	44	37	3134
Department of Housing and Public Works	4841	710	16	99	5666
Department of Innovation and Tourism Industry Development	128	30	0	15	173
Department of Justice and Attorney-General	2777	686	184	83	3730
Department of Local Government, Racing and Multicultural Affairs	162	15	0	12	189
Department of Natural Resources, Mines and Energy	2309	177	8	94	2588
Department of State Development, Manufacturing, Infrastructure and Planning	769	147	0	57	973
Department of the Premier and Cabinet	325	139	1	26	491
Department of Transport and Main Roads	6483	680	2113	104	9380
Department of Youth Justice	1274	236	134	6	1650
Electoral Commission Queensland	48	19	14	4	85
Office of the Inspector-General of Emergency Management	16	4	0	1	21
Public Safety Business Agency	926	145	1	51	1123
Public Service Commission	56	6	0	4	66
Public Trustee	560	105	14	4	683
Queensland Audit Office	187	14	6	7	214
Queensland Corrective Services	4683	617	122	51	5473
Queensland Fire and Emergency Services	3002	167	1984	18	5171
Queensland Health	82,263	21,943	5941	868	111,015
Queensland Police Service	15,119	512	4	265	15,900
Queensland Treasury	958	34	4	43	1039
TAFE Queensland	3009	1004	688	83	4784
Sector sub-total: Budget paper 2 agencies	208,993	45,710	19,212	2149	276,064
Other entities	Permanent	Temporary	Casual	Contract	Total
Legal Aid Queensland	536	88	0	8	632
Office of the Health Ombudsman	119	24	0	5	148
Queensland Art Gallery	193	82	119	5	399
Queensland Family and Child Commission	48	14	0	6	68
Queensland Human Rights Commission	37	6	0	1	44
Queensland Museum	187	71	87	4	349
State Library of Queensland	255	51	35	5	346
Trade and Investment Queensland	85	38	0	9	132
Sector sub-total: Other entities	1460	374	241	43	2118
Sector total	210,453	46,084	19,453	2192	278,182

Number of FTE and percentage by gender and agency

Agency	FTE			Percentage	
	Female	Male	Total	Female	Male
Department of Aboriginal and Torres Strait Islander Partnerships	209.54	83.65	293.19	71.47%	28.53%
Department of Agriculture and Fisheries	889.41	1234.65	2124.06	41.87%	58.13%
Department of Child Safety, Youth and Women	2772.87	581.52	3354.39	82.66%	17.34%
Department of Communities, Disability Services and Seniors	1228.57	600.23	1828.80	67.18%	32.82%
Department of Education	57,036.76	17,064.58	74,101.34	76.97%	23.03%
Department of Employment, Small Business and Training	407.07	178.03	585.10	69.57%	30.43%
Department of Environment and Science	1430.58	1516.01	2946.59	48.55%	51.45%
Department of Housing and Public Works	2928.90	2403.28	5332.18	54.93%	45.07%
Department of Innovation and Tourism Industry Development	113.42	52.60	166.02	68.32%	31.68%
Department of Justice and Attorney-General	2272.76	1090.13	3362.89	67.58%	32.42%
Department of Local Government, Racing and Multicultural Affairs	113.02	65.36	178.38	63.36%	36.64%
Department of Natural Resources, Mines and Energy	1247.42	1192.04	2439.46	51.14%	48.86%
Department of State Development, Manufacturing, Infrastructure and Planning	578.59	332.80	911.39	63.48%	36.52%
Department of the Premier and Cabinet	318.49	139.02	457.51	69.61%	30.39%
Department of Transport and Main Roads	3307.31	3924.63	7231.94	45.73%	54.27%
Department of Youth Justice	830.28	694.81	1525.09	54.44%	45.56%
Electoral Commission Queensland	46.34	29.61	75.95	61.01%	38.99%
Office of the Inspector-General of Emergency Management	15.40	4.95	20.35	75.68%	24.32%
Public Safety Business Agency	376.66	707.55	1084.21	34.74%	65.26%
Public Service Commission	45.13	15.80	60.93	74.07%	25.93%
Public Trustee	449.88	165.70	615.58	73.08%	26.92%
Queensland Audit Office	104.15	93.45	197.60	52.71%	47.29%
Queensland Corrective Services	2239.14	3002.66	5241.80	42.72%	57.28%
Queensland Fire and Emergency Services	709.22	2630.44	3339.66	21.24%	78.76%
Queensland Health	66,716.84	26,120.48	92,837.32	71.86%	28.14%
Queensland Police Service	5519.05	9921.31	15,440.36	35.74%	64.26%
Queensland Treasury	536.90	443.23	980.13	54.78%	45.22%
TAFE Queensland	2472.21	1573.36	4045.57	61.11%	38.89%
Sector sub-total: Budget paper 2 agencies	154,915.91	75,861.88	230,777.79	67.13%	32.87%

Other entities	FTE			Percentage	
	Female	Male	Total	Female	Male
Legal Aid Queensland	431.32	135.40	566.72	76.11%	23.89%
Office of the Health Ombudsman	93.95	43.50	137.45	68.35%	31.65%
Queensland Art Gallery	180.51	114.32	294.83	61.23%	38.77%
Queensland Family and Child Commission	50.94	13.91	64.85	78.55%	21.45%
Queensland Human Rights Commission	30.71	9.00	39.71	77.34%	22.66%
Queensland Museum	163.20	97.73	260.93	62.55%	37.45%
State Library of Queensland	202.28	80.07	282.35	71.64%	28.36%
Trade and Investment Queensland	78.21	51.00	129.21	60.53%	39.47%
Sector sub-total: Other entities	1231.12	544.93	1776.05	69.32%	30.68%
Sector total	156,147.03	76,406.81	232,553.84	67.14%	32.86%

Headcount and percentage by gender and agency

Agency	Headcount			Percentage	
	Female	Male	Total	Female	Male
Department of Aboriginal and Torres Strait Islander Partnerships	220	85	305	72.13%	27.87%
Department of Agriculture and Fisheries	965	1256	2221	43.45%	56.55%
Department of Child Safety, Youth and Women	3025	595	3620	83.56%	16.44%
Department of Communities, Disability Services and Seniors	1368	670	2038	67.12%	32.88%
Department of Education	74,045	19,663	93,708	79.02%	20.98%
Department of Employment, Small Business and Training	441	183	624	70.67%	29.33%
Department of Environment and Science	1579	1555	3134	50.38%	49.62%
Department of Housing and Public Works	3219	2447	5666	56.81%	43.19%
Department of Innovation and Tourism Industry Development	120	53	173	69.36%	30.64%
Department of Justice and Attorney-General	2578	1152	3730	69.12%	30.88%
Department of Local Government, Racing and Multicultural Affairs	122	67	189	64.55%	35.45%
Department of Natural Resources, Mines and Energy	1368	1220	2588	52.86%	47.14%
Department of State Development, Manufacturing, Infrastructure and Planning	633	340	973	65.06%	34.94%
Department of the Premier and Cabinet	346	145	491	70.47%	29.53%
Department of Transport and Main Roads	4972	4408	9380	53.01%	46.99%
Department of Youth Justice	908	742	1650	55.03%	44.97%
Electoral Commission Queensland	51	34	85	60.00%	40.00%
Office of the Inspector-General of Emergency Management	16	5	21	76.19%	23.81%
Public Safety Business Agency	400	723	1123	35.62%	64.38%
Public Service Commission	50	16	66	75.76%	24.24%
Public Trustee	508	175	683	74.38%	25.62%
Queensland Audit Office	116	98	214	54.21%	45.79%
Queensland Corrective Services	2385	3088	5473	43.58%	56.42%
Queensland Fire and Emergency Services	975	4196	5171	18.86%	81.14%
Queensland Health	81,890	29,125	111,015	73.76%	26.24%
Queensland Police Service	5898	10,002	15,900	37.09%	62.91%
Queensland Treasury	588	451	1039	56.59%	43.41%
TAFE Queensland	2991	1793	4784	62.52%	37.48%
Sector sub-total: Budget paper 2 agencies	191,777	84,287	276,064	69.47%	30.53%

Other entities	Headcount			Percentage	
	Female	Male	Total	Female	Male
Legal Aid Queensland	486	146	632	76.90%	23.10%
Office of the Health Ombudsman	104	44	148	70.27%	29.73%
Queensland Art Gallery	255	144	399	63.91%	36.09%
Queensland Family and Child Commission	54	14	68	79.41%	20.59%
Queensland Human Rights Commission	35	9	44	79.55%	20.45%
Queensland Museum	232	117	349	66.48%	33.52%
State Library of Queensland	253	93	346	73.12%	26.88%
Trade and Investment Queensland	81	51	132	61.36%	38.64%
Sector sub-total: Other entities	1500	618	2118	70.82%	29.18%
Sector total	193,277	84,905	278,182	69.48%	30.52%

Headcount and percentage by gender and agency

	Full-time			Part-time						
	Female	Male	Total	Female	Male	Total				
Education sector	38,080	36.58%	15,775	23.13%	53,855	32,609	43.02%	3,731	35.05%	36,340
Health sector	40,247	38.66%	21,647	31.74%	61,894	37,108	48.95%	6,072	57.05%	43,180
Rest of sector	25,765	24.75%	30,770	45.12%	56,535	6,084	8.03%	841	7.90%	6,925
Total sector	104,092	100.00%	68,192	100.00%	172,284	75,801	100.00%	10,644	100.00%	86,445

	Casual			Total						
	Female	Male	Total	Female	Male	Total				
Education sector	6,347	47.42%	1,950	32.13%	8,297	77,036	39.86%	21,456	25.27%	98,492
Health sector	4,535	33.88%	1,406	23.17%	5,941	81,890	42.37%	29,125	34.30%	111,015
Rest of sector	2,502	18.69%	2,713	44.70%	5,215	34,351	17.77%	34,324	40.43%	68,675
Total sector	13,384	100.00%	6,069	100.00%	19,453	193,277	100.00%	84,905	100.00%	278,182

Number of FTE by appointment type by sector and gender

	Permanent			Temporary						
	Female	Male	Total	Female	Male	Total				
Education sector	47,294.19	37.99%	14,681.59	23.71%	61,975.78	9,870.39	37.67%	3,095.29	27.23%	12,965.68
Health sector	52,236.67	41.96%	18,871.43	30.47%	71,108.10	12,297.17	46.93%	6,248.71	54.97%	18,545.88
Rest of sector	24,947.76	20.04%	28,380.11	45.82%	53,327.87	4,034.20	15.40%	2,024.21	17.81%	6,058.41
Total sector	124,478.62	100.00%	61,933.13	100.00%	186,411.75	26,201.76	100.00%	11,368.21	100.00%	37,569.97

	Casual			Contract						
	Female	Male	Total	Female	Male	Total				
Education sector	2,241.91	46.37%	753.22	37.50%	2,995.13	102.48	16.21%	107.84	9.83%	210.32
Health sector	2,016.05	41.70%	744.28	37.06%	2,760.33	166.95	26.40%	256.06	23.34%	423.01
Rest of sector	576.40	11.92%	511.03	25.44%	1,087.43	362.86	57.39%	733.04	66.83%	1,095.90
Total sector	4,834.36	100.00%	2,008.53	100.00%	6,842.89	632.29	100.00%	1,096.94	100.00%	1,729.23

	Total				
	Female	Male	Total		
Education sector	59,508.97	38.11%	18,637.94	24.39%	78,146.91
Health sector	66,716.84	42.73%	26,120.48	34.19%	92,837.32
Rest of sector	29,921.22	19.16%	31,648.39	41.42%	61,569.61
Total sector	156,147.03	100.00%	76,406.81	100.00%	232,553.84

Appendix B – Definitions

Appointment type	Either permanent, temporary, contract or casual (refer to specific definitions for each term).
ANZSCO (occupation code)	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. Refer to abs.gov.au/ANZSCO
Annual earnings (FTE)	Annual earnings are calculated on the salary plus regular allowances paid to employees at their actual FTE. Information on earnings is collected as at the snapshot date and is extrapolated over a 12-month period.
Casual employment	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. Casual employment is characterised by its ad hoc nature with each engagement standing alone.
Contract	Includes senior executives and chief executives and equivalents contracted under the Public Service Act 2008 or similar provisions in other relevant Acts. Also includes employees on common law contracts.
corporate services roles	Provide organisation-wide support enabling the public sector to deliver the Queensland Government's objectives for the community.
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 ratio of an individual's working hours to the relevant award full-time standard hours for the work being performed.
frontline (including key frontline roles) and frontline support roles	Deliver services, programs and outcomes directly to the community, or provide essential support enabling the development and delivery of frontline services, programs and outcomes. Delivery can be via government centres, telephone, online or in-field.
Headcount	A count of people who were employed and paid at the time of the snapshot.
key frontline roles	Deliver key services and are immediately recognisable to the community, they are a subset of frontline and frontline support roles.
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 where an employee works.
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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