Current forecasts predict Queensland’s population of four million people could double in less than 50 years through overseas and interstate migration and natural increases. These are not things the Queensland Government can control. But we can manage the impacts of this growth, harness the opportunities it brings, and mitigate the risks that can come with it.

Source: Anna Bligh MP, Premier of Queensland, 2010

This chapter provides an overview of the QPS, including its service delivery responsibilities, the size and scale of QPS agencies, employment trends in the QPS and employment profiles in regional areas. This chapter, and the one following, include a range of workforce information drawn from the MOHRI system. The MOHRI system is managed by the PSC, with the workforce information provided to it by QPS agencies on a quarterly basis. The information contained in these two chapters provides trend data, where possible for various issues, and snapshot data as at June 2009.

• Introduction

While the other levels of government have key roles to play, the Queensland Government is responsible for the delivery of the most significant public services in Queensland. This includes responsibility for services including education and training, child safety, policing, health care and some public transport. There are also increasing community expectations of the role that government will play in shaping our economy, protecting the environment and ensuring that communities are fair, safe and sustainable. The ability of the Queensland Government to deliver public services

and implement new programs has a major influence on community perceptions of the quality and reliability of those services.

Queensland is unique in terms of its vast geographic diversity and the extent of decentralisation. This creates significant challenges both in terms of allowing the community access to effective services across the state, as well as in the provision of appropriate infrastructure to support the growing population and its transport needs. Added to this challenge is the ageing population. While the prediction that the Queensland population could double by the year 2050 is a huge issue, it is also the composition of the population that creates a particular challenge for Queensland. The proportion of the population that is aged 65 years or older is currently around 13 per cent. However by 2050, this cohort is expected to make up one quarter of the state’s population. 24 This will have an effect on both the proportion of the working age population and the demands for health and other services.

As Queensland’s population continues to grow, greater pressure will be placed on the capacity and sustainability of existing infrastructure, and there will be a rising demand for new investment in this area. There will be a need for a well-developed integrated transport system to support the continued population growth and maintenance of a healthy robust economy. There will be pressures placed on urban development, community services, green space and the quality of life and these will all require a long-term, planned approach to ensure growth is effectively managed. At the same time, there are rising community expectations of the quality and extent of services that Queenslanders will receive from government.

As the state evolves, so too must the QPS and its workforce. Queensland requires a public sector that can deliver services across the vast expanses of the state and which is sufficiently skilled and agile to respond to changing demographics and service demand.

- The data source

**Minimum Obligatory Human Resource Information (MOHRI)**

Details about the QPS workforce are gleaned from the MOHRI system, which holds data submitted by agencies on a quarterly basis. The file specifications for the data collection are detailed in *Directive No. 02/06 Minimum Obligatory Human Resource Information (MOHRI)* (MOHRI Directive). Agencies are individually responsible for providing the PSC with accurate and quality data in terms of the MOHRI system.

Data is validated at the agency level via the Workforce Analysis and Collection Application (WACA). The WACA is a national database used by six states to validate and store information about each jurisdiction’s workforce. The downloaded data consists of information provided in 79 fields, including demographic, salary, leave and equal employment information.

The MOHRI system was developed to ensure government has access to human resource information which is required for strategic management issues within the QPS. The information is used to develop a profile and understanding of the QPS, identify various trends and develop and evaluate sector-wide human resource policies. Workforce details of all agencies are reported to government and included in other statistical reports.

Source: Public Service Commission

---

• **The context: a focus on service delivery**

The QPS is strongly focused on the delivery of services, with much of its workforce devoted to the provision of health, education and policing services, as well as a range of community services including housing, child safety and family support services. These and other services are delivered through 13 Queensland Government departments and a number of public service offices. These services are delivered within the strategic framework provided by the Toward Q2 ambitions and targets.

The QPS is the largest single employer in Queensland, employing almost 230,000 people with almost two-thirds of these employees working in the areas of education and health. QPS staff are employed under a number of different acts with some 140,000 staff, including teachers, being employed under the PS Act. However, many staff in front line service delivery roles are employed under different legislation. This includes police officers, health professionals, and fire and ambulance officers. Unless stated otherwise, this chapter deals with the broader group of employees, not just those employed under the PS Act.

Table 1 sets out a list of QPS agencies and the number of their full-time equivalent (FTE) employees as at June 2009. FTEs are a standardised measure of normal full-time working hours and take into account the partial contribution of workers who work less than full-time. For example, one FTE could be comprised of two people working part-time where the total hours worked by the two employees would add to the hours of a full-time position. It is not a count of the total number of employees; this measure is classified as headcount. In the case of total QPS agencies there are 230,000 employees (headcount) and 196,000 FTE employees. The table displays the total number of FTEs for each agency and the number who are employed under the PS Act.

Employee numbers published by individual agencies in their own publications or on websites may vary from those in Table 1. This is the result of differing dates of data capture and definitional issues relating to employee status.

Government owned corporations are not included in the collection of public service workforce data and therefore some large agencies such as Queensland Rail are not included.25

---

25 The agencies that do not contribute to the MOHRI collection and that are excluded from the data provided in this report are listed in Appendix 1.
<table>
<thead>
<tr>
<th>Agency</th>
<th>All of QPS FTE staff</th>
<th>PS Act only FTE staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anti-Discrimination Commission Queensland</td>
<td>35.15</td>
<td>35.15</td>
</tr>
<tr>
<td>Commission for Children and Young People and Child Guardian</td>
<td>365.18</td>
<td>365.18</td>
</tr>
<tr>
<td>Communities</td>
<td>9,596.76</td>
<td>9,595.97</td>
</tr>
<tr>
<td>Community Safety</td>
<td>10,458.58</td>
<td>4,947.63</td>
</tr>
<tr>
<td>Education and Training (including its shared service provider)</td>
<td>64,782.24</td>
<td>64,773.64</td>
</tr>
<tr>
<td>Employment, Economic Development and Innovation</td>
<td>5,221.15</td>
<td>5,217.45</td>
</tr>
<tr>
<td>Environment and Resource Management</td>
<td>5,434.23</td>
<td>5,434.23</td>
</tr>
<tr>
<td>Forestry Plantations Queensland Office</td>
<td>425.24</td>
<td>425.24</td>
</tr>
<tr>
<td>Health (including its shared service provider)</td>
<td>60,769.53</td>
<td>894.03</td>
</tr>
<tr>
<td>Infrastructure and Planning</td>
<td>765.14</td>
<td>753.76</td>
</tr>
<tr>
<td>Justice and Attorney-General</td>
<td>3,390.48</td>
<td>3,381.22</td>
</tr>
<tr>
<td>Legal Aid</td>
<td>423.84</td>
<td>14.43</td>
</tr>
<tr>
<td>Museum</td>
<td>217.84</td>
<td>217.84</td>
</tr>
<tr>
<td>Queensland Police Service</td>
<td>13,894.43</td>
<td>3,611.50</td>
</tr>
<tr>
<td>Premier and Cabinet</td>
<td>571.99</td>
<td>571.99</td>
</tr>
<tr>
<td>Public Service Commission</td>
<td>71.47</td>
<td>71.07</td>
</tr>
<tr>
<td>Public Trust Office</td>
<td>502.74</td>
<td>502.74</td>
</tr>
<tr>
<td>Public Works</td>
<td>7,574.83</td>
<td>7,568.63</td>
</tr>
<tr>
<td>Queensland Art Gallery</td>
<td>256.31</td>
<td>256.31</td>
</tr>
<tr>
<td>Queensland Audit Office</td>
<td>229.15</td>
<td>229.15</td>
</tr>
<tr>
<td>Queensland Water Commission</td>
<td>81.00</td>
<td>81.00</td>
</tr>
<tr>
<td>Corporate Administration Agency</td>
<td>120.67</td>
<td>120.67</td>
</tr>
<tr>
<td>State Library of Queensland</td>
<td>269.14</td>
<td>269.14</td>
</tr>
<tr>
<td>TransLink</td>
<td>224.12</td>
<td>224.12</td>
</tr>
<tr>
<td>Transport and Main Roads</td>
<td>8,853.52</td>
<td>8,847.52</td>
</tr>
<tr>
<td>Treasury</td>
<td>1,332.77</td>
<td>1,331.57</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>195,923.96</strong></td>
<td><strong>119,797.64</strong></td>
</tr>
</tbody>
</table>

Source: MOHRI

Employees from the Departments of Education and Training, Health, Communities, Community Safety and Police make up 81.4 per cent of the QPS workforce. These are the agencies that predominantly provide front line service delivery to the community.
• **Trends in QPS employment**

Queensland has enjoyed consistently high population growth, with its ERP rising from 3,561,537 in June 2000 to 4,425,200 in June 2009, a 24.3 per cent increase. As the state’s population has grown, so too has the size of the QPS. In the nine year period to June 2009, the number of FTEs in the QPS has risen by 33.9 per cent, from 146,323 to 195,924. This growth is depicted in the figure below.

**FIGURE 4: FTE GROWTH IN THE QPS**

![Graph showing FTE growth in the QPS from 2000 to 2009](image)

Source: MOHRI

At the same time the proportion of QPS employees to the ERP has also been increasing, rising from 4.1 in 2000 to 4.4 in 2009. This growth in the proportion of QPS employees to population is not unexpected given the context discussed previously of a growing Queensland population, which is also ageing, and the associated increase in demand for public services resulting from this.

**FIGURE 5: PROPORTION OF QPS FTES TO ESTIMATED RESIDENT POPULATION**

![Graph showing proportion of QPS FTES to ERP from 2000 to 2009](image)

Source: MOHRI

---

This rationale is supported by the trends relating to employment in those agencies responsible for the delivery of the majority of front line services. In the nine year period between 2000 and 2009, there has been significant growth in the number of FTEs employed in agencies responsible for front line service delivery.

Queensland Health (43.1%) and the Education Queensland part of the Department of Education and Training (22.2%) had the largest percentage increases. The figure below displays this growth for Queensland Health, Education Queensland, the Queensland Police Service and the remainder of the QPS. Clearly there are a number of occupational groups included in the ‘rest of the QPS’ such as ambulance officers, fire officers, child safety officers and therapists that undertake front line service delivery roles as well.

**FIGURE 6: FTE GROWTH IN MAJOR FRONT LINE SERVICE DELIVERY AGENCIES, 2000 TO 2009**

The proportion of front line employees who provide services which are directly used by the community of Queensland has remained relatively consistent over the past three years at around 80 per cent. The proportion was 79.9 per cent in 2007, dipping to 78.5 per cent in 2008 and rising again to 79.2 per cent in 2009.

It is anticipated that this trend will continue upwards in the coming years as the machinery of government reforms are further embedded and with a further injection of funding for front line service delivery by the government in the 2010-11 budget. The current trends are displayed in Figure 7.
The work locations of QPS employees also reflect the broader geographic spread of Queensland’s population. As at 30 June 2009, about two-thirds of QPS employees worked in the south-east corner of the state. This mirrors the proportion of the ERP (as at June 2009) that is also located in South East Queensland.27

This suggests that despite the geographic diversity of the state, the QPS workforce, with its strong focus on service delivery, is located where the population resides across the state. In this way the delivery of services and infrastructure is able to more accurately match community needs.

As a proportion of the Queensland labour force the QPS has remained around the 10 per cent mark since June 2000.28 This proportion is similar to those proportions reported in 2009 for other jurisdictions,29 with Victoria reporting that its public sector workforce comprised approximately

---

29 Care should be taken when making comparisons between jurisdictions due to the different methodologies used by various jurisdictions.
9 per cent of the total labour force\textsuperscript{30}, New South Wales approximately 10 per cent\textsuperscript{31}, Western Australia almost 13 per cent\textsuperscript{32} and the Northern Territory approximately 14 per cent\textsuperscript{33}. The Queensland trend is displayed in the figure below.

**Figure 9: QPS as a proportion of the Queensland labour force**

Source: MOHRI

- **Regional perspectives**

This section provides a brief overview of where public service employees work throughout the state. As departments do not all operate under the same regional boundaries, the regional profiles are based on the 13 Australian Bureau of Statistics statistical divisions for Queensland:

- Brisbane
- Gold Coast
- Sunshine Coast
- West Moreton
- Wide Bay-Burnett
- Darling Downs
- South West
- Fitzroy
- Central West
- Mackay
- Northern
- Far North
- North West

There are QPS employees working in all 13 statistical divisions. There are also some QPS employees who work interstate or overseas; however, the figures provided in this section exclude those employees whose work headquarters are outside of Queensland.

Six statistical divisions had a higher proportion of public service employees to the ERP than the state average. Five of these are located in the northern and western parts of the state, with the


other being the Brisbane statistical division. The figure below displays the proportion of QPS employees to the ERP for each statistical division.

**FIGURE 10: PROPORTION OF QPS EMPLOYEES TO ERP BY STATISTICAL DIVISION**

Source: MOHRI

What follows on the next pages is an individual snapshot of the public service workforce within each of the 13 statistical divisions. The data reports the workforce number in terms of FTE positions, except for employment across equal employment opportunity (EEO) groups, which reports the number by headcount. The regional snapshots also include, for each division, data on:

- the total number of QPS employees (all employees)
- the number of QPS employees employed under the PS Act (this includes teachers, but excludes police officers, doctors, nurses, health professionals/practitioners, and fire and ambulance officers)
- employment across EEO groups, including Indigenous people, people with a disability and people from a non-English speaking background (NESB)
- a gender breakdown for employees
- the number of employees by age group
- the average age of employees
- annual separation rate for permanent employees
- absenteeism (which includes absence caused by industrial disputes, sick leave, workers’ compensation, carer’s leave, and miscellaneous special leave)
- annual rate of sick leave
- annual salary groupings and a measure of the average annual salary of employees
- appointment type (permanent, temporary, casual, contract)
- a role breakdown into corporate services, front line service delivery and support, and
- the number of staff in front line occupations for each occupation group.

A short summary of key themes from the regional snapshot is included at the end of the chapter.
BRISBANE STATISTICAL DIVISION

ERP – 2,004,300
QPS (FTE) – 105,537
Public Service Act (FTE) – 65,252
Ratio of QPS to ERP – 5.27%
Indigenous (headcount) – 1,596
NESB (headcount) – 14,174
Disability (headcount) – 7,239

Gender (FTE)
Female – 65,562
Male – 39,974

Age groups (FTE)
Generation Y – 18,181
Generation X – 39,812
Baby Boomers – 45,313
Pre Baby Boomers – 2,229
Post Gen Y – 1

Average age – 42.56

QPS separations
(Annual rate – permanents only) – 5.35%

Service delivery (FTE)
Corporate services – 10,577
Front line – 74,817
Support – 20,142

Front line occupations (FTE)
Ambulance operational – 1,243
Fire fighter operational – 1,200
Education teachers – 16,092
Nurses – 11,616
Doctors – 3,311
Health professionals/practitioners – 5,208
Police – 5,639

Appointment type (FTE)
Permanent – 85,107
Temporary – 16,573
Casual – 2,829
Contract – 1,028

Annual salary (FTE)
$49,999 and less – 31,799
$50,000 – $69,999 – 38,209
$70,000 – $89,999 – 27,009
$90,000 – $109,999 – 5,682
$110,000 and over – 2,837

Average annual salary (FTE) – $63,221

Absenteeism
(Annual rate – excluding casuals) – 3.91%

Sick leave
(Annual rate – excluding casuals) – 3.17%
GOLD COAST STATISTICAL DIVISION

ERP – 515,200
QPS (FTE) – 14,492
Public Service Act (FTE) – 8,678
Ratio of QPS to ERP – 2.81%
Indigenous (headcount) – 177
NESB (headcount) – 1,644
Disability (headcount) – 801

Gender (FTE)
Female – 9,521
Male – 4,971

Age groups (FTE)
Generation Y – 2,290
Generation X – 5,543
Baby Boomers – 6,337
Pre Baby Boomers – 322
Average age – 43.08

QPS separations
(Annual rate – permanents only) – 4.89%

Service delivery (FTE)
Corporate services – 163
Front line – 13,249
Support – 1,079

Front line occupations (FTE)
Ambulance operational – 341
Fire fighter operational – 338
Education teachers – 4,258
Nurses – 1,892
Doctors – 578
Health professionals/practitioners – 607
Police – 753

Appointment type (FTE)
Permanent – 11,661
Temporary – 2,264
Casual – 552
Contract – 16

Annual salary (FTE)
$49,999 and less – 4,862
$50,000 – $69,999 – 5,499
$70,000 – $89,999 – 3,507
$90,000 – $109,999 – 339
$110,000 and over – 285

Average annual salary (FTE) – $60,416

Absenteism
(Annual rate – excluding casuals) – 4.01%

Sick leave
(Annual rate – excluding casuals) – 3.20%
SUNSHINE COAST STATISTICAL DIVISION

ERP – 323,400
QPS (FTE) – 9,175
Public Service Act (FTE) – 5,488
Ratio of QPS to ERP – 2.84%
Indigenous (headcount) – 130
NESB (headcount) – 859
Disability (headcount) – 587

Gender (FTE)
Female – 5,709
Male – 3,466

Age groups (FTE)
Generation Y – 881
Generation X – 3,388
Baby Boomers – 4,750
Pre Baby Boomers – 156

Average age – 44.8

QPS separations
(Annual rate – permanents only) – 4.35%

Service delivery (FTE)
Corporate services – 215
Front line – 8,218
Support – 742

Front line occupations (FTE)
Ambulance operational – 270
Fire fighter operational – 117
Education teachers – 2,608
Nurses – 1,196
Doctors – 306
Health professionals/practitioners – 359
Police – 499

Appointment type (FTE)
Permanent – 7,376
Temporary – 1,419
Casual – 332
Contract – 48

Annual salary (FTE)
$49,999 and less – 2,979
$50,000 – $69,999 – 3,081
$70,000 – $89,999 – 2,661
$90,000 – $109,999 – 268
$110,000 and over – 186

Average annual salary (FTE) – $61,094

Absenteism
(Annual rate – excluding casuals) – 4.17%

Sick Leave
(Annual rate – excluding casuals) – 3.24%
WEST MORETON STATISTICAL DIVISION

ERP – 94,700
QPS (FTE) – 1,905
Public Service Act (FTE) – 1,532
Ratio of QPS to ERP – 2.01%
Indigenous (headcount) – 30
NESB (headcount) – 179
Disability (headcount) – 179

Gender (FTE)
Female – 1,287
Male – 618

Age groups (FTE)
Generation Y – 210
Generation X – 620
Baby Boomers – 1,029
Pre Baby Boomers – 46

Average age – 45.64

QPS separations
(Annual rate – permanents only) – 5.05%

Service delivery (FTE)
Corporate services – 4
Front line – 1,834
Support – 67

Front line occupations (FTE)
Ambulance operational – 57
Fire fighter operational – 1
Education teachers – 905
Nurses – 117
Doctors – 15
Health professionals/practitioners – 22
Police – 62

Appointment type (FTE)
Permanent – 1,640
Temporary – 205
Casual – 59
Contract – 1

Annual salary (FTE)
$49,999 and less – 749
$50,000 – $69,999 – 519
$70,000 – $89,999 – 563
$90,000 – $109,999 – 66
$110,000 and over – 9

Average annual salary (FTE) – $56,786

Absenteeism
(Annual rate – excluding casuals) – 3.97%

Sick leave
(Annual rate – excluding casuals) – 3.16%
WIDE BAY-BURNETT STATISTICAL DIVISION

ERP – 287,400
QPS (FTE) – 11,133
Public Service Act (FTE) – 7,148
Ratio of QPS to ERP – 3.87%
Indigenous (headcount) – 316
NESB (headcount) – 937
Disability (headcount) – 848

Gender (FTE)
Female – 6,971
Male – 4,162

Age groups (FTE)
Generation Y – 1,259
Generation X – 3,893
Baby Boomers – 5,750
Pre Baby Boomers – 231

Average age – 44.83

QPS separations
(Annual rate – permanents only) – 4.76%

Service delivery (FTE)
Corporate services – 152
Front line – 9,967
Support – 1,014

Front line occupations (FTE)
Ambulance operational – 211
Fire fighter operational – 98
Education teachers – 3,023
Nurses – 1,379
Doctors – 240
Health professionals/practitioners – 324
Police – 494

Appointment type (FTE)
Permanent – 9,473
Temporary – 1,303
Casual – 341
Contract – 16

Annual salary (FTE)
$49,999 and less – 4,381
$50,000 – $69,999 – 3,641
$70,000 – $89,999 – 2,683
$90,000 – $109,999 – 273
$110,000 and over – 155

Average annual salary (FTE) – $57,329

Absenteeism
(Annual rate – excluding casuals) – 4.11%

Sick leave
(Annual rate – excluding casuals) – 3.21%
DARLING DOWNS STATISTICAL DIVISION

ERP – 237,200
QPS (FTE) – 10,103
Public Service Act (FTE) – 5,943
Ratio of QPS to ERP – 4.26%
Indigenous (headcount) – 228
NESB (headcount) – 648
Disability (headcount) – 764

Gender (FTE)
Female – 6,411
Male – 3,692

Age groups (FTE)
Generation Y – 1,353
Generation X – 3,364
Baby Boomers – 5,103
Pre Baby Boomers – 283

Average age – 44.68

QPS separations
(Annual rate – permanents only) – 5.65%

Service delivery (FTE)
Corporate services – 240
Front line – 8,810
Support – 1,053

Front line occupations (FTE)
Ambulance operational – 203
Fire fighter operational – 95
Education teachers – 2,223
Nurses – 1,475
Doctors – 211
Health professionals/practitioners – 367
Police – 434

Appointment type (FTE)
Permanent – 8,528
Temporary – 1,211
Casual – 343
Contract – 22

Annual salary (FTE)
$49,999 and less – 3,829
$50,000 – $69,999 – 3,347
$70,000 – $89,999 – 2,499
$90,000 – $109,999 – 282
$110,000 and over – 146

Average annual salary (FTE) – $58,145

Absenteeism
(Annual rate – excluding casuals) – 3.91%

Sick leave
(Annual rate – excluding casuals) – 3.12%
SOUTH WEST STATISTICAL DIVISION

ERP – 26,300
QPS (FTE) – 1,756
Public Service Act (FTE) – 975
Ratio of QPS to ERP – 6.68%
Indigenous (headcount) – 105
NESB (headcount) – 90
Disability (headcount) – 105

Gender (FTE)
Female – 1,157
Male – 599

Age groups (FTE)
Generation Y – 361
Generation X – 620
Baby Boomers – 723
Pre Baby Boomers – 52

Average age – 42.27

QPS separations
(Annual rate – permanents only) – 6.30%

Service delivery (FTE)
Corporate services – 17
Front line – 1,545
Support – 193

Front line occupations (FTE)
Ambulance operational – 31
Fire fighter operational – 3
Education teachers – 340
Nurses – 254
Doctors – 23
Health professionals/practitioners – 56
Police – 108

Appointment type (FTE)
Permanent – 1,482
Temporary – 228
Casual – 45
Contract – 1

Annual salary (FTE)
$49,999 and less – 811
$50,000 – $69,999 – 625
$70,000 – $89,999 – 240
$90,000 – $109,999 – 58
$110,000 and over – 21

Average annual salary (FTE) – $54,110

Absenteeism
(Annual rate – excluding casuals) – 3.21%

Sick leave
(Annual rate – excluding casuals) – 2.53%
Fitzroy Downs Statistical Division

ERP – 220,700
QPS (FTE) – 9,474
Public Service Act (FTE) – 5,837
Ratio of QPS to ERP – 4.29%
Indigenous (headcount) – 361
NESB (headcount) – 669
Disability (headcount) – 689

Gender (FTE)
Female – 6,242
Male – 3,232

Age groups (FTE)
Generation Y – 1,794
Generation X – 3,283
Baby Boomers – 4,204
Pre Baby Boomers – 194

Average age – 42.59

QPS separations
(Annual rate – permanents only) – 6.55%

Service delivery (FTE)
Corporate services – 243
Front line – 8,184
Support – 1,047

Front line occupations (FTE)
Ambulance operational – 222
Fire fighter operational – 124
Education teachers – 2,107
Nurses – 1,124
Doctors – 192
Health professionals/practitioners – 351
Police – 464

Appointment type (FTE)
Permanent – 8,047
Temporary – 1,066
Casual – 330
Contract – 31

Annual salary (FTE)
$49,999 and less – 3,795
$50,000 – $69,999 – 3,313
$70,000 – $89,999 – 1,977
$90,000 – $109,999 – 242
$110,000 and over – 148

Average annual salary (FTE) – $57,685

Absenteism
(Annual rate – excluding casuals) – 3.87%

Sick leave
(Annual rate – excluding casuals) – 3.05%
CENTRAL WEST STATISTICAL DIVISION

ERP – 12,300
QPS (FTE) – 792
Public Service Act (FTE) – 482
Ratio of QPS to ERP – 6.44%
Indigenous (headcount) – 36
NESB (headcount) – 45
Disability (headcount) – 55

Gender (FTE)
Female – 514
Male – 278

Age groups (FTE)
Generation Y – 179
Generation X – 285
Baby Boomers – 309
Pre Baby Boomers – 19

Average age – 41.43

QPS separations
(Annual rate – permanents only) – 8.58%

Service delivery (FTE)
Corporate services – 17
Front line – 1,545
Support – 193

Front line occupations (FTE)
Ambulance operational – 12
Fire fighter operational – 1
Education teachers – 171
Nurses – 97
Doctors – 5
Health professionals/practitioners – 18
Police – 50

Appointment type (FTE)
Permanent – 687
Temporary – 86
Casual – 18
Contract – 1

Annual salary (FTE)
$49,999 and less – 335
$50,000 – $69,999 – 290
$70,000 – $89,999 – 129
$90,000 – $109,999 – 33
$110,000 and over – 6

Average annual salary (FTE) – $55,158

Absenteism
(Annual rate – excluding casuals) – 3.35%

Sick leave
(Annual rate – excluding casuals) – 2.60%
Mackay Statistical Division

ERP – 172,700
QPS (FTE) – 5,564
Public Service Act (FTE) – 3,540
Ratio of QPS to ERP – 3.22%
Indigenous (headcount) – 138
NESB (headcount) – 545
Disability (headcount) – 368

Gender (FTE)
Female – 3,941
Male – 1,623

Age groups (FTE)
Generation Y – 936
Generation X – 2,032
Baby Boomers – 2,494
Pre Baby Boomers – 103
Average age – 42.92

QPS separations
(Annual rate – permanents only) – 7.45%

Service delivery (FTE)
Corporate services – 58
Front line – 5,018
Support – 488

Front line occupations (FTE)
Ambulance operational – 114
Fire fighter operational – 57
Education teachers – 1,649
Nurses – 654
Doctors – 144
Health professionals/practitioners – 190
Police – 298

Appointment type (FTE)
Permanent – 4,702
Temporary – 645
Casual – 192
Contract – 24

Annual salary (FTE)
$49,999 and less – 1,954
$50,000 – $69,999 – 2,001
$70,000 – $89,999 – 1,366
$90,000 – $109,999 – 161
$110,000 and over – 82

Average annual salary (FTE) – $58,419

Absenteeism
(Annual rate – excluding casuals) – 3.43%

Sick leave
(Annual rate – excluding casuals) – 2.76%
NORTHERN STATISTICAL DIVISION

ERP – 227,300
QPS (FTE) – 11,050
Public Service Act (FTE) – 5,986
Ratio of QPS to ERP – 4.86%
Indigenous (headcount) – 472
NESB (headcount) – 1,297
Disability (headcount) – 779

Gender (FTE)
Female – 7,241
Male – 3,809

Age groups (FTE)
Generation Y – 1,958
Generation X – 4,130
Baby Boomers – 4,728
Pre Baby Boomers – 234

Average age – 42.59

QPS separations
(Annual rate – permanents only) – 6.74%

Service delivery (FTE)
Corporate services – 299
Front line – 9,587
Support – 1,164

Front line occupations (FTE)
Ambulance operational – 196
Fire fighter operational – 147
Education teachers – 1,977
Nurses – 1,743
Doctors – 408
Health professionals/practitioners – 499
Police – 602

Appointment type (FTE)
Permanent – 9,342
Temporary – 1,262
Casual – 349
Contract – 97

Annual salary (FTE)
$49,999 and less – 4,298
$50,000 – $69,999 – 3,956
$70,000 – $89,999 – 2,260
$90,000 – $109,999 – 321
$110,000 and over – 215

Average annual salary (FTE) – $59,042

Absenteeism
(Annual rate – excluding casuals) – 3.77%

Sick leave
(Annual rate – excluding casuals) – 3.04%
FAR NORTH STATISTICAL DIVISION

ERP – 269,700
QPS (FTE) – 12,891
Public Service Act (FTE) – 7,698
Ratio of QPS to ERP – 4.78%
Indigenous (headcount) – 1,174
NESB (headcount) – 1,723
Disability (headcount) – 870

Gender (FTE)
Female – 8,191
Male – 4,700

Age groups (FTE)
Generation Y – 1,872
Generation X – 4,798
Baby Boomers – 5,903
Pre Baby Boomers – 319

Average age – 43.50

QPS separations
(Annual rate – permanents only) – 5.91%

Service delivery (FTE)
Corporate services – 290
Front line – 11,420
Support – 1,182

Front line occupations (FTE)
Ambulance operational – 227
Fire fighter operational – 148
Education teachers – 2,827
Nurses – 1,668
Doctors – 317
Health professionals/practitioners – 432
Police – 697

Appointment type (FTE)
Permanent – 10,510
Temporary – 1,855
Casual – 493
Contract – 32

Annual salary (FTE)
$49,999 and less – 4,740
$50,000 – $69,999 – 4,722
$70,000 – $89,999 – 2,848
$90,000 – $109,999 – 352
$110,000 and over – 228

Average annual salary (FTE) – $58,537

Absenteism
(Annual rate – excluding casuals) – 3.67%

Sick leave
(Annual rate – excluding casuals) – 2.89%
NORTH WEST STATISTICAL DIVISION

ERP – 34,000
QPS (FTE) – 2,011
Public Service Act (FTE) – 1,198
Ratio of QPS to ERP – 5.92%
Indigenous (headcount) – 206
NESB (headcount) – 200
Disability (headcount) – 112

Gender (FTE)
Female – 1,398
Male – 614

Age groups (FTE)
Generation Y – 568
Generation X – 717
Baby Boomers – 675
Pre Baby Boomers – 52

Average age – 39.76

QPS separations
(Annual rate – permanents only) – 10.23%

Service delivery (FTE)
Corporate services – 15
Front line – 1,768
Support – 229

Front line occupations (FTE)
Ambulance operational – 33
Fire fighter operational – 22
Education teachers – 397
Nurses – 237
Doctors – 34
Health professionals/practitioners – 36
Police – 166

Appointment type (FTE)
Permanent – 1,666
Temporary – 278
Casual – 58
Contract – 10

Annual salary (FTE)
$49,999 and less – 884
$50,000 – $69,999 – 770
$70,000 – $89,999 – 257
$90,000 – $109,999 – 70
$110,000 and over – 30

Average annual salary (FTE) – $55,528

Absenteism
(Annual rate – excluding casuals) – 3.18%

Sick leave
(Annual rate – excluding casuals) – 2.52%
• Summary of regional perspectives

There are no outstanding differences when comparing workforce profiles for each of the statistical divisions, other than that the Brisbane statistical division has a higher proportion of employees in the corporate support function. In Brisbane, this comprises about 10 per cent of the workforce, whereas in the other statistical divisions it sits around one or two per cent. This is not unexpected given that most agencies would have their headquarters located in the Brisbane area and this is where many of the large transactional functions are currently located.

In addition, three statistical divisions have a ratio of staff to the ERP which is somewhat higher than the QPS overall rate of 4.4 per cent. These are the North West statistical division (5.9%), the South West statistical division (6.7%) and the Central West statistical division (6.4%).

More interesting observations occur when the data is aggregated into the south-east corner of the state and the rest of the state. When comparing employees working outside of the south-east corner of the state to those in the south-east, they are more likely to be older (average age of 43.4 years compared to 42.8 years in the south-east), a greater proportion will be permanent (84.0% to 80.7%) and more of them work on a part-time basis (27.2% to 24.0%).

Employees outside the south-east corner on average also earn less annual salary ($57,960 as compared to $62,639 in the south-east) and they take fewer average full-time sick days (6.6 days to 7.2 days).
STATE OF THE SERVICE REPORT 2010