

# Queensland Public Service Workforce Quarterly Profile

as at December 2013

This report presents a brief overview of the composition of the Queensland Public Service. The data provided by public service agencies is part of the Government approved Minimum Obligatory Human Resource Information (MOHRI) process and is a snapshot of the workforce as at December 2013. 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*”.

## Size of the Queensland Public Service

### (Full time Equivalent – FTE)

Overall, there has been a decrease of 720.53 FTE employees in the Queensland Public Service since last quarter. This represents a decrease of 0.38%.

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

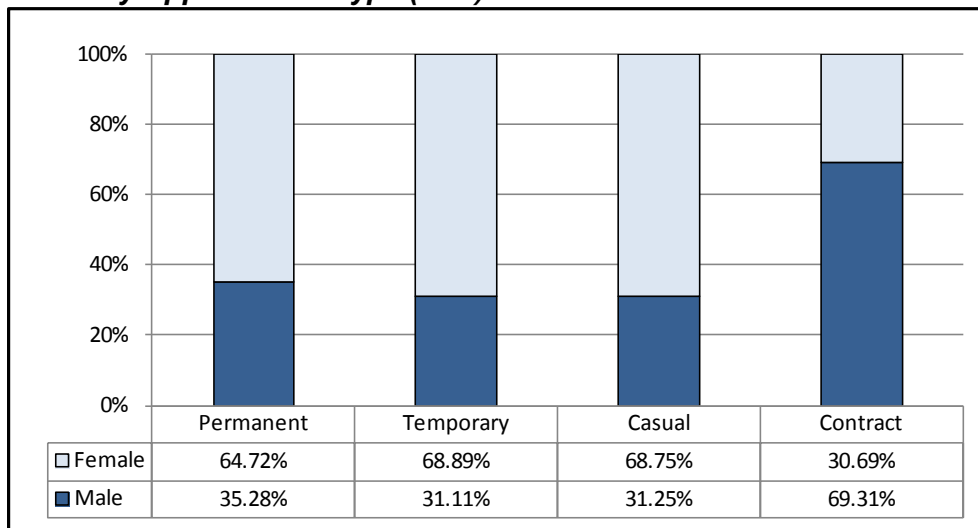
Agency	Sept 2013			Dec 2013			Quarterly Variance in Total FTE	% Quarterly Variance in Total FTE
	Female	Male	Total	Female	Male	Total		
Aboriginal & Torres Strait Islander & Multicultural Affairs	196.17	107.93	304.10	199.70	103.21	302.91	-1.19	-0.39%
Agriculture Fisheries & Forestry	796.12	1,299.76	2,095.88	774.77	1,259.67	2,034.44	-61.44	-2.93%
Anti-Discrimination Commission Qld	24.60	9.00	33.60	25.60	9.00	34.60	1.00	2.98%
Comm for Children & Young People & Child Guardian	217.70	62.78	280.48	228.68	65.10	293.78	13.30	4.74%
Communities Child Safety & Disability Services	4,366.47	1,330.06	5,696.53	4,349.02	1,350.29	5,699.31	2.78	0.05%
*Community Safety	3,507.08	7,169.58	10,676.66	0.00	0.00	0.00	-10,676.66	-100.00%
Education Training & Employment	50,019.30	16,580.39	66,599.69	49,723.61	16,399.61	66,123.22	-476.47	-0.72%
Electoral Commission Qld	24.93	19.80	44.73	23.12	22.01	45.13	0.40	0.89%
Energy & Water Supply	112.92	116.03	228.95	126.22	115.80	242.02	13.07	5.71%
Environment & Heritage Protection	584.48	424.60	1,009.08	587.54	424.64	1,012.18	3.10	0.31%
*Health	46,982.76	17,419.40	64,402.16	48,243.48	19,793.95	68,037.43	3,635.27	5.64%
Health Quality Complaints Commission	41.60	17.00	58.60	39.60	16.00	55.60	-3.00	-5.12%
Housing & Public Works	1,499.67	1,947.71	3,447.38	1,487.00	1,868.86	3,355.86	-91.52	-2.65%
*Justice and Attorney-General	2,452.24	1,778.15	4,230.39	4,007.01	3,725.70	7,732.71	3,502.32	82.79%
Legal Aid	305.02	119.98	425.00	306.57	116.29	422.86	-2.14	-0.50%
*Local Government, Community Recovery and Resilience	61.77	44.54	106.31	70.97	46.58	117.55	11.24	10.57%
Museum	127.57	102.56	230.13	134.84	101.25	236.09	5.96	2.59%
National Parks Recreation Sport & Racing	460.45	821.10	1,281.55	478.02	816.91	1,294.93	13.38	1.04%
Natural Resources & Mines	1,112.47	1,216.13	2,328.60	1,120.50	1,218.70	2,339.20	10.60	0.46%
Premier and Cabinet	250.07	129.70	379.77	254.49	135.09	389.58	9.81	2.58%
*Public Safety Business Agency	0.00	0.00	0.00	200.69	374.69	575.38	575.38	100.00%
Public Service Commission	60.30	35.60	95.90	56.18	31.40	87.58	-8.32	-8.68%
Public Trust	370.30	172.68	542.98	371.38	171.17	542.55	-0.43	-0.08%
Qld Art Gallery	163.48	119.29	282.77	172.43	119.23	291.66	8.89	3.14%
Qld Audit Office	82.93	102.96	185.89	84.05	94.78	178.83	-7.06	-3.80%
*Qld Fire and Emergency Services	0.00	0.00	0.00	446.55	2,475.93	2,922.48	2,922.48	100.00%
Qld Police Service	5,054.53	9,662.21	14,716.74	5,090.23	9,723.38	14,813.61	96.87	0.66%
Qld Treasury & Trade	559.49	498.50	1,057.99	560.43	501.22	1,061.65	3.66	0.35%
Science Information Technology Innovation & the Arts	1,726.88	1,300.69	3,027.57	1,703.54	1,281.94	2,985.48	-42.09	-1.39%
State Development Infrastructure & Planning	456.77	308.82	765.59	511.01	359.30	870.31	104.72	13.68%
State Library	197.95	79.46	277.41	194.52	80.39	274.91	-2.50	-0.90%
Tourism Major Events Small Business & Commonwealth Games	71.10	40.00	111.10	68.58	40.00	108.58	-2.52	-2.27%
Transport & Main Roads	2,989.86	4,003.66	6,993.52	2,948.76	3,765.34	6,714.10	-279.42	-4.00%
<b>Queensland Public Service</b>	<b>124,876.98</b>	<b>67,040.07</b>	<b>191,917.05</b>	<b>124,589.09</b>	<b>66,607.43</b>	<b>191,196.52</b>	<b>-720.53</b>	<b>-0.38%</b>

\* As a result of the Police and Community Safety Review, there are major machinery of government changes between the September and December 2013 quarterly collection periods.

## Public Service Profile

Information contained in the following graphs has been identified from MOHRI data for December 2013. The definitions table at the back of this report will assist in interpretation of the graphs and tables.

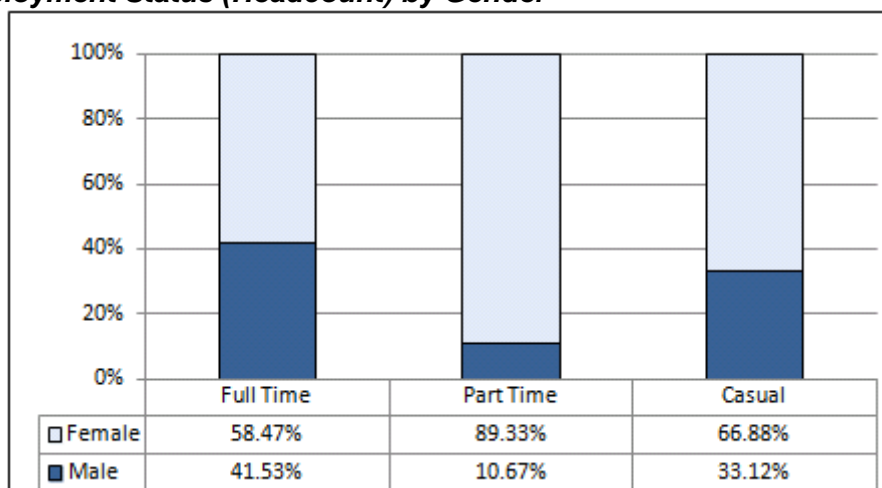
**Figure 1: Gender by Appointment Type (FTE)**



	Permanent	Temporary	Casual	Contract	Total
Female	101,318	19,163	3,627	482	124,589.09
Male	55,218	8,654	1,648	1,088	66,607.43
<b>Total</b>	<b>156,535.65</b>	<b>27,816.94</b>	<b>5,274.76</b>	<b>1,569.17</b>	<b>191,196.52</b>

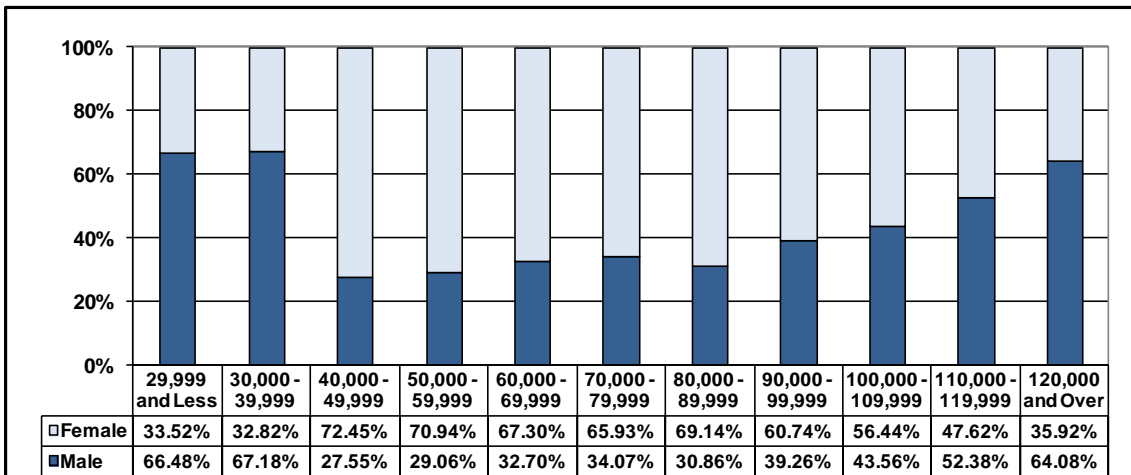
A breakdown of appointment type within each agency by headcount and FTE is contained in Schedule 1.

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



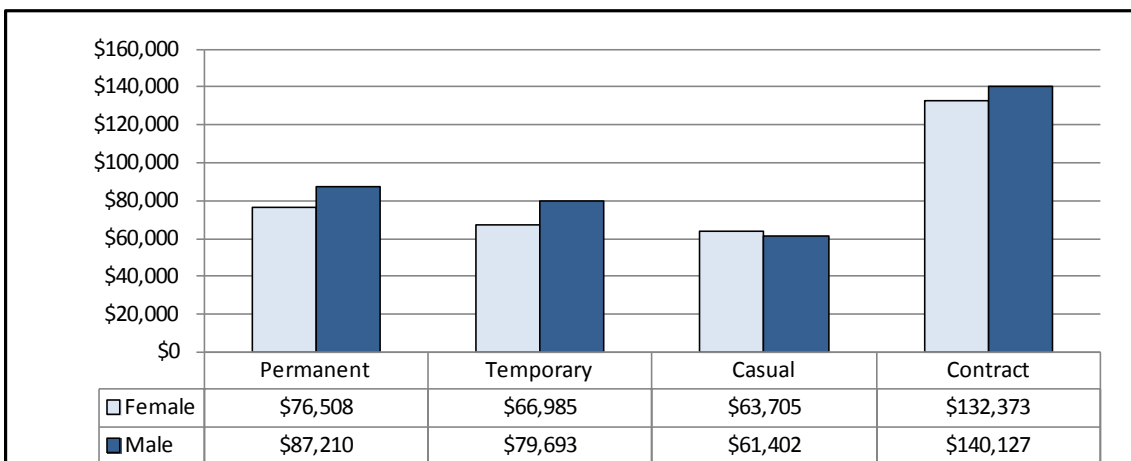
	Full Time	Part Time	Casual	Total
Female	85,794	57,615	11,113	154,522
Male	60,929	6,882	5,503	73,314
<b>Total</b>	<b>146,723</b>	<b>64,497</b>	<b>16,616</b>	<b>227,836</b>

**Figure 3: Annual Earnings (FTE) by Gender**

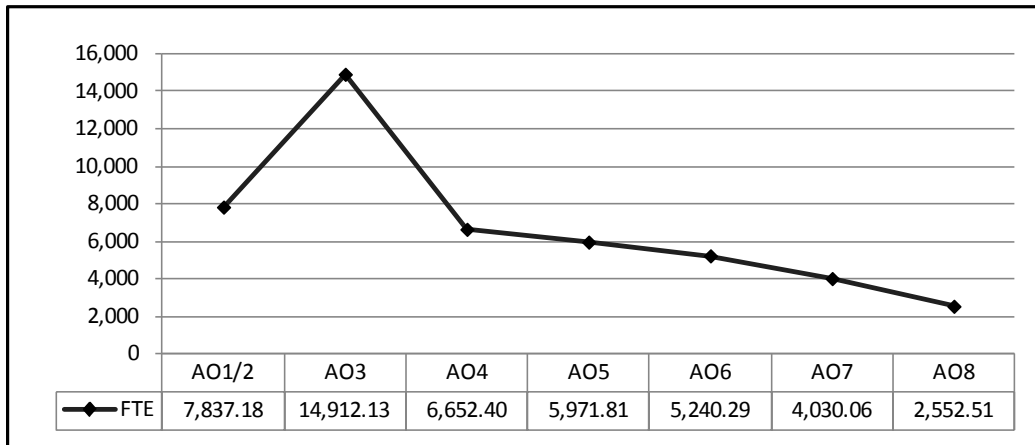


\$	Female	Male	Total
29,999 and Less	13.69	27.15	40.84
30,000 - 39,999	163.93	335.54	499.47
40,000 - 49,999	14,600.84	5,551.98	20,152.82
50,000 - 59,999	18,166.56	7,441.71	25,608.27
60,000 - 69,999	21,618.11	10,504.37	32,122.48
70,000 - 79,999	19,076.78	9,858.60	28,935.38
80,000 - 89,999	26,957.79	12,034.92	38,992.71
90,000 - 99,999	10,505.91	6,790.94	17,296.85
100,000 - 109,999	8,283.05	6,392.20	14,675.25
110,000 - 119,999	2,356.42	2,591.84	4,948.26
120,000 and Over	2,846.01	5,078.18	7,924.19
<b>Total</b>	<b>124,589.09</b>	<b>66,607.43</b>	<b>191,196.52</b>

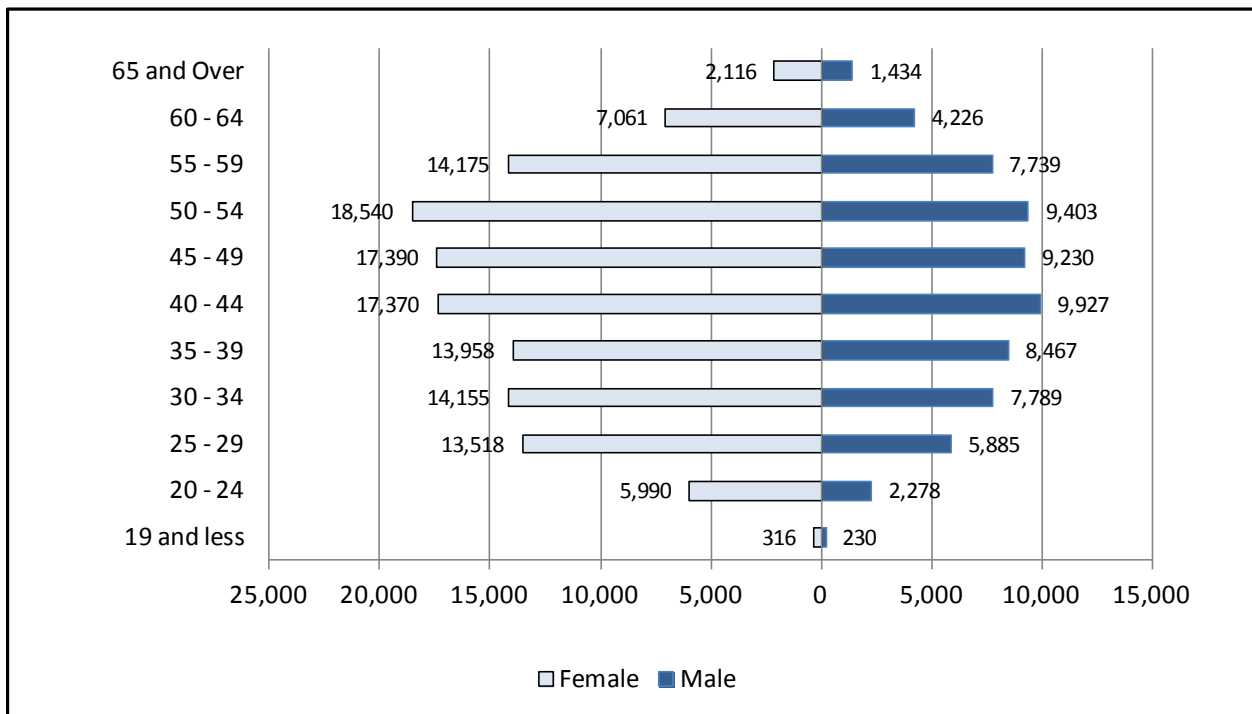
**Figure 4: Average Annual Earnings (FTE) by Appointment Type and Gender**



**Figure 5: AO Classifications (FTE)**



**Figure 6: Age Distribution (FTE) by Gender**

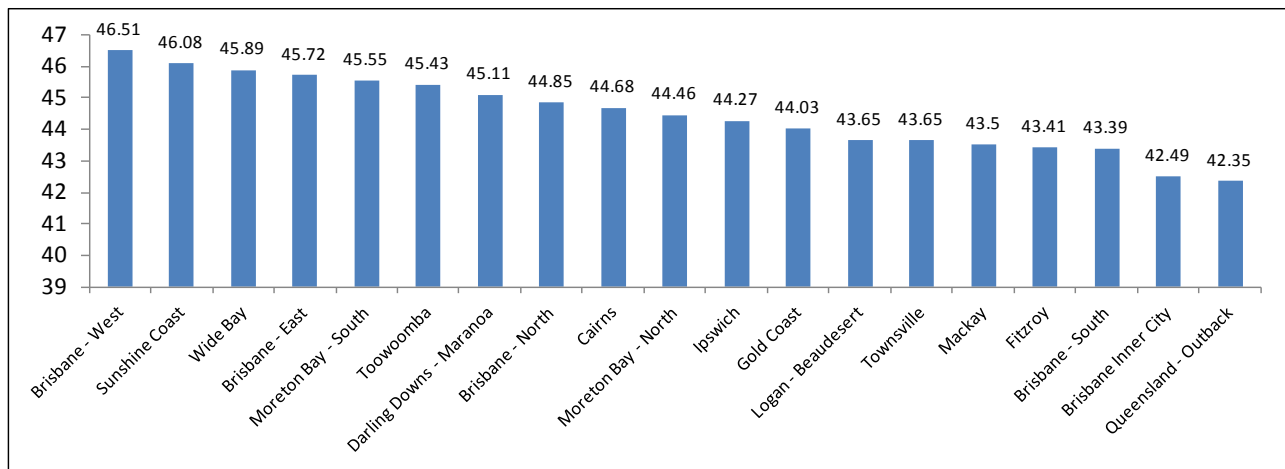


	19 and less	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 and Over	Total
Female	57.87%	72.45%	69.67%	64.51%	62.24%	63.63%	65.33%	66.35%	64.68%	62.56%	59.61%	65.16%
Male	42.13%	27.55%	30.33%	35.49%	37.76%	36.37%	34.67%	33.65%	35.32%	37.44%	40.39%	34.84%
Total	100.00%	100.00%	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 Service is 44.06 years (43.89 years for a female and 44.40 years for a male).

The average age ranges from 46.51 years in the Brisbane – West Statistical Area to 42.35 years in the Queensland – Outback Statistical Area. Interstate/overseas employees are excluded.

**Figure 7<sup>a</sup>: Average Age by Australian Bureau of Statistics (ABS) Statistical Area 4 (QLD Only)**

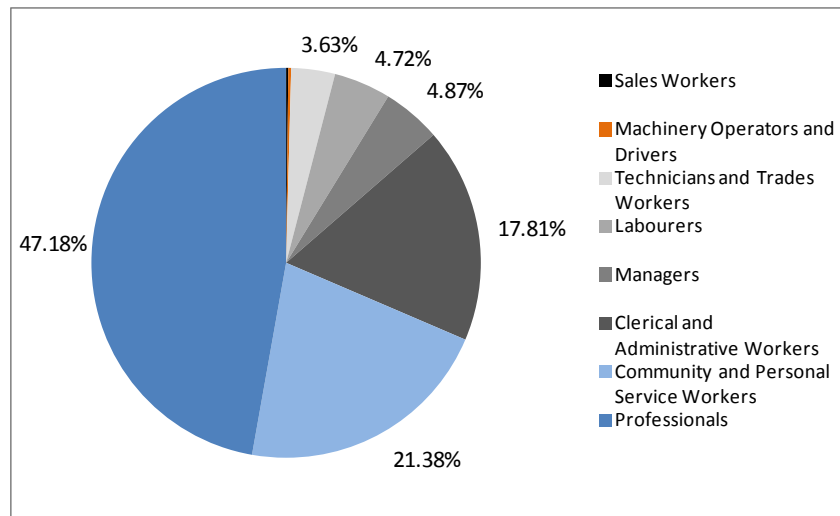


**Table 2<sup>a</sup>: Full Time Equivalent Employees by Statistical Area 4 - (QLD Only)**

Statistical Area 4	Sep-13		Dec-13		% Quarterly Variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,528.08	2.36%	4,468.49	2.34%	-1.32%
Brisbane - North	7,376.83	3.84%	7,720.22	4.04%	4.65%
Brisbane - South	17,192.37	8.96%	17,113.48	8.95%	-0.46%
Brisbane - West	3,050.74	1.59%	3,048.68	1.59%	-0.07%
Brisbane Inner City	39,259.41	20.46%	39,449.74	20.63%	0.48%
Cairns	11,429.45	5.96%	11,334.86	5.93%	-0.83%
Darling Downs - Maranoa	4,698.09	2.45%	4,673.76	2.44%	-0.52%
Fitzroy	9,240.01	4.81%	9,127.51	4.77%	-1.22%
Gold Coast	14,424.05	7.52%	14,418.87	7.54%	-0.04%
Ipswich	11,780.06	6.14%	11,348.02	5.94%	-3.67%
Logan - Beaudesert	8,723.99	4.55%	8,655.80	4.53%	-0.78%
Mackay	5,746.00	2.99%	5,721.42	2.99%	-0.43%
Moreton Bay - North	7,355.41	3.83%	7,349.82	3.84%	-0.08%
Moreton Bay - South	2,718.42	1.42%	2,712.44	1.42%	-0.22%
Queensland - Outback	5,637.00	2.94%	5,595.43	2.93%	-0.74%
Sunshine Coast	9,994.01	5.21%	9,864.32	5.16%	-1.30%
Toowoomba	6,599.74	3.44%	6,586.37	3.45%	-0.20%
Townsville	11,297.99	5.89%	11,287.25	5.90%	-0.10%
Wide Bay	10,851.77	5.65%	10,705.01	5.60%	-1.35%
<b>Queensland</b>	<b>191,903.42</b>	<b>100%</b>	<b>191,181.49</b>	<b>100%</b>	<b>-0.38%</b>

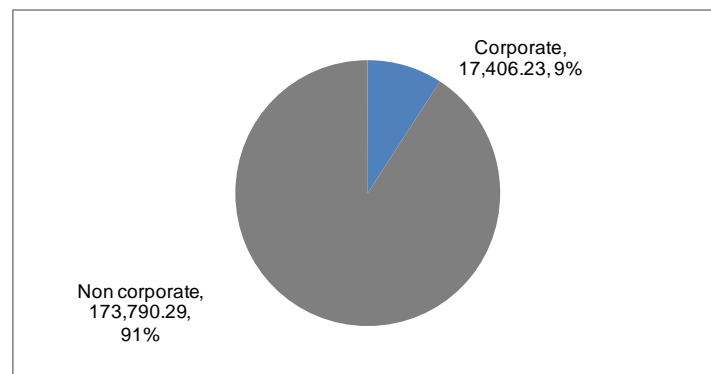
<sup>a</sup> Statistical Areas are in accordance with the Australian Bureau of Statistics (ABS) Australian Statistical Geography Standard (ASGS) boundary changes. Refer to the definitions page at the back of this report for further details.

**Figure 8: Full Time Equivalent Employees by Occupation  
(based on Australian Bureau of Statistics ANZSCO coding)**



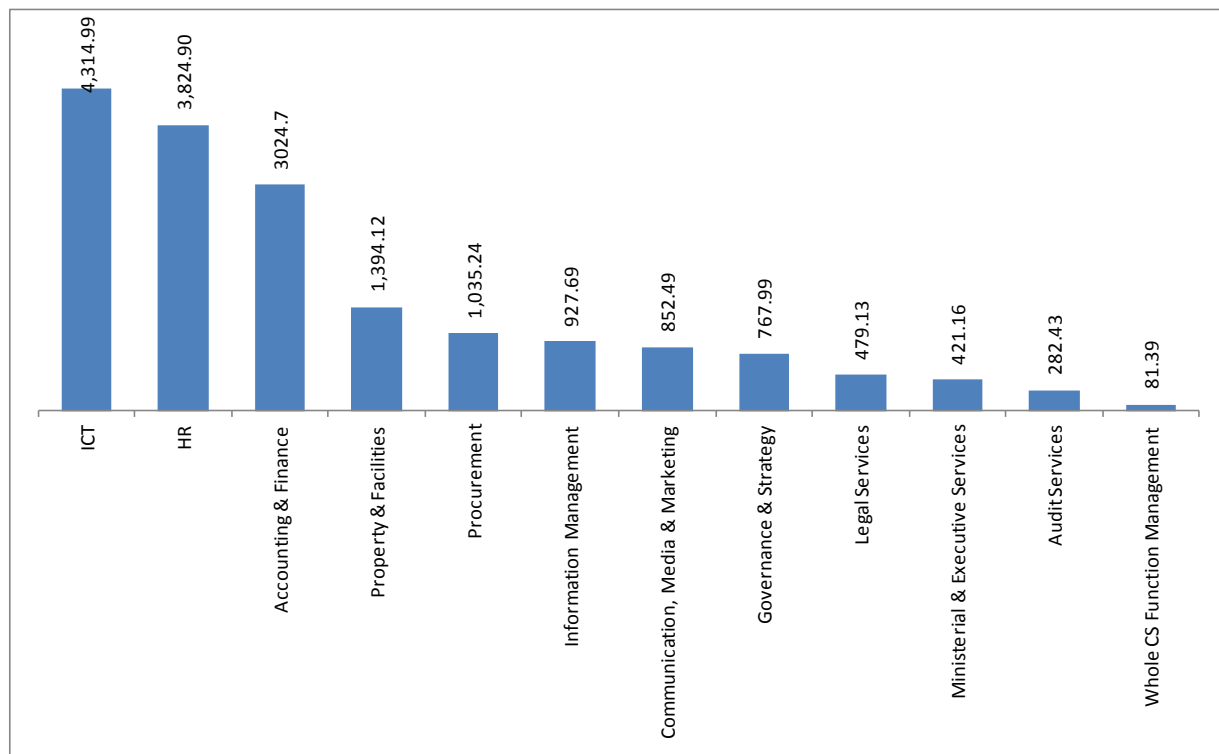
	FTE	% of FTE
Managers	9,303.47	4.87%
Professionals	90,207.13	47.18%
Technicians and Trades Workers	6,949.61	3.63%
Community and Personal Service Workers	40,876.19	21.38%
Clerical and Administrative Workers	34,049.82	17.81%
Sales Workers	341.92	0.18%
Machinery Operators and Drivers	450.90	0.24%
Labourers	9,017.48	4.72%
<b>Qld Public Service</b>	<b>191,196.52</b>	<b>100%</b>

**Figure 9: Proportion of Corporate Services Employees (based on full time equivalent employees)**



**Figure 10: Full time Equivalent Employees by Corporate Services Function**

The Information and Communication Technology (ICT) and Human Resources (HR) functions each account for over 20% of the corporate services workforce (ie over 45% collectively). The next two largest groups, by function, are Accounting and Finance (17%) and Property and Facilities (8%).



	Corporate - FTE	% of Total
Accounting and Finance	3024.7	17.38%
Audit Services	282.43	1.62%
Communication, Media and Marketing	852.49	4.90%
Governance and Strategy	767.99	4.41%
Human Resources	3,824.90	21.97%
Information and Communications Technology	4,314.99	24.79%
Information Management	927.69	5.33%
Legal Services	479.13	2.75%
Ministerial and Executive Services	421.16	2.42%
Procurement	1,035.24	5.95%
Property and Facilities	1,394.12	8.01%
Whole of Corporate Services Function Management	81.39	0.47%
<b>Qld Public Service - Corporate Total</b>	<b>17,406.23</b>	<b>100.00%</b>



## Schedule 1

Staff Full Time Equivalents (FTE) by Agency by Appointment Type, December 2013					
Agency	Permanent	Temporary	Casual	Contract	Total
Aboriginal & Torres Strait Islander & Multicultural Affairs	241.02	56.29	0.6	5	302.91
Agriculture Fisheries & Forestry	1,714.52	278.63	23.29	18.00	2,034.44
Anti-Discrimination Commission Qld	27.8	5.8	0	1	34.6
Comm for Children & Young People & Child Guardian	173.58	42.95	75.25	2	293.78
Communities Child Safety & Disability Services	4,892.98	607.89	162.44	36.00	5,699.31
Education Training & Employment	52,594.38	11,209.99	2,080.05	238.8	66,123.22
Electoral Commission Qld	31.2	8.6	4.33	1.00	45.13
Energy & Water Supply	205.42	25.60	0.00	11.00	242.02
Environment & Heritage Protection	858.16	134.23	1.79	18	1,012.18
Health	53,624.04	12,208.58	2,023.02	181.79	68,037.43
Health Quality Complaints Commission	50.70	3.90	0	1.00	55.60
Housing & Public Works	2,770.29	491.19	45.58	48.8	3,355.86
Justice and Attorney-General	6,713.68	682.76	211.87	124.4	7,732.71
Legal Aid	356.18	54.71	2.97	9	422.86
Local Government	90.87	18.60	0.08	8.00	117.55
Museum	155.45	51.61	26.03	3.00	236.09
National Parks Recreation Sport & Racing	1,161.64	116.8	3.69	12.8	1,294.93
Natural Resources & Mines	2,150.50	99.27	16.51	72.92	2,339.20
Premier and Cabinet	278.35	81.49	0.64	29.1	389.58
Public Safety Business Agency	472.55	69.79	0.04	33	575.38
Public Service Commission	63.7	12.68	0.4	10.8	87.58
Public Trust	432	104.8	0.87	5	543
Qld Art Gallery	163.32	58.79	67.55	2.00	291.66
Qld Audit Office	158.83	11	1	8.00	178.83
Qld Fire and Emergency Services	2,611.98	83.02	213.48	14.00	2,922.48
Qld Police Service	14,061.45	353.14	5.02	394	14,813.61
Qld Treasury & Trade	928.88	94.17	0	38.6	1,061.65
Science Information Technology Innovation & the Arts	2,566.25	349.12	22.65	47.46	2,985.48
State Development Infrastructure & Planning	611.71	194.5	0	64.1	870.31
State Library	205.47	54.64	10.8	4.00	274.91
Tourism Major Events Small Business & Commonwealth Games	93.98	6.00	0.00	8.60	108.58
Transport & Main Roads	6,074.89	246.40	274.81	118.00	6,714.10
<b>Queensland Public Service</b>	<b>156,535.65</b>	<b>27,816.94</b>	<b>5,274.76</b>	<b>1,569.17</b>	<b>191,196.52</b>

## Schedule 1 (cont'd)

<b>Staff (Headcount) by Agency by Appointment Type, December 2013</b>					
<b>Agency</b>	<b>Permanent</b>	<b>Temporary</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>
Aboriginal & Torres Strait Islander & Multicultural Affairs	249	59	2	5	315
Agriculture Fisheries & Forestry	1,770	293	64	18	2,145
Anti-Discrimination Commission Qld	30	6	0	1	37
Comm for Children & Young People & Child Guardian	184	45	148	2	379
Communities Child Safety & Disability Services	5,154	655	289	36	6,134
Education Training & Employment	61,410	15,191	6,778	239	83,618
Electoral Commission Qld	32	9	7	1	49
Energy & Water Supply	214	26	0	11	251
Environment & Heritage Protection	889	140	6	18	1,053
Health	61,660	14,608	4,594	182	81,044
Health Quality Complaints Commission	53	5	0	1	59
Housing & Public Works	2,860	508	47	50	3,465
Justice and Attorney-General	6,952	731	415	129	8,227
Legal Aid	391	64	7	9	471
Local Government	94	19	1	8	122
Museum	171	70	65	3	309
National Parks Recreation Sport & Racing	1,199	128	14	13	1,354
Natural Resources & Mines	2,235	104	25	75	2,439
Premier and Cabinet	294	92	3	31	420
Public Safety Business Agency	483	72	1	33	589
Public Service Commission	67	13	1	11	92
Public Trust	450	107	1	5	563
Qld Art Gallery	184	64	135	2	385
Qld Audit Office	166	11	1	8	186
Qld Fire and Emergency Services	2,633	106	2,049	14	4,802
Qld Police Service	14,400	371	10	394	15,175
Qld Treasury & Trade	967	96	0	39	1,102
Science Information Technology Innovation & the Arts	2,716	364	64	48	3,192
State Development Infrastructure & Planning	636	204	0	65	905
State Library	225	63	45	4	337
Tourism Major Events Small Business & Commonwealth Games	101	6	0	9	116
Transport & Main Roads	6,278	261	1,844	118	8,501
<b>Queensland Public Service</b>	<b>175,147</b>	<b>34,491</b>	<b>16,616</b>	<b>1,582</b>	<b>227,836</b>

## General Comments

- The information contained in this report is derived from data provided by public service 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 2013 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.
- Government Owned Corporations are not included in the collection of public service workforce data.
- 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.
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: <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: <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>