

# Queensland Public Sector Quarterly Workforce Profile

as at June 2015

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## About this report

This report presents a brief overview of the composition of the Queensland Public Sector (QPS). It supports the principle of transparent and accountable government by openly publishing information about the QPS workforce.

The data provided by public sector agencies is part of the Government approved Minimum Obligatory Human Resource Information (MOHRI) process and is a snapshot of the workforce as at June 2015. 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 *Characteristics of the Queensland Public Service workforce 2013-14* (<http://www.psc.qld.gov.au/publications/workforce-statistics/assets/characteristics-qps-2014.pdf>). The next annual report, for 2014-15, is intended to be published in October 2015.

To better reflect changes in the legislative and employment framework, from December Quarter 2014 onward, this report is now known as the 'Queensland Public Sector Workforce Quarterly Report' (rather than the 'Queensland Public Service Workforce Quarterly Report'). This report continues to include workforce statistical data from Queensland Government departments, public service offices, Hospital and Health Services and other Government entities such as TAFE.

A definitions table at the back of this report will assist in the interpretation of figures and tables.

## Enquiries

For further advice and information, please contact:  
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## Queensland Public Sector Profile

Information contained in the following figures and tables have been identified from MOHRI data for June 2015.

### By Size

Overall, there has been an increase of 1,938.89 Full-time Equivalent (FTE) employees in the QPS since last quarter. This represents an increase of 0.96%.

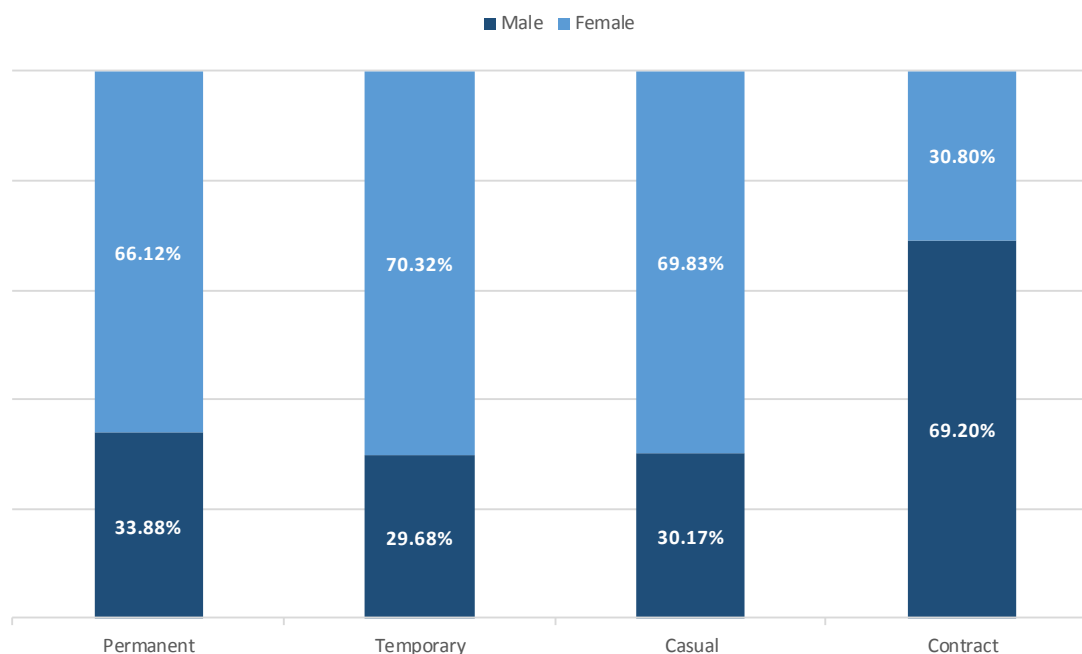
**Table 1: Number of FTE by Gender and Agency**

Agency	Mar-15			Jun-15			Quarterly Variance in Total FTE	% Quarterly Variance in Total FTE
	Female	Male	Total	Female	Male	Total		
Department of Aboriginal and Torres Strait Islander Partnerships	178.56	93.69	272.25	166.48	91.38	257.86	-14.39	-5.29%
Department of Agriculture and Fisheries	754.98	1,208.28	1,963.26	768.64	1,224.17	1,992.81	29.55	1.51%
Department of Communities, Child Safety and Disability Services	4,548.26	1,347.16	5,895.42	4,586.91	1,377.81	5,964.72	69.30	1.18%
Department of Education and Training	49,934.67	14,998.54	64,933.21	50,534.71	15,171.70	65,706.41	773.20	1.19%
Department of Energy and Water Supply	104.96	104.80	209.76	104.46	102.62	207.08	-2.68	-1.28%
Department of Environment and Heritage Protection	594.74	441.49	1,036.23	601.43	436.98	1,038.41	2.18	0.21%
Department of Housing and Public Works	1,484.53	1,415.89	2,900.42	1,494.55	1,406.41	2,900.96	0.54	0.02%
Department of Infrastructure, Local Government and Planning	259.32	180.04	439.36	240.54	163.84	404.38	-34.98	-7.96%
Department of Justice and Attorney-General	4,437.42	4,101.74	8,539.16	4,489.10	4,188.47	8,677.57	138.41	1.62%
Department of National Parks, Sport and Racing	491.91	839.96	1,331.87	495.15	839.67	1,334.82	2.95	0.22%
Department of Natural Resources and Mines	1,141.23	1,216.84	2,358.07	1,133.22	1,216.93	2,350.15	-7.92	-0.34%
Department of Science, Information Technology and Innovation	1,474.02	1,139.49	2,613.51	1,497.81	1,131.32	2,629.13	15.62	0.60%
Department of State Development	356.68	223.10	579.78	360.20	216.20	576.40	-3.38	-0.58%
Department of the Premier and Cabinet	416.29	219.09	635.38	407.61	219.31	626.92	-8.46	-1.33%
Department of Tourism, Major Events, Small Business and Commonwealth Games	72.40	46.00	118.40	78.40	49.00	127.40	9.00	7.60%
Department of Transport and Main Roads	3,091.38	3,742.54	6,833.92	3,137.72	3,744.08	6,881.80	47.88	0.70%
Queensland Fire and Emergency Services	492.49	2,515.68	3,008.17	503.47	2,540.75	3,044.22	36.05	1.20%
Queensland Health	53,327.18	21,133.04	74,460.22	53,875.06	21,297.16	75,172.22	712.00	0.96%
Queensland Police Service	4,686.70	9,349.47	14,036.17	4,719.46	9,369.09	14,088.55	52.38	0.37%
Queensland Treasury	500.23	460.70	960.93	515.97	450.14	966.11	5.18	0.54%
Anti-Discrimination Commission Queensland	26.80	7.00	33.80	26.80	7.00	33.80	0.00	0.00%
Electoral Commission Queensland	28.42	30.48	58.90	26.21	29.06	55.27	-3.63	-6.16%
Legal Aid Queensland	305.65	114.49	420.14	310.75	115.21	425.96	5.82	1.39%
Office of the Health Ombudsman	60.65	26.00	86.65	64.85	33.00	97.85	11.20	12.93%
Office of the Inspector-General of Emergency Management	11.80	8.00	19.80	15.00	7.00	22.00	2.20	11.11%
Public Safety Business Agency	791.31	1,165.60	1,956.91	824.22	1,158.46	1,982.68	25.77	1.32%
Public Service Commission	49.50	22.80	72.30	43.30	25.80	69.10	-3.20	-4.43%
Public Trustee	363.93	172.19	536.12	368.39	167.09	535.48	-0.64	-0.12%
Queensland Art Gallery	153.23	131.64	284.87	156.69	140.84	297.53	12.66	4.44%
Queensland Audit Office	88.53	94.78	183.31	95.13	93.70	188.83	5.52	3.01%
Queensland Family and Child Commission	27.85	12.00	39.85	27.85	13.00	40.85	1.00	2.51%
Queensland Museum	137.39	97.96	235.35	140.31	103.33	243.64	8.29	3.52%
State Library of Queensland	208.79	86.22	295.01	199.68	85.35	285.03	-9.98	-3.38%
TAFE Queensland	2,428.03	1,534.49	3,962.52	2,470.70	1,554.36	4,025.06	62.54	1.58%
Trade and Investment Queensland	52.30	46.29	98.59	52.50	45.00	97.50	-1.09	-1.11%
<b>Queensland Public Sector</b>	<b>133,082.13</b>	<b>68,327.48</b>	<b>201,409.61</b>	<b>134,533.27</b>	<b>68,815.23</b>	<b>203,348.50</b>	<b>1,938.89</b>	<b>0.96%</b>

## By Employment Category

Females accounted for the majority of QPS employees – 66.16% of total FTE employment for the quarter.

**Figure 1: Percentage of FTE by Appointment Type and Gender**



The majority of the QPS workforce is in permanent employment. Temporary and casual employment remain relatively low at 17.09% and 3.04% respectively.

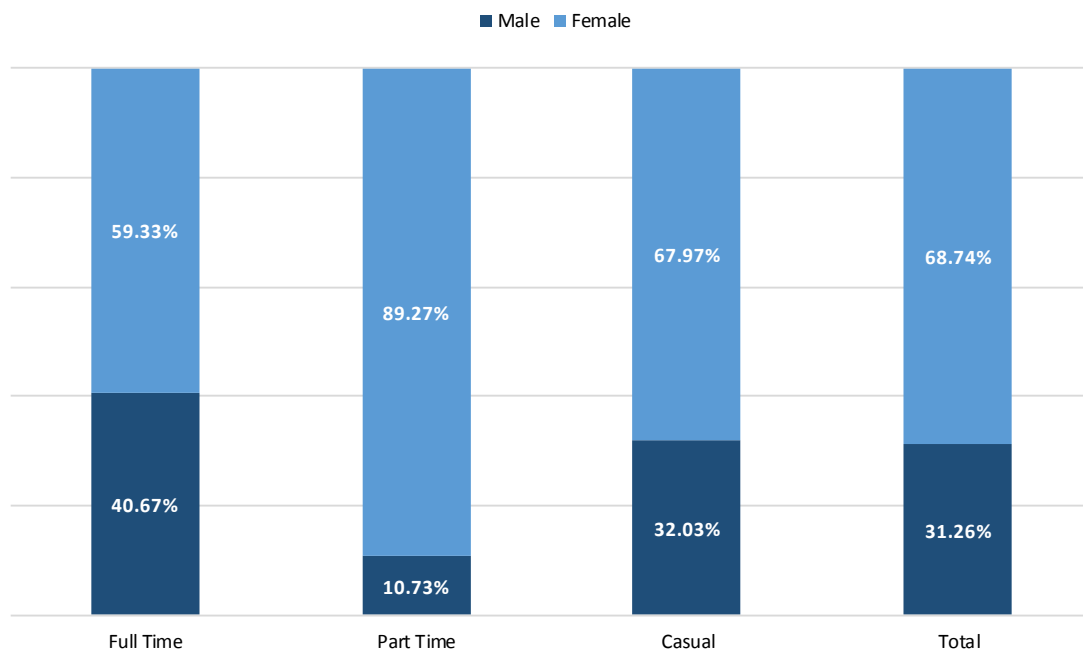
**Table 2: Number of FTE by Appointment Type and Gender**

	Permanent	Temporary	Casual	Contract	Total
Female	104,376.87	24,438.66	4,314.73	1,403.01	134,533.27
Male	53,484.80	10,313.72	1,864.60	3,152.11	68,815.23
Total	157,861.67	34,752.38	6,179.33	4,555.12	203,348.50

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

Females account for nearly 90% of part time work arrangements.

**Figure 2: Percentage of Headcount by Employment Status and Gender**



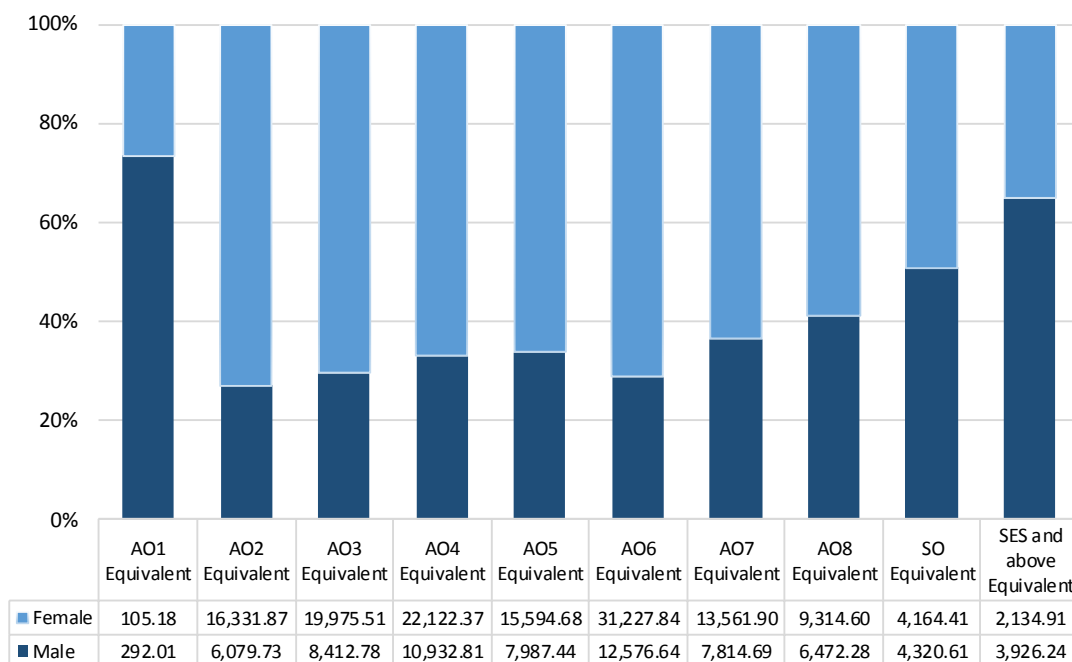
**Table 3: Number of Headcount by Employment Status and Gender**

	Full Time	Part Time	Casual	Total
Female	91,037	63,469	12,656	167,162
Male	62,410	7,626	5,965	76,001
Total	153,447	71,095	18,621	243,163

## By Earnings

While females and males receive the same salary for the same classification job, the full-time equivalent average annual earnings for females is \$8,969 less than for males. Females are generally in lower paid jobs than males, with nearly 70% of AO2 to AO6 and equivalent roles held by females. This figure decreases to 59.00% in AO8 and equivalent roles, 49.10% in SO and equivalent roles and 35.20% in SES and equivalent roles.

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



**Table 4: Number of FTE by Annual Earnings and Gender, based on AO Equivalent (as if working full-time) with Selected Occupations as Examples**

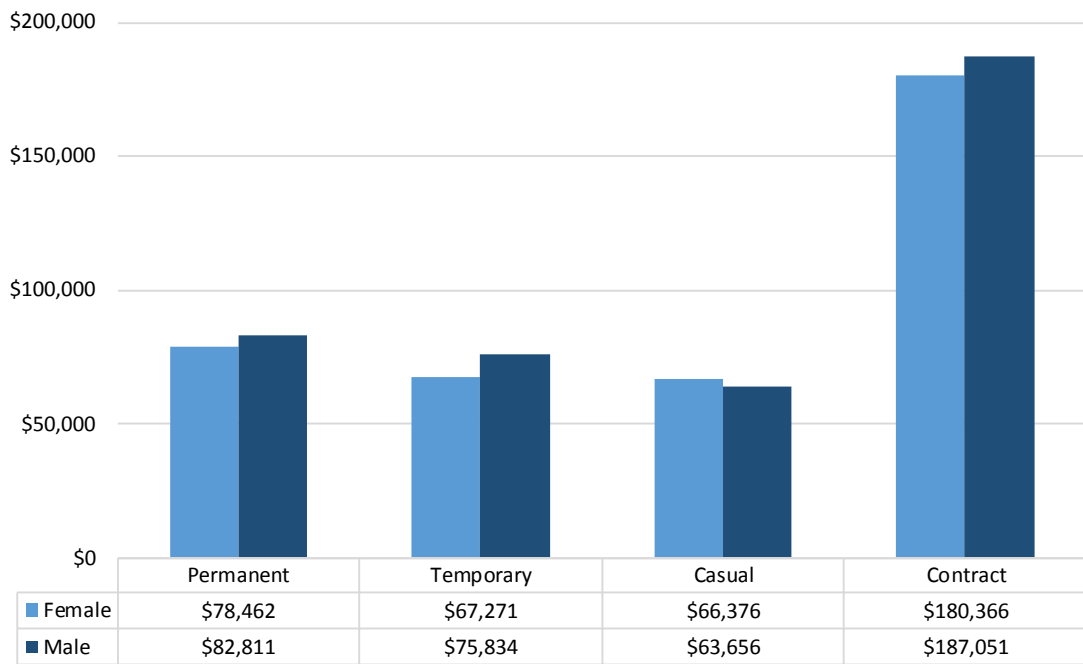
AO Equivalent <sup>13</sup>	Occupations (selected examples only)	Female	Male	Total
AO1 and Equivalent	police recruits	105.18	292.01	397.19
AO2 and Equivalent	teacher aides, cleaners, admin staff, janitor/grounds persons; operational staff in Health; assistants in nursing; some ambulance and fire fighter operational staff and others	16,331.87	6,079.73	22,411.60
AO3 and Equivalent	operational staff in Health; teacher aides; admin officers; some teachers; enrolled nurses and assistants in nursing; some registered nurses; some ambulance operational staff and others	19,975.51	8,412.78	28,388.29
AO4 and Equivalent	teachers; enrolled nurses, assistants in nursing and registered nurses; admin officers; some ambulance and fire fighter operational staff; police officers and others	22,122.37	10,932.81	33,055.18
AO5 and Equivalent	teachers; registered nurses; admin officers; some ambulance and fire fighter operational staff; TAFE teachers; medical staff in Health; police officers; health practitioners and others	15,594.68	7,987.44	23,582.12
AO6 and Equivalent	teachers; clinical and registered nurses; TAFE teachers; some ambulance operational staff; police officers; health practitioners; detectives and others	31,227.84	12,576.64	43,804.48
AO7 and Equivalent	clinical and registered nurses; teachers; police officers; detectives and others	13,561.90	7,814.69	21,376.59
AO8 and Equivalent	clinical nurse consultant/manager/educator; clinical and registered nurses; teachers, principals and guidance officers; police officers; health practitioners; detectives and others	9,314.60	6,472.28	15,786.88
Senior Officers and equivalent	principals and deputy principals; nurse director/assistant directors of nursing; clinical nurses; senior police officers; medical staff; health practitioners; senior officers; some commissioned police officers and others	4,164.41	4,320.61	8,485.02
Senior Executives and equivalent	medical staff including visiting medical staff; principals including executive principals; clinical nurse consultant/manager/educators; nurse director/assistant directors of nursing; senior executive service (SES) officers; most commissioned police officers and others	2,134.91	3,926.24	6,061.15
<b>Total</b>		<b>134,533.27</b>	<b>68,815.23</b>	<b>203,348.50</b>

**Note:**

1. AO earnings groups are based upon the AO salary scale within the State Government Departments Certified Agreement. This agreement has been selected because it has coverage of approximately 50,000 employees distributed across most agencies. The quantum of increases and the relevant dates of payment for this agreement may differ from other certified agreements whose coverage also includes large groups of employees, such as teachers, teacher aides, nurses, health professionals and police officers. These differences may cause volatility of distribution between the salary levels depending upon the date of data capture.



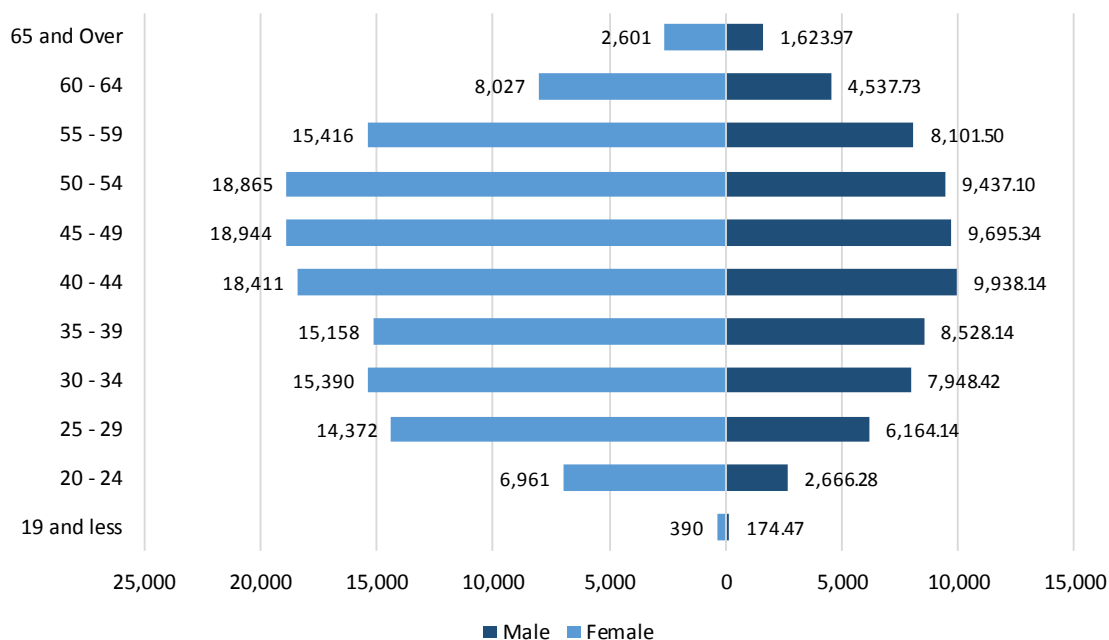
**Figure 4: Average Annual Earnings (FTE) by Appointment Type and Gender**



## By Age

The average age of an employee in the QPS is 44.00 years (43.82 years for a female and 44.39 years for a male). Interstate and overseas employees are excluded.

**Figure 5: Number of FTE by Age Distribution and Gender**



**Table 5: 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
<b>Female</b>	69.09%	72.30%	69.98%	65.94%	64.00%	64.94%	66.15%	66.66%	65.55%	63.88%	61.56%	66.16%
<b>Male</b>	30.91%	27.70%	30.02%	34.06%	36.00%	35.06%	33.85%	33.34%	34.45%	36.12%	38.44%	33.84%
<b>Total</b>	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

## By Geography

Geographic analysis of the QPS workforce is based on the Queensland Statistical Area Level 4 (SA4)<sup>2</sup> of the Australian Statistical Geography Standard (ASGS) which is used by Australian Bureau of Statistics (ABS). There are 19 Statistical Areas in Queensland listed in Table 6 below.

About 20% of QPS employees are located in the Brisbane Inner City Statistical Area. There is an increase of 1.99% in FTE for Moreton Bay – North Statistical Area, 1.80% for Toowoomba Statistical Area and 1.69% for Darling Downs – Maranoa Statistical since the previous quarter.

**Table 6: FTE and Quarterly Variance in FTE by Queensland SA4**

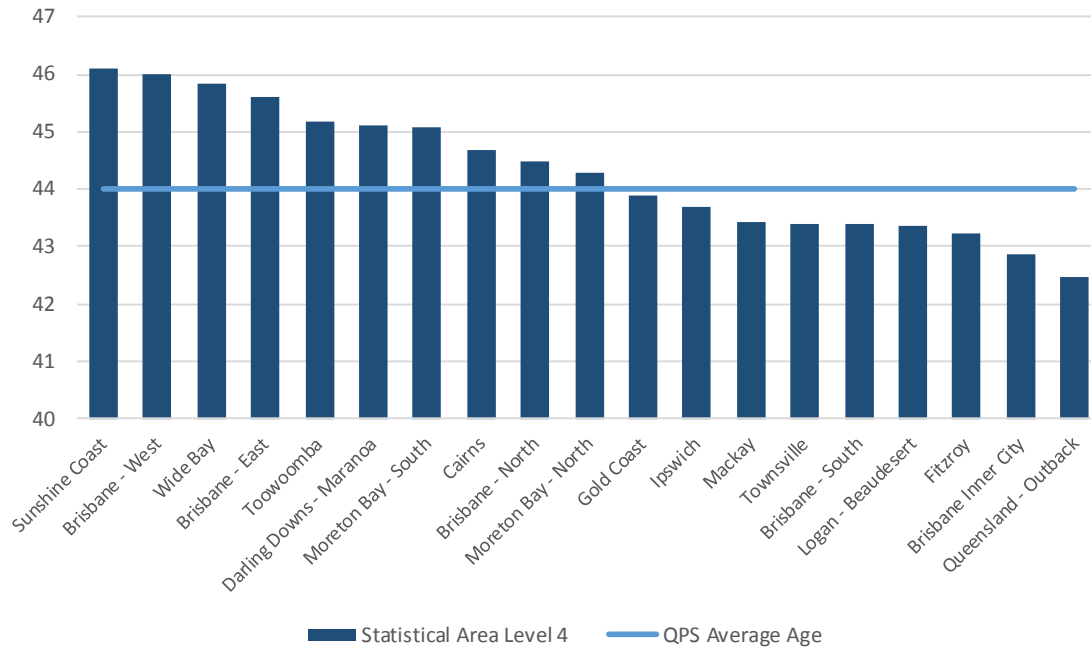
Statistical Area Level 4	Mar 2015		Jun 2015		% of Quarterly Variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,536.89	2.25%	4,553.92	2.24%	0.38%
Brisbane - North	8,253.87	4.10%	8,326.15	4.10%	0.88%
Brisbane - South	17,859.22	8.87%	18,008.21	8.86%	0.83%
Brisbane - West	3,263.30	1.62%	3,301.40	1.62%	1.17%
Brisbane Inner City	40,536.22	20.13%	40,945.88	20.14%	1.01%
Cairns	11,946.38	5.93%	12,062.84	5.93%	0.97%
Darling Downs - Maranoa	4,781.98	2.37%	4,862.97	2.39%	1.69%
Fitzroy	9,146.04	4.54%	9,160.30	4.51%	0.16%
Gold Coast	16,013.64	7.95%	16,111.41	7.92%	0.61%
Ipswich	12,740.49	6.33%	12,832.16	6.31%	0.72%
Logan - Beaudesert	9,352.18	4.64%	9,485.36	4.67%	1.42%
Mackay	5,892.85	2.93%	5,953.27	2.93%	1.03%
Moreton Bay - North	8,016.80	3.98%	8,176.60	4.02%	1.99%
Moreton Bay - South	2,973.66	1.48%	3,001.63	1.48%	0.94%
Queensland - Outback	5,949.97	2.95%	5,984.50	2.94%	0.58%
Sunshine Coast	10,376.30	5.15%	10,500.75	5.16%	1.20%
Toowoomba	6,781.39	3.37%	6,903.15	3.40%	1.80%
Townsville	11,902.98	5.91%	11,983.59	5.89%	0.68%
Wide Bay	11,055.21	5.49%	11,159.78	5.49%	0.95%
<b>Queensland</b>	<b>201,379.37</b>	<b>100.00%</b>	<b>203,313.87</b>	<b>100.00%</b>	<b>0.96%</b>

### Note:

- Statistical Areas are in accordance with the Australian Bureau of Statistics (ABS) Australian Statistical Geography Standard (ASGS) boundaries. Refer to the definitions page at the back of this report for the definition of location and further details. Note that interstate and overseas employees are excluded from the table.

The average age of QPS employees by Statistical Area ranges from 46.11 years in the Sunshine Coast Statistical Area to 42.47 years in the Queensland – Outback Statistical Area. Interstate and overseas employees are excluded from the analysis.

**Figure 6: Average Age by Queensland SA4**

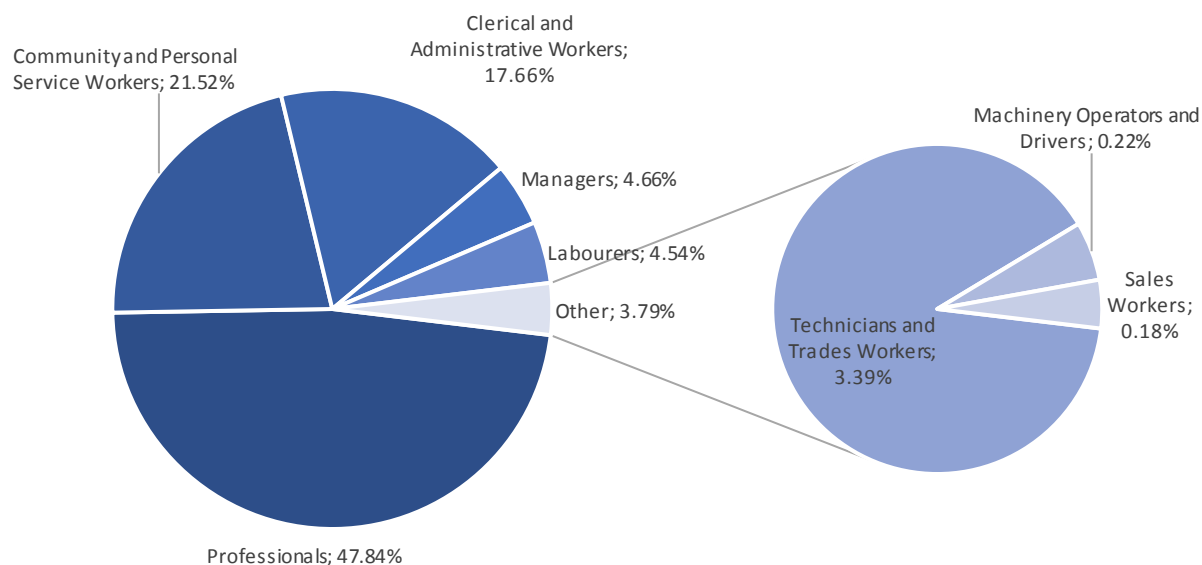


## By Occupation

Analysis of the QPS workforce by occupation is based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO) which is widely used by ABS. There are eight (8) major groups listed in Table 7 below.

Nearly half (47.84%) of the QPS are Professionals. More than a fifth (21.52%) are Community and Personal Service Workers, and nearly a fifth (17.66%) are Clerical and Administrative Workers.

**Figure 7: Percentage of FTE by Occupation**



**Table 7: Number and Percentage of FTE by Occupation**

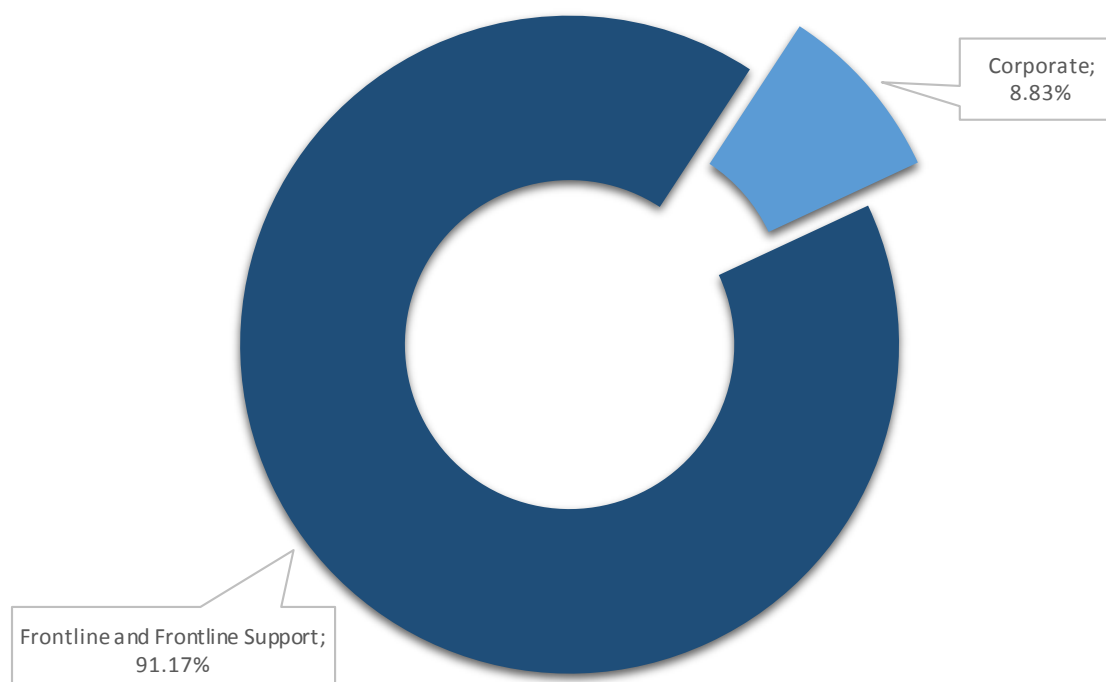
	FTE	% of FTE
Professionals	97,278.97	47.84%
Community and Personal Service Workers	43,754.31	21.52%
Clerical and Administrative Workers	35,911.66	17.66%
Managers	9,466.47	4.66%
Labourers	9,223.52	4.54%
Technicians and Trades Workers	6,901.45	3.39%
Machinery Operators and Drivers	446.04	0.22%
Sales Workers	366.08	0.18%
<b>Qld Public Sector</b>	<b>203,348.50</b>	<b>100.00%</b>

## By Type of Service

Less than a tenth (8.83%) of the QPS are employed in Corporate Services.

The Information and Communication Technology (ICT) and Human Resources (HR) functions are the two largest functions within the Corporate Services workforce, accounting for almost 47% collectively. The next two largest groups, by function, are Accounting and Finance (16.70%) and Property and Facilities (7.67%).

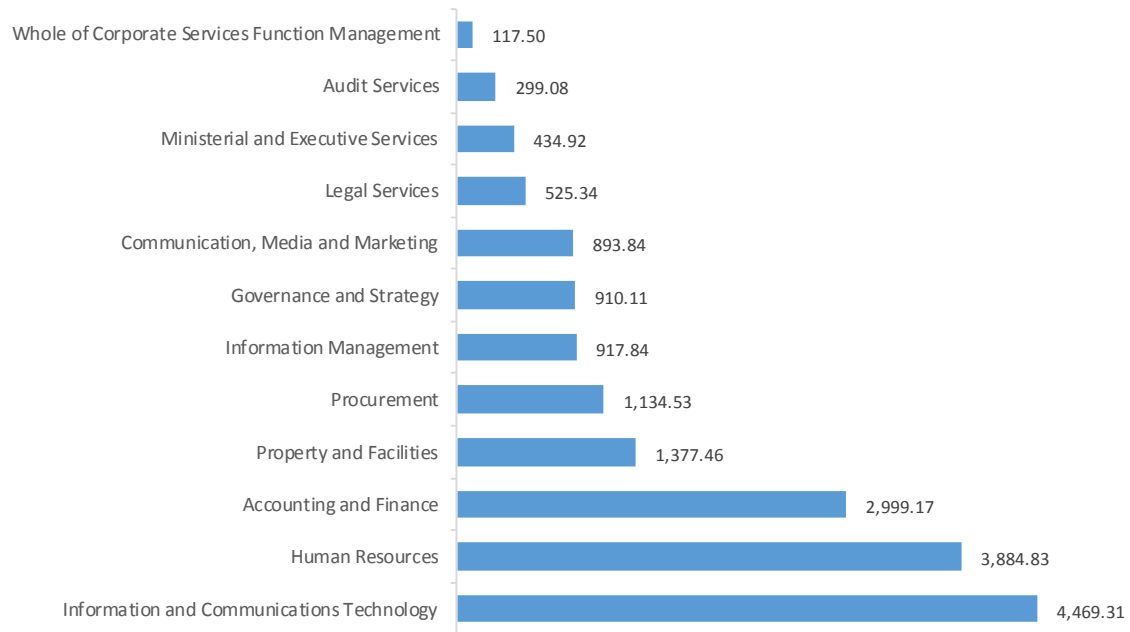
**Figure 8: Percentage of FTE by Type of Service**



**Table 8: Number and Percentage of FTE Employees by Type of Service**

	FTE	% of FTE
Frontline and Frontline Support	185,384.57	91.17%
Corporate	17,963.93	8.83%
<b>Qld Public Sector</b>	<b>203,348.50</b>	<b>100.00%</b>

**Figure 9: Number of FTE by Corporate Services Function**



**Table 9: Number and Percentage of FTE by Corporate Services Function**

	FTE	% of FTE
Information and Communications Technology	4,469.31	24.88%
Human Resources	3,884.83	21.63%
Accounting and Finance	2,999.17	16.70%
Property and Facilities	1,377.46	7.67%
Procurement	1,134.53	6.32%
Information Management	917.84	5.11%
Governance and Strategy	910.11	5.07%
Communication, Media and Marketing	893.84	4.98%
Legal Services	525.34	2.92%
Ministerial and Executive Services	434.92	2.42%
Audit Services	299.08	1.66%
Whole of Corporate Services Function Management	117.50	0.65%
<b>Qld Public Sector - Corporate Service Total</b>	<b>17,963.93</b>	<b>100.00%</b>

## Schedule 1

**Table 10: Number of FTE by Appointment Type and Agency**

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	213.03	36.90	1.93	6.00	257.86
Department of Agriculture and Fisheries	1,677.43	286.60	8.78	20.00	1,992.81
Department of Communities, Child Safety and Disability Services	4,907.80	843.22	175.70	38.00	5,964.72
Department of Education and Training	50,616.06	12,321.53	2,619.82	149.00	65,706.41
Department of Energy and Water Supply	183.86	15.00	0.62	7.60	207.08
Department of Environment and Heritage Protection	823.04	197.96	0.61	16.80	1,038.41
Department of Housing and Public Works	2,426.12	423.15	3.35	48.34	2,900.96
Department of Infrastructure, Local Government and Planning	266.29	118.61	0.68	18.80	404.38
Department of Justice and Attorney-General	7,223.84	1,070.36	246.81	136.56	8,677.57
Department of National Parks, Sport and Racing	1,130.35	149.60	18.48	36.39	1,334.82
Department of Natural Resources and Mines	2,130.50	129.20	8.55	81.90	2,350.15
Department of Science, Information Technology and Innovation	2,168.05	394.05	7.73	59.30	2,629.13
Department of State Development	445.76	96.34	-	34.30	576.40
Department of the Premier and Cabinet	439.70	140.76	13.56	32.90	626.92
Department of Tourism, Major Events, Small Business and Commonwealth Games	92.20	26.20	-	9.00	127.40
Department of Transport and Main Roads	6,091.08	368.94	322.78	99.00	6,881.80
Queensland Fire and Emergency Services	2,629.91	175.49	226.82	12.00	3,044.22
Queensland Health	54,282.50	15,576.61	2,167.08	3,146.03	75,172.22
Queensland Police Service	13,483.05	281.31	2.19	322.00	14,088.55
Queensland Treasury	856.85	69.46	-	39.80	966.11
Anti-Discrimination Commission Queensland	29.00	3.80	-	1.00	33.80
Electoral Commission Queensland	31.60	16.00	4.67	3.00	55.27
Legal Aid Queensland	377.95	38.60	0.41	9.00	425.96
Office of the Health Ombudsman	84.85	10.00	-	3.00	97.85
Office of the Inspector-General of Emergency Management	19.00	2.00	-	1.00	22.00
Public Safety Business Agency	1,581.21	343.76	8.71	49.00	1,982.68
Public Service Commission	49.60	10.70	-	8.80	69.10
Public Trustee	430.32	102.16	-	3.00	535.48
Queensland Art Gallery	166.79	51.61	74.13	5.00	297.53
Queensland Audit Office	162.63	17.20	-	9.00	188.83
Queensland Family and Child Commission	30.65	9.20	-	1.00	40.85
Queensland Museum	161.17	50.16	22.51	9.80	243.64
State Library of Queensland	216.19	56.48	7.36	5.00	285.03
TAFE Queensland	2,354.79	1,310.42	236.05	123.80	4,025.06
Trade and Investment Queensland	78.50	9.00	-	10.00	97.50
<b>Queensland Public Sector</b>	<b>157,861.67</b>	<b>34,752.38</b>	<b>6,179.33</b>	<b>4,555.12</b>	<b>203,348.50</b>

Data source: MOHRI June 2015



**Table 11: Number of Headcount by Appointment Type and Agency**

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	222	40	4	6	272
Department of Agriculture and Fisheries	1,736	304	27	20	2,087
Department of Communities, Child Safety and Disability Services	5,200	908	313	38	6,459
Department of Education and Training	59,088	17,198	7,549	149	83,984
Department of Energy and Water Supply	192	15	1	8	216
Department of Environment and Heritage Protection	861	206	2	17	1,086
Department of Housing and Public Works	2,507	447	5	49	3,008
Department of Infrastructure, Local Government and Planning	280	125	2	19	426
Department of Justice and Attorney-General	7,495	1,140	520	141	9,296
Department of National Parks, Sport and Racing	1,169	157	34	37	1,397
Department of Natural Resources and Mines	2,217	135	15	83	2,450
Department of Science, Information Technology and Innovation	2,295	409	13	60	2,777
Department of State Development	463	101	-	35	599
Department of the Premier and Cabinet	467	153	41	35	696
Department of Tourism, Major Events, Small Business and Commonwealth Games	101	27	-	9	137
Department of Transport and Main Roads	6,311	388	1,908	99	8,706
Queensland Fire and Emergency Services	2,653	192	2,129	12	4,986
Queensland Health	62,120	18,291	5,063	4,153	89,627
Queensland Police Service	13,798	307	5	322	14,432
Queensland Treasury	894	72	-	40	1,006
Anti-Discrimination Commission Queensland	31	5	-	1	37
Electoral Commission Queensland	33	16	11	3	63
Legal Aid Queensland	416	48	1	9	474
Office of the Health Ombudsman	87	10	-	3	100
Office of the Inspector-General of Emergency Management	20	2	-	1	23
Public Safety Business Agency	1,618	359	14	49	2,040
Public Service Commission	52	12	-	9	73
Public Trustee	451	105	-	3	559
Queensland Art Gallery	184	57	143	5	389
Queensland Audit Office	169	18	-	9	196
Queensland Family and Child Commission	33	10	-	1	44
Queensland Museum	176	65	64	10	315
State Library of Queensland	238	66	37	5	346
TAFE Queensland	2,463	1,450	720	124	4,757
Trade and Investment Queensland	81	9	-	10	100
<b>Queensland Public Sector</b>	<b>176,121</b>	<b>42,847</b>	<b>18,621</b>	<b>5,574</b>	<b>243,163</b>

Data source: MOHRI June 2015

## General Comments

- The information contained in this report is derived from data provided by public sector agencies as part of the Government approved Minimum Obligatory Human Resource Information (MOHRI) process and is a snapshot of the workforce as at the June 2015 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 from this report.
- The figures stated in this report are subject to revision and further validation by departments and agencies.
- Data for government department and public service offices are included in the MOHRI dataset for the "Queensland Public Sector". Government Owned Corporations are not included in the MOHRI collection of public sector workforce data as reported in this document.
- Some calculations, including per annum salary and earnings are drawn from one pay period in a quarter and extrapolated over a year. Occasionally, payroll variations might occur in some agencies in the nominated pay period, resulting in perceived variations to the per annum figures.
- Due to rounding, some percentages in figures may not add up to 100%.

## Definitions of Terms

Term	Definition
Appointment Type	Either permanent, temporary, casual or contract (refer to specific definitions for each term).
ANZSCO (Occupation Code)	<p>ANZSCO (Australian and New Zealand Standard Classification of Occupations) is an industry standard coding system that attributes a six digit code to a position to describe the occupation being performed. This report contains a table at the highest summary level.</p> <p>The professionals group includes teachers, higher level nurses, health practitioners and doctors among others.</p> <p>The community and personal workers group includes police, teacher aides, lower level nurses, ambulance officers and fire fighters among others.</p> <p>Refer to the following document on the PSC website:  <a href="http://www.psc.qld.gov.au/publications/workforce-statistics/assets/mohri-service-delivery-definitions_sept13.pdf">http://www.psc.qld.gov.au/publications/workforce-statistics/assets/mohri-service-delivery-definitions_sept13.pdf</a></p>
Average Annual Earnings (FTE)	<p>Average annual earnings (FTE) are the earnings as if an employee were working full-time.</p> <p>Average annual earnings are calculated on the salary and regular allowances paid to employees. Average annual earnings do not include one-off or sporadic payments such as travelling allowances. Information on earnings is collected as at the snapshot date and is extrapolated over a 12-month period.</p>
Casual Employment	<p>Casual employees are not permanent employees and normally work less than full-time hours as prescribed by the applicable industrial instrument. Casual employment attracts the payment of a loading (as prescribed by the applicable industrial instrument) in lieu of sick and recreation leave.</p> <p>Casual employment is characterised by its ad hoc nature with each engagement standing alone. However, because of historical factors there are instances where employees have been employed as casuals on a regular and systematic basis over a long period of time. This is normally not within the strict definition of the term and many such employees should be properly classified as temporaries or part-timers.</p> <p>The difference between casual employment and temporary employment is that casual employment attracts the loading in lieu of sick and recreation leave whereas temporaries will generally receive the same entitlements as full-time employees.</p>
Contract	Includes employees of the Senior Executive Service and the Chief Executive Service and those employed under Section 122 of the Public Service Act 2008 or similar legislation in other relevant Acts. Also includes employees on common law and high income guarantee contracts.
Corporate Services employees	<p>Employees who provide organisation-wide support services for public service agencies are identified as providing corporate services</p> <ul style="list-style-type: none"> <li>- Corporate Services are delivered to clients who are internal to the Queensland Government;</li> <li>- Corporate Services may be provided on an agency-specific, cross-agency or service-wide basis;</li> <li>- Employees deliver Corporate Services activities for the majority of the available working time;</li> <li>- Employees may be located in a corporate division, or embedded in</li> </ul>

	<p>business, service or regional areas.</p> <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-corporate-services.pdf">http://www.psc.qld.gov.au/publications/workforce-statistics/assets/mohri-corporate-services.pdf</a></p>
Employment Status	Either full-time, part-time or 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.
Frontline and Frontline Support	<p>Frontline roles are those that deliver services directly to the public – such as teachers, nurses, doctors, police officers.</p> <p>Frontline Support roles are ‘non-corporate services’ roles that provide essential support to enable the effective delivery of frontline services – such as hospital and school cleaners, road workers, school groundskeepers.</p>
Location	Statistical Area Level 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>