

# Queensland Public Service Workforce Quarterly Profile

as at March 2014

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 March 2014. Annual and ten year data trends on a much wider range of workforce measures are published annually on the Public Service Commission website in the report “*Queensland Public Service Workforce Characteristics*”.

## Size of the Queensland Public Service

### (Full time Equivalent – FTE)

Overall, there has been an increase of 2,655.85 FTE employees in the Queensland Public Service since last quarter. This represents an increase of 1.39%.

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

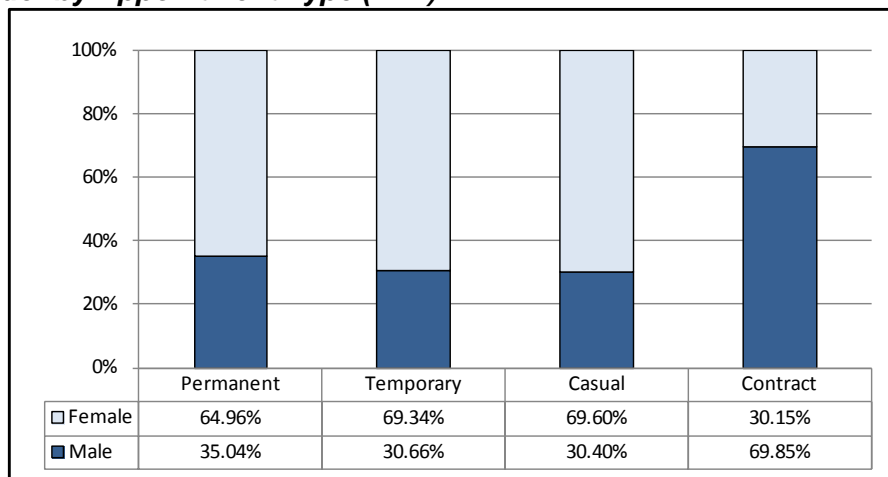
Agency	Dec 2013			Mar 2014			Quarterly Variance in Total FTE	% Quarterly Variance in Total FTE
	Female	Male	Total	Female	Male	Total		
Aboriginal & Torres Strait Islander & Multicultural Affairs	199.70	103.21	302.91	192.55	104.29	296.84	-6.07	-2.00%
Agriculture Fisheries & Forestry	774.77	1,259.67	2,034.44	767.82	1,244.38	2,012.20	-22.24	-1.09%
Anti-Discrimination Commission Qld	25.60	9.00	34.60	26.4	8	34.4	-0.20	-0.58%
Comm for Children & Young People & Child Guardian	228.68	65.10	293.78	218.24	59.32	277.56	-16.22	-5.52%
Communities Child Safety & Disability Services	4,349.02	1,350.29	5,699.31	4,364.85	1,343.90	5,708.75	9.44	0.17%
Education Training & Employment	49,723.61	16,399.61	66,123.22	50,640.68	16,392.88	67,033.56	910.34	1.38%
Electoral Commission Qld	23.12	22.01	45.13	23.77	25.56	49.33	4.20	9.31%
Energy & Water Supply	126.22	115.80	242.02	122.02	109.8	231.82	-10.20	-4.21%
Environment & Heritage Protection	587.54	424.64	1,012.18	595.43	429.88	1,025.31	13.13	1.30%
Health	48,243.48	19,793.95	68,037.43	49,570.73	20,091.55	69,662.28	1,624.85	2.39%
Health Quality Complaints Commission	39.60	16.00	55.60	38.3	13.6	51.9	-3.70	-6.65%
Housing & Public Works	1,487.00	1,868.86	3,355.86	1,457.47	1,578.53	3,036.00	-319.86	-9.53%
Justice and Attorney-General	4,007.01	3,725.70	7,732.71	4,010.18	3,759.79	7,769.97	37.26	0.48%
Legal Aid	306.57	116.29	422.86	318.01	128.44	446.45	23.59	5.58%
Local Government, Community Recovery and Resilience	70.97	46.58	117.55	68.57	42.58	111.15	-6.40	-5.44%
Museum	134.84	101.25	236.09	126.6	96.24	222.84	-13.25	-5.61%
National Parks Recreation Sport & Racing	478.02	816.91	1,294.93	475.15	822.9	1,298.05	3.12	0.24%
Natural Resources & Mines	1,120.50	1,218.70	2,339.20	1,127.91	1,217.56	2,345.47	6.27	0.27%
Premier and Cabinet	254.49	135.09	389.58	260.87	137.89	398.76	9.18	2.36%
Public Safety Business Agency	200.69	374.69	575.38	239.93	643.34	883.27	307.89	53.51%
Public Service Commission	56.18	31.40	87.58	58.38	28.4	86.78	-0.80	-0.91%
Public Trust	371.38	171.17	542.55	379.21	171.72	550.93	8.38	1.54%
Qld Art Gallery	172.43	119.23	291.66	163.5	123.42	286.92	-4.74	-1.63%
Qld Audit Office	84.05	94.78	178.83	86.84	96.3	183.14	4.31	2.41%
Qld Fire and Emergency Services	446.55	2,475.93	2,922.48	442.12	2,428.67	2,870.79	-51.69	-1.77%
Qld Police Service	5,090.23	9,723.38	14,813.61	5,112.31	9,809.20	14,921.51	107.90	0.73%
Qld Treasury & Trade*	560.43	501.22	1,061.65	492	446.7	938.7	-122.95	-11.58%
Science Information Technology Innovation & the Arts	1,703.54	1,281.94	2,985.48	1,686.51	1,267.80	2,954.31	-31.17	-1.04%
State Development Infrastructure & Planning	511.01	359.30	870.31	515.38	356.05	871.43	1.12	0.13%
State Library	194.52	80.39	274.91	202.36	79.14	281.5	6.59	2.40%
Tourism Major Events Small Business & Commonwealth Games	68.58	40.00	108.58	72.98	43	115.98	7.40	6.82%
Trade & Investment Qld*				53.73	51	104.73	104.73	100.00%
Transport & Main Roads	2,948.76	3,765.34	6,714.10	3,015.91	3,773.83	6,789.74	75.64	1.13%
<b>Queensland Public Service</b>	<b>124,589.09</b>	<b>66,607.43</b>	<b>191,196.52</b>	<b>126,926.71</b>	<b>66,925.66</b>	<b>193,852.37</b>	<b>2,655.85</b>	<b>1.39%</b>

\*Trade and Investment Qld was part of a department, Qld Treasury & Trade, in December 2013 but became a statutory body during the March 2014 data collection period.

## Public Service Profile

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

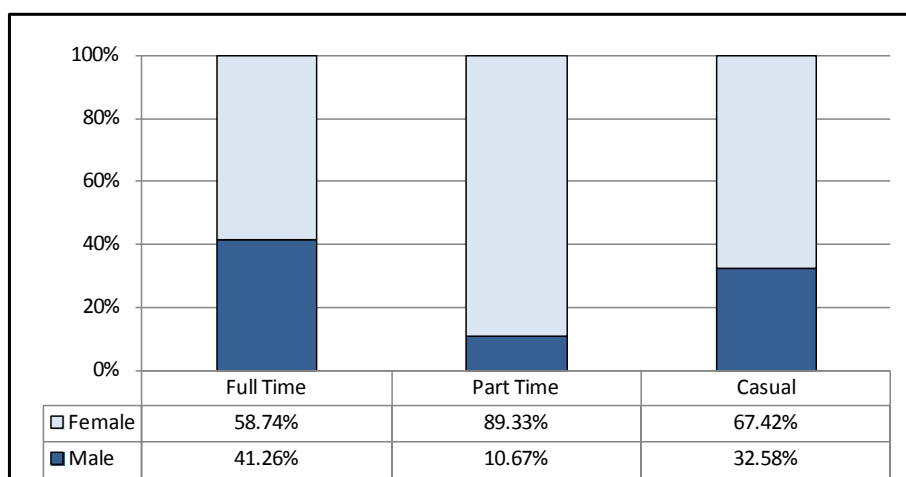
**Figure 1: Gender by Appointment Type (FTE)**



	Permanent	Temporary	Casual	Contract	Total
Female	102,200	20,417	3,835	475	126,927
Male	55,123.22	9,026.65	1,675.43	1,100.36	66,925.66
<b>Total</b>	<b>157,322.95</b>	<b>29,443.39</b>	<b>5,510.71</b>	<b>1,575.32</b>	<b>193,852.37</b>

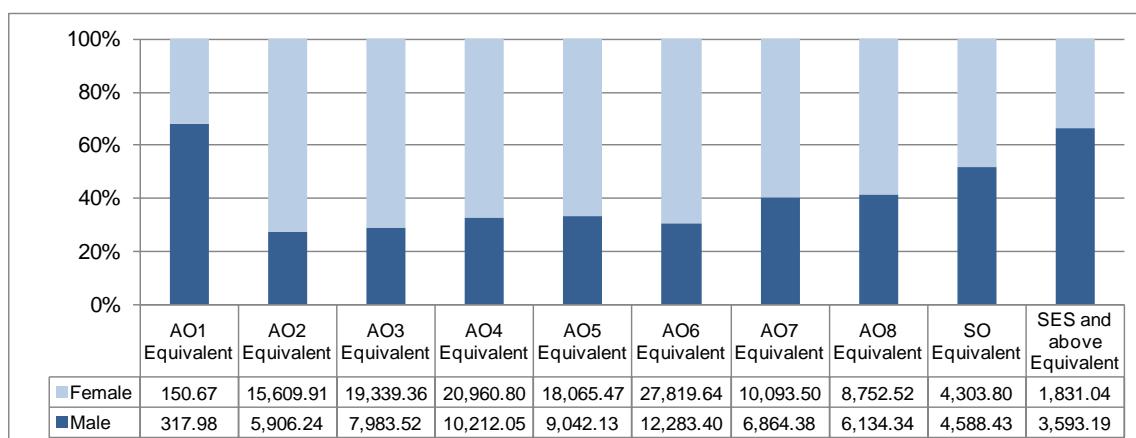
A breakdown of appointment type within each agency by headcount and FTE is contained in Schedule 1.

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



	Full Time	Part Time	Casual	Total
Female	86,995	58,783	11,639	157,417
Male	61,109	7,025	5,625	73,759
<b>Total</b>	<b>148,104</b>	<b>65,808</b>	<b>17,264</b>	<b>231,176</b>

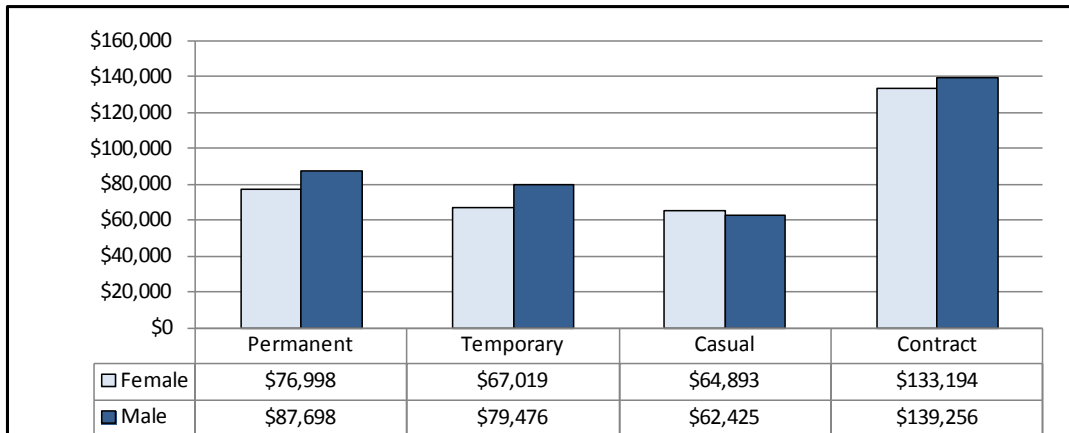
**Figure 3: Annual Earnings (FTE) by Gender, based on AO Equivalent (FTE) Earnings Group**



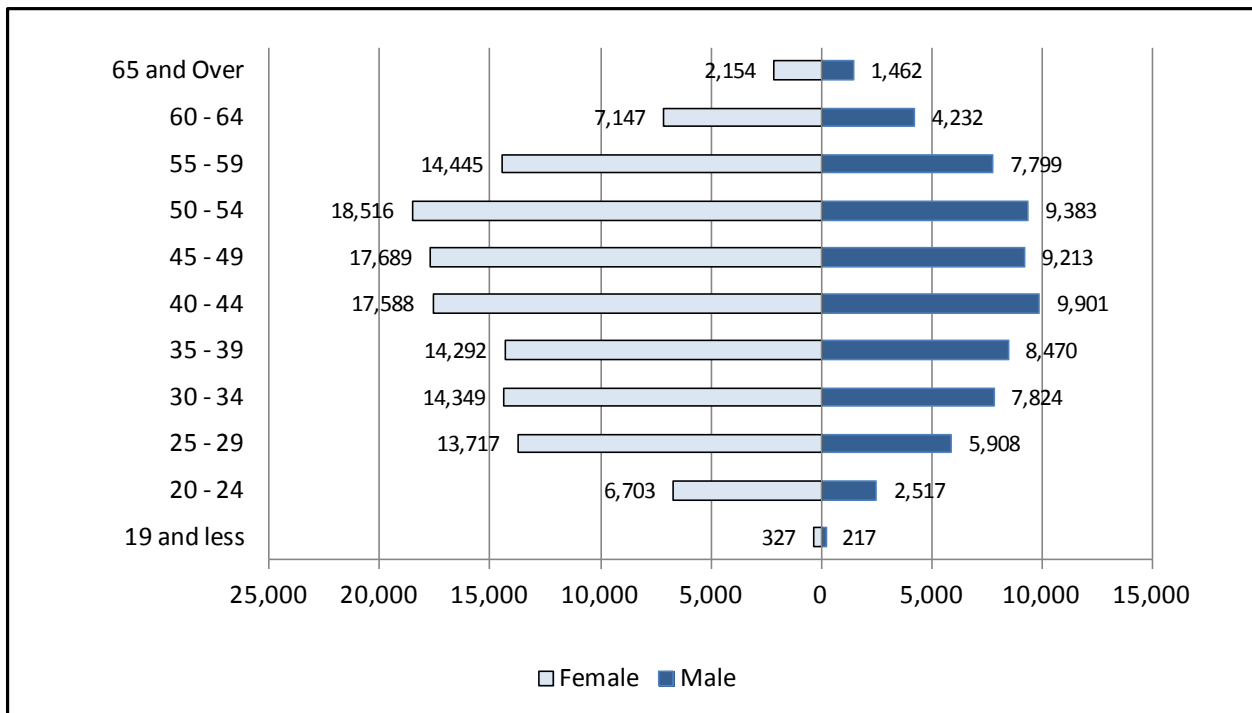
	Occupations (selected examples only)	Female	Male	Total
AO1 Equivalent	police recruits	150.67	317.98	468.65
AO2 Equivalent	teacher aides, cleaners, admin staff, janitor/groundspersons; operational staff in Health; assistants in nursing; some ambulance and fire fighter operational staff and others	15,609.91	5,906.24	21,516.15
AO3 Equivalent	operational staff in Health; teacher aides; admin officers; some teachers; enrolled nurses and assistants in nursing; some registered nurses; some ambulance operational staff and others	19,339.36	7,983.52	27,322.88
AO4 Equivalent	teachers; enrolled nurses, assistants in nursing and registered nurses; admin officers; some ambulance and fire fighter operational staff; police officers and others	20,960.80	10,212.05	31,172.85
AO5 Equivalent	teachers; registered nurses; admin officers; some ambulance and fire fighter operational staff; TAFE teachers; medical staff in Health; police officers; health practitioners and others	18,065.47	9,042.13	27,107.60
AO6 Equivalent	teachers; clinical and registered nurses; TAFE teachers; some ambulance operational staff; police officers; health practitioners; detectives and others	27,819.64	12,283.40	40,103.04
AO7 Equivalent	clinical and registered nurses; teachers; police officers; detectives and others	10,093.50	6,864.38	16,957.88
AO8 Equivalent	clinical nurse consultant/manager/educator; clinical and registered nurses; teachers, principals and guidance officers; police officers; health practitioners; detectives and others	8,752.52	6,134.34	14,886.86
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	4,303.80	4,588.43	8,892.23
Senior executives and equivalent	medical staff including visiting medical staff; principals including executive principals; clinical nurse consultant/manager/educators; nurse director/assistant directors of nursing; senior executive service (SES) officers; most commissioned police officers and others	1,831.04	3,593.19	5,424.23
<b>Total</b>		<b>126,926.71</b>	<b>66,925.66</b>	<b>193,852.37</b>

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

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



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

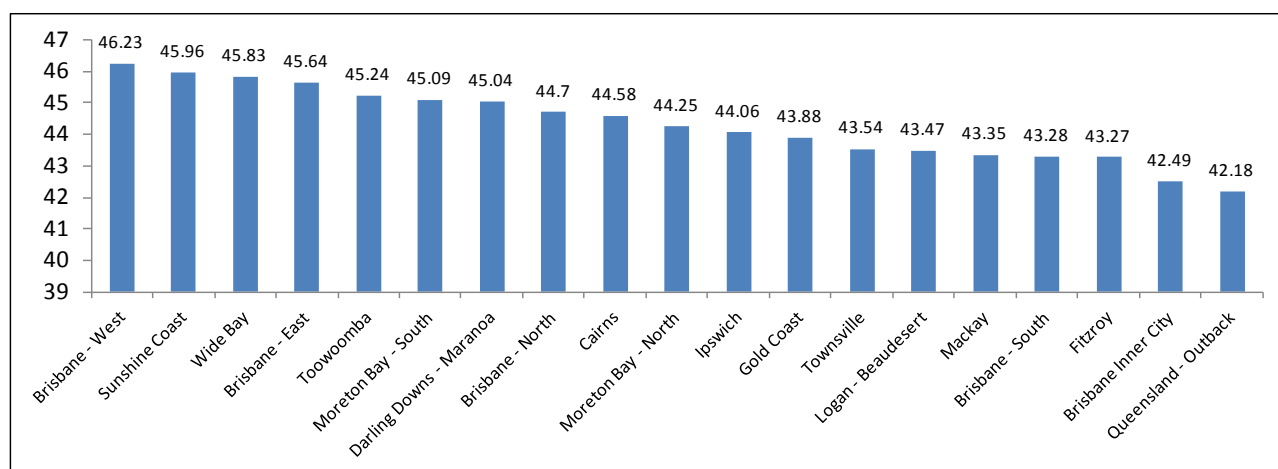


	19 and less	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 and Over	Total
Female	60.08%	72.70%	69.89%	64.71%	62.79%	63.98%	65.75%	66.37%	64.94%	62.81%	59.57%	65.48%
Male	39.92%	27.30%	30.11%	35.29%	37.21%	36.02%	34.25%	33.63%	35.06%	37.19%	40.43%	34.52%
Total	100.00%	100.00%	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 43.94 years (43.76 years for a female and 44.31 years for a male).

The average age ranges from 46.23 years in the Brisbane – West Statistical Area to 42.18 years in the Queensland – Outback Statistical Area. Interstate/overseas employees are excluded.

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

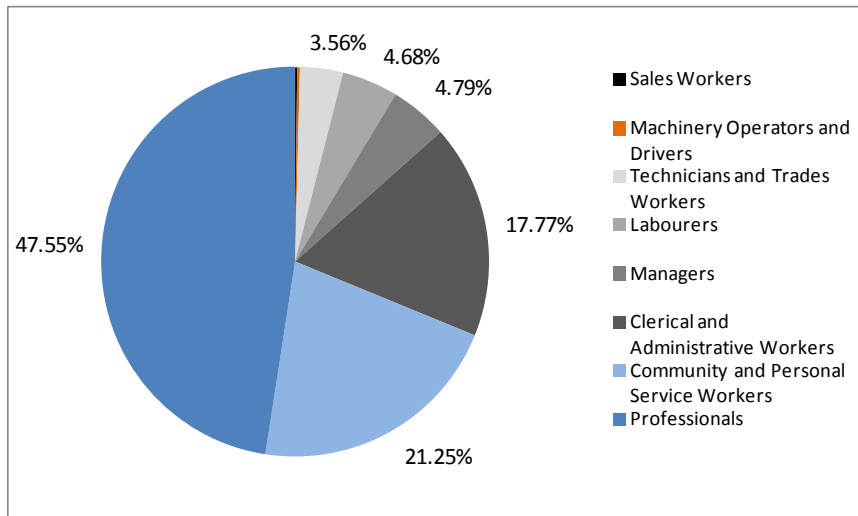


**Table 2<sup>a</sup>: Full Time Equivalent Employees by Statistical Area 4 - (QLD Only)**

Statistical Area 4	Dec-13		Mar-14		% Quarterly Variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,468.49	2.34%	4,446.07	2.29%	-0.50%
Brisbane - North	7,720.22	4.04%	7,830.80	4.04%	1.43%
Brisbane - South	17,113.48	8.95%	17,361.92	8.96%	1.45%
Brisbane - West	3,048.68	1.59%	3,102.51	1.60%	1.77%
Brisbane Inner City	39,449.74	20.63%	39,628.39	20.44%	0.45%
Cairns	11,334.86	5.93%	11,493.89	5.93%	1.40%
Darling Downs - Maranoa	4,673.76	2.44%	4,694.45	2.42%	0.44%
Fitzroy	9,127.51	4.77%	9,241.27	4.77%	1.25%
Gold Coast	14,418.87	7.54%	15,085.58	7.78%	4.62%
Ipswich	11,348.02	5.94%	11,548.95	5.96%	1.77%
Logan - Beaudesert	8,655.80	4.53%	8,800.23	4.54%	1.67%
Mackay	5,721.42	2.99%	5,778.76	2.98%	1.00%
Moreton Bay - North	7,349.82	3.84%	7,543.99	3.89%	2.64%
Moreton Bay - South	2,712.44	1.42%	2,826.23	1.46%	4.20%
Queensland - Outback	5,595.43	2.93%	5,664.57	2.92%	1.24%
Sunshine Coast	9,864.32	5.16%	10,078.02	5.20%	2.17%
Toowoomba	6,586.37	3.45%	6,654.92	3.43%	1.04%
Townsville	11,287.25	5.90%	11,305.47	5.83%	0.16%
Wide Bay	10,705.01	5.60%	10,751.72	5.55%	0.44%
<b>Queensland</b>	<b>191,181.49</b>	<b>100.00%</b>	<b>193,837.74</b>	<b>100%</b>	<b>1.39%</b>

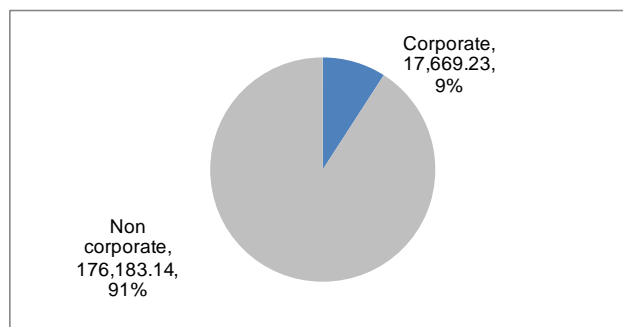
<sup>a</sup> Statistical Areas are in accordance with the Australian Bureau of Statistics (ABS) Australian Statistical Geography Standard (ASGS) boundaries. Refer to the definitions page at the back of this report for the definition of location and further details. Note that interstate and overseas employees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

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



	FTE	% of FTE
Managers	9,282.50	4.79%
Professionals	92,184.56	47.55%
Technicians and Trades Workers	6,897.60	3.56%
Community and Personal Service Workers	41,192.09	21.25%
Clerical and Administrative Workers	34,442.96	17.77%
Sales Workers	334.38	0.17%
Machinery Operators and Drivers	443.30	0.23%
Labourers	9,074.98	4.68%
<b>Qld Public Service</b>	<b>193,852.37</b>	<b>100.00%</b>

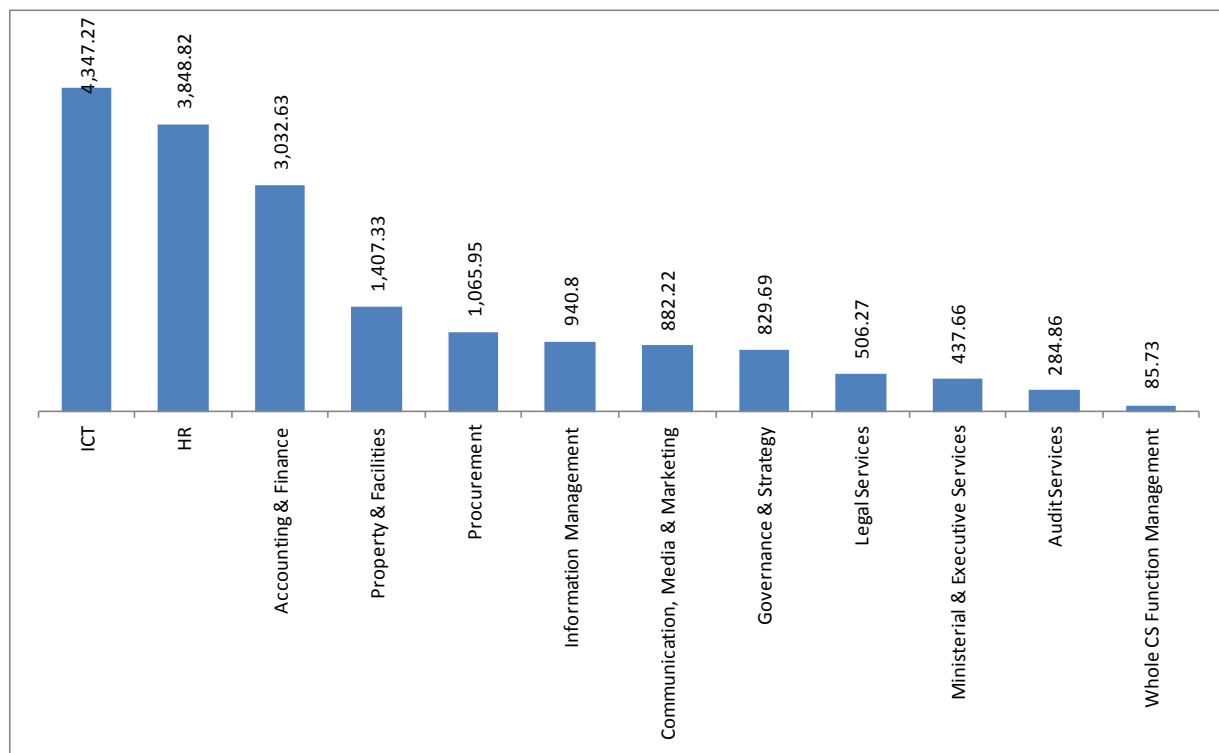
**Figure 8: Proportion of Corporate Services Employees (based on full time equivalent employees)**





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

The Information and Communication Technology (ICT) and Human Resources (HR) functions each account for over 21% of the corporate services workforce (ie over 46% 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	3,032.63	17.16%
Audit Services	284.86	1.61%
Communication, Media and Marketing	882.22	4.99%
Governance and Strategy	829.69	4.70%
Human Resources	3,848.82	21.78%
Information and Communications Technology	4,347.27	24.60%
Information Management	940.8	5.32%
Legal Services	506.27	2.87%
Ministerial and Executive Services	437.66	2.48%
Procurement	1,065.95	6.03%
Property and Facilities	1,407.33	7.96%
Whole of Corporate Services Function Management	85.73	0.49%
<b>Qld Public Service - Corporate Total</b>	<b>17,669.23</b>	<b>100.00%</b>



## Schedule 1

<b>Staff Full Time Equivalents (FTE) by Agency by Appointment Type, March 2014</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	239.58	51.38	0.88	5	296.84
Agriculture Fisheries & Forestry	1,703.28	282.03	8.89	18.00	2,012.20
Anti-Discrimination Commission Qld	26.8	6.6	0	1	34.4
Comm for Children & Young People & Child Guardian	165.62	45.03	64.91	2	277.56
Communities Child Safety & Disability Services	4,857.71	658.79	157.25	35.00	5,708.75
Education Training & Employment	53,189.76	11,240.48	2,372.52	230.80	67,033.56
Electoral Commission Qld	32.00	9.80	6.53	1.00	49.33
Energy & Water Supply	198.82	24.00	0.00	9	231.82
Environment & Heritage Protection	850.71	156.97	0.63	17.00	1,025.31
Health	53,949.56	13,562.05	1,966.67	184.00	69,662.28
Health Quality Complaints Commission	46.60	4.3	0	1	51.90
Housing & Public Works	2,541.70	443.49	2.71	48.1	3,036.00
Justice and Attorney-General	6,652.08	811.62	182.31	123.96	7,769.97
Legal Aid	365.15	69.58	2.72	9.00	446.45
Local Government	89.07	19.00	0.08	3.00	111.15
Museum	158.13	43.16	16.55	5	222.84
National Parks Recreation Sport & Racing	1,164.35	104.89	16.01	12.8	1,298.05
Natural Resources & Mines	2,144.46	112.58	13.63	74.8	2,345.47
Premier and Cabinet	278.73	89.29	0.84	29.9	398.76
Public Safety Business Agency	705.94	99.66	43.67	34	883.27
Public Service Commission	64	13.48	0	10	87
Public Trust	445.63	98.85	1.45	5.00	550.93
Qld Art Gallery	163.80	59.59	61.53	2.00	286.92
Qld Audit Office	156.62	16.00	2.52	8.00	183.14
Qld Fire and Emergency Services	2,541.10	88.9	226.79	14	2,870.79
Qld Police Service	14,147.45	362.09	4.97	407	14,921.51
Qld Treasury & Trade	834.35	74.75	0	29.6	938.70
Science Information Technology Innovation & the Arts	2,523.05	355.1	26.7	49.46	2,954.31
State Development Infrastructure & Planning	605.61	201.72	0	64.10	871.43
State Library	210.33	56.15	10.02	5.00	281.50
Tourism Major Events Small Business & Commonwealth Games	94.98	12.00	0.00	9.00	115.98
Trade & Investment Qld	88.73	8	0	8	104.73
Transport & Main Roads	6,087.75	262.06	319.93	120.00	6,789.74
<b>Queensland Public Service</b>	<b>157,322.95</b>	<b>29,443.39</b>	<b>5,510.71</b>	<b>1,575.32</b>	<b>193,852.37</b>

## Schedule 1 (cont'd)

<b>Staff (Headcount) by Agency by Appointment Type, March 2014</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	54	2	5	310
Agriculture Fisheries & Forestry	1,759	297	24	18	2,098
Anti-Discrimination Commission Qld	29	7	0	1	37
Comm for Children & Young People & Child Guardian	174	49	132	2	357
Communities Child Safety & Disability Services	5,135	718	280	35	6,168
Education Training & Employment	61,957	15,215	7,409	231	84,812
Electoral Commission Qld	33	10	8	1	52
Energy & Water Supply	207	25	0	9	241
Environment & Heritage Protection	881	165	2	17	1,065
Health	62,094	16,128	4,528	184	82,934
Health Quality Complaints Commission	49	5	0	1	55
Housing & Public Works	2,620	459	5	49	3,133
Justice and Attorney-General	6,882	872	382	128	8,264
Legal Aid	401	80	6	9	496
Local Government	93	19	1	3	116
Museum	173	58	50	5	286
National Parks Recreation Sport & Racing	1,202	114	37	13	1,366
Natural Resources & Mines	2,228	121	25	76	2,450
Premier and Cabinet	295	98	4	32	429
Public Safety Business Agency	724	102	46	34	906
Public Service Commission	67	14	0	10	91
Public Trust	466	101	2	5	574
Qld Art Gallery	185	64	134	2	385
Qld Audit Office	163	16	5	8	192
Qld Fire and Emergency Services	2,565	107	2,131	14	4,817
Qld Police Service	14,484	383	10	407	15,284
Qld Treasury & Trade	872	78	0	30	980
Science Information Technology Innovation & the Arts	2,668	369	65	50	3,152
State Development Infrastructure & Planning	633	213	0	65	911
State Library	232	66	41	5	344
Tourism Major Events Small Business & Commonwealth Games	103	12	0	9	124
Trade & Investment Qld	92	8	0	8	108
Transport & Main Roads	6,294	290	1,935	120	8,639
<b>Queensland Public Service</b>	<b>176,009</b>	<b>36,317</b>	<b>17,264</b>	<b>1,586</b>	<b>231,176</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 March 2014 quarter.
- Data is validated at the agency level via the Workforce Analysis and Collection Application (WACA). The WACA is a national database used by five state jurisdictions to validate and store information about each jurisdiction's workforce.
- Employee numbers published by individual agencies may vary from those in this report due to differing dates of data capture and definitional issues relating to employee status.
- Agencies are individually responsible for providing the Public Service Commission with accurate and quality data in terms of the MOHRI system.
- Employees on extended unpaid leave of greater than eight weeks and employment agency staff have been excluded.
- The figures stated in this report are subject to revision and further validation by departments and agencies.
- Data for government department and public service offices are included in the MOHRI dataset for the "Queensland Public Service". Statutory bodies are gradually being added to the Queensland Public Service MOHRI dataset as their data becomes available. Government Owned Corporations are not included in the MOHRI 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>