

Queensland Public Service Workforce Quarterly Profile

as at September 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 September 2013.

Size of the Queensland Public Service

(Full time Equivalent – FTE)

Overall, there has been a decrease of 85.90 FTE employees in the Queensland Public Service since last quarter. This represents a decrease of 0.04%.

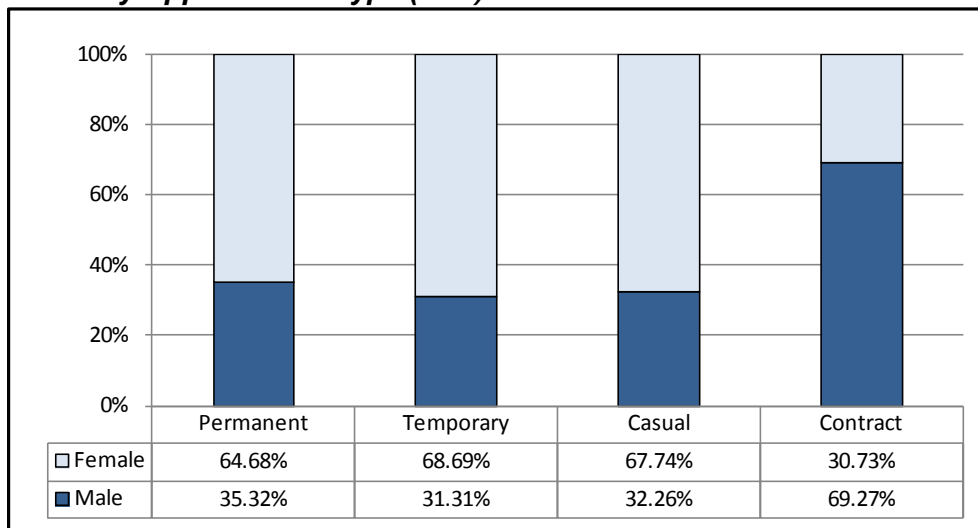
Table 1: FTE by Agency and Gender

Agency	Jun 2013			Sept 2013			Quarterly Variance in Total FTE	% Quarterly Variance in Total FTE
	Female	Male	Total	Female	Male	Total		
Aboriginal & Torres Strait Islander & Multicultural Affairs	208.55	110.01	318.56	196.17	107.93	304.1	-14.46	-4.54%
Agriculture Fisheries & Forestry	820.35	1,304.19	2,124.54	796.12	1,299.76	2,095.88	-28.66	-1.35%
Anti-Discrimination Commission Qld	21	9	30	24.6	9	33.6	3.6	12.00%
Comm for Children & Young People & Child Guardian	249.09	72.32	321.41	217.7	62.78	280.48	-40.93	-12.73%
Communities Child Safety & Disability	4,455.92	1,382.60	5,838.52	4,366.47	1,330.06	5,696.53	-141.99	-2.43%
Community Safety	3,471.89	7,183.19	10,655.08	3,507.08	7,169.58	10,676.66	21.58	0.20%
Education Training & Employment	50,034.60	16,594.49	66,629.09	50,019.30	16,580.39	66,599.69	-29.4	-0.04%
Electoral Commission Qld	24.32	21.9	46.22	24.93	19.8	44.73	-1.49	-3.22%
Energy & Water Supply	122.76	119.26	242.02	112.92	116.03	228.95	-13.07	-5.40%
Environment & Heritage Protection	600.22	429.17	1,029.39	584.48	424.6	1,009.08	-20.31	-1.97%
Health	46,834.08	17,358.10	64,192.18	46,982.76	17,419.40	64,402.16	209.98	0.33%
Health Quality Complaints Commission	43.03	18.00	61.03	41.6	17	58.6	-2.43	-3.98%
Housing & Public Works	1,522.22	2,087.61	3,609.83	1,499.67	1,947.71	3,447.38	-162.45	-4.50%
Justice and Attorney-General	2,449.45	1,778.98	4,228.43	2,452.24	1,778.15	4,230.39	1.96	0.05%
Legal Aid	303.86	118	421.86	305.02	119.98	425	3.14	0.74%
Local Government, Community Recovery and Resilience	53.87	47.58	101.45	61.77	44.54	106.31	4.86	4.79%
Museum	122.74	103.49	226.23	127.57	102.56	230.13	3.9	1.72%
National Parks Recreation Sport & Racing	458.92	840.13	1,299.05	460.45	821.1	1,281.55	-17.5	-1.35%
Natural Resources & Mines	1,134.83	1,227.47	2,362.30	1,112.47	1,216.13	2,328.60	-33.7	-1.43%
Premier and Cabinet	259.2	131.93	391.13	250.07	129.7	379.77	-11.36	-2.90%
Public Service Commission	55.8	31	86.8	60.3	35.6	95.9	9.1	10.48%
Public Trust	368.64	182.57	551.21	370.3	172.68	542.98	-8.23	-1.49%
Qld Art Gallery	160.7	116.45	277.15	163.48	119.29	282.77	5.62	2.03%
Qld Audit Office	88.24	102.97	191.21	82.93	102.96	185.89	-5.32	-2.78%
Qld Police Service	5,034.17	9,561.67	14,595.84	5,054.53	9,662.21	14,716.74	120.9	0.83%
Qld Treasury & Trade	556.91	496.1	1,053.01	559.49	498.5	1,057.99	4.98	0.47%
Science Information Technology Innovation & the Arts	1,755.82	1,341.21	3,097.03	1,726.88	1,300.69	3,027.57	-69.46	-2.24%
State Development Infrastructure & Planning	447.34	312.6	759.94	456.77	308.82	765.59	5.65	0.74%
State Library	193.86	78.41	272.27	197.95	79.46	277.41	5.14	1.89%
Tourism Major Events Small Business & Commonwealth Games	66.37	37	103.37	71.1	40	111.1	7.73	7.48%
Transport & Main Roads	2,895.32	3,991.48	6,886.80	2,989.86	4,003.66	6,993.52	106.72	1.55%
Queensland Public Service	124,814.07	67,188.88	192,002.95	124,876.98	67,040.07	191,917.05	-85.9	-0.04%

Public Service Profile

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

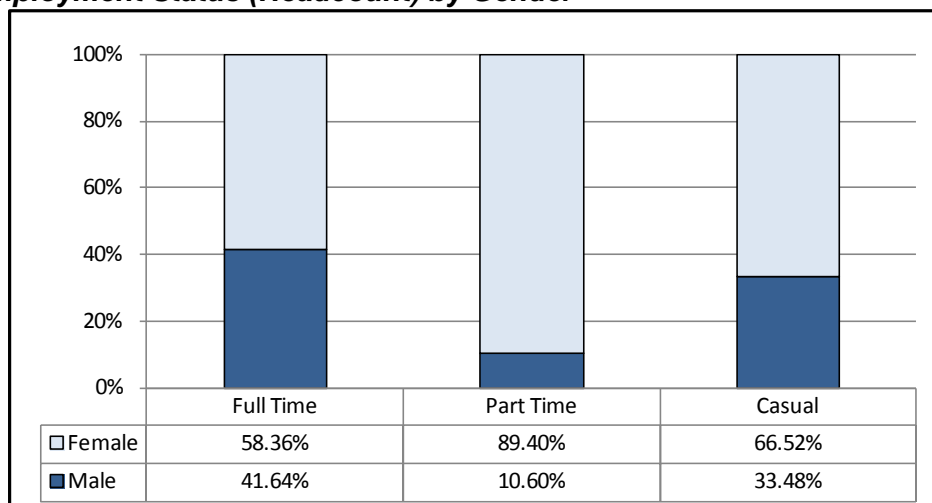
Figure 1: Gender by Appointment Type (FTE)



	Permanent	Temporary	Casual	Contract	Total
Female	101,575.74	18,975.59	3,842.10	483.55	124,876.98
Male	55,469.02	8,650.86	1,830.04	1,090.15	67,040.07
Total	157,044.76	27,626.45	5,672.14	1,573.70	191,917.05

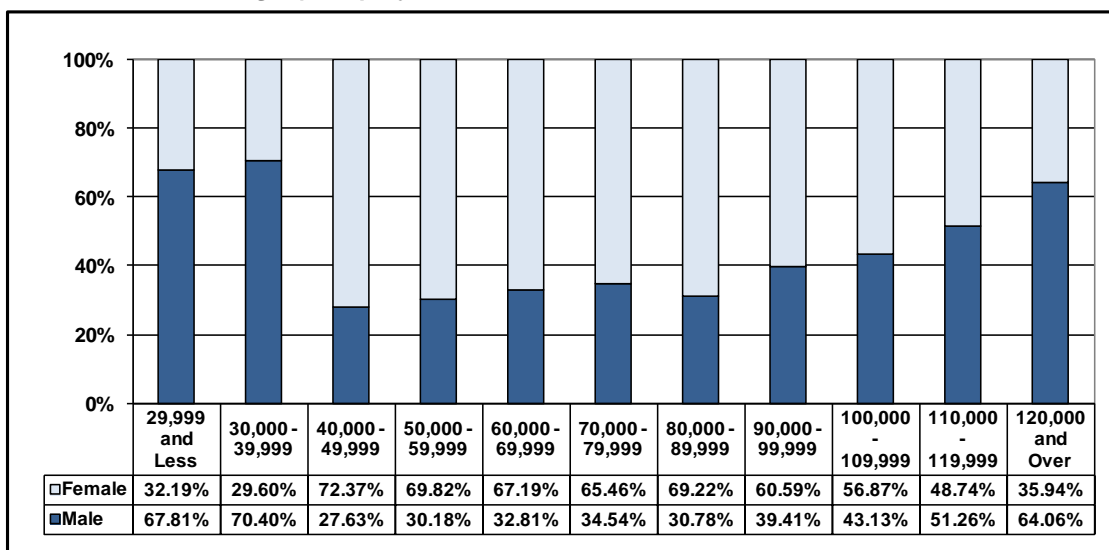
A breakdown of appointment type within each agency by headcount and FTE is contained in Schedule 1.

Figure 2: Employment Status (Headcount) by Gender



	Full Time	Part Time	Casual	Total
Female	85,742	57,776	11,519	155,037
Male	61,183	6,847	5,798	73,828
Total	146,925	64,623	17,317	228,865

Figure 3: Annual Earnings (FTE) by Gender



\$	Female	Male	Total
29,999 and Less	14.39	30.32	44.71
30,000 - 39,999	152.5	362.76	515.26
40,000 - 49,999	15,045.27	5,745.24	20,790.51
50,000 - 59,999	18,512.58	8,000.71	26,513.29
60,000 - 69,999	21,846.16	10,666.59	32,512.75
70,000 - 79,999	18,869.52	9,955.87	28,825.39
80,000 - 89,999	27,085.12	12,041.68	39,126.80
90,000 - 99,999	10,013.85	6,513.83	16,527.68
100,000 - 109,999	8,135.10	6,170.32	14,305.42
110,000 - 119,999	2,354.40	2,475.78	4,830.18
120,000 and Over	2,848.09	5,076.97	7,925.06
Total	124,876.98	67,040.07	191,917.05

Note: there are shifts in employees towards higher earnings brackets between the June and September 2013 quarters mainly due to effects of Enterprise Bargaining Agreements in the Department of Education, Training and Employment (2.7% increase for state school teachers) and Queensland Health.

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

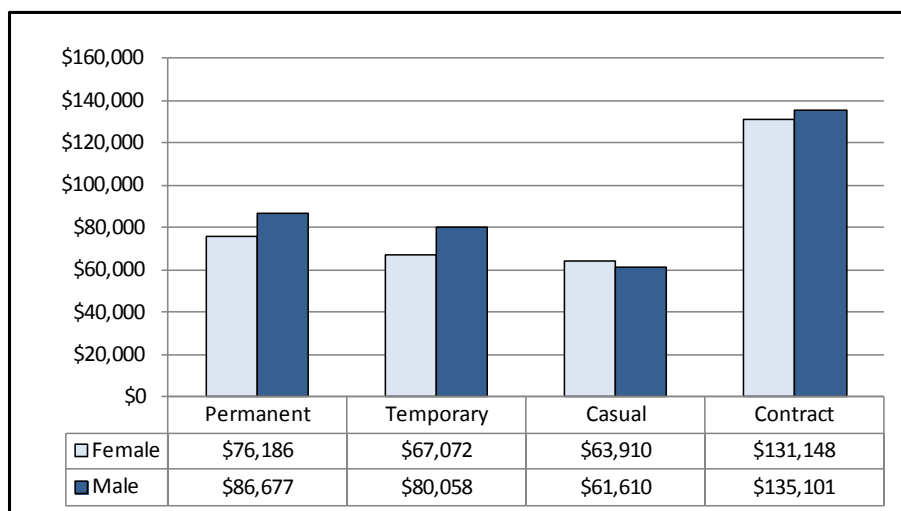


Figure 5: AO Classifications (FTE)

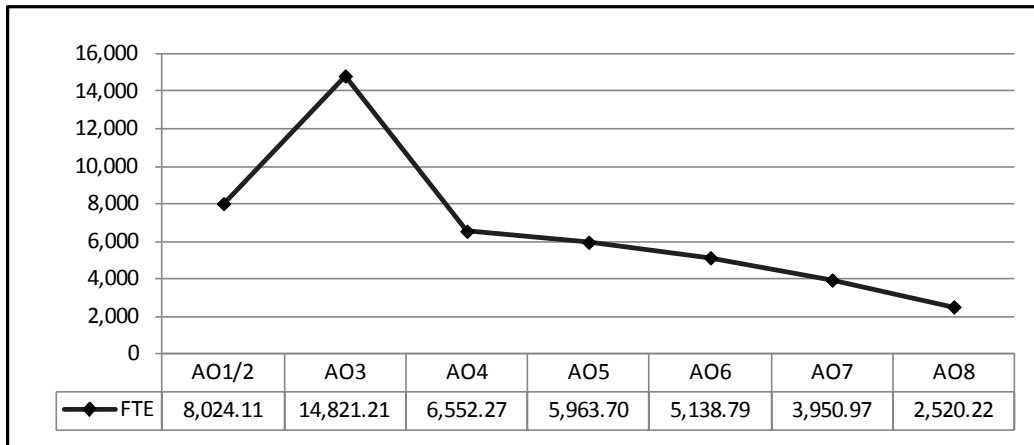
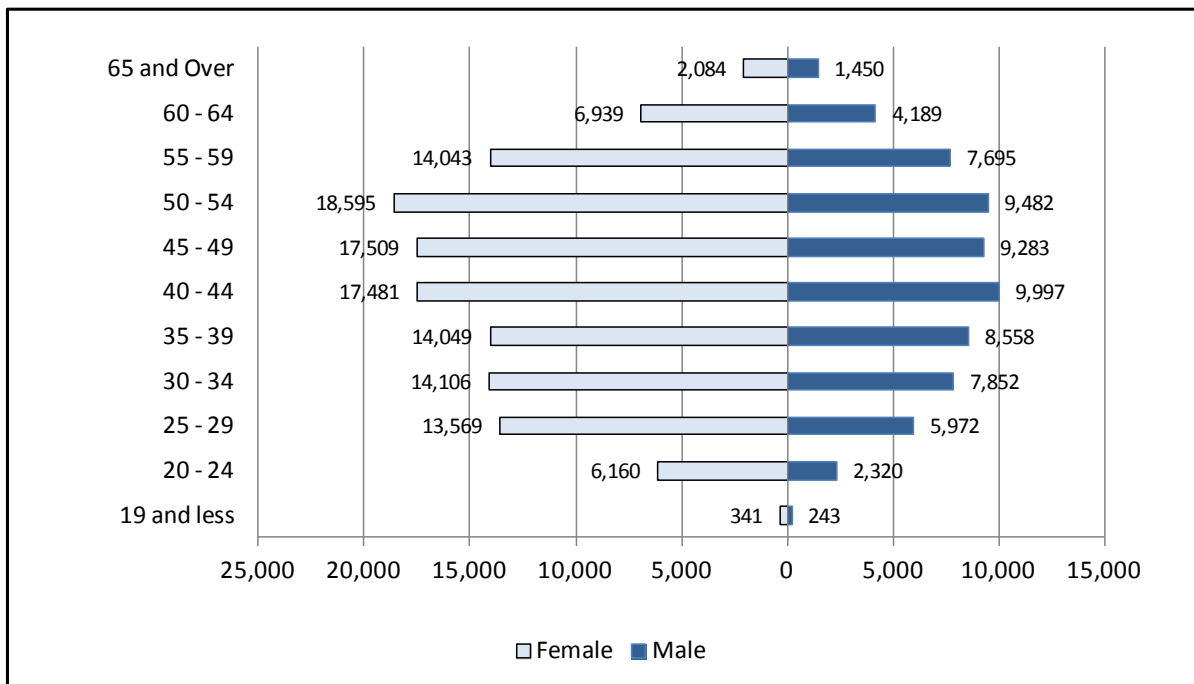


Figure 6: Age Distribution (FTE) by Gender



	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	58.38%	72.64%	69.44%	64.24%	62.14%	63.62%	65.35%	66.23%	64.60%	62.35%	58.97%	65.07%
Male	41.62%	27.36%	30.56%	35.76%	37.86%	36.38%	34.65%	33.77%	35.40%	37.65%	41.03%	34.93%
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 43.97 years (43.80 years for a female and 44.32 years for a male).

The average age ranges from 46.31 years in the Brisbane – West Statistical Area to 42.22 years in the Queensland – Outback Statistical Area. Interstate/overseas employees are excluded.

Figure 7^a: Average Age by Australian Bureau of Statistics (ABS) Statistical Area 4 (QLD Only)

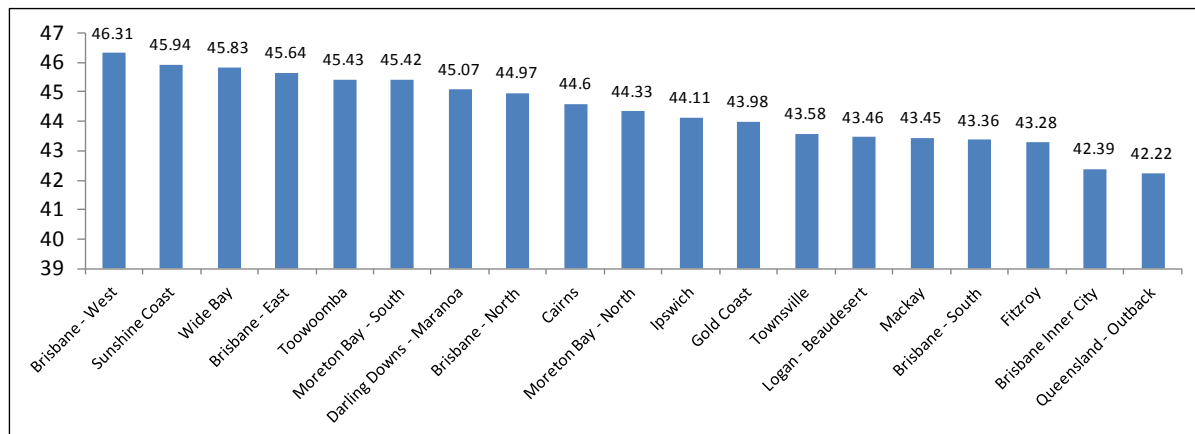
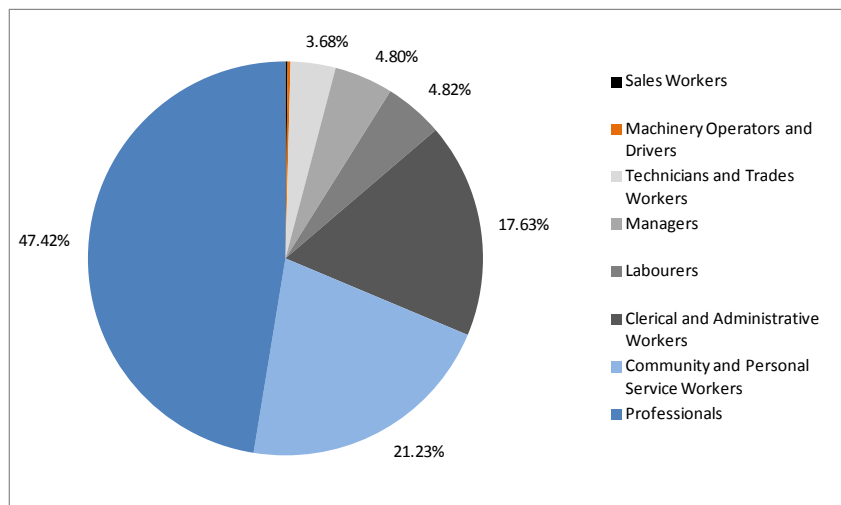


Table 2^a: Full Time Equivalent Employees by Statistical Area 4 - (QLD Only)

Statistical Area 4	Jun-13		Sep-13		% Quarterly Variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Ipswich	12,057.65	6.28%	11,780.06	6.14%	-2.30%
Brisbane - North	7,453.62	3.88%	7,376.83	3.84%	-1.03%
Toowoomba	6,657.02	3.47%	6,599.74	3.44%	-0.86%
Brisbane Inner City	39,508.07	20.58%	39,259.41	20.46%	-0.63%
Fitzroy	9,267.11	4.83%	9,240.01	4.81%	-0.29%
Moreton Bay - North	7,366.86	3.84%	7,355.41	3.83%	-0.16%
Moreton Bay - South	2,719.18	1.42%	2,718.42	1.42%	-0.03%
Darling Downs - Maranoa	4,698.68	2.45%	4,698.09	2.45%	-0.01%
Townsville	11,297.03	5.88%	11,297.99	5.89%	0.01%
Sunshine Coast	9,977.03	5.20%	9,994.01	5.21%	0.17%
Wide Bay	10,833.07	5.64%	10,851.77	5.65%	0.17%
Logan - Beaudesert	8,705.53	4.53%	8,723.99	4.55%	0.21%
Brisbane - West	3,043.40	1.59%	3,050.74	1.59%	0.24%
Cairns	11,395.80	5.94%	11,429.45	5.96%	0.30%
Mackay	5,722.89	2.98%	5,746.00	2.99%	0.40%
Gold Coast	14,284.65	7.44%	14,424.05	7.52%	0.98%
Queensland - Outback	5,568.65	2.90%	5,637.00	2.94%	1.23%
Brisbane - South	16,969.94	8.84%	17,192.37	8.96%	1.31%
Brisbane - East	4,461.14	2.32%	4,528.08	2.36%	1.50%
Queensland	191,987.32	100%	191,903.42	100%	-0.04%

^a 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	9,215.85	4.80%
Professionals	91,002.10	47.42%
Technicians and Trades Workers	7,070.54	3.68%
Community and Personal Service Workers	40,745.87	21.23%
Clerical and Administrative Workers	33,835.50	17.63%
Sales Workers	332.24	0.17%
Machinery Operators and Drivers	461.8	0.24%
Labourers	9,253.15	4.82%
Qld Public Service	191,917.05	100%

Schedule 1

Staff Full Time Equivalents (FTE) by Agency by Appointment Type, September 2013					
Agency	Permanent	Temporary	Casual	Contract	Total
Aboriginal & Torres Strait Islander & Multicultural Affairs	252.02	47.88	0.2	4	304.1
Agriculture Fisheries & Forestry	1,759.38	290.13	28.37	18.00	2,095.88
Anti-Discrimination Commission Qld	26.8	5.8	0	1	33.6
Comm for Children & Young People & Child Guardian	180.95	37	60.53	2	280.48
Communities Child Safety & Disability Services	4,950.43	569.97	138.13	38.00	5,696.53
Community Safety	9,818.44	413.17	358.05	87.00	10,676.66
Education Training & Employment	52,631.14	11,414.61	2,290.14	263.80	66,599.69
Electoral Commission Qld	29	10.6	4.13	1	44.73
Energy & Water Supply	199.15	18.8	0	11	228.95
Environment & Heritage Protection	886.62	104.03	0.43	18.00	1,009.08
Health	50,222.23	11,945.98	2,076.16	157.79	64,402.16
Health Quality Complaints Commission	53.3	4.3	0	1	58.6
Housing & Public Works	2,842.10	514.07	46.41	44.80	3,447.38
Justice and Attorney-General	3,513.49	444.89	179.71	92.30	4,230.39
Legal Aid	363.73	49.29	2.98	9	425
Local Government	85.67	12.6	0.04	8	106.31
Museum	155.67	53.36	18.1	3	230.13
National Parks Recreation Sport & Racing	1,140.37	113.02	14.36	13.80	1,281.55
Natural Resources & Mines	2,163.27	91.06	1.97	72.30	2,328.60
Premier and Cabinet	271.97	74.5	1.05	32.25	379.77
Public Service Commission	68.3	14.6	0.2	12.8	95.9
Public Trust	433	101.2	3.78	5	542.98
Qld Art Gallery	166.52	53.5	60.75	2	282.77
Qld Audit Office	164.44	10.66	1.79	9	185.89
Qld Police Service	13,964.75	326.90	7.09	418.00	14,716.74
Qld Treasury & Trade	926.45	93.74	0.2	37.60	1,057.99
Science Information Technology Innovation & the Arts	2,613.82	341.54	23.35	48.86	3,027.57
State Development Infrastructure & Planning	562.06	168.43	0	35.1	765.59
State Library	207.8	57.12	9.49	3	277.41
Tourism Major Events Small Business & Commonwealth Games	97.5	5	0	8.6	111.1
Transport & Main Roads	6,294.39	238.70	344.73	115.70	6,993.52
Queensland Public Service	157,044.76	27,626.45	5,672.14	1,573.70	191,917.05

Schedule 1 (cont'd)

Staff (Headcount) by Agency by Appointment Type, September 2013					
Agency	Permanent	Temporary	Casual	Contract	Total
Aboriginal & Torres Strait Islander & Multicultural Affairs	260	51	1	4	316
Agriculture Fisheries & Forestry	1,820	304	77	18	2,219
Anti-Discrimination Commission Qld	29	7	0	1	37
Comm for Children & Young People & Child Guardian	193	42	153	2	390
Communities Child Safety & Disability Services	5,224	617	246	38	6,125
Community Safety	10,028	445	2,421	87	12,981
Education Training & Employment	61,458	15,353	7,215	264	84,290
Electoral Commission Qld	30	11	6	1	48
Energy & Water Supply	207	19	0	11	237
Environment & Heritage Protection	919	109	3	18	1,049
Health	58,230	14,204	4,522	158	77,114
Health Quality Complaints Commission	56	5	0	1	62
Housing & Public Works	2,932	529	48	46	3,555
Justice and Attorney-General	3,734	481	339	97	4,651
Legal Aid	397	60	7	9	473
Local Government	89	13	1	8	111
Museum	171	73	56	3	303
National Parks Recreation Sport & Racing	1,183	123	34	14	1,354
Natural Resources & Mines	2,249	95	8	73	2,425
Premier and Cabinet	289	85	2	34	410
Public Service Commission	71	15	1	13	100
Public Trust	452	103	4	5	564
Qld Art Gallery	187	59	119	2	367
Qld Audit Office	172	11	5	9	197
Qld Police Service	14,313	343	13	418	15,087
Qld Treasury & Trade	964	97	1	38	1,100
Science Information Technology Innovation & the Arts	2,770	356	60	50	3,236
State Development Infrastructure & Planning	586	179	0	36	801
State Library	228	66	37	3	334
Tourism Major Events Small Business & Commonwealth Games	105	5	0	9	119
Transport & Main Roads	6,500	256	1,938	116	8,810
Queensland Public Service	175,846	34,116	17,317	1,586	228,865

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 September 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>
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.
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>