

Queensland Public Service Workforce Quarterly Profile

as at September 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 September 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 467.27 FTE employees in the Queensland Public Service since last quarter. This represents an increase of 0.24%.

Table 1: FTE by Agency and Gender

Agency	Jun 2014			Sept 2014			Quarterly Variance in Total FTE	% Quarterly Variance in Total FTE
	Female	Male	Total	Female	Male	Total		
Aboriginal and Torres Strait Islander and Multicultural Affairs	197.5	104.74	302.24	191.18	102.72	293.90	-8.34	-2.76%
Agriculture, Fisheries and Forestry	755.75	1,221.80	1,977.55	745.06	1,220.64	1,965.70	-11.85	-0.60%
Anti-Discrimination Commission Qld	26.2	8	34.2	25.2	7	32.2	-2.00	-5.85%
Commissioner for Children and Young People and Child Guardian**	222.55	58.55	281.1	0.00	0	0.00	-281.10	-100.00%
Communities, Child Safety and Disability Services	4,411.22	1,336.24	5,747.46	4,355.57	1,316.50	5,672.07	-75.39	-1.31%
Education, Training and Employment*	51,420.58	16,531.83	67,952.41	48,805.05	14,762.31	63,567.36	-4,385.05	-6.45%
Electoral Commission Qld	23.75	26.88	50.63	26.1	28.68	54.78	4.15	8.20%
Energy and Water Supply	117	112.8	229.8	102.88	106.2	209.08	-20.72	-9.02%
Environment and Heritage Protection	603	429.28	1,032.28	583.97	423.10	1,007.07	-25.21	-2.44%
Health	50,173.00	20,227.36	70,400.36	50,757.66	20,323.44	71,081.10	680.74	0.97%
Health Quality Complaints Commission***	40	13	53	0	0	0	-53.00	-100.00%
Housing and Public Works	1,476.85	1,491.40	2,968.25	1,459.57	1,456.10	2,915.67	-52.58	-1.77%
Justice and Attorney-General**	4,176.16	3,840.74	8,016.90	4,281.86	3,946.01	8,227.87	210.97	2.63%
Legal Aid	313.49	125.75	439.24	311.18	127.7	438.88	-0.36	-0.08%
Local Government, Community Recovery and Resilience	67.57	43.58	111.15	66.87	41.58	108.45	-2.70	-2.43%
Museum	133.44	98.17	231.61	139.48	96.31	235.79	4.18	1.80%
National Parks, Recreation, Sport and Racing	464.49	822.56	1,287.05	481.63	847.41	1,329.04	41.99	3.26%
Natural Resources and Mines	1,134.33	1,225.73	2,360.06	1,135.81	1,223.14	2,358.95	-1.11	-0.05%
Office of Inspector-General of Emergency Management#				13.00	8.00	21.00	21.00	
Office of the Health Ombudsman***				59.79	26.00	85.79	85.79	
Premier and Cabinet	292.41	146.00	438.41	300.56	144.45	445.01	6.60	1.51%
Public Safety Business Agency **: #	229.04	583.22	812.26	767.65	1,133.15	1,900.80	1,088.54	134.01%
Public Service Commission	60.7	27	87.7	59.7	25.20	84.90	-2.80	-3.19%
Public Trust	377.4	171.76	549.16	381.94	174.29	556.23	7.07	1.29%
Qld Art Gallery	146.38	122.18	268.56	149.28	122.98	272.26	3.70	1.38%
Qld Audit Office	85.68	96.23	181.91	87	95.51	182.51	0.60	0.33%
Qld Family and Child Commission**				25.65	10	35.65	35.65	
Qld Fire and Emergency Services#	477.94	2,487.32	2,965.26	479.18	2,497.09	2,976.27	11.01	0.37%
Qld Police Service#	5,109.37	9,764.47	14,873.84	4,705.59	9,239.99	13,945.58	-928.26	-6.24%
Qld Treasury and Trade	484.33	445.7	930.03	483.74	438.70	922.44	-7.59	-0.82%
Science, Information Technology, Innovation and the Arts	1,647.77	1,264.99	2,912.76	1,634.91	1,245.48	2,880.39	-32.37	-1.11%
State Development, Infrastructure and Planning	517.41	365.6	883.01	520.33	344.00	864.33	-18.68	-2.12%
State Library	201.58	78.73	280.31	201.92	81.52	283.44	3.13	1.12%
TAFE Qld*				2,563.40	1,641.01	4,204.41	4,204.41	
Tourism, Major Events, Small Business and Commonwealth Games	75.18	43	118.18	69.56	45	114.56	-3.62	-3.06%
Trade and Investment Qld	57.19	46.00	103.19	52.39	45.00	97.39	-5.80	-5.62%
Transport and Main Roads	3,049.31	3,794.97	6,844.28	3,056.29	3,764.26	6,820.55	-23.73	-0.35%
Queensland Public Service	128,568.57	67,155.58	195,724.15	129,080.95	67,110.47	196,191.42	467.27	0.24%

Note: A number of machinery of government changes have occurred between the two quarters. The major changes include:

*Staff transferred from Department of Education, Training and Employment to TAFE Queensland.

**The part of the Commission for Children and Young People and Child Guardian responsible for the Employment Screening Services Program and the associated corporate and executive services were amalgamated with the Public Safety Business Agency. The Queensland Family and Child Commission and Office of the Public Guardian (OPG) were created. OPG data is submitted as part of the Department of Justice and Attorney-General data return.

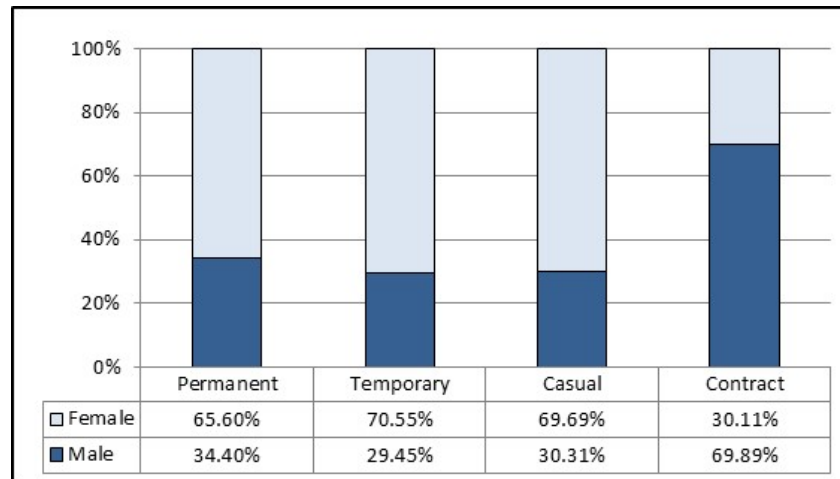
*** As of 1 July 2014, the Office of the Health Ombudsman was established as a statutory body and replaced the Health and Quality Complaints Commission

The Qld Fire Services Academy (excluding firefighters) moved from Qld Fire and Emergency Services to Public Safety Business Agency. The business services, corporate and education/training staff from Qld Police Service (excluding police officers) moved to the Public Safety Business Agency. The Office of the Inspector-General of Emergency Management moved from Qld Fire and Emergency Services and became a public service office.

Public Service Profile

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

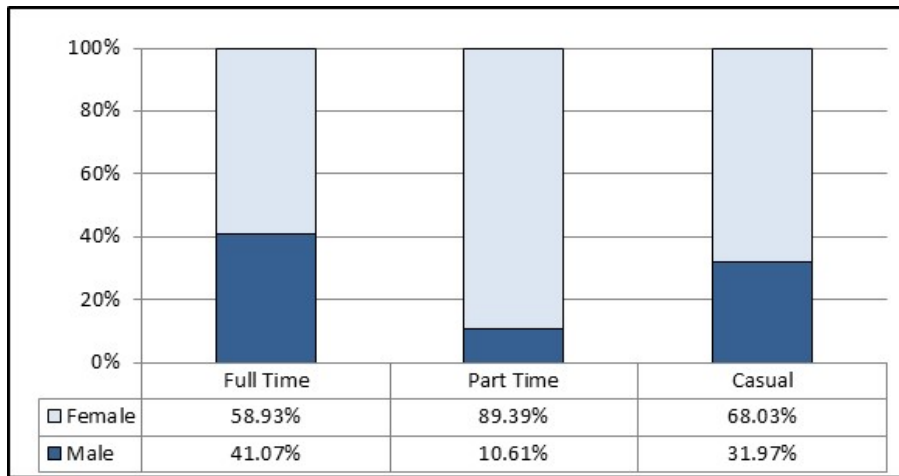
Figure 1: Gender by Appointment Type (FTE)



	Permanent	Temporary	Casual	Contract	Total
Female	101,206.70	22,621.80	4,021.13	1,231.32	129,080.95
Male	53,061.21	9,442.02	1,748.87	2,858.37	67,110.47
Total	154,267.91	32,063.82	5,770.00	4,089.69	196,191.42

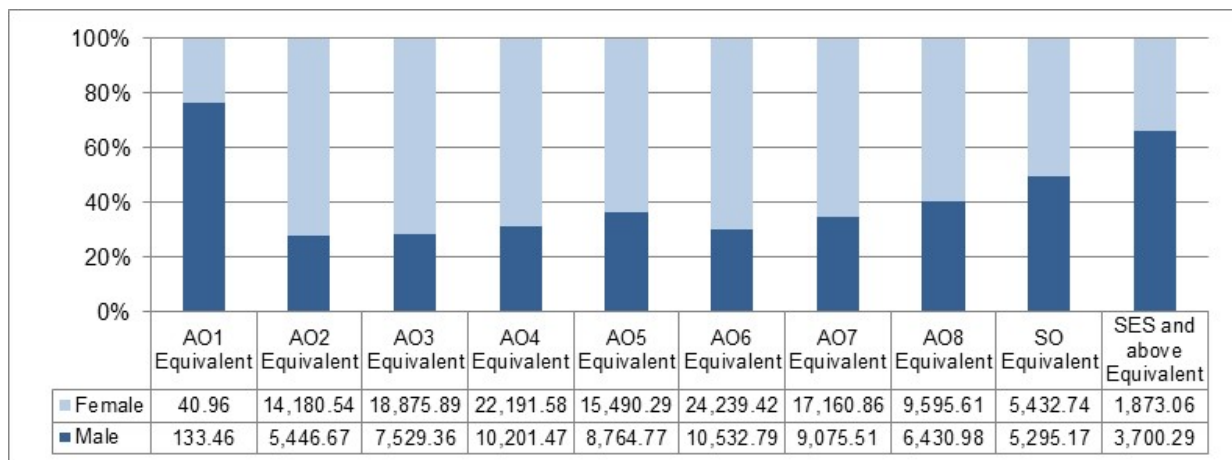
A breakdown of appointment type within each agency by headcount and FTE is contained in Schedule 1.

Figure 2: Employment Status (Headcount) by Gender



	Full Time	Part Time	Casual	Total
Female	87,651	60,960	12,099	160,710
Male	61,080	7,237	5,686	74,003
Total	148,731	68,197	17,785	234,713

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



	Occupations (selected examples only)	Female	Male	Total
AO1 Equivalent	police recruits	40.96	133.46	174.42
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	14,180.54	5,446.67	19,627.21
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	18,875.89	7,529.36	26,405.25
AO4 Equivalent	teachers; enrolled nurses, assistants in nursing and registered nurses; admin officers; some ambulance and fire fighter operational staff; police officers and others	22,191.58	10,201.47	32,393.05
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	15,490.29	8,764.77	24,255.06
AO6 Equivalent	teachers; clinical and registered nurses; TAFE teachers; some ambulance operational staff; police officers; health practitioners; detectives and others	24,239.42	10,532.79	34,772.21
AO7 Equivalent	clinical and registered nurses; teachers; police officers; detectives and others	17,160.86	9,075.51	26,236.37
AO8 Equivalent	clinical nurse consultant/manager/educator; clinical and registered nurses; teachers, principals and guidance officers; police officers; health practitioners; detectives and others	9,595.61	6,430.98	16,026.59
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	5,432.74	5,295.17	10,727.91
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	1,873.06	3,700.29	5,573.35
Total		129,080.95	67,110.47	196,191.42

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

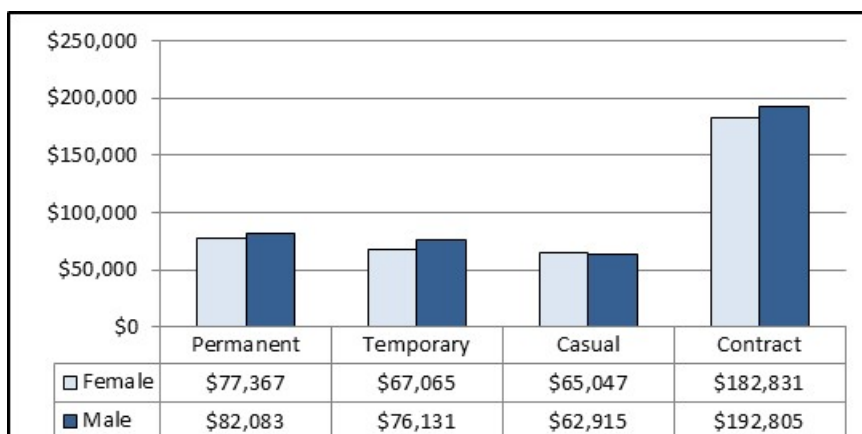
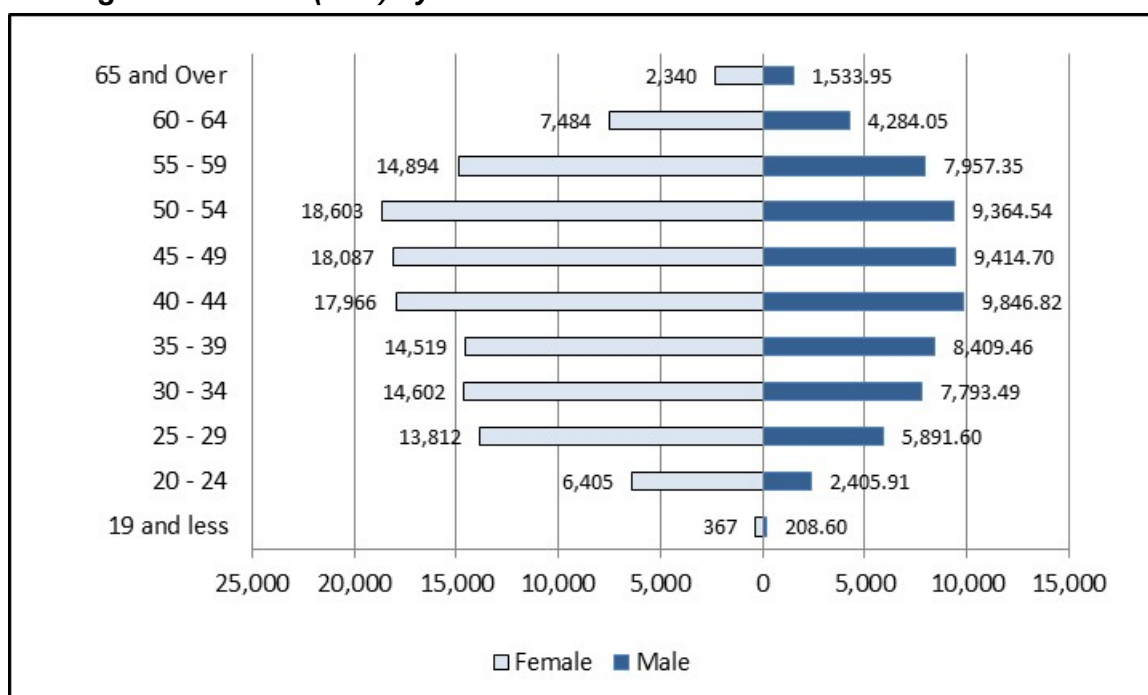


Figure 5: Age Distribution (FTE) by Gender



	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	63.77%	72.69%	70.10%	65.20%	63.32%	64.60%	65.77%	66.52%	65.18%	63.60%	60.41%	65.79%
Male	36.23%	27.31%	29.90%	34.80%	36.68%	35.40%	34.23%	33.48%	34.82%	36.40%	39.59%	34.21%
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 44.03 years (43.87 years for a female and 44.4 years for a male). Interstate/overseas employees are excluded.

The average age ranges from 46.19 years in the Brisbane – West Statistical Area to 42.26 years in the Queensland – Outback Statistical Area.

Figure 6^a: Average Age by Australian Bureau of Statistics (ABS) Statistical Area 4 (QLD Only)

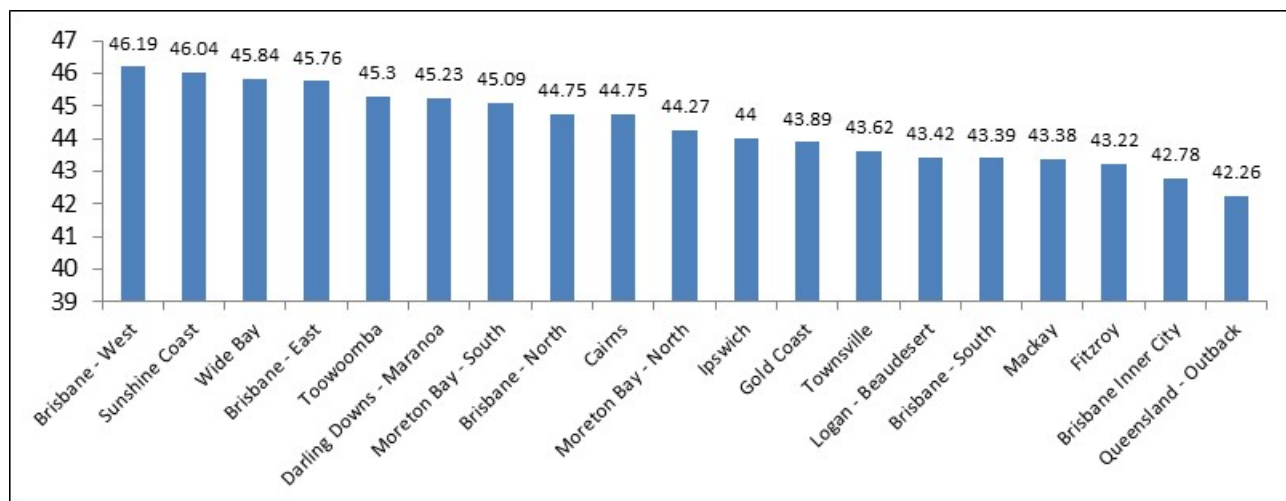
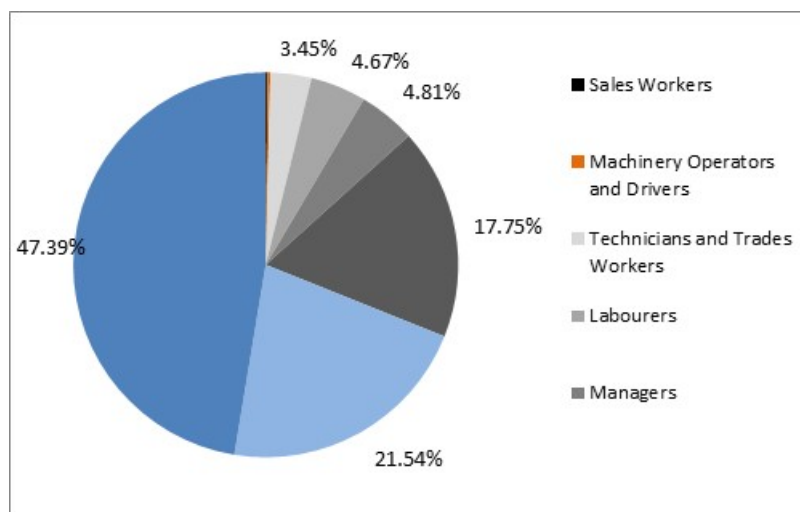


Table 2^a: Full Time Equivalent Employees by Statistical Area 4 - (QLD Only)

Statistical Area 4	Jun-14		Sept-14		% Quarterly Variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,465.62	2.28%	4,506.05	2.30%	0.91%
Brisbane - North	7,910.11	4.03%	7,874.24	4.01%	-0.45%
Brisbane - South	17,486.81	8.91%	17,550.39	8.95%	0.36%
Brisbane - West	3,171.24	1.62%	3,186.06	1.62%	0.47%
Brisbane Inner City	39,754.30	20.26%	39,572.70	20.17%	-0.46%
Cairns	11,613.88	5.92%	11,635.61	5.93%	0.19%
Darling Downs - Maranoa	4,689.37	2.39%	4,725.75	2.41%	0.78%
Fitzroy	9,323.81	4.75%	9,056.19	4.62%	-2.87%
Gold Coast	15,354.88	7.83%	15,646.23	7.98%	1.90%
Ipswich	11,752.39	5.99%	11,830.85	6.03%	0.67%
Logan - Beaudesert	8,922.33	4.55%	8,993.17	4.58%	0.79%
Mackay	5,841.12	2.98%	5,803.29	2.96%	-0.65%
Moreton Bay - North	7,635.05	3.89%	7,709.48	3.93%	0.97%
Moreton Bay - South	2,888.29	1.47%	2,911.00	1.48%	0.79%
Queensland - Outback	5,792.28	2.95%	5,823.82	2.97%	0.54%
Sunshine Coast	10,146.31	5.17%	10,245.76	5.22%	0.98%
Toowoomba	6,706.02	3.42%	6,701.14	3.42%	-0.07%
Townsville	11,415.41	5.82%	11,516.69	5.87%	0.89%
Wide Bay	10,840.30	5.53%	10,890.37	5.55%	0.46%
Queensland	195,709.52	100%	196,178.79	100.00%	0.24%

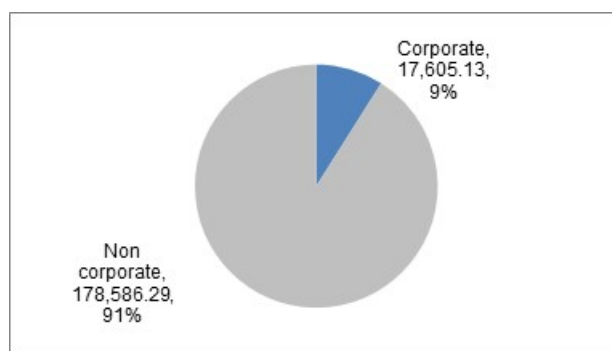
^a Statistical Areas are in accordance with the Australian Bureau of Statistics (ABS) Australian Statistical Geography Standard (ASGS) boundaries. Refer to the definitions page at the back of this report for the definition of location and further details. Note that interstate and overseas employees are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

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



	FTE	% of FTE
Managers	9,433.52	4.81%
Professionals	92,973.52	47.39%
Technicians and Trades Workers	6,763.25	3.45%
Community and Personal Service Work	42,268.59	21.54%
Clerical and Administrative Workers	34,819.78	17.75%
Sales Workers	322.76	0.16%
Machinery Operators and Drivers	452.69	0.23%
Labourers	9,157.31	4.67%
Qld Public Service	196,191.42	100%

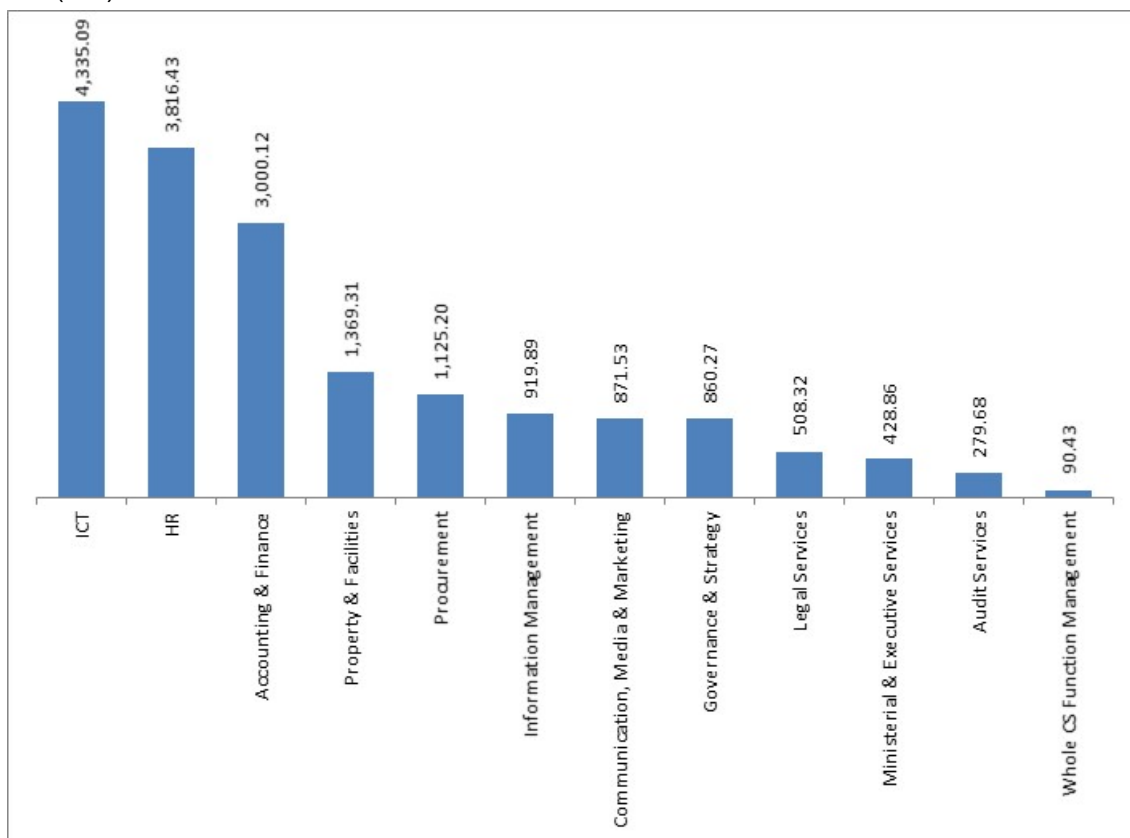
Figure 8: Proportion of Corporate Services Employees (based on full time equivalent employees)



	Corporate	Non corporate	Total FTE
Qld Public Service	17,605.13	178,586.29	196,191.42
	8.97%	91.03%	100.00%

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	3,000.12	17.04%
Audit Services	279.68	1.59%
Communication, Media and Marketing	871.53	4.95%
Governance and Strategy	860.27	4.89%
Human Resources	3,816.43	21.68%
Information and Communications Technology	4,335.09	24.62%
Information Management	919.89	5.23%
Legal Services	508.32	2.89%
Ministerial and Executive Services	428.86	2.44%
Procurement	1,125.20	6.39%
Property and Facilities	1,369.31	7.78%
Whole of Corporate Services Function Management	90.43	0.51%
Qld Public Service - Corporate Total	17,605.13	100.00%

Schedule 1

Staff Full Time Equivalents (FTE) by Agency by Appointment Type, September 2014					
Agency	Permanent	Temporary	Casual	Contract	Total
Aboriginal and Torres Strait Islander and Multicultural Affairs	237.62	49.85	0.43	6.00	293.9
Agriculture, Fisheries and Forestry	1,678.90	263.93	7.87	15.00	1,965.70
Anti-Discrimination Commission Qld	27.8	3.4	0	1.00	32.2
Communities, Child Safety and Disability Services	4,725.39	761.61	148.07	37.00	5,672.07
Education, Training and Employment	49,612.05	11,431.58	2,357.93	165.80	63,567.36
Electoral Commission Qld	31.00	11.80	10.98	1.00	54.78
Energy and Water Supply	187.78	12.30	0.00	9.00	209.08
Environment and Heritage Protection	816.72	173.05	1.30	16.00	1,007.07
Health	51,966.18	14,208.42	2,043.31	2,863.19	71,081.10
Housing and Public Works	2,420.75	437.80	7.43	49.69	2,915.67
Justice and Attorney-General	6,915.57	945.12	235.22	131.96	8,227.87
Legal Aid	376.04	49.1	4.74	9.00	438.88
Local Government, Community Recovery and Resilience	84.37	21	0.08	3.00	108.45
Museum	163.33	48.22	21.24	3.00	235.79
National Parks, Recreation, Sport and Racing	1,125.72	150.98	23.54	28.80	1,329.04
Natural Resources and Mines	2,132.68	143.36	8.11	74.80	2,358.95
Office of Inspector-General of Emergency Management	18	2	0	1.00	21.00
Office of the Health Ombudsman	65.79	16	0	4.00	85.79
Premier and Cabinet	288.21	124.4	0.45	31.95	445.01
Public Safety Business Agency	1,580.20	240.06	44.04	36.5	1,900.80
Public Service Commission	59.9	15.8	0	9.2	84.9
Public Trust	444.85	107.38	0	4	556.23
Qld Art Gallery	174.30	46.2	48.76	3.00	272.26
Qld Audit Office	160.2	14.7	0.61	7.00	182.51
Qld Family and Child Commission	31.05	3.6	0.00	1.00	35.65
Qld Fire and Emergency Services	2,581.86	162.51	219.90	12.00	2,976.27
Qld Police Service	13,530.08	298.32	5.18	112.00	13,945.58
Qld Treasury and Trade	825.68	62.16	0	34.60	922.44
Science, Information Technology, Innovation and the Arts	2,422.85	366.3	23.94	67.30	2,880.39
State Development, Infrastructure and Planning	599.95	202.68	0.00	61.70	864.33
State Library	221.71	47.37	9.36	5.00	283.44
TAFE Qld	2,536.99	1,283.10	228.12	156.20	4,204.41
Tourism, Major Events, Small Business and Commonwealth Games	89.96	15.60	0.00	9.00	114.56
Trade and Investment Qld	77.39	13.00	0.00	7.00	97.39
Transport and Main Roads	6,057.04	331.12	319.39	113.00	6,820.55
Queensland Public Service	154,267.91	32,063.82	5,770.00	4,089.69	196,191.42

Schedule 1 (cont'd)

Staff (Headcount) by Agency by Appointment Type, September 2014					
Agency	Permanent	Temporary	Casual	Contract	Total
Aboriginal and Torres Strait Islander and Multicultural Affairs	246	53	2	6	307
Agriculture, Fisheries and Forestry	1,731	277	17	15	2,040
Anti-Discrimination Commission Qld	30	4	0	1	35
Communities, Child Safety and Disability Services	5,002	830	268	37	6,137
Education, Training and Employment	58,133	16,002	7,228	166	81,529
Electoral Commission Qld	32	12	15	1	60
Energy and Water Supply	197	13	0	9	219
Environment and Heritage Protection	850	182	3	16	1,051
Health	59,448	16,725	4,697	3,792	84,662
Housing and Public Works	2,505	460	8	50	3,023
Justice and Attorney-General	7,178	1,007	492	137	8,814
Legal Aid	413	57	10	9	489
Local Government, Community Recovery and Resilience	88	21	1	3	113
Museum	178	63	57	3	301
National Parks, Recreation, Sport and Racing	1,166	161	39	29	1,395
Natural Resources and Mines	2,221	153	15	75	2,464
Office of Inspector-General of Emergency Management	19	2	0	1	22
Office of the Health Ombudsman	67	16	0	4	87
Premier and Cabinet	303	134	2	35	474
Public Safety Business Agency	1,621	248	47	37	1,953
Public Service Commission	63	16	0	10	89
Public Trust	465	111	0	4	580
Qld Art Gallery	196	49	103	3	351
Qld Audit Office	166	16	2	7	191
Qld Family and Child Commission	33	4	0	1	38
Qld Fire and Emergency Services	2,601	197	2,087	12	4,897
Qld Police Service	13,860	322	10	112	14,304
Qld Treasury and Trade	863	64	0	35	962
Science, Information Technology, Innovation and the Arts	2,575	384	56	68	3,083
State Development, Infrastructure and Planning	628	212	0	64	904
State Library	245	57	38	5	345
TAFE Qld	2,666	1,425	644	157	4,892
Tourism, Major Events, Small Business and Commonwealth Games	96	16	0	9	121
Trade and Investment Qld	80	13	0	7	100
Transport and Main Roads	6,266	358	1,944	113	8,681
Queensland Public Service	172,231	39,664	17,785	5,033	234,713

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 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: http://www.psc.qld.gov.au/publications/workforce-statistics/assets/mohri-service-delivery-definitions_sept13.pdf</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"> - Corporate services are delivered to clients who are internal to the Queensland Government - Corporate services may be provided on an agency-specific, cross-agency or service-wide basis - Employees deliver corporate services activities for the majority of the available working time - Employees may be located in a corporate division, or embedded in business, service or regional areas. <p>Refer to the following document on the PSC website for corporate service function codes: http://www.psc.qld.gov.au/publications/workforce-statistics/assets/mohri-corporate-services.pdf</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: http://www.psc.qld.gov.au/publications/workforce-statistics/assets/mohri-service-delivery-definitions_sept13.pdf</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>