

# State of play: Indigenous people in the Queensland public sector June 2015

## Community representation

3.60% of Queensland community is Indigenous. (based on 2011 ABS\* census)

2.02% of QPS\*\* workforce self-identifies as Indigenous. (n = 4,901)



Representation of Indigenous people is **lower in the QPS** than the Queensland community.

\* ABS = Australian Bureau of Statistics  
\*\* QPS = Queensland public sector

## General demographics

### Gender

Similar gender profiles for Indigenous QPS workforce (70.19% female) and total QPS workforce (68.74% female).

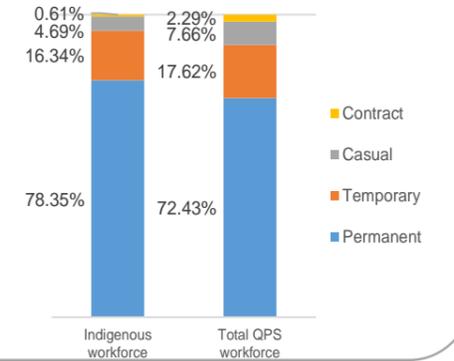
### Age

Similar average age - approximately 44 years - for Indigenous QPS workforce and total QPS workforce.

## Employment category and status

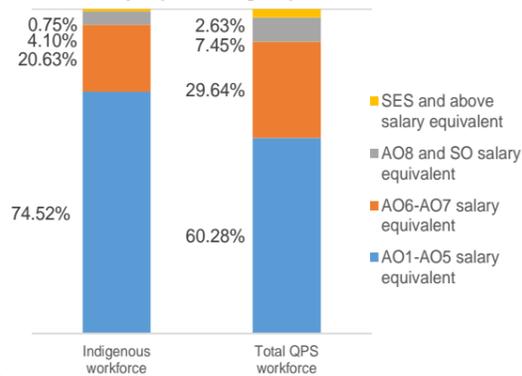
Higher proportion of permanents in Indigenous QPS workforce (78.35%) compared to total QPS workforce (72.43%).

Similar proportion of part-timers (28.48%) in Indigenous QPS workforce compared to total QPS workforce (29.24%). Just over two-thirds of Indigenous employees work full-time (66.82%) compared to just under two-thirds (63.10%) for the total QPS workforce.



## Salary and occupation

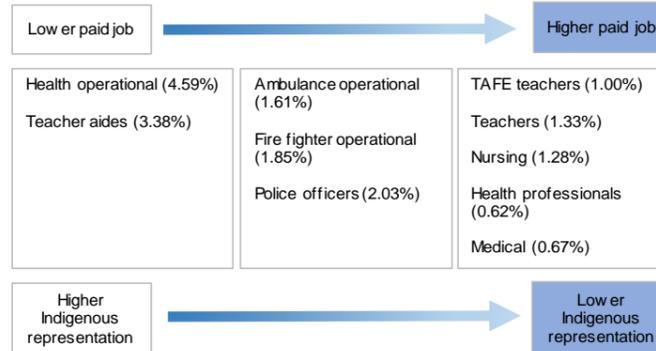
QPS Indigenous workforce has a **lower average annual salary** per employee (\$67,917) than QPS total workforce (\$75,954). Nearly **three quarters of Indigenous QPS workforce is in AO5 and lower salary equivalent group**.



QPS Indigenous workforce more **likely to be in lower paid occupations** than QPS total workforce (e.g. community and personal service occupations rather than professionals).



% of occupational group self-identifying as Indigenous (selected 'special occupational groups' only)



## Absenteeism

Higher absenteeism\* in Indigenous QPS workforce (11.49 days) than total QPS workforce (9.09 days).

10 Local Government Areas with highest absenteeism\* in their Indigenous public service workforce:

1. Kowanyama Aboriginal Shire Council (45.01 days)
2. Goondiwindi Regional Council (22.52 days)
3. Hope Vale Aboriginal Shire Council (19.39 days)
4. Cherbourg Aboriginal Shire Council (17.6 days)
5. North Burnett Regional Council (16.2 days)
6. Livingstone Shire Council (16.13 days)
7. McKinlay Shire Council (15.89 days)
8. Charters Towers Regional Council (15.28 days)
9. Lockhart River Aboriginal Shire Council (15.16 days)
10. Cassowary Coast Regional Council (14.98 days)

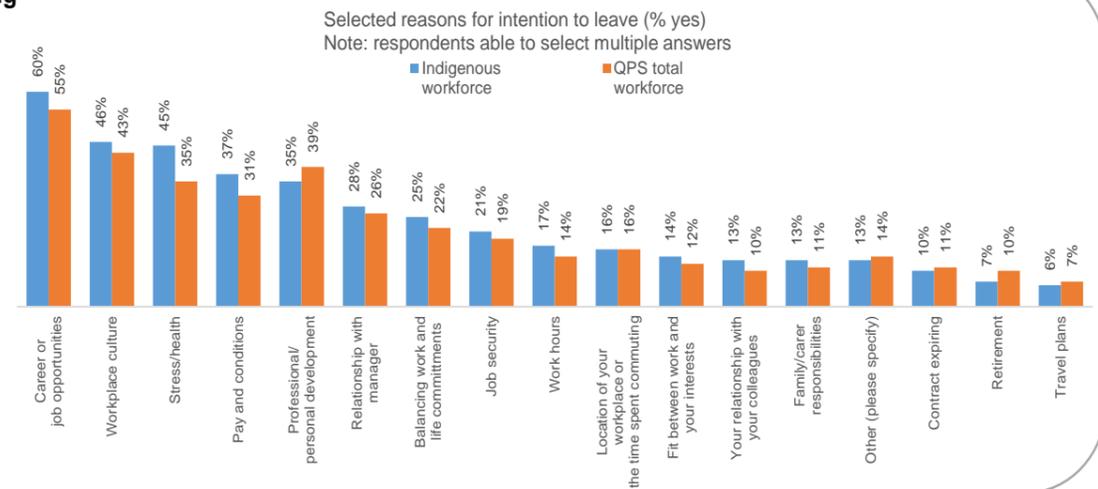
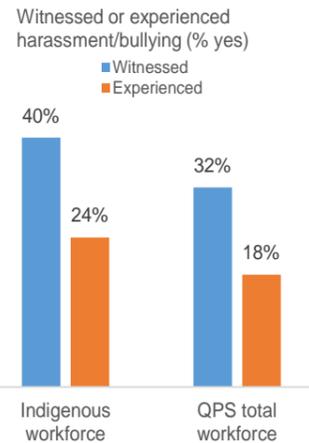
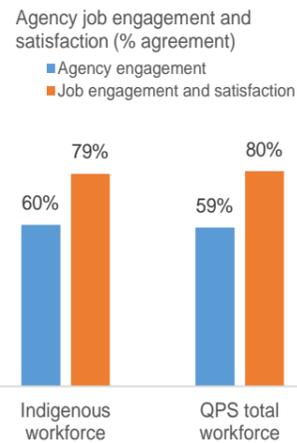
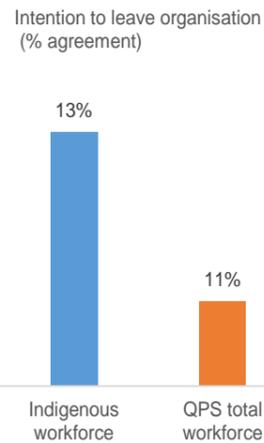
\* Average annual absent Award days per employee taken in 12 months to 30 June 2015

## Separations, tenure, engagement, intention to leave, harassment/bullying

The **separation rate\*** is higher for the QPS Indigenous workforce (6.57%) than the QPS total workforce (5.65%).

The **average length of QPS tenure (permanent employees)** is slightly less for the QPS Indigenous workforce (13.07 yrs) than the QPS total workforce (13.58 yrs).

\* % of permanents exiting the Queensland public service in the 12 months to 30 June 2015.



The Queensland Government is committed to building constructive workplace cultures across the public sector where workforce inclusion and diversity is embraced and fostered as not only the right thing to do, but because it makes the best business sense.

The *State of play: Indigenous people in the Queensland public sector* dashboard was prepared by the Public Service Commission (PSC), and the data was sourced from:

- quarterly Minimum Obligatory Human Resource Information (MOHRI)—collated by the PSC on behalf of Queensland Government agencies
- the 2015 Working for Queensland Employee Opinion Survey.

The data in the dashboard report vary based on available data and relevance of items at a point in time.

## Analysis

### Community and public sector representation

- Representation of Indigenous people in the Queensland public sector is low (2.02%) when compared to the Queensland community (3.60%).

### Salary and occupation

- The Indigenous workforce has a lower average annual salary per employee (\$67,917) than the total workforce (\$75,954). Given employees receive the same salary for the same job, this indicates Indigenous employees are working in lower paid jobs compared to the total workforce.
- Nearly three quarters of the Indigenous workforce is in an AO5 or lower salary equivalent group (as if working full-time).
- When occupation is looked at in terms of the standard Australian Bureau of Statistics (ABS) Australian and New Zealand Standard Classification of Occupations (ANZSCO) groupings, the Indigenous workforce falls largely into the community and personal service workers group (40%). In contrast, the majority of the total workforce falls into the professionals group (46%).
- In specific occupational groups (based on 'special occupational group' information supplied in the MOHRI dataset) there is lower Indigenous representation in some higher paid jobs and higher Indigenous representation in some lower paid jobs. This is evident in a number of 'portfolios' within the public sector—health, education and community safety.

### Separation

- The annual separation rate (i.e. percentage of permanent employees exiting the Queensland public sector) is higher for the Indigenous workforce (6.57%) than the total workforce (5.65%).

### Tenure

- The length of tenure (permanent employees) is slightly less for the Indigenous workforce (13.07 years) than the total workforce (13.58 years).

### Intention to leave

- According to the 2015 Working for Queensland Employee Opinion Survey results, the Indigenous workforce have indicated a higher intention to leave their organisation. The more common reasons for this are lack of professional development (and study), stress, and pay and conditions. This is generally reflective of results for the total workforce.

## Job and agency engagement

- The Indigenous workforce reported higher agency engagement (60%) than the total workforce (59%). There was 79% positive agreement for job engagement and satisfaction reported for the Indigenous workforce that was 1% lower than the total workforce.

## Harassment and bullying

- The Indigenous workforce reported higher levels of witnessing or subjection to, harassment or bullying in their workplace within the last 12 months than the total workforce.

## Absenteeism

- Unscheduled absenteeism in the Indigenous workforce (11.49 days) is higher than the total workforce (9.09 days). Refer to definitions for further information.
- The 10 local government areas (LGAs) with the highest absenteeism within their Indigenous public sector workforce (days taken for 12 months to 30 June 2015) are:
  1. Kowanyama Aboriginal Shire Council (45.01 days)
  2. Goondiwindi Regional Council (22.52 days)
  3. Hope Vale Aboriginal Shire Council (19.39 days)
  4. Cherbourg Aboriginal Shire Council (17.6 days)
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  8. Charters Towers Regional Council (15.28 days)
  9. Lockhart River Aboriginal Shire Council (15.16 days)
  10. Cassowary Coast Regional Council (14.98 days)

## General demographic notes

- There are similar gender profiles for Indigenous workforce (70.19% female) and total workforce (68.74% female).
- There is a similar average age—about 44 years—for Indigenous workforce and total workforce.
- There is a higher proportion of permanents in the Indigenous workforce (78.35%) compared to the total workforce (72.43%).
- There is a similar proportion of part-time employees within the Indigenous workforce (28.48%) compared to the total workforce (29.24%). Just over two-thirds of Indigenous employees work full-time compared to just under two-thirds for the total workforce.

## Accompanying definitional notes

**Note:** this report has been prepared as per PSC responsibilities under Chapter 2 (Equal Employment Opportunity) *Public Service Act 2008*.

Term	Definition/notes
<p>Queensland public sector  (as defined in the MOHRI data set, for the purposes of this report)</p>	<p>Effective from December 2014, the scope of this report is known as the Queensland public sector instead of the Queensland public service. This reflects the changes within the legislative and employment framework.</p> <p>This report includes core public sector workforce statistical data from Queensland Government agencies, public service offices and other government entities. These include:</p> <ul style="list-style-type: none"> <li>• Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP)</li> <li>• Department of Agriculture and Fisheries (DAF)</li> <li>• Department of Communities, Child Safety and Disability Services (DCCSDS)</li> <li>• Department of Education and Training (DET)</li> <li>• Department of Energy and Water Supply (DEWS)</li> <li>• Department of Environment and Heritage Protection (DEHP)</li> <li>• Department of Housing and Public Works (DHPW)</li> <li>• Department of Infrastructure, Local Government and Planning (DILGP)</li> <li>• Department of Justice and Attorney-General (DJAG)</li> <li>• Department of National Parks, Sport and Racing (DNPSR)</li> <li>• Department of Natural Resources and Mines (DNRM)</li> <li>• Department of Science, Information Technology and Innovation (DSITI)</li> <li>• Department of State Development (DSD)</li> <li>• Department of the Premier and Cabinet (DPC)</li> <li>• Department of Tourism, Major Events, Small Business and Commonwealth Games (DTESB)</li> <li>• Department of Transport and Main Roads (DTMR)</li> <li>• Public Safety Business Agency (PSBA)</li> <li>• Queensland Fire and Emergency Services (QFES)</li> <li>• Queensland Health (HLTH), including: <ul style="list-style-type: none"> <li>- Department of Health</li> <li>- Hospital and Health Services (HHS)</li> <li>- Queensland Ambulance Service (QAS)</li> </ul> </li> <li>• Queensland Police Service (QPS)</li> <li>• Queensland Treasury (QT)</li> <li>• Anti-Discrimination Commission Queensland (ADCQ)</li> <li>• Electoral Commission Queensland (ECQ)</li> <li>• Legal Aid Queensland (LGAID)</li> <li>• Office of Inspector-General of Emergency Management (OIGEM)</li> <li>• Office of the Health Ombudsman (OHO)</li> <li>• Public Service Commission (PSC)</li> <li>• Queensland Art Gallery (QART)</li> <li>• Queensland Family and Child Commission (QFCC)</li> <li>• Queensland Museum (MUSM)</li> <li>• State Library of Queensland (SLIB)</li> <li>• TAFE Queensland (TAFEQ)</li> <li>• The Public Trustee (PTO)</li> <li>• Trade and Investment Queensland (TIQ)</li> </ul> <p>Government owned corporations and most statutory bodies are not in scope for this report.</p>

Term	Definition/notes
MOHRI	<p>MOHRI data is provided by agencies (from their individual human resource [HR] information systems) to the PSC on a quarterly basis.</p> <p>This approach was adopted to facilitate strategic management of HR across the Queensland public sector.</p> <p>Workforce details of agencies are reported to government and included in other statistical reports as per PSC Directive 05/2014.</p> <p>Headcounts of employees whose employment status is A (Active) or P (Paid leave for a period greater than eight weeks) are included in the figures.</p> <p>It is important to note the MOHRI collection is only concerned with employees of agencies and not private sector contractors and/or consultants who may be engaged to undertake specific work and paid through financial systems.</p> <p>The figures stated in this report are subject to revision and further validation by departments and agencies.</p> <p>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.</p>

## Sectional notes

Section	Data source/s	Definitions/notes
Representation Community Queensland public sector	ABS* MOHRI collated by the PSC	<p>Sourced from ABS Cat. No. 2075.0, Census of Population and Housing – Counts of Aboriginal and Torres Strait Islander Australians, 2011. Released 21/6/2012.</p> <p>Active/paid headcount of employees self-identifying as Indigenous in the EEO** census.</p>
Salary and occupation	MOHRI collated by the PSC	<p><b>Average annual salary (full-time equivalent)</b> means the salary of a person as if they were working full time. It excludes allowances.</p> <p><b>AO equivalent Salary groups</b> are as if the employee is working full-time. Equivalency levels up to and including AO8 equivalents are reflective of the AO salary scale within the State Government Departments Certified Agreement.</p> <p>This agreement has been selected because it has coverage of approximately 50,000 employees distributed across most agencies.</p> <p><b>ANZSCO***</b> is an industry standard coding system that attributes a six digit code to a position to describe the occupation being performed. The professional workforce includes those records coded as 'professional' as per the ANZSCO classifications. The professionals group includes teachers, high-level nurses, health practitioners, doctors and others. The community and personal services workers includes police, teacher aides, low-level nurses, ambulance officers, fire fighters and others.</p> <p>The occupations specified in the graph called '% of occupational group self-identifying as Indigenous' are sourced from a MOHRI field called 'Special occupational group'.</p>

Separation rate	MOHRI collated by the PSC	The number of permanent employees who separate (i.e. exit) from the public sector as a proportion of the total number of permanent employees in the public sector. This figure is expressed as a percentage.
Intention to leave	2015 Working for Queensland Employee Opinion Survey	<p>Intention to leave the organisation</p> <p><b>Original question:</b> I intend to leave my organisation within the next 12 months?</p> <p>Intention to leave the Queensland public sector</p> <p><b>Original question:</b> I intend to leave the Queensland public sector within the next 12 months?</p> <p>The intention to leave the Queensland public sector question was only asked of those who agreed or strongly agreed with the intention to leave the organisation statement.</p> <p>The percentages shown for the leaving the Queensland public sector question are based on all respondents who responded to the leaving the organisation question so the percentages relate to the whole sample.</p> <p>Reasons for intending to leave—respondents are able to select multiple answers.</p>
Tenure	MOHRI collated by the PSC	<p>Length of Queensland public sector service in years.</p> <p>Permanent employees only.</p>
Job engagement and satisfaction	2014 Working for Queensland Employee Opinion Survey	<p>Percentages combine 'strongly agree' and 'agree' responses are based on valid responses (exclude missing cases).</p> <p>Agency engagement, and job engagement and satisfaction are measures combining information from multiple survey items as per below:</p> <p><b>Job engagement and satisfaction</b></p> <p>q22f: I enjoy the work in my current job?</p> <p>q22g: My job gives me a feeling of personal accomplishment?</p> <p>q22h: When needed, I am willing to put in the extra effort to get a job done?</p> <p>q37: All things considered, how satisfied are with your current job?</p> <p><b>Agency engagement</b></p> <p>q35c: I feel strong personal attachment to my organisation?</p> <p>q35b: I am proud to tell others I work for my organisation?</p> <p>q35d: My organisation motivates me to help it achieve its objectives?</p> <p>q35e: My organisation inspires me to do the best in my job?</p> <p>q35a: I would recommend my organisation as a great place to work?</p>

		<p>For agency engagement, and job engagement and satisfaction the percentages relate to all valid responses to the items included in the measures.</p> <p>The resulting percentage can be seen as the average agreement to the survey items included in the measures.</p>
Harassment and bullying	2015 Working for Queensland Employee Opinion Survey	<p><b>Original questions</b></p> <p>During the last 12 months have you witnessed harassment or bullying in your workplace?</p> <p>During the last 12 months, have you been subjected to harassment or bullying in your workplace?</p>
Age	MOHRI collated by the PSC	Average age.
Employment category	MOHRI collated by the PSC	<p>Employment category is either permanent, temporary, casual or contract.</p> <ul style="list-style-type: none"> <li>• <b>Permanent</b> employees who are employed on a continuing basis to perform ongoing functions.</li> <li>• <b>Temporary</b> 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. Temporary employees are generally employed on the same conditions as permanent employees as prescribed by the applicable industrial instrument.</li> <li>• <b>Casual</b> employees are not permanent employees and normally work less than full-time hours as prescribed by the applicable industrial instrument. <ul style="list-style-type: none"> <li>- Casual employment attracts the payment of a loading (as prescribed by the applicable industrial instrument) in lieu of sick and recreation leave.</li> <li>- 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.</li> <li>- 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.</li> </ul> </li> </ul> <p>The Contract group includes employees of the senior executive service and the chief executive service, and those employed under Section 122 of the <i>Public Service Act 2008</i> or similar legislation in other relevant Acts. Also includes employees on common law and high income guarantee contracts.</p>

Employment status	MOHRI collated by the PSC	<p>Employment status can be full-time, part-time or casual.</p> <ul style="list-style-type: none"> <li>• <b>Full-time</b> means an employee who works full-time hours as specified in the award or agreement under which the employee is engaged.</li> <li>• <b>Part-time</b> means an employee who works less than full-time hours and performs those duties on a regular basis.</li> </ul> <p>For the meaning of casual employee, refer to the section above about employment category.</p>
Absenteeism	MOHRI collated by the PSC	<p>Includes sick leave, miscellaneous special leave, leave to claim workers' compensation, carers' leave and time absent due to industrial disputes.</p> <p>Excludes casual employees.</p> <p>Average absent full-time days taken per employee is derived from the total number of hours absent divided by the prescribed award hours per day for each employee. This is shown as an annual figure by LGA. Only the 10 LGAs with the highest absenteeism are shown.</p> <p>There is a three month time lag in the collection period to allow the data to settle (e.g. MOHRI data collected in the fourth quarters to the December quarter, represents leave taken in 12 month period to 30 September 2014).</p>

\* Australian Bureau of Statistics

\*\* Equal employment opportunity

\*\*\* Australian and New Zealand Standard Classification of Occupations

## More information

For more information, contact Performance Analytics, Performance and Capability Development, PSC on (07) 3003 2800 or [commission.psc@psc.qld.gov.au](mailto:commission.psc@psc.qld.gov.au)