

Queensland public sector quarterly workforce profile

March 2016



About this report

This report presents a brief overview of the composition of the Queensland public sector. It supports the principle of a transparent and accountable government by openly publishing information about the public sector workforce.

The data provided by Queensland government agencies is part of the government approved Minimum Obligatory Human Resource Information (MOHRI) process and is a snapshot of the workforce as at March 2016. Annual and 10–year data trends on a wider range of workforce measures are published annually in the [Characteristics of the Queensland Public Sector workforce](#).

This report includes workforce statistical data from Queensland Government departments, public service offices, Hospital and Health Services (HHSs) and other government entities, including TAFE.

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

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Queensland public sector profile

Information contained in the following figures and tables have been identified from Minimum Obligatory Human Resource Information (MOHRI) data for March 2016.

By size

There has been an increase of 4058.34 full-time equivalent (FTE) employees in the public sector since December 2015 quarter—an increase of 1.97 per cent.

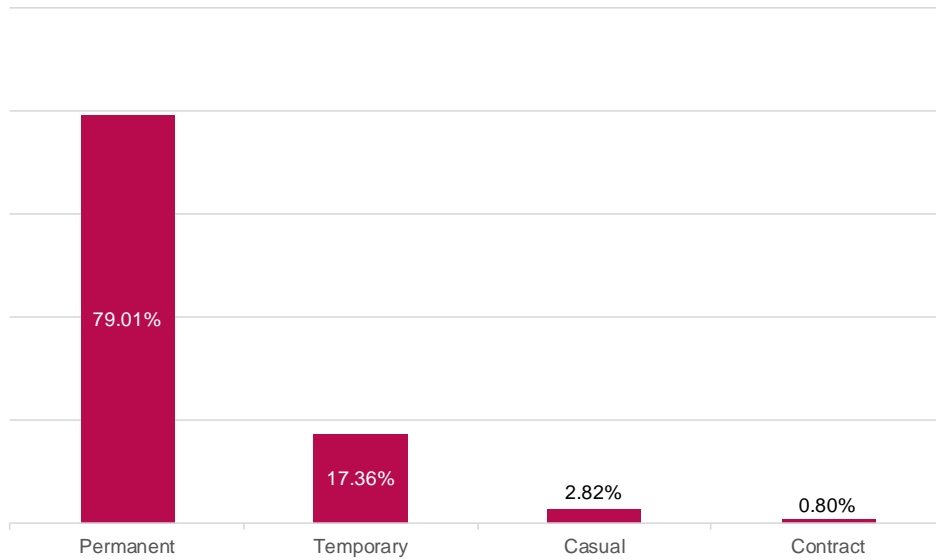
Table 1: Number of FTE by agency

Agency	December 2015	March 2016	Quarterly variance in total FTE	% Quarterly variance in total FTE
Department of Aboriginal and Torres Strait Islander Partnerships	272.69	285.65	12.96	4.75%
Department of Agriculture and Fisheries	2,001.45	2,017.99	16.54	0.83%
Department of Communities, Child Safety and Disability Services	5,975.49	5,928.17	-47.32	-0.79%
Department of Education and Training	66,025.73	67,245.06	1,219.33	1.85%
Department of Energy and Water Supply	211.09	210.54	-0.55	-0.26%
Department of Environment and Heritage Protection	1,046.26	1,062.70	16.44	1.57%
Department of Housing and Public Works	2,956.28	2,972.92	16.64	0.56%
Department of Infrastructure, Local Government and Planning	427.86	432.66	4.80	1.12%
Department of Justice and Attorney-General	7,934.29	8,126.60	192.31	2.42%
Department of National Parks, Sport and Racing	1,334.50	1,344.06	9.56	0.72%
Department of Natural Resources and Mines	2,345.24	2,361.41	16.17	0.69%
Department of Science, Information Technology and Innovation	2,623.59	2,650.74	27.15	1.03%
Department of State Development	583.02	589.79	6.77	1.16%
Department of the Premier and Cabinet	642.81	660.22	17.41	2.71%
Department of Tourism, Major Events, Small Business and Commonwealth Games	138.92	144.82	5.90	4.25%
Department of Transport and Main Roads	6,850.75	6,968.27	117.52	1.72%
Queensland Fire and Emergency Services	3,033.32	3,033.15	-0.17	-0.01%
Queensland Health	76,761.75	78,991.23	2,229.48	2.90%
Queensland Police Service	14,264.64	14,312.85	48.21	0.34%
Queensland Treasury	1,808.32	1,836.92	28.60	1.58%
Anti-Discrimination Commission Queensland	33.11	33.97	0.86	2.60%
Electoral Commission Queensland	58.31	66.25	7.94	13.62%
Legal Aid Queensland	444.09	446.25	2.16	0.49%
Office of the Health Ombudsman	121.65	121.46	-0.19	-0.16%
Office of the Inspector-General of Emergency Management	21.90	21.40	-0.50	-2.28%
Public Safety Business Agency	2,004.44	2,007.25	2.81	0.14%
Public Service Commission	80.40	78.90	-1.50	-1.87%
Public Trustee	543.95	538.18	-5.77	-1.06%
Queensland Art Gallery	282.16	269.25	-12.91	-4.58%
Queensland Audit Office	178.11	182.25	4.14	2.32%
Queensland Family and Child Commission	46.35	51.85	5.50	11.87%
Queensland Museum	249.47	253.21	3.74	1.50%
State Library of Queensland	282.48	282.79	0.31	0.11%
TAFE Queensland	3,845.08	3,962.00	116.92	3.04%
Trade and Investment Queensland	100.20	97.28	-2.92	-2.91%
Queensland public sector	205,529.70	209,588.04	4,058.34	1.97%

By employment category

The majority of the workforce are permanent employees. Temporary and casual employment remain relatively low at 17.36 per cent and 2.82 per cent respectively.

Figure 1: Percentage of FTE by appointment type



Females accounted for 66.43 per cent of the total FTE employment.

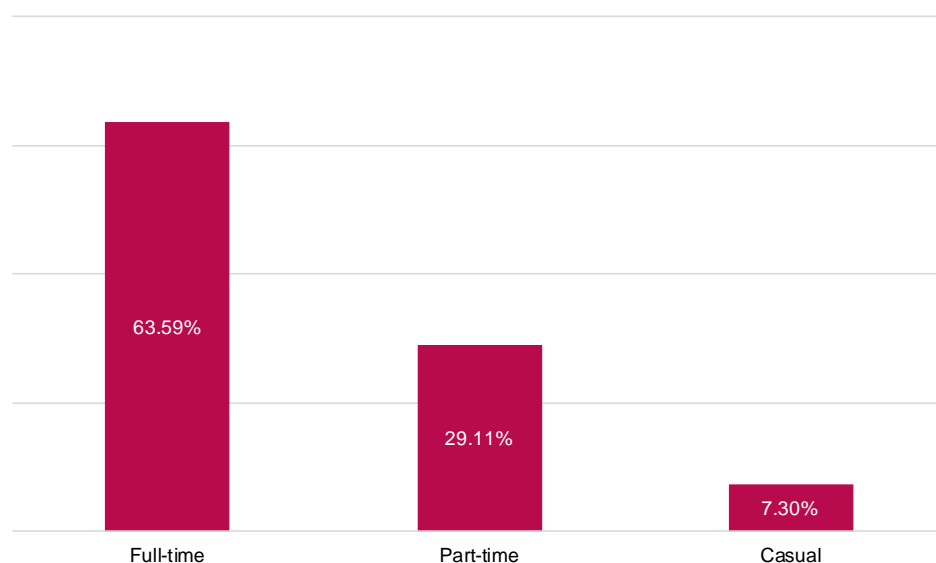
Table 2: Number of FTE by appointment type and gender

	Permanent		Temporary		Casual		Contract		Queensland public sector total (FTE)	
Female	109,039.58	65.84%	25,458.78	69.96%	4,142.07	70.09%	586.33	34.76%	139,226.76	66.43%
Male	56,563.00	34.16%	10,930.07	30.04%	1,767.74	29.91%	1,100.47	65.24%	70,361.28	33.57%
Total	165,602.58	100.00%	36,388.85	100.00%	5,909.81	100.00%	1,686.80	100.00%	209,588.04	100.00%

A breakdown of appointment type within each agency by headcount and FTE is contained in [Schedule 1](#).

A total of 63.59 per cent of employees work full-time and 29.11 per cent of employees have part-time work arrangements.

Figure 2: Percentage of headcount by employment status



Females account for nearly 90 per cent of part-time work arrangements.

Table 3: Number of headcount by employment status and gender

	Full-time		Part-time		Casual		Queensland public sector total (Headcount)	
Female	94,629	59.70%	64,694	89.15%	12,426	68.24%	171,749	68.90%
Male	63,888	40.30%	7,870	10.85%	5,782	31.76%	77,540	31.10%
Total	158,517	100.00%	72,564	100.00%	18,208	100.00%	249,289	100.00%

By earnings

While females and males receive the same salary for the same classification job, the FTE average annual earnings for females is \$9142 less than males. Females are generally in lower paid jobs than males, with 70.03 per cent of AO2 to AO6 and equivalent roles held by females. This figure decreases to 60.68 per cent in AO7 and equivalent roles, 60.03 per cent in AO8 and equivalent roles, 51.24 per cent in senior officer and equivalent roles and 35.19 per cent in senior executives and equivalent roles.

Figure 3: Percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time)

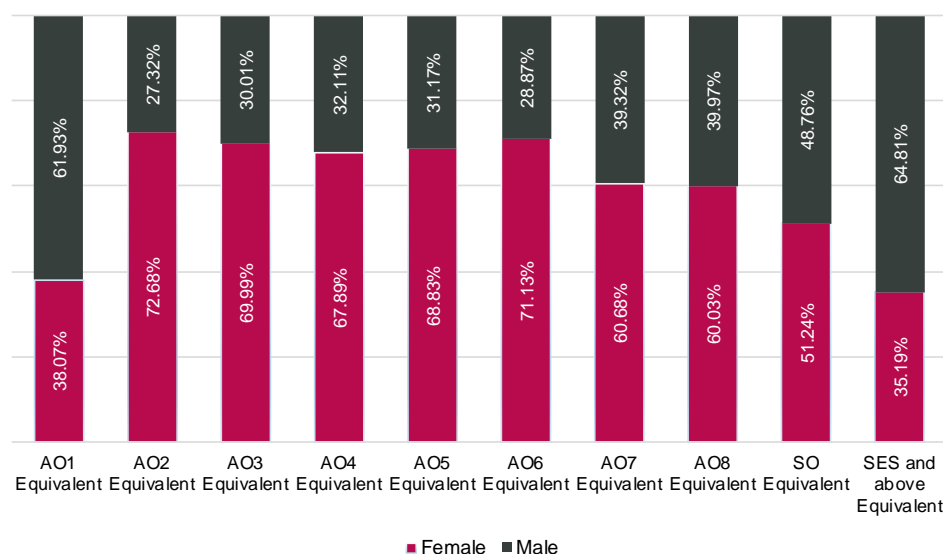


Table 4: Number and percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time)

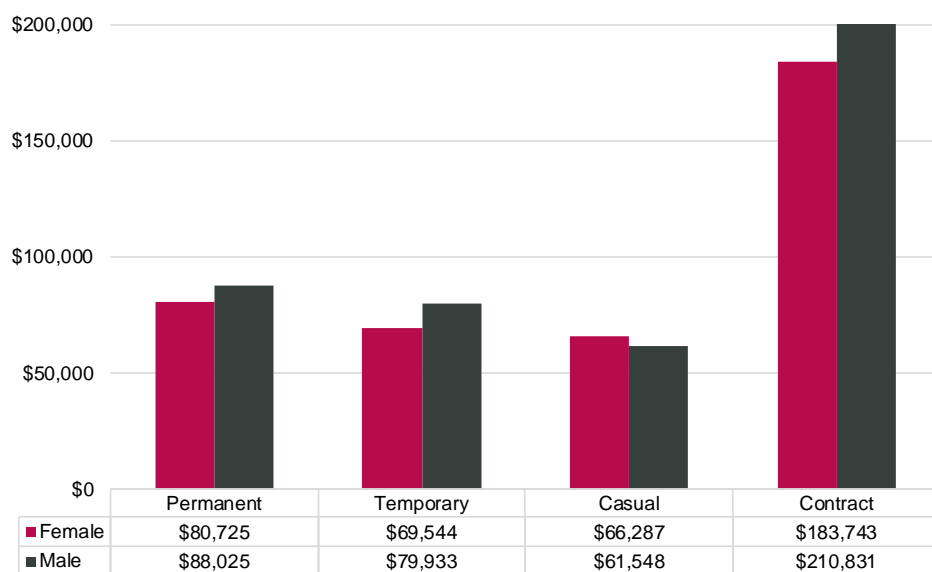
	Female		Male		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
AO1 and equivalent	131.91	38.07%	214.58	61.93%	346.49	100.00%
AO2 and equivalent	16,413.45	72.68%	6,169.37	27.32%	22,582.82	100.00%
AO3 and equivalent	21,498.09	69.99%	9,215.83	30.01%	30,713.92	100.00%
AO4 and equivalent	23,471.92	67.89%	11,102.05	32.11%	34,573.97	100.00%
AO5 and equivalent	18,624.73	68.83%	8,435.69	31.17%	27,060.42	100.00%
AO6 and equivalent	30,544.26	71.13%	12,395.43	28.87%	42,939.69	100.00%
AO7 and equivalent	12,009.90	60.68%	7,782.96	39.32%	19,792.86	100.00%
AO8 and equivalent	9,553.93	60.03%	6,360.47	39.97%	15,914.40	100.00%
SO and equivalent	4,681.66	51.24%	4,454.42	48.76%	9,136.08	100.00%
SES and above equivalent	2,296.91	35.19%	4,230.48	64.81%	6,527.39	100.00%
Queensland public sector	139,226.76	66.43%	70,361.28	33.57%	209,588.04	100.00%

Table 5: Number of FTE by annual earnings and gender, based on AO equivalent (as if working full-time) with selected occupations as examples

AO equivalent ¹	Occupations (selected examples only)	Female	Male	Total
AO1 and equivalent	Police recruits	131.91	214.58	346.49
AO2 and equivalent	Teacher aides, cleaners, administration staff, janitor/grounds persons, operational staff at Queensland Health, nursing assistants, some ambulance and fire fighter operational staff and others	16,413.45	6,169.37	22,582.82
AO3 and equivalent	Operational staff at Queensland Health, teacher aides, administration officers, some teachers, enrolled nurses and assistants in nursing, some registered nurses, some ambulance operational staff and others	21,498.09	9,215.83	30,713.92
AO4 and equivalent	Teachers, enrolled nurses, assistants in nursing and registered nurses, administration officers, some ambulance and fire fighter operational staff, police officers and others	23,471.92	11,102.05	34,573.97
AO5 and equivalent	Teachers, registered nurses, administration officers, some ambulance and fire fighter operational staff, TAFE teachers, medical staff at Queensland Health, police officers, health practitioners and others	18,624.73	8,435.69	27,060.42
AO6 and equivalent	Teachers, clinical and registered nurses, TAFE teachers, some ambulance operational staff, police officers, health practitioners, detectives and others	30,544.26	12,395.43	42,939.69
AO7 and equivalent	Clinical and registered nurses, teachers, police officers, detectives and others	12,009.90	7,782.96	19,792.86
AO8 and equivalent	Clinical nurses, consultant/manager/educator, clinical and registered nurses, teachers, principals and guidance officers, police officers, health practitioners, detectives and others	9,553.93	6,360.47	15,914.40
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	4,681.66	4,454.42	9,136.08
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	2,296.91	4,230.48	6,527.39
Total		139,226.76	70,361.28	209,588.04

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 is 43.99 years (43.82 years for a female and 44.35 years for a male). Interstate and overseas employees are excluded from the analysis.

Figure 5: Number of FTE by age distribution and gender

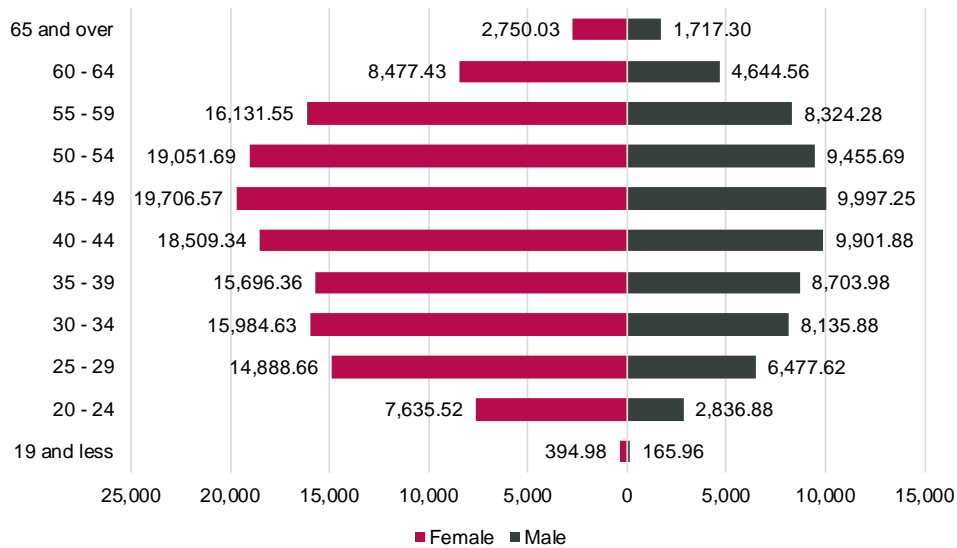


Table 6: Percentage of full-time equivalent by age distribution and gender

	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
Female	70.41%	72.91%	69.68%	66.27%	64.33%	65.15%	66.34%	66.83%	65.96%	64.60%	61.56%	66.43%
Male	29.59%	27.09%	30.32%	33.73%	35.67%	34.85%	33.66%	33.17%	34.04%	35.40%	38.44%	33.57%
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%

By geography

Geographic analysis of the workforce is based on the Queensland Statistical Area Level 4 (SA4).² There are 19 statistical areas in Queensland listed in Table 7.

Just over 20 per cent of employees are located in the Brisbane inner city statistical area. Since the December 2015 quarter, the most significant increases in statistical areas are:

- 3.61 per cent in FTE for Moreton Bay–South statistical area
- 3.36 per cent for Gold Coast statistical area
- 2.85 per cent for Brisbane–West statistical area.

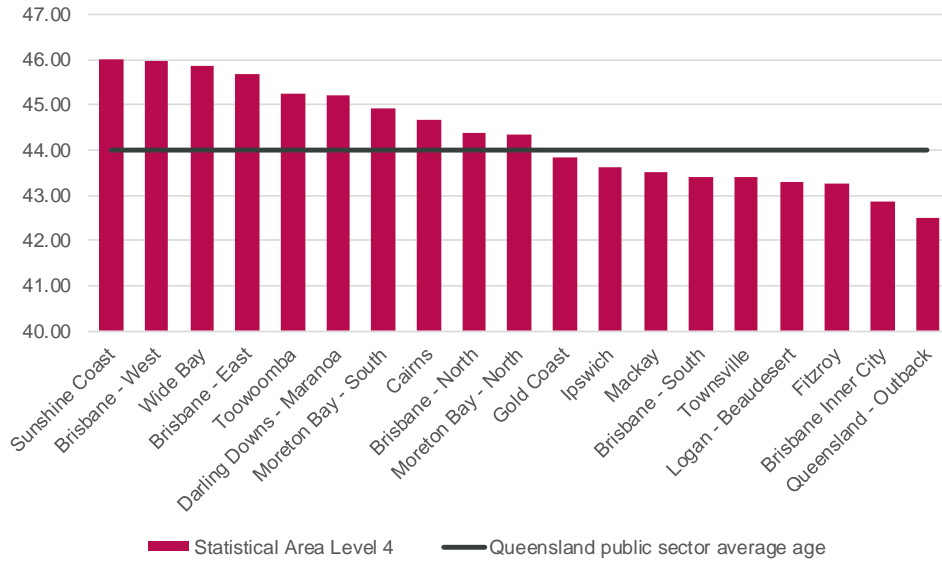
Table 7: FTE and quarterly variance in FTE by Queensland SA4

Statistical Area Level 4	December 2015		March 2016		% of quarterly variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,566.26	2.22%	4,645.78	2.22%	1.74%
Brisbane - North	8,601.48	4.19%	8,777.76	4.19%	2.05%
Brisbane - South	18,112.89	8.81%	18,327.76	8.75%	1.19%
Brisbane - West	3,291.13	1.60%	3,385.07	1.62%	2.85%
Brisbane Inner City	41,443.45	20.17%	42,376.15	20.22%	2.25%
Cairns	12,243.53	5.96%	12,536.31	5.98%	2.39%
Darling Downs - Maranoa	4,814.73	2.34%	4,802.58	2.29%	-0.25%
Fitzroy	9,279.42	4.52%	9,381.34	4.48%	1.10%
Gold Coast	16,460.75	8.01%	17,014.47	8.12%	3.36%
Ipswich	12,870.36	6.26%	13,191.79	6.30%	2.50%
Logan - Beaudesert	9,563.27	4.65%	9,760.09	4.66%	2.06%
Mackay	6,024.05	2.93%	6,128.52	2.92%	1.73%
Moreton Bay - North	8,306.86	4.04%	8,502.59	4.06%	2.36%
Moreton Bay - South	2,981.88	1.45%	3,089.38	1.47%	3.61%
Queensland - Outback	6,019.53	2.93%	6,074.45	2.90%	0.91%
Sunshine Coast	10,560.88	5.14%	10,851.73	5.18%	2.75%
Toowoomba	6,975.30	3.39%	7,034.91	3.36%	0.85%
Townsville	12,053.93	5.87%	12,271.11	5.86%	1.80%
Wide Bay	11,326.30	5.51%	11,399.55	5.44%	0.65%
Queensland	205,496.00	100.00%	209,551.34	100.00%	1.97%

2. Statistical areas are in accordance with the Australian Bureau of Statistics (ABS) Australian Statistical Geography Standard (ASGS) boundaries. Refer to definitions for further detail.
Note: interstate and overseas employees are excluded from the table.

The average age of employees by statistical area ranges from 46.00 years in the Sunshine Coast to 42.49 years in the Queensland outback. Interstate and overseas employees are excluded from the analysis.

Figure 6: Average age by Queensland SA4



By occupation

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

Nearly half (48.33 per cent) of the public sector are professionals. More than a fifth (21.24 per cent) are community and personal service workers, and nearly a fifth (17.56 per cent) are clerical and administrative workers.

Figure 7: Percentage of FTE by occupation

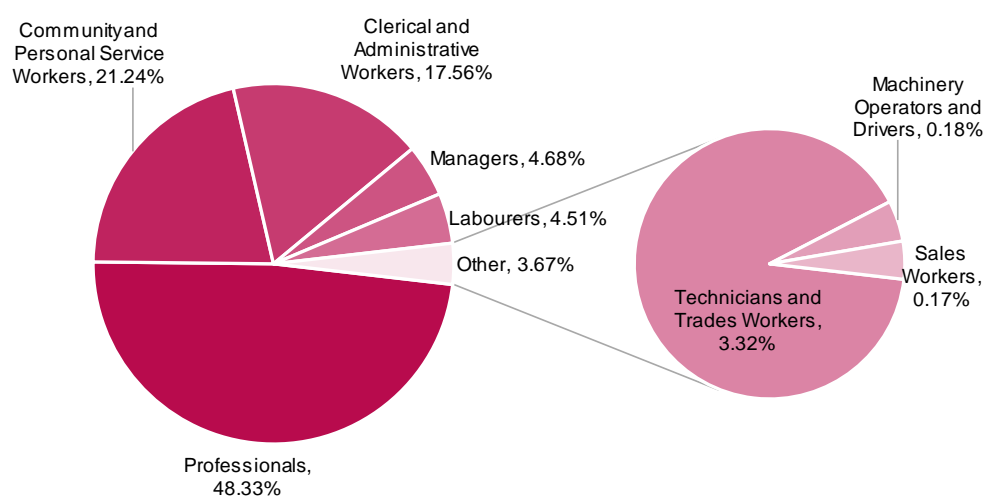


Table 8: Number and percentage of FTE by occupation

Type of occupation type	FTE	% of FTE
Professionals	101,303.71	48.33%
Community and Personal Service Workers	44,525.42	21.24%
Clerical and Administrative Workers	36,806.90	17.56%
Managers	9,811.82	4.68%
Labourers	9,449.25	4.51%
Technicians and Trades Workers	6,965.57	3.32%
Machinery Operators and Drivers	376.00	0.18%
Sales Workers	349.37	0.17%
Queensland public sector	209,588.04	100.00%

By type of service

Employees in corporate services represent 8.97 per cent of the public sector, with the two largest functions of information and communications technology (ICT) and human resources (HR), accounting collectively for 47.39 per cent of corporate service employees. The next largest functions within corporate services are accounting and finance (16.21 per cent) and property and facilities (7.40 per cent).

Figure 8: Percentage of FTE by type of service

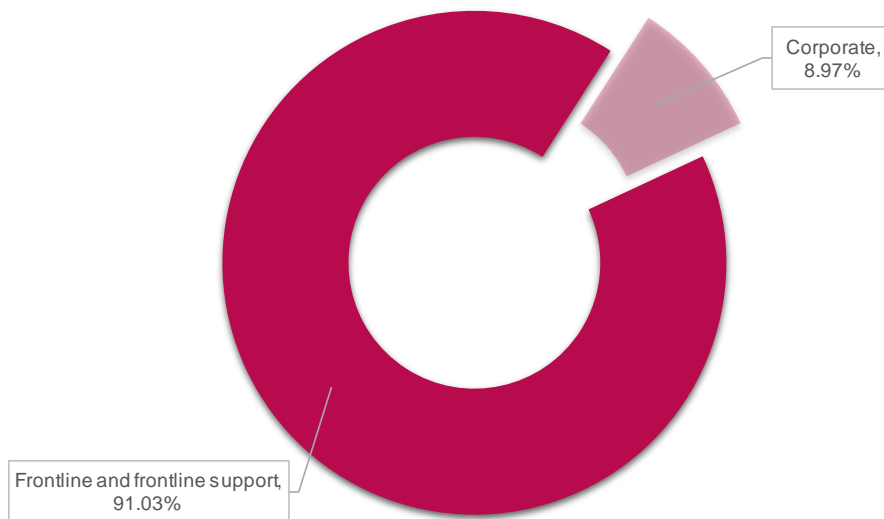


Table 9: Number and percentage of FTE employees by type of service

Type of service	FTE	% of FTE
Frontline and frontline support	190,797.25	91.03%
Corporate	18,790.79	8.97%
Queensland public sector	209,588.04	100.00%

Figure 9: Number of FTE by corporate services function



Table 10: Number and percentage of FTE by corporate services function

Type of corporate services function	FTE	% of FTE
Information and Communications Technology	4,860.11	25.86%
Human Resources	4,044.23	21.52%
Accounting and Finance	3,046.81	16.21%
Property and Facilities	1,389.70	7.40%
Procurement	1,164.14	6.20%
Governance and Strategy	955.55	5.09%
Information Management	933.75	4.97%
Communication, Media and Marketing	923.97	4.92%
Legal Services	593.28	3.16%
Ministerial and Executive Services	446.59	2.38%
Audit Services	308.69	1.64%
Whole of Corporate Services Function Management	123.97	0.66%
Queensland public sector - corporate service Total	18,790.79	100.00%

Schedule 1

Table 11: Number of FTE by appointment type and agency

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	227.43	49.20	1.02	8.00	285.65
Department of Agriculture and Fisheries	1,670.75	313.78	15.46	18.00	2,017.99
Department of Communities, Child Safety and Disability Services	5,040.29	701.41	146.47	40.00	5,928.17
Department of Education and Training	52,142.63	12,495.65	2,472.78	134.00	67,245.06
Department of Energy and Water Supply	175.94	25.20	1.80	7.60	210.54
Department of Environment and Heritage Protection	815.37	228.90	0.43	18.00	1,062.70
Department of Housing and Public Works	2,476.86	450.99	2.37	42.70	2,972.92
Department of Infrastructure, Local Government and Planning	266.58	140.83	0.45	24.80	432.66
Department of Justice and Attorney-General	6,757.45	1,015.95	237.23	115.97	8,126.60
Department of National Parks, Sport and Racing	1,157.15	155.43	14.48	17.00	1,344.06
Department of Natural Resources and Mines	2,118.10	154.28	10.93	78.10	2,361.41
Department of Science, Information Technology and Innovation	2,123.26	456.04	9.89	61.55	2,650.74
Department of State Development	439.74	116.50	0.25	33.30	589.79
Department of the Premier and Cabinet	448.70	164.94	17.63	28.95	660.22
Department of Tourism, Major Events, Small Business and Commonwealth Games	98.32	38.50	-	8.00	144.82
Department of Transport and Main Roads	6,060.99	490.42	321.26	95.60	6,968.27
Queensland Fire and Emergency Services	2,643.71	157.50	214.94	17.00	3,033.15
Queensland Health	59,519.48	16,787.98	2,276.78	406.99	78,991.23
Queensland Police Service	13,800.40	307.15	1.30	204.00	14,312.85
Queensland Treasury	1,614.43	155.33	1.16	66.00	1,836.92
Anti-Discrimination Commission Queensland	30.25	2.49	0.23	1.00	33.97
Electoral Commission Queensland	36.90	22.00	4.35	3.00	66.25
Legal Aid Queensland	387.46	49.61	0.18	9.00	446.25
Office of the Health Ombudsman	99.66	18.80	-	3.00	121.46
Office of the Inspector-General of Emergency Management	16.40	4.00	-	1.00	21.40
Public Safety Business Agency	1,582.26	365.70	8.29	51.00	2,007.25
Public Service Commission	51.10	18.00	-	9.80	78.90
Public Trustee	427.39	105.90	1.89	3.00	538.18
Queensland Art Gallery	170.31	51.19	42.75	5.00	269.25
Queensland Audit Office	154.53	16.40	1.32	10.00	182.25
Queensland Family and Child Commission	39.25	11.60	-	1.00	51.85
Queensland Museum	156.26	66.94	25.01	5.00	253.21
State Library of Queensland	217.61	55.29	5.89	4.00	282.79
TAFE Queensland	2,562.94	1,178.35	73.27	147.44	3,962.00
Trade and Investment Queensland	72.68	16.60	-	8.00	97.28
Queensland public sector	165,602.58	36,388.85	5,909.81	1,686.80	209,588.04

Table 12: Number of headcount by appointment type and agency

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	236	51	4	8	299
Department of Agriculture and Fisheries	1,727	332	35	18	2,112
Department of Communities, Child Safety and Disability Services	5,332	753	266	40	6,391
Department of Education and Training	60,507	17,151	7,495	134	85,287
Department of Energy and Water Supply	186	26	2	8	222
Department of Environment and Heritage Protection	854	242	4	18	1,118
Department of Housing and Public Works	2,563	474	4	43	3,084
Department of Infrastructure, Local Government and Planning	278	149	2	25	454
Department of Justice and Attorney-General	7,009	1,082	470	120	8,681
Department of National Parks, Sport and Racing	1,199	167	28	17	1,411
Department of Natural Resources and Mines	2,211	163	20	79	2,473
Department of Science, Information Technology and Innovation	2,249	472	14	62	2,797
Department of State Development	456	122	2	34	614
Department of the Premier and Cabinet	479	175	48	31	733
Department of Tourism, Major Events, Small Business and Commonwealth Games	106	39	-	8	153
Department of Transport and Main Roads	6,283	513	1,899	96	8,791
Queensland Fire and Emergency Services	2,676	174	2,087	17	4,954
Queensland Health	68,054	19,617	5,391	903	93,965
Queensland Police Service	14,110	330	3	204	14,647
Queensland Treasury	1,676	164	2	67	1,909
Anti-Discrimination Commission Queensland	32	3	1	1	37
Electoral Commission Queensland	38	22	11	3	74
Legal Aid Queensland	423	63	1	9	496
Office of the Health Ombudsman	102	19	-	3	124
Office of the Inspector-General of Emergency Management	18	4	-	1	23
Public Safety Business Agency	1,622	386	14	51	2,073
Public Service Commission	54	18	-	10	82
Public Trustee	447	108	2	3	560
Queensland Art Gallery	191	57	109	5	362
Queensland Audit Office	162	17	2	10	191
Queensland Family and Child Commission	41	13	-	1	55
Queensland Museum	171	81	64	5	321
State Library of Queensland	241	65	31	4	341
TAFE Queensland	2,691	1,313	197	154	4,355
Trade and Investment Queensland	75	17	-	8	100
Queensland public sector	184,499	44,382	18,208	2,200	249,289

Table 13: Number and percentage of FTE by gender and agency

Agency	FTE			Percentage	
	Female	Male	Total	Female	Male
Department of Aboriginal and Torres Strait Islander Partnerships	190.81	94.84	285.65	66.80%	33.20%
Department of Agriculture and Fisheries	780.54	1,237.45	2,017.99	38.68%	61.32%
Department of Communities, Child Safety and Disability Services	4,568.38	1,359.79	5,928.17	77.06%	22.94%
Department of Education and Training	51,932.78	15,312.28	67,245.06	77.23%	22.77%
Department of Energy and Water Supply	108.74	101.80	210.54	51.65%	48.35%
Department of Environment and Heritage Protection	631.61	431.09	1,062.70	59.43%	40.57%
Department of Housing and Public Works	1,565.77	1,407.15	2,972.92	52.67%	47.33%
Department of Infrastructure, Local Government and Planning	258.47	174.19	432.66	59.74%	40.26%
Department of Justice and Attorney-General	4,217.80	3,908.80	8,126.60	51.90%	48.10%
Department of National Parks, Sport and Racing	492.62	851.44	1,344.06	36.65%	63.35%
Department of Natural Resources and Mines	1,167.02	1,194.39	2,361.41	49.42%	50.58%
Department of Science, Information Technology and Innovation	1,514.87	1,135.87	2,650.74	57.15%	42.85%
Department of State Development	379.01	210.78	589.79	64.26%	35.74%
Department of the Premier and Cabinet	438.81	221.41	660.22	66.46%	33.54%
Department of Tourism, Major Events, Small Business and Commonwealth Games	95.82	49.00	144.82	66.16%	33.84%
Department of Transport and Main Roads	3,170.55	3,797.72	6,968.27	45.50%	54.50%
Queensland Fire and Emergency Services	518.21	2,514.94	3,033.15	17.08%	82.92%
Queensland Health	56,545.51	22,445.72	78,991.23	71.58%	28.42%
Queensland Police Service	4,823.43	9,489.42	14,312.85	33.70%	66.30%
Queensland Treasury	934.65	902.27	1,836.92	50.88%	49.12%
Anti-Discrimination Commission Queensland	27.02	6.95	33.97	79.54%	20.46%
Electoral Commission Queensland	32.35	33.90	66.25	48.83%	51.17%
Legal Aid Queensland	325.44	120.81	446.25	72.93%	27.07%
Office of the Health Ombudsman	82.66	38.80	121.46	68.06%	31.94%
Office of the Inspector-General of Emergency Management	13.40	8.00	21.40	62.62%	37.38%
Public Safety Business Agency	830.09	1,177.16	2,007.25	41.35%	58.65%
Public Service Commission	59.30	19.60	78.90	75.16%	24.84%
Public Trustee	379.09	159.09	538.18	70.44%	29.56%
Queensland Art Gallery	152.97	116.28	269.25	56.81%	43.19%
Queensland Audit Office	89.34	92.91	182.25	49.02%	50.98%
Queensland Family and Child Commission	39.45	12.40	51.85	76.08%	23.92%
Queensland Museum	154.33	98.88	253.21	60.95%	39.05%
State Library of Queensland	199.31	83.48	282.79	70.48%	29.52%
TAFE Queensland	2,452.33	1,509.67	3,962.00	61.90%	38.10%
Trade and Investment Queensland	54.28	43.00	97.28	55.80%	44.20%
Queensland public sector	139,226.76	70,361.28	209,588.04	66.43%	33.57%

Table 14: Number and percentage of headcount by gender and agency

Agency	Headcount			Percentage	
	Female	Male	Total	Female	Male
Department of Aboriginal and Torres Strait Islander Partnerships	203	96	299	67.89%	32.11%
Department of Agriculture and Fisheries	858	1,254	2,112	40.63%	59.38%
Department of Communities, Child Safety and Disability Services	4,974	1,417	6,391	77.83%	22.17%
Department of Education and Training	67,695	17,592	85,287	79.37%	20.63%
Department of Energy and Water Supply	119	103	222	53.60%	46.40%
Department of Environment and Heritage Protection	680	438	1,118	60.82%	39.18%
Department of Housing and Public Works	1,665	1,419	3,084	53.99%	46.01%
Department of Infrastructure, Local Government and Planning	277	177	454	61.01%	38.99%
Department of Justice and Attorney-General	4,612	4,069	8,681	53.13%	46.87%
Department of National Parks, Sport and Racing	551	860	1,411	39.05%	60.95%
Department of Natural Resources and Mines	1,264	1,209	2,473	51.11%	48.89%
Department of Science, Information Technology and Innovation	1,645	1,152	2,797	58.81%	41.19%
Department of State Development	401	213	614	65.31%	34.69%
Department of the Premier and Cabinet	492	241	733	67.12%	32.88%
Department of Tourism, Major Events, Small Business and Commonwealth Games	104	49	153	67.97%	32.03%
Department of Transport and Main Roads	4,656	4,135	8,791	52.96%	47.04%
Queensland Fire and Emergency Services	754	4,200	4,954	15.22%	84.78%
Queensland Health	69,188	24,777	93,965	73.63%	26.37%
Queensland Police Service	5,131	9,516	14,647	35.03%	64.97%
Queensland Treasury	999	910	1,909	52.33%	47.67%
Anti-Discrimination Commission Queensland	30	7	37	81.08%	18.92%
Electoral Commission Queensland	39	35	74	52.70%	47.30%
Legal Aid Queensland	368	128	496	74.19%	25.81%
Office of the Health Ombudsman	85	39	124	68.55%	31.45%
Office of the Inspector-General of Emergency Management	15	8	23	65.22%	34.78%
Public Safety Business Agency	876	1,197	2,073	42.26%	57.74%
Public Service Commission	62	20	82	75.61%	24.39%
Public Trustee	398	162	560	71.07%	28.93%
Queensland Art Gallery	217	145	362	59.94%	40.06%
Queensland Audit Office	97	94	191	50.79%	49.21%
Queensland Family and Child Commission	42	13	55	76.36%	23.64%
Queensland Museum	207	114	321	64.49%	35.51%
State Library of Queensland	243	98	341	71.26%	28.74%
TAFE Queensland	2,745	1,610	4,355	63.03%	36.97%
Trade and Investment Queensland	57	43	100	57.00%	43.00%
Queensland public sector	171,749	77,540	249,289	68.90%	31.10%

Definitions

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.</p> <p>For more information, refer to the Public Service Commission's' workforce definitions.</p>
Average annual earnings (FTE)	<p>Average annual earnings (FTE) are the earnings as if an employee were working full-time. 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.</p> <p>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.</p>
Contract	<p>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>
Corporate services employees	<p>Employees who provide organisation-wide support services for public sector agencies are identified as providing corporate services.</p> <p>Corporate services are delivered to internal Queensland Government clients.</p> <p>Corporate services may be provided on an agency-specific, cross-agency or service-wide basis.</p> <p>Employees deliver corporate services activities for the majority of the available working time.</p> <p>Employees may be located in a corporate division, or embedded in business, service or regional areas.</p> <p>For more information about the type of work being undertaken by public sector employees, refer to the corporate services MOHRI codes.</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 including teachers, nurses, doctors and police officers.</p> <p>Frontline support roles are 'non-corporate services' roles that provide essential support, enabling the effective delivery of frontline services, including hospital and school cleaners, road workers and school groundskeepers.</p>
Location	Statistical Area Level 4 as defined in the Australian Statistical Geography Standard 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	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. Temporary employees are generally employed on the same conditions as permanent employees as prescribed by the applicable industrial instrument.

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