

Queensland public sector quarterly workforce profile

June 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 June 2016.

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

By size

There has been an increase of 2544.23 full-time equivalent (FTE) employees in the Queensland public sector since March 2016 quarter—an increase of 1.21 per cent.

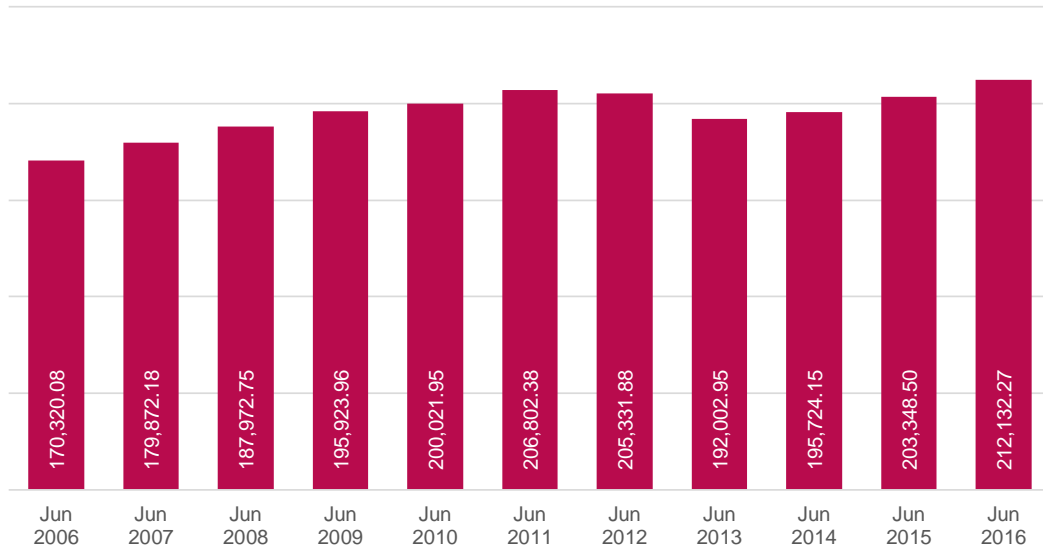
Table 1: Number of FTE by agency

Budget paper 2 agencies	March 2016	June 2016	Quarterly variance in total FTE	% Quarterly variance in total FTE
Department of Aboriginal and Torres Strait Islander Partnerships	285.65	293.46	7.81	2.73%
Department of Agriculture and Fisheries	2,017.99	2,020.49	2.50	0.12%
Department of Communities, Child Safety and Disability Services	5,928.17	5,980.66	52.49	0.89%
Department of Education and Training	67,245.06	68,102.91	857.85	1.28%
Department of Energy and Water Supply	210.54	211.34	0.80	0.38%
Department of Environment and Heritage Protection	1,062.70	1,096.59	33.89	3.19%
Department of Housing and Public Works	2,972.92	2,975.78	2.86	0.10%
Department of Infrastructure, Local Government and Planning	432.66	449.63	16.97	3.92%
Department of Justice and Attorney-General	8,126.60	8,219.38	92.78	1.14%
Department of National Parks, Sport and Racing	1,344.06	1,375.99	31.93	2.38%
Department of Natural Resources and Mines	2,361.41	2,386.75	25.34	1.07%
Department of Science, Information Technology and Innovation	2,650.74	2,644.35	-6.39	-0.24%
Department of State Development	589.79	593.28	3.49	0.59%
Department of the Premier and Cabinet	660.22	644.11	-16.11	-2.44%
Department of Tourism, Major Events, Small Business and Commonwealth Games	144.82	156.71	11.89	8.21%
Department of Transport and Main Roads	6,968.27	7,010.85	42.58	0.61%
Queensland Fire and Emergency Services	3,033.15	3,123.71	90.56	2.99%
Queensland Health	78,991.23	80,074.71	1,083.48	1.37%
Queensland Police Service	14,312.85	14,301.57	-11.28	-0.08%
Queensland Treasury	1,836.92	1,802.21	-34.71	-1.89%
Electoral Commission Queensland	66.25	59.10	-7.15	-10.79%
Office of the Inspector-General of Emergency Management	21.40	21.40	0.00	0.00%
Public Safety Business Agency	2,007.25	2,010.28	3.03	0.15%
Public Service Commission	78.90	73.71	-5.19	-6.58%
Public Trustee	538.18	551.99	13.81	2.57%
Queensland Audit Office	182.25	178.76	-3.49	-1.91%
TAFE Queensland	3,962.00	4,173.74	211.74	5.34%
Queensland public sector sub-total: Budget paper 2 agencies	208,031.98	210,533.46	2,501.48	1.20%

Other entities	March 2016	June 2016	Quarterly variance in total FTE	% Quarterly variance in total FTE
Anti-Discrimination Commission Queensland	33.97	32.71	-1.26	-3.71%
Legal Aid Queensland	446.25	456.45	10.20	2.29%
Office of the Health Ombudsman	121.46	124.56	3.10	2.55%
Queensland Art Gallery	269.25	299.49	30.24	11.23%
Queensland Family and Child Commission	51.85	57.95	6.10	11.76%
Queensland Museum	253.21	234.38	-18.83	-7.44%
State Library of Queensland	282.79	286.79	4.00	1.41%
Trade and Investment Queensland	97.28	106.48	9.20	9.46%
Queensland public sector sub-total: Other entities	1,556.06	1,598.81	42.75	2.75%
Queensland public sector total	209,588.04	212,132.27	2,544.23	1.21%

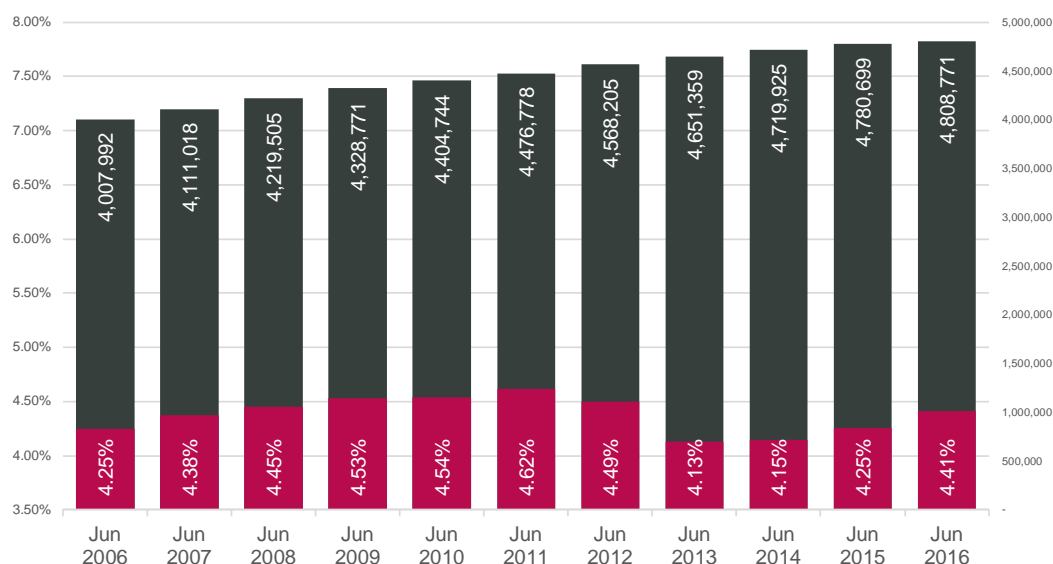
In the 12 months to June 2016, the Queensland public sector increased in size by 8783.77 FTE or 4.32 per cent. Since June 2006, there has been an overall increase of 41,812.19 FTE or 24.55 per cent. The majority of this increase can be attributed to increase in teachers, nurses, doctors and police officers.

Figure 1: Annual trend in Queensland public sector FTE



The Queensland estimated resident population (ERP)¹ has steadily grown over the last 10 years. The proportion of Queensland public sector FTE to the Queensland ERP peaked at 4.62 per cent in June 2011, before reaching a historical low of 4.13 per cent in 2013. The proportion has since increased to 4.41 percent in 2016.

Figure 2: Annual trend in proportion of Queensland public sector FTE to Queensland ERP



In the 2016-17 Budget, the Government announced a new fiscal principle to maintain a sustainable public sector workforce. Under this principle, overall FTE growth of Budget Paper 2 in scope agencies and staff will not, on average, exceed population growth over the forward estimates. As a result, it is expected that in total the in scope agencies will grow by 1 ½ % per annum on average over the forward estimates.

1. In accordance with the Australian Bureau of Statistics (ABS), the official measure of the population of Australia is based on the concept of usual residence. It refers to all people, regardless of nationality, citizenship or legal status, who usually live in Australia, with the exception of foreign diplomatic personnel and their families. It includes usual residents who are overseas for less than 12 months over a 16-month period. It excludes overseas visitors who are in Australia for less than 12 months over a 16-month period. Estimates of the Australian resident population are generated on a quarterly basis by adding natural increase (the excess of births over deaths) and net overseas migration (NOM) occurring during the period to the population at the beginning of each period. This is known as the cohort component method.

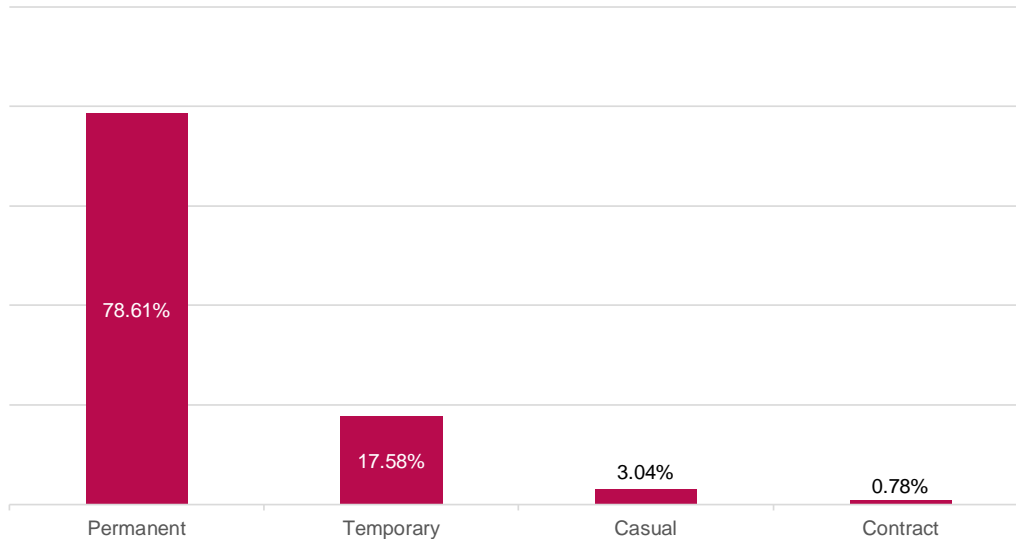
The Queensland ERP is based on ABS Cat 3101.0 — Australian Demographic Statistics, Dec 2015, Table 4 — Estimated Resident Population, States and Territories (Number), latest issue released at 11:30 AM (Canberra Time) 23/06/2016, — <http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/3101.0Dec%202015?OpenDocument>

There is a lag period of six (6) months for Queensland ERP to be published by ABS. Therefore, if the report refers to June 2016 Queensland ERP, this refers to data as at December 2015 which is the latest available information.

By employment category

The majority of the workforce are permanent employees. Temporary and casual employment remain relatively low at 17.58 per cent and 3.04 per cent respectively.

Figure 3: Percentage of FTE by appointment type



Females accounted for 66.54 per cent of the total FTE employment.

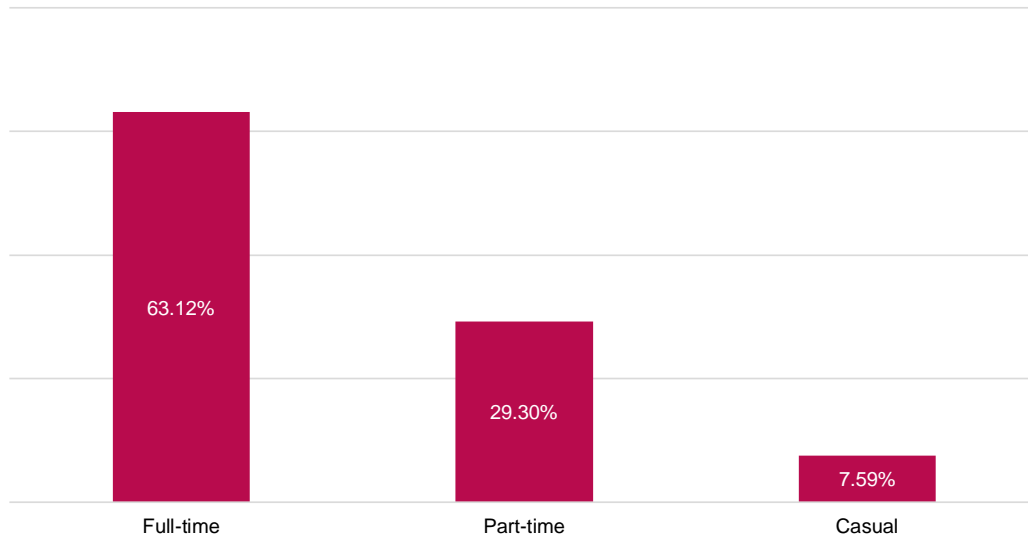
Table 2: Number of FTE by appointment type and gender

	Permanent		Temporary		Casual		Contract		Queensland public sector total (FTE)	
Female	109,870.58	65.89%	26,178.39	70.19%	4,515.79	70.09%	589.35	35.77%	141,154.11	66.54%
Male	56,876.92	34.11%	11,115.81	29.81%	1,927.34	29.91%	1,058.09	64.23%	70,978.16	33.46%
Total	166,747.50	100.00%	37,294.20	100.00%	6,443.13	100.00%	1,647.44	100.00%	212,132.27	100.00%

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

A total of 63.12 per cent of employees work full-time and 29.30 per cent of employees have part-time work arrangements.

Figure 4: 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	95,422	59.79%	65,953	89.02%	13,115	68.36%	174,490	69.00%
Male	64,179	40.21%	8,131	10.98%	6,070	31.64%	78,380	31.00%
Total	159,601	100.00%	74,084	100.00%	19,185	100.00%	252,870	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 \$9184 less than males. Females are generally in lower paid jobs than males, with 70.00 per cent of AO2 to AO6 and equivalent roles held by females. This figure decreases to 61.93 per cent in AO7 and equivalent roles, 61.11 per cent in AO8 and equivalent roles, 51.08 per cent in senior officer and equivalent roles and 35.15 per cent in senior executives and equivalent roles.

Figure 5: Percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time)

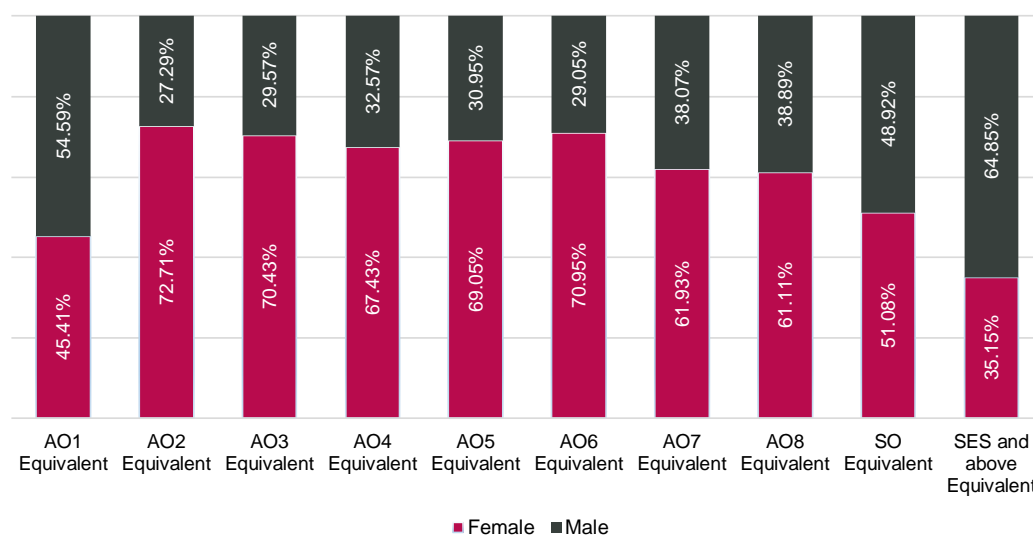


Table 4: Number and percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time)

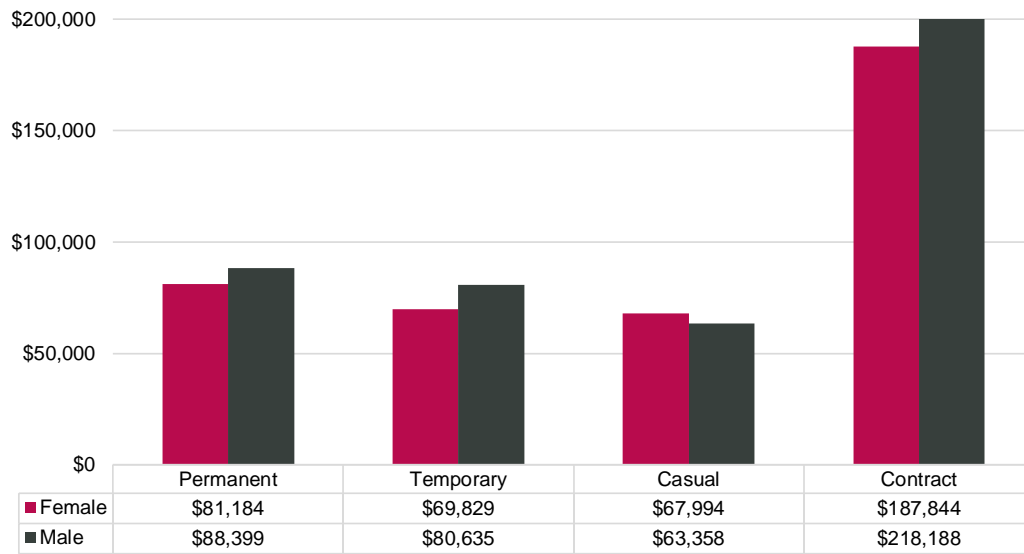
	Female		Male		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
AO1 and equivalent	91.59	45.41%	110.09	54.59%	201.68	100.00%
AO2 and equivalent	16,609.89	72.71%	6,232.87	27.29%	22,842.76	100.00%
AO3 and equivalent	21,416.49	70.43%	8,992.21	29.57%	30,408.70	100.00%
AO4 and equivalent	23,341.30	67.43%	11,273.53	32.57%	34,614.83	100.00%
AO5 and equivalent	18,905.49	69.05%	8,474.80	30.95%	27,380.29	100.00%
AO6 and equivalent	30,286.04	70.95%	12,398.70	29.05%	42,684.74	100.00%
AO7 and equivalent	12,775.74	61.93%	7,854.40	38.07%	20,630.14	100.00%
AO8 and equivalent	10,282.90	61.11%	6,543.59	38.89%	16,826.49	100.00%
SO and equivalent	5,227.09	51.08%	5,006.76	48.92%	10,233.85	100.00%
SES and above equivalent	2,217.58	35.15%	4,091.21	64.85%	6,308.79	100.00%
Queensland public sector	141,154.11	66.54%	70,978.16	33.46%	212,132.27	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	91.59	110.09	201.68
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	16,609.89	6,232.87	22,842.76
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	21,416.49	8,992.21	30,408.7
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	23,341.30	11,273.53	34,614.83
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	18,905.49	8,474.80	27,380.29
AO6 and equivalent	Teachers, clinical and registered nurses, TAFE teachers, some ambulance operational staff, police officers, health practitioners, detectives and others	30,286.04	12,398.70	42,684.74
AO7 and equivalent	Clinical and registered nurses, teachers, police officers, detectives and others	12,775.74	7,854.40	20,630.14
AO8 and equivalent	Clinical nurses, consultant/manager/educator, clinical and registered nurses, teachers, principals and guidance officers, police officers, health practitioners, detectives and others	10,282.90	6,543.59	16,826.49
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	5,227.09	5,006.76	10,233.85
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	2,217.58	4,091.21	6,308.79
Total		141,154.11	70,978.16	212,132.27

2. 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 6: Average annual earnings (FTE) by appointment type and gender



By age

The average age of an employee is 44.08 years (43.90 years for a female and 44.46 years for a male). Interstate and overseas employees are excluded from the analysis.

Figure 7: Number of FTE by age distribution and gender

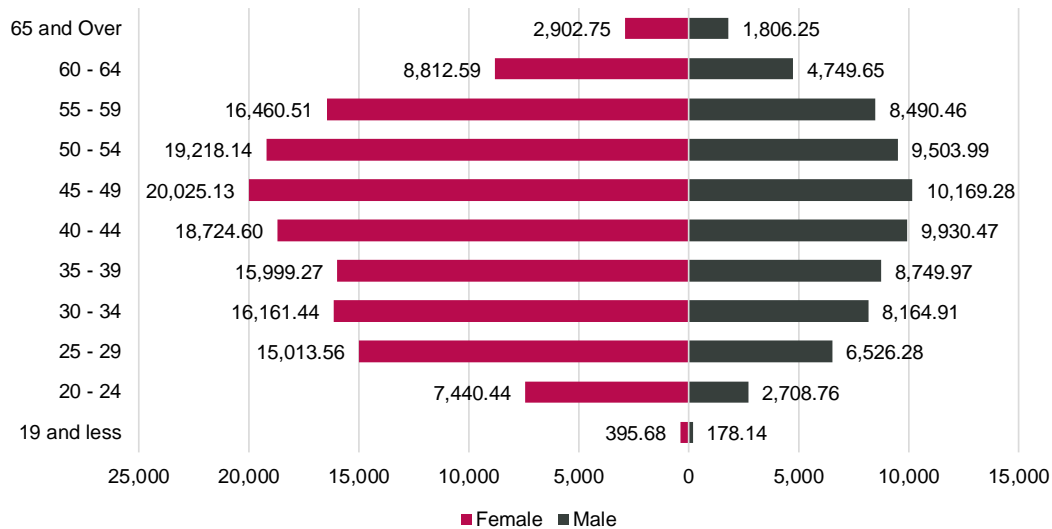


Table 6: Percentage of full-time equivalent by age distribution and gender

	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	68.96%	73.31%	69.70%	66.44%	64.65%	65.34%	66.32%	66.91%	65.97%	64.98%	61.64%	66.54%
Male	31.04%	26.69%	30.30%	33.56%	35.35%	34.66%	33.68%	33.09%	34.03%	35.02%	38.36%	33.46%
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 March 2016 quarter, the most significant increases in statistical areas are:

- 2.07 per cent in FTE for Moreton Bay–South statistical area
- 1.89 per cent for Gold Coast statistical area
- 1.88 per cent for Logan–Beaudesert statistical area.

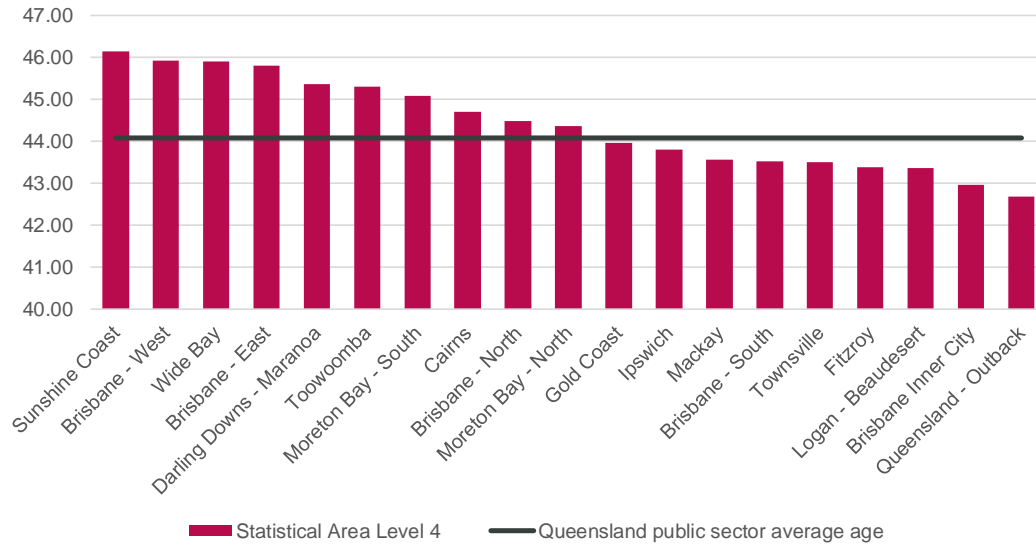
Table 7: FTE and quarterly variance in FTE by Queensland SA4

Statistical Area Level 4	March 2016		June 2016		% of quarterly variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,645.78	2.22%	4,661.84	2.20%	0.35%
Brisbane - North	8,777.76	4.19%	8,935.49	4.21%	1.80%
Brisbane - South	18,327.76	8.75%	18,468.94	8.71%	0.77%
Brisbane - West	3,385.07	1.62%	3,410.26	1.61%	0.74%
Brisbane Inner City	42,376.15	20.22%	42,922.81	20.24%	1.29%
Cairns	12,536.31	5.98%	12,766.25	6.02%	1.83%
Darling Downs - Maranoa	4,802.58	2.29%	4,883.05	2.30%	1.68%
Fitzroy	9,381.34	4.48%	9,443.88	4.45%	0.67%
Gold Coast	17,014.47	8.12%	17,336.50	8.17%	1.89%
Ipswich	13,191.79	6.30%	13,273.51	6.26%	0.62%
Logan - Beaudesert	9,760.09	4.66%	9,943.79	4.69%	1.88%
Mackay	6,128.52	2.92%	6,190.65	2.92%	1.01%
Moreton Bay - North	8,502.59	4.06%	8,596.98	4.05%	1.11%
Moreton Bay - South	3,089.38	1.47%	3,153.33	1.49%	2.07%
Queensland - Outback	6,074.45	2.90%	6,161.55	2.91%	1.43%
Sunshine Coast	10,851.73	5.18%	10,935.43	5.16%	0.77%
Toowoomba	7,034.91	3.36%	7,150.09	3.37%	1.64%
Townsville	12,271.11	5.86%	12,408.19	5.85%	1.12%
Wide Bay	11,399.55	5.44%	11,439.80	5.39%	0.35%
Queensland	209,551.34	100.00%	212,082.34	100.00%	1.21%

3. 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 46.14 years in the Sunshine Coast to 42.68 years in the Queensland outback. Interstate and overseas employees are excluded from the analysis.

Figure 8: 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 (48.26 per cent) of the public sector are professionals. More than a fifth (21.32 per cent) are community and personal service workers, and nearly a fifth (17.57 per cent) are clerical and administrative workers.

Figure 9: Percentage of FTE by occupation

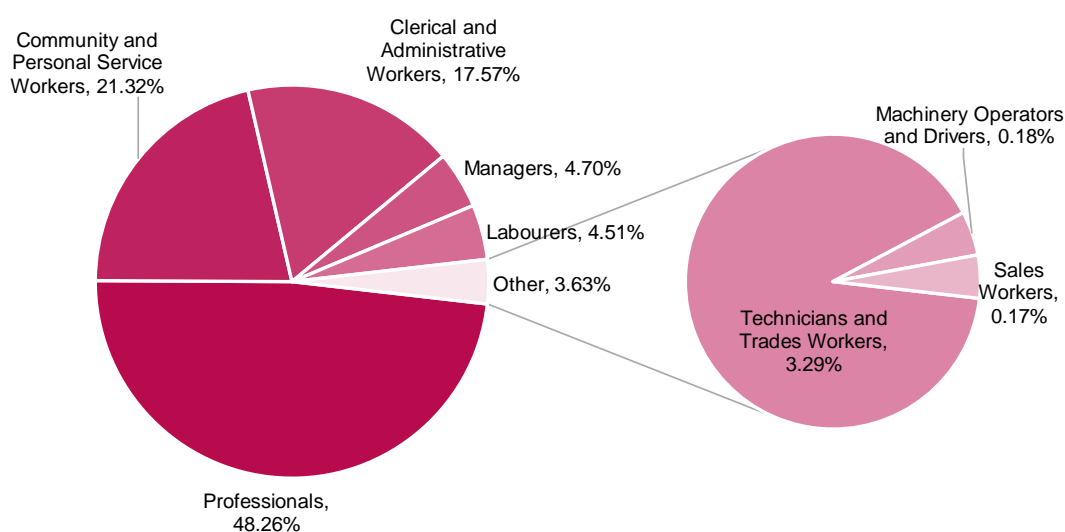


Table 8: Number and percentage of FTE by occupation

Type of occupation type	FTE	% of FTE
Professionals	102,383.79	48.26%
Community and Personal Service Workers	45,221.13	21.32%
Clerical and Administrative Workers	37,278.05	17.57%
Managers	9,962.30	4.70%
Labourers	9,576.41	4.51%
Technicians and Trades Workers	6,972.38	3.29%
Machinery Operators and Drivers	373.79	0.18%
Sales Workers	364.42	0.17%
Queensland public sector	212,132.27	100.00%

By type of service

Employees in corporate services represent 8.90 per cent of the public sector, with the two largest functions of information and communications technology (ICT) and human resources (HR), accounting collectively for 47.55 per cent of corporate service employees. The next largest functions within corporate services are accounting and finance (16.17 per cent) and property and facilities (7.36 per cent).

Figure 10: Percentage of FTE by type of service

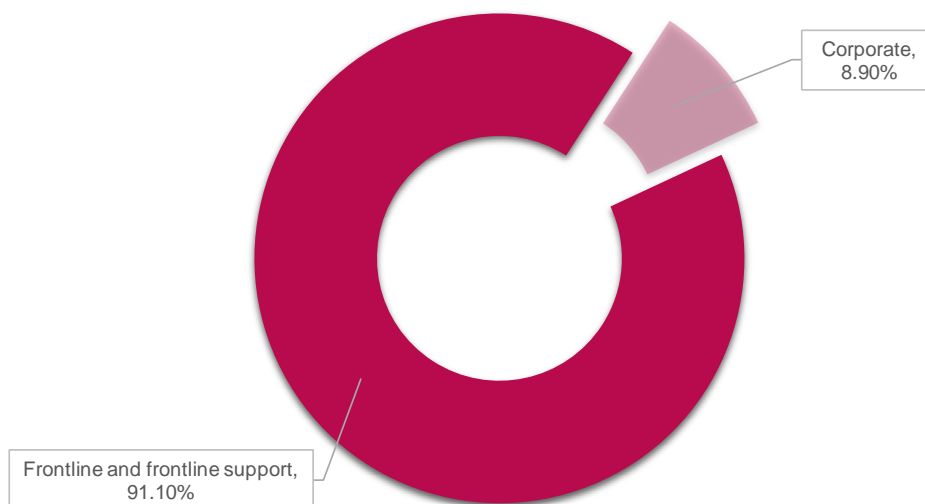


Table 9: Number and percentage of FTE employees by type of service

Type of service	FTE	% of FTE
Frontline and frontline support	193,243.01	91.10%
Corporate	18,889.26	8.90%
Queensland public sector	212,132.27	100.00%

Figure 11: 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	4,895.32	25.92%
Human Resources	4,086.20	21.63%
Accounting and Finance	3,053.45	16.17%
Property and Facilities	1,390.27	7.36%
Procurement	1,176.81	6.23%
Governance and Strategy	955.70	5.06%
Information Management	937.23	4.96%
Communication, Media and Marketing	929.32	4.92%
Legal Services	575.39	3.05%
Ministerial and Executive Services	467.82	2.48%
Audit Services	296.91	1.57%
Whole of Corporate Services Function Management	124.84	0.66%
Queensland public sector - corporate service total	18,889.26	100.00%

Schedule 1

Table 11: Number of FTE by appointment type and agency

Budget paper 2 agencies	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	225.05	60.20	1.21	7.00	293.46
Department of Agriculture and Fisheries	1,684.39	309.26	8.84	18.00	2,020.49
Department of Communities, Child Safety and Disability Services	5,014.71	775.04	148.91	42.00	5,980.66
Department of Education and Training	52,232.92	12,999.45	2,735.54	135.00	68,102.91
Department of Energy and Water Supply	180.24	21.20	1.10	8.80	211.34
Department of Environment and Heritage Protection	830.18	246.15	1.26	19.00	1,096.59
Department of Housing and Public Works	2,465.29	466.55	2.94	41.00	2,975.78
Department of Infrastructure, Local Government and Planning	276.41	146.39	0.23	26.60	449.63
Department of Justice and Attorney-General	6,858.03	1,020.91	233.87	106.57	8,219.38
Department of National Parks, Sport and Racing	1,175.79	170.88	11.32	18.00	1,375.99
Department of Natural Resources and Mines	2,128.56	166.77	11.02	80.40	2,386.75
Department of Science, Information Technology and Innovation	2,117.82	451.09	14.09	61.35	2,644.35
Department of State Development	440.88	120.00	0.10	32.30	593.28
Department of the Premier and Cabinet	438.54	160.54	17.08	27.95	644.11
Department of Tourism, Major Events, Small Business and Commonwealth Games	98.11	48.60	-	10.00	156.71
Department of Transport and Main Roads	6,083.16	514.47	315.82	97.40	7,010.85
Queensland Fire and Emergency Services	2,696.46	184.21	224.04	19.00	3,123.71
Queensland Health	60,319.68	17,005.52	2,338.55	410.96	80,074.71
Queensland Police Service	13,837.63	314.66	3.28	146.00	14,301.57
Queensland Treasury	1,600.66	134.35	0.80	66.40	1,802.21
Electoral Commission Queensland	38.10	18.00	-	3.00	59.10
Office of the Inspector-General of Emergency Management	16.40	4.00	-	1.00	21.40
Public Safety Business Agency	1,587.13	367.37	4.78	51.00	2,010.28
Public Service Commission	49.31	16.00	-	8.40	73.71
Public Trustee	438.79	109.20	-	4.00	551.99
Queensland Audit Office	155.45	12.60	0.71	10.00	178.76
TAFE Queensland	2,573.75	1,182.04	259.42	158.53	4,173.74
Queensland public sector sub-total: Budget paper 2 agencies	165,563.44	37,025.45	6,334.91	1,609.66	210,533.46

Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	28.85	2.49	0.37	1.00	32.71
Legal Aid Queensland	390.87	58.10	0.48	7.00	456.45
Office of the Health Ombudsman	101.74	18.92	-	3.90	124.56
Queensland Art Gallery	173.35	44.97	76.17	5.00	299.49
Queensland Family and Child Commission	43.25	12.70	-	2.00	57.95
Queensland Museum	154.30	52.37	20.83	6.88	234.38
State Library of Queensland	216.82	55.60	10.37	4.00	286.79
Trade and Investment Queensland	74.88	23.60	-	8.00	106.48
Queensland public sector sub-total: Other entities	1,184.06	268.75	108.22	37.78	1,598.81
Queensland public sector total	166,747.50	37,294.20	6,443.13	1,647.44	212,132.27

Table 12: Number of headcount by appointment type and agency

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	233	62	4	7	306
Department of Agriculture and Fisheries	1,744	327	28	18	2,117
Department of Communities, Child Safety and Disability Services	5,307	841	298	42	6,488
Department of Education and Training	60,503	18,107	7,854	135	86,599
Department of Energy and Water Supply	189	22	2	9	222
Department of Environment and Heritage Protection	868	257	3	19	1,147
Department of Housing and Public Works	2,550	489	4	41	3,084
Department of Infrastructure, Local Government and Planning	289	154	1	27	471
Department of Justice and Attorney-General	7,101	1,094	461	110	8,766
Department of National Parks, Sport and Racing	1,216	183	23	18	1,440
Department of Natural Resources and Mines	2,222	175	21	82	2,500
Department of Science, Information Technology and Innovation	2,243	466	20	62	2,791
Department of State Development	458	126	1	33	618
Department of the Premier and Cabinet	470	171	52	30	723
Department of Tourism, Major Events, Small Business and Commonwealth Games	106	49	-	10	165
Department of Transport and Main Roads	6,310	536	1,935	98	8,879
Queensland Fire and Emergency Services	2,728	204	2,087	19	5,038
Queensland Health	68,972	19,955	5,363	903	95,193
Queensland Police Service	14,141	340	6	146	14,633
Queensland Treasury	1,663	142	2	68	1,875
Electoral Commission Queensland	39	18	-	3	60
Office of the Inspector-General of Emergency Management	17	4	-	1	22
Public Safety Business Agency	1,628	388	8	51	2,075
Public Service Commission	52	16	-	9	77
Public Trustee	457	111	-	4	572
Queensland Audit Office	161	13	1	10	185
TAFE Queensland	2,697	1,313	766	166	4,942
Queensland public sector sub-total: Budget paper 2 agencies	184,364	45,563	18,940	2,121	250,988

Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	31	3	1	1	36
Legal Aid Queensland	426	69	1	7	503
Office of the Health Ombudsman	104	19	-	4	127
Queensland Art Gallery	195	48	146	5	394
Queensland Family and Child Commission	45	15	-	2	62
Queensland Museum	168	68	59	7	302
State Library of Queensland	239	68	38	4	349
Trade and Investment Queensland	77	24	-	8	109
Queensland public sector sub-total: Other entities	1,285	314	245	38	1,882
Queensland public sector total	185,649	45,877	19,185	2,159	252,870

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	198.37	95.09	293.46	67.60%	32.40%
Department of Agriculture and Fisheries	787.15	1,233.34	2,020.49	38.96%	61.04%
Department of Communities, Child Safety and Disability Services	4,617.29	1,363.37	5,980.66	77.20%	22.80%
Department of Education and Training	52,619.16	15,483.75	68,102.91	77.26%	22.74%
Department of Energy and Water Supply	105.64	105.70	211.34	49.99%	50.01%
Department of Environment and Heritage Protection	651.16	445.43	1,096.59	59.38%	40.62%
Department of Housing and Public Works	1,567.40	1,408.38	2,975.78	52.67%	47.33%
Department of Infrastructure, Local Government and Planning	268.10	181.53	449.63	59.63%	40.37%
Department of Justice and Attorney-General	4,271.29	3,948.09	8,219.38	51.97%	48.03%
Department of National Parks, Sport and Racing	510.04	865.95	1,375.99	37.07%	62.93%
Department of Natural Resources and Mines	1,187.86	1,198.89	2,386.75	49.77%	50.23%
Department of Science, Information Technology and Innovation	1,515.56	1,128.79	2,644.35	57.31%	42.69%
Department of State Development	378.98	214.30	593.28	63.88%	36.12%
Department of the Premier and Cabinet	423.54	220.57	644.11	65.76%	34.24%
Department of Tourism, Major Events, Small Business and Commonwealth Games	101.71	55.00	156.71	64.90%	35.10%
Department of Transport and Main Roads	3,191.73	3,819.12	7,010.85	45.53%	54.47%
Queensland Fire and Emergency Services	543.65	2,580.06	3,123.71	17.40%	82.60%
Queensland Health	57,396.57	22,678.14	80,074.71	71.68%	28.32%
Queensland Police Service	4,850.20	9,451.37	14,301.57	33.91%	66.09%
Queensland Treasury	919.12	883.09	1,802.21	51.00%	49.00%
Electoral Commission Queensland	30.10	29.00	59.10	50.93%	49.07%
Office of the Inspector-General of Emergency Management	11.40	10.00	21.40	53.27%	46.73%
Public Safety Business Agency	840.06	1,170.22	2,010.28	41.79%	58.21%
Public Service Commission	56.51	17.20	73.71	76.67%	23.33%
Public Trustee	396.09	155.90	551.99	71.76%	28.24%
Queensland Audit Office	84.65	94.11	178.76	47.35%	52.65%
TAFE Queensland	2,586.99	1,586.75	4,173.74	61.98%	38.02%
Queensland public sector sub-total: Budget paper 2 agencies	140,110.32	70,423.14	210,533.46	66.55%	33.45%

Other entities	FTE			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	26.71	6.00	32.71	81.66%	18.34%
Legal Aid Queensland	327.35	129.10	456.45	71.72%	28.28%
Office of the Health Ombudsman	83.76	40.80	124.56	67.24%	32.76%
Queensland Art Gallery	160.34	139.15	299.49	53.54%	46.46%
Queensland Family and Child Commission	46.55	11.40	57.95	80.33%	19.67%
Queensland Museum	136.38	98.00	234.38	58.19%	41.81%
State Library of Queensland	203.22	83.57	286.79	70.86%	29.14%
Trade and Investment Queensland	59.48	47.00	106.48	55.86%	44.14%
Queensland public sector sub-total: Other entities	1,043.79	555.02	1,598.81	65.29%	34.71%
Queensland public sector total	141,154.11	70,978.16	212,132.27	66.54%	33.46%

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	210	96	306	68.63%	31.37%
Department of Agriculture and Fisheries	865	1,252	2,117	40.86%	59.14%
Department of Communities, Child Safety and Disability Services	5,053	1,435	6,488	77.88%	22.12%
Department of Education and Training	68,782	17,817	86,599	79.43%	20.57%
Department of Energy and Water Supply	115	107	222	51.80%	48.20%
Department of Environment and Heritage Protection	696	451	1,147	60.68%	39.32%
Department of Housing and Public Works	1,663	1,421	3,084	53.92%	46.08%
Department of Infrastructure, Local Government and Planning	286	185	471	60.72%	39.28%
Department of Justice and Attorney-General	4,649	4,117	8,766	53.03%	46.97%
Department of National Parks, Sport and Racing	567	873	1,440	39.38%	60.62%
Department of Natural Resources and Mines	1,287	1,213	2,500	51.48%	48.52%
Department of Science, Information Technology and Innovation	1,646	1,145	2,791	58.98%	41.02%
Department of State Development	402	216	618	65.05%	34.95%
Department of the Premier and Cabinet	482	241	723	66.67%	33.33%
Department of Tourism, Major Events, Small Business and Commonwealth Games	110	55	165	66.67%	33.33%
Department of Transport and Main Roads	4,694	4,185	8,879	52.87%	47.13%
Queensland Fire and Emergency Services	784	4,254	5,038	15.56%	84.44%
Queensland Health	70,176	25,017	95,193	73.72%	26.28%
Queensland Police Service	5,155	9,478	14,633	35.23%	64.77%
Queensland Treasury	983	892	1,875	52.43%	47.57%
Electoral Commission Queensland	31	29	60	51.67%	48.33%
Office of the Inspector-General of Emergency Management	12	10	22	54.55%	45.45%
Public Safety Business Agency	887	1,188	2,075	42.75%	57.25%
Public Service Commission	59	18	77	76.62%	23.38%
Public Trustee	414	158	572	72.38%	27.62%
Queensland Audit Office	90	95	185	48.65%	51.35%
TAFE Queensland	3,131	1,811	4,942	63.35%	36.65%
Queensland public sector sub-total: Budget paper 2 agencies	173,229	77,759	250,988	69.02%	30.98%

Other entities	Headcount			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	30	6	36	83.33%	16.67%
Legal Aid Queensland	366	137	503	72.76%	27.24%
Office of the Health Ombudsman	86	41	127	67.72%	32.28%
Queensland Art Gallery	226	168	394	57.36%	42.64%
Queensland Family and Child Commission	50	12	62	80.65%	19.35%
Queensland Museum	190	112	302	62.91%	37.09%
State Library of Queensland	251	98	349	71.92%	28.08%
Trade and Investment Queensland	62	47	109	56.88%	43.12%
Queensland public sector sub-total: Other entities	1,261	621	1,882	67.00%	33.00%
Queensland public sector total	174,490	78,380	252,870	69.00%	31.00%

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 among others.</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. There may be 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. 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 <i>Public Service Act 2008</i> 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 sector agencies are identified as providing corporate services.</p> <p>Corporate services are delivered to clients who are internal to the Queensland government.</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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