

# Queensland public sector quarterly workforce profile

December 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.

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

The data provided is part of the government approved Minimum Obligatory Human Resource Information (MOHRI) process and is a snapshot of the workforce as at December 2016.

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 a decrease of 214.63 full-time equivalent (FTE) employees in the Queensland public sector since September 2016 quarter—a decrease of 0.10 per cent.

**Table 1 Number of FTE by agency**

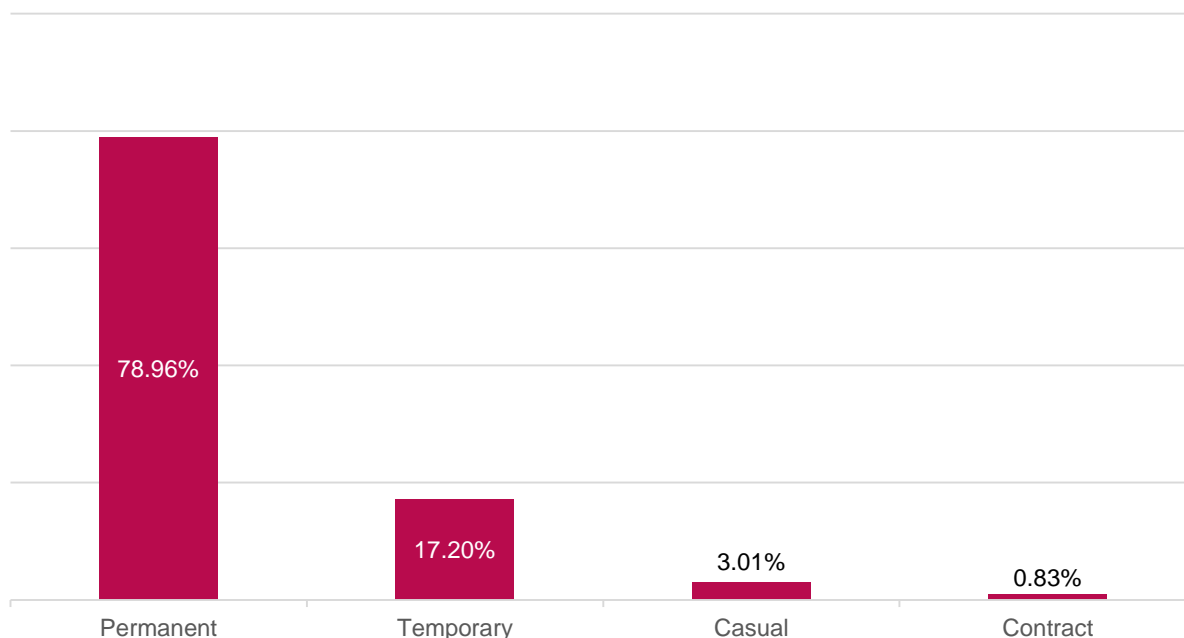
Budget paper 2 agencies	September 2016	December 2016	Quarterly variance in total FTE	% Quarterly variance in total FTE
Department of Aboriginal and Torres Strait Islander Partnerships	292.57	293.08	0.51	0.17%
Department of Agriculture and Fisheries	1,980.03	1,977.97	-2.06	-0.10%
Department of Communities, Child Safety and Disability Services	5,987.44	5,905.38	-82.06	-1.37%
Department of Education and Training	68,536.76	68,217.41	-319.35	-0.47%
Department of Energy and Water Supply	210.99	211.94	0.95	0.45%
Department of Environment and Heritage Protection	1,124.80	1,145.68	20.88	1.86%
Department of Housing and Public Works	2,947.52	2,948.68	1.16	0.04%
Department of Infrastructure, Local Government and Planning	458.08	500.71	42.63	9.31%
Department of Justice and Attorney-General	8,300.53	8,535.67	235.14	2.83%
Department of National Parks, Sport and Racing	1,341.12	1,365.12	24.00	1.79%
Department of Natural Resources and Mines	2,370.50	2,387.25	16.75	0.71%
Department of Science, Information Technology and Innovation	2,610.74	2,598.60	-12.14	-0.47%
Department of State Development	592.79	577.43	-15.36	-2.59%
Department of the Premier and Cabinet	636.64	629.78	-6.86	-1.08%
Department of Tourism, Major Events, Small Business and Commonwealth Games	155.43	146.26	-9.17	-5.90%
Department of Transport and Main Roads	7,042.21	7,102.87	60.66	0.86%
Queensland Fire and Emergency Services	3,282.29	3,247.24	-35.05	-1.07%
Queensland Health	80,374.91	80,368.26	-6.65	-0.01%
Queensland Police Service	14,965.97	14,997.43	31.46	0.21%
Queensland Treasury	1,781.44	1,762.93	-18.51	-1.04%
Electoral Commission Queensland	58.70	60.39	1.69	2.88%
Office of the Inspector-General of Emergency Management	23.40	21.00	-2.40	-10.26%
Public Safety Business Agency	1,242.76	1,101.07	-141.69	-11.40%
Public Service Commission	67.51	70.87	3.36	4.98%
Public Trustee	564.77	568.45	3.68	0.65%
Queensland Audit Office	173.97	169.06	-4.91	-2.82%
TAFE Queensland	4,149.98	4,059.96	-90.02	-2.17%
<b>Queensland public sector sub-total: Budget paper 2 agencies</b>	<b>211,273.85</b>	<b>210,970.49</b>	<b>-303.36</b>	<b>-0.14%</b>

Other entities	September 2016	December 2016	Quarterly variance in total FTE	% Quarterly variance in total FTE
Anti-Discrimination Commission Queensland	34.28	35.00	0.72	2.10%
Legal Aid Queensland	454.72	459.43	4.71	1.04%
Office of the Health Ombudsman	126.71	134.91	8.20	6.47%
Queensland Art Gallery	274.04	305.18	31.14	11.36%
Queensland Family and Child Commission	65.35	81.05	15.70	24.02%
Queensland Museum	244.30	267.04	22.74	9.31%
State Library of Queensland	279.65	275.89	-3.76	-1.34%
Trade and Investment Queensland	101.00	110.28	9.28	9.19%
<b>Queensland public sector sub-total: Other entities</b>	<b>1,580.05</b>	<b>1,668.78</b>	<b>88.73</b>	<b>5.62%</b>
<b>Queensland public sector total</b>	<b>212,853.90</b>	<b>212,639.27</b>	<b>-214.63</b>	<b>-0.10%</b>

## By employment category

The majority of the workforce are permanent employees. Temporary and casual employment remain relatively low at 17.20 per cent and 3.01 per cent respectively.

**Figure 1 Percentage of FTE by appointment type**



Females accounted for 66.67 per cent of the total FTE employment.

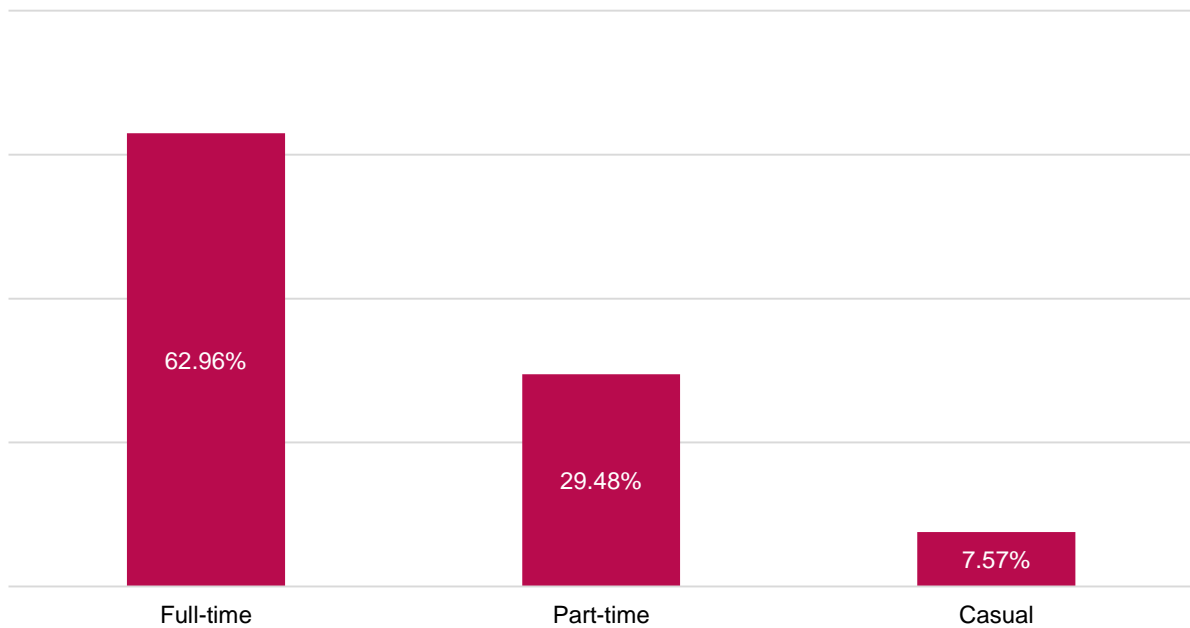
**Table 2 Number of FTE by appointment type and gender**

	Permanent		Temporary		Casual		Contract		Queensland public sector total (FTE)	
<b>Female</b>	110,693.44	65.93%	25,836.30	70.65%	4,547.71	70.97%	686.34	38.69%	141,763.79	66.67%
<b>Male</b>	57,196.13	34.07%	10,731.54	29.35%	1,860.10	29.03%	1,087.71	61.31%	70,875.48	33.33%
<b>Total</b>	167,889.57	100.00%	36,567.84	100.00%	6,407.81	100.00%	1,774.05	100.00%	212,639.27	100.00%

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

A total of 62.96 per cent of employees work full-time and 29.48 per cent of employees have part-time work arrangements.

**Figure 2 Percentage of headcount by employment status**



Females account for nearly 89 per cent of part-time work arrangements.

**Table 3 Number of headcount by employment status and gender**

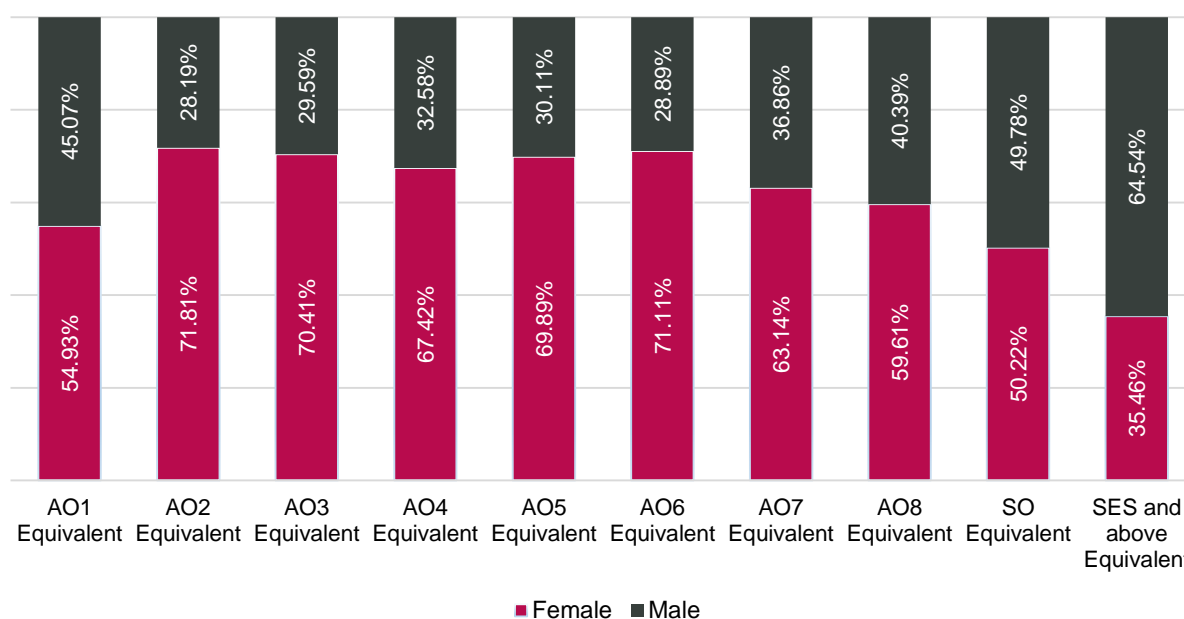
	Full-time		Part-time		Casual		Queensland public sector total (Headcount)	
<b>Female</b>	95,589	59.87%	66,494	88.96%	13,291	69.26%	175,374	69.15%
<b>Male</b>	64,071	40.13%	8,255	11.04%	5,900	30.74%	78,226	30.85%
<b>Total</b>	159,660	100.00%	74,749	100.00%	19,191	100.00%	253,600	100.00%



## By earnings

While females and males receive the same salary for the same classification job, the FTE average annual earnings for females is \$9256 less than males. Females are generally in lower paid jobs than males, with 70.07 per cent of AO2 to AO6 and equivalent roles held by females. This figure decreases to 63.14 per cent in AO7 and equivalent roles, 59.61 per cent in AO8 and equivalent roles, 50.22 per cent in senior officer and equivalent roles and 35.46 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)**

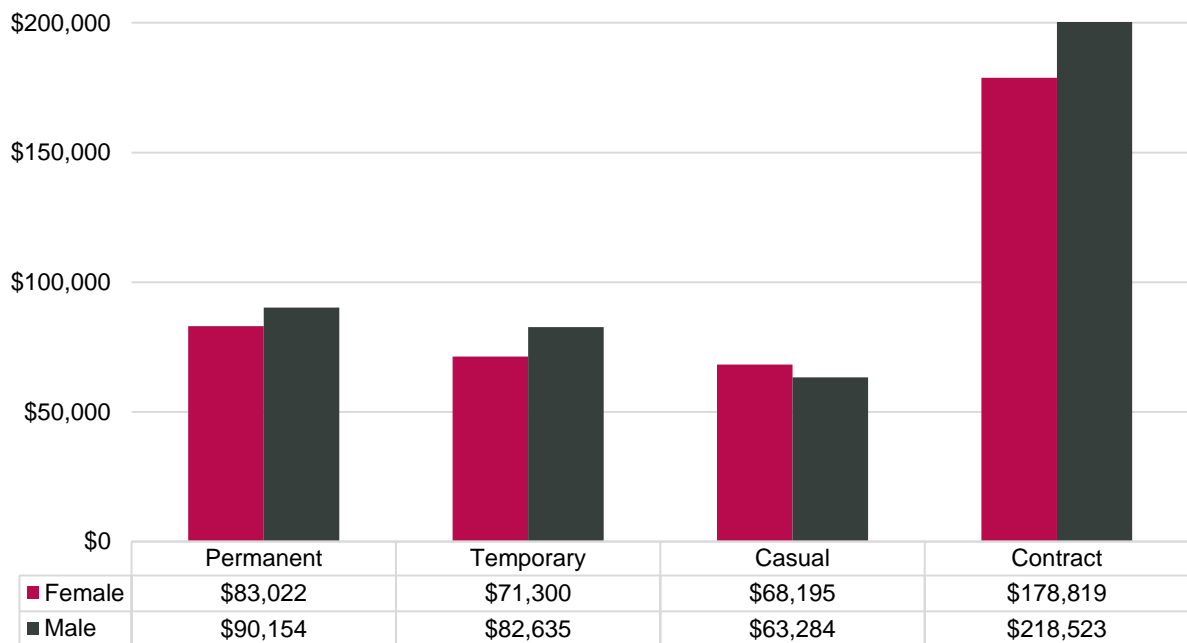
	Female		Male		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
AO1 and equivalent	145.38	54.93%	119.28	45.07%	264.66	100.00%
AO2 and equivalent	18,305.15	71.81%	7,186.49	28.19%	25,491.64	100.00%
AO3 and equivalent	19,820.08	70.41%	8,327.86	29.59%	28,147.94	100.00%
AO4 and equivalent	23,966.21	67.42%	11,582.55	32.58%	35,548.76	100.00%
AO5 and equivalent	18,457.02	69.89%	7,950.16	30.11%	26,407.18	100.00%
AO6 and equivalent	30,520.70	71.11%	12,400.46	28.89%	42,921.16	100.00%
AO7 and equivalent	14,140.62	63.14%	8,254.39	36.86%	22,395.01	100.00%
AO8 and equivalent	9,797.92	59.61%	6,638.82	40.39%	16,436.74	100.00%
SO and equivalent	4,364.92	50.22%	4,327.32	49.78%	8,692.24	100.00%
SES and above equivalent	2,245.79	35.46%	4,088.15	64.54%	6,333.94	100.00%
<b>Queensland public sector</b>	<b>141,763.79</b>	<b>66.67%</b>	<b>70,875.48</b>	<b>33.33%</b>	<b>212,639.27</b>	<b>100.00%</b>

**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 <sup>1</sup>	Occupations (selected examples only)	Female	Male	Total
AO1 and equivalent	Police recruits	145.38	119.28	264.66
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	18,305.15	7,186.49	25,491.64
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	19,820.08	8,327.86	28,147.94
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	23,966.21	11,582.55	35,548.76
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	18,457.02	7,950.16	26,407.18
AO6 and equivalent	Teachers, clinical and registered nurses, TAFE teachers, some ambulance operational staff, police officers, health practitioners, detectives and others	30,520.70	12,400.46	42,921.16
AO7 and equivalent	Clinical and registered nurses, teachers, police officers, detectives and others	14,140.62	8,254.39	22,395.01
AO8 and equivalent	Clinical nurses, consultant/manager/educator, clinical and registered nurses, teachers, principals and guidance officers, police officers, health practitioners, detectives and others	9,797.92	6,638.82	16,436.74
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	4,364.92	4,327.32	8,692.24
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	2,245.79	4,088.15	6,333.94
<b>Total</b>		<b>141,763.79</b>	<b>70,875.48</b>	<b>212,639.27</b>

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.

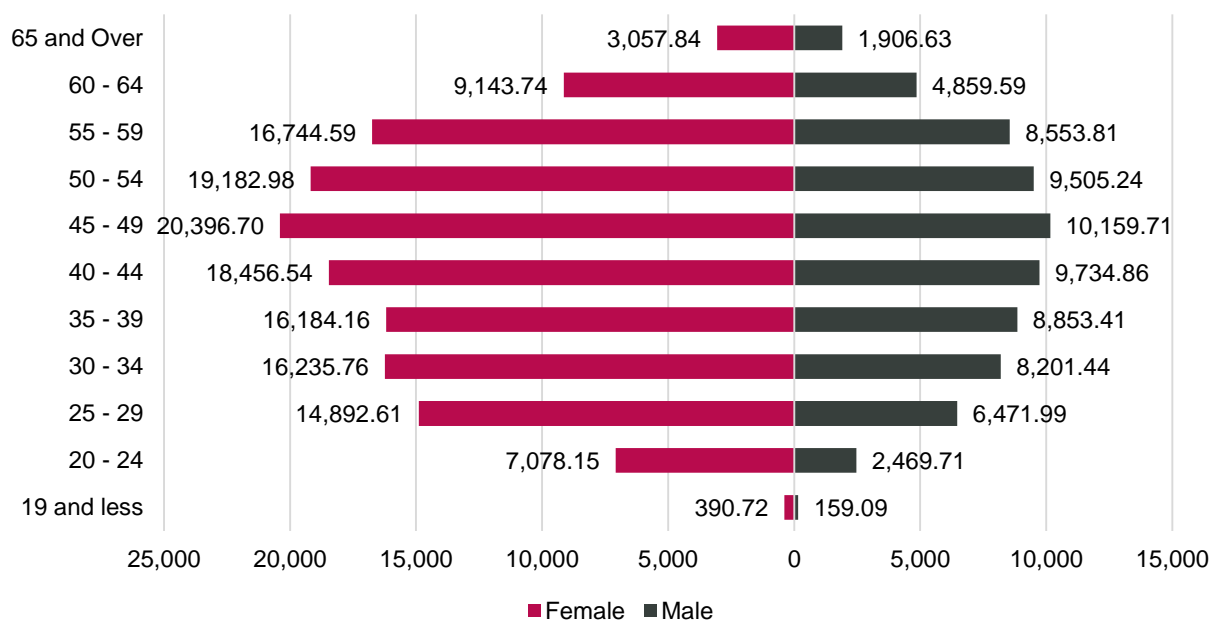
**Figure 4 Average annual earnings (FTE) by appointment type and gender**



## By age

The average age of an employee is 44.25 years (44.08 years for a female and 44.63 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	71.06%	74.13%	69.71%	66.44%	64.64%	65.47%	66.75%	66.87%	66.19%	65.30%	61.59%	66.67%
Male	28.94%	25.87%	30.29%	33.56%	35.36%	34.53%	33.25%	33.13%	33.81%	34.70%	38.41%	33.33%
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).<sup>2</sup> 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 September 2016 quarter, the most significant increases in statistical areas are:

- 2.52 per cent in Gold Coast
- 1.40 per cent for Mackay
- 1.05 per cent for Sunshine Coast

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

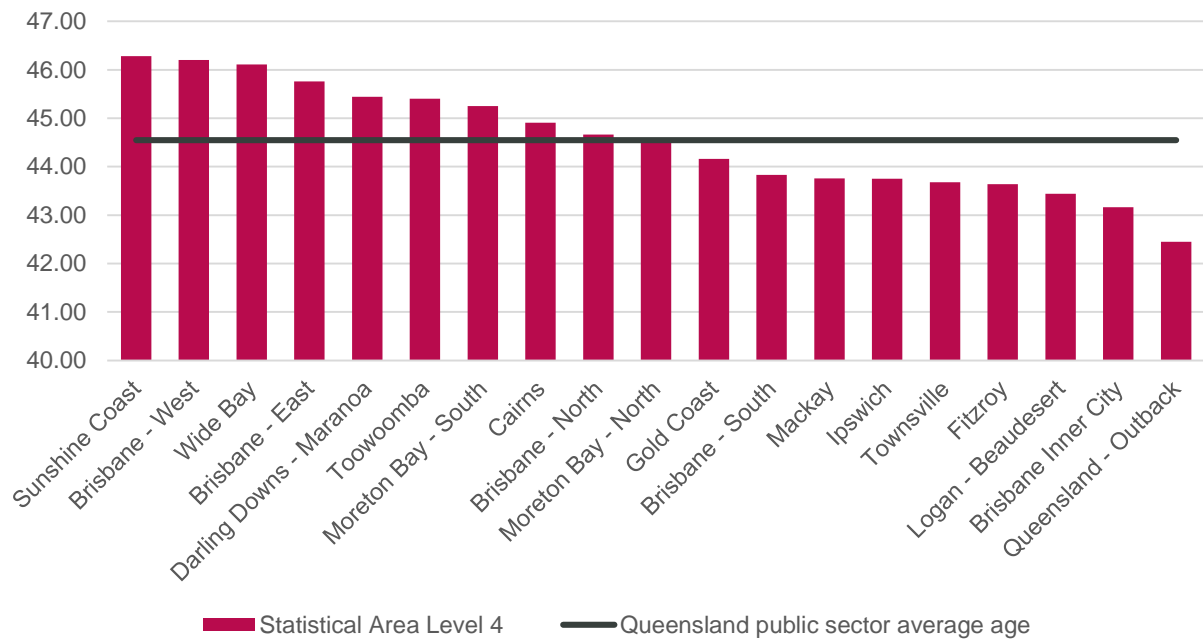
Statistical Area Level 4	September 2016		December 2016		% of quarterly variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,666.01	2.19%	4,663.14	2.19%	-0.06%
Brisbane - North	8,985.24	4.22%	9,020.25	4.24%	0.39%
Brisbane - South	18,597.74	8.74%	18,511.86	8.71%	-0.46%
Brisbane - West	3,420.91	1.61%	3,402.51	1.60%	-0.54%
Brisbane Inner City	42,971.55	20.19%	42,896.62	20.18%	-0.17%
Cairns	12,745.86	5.99%	12,723.09	5.98%	-0.18%
Darling Downs - Maranoa	4,918.02	2.31%	4,865.78	2.29%	-1.06%
Fitzroy	9,497.25	4.46%	9,472.40	4.46%	-0.26%
Gold Coast	17,247.81	8.10%	17,682.89	8.32%	2.52%
Ipswich	13,312.56	6.26%	13,323.11	6.27%	0.08%
Logan - Beaudesert	9,930.75	4.67%	9,866.25	4.64%	-0.65%
Mackay	6,156.33	2.89%	6,242.59	2.94%	1.40%
Moreton Bay - North	8,672.87	4.08%	8,602.03	4.05%	-0.82%
Moreton Bay - South	3,163.41	1.49%	3,123.77	1.47%	-1.25%
Queensland - Outback	6,365.19	2.99%	5,857.36	2.76%	-7.98%
Sunshine Coast	11,106.83	5.22%	11,222.92	5.28%	1.05%
Toowoomba	7,199.45	3.38%	7,237.96	3.40%	0.53%
Townsville	12,339.29	5.80%	12,373.62	5.82%	0.28%
Wide Bay	11,513.50	5.41%	11,507.39	5.41%	-0.05%
<b>Queensland</b>	<b>212,810.57</b>	<b>100.00%</b>	<b>212,595.54</b>	<b>100.00%</b>	<b>-0.10%</b>

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 46.28 years in the Sunshine Coast to 42.45 years in the Queensland – Outback. Interstate and overseas employees are excluded from the analysis.

**Figure 6 Average age by Queensland SA4**

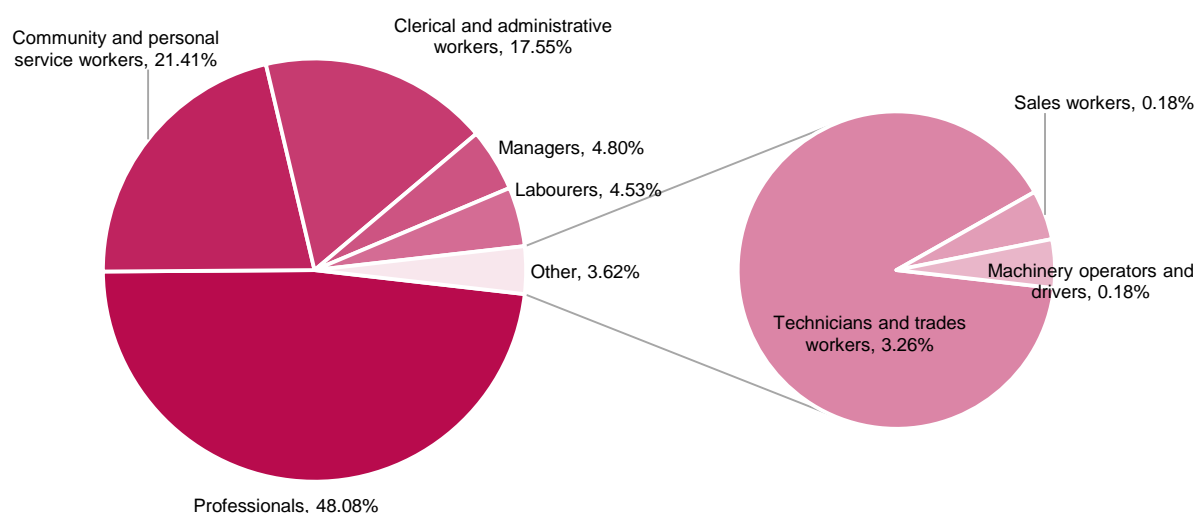


## By occupation

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 (48.08 per cent) of the public sector are professionals. More than a fifth (21.41 per cent) are community and personal service workers, and nearly a fifth (17.55 per cent) are clerical and administrative workers.

**Figure 7 Percentage of FTE by occupation**



**Table 8 Number and percentage of FTE by occupation**

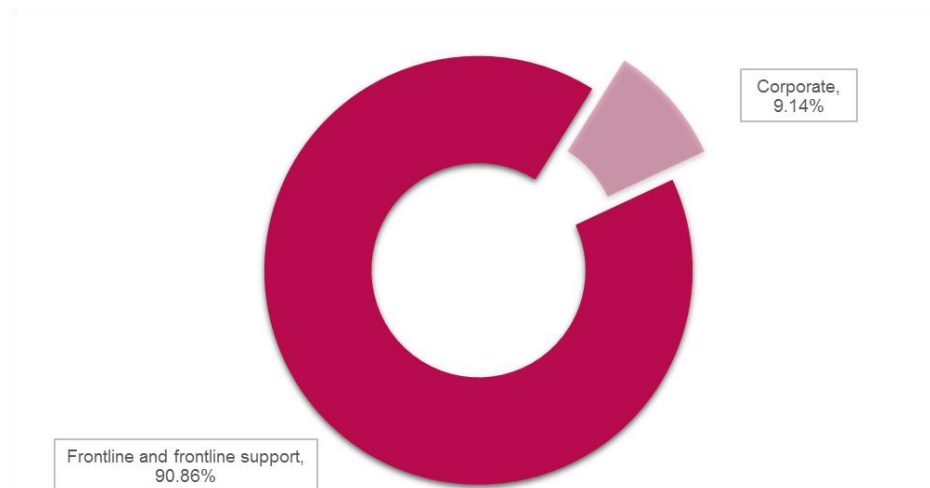
Type of occupation type	FTE	% of FTE
Professionals	102,244.11	48.08%
Community and personal service workers	45,534.55	21.41%
Clerical and administrative workers	37,312.32	17.55%
Managers	10,213.55	4.80%
Labourers	9,638.26	4.53%
Technicians and trades workers	6,926.44	3.26%
Sales workers	389.52	0.18%
Machinery operators and drivers	380.52	0.18%
<b>Queensland public sector</b>	<b>212,639.27</b>	<b>100.00%</b>

## By type of service

Employees in corporate services represent 9.14 per cent of the public sector, with the two largest functions of information and communications technology (ICT) and human resources (HR), accounting collectively for 46.44 per cent of corporate service employees.

The next largest functions within corporate services are accounting and finance (16.11 per cent) and property and facilities (7.56 per cent).

**Figure 8 Percentage of FTE by type of service**

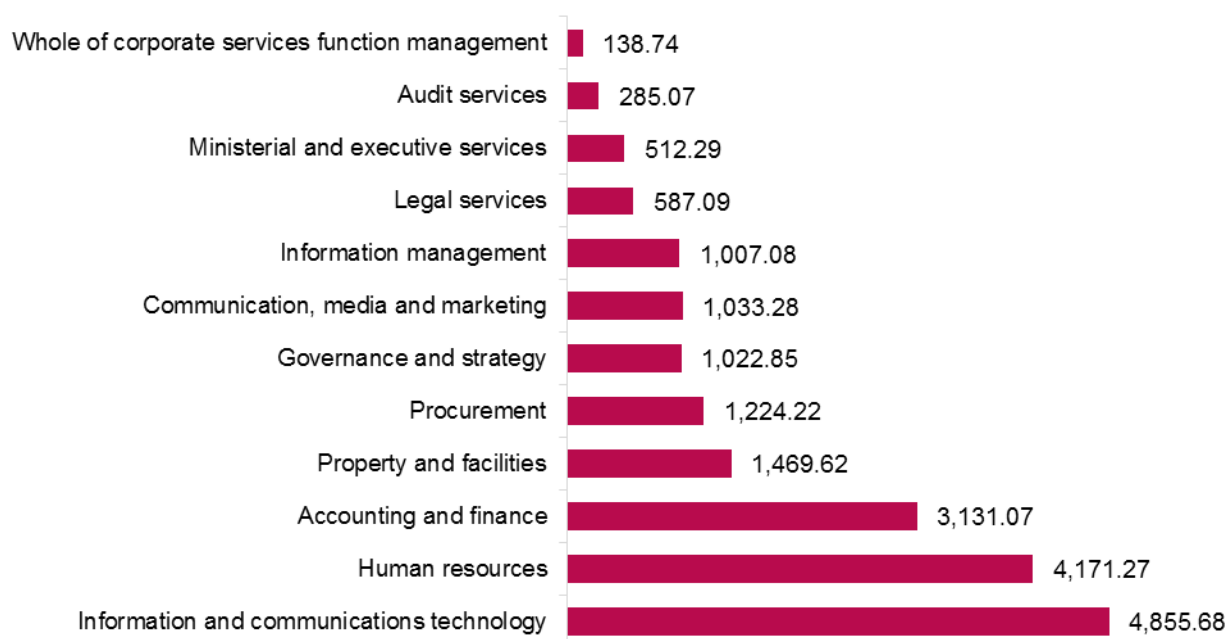


**Table 9 Number and percentage of FTE employees by type of service**

Type of service	FTE	% of FTE
Frontline and frontline support	193,201.01	90.86%
Corporate	19,438.26	9.14%
<b>Queensland public sector</b>	<b>212,639.27</b>	<b>100.00%</b>



**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	4,855.68	24.98%
Human resources	4,171.27	21.46%
Accounting and finance	3,131.07	16.11%
Property and facilities	1,469.62	7.56%
Procurement	1,224.22	6.30%
Governance and strategy	1,022.85	5.26%
Communication, media and marketing	1,033.28	5.32%
Information management	1,007.08	5.18%
Legal services	587.09	3.02%
Ministerial and executive services	512.29	2.64%
Audit services	285.07	1.47%
Whole of corporate services function management	138.74	0.71%
<b>Queensland public sector - corporate service total</b>	<b>19,438.26</b>	<b>100.00%</b>

## Schedule 1

**Table 11 Number of FTE by appointment type and agency**

<b>Budget paper 2 agencies</b>	<b>Permanent</b>	<b>Temporary</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>
Department of Aboriginal and Torres Strait Islander Partnerships	231.89	51.60	1.59	8.00	293.08
Department of Agriculture and Fisheries	1,666.38	283.71	6.88	21.00	1,977.97
Department of Communities, Child Safety and Disability Services	4,875.99	841.76	148.63	39.00	5,905.38
Department of Education and Training	52,437.38	13,007.33	2,631.70	141.00	68,217.41
Department of Energy and Water Supply	185.14	19.20	-	7.60	211.94
Department of Environment and Heritage Protection	874.08	252.29	1.31	18.00	1,145.68
Department of Housing and Public Works	2,500.55	401.76	3.67	42.70	2,948.68
Department of Infrastructure, Local Government and Planning	306.56	163.39	0.16	30.60	500.71
Department of Justice and Attorney-General	7,109.63	1,054.88	256.40	114.76	8,535.67
Department of National Parks, Sport and Racing	1,158.58	181.39	11.15	14.00	1,365.12
Department of Natural Resources and Mines	2,145.02	157.62	9.21	75.40	2,387.25
Department of Science, Information Technology and Innovation	2,098.85	432.02	5.94	61.79	2,598.60
Department of State Development	428.89	118.64	-	29.90	577.43
Department of the Premier and Cabinet	435.29	152.38	17.21	24.90	629.78
Department of Tourism, Major Events, Small Business and Commonwealth Games	95.92	39.34	-	11.00	146.26
Department of Transport and Main Roads	6,072.91	584.59	353.47	91.90	7,102.87
Queensland Fire and Emergency Services	2,818.66	193.71	217.87	17.00	3,247.24
Queensland Health	61,124.89	16,371.53	2,459.78	412.06	80,368.26
Queensland Police Service	14,381.61	393.41	4.41	218.00	14,997.43
Queensland Treasury	1,590.65	107.90	1.18	63.20	1,762.93
Electoral Commission Queensland	40.80	15.00	0.59	4.00	60.39
Office of the Inspector-General of Emergency Management	14.60	5.40	-	1.00	21.00
Public Safety Business Agency	927.17	124.25	3.65	46.00	1,101.07
Public Service Commission	51.01	10.80	0.66	8.40	70.87
Public Trustee	460.75	104.70	-	3.00	568.45
Queensland Audit Office	144.87	14.80	0.39	9.00	169.06
TAFE Queensland	2,501.00	1,183.62	153.40	221.94	4,059.96
<b>Queensland public sector sub-total: Budget paper 2 agencies</b>	<b>166,679.07</b>	<b>36,267.02</b>	<b>6,289.25</b>	<b>1,735.15</b>	<b>210,970.49</b>

<b>Other entities</b>	<b>Permanent</b>	<b>Temporary</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>
Anti-Discrimination Commission Queensland	29.30	4.70	-	1.00	35.00
Legal Aid Queensland	397.44	54.52	0.47	7.00	459.43
Office of the Health Ombudsman	112.01	19.00	-	3.90	134.91
Queensland Art Gallery	172.63	57.69	70.86	4.00	305.18
Queensland Family and Child Commission	55.15	22.90	-	3.00	81.05
Queensland Museum	149.50	74.08	38.46	5.00	267.04
State Library of Queensland	220.79	41.33	8.77	5.00	275.89
Trade and Investment Queensland	73.68	26.60	-	10.00	110.28
<b>Queensland public sector sub-total: Other entities</b>	<b>1,210.50</b>	<b>300.82</b>	<b>118.56</b>	<b>38.90</b>	<b>1,668.78</b>
<b>Queensland public sector total</b>	<b>167,889.57</b>	<b>36,567.84</b>	<b>6,407.81</b>	<b>1,774.05</b>	<b>212,639.27</b>

**Table 12 Number of headcount by appointment type and agency**

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	240	53	3	8	304
Department of Agriculture and Fisheries	1,726	297	24	21	2,068
Department of Communities, Child Safety and Disability Services	5,167	905	266	39	6,377
Department of Education and Training	60,682	18,272	7,930	141	87,025
Department of Energy and Water Supply	193	20	-	8	221
Department of Environment and Heritage Protection	912	262	3	18	1,195
Department of Housing and Public Works	2,593	419	5	43	3,060
Department of Infrastructure, Local Government and Planning	321	171	1	31	524
Department of Justice and Attorney-General	7,364	1,121	489	119	9,093
Department of National Parks, Sport and Racing	1,197	194	24	14	1,429
Department of Natural Resources and Mines	2,242	166	17	77	2,502
Department of Science, Information Technology and Innovation	2,222	446	10	63	2,741
Department of State Development	449	125	-	30	604
Department of the Premier and Cabinet	464	161	40	26	691
Department of Tourism, Major Events, Small Business and Commonwealth Games	103	40	-	11	154
Department of Transport and Main Roads	6,302	610	1,937	92	8,941
Queensland Fire and Emergency Services	2,856	212	2,068	17	5,153
Queensland Health	69,952	19,176	5,587	889	95,604
Queensland Police Service	14,715	422	10	218	15,365
Queensland Treasury	1,651	114	2	65	1,832
Electoral Commission Queensland	42	15	1	4	62
Office of the Inspector-General of Emergency Management	15	6	-	1	22
Public Safety Business Agency	941	128	4	46	1,119
Public Service Commission	54	11	2	9	76
Public Trustee	482	108	-	3	593
Queensland Audit Office	152	15	1	9	177
TAFE Queensland	2,629	1,321	498	229	4,677
<b>Queensland public sector sub-total: Budget paper 2 agencies</b>	<b>185,666</b>	<b>44,790</b>	<b>18,922</b>	<b>2,231</b>	<b>251,609</b>

Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	31	6	-	1	38
Legal Aid Queensland	429	66	1	7	503
Office of the Health Ombudsman	114	19	-	4	137
Queensland Art Gallery	193	80	139	4	416
Queensland Family and Child Commission	57	26	-	3	86
Queensland Museum	165	99	88	5	357
State Library of Queensland	244	51	41	5	341
Trade and Investment Queensland	76	27	-	10	113
<b>Queensland public sector sub-total: Other entities</b>	<b>1,309</b>	<b>374</b>	<b>269</b>	<b>39</b>	<b>1,991</b>
<b>Queensland public sector total</b>	<b>186,975</b>	<b>45,164</b>	<b>19,191</b>	<b>2,270</b>	<b>253,600</b>

**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	202.49	90.59	293.08	69.09%	30.91%
Department of Agriculture and Fisheries	772.31	1,205.66	1,977.97	39.05%	60.95%
Department of Communities, Child Safety and Disability Services	4,551.91	1,353.47	5,905.38	77.08%	22.92%
Department of Education and Training	52,821.04	15,396.37	68,217.41	77.43%	22.57%
Department of Energy and Water Supply	106.94	105.00	211.94	50.46%	49.54%
Department of Environment and Heritage Protection	687.65	458.03	1,145.68	60.02%	39.98%
Department of Housing and Public Works	1,557.24	1,391.44	2,948.68	52.81%	47.19%
Department of Infrastructure, Local Government and Planning	296.89	203.82	500.71	59.29%	40.71%
Department of Justice and Attorney-General	4,497.50	4,038.17	8,535.67	52.69%	47.31%
Department of National Parks, Sport and Racing	504.96	860.16	1,365.12	36.99%	63.01%
Department of Natural Resources and Mines	1,182.90	1,204.35	2,387.25	49.55%	50.45%
Department of Science, Information Technology and Innovation	1,504.75	1,093.85	2,598.60	57.91%	42.09%
Department of State Development	366.95	210.48	577.43	63.55%	36.45%
Department of the Premier and Cabinet	414.67	215.11	629.78	65.84%	34.16%
Department of Tourism, Major Events, Small Business and Commonwealth Games	91.26	55.00	146.26	62.40%	37.60%
Department of Transport and Main Roads	3,268.62	3,834.25	7,102.87	46.02%	53.98%
Queensland Fire and Emergency Services	652.74	2,594.50	3,247.24	20.10%	79.90%
Queensland Health	57,561.23	22,807.03	80,368.26	71.62%	28.38%
Queensland Police Service	5,218.38	9,779.05	14,997.43	34.80%	65.20%
Queensland Treasury	913.44	849.49	1,762.93	51.81%	48.19%
Electoral Commission Queensland	31.39	29.00	60.39	51.98%	48.02%
Office of the Inspector-General of Emergency Management	14.00	7.00	21.00	66.67%	33.33%
Public Safety Business Agency	366.47	734.60	1,101.07	33.28%	66.72%
Public Service Commission	52.31	18.56	70.87	73.81%	26.19%
Public Trustee	411.15	157.30	568.45	72.33%	27.67%
Queensland Audit Office	77.97	91.09	169.06	46.12%	53.88%
TAFE Queensland	2,532.93	1,527.03	4,059.96	62.39%	37.61%
<b>Queensland public sector sub-total: Budget paper 2 agencies</b>	<b>140,660.09</b>	<b>70,310.40</b>	<b>210,970.49</b>	<b>66.67%</b>	<b>33.33%</b>

Other entities	FTE			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	27.00	8.00	35.00	77.14%	22.86%
Legal Aid Queensland	326.14	133.29	459.43	70.99%	29.01%
Office of the Health Ombudsman	91.01	43.90	134.91	67.46%	32.54%
Queensland Art Gallery	172.93	132.25	305.18	56.66%	43.34%
Queensland Family and Child Commission	63.85	17.20	81.05	78.78%	21.22%
Queensland Museum	166.41	100.63	267.04	62.32%	37.68%
State Library of Queensland	193.08	82.81	275.89	69.98%	30.02%
Trade and Investment Queensland	63.28	47.00	110.28	57.38%	42.62%
<b>Queensland public sector sub-total: Other entities</b>	<b>1,103.70</b>	<b>565.08</b>	<b>1,668.78</b>	<b>66.14%</b>	<b>33.86%</b>
<b>Queensland public sector total</b>	<b>141,763.79</b>	<b>70,875.48</b>	<b>212,639.27</b>	<b>66.67%</b>	<b>33.33%</b>

**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	213	91	304	70.07%	29.93%
Department of Agriculture and Fisheries	846	1,222	2,068	40.91%	59.09%
Department of Communities, Child Safety and Disability Services	4,961	1,416	6,377	77.80%	22.20%
Department of Education and Training	69,290	17,735	87,025	79.62%	20.38%
Department of Energy and Water Supply	115	106	221	52.04%	47.96%
Department of Environment and Heritage Protection	732	463	1,195	61.26%	38.74%
Department of Housing and Public Works	1,656	1,404	3,060	54.12%	45.88%
Department of Infrastructure, Local Government and Planning	317	207	524	60.50%	39.50%
Department of Justice and Attorney-General	4,888	4,205	9,093	53.76%	46.24%
Department of National Parks, Sport and Racing	561	868	1,429	39.26%	60.74%
Department of Natural Resources and Mines	1,281	1,221	2,502	51.20%	48.80%
Department of Science, Information Technology and Innovation	1,633	1,108	2,741	59.58%	40.42%
Department of State Development	390	214	604	64.57%	35.43%
Department of the Premier and Cabinet	458	233	691	66.28%	33.72%
Department of Tourism, Major Events, Small Business and Commonwealth Games	99	55	154	64.29%	35.71%
Department of Transport and Main Roads	4,766	4,175	8,941	53.30%	46.70%
Queensland Fire and Emergency Services	900	4,253	5,153	17.47%	82.53%
Queensland Health	70,431	25,173	95,604	73.67%	26.33%
Queensland Police Service	5,550	9,815	15,365	36.12%	63.88%
Queensland Treasury	973	859	1,832	53.11%	46.89%
Electoral Commission Queensland	33	29	62	53.23%	46.77%
Office of the Inspector-General of Emergency Management	15	7	22	68.18%	31.82%
Public Safety Business Agency	379	740	1,119	33.87%	66.13%
Public Service Commission	55	21	76	72.37%	27.63%
Public Trustee	433	160	593	73.02%	26.98%
Queensland Audit Office	85	92	177	48.02%	51.98%
TAFE Queensland	2,971	1,706	4,677	63.52%	36.48%
<b>Queensland public sector sub-total: Budget paper 2 agencies</b>	<b>174,031</b>	<b>77,578</b>	<b>251,609</b>	<b>69.17%</b>	<b>30.83%</b>

Other entities	Headcount			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	30	8	38	78.95%	21.05%
Legal Aid Queensland	361	142	503	71.77%	28.23%
Office of the Health Ombudsman	93	44	137	67.88%	32.12%
Queensland Art Gallery	246	170	416	59.13%	40.87%
Queensland Family and Child Commission	68	18	86	79.07%	20.93%
Queensland Museum	238	119	357	66.67%	33.33%
State Library of Queensland	241	100	341	70.67%	29.33%
Trade and Investment Queensland	66	47	113	58.41%	41.59%
<b>Queensland public sector sub-total: Other entities</b>	<b>1,343</b>	<b>648</b>	<b>1,991</b>	<b>67.45%</b>	<b>32.55%</b>
<b>Queensland public sector total</b>	<b>175,374</b>	<b>78,226</b>	<b>253,600</b>	<b>69.15%</b>	<b>30.85%</b>

## 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 <a href="#">Public Service Commission's workforce definitions</a>.</p>
Average annual earnings (FTE)	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. Information on earnings is collected as at the snapshot date and is extrapolated over a 12-month period.
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 <a href="#">corporate services MOHRI codes</a>.</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	Frontline roles are those that deliver services directly to the public including teachers, nurses, doctors and police officers. 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.
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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