

Queensland public sector quarterly workforce profile

March 2017



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 March 2017.

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 3,287.57 full-time equivalent (FTE) employees in the Queensland public sector since December 2016 quarter—an increase of 1.55 per cent.

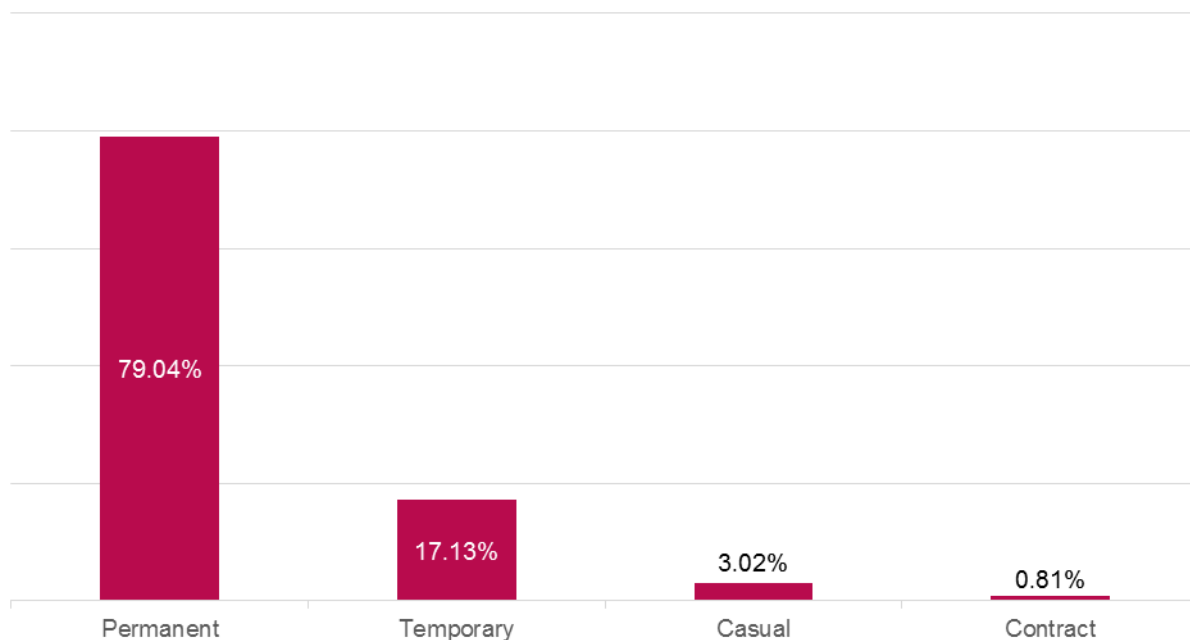
Table 1 Number of FTE by agency

| Budget paper 2 agencies | December 2016 | March 2017 | Quarterly variance in total FTE | % Quarterly variance in total FTE |
|--|-------------------|-------------------|---------------------------------|-----------------------------------|
| Department of Aboriginal and Torres Strait Islander Partnerships | 293.08 | 290.83 | -2.25 | -0.77% |
| Department of Agriculture and Fisheries | 1,977.97 | 1,979.37 | 1.40 | 0.07% |
| Department of Communities, Child Safety and Disability Services | 5,905.38 | 5,911.24 | 5.86 | 0.10% |
| Department of Education and Training | 68,217.41 | 68,695.48 | 478.07 | 0.70% |
| Department of Energy and Water Supply | 211.94 | 218.70 | 6.76 | 3.19% |
| Department of Environment and Heritage Protection | 1,145.68 | 1,162.40 | 16.72 | 1.46% |
| Department of Housing and Public Works | 2,948.68 | 2,933.95 | -14.73 | -0.50% |
| Department of Infrastructure, Local Government and Planning | 500.71 | 523.19 | 22.48 | 4.49% |
| Department of Justice and Attorney-General | 8,535.67 | 8,733.33 | 197.66 | 2.32% |
| Department of National Parks, Sport and Racing | 1,365.12 | 1,365.30 | 0.18 | 0.01% |
| Department of Natural Resources and Mines | 2,387.25 | 2,370.99 | -16.26 | -0.68% |
| Department of Science, Information Technology and Innovation | 2,598.60 | 2,603.08 | 4.48 | 0.17% |
| Department of State Development | 577.43 | 585.56 | 8.13 | 1.41% |
| Department of the Premier and Cabinet | 629.78 | 649.16 | 19.38 | 3.08% |
| Department of Tourism, Major Events, Small Business and Commonwealth Games | 146.26 | 145.82 | -0.44 | -0.30% |
| Department of Transport and Main Roads | 7,102.87 | 7,144.25 | 41.38 | 0.58% |
| Queensland Fire and Emergency Services | 3,247.24 | 3,213.41 | -33.83 | -1.04% |
| Queensland Health | 80,368.26 | 82,889.90 | 2,521.64 | 3.14% |
| Queensland Police Service | 14,997.43 | 14,907.08 | -90.35 | -0.60% |
| Queensland Treasury | 1,762.93 | 1,789.90 | 26.97 | 1.53% |
| Electoral Commission Queensland | 60.39 | 57.11 | -3.28 | -5.43% |
| Office of the Inspector-General of Emergency Management | 21.00 | 19.00 | -2.00 | -9.52% |
| Public Safety Business Agency | 1,101.07 | 1,086.47 | -14.60 | -1.33% |
| Public Service Commission | 70.87 | 69.41 | -1.46 | -2.06% |
| Public Trustee | 568.45 | 581.55 | 13.10 | 2.30% |
| Queensland Audit Office | 169.06 | 175.44 | 6.38 | 3.77% |
| TAFE Queensland | 4,059.96 | 4,171.82 | 111.86 | 2.76% |
| Queensland public sector sub-total: Budget paper 2 agencies | 210,970.49 | 214,273.74 | 3,303.25 | 1.57% |
| Other entities | | | | |
| Anti-Discrimination Commission Queensland | 35.00 | 34.00 | -1.00 | -2.86% |
| Legal Aid Queensland | 459.43 | 467.36 | 7.93 | 1.73% |
| Office of the Health Ombudsman | 134.91 | 134.46 | -0.45 | -0.33% |
| Queensland Art Gallery | 305.18 | 281.41 | -23.77 | -7.79% |
| Queensland Family and Child Commission | 81.05 | 75.72 | -5.33 | -6.58% |
| Queensland Museum | 267.04 | 275.79 | 8.75 | 3.28% |
| State Library of Queensland | 275.89 | 272.68 | -3.21 | -1.16% |
| Trade and Investment Queensland | 110.28 | 111.68 | 1.40 | 1.27% |
| Queensland public sector sub-total: Other entities | 1,668.78 | 1,653.10 | -15.68 | -0.94% |
| Queensland public sector total | 212,639.27 | 215,926.84 | 3,287.57 | 1.55% |

By employment category

The majority of the workforce are permanent employees. Temporary and casual employment remain relatively low at 17.13 per cent and 3.02 per cent respectively.

Figure 1 Percentage of FTE by appointment type



Females accounted for 66.72 per cent of the total FTE employment.

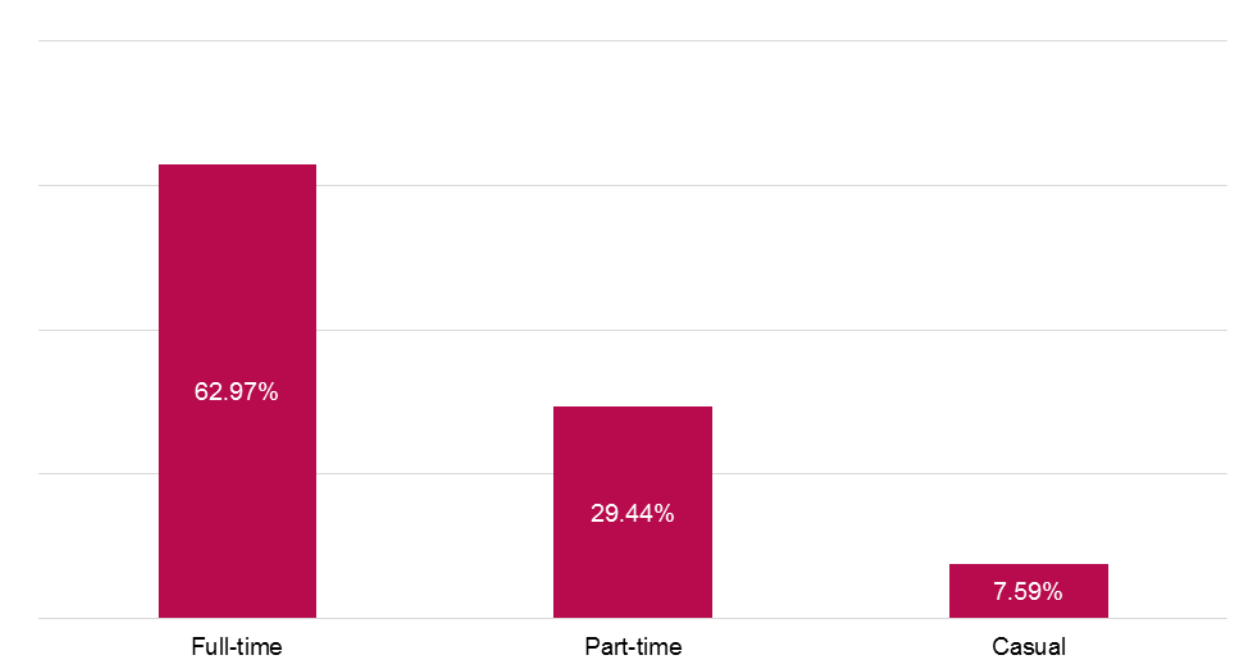
Table 2 Number of FTE by appointment type and gender

| | Permanent | | Temporary | | Casual | | Contract | | Queensland public sector total (FTE) | |
|---------------|------------|---------|-----------|---------|----------|---------|----------|---------|--------------------------------------|---------|
| Female | 112,856.69 | 66.12% | 25,969.77 | 70.22% | 4,543.85 | 69.62% | 692.38 | 39.81% | 144,062.69 | 66.72% |
| Male | 57,822.26 | 33.88% | 11,012.43 | 29.78% | 1,982.57 | 30.38% | 1,046.89 | 60.19% | 71,864.15 | 33.28% |
| Total | 170,678.95 | 100.00% | 36,982.20 | 100.00% | 6,526.42 | 100.00% | 1,739.27 | 100.00% | 215,926.84 | 100.00% |

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

A total of 62.97 per cent of employees work full-time and 29.44 per cent of employees have part-time work arrangements.

Figure 2 Percentage of headcount by employment status



Females account for 89.04 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 | 97,126 | 59.95% | 67,443 | 89.04% | 13,269 | 67.91% | 177,838 | 69.12% |
| Male | 64,883 | 40.05% | 8,300 | 10.96% | 6,270 | 32.09% | 79,453 | 30.88% |
| Total | 162,009 | 100.00% | 75,743 | 100.00% | 19,539 | 100.00% | 257,291 | 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 \$9119 less than males. Females are generally in lower paid jobs than males, with 70.08 per cent of AO2 to AO6 and equivalent roles held by females. This figure decreases to 63.63 per cent in AO7 and equivalent roles, 59.85 per cent in AO8 and equivalent roles, 50.00 per cent in senior officer and equivalent roles and 35.91 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)

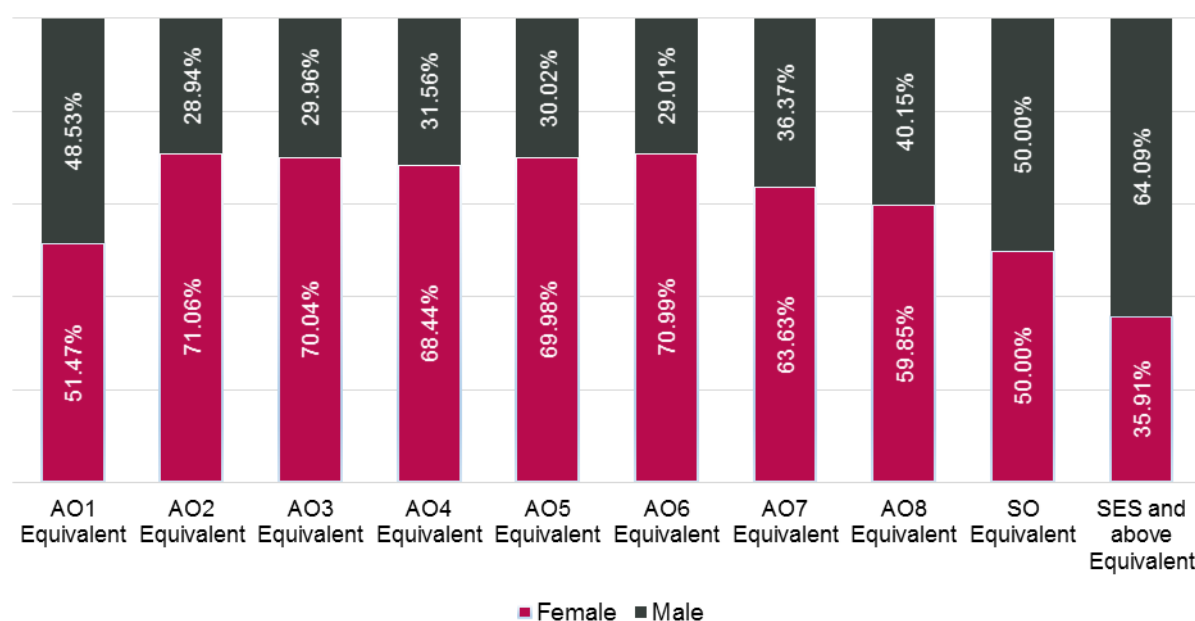


Table 4 Number and percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time)

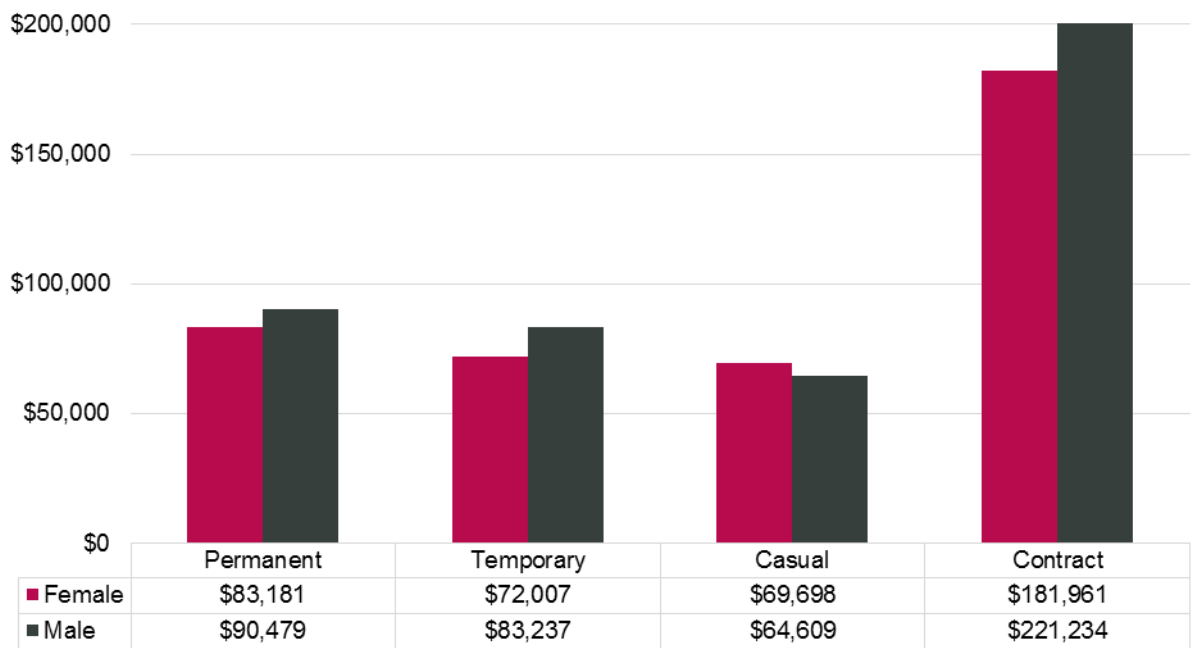
| | Female | | Male | | Total | |
|---------------------------------|-------------------|---------------|------------------|---------------|-------------------|----------------|
| | Number | Percentage | Number | Percentage | Number | Percentage |
| AO1 and equivalent | 124.47 | 51.47% | 117.36 | 48.53% | 241.83 | 100.00% |
| AO2 and equivalent | 17,881.35 | 71.06% | 7,283.49 | 28.94% | 25,164.84 | 100.00% |
| AO3 and equivalent | 19,361.92 | 70.04% | 8,283.81 | 29.96% | 27,645.73 | 100.00% |
| AO4 and equivalent | 24,955.28 | 68.44% | 11,506.54 | 31.56% | 36,461.82 | 100.00% |
| AO5 and equivalent | 19,191.02 | 69.98% | 8,234.51 | 30.02% | 27,425.53 | 100.00% |
| AO6 and equivalent | 31,187.18 | 70.99% | 12,744.35 | 29.01% | 43,931.53 | 100.00% |
| AO7 and equivalent | 14,550.85 | 63.63% | 8,318.02 | 36.37% | 22,868.87 | 100.00% |
| AO8 and equivalent | 9,975.27 | 59.85% | 6,691.78 | 40.15% | 16,667.05 | 100.00% |
| SO and equivalent | 4,478.43 | 50.00% | 4,477.94 | 50.00% | 8,956.37 | 100.00% |
| SES and above equivalent | 2,356.92 | 35.91% | 4,206.35 | 64.09% | 6,563.27 | 100.00% |
| Queensland public sector | 144,062.69 | 66.72% | 71,864.15 | 33.28% | 215,926.84 | 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 | 124.47 | 117.36 | 241.83 |
| 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 | 17,881.35 | 7,283.49 | 25,164.84 |
| 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 | 19,361.92 | 8,283.81 | 27,645.73 |
| 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 | 24,955.28 | 11,506.54 | 36,461.82 |
| 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 | 19,191.02 | 8,234.51 | 27,425.53 |
| AO6 and equivalent | Teachers, clinical and registered nurses, TAFE teachers, some ambulance operational staff, police officers, health practitioners, detectives and others | 31,187.18 | 12,744.35 | 43,931.53 |
| AO7 and equivalent | Clinical and registered nurses, teachers, police officers, detectives and others | 14,550.85 | 8,318.02 | 22,868.87 |
| AO8 and equivalent | Clinical nurses, consultant/manager/educator, clinical and registered nurses, teachers, principals and guidance officers, police officers, health practitioners, detectives and others | 9,975.27 | 6,691.78 | 16,667.05 |
| 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 | 4,478.43 | 4,477.94 | 8,956.37 |
| 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 | 2,356.92 | 4,206.35 | 6,563.27 |
| Total | | 144,062.69 | 71,864.15 | 215,926.84 |

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 44.1 years (43.93 years for a female and 44.5 years for a male).

Figure 5 Number of FTE by age distribution and gender

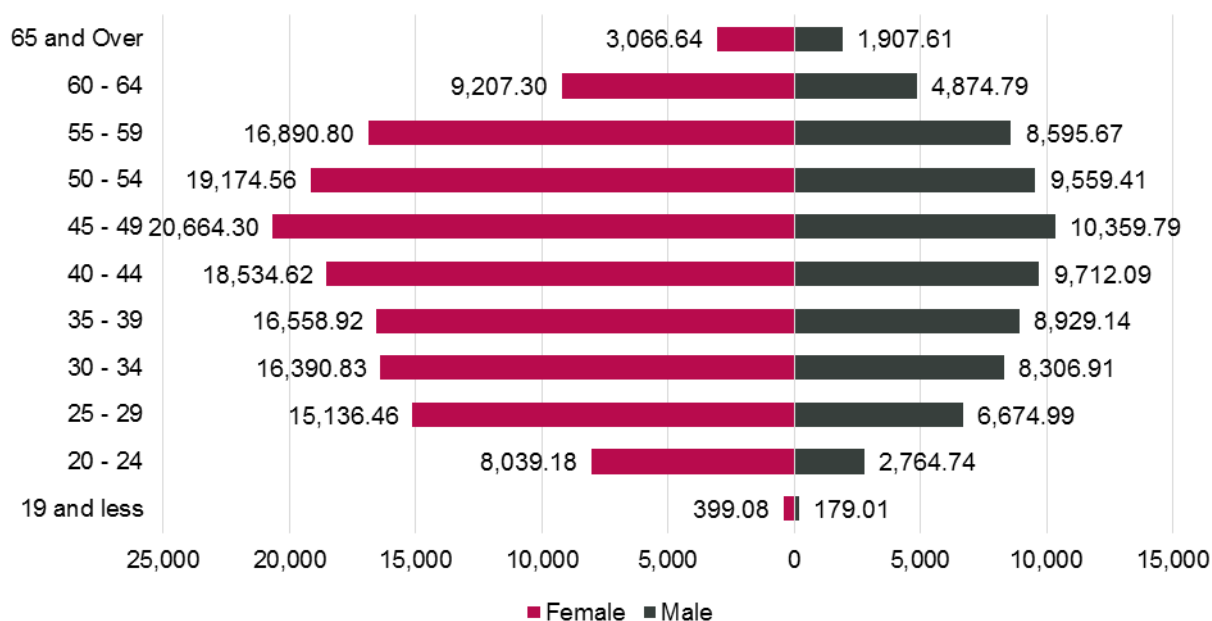


Table 6 Percentage of full-time equivalent by age distribution and gender

| | 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 | 69.03% | 74.41% | 69.40% | 66.37% | 64.97% | 65.62% | 66.61% | 66.73% | 66.27% | 65.38% | 61.65% | 66.72% |
| Male | 30.97% | 25.59% | 30.60% | 33.63% | 35.03% | 34.38% | 33.39% | 33.27% | 33.73% | 34.62% | 38.35% | 33.28% |
| 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. Interstate and overseas employees are excluded from the analysis.

Just under 20 per cent of employees are located in the Brisbane inner city statistical area. Since the December 2016 quarter, the most significant increases in statistical areas are:

- 7.64 per cent for Sunshine Coast
- 3.27 per cent for Gold Coast
- 3.25 per cent for Moreton Bay - South

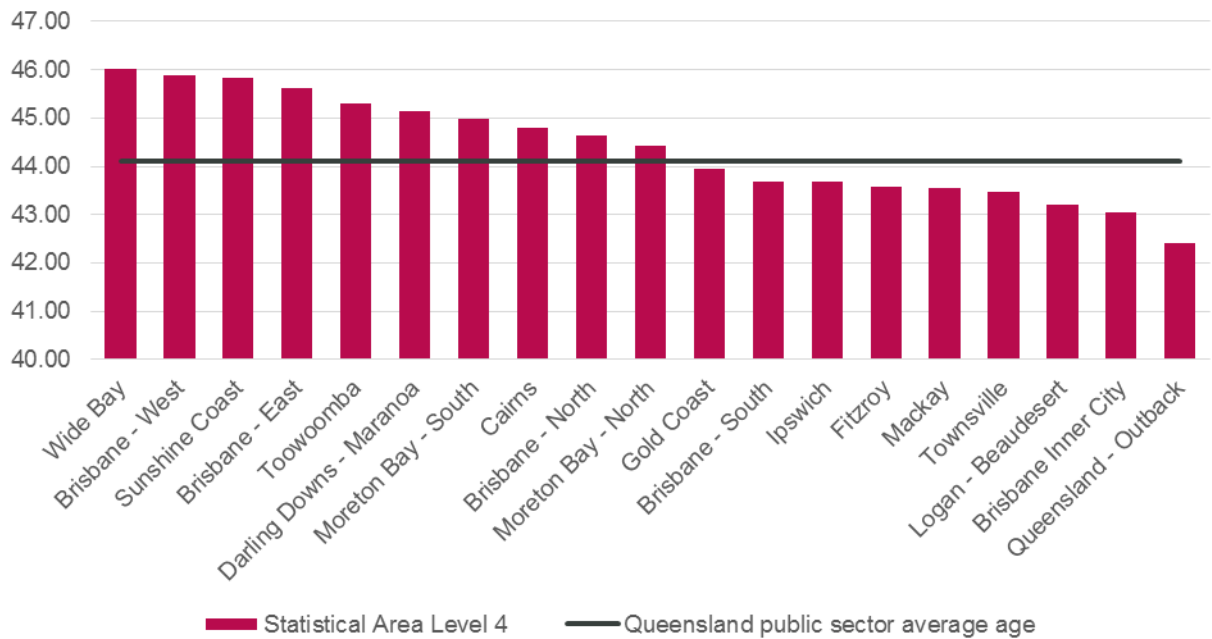
Table 7 FTE and quarterly variance in FTE by Queensland SA4

| Statistical Area Level 4 | December 2016 | | March 2017 | | % of quarterly variance in FTE |
|--------------------------|-------------------|----------------|-------------------|----------------|--------------------------------|
| | FTE | % of FTE | FTE | % of FTE | |
| Brisbane - East | 4,663.14 | 2.19% | 4,734.04 | 2.19% | 1.52% |
| Brisbane - North | 9,020.25 | 4.24% | 8,941.98 | 4.14% | -0.87% |
| Brisbane - South | 18,511.86 | 8.71% | 18,519.72 | 8.58% | 0.04% |
| Brisbane - West | 3,402.51 | 1.60% | 3,481.54 | 1.61% | 2.32% |
| Brisbane Inner City | 42,896.62 | 20.18% | 43,160.40 | 19.99% | 0.61% |
| Cairns | 12,723.09 | 5.98% | 12,903.50 | 5.98% | 1.42% |
| Darling Downs - Maranoa | 4,865.78 | 2.29% | 4,932.38 | 2.28% | 1.37% |
| Fitzroy | 9,472.40 | 4.46% | 9,583.00 | 4.44% | 1.17% |
| Gold Coast | 17,682.89 | 8.32% | 18,260.32 | 8.46% | 3.27% |
| Ipswich | 13,323.11 | 6.27% | 13,570.16 | 6.29% | 1.85% |
| Logan - Beaudesert | 9,866.25 | 4.64% | 9,997.56 | 4.63% | 1.33% |
| Mackay | 6,242.59 | 2.94% | 6,325.84 | 2.93% | 1.33% |
| Moreton Bay - North | 8,602.03 | 4.05% | 8,760.30 | 4.06% | 1.84% |
| Moreton Bay - South | 3,123.77 | 1.47% | 3,225.33 | 1.49% | 3.25% |
| Queensland - Outback | 5,857.36 | 2.76% | 5,970.67 | 2.77% | 1.93% |
| Sunshine Coast | 11,222.92 | 5.28% | 12,079.89 | 5.60% | 7.64% |
| Toowoomba | 7,237.96 | 3.40% | 7,352.96 | 3.41% | 1.59% |
| Townsville | 12,373.62 | 5.82% | 12,525.50 | 5.80% | 1.23% |
| Wide Bay | 11,507.39 | 5.41% | 11,543.02 | 5.35% | 0.31% |
| Queensland | 212,595.54 | 100.00% | 215,868.11 | 100.00% | 1.54% |

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 46.02 years in Wide Bay to 42.42 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 (48.60 per cent) of the public sector are professionals. More than a fifth (21.04 per cent) are community and personal service workers, and nearly a fifth (17.39 per cent) are clerical and administrative workers.

Figure 7 Percentage of FTE by occupation

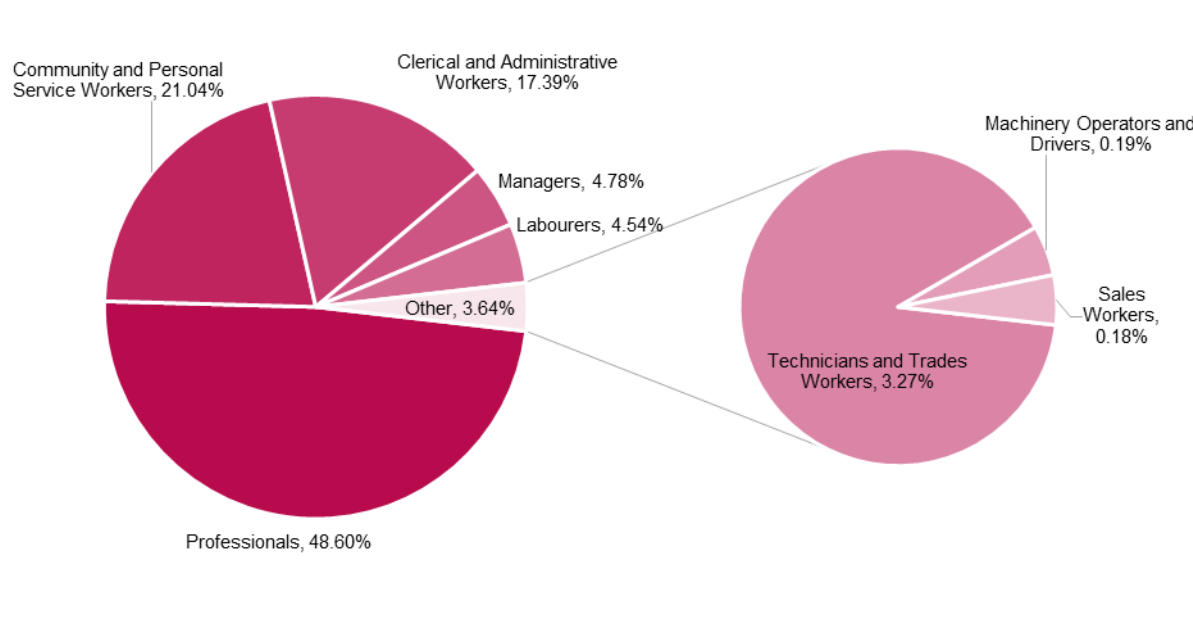


Table 8 Number and percentage of FTE by occupation

| Type of occupation type | FTE | % of FTE |
|--|-------------------|----------------|
| Professionals | 104,941.91 | 48.60% |
| Community and Personal Service Workers | 45,441.79 | 21.04% |
| Clerical and Administrative Workers | 37,543.87 | 17.39% |
| Managers | 10,320.11 | 4.78% |
| Labourers | 9,810.13 | 4.54% |
| Technicians and Trades Workers | 7,068.93 | 3.27% |
| Machinery Operators and Drivers | 401.71 | 0.19% |
| Sales Workers | 398.39 | 0.18% |
| Queensland public sector | 215,926.84 | 100.00% |

By type of service

Employees in corporate services represent 8.82 per cent of the public sector, with the two largest functions of information and communications technology (ICT) and human resources (HR), accounting collectively for 47.14 per cent of corporate service employees.

The next largest functions within corporate services are accounting and finance (16.03 per cent) and property and facilities (7.68 per cent).

Figure 8 Percentage of FTE by type of service

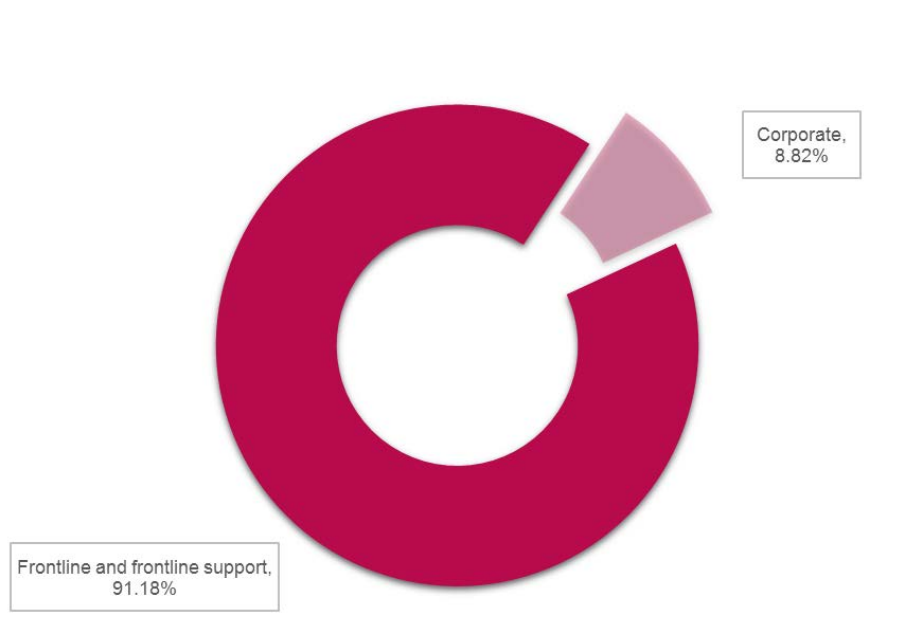


Table 9 Number and percentage of FTE employees by type of service

| Type of service | FTE | % of FTE |
|---------------------------------|-------------------|----------------|
| Frontline and frontline support | 196,887.38 | 91.18% |
| Corporate | 19,039.46 | 8.82% |
| Queensland public sector | 215,926.84 | 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 | 4,882.82 | 25.65% |
| Human Resources | 4,092.34 | 21.49% |
| Accounting and Finance | 3,051.63 | 16.03% |
| Property and Facilities | 1,462.80 | 7.68% |
| Procurement | 1,219.01 | 6.40% |
| Communication, Media and Marketing | 1,040.77 | 5.47% |
| Governance and Strategy | 987.45 | 5.19% |
| Information Management | 971.36 | 5.10% |
| Ministerial and Executive Services | 523.79 | 2.75% |
| Legal Services | 379.92 | 2.00% |
| Audit Services | 289.23 | 1.52% |
| Whole of Corporate Services Function Management | 138.34 | 0.73% |
| Queensland public sector - corporate service total | 19,039.46 | 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 | 236.36 | 45.80 | 0.67 | 8.00 | 290.83 |
| Department of Agriculture and Fisheries | 1,680.66 | 272.15 | 6.56 | 20.00 | 1,979.37 |
| Department of Communities, Child Safety and Disability Services | 4,862.31 | 854.72 | 155.21 | 39.00 | 5,911.24 |
| Department of Education and Training | 53,669.36 | 12,314.85 | 2,568.27 | 143.00 | 68,695.48 |
| Department of Energy and Water Supply | 184.28 | 26.80 | - | 7.62 | 218.70 |
| Department of Environment and Heritage Protection | 875.79 | 266.07 | 0.54 | 20.00 | 1,162.40 |
| Department of Housing and Public Works | 2,499.41 | 388.57 | 5.17 | 40.80 | 2,933.95 |
| Department of Infrastructure, Local Government and Planning | 316.82 | 173.34 | 0.43 | 32.60 | 523.19 |
| Department of Justice and Attorney-General | 7,127.06 | 1,247.34 | 246.37 | 112.56 | 8,733.33 |
| Department of National Parks, Sport and Racing | 1,159.98 | 177.27 | 13.05 | 15.00 | 1,365.30 |
| Department of Natural Resources and Mines | 2,142.94 | 143.38 | 10.77 | 73.90 | 2,370.99 |
| Department of Science, Information Technology and Innovation | 2,139.36 | 401.94 | 4.88 | 56.90 | 2,603.08 |
| Department of State Development | 438.69 | 113.87 | - | 33.00 | 585.56 |
| Department of the Premier and Cabinet | 431.57 | 175.48 | 15.81 | 26.30 | 649.16 |
| Department of Tourism, Major Events, Small Business and Commonwealth Games | 96.22 | 39.60 | - | 10.00 | 145.82 |
| Department of Transport and Main Roads | 6,086.85 | 640.88 | 323.62 | 92.90 | 7,144.25 |
| Queensland Fire and Emergency Services | 2,815.53 | 161.23 | 217.65 | 19.00 | 3,213.41 |
| Queensland Health | 62,570.71 | 17,292.50 | 2,617.89 | 408.80 | 82,889.90 |
| Queensland Police Service | 14,362.39 | 353.37 | 3.32 | 188.00 | 14,907.08 |
| Queensland Treasury | 1,629.17 | 92.75 | 2.28 | 65.70 | 1,789.90 |
| Electoral Commission Queensland | 41.00 | 13.00 | 0.11 | 3.00 | 57.11 |
| Office of the Inspector-General of Emergency Management | 16.00 | 2.00 | - | 1.00 | 19.00 |
| Public Safety Business Agency | 937.87 | 118.95 | 4.65 | 25.00 | 1,086.47 |
| Public Service Commission | 46.41 | 15.60 | 1.00 | 6.40 | 69.41 |
| Public Trustee | 472.22 | 104.40 | 0.93 | 4.00 | 581.55 |
| Queensland Audit Office | 149.47 | 17.60 | 0.37 | 8.00 | 175.44 |
| TAFE Queensland | 2,498.29 | 1,208.97 | 227.67 | 236.89 | 4,171.82 |
| Queensland public sector sub-total: Budget paper 2 agencies | 169,486.72 | 36,662.43 | 6,427.22 | 1,697.37 | 214,273.74 |

| Other entities | Permanent | Temporary | Casual | Contract | Total |
|---|-------------------|------------------|-----------------|-----------------|-------------------|
| Anti-Discrimination Commission Queensland | 29.10 | 3.90 | - | 1.00 | 34.00 |
| Legal Aid Queensland | 391.97 | 64.78 | 0.61 | 10.00 | 467.36 |
| Office of the Health Ombudsman | 109.76 | 20.80 | - | 3.90 | 134.46 |
| Queensland Art Gallery | 168.88 | 59.19 | 50.34 | 3.00 | 281.41 |
| Queensland Family and Child Commission | 53.62 | 20.10 | - | 2.00 | 75.72 |
| Queensland Museum | 147.77 | 85.48 | 36.54 | 6.00 | 275.79 |
| State Library of Queensland | 216.05 | 38.92 | 11.71 | 6.00 | 272.68 |
| Trade and Investment Queensland | 75.08 | 26.60 | - | 10.00 | 111.68 |
| Queensland public sector sub-total: Other entities | 1,192.23 | 319.77 | 99.20 | 41.90 | 1,653.10 |
| Queensland public sector total | 170,678.95 | 36,982.20 | 6,526.42 | 1,739.27 | 215,926.84 |

Table 12 Number of headcount by appointment type and agency

| Agency | Permanent | Temporary | Casual | Contract | Total |
|--|----------------|---------------|---------------|--------------|----------------|
| Department of Aboriginal and Torres Strait Islander Partnerships | 244 | 47 | 2 | 8 | 301 |
| Department of Agriculture and Fisheries | 1,741 | 285 | 25 | 20 | 2,071 |
| Department of Communities, Child Safety and Disability Services | 5,151 | 913 | 295 | 39 | 6,398 |
| Department of Education and Training | 62,042 | 17,218 | 7,792 | 143 | 87,195 |
| Department of Energy and Water Supply | 192 | 28 | - | 8 | 228 |
| Department of Environment and Heritage Protection | 915 | 274 | 2 | 20 | 1,211 |
| Department of Housing and Public Works | 2,594 | 409 | 7 | 41 | 3,051 |
| Department of Infrastructure, Local Government and Planning | 332 | 181 | 2 | 33 | 548 |
| Department of Justice and Attorney-General | 7,376 | 1,331 | 504 | 117 | 9,328 |
| Department of National Parks, Sport and Racing | 1,196 | 190 | 23 | 15 | 1,424 |
| Department of Natural Resources and Mines | 2,240 | 151 | 20 | 76 | 2,487 |
| Department of Science, Information Technology and Innovation | 2,267 | 419 | 7 | 58 | 2,751 |
| Department of State Development | 461 | 122 | - | 33 | 616 |
| Department of the Premier and Cabinet | 461 | 185 | 44 | 27 | 717 |
| Department of Tourism, Major Events, Small Business and Commonwealth Games | 102 | 40 | - | 10 | 152 |
| Department of Transport and Main Roads | 6,317 | 668 | 1,989 | 93 | 9,067 |
| Queensland Fire and Emergency Services | 2,855 | 178 | 2,099 | 19 | 5,151 |
| Queensland Health | 71,599 | 20,267 | 5,711 | 892 | 98,469 |
| Queensland Police Service | 14,688 | 380 | 12 | 188 | 15,268 |
| Queensland Treasury | 1,694 | 98 | 5 | 68 | 1,865 |
| Electoral Commission Queensland | 42 | 13 | 1 | 3 | 59 |
| Office of the Inspector-General of Emergency Management | 17 | 2 | - | 1 | 20 |
| Public Safety Business Agency | 950 | 122 | 6 | 25 | 1,103 |
| Public Service Commission | 49 | 16 | 1 | 7 | 73 |
| Public Trustee | 492 | 109 | 1 | 4 | 606 |
| Queensland Audit Office | 157 | 19 | 1 | 8 | 185 |
| TAFE Queensland | 2,629 | 1,369 | 731 | 241 | 4,970 |
| Queensland public sector sub-total: Budget paper 2 agencies | 188,803 | 45,034 | 19,280 | 2,197 | 255,314 |

| Other entities | Permanent | Temporary | Casual | Contract | Total |
|---|----------------|---------------|---------------|--------------|----------------|
| Anti-Discrimination Commission Queensland | 31 | 5 | - | 1 | 37 |
| Legal Aid Queensland | 425 | 75 | 1 | 10 | 511 |
| Office of the Health Ombudsman | 112 | 21 | - | 4 | 137 |
| Queensland Art Gallery | 190 | 80 | 123 | 3 | 396 |
| Queensland Family and Child Commission | 56 | 23 | - | 2 | 81 |
| Queensland Museum | 163 | 107 | 89 | 6 | 365 |
| State Library of Queensland | 237 | 47 | 46 | 6 | 336 |
| Trade and Investment Queensland | 77 | 27 | - | 10 | 114 |
| Queensland public sector sub-total: Other entities | 1,291 | 385 | 259 | 42 | 1,977 |
| Queensland public sector total | 190,094 | 45,419 | 19,539 | 2,239 | 257,291 |

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 | 202.75 | 88.08 | 290.83 | 69.71% | 30.29% |
| Department of Agriculture and Fisheries | 773.88 | 1,205.49 | 1,979.37 | 39.10% | 60.90% |
| Department of Communities, Child Safety and Disability Services | 4,548.66 | 1,362.58 | 5,911.24 | 76.95% | 23.05% |
| Department of Education and Training | 53,168.84 | 15,526.64 | 68,695.48 | 77.40% | 22.60% |
| Department of Energy and Water Supply | 110.50 | 108.20 | 218.70 | 50.53% | 49.47% |
| Department of Environment and Heritage Protection | 700.58 | 461.82 | 1,162.40 | 60.27% | 39.73% |
| Department of Housing and Public Works | 1,555.99 | 1,377.96 | 2,933.95 | 53.03% | 46.97% |
| Department of Infrastructure, Local Government and Planning | 307.74 | 215.45 | 523.19 | 58.82% | 41.18% |
| Department of Justice and Attorney-General | 4,604.22 | 4,129.11 | 8,733.33 | 52.72% | 47.28% |
| Department of National Parks, Sport and Racing | 497.51 | 867.79 | 1,365.30 | 36.44% | 63.56% |
| Department of Natural Resources and Mines | 1,180.26 | 1,190.73 | 2,370.99 | 49.78% | 50.22% |
| Department of Science, Information Technology and Innovation | 1,505.56 | 1,097.52 | 2,603.08 | 57.84% | 42.16% |
| Department of State Development | 372.28 | 213.28 | 585.56 | 63.58% | 36.42% |
| Department of the Premier and Cabinet | 428.03 | 221.13 | 649.16 | 65.94% | 34.06% |
| Department of Tourism, Major Events, Small Business and Commonwealth Games | 95.82 | 50.00 | 145.82 | 65.71% | 34.29% |
| Department of Transport and Main Roads | 3,269.35 | 3,874.90 | 7,144.25 | 45.76% | 54.24% |
| Queensland Fire and Emergency Services | 633.87 | 2,579.54 | 3,213.41 | 19.73% | 80.27% |
| Queensland Health | 59,334.99 | 23,554.91 | 82,889.90 | 71.58% | 28.42% |
| Queensland Police Service | 5,192.14 | 9,714.94 | 14,907.08 | 34.83% | 65.17% |
| Queensland Treasury | 922.48 | 867.42 | 1,789.90 | 51.54% | 48.46% |
| Electoral Commission Queensland | 31.11 | 26.00 | 57.11 | 54.47% | 45.53% |
| Office of the Inspector-General of Emergency Management | 12.00 | 7.00 | 19.00 | 63.16% | 36.84% |
| Public Safety Business Agency | 367.19 | 719.28 | 1,086.47 | 33.80% | 66.20% |
| Public Service Commission | 50.61 | 18.80 | 69.41 | 72.91% | 27.09% |
| Public Trustee | 427.05 | 154.50 | 581.55 | 73.43% | 26.57% |
| Queensland Audit Office | 79.97 | 95.47 | 175.44 | 45.58% | 54.42% |
| TAFE Queensland | 2,591.90 | 1,579.92 | 4,171.82 | 62.13% | 37.87% |
| Queensland public sector sub-total: Budget paper 2 agencies | 142,965.28 | 71,308.46 | 214,273.74 | 66.72% | 33.28% |

| Other entities | FTE | | | Percentage | |
|---|-------------------|------------------|-------------------|---------------|---------------|
| | Female | Male | Total | Female | Male |
| Anti-Discrimination Commission Queensland | 27.00 | 7.00 | 34.00 | 79.41% | 20.59% |
| Legal Aid Queensland | 331.58 | 135.78 | 467.36 | 70.95% | 29.05% |
| Office of the Health Ombudsman | 89.56 | 44.90 | 134.46 | 66.61% | 33.39% |
| Queensland Art Gallery | 162.47 | 118.94 | 281.41 | 57.73% | 42.27% |
| Queensland Family and Child Commission | 59.52 | 16.20 | 75.72 | 78.61% | 21.39% |
| Queensland Museum | 172.07 | 103.72 | 275.79 | 62.39% | 37.61% |
| State Library of Queensland | 188.53 | 84.15 | 272.68 | 69.14% | 30.86% |
| Trade and Investment Queensland | 66.68 | 45.00 | 111.68 | 59.71% | 40.29% |
| Queensland public sector sub-total: Other entities | 1,097.41 | 555.69 | 1,653.10 | 66.38% | 33.62% |
| Queensland public sector total | 144,062.69 | 71,864.15 | 215,926.84 | 66.72% | 33.28% |

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 | 212 | 89 | 301 | 70.43% | 29.57% |
| Department of Agriculture and Fisheries | 849 | 1,222 | 2,071 | 40.99% | 59.01% |
| Department of Communities, Child Safety and Disability Services | 4,963 | 1,435 | 6,398 | 77.57% | 22.43% |
| Department of Education and Training | 69,305 | 17,890 | 87,195 | 79.48% | 20.52% |
| Department of Energy and Water Supply | 119 | 109 | 228 | 52.19% | 47.81% |
| Department of Environment and Heritage Protection | 745 | 466 | 1,211 | 61.52% | 38.48% |
| Department of Housing and Public Works | 1,660 | 1,391 | 3,051 | 54.41% | 45.59% |
| Department of Infrastructure, Local Government and Planning | 329 | 219 | 548 | 60.04% | 39.96% |
| Department of Justice and Attorney-General | 5,035 | 4,293 | 9,328 | 53.98% | 46.02% |
| Department of National Parks, Sport and Racing | 550 | 874 | 1,424 | 38.62% | 61.38% |
| Department of Natural Resources and Mines | 1,279 | 1,208 | 2,487 | 51.43% | 48.57% |
| Department of Science, Information Technology and Innovation | 1,640 | 1,111 | 2,751 | 59.61% | 40.39% |
| Department of State Development | 398 | 218 | 616 | 64.61% | 35.39% |
| Department of the Premier and Cabinet | 476 | 241 | 717 | 66.39% | 33.61% |
| Department of Tourism, Major Events, Small Business and Commonwealth Games | 102 | 50 | 152 | 67.11% | 32.89% |
| Department of Transport and Main Roads | 4,819 | 4,248 | 9,067 | 53.15% | 46.85% |
| Queensland Fire and Emergency Services | 885 | 4,266 | 5,151 | 17.18% | 82.82% |
| Queensland Health | 72,461 | 26,008 | 98,469 | 73.59% | 26.41% |
| Queensland Police Service | 5,515 | 9,753 | 15,268 | 36.12% | 63.88% |
| Queensland Treasury | 989 | 876 | 1,865 | 53.03% | 46.97% |
| Electoral Commission Queensland | 33 | 26 | 59 | 55.93% | 44.07% |
| Office of the Inspector-General of Emergency Management | 13 | 7 | 20 | 65.00% | 35.00% |
| Public Safety Business Agency | 380 | 723 | 1,103 | 34.45% | 65.55% |
| Public Service Commission | 53 | 20 | 73 | 72.60% | 27.40% |
| Public Trustee | 449 | 157 | 606 | 74.09% | 25.91% |
| Queensland Audit Office | 88 | 97 | 185 | 47.57% | 52.43% |
| TAFE Queensland | 3,154 | 1,816 | 4,970 | 63.46% | 36.54% |
| Queensland public sector sub-total: Budget paper 2 agencies | 176,501 | 78,813 | 255,314 | 69.13% | 30.87% |

| Other entities | Headcount | | | Percentage | |
|---|----------------|---------------|----------------|---------------|---------------|
| | Female | Male | Total | Female | Male |
| Anti-Discrimination Commission Queensland | 30 | 7 | 37 | 81.08% | 18.92% |
| Legal Aid Queensland | 368 | 143 | 511 | 72.02% | 27.98% |
| Office of the Health Ombudsman | 92 | 45 | 137 | 67.15% | 32.85% |
| Queensland Art Gallery | 239 | 157 | 396 | 60.35% | 39.65% |
| Queensland Family and Child Commission | 64 | 17 | 81 | 79.01% | 20.99% |
| Queensland Museum | 240 | 125 | 365 | 65.75% | 34.25% |
| State Library of Queensland | 235 | 101 | 336 | 69.94% | 30.06% |
| Trade and Investment Queensland | 69 | 45 | 114 | 60.53% | 39.47% |
| Queensland public sector sub-total: Other entities | 1,337 | 640 | 1,977 | 67.63% | 32.37% |
| Queensland public sector total | 177,838 | 79,453 | 257,291 | 69.12% | 30.88% |

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) | 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 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 | 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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