

Queensland public sector quarterly workforce profile

September 2017



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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 September 2017.

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

Queensland public sector profile

By size

There has been an increase of 1,412.61 full-time equivalent (FTE) employees in the Queensland public sector since June 2017 quarter—an increase of 0.65 per cent.

Table 1 Number of FTE by agency

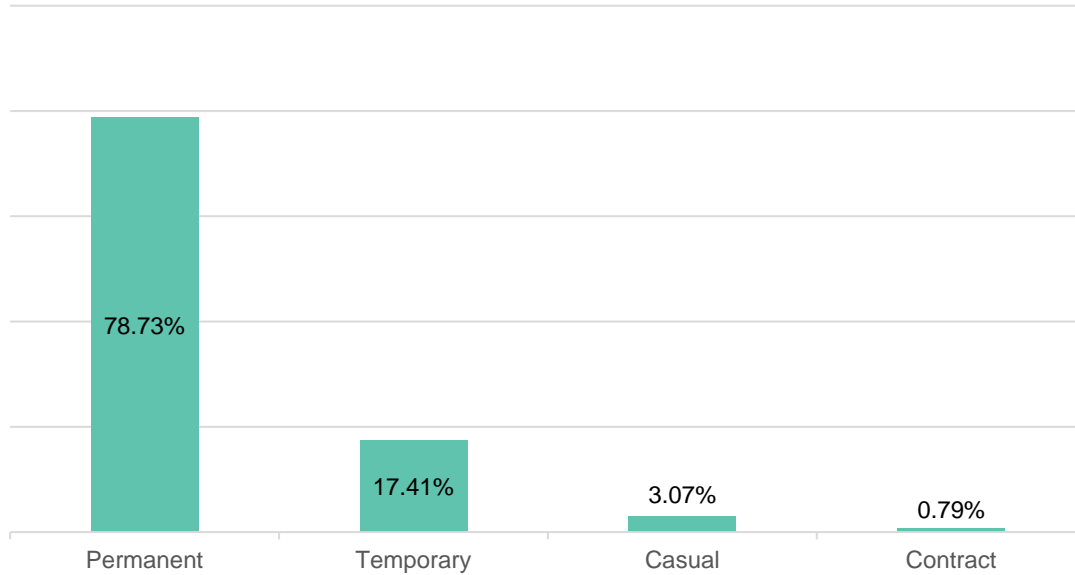
Budget paper 2 agencies	June 2017	Sept 2017	Quarterly variance in total FTE	% Quarterly variance in total FTE
Department of Aboriginal and Torres Strait Islander Partnerships	304.17	302.37	-1.80	-0.59%
Department of Agriculture and Fisheries	1,968.77	1,975.18	6.41	0.33%
Department of Communities, Child Safety and Disability Services	5,912.11	5,908.65	-3.46	-0.06%
Department of Education and Training	69,355.61	69,815.51	459.90	0.66%
Department of Energy and Water Supply	223.10	226.27	3.17	1.42%
Department of Environment and Heritage Protection	1,153.98	1,163.57	9.59	0.83%
Department of Housing and Public Works	2,930.85	2,925.81	-5.04	-0.17%
Department of Infrastructure, Local Government and Planning	514.38	505.03	-9.35	-1.82%
Department of Justice and Attorney-General	8,826.47	8,939.21	112.74	1.28%
Department of National Parks, Sport and Racing	1,397.85	1,397.81	-0.04	0.00%
Department of Natural Resources and Mines	2,379.89	2,385.40	5.51	0.23%
Department of Science, Information Technology and Innovation	2,573.83	2,571.92	-1.91	-0.07%
Department of State Development	592.51	597.71	5.20	0.88%
Department of the Premier and Cabinet	652.49	641.69	-10.80	-1.66%
Department of Tourism, Major Events, Small Business and Commonwealth Games	150.22	142.82	-7.40	-4.93%
Department of Transport and Main Roads	7,205.83	7,219.05	13.22	0.18%
Queensland Fire and Emergency Services	3,233.13	3,251.21	18.08	0.56%
Queensland Health	83,699.62	84,480.02	780.40	0.93%
Queensland Police Service	14,979.62	15,105.98	126.36	0.84%
Queensland Treasury	1,792.98	1,773.69	-19.29	-1.08%
Electoral Commission Queensland	55.47	56.88	1.41	2.54%
Office of the Inspector-General of Emergency Management	19.90	22.30	2.40	12.06%
Public Safety Business Agency	1,106.66	1,074.25	-32.41	-2.93%
Public Service Commission	72.35	70.07	-2.28	-3.15%
Public Trustee	580.53	583.33	2.80	0.48%
Queensland Audit Office	176.14	176.50	0.36	0.20%
TAFE Queensland	4,072.37	4,016.66	-55.71	-1.37%
Queensland public sector sub-total: Budget paper 2 agencies	215,930.83	217,328.89	1,398.06	0.65%

Other entities	June 2017	Sept 2017	Quarterly variance in total FTE	% Quarterly variance in total FTE
Anti-Discrimination Commission Queensland	33.44	33.68	0.24	0.72%
Legal Aid Queensland	474.51	491.49	16.98	3.58%
Office of the Health Ombudsman	131.58	128.95	-2.63	-2.00%
Queensland Art Gallery	310.32	291.77	-18.55	-5.98%
Queensland Family and Child Commission	65.06	62.24	-2.82	-4.33%
Queensland Museum	247.58	258.82	11.24	4.54%
State Library of Queensland	274.77	279.16	4.39	1.60%
Trade and Investment Queensland	109.80	115.50	5.70	5.19%
Queensland public sector sub-total: Other entities	1,647.06	1,661.61	14.55	0.88%
Queensland public sector total	217,577.89	218,990.50	1,412.61	0.65%

By employment category

The majority of the workforce are permanent employees. Temporary and casual employment remain relatively low at 17.41 per cent and 3.07 per cent respectively.

Figure 1 Percentage of FTE by appointment type



Females accounted for 66.89 per cent of the total FTE employment.

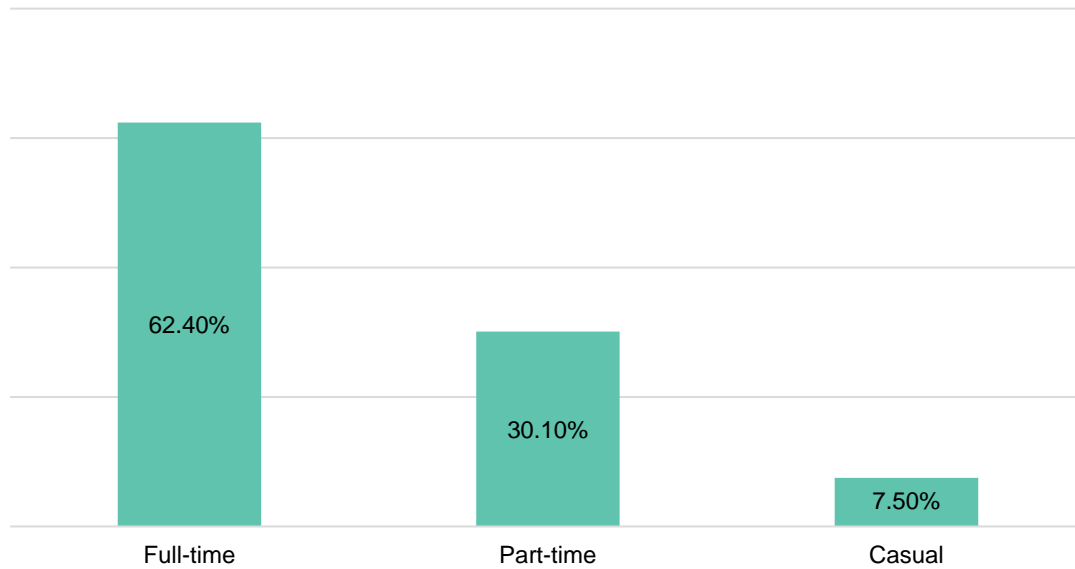
Table 2 Number of FTE by appointment type and gender

	Permanent		Temporary		Casual		Contract		Queensland public sector total (FTE)	
Female	114,124.48	66.19%	27,000.83	70.82%	4,694.06	69.78%	670.78	39.01%	146,490.15	66.89%
Male	58,292.63	33.81%	11,126.24	29.18%	2,032.92	30.22%	1,048.56	60.99%	72,500.35	33.11%
Total	172,417.11	100.00%	38,127.07	100.00%	6,726.98	100.00%	1,719.34	100.00%	218,990.50	100.00%

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

A total of 62.40 per cent of employees work full-time and 30.10 per cent of employees have part-time work arrangements.

Figure 2 Percentage of headcount by employment status



Females account for 88.85 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)	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Female	97,828	60.02%	69,859	88.85%	13,429	68.52%	181,116	69.33%
Male	65,168	39.98%	8,770	11.15%	6,170	31.48%	80,108	30.67%
Total	162,996	100.00%	78,629	100.00%	19,599	100.00%	261,224	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 \$9266 less than males. Females are generally in lower paid jobs than males, with 70.27 per cent of AO2 to AO6 and equivalent roles held by females. This figure decreases to 63.65 per cent in AO7 and equivalent roles, 61.02 per cent in AO8 and equivalent roles, 50.41 per cent in senior officer and equivalent roles and 37.20 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)

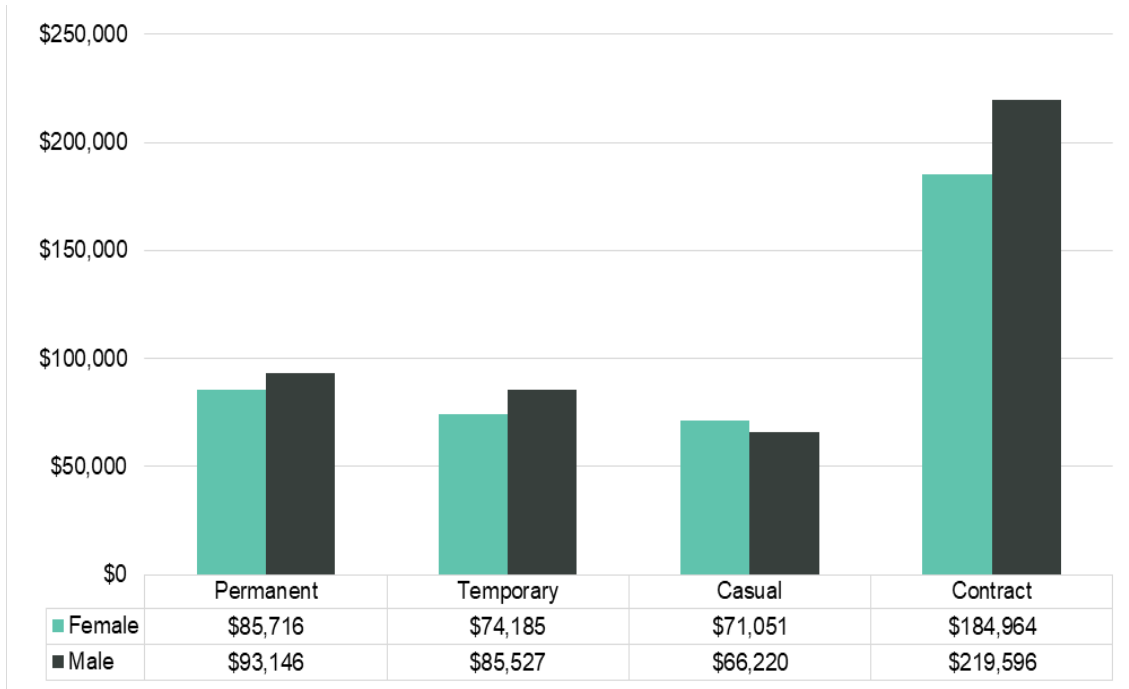
	Female		Male		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
AO1 and equivalent	155.21	50.22%	153.84	49.78%	309.05	100.00%
AO2 and equivalent	16,780.38	72.19%	6,464.81	27.81%	23,245.19	100.00%
AO3 and equivalent	20,381.95	68.79%	9,248.43	31.21%	29,630.38	100.00%
AO4 and equivalent	25,463.84	70.65%	10,579.66	29.35%	36,043.50	100.00%
AO5 and equivalent	19,566.02	68.37%	9,052.84	31.63%	28,618.86	100.00%
AO6 and equivalent	31,043.33	71.21%	12,552.61	28.79%	43,595.94	100.00%
AO7 and equivalent	15,611.14	63.65%	8,915.11	36.35%	24,526.25	100.00%
AO8 and equivalent	10,314.99	61.02%	6,590.17	38.98%	16,905.16	100.00%
SO and equivalent	4,496.16	50.41%	4,423.75	49.59%	8,919.91	100.00%
SES and above equivalent	2,677.13	37.20%	4,519.13	62.80%	7,196.26	100.00%
Queensland public sector	146,490.15	66.89%	72,500.35	33.11%	218,990.50	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	155.21	153.84	309.05
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	16,780.38	6,464.81	23,245.19
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	20,381.95	9,248.43	29,630.38
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	25,463.84	10,579.66	36,043.50
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	19,566.02	9,052.84	28,618.86
AO6 and equivalent	Teachers, clinical and registered nurses, TAFE teachers, some ambulance operational staff, police officers, health practitioners, detectives and others	31,043.33	12,552.61	43,595.94
AO7 and equivalent	Clinical and registered nurses, teachers, police officers, detectives and others	15,611.14	8,915.11	24,526.25
AO8 and equivalent	Clinical nurses, consultant/manager/educator, clinical and registered nurses, teachers, principals and guidance officers, police officers, health practitioners, detectives and others	10,314.99	6,590.17	16,905.16
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	4,496.16	4,423.75	8,919.91
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	2,677.13	4,519.13	7,196.26
Total		146,490.15	72,500.35	218,990.50

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 44.22 years (44.04 years for a female and 44.62 years for a male).

Figure 5 Number of FTE by age distribution and gender

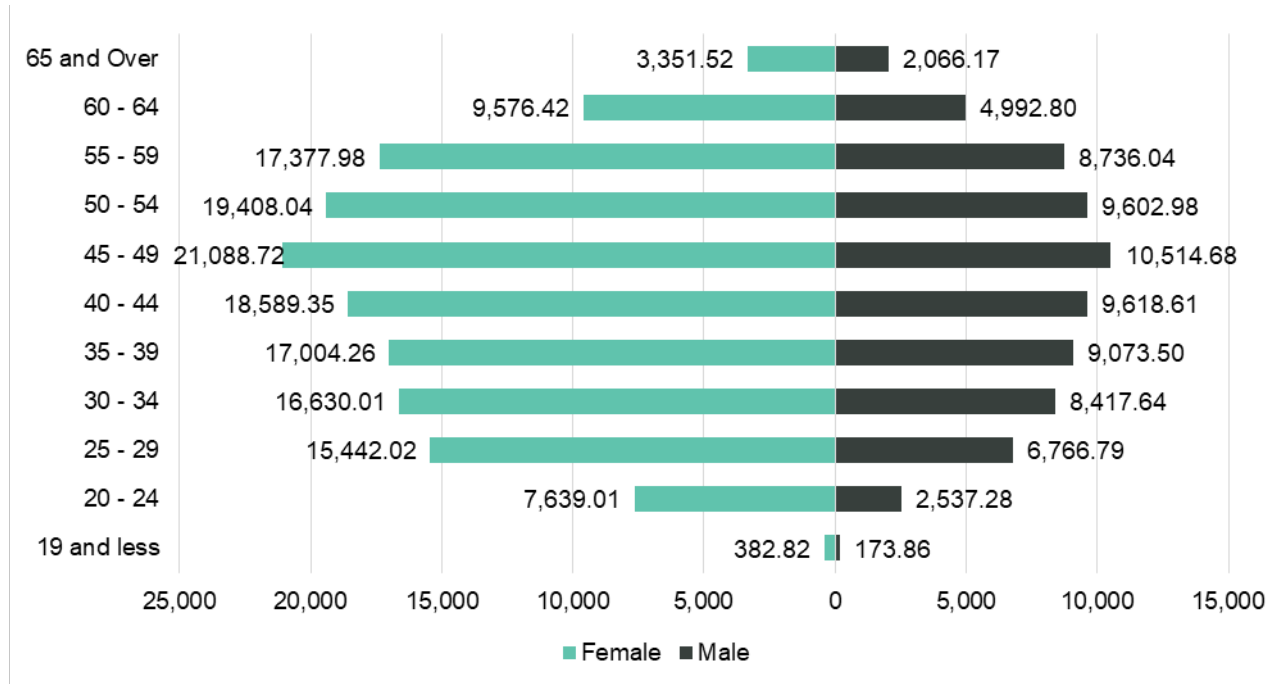


Table 6 Percentage of full-time equivalent by age distribution and gender

	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	68.77%	75.07%	69.53%	66.39%	65.21%	65.90%	66.73%	66.90%	66.55%	65.73%	61.86%	66.89%
Male	31.23%	24.93%	30.47%	33.61%	34.79%	34.10%	33.27%	33.10%	33.45%	34.27%	38.14%	33.11%
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 June 2017 quarter, the most significant increases in statistical areas are:

- 4.21 per cent for Brisbane - North
- 1.69 per cent for Gold Coast
- 1.64 per cent for Sunshine Coast

Table 7 FTE and quarterly variance in FTE by Queensland SA4

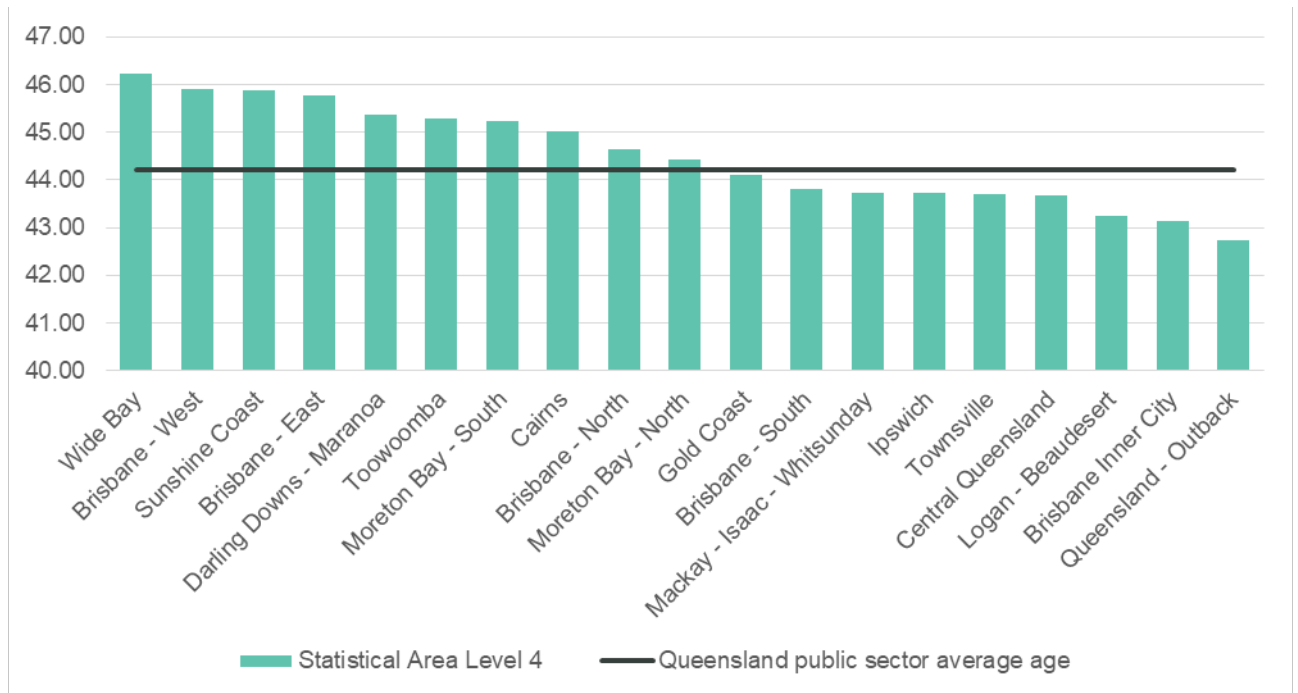
Statistical Area Level 4	June 2017		Sept 2017		% of quarterly variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,787.74	2.20%	4,803.49	2.19%	0.33%
Brisbane - North	9,062.81	4.17%	9,444.02	4.31%	4.21%
Brisbane - South	18,595.95	8.55%	18,745.67	8.56%	0.81%
Brisbane - West	3,540.29	1.63%	3,522.81	1.61%	-0.49%
Brisbane Inner City	43,464.46	19.98%	43,213.22	19.73%	-0.58%
Cairns	13,061.53	6.00%	13,083.90	5.97%	0.17%
Darling Downs - Maranoa	4,962.65	2.28%	4,936.67	2.25%	-0.52%
Central Queensland	9,635.75	4.43%	9,666.87	4.41%	0.32%
Gold Coast	18,350.32	8.43%	18,661.35	8.52%	1.69%
Ipswich	13,738.62	6.31%	13,932.94	6.36%	1.41%
Logan - Beaudesert	10,074.98	4.63%	10,139.10	4.63%	0.64%
Mackay - Isaac - Whitsunday	6,367.12	2.93%	6,441.32	2.94%	1.17%
Moreton Bay - North	8,859.00	4.07%	8,918.88	4.07%	0.68%
Moreton Bay - South	3,257.38	1.50%	3,290.73	1.50%	1.02%
Queensland - Outback	6,005.52	2.76%	6,021.91	2.75%	0.27%
Sunshine Coast	12,310.20	5.66%	12,512.40	5.71%	1.64%
Toowoomba	7,431.26	3.42%	7,446.26	3.40%	0.20%
Townsville	12,474.65	5.73%	12,572.87	5.74%	0.79%
Wide Bay	11,589.03	5.33%	11,627.46	5.31%	0.33%
Queensland	217,569.26	100.00%	218,981.87	100.00%	0.65%

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 46.24 years in Wide Bay to 42.74 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 (48.59 per cent) of the public sector are professionals. More than a fifth (21.20 per cent) are community and personal service workers, and nearly a fifth (17.30 per cent) are clerical and administrative workers.

Figure 7 Percentage of FTE by occupation

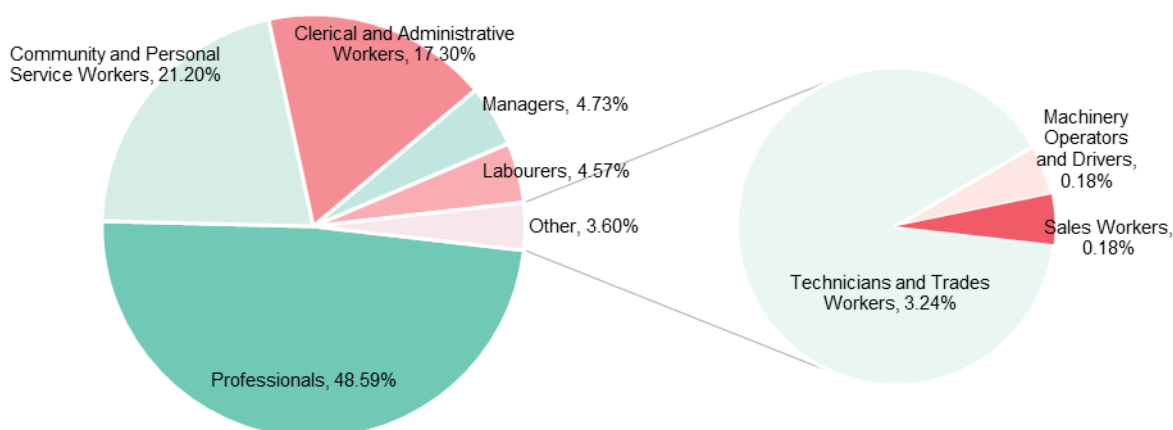


Table 8 Number and percentage of FTE by occupation

Type of occupation type	FTE	% of FTE
Professionals	106,406.42	48.59%
Community and Personal Service Workers	46,422.59	21.20%
Clerical and Administrative Workers	37,887.77	17.30%
Managers	10,366.99	4.73%
Labourers	10,016.67	4.57%
Technicians and Trades Workers	7,088.62	3.24%
Machinery Operators and Drivers	404.90	0.18%
Sales Workers	396.54	0.18%
Queensland public sector	218,990.50	100.00%

By type of service

Employees in corporate services represent 8.76 per cent of the public sector, with the two largest functions of information and communications technology (ICT) and human resources (HR), accounting collectively for 47.31 per cent of corporate service employees.

The next largest functions within corporate services are accounting and finance (15.93 per cent) and property and facilities (7.39 per cent).

Figure 8 Percentage of FTE by type of service

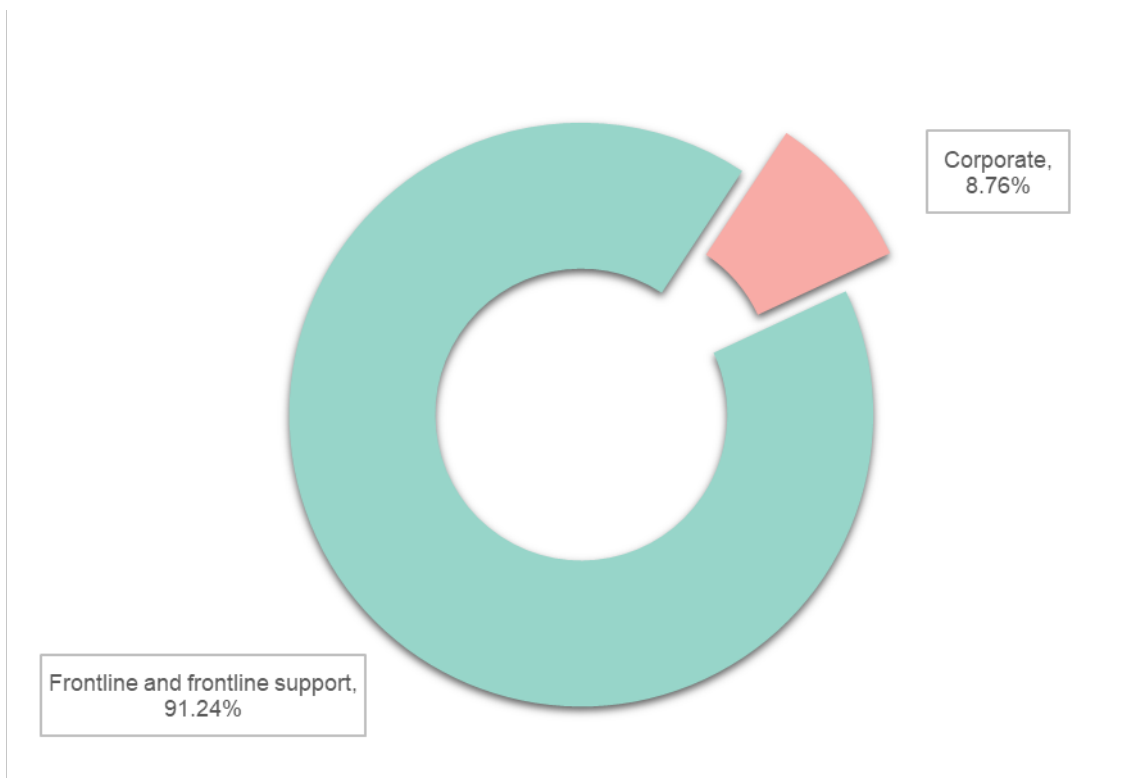


Table 9 Number and percentage of FTE employees by type of service

Type of service	FTE	% of FTE
Frontline and frontline support	199,799.48	91.24%
Corporate	19,191.02	8.76%
Queensland public sector	218,990.50	100.00%

Figure 9 Number of FTE by corporate services function

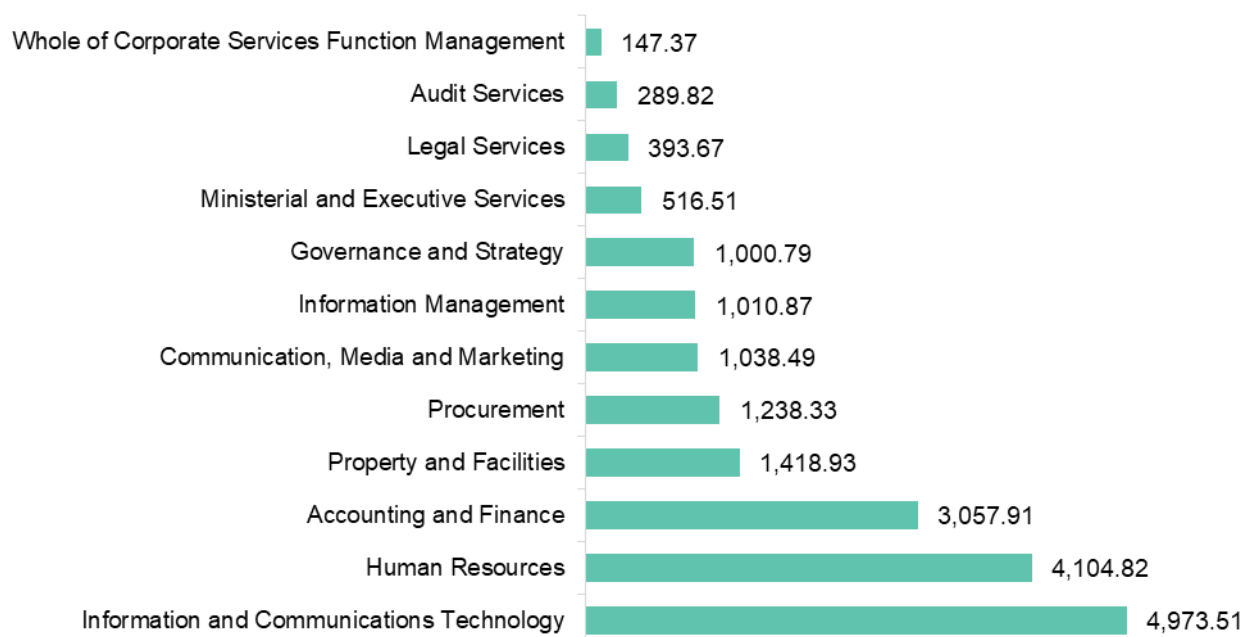


Table 10 Number and percentage of FTE by corporate services function

Type of corporate services function	FTE	% of FTE
Information and Communications Technology	4,973.51	25.92%
Human Resources	4,104.82	21.39%
Accounting and Finance	3,057.91	15.93%
Property and Facilities	1,418.93	7.39%
Procurement	1,238.33	6.45%
Communication, Media and Marketing	1,038.49	5.41%
Information Management	1,010.87	5.27%
Governance and Strategy	1,000.79	5.21%
Ministerial and Executive Services	516.51	2.69%
Legal Services	393.67	2.05%
Audit Services	289.82	1.51%
Whole of Corporate Services Function Management	147.37	0.77%
Queensland public sector - corporate service total	19,191.02	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	247.85	45.80	0.72	8.00	302.37
Department of Agriculture and Fisheries	1,670.10	279.05	5.03	21.00	1,975.18
Department of Communities, Child Safety and Disability Services	4,760.15	912.67	194.83	41.00	5,908.65
Department of Education and Training	53,669.87	13,250.73	2,745.91	149.00	69,815.51
Department of Energy and Water Supply	185.68	32.97	-	7.62	226.27
Department of Environment and Heritage Protection	896.41	249.16	-	18.00	1,163.57
Department of Housing and Public Works	2,504.53	375.32	4.96	41.00	2,925.81
Department of Infrastructure, Local Government and Planning	315.73	149.80	0.90	38.60	505.03
Department of Justice and Attorney-General	7,282.07	1,327.84	240.24	89.06	8,939.21
Department of National Parks, Sport and Racing	1,186.92	181.20	14.49	15.20	1,397.81
Department of Natural Resources and Mines	2,124.45	174.11	7.44	79.40	2,385.40
Department of Science, Information Technology and Innovation	2,209.99	309.89	3.14	48.90	2,571.92
Department of State Development	478.66	87.84	0.21	31.00	597.71
Department of the Premier and Cabinet	443.31	160.20	11.78	26.40	641.69
Department of Tourism, Major Events, Small Business and Commonwealth Games	86.22	44.60	-	12.00	142.82
Department of Transport and Main Roads	6,140.19	658.95	327.01	92.90	7,219.05
Queensland Fire and Emergency Services	2,841.12	174.11	217.98	18.00	3,251.21
Queensland Health	63,946.30	17,506.44	2,629.34	397.94	84,480.02
Queensland Police Service	14,401.07	462.05	12.86	230.00	15,105.98
Queensland Treasury	1,585.80	114.06	0.63	73.20	1,773.69
Electoral Commission Queensland	43.30	9.60	0.98	3.00	56.88
Office of the Inspector-General of Emergency Management	19.30	2.00	-	1.00	22.30
Public Safety Business Agency	920.51	104.74	2.00	47.00	1,074.25
Public Service Commission	49.47	14.80	-	5.80	70.07
Public Trustee	487.73	91.60	-	4.00	583.33
Queensland Audit Office	156.72	7.80	1.18	10.80	176.50
TAFE Queensland	2,547.71	1,101.77	199.28	167.90	4,016.66
Queensland public sector sub-total: Budget paper 2 agencies	171,201.16	37,829.10	6,620.91	1,677.72	217,328.89

Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	30.40	2.20	0.08	1.00	33.68
Legal Aid Queensland	407.15	74.24	0.10	10.00	491.49
Office of the Health Ombudsman	108.25	16.80	-	3.90	128.95
Queensland Art Gallery	171.30	53.35	62.12	5.00	291.77
Queensland Family and Child Commission	45.52	14.00	-	2.72	62.24
Queensland Museum	155.70	72.68	27.44	3.00	258.82
State Library of Queensland	217.43	39.40	16.33	6.00	279.16
Trade and Investment Queensland	80.20	25.30	-	10.00	115.50
Queensland public sector sub-total: Other entities	1,215.95	297.97	106.07	41.62	1,661.61
Queensland public sector total	172,417.11	38,127.07	6,726.98	1,719.34	218,990.50

Table 12 Number of headcount by appointment type and agency

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	258	48	3	8	317
Department of Agriculture and Fisheries	1,733	291	14	21	2,059
Department of Communities, Child Safety and Disability Services	5,027	978	301	41	6,347
Department of Education and Training	62,042	18,553	8,107	149	88,851
Department of Energy and Water Supply	194	34	-	8	236
Department of Environment and Heritage Protection	941	258	-	18	1,217
Department of Housing and Public Works	2,596	394	8	41	3,039
Department of Infrastructure, Local Government and Planning	335	156	2	39	532
Department of Justice and Attorney-General	7,576	1,414	479	92	9,561
Department of National Parks, Sport and Racing	1,220	192	26	16	1,454
Department of Natural Resources and Mines	2,222	183	15	81	2,501
Department of Science, Information Technology and Innovation	2,339	320	7	50	2,716
Department of State Development	502	95	1	31	629
Department of the Premier and Cabinet	473	170	34	27	704
Department of Tourism, Major Events, Small Business and Commonwealth Games	92	45	-	12	149
Department of Transport and Main Roads	6,372	694	1,997	93	9,156
Queensland Fire and Emergency Services	2,873	190	2,050	18	5,131
Queensland Health	73,393	20,621	5,576	871	100,461
Queensland Police Service	14,734	495	15	230	15,474
Queensland Treasury	1,653	120	2	74	1,849
Electoral Commission Queensland	44	10	2	3	59
Office of the Inspector-General of Emergency Management	20	2	-	1	23
Public Safety Business Agency	933	107	2	48	1,090
Public Service Commission	53	15	-	6	74
Public Trustee	507	97	-	4	608
Queensland Audit Office	163	9	2	11	185
TAFE Queensland	2,687	1,253	698	171	4,809
Queensland public sector sub-total: Budget paper 2 agencies	190,982	46,744	19,341	2,164	259,231

Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	33	3	1	1	38
Legal Aid Queensland	445	88	1	10	544
Office of the Health Ombudsman	110	17	-	4	131
Queensland Art Gallery	195	66	129	5	395
Queensland Family and Child Commission	48	16	-	3	67
Queensland Museum	176	99	71	3	349
State Library of Queensland	240	49	56	6	351
Trade and Investment Queensland	82	26	-	10	118
Queensland public sector sub-total: Other entities	1,329	364	258	42	1,993
Queensland public sector total	192,311	47,108	19,599	2,206	261,224

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	213.77	88.60	302.37	70.70%	29.30%
Department of Agriculture and Fisheries	783.86	1,191.32	1,975.18	39.69%	60.31%
Department of Communities, Child Safety and Disability Services	4,561.04	1,347.61	5,908.65	77.19%	22.81%
Department of Education and Training	54,072.26	15,743.25	69,815.51	77.45%	22.55%
Department of Energy and Water Supply	112.80	113.47	226.27	49.85%	50.15%
Department of Environment and Heritage Protection	701.75	461.82	1,163.57	60.31%	39.69%
Department of Housing and Public Works	1,558.21	1,367.60	2,925.81	53.26%	46.74%
Department of Infrastructure, Local Government and Planning	303.86	201.17	505.03	60.17%	39.83%
Department of Justice and Attorney-General	4,685.23	4,253.98	8,939.21	52.41%	47.59%
Department of National Parks, Sport and Racing	526.10	871.71	1,397.81	37.64%	62.36%
Department of Natural Resources and Mines	1,198.52	1,186.88	2,385.40	50.24%	49.76%
Department of Science, Information Technology and Innovation	1,490.55	1,081.37	2,571.92	57.95%	42.05%
Department of State Development	381.11	216.60	597.71	63.76%	36.24%
Department of the Premier and Cabinet	430.03	211.66	641.69	67.02%	32.98%
Department of Tourism, Major Events, Small Business and Commonwealth Games	95.02	47.80	142.82	66.53%	33.47%
Department of Transport and Main Roads	3,316.59	3,902.46	7,219.05	45.94%	54.06%
Queensland Fire and Emergency Services	659.93	2,591.28	3,251.21	20.30%	79.70%
Queensland Health	60,624.31	23,855.71	84,480.02	71.76%	28.24%
Queensland Police Service	5,305.71	9,800.27	15,105.98	35.12%	64.88%
Queensland Treasury	907.49	866.20	1,773.69	51.16%	48.84%
Electoral Commission Queensland	31.98	24.90	56.88	56.22%	43.78%
Office of the Inspector-General of Emergency Management	16.30	6.00	22.30	73.09%	26.91%
Public Safety Business Agency	363.19	711.06	1,074.25	33.81%	66.19%
Public Service Commission	54.57	15.50	70.07	77.88%	22.12%
Public Trustee	422.73	160.60	583.33	72.47%	27.53%
Queensland Audit Office	83.59	92.91	176.50	47.36%	52.64%
TAFE Queensland	2,484.13	1,532.53	4,016.66	61.85%	38.15%
Queensland public sector sub-total: Budget paper 2 agencies	145,384.63	71,944.26	217,328.89	66.90%	33.10%

Other entities	FTE			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	26.68	7.00	33.68	79.22%	20.78%
Legal Aid Queensland	353.25	138.24	491.49	71.87%	28.13%
Office of the Health Ombudsman	89.05	39.90	128.95	69.06%	30.94%
Queensland Art Gallery	162.81	128.96	291.77	55.80%	44.20%
Queensland Family and Child Commission	51.24	11.00	62.24	82.33%	17.67%
Queensland Museum	160.28	98.54	258.82	61.93%	38.07%
State Library of Queensland	193.71	85.45	279.16	69.39%	30.61%
Trade and Investment Queensland	68.50	47.00	115.50	59.31%	40.69%
Queensland public sector sub-total: Other entities	1,105.52	556.09	1,661.61	66.53%	33.47%
Queensland public sector total	146,490.15	72,500.35	218,990.50	66.89%	33.11%

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	227	90	317	71.61%	28.39%
Department of Agriculture and Fisheries	856	1,203	2,059	41.57%	58.43%
Department of Communities, Child Safety and Disability Services	4,948	1,399	6,347	77.96%	22.04%
Department of Education and Training	70,708	18,143	88,851	79.58%	20.42%
Department of Energy and Water Supply	121	115	236	51.27%	48.73%
Department of Environment and Heritage Protection	748	469	1,217	61.46%	38.54%
Department of Housing and Public Works	1,658	1,381	3,039	54.56%	45.44%
Department of Infrastructure, Local Government and Planning	328	204	532	61.65%	38.35%
Department of Justice and Attorney-General	5,134	4,427	9,561	53.70%	46.30%
Department of National Parks, Sport and Racing	575	879	1,454	39.55%	60.45%
Department of Natural Resources and Mines	1,298	1,203	2,501	51.90%	48.10%
Department of Science, Information Technology and Innovation	1,620	1,096	2,716	59.65%	40.35%
Department of State Development	409	220	629	65.02%	34.98%
Department of the Premier and Cabinet	477	227	704	67.76%	32.24%
Department of Tourism, Major Events, Small Business and Commonwealth Games	101	48	149	67.79%	32.21%
Department of Transport and Main Roads	4,875	4,281	9,156	53.24%	46.76%
Queensland Fire and Emergency Services	907	4,224	5,131	17.68%	82.32%
Queensland Health	74,092	26,369	100,461	73.75%	26.25%
Queensland Police Service	5,632	9,842	15,474	36.40%	63.60%
Queensland Treasury	975	874	1,849	52.73%	47.27%
Electoral Commission Queensland	34	25	59	57.63%	42.37%
Office of the Inspector-General of Emergency Management	17	6	23	73.91%	26.09%
Public Safety Business Agency	376	714	1,090	34.50%	65.50%
Public Service Commission	58	16	74	78.38%	21.62%
Public Trustee	445	163	608	73.19%	26.81%
Queensland Audit Office	91	94	185	49.19%	50.81%
TAFE Queensland	3,055	1,754	4,809	63.53%	36.47%
Queensland public sector sub-total: Budget paper 2 agencies	179,765	79,466	259,231	69.35%	30.65%

Other entities	Headcount			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	31	7	38	81.58%	18.42%
Legal Aid Queensland	396	148	544	72.79%	27.21%
Office of the Health Ombudsman	91	40	131	69.47%	30.53%
Queensland Art Gallery	231	164	395	58.48%	41.52%
Queensland Family and Child Commission	55	12	67	82.09%	17.91%
Queensland Museum	229	120	349	65.62%	34.38%
State Library of Queensland	247	104	351	70.37%	29.63%
Trade and Investment Queensland	71	47	118	60.17%	39.83%
Queensland public sector sub-total: Other entities	1,351	642	1,993	67.79%	32.21%
Queensland public sector total	181,116	80,108	261,224	69.33%	30.67%

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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