

# Queensland public sector quarterly workforce profile

December 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 December 2017.

Whilst the Machinery-of-Government changes came into effect on 12 December 2017, the data used in the creation of this report was compiled prior to 12 December 2017, in accord with normal end of year payroll processes.

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 a slight decrease of -33.44 full-time equivalent (FTE) employees in the Queensland public sector since September 2017 quarter — a decrease of -0.02 per cent.

**Table 1 Number of FTE by agency**

Budget paper 2 agencies	Sept 2017	Dec 2017	Quarterly variance in total FTE	% Quarterly variance in total FTE
Department of Aboriginal and Torres Strait Islander Partnerships	302.37	300.84	-1.53	-0.51%
Department of Agriculture and Fisheries	1,975.18	2,011.23	36.05	1.83%
Department of Communities, Child Safety and Disability Services	5,908.65	5,836.93	-71.72	-1.21%
Department of Education and Training	69,815.51	69,647.22	-168.29	-0.24%
Department of Energy and Water Supply	226.27	224.47	-1.80	-0.80%
Department of Environment and Heritage Protection	1,163.57	1,192.09	28.52	2.45%
Department of Housing and Public Works	2,925.81	2,951.43	25.62	0.88%
Department of Infrastructure, Local Government and Planning	505.03	501.76	-3.27	-0.65%
Department of Justice and Attorney-General	8,939.21	9,125.62	186.41	2.09%
Department of National Parks, Sport and Racing	1,397.81	1,413.71	15.90	1.14%
Department of Natural Resources and Mines	2,385.40	2,376.33	-9.07	-0.38%
Department of Science, Information Technology and Innovation	2,571.92	2,628.78	56.86	2.21%
Department of State Development	597.71	609.54	11.83	1.98%
Department of the Premier and Cabinet	641.69	635.64	-6.05	-0.94%
Department of Tourism, Major Events, Small Business and Commonwealth Games	142.82	146.82	4.00	2.80%
Department of Transport and Main Roads	7,219.05	7,303.78	84.73	1.17%
Queensland Fire and Emergency Services	3,251.21	3,233.62	-17.59	-0.54%
Queensland Health	84,480.02	84,287.75	-192.27	-0.23%
Queensland Police Service	15,105.98	15,127.36	21.38	0.14%
Queensland Treasury	1,773.69	1,791.51	17.82	1.00%
Electoral Commission Queensland	56.88	59.91	3.03	5.33%
Office of the Inspector-General of Emergency Management	22.30	22.30	0.00	0.00%
Public Safety Business Agency	1,074.25	1,075.52	1.27	0.12%
Public Service Commission	70.07	75.61	5.54	7.91%
Public Trustee	583.33	581.13	-2.20	-0.38%
Queensland Audit Office	176.50	172.73	-3.77	-2.14%
TAFE Queensland	4,016.66	3,954.07	-62.59	-1.56%
<b>Queensland public sector sub-total: Budget paper 2 agencies</b>	<b>217,328.89</b>	<b>217,287.70</b>	<b>-41.19</b>	<b>-0.02%</b>

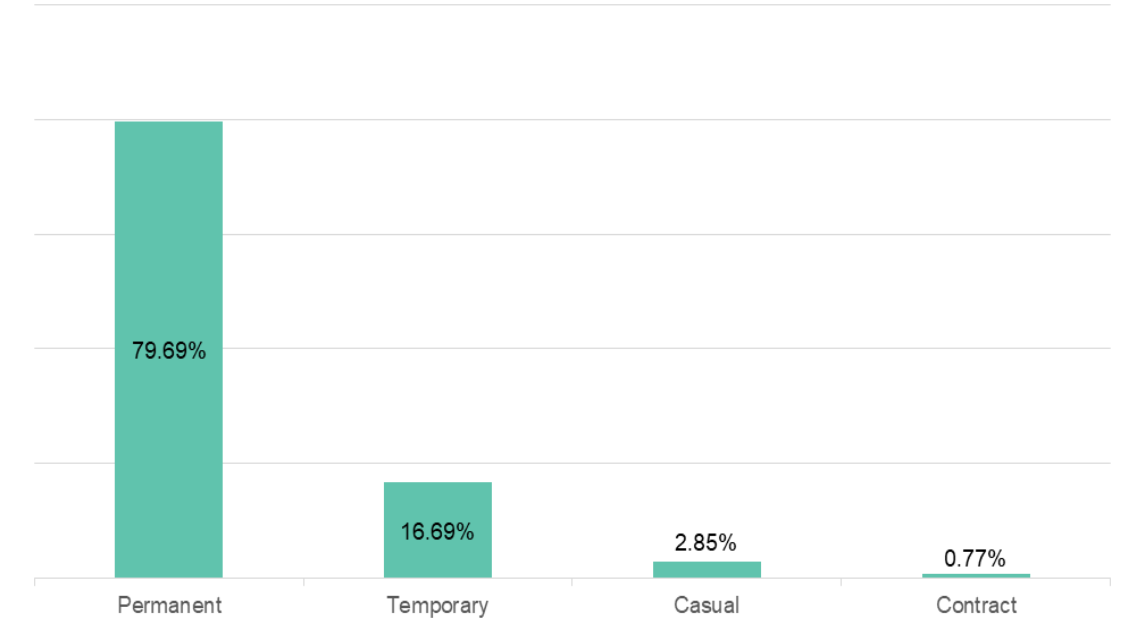
  

Other entities	Sept 2017	Dec 2017	Quarterly variance in total FTE	% Quarterly variance in total FTE
Anti-Discrimination Commission Queensland	33.68	33.74	0.06	0.18%
Legal Aid Queensland	491.49	494.62	3.13	0.64%
Office of the Health Ombudsman	128.95	132.77	3.82	2.96%
Queensland Art Gallery	291.77	291.70	-0.07	-0.02%
Queensland Family and Child Commission	62.24	61.91	-0.33	-0.53%
Queensland Museum	258.82	265.46	6.64	2.57%
State Library of Queensland	279.16	273.86	-5.30	-1.90%
Trade and Investment Queensland	115.50	115.30	-0.20	-0.17%
<b>Queensland public sector sub-total: Other entities</b>	<b>1,661.61</b>	<b>1,669.36</b>	<b>7.75</b>	<b>0.47%</b>
<b>Queensland public sector total</b>	<b>218,990.50</b>	<b>218,957.06</b>	<b>-33.44</b>	<b>-0.02%</b>

## By employment category

The majority of the workforce are permanent employees. Temporary and casual employment remain relatively low at 16.69 per cent and 2.85 per cent respectively.

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



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

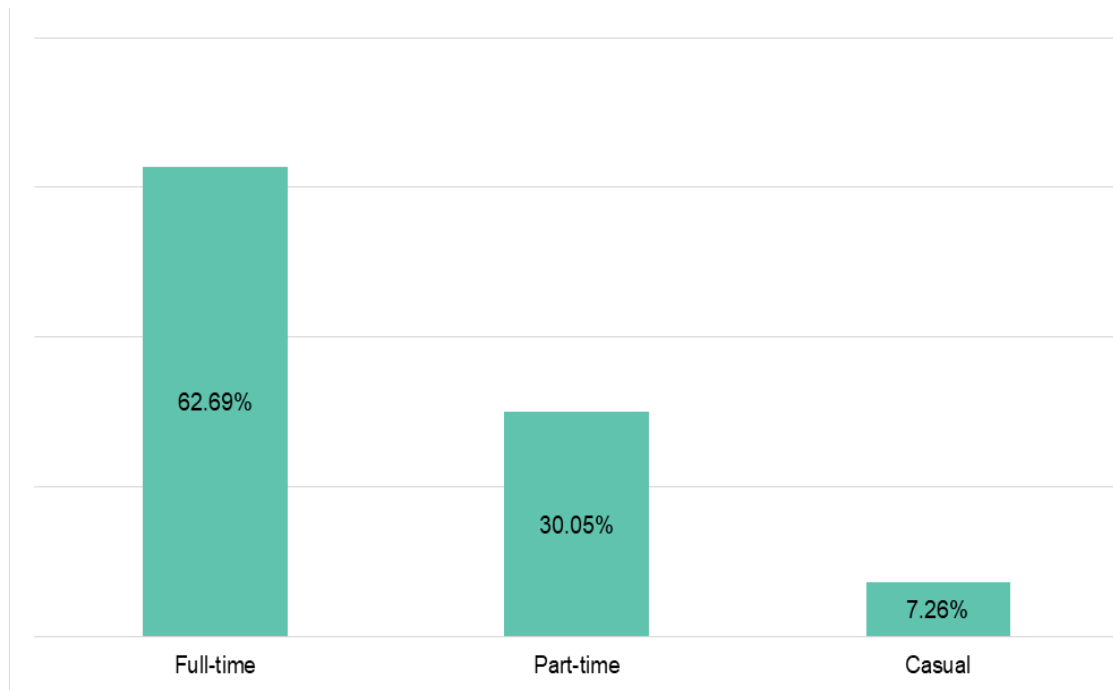
**Table 2** Number of FTE by appointment type and gender

	Permanent		Temporary		Casual		Contract		Queensland public sector total (FTE)	
<b>Female</b>	115,619.94	66.26%	25,832.82	70.71%	4,352.81	69.81%	653.21	38.69%	146,458.78	66.89%
<b>Male</b>	58,877.82	33.74%	10,702.87	29.29%	1,882.45	30.19%	1,035.14	61.31%	72,498.28	33.11%
<b>Total</b>	174,497.76	100.00%	36,535.69	100.00%	6,235.26	100.00%	1,688.35	100.00%	218,957.06	100.00%

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

A total of 62.69 per cent of employees work full-time and 30.05 per cent of employees have part-time work arrangements.

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



Females account for 88.93 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>	98,182	60.03%	69,719	88.93%	13,008	68.67%	180,909	69.34%
<b>Male</b>	65,368	39.97%	8,683	11.07%	5,935	31.33%	79,986	30.66%
<b>Total</b>	163,550	100.00%	78,402	100.00%	18,943	100.00%	260,895	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 \$9366 less than males. Females are generally in lower paid jobs than males, with 70.36 per cent of AO2 to AO6 and equivalent roles held by females. This figure decreases to 61.98 per cent in AO7 and equivalent roles, 62.22 per cent in AO8 and equivalent roles, 52.68 per cent in senior officer and equivalent roles and 36.71 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)

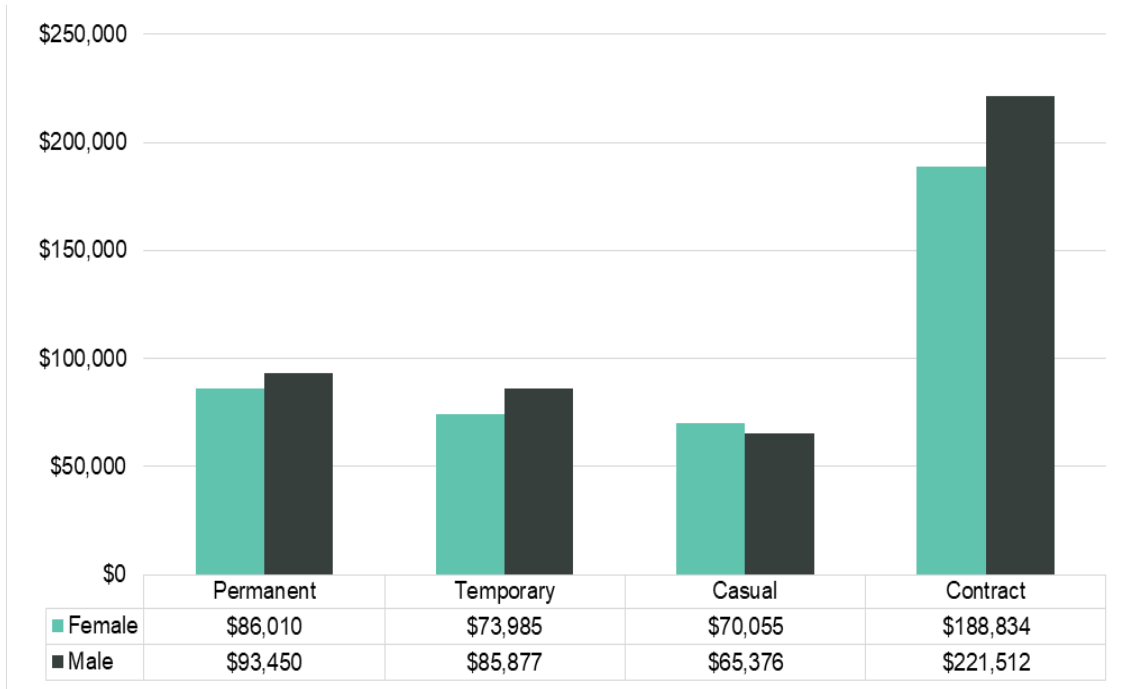
	Female		Male		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
AO1 and equivalent	159.72	50.98%	153.55	49.02%	313.27	100.00%
AO2 and equivalent	16,761.54	72.70%	6,294.83	27.30%	23,056.37	100.00%
AO3 and equivalent	20,588.74	68.62%	9,416.04	31.38%	30,004.78	100.00%
AO4 and equivalent	24,975.27	70.07%	10,670.28	29.93%	35,645.55	100.00%
AO5 and equivalent	19,873.91	69.37%	8,775.09	30.63%	28,649.00	100.00%
AO6 and equivalent	31,002.96	71.23%	12,520.98	28.77%	43,523.94	100.00%
AO7 and equivalent	13,711.58	61.98%	8,412.78	38.02%	22,124.36	100.00%
AO8 and equivalent	11,002.30	62.22%	6,681.93	37.78%	17,684.23	100.00%
SO and equivalent	5,910.06	52.68%	5,309.48	47.32%	11,219.54	100.00%
SES and above equivalent	2,472.70	36.71%	4,263.32	63.29%	6,736.02	100.00%
<b>Queensland public sector</b>	<b>146,458.78</b>	<b>66.89%</b>	<b>72,498.28</b>	<b>33.11%</b>	<b>218,957.06</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	159.72	153.55	313.27
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	16,761.54	6,294.83	23,056.37
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	20,588.74	9,416.04	30,004.78
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	24,975.27	10,670.28	35,645.55
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	19,873.91	8,775.09	28,649.00
AO6 and equivalent	Teachers, clinical and registered nurses, TAFE teachers, some ambulance operational staff, police officers, health practitioners, detectives and others	31,002.96	12,520.98	43,523.94
AO7 and equivalent	Clinical and registered nurses, teachers, police officers, detectives and others	13,711.58	8,412.78	22,124.36
AO8 and equivalent	Clinical nurses, consultant/manager/educator, clinical and registered nurses, teachers, principals and guidance officers, police officers, health practitioners, detectives and others	11,002.30	6,681.93	17,684.23
Senior officers and equivalent	Principals and deputy principals, nurse director/assistant directors of nursing, clinical nurses, senior police officers, medical staff, health practitioners, senior officers, some commissioned police officers and others	5,910.06	5,309.48	11,219.54
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	2,472.70	4,263.32	6,736.02
<b>Total</b>		<b>146,458.78</b>	<b>72,498.28</b>	<b>218,957.06</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.

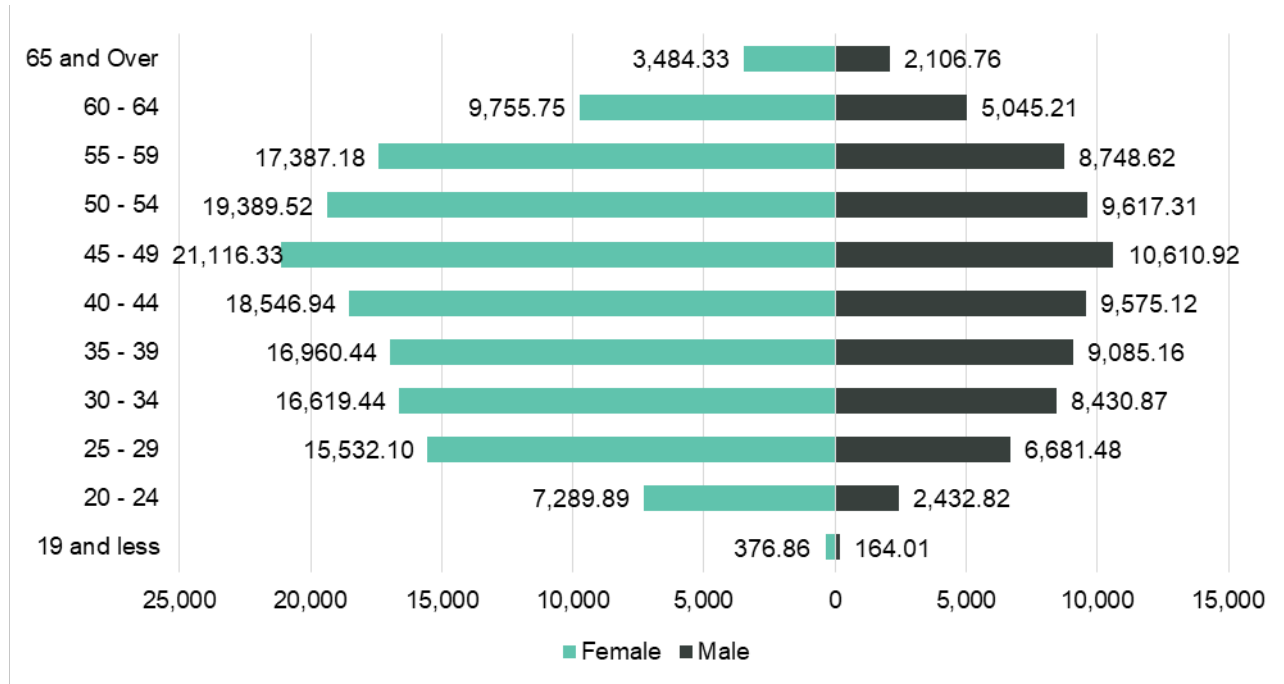
**Figure 4 Average annual earnings (FTE) by appointment type and gender**



## By age

The average age of an employee is 44.33 years (44.15 years for a female and 44.73 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	69.68%	74.98%	69.92%	66.34%	65.12%	65.95%	66.56%	66.84%	66.53%	65.91%	62.32%	66.89%
Male	30.32%	25.02%	30.08%	33.66%	34.88%	34.05%	33.44%	33.16%	33.47%	34.09%	37.68%	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).<sup>2</sup> 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 September 2017 quarter, the most significant increases in statistical areas are:

- 0.63 per cent for Brisbane Inner City
- 0.58 per cent for Logan - Beaudesert
- 0.55 per cent for Brisbane - West

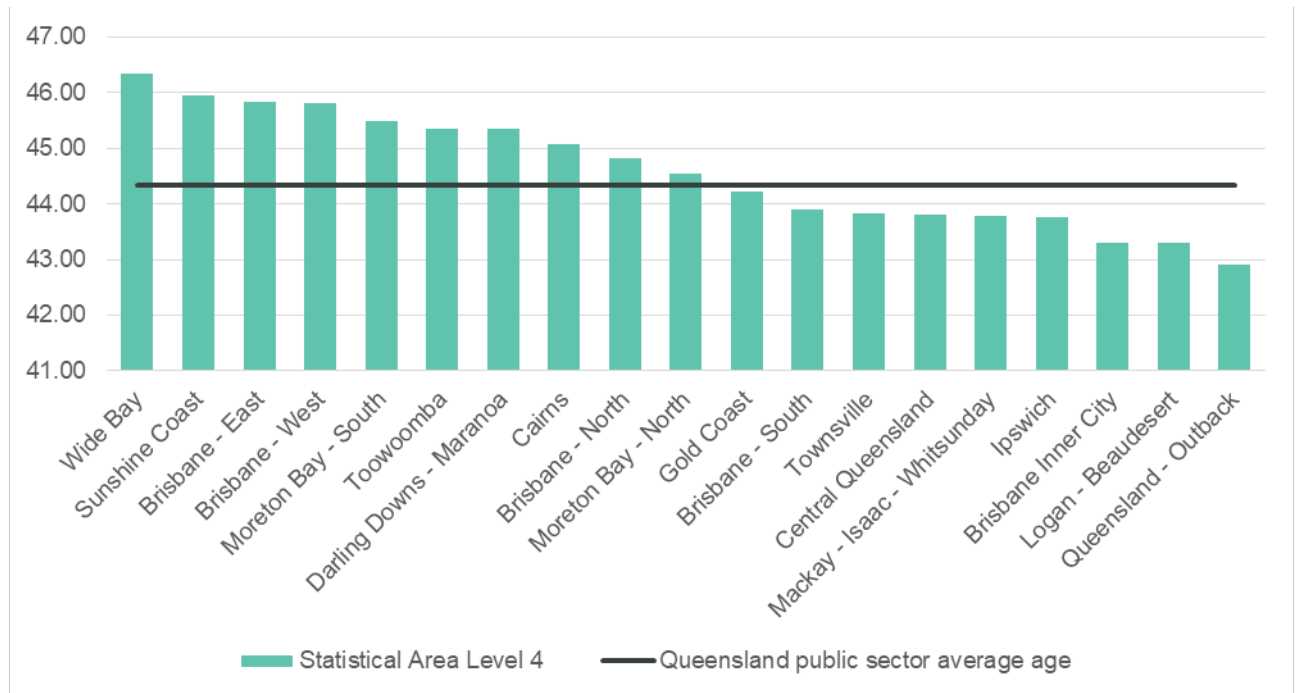
**Table 7 FTE and quarterly variance in FTE by Queensland SA4**

Statistical Area Level 4	Sept 2017		Dec 2017		% of quarterly variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	4,803.49	2.19%	4,795.33	2.19%	-0.17%
Brisbane - North	9,444.02	4.31%	9,384.15	4.29%	-0.63%
Brisbane - South	18,745.67	8.56%	18,701.75	8.54%	-0.23%
Brisbane - West	3,522.81	1.61%	3,542.30	1.62%	0.55%
Brisbane Inner City	43,213.22	19.73%	43,486.74	19.86%	0.63%
Cairns	13,083.90	5.97%	13,034.89	5.95%	-0.37%
Darling Downs - Maranoa	4,936.67	2.25%	4,941.18	2.26%	0.09%
Central Queensland	9,666.87	4.41%	9,665.47	4.41%	-0.01%
Gold Coast	18,661.35	8.52%	18,554.94	8.47%	-0.57%
Ipswich	13,932.94	6.36%	14,002.83	6.40%	0.50%
Logan - Beaudesert	10,139.10	4.63%	10,197.90	4.66%	0.58%
Mackay - Isaac - Whitsunday	6,441.32	2.94%	6,423.08	2.93%	-0.28%
Moreton Bay - North	8,918.88	4.07%	8,880.74	4.06%	-0.43%
Moreton Bay - South	3,290.73	1.50%	3,288.62	1.50%	-0.06%
Queensland - Outback	6,021.91	2.75%	5,967.83	2.73%	-0.90%
Sunshine Coast	12,512.40	5.71%	12,502.27	5.71%	-0.08%
Toowoomba	7,446.26	3.40%	7,419.60	3.39%	-0.36%
Townsville	12,572.87	5.74%	12,560.71	5.74%	-0.10%
Wide Bay	11,627.46	5.31%	11,599.10	5.30%	-0.24%
<b>Queensland</b>	<b>218,981.87</b>	<b>100.00%</b>	<b>218,949.43</b>	<b>100.00%</b>	<b>-0.01%</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 46.35 years in Wide Bay to 42.90 years in the Queensland – Outback. Interstate and overseas employees are excluded from the analysis.

**Figure 6 Average age by Queensland SA4**

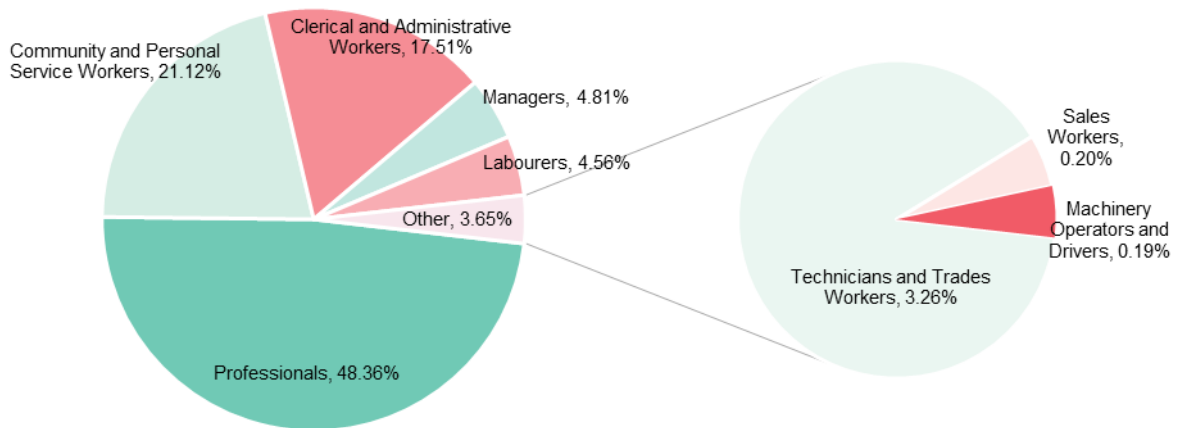


## By occupation

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 (48.36 per cent) of the public sector are professionals. More than a fifth (21.12 per cent) are community and personal service workers, and nearly a fifth (17.51 per cent) are clerical and administrative workers.

**Figure 7 Percentage of FTE by occupation**



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

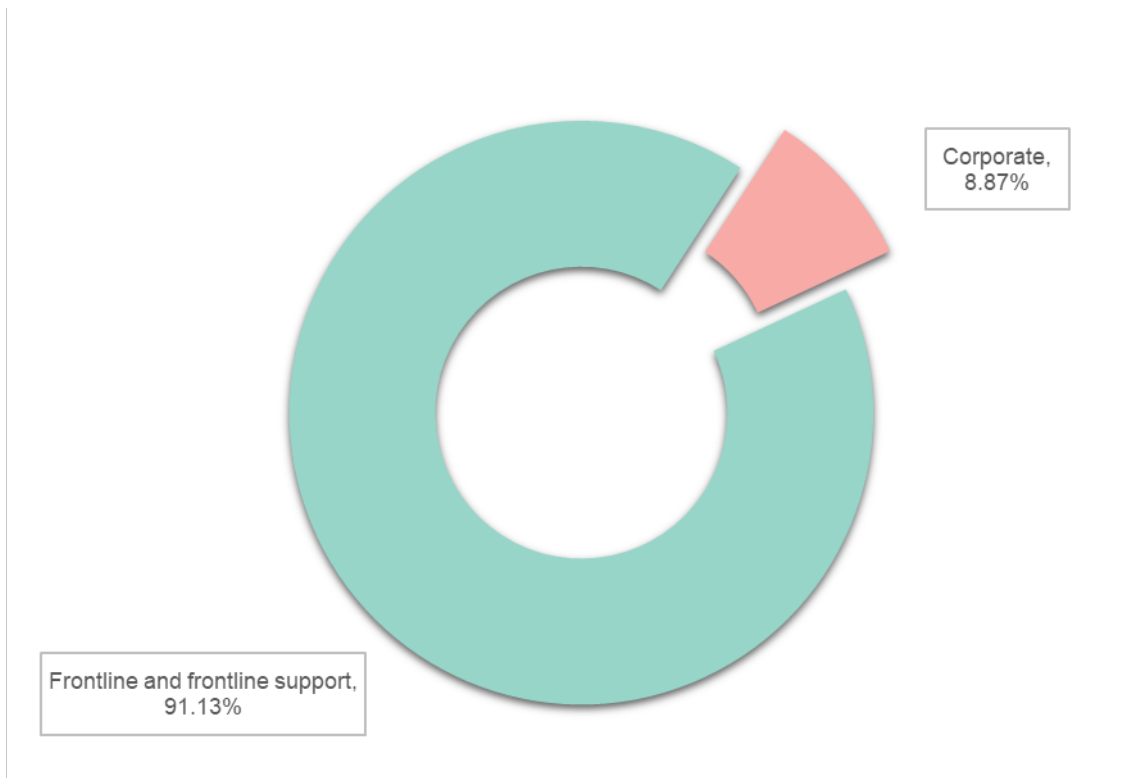
Type of occupation type	FTE	% of FTE
Professionals	105,885.41	48.36%
Community and Personal Service Workers	46,234.29	21.12%
Clerical and Administrative Workers	38,332.61	17.51%
Managers	10,534.92	4.81%
Labourers	9,980.19	4.56%
Technicians and Trades Workers	7,146.16	3.26%
Sales Workers	428.41	0.20%
Machinery Operators and Drivers	415.07	0.19%
<b>Queensland public sector</b>	<b>218,957.06</b>	<b>100.00%</b>

## By type of service

Employees in corporate services represent 8.87 per cent of the public sector, with the two largest functions of information and communications technology (ICT) and human resources (HR), accounting collectively for 47.59 per cent of corporate service employees.

The next largest functions within corporate services are accounting and finance (15.85 per cent) and property and facilities (7.42 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	199,526.00	91.13%
Corporate	19,431.06	8.87%
<b>Queensland public sector</b>	<b>218,957.06</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	5,102.48	26.26%
Human Resources	4,145.70	21.34%
Accounting and Finance	3,079.70	15.85%
Property and Facilities	1,440.89	7.42%
Procurement	1,233.57	6.35%
Communication, Media and Marketing	1,045.69	5.38%
Governance and Strategy	1,022.75	5.26%
Information Management	1,001.39	5.15%
Ministerial and Executive Services	509.52	2.62%
Legal Services	399.82	2.06%
Audit Services	292.95	1.51%
Whole of Corporate Services Function Management	156.60	0.81%
<b>Queensland public sector - corporate service total</b>	<b>19,431.06</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	240.95	51.20	1.69	7.00	300.84
Department of Agriculture and Fisheries	1,718.49	268.59	2.15	22.00	2,011.23
Department of Communities, Child Safety and Disability Services	4,821.48	820.85	154.60	40.00	5,836.93
Department of Education and Training	53,882.53	13,003.78	2,607.91	153.00	69,647.22
Department of Energy and Water Supply	183.50	33.97	-	7.00	224.47
Department of Environment and Heritage Protection	910.96	260.13	-	21.00	1,192.09
Department of Housing and Public Works	2,544.83	358.51	6.09	42.00	2,951.43
Department of Infrastructure, Local Government and Planning	319.87	139.99	1.50	40.40	501.76
Department of Justice and Attorney-General	7,428.60	1,340.71	255.45	100.86	9,125.62
Department of National Parks, Sport and Racing	1,192.79	190.30	13.42	17.20	1,413.71
Department of Natural Resources and Mines	2,137.38	151.61	5.94	81.40	2,376.33
Department of Science, Information Technology and Innovation	2,223.77	349.55	4.56	50.90	2,628.78
Department of State Development	483.34	92.69	0.51	33.00	609.54
Department of the Premier and Cabinet	440.70	160.00	9.64	25.30	635.64
Department of Tourism, Major Events, Small Business and Commonwealth Games	86.42	47.40	-	13.00	146.82
Department of Transport and Main Roads	6,197.78	642.97	370.03	93.00	7,303.78
Queensland Fire and Emergency Services	2,833.35	174.66	208.61	17.00	3,233.62
Queensland Health	65,260.88	16,268.45	2,351.00	407.42	84,287.75
Queensland Police Service	14,396.50	475.46	18.40	237.00	15,127.36
Queensland Treasury	1,616.53	108.86	1.92	64.20	1,791.51
Electoral Commission Queensland	45.30	8.68	2.93	3.00	59.91
Office of the Inspector-General of Emergency Management	16.30	5.00	-	1.00	22.30
Public Safety Business Agency	935.57	95.74	6.21	38.00	1,075.52
Public Service Commission	52.81	16.00	1.00	5.80	75.61
Public Trustee	493.13	84.00	-	4.00	581.13
Queensland Audit Office	155.62	6.00	0.31	10.80	172.73
TAFE Queensland	2,632.13	1,101.19	108.18	112.57	3,954.07
<b>Queensland public sector sub-total: Budget paper 2 agencies</b>	<b>173,251.51</b>	<b>36,256.29</b>	<b>6,132.05</b>	<b>1,647.85</b>	<b>217,287.70</b>
<b>Other entities</b>	<b>Permanent</b>	<b>Temporary</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>
Anti-Discrimination Commission Queensland	30.54	2.20	-	1.00	33.74
Legal Aid Queensland	424.92	60.49	0.21	9.00	494.62
Office of the Health Ombudsman	114.07	14.80	-	3.90	132.77
Queensland Art Gallery	171.88	50.73	64.09	5.00	291.70
Queensland Family and Child Commission	46.41	11.90	-	3.60	61.91
Queensland Museum	152.43	81.45	27.58	4.00	265.46
State Library of Queensland	223.00	34.53	11.33	5.00	273.86
Trade and Investment Queensland	83.00	23.30	-	9.00	115.30
<b>Queensland public sector sub-total: Other entities</b>	<b>1,246.25</b>	<b>279.40</b>	<b>103.21</b>	<b>40.50</b>	<b>1,669.36</b>
<b>Queensland public sector total</b>	<b>174,497.76</b>	<b>36,535.69</b>	<b>6,235.26</b>	<b>1,688.35</b>	<b>218,957.06</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	251	53	3	7	314
Department of Agriculture and Fisheries	1,780	279	12	22	2,093
Department of Communities, Child Safety and Disability Services	5,089	883	289	40	6,301
Department of Education and Training	62,243	18,284	7,879	153	88,559
Department of Energy and Water Supply	192	35	-	7	234
Department of Environment and Heritage Protection	957	266	-	21	1,244
Department of Housing and Public Works	2,639	377	10	42	3,068
Department of Infrastructure, Local Government and Planning	339	145	2	41	527
Department of Justice and Attorney-General	7,728	1,419	501	105	9,753
Department of National Parks, Sport and Racing	1,227	200	28	18	1,473
Department of Natural Resources and Mines	2,239	159	13	83	2,494
Department of Science, Information Technology and Innovation	2,357	361	5	52	2,775
Department of State Development	505	100	1	33	639
Department of the Premier and Cabinet	473	167	38	26	704
Department of Tourism, Major Events, Small Business and Commonwealth Games	93	48	-	13	154
Department of Transport and Main Roads	6,434	668	2,020	93	9,215
Queensland Fire and Emergency Services	2,870	191	2,024	17	5,102
Queensland Health	74,863	19,141	5,438	874	100,316
Queensland Police Service	14,723	510	21	237	15,491
Queensland Treasury	1,685	114	3	65	1,867
Electoral Commission Queensland	46	9	3	3	61
Office of the Inspector-General of Emergency Management	17	5	-	1	23
Public Safety Business Agency	949	98	7	38	1,092
Public Service Commission	56	16	1	6	79
Public Trustee	514	89	-	4	607
Queensland Audit Office	163	7	1	11	182
TAFE Queensland	2,773	1,244	391	116	4,524
<b>Queensland public sector sub-total: Budget paper 2 agencies</b>	<b>193,205</b>	<b>44,868</b>	<b>18,690</b>	<b>2,128</b>	<b>258,891</b>

Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	33	3	-	1	37
Legal Aid Queensland	465	74	1	9	549
Office of the Health Ombudsman	116	15	-	4	135
Queensland Art Gallery	195	72	126	5	398
Queensland Family and Child Commission	49	14	-	4	67
Queensland Museum	173	105	74	4	356
State Library of Queensland	245	42	52	5	344
Trade and Investment Queensland	85	24	-	9	118
<b>Queensland public sector sub-total: Other entities</b>	<b>1,361</b>	<b>349</b>	<b>253</b>	<b>41</b>	<b>2,004</b>
<b>Queensland public sector total</b>	<b>194,566</b>	<b>45,217</b>	<b>18,943</b>	<b>2,169</b>	<b>260,895</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	207.54	93.30	300.84	68.99%	31.01%
Department of Agriculture and Fisheries	803.35	1,207.88	2,011.23	39.94%	60.06%
Department of Communities, Child Safety and Disability Services	4,516.22	1,320.71	5,836.93	77.37%	22.63%
Department of Education and Training	53,945.03	15,702.19	69,647.22	77.45%	22.55%
Department of Energy and Water Supply	111.00	113.47	224.47	49.45%	50.55%
Department of Environment and Heritage Protection	721.07	471.02	1,192.09	60.49%	39.51%
Department of Housing and Public Works	1,569.84	1,381.59	2,951.43	53.19%	46.81%
Department of Infrastructure, Local Government and Planning	298.51	203.25	501.76	59.49%	40.51%
Department of Justice and Attorney-General	4,828.23	4,297.39	9,125.62	52.91%	47.09%
Department of National Parks, Sport and Racing	533.40	880.31	1,413.71	37.73%	62.27%
Department of Natural Resources and Mines	1,188.68	1,187.65	2,376.33	50.02%	49.98%
Department of Science, Information Technology and Innovation	1,523.24	1,105.54	2,628.78	57.94%	42.06%
Department of State Development	392.34	217.20	609.54	64.37%	35.63%
Department of the Premier and Cabinet	426.60	209.04	635.64	67.11%	32.89%
Department of Tourism, Major Events, Small Business and Commonwealth Games	98.02	48.80	146.82	66.76%	33.24%
Department of Transport and Main Roads	3,381.89	3,921.89	7,303.78	46.30%	53.70%
Queensland Fire and Emergency Services	670.06	2,563.56	3,233.62	20.72%	79.28%
Queensland Health	60,421.17	23,866.58	84,287.75	71.68%	28.32%
Queensland Police Service	5,348.67	9,778.69	15,127.36	35.36%	64.64%
Queensland Treasury	925.17	866.34	1,791.51	51.64%	48.36%
Electoral Commission Queensland	31.91	28.00	59.91	53.26%	46.74%
Office of the Inspector-General of Emergency Management	17.30	5.00	22.30	77.58%	22.42%
Public Safety Business Agency	366.00	709.52	1,075.52	34.03%	65.97%
Public Service Commission	55.91	19.70	75.61	73.95%	26.05%
Public Trustee	411.13	170.00	581.13	70.75%	29.25%
Queensland Audit Office	80.52	92.21	172.73	46.62%	53.38%
TAFE Queensland	2,466.70	1,487.37	3,954.07	62.38%	37.62%
<b>Queensland public sector sub-total: Budget paper 2 agencies</b>	<b>145,339.50</b>	<b>71,948.20</b>	<b>217,287.70</b>	<b>66.89%</b>	<b>33.11%</b>

Other entities	FTE			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	26.74	7.00	33.74	79.25%	20.75%
Legal Aid Queensland	357.62	137.00	494.62	72.30%	27.70%
Office of the Health Ombudsman	90.87	41.90	132.77	68.44%	31.56%
Queensland Art Gallery	169.26	122.44	291.70	58.03%	41.97%
Queensland Family and Child Commission	52.91	9.00	61.91	85.46%	14.54%
Queensland Museum	163.29	102.17	265.46	61.51%	38.49%
State Library of Queensland	188.29	85.57	273.86	68.75%	31.25%
Trade and Investment Queensland	70.30	45.00	115.30	60.97%	39.03%
<b>Queensland public sector sub-total: Other entities</b>	<b>1,119.28</b>	<b>550.08</b>	<b>1,669.36</b>	<b>67.05%</b>	<b>32.95%</b>
<b>Queensland public sector total</b>	<b>146,458.78</b>	<b>72,498.28</b>	<b>218,957.06</b>	<b>66.89%</b>	<b>33.11%</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	220	94	314	70.06%	29.94%
Department of Agriculture and Fisheries	872	1,221	2,093	41.66%	58.34%
Department of Communities, Child Safety and Disability Services	4,914	1,387	6,301	77.99%	22.01%
Department of Education and Training	70,489	18,070	88,559	79.60%	20.40%
Department of Energy and Water Supply	119	115	234	50.85%	49.15%
Department of Environment and Heritage Protection	766	478	1,244	61.58%	38.42%
Department of Housing and Public Works	1,673	1,395	3,068	54.53%	45.47%
Department of Infrastructure, Local Government and Planning	321	206	527	60.91%	39.09%
Department of Justice and Attorney-General	5,279	4,474	9,753	54.13%	45.87%
Department of National Parks, Sport and Racing	585	888	1,473	39.71%	60.29%
Department of Natural Resources and Mines	1,293	1,201	2,494	51.84%	48.16%
Department of Science, Information Technology and Innovation	1,656	1,119	2,775	59.68%	40.32%
Department of State Development	418	221	639	65.41%	34.59%
Department of the Premier and Cabinet	476	228	704	67.61%	32.39%
Department of Tourism, Major Events, Small Business and Commonwealth Games	105	49	154	68.18%	31.82%
Department of Transport and Main Roads	4,920	4,295	9,215	53.39%	46.61%
Queensland Fire and Emergency Services	924	4,178	5,102	18.11%	81.89%
Queensland Health	73,942	26,374	100,316	73.71%	26.29%
Queensland Police Service	5,674	9,817	15,491	36.63%	63.37%
Queensland Treasury	993	874	1,867	53.19%	46.81%
Electoral Commission Queensland	33	28	61	54.10%	45.90%
Office of the Inspector-General of Emergency Management	18	5	23	78.26%	21.74%
Public Safety Business Agency	379	713	1,092	34.71%	65.29%
Public Service Commission	59	20	79	74.68%	25.32%
Public Trustee	435	172	607	71.66%	28.34%
Queensland Audit Office	89	93	182	48.90%	51.10%
TAFE Queensland	2,885	1,639	4,524	63.77%	36.23%
<b>Queensland public sector sub-total: Budget paper 2 agencies</b>	<b>179,537</b>	<b>79,354</b>	<b>258,891</b>	<b>69.35%</b>	<b>30.65%</b>

Other entities	Headcount			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	30	7	37	81.08%	18.92%
Legal Aid Queensland	403	146	549	73.41%	26.59%
Office of the Health Ombudsman	93	42	135	68.89%	31.11%
Queensland Art Gallery	245	153	398	61.56%	38.44%
Queensland Family and Child Commission	57	10	67	85.07%	14.93%
Queensland Museum	232	124	356	65.17%	34.83%
State Library of Queensland	239	105	344	69.48%	30.52%
Trade and Investment Queensland	73	45	118	61.86%	38.14%
<b>Queensland public sector sub-total: Other entities</b>	<b>1,372</b>	<b>632</b>	<b>2,004</b>	<b>68.46%</b>	<b>31.54%</b>
<b>Queensland public sector total</b>	<b>180,909</b>	<b>79,986</b>	<b>260,895</b>	<b>69.34%</b>	<b>30.66%</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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