

Queensland public sector quarterly workforce profile

December 2018



Queensland public sector quarterly workforce profile

Prepared by the State of Queensland (Public Service Commission), February 2019



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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 2018.

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 decrease of 991.16 full-time equivalent (FTE) employees in the Queensland public sector since September 2018 quarter — a decrease of -0.44 per cent.

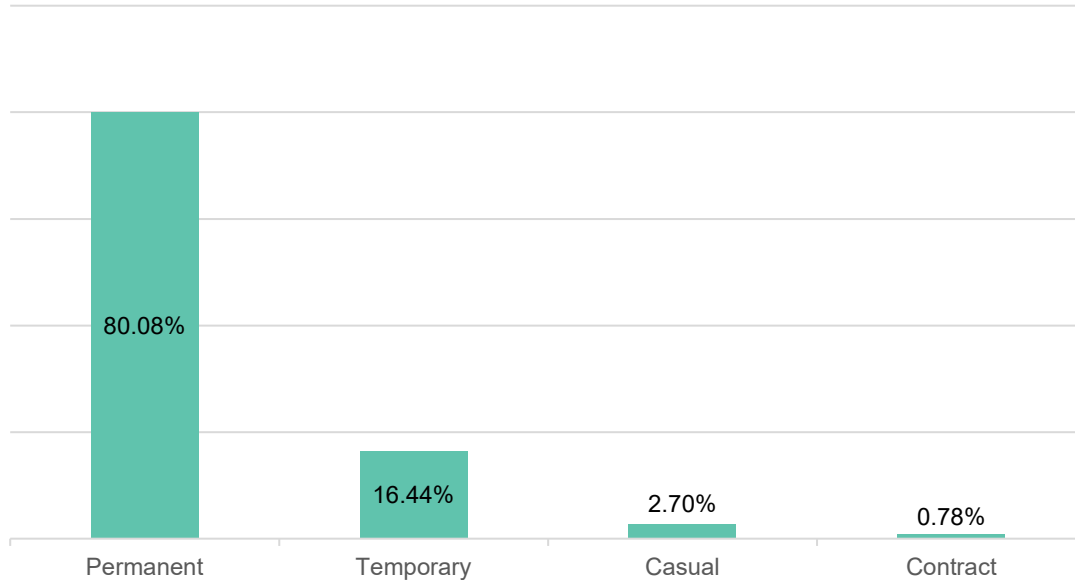
Table 1 Number of FTE by agency

Budget paper 2 agencies	Sept 2018	Dec 2018	Quarterly variance in total FTE	% Quarterly variance in total FTE
Department of Aboriginal and Torres Strait Islander Partnerships	277.64	288.07	10.43	3.76%
Department of Agriculture and Fisheries	2,034.61	2,022.74	-11.87	-0.58%
Department of Child Safety, Youth and Women	4,692.15	4,894.46	202.31	4.31%
Department of Communities, Disability Services and Seniors	2,414.72	2,292.72	-122.00	-5.05%
Department of Education	72,841.45	72,275.87	-565.58	-0.78%
Department of Employment, Small Business and Training	541.67	554.66	12.99	2.40%
Department of Environment and Science	2,959.67	2,957.55	-2.12	-0.07%
Department of Housing and Public Works	5,320.39	5,334.69	14.30	0.27%
Department of Innovation, Tourism Industry Development and the Commonwealth Games	164.72	164.72	0.00	0.00%
Department of Justice and Attorney-General	3,317.21	3,352.91	35.70	1.08%
Department of Local Government, Racing and Multicultural Affairs	177.40	186.86	9.46	5.33%
Department of Natural Resources, Mines and Energy	2,607.34	2,628.61	21.27	0.82%
Department of State Development, Manufacturing, Infrastructure and Planning	957.59	961.12	3.53	0.37%
Department of the Premier and Cabinet	450.74	437.69	-13.05	-2.90%
Department of Transport and Main Roads	7,132.23	7,158.03	25.80	0.36%
Queensland Corrective Services	5,002.59	4,990.53	-12.06	-0.24%
Queensland Fire and Emergency Services	3,286.18	3,264.47	-21.71	-0.66%
Queensland Health	88,364.37	87,778.68	-585.69	-0.66%
Queensland Police Service	15,279.02	15,278.93	-0.09	0.00%
Queensland Treasury	976.53	990.37	13.84	1.42%
Electoral Commission Queensland	60.79	59.28	-1.51	-2.48%
Office of the Inspector-General of Emergency Management	22.18	21.38	-0.80	-3.61%
Public Safety Business Agency	1,084.25	1,106.92	22.67	2.09%
Public Service Commission	69.48	72.30	2.82	4.06%
Public Trustee	602.05	606.39	4.34	0.72%
Queensland Audit Office	166.21	173.61	7.40	4.45%
TAFE Queensland	3,911.87	3,850.95	-60.92	-1.56%
Queensland public sector sub-total: Budget paper 2 agencies	224,715.05	223,704.51	-1,010.54	-0.45%
Other entities	Sept 2018	Dec 2018	Quarterly variance in total FTE	% Quarterly variance in total FTE
Anti-Discrimination Commission Queensland	34.00	36.58	2.58	7.59%
Legal Aid Queensland	553.29	564.96	11.67	2.11%
Office of the Health Ombudsman	133.80	127.60	-6.20	-4.63%
Queensland Art Gallery	298.99	307.47	8.48	2.84%
Queensland Family and Child Commission	57.37	57.24	-0.13	-0.23%
Queensland Museum	263.69	264.22	0.53	0.20%
State Library of Queensland	280.12	283.79	3.67	1.31%
Trade and Investment Queensland	133.59	132.37	-1.22	-0.91%
Queensland public sector sub-total: Other entities	1,754.85	1,774.23	19.38	1.10%
Queensland public sector total	226,469.90	225,478.74	-991.16	-0.44%

By employment category

The majority of the workforce are permanent employees. Temporary and casual employment remain relatively low at 16.44 per cent and 2.70 per cent respectively.

Figure 1 Percentage of FTE by appointment type



Females accounted for 67.01 per cent of the total FTE employment.

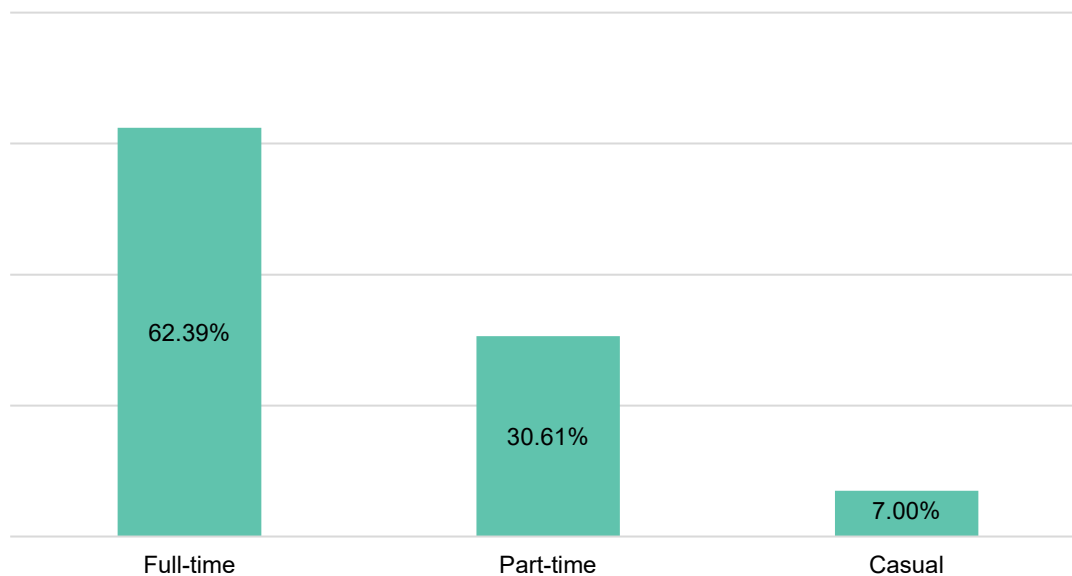
Table 2 Number of FTE by appointment type and gender

	Permanent		Temporary		Casual		Contract		Queensland public sector total (FTE)	
Female	120,123.65	66.53%	26,061.48	70.29%	4,205.94	69.12%	692.06	39.44%	151,083.13	67.01%
Male	60,440.21	33.47%	11,013.76	29.71%	1,878.84	30.88%	1,062.80	60.56%	74,395.61	32.99%
Total	180,563.86	100.00%	37,075.24	100.00%	6,084.78	100.00%	1,754.86	100.00%	225,478.74	100.00%

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

A total of 62.39 per cent of employees work full-time and 30.61 per cent of employees have part-time work arrangements.

Figure 2 Percentage of headcount by employment status



Females account for 88.45 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	100,763	60.16%	72,685	88.45%	12,846	68.33%	186,294	69.39%
Male	66,727	39.84%	9,492	11.55%	5,954	31.67%	82,173	30.61%
Total	167,490	100.00%	82,177	100.00%	18,800	100.00%	268,467	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 \$9307 less than males. Females are generally in lower paid jobs than males, with 70.19 per cent of AO2 to AO6 and equivalent roles held by females. This figure decreases to 66.15 per cent in AO7 and equivalent roles, 61.94 per cent in AO8 and equivalent roles, 52.97 per cent in senior officer and equivalent roles and 38.35 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)

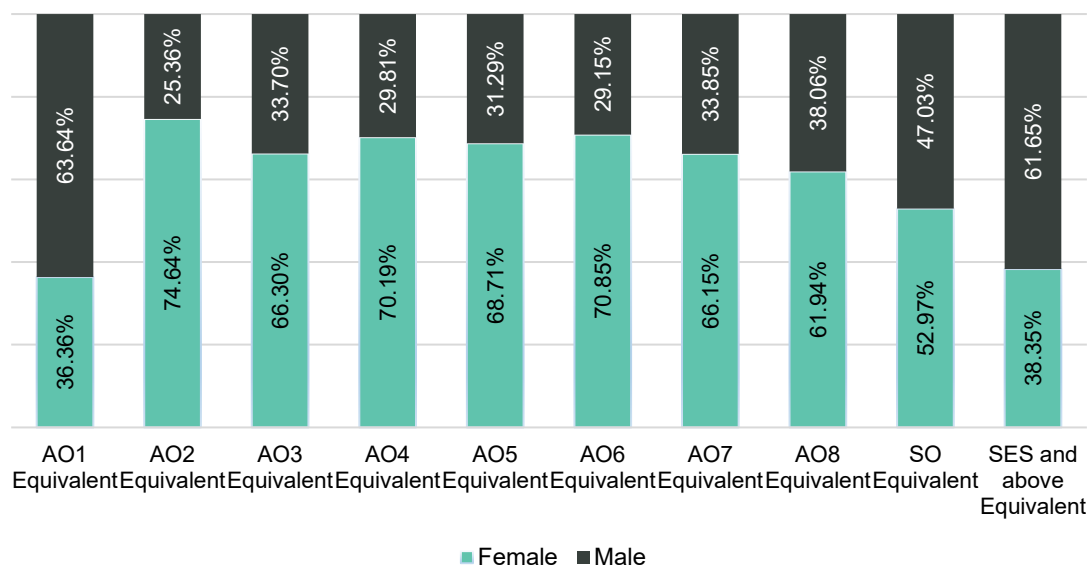


Table 4 Number and percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time)

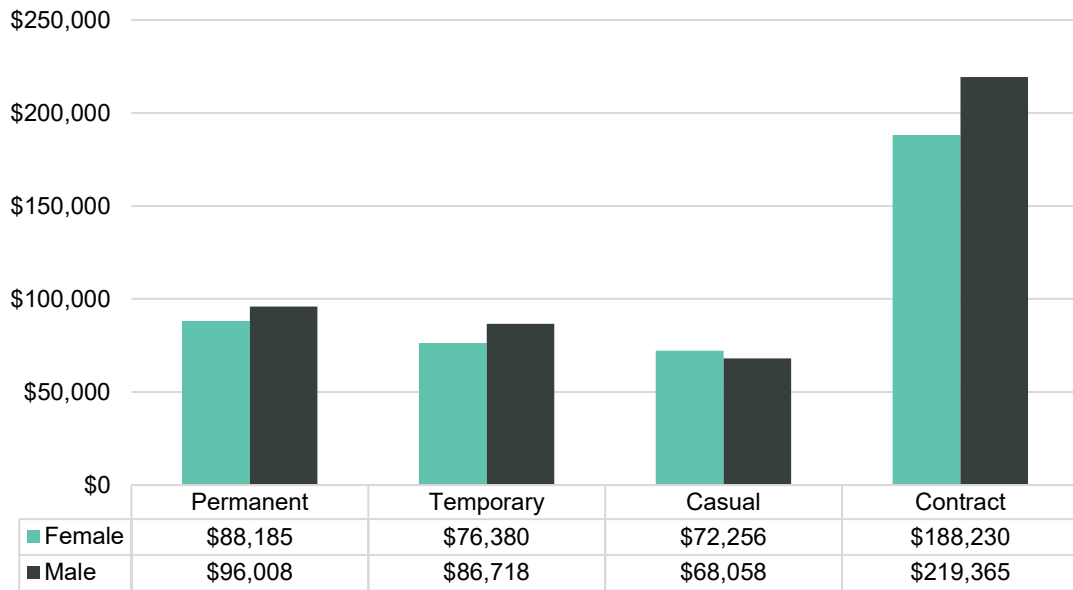
	Female		Male		Total	
AO1 and equivalent	30.66	36.36%	53.66	63.64%	84.32	100.00%
AO2 and equivalent	20,094.99	74.64%	6,827.19	25.36%	26,922.18	100.00%
AO3 and equivalent	17,118.15	66.30%	8,702.62	33.70%	25,820.77	100.00%
AO4 and equivalent	25,806.89	70.19%	10,960.95	29.81%	36,767.84	100.00%
AO5 and equivalent	19,924.92	68.71%	9,073.74	31.29%	28,998.66	100.00%
AO6 and equivalent	26,240.55	70.85%	10,798.67	29.15%	37,039.22	100.00%
AO7 and equivalent	21,152.33	66.15%	10,822.67	33.85%	31,975.00	100.00%
AO8 and equivalent	12,029.25	61.94%	7,392.51	38.06%	19,421.76	100.00%
SO and equivalent	5,834.63	52.97%	5,180.29	47.03%	11,014.92	100.00%
SES and above equivalent	2,850.76	38.35%	4,583.31	61.65%	7,434.07	100.00%
Queensland public sector	151,083.13	67.01%	74,395.61	32.99%	225,478.74	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	30.66	53.66	84.32
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	20,094.99	6,827.19	26,922.18
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	17,118.15	8,702.62	25,820.77
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	25,806.89	10,960.95	36,767.84
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	19,924.92	9,073.74	28,998.66
AO6 and equivalent	Teachers, clinical and registered nurses, TAFE teachers, some ambulance operational staff, police officers, health practitioners, detectives and others	26,240.55	10,798.67	37,039.22
AO7 and equivalent	Clinical and registered nurses, teachers, police officers, detectives and others	21,152.33	10,822.67	31,975.00
AO8 and equivalent	Clinical nurses, consultant/manager/educator, clinical and registered nurses, teachers, principals and guidance officers, police officers, health practitioners, detectives and others	12,029.25	7,392.51	19,421.76
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	5,834.63	5,180.29	11,014.92
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	2,850.76	4,583.31	7,434.07
Total		151,083.13	74,395.61	225,478.74

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 44.39 years (44.22 years for a female and 44.78 years for a male).

Figure 5 Number of FTE by age distribution and gender

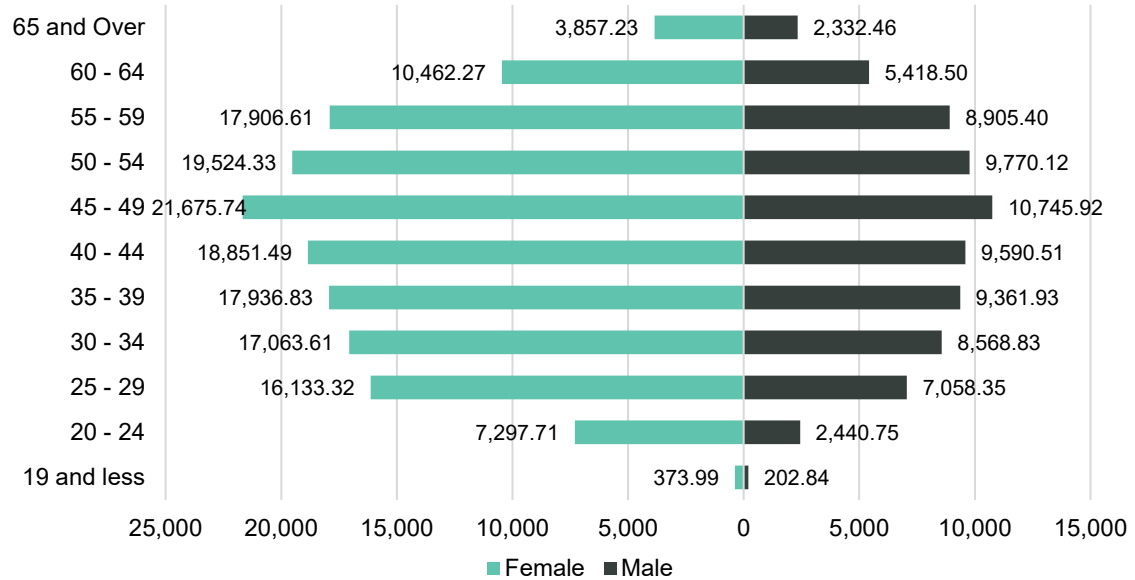


Table 6 Percentage of full-time equivalent by age distribution and gender

	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	64.84%	74.94%	69.57%	66.57%	65.71%	66.28%	66.86%	66.65%	66.79%	65.88%	62.32%	67.01%
Male	35.16%	25.06%	30.43%	33.43%	34.29%	33.72%	33.14%	33.35%	33.21%	34.12%	37.68%	32.99%
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 over 20 per cent of employees are located in the Brisbane inner city statistical area. Since the September 2018 quarter, the most significant increases in statistical areas are:

- 0.91 per cent for Logan - Beaudesert
- 0.84 per cent for Brisbane Inner City
- 0.45 per cent for Moreton Bay - South

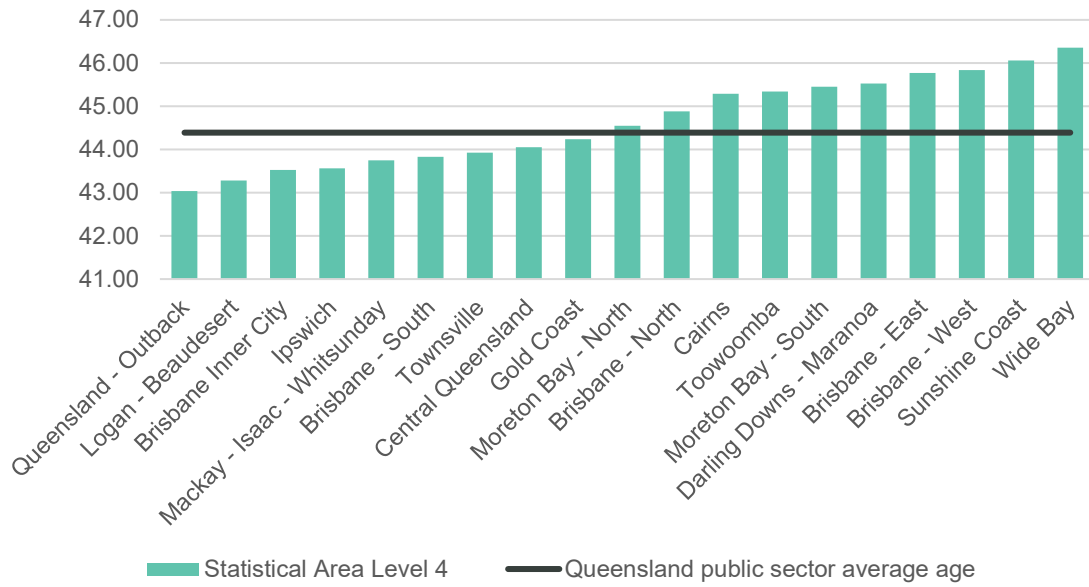
Table 7 FTE and quarterly variance in FTE by Queensland SA4

Statistical Area Level 4	Sept 2018		Dec 2018		% of quarterly variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	5,109.13	2.26%	5,036.45	2.23%	-1.42%
Brisbane - North	9,738.73	4.30%	9,626.85	4.27%	-1.15%
Brisbane - South	18,744.27	8.28%	18,047.69	8.00%	-3.72%
Brisbane - West	3,752.64	1.66%	3,670.91	1.63%	-2.18%
Brisbane Inner City	44,875.85	19.82%	45,251.62	20.07%	0.84%
Cairns	13,491.17	5.96%	13,387.59	5.94%	-0.77%
Darling Downs - Maranoa	5,042.27	2.23%	4,992.30	2.21%	-0.99%
Central Queensland	9,854.74	4.35%	9,884.19	4.38%	0.30%
Gold Coast	19,450.80	8.59%	19,395.50	8.60%	-0.28%
Ipswich	15,036.55	6.64%	14,958.74	6.63%	-0.52%
Logan - Beaudesert	10,580.51	4.67%	10,676.97	4.74%	0.91%
Mackay - Isaac - Whitsunday	6,541.31	2.89%	6,511.49	2.89%	-0.46%
Moreton Bay - North	9,111.11	4.02%	9,099.78	4.04%	-0.12%
Moreton Bay - South	3,562.02	1.57%	3,578.16	1.59%	0.45%
Queensland - Outback	6,171.47	2.73%	6,148.17	2.73%	-0.38%
Sunshine Coast	12,989.67	5.74%	12,887.57	5.72%	-0.79%
Toowoomba	7,670.94	3.39%	7,660.56	3.40%	-0.14%
Townsville	12,898.82	5.70%	12,867.88	5.71%	-0.24%
Wide Bay	11,841.27	5.23%	11,789.69	5.23%	-0.44%
Queensland	226,463.27	100.00%	225,472.11	100.00%	-0.44%

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 46.36 years in Wide Bay to 43.04 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 (48.78 per cent) of the public sector are professionals. More than a fifth (21.28 per cent) are community and personal service workers, and nearly a fifth (17.28 per cent) are clerical and administrative workers.

Figure 7 Percentage of FTE by occupation

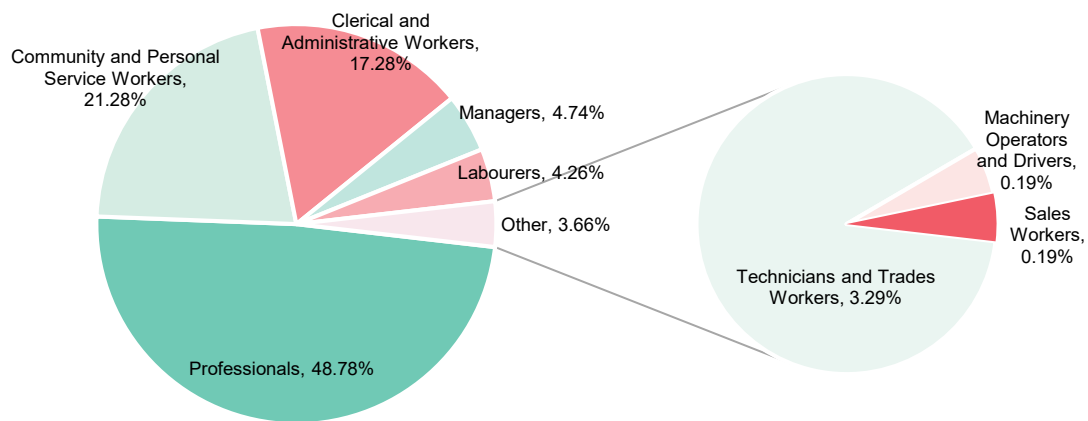


Table 8 Number and percentage of FTE by occupation

Type of occupation type	FTE	% of FTE
Professionals	109,979.38	48.78%
Community and Personal Service Workers	47,981.35	21.28%
Clerical and Administrative Workers	38,958.34	17.28%
Managers	10,682.14	4.74%
Labourers	9,614.52	4.26%
Technicians and Trades Workers	7,416.77	3.29%
Machinery Operators and Drivers	424.88	0.19%
Sales Workers	421.36	0.19%
Queensland public sector	225,478.74	100.00%

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 48.31 per cent of corporate service employees.

The next largest functions within corporate services are accounting and finance (15.44 per cent) and property and facilities (7.12 per cent).

Figure 8 Percentage of FTE by type of service

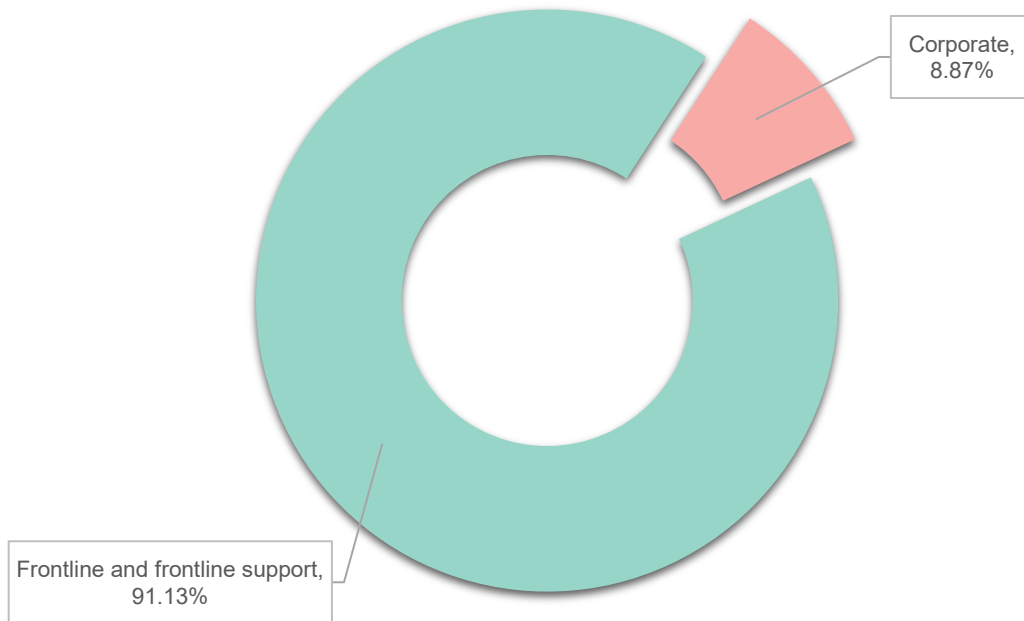


Table 9 Number and percentage of FTE employees by type of service

Type of service	FTE	% of FTE
Frontline and frontline support	205,475.93	91.13%
Corporate	20,002.81	8.87%
Queensland public sector	225,478.74	100.00%

Figure 9 Number of FTE by corporate services function

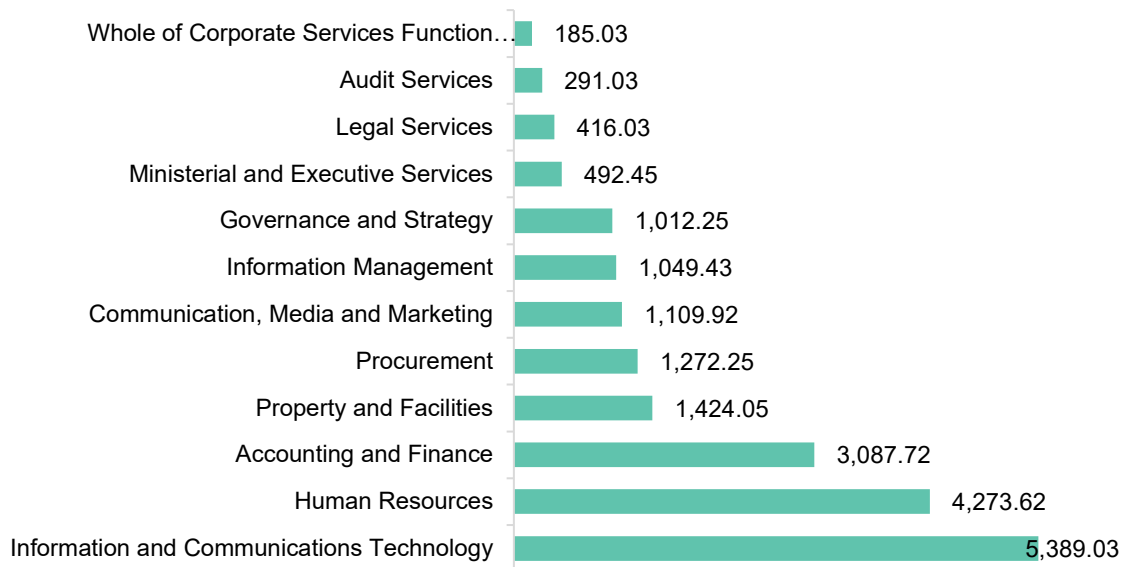


Table 10 Number and percentage of FTE by corporate services function

Type of corporate services function	FTE	% of FTE
Information and Communications Technology	5,389.03	26.94%
Human Resources	4,273.62	21.37%
Accounting and Finance	3,087.72	15.44%
Property and Facilities	1,424.05	7.12%
Procurement	1,272.25	6.36%
Communication, Media and Marketing	1,109.92	5.55%
Information Management	1,049.43	5.25%
Governance and Strategy	1,012.25	5.06%
Ministerial and Executive Services	492.45	2.46%
Legal Services	416.03	2.08%
Audit Services	291.03	1.45%
Whole of Corporate Services Function Management	185.03	0.93%
Queensland public sector - corporate service total	20,002.81	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	228.77	52.30	-	7.00	288.07
Department of Agriculture and Fisheries	1,769.70	231.66	2.38	19.00	2,022.74
Department of Child Safety, Youth and Women	3,864.45	847.00	152.01	31.00	4,894.46
Department of Communities, Disability Services and Seniors	1,815.78	282.05	179.89	15.00	2,292.72
Department of Education	56,554.74	12,988.44	2,567.07	165.62	72,275.87
Department of Employment, Small Business and Training	452.25	86.41	-	16.00	554.66
Department of Environment and Science	2,479.61	427.32	17.62	33.00	2,957.55
Department of Housing and Public Works	4,535.43	708.88	7.78	82.60	5,334.69
Department of Innovation, Tourism Industry Development and the Commonwealth Games	115.92	33.80	-	15.00	164.72
Department of Justice and Attorney-General	2,566.82	610.61	93.69	81.79	3,352.91
Department of Local Government, Racing and Multicultural Affairs	147.76	28.30	-	10.80	186.86
Department of Natural Resources, Mines and Energy	2,317.17	214.34	4.10	93.00	2,628.61
Department of State Development, Manufacturing, Infrastructure and Planning	751.26	148.26	-	61.60	961.12
Department of the Premier and Cabinet	299.83	111.34	0.72	25.80	437.69
Department of Transport and Main Roads	6,201.47	527.33	338.23	91.00	7,158.03
Electoral Commission Queensland	44.60	12.68	-	2.00	59.28
Office of the Inspector-General of Emergency Management	15.38	5.00	-	1.00	21.38
Public Safety Business Agency	960.28	96.64	5.00	45.00	1,106.92
Public Service Commission	60.30	7.00	-	5.00	72.30
Public Trustee	528.72	72.67	-	5.00	606.39
Queensland Audit Office	156.27	8.60	1.74	7.00	173.61
Queensland Corrective Services	4,413.56	472.15	62.32	42.50	4,990.53
Queensland Fire and Emergency Services	2,851.99	179.87	214.61	18.00	3,264.47
Queensland Health	68,043.15	17,191.59	2,138.49	405.45	87,778.68
Queensland Police Service	14,525.72	462.21	13.00	278.00	15,278.93
Queensland Treasury	893.44	51.20	0.33	45.40	990.37
TAFE Queensland	2,641.96	934.00	165.29	109.70	3,850.95
Queensland public sector sub-total: Budget paper 2 agencies	179,236.33	36,791.65	5,964.27	1,712.26	223,704.51

Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	30.20	4.80	0.58	1.00	36.58
Legal Aid Queensland	482.08	73.68	0.20	9.00	564.96
Office of the Health Ombudsman	105.40	17.20	-	5.00	127.60
Queensland Art Gallery	174.73	49.29	78.45	5.00	307.47
Queensland Family and Child Commission	40.97	10.60	0.07	5.60	57.24
Queensland Museum	163.59	69.49	28.14	3.00	264.22
State Library of Queensland	232.79	33.93	13.07	4.00	283.79
Trade and Investment Queensland	97.77	24.60	-	10.00	132.37
Queensland public sector sub-total: Other entities	1,327.53	283.59	120.51	42.60	1,774.23
Queensland public sector total	180,563.86	37,075.24	6,084.78	1,754.86	225,478.74

Table 12 Number of headcount by appointment type and agency

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	238	53	-	7	298
Department of Agriculture and Fisheries	1,835	238	15	19	2,107
Department of Child Safety, Youth and Women	4,068	899	219	31	5,217
Department of Communities, Disability Services and Seniors	1,897	304	295	15	2,511
Department of Education	65,222	18,181	7,834	167	91,404
Department of Employment, Small Business and Training	474	89	-	16	579
Department of Environment and Science	2,580	442	49	33	3,104
Department of Housing and Public Works	4,746	733	11	83	5,573
Department of Innovation, Tourism Industry Development and the Commonwealth Games	121	35	-	15	171
Department of Justice and Attorney-General	2,731	655	193	85	3,664
Department of Local Government, Racing and Multicultural Affairs	154	30	-	11	195
Department of Natural Resources, Mines and Energy	2,425	225	8	94	2,752
Department of State Development, Manufacturing, Infrastructure and Planning	787	155	-	62	1,004
Department of the Premier and Cabinet	317	116	1	27	461
Department of Transport and Main Roads	6,449	554	2,025	91	9,119
Electoral Commission Queensland	45	13	-	2	60
Office of the Inspector-General of Emergency Management	16	5	-	1	22
Public Safety Business Agency	975	99	5	45	1,124
Public Service Commission	65	7	-	5	77
Public Trustee	551	79	-	5	635
Queensland Audit Office	163	9	4	7	183
Queensland Corrective Services	4,503	492	120	43	5,158
Queensland Fire and Emergency Services	2,883	195	2,037	18	5,133
Queensland Health	78,249	20,389	5,146	860	104,644
Queensland Police Service	14,854	489	13	278	15,634
Queensland Treasury	931	54	1	46	1,032
TAFE Queensland	2,794	1,051	554	112	4,511
Queensland public sector sub-total: Budget paper 2 agencies	200,073	45,591	18,530	2,178	266,372

Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	32	5	1	1	39
Legal Aid Queensland	524	86	1	9	620
Office of the Health Ombudsman	110	18	-	5	133
Queensland Art Gallery	198	66	139	5	408
Queensland Family and Child Commission	44	11	1	6	62
Queensland Museum	183	84	77	3	347
State Library of Queensland	257	40	51	4	352
Trade and Investment Queensland	99	25	-	10	134
Queensland public sector sub-total: Other entities	1,447	335	270	43	2,095
Queensland public sector total	201,520	45,926	18,800	2,221	268,467

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	200.07	88.00	288.07	69.45%	30.55%
Department of Agriculture and Fisheries	824.55	1,198.19	2,022.74	40.76%	59.24%
Department of Child Safety, Youth and Women	3,625.01	1,269.45	4,894.46	74.06%	25.94%
Department of Communities, Disability Services and Seniors	1,609.04	683.68	2,292.72	70.18%	29.82%
Department of Education	55,731.46	16,544.41	72,275.87	77.11%	22.89%
Department of Employment, Small Business and Training	389.06	165.60	554.66	70.14%	29.86%
Department of Environment and Science	1,418.10	1,539.45	2,957.55	47.95%	52.05%
Department of Housing and Public Works	3,005.69	2,329.00	5,334.69	56.34%	43.66%
Department of Innovation, Tourism Industry Development and the Commonwealth Games	109.12	55.60	164.72	66.25%	33.75%
Department of Justice and Attorney-General	2,233.99	1,118.92	3,352.91	66.63%	33.37%
Department of Local Government, Racing and Multicultural Affairs	123.47	63.39	186.86	66.08%	33.92%
Department of Natural Resources, Mines and Energy	1,339.64	1,288.97	2,628.61	50.96%	49.04%
Department of State Development, Manufacturing, Infrastructure and Planning	597.72	363.40	961.12	62.19%	37.81%
Department of the Premier and Cabinet	296.97	140.72	437.69	67.85%	32.15%
Department of Transport and Main Roads	3,308.83	3,849.20	7,158.03	46.23%	53.77%
Electoral Commission Queensland	34.28	25.00	59.28	57.83%	42.17%
Office of the Inspector-General of Emergency Management	15.38	6.00	21.38	71.94%	28.06%
Public Safety Business Agency	375.96	730.96	1,106.92	33.96%	66.04%
Public Service Commission	54.70	17.60	72.30	75.66%	24.34%
Public Trustee	444.39	162.00	606.39	73.28%	26.72%
Queensland Audit Office	88.98	84.63	173.61	51.25%	48.75%
Queensland Corrective Services	2,174.25	2,816.28	4,990.53	43.57%	56.43%
Queensland Fire and Emergency Services	697.87	2,566.60	3,264.47	21.38%	78.62%
Queensland Health	62,792.22	24,986.46	87,778.68	71.53%	28.47%
Queensland Police Service	5,483.92	9,795.01	15,278.93	35.89%	64.11%
Queensland Treasury	539.59	450.78	990.37	54.48%	45.52%
TAFE Queensland	2,365.91	1,485.04	3,850.95	61.44%	38.56%
Queensland public sector sub-total: Budget paper 2 agencies	149,880.17	73,824.34	223,704.51	67.00%	33.00%

Other entities	FTE			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	29.58	7.00	36.58	80.86%	19.14%
Legal Aid Queensland	418.39	146.57	564.96	74.06%	25.94%
Office of the Health Ombudsman	87.80	39.80	127.60	68.81%	31.19%
Queensland Art Gallery	173.80	133.67	307.47	56.53%	43.47%
Queensland Family and Child Commission	44.64	12.60	57.24	77.99%	22.01%
Queensland Museum	161.18	103.04	264.22	61.00%	39.00%
State Library of Queensland	203.20	80.59	283.79	71.60%	28.40%
Trade and Investment Queensland	84.37	48.00	132.37	63.74%	36.26%
Queensland public sector sub-total: Other entities	1,202.96	571.27	1,774.23	67.80%	32.20%
Queensland public sector total	151,083.13	74,395.61	225,478.74	67.01%	32.99%

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	209	89	298	70.13%	29.87%
Department of Agriculture and Fisheries	894	1,213	2,107	42.43%	57.57%
Department of Child Safety, Youth and Women	3,893	1,324	5,217	74.62%	25.38%
Department of Communities, Disability Services and Seniors	1,772	739	2,511	70.57%	29.43%
Department of Education	72,373	19,031	91,404	79.18%	20.82%
Department of Employment, Small Business and Training	412	167	579	71.16%	28.84%
Department of Environment and Science	1,538	1,566	3,104	49.55%	50.45%
Department of Housing and Public Works	3,222	2,351	5,573	57.81%	42.19%
Department of Innovation, Tourism Industry Development and the Commonwealth Games	115	56	171	67.25%	32.75%
Department of Justice and Attorney-General	2,499	1,165	3,664	68.20%	31.80%
Department of Local Government, Racing and Multicultural Affairs	130	65	195	66.67%	33.33%
Department of Natural Resources, Mines and Energy	1,452	1,300	2,752	52.76%	47.24%
Department of State Development, Manufacturing, Infrastructure and Planning	638	366	1,004	63.55%	36.45%
Department of the Premier and Cabinet	318	143	461	68.98%	31.02%
Department of Transport and Main Roads	4,874	4,245	9,119	53.45%	46.55%
Electoral Commission Queensland	35	25	60	58.33%	41.67%
Office of the Inspector-General of Emergency Management	16	6	22	72.73%	27.27%
Public Safety Business Agency	389	735	1,124	34.61%	65.39%
Public Service Commission	59	18	77	76.62%	23.38%
Public Trustee	471	164	635	74.17%	25.83%
Queensland Audit Office	96	87	183	52.46%	47.54%
Queensland Corrective Services	2,283	2,875	5,158	44.26%	55.74%
Queensland Fire and Emergency Services	964	4,169	5,133	18.78%	81.22%
Queensland Health	76,962	27,682	104,644	73.55%	26.45%
Queensland Police Service	5,798	9,836	15,634	37.09%	62.91%
Queensland Treasury	578	454	1,032	56.01%	43.99%
TAFE Queensland	2,858	1,653	4,511	63.36%	36.64%
Queensland public sector sub-total: Budget paper 2 agencies	184,848	81,524	266,372	69.39%	30.61%

Other entities	Headcount			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	32	7	39	82.05%	17.95%
Legal Aid Queensland	466	154	620	75.16%	24.84%
Office of the Health Ombudsman	93	40	133	69.92%	30.08%
Queensland Art Gallery	245	163	408	60.05%	39.95%
Queensland Family and Child Commission	49	13	62	79.03%	20.97%
Queensland Museum	222	125	347	63.98%	36.02%
State Library of Queensland	253	99	352	71.88%	28.13%
Trade and Investment Queensland	86	48	134	64.18%	35.82%
Queensland public sector sub-total: Other entities	1,446	649	2,095	69.02%	30.98%
Queensland public sector total	186,294	82,173	268,467	69.39%	30.61%

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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