

Queensland public sector quarterly workforce profile

March 2019



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Prepared by the State of Queensland (Public Service Commission), May 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 March 2019.

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 3,154 full-time equivalent (FTE) employees in the Queensland public sector since December 2018 quarter — an increase of 1.40 per cent.

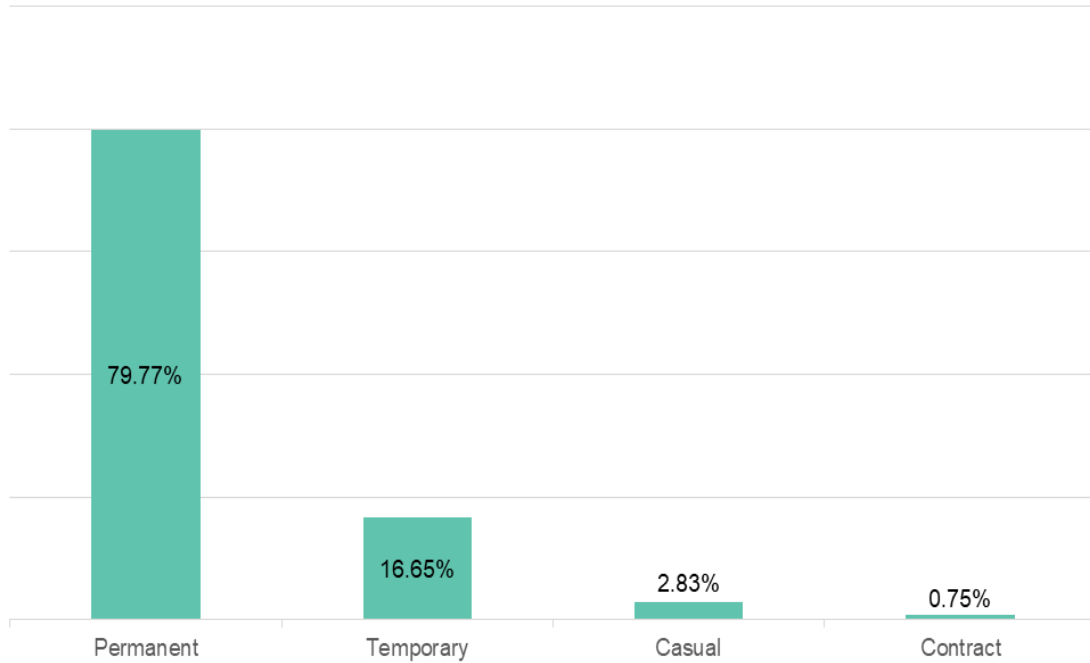
Table 1 Number of FTE by agency

Budget paper 2 agencies	Dec 2018	Mar 2019	Quarterly variance in total FTE	% Quarterly variance in total FTE
Department of Aboriginal and Torres Strait Islander Partnerships	288.07	305.21	17.14	5.95%
Department of Agriculture and Fisheries	2,022.74	2,044.95	22.21	1.10%
Department of Child Safety, Youth and Women	4,894.46	4,935.97	41.51	0.85%
Department of Communities, Disability Services and Seniors	2,292.72	2,152.86	-139.86	-6.10%
Department of Education	72,275.87	73,189.55	913.68	1.26%
Department of Employment, Small Business and Training	554.66	550.65	-4.01	-0.72%
Department of Environment and Science	2,957.55	2,944.99	-12.56	-0.42%
Department of Housing and Public Works	5,334.69	5,434.03	99.34	1.86%
Department of Innovation, Tourism Industry Development and the Commonwealth Games	164.72	162.92	-1.80	-1.09%
Department of Justice and Attorney-General	3,352.91	3,350.38	-2.53	-0.08%
Department of Local Government, Racing and Multicultural Affairs	186.86	186.00	-0.86	-0.46%
Department of Natural Resources, Mines and Energy	2,628.61	2,653.05	24.44	0.93%
Department of State Development, Manufacturing, Infrastructure and Planning	961.12	934.45	-26.67	-2.77%
Department of the Premier and Cabinet	437.69	457.75	20.06	4.58%
Department of Transport and Main Roads	7,158.03	7,153.48	-4.55	-0.06%
Queensland Corrective Services	4,990.53	5,033.87	43.34	0.87%
Queensland Fire and Emergency Services	3,264.47	3,281.20	16.73	0.51%
Queensland Health	87,778.68	89,869.80	2,091.12	2.38%
Queensland Police Service	15,278.93	15,280.90	1.97	0.01%
Queensland Treasury	990.37	1,008.13	17.76	1.79%
Electoral Commission Queensland	59.28	56.88	-2.40	-4.05%
Office of the Inspector-General of Emergency Management	21.38	19.60	-1.78	-8.33%
Public Safety Business Agency	1,106.92	1,105.52	-1.40	-0.13%
Public Service Commission	72.30	71.46	-0.84	-1.16%
Public Trustee	606.39	599.57	-6.82	-1.12%
Queensland Audit Office	173.61	189.78	16.17	9.31%
TAFE Queensland	3,850.95	3,872.97	22.02	0.57%
Queensland public sector sub-total: Budget paper 2 agencies	223,704.51	226,845.92	3,141.41	1.40%
Other entities	Dec 2018	Mar 2019	Quarterly variance in total FTE	% Quarterly variance in total FTE
Anti-Discrimination Commission Queensland	36.58	37.20	0.62	1.69%
Legal Aid Queensland	564.96	586.60	21.64	3.83%
Office of the Health Ombudsman	127.60	141.07	13.47	10.56%
Queensland Art Gallery	307.47	283.51	-23.96	-7.79%
Queensland Family and Child Commission	57.24	54.13	-3.11	-5.43%
Queensland Museum	264.22	276.88	12.66	4.79%
State Library of Queensland	283.79	279.16	-4.63	-1.63%
Trade and Investment Queensland	132.37	128.27	-4.10	-3.10%
Queensland public sector sub-total: Other entities	1,774.23	1,786.82	12.59	0.71%
Queensland public sector total	225,478.74	228,632.74	3,154.00	1.40%

By employment category

The majority of the workforce are permanent employees. Temporary and casual employment remain relatively low at 16.65 per cent and 2.83 per cent respectively.

Figure 1 Percentage of FTE by appointment type



Females accounted for 67.21 per cent of the total FTE employment.

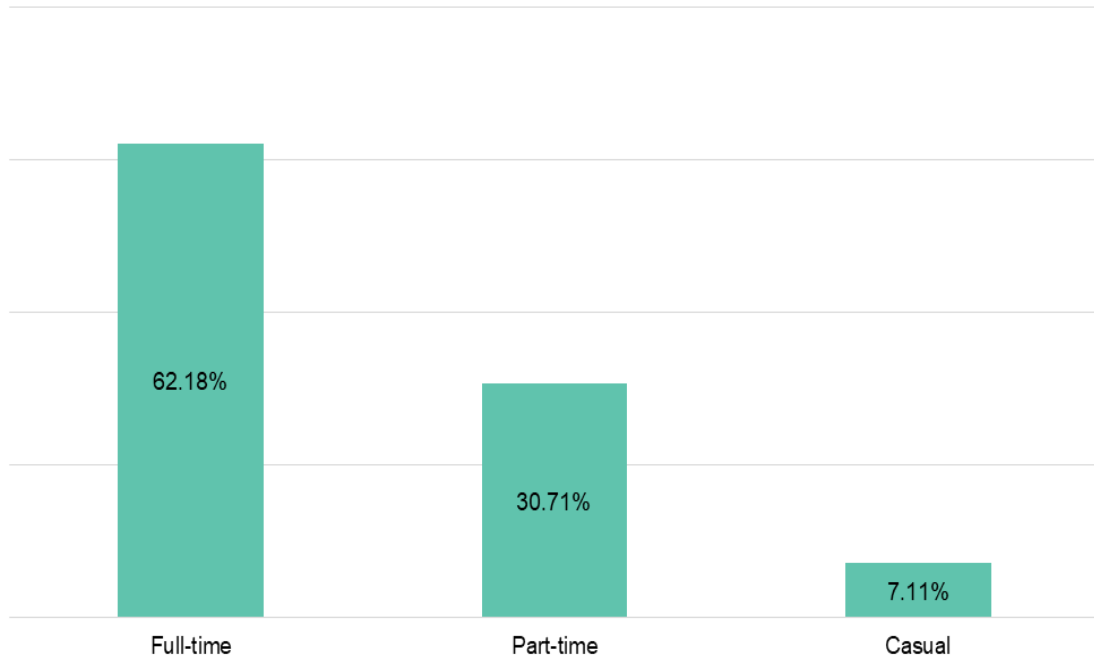
Table 2 Number of FTE by appointment type and gender

	Permanent		Temporary		Casual		Contract		Queensland public sector total (FTE)	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Female	121,603.84	66.68%	26,819.42	70.47%	4,573.28	70.64%	675.99	39.20%	153,672.53	67.21%
Male	60,773.65	33.32%	11,237.64	29.53%	1,900.66	29.36%	1,048.26	60.80%	74,960.21	32.79%
Total	182,377.49	100.00%	38,057.06	100.00%	6,473.94	100.00%	1,724.25	100.00%	228,632.74	100.00%

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

A total of 62.18 per cent of employees work full-time and 30.71 per cent of employees have part-time work arrangements.

Figure 2 Percentage of headcount by employment status



Females account for 88.16 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	102,064	60.37%	73,602	88.16%	13,426	69.45%	189,092	69.55%
Male	67,012	39.63%	9,886	11.84%	5,905	30.55%	82,803	30.45%
Total	169,076	100.00%	83,488	100.00%	19,331	100.00%	271,895	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 \$9,534 less than males. Females are generally in lower paid jobs than males, with 70.52 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, 62.35 per cent in AO8 and equivalent roles, 53.10 per cent in senior officer and equivalent roles and 38.46 per cent in senior executives and equivalent roles.

Figure 3 Percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time)

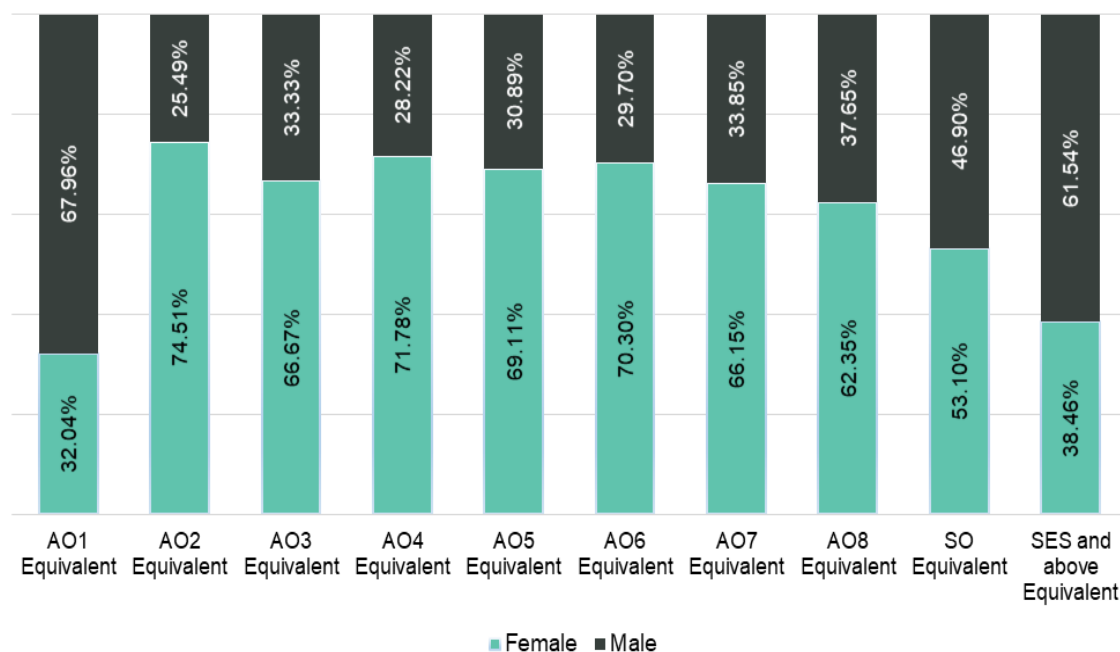


Table 4 Number and percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time)

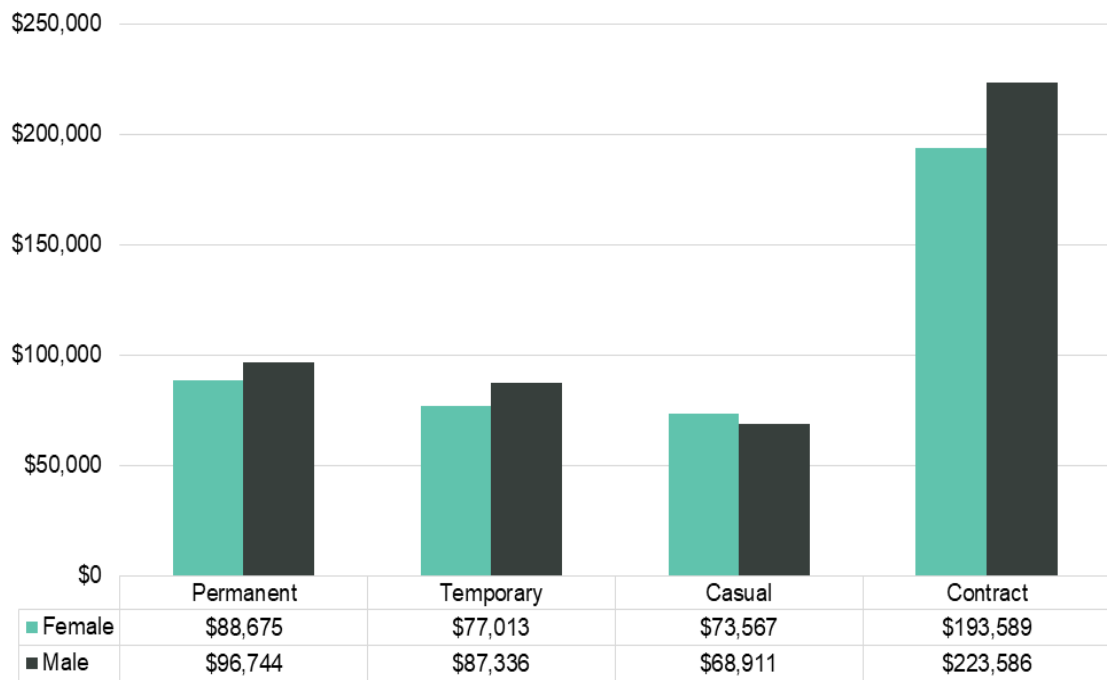
Annual Earnings Level	Female		Male		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
AO1 and equivalent	25.94	32.04%	55.02	67.96%	80.96	100.00%
AO2 and equivalent	19,722.65	74.51%	6,745.52	25.49%	26,468.17	100.00%
AO3 and equivalent	17,241.82	66.67%	8,620.37	33.33%	25,862.19	100.00%
AO4 and equivalent	25,197.42	71.78%	9,905.93	28.22%	35,103.35	100.00%
AO5 and equivalent	20,619.08	69.11%	9,217.50	30.89%	29,836.58	100.00%
AO6 and equivalent	27,671.04	70.30%	11,689.40	29.70%	39,360.44	100.00%
AO7 and equivalent	21,537.64	66.15%	11,020.90	33.85%	32,558.54	100.00%
AO8 and equivalent	12,593.69	62.35%	7,605.84	37.65%	20,199.53	100.00%
SO and equivalent	6,141.18	53.10%	5,423.42	46.90%	11,564.60	100.00%
SES and above equivalent	2,922.07	38.46%	4,676.31	61.54%	7,598.38	100.00%
Queensland public sector	153,672.53	67.21%	74,960.21	32.79%	228,632.74	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	25.94	55.02	80.96
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	19,722.6	6,745.52	26,468.17
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	17,241.82	8,620.37	25,862.19
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	25,197.42	9,905.93	35,103.35
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	20,619.08	9,217.50	29,836.58
AO6 and equivalent	Teachers, clinical and registered nurses, TAFE teachers, some ambulance operational staff, police officers, health practitioners, detectives and others	27,671.04	11,689.40	39,360.44
AO7 and equivalent	Clinical and registered nurses, teachers, police officers, detectives and others	21,537.64	11,020.90	32,558.54
AO8 and equivalent	Clinical nurses, consultant/manager/educator, clinical and registered nurses, teachers, principals and guidance officers, police officers, health practitioners, detectives and others	12,593.69	7,605.84	20,199.53
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	6,141.18	5,423.42	11,564.60
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	2,922.07	4,676.31	7,598.38
Total		153,672.53	74,960.21	228,632.74

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 44.31 years (44.12 years for a female and 44.72 years for a male).

Figure 5 Number of FTE by age distribution and gender

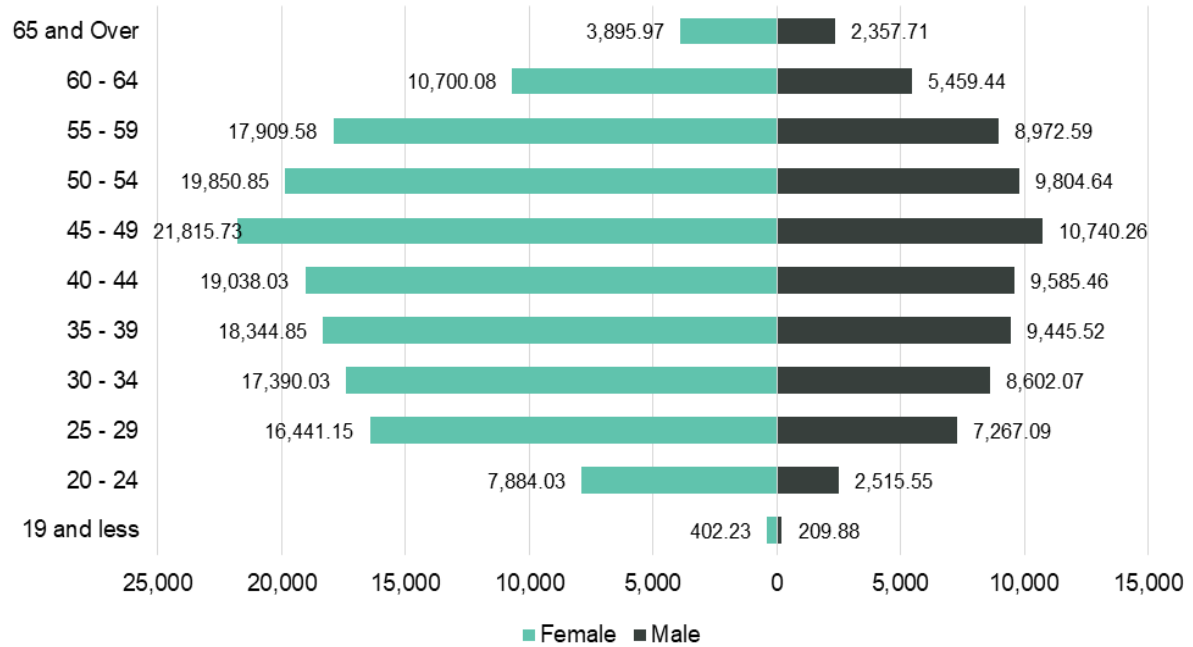


Table 6 Percentage of full-time equivalent by age distribution and gender

	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	65.71%	75.81%	69.35%	66.91%	66.01%	66.51%	67.01%	66.94%	66.62%	66.22%	62.30%	67.21%
Male	34.29%	24.19%	30.65%	33.09%	33.99%	33.49%	32.99%	33.06%	33.38%	33.78%	37.70%	32.79%
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 December 2019 quarter, the most significant increases in statistical areas are:

- 4.22 per cent for Moreton Bay - South
- 2.44 per cent for Toowoomba
- 2.10 per cent for Brisbane - East

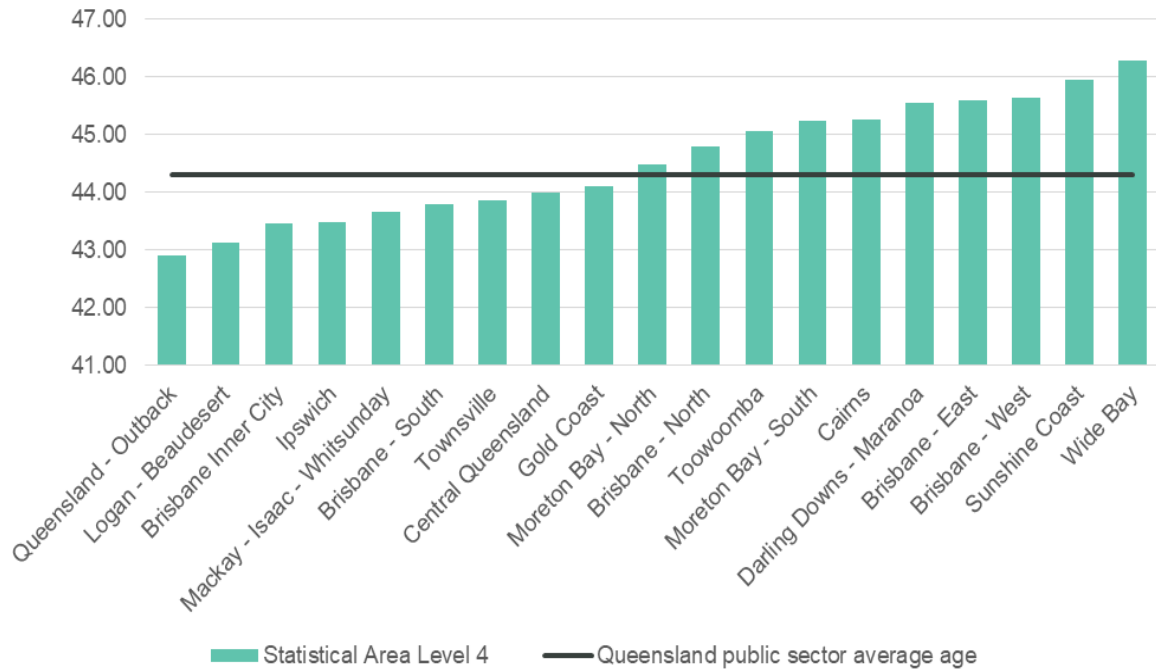
Table 7 FTE and quarterly variance in FTE by Queensland SA4

Statistical Area Level 4	Dec 2018		Mar 2019		% of quarterly variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	5,036.45	2.23%	5,142.37	2.25%	2.10%
Brisbane - North	9,626.85	4.27%	9,776.36	4.28%	1.55%
Brisbane - South	18,047.69	8.00%	18,227.37	7.97%	1.00%
Brisbane - West	3,670.91	1.63%	3,733.57	1.63%	1.71%
Brisbane Inner City	45,251.62	20.07%	45,788.76	20.03%	1.19%
Cairns	13,387.59	5.94%	13,493.30	5.90%	0.79%
Darling Downs - Maranoa	4,992.30	2.21%	4,998.71	2.19%	0.13%
Central Queensland	9,884.19	4.38%	10,014.25	4.38%	1.32%
Gold Coast	19,395.50	8.60%	19,668.94	8.60%	1.41%
Ipswich	14,958.74	6.63%	15,256.94	6.67%	1.99%
Logan - Beaudesert	10,676.97	4.74%	10,834.52	4.74%	1.48%
Mackay - Isaac - Whitsunday	6,511.49	2.89%	6,639.73	2.90%	1.97%
Moreton Bay - North	9,099.78	4.04%	9,241.04	4.04%	1.55%
Moreton Bay - South	3,578.16	1.59%	3,729.22	1.63%	4.22%
Queensland - Outback	6,148.17	2.73%	6,195.59	2.71%	0.77%
Sunshine Coast	12,887.57	5.72%	13,137.50	5.75%	1.94%
Toowoomba	7,660.56	3.40%	7,847.73	3.43%	2.44%
Townsville	12,867.88	5.71%	12,998.57	5.69%	1.02%
Wide Bay	11,789.69	5.23%	11,901.64	5.21%	0.95%
Queensland	225,472.11	100.00%	228,626.11	100.00%	1.40%

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 46.29 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 (49.29 per cent) of the public sector are professionals. More than a fifth (21.04 per cent) are community and personal service workers, and nearly a fifth (17.03 per cent) are clerical and administrative workers.

Figure 7 Percentage of FTE by occupation

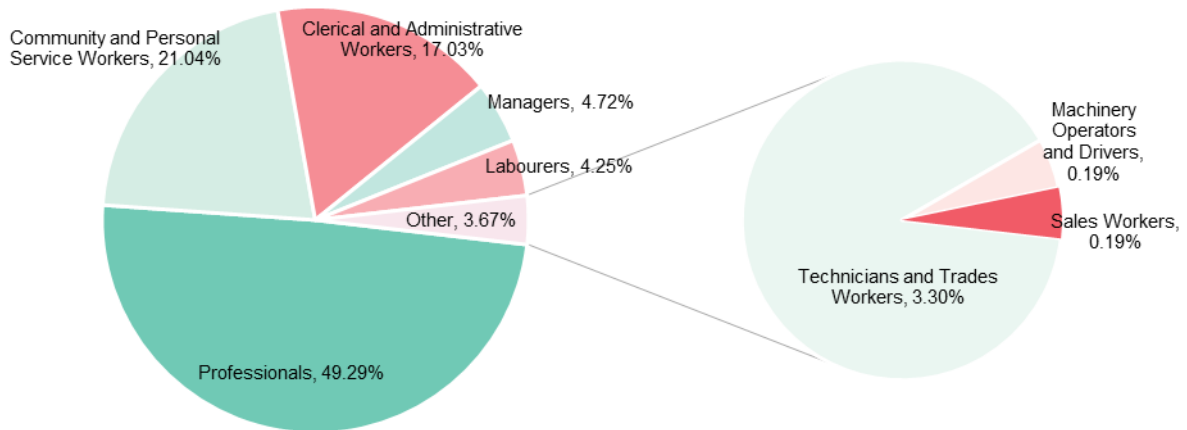


Table 8 Number and percentage of FTE by occupation

Type of occupation type	FTE	% of FTE
Professionals	112,681.86	49.29%
Community and Personal Service Workers	48,097.02	21.04%
Clerical and Administrative Workers	38,941.71	17.03%
Managers	10,802.62	4.72%
Labourers	9,707.52	4.25%
Technicians and Trades Workers	7,548.26	3.30%
Machinery Operators and Drivers	427.22	0.19%
Sales Workers	426.53	0.19%
Queensland public sector	228,632.74	100.00%

By type of service

Employees in corporate services represent 8.60 per cent of the public sector, with the two largest functions of information and communications technology (ICT) and human resources (HR), accounting collectively for 48.19 per cent of corporate service employees.

The next largest functions within corporate services are accounting and finance (15.73 per cent) and property and facilities (7.23 per cent).

Figure 8 Percentage of FTE by type of service

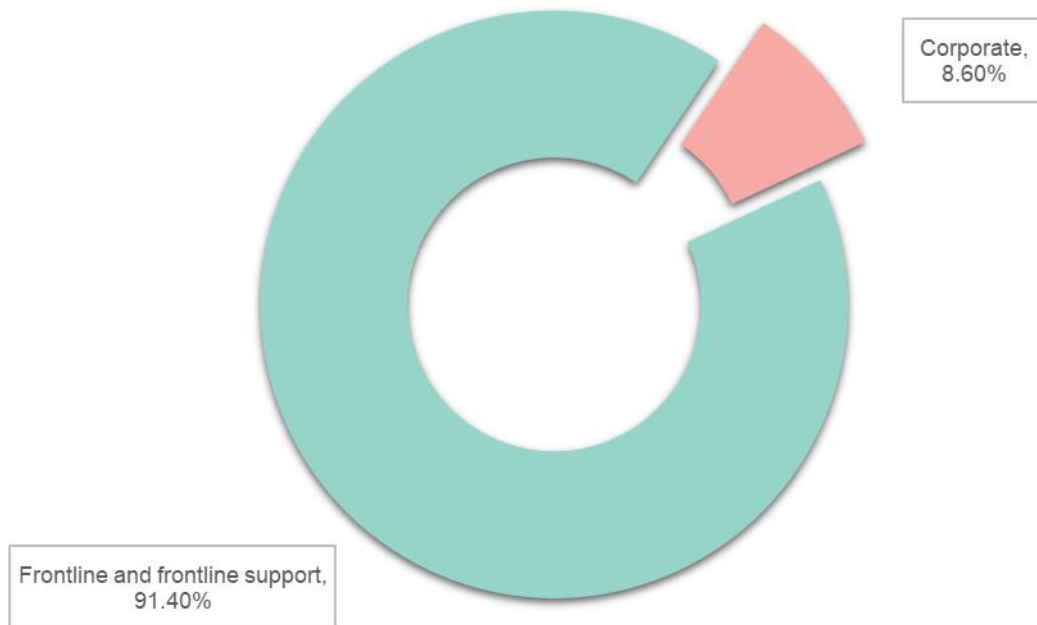


Table 9 Number and percentage of FTE employees by type of service

Type of service	FTE	% of FTE
Frontline and frontline support	208,961.82	91.40%
Corporate	19,670.92	8.60%
Queensland public sector	228,632.74	100.00%

Figure 9 Number of FTE by corporate services function

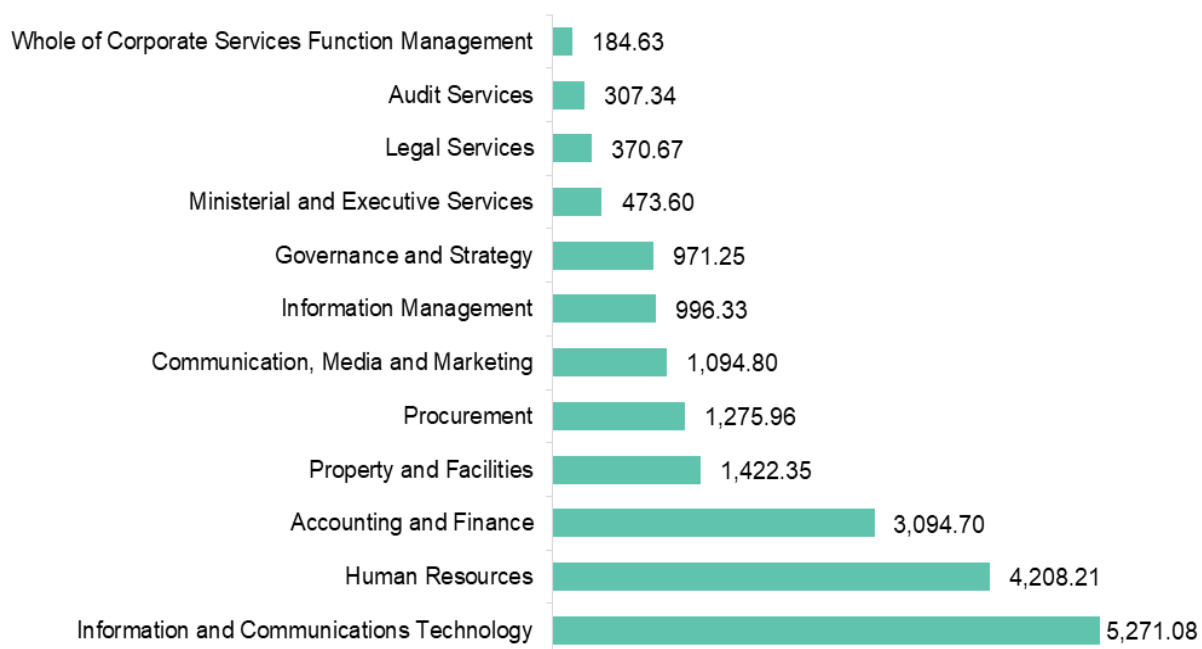


Table 10 Number and percentage of FTE by corporate services function

Type of corporate services function	FTE	% of FTE
Information and Communications Technology	5,271.08	26.80%
Human Resources	4,208.21	21.39%
Accounting and Finance	3,094.70	15.73%
Property and Facilities	1,422.35	7.23%
Procurement	1,275.96	6.49%
Communication, Media and Marketing	1,094.80	5.57%
Information Management	996.33	5.06%
Governance and Strategy	971.25	4.94%
Ministerial and Executive Services	473.60	2.41%
Legal Services	370.67	1.88%
Audit Services	307.34	1.56%
Whole of Corporate Services Function Management	184.63	0.94%
Queensland public sector - corporate service total	19,670.92	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	238.01	58.00	0.20	9.00	305.21
Department of Agriculture and Fisheries	1,777.47	246.36	2.12	19.00	2,044.95
Department of Child Safety, Youth and Women	3,912.64	857.66	133.67	32.00	4,935.97
Department of Communities, Disability Services and Seniors	1,698.95	272.97	165.94	15.00	2,152.86
Department of Education	57,782.95	12,559.46	2,685.94	161.20	73,189.55
Department of Employment, Small Business and Training	458.42	78.23	-	14.00	550.65
Department of Environment and Science	2,489.92	404.42	17.05	33.60	2,944.99
Department of Housing and Public Works	4,582.19	762.58	5.66	83.60	5,434.03
Department of Innovation, Tourism Industry Development and the Commonwealth Games	116.72	31.20	-	15.00	162.92
Department of Justice and Attorney-General	2,566.59	621.13	84.13	78.53	3,350.38
Department of Local Government, Racing and Multicultural Affairs	149.50	26.70	-	9.80	186.00
Department of Natural Resources, Mines and Energy	2,333.03	223.76	3.96	92.30	2,653.05
Department of State Development, Manufacturing, Infrastructure and Planning	744.28	135.77	-	54.40	934.45
Department of the Premier and Cabinet	297.11	135.80	1.04	23.80	457.75
Department of Transport and Main Roads	6,141.30	595.21	322.97	94.00	7,153.48
Electoral Commission Queensland	45.60	10.28	-	1.00	56.88
Office of the Inspector-General of Emergency Management	12.60	5.00	-	2.00	19.60
Public Safety Business Agency	931.43	107.84	16.25	50.00	1,105.52
Public Service Commission	62.46	4.00	-	5.00	71.46
Public Trustee	518.79	75.78	-	5.00	599.57
Queensland Audit Office	168.41	16.20	2.17	3.00	189.78
Queensland Corrective Services	4,429.76	503.50	57.61	43.00	5,033.87
Queensland Fire and Emergency Services	2,899.42	152.79	210.99	18.00	3,281.20
Queensland Health	68,629.63	18,355.44	2,478.41	406.32	89,869.80
Queensland Police Service	14,559.14	452.58	10.18	259.00	15,280.90
Queensland Treasury	903.95	56.78	-	47.40	1,008.13
TAFE Queensland	2,592.97	993.05	177.65	109.30	3,872.97
Queensland public sector sub-total: Budget paper 2 agencies	181,043.24	37,742.49	6,375.94	1,684.25	226,845.92
Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	29.20	7.00	-	1.00	37.20
Legal Aid Queensland	492.99	85.61	-	8.00	586.60
Office of the Health Ombudsman	113.94	22.13	-	5.00	141.07
Queensland Art Gallery	173.39	53.57	51.55	5.00	283.51
Queensland Family and Child Commission	38.03	11.10	-	5.00	54.13
Queensland Museum	161.99	73.30	38.59	3.00	276.88
State Library of Queensland	231.04	36.26	7.86	4.00	279.16
Trade and Investment Queensland	93.67	25.60	-	9.00	128.27
Queensland public sector sub-total: Other entities	1,334.25	314.57	98.00	40.00	1,786.82
Queensland public sector total	182,377.49	38,057.06	6,473.94	1,724.25	228,632.74

Table 12 Number of headcount by appointment type and agency

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	247	58	1	9	315
Department of Agriculture and Fisheries	1,841	254	19	19	2,133
Department of Child Safety, Youth and Women	4,118	906	199	32	5,255
Department of Communities, Disability Services and Seniors	1,766	294	286	15	2,361
Department of Education	66,523	17,383	7,994	162	92,062
Department of Employment, Small Business and Training	481	81	-	14	576
Department of Environment and Science	2,592	420	39	34	3,085
Department of Housing and Public Works	4,792	785	8	84	5,669
Department of Innovation, Tourism Industry Development and the Commonwealth Games	121	32	-	15	168
Department of Justice and Attorney-General	2,730	674	187	81	3,672
Department of Local Government, Racing and Multicultural Affairs	155	28	-	10	193
Department of Natural Resources, Mines and Energy	2,440	234	9	93	2,776
Department of State Development, Manufacturing, Infrastructure and Planning	781	144	-	55	980
Department of the Premier and Cabinet	316	140	3	25	484
Department of Transport and Main Roads	6,380	620	2,039	94	9,133
Electoral Commission Queensland	46	11	-	1	58
Office of the Inspector-General of Emergency Management	13	5	-	2	20
Public Safety Business Agency	947	110	17	50	1,124
Public Service Commission	67	4	-	5	76
Public Trustee	540	81	-	5	626
Queensland Audit Office	176	17	4	3	200
Queensland Corrective Services	4,521	519	121	43	5,204
Queensland Fire and Emergency Services	2,935	166	2,000	18	5,119
Queensland Health	79,049	21,775	5,536	869	107,229
Queensland Police Service	14,881	486	31	259	15,657
Queensland Treasury	942	60	-	48	1,050
TAFE Queensland	2,738	1,117	586	112	4,553
Queensland public sector sub-total: Budget paper 2 agencies	202,138	46,404	19,079	2,157	269,778

Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	31	7	-	1	39
Legal Aid Queensland	537	100	-	8	645
Office of the Health Ombudsman	119	23	-	5	147
Queensland Art Gallery	196	70	122	5	393
Queensland Family and Child Commission	40	13	-	5	58
Queensland Museum	180	90	92	3	365
State Library of Queensland	255	43	38	4	340
Trade and Investment Queensland	95	26	-	9	130
Queensland public sector sub-total: Other entities	1,453	372	252	40	2,117
Queensland public sector total	203,591	46,776	19,331	2,197	271,895

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	214.21	91.00	305.21	70.18%	29.82%
Department of Agriculture and Fisheries	843.10	1,201.85	2,044.95	41.23%	58.77%
Department of Child Safety, Youth and Women	3,653.50	1,282.47	4,935.97	74.02%	25.98%
Department of Communities, Disability Services and Seniors	1,484.60	668.26	2,152.86	68.96%	31.04%
Department of Education	56,461.53	16,728.02	73,189.55	77.14%	22.86%
Department of Employment, Small Business and Training	388.05	162.60	550.65	70.47%	29.53%
Department of Environment and Science	1,417.76	1,527.23	2,944.99	48.14%	51.86%
Department of Housing and Public Works	3,026.63	2,407.40	5,434.03	55.70%	44.30%
Department of Innovation, Tourism Industry Development and the Commonwealth Games	110.32	52.60	162.92	67.71%	32.29%
Department of Justice and Attorney-General	2,247.81	1,102.57	3,350.38	67.09%	32.91%
Department of Local Government, Racing and Multicultural Affairs	119.35	66.65	186.00	64.17%	35.83%
Department of Natural Resources, Mines and Energy	1,354.69	1,298.36	2,653.05	51.06%	48.94%
Department of State Development, Manufacturing, Infrastructure and Planning	596.55	337.90	934.45	63.84%	36.16%
Department of the Premier and Cabinet	315.98	141.77	457.75	69.03%	30.97%
Department of Transport and Main Roads	3,300.37	3,853.11	7,153.48	46.14%	53.86%
Electoral Commission Queensland	32.08	24.80	56.88	56.40%	43.60%
Office of the Inspector-General of Emergency Management	12.60	7.00	19.60	64.29%	35.71%
Public Safety Business Agency	372.22	733.30	1,105.52	33.67%	66.33%
Public Service Commission	52.76	18.70	71.46	73.83%	26.17%
Public Trustee	438.77	160.80	599.57	73.18%	26.82%
Queensland Audit Office	100.54	89.24	189.78	52.98%	47.02%
Queensland Corrective Services	2,188.65	2,845.22	5,033.87	43.48%	56.52%
Queensland Fire and Emergency Services	704.50	2,576.70	3,281.20	21.47%	78.53%
Queensland Health	64,572.75	25,297.05	89,869.80	71.85%	28.15%
Queensland Police Service	5,505.39	9,775.51	15,280.90	36.03%	63.97%
Queensland Treasury	546.10	462.03	1,008.13	54.17%	45.83%
TAFE Queensland	2,378.77	1,494.20	3,872.97	61.42%	38.58%
Queensland public sector sub-total: Budget paper 2 agencies	152,439.58	74,406.34	226,845.92	67.20%	32.80%

Other entities	FTE			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	30.20	7.00	37.20	81.18%	18.82%
Legal Aid Queensland	436.73	149.87	586.60	74.45%	25.55%
Office of the Health Ombudsman	98.27	42.80	141.07	69.66%	30.34%
Queensland Art Gallery	171.04	112.47	283.51	60.33%	39.67%
Queensland Family and Child Commission	42.53	11.60	54.13	78.57%	21.43%
Queensland Museum	173.24	103.64	276.88	62.57%	37.43%
State Library of Queensland	201.67	77.49	279.16	72.24%	27.76%
Trade and Investment Queensland	79.27	49.00	128.27	61.80%	38.20%
Queensland public sector sub-total: Other entities	1,232.95	553.87	1,786.82	69.00%	31.00%
Queensland public sector total	153,672.53	74,960.21	228,632.74	67.21%	32.79%

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	223	92	315	70.79%	29.21%
Department of Agriculture and Fisheries	913	1,220	2,133	42.80%	57.20%
Department of Child Safety, Youth and Women	3,920	1,335	5,255	74.60%	25.40%
Department of Communities, Disability Services and Seniors	1,633	728	2,361	69.17%	30.83%
Department of Education	72,903	19,159	92,062	79.19%	20.81%
Department of Employment, Small Business and Training	412	164	576	71.53%	28.47%
Department of Environment and Science	1,535	1,550	3,085	49.76%	50.24%
Department of Housing and Public Works	3,239	2,430	5,669	57.14%	42.86%
Department of Innovation, Tourism Industry Development and the Commonwealth Games	115	53	168	68.45%	31.55%
Department of Justice and Attorney-General	2,524	1,148	3,672	68.74%	31.26%
Department of Local Government, Racing and Multicultural Affairs	125	68	193	64.77%	35.23%
Department of Natural Resources, Mines and Energy	1,465	1,311	2,776	52.77%	47.23%
Department of State Development, Manufacturing, Infrastructure and Planning	639	341	980	65.20%	34.80%
Department of the Premier and Cabinet	339	145	484	70.04%	29.96%
Department of Transport and Main Roads	4,871	4,262	9,133	53.33%	46.67%
Electoral Commission Queensland	33	25	58	56.90%	43.10%
Office of the Inspector-General of Emergency Management	13	7	20	65.00%	35.00%
Public Safety Business Agency	385	739	1,124	34.25%	65.75%
Public Service Commission	57	19	76	75.00%	25.00%
Public Trustee	463	163	626	73.96%	26.04%
Queensland Audit Office	109	91	200	54.50%	45.50%
Queensland Corrective Services	2,297	2,907	5,204	44.14%	55.86%
Queensland Fire and Emergency Services	967	4,152	5,119	18.89%	81.11%
Queensland Health	79,142	28,087	107,229	73.81%	26.19%
Queensland Police Service	5,828	9,829	15,657	37.22%	62.78%
Queensland Treasury	584	466	1,050	55.62%	44.38%
TAFE Queensland	2,874	1,679	4,553	63.12%	36.88%
Queensland public sector sub-total: Budget paper 2 agencies	187,608	82,170	269,778	69.54%	30.46%

Other entities	Headcount			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	32	7	39	82.05%	17.95%
Legal Aid Queensland	486	159	645	75.35%	24.65%
Office of the Health Ombudsman	104	43	147	70.75%	29.25%
Queensland Art Gallery	246	147	393	62.60%	37.40%
Queensland Family and Child Commission	46	12	58	79.31%	20.69%
Queensland Museum	243	122	365	66.58%	33.42%
State Library of Queensland	246	94	340	72.35%	27.65%
Trade and Investment Queensland	81	49	130	62.31%	37.69%
Queensland public sector sub-total: Other entities	1,484	633	2,117	70.10%	29.90%
Queensland public sector total	189,092	82,803	271,895	69.55%	30.45%

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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