

Queensland public sector quarterly workforce profile

June 2019



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



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For more information contact:

Performance Analytics, Performance and Capability Development,
Public Service Commission, PO Box 15190, City East, Brisbane QLD 4002, email commission.psc@psc.qld.gov.au, phone (07) 3003 2800.

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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 1314.49 full-time equivalent (FTE) employees in the Queensland public sector since March 2019 quarter — an increase of 0.57 per cent.

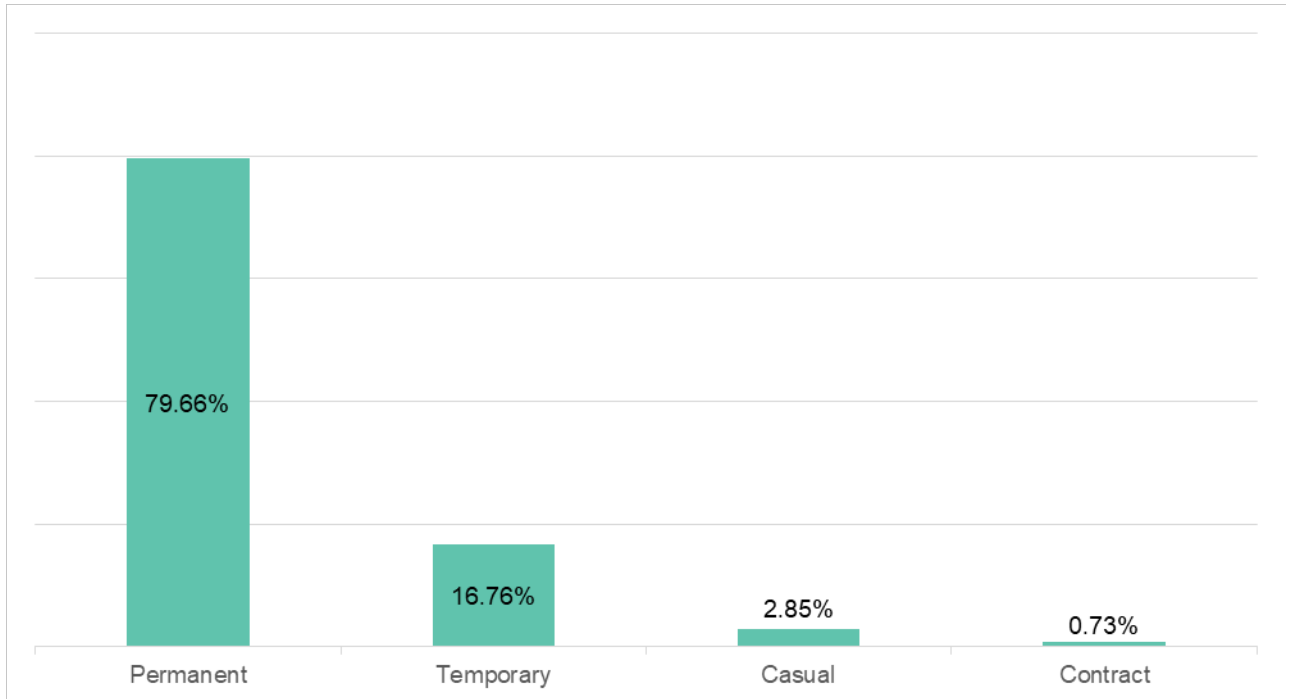
Table 1 Number of FTE by agency

Budget paper 2 agencies	Mar 2019	Jun 2019	Quarterly variance in total FTE	% Quarterly variance in total FTE
Department of Aboriginal and Torres Strait Islander Partnerships	305.21	302.94	-2.27	-0.74%
Department of Agriculture and Fisheries	2,044.95	2,052.83	7.88	0.39%
Department of Child Safety, Youth and Women	4,935.97	4,978.53	42.56	0.86%
Department of Communities, Disability Services and Seniors	2,152.86	2,004.20	-148.66	-6.91%
Department of Education	73,189.55	73,741.14	551.59	0.75%
Department of Employment, Small Business and Training	550.65	562.84	12.19	2.21%
Department of Environment and Science	2,944.99	2,977.79	32.80	1.11%
Department of Housing and Public Works	5,434.03	5,460.42	26.39	0.49%
Department of Innovation, Tourism Industry Development and the Commonwealth Games	162.92	159.82	-3.10	-1.90%
Department of Justice and Attorney-General	3,350.38	3,412.10	61.72	1.84%
Department of Local Government, Racing and Multicultural Affairs	186.00	184.10	-1.90	-1.02%
Department of Natural Resources, Mines and Energy	2,653.05	2,647.87	-5.18	-0.20%
Department of State Development, Manufacturing, Infrastructure and Planning	934.45	945.92	11.47	1.23%
Department of the Premier and Cabinet	457.75	444.57	-13.18	-2.88%
Department of Transport and Main Roads	7,153.48	7,206.94	53.46	0.75%
Queensland Corrective Services	5,033.87	5,053.74	19.87	0.39%
Queensland Fire and Emergency Services	3,281.20	3,337.85	56.65	1.73%
Queensland Health	89,869.80	90,512.70	642.90	0.72%
Queensland Police Service	15,280.90	15,285.27	4.37	0.03%
Queensland Treasury	1,008.13	980.67	-27.46	-2.72%
Electoral Commission Queensland	56.88	63.40	6.52	11.46%
Office of the Inspector-General of Emergency Management	19.60	20.60	1.00	5.10%
Public Safety Business Agency	1,105.52	1,066.91	-38.61	-3.49%
Public Service Commission	71.46	70.00	-1.46	-2.04%
Public Trustee	599.57	606.39	6.82	1.14%
Queensland Audit Office	189.78	184.54	-5.24	-2.76%
TAFE Queensland	3,872.97	3,894.76	21.79	0.56%
Queensland public sector sub-total: Budget paper 2 agencies	226,845.92	228,158.84	1,312.92	0.58%
Other entities	Mar 2019	Jun 2019	Quarterly variance in total FTE	% Quarterly variance in total FTE
Anti-Discrimination Commission Queensland	37.20	35.00	-2.20	-5.91%
Legal Aid Queensland	586.60	589.06	2.46	0.42%
Office of the Health Ombudsman	141.07	142.14	1.07	0.76%
Queensland Art Gallery	283.51	295.63	12.12	4.27%
Queensland Family and Child Commission	54.13	58.20	4.07	7.52%
Queensland Museum	276.88	253.31	-23.57	-8.51%
State Library of Queensland	279.16	285.64	6.48	2.32%
Trade and Investment Queensland	128.27	129.41	1.14	0.89%
Queensland public sector sub-total: Other entities	1,786.82	1,788.39	1.57	0.09%
Queensland public sector total	228,632.74	229,947.23	1,314.49	0.57%

By employment category

The majority of the workforce are permanent employees. Temporary and casual employment remain relatively low at 16.76 per cent and 2.85 per cent respectively.

Figure 1 Percentage of FTE by appointment type



Females accounted for 67.29 per cent of the total FTE employment.

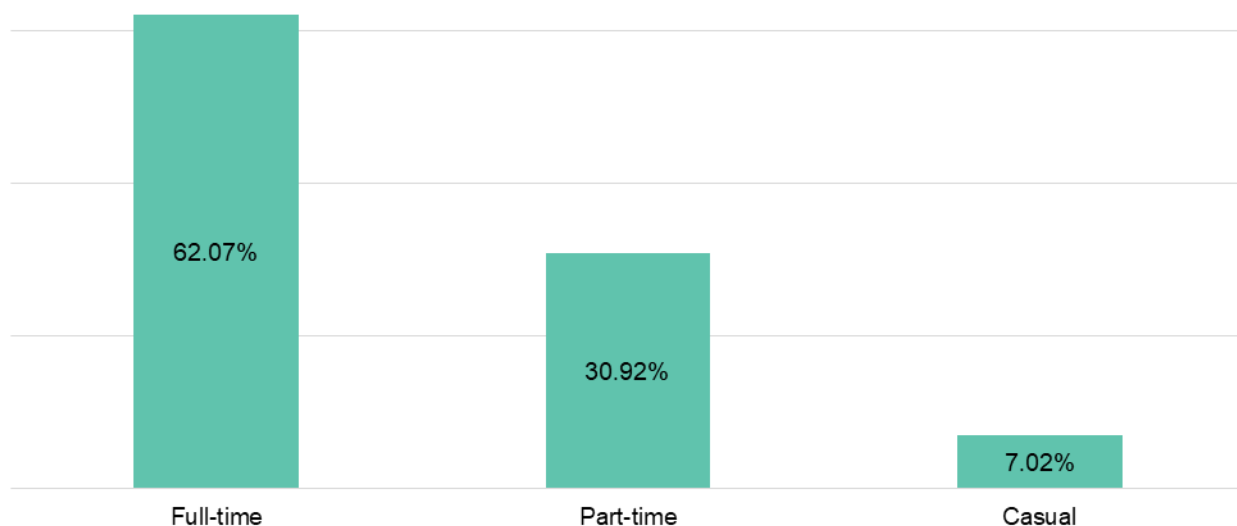
Table 2 Number of FTE by appointment type and gender

	Permanent		Temporary		Casual		Contract		Queensland public sector total (FTE)	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Female	122,196.78	66.71%	27,248.16	70.69%	4,646.05	70.96%	650.08	38.70%	154,741.07	67.29%
Male	60,979.00	33.29%	11,296.19	29.31%	1,901.47	29.04%	1,029.50	61.30%	75,206.16	32.71%
Total	183,175.78	100.00%	38,544.35	100.00%	6,547.52	100.00%	1,679.58	100.00%	229,947.23	100.00%

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

A total of 62.07 per cent of employees work full-time and 30.92 per cent of employees have part-time work arrangements.

Figure 2 Percentage of headcount by employment status



Females account for 87.94 per cent of part-time work arrangements.

Table 3 Number of headcount by employment status and gender

	Full-time		Part-time		Casual		Queensland public sector total (Headcount)	
Female	102,608	60.47%	74,333	87.94%	13,287	69.28%	190,228	69.58%
Male	67,070	39.53%	10,193	12.06%	5,893	30.72%	83,156	30.42%
Total	169,678	100.00%	84,526	100.00%	19,180	100.00%	273,384	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 \$9349 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 66.21 per cent in AO7 and equivalent roles, 61.08 per cent in AO8 and equivalent roles, 58.90 per cent in senior officer and equivalent roles and 38.78 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)

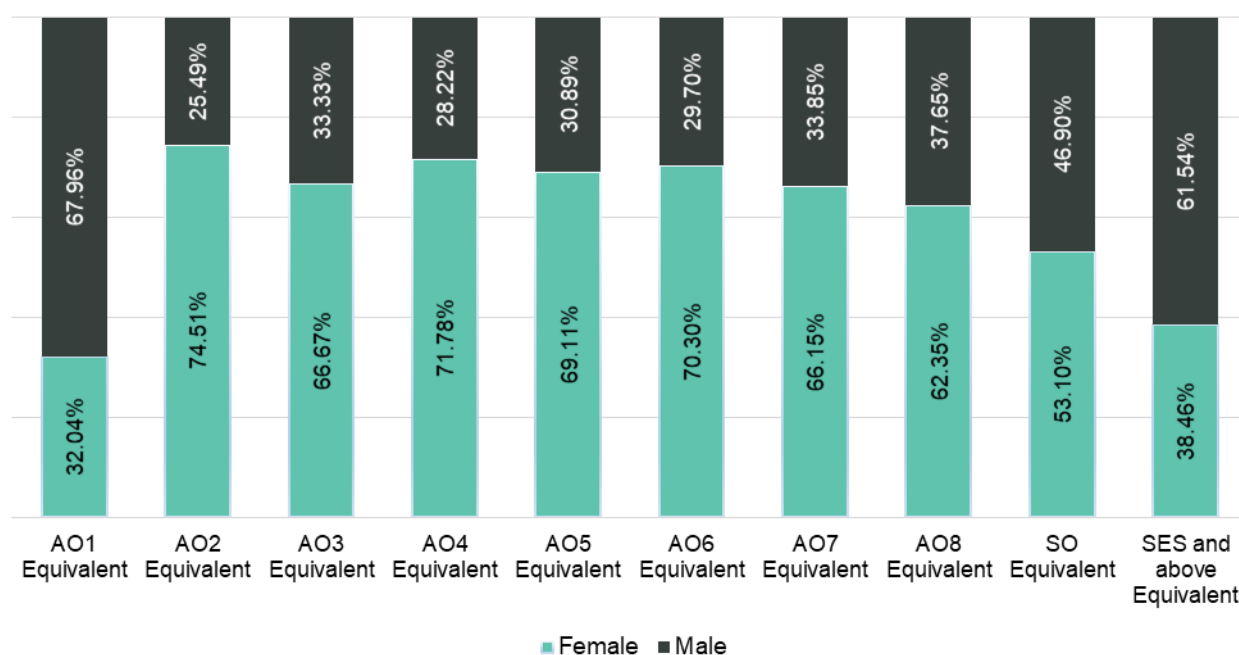


Table 4 Number and percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time)

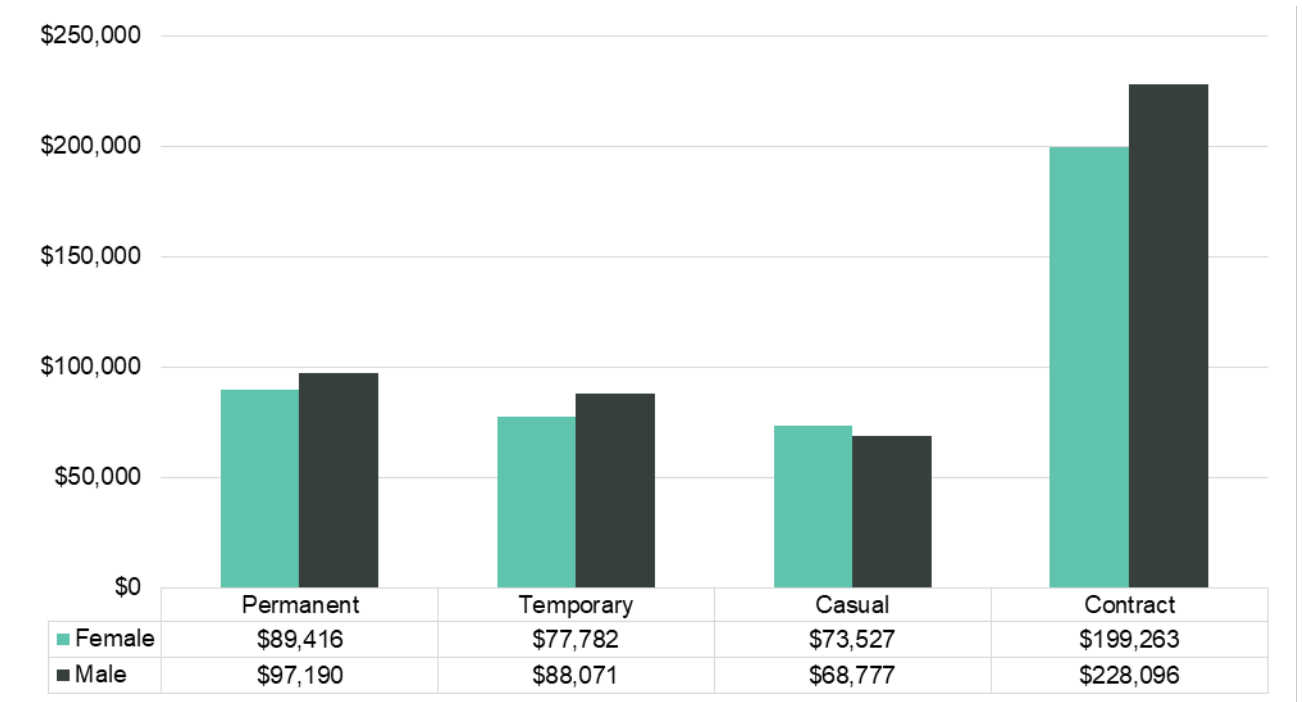
	Female		Male		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
AO1 and equivalent	38.77	32.04%	66.50	67.96%	105.27	100.00%
AO2 and equivalent	18,817.72	74.51%	6,693.86	25.49%	25,511.58	100.00%
AO3 and equivalent	18,012.47	66.67%	8,629.02	33.33%	26,641.49	100.00%
AO4 and equivalent	24,743.54	71.78%	9,929.37	28.22%	34,672.91	100.00%
AO5 and equivalent	18,798.85	69.11%	8,937.68	30.89%	27,736.53	100.00%
AO6 and equivalent	29,904.56	70.30%	11,916.42	29.70%	41,820.98	100.00%
AO7 and equivalent	21,311.70	66.15%	10,874.68	33.85%	32,186.38	100.00%
AO8 and equivalent	11,405.49	62.35%	7,268.72	37.65%	18,674.21	100.00%
SO and equivalent	8,620.35	53.10%	6,015.47	46.90%	14,635.82	100.00%
SES and above equivalent	3,087.62	38.46%	4,874.44	61.54%	7,962.06	100.00%
Queensland public sector	154,741.07	67.21%	75,206.16	32.79%	229,947.23	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	38.77	66.50	105.27
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	18,817.72	6,693.86	25,511.58
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	18,012.47	8,629.02	26,641.49
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	24,743.54	9,929.37	34,672.91
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	18,798.85	8,937.68	27,736.53
AO6 and equivalent	Teachers, clinical and registered nurses, TAFE teachers, some ambulance operational staff, police officers, health practitioners, detectives and others	29,904.56	11,916.42	41,820.98
AO7 and equivalent	Clinical and registered nurses, teachers, police officers, detectives and others	21,311.70	10,874.68	32,186.38
AO8 and equivalent	Clinical nurses, consultant/manager/educator, clinical and registered nurses, teachers, principals and guidance officers, police officers, health practitioners, detectives and others	11,405.49	7,268.72	18,674.21
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	8,620.35	6,015.47	14,635.82
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	3,087.62	4,874.44	7,962.06
Total		154,741.07	75,206.16	229,947.23

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 (44.2 years for a female and 44.81 years for a male).

Figure 5 Number of FTE by age distribution and gender

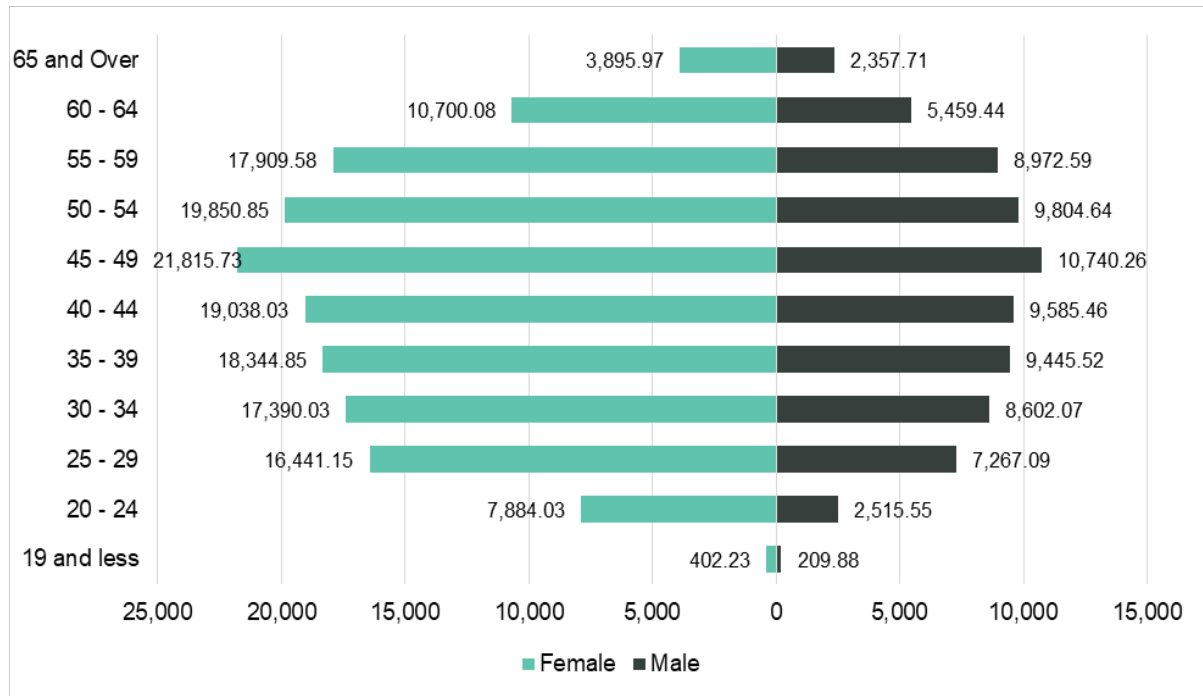


Table 6 Percentage of full-time equivalent by age distribution and gender

	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	67.61%	75.92%	69.49%	66.78%	66.39%	66.55%	67.18%	66.94%	66.73%	66.10%	62.79%	67.29%
Male	32.39%	24.08%	30.51%	33.22%	33.61%	33.45%	32.82%	33.06%	33.27%	33.90%	37.21%	32.71%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

By geography

Geographic analysis of the workforce is based on the Queensland Statistical Area Level 4 (SA4).² There are 19 statistical areas in Queensland listed in Table 7. Interstate and overseas employees are excluded from the analysis.

Just under 20 per cent of employees are located in the Brisbane inner city statistical area. Since the March 2019 quarter, the most significant increases in statistical areas are:

- 2.46 per cent for Brisbane - East
- 1.44 per cent for Moreton Bay - North
- 1.16 per cent for Townsville

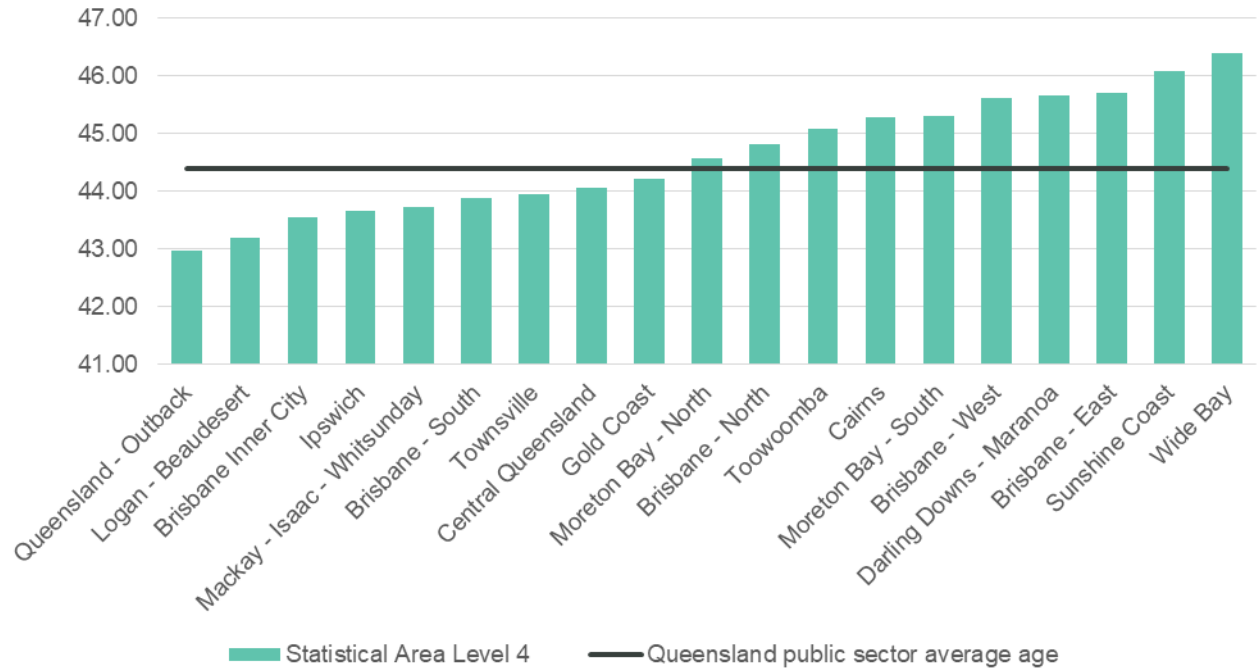
Table 7 FTE and quarterly variance in FTE by Queensland SA4

Statistical Area Level 4	Mar 2019		Jun 2019		% of quarterly variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Brisbane - East	5,142.37	2.25%	5,268.81	2.29%	2.46%
Brisbane - North	9,776.36	4.28%	9,819.60	4.27%	0.44%
Brisbane - South	18,227.37	7.97%	18,307.75	7.96%	0.44%
Brisbane - West	3,733.57	1.63%	3,756.48	1.63%	0.61%
Brisbane Inner City	45,788.76	20.03%	45,864.17	19.95%	0.16%
Cairns	13,493.30	5.90%	13,581.84	5.91%	0.66%
Darling Downs - Maranoa	4,998.71	2.19%	5,000.11	2.17%	0.03%
Central Queensland	10,014.25	4.38%	10,065.84	4.38%	0.52%
Gold Coast	19,668.94	8.60%	19,840.68	8.63%	0.87%
Ipswich	15,256.94	6.67%	15,202.48	6.61%	-0.36%
Logan - Beaudesert	10,834.52	4.74%	10,873.44	4.73%	0.36%
Mackay - Isaac - Whitsunday	6,639.73	2.90%	6,668.84	2.90%	0.44%
Moreton Bay - North	9,241.04	4.04%	9,374.55	4.08%	1.44%
Moreton Bay - South	3,729.22	1.63%	3,745.95	1.63%	0.45%
Queensland - Outback	6,195.59	2.71%	6,262.01	2.72%	1.07%
Sunshine Coast	13,137.50	5.75%	13,273.04	5.77%	1.03%
Toowoomba	7,847.73	3.43%	7,886.25	3.43%	0.49%
Townsville	12,998.57	5.69%	13,149.61	5.72%	1.16%
Wide Bay	11,901.64	5.21%	11,999.15	5.22%	0.82%
Queensland	228,626.11	100.00%	229,940.60	100.00%	0.57%

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 46.39 years in Wide Bay to 42.97 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

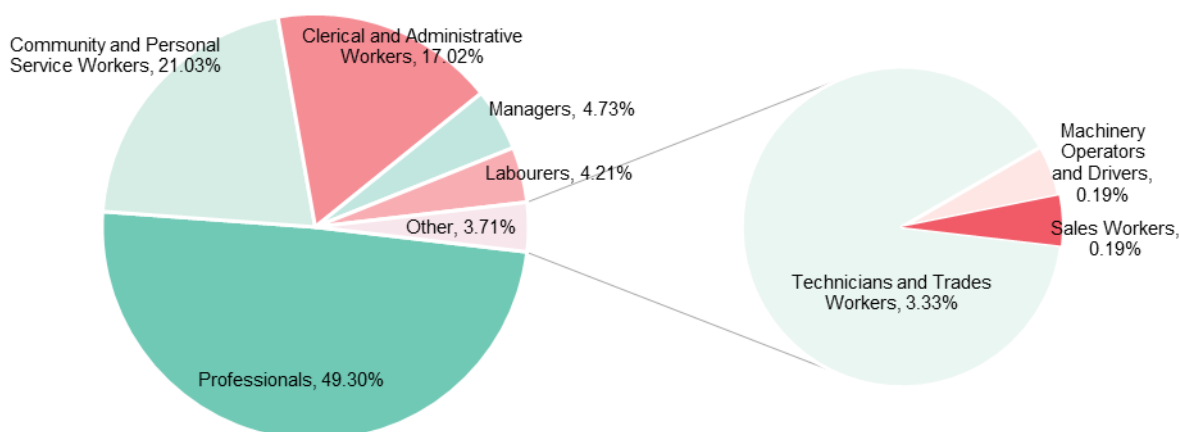


Table 8 Number and percentage of FTE by occupation

Type of occupation type	FTE	% of FTE
Professionals	113,369.38	49.30%
Community and Personal Service Workers	48,348.55	21.03%
Clerical and Administrative Workers	39,139.33	17.02%
Managers	10,882.74	4.73%
Labourers	9,674.50	4.21%
Technicians and Trades Workers	7,664.79	3.33%
Machinery Operators and Drivers	440.83	0.19%
Sales Workers	427.11	0.19%
Queensland public sector	229,947.23	100.00%

By type of service

Employees in corporate services represent 8.62 per cent of the public sector, with the two largest functions of information and communications technology (ICT) and human resources (HR), accounting collectively for 47.50 per cent of corporate service employees.

The next largest functions within corporate services are accounting and finance (16.61 per cent) and property and facilities (7.05 per cent).

Figure 8 Percentage of FTE by type of service

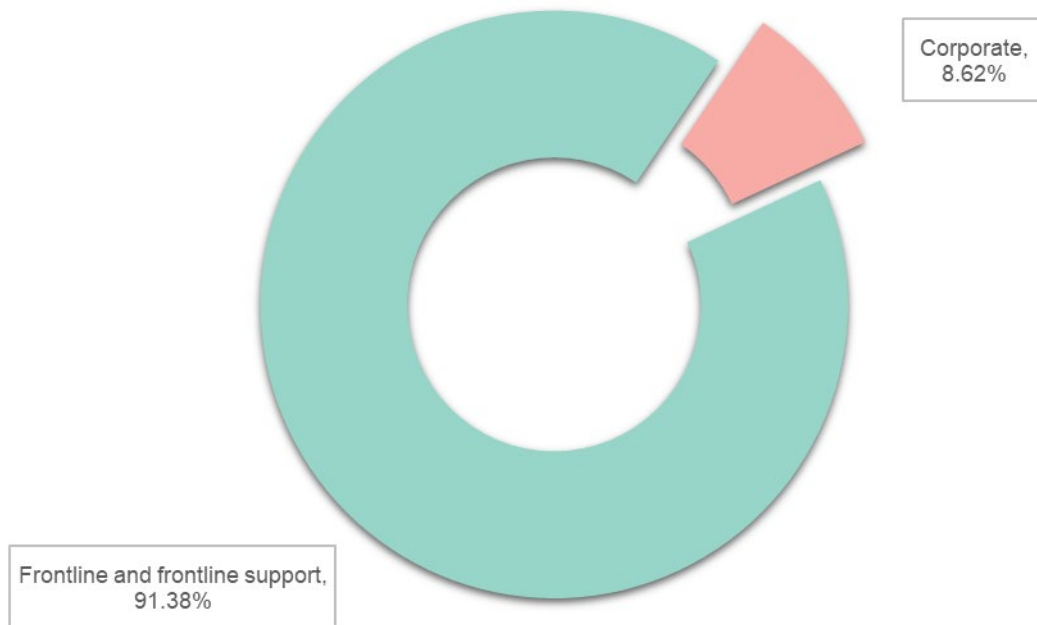


Table 9 Number and percentage of FTE employees by type of service

Type of service	FTE	% of FTE
Frontline and frontline support	210,134.90	91.38%
Corporate	19,812.33	8.62%
Queensland public sector	229,947.23	100.00%

Figure 9 Number of FTE by corporate services function

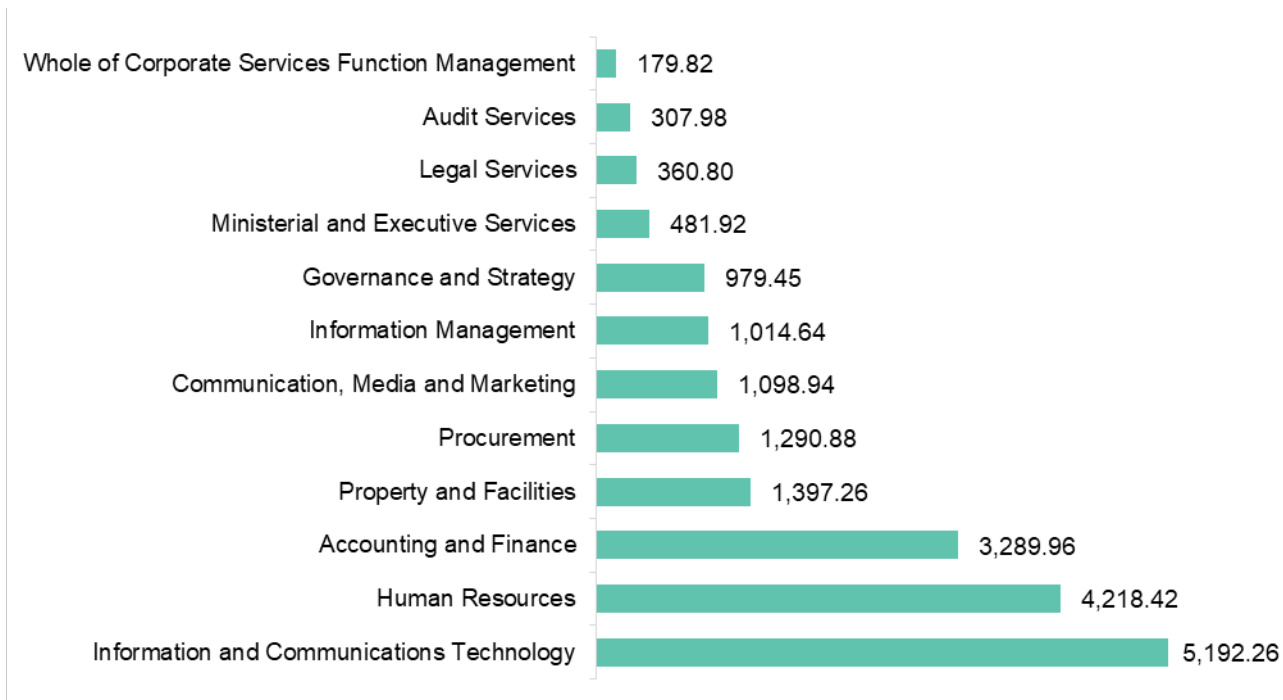


Table 10 Number and percentage of FTE by corporate services function

Type of corporate services function	FTE	% of FTE
Information and Communications Technology	5,192.26	26.21%
Human Resources	4,218.42	21.29%
Accounting and Finance	3,289.96	16.61%
Property and Facilities	1,397.26	7.05%
Procurement	1,290.88	6.52%
Communication, Media and Marketing	1,098.94	5.55%
Information Management	1,014.64	5.12%
Governance and Strategy	979.45	4.94%
Ministerial and Executive Services	481.92	2.43%
Legal Services	360.80	1.82%
Audit Services	307.98	1.55%
Whole of Corporate Services Function Management	179.82	0.91%
Queensland public sector - corporate service total	19,812.33	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	233.34	62.40	0.20	7.00	302.94
Department of Agriculture and Fisheries	1,770.86	259.74	3.23	19.00	2,052.83
Department of Child Safety, Youth and Women	3,933.83	909.14	104.56	31.00	4,978.53
Department of Communities, Disability Services and Seniors	1,612.96	239.30	135.94	16.00	2,004.20
Department of Education	57,902.83	12,921.24	2,750.87	166.20	73,741.14
Department of Employment, Small Business and Training	464.11	86.73	-	12.00	562.84
Department of Environment and Science	2,513.64	410.84	16.71	36.60	2,977.79
Department of Housing and Public Works	4,593.88	775.69	7.25	83.60	5,460.42
Department of Innovation, Tourism Industry Development and the Commonwealth Games	116.62	28.20	-	15.00	159.82
Department of Justice and Attorney-General	2,576.87	661.85	90.05	83.33	3,412.10
Department of Local Government, Racing and Multicultural Affairs	154.30	18.00	-	11.80	184.10
Department of Natural Resources, Mines and Energy	2,333.63	220.66	4.28	89.30	2,647.87
Department of State Development, Manufacturing, Infrastructure and Planning	758.79	133.13	-	54.00	945.92
Department of the Premier and Cabinet	291.61	129.96	0.20	22.80	444.57
Department of Transport and Main Roads	6,229.05	553.16	327.73	97.00	7,206.94
Electoral Commission Queensland	46.80	14.60	-	2.00	63.40
Office of the Inspector-General of Emergency Management	11.60	7.00	-	2.00	20.60
Public Safety Business Agency	910.29	105.89	1.70	49.03	1,066.91
Public Service Commission	60.00	5.00	-	5.00	70.00
Public Trustee	528.50	70.89	-	7.00	606.39
Queensland Audit Office	166.27	7.00	3.27	8.00	184.54
Queensland Corrective Services	4,500.57	459.46	50.71	43.00	5,053.74
Queensland Fire and Emergency Services	2,932.03	164.38	222.44	19.00	3,337.85
Queensland Health	69,109.12	18,509.56	2,484.00	410.02	90,512.70
Queensland Police Service	14,579.67	485.60	32.00	188.00	15,285.27
Queensland Treasury	896.27	37.00	-	47.40	980.67
TAFE Queensland	2,613.26	972.69	196.31	112.50	3,894.76
Queensland public sector sub-total: Budget paper 2 agencies	181,840.70	38,249.11	6,431.45	1,637.58	228,158.84
Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	28.20	5.80	-	1.00	35.00
Legal Aid Queensland	495.07	85.99	-	8.00	589.06
Office of the Health Ombudsman	114.01	23.13	-	5.00	142.14
Queensland Art Gallery	168.30	51.09	70.24	6.00	295.63
Queensland Family and Child Commission	42.07	11.10	0.03	5.00	58.20
Queensland Museum	160.41	57.49	32.41	3.00	253.31
State Library of Queensland	235.21	33.04	13.39	4.00	285.64
Trade and Investment Queensland	91.81	27.60	-	10.00	129.41
Queensland public sector sub-total: Other entities	1,335.08	295.24	116.07	42.00	1,788.39
Queensland public sector total	183,175.78	38,544.35	6,547.52	1,679.58	229,947.23

Table 12 Number of headcount by appointment type and agency

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	242	63	1	7	313
Department of Agriculture and Fisheries	1,832	268	17	19	2,136
Department of Child Safety, Youth and Women	4,140	962	176	31	5,309
Department of Communities, Disability Services and Seniors	1,672	258	256	16	2,202
Department of Education	66,603	17,940	7,891	167	92,601
Department of Employment, Small Business and Training	486	90	-	12	588
Department of Environment and Science	2,614	425	39	37	3,115
Department of Housing and Public Works	4,807	801	10	84	5,702
Department of Innovation, Tourism Industry Development and the Commonwealth Games	120	29	-	15	164
Department of Justice and Attorney-General	2,739	716	190	86	3,731
Department of Local Government, Racing and Multicultural Affairs	160	18	-	12	190
Department of Natural Resources, Mines and Energy	2,441	233	10	90	2,774
Department of State Development, Manufacturing, Infrastructure and Planning	795	140	-	55	990
Department of the Premier and Cabinet	310	136	1	24	471
Department of Transport and Main Roads	6,468	574	2,050	97	9,189
Electoral Commission Queensland	47	15	-	2	64
Office of the Inspector-General of Emergency Management	12	7	-	2	21
Public Safety Business Agency	926	109	16	52	1,103
Public Service Commission	64	5	-	5	74
Public Trustee	551	77	-	7	635
Queensland Audit Office	174	7	7	8	196
Queensland Corrective Services	4,599	475	107	43	5,224
Queensland Fire and Emergency Services	2,964	176	2,028	19	5,187
Queensland Health	79,651	22,046	5,452	876	108,025
Queensland Police Service	14,896	521	32	188	15,637
Queensland Treasury	936	39	-	48	1,023
TAFE Queensland	2,756	1,094	637	115	4,602
Queensland public sector sub-total: Budget paper 2 agencies	203,005	47,224	18,920	2,117	271,266

Other entities	Permanent	Temporary	Casual	Contract	Total
Anti-Discrimination Commission Queensland	30	6	-	1	37
Legal Aid Queensland	540	97	-	8	645
Office of the Health Ombudsman	119	24	-	5	148
Queensland Art Gallery	192	68	136	6	402
Queensland Family and Child Commission	44	13	1	5	63
Queensland Museum	178	78	80	3	339
State Library of Queensland	260	46	43	4	353
Trade and Investment Queensland	93	28	-	10	131
Queensland public sector sub-total: Other entities	1,456	360	260	42	2,118
Queensland public sector total	204,461	47,584	19,180	2,159	273,384

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	212.94	90.00	302.94	70.29%	29.71%
Department of Agriculture and Fisheries	855.88	1,196.95	2,052.83	41.69%	58.31%
Department of Child Safety, Youth and Women	3,696.56	1,281.97	4,978.53	74.25%	25.75%
Department of Communities, Disability Services and Seniors	1,363.55	640.65	2,004.20	68.03%	31.97%
Department of Education	56,887.07	16,854.07	73,741.14	77.14%	22.86%
Department of Employment, Small Business and Training	395.04	167.80	562.84	70.19%	29.81%
Department of Environment and Science	1,438.99	1,538.80	2,977.79	48.32%	51.68%
Department of Housing and Public Works	3,053.43	2,406.99	5,460.42	55.92%	44.08%
Department of Innovation, Tourism Industry Development and the Commonwealth Games	109.22	50.60	159.82	68.34%	31.66%
Department of Justice and Attorney-General	2,290.08	1,122.02	3,412.10	67.12%	32.88%
Department of Local Government, Racing and Multicultural Affairs	118.45	65.65	184.10	64.34%	35.66%
Department of Natural Resources, Mines and Energy	1,363.38	1,284.49	2,647.87	51.49%	48.51%
Department of State Development, Manufacturing, Infrastructure and Planning	601.92	344.00	945.92	63.63%	36.37%
Department of the Premier and Cabinet	313.59	130.98	444.57	70.54%	29.46%
Department of Transport and Main Roads	3,329.01	3,877.93	7,206.94	46.19%	53.81%
Electoral Commission Queensland	38.60	24.80	63.40	60.88%	39.12%
Office of the Inspector-General of Emergency Management	14.60	6.00	20.60	70.87%	29.13%
Public Safety Business Agency	350.62	716.29	1,066.91	32.86%	67.14%
Public Service Commission	51.30	18.70	70.00	73.29%	26.71%
Public Trustee	442.99	163.40	606.39	73.05%	26.95%
Queensland Audit Office	94.67	89.87	184.54	51.30%	48.70%
Queensland Corrective Services	2,187.70	2,866.04	5,053.74	43.29%	56.71%
Queensland Fire and Emergency Services	736.24	2,601.61	3,337.85	22.06%	77.94%
Queensland Health	65,119.20	25,393.50	90,512.70	71.94%	28.06%
Queensland Police Service	5,547.07	9,738.20	15,285.27	36.29%	63.71%
Queensland Treasury	526.64	454.03	980.67	53.70%	46.30%
TAFE Queensland	2,381.96	1,512.80	3,894.76	61.16%	38.84%
Queensland public sector sub-total: Budget paper 2 agencies	153,520.70	74,638.14	228,158.84	67.29%	32.71%

Other entities	FTE			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	28.00	7.00	35.00	80.00%	20.00%
Legal Aid Queensland	441.49	147.57	589.06	74.95%	25.05%
Office of the Health Ombudsman	98.34	43.80	142.14	69.19%	30.81%
Queensland Art Gallery	165.28	130.35	295.63	55.91%	44.09%
Queensland Family and Child Commission	45.60	12.60	58.20	78.35%	21.65%
Queensland Museum	154.80	98.51	253.31	61.11%	38.89%
State Library of Queensland	206.45	79.19	285.64	72.28%	27.72%
Trade and Investment Queensland	80.41	49.00	129.41	62.14%	37.86%
Queensland public sector sub-total: Other entities	1,220.37	568.02	1,788.39	68.24%	31.76%
Queensland public sector total	154,741.07	75,206.16	229,947.23	67.29%	32.71%

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	222	91	313	70.93%	29.07%
Department of Agriculture and Fisheries	924	1,212	2,136	43.26%	56.74%
Department of Child Safety, Youth and Women	3,966	1,343	5,309	74.70%	25.30%
Department of Communities, Disability Services and Seniors	1,503	699	2,202	68.26%	31.74%
Department of Education	73,308	19,293	92,601	79.17%	20.83%
Department of Employment, Small Business and Training	418	170	588	71.09%	28.91%
Department of Environment and Science	1,557	1,558	3,115	49.98%	50.02%
Department of Housing and Public Works	3,271	2,431	5,702	57.37%	42.63%
Department of Innovation, Tourism Industry Development and the Commonwealth Games	113	51	164	68.90%	31.10%
Department of Justice and Attorney-General	2,558	1,173	3,731	68.56%	31.44%
Department of Local Government, Racing and Multicultural Affairs	123	67	190	64.74%	35.26%
Department of Natural Resources, Mines and Energy	1,475	1,299	2,774	53.17%	46.83%
Department of State Development, Manufacturing, Infrastructure and Planning	642	348	990	64.85%	35.15%
Department of the Premier and Cabinet	336	135	471	71.34%	28.66%
Department of Transport and Main Roads	4,892	4,297	9,189	53.24%	46.76%
Electoral Commission Queensland	39	25	64	60.94%	39.06%
Office of the Inspector-General of Emergency Management	15	6	21	71.43%	28.57%
Public Safety Business Agency	365	738	1,103	33.09%	66.91%
Public Service Commission	55	19	74	74.32%	25.68%
Public Trustee	470	165	635	74.02%	25.98%
Queensland Audit Office	103	93	196	52.55%	47.45%
Queensland Corrective Services	2,297	2,927	5,224	43.97%	56.03%
Queensland Fire and Emergency Services	1,000	4,187	5,187	19.28%	80.72%
Queensland Health	79,781	28,244	108,025	73.85%	26.15%
Queensland Police Service	5,858	9,779	15,637	37.46%	62.54%
Queensland Treasury	565	458	1,023	55.23%	44.77%
TAFE Queensland	2,896	1,706	4,602	62.93%	37.07%
Queensland public sector sub-total: Budget paper 2 agencies	188,752	82,514	271,266	69.58%	30.42%

Other entities	Headcount			Percentage	
	Female	Male	Total	Female	Male
Anti-Discrimination Commission Queensland	30	7	37	81.08%	18.92%
Legal Aid Queensland	488	157	645	75.66%	24.34%
Office of the Health Ombudsman	104	44	148	70.27%	29.73%
Queensland Art Gallery	241	161	402	59.95%	40.05%
Queensland Family and Child Commission	50	13	63	79.37%	20.63%
Queensland Museum	222	117	339	65.49%	34.51%
State Library of Queensland	259	94	353	73.37%	26.63%
Trade and Investment Queensland	82	49	131	62.60%	37.40%
Queensland public sector sub-total: Other entities	1,476	642	2,118	69.69%	30.31%
Queensland public sector total	190,228	83,156	273,384	69.58%	30.42%

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.

Public Service Commission

Level 27, 1 William Street
Brisbane Qld 4000
Tel: (07) 3003 2800
Email: commission.psc@psc.qld.gov.au

www.psc.qld.gov.au