

MOHRI Workforce Definitions

The Public Service Commission collects data about the type of work undertaken by public sector employees. Data is collected through occupational coding (ANZSCO) and corporate service coding of positions.

Australian and New Zealand Standard Classification of Occupations (ANZSCO)

- ANZSCO is an industry standard coding system that attributes a six-digit code to a position to describe the occupation being performed
- All positions in the public sector are attributed an ANZSCO code
- ANZSCO provides a high degree of accuracy and consistency in the coding of occupations, and is used by a majority of Australian and New Zealand government jurisdictions.
- Occupational data collected through ANZSCO can help employers:
 - undertake effective workforce planning
 - manage capability and skills risks
 - benchmark their workforce against other jurisdictions.

Corporate Services

- To provide further clarity to roles undertaking a corporate service function, a supplementary code (in addition to ANZSCO) is attributed
- Corporate services are divided into twelve functional areas:
 - Audit services
 - Accounting and finance
 - Communication, media and marketing
 - Governance and strategy
 - Human resources
 - Information management
 - Information and communications technology
 - Legal services
 - Ministerial and executive services
 - Procurement
 - Property and facilities
 - Whole of corporate services function management
- Roles undertaking corporate services roles are identified as those that:
 - provide organisation-wide support services for public service agencies
 - deliver services to clients who are internal to the Queensland Government
 - provide services on an agency-specific, cross-agency or service-wide basis
 - deliver corporate services activities for the majority of the available working time, and
 - may be located in a corporate division, or embedded in business, service or regional areas.

Refer to the [MOHRI Corporate Services Codes](#) document for a list of all corporate service codes.

Non-Corporate Services

- Employees who do not undertake corporate services roles are identified only as providing 'non-corporate services'.

