

Queensland public sector workforce profile

March 2021



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More information

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About this profile

This bi-annual workforce profile (the profile) is a summary of the Queensland public sector (the sector) workforce at 31 March 2021.

The format is in line with recommendations from the 2018 [Review into Queensland public sector workforce reporting](#) by Professor Peter Coaldrake AO (Coaldrake review).

The profile clearly identifies:

- key frontline roles that deliver services direct to the community
- other frontline roles that provide services directly to the community, and frontline support roles which provide essential support to enable delivery of services direct to the community
- corporate roles that provide support services to public sector agencies
- workforce earnings
- location of the workforce
- workforce diversity: Aboriginal and Torres Strait Islander employees, employees with disability, employees from non-English speaking background and women in leadership.

Significant work has occurred across the sector to update diversity definitions to align with national standards and contemporary language. This is to allow us to better capture and represent the diversity of our workforce. We expect to see variation in diversity data as HR systems across the sector are implemented with the new definitions, and employees have the opportunity to update their diversity information.

As such, direct comparison of diversity data with reports prior to March 2021 should be made with caution. This report is the first to include Queensland Health employees who identify their gender identity as non-binary, with more agencies to follow.

Direct comparison with reports prior to September 2019 should also be made with caution due to key changes in methodology:

- full-time equivalent (FTE) are no longer counted on a substantive basis¹; they are now counted on an actual² basis. This reduces double counting of employees who are on secondment between agencies
- FTE on leave without pay³ up to 8 weeks are no longer counted
- FTE on leave without pay (regardless of time period) are no longer counted
- FTE taking leave at half pay are now counted proportionately⁴.

¹ Substantive means the agency where the FTE is substantively appointed.

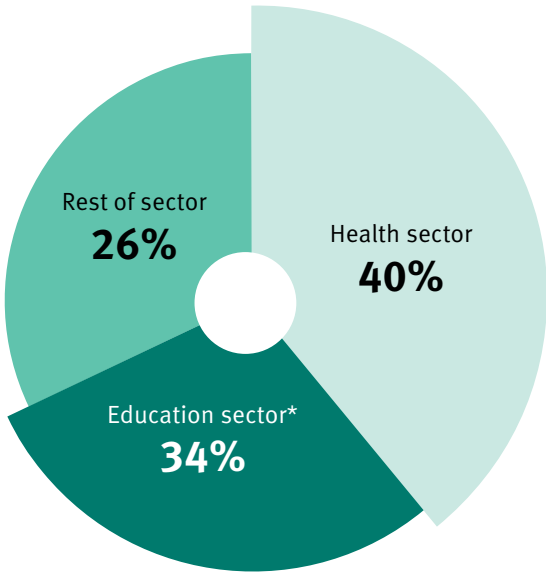
² Actual means the agency where the FTE is actually paid from.

³ Previously, if an employee was on leave without pay for a period of up to 8 weeks, the FTE was counted.

⁴ This means that if an employee takes leave at half pay the employee is no longer counted at their full FTE rate, (1 FTE), the employee is counted at the half rate (0.5 FTE).

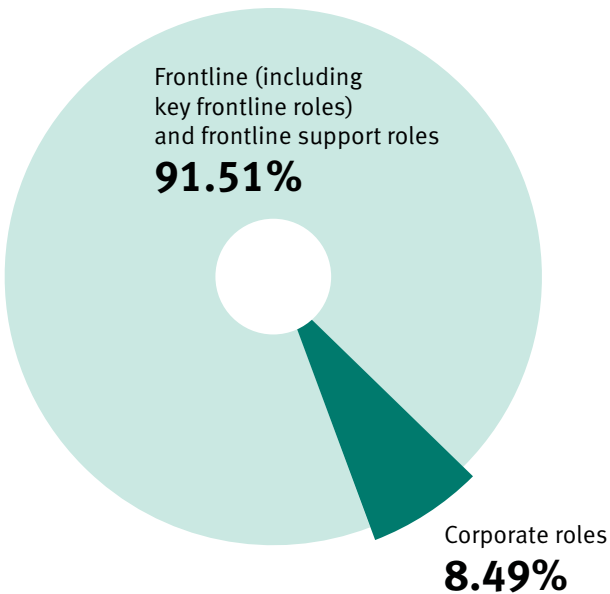
Workforce at a glance

Sector



*Education sector includes TAFE Queensland

Occupation type



Key frontline roles



Teachers and teacher aides
58,498.19



Nurses and midwives
36,323.03



Police
11,961.74



Correction officers
3771.86



Allied health
(health practitioners,
professional and technical)
14,172.80



Doctors
10,771.90



Ambulance officers
4567.86



Firefighters
2576.32



TAFE teachers and tutors
1909.10



Child safety case workers
1724.18

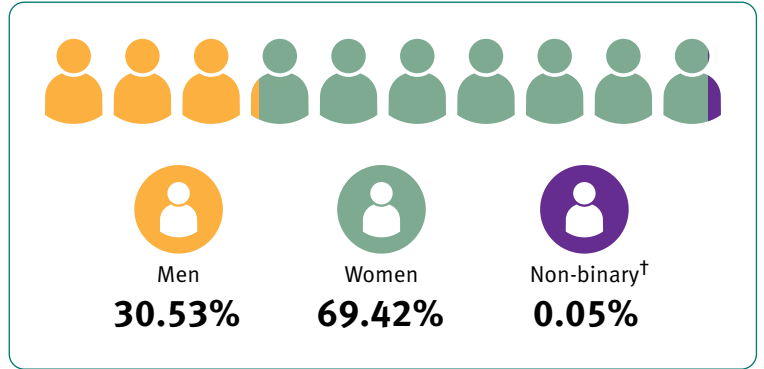
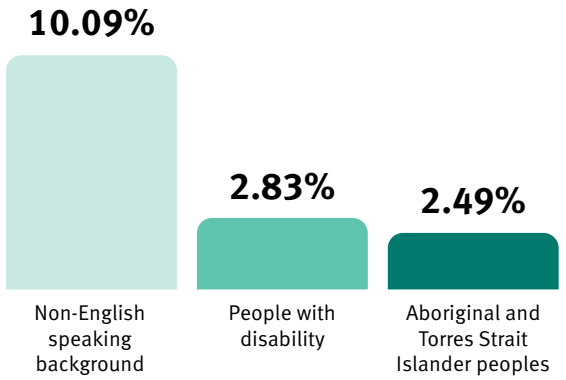


Disability support workers
1093.85



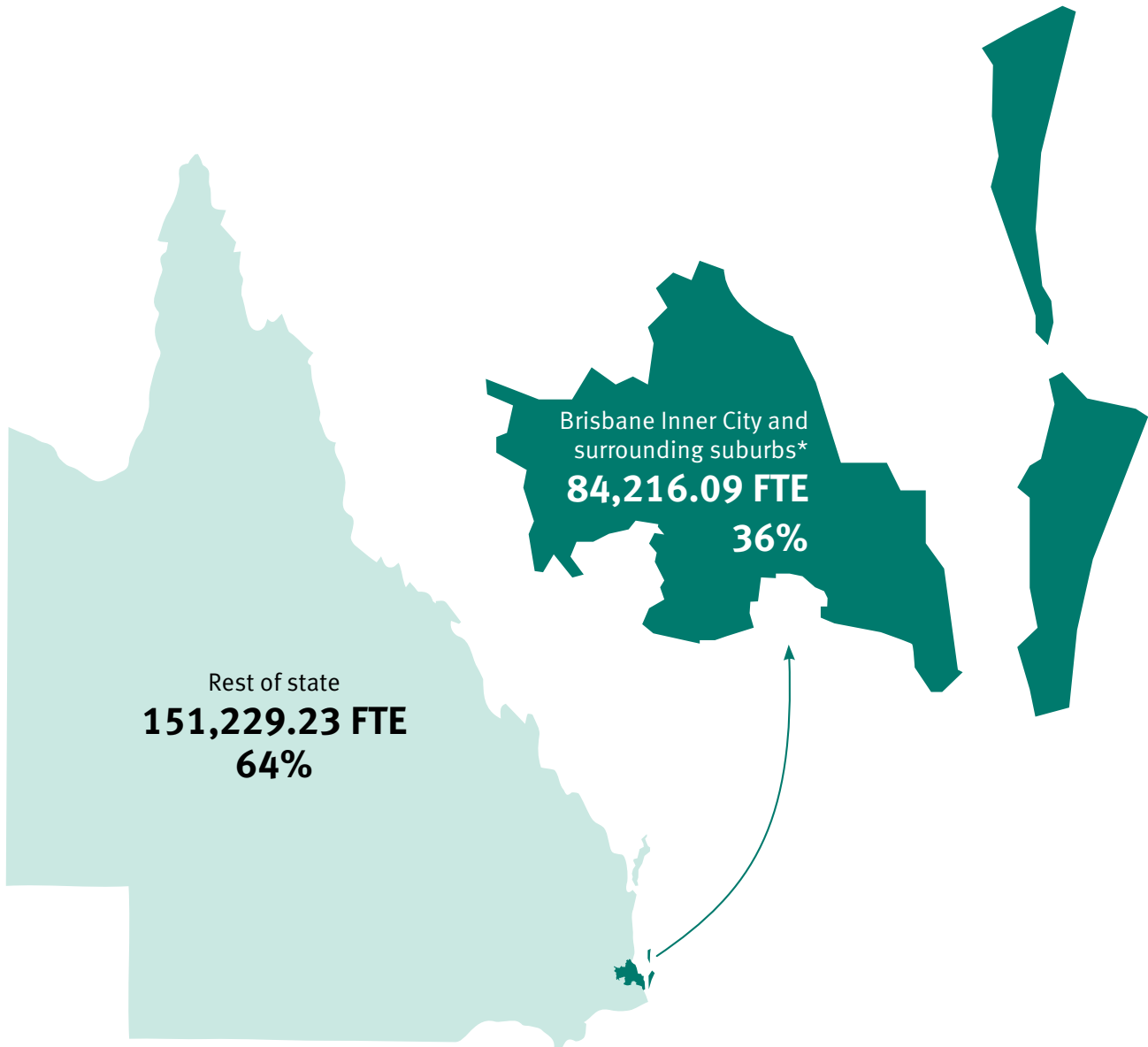
Youth and case workers
875.66

Diversity



All diversity data is measured by headcount.

Location



There
are235,447.72
full-time equivalent (FTE)in the
sector

Workforce size

Agency	September 2020	March 2021	Variance ³	% Variance ³
Department of Aboriginal and Torres Strait Islander Partnerships (1)	284.84			
Department of Agriculture and Fisheries	2061.17	2000.46	-60.71	-2.95%
Department of Child Safety, Youth and Women (1)	3300.81			
Department of Children, Youth Justice and Multicultural Affairs (2) (4)		4809.85		
Department of Communities, Disability Services and Seniors (1)	1735.06			
Department of Communities, Housing and Digital Economy (2) (4)		3752.04		
Department of Education	74,595.32	74,970.06	374.74	0.50%
Department of Employment, Small Business and Training	558.47	538.44	-20.03	-3.59%
Department of Housing and Public Works (1)	5241.64			
Department of Energy and Public Works (2)		1558.93		
Department of Environment and Science (4)	2892.65	2684.52	-208.13	-7.20%
Department of Justice and Attorney-General (4)	3315.3	3364.76	49.46	1.49%
Department of Local Government, Racing and Multicultural Affairs (1)	173.35			
Department of Natural Resources, Mines and Energy (1)	2149.01			
Department of Regional Development and Manufacturing (1)	42.02			
Department of Regional Development, Manufacturing and Water (2) (4)		550.54		
Department of Resources (2) (4)		1480.24		
Department of State Development, Tourism and Innovation (1)	791.05			
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (2) (4)		1909.66		
Department of State Development, Infrastructure, Local Government and Planning (2) (4)		879.42		
Department of the Premier and Cabinet	440.35	395.32	-45.03	-10.23%
Department of Tourism, Innovation and Sport (2) (4)		411.58		
Department of Transport and Main Roads	7347.01	7338.2	-8.81	-0.12%
Department of Youth Justice (1)	1464.9			
Electoral Commission Queensland	75.66	62.5	-13.16	-17.39%
Office of the Inspector-General of Emergency Management	18	15.6	-2.4	-13.33%
Public Safety Business Agency	1085.11	1089.71	4.6	0.42%
Public Service Commission	58.98	59.7	0.72	1.22%
Public Trustee	601.38	595.67	-5.71	-0.95%
Queensland Audit Office	187.7	187.58	-0.12	-0.06%
Queensland Corrective Services	5825.4	5919.83	94.43	1.62%
Queensland Fire and Emergency Services	3385.75	3374.83	-10.92	-0.32%
Queensland Health	93,849.25	94,806.68	957.43	1.02%
Queensland Police Service	15,479.25	15,490.82	11.57	0.07%
Queensland Treasury (4)	1208.2	1092.28	-115.92	-9.59%
TAFE Queensland	3950.55	4062.41	111.86	2.83%
Sector sub-total: Budget paper 2 agencies	232,118.18	233,401.63	1283.45	0.55%

Workforce size (cont.)

Other entities	September 2020	March 2021	Variance ³	% Variance ³
Legal Aid Queensland	568.2	563.62	-4.58	-0.81%
Office of the Health Ombudsman	133.33	120.77	-12.56	-9.42%
Queensland Art Gallery	269.58	290.74	21.16	7.85%
Queensland Family and Child Commission	69.81	63.99	-5.82	-8.34%
Queensland Human Rights Commission	40.1	42.28	2.18	5.44%
Queensland Museum	244.16	250.37	6.21	2.54%
Resources Safety and Health Queensland	284.66	308.06	23.4	8.22%
State Library of Queensland	281.76	275.04	-6.72	-2.39%
Trade and Investment Queensland	132.71	131.22	-1.49	-1.12%
Sector sub-total: Other entities	2024.31	2046.09	21.78	1.08%
Sector total	234,142.49	235,447.72	1305.23	0.56%

¹ Departments abolished.

² New or renamed departments or other entities.

³ The amounts in the "Variance" and "% Variance" columns do not total, as abolished departments variance and % variance amounts are not included.

⁴ FTE numbers have been affected by employee movements as part of machinery of government changes.

Features of the Queensland public sector

This section describes key features of the sector with data sourced from the Minimum Obligatory Human Resource Information (MOHRI) system.

Occupation

The sector workforce includes hundreds of occupations, and for reporting purposes uses a two-tier system to describe the workforce.

The first tier applies the Australian and New Zealand Standard Classification of Occupations (ANZSCO). Introduced by the Australian Bureau of Statistics, ANZSCO provides a uniform way for all organisations to categorise different types of roles.

Every position is allocated a specific ANZSCO code when it is created.

The second tier describes the nature of a role, reported as either frontline (including key frontline roles) and frontline support roles or corporate roles.

Frontline (including key frontline roles) and frontline support roles

Frontline (including key frontline roles) and frontline support roles deliver services, programs and outcomes directly to the community, or provide essential support enabling the development and delivery of frontline services, programs and outcomes.

Delivery can be via government centres, telephone, online or in-field.

Examples include, but are not limited to:

Key frontline roles

- doctors, nurses and midwives, allied health professionals and ambulance officers
- teachers, teacher aides, TAFE teachers and tutors
- police
- correction, probation and parole officers
- firefighters
- child safety case workers
- disability support workers
- youth and case workers.

Other frontline and frontline support roles

- social workers
- public prosecutors, bailiffs, clerks of court and court registry officers
- front counter and customer enquiry employees, call centre and online customer service employees in Queensland Government service centres
- school crossing supervisors, art gallery and museum curators and guides, archivists, librarians



More than 9 out of 10

employees perform frontline (including key frontline roles) and frontline support roles or 91.51 per cent of employees are delivering public services to the people of Queensland in frontline and frontline support roles.

- mine inspectors, park rangers, fisheries officers, road engineers, surveyors, regulatory inspectors, quarantine officers
- earth science, environmental and agricultural scientist/officers, laboratory technicians, marine biologists, geologists
- builders, electricians and other construction industry tradespersons
- radio dispatchers
- recreation facilitators and instructors
- grants management officers
- hospital and health service employees (non-corporate roles)
- school employees
- prison and community corrections employees
- clerical and administrative support employees in police, fire or ambulance stations and other centres accessible by the community for government services
- program or project planners, administrators, managers and strategy employees who formulate public policies for the provision of government services, programs and outcomes affecting communities (e.g. fisheries, forestry, waste management, public health, youth programs, tourism, environment, planning services and systems, economic strategy and industry development).

Corporate roles

Corporate roles provide organisation-wide support to the sector so that it can deliver the Queensland Government's objectives for the community.

Corporate roles are categorised as:

- audit services
- accounting and finance
- communication, media and marketing
- governance and strategy
- human resources
- information management
- information and communications technology
- legal services
- executive services and support
- procurement and contract management
- property and facilities
- corporate services management.

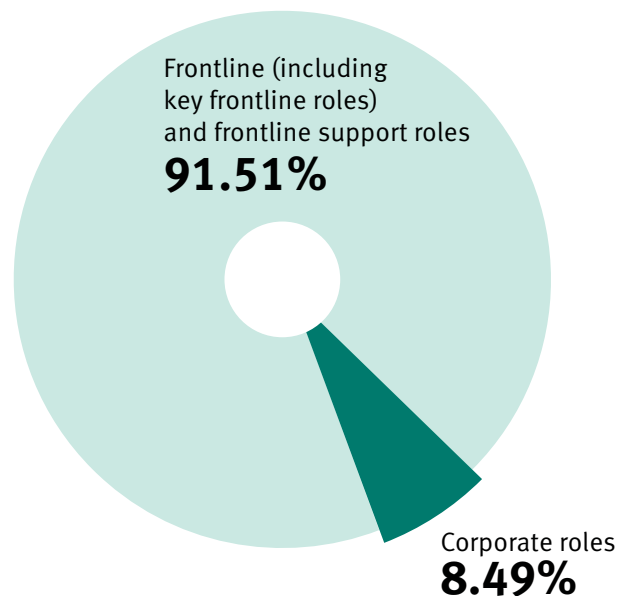
Frontline and frontline support roles (including key frontline roles)	FTE
Teacher and teacher aides	58,498.19
Nurses and midwives	36,323.03
Allied health	14,172.80
General clerks	13,872.46
Police	11,961.74
Doctors	10,771.90
Commercial cleaners	4909.49
Ambulance officers	4567.86
Correctional officers	3771.86
Program or project administrators	3724.14
Labourers	3072.92
Firefighters	2576.32
Office managers	2241.88
TAFE teachers/tutors	1909.10
Child safety case workers	1724.18
Information officers	1352.06
Gardeners (general)	1180.50
Policy and planning managers	1148.88
Disability support workers	1093.85
Waiters (catering officer/canteen assistant)	1046.07
Policy analysts	1040.32
Roles <1,000 FTE	33,611.64
Total	215,446.84

Corporate services roles	FTE
Information and communications technology	4967.43
Human resources	4241.72
Accounting and finance	3160.59
Property and facilities	1430.56
Procurement and contract management	1361.87
Communication, media and marketing	1060.49
Executive services and support	1024.76
Governance and strategy	998.01
Information management	852.86
Legal services	391.48
Audit services	296.98
Corporate services management	214.13
Total	20,000.88

In some cases, corporate-type roles will appear in the frontline and frontline support roles data. In these instances, the support they provide to frontline roles provides a service or outcome directly to the community.

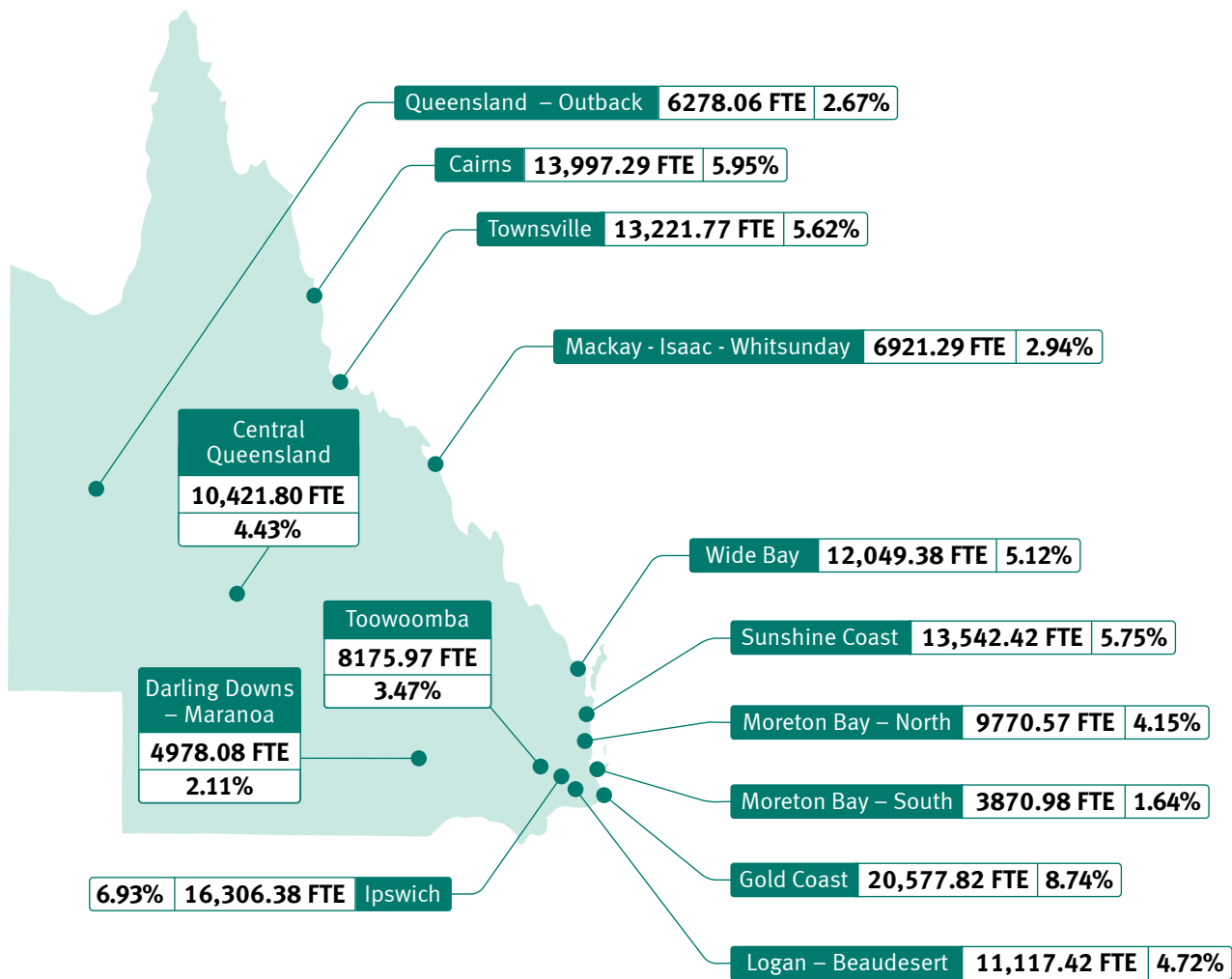
Examples include, but are not limited to:

- general clerks, including:
 - » officers directly supporting child safety case workers for meetings with children and families
 - » officers supporting seniors and carers in relation to cost of living concessions
 - » officers providing services in call centres or customer service centres
- office managers supervising employees in the front office of Queensland state schools
- ICT technicians assisting teachers in school computer labs and libraries, or implementing public facing systems such as public transport ticketing systems
- professional trainers coaching employees such as: fire fighters, police officers, emergency workers, disability support workers, child safety case workers and community recovery workers
- communication professionals providing messages on public safety communication channels warning the community of potential disaster situations
- legal staff undertaking public prosecution or defence of cases in court.

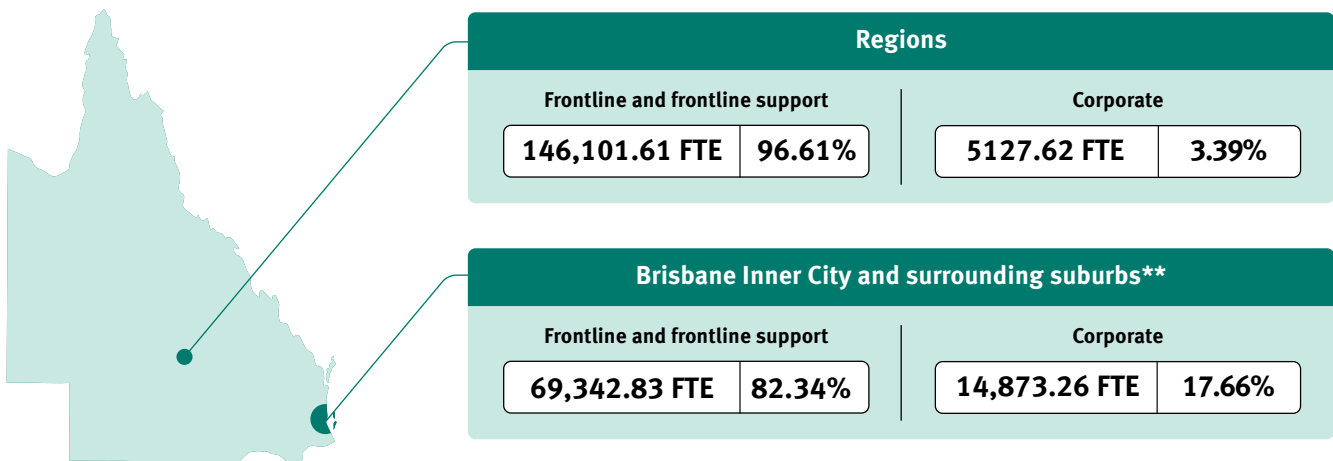


Location*

Approximately 20 per cent of employees are located in the Brisbane Inner City statistical area. Outside of the Brisbane Inner City statistical area, the concentration of sector workers is in several key regional centres:



Regionally-based FTE as % of total sector workforce



* Statistical areas are in accordance with the Australian Bureau of Statistics (ABS) Australian Statistical Geography Standard (ASGS) SA4 boundaries. Refer to definitions for further detail. Note: interstate and overseas employees are excluded.

** ABS SA4 Regions of Brisbane Inner City, Brisbane North, South, East and West.

Location of frontline (including key frontline) and frontline support and corporate FTE*

	Frontline (including key frontline roles) and frontline support roles		Corporate roles		Total	% of total public sector workforce
Brisbane – East	5338.93	98.84%	62.4	1.16%	5401.33	2.29%
Brisbane – North	9097.29	92.72%	714.38	7.28%	9811.67	4.17%
Brisbane – South	17,477.28	94.86%	947.94	5.14%	18,425.22	7.83%
Brisbane – West	3795.35	99.40%	22.89	0.60%	3818.24	1.62%
Brisbane Inner City	33,633.98	71.93%	13,125.65	28.07%	46,759.63	19.86%
Cairns	13,375.34	95.56%	621.95	4.44%	13,997.29	5.95%
Central Queensland	10,059.90	96.53%	361.90	3.47%	10,421.80	4.43%
Darling Downs – Maranoa	4866.24	97.75%	111.84	2.25%	4978.08	2.11%
Gold Coast	19,871.44	96.57%	706.38	3.43%	20,577.82	8.74%
Ipswich	15,773.48	96.73%	532.9	3.27%	16,306.38	6.93%
Logan – Beaudesert	10,817.46	97.30%	299.96	2.70%	11,117.42	4.72%
Mackay – Isaac – Whitsunday	6709.48	96.94%	211.81	3.06%	6921.29	2.94%
Moreton Bay – North	9612.72	98.38%	157.85	1.62%	9770.57	4.15%
Moreton Bay – South	3820.28	98.69%	50.7	1.31%	3870.98	1.64%
Queensland – Outback	6077.86	96.81%	200.2	3.19%	6278.06	2.67%
Sunshine Coast	12,971.55	95.78%	570.87	4.22%	13,542.42	5.75%
Toowoomba	7717.76	94.40%	458.21	5.60%	8175.97	3.47%
Townsville	12,711.21	96.14%	510.56	3.86%	13,221.77	5.62%
Wide Bay	11,716.89	97.24%	332.49	2.76%	12,049.38	5.12%
Queensland	215,444.44	91.51%	20,000.88	8.49%	235,445.32	100.00%

*Excludes interstate and overseas employees.

Employment type

Permanent



4 out of 5
employees are permanent employees

Temporary / Casual



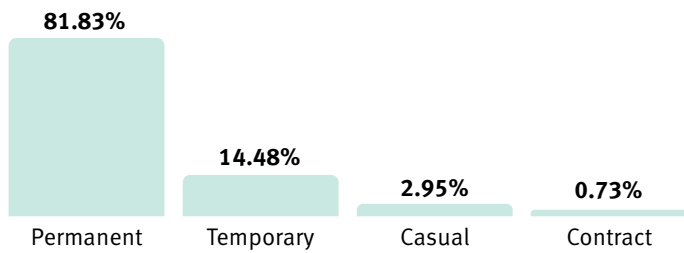
69.39%
of temporary and casual employees are women

Part-time

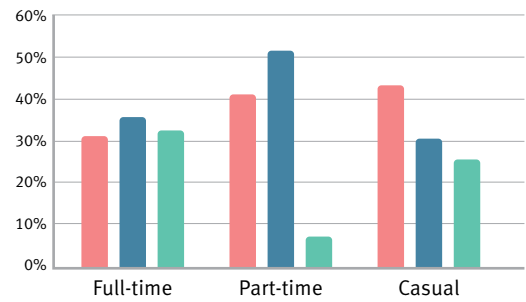
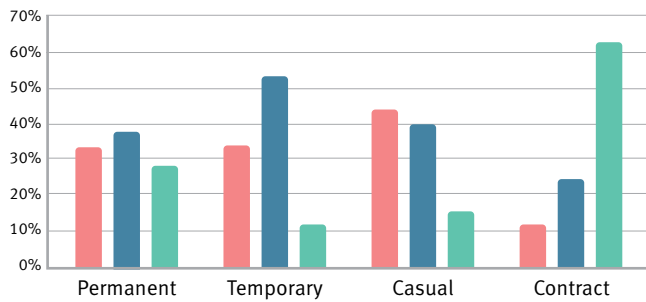
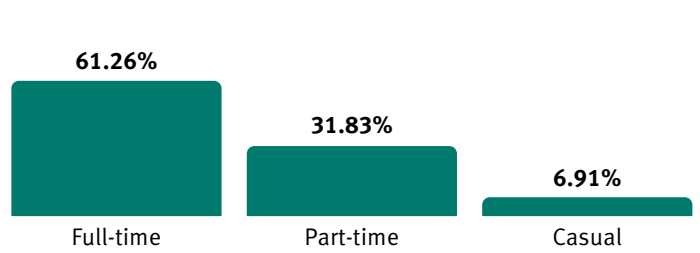


87.58%
of part-time employees are women

Percentage of FTE by appointment type



Percentage of head count by employment status



Education sector Health sector Rest of sector

Number of FTE by appointment type and sector

	Permanent		Temporary		Casual		Contract		Sector total (FTE)
	FTE	%	FTE	%	FTE	%	FTE	%	
Education sector	64,083.67	81.09%	11,673.67	14.77%	3064.37	3.88%	210.76	0.27%	79,032.47
Health sector	73,271.43	77.29%	18,316.91	19.32%	2791.23	2.94%	427.11	0.45%	94,806.68
Rest of sector	55,323.53	89.80%	4109.99	6.67%	1096.98	1.78%	1078.07	1.75%	61,608.57
Total sector	192,678.63	81.83%	34,100.57	14.48%	6952.58	2.95%	1715.94	0.73%	235,447.72

Headcount by employment status and sector

	Full-time		Part-time		Casual		Sector total (Headcount)
	Headcount	%	Headcount	%	Headcount	%	
Education sector	54,227	54.58%	36,717	36.96%	8403	8.46%	99,347
Health sector	61,942	54.34%	46,033	40.38%	6024	5.28%	113,999
Rest of sector	56,431	82.49%	6935	10.14%	5040	7.37%	68,406
Total sector	172,600	61.26%	89,685	31.83%	19,467	6.91%	281,752

Diversity

The sector is committed to achieving a diverse and inclusive workforce reflective of the Queensland community. To deliver against the Inclusion and Diversity Strategy 2021–2025, the Chief Executive Leadership Board set targets to be achieved by 2022 for members of the workforce who identify as:

- people with disability
- Aboriginal and Torres Strait Islander peoples
- people from a non-English speaking background
- women in leadership (senior officer, senior executive and chief executive).

All diversity data is measured by headcount.

People with disability

People with disability	As a % of sector workforce	2022 sector target
7970	2.83%	8%

Aboriginal and Torres Strait Islander peoples

Aboriginal and Torres Strait Islander peoples	As a % of sector workforce	2022 sector target
7027	2.49%	3%

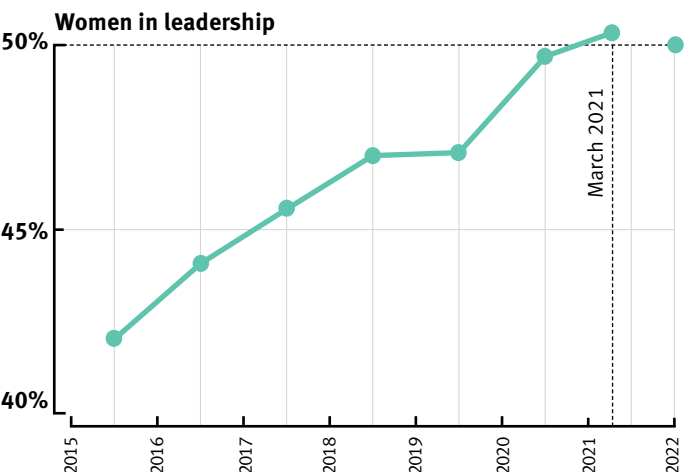
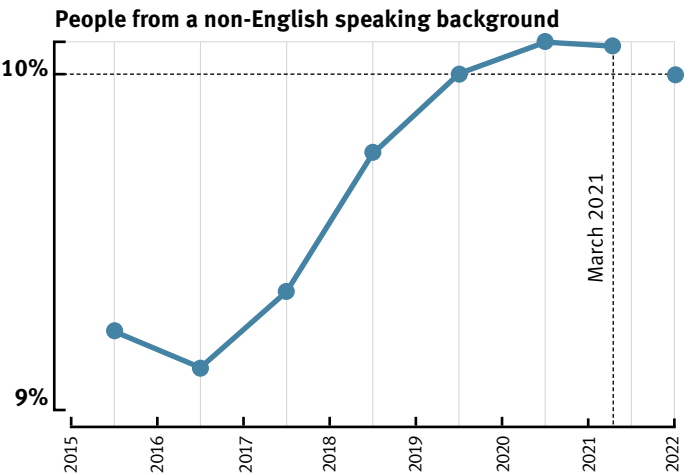
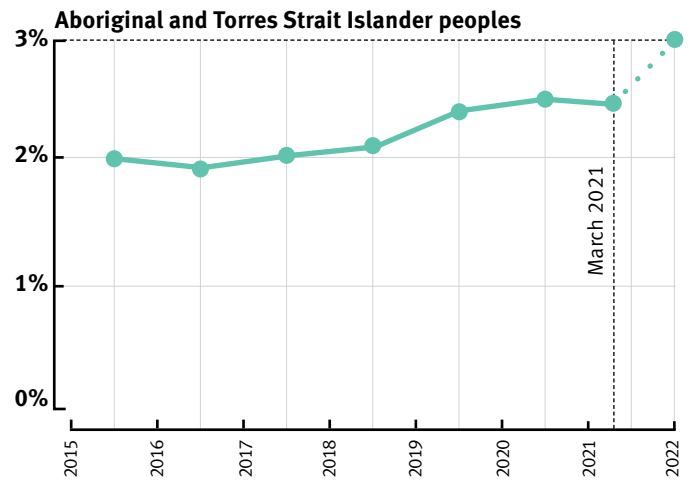
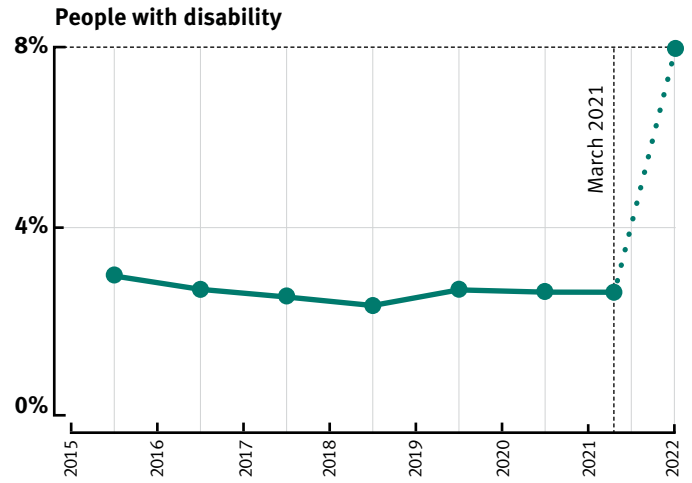
People from a non-English speaking background

Non-English speaking background	As a % of sector workforce	2022 sector target
28,426	10.09%	10%

Women in leadership

Senior Officer, Senior Executive and Chief Executive in classified roles

Women in leadership	As a % of leadership cohort	2022 sector target
1431	50.60%	50%



Workforce earnings

The sector provides a vast range of services to Queensland communities, across a broad range of occupations.



Earnings are made up of salary plus regular allowances with remuneration calculated as actual FTE.

Remuneration range	FTE	% of workforce	Health sector	Education sector	Rest of sector
up to \$49,999	26,567.33	11.28%	Administration staff, janitor/grounds person, nursing assistants 7655.62 FTE – 28.82%	Teacher aides, part-time teachers, janitors, grounds staff, TAFE tutors 16,109.47 FTE – 60.64%	Administration officers, some ambulance and fire fighter operational staff, police recruits, horticulture workers 2802.24 – 10.55%
\$50,000 to \$99,999	131,305.98	55.77%	Nurses, ambulance officers, health practitioners, medical and science technicians 54,842.66 FTE – 41.77%	Teachers, TAFE teachers 39,899.31 FTE – 30.39%	Fire fighters, police officers, administration officers, prison and security officers, social and welfare professionals, legal officers 36,564.01 FTE – 27.85%
\$100,000 to \$119,999	45,187.88	19.19%	Clinical nurses, consultant/manager/educator, clinical and registered nurses, health practitioners 14,785.03 FTE – 32.72%	Senior teachers, senior TAFE teachers 16,516.18 FTE – 36.55%	Legal professionals, architects, designers, planners and surveyors, engineers, police officers, detectives 13,886.67 FTE – 30.73%
\$120,000 to \$149,999	25,716.99	10.92%	Nursing directors/assistant directors of nursing, clinical nurses, medical staff, health practitioners 12,763.78 FTE – 49.63%	Principals and deputy principals, senior teachers, senior officers 5851.70 FTE – 22.75%	Senior police officers, senior officers, legal professionals, building and engineering technicians, health and welfare services managers 7101.51 FTE – 27.61%
\$150,000 to \$179,999	3129.94	1.33%	Medical staff including visiting medical staff, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing 2041.75 FTE – 65.23%	Principals including executive principals, senior executives 448.11 FTE – 14.32%	Commissioned police officers, senior executives, building and engineering technicians, air and marine transport professionals 640.08 FTE – 20.45%
\$180,000 and above	3539.60	1.50%	Medical staff including visiting medical staff, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing 2717.87 FTE – 76.78%	Principals including executive principals, senior executives 207.70 FTE – 5.87%	Commissioned police officers, chief executives, senior executives, legal professionals, general managers, legislators 614.06 FTE – 17.35%

Age profile



44.63 years

is the average age of all employees

All employees



44.49 years

is the average age of employees who are women

Women



44.99 years

is the average age of employees who are men

Men



31.31 years

is the average age of employees who are non-binary

Non-binary[†]

Number of FTE 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
Women	330.42	7334.12	16,530.99	17,306.26	18,918.98	19,599.09	21,814.66	21,088.42	18,190.54	11,890.72	4928.73	157,932.93
Men	163.93	2494.23	7341.06	9007.24	9736.73	9767.25	10,537.51	10,416.43	9174.53	5900.72	2844.16	77,383.79
Non-binary[†]	1.00	28.37	53.67	17.32	12.32	8.34	2.80	4.28	1.00	1.90	0.00	131.00
Total	495.35	9856.72	23,925.72	26,330.82	28,668.03	29,374.68	32,354.97	31,509.13	27,366.07	17,793.34	7772.89	235,447.72

Percentage of FTE 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
Women	66.70%	74.41%	69.09%	65.73%	65.99%	66.72%	67.42%	66.93%	66.47%	66.83%	63.41%	67.08%
Men	33.10%	25.30%	30.69%	34.20%	33.97%	33.25%	32.57%	33.06%	33.53%	33.16%	36.59%	32.86%
Non-binary	0.20%	0.29%	0.22%	0.07%	0.04%	0.03%	0.01%	0.01%	0.00%	0.01%	0.00%	0.06%
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%

Average age by location

Wide Bay	46.69	Toowoomba	45.24	Brisbane Inner City	44.04
Sunshine Coast	46.38	Brisbane - North	44.94	Ipswich	43.94
Brisbane - West	45.88	Moreton Bay - North	44.57	Mackay - Isaac - Whitsunday	43.85
Darling Downs - Maranoa	45.86	Gold Coast	44.35	Logan - Beaudesert	43.33
Brisbane - East	45.57	Central Queensland	44.27	Queensland - Outback	43.09
Moreton Bay - South	45.53	Brisbane - South	44.18	Queensland public sector average age	44.63
Cairns	45.48	Townsville	44.14		

[†] Queensland Health employees, who commenced appointment from December 2020 nominating non-binary as their gender.

Appendix A – Data by FTE and headcount

The following appendix presents FTE and headcount data across all Budget paper no. 2 agencies and other entities for both employment type and gender.

Number of FTE by appointment type and agency at March 2021

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Agriculture and Fisheries	1802.28	173.48	2.08	22.62	2000.46
Department of Children, Youth Justice and Multicultural Affairs	4069.87	593.91	110.07	36.00	4809.85
Department of Communities, Housing and Digital Economy	3441.16	243.48	16.40	51.00	3752.04
Department of Education	61,201.57	10,801.10	2,835.09	132.30	74,970.06
Department of Employment, Small Business and Training	468.44	56.50	0.00	13.50	538.44
Department of Energy and Public Works	1450.27	79.06	0.00	29.60	1558.93
Department of Environment and Science	2464.93	174.33	9.91	35.35	2684.52
Department of Justice and Attorney-General	2747.44	448.08	86.71	82.53	3364.76
Department of Regional Development, Manufacturing and Water	524.37	14.37	0.00	11.80	550.54
Department of Resources	1427.98	32.47	0.79	19.00	1480.24
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1578.49	160.25	154.92	16.00	1909.66
Department of State Development, Infrastructure, Local Government and Planning	745.93	83.69	0.00	49.80	879.42
Department of the Premier and Cabinet	291.40	78.80	0.61	24.51	395.32
Department of Tourism, Innovation and Sport	340.59	30.80	0.99	39.20	411.58
Department of Transport and Main Roads	6346.75	566.80	319.21	105.44	7338.20
Electoral Commission Queensland	49.70	6.80	0.00	6.00	62.50
Office of the Inspector-General of Emergency Management	13.60	1.00	0.00	1.00	15.60
Public Safety Business Agency	950.83	91.37	0.31	47.20	1089.71
Public Service Commission	53.40	2.30	0.00	4.00	59.70
Public Trustee	509.26	77.67	5.74	3.00	595.67
Queensland Audit Office	175.11	10.00	1.52	0.95	187.58
Queensland Corrective Services	5390.33	383.28	80.22	66.00	5919.83
Queensland Fire and Emergency Services	3054.30	99.94	203.59	17.00	3374.83
Queensland Health	73,271.43	18,316.91	2791.23	427.11	94,806.68
Queensland Police Service	14,876.00	377.89	2.33	234.60	15,490.82
Queensland Treasury	984.54	48.74	0.50	58.50	1092.28
TAFE Queensland	2882.10	872.57	229.28	78.46	4062.41
Sector sub-total: Budget paper 2 agencies	191,112.07	33,825.59	6,851.50	1,612.47	233,401.63
Other entities	Permanent	Temporary	Casual	Contract	Total
Legal Aid Queensland	486.05	70.57	0.00	7.00	563.62
Office of the Health Ombudsman	108.47	7.30	0.00	5.00	120.77
Queensland Art Gallery	183.89	45.07	56.78	5.00	290.74
Queensland Family and Child Commission	53.64	3.88	0.00	6.47	63.99
Queensland Human Rights Commission	34.08	7.20	0.00	1.00	42.28
Queensland Museum	166.11	48.32	31.94	4.00	250.37
Resources Safety and Health Queensland	209.50	35.50	2.06	61.00	308.06
State Library of Queensland	228.50	31.24	10.30	5.00	275.04
Trade and Investment Queensland	96.32	25.90	0.00	9.00	131.22
Sector sub-total: Other entities	1566.56	274.98	101.08	103.47	2046.09
Sector total	192,678.63	34,100.57	6,952.58	1,715.94	235,447.72

Headcount by appointment type and agency at March 2021

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Agriculture and Fisheries	1884	181	11	23	2099
Department of Children, Youth Justice and Multicultural Affairs	4363	633	160	36	5192
Department of Communities, Housing and Digital Economy	3701	255	34	51	4041
Department of Education	71,705	14,988	7,875	135	94,703
Department of Employment, Small Business and Training	499	59	0	14	572
Department of Energy and Public Works	1488	80	0	30	1598
Department of Environment and Science	2593	185	22	36	2836
Department of Justice and Attorney-General	2972	489	169	88	3718
Department of Regional Development, Manufacturing and Water	556	15	0	12	583
Department of Resources	1522	36	3	19	1580
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1661	171	260	16	2108
Department of State Development, Infrastructure, Local Government and Planning	795	88	0	50	933
Department of the Premier and Cabinet	312	81	2	26	421
Department of Tourism, Innovation and Sport	356	34	2	40	432
Department of Transport and Main Roads	6682	598	2018	107	9405
Electoral Commission Queensland	51	7	0	6	64
Office of the Inspector-General of Emergency Management	15	1	0	1	17
Public Safety Business Agency	974	95	1	49	1119
Public Service Commission	57	3	0	4	64
Public Trustee	539	82	9	3	633
Queensland Audit Office	184	10	3	1	198
Queensland Corrective Services	5553	397	155	66	6171
Queensland Fire and Emergency Services	3101	104	1929	17	5151
Queensland Health	85,285	21,819	6,024	871	113,999
Queensland Police Service	15,274	404	7	235	15,920
Queensland Treasury	1035	51	2	59	1147
TAFE Queensland	3065	972	528	79	4644
Sector sub-total: Budget paper 2 agencies	216,222	41,838	19,214	2,074	279,348
Other entities	Permanent	Temporary	Casual	Contract	Total
Legal Aid Queensland	535	79	0	7	621
Office of the Health Ombudsman	117	8	0	5	130
Queensland Art Gallery	221	55	127	5	408
Queensland Family and Child Commission	57	4	0	7	68
Queensland Human Rights Commission	38	8	0	1	47
Queensland Museum	187	62	93	4	346
Resources Safety and Health Queensland	216	36	4	61	317
State Library of Queensland	259	40	29	5	333
Trade and Investment Queensland	98	27	0	9	134
Sector sub-total: Other entities	1728	319	253	104	2404
Sector total	217,950	42,157	19,467	2,178	281,752

Number of FTE and percentage by gender and agency

Agency	FTE				Percentage		
	Women	Men	Non-Binary [†]	Total	Women	Men	Non-Binary [†]
Department of Agriculture and Fisheries	839.59	1160.87	–	2000.46	41.97%	58.03%	0.00%
Department of Children, Youth Justice and Multicultural Affairs	3563.79	1246.06	–	4809.85	74.09%	25.91%	0.00%
Department of Communities, Housing and Digital Economy	2403.54	1348.50	–	3752.04	64.06%	35.94%	0.00%
Department of Education	57,616.07	17,353.99	–	74,970.06	76.85%	23.15%	0.00%
Department of Employment, Small Business and Training	374.73	163.71	–	538.44	69.60%	30.40%	0.00%
Department of Energy and Public Works	533.85	1025.08	–	1558.93	34.24%	65.76%	0.00%
Department of Environment and Science	1267.49	1417.03	–	2684.52	47.21%	52.79%	0.00%
Department of Justice and Attorney-General	2296.47	1068.29	–	3364.76	68.25%	31.75%	0.00%
Department of Regional Development, Manufacturing and Water	274.17	276.37	–	550.54	49.80%	50.20%	0.00%
Department of Resources	813.67	666.57	–	1480.24	54.97%	45.03%	0.00%
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1272.97	636.69	–	1909.66	66.66%	33.34%	0.00%
Department of State Development, Infrastructure, Local Government and Planning	567.07	312.35	–	879.42	64.48%	35.52%	0.00%
Department of the Premier and Cabinet	269.11	126.21	–	395.32	68.07%	31.93%	0.00%
Department of Tourism, Innovation and Sport	254.12	157.46	–	411.58	61.74%	38.26%	0.00%
Department of Transport and Main Roads	3392.80	3945.40	–	7338.20	46.23%	53.77%	0.00%
Electoral Commission Queensland	35.50	27.00	–	62.50	56.80%	43.20%	0.00%
Office of the Inspector-General of Emergency Management	11.60	4.00	–	15.60	74.36%	25.64%	0.00%
Public Safety Business Agency	373.94	715.77	–	1089.71	34.32%	65.68%	0.00%
Public Service Commission	45.70	14.00	–	59.70	76.55%	23.45%	0.00%
Public Trustee	439.97	155.70	–	595.67	73.86%	26.14%	0.00%
Queensland Audit Office	95.96	91.62	–	187.58	51.16%	48.84%	0.00%
Queensland Corrective Services	2530.70	3389.13	–	5919.83	42.75%	57.25%	0.00%
Queensland Fire and Emergency Services	675.55	2699.28	–	3374.83	20.02%	79.98%	0.00%
Queensland Health	68,068.67	26,607.01	131.00	94,806.68	71.80%	28.06%	0.14%
Queensland Police Service	5494.83	9995.99	–	15,490.82	35.47%	64.53%	0.00%
Queensland Treasury	602.85	489.43	–	1092.28	55.19%	44.81%	0.00%
TAFE Queensland	2476.53	1585.88	–	4062.41	60.96%	39.04%	0.00%
Sector sub-total: Budget paper 2 agencies	156,591.24	76,679.39	131.00	233,401.63	67.09%	32.85%	0.06%

Other entities	FTE				Percentage		
	Women	Men	Non-Binary [†]	Total	Women	Men	Non-Binary [†]
Legal Aid Queensland	432.22	131.40	–	563.62	76.69%	23.31%	0.00%
Office of the Health Ombudsman	84.97	35.80	–	120.77	70.36%	29.64%	0.00%
Queensland Art Gallery	176.89	113.85	–	290.74	60.84%	39.16%	0.00%
Queensland Family and Child Commission	48.99	15.00	–	63.99	76.56%	23.44%	0.00%
Queensland Human Rights Commission	35.28	7.00	–	42.28	83.44%	16.56%	0.00%
Queensland Museum	158.72	91.65	–	250.37	63.39%	36.61%	0.00%
Resources Safety and Health Queensland	128.26	179.80	–	308.06	41.63%	58.37%	0.00%
State Library of Queensland	193.14	81.90	–	275.04	70.22%	29.78%	0.00%
Trade and Investment Queensland	83.22	48.00	–	131.22	63.42%	36.58%	0.00%
Sector sub-total: Other entities	1341.69	704.40	–	2046.09	65.57%	34.43%	0.00%
Sector total	157,932.93	77,383.79	131.00	235,447.72	67.08%	32.87%	0.06%

[†] Queensland Health employees, who commenced appointment from December 2020 nominating non-binary as their gender.

Headcount and percentage by gender and agency

Agency	Headcount				Percentage		
	Women	Men	Non-Binary [†]	Total	Women	Men	Non-Binary [†]
Department of Agriculture and Fisheries	918	1181	–	2099	43.74%	56.26%	0.00%
Department of Children, Youth Justice and Multicultural Affairs	3896	1296	–	5192	75.04%	24.96%	0.00%
Department of Communities, Housing and Digital Economy	2650	1391	–	4041	65.58%	34.42%	0.00%
Department of Education	74,683	20,020	–	94,703	78.86%	21.14%	0.00%
Department of Employment, Small Business and Training	407	165	–	572	71.15%	28.85%	0.00%
Department of Energy and Public Works	561	1037	–	1598	35.11%	64.89%	0.00%
Department of Environment and Science	1399	1437	–	2836	49.33%	50.67%	0.00%
Department of Justice and Attorney-General	2590	1128	–	3718	69.66%	30.34%	0.00%
Department of Regional Development, Manufacturing and Water	301	282	–	583	51.63%	48.37%	0.00%
Department of Resources	894	686	–	1580	56.58%	43.42%	0.00%
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1407	701	–	2108	66.75%	33.25%	0.00%
Department of State Development, Infrastructure, Local Government and Planning	614	319	–	933	65.81%	34.19%	0.00%
Department of the Premier and Cabinet	292	129	–	421	69.36%	30.64%	0.00%
Department of Tourism, Innovation and Sport	273	159	–	432	63.19%	36.81%	0.00%
Department of Transport and Main Roads	4989	4416	–	9405	53.05%	46.95%	0.00%
Electoral Commission Queensland	37	27	–	64	57.81%	42.19%	0.00%
Office of the Inspector-General of Emergency Management	13	4	–	17	76.47%	23.53%	0.00%
Public Safety Business Agency	395	724	–	1119	35.30%	64.70%	0.00%
Public Service Commission	50	14	–	64	78.13%	21.88%	0.00%
Public Trustee	475	158	–	633	75.04%	24.96%	0.00%
Queensland Audit Office	104	94	–	198	52.53%	47.47%	0.00%
Queensland Corrective Services	2683	3488	–	6171	43.48%	56.52%	0.00%
Queensland Fire and Emergency Services	944	4207	–	5151	18.33%	81.67%	0.00%
Queensland Health	83,977	29,879	143	113,999	73.66%	26.21%	0.13%
Queensland Police Service	5852	10,068	–	15,920	36.76%	63.24%	0.00%
Queensland Treasury	649	498	–	1147	56.58%	43.42%	0.00%
TAFE Queensland	2898	1746	–	4644	62.40%	37.60%	0.00%
Sector sub-total: Budget paper 2 agencies	193,951	85,254	143	279,348	69.43%	30.52%	0.05%

Other entities	Headcount				Percentage		
	Women	Men	Non-Binary [†]	Total	Women	Men	Non-Binary [†]
Legal Aid Queensland	483	138	–	621	77.78%	22.22%	0.00%
Office of the Health Ombudsman	93	37	–	130	71.54%	28.46%	0.00%
Queensland Art Gallery	262	146	–	408	64.22%	35.78%	0.00%
Queensland Family and Child Commission	53	15	–	68	77.94%	22.06%	0.00%
Queensland Human Rights Commission	40	7	–	47	85.11%	14.89%	0.00%
Queensland Museum	236	110	–	346	68.21%	31.79%	0.00%
Resources Safety and Health Queensland	136	181	–	317	42.90%	57.10%	0.00%
State Library of Queensland	238	95	–	333	71.47%	28.53%	0.00%
Trade and Investment Queensland	85	49	–	134	63.43%	36.57%	0.00%
Sector sub-total: Other entities	1626	778	–	2404	67.64%	32.36%	0.00%
Sector total	195,577	86,032	143	281,752	69.42%	30.53%	0.05%

[†] Queensland Health employees, who commenced appointment from December 2020 nominating non-binary as their gender.

Headcount by employment status, gender and sector

Full-time

	Women		Men		Non-binary [†]		Total
Education sector	38,321	36.86%	15,906	23.22%	–	0.00%	54,227
Health sector	40,140	38.61%	21,689	31.66%	113	100.00%	61,942
Rest of sector	25,513	24.54%	30,918	45.13%	–	0.00%	56,431
Total sector	103,974	100.00%	68,513	100.00%	113	100.00%	172,600

Part-time

	Women		Men		Non-binary [†]		Total
Education sector	32,852	41.99%	3865	33.84%	–	0.00%	36,717
Health sector	39,305	50.24%	6706	58.71%	22	100.00%	46,033
Rest of sector	6083	7.77%	852	7.46%	–	0.00%	6935
Total sector	78,240	100.00%	11,423	100.00%	22	100.00%	89,685

Casual

	Women		Men		Non-binary [†]		Total
Education sector	6408	47.95%	1995	32.73%	–	0.00%	8403
Health sector	4532	33.91%	1484	24.34%	8	100.00%	6024
Rest of sector	2423	18.13%	2617	42.93%	–	0.00%	5040
Total sector	13,363	100.00%	6096	100.00%	8	100.00%	19,467

Total

	Women		Men		Non-binary [†]		Total
Education sector	77,581	39.67%	21,766	25.30%	–	0.00%	99,347
Health sector	83,977	42.94%	29,879	34.73%	143	100.00%	113,999
Rest of sector	34,019	17.39%	34,387	39.97%	–	0.00%	68,406
Total sector	195,577	100.00%	86,032	100.00%	143	100.00%	281,752

[†] Queensland Health employees, who commenced appointment from December 2020 nominating non-binary as their gender.

Number of FTE by appointment type by sector and gender

Permanent

	Women		Men		Non-binary [†]		Total
Education sector	48,866.45	37.95%	15,217.22	23.82%	–	0.00%	64,083.67
Health sector	53,804.53	41.78%	19,459.49	30.46%	7.41	100.00%	73,271.43
Rest of sector	26,109.64	20.27%	29,213.89	45.72%	–	0.00%	55,323.53
Total sector	128,780.62	100.00%	63,890.60	100.00%	7.41	100.00%	192,678.63

Temporary

	Women		Men		Non-binary [†]		Total
Education sector	8853.50	37.49%	2820.17	27.20%	–	0.00%	11,673.67
Health sector	12,087.15	51.18%	6112.36	58.95%	117.40	100.00%	18,316.91
Rest of sector	2674.12	11.32%	1435.87	13.85%	–	0.00%	4109.99
Total sector	23,614.77	100.00%	10,368.40	100.00%	117.40	100.00%	34,100.57

Casual

	Women		Men		Non-binary [†]		Total
Education sector	2270.59	46.62%	793.78	38.22%	–	0.00%	3064.37
Health sector	2007.99	41.23%	778.05	37.46%	5.19	100.00%	2791.23
Rest of sector	591.98	12.15%	505.00	24.32%	–	0.00%	1096.98
Total sector	4870.56	100.00%	2076.83	100.00%	5.19	100.00%	6952.58

Contract

	Women		Men		Non-binary [†]		Total
Education sector	102.06	15.30%	108.70	10.37%	–	0.00%	210.76
Health sector	169	25.34%	257.11	24.53%	1	100.00%	427.11
Rest of sector	395.92	59.36%	682.15	65.09%	–	0.00%	1078.07
Total sector	666.98	100.00%	1047.96	100.00%	1.00	100.00%	1715.94

Total

	Women		Men		Non-binary [†]		Total
Education sector	60,092.60	38.05%	18,939.87	24.48%	–	0.00%	79,032.47
Health sector	68,068.67	43.10%	26,607.01	34.38%	131.00	100.00%	94,806.68
Rest of sector	29,771.66	18.85%	31,836.91	41.14%	–	0.00%	61,608.57
Total sector	157,932.93	100.00%	77,383.79	100.00%	131.00	100.00%	235,447.72

[†] Queensland Health employees, who commenced appointment from December 2020 nominating non-binary as their gender.

Appendix B – Definitions

Appointment type	Either permanent, temporary, contract or casual (refer to specific definitions for each term).
ANZSCO (occupation code)	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. Refer to abs.gov.au/ANZSCO
Annual earnings (FTE)	Annual earnings are calculated on the salary plus regular allowances paid to employees at their actual FTE. Information on earnings is collected as at the snapshot date and is extrapolated over a 12-month period.
Casual employment	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. Casual employment is characterised by its ad hoc nature with each engagement standing alone.
Contract	Includes senior executives and chief executives and equivalents contracted under the Public Service Act 2008 or similar provisions in other relevant Acts. Also includes employees on common law contracts.
Corporate services roles	Provide organisation-wide support enabling the public sector to deliver the Queensland Government's objectives for the community.
Employment status	Either full-time, part-time, 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.
Full-time equivalent (FTE)	The ratio of an individual's working hours to the relevant award full-time standard hours for the work being performed.
Frontline (including key frontline roles) and frontline support roles	Deliver services, programs and outcomes directly to the community, or provide essential support enabling the development and delivery of frontline services, programs and outcomes. Delivery can be via government centres, telephone, online or in-field.
Headcount	A count of people who were employed and paid at the time of the snapshot.
Key frontline roles	Deliver key services and are immediately recognisable to the community, they are a subset of frontline and frontline support roles.
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 where an employee works.
Non-binary	An umbrella term describing gender identities that are not exclusively male or female.
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.
Fixed term temporary	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. Where temporary appointment type is referred to in this report it is to be read as fixed term temporary employment.

