

Queensland public sector workforce profile

September 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 30 September 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 culturally and linguistically diverse backgrounds and women in leadership.

Changes to data collection and categories

Comparison of data with prior reports should always be made with caution. Over time the scope of data collected and terminology used for some categories has evolved, meaning direct comparisons can not always be made from year to year.

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.

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.

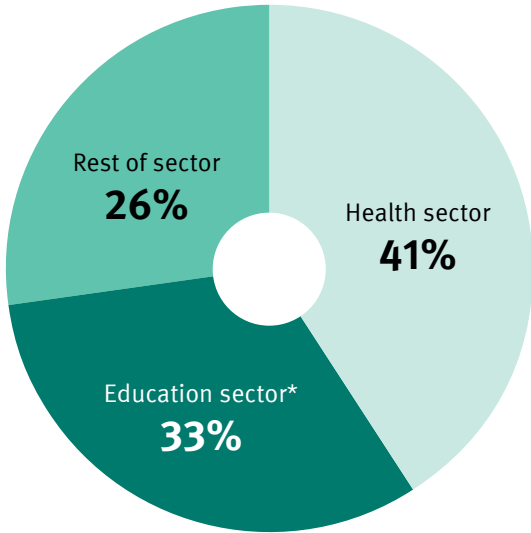
² Actual means the agency where the FTE is actually paid from.

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).

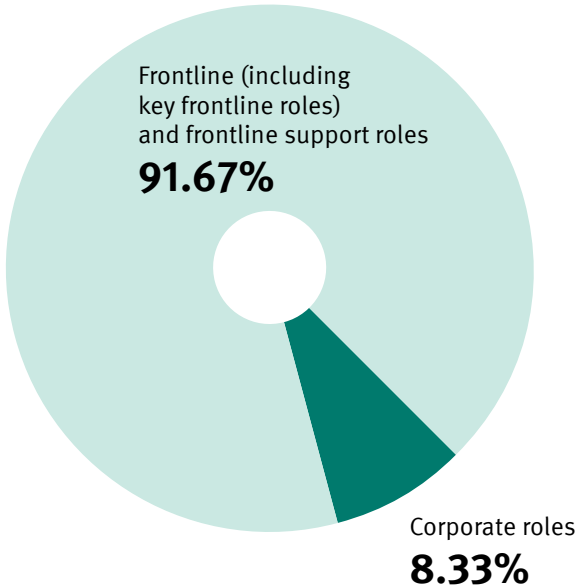
Workforce at a glance

Sector



*Education sector includes TAFE Queensland

Occupation type



Key frontline roles



Teachers and teacher aides
58,726.99



Nurses and midwives
37,518.15



Police
11,927.49



Correction officers
4327.08



Allied health
(health practitioners,
professional and technical)
14,586.48



Doctors
10,629.20



Ambulance officers
4734.73



Firefighters
2608.24



TAFE teachers and tutors
1966.39



Child safety case workers
1758.57

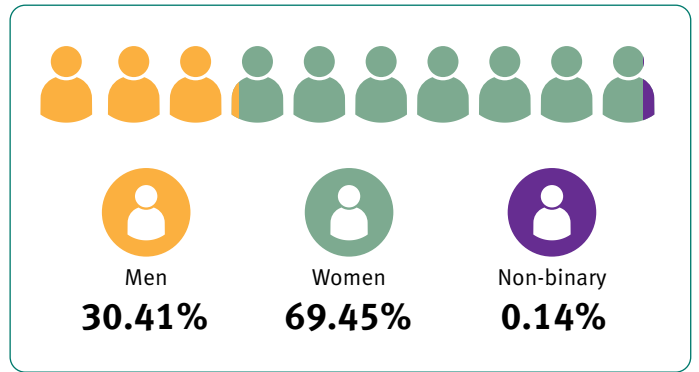
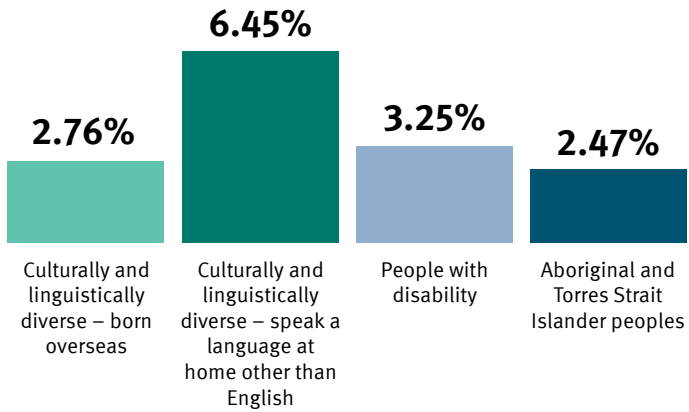


Disability support workers
1064.19



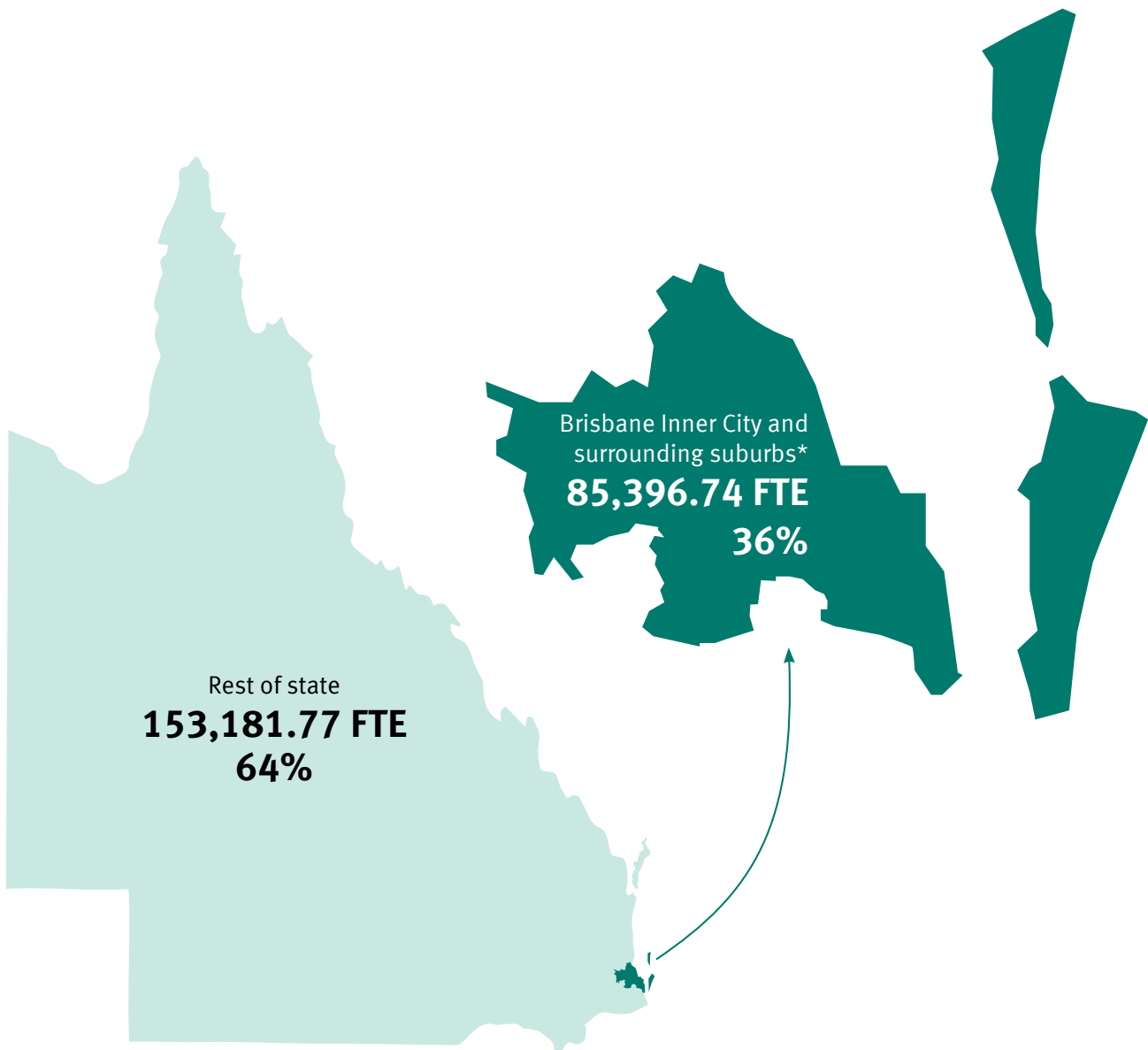
Youth and case workers
934.31

Diversity



All diversity data is measured by headcount.

Location



There
are238,582.57
full-time equivalent (FTE)in the
sector

Workforce size

Agency	March 2021	September 2021	Variance	% Variance
Department of Agriculture and Fisheries	2000.46	1967.61	-32.85	-1.64%
Department of Children, Youth Justice and Multicultural Affairs	4809.85	4965.56	155.71	3.24%
Department of Communities, Housing and Digital Economy	3752.04	3300.05	-451.99	-12.05%
Department of Education	74,970.06	75,205.64	235.58	0.31%
Department of Employment, Small Business and Training	538.44	537.33	-1.11	-0.21%
Department of Energy and Public Works	1558.93	1947.39	388.46	24.92%
Department of Environment and Science	2684.52	2696.89	12.37	0.46%
Department of Justice and Attorney-General	3364.76	3388.23	23.47	0.70%
Department of Regional Development, Manufacturing and Water	550.54	553.21	2.67	0.48%
Department of Resources	1480.24	1316.09	-164.15	-11.09%
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1909.66	1874.19	-35.47	-1.86%
Department of State Development, Infrastructure, Local Government and Planning	879.42	867.23	-12.19	-1.39%
Department of the Premier and Cabinet	395.32	385.54	-9.78	-2.47%
Department of Tourism, Innovation and Sport	411.58	396.7	-14.88	-3.62%
Department of Transport and Main Roads	7338.2	7395.24	57.04	0.78%
Electoral Commission Queensland	62.5	63.8	1.3	2.08%
Office of the Inspector-General of Emergency Management	15.6	17.05	1.45	9.29%
Public Safety Business Agency (1) (2)	1089.71		-1089.71	-100.00%
Public Service Commission	59.7	61.53	1.83	3.07%
Public Trustee	595.67	568.03	-27.64	-4.64%
Queensland Audit Office	187.58	179.63	-7.95	-4.24%
Queensland Corrective Services	5919.83	6481.55	561.72	9.49%
Queensland Fire and Emergency Services	3374.83	3546.2	171.37	5.08%
Queensland Health	94,806.68	97,015.52	2208.84	2.33%
Queensland Police Service	15,490.82	16,489.12	998.3	6.44%
Queensland Treasury	1092.28	1093.6	1.32	0.12%
TAFE Queensland	4062.41	4170.37	107.96	2.66%
Sector sub-total: Budget paper 2 agencies	233,401.63	236,483.30	3081.67	1.32%
Other entities	March 2021	September 2021	Variance	% Variance
Legal Aid Queensland	563.62	566.32	2.7	0.48%
Office of the Health Ombudsman	120.77	124.88	4.11	3.40%
Queensland Art Gallery	290.74	345.21	54.47	18.73%
Queensland Family and Child Commission	63.99	60.46	-3.53	-5.52%
Queensland Human Rights Commission	42.28	46.35	4.07	9.63%
Queensland Museum	250.37	245.8	-4.57	-1.83%
Resources Safety and Health Queensland	308.06	306.5	-1.56	-0.51%
State Library of Queensland	275.04	277.13	2.09	0.76%
Trade and Investment Queensland	131.22	126.62	-4.6	-3.51%
Sector sub-total: Other entities	2046.09	2099.27	53.18	2.60%
Sector total	235,447.72	238,582.57	3134.85	1.33%

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 91.67 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.

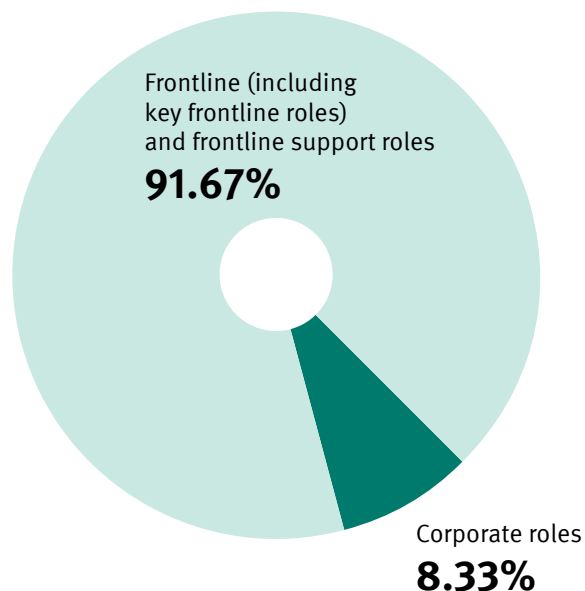
Frontline and frontline support roles (including key frontline roles)	FTE
Teacher and teacher aides	58,726.99
Nurses and midwives	37,518.15
Allied health	14,586.48
General clerks	14,292.34
Police	11,927.49
Doctors	10,629.20
Commercial cleaners	4915.63
Ambulance officers	4734.73
Correctional officers	4327.08
Program or project administrators	3799.91
Labourers	3164.05
Firefighters	2608.24
Office managers	2274.50
TAFE teachers/tutors	1966.39
Child safety case workers	1758.57
Information officers	1267.61
Gardeners (general)	1183.53
Policy and planning managers	1147.04
Waiters (catering officer/canteen assistant)	1075.56
Disability support workers	1064.19
Roles <1,000 FTE	35,742.74
Total	218,710.42

Corporate service roles	FTE
Information and communications technology	4877.31
Human resources	4203.18
Accounting and finance	3153.89
Property and facilities	1443.07
Procurement and contract management	1339.23
Communication, media and marketing	1028.67
Executive services and support	1027.37
Governance and strategy	1011.89
Information management	833.95
Legal services	390.15
Audit services	284.71
Corporate services management	278.73
Total	19,872.15

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.

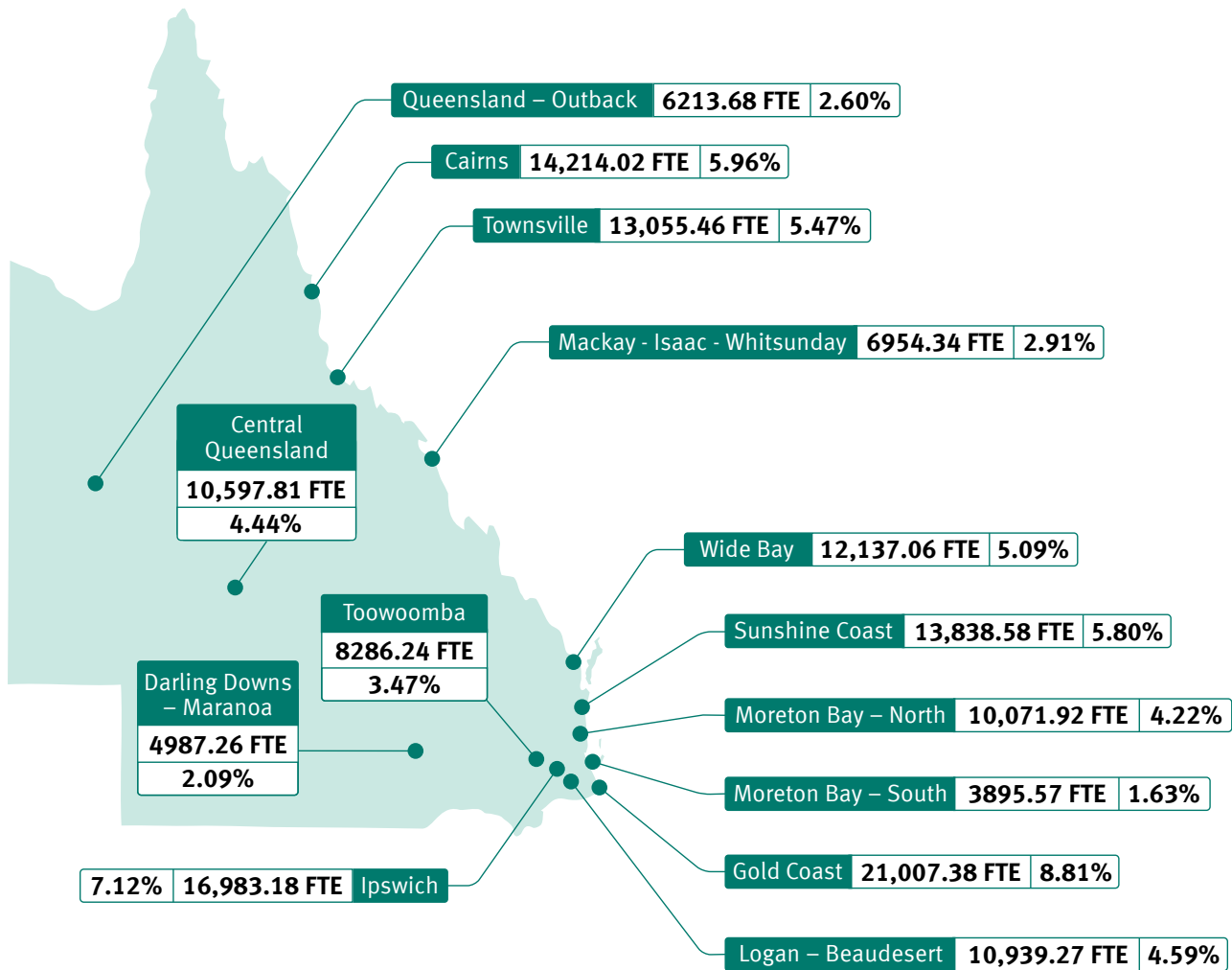
Examples include, but are not limited to:

- 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.

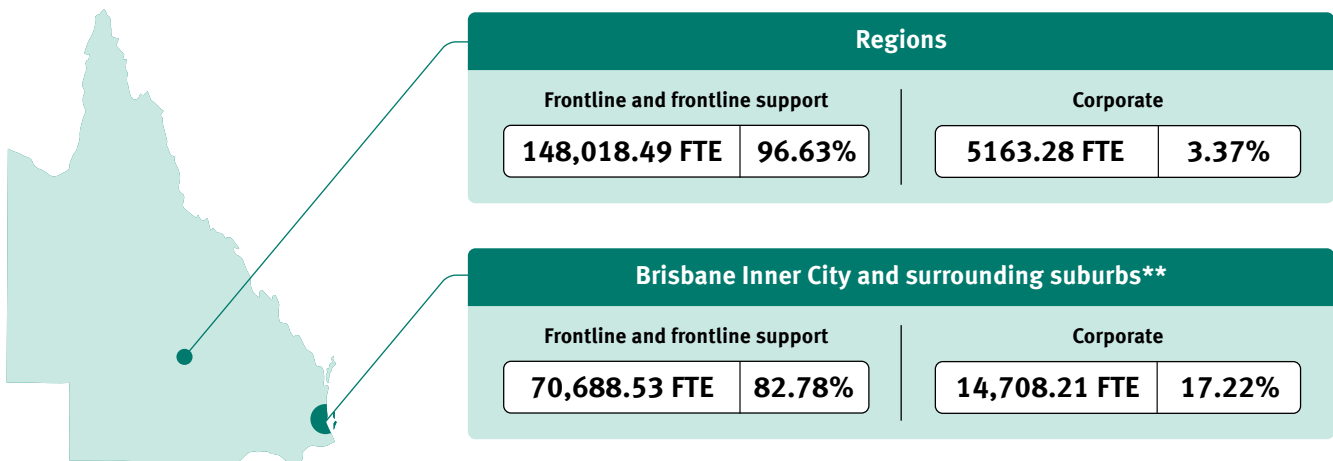


Location*

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	5328.40	98.76%	66.92	1.24%	5395.32	2.26%
Brisbane – North	9205.86	92.94%	699.17	7.06%	9905.03	4.15%
Brisbane – South	17,856.68	94.73%	993.3	5.27%	18,849.98	7.90%
Brisbane – West	3668.89	99.38%	23	0.62%	3691.89	1.55%
Brisbane Inner City	34,628.70	72.82%	12,925.82	27.18%	47,554.52	19.93%
Cairns	13,582.34	95.56%	631.68	4.44%	14,214.02	5.96%
Central Queensland	10,217.56	96.41%	380.25	3.59%	10,597.81	4.44%
Darling Downs – Maranoa	4875.35	97.76%	111.91	2.24%	4987.26	2.09%
Gold Coast	20,315.44	96.71%	691.94	3.29%	21,007.38	8.81%
Ipswich	16,429.60	96.74%	553.58	3.26%	16,983.18	7.12%
Logan – Beaudesert	10,644.34	97.30%	294.93	2.70%	10,939.27	4.59%
Mackay – Isaac – Whitsunday	6745.76	97.00%	208.58	3.00%	6954.34	2.91%
Moreton Bay – North	9918.86	98.48%	153.06	1.52%	10071.92	4.22%
Moreton Bay – South	3848.87	98.80%	46.7	1.20%	3895.57	1.63%
Queensland – Outback	6014.96	96.80%	198.72	3.20%	6213.68	2.60%
Sunshine Coast	13,254.57	95.78%	584.01	4.22%	13,838.58	5.80%
Toowoomba	7817.51	94.34%	468.73	5.66%	8286.24	3.47%
Townsville	12,552.15	96.14%	503.31	3.86%	13,055.46	5.47%
Wide Bay	11,801.18	97.23%	335.88	2.77%	12,137.06	5.09%
Queensland	218,707.02	91.67%	19,871.49	8.33%	238,578.51	100.00%

*Excludes interstate and overseas employees.

Employment type

Permanent



4 out of 5
employees are permanent employees

Temporary / Casual



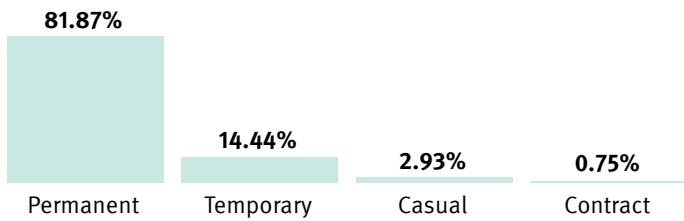
70.60%
of temporary and casual employees are women

Part-time

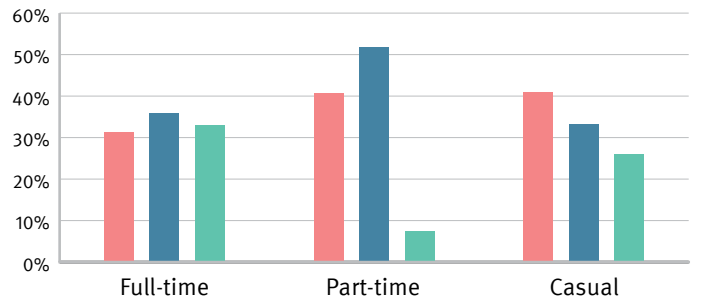
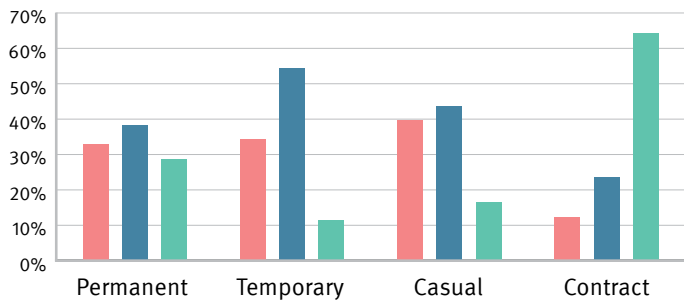
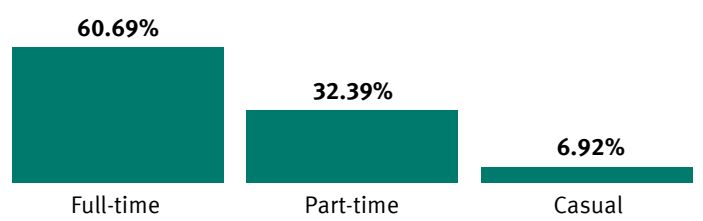


86.98%
of part-time employees are women

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	64,541.09	81.31%	11,834.68	14.91%	2782.11	3.50%	218.13	0.27%	79,376.01
Health sector	74,815.10	77.12%	18,715.65	19.29%	3061.60	3.16%	423.17	0.44%	97,015.52
Rest of sector	55,972.72	90.00%	3,908.61	6.28%	1,156.79	1.86%	1,152.92	1.85%	62,191.04
Total sector	195,328.91	81.87%	34,458.94	14.44%	7000.50	2.93%	1794.22	0.75%	238,582.57

Headcount by employment status and sector

	Full-time		Part-time		Casual		Sector total (Headcount)
	Headcount	%	Headcount	%	Headcount	%	
Education sector	54,443	54.25%	37,812	37.68%	8108	8.08%	100,363
Health sector	62,406	53.31%	48,102	41.09%	6554	5.60%	117,062
Rest of sector	57,084	82.52%	6,928	10.02%	5,163	7.46%	69,175
Total sector	173,933	60.85%	92,842	32.15%	19,825	7.00%	286,600

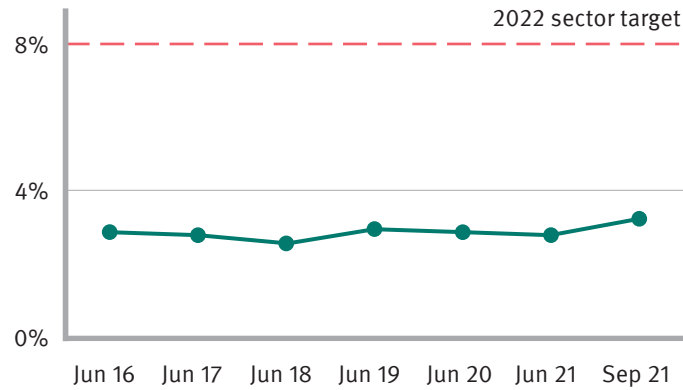
Diversity

The sector is committed to achieving a diverse and inclusive workforce reflective of the Queensland community. The category non-English speaking background (NESB) has for the first time, been replaced with people from culturally and linguistically diverse backgrounds (CALD), aligning to national standards. The dataset for CALD is different to NESB and the two datasets can not be directly compared. A low response rate was expected for the first collection of CALD data, with work continuing across the sector to encourage people within this category to self-identify and to update their data.

All diversity data is measured by headcount.

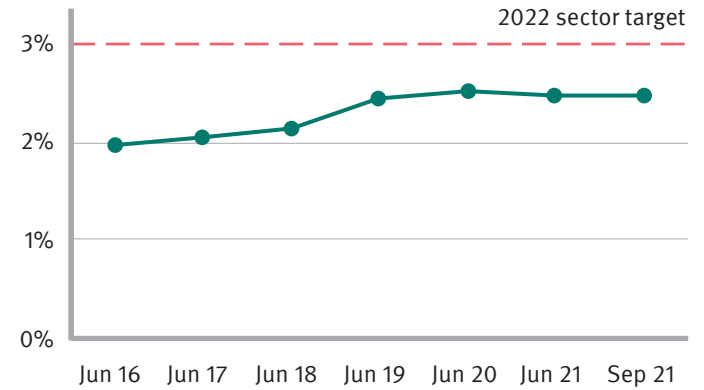
People with disability

People with disability	As a % of sector workforce	2022 sector target
9324	3.25%	8%



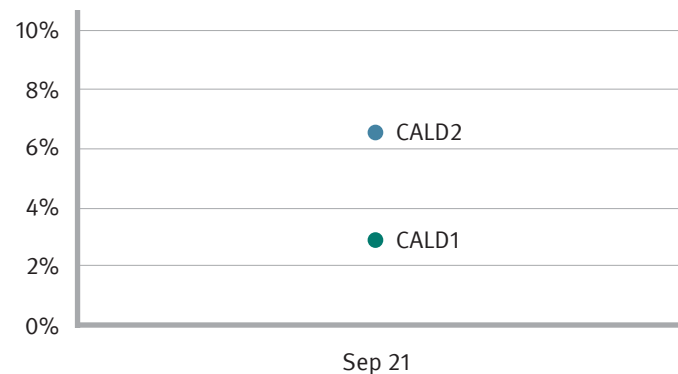
Aboriginal and Torres Strait Islander peoples

Aboriginal and Torres Strait Islander peoples	As a % of sector workforce	2022 sector target
7067	2.47%	3%



People from culturally and linguistically diverse backgrounds

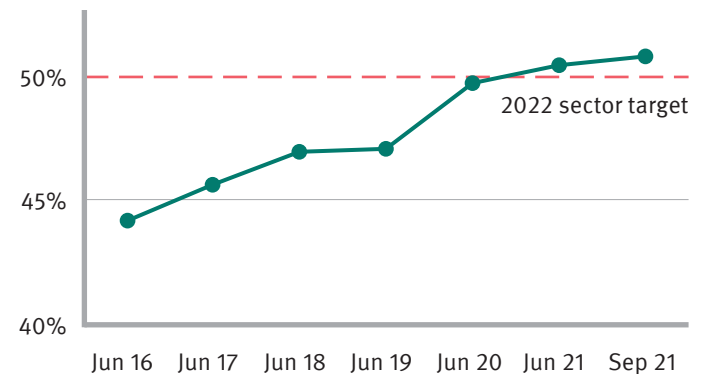
CALD1		CALD2	
Born overseas	As a % of sector workforce	Speak a language at home other than English	As a % of sector workforce
7910	2.76%	18,496	6.45%



Women in leadership

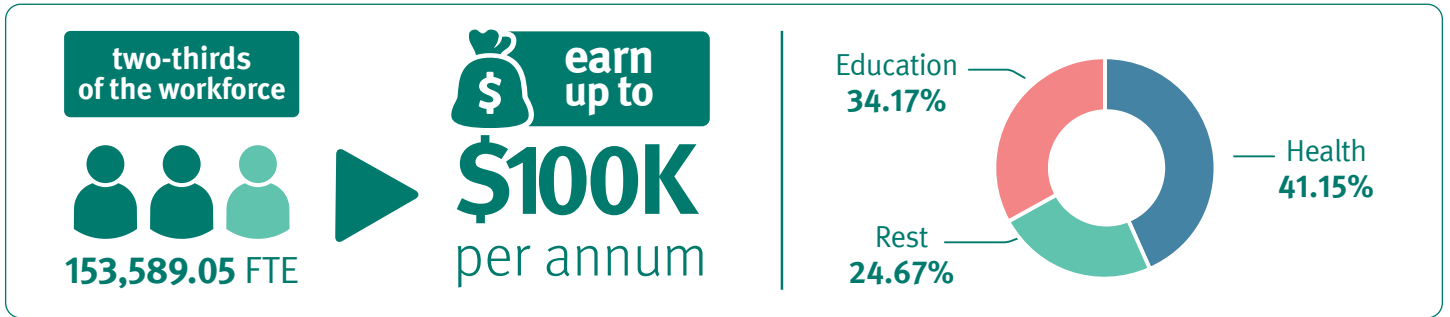
Senior Officer, Senior Executive and Chief Executive in classified roles

Women in leadership	As a % of leadership cohort	2022 sector target
1523	50.87%	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	26,058.33	10.92%	Administration staff, janitor/grounds person, nursing assistants 7,848.45 FTE – 30.12%	Teacher aides, part-time teachers, janitors, grounds staff, TAFE tutors 15,739.40 FTE – 60.40%	Administration officers, some ambulance and fire fighter operational staff, police recruits, horticulture workers 2470.48 FTE – 9.48%
\$50,000 to \$99,999	127,530.72	53.45%	Nurses, ambulance officers, health practitioners, medical and science technicians 55,357.84 FTE – 43.41%	Teachers, TAFE teachers 36,747.03 FTE – 28.81%	Fire fighters, police officers, administration officers, prison and security officers, social and welfare professionals, legal officers 35,425.85 FTE – 27.78%
\$100,000 to \$119,999	46,987.40	19.69%	Clinical nurses, consultant/manager/educator, clinical and registered nurses, health practitioners 15,692.93 FTE – 33.40%	Senior teachers, senior TAFE teachers 18,689.98 FTE – 39.78%	Legal professionals, architects, designers, planners and surveyors, engineers, police officers, detectives 12,604.49 FTE – 26.83%
\$120,000 to \$149,999	30,572.11	12.81%	Nursing directors/assistant directors of nursing, clinical nurses, medical staff, health practitioners 13,013.89 FTE – 42.57%	Principals and deputy principals, senior teachers, senior officers 7336.36 FTE – 24.00%	Senior police officers, senior officers, legal professionals, building and engineering technicians, health and welfare services managers 10,221.86 FTE – 33.44%
\$150,000 to \$179,999	3633.15	1.52%	Medical staff including visiting medical staff, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing 2256.22 FTE – 62.10%	Principals including executive principals, senior executives 606.84 FTE – 16.70%	Commissioned police officers, senior executives, building and engineering technicians, air and marine transport professionals 770.09 FTE – 21.20%
\$180,000 and above	3800.86	1.59%	Medical staff including visiting medical staff, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing 2846.19 FTE – 74.88%	Principals including executive principals, senior executives 256.40 FTE – 6.75%	Commissioned police officers, chief executives, senior executives, legal professionals, general managers, legislators 698.27 FTE – 18.37%

Age profile



44.61 years

is the average age of all employees

All employees



44.48 years

is the average age of employees who are women

Women



44.93 years

is the average age of employees who are men

Men



35.93 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	351.72	7369.05	16,816.52	17,470.03	19,118.60	19,957.19	21,709.11	21,666.77	18,243.79	12,129.02	5250.60	160,082.40
Men	177.96	2563.44	7462.63	9145.66	9887.52	9799.36	10,452.64	10,524.98	9274.79	5928.27	2924.90	78,142.15
Non-binary	1.30	37.80	102.29	63.70	47.47	28.37	20.39	25.36	22.35	7.75	1.24	358.02
Total	530.98	9970.29	24,381.44	26,679.39	29,053.59	29,784.92	32,182.14	32,217.11	27,540.93	18,065.04	8176.74	238,582.57

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	66.24%	73.91%	68.97%	65.48%	65.80%	67.00%	67.46%	67.25%	66.24%	67.14%	64.21%	67.10%
Men	33.52%	25.71%	30.61%	34.28%	34.03%	32.90%	32.48%	32.67%	33.68%	32.82%	35.77%	32.75%
Non-binary	0.24%	0.38%	0.42%	0.24%	0.16%	0.10%	0.06%	0.08%	0.08%	0.04%	0.02%	0.15%
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	46.73	Toowoomba	45.11	Brisbane Inner City	43.99
Sunshine Coast	46.28	Brisbane – North	44.79	Mackay – Isaac – Whitsunday	43.84
Brisbane – West	46.15	Moreton Bay – North	44.45	Ipswich	43.79
Darling Downs – Maranoa	45.9	Gold Coast	44.35	Logan – Beaudesert	43.48
Brisbane – East	45.65	Central Queensland	44.32	Queensland – Outback	43.09
Cairns	45.47	Townsville	44.21	Queensland public sector average age	44.61
Moreton Bay – South	45.43	Brisbane – South	44.15		

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 September 2021

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Agriculture and Fisheries	1788.75	150.91	2.95	25.00	1967.61
Department of Children, Youth Justice and Multicultural Affairs	4322.65	468.77	138.14	36.00	4965.56
Department of Communities, Housing and Digital Economy	3022.24	226.36	9.45	42.00	3300.05
Department of Education	61,608.60	10,902.08	2,559.76	135.20	75,205.64
Department of Employment, Small Business and Training	469.42	49.91	0.00	18.00	537.33
Department of Energy and Public Works	1808.32	103.14	0.00	35.93	1947.39
Department of Environment and Science	2461.12	188.88	12.64	34.25	2696.89
Department of Justice and Attorney-General	2725.93	488.77	89.35	84.18	3388.23
Department of Regional Development, Manufacturing and Water	524.37	18.10	0.00	10.74	553.21
Department of Resources	1279.55	17.40	0.39	18.75	1316.09
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1549.89	148.27	160.03	16.00	1874.19
Department of State Development, Infrastructure, Local Government and Planning	759.34	58.28	0.00	49.61	867.23
Department of the Premier and Cabinet	286.78	72.85	0.00	25.91	385.54
Department of Tourism, Innovation and Sport	340.72	19.80	0.98	35.20	396.70
Department of Transport and Main Roads	6426.63	551.18	314.83	102.60	7395.24
Electoral Commission Queensland	53.90	3.90	0.00	6.00	63.80
Office of the Inspector-General of Emergency Management	16.05	0.00	0.00	1.00	17.05
Public Service Commission	49.18	5.35	0.00	7.00	61.53
Public Trustee	488.02	69.49	8.02	2.50	568.03
Queensland Audit Office	170.10	7.40	1.13	1.00	179.63
Queensland Corrective Services	5949.62	405.61	73.32	53.00	6481.55
Queensland Fire and Emergency Services	3239.22	88.16	202.82	16.00	3546.20
Queensland Health	74,815.10	18,715.65	3061.60	423.17	97,015.52
Queensland Police Service	15,683.61	425.68	4.93	374.90	16,489.12
Queensland Treasury	976.12	57.98	2.40	57.10	1093.60
TAFE Queensland	2932.49	932.60	222.35	82.93	4170.37
Sector sub-total: Budget paper 2 agencies	193,747.72	34,176.52	6,865.09	1,693.97	236,483.30
Other entities	Permanent	Temporary	Casual	Contract	Total
Legal Aid Queensland	483.05	73.27	0.00	10.00	566.32
Office of the Health Ombudsman	109.93	10.00	0.00	4.95	124.88
Queensland Art Gallery	192.51	61.78	85.92	5.00	345.21
Queensland Family and Child Commission	50.16	4.80	0.00	5.50	60.46
Queensland Human Rights Commission	34.05	11.40	0.00	0.90	46.35
Queensland Museum	165.88	43.80	32.12	4.00	245.80
Resources Safety and Health Queensland	219.98	29.78	1.84	54.90	306.50
State Library of Queensland	226.31	30.29	15.53	5.00	277.13
Trade and Investment Queensland	99.32	17.30	0.00	10.00	126.62
Sector sub-total: Other entities	1581.19	282.42	135.41	100.25	2099.27
Sector total	195,328.91	34,458.94	7,000.50	1,794.22	238,582.57

Headcount by appointment type and agency at September 2021

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Agriculture and Fisheries	1869	159	13	25	2066
Department of Children, Youth Justice and Multicultural Affairs	4648	504	197	36	5385
Department of Communities, Housing and Digital Economy	3254	241	28	42	3565
Department of Education	72,855	14,977	7,439	138	95,409
Department of Employment, Small Business and Training	503	53	0	18	574
Department of Energy and Public Works	1877	105	0	36	2018
Department of Environment and Science	2605	202	25	35	2867
Department of Justice and Attorney-General	2959	535	184	90	3768
Department of Regional Development, Manufacturing and Water	553	19	0	12	584
Department of Resources	1366	19	1	19	1405
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1622	155	260	16	2053
Department of State Development, Infrastructure, Local Government and Planning	822	60	0	51	933
Department of the Premier and Cabinet	310	76	0	27	413
Department of Tourism, Innovation and Sport	358	21	2	36	417
Department of Transport and Main Roads	6773	585	2051	104	9513
Electoral Commission Queensland	56	4	0	6	66
Office of the Inspector-General of Emergency Management	18	0	0	1	19
Public Service Commission	55	6	0	7	68
Public Trustee	519	79	12	3	613
Queensland Audit Office	178	8	2	1	189
Queensland Corrective Services	6133	419	137	53	6742
Queensland Fire and Emergency Services	3291	95	1946	16	5348
Queensland Health	87,260	22,392	6,554	856	117,062
Queensland Police Service	16,130	447	10	375	16,962
Queensland Treasury	1031	60	7	58	1156
TAFE Queensland	3143	1056	669	86	4954
Sector sub-total: Budget paper 2 agencies	220,188	42,277	19,537	2,147	284,149
Other entities	Permanent	Temporary	Casual	Contract	Total
Legal Aid Queensland	528	81	0	10	619
Office of the Health Ombudsman	118	11	0	5	134
Queensland Art Gallery	225	74	160	5	464
Queensland Family and Child Commission	54	5	0	6	65
Queensland Human Rights Commission	38	13	0	1	52
Queensland Museum	187	56	82	4	329
Resources Safety and Health Queensland	228	30	4	55	317
State Library of Queensland	255	39	42	5	341
Trade and Investment Queensland	102	18	0	10	130
Sector sub-total: Other entities	1735	327	288	101	2451
Sector total	221,923	42,604	19,825	2,248	286,600

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	821.17	1146.44	0.00	1967.61	41.73%	58.27%	0.00%
Department of Children, Youth Justice and Multicultural Affairs	3672.83	1285.35	7.38	4965.56	73.97%	25.89%	0.15%
Department of Communities, Housing and Digital Economy	2173.18	1125.87	1.00	3300.05	65.85%	34.12%	0.03%
Department of Education	57,643.53	17,431.06	131.05	75,205.64	76.65%	23.18%	0.17%
Department of Employment, Small Business and Training	376.87	158.56	1.90	537.33	70.14%	29.51%	0.35%
Department of Energy and Public Works	702.14	1244.25	1.00	1947.39	36.06%	63.89%	0.05%
Department of Environment and Science	1270.75	1419.79	6.35	2696.89	47.12%	52.65%	0.24%
Department of Justice and Attorney-General	2299.31	1087.32	1.60	3388.23	67.86%	32.09%	0.05%
Department of Regional Development, Manufacturing and Water	281.06	272.15	0.00	553.21	50.81%	49.19%	0.00%
Department of Resources	725.73	590.36	0.00	1316.09	55.14%	44.86%	0.00%
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1253.14	619.25	1.80	1874.19	66.86%	33.04%	0.10%
Department of State Development, Infrastructure, Local Government and Planning	551.93	314.30	1.00	867.23	63.64%	36.24%	0.12%
Department of the Premier and Cabinet	267.34	118.20	0.00	385.54	69.34%	30.66%	0.00%
Department of Tourism, Innovation and Sport	248.01	148.69	0.00	396.70	62.52%	37.48%	0.00%
Department of Transport and Main Roads	3419.60	3975.64	0.00	7395.24	46.24%	53.76%	0.00%
Electoral Commission Queensland	35.80	28.00	0.00	63.80	56.11%	43.89%	0.00%
Office of the Inspector-General of Emergency Management	13.20	3.85	0.00	17.05	77.42%	22.58%	0.00%
Public Service Commission	47.53	14.00	0.00	61.53	77.25%	22.75%	0.00%
Public Trustee	423.42	143.61	1.00	568.03	74.54%	25.28%	0.18%
Queensland Audit Office	90.29	89.34	0.00	179.63	50.26%	49.74%	0.00%
Queensland Corrective Services	2825.75	3654.80	1.00	6481.55	43.60%	56.39%	0.02%
Queensland Fire and Emergency Services	766.08	2779.12	1.00	3546.20	21.60%	78.37%	0.03%
Queensland Health	69,874.62	26,949.46	191.44	97,015.52	72.02%	27.78%	0.20%
Queensland Police Service	5799.32	10687.80	2.00	16,489.12	35.17%	64.82%	0.01%
Queensland Treasury	592.32	498.28	3.00	1093.60	54.16%	45.56%	0.27%
TAFE Queensland	2542.53	1622.34	5.50	4170.37	60.97%	38.90%	0.13%
Sector sub-total: Budget paper 2 agencies	158,717.45	77,407.83	358.02	236,483.30	67.12%	32.73%	0.15%

Other entities	FTE				Percentage		
	Women	Men	Non-binary	Total	Women	Men	Non-binary
Legal Aid Queensland	436.73	129.59	–	566.32	77.12%	22.88%	–
Office of the Health Ombudsman	80.68	44.20	–	124.88	64.61%	35.39%	–
Queensland Art Gallery	200.15	145.06	–	345.21	57.98%	42.02%	–
Queensland Family and Child Commission	49.46	11.00	–	60.46	81.81%	18.19%	–
Queensland Human Rights Commission	37.43	8.92	–	46.35	80.76%	19.24%	–
Queensland Museum	158.86	86.94	–	245.80	64.63%	35.37%	–
Resources Safety and Health Queensland	124.44	182.06	–	306.50	40.60%	59.40%	–
State Library of Queensland	199.58	77.55	–	277.13	72.02%	27.98%	–
Trade and Investment Queensland	77.62	49.00	–	126.62	61.30%	38.70%	–
Sector sub-total: Other entities	1364.95	734.32	–	2099.27	65.02%	34.98%	–

Sector total	160,082.40	78,142.15	358.02	238,582.57	67.10%	32.75%	0.15%
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Headcount and percentage by gender and agency

Agency	Headcount				Percentage		
	Women	Men	Non-binary	Total	Women	Men	Non-binary
Department of Agriculture and Fisheries	897	1169	0.00	2066	43.42%	56.58%	0.00%
Department of Children, Youth Justice and Multicultural Affairs	4037	1340	8.00	5385	74.97%	24.88%	0.15%
Department of Communities, Housing and Digital Economy	2397	1167	1.00	3565	67.24%	32.73%	0.03%
Department of Education	75,094	20,160	155.00	95,409	78.71%	21.13%	0.16%
Department of Employment, Small Business and Training	410	162	2.00	574	71.43%	28.22%	0.35%
Department of Energy and Public Works	753	1264	1.00	2018	37.31%	62.64%	0.05%
Department of Environment and Science	1401	1459	7.00	2867	48.87%	50.89%	0.24%
Department of Justice and Attorney-General	2616	1150	2.00	3768	69.43%	30.52%	0.05%
Department of Regional Development, Manufacturing and Water	307	277	0.00	584	52.57%	47.43%	0.00%
Department of Resources	799	606	0.00	1405	56.87%	43.13%	0.00%
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1374	677	2.00	2053	66.93%	32.98%	0.10%
Department of State Development, Infrastructure, Local Government and Planning	610	322	1.00	933	65.38%	34.51%	0.11%
Department of the Premier and Cabinet	291	122	0.00	413	70.46%	29.54%	0.00%
Department of Tourism, Innovation and Sport	267	150	0.00	417	64.03%	35.97%	0.00%
Department of Transport and Main Roads	5046	4467	0.00	9513	53.04%	46.96%	0.00%
Electoral Commission Queensland	38	28	0.00	66	57.58%	42.42%	0.00%
Office of the Inspector-General of Emergency Management	15	4	0.00	19	78.95%	21.05%	0.00%
Public Service Commission	54	14	0.00	68	79.41%	20.59%	0.00%
Public Trustee	467	145	1.00	613	76.18%	23.65%	0.16%
Queensland Audit Office	98	91	0.00	189	51.85%	48.15%	0.00%
Queensland Corrective Services	2987	3754	1.00	6742	44.30%	55.68%	0.01%
Queensland Fire and Emergency Services	1046	4301	1.00	5348	19.56%	80.42%	0.02%
Queensland Health	86,443	30,399	220	117,062	73.84%	25.97%	0.19%
Queensland Police Service	6187	10,773	2.00	16,962	36.48%	63.51%	0.01%
Queensland Treasury	644	509	3.00	1156	55.71%	44.03%	0.26%
TAFE Queensland	3106	1842	6.00	4954	62.70%	37.18%	0.12%
Sector sub-total: Budget paper 2 agencies	197,384	86,352	413	284,149	69.46%	30.39%	0.15%
Other entities	Headcount				Percentage		
	Women	Men	Non-binary	Total	Women	Men	Non-binary
Legal Aid Queensland	484	135	-	619	78.19%	21.81%	-
Office of the Health Ombudsman	89	45	-	134	66.42%	33.58%	-
Queensland Art Gallery	288	176	-	464	62.07%	37.93%	-
Queensland Family and Child Commission	54	11	-	65	83.08%	16.92%	-
Queensland Human Rights Commission	42	10	-	52	80.77%	19.23%	-
Queensland Museum	226	103	-	329	68.69%	31.31%	-
Resources Safety and Health Queensland	132	185	-	317	41.64%	58.36%	-
State Library of Queensland	251	90	-	341	73.61%	26.39%	-
Trade and Investment Queensland	81	49	-	130	62.31%	37.69%	-
Sector sub-total: Other entities	1647	804	-	2451	67.20%	32.80%	-
Sector total	199,031	87,156	413	286,600	69.45%	30.41%	0.14%

Headcount by employment status, gender and sector

Full-time

	Women		Men		Non-binary		Total
Education sector	38,353	36.61%	15,993	23.22%	97	34.40%	54,443
Health sector	40,600	38.75%	21,647	31.43%	159	56.38%	62,406
Rest of sector	25,821	24.64%	31,237	45.35%	26	9.22%	57,084
Total sector	104,774	100.00%	68,877	100.00%	282	100.00%	173,933

Part-time

	Women		Men		Non-binary		Total
Education sector	33,721	41.76%	4034	33.66%	57	55.88%	37,812
Health sector	40,963	50.72%	7100	59.25%	39	38.24%	48,102
Rest of sector	6073	7.52%	849	7.09%	6	5.88%	6928
Total sector	80,757	100.00%	11,983	100.00%	102	100.00%	92,842

Casual

	Women		Men		Non-binary		Total
Education sector	6126	45.38%	1975	31.37%	7	24.14%	8662
Health sector	4880	36.15%	1652	26.24%	22	75.86%	6554
Rest of sector	2494	18.47%	2669	42.39%	0	0.00%	5163
Total sector	13,500	100.00%	6296	100.00%	29	100.00%	19,927

Total

	Women		Men		Non-binary		Total
Education sector	78,200	39.29%	22,002	25.24%	161	38.98%	100,363
Health sector	86,443	43.43%	30,399	34.88%	220	53.27%	117,062
Rest of sector	34,388	17.28%	34,755	39.88%	32	7.75%	69,175
Total sector	199,031	100.00%	87,156	100.00%	413	100.00%	286,600

Number of FTE by appointment type by sector and gender

Permanent

	Women		Men		Non-binary		Total
Education sector	49,146.06	37.62%	15,289.57	23.69%	105.46	68.92%	64,541.09
Health sector	55,037.47	42.13%	19,758.32	30.62%	19.31	12.62%	74,815.10
Rest of sector	26,457.50	20.25%	29,486.97	45.69%	28.25	18.46%	55,972.72
Total sector	130,641.03	100.00%	64,534.86	100.00%	153.02	100.00%	195,328.91

Temporary

	Women		Men		Non-binary		Total
Education sector	8901.15	37.24%	2904.91	28.02%	28.62	14.87%	11,834.68
Health sector	12,479.98	52.22%	6073.56	58.58%	162.11	84.21%	18,715.65
Rest of sector	2518.13	10.54%	1388.70	13.40%	1.78	0.92%	3908.61
Total sector	23,899.26	100.00%	10,367.17	100.00%	192.51	100.00%	34,458.94

Casual

	Women		Men		Non-binary		Total
Education sector	2032.32	42.10%	747.32	34.57%	2.47	21.50%	2782.11
Health sector	2178.27	45.13%	874.31	40.44%	9.02	78.50%	3061.60
Rest of sector	616.52	12.77%	540.27	24.99%	0	0.00%	1156.79
Total sector	4827.11	100.00%	2161.90	100.00%	11.49	100.00%	7000.50

Contract

	Women		Men		Non-binary		Total
Education sector	106.53	14.90%	111.60	10.35%	0	0.00%	218.13
Health sector	178.9	25.02%	243.27	22.56%	1.00	100.00%	423.17
Rest of sector	429.57	60.08%	723.35	67.09%	0	0.00%	1152.92
Total sector	715.00	100.00%	1078.22	100.00%	1.00	100.00%	1794.22

Total

	Women		Men		Non-binary		Total
Education sector	60,186.06	37.60%	19,053.40	24.38%	136.55	38.14%	79,376.01
Health sector	69,874.62	43.65%	26,949.46	34.49%	191.44	53.47%	97,015.52
Rest of sector	30,021.72	18.75%	32,139.29	41.13%	30.03	8.39%	62,191.04
Total sector	160,082.40	100.00%	78,142.15	100.00%	358.02	100.00%	238,582.57

Appendix B – Definitions

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.
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
Appointment type	Either permanent, temporary, contract or casual (refer to specific definitions for each term).
Brisbane Inner City and surrounding suburbs	Australian Bureau of Statistics (ABS) Australian Statistical Geography Standard (ASGS) Area 4 (SA4) of Brisbane Inner City, Brisbane North, South, East and West.
CALD	Culturally and linguistically diverse.
CALD1	Born overseas in a mainly non-English speaking country.
CALD2	Speak a language at home other than English.
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).
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.
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.
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.
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 men or women.
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.
Regions	Australian Bureau of Statistics (ABS) Australian Statistical Geography Standard (ASGS) Area 4 (SA4) of Cairns, Central Queensland, Darling Downs-Maranoa, Gold Coast, Ipswich, Logan-Beaudesert, Mackay-Isaac-Whitsunday, Moreton Bay North and South, Queensland-Outback, Sunshine Coast, Toowoomba, Townsville and Wide Bay.

