

Queensland public sector workforce profile

Implementing 2018 *Review into Queensland public sector workforce reporting*

September 2019



**Queensland
Government**

Queensland public sector workforce profile*

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(Public Service Commission)



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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 2019.

The new-look format implements a number of changes to improve the accuracy of workforce reporting. The format is in line with recommendations from the 2018 [Review into Queensland public sector workforce reporting](#) by Professor Peter Coaldrake AO (Coaldrake review).

As a result, the profile more 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.

Direct comparison with previous reports should 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.

The impact of implementing these changes to the methodology of the September 2019 workforce profile is not material, being less than 1% (2,202.61 FTE) this period.

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

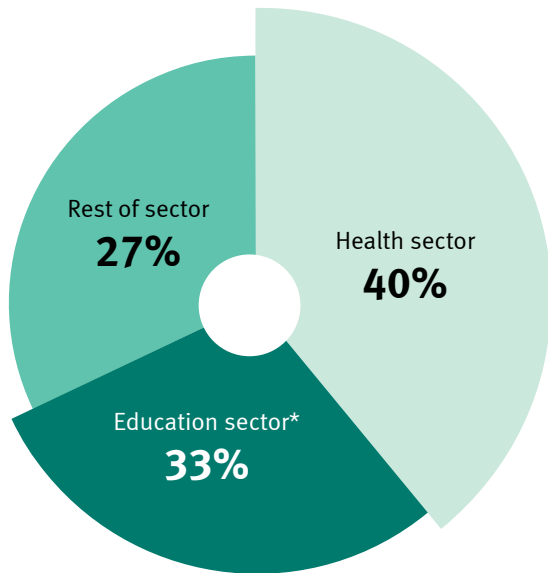
² Actual means the agency where the FTE is actually paid from.

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).

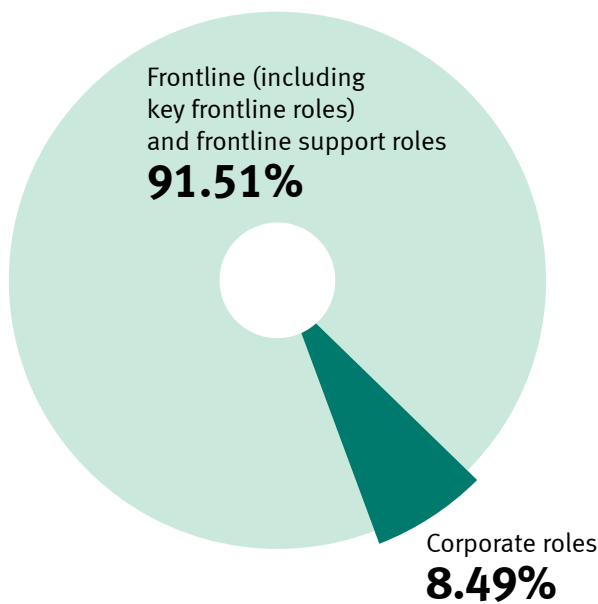
Workforce at a glance

Sector

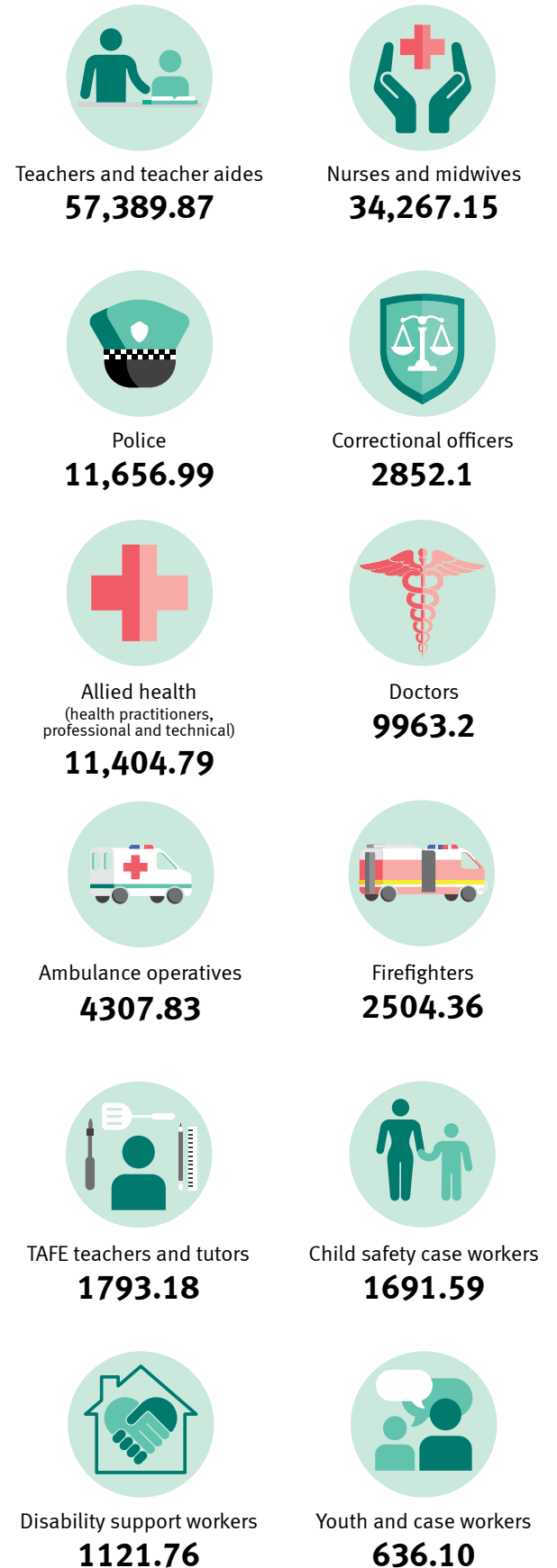


*Education sector includes TAFE Queensland

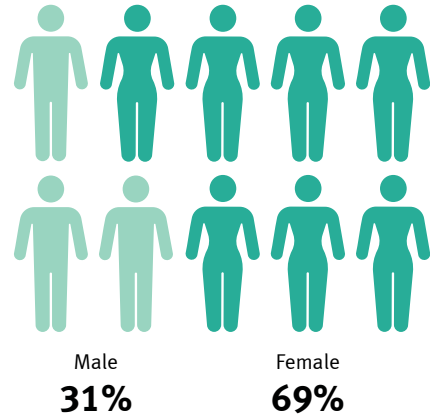
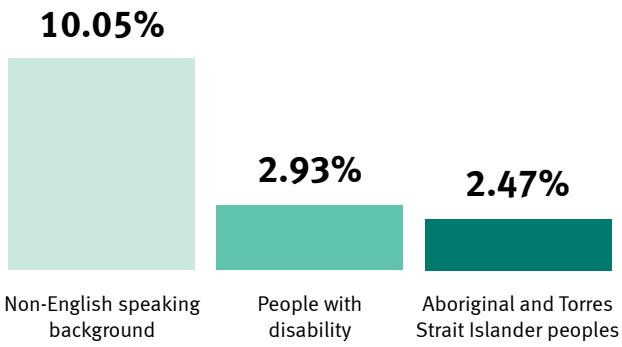
Occupation type



Key frontline roles

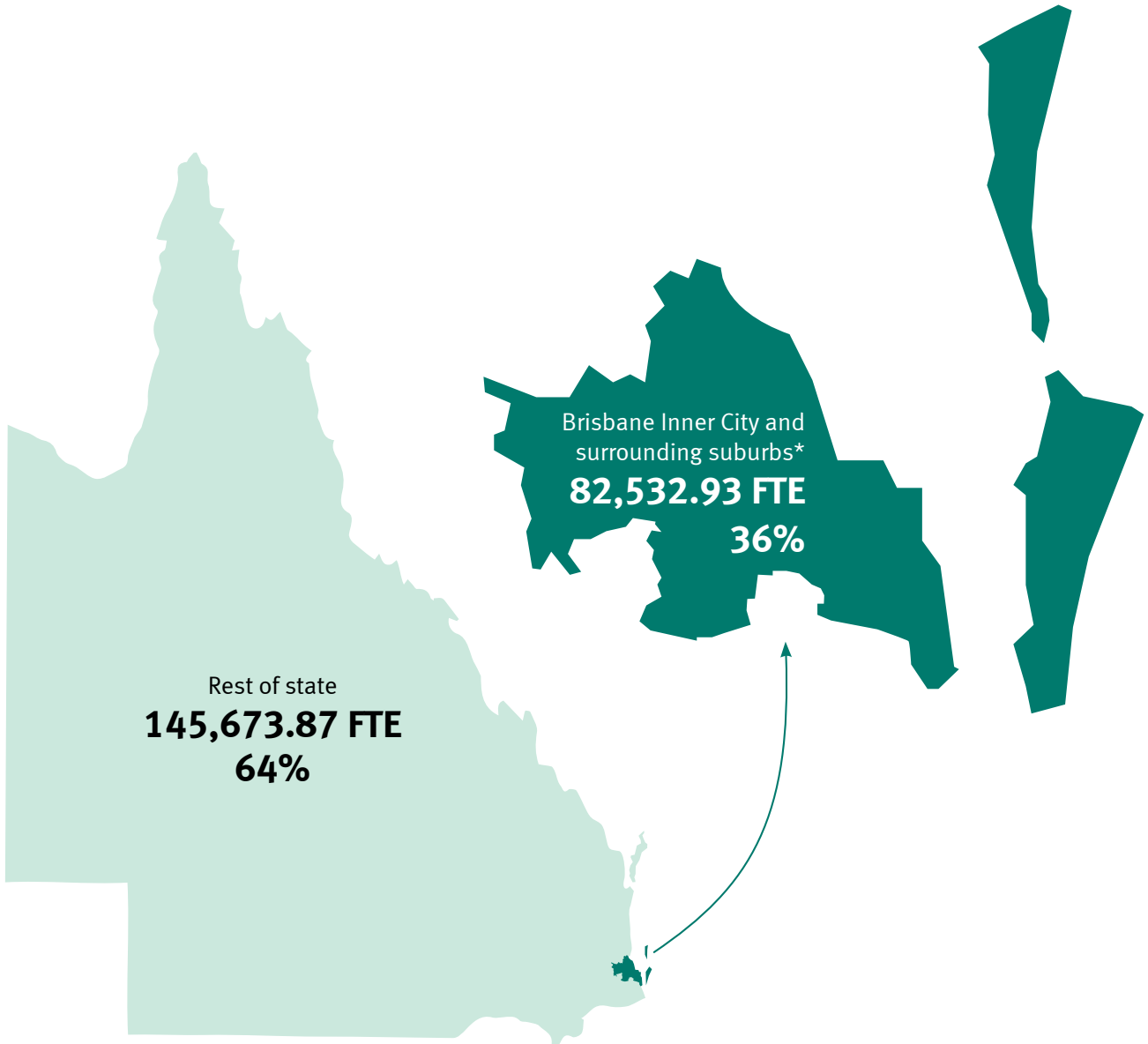


Diversity



All diversity data is measured by headcount.

Location



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

Workforce size



Size of workforce in each agency*

Agency	September 2019
Department of Aboriginal and Torres Strait Islander Partnerships	289.19
Department of Agriculture and Fisheries	2053.17
Department of Child Safety, Youth and Women	3323.22
Department of Communities, Disability Services and Seniors	1808.54
Department of Education	72,851.29
Department of Employment, Small Business and Training	556
Department of Environment and Science	2892.07
Department of Housing and Public Works	5307.04
Department of Innovation and Tourism Industry Development	157.41
Department of Justice and Attorney-General	3315.68
Department of Local Government, Racing and Multicultural Affairs	178.26
Department of Natural Resources, Mines and Energy	2457.07
Department of State Development, Manufacturing, Infrastructure and Planning	910.24
Department of the Premier and Cabinet	417.22
Department of Transport and Main Roads	7120.58
Department of Youth Justice	1530.13
Electorate Commission Queensland	65
Office of the Inspector-General of Emergency Management	20.55
Public Safety Business Agency	1069.45
Public Service Commission	59.05
Public Trustee	596.38
Queensland Audit Office	188.61
Queensland Corrective Services	4996.97
Queensland Fire and Emergency Services	3366.75
Queensland Health	90,909.27
Queensland Police Service	15,146.31
Queensland Treasury	966.52
TAFE Queensland	3896.02
Sector sub-total: Budget paper 2 agencies	226,447.99
Other entities	September 2019
Legal Aid Queensland	574.66
Office of the Health Ombudsman	134.48
Queensland Art Gallery	290.21
Queensland Family and Child Commission	58.21
Queensland Human Rights Commission	39.15
Queensland Museum	260.32
State Library of Queensland	282.11
Trade and Investment Queensland	125.3
Sector sub-total: Other entities	1764.44
Sector total	228,212.43

*Future bi-annual reports will include prior agency six monthly totals.

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 operatives
- teachers, teacher aides, TAFE teachers and tutors
- police
- correctional, probational 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:

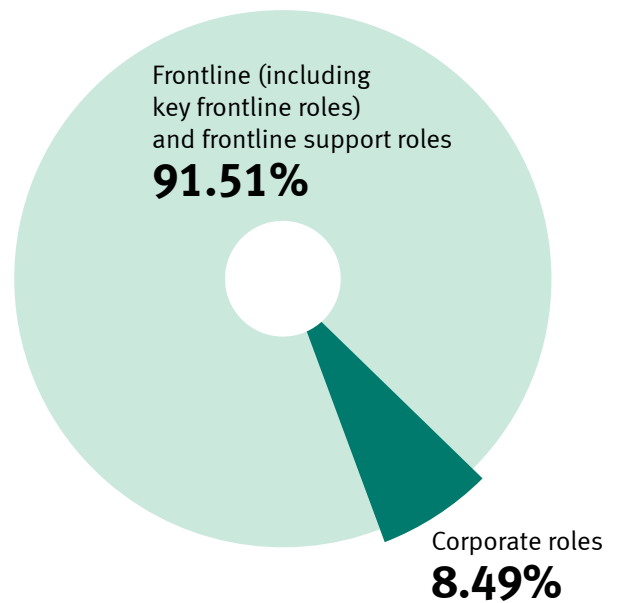
- audit services
- accounting and finance
- communication, media and marketing
- governance and strategy
- human resources
- information management
- information and communications technology
- legal services
- executive services and support
- procurement and contract management
- property and facilities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

Frontline and frontline support roles (including key frontline roles)	FTE
Teachers and teacher aides	57,389.87
Nurses and midwives	34,267.15
General clerks	13,895.59
Police	11,656.99
Allied health	11,404.79
Doctors	9963.20
Commercial cleaners	4309.45
Ambulance operatives	4307.83
Program or project administrators	3794.09
Labourers	3139.01
Correctional officers	2852.10
Firefighters	2504.36
Office managers	2321.18
TAFE teachers/tutors	1793.18
Information officers	1350.86
Gardeners (general)	1156.55
Policy analysts	1138.90
Disability support workers	1121.76
Child safety case workers	1691.59
Waiters (catering officer/canteen assistant)	1077.13
Policy and planning managers	1059.99
Roles <1,000 FTE	36,636.41
Total	208,831.98

Corporate services roles	FTE
Information and communications technology	4944.35
Human resources	4266.98
Accounting and finance	3142.54
Property and facilities	1441.46
Procurement and contract management	1300.62
Communication, media and marketing	1052.16
Governance and strategy	977.57
Information management	840.54
Executive services and support	480.05
Legal services	411.88
Audit services	297.31
Corporate services management	224.99
Total	19,380.45

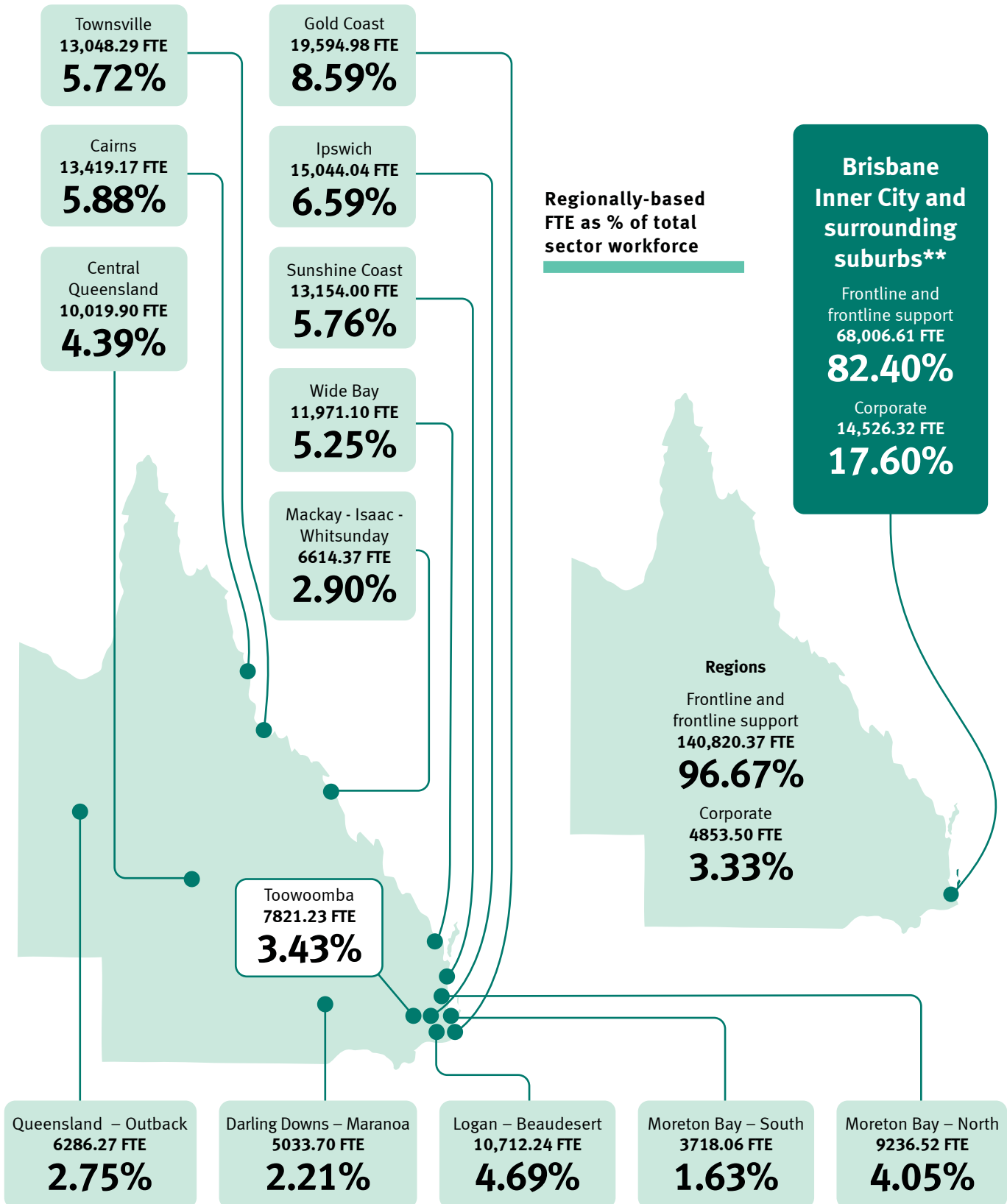
In some cases, corporate-type roles will appear in the frontline and frontline support roles data. In these instances, the support they provide to frontline roles provides a service or outcome directly to the community. Examples include, but are not limited to:

- 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:



* 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	5224.58	99.01%	52.39	0.99%	5276.97	2.31%
Brisbane – North	8887.67	92.58%	712.76	7.42%	9600.43	4.21%
Brisbane – South	17,322.25	95.45%	826.18	4.55%	18,148.43	7.95%
Brisbane – West	3666.06	99.43%	20.9	0.57%	3686.96	1.62%
Brisbane Inner City	32,906.05	71.82%	12,914.09	28.18%	45,820.14	20.08%
Cairns	12,843.07	95.71%	576.1	4.29%	13,419.17	5.88%
Central Queensland	9656.68	96.38%	363.22	3.62%	10,019.90	4.39%
Darling Downs – Maranoa	4928.84	97.92%	104.86	2.08%	5033.70	2.21%
Gold Coast	18,921.40	96.56%	673.58	3.44%	19,594.98	8.59%
Ipswich	14,472.48	96.20%	571.56	3.80%	15,044.04	6.59%
Logan – Beaudesert	10,413.00	97.21%	299.24	2.79%	10,712.24	4.69%
Mackay – Isaac – Whitsunday	6426.93	97.17%	187.44	2.83%	6614.37	2.90%
Moreton Bay – North	9096.90	98.49%	139.62	1.51%	9236.52	4.05%
Moreton Bay – South	3678.26	98.93%	39.8	1.07%	3718.06	1.63%
Queensland – Outback	6112.52	97.24%	173.75	2.76%	6286.27	2.75%
Sunshine Coast	12,668.24	96.31%	485.76	3.69%	13,154.00	5.76%
Toowoomba	7422.66	94.90%	398.57	5.10%	7821.23	3.43%
Townsville	12,546.78	96.16%	501.51	3.84%	13,048.29	5.72%
Wide Bay	11,632.61	97.17%	338.49	2.83%	11,971.10	5.25%
Queensland	208,826.98	91.51%	19,379.82	8.49%	228,206.80	100.00%

*Excludes interstate and overseas employees.

Employment type



4 out of 5 employees are permanent employees

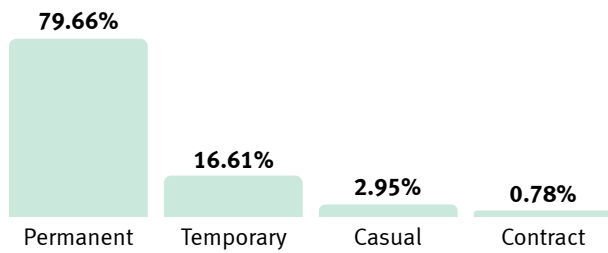


70.78% of temporary and casual employees are women

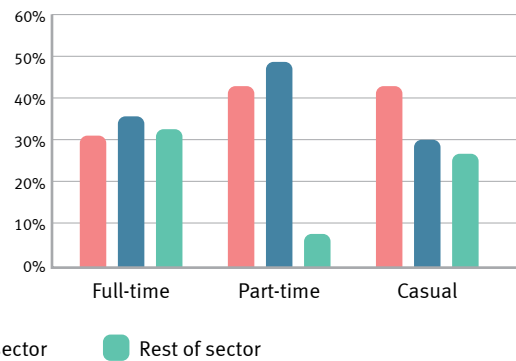
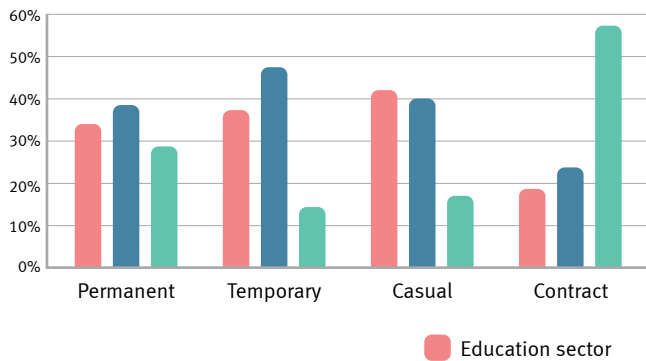
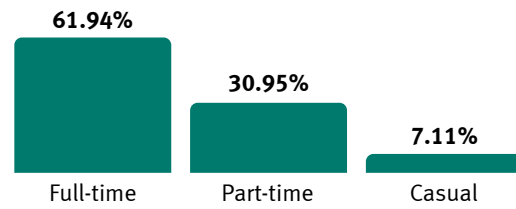


88.01% of part-time employees are women

Percentage of FTE by appointment type



Percentage of head count by employment status



Number of FTE by appointment type and sector

	Permanent		Temporary		Casual		Contract		Sector total (FTE)
	FTE	%	FTE	%	FTE	%	FTE	%	
Education sector	59,388.42	77.38%	14,122.85	18.40%	2893.24	3.77%	342.80	0.45%	76,747.31
Health sector	69,724.53	76.70%	18,035.27	19.84%	2709.55	2.98%	439.92	0.48%	90,909.27
Rest of sector	52,650.28	86.94%	5758.29	9.51%	1140.58	1.88%	1006.70	1.66%	60,555.85
Total sector	181,763.23	79.66%	37,916.41	16.61%	6743.37	2.95%	1789.42	0.78%	228,212.43

Headcount by employment status and sector

	Full-time		Part-time		Casual		Sector total (headcount)
	Headcount	%	Headcount	%	Headcount	%	
Education sector	52,849	54.08%	36,475	37.32%	8405	8.60%	97,729
Health sector	61,170	56.38%	41,506	38.26%	5820	5.36%	108,496
Rest of sector	55,657	82.21%	6785	10.02%	5255	7.76%	67,697
Total sector	169,676	61.94%	84,766	30.95%	19,480	7.11%	273,922

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 2015–2020](#), 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
8026	2.93%	8%

Aboriginal and Torres Strait Islander peoples

Aboriginal and Torres Strait Islander peoples	As a % of sector workforce	2022 sector target
6779	2.47%	3%

People from a non-English speaking background

Non-English speaking background	As a % of sector workforce	2022 sector target
27,528	10.05%	10%

Women in leadership

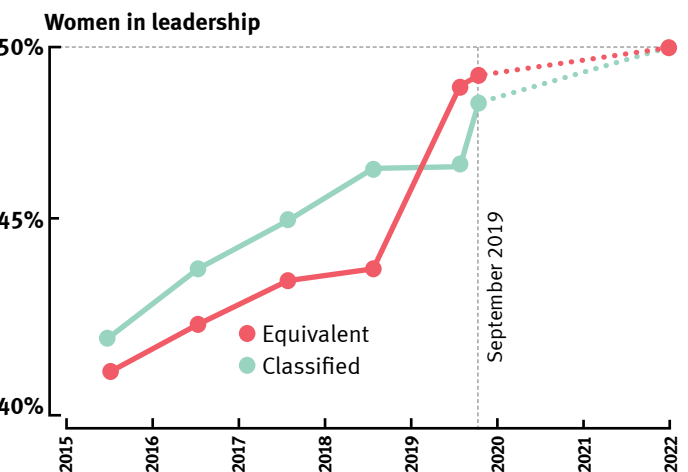
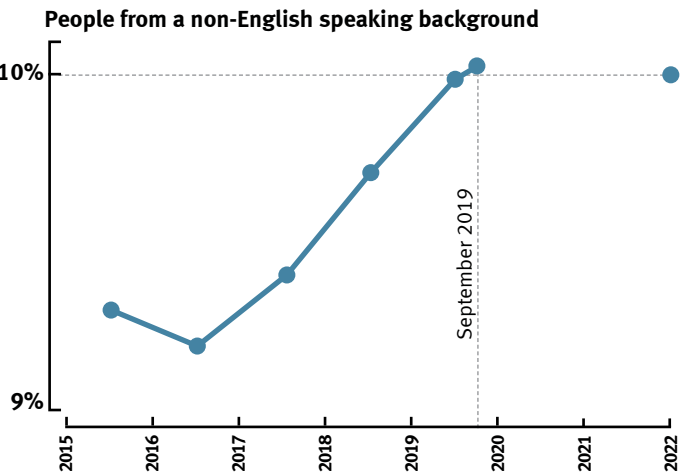
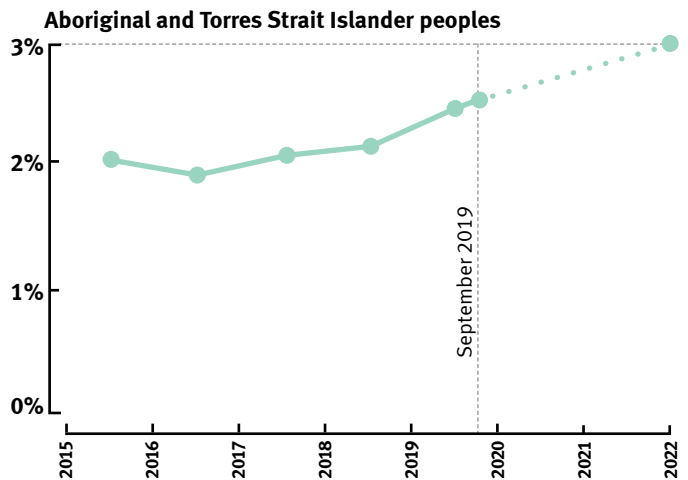
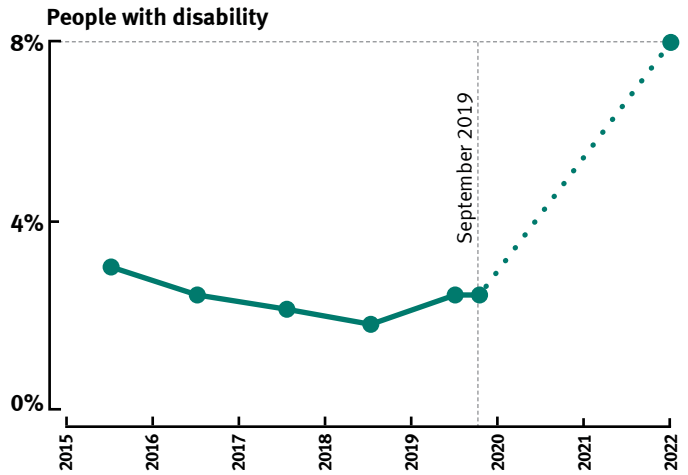
Senior Officer, Senior Executive and Chief Executive in classified roles

Women in leadership	As a % of leadership cohort	2022 sector target
1414	48.69%	50%

Senior Officer, Senior Executive and Chief Executive in classified roles and equivalent

Women in leadership	As a % of leadership cohort	2022 sector target
10,384	49.52%	50%

* Sector governance board consisting of all departmental chief executives and commissioners.



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	29,064.76	12.74%	Administration staff, janitor/grounds person, nursing assistants 7878.37 FTE – 27.11%	Teacher aides, part-time teachers, janitors, grounds staff, TAFE tutors 17,695.43 FTE – 60.88%	Administration officers, some ambulance and fire fighter operational staff, police recruits, horticulture workers 3490.96 – 12.01%
\$50,000 to \$99,999	133,223.11	58.38%	Nurses, ambulance officers, health practitioners, medical and science technicians 56,247.5 FTE – 42.22%	Teachers, TAFE teachers 39,217.57 FTE – 29.44%	Fire fighters, police officers, administration officers, prison and security officers, social and welfare professionals, legal officers 37,758.04 FTE – 28.34%
\$100,000 to \$119,999	40,935.15	17.94%	Clinical nurses, consultant/manager/educator, clinical and registered nurses, health practitioners 12,473.29 FTE – 30.47%	Senior teachers, senior TAFE teachers 15,819.55 FTE – 38.65%	Legal professionals, architects, designers, planners and surveyors, engineers, police officers, detectives 12,642.31 FTE – 30.88%
\$120,000 to \$149,999	19,361.08	8.48%	Nursing directors/assistant directors of nursing, clinical nurses, medical staff, health practitioners 10,296.07 FTE – 53.18%	Principals and deputy principals, senior teachers, senior officers 3491.89 FTE – 18.04%	Senior police officers, senior officers, legal professionals, building and engineering technicians, health and welfare services managers 5573.12 FTE – 28.79%
\$150,000 to \$179,999	2,335.98	1.02%	Medical staff including visiting medical staff, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing 1554.34 FTE – 66.54%	Principals including executive principals, senior executives 334.77 FTE – 14.33%	Commissioned police officers, senior executives, building and engineering technicians, air and marine transport professionals 446.87 FTE – 19.13%
\$180,000 and above	3,292.35	1.44%	Medical staff including visiting medical staff, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing 2459.7 FTE – 74.71%	Principals including executive principals, senior executives 188.1 FTE – 5.71%	Commissioned police officers, chief executives, senior executives, legal professionals, general managers, legislators 644.55 FTE – 19.58%

Age profile



44.46 years
is the average age
of all employees

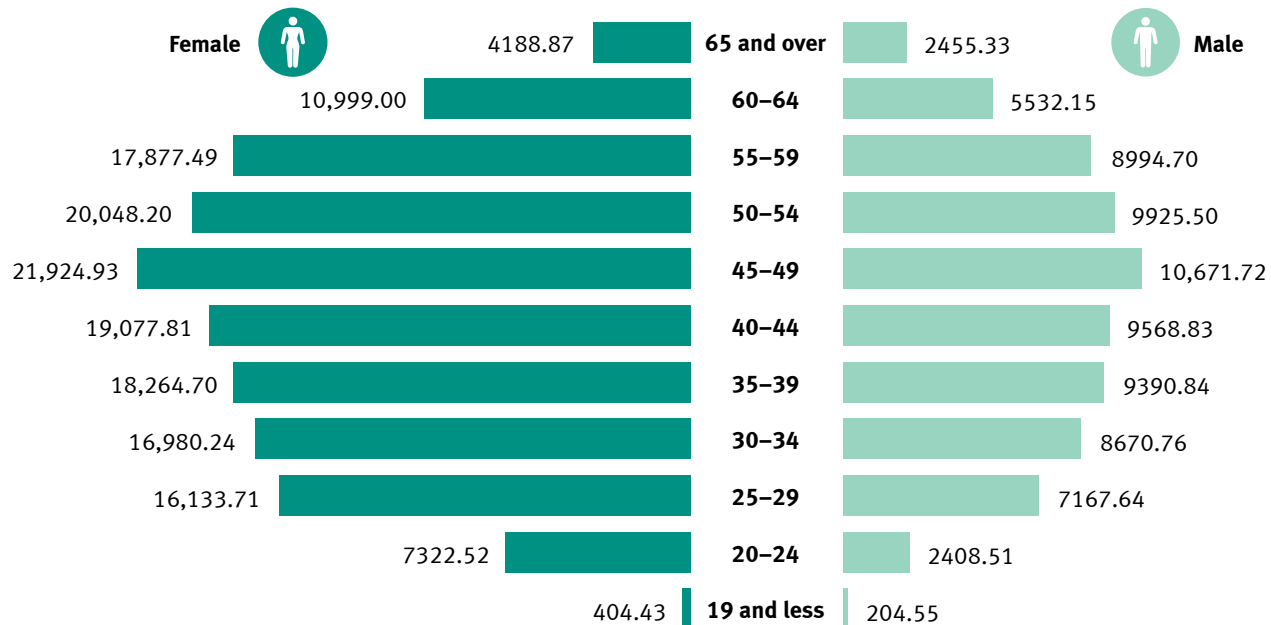


44.29 years
is the average age of
female employees



44.84 years
is the average age of
male employees

Number of FTE by age distribution and gender



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
Female	66.41%	75.25%	69.24%	66.20%	66.04%	66.60%	67.26%	66.89%	66.53%	66.53%	63.05%	67.14%
Male	33.59%	24.75%	30.76%	33.80%	33.96%	33.40%	32.74%	33.11%	33.47%	33.47%	36.95%	32.86%

Average age by location

Wide Bay	46.43	Toowoomba	45.20	Mackay – Isaac – Whitsunday	43.84
Sunshine Coast	46.16	Brisbane – North	44.96	Ipswich	43.71
Brisbane – West	45.73	Moreton Bay – North	44.64	Brisbane Inner City	43.61
Brisbane – East	45.66	Gold Coast	44.23	Logan – Beaudesert	43.26
Darling Downs – Maranoa	45.65	Central Queensland	44.11	Queensland – Outback	42.96
Cairns	45.32	Townsville	44.03	Queensland public sector average age	44.46
Moreton Bay – South	45.42	Brisbane – South	44.05		



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 2019

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	221.19	60.80	0.20	7.00	289.19
Department of Agriculture and Fisheries	1772.10	257.08	2.99	21.00	2053.17
Department of Child Safety, Youth and Women	2719.41	571.56	4.25	28.00	3323.22
Department of Communities, Disability Services and Seniors	1454.01	197.50	143.03	14.00	1808.54
Department of Education	56,767.82	13,223.82	2689.20	170.45	72,851.29
Department of Employment, Small Business and Training	455.80	87.20	0.00	13.00	556.00
Department of Environment and Science	2469.80	365.23	17.59	39.45	2892.07
Department of Housing and Public Works	4460.06	743.53	7.55	95.90	5307.04
Department of Innovation and Tourism Industry Development	116.46	25.10	0.85	15.00	157.41
Department of Justice and Attorney-General	2528.05	624.42	87.22	75.99	3315.68
Department of Local Government, Racing and Multicultural Affairs	151.49	13.97	0.00	12.80	178.26
Department of Natural Resources, Mines and Energy	2216.15	154.22	3.95	82.75	2457.07
Department of State Development, Manufacturing, Infrastructure and Planning	716.80	136.74	0.00	56.70	910.24
Department of the Premier and Cabinet	277.15	115.64	0.52	23.91	417.22
Department of Transport and Main Roads	6132.62	546.27	347.14	94.55	7120.58
Department of Youth Justice	1148.05	266.57	109.51	6.00	1530.13
Electoral Commission Queensland	48.20	12.80	0.00	4.00	65.00
Office of the Inspector-General of Emergency Management	15.35	3.20	0.00	2.00	20.55
Public Safety Business Agency	897.92	123.98	0.00	47.55	1069.45
Public Service Commission	52.05	4.00	0.00	3.00	59.05
Public Trustee	516.87	75.51	0.00	4.00	596.38
Queensland Audit Office	169.31	5.66	5.84	7.80	188.61
Queensland Corrective Services	4453.00	442.55	50.42	51.00	4996.97
Queensland Fire and Emergency Services	2941.26	175.64	230.85	19.00	3366.75
Queensland Health	69,724.53	18,035.27	2709.55	439.92	90,909.27
Queensland Police Service	14,510.58	429.61	9.12	197.00	15,146.31
Queensland Treasury	898.32	24.65	1.90	41.65	966.52
TAFE Queensland	2620.60	899.03	204.04	172.35	3896.02
Sector sub-total: Budget paper 2 agencies	180,454.95	37,621.55	6625.72	1745.77	226,447.99
Other entities	Permanent	Temporary	Casual	Contract	Total
Legal Aid Queensland	487.27	79.66	0.08	7.65	574.66
Office of the Health Ombudsman	108.95	19.83	-	5.70	134.48
Queensland Art Gallery	165.64	53.49	66.08	5.00	290.21
Queensland Family and Child Commission	44.00	8.41	-	5.80	58.21
Queensland Human Rights Commission	34.50	3.90	-	0.75	39.15
Queensland Museum	158.21	60.94	37.27	3.90	260.32
State Library of Queensland	222.61	39.43	14.22	5.85	282.11
Trade and Investment Queensland	87.10	29.20	-	9.00	125.30
Sector sub-total: Other entities	1308.28	294.86	117.65	43.65	1764.44
Sector total	181,763.23	37,916.41	6743.37	1789.42	228,212.43

Headcount by appointment type and agency at September 2019

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	231	62	1	7	301
Department of Agriculture and Fisheries	1851	271	17	21	2160
Department of Child Safety, Youth and Women	2947	612	14	28	3601
Department of Communities, Disability Services and Seniors	1527	216	266	14	2023
Department of Education	66,686	18,467	7754	172	93,079
Department of Employment, Small Business and Training	488	91	0	13	592
Department of Environment and Science	2619	389	38	40	3086
Department of Housing and Public Works	4740	790	9	97	5636
Department of Innovation and Tourism Industry Development	123	26	1	15	165
Department of Justice and Attorney-General	2738	680	181	80	3679
Department of Local Government, Racing and Multicultural Affairs	162	15	0	13	190
Department of Natural Resources, Mines and Energy	2355	169	9	84	2617
Department of State Development, Manufacturing, Infrastructure and Planning	767	143	0	58	968
Department of the Premier and Cabinet	300	121	2	25	448
Department of Transport and Main Roads	6476	572	2083	96	9227
Department of Youth Justice	1212	287	165	6	1670
Electoral Commission Queensland	50	13	0	4	67
Office of the Inspector-General of Emergency Management	16	4	0	2	22
Public Safety Business Agency	926	133	0	48	1107
Public Service Commission	58	4	0	3	65
Public Trustee	550	82	0	4	636
Queensland Audit Office	181	6	11	8	206
Queensland Corrective Services	4594	465	118	51	5228
Queensland Fire and Emergency Services	2986	185	2045	19	5235
Queensland Health	80,459	21,316	5820	901	108,496
Queensland Police Service	14,908	473	19	197	15,597
Queensland Treasury	956	28	6	43	1033
TAFE Queensland	2802	1020	651	177	4650
Sector sub-total: Budget paper 2 agencies	203,708	46,640	19,210	2226	271,784
Other entities	Permanent	Temporary	Casual	Contract	Total
Legal Aid Queensland	543	89	1	8	641
Office of the Health Ombudsman	117	23	-	6	146
Queensland Art Gallery	191	74	132	5	402
Queensland Family and Child Commission	46	10	-	6	62
Queensland Human Rights Commission	38	5	-	1	44
Queensland Museum	178	81	91	4	354
State Library of Queensland	253	54	46	6	359
Trade and Investment Queensland	90	31	-	9	130
Sector sub-total: Other entities	1456	367	270	45	2138
Sector total	205,164	47,007	19,480	2271	273,922

Number of FTE and percentage by gender and agency

Agency	FTE			Percentage	
	Female	Male	Total	Female	Male
Department of Aboriginal and Torres Strait Islander Partnerships	201.79	87.40	289.19	69.78%	30.22%
Department of Agriculture and Fisheries	853.47	1199.70	2053.17	41.57%	58.43%
Department of Child Safety, Youth and Women	2742.76	580.46	3323.22	82.53%	17.47%
Department of Communities, Disability Services and Seniors	1218.32	590.22	1808.54	67.36%	32.64%
Department of Education	56,074.54	16,776.75	72,851.29	76.97%	23.03%
Department of Employment, Small Business and Training	387.05	168.95	556.00	69.61%	30.39%
Department of Environment and Science	1383.01	1509.06	2892.07	47.82%	52.18%
Department of Housing and Public Works	2953.28	2353.76	5307.04	55.65%	44.35%
Department of Innovation and Tourism Industry Development	108.31	49.10	157.41	68.81%	31.19%
Department of Justice and Attorney-General	2220.39	1095.29	3315.68	66.97%	33.03%
Department of Local Government, Racing and Multicultural Affairs	115.25	63.01	178.26	64.65%	35.35%
Department of Natural Resources, Mines and Energy	1253.45	1203.62	2457.07	51.01%	48.99%
Department of State Development, Manufacturing, Infrastructure and Planning	576.59	333.65	910.24	63.34%	36.66%
Department of the Premier and Cabinet	297.01	120.21	417.22	71.19%	28.81%
Department of Transport and Main Roads	3258.48	3862.10	7120.58	45.76%	54.24%
Department of Youth Justice	822.02	708.11	1530.13	53.72%	46.28%
Electoral Commission Queensland	40.00	25.00	65.00	61.54%	38.46%
Office of the Inspector-General of Emergency Management	14.60	5.95	20.55	71.05%	28.95%
Public Safety Business Agency	360.51	708.94	1,069.45	33.71%	66.29%
Public Service Commission	42.25	16.80	59.05	71.55%	28.45%
Public Trustee	434.29	162.09	596.38	72.82%	27.18%
Queensland Audit Office	97.43	91.18	188.61	51.66%	48.34%
Queensland Corrective Services	2137.01	2859.96	4996.97	42.77%	57.23%
Queensland Fire and Emergency Services	734.84	2,631.91	3366.75	21.83%	78.17%
Queensland Health	65,355.74	25,553.53	90,909.27	71.89%	28.11%
Queensland Police Service	5431.40	9714.91	15,146.31	35.86%	64.14%
Queensland Treasury	520.42	446.10	966.52	53.84%	46.16%
TAFE Queensland	2378.33	1517.69	3896.02	61.05%	38.95%
Sector sub-total: Budget paper 2 agencies	152,012.54	74,435.45	226,447.99	67.13%	32.87%

Other entities	FTE			Percentage	
	Female	Male	Total	Female	Male
Legal Aid Queensland	429.75	144.91	574.66	74.78%	25.22%
Office of the Health Ombudsman	93.38	41.10	134.48	69.44%	30.56%
Queensland Art Gallery	170.37	119.84	290.21	58.71%	41.29%
Queensland Family and Child Commission	45.55	12.66	58.21	78.25%	21.75%
Queensland Human Rights Commission	30.50	8.65	39.15	77.91%	22.09%
Queensland Museum	158.76	101.56	260.32	60.99%	39.01%
State Library of Queensland	204.00	78.11	282.11	72.31%	27.69%
Trade and Investment Queensland	77.05	48.25	125.30	61.49%	38.51%
Sector sub-total: Other entities	1209.36	555.08	1764.44	68.54%	31.46%
Sector total	153,221.90	74,990.53	228,212.43	67.14%	32.86%

Headcount and percentage by gender and agency

Agency	Headcount			Percentage	
	Female	Male	Total	Female	Male
Department of Aboriginal and Torres Strait Islander Partnerships	212	89	301	70.43%	29.57%
Department of Agriculture and Fisheries	938	1222	2160	43.43%	56.57%
Department of Child Safety, Youth and Women	3007	594	3601	83.50%	16.50%
Department of Communities, Disability Services and Seniors	1366	657	2023	67.52%	32.48%
Department of Education	73,624	19,455	93,079	79.10%	20.90%
Department of Employment, Small Business and Training	420	172	592	70.95%	29.05%
Department of Environment and Science	1541	1545	3086	49.94%	50.06%
Department of Housing and Public Works	3236	2400	5636	57.42%	42.58%
Department of Innovation and Tourism Industry Development	115	50	165	69.70%	30.30%
Department of Justice and Attorney-General	2524	1155	3679	68.61%	31.39%
Department of Local Government, Racing and Multicultural Affairs	124	66	190	65.26%	34.74%
Department of Natural Resources, Mines and Energy	1388	1229	2617	53.04%	46.96%
Department of State Development, Manufacturing, Infrastructure and Planning	627	341	968	64.77%	35.23%
Department of the Premier and Cabinet	322	126	448	71.88%	28.13%
Department of Transport and Main Roads	4911	4316	9227	53.22%	46.78%
Department of Youth Justice	913	757	1670	54.67%	45.33%
Electoral Commission Queensland	42	25	67	62.69%	37.31%
Office of the Inspector-General of Emergency Management	16	6	22	72.73%	27.27%
Public Safety Business Agency	389	718	1107	35.14%	64.86%
Public Service Commission	48	17	65	73.85%	26.15%
Public Trustee	471	165	636	74.06%	25.94%
Queensland Audit Office	108	98	206	52.43%	47.57%
Queensland Corrective Services	2291	2937	5228	43.82%	56.18%
Queensland Fire and Emergency Services	1004	4231	5235	19.18%	80.82%
Queensland Health	80,084	28,412	108,496	73.81%	26.19%
Queensland Police Service	5814	9783	15,597	37.28%	62.72%
Queensland Treasury	576	457	1033	55.76%	44.24%
TAFE Queensland	2912	1738	4650	62.62%	37.38%
Sector sub-total: Budget paper 2 agencies	189,023	82,761	271,784	69.55%	30.45%

Other entities	Headcount			Percentage	
	Female	Male	Total	Female	Male
Legal Aid Queensland	487	154	641	75.98%	24.02%
Office of the Health Ombudsman	104	42	146	71.23%	28.77%
Queensland Art Gallery	247	155	402	61.44%	38.56%
Queensland Family and Child Commission	49	13	62	79.03%	20.97%
Queensland Human Rights Commission	35	9	44	79.55%	20.45%
Queensland Museum	227	127	354	64.12%	35.88%
State Library of Queensland	261	98	359	72.70%	27.30%
Trade and Investment Queensland	81	49	130	62.31%	37.69%
Sector sub-total: Other entities	1491	647	2138	69.74%	30.26%
Sector total	190,514	83,408	273,922	69.55%	30.45%

Headcount by employment status by sector and gender

	Full-time			Part-time		
	Female	Male	Total	Female	Male	Total
Education sector	37,273	15,576	52,849	32,815	3,660	36,475
Health sector	39,792	21,378	61,170	35,811	5,695	41,506
Rest of sector	25,388	30,269	55,657	5,977	808	6,785
Total sector	102,453	67,223	169,676	74,603	10,163	84,766

	Casual			Total		
	Female	Male	Total	Female	Male	Total
Education sector	6,448	1,957	8,405	76,536	21,193	97,729
Health sector	4,481	1,339	5,820	80,084	28,412	108,496
Rest of sector	2,529	2,726	5,255	33,894	33,803	67,697
Total sector	13,458	6,022	19,480	190,514	83,408	273,922

Number of FTE by appointment type by sector and gender

	Permanent			Temporary		
	Female	Male	Total	Female	Male	Total
Education sector	45,201.77	14,186.65	59,388.42	10,919.67	3,203.18	14,122.85
Health sector	51,128.43	18,596.10	69,724.53	12,040.75	5,994.52	18,035.27
Rest of sector	24,562.62	28,087.66	52,650.28	3,874.21	1,884.08	5,758.29
Total sector	120,892.82	60,870.41	181,763.23	26,834.63	11,081.78	37,916.41

	Casual			Contract		
	Female	Male	Total	Female	Male	Total
Education sector	2,164.03	729.21	2,893.24	167.40	175.40	342.80
Health sector	2,002.59	706.96	2,709.55	183.97	255.95	439.92
Rest of sector	609.11	531.47	1,140.58	367.35	639.35	1,006.70
Total sector	4,775.73	1,967.64	6,743.37	718.72	1,070.70	1,789.42

	Total		Total
	Female	Male	
Education sector	58,452.87	18,294.44	76,747.31
Health sector	65,355.74	25,553.53	90,909.27
Rest of sector	29,413.29	31,142.56	60,555.85
Total sector	153,221.90	74,990.53	228,212.43

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	<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.</p>
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.
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.

