

# Queensland public sector workforce profile

September 2020



# Queensland public sector workforce profile\*

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(Public Service Commission)



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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 2020.

This is the third report that 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 reports prior to September 2019 should be made with caution due to key changes in methodology:

- full-time equivalent (FTE) are no longer counted on a substantive basis<sup>1</sup>; they are now counted on an actual<sup>2</sup> basis. This reduces double counting of employees who are on secondment between agencies
- FTE on leave without pay<sup>3</sup> 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 proportionately<sup>4</sup>.

<sup>1</sup> Substantive means the agency where the FTE is substantively appointed.

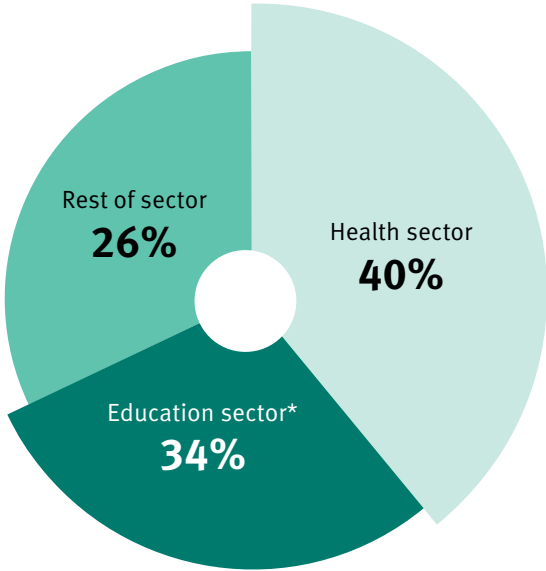
<sup>2</sup> Actual means the agency where the FTE is actually paid from.

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

<sup>4</sup> 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).

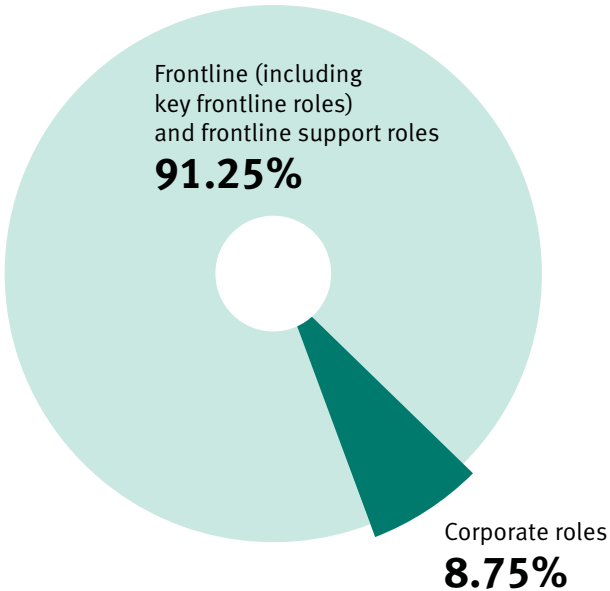
# Workforce at a glance

## Sector



\*Education sector includes TAFE Queensland

## Occupation type



## Key frontline roles



Teachers and teacher aides  
**58,234.20**



Nurses and midwives  
**35,769.03**



Police  
**11,979.25**



Correction officers  
**3693.63**



Allied health  
(health practitioners,  
professional and technical)  
**11,676.70**



Doctors  
**10,339.29**



Ambulance officers  
**4542.47**



Firefighters  
**2547.31**



TAFE teachers and tutors  
**1823.59**



Child safety case workers  
**1691.60**

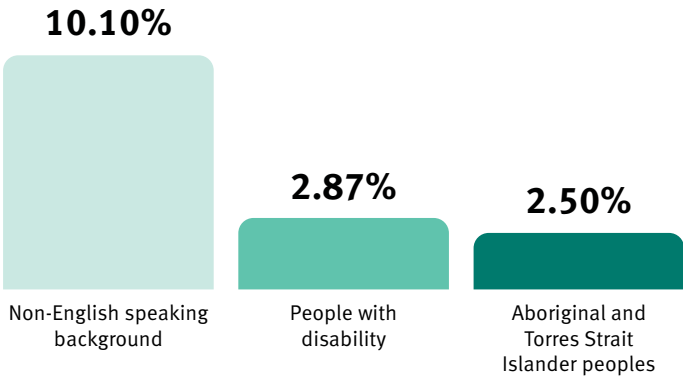


Disability support workers  
**1066.20**

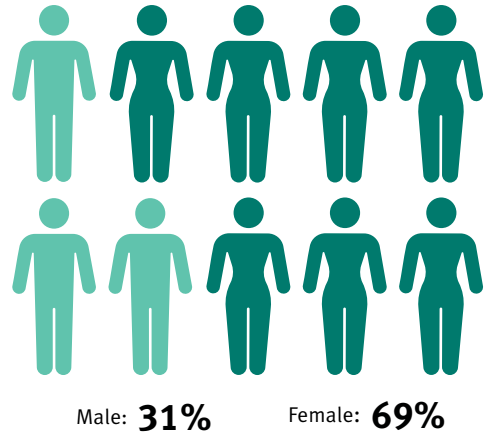


Youth and case workers  
**802.08**

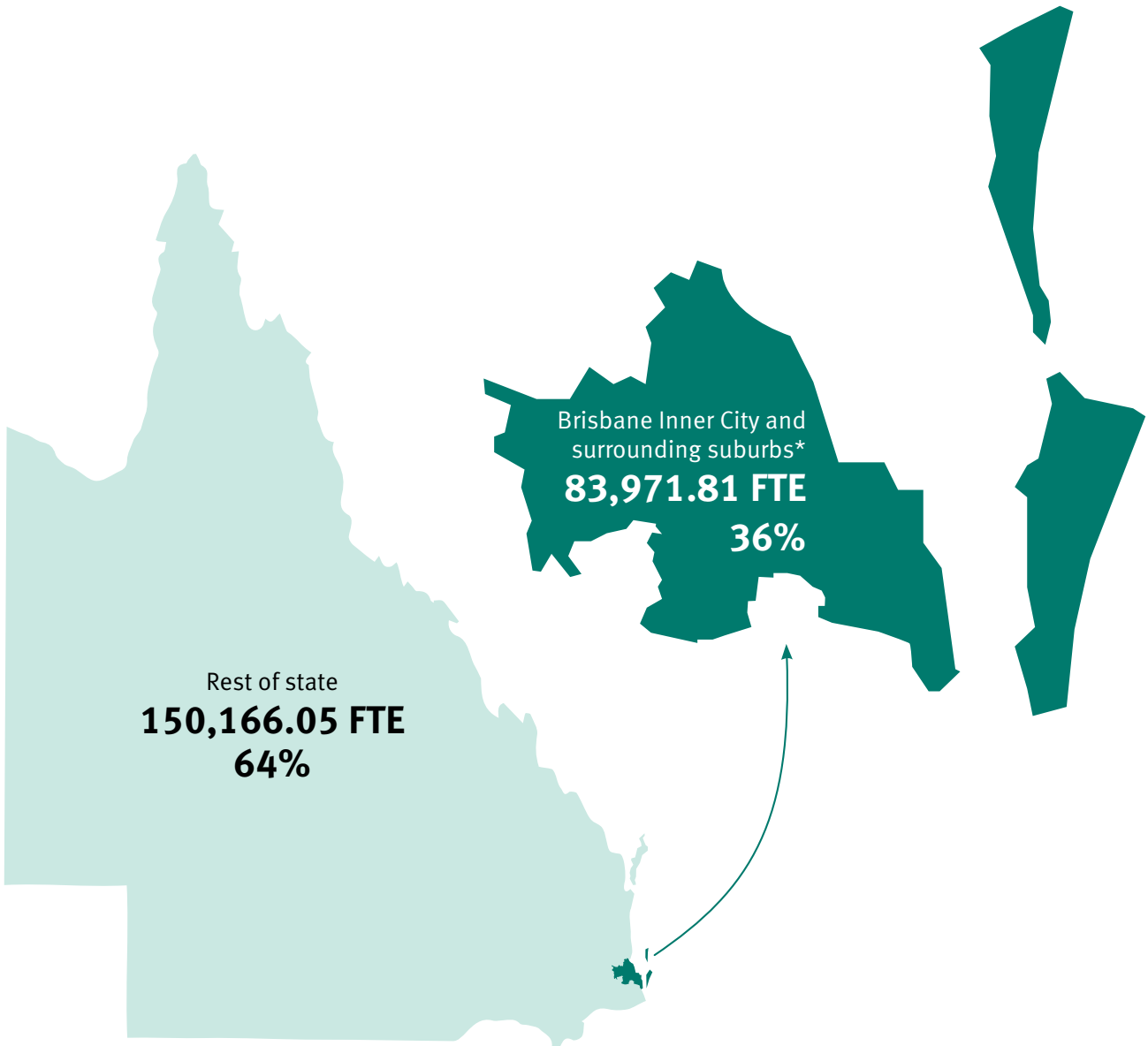
## Diversity



All diversity data is measured by headcount.



## Location



There  
are234,142.49  
full-time equivalent (FTE)in the  
sector

## Workforce size

Agency	March 2020	September 2020	Variance <sup>3</sup>	% Variance <sup>3</sup>
Department of Aboriginal and Torres Strait Islander Partnerships	293.19	284.84	-8.35	-2.85%
Department of Agriculture and Fisheries	2124.06	2061.17	-62.89	-2.96%
Department of Child Safety, Youth and Women	3354.39	3300.81	-53.58	-1.60%
Department of Communities, Disability Services and Seniors	1828.80	1735.06	-93.74	-5.13%
Department of Education	74,101.34	74,595.32	493.98	0.67%
Department of Employment, Small Business and Training	585.1	558.47	-26.63	-4.55%
Department of Environment and Science	2946.59	2892.65	-53.94	-1.83%
Department of Housing and Public Works	5332.18	5241.64	-90.54	-1.70%
Department of Innovation and Tourism Industry Development <sup>1</sup>	166.02			
Department of Justice and Attorney-General	3362.89	3315.30	-47.59	-1.42%
Department of Local Government, Racing and Multicultural Affairs	178.38	173.35	-5.03	-2.82%
Department of Natural Resources, Mines and Energy	2439.46	2149.01	-290.45	-11.91%
Department of Regional Development and Manufacturing <sup>2</sup>		42.02		
Department of State Development, Manufacturing, Infrastructure and Planning <sup>1</sup>	911.39			
Department of State Development, Tourism and Innovation <sup>2</sup>		791.05		
Department of the Premier and Cabinet	457.51	440.35	-17.16	-3.75%
Department of Transport and Main Roads	7231.94	7347.01	115.07	1.59%
Department of Youth Justice	1525.09	1464.90	-60.19	-3.95%
Electoral Commission Queensland	75.95	75.66	-0.29	-0.38%
Office of the Inspector-General of Emergency Management	20.35	18	-2.35	-11.55%
Public Safety Business Agency	1084.21	1085.11	0.90	0.08%
Public Service Commission	60.93	58.98	-1.95	-3.20%
Public Trustee	615.58	601.38	-14.20	-2.31%
Queensland Audit Office	197.6	187.7	-9.90	-5.01%
Queensland Corrective Services	5241.80	5825.40	583.60	11.13%
Queensland Fire and Emergency Services	3339.66	3385.75	46.09	1.38%
Queensland Health	92,837.32	93,849.25	1011.93	1.09%
Queensland Police Service	15,440.36	15,479.25	38.89	0.25%
Queensland Treasury	980.13	1208.2	228.07	23.27%
TAFE Queensland	4045.57	3950.55	-95.02	-2.35%
<b>Sector sub-total: Budget paper 2 agencies</b>	<b>230,777.79</b>	<b>232,118.18</b>	<b>1340.39</b>	<b>0.58%</b>
<b>Other entities</b>	<b>March 2020</b>	<b>September 2020</b>	<b>Variance<sup>3</sup></b>	<b>% Variance<sup>3</sup></b>
Legal Aid Queensland	566.72	568.2	1.48	0.26%
Office of the Health Ombudsman	137.45	133.33	-4.12	-3.00%
Queensland Art Gallery	294.83	269.58	-25.25	-8.56%
Queensland Family and Child Commission	64.85	69.81	4.96	7.65%
Queensland Human Rights Commission	39.71	40.1	0.39	0.98%
Queensland Museum	260.93	244.16	-16.77	-6.43%
Resources Safety and Health Queensland <sup>2</sup>		284.66		
State Library of Queensland	282.35	281.76	-0.59	-0.21%
Trade and Investment Queensland	129.21	132.71	3.5	2.71%
<b>Sector sub-total: Other entities</b>	<b>1776.05</b>	<b>2024.31</b>	<b>248.26</b>	<b>13.98%</b>
<b>Sector total</b>	<b>232,553.84</b>	<b>234,142.49</b>	<b>1588.65</b>	<b>0.68%</b>

<sup>1</sup> Agencies abolished.<sup>2</sup> New or renamed agencies or other entities.<sup>3</sup> The amounts in the "Variance" and "% Variance" columns do not total, as abolished agencies variance and % variance amounts are not included.

# 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



## More than 9 out of 10

employees perform frontline (including key frontline roles) and frontline support roles or 91.25 per cent of employees are delivering public services to the people of Queensland in frontline and frontline support roles.

- school crossing supervisors, art gallery and museum curators and guides, archivists, librarians
- 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.



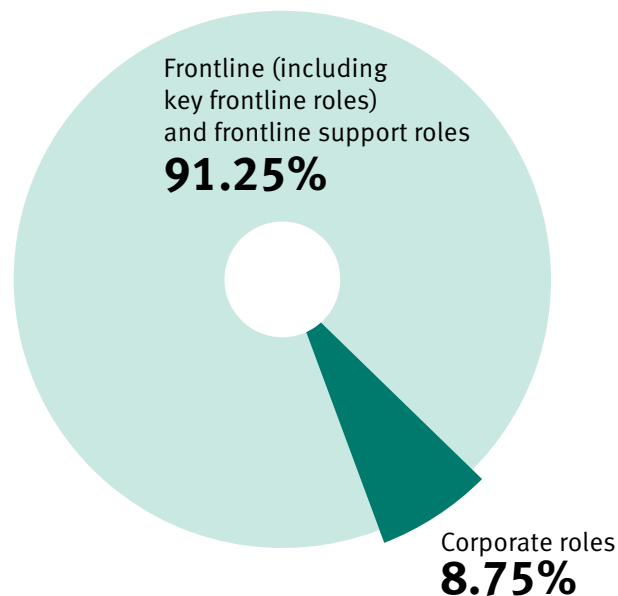
<b>Frontline and frontline support roles (including key frontline roles)</b>	<b>FTE</b>
Teacher and teacher aides	58,234.20
Nurses and midwives	35,769.03
General clerks	13,957.17
Police	11,979.25
Allied health	11,676.70
Doctors	10,339.29
Commercial cleaners	4899.97
Ambulance officers	4542.47
Correction officers	3693.63
Program or project administrators	3690.47
Labourers	3218.43
Firefighters	2547.31
Office managers	2269.71
TAFE teachers/tutors	1823.59
Child safety case workers	1691.60
Information officers	1369.69
Gardeners (general)	1176.71
Policy analysts	1155.69
Policy and planning managers	1108.83
Disability support workers	1066.20
Waiters (catering officer/canteen assistant)	1043.32
Roles <1,000 FTE	36,390.50
<b>Total</b>	<b>213,643.76</b>

<b>Corporate services roles</b>	<b>FTE</b>
Information and communications technology	5072.27
Human resources	4341.08
Accounting and finance	3229.04
Property and facilities	1508.75
Procurement and contract management	1425.55
Communication, media and marketing	1092.50
Executive services and support	1029.22
Governance and strategy	1006.30
Information management	888.44
Legal services	414.62
Audit services	296.31
Corporate services management	194.65
<b>Total</b>	<b>20,498.73</b>

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.

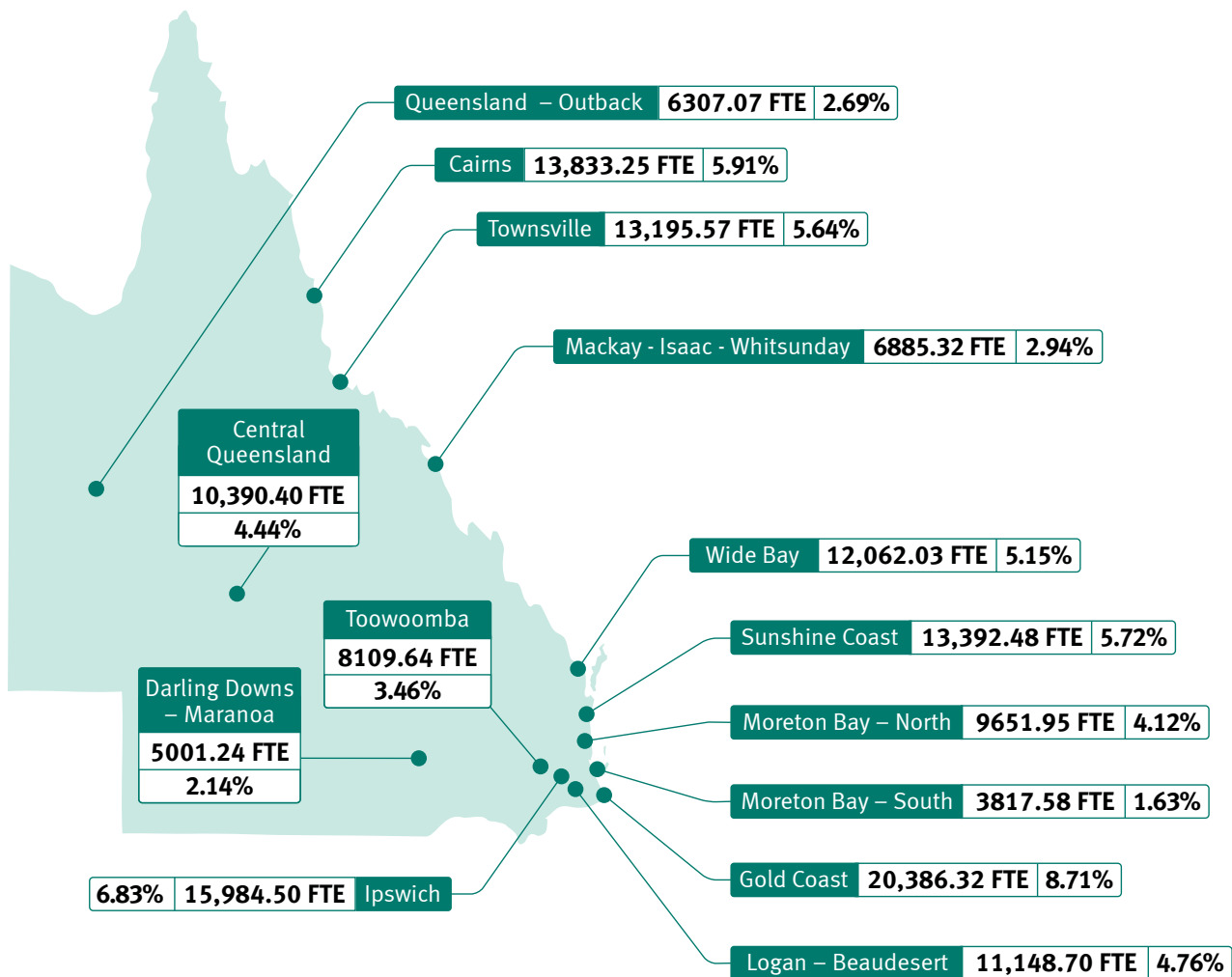
Examples include, but are not limited to:

- 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.

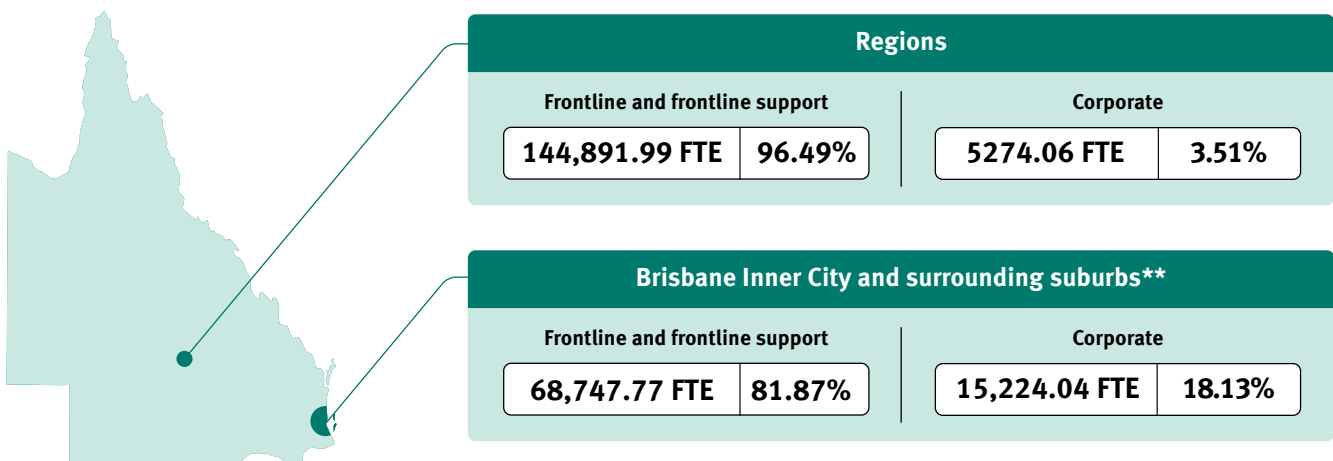


## Location\*

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	5340.63	<b>98.86%</b>	61.82	<b>1.14%</b>	5402.45	<b>2.31%</b>
Brisbane – North	9099.30	<b>92.54%</b>	733.25	<b>7.46%</b>	9832.55	<b>4.20%</b>
Brisbane – South	17,450.09	<b>94.76%</b>	964.52	<b>5.24%</b>	18,414.61	<b>7.86%</b>
Brisbane – West	3737.60	<b>99.36%</b>	24	<b>0.64%</b>	3761.60	<b>1.61%</b>
Brisbane Inner City	33,120.15	<b>71.13%</b>	13,440.45	<b>28.87%</b>	46,560.60	<b>19.89%</b>
Cairns	13,232.13	<b>95.65%</b>	601.12	<b>4.35%</b>	13,833.25	<b>5.91%</b>
Central Queensland	10,001.56	<b>96.26%</b>	388.84	<b>3.74%</b>	10,390.40	<b>4.44%</b>
Darling Downs – Maranoa	4899.62	<b>97.97%</b>	101.62	<b>2.03%</b>	5001.24	<b>2.14%</b>
Gold Coast	19,646.37	<b>96.37%</b>	739.95	<b>3.63%</b>	20,386.32	<b>8.71%</b>
Ipswich	15,418.63	<b>96.46%</b>	565.87	<b>3.54%</b>	15,984.50	<b>6.83%</b>
Logan – Beaudesert	10,832.06	<b>97.16%</b>	316.64	<b>2.84%</b>	11,148.70	<b>4.76%</b>
Mackay – Isaac – Whitsunday	6670.40	<b>96.88%</b>	214.92	<b>3.12%</b>	6885.32	<b>2.94%</b>
Moreton Bay – North	9498.62	<b>98.41%</b>	153.33	<b>1.59%</b>	9651.95	<b>4.12%</b>
Moreton Bay – South	3770.88	<b>98.78%</b>	46.7	<b>1.22%</b>	3817.58	<b>1.63%</b>
Queensland – Outback	6097.64	<b>96.68%</b>	209.43	<b>3.32%</b>	6307.07	<b>2.69%</b>
Sunshine Coast	12,802.22	<b>95.59%</b>	590.26	<b>4.41%</b>	13,392.48	<b>5.72%</b>
Toowoomba	7632.50	<b>94.12%</b>	477.14	<b>5.88%</b>	8109.64	<b>3.46%</b>
Townsville	12,667.18	<b>96.00%</b>	528.39	<b>4.00%</b>	13,195.57	<b>5.64%</b>
Wide Bay	11,722.18	<b>97.18%</b>	339.85	<b>2.82%</b>	12,062.03	<b>5.15%</b>
<b>Queensland</b>	<b>213,639.76</b>	<b>91.25%</b>	<b>20,498.10</b>	<b>8.75%</b>	<b>234,137.86</b>	<b>100.00%</b>

\*Excludes interstate and overseas employees.

## Employment type



4 out of 5 employees are permanent employees

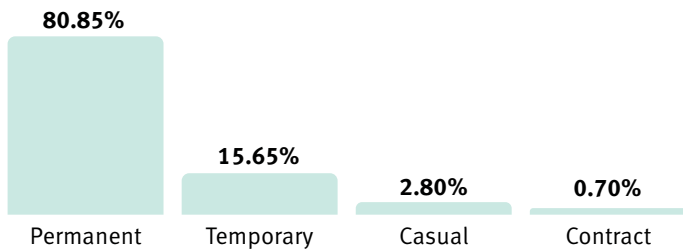


69.92% of temporary and casual employees are women

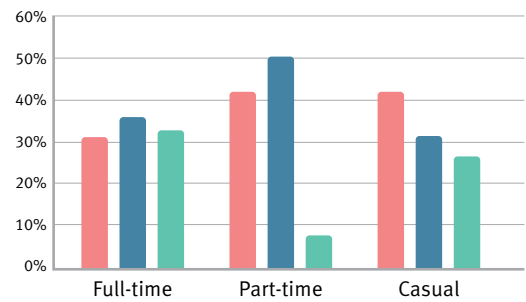
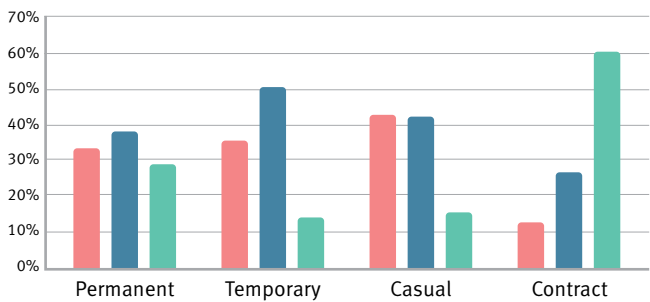
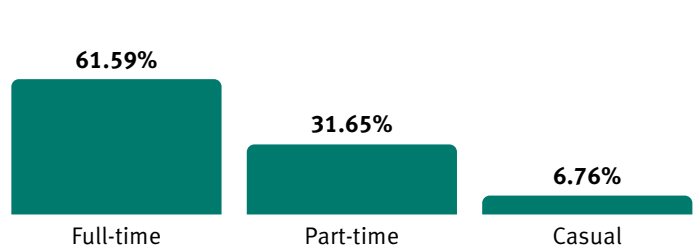


87.86% of part-time employees are women

### Percentage of FTE by appointment type



### Percentage of head count by employment status



Education sector (red), Health sector (blue), Rest of sector (green)

### Number of FTE by appointment type and sector

	Permanent		Temporary		Casual		Contract		Sector total (FTE)
	FTE	%	FTE	%	FTE	%	FTE	%	
Education sector	62,597.07	79.69%	12,952.55	16.49%	2783.65	3.54%	212.60	0.27%	78,545.87
Health sector	72,159.17	76.89%	18,487.83	19.70%	2767.59	2.95%	434.66	0.46%	93,849.25
Rest of sector	54,542.90	88.33%	5209.23	8.44%	1012.30	1.64%	982.94	1.59%	61,747.37
<b>Total sector</b>	<b>189,299.14</b>	<b>80.85%</b>	<b>36,649.61</b>	<b>15.65%</b>	<b>6563.54</b>	<b>2.80%</b>	<b>1630.20</b>	<b>0.70%</b>	<b>234,142.49</b>

### Headcount by employment status and sector

	Full-time		Part-time		Casual		Sector total (Headcount)
	Headcount	%	Headcount	%	Headcount	%	
Education sector	53,669	54.28%	37,264	37.69%	7947	8.04%	98,880
Health sector	62,042	55.15%	44,525	39.58%	5940	5.28%	112,507
Rest of sector	56,765	82.68%	6849	9.98%	5046	7.35%	68,660
<b>Total sector</b>	<b>172,476</b>	<b>61.59%</b>	<b>88,638</b>	<b>31.65%</b>	<b>18,933</b>	<b>6.76%</b>	<b>280,047</b>

## Diversity

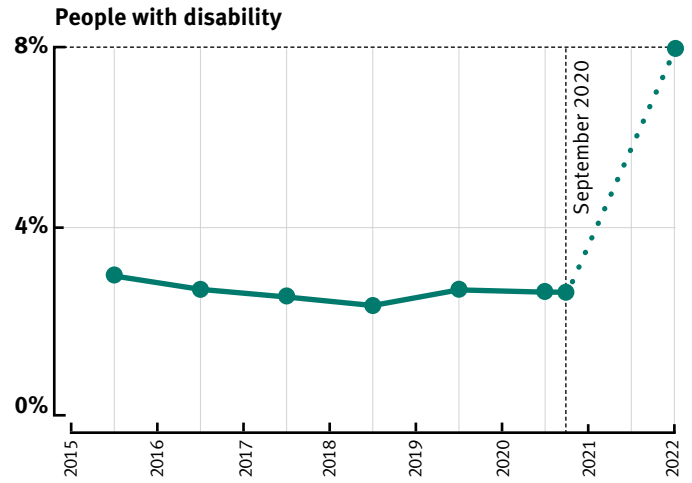
The sector is committed to achieving a diverse and inclusive workforce reflective of the Queensland community. To deliver against the Inclusion and Diversity Strategy 2015–2020, the Chief Executive Leadership Board set targets to be achieved by 2022 for members of the workforce who identify as:

- 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.

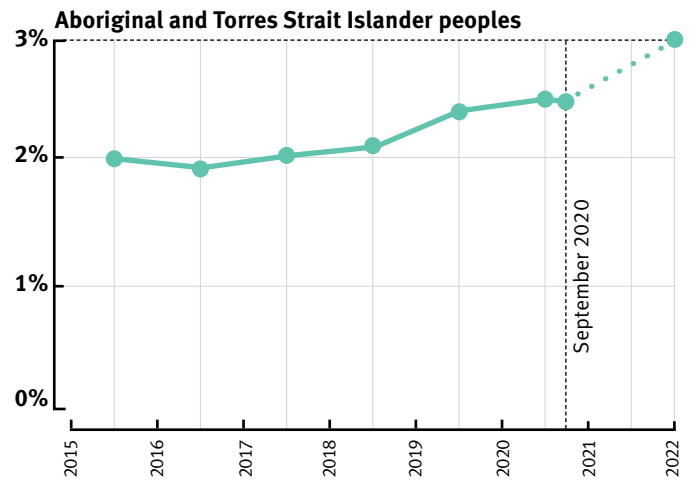
### People with disability

People with disability	As a % of sector workforce	2022 sector target
8032	2.87%	8%



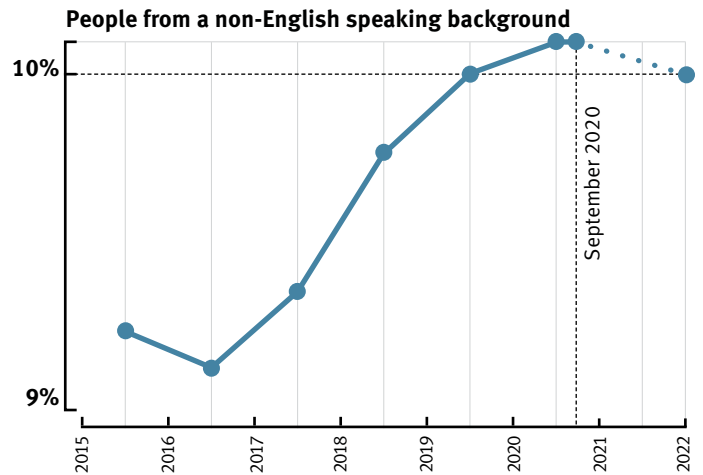
### Aboriginal and Torres Strait Islander peoples

Aboriginal and Torres Strait Islander peoples	As a % of sector workforce	2022 sector target
6998	2.50%	3%



### People from a non-English speaking background

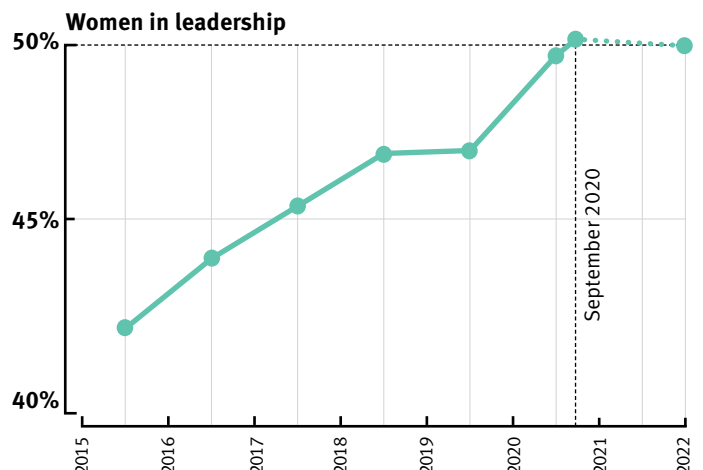
Non-English speaking background	As a % of sector workforce	2022 sector target
28,291	10.10%	10%



### Women in leadership

Senior Officer, Senior Executive and Chief Executive in classified roles

Women in leadership	As a % of leadership cohort	2022 sector target
1452	50.14%	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	27,160.18	11.60%	Administration staff, janitor/grounds person, nursing assistants 7561.50 FTE – 27.84%	Teacher aides, part-time teachers, janitors, grounds staff, TAFE tutors 16,775.88 FTE – 61.77%	Administration officers, some ambulance and fire fighter operational staff, police recruits, horticulture workers 2822.80 – 10.39%
\$50,000 to \$99,999	130,215.81	55.61%	Nurses, ambulance officers, health practitioners, medical and science technicians 54,253.68 FTE – 41.66%	Teachers, TAFE teachers 39,119.56 FTE – 30.04%	Fire fighters, police officers, administration officers, prison and security officers, social and welfare professionals, legal officers 36,842.57 FTE – 28.29%
\$100,000 to \$119,999	44,658.89	19.07%	Clinical nurses, consultant/manager/educator, clinical and registered nurses, health practitioners 14,728.35 FTE – 32.98%	Senior teachers, senior TAFE teachers 16,296.03 FTE – 36.49%	Legal professionals, architects, designers, planners and surveyors, engineers, police officers, detectives 13,634.51 FTE – 30.53%
\$120,000 to \$149,999	25,441.86	10.87%	Nursing directors/assistant directors of nursing, clinical nurses, medical staff, health practitioners 12,563.31 FTE – 49.38%	Principals and deputy principals, senior teachers, senior officers 5701.73 FTE – 22.41%	Senior police officers, senior officers, legal professionals, building and engineering technicians, health and welfare services managers 7176.82 FTE – 28.21%
\$150,000 to \$179,999	3108.73	1.33%	Medical staff including visiting medical staff, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing 2020.67 FTE – 65.00%	Principals including executive principals, senior executives 446.84 FTE – 14.37%	Commissioned police officers, senior executives, building and engineering technicians, air and marine transport professionals 641.22 FTE – 20.63%
\$180,000 and above	3557.02	1.52%	Medical staff including visiting medical staff, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing 2721.74 FTE – 76.52%	Principals including executive principals, senior executives 205.83 FTE – 5.79%	Commissioned police officers, chief executives, senior executives, legal professionals, general managers, legislators 629.45 FTE – 17.70%

## Age profile



**44.59 years**  
is the average age  
of all employees

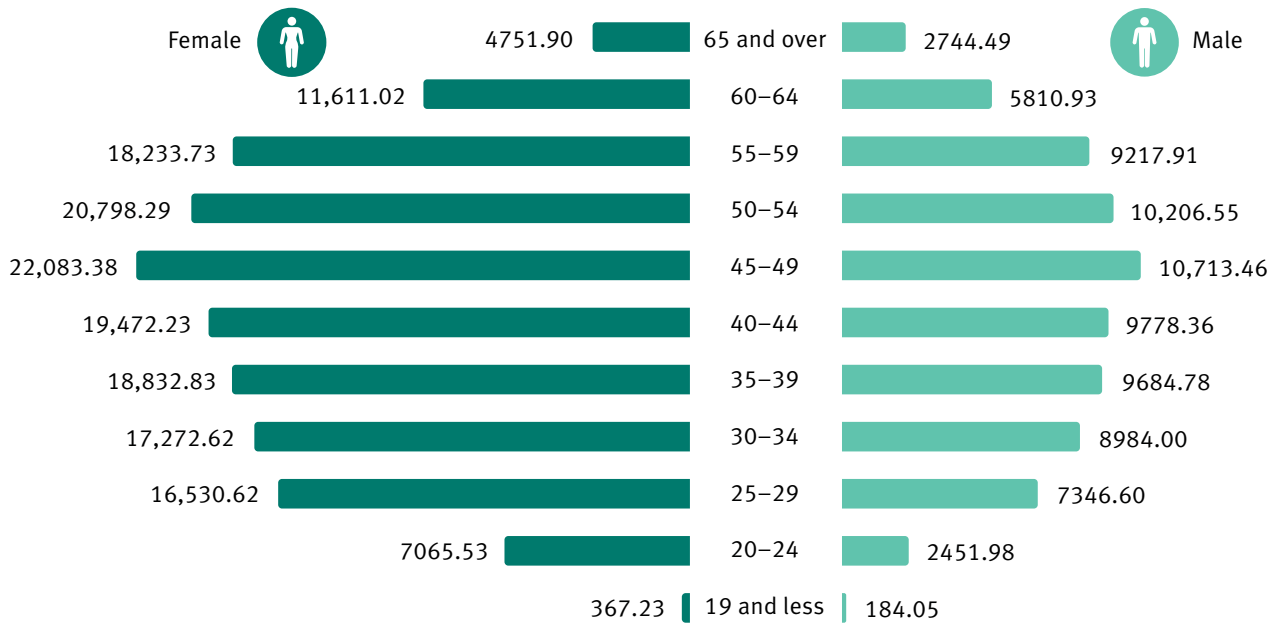


**44.44 years**  
is the average age of  
female employees



**44.93 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
<b>Female</b>	66.61%	74.24%	69.23%	65.78%	66.04%	66.57%	67.33%	67.08%	66.42%	66.65%	63.39%	67.06%
<b>Male</b>	33.39%	25.76%	30.77%	34.22%	33.96%	33.43%	32.67%	32.92%	33.58%	33.35%	36.61%	32.94%

## Average age by location

Wide Bay	46.58	Toowoomba	45.27	Ipswich	43.97
Sunshine Coast	46.28	Brisbane – North	44.96	Brisbane Inner City	43.93
Darling Downs – Maranoa	46.00	Moreton Bay – North	44.67	Mackay - Isaac - Whitsunday	43.87
Brisbane – West	45.68	Gold Coast	44.29	Logan – Beaudesert	43.22
Brisbane – East	45.64	Townsville	44.22	Queensland – Outback	43.22
Cairns	45.53	Central Queensland	44.17	<b>Queensland public sector average age</b>	<b>44.59</b>
Moreton Bay – South	45.43	Brisbane – South	44.03		

# 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 2020

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	229.59	48.15	0.10	7.00	284.84
Department of Agriculture and Fisheries	1793.61	244.06	2.50	21.00	2061.17
Department of Child Safety, Youth and Women	2806.76	463.54	2.51	28.00	3300.81
Department of Communities, Disability Services and Seniors	1433.38	165.95	123.73	12.00	1735.06
Department of Education	59,702.41	12,162.67	2598.64	131.60	74,595.32
Department of Employment, Small Business and Training	472.22	73.55	0.20	12.50	558.47
Department of Environment and Science	2529.06	312.14	14.05	37.40	2892.65
Department of Housing and Public Works	4586.42	548.66	9.01	97.55	5241.64
Department of Justice and Attorney-General	2614.09	538.48	80.04	82.69	3315.30
Department of Local Government, Racing and Multicultural Affairs	151.35	12.00	0.00	10.00	173.35
Department of Natural Resources, Mines and Energy	2024.48	87.74	1.24	35.55	2149.01
Department of Regional Development and Manufacturing	28.82	10.20	0.00	3.00	42.02
Department of State Development, Tourism and Innovation	632.19	101.16	0.00	57.70	791.05
Department of the Premier and Cabinet	290.08	124.36	0.00	25.91	440.35
Department of Transport and Main Roads	6267.95	641.60	329.12	108.34	7347.01
Department of Youth Justice	1161.87	226.72	68.31	8.00	1464.90
Electoral Commission Queensland	50.50	17.40	3.76	4.00	75.66
Office of the Inspector-General of Emergency Management	16.00	1.00	0.00	1.00	18.00
Public Safety Business Agency	900.03	134.42	0.06	50.60	1085.11
Public Service Commission	50.18	4.80	0.00	4.00	58.98
Public Trustee	509.20	84.48	3.70	4.00	601.38
Queensland Audit Office	171.99	12.44	2.27	1.00	187.70
Queensland Corrective Services	5290.24	410.02	78.64	46.50	5825.40
Queensland Fire and Emergency Services	3033.69	129.58	205.48	17.00	3385.75
Queensland Health	72,159.17	18,487.83	2767.59	434.66	93,849.25
Queensland Police Service	14,872.48	450.33	3.69	152.75	15,479.25
Queensland Treasury	1083.34	70.09	0.87	53.90	1208.20
TAFE Queensland	2894.66	789.88	185.01	81.00	3950.55
<b>Sector sub-total: Budget paper 2 agencies</b>	<b>187,755.76</b>	<b>36,353.25</b>	<b>6480.52</b>	<b>1528.65</b>	<b>232,118.18</b>
Other entities	Permanent	Temporary	Casual	Contract	Total
Legal Aid Queensland	489.42	70.78	0.00	8.00	568.20
Office of the Health Ombudsman	110.23	17.10	0.00	6.00	133.33
Queensland Art Gallery	168.50	56.25	39.83	5.00	269.58
Queensland Family and Child Commission	54.20	8.61	0.00	7.00	69.81
Queensland Human Rights Commission	33.10	6.00	0.00	1.00	40.10
Queensland Museum	170.09	37.27	31.80	5.00	244.16
Resources Safety and Health Queensland	200.87	26.90	1.34	55.55	284.66
State Library of Queensland	228.26	38.45	10.05	5.00	281.76
Trade and Investment Queensland	88.71	35.00	0.00	9.00	132.71
Sector sub-total: Other entities	1543.38	296.36	83.02	101.55	2024.31
<b>Sector total</b>	<b>189,299.14</b>	<b>36,649.61</b>	<b>6563.54</b>	<b>1630.20</b>	<b>234,142.49</b>



## Headcount by appointment type and agency at September 2020

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Aboriginal and Torres Strait Islander Partnerships	240	50	1	7	298
Department of Agriculture and Fisheries	1872	254	16	21	2163
Department of Child Safety, Youth and Women	3030	494	8	28	3560
Department of Communities, Disability Services and Seniors	1510	182	230	12	1934
Department of Education	69,863	16,867	7396	133	94,259
Department of Employment, Small Business and Training	507	77	1	13	598
Department of Environment and Science	2672	329	34	39	3074
Department of Housing and Public Works	4859	576	17	100	5552
Department of Justice and Attorney-General	2825	583	178	87	3673
Department of Local Government, Racing and Multicultural Affairs	160	12	0	10	182
Department of Natural Resources, Mines and Energy	2153	95	2	36	2286
Department of Regional Development and Manufacturing	33	11	0	3	47
Department of State Development, Tourism and Innovation	672	106	0	59	837
Department of the Premier and Cabinet	310	128	0	27	465
Department of Transport and Main Roads	6591	666	2082	109	9448
Department of Youth Justice	1227	250	121	8	1606
Electoral Commission Queensland	52	18	6	4	80
Office of the Inspector-General of Emergency Management	17	1	0	1	19
Public Safety Business Agency	922	140	1	52	1115
Public Service Commission	54	5	0	4	63
Public Trustee	539	90	6	4	639
Queensland Audit Office	180	13	4	1	198
Queensland Corrective Services	5441	425	148	47	6061
Queensland Fire and Emergency Services	3078	140	1948	17	5183
Queensland Health	83,653	22,041	5940	873	112,507
Queensland Police Service	15,289	486	8	153	15,936
Queensland Treasury	1148	75	5	55	1283
TAFE Queensland	3096	893	551	81	4621
<b>Sector sub-total: Budget paper 2 agencies</b>	<b>211,993</b>	<b>45,007</b>	<b>18,703</b>	<b>1984</b>	<b>277,687</b>
<b>Other entities</b>	<b>Permanent</b>	<b>Temporary</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>
Legal Aid Queensland	539	76	0	8	623
Office of the Health Ombudsman	118	18	0	6	142
Queensland Art Gallery	193	65	102	5	365
Queensland Family and Child Commission	57	9	0	7	73
Queensland Human Rights Commission	36	7	0	1	44
Queensland Museum	191	46	87	5	329
Resources Safety and Health Queensland	208	28	3	57	296
State Library of Queensland	261	49	38	5	353
Trade and Investment Queensland	91	35	0	9	135
Sector sub-total: Other entities	1694	333	230	103	2360
<b>Sector total</b>	<b>213,687</b>	<b>45,340</b>	<b>18,933</b>	<b>2087</b>	<b>280,047</b>

## 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	196.04	88.80	284.84	68.82%	31.18%
Department of Agriculture and Fisheries	862.92	1198.25	2061.17	41.87%	58.13%
Department of Child Safety, Youth and Women	2748.27	552.54	3300.81	83.26%	16.74%
Department of Communities, Disability Services and Seniors	1158.26	576.80	1735.06	66.76%	33.24%
Department of Education	57,370.35	17,224.97	74,595.32	76.91%	23.09%
Department of Employment, Small Business and Training	396.41	162.06	558.47	70.98%	29.02%
Department of Environment and Science	1393.80	1498.85	2892.65	48.18%	51.82%
Department of Housing and Public Works	2880.64	2361.00	5241.64	54.96%	45.04%
Department of Justice and Attorney-General	2244.96	1070.34	3315.30	67.72%	32.28%
Department of Local Government, Racing and Multicultural Affairs	112.95	60.40	173.35	65.16%	34.84%
Department of Natural Resources, Mines and Energy	1143.89	1005.12	2149.01	53.23%	46.77%
Department of Regional Development and Manufacturing	21.02	21.00	42.02	50.02%	49.98%
Department of State Development, Tourism and Innovation	512.70	278.35	791.05	64.81%	35.19%
Department of the Premier and Cabinet	302.75	137.60	440.35	68.75%	31.25%
Department of Transport and Main Roads	3376.24	3970.77	7347.01	45.95%	54.05%
Department of Youth Justice	804.16	660.74	1464.90	54.90%	45.10%
Electoral Commission Queensland	44.40	31.26	75.66	58.68%	41.32%
Office of the Inspector-General of Emergency Management	14.10	3.90	18.00	78.33%	21.67%
Public Safety Business Agency	374.96	710.15	1085.11	34.56%	65.44%
Public Service Commission	44.98	14.00	58.98	76.26%	23.74%
Public Trustee	437.68	163.70	601.38	72.78%	27.22%
Queensland Audit Office	97.73	89.97	187.70	52.07%	47.93%
Queensland Corrective Services	2490.79	3334.61	5825.40	42.76%	57.24%
Queensland Fire and Emergency Services	705.66	2680.09	3385.75	20.84%	79.16%
Queensland Health	67,373.46	26,475.79	93,849.25	71.79%	28.21%
Queensland Police Service	5496.78	9982.47	15,479.25	35.51%	64.49%
Queensland Treasury	687.85	520.35	1208.20	56.93%	43.07%
TAFE Queensland	2401.97	1548.58	3950.55	60.80%	39.20%
<b>Sector sub-total: Budget paper 2 agencies</b>	<b>155,695.72</b>	<b>76,422.46</b>	<b>232,118.18</b>	<b>67.08%</b>	<b>32.92%</b>

Other entities	FTE			Percentage	
	Female	Male	Total	Female	Male
Legal Aid Queensland	432.54	135.66	568.20	76.12%	23.88%
Office of the Health Ombudsman	92.08	41.25	133.33	69.06%	30.94%
Queensland Art Gallery	164.88	104.70	269.58	61.16%	38.84%
Queensland Family and Child Commission	52.90	16.91	69.81	75.78%	24.22%
Queensland Human Rights Commission	31.10	9.00	40.10	77.56%	22.44%
Queensland Museum	153.29	90.87	244.16	62.78%	37.22%
Resources Safety and Health Queensland	113.20	171.46	284.66	39.77%	60.23%
State Library of Queensland	202.16	79.60	281.76	71.75%	28.25%
Trade and Investment Queensland	81.51	51.20	132.71	61.42%	38.58%
Sector sub-total: Other entities	1323.66	700.65	2024.31	65.39%	34.61%
<b>Sector total</b>	<b>157,019.38</b>	<b>77,123.11</b>	<b>234,142.49</b>	<b>67.06%</b>	<b>32.94%</b>

## Headcount and percentage by gender and agency

Agency	Headcount			Percentage	
	Female	Male	Total	Female	Male
Department of Aboriginal and Torres Strait Islander Partnerships	208	90	298	69.80%	30.20%
Department of Agriculture and Fisheries	940	1223	2163	43.46%	56.54%
Department of Child Safety, Youth and Women	2996	564	3560	84.16%	15.84%
Department of Communities, Disability Services and Seniors	1300	634	1934	67.22%	32.78%
Department of Education	74,396	19,863	94,259	78.93%	21.07%
Department of Employment, Small Business and Training	432	166	598	72.24%	27.76%
Department of Environment and Science	1543	1531	3074	50.20%	49.80%
Department of Housing and Public Works	3151	2401	5552	56.75%	43.25%
Department of Justice and Attorney-General	2544	1129	3673	69.26%	30.74%
Department of Local Government, Racing and Multicultural Affairs	120	62	182	65.93%	34.07%
Department of Natural Resources, Mines and Energy	1259	1027	2286	55.07%	44.93%
Department of Regional Development and Manufacturing	26	21	47	55.32%	44.68%
Department of State Development, Tourism and Innovation	554	283	837	66.19%	33.81%
Department of the Premier and Cabinet	325	140	465	69.89%	30.11%
Department of Transport and Main Roads	4994	4454	9448	52.86%	47.14%
Department of Youth Justice	894	712	1606	55.67%	44.33%
Electoral Commission Queensland	47	33	80	58.75%	41.25%
Office of the Inspector-General of Emergency Management	15	4	19	78.95%	21.05%
Public Safety Business Agency	396	719	1115	35.52%	64.48%
Public Service Commission	49	14	63	77.78%	22.22%
Public Trustee	473	166	639	74.02%	25.98%
Queensland Audit Office	106	92	198	53.54%	46.46%
Queensland Corrective Services	2644	3417	6061	43.62%	56.38%
Queensland Fire and Emergency Services	971	4212	5183	18.73%	81.27%
Queensland Health	82,872	29,635	112,507	73.66%	26.34%
Queensland Police Service	5883	10,053	15,936	36.92%	63.08%
Queensland Treasury	753	530	1283	58.69%	41.31%
TAFE Queensland	2885	1736	4621	62.43%	37.57%
<b>Sector sub-total: Budget paper 2 agencies</b>	<b>192,776</b>	<b>84,911</b>	<b>277,687</b>	<b>69.42%</b>	<b>30.58%</b>

Other entities	Headcount			Percentage	
	Female	Male	Total	Female	Male
Legal Aid Queensland	480	143	623	77.05%	22.95%
Office of the Health Ombudsman	100	42	142	70.42%	29.58%
Queensland Art Gallery	234	131	365	64.11%	35.89%
Queensland Family and Child Commission	56	17	73	76.71%	23.29%
Queensland Human Rights Commission	35	9	44	79.55%	20.45%
Queensland Museum	219	110	329	66.57%	33.43%
Resources Safety and Health Queensland	120	176	296	40.54%	59.46%
State Library of Queensland	255	98	353	72.24%	27.76%
Trade and Investment Queensland	83	52	135	61.48%	38.52%
Sector sub-total: Other entities	1582	778	2360	67.03%	32.97%
<b>Sector total</b>	<b>194,358</b>	<b>85,689</b>	<b>280,047</b>	<b>69.40%</b>	<b>30.60%</b>

### Headcount and percentage by gender and agency

	Full-time			Part-time						
	Female	Male	Total	Female	Male	Total				
Education sector	37,913	<b>36.47%</b>	15,756	<b>22.99%</b>	53,669	33,365	<b>43.01%</b>	3,899	<b>35.27%</b>	37,264
Health sector	40,267	<b>38.74%</b>	21,775	<b>31.77%</b>	62,042	38,206	<b>49.25%</b>	6,319	<b>57.15%</b>	44,525
Rest of sector	25,765	<b>24.79%</b>	31,000	<b>45.24%</b>	56,765	6,011	<b>7.75%</b>	838	<b>7.58%</b>	6,849
Total sector	103,945	<b>100.00%</b>	68,531	<b>100.00%</b>	172,476	77,582	<b>100.00%</b>	11,056	<b>100.00%</b>	88,638

	Casual			Total						
	Female	Male	Total	Female	Male	Total				
Education sector	6,003	<b>46.79%</b>	1,944	<b>31.86%</b>	7,947	77,281	<b>39.76%</b>	21,599	<b>25.21%</b>	98,880
Health sector	4,399	<b>34.28%</b>	1,541	<b>25.25%</b>	5,940	82,872	<b>42.64%</b>	29,635	<b>34.58%</b>	112,507
Rest of sector	2,429	<b>18.93%</b>	2,617	<b>42.89%</b>	5,046	34,205	<b>17.60%</b>	34,455	<b>40.21%</b>	68,660
Total sector	12,831	<b>100.00%</b>	6,102	<b>100.00%</b>	18,933	194,358	<b>100.00%</b>	85,689	<b>100.00%</b>	280,047

### Number of FTE by appointment type by sector and gender

	Permanent			Temporary						
	Female	Male	Total	Female	Male	Total				
Education sector	47,711.56	<b>37.81%</b>	14,885.51	<b>23.58%</b>	62,597.07	9,923.58	<b>38.63%</b>	3,028.97	<b>27.63%</b>	12,952.55
Health sector	52,972.46	<b>41.98%</b>	19,186.71	<b>30.40%</b>	72,159.17	12,277.31	<b>47.79%</b>	6,210.52	<b>56.66%</b>	18,487.83
Rest of sector	25,492.68	<b>20.20%</b>	29,050.22	<b>46.02%</b>	54,542.90	3,487.24	<b>13.58%</b>	1,721.99	<b>15.71%</b>	5,209.23
Total sector	126,176.70	<b>100.00%</b>	63,122.44	<b>100.00%</b>	189,299.14	25,688.13	<b>100.00%</b>	10,961.48	<b>100.00%</b>	36,649.61

	Casual			Contract						
	Female	Male	Total	Female	Male	Total				
Education sector	2,031.08	<b>44.85%</b>	752.57	<b>36.98%</b>	2,783.65	106.10	<b>16.95%</b>	106.50	<b>10.60%</b>	212.60
Health sector	1,952.56	<b>43.12%</b>	815.03	<b>40.05%</b>	2,767.59	171.13	<b>27.34%</b>	263.53	<b>26.24%</b>	434.66
Rest of sector	545.00	<b>12.03%</b>	467.30	<b>22.96%</b>	1,012.30	348.68	<b>55.71%</b>	634.26	<b>63.16%</b>	982.94
Total sector	4,528.64	<b>100.00%</b>	2,034.90	<b>100.00%</b>	6,563.54	625.91	<b>100.00%</b>	1,004.29	<b>100.00%</b>	1,630.20

	Total				
	Female	Male	Total		
Education sector	59,772.32	<b>38.07%</b>	18,773.55	<b>24.34%</b>	78,545.87
Health sector	67,373.46	<b>42.91%</b>	26,475.79	<b>34.33%</b>	93,849.25
Rest of sector	29,873.60	<b>19.03%</b>	31,873.77	<b>41.33%</b>	61,747.37
Total sector	157,019.38	<b>100.00%</b>	77,123.11	<b>100.00%</b>	234,142.49

## Appendix B – Definitions

<b>Appointment type</b>	Either permanent, temporary, contract or casual (refer to specific definitions for each term).
<b>ANZSCO (occupation code)</b>	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 <a href="http://abs.gov.au/ANZSCO">abs.gov.au/ANZSCO</a>
<b>Annual earnings (FTE)</b>	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.
<b>Casual employment</b>	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.
<b>Contract</b>	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.
<b>corporate services roles</b>	Provide organisation-wide support enabling the public sector to deliver the Queensland Government's objectives for the community.
<b>Employment status</b>	Either full-time, part-time, casual (refer to specific definitions for each term).
<b>Full-time</b>	An employee who works full-time hours as specified in the award or agreement under which the employee is engaged.
<b>Full-time equivalent (FTE)</b>	The ratio of an individual's working hours to the relevant award full-time standard hours for the work being performed.
<b>frontline (including key frontline roles) and frontline support roles</b>	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.
<b>Headcount</b>	A count of people who were employed and paid at the time of the snapshot.
<b>key frontline roles</b>	Deliver key services and are immediately recognisable to the community, they are a subset of frontline and frontline support roles.
<b>Location</b>	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.
<b>Part-time</b>	An employee who works less than full-time hours and performs those duties on a regular basis.
<b>Permanent employment</b>	An employee who is employed on a continuing basis to perform ongoing functions.
<b>Fixed term temporary</b>	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.

