

Queensland public sector workforce profile

March 2022



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More information

Contact the Public Service Commission:

- PO Box 15190, City East, Brisbane QLD 4002
- (07) 3003 2800
- commission.psc@psc.qld.gov.au

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About this profile

This bi-annual workforce profile (the profile) is a summary of the Queensland public sector (the sector) workforce at 31 March 2022.

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

Included in this report is the Norfolk Island Taskforce. The Queensland Government is hosting full-time equivalent (FTE) staff to support Queensland's delivery of services on Norfolk Island as part of the implementation of the Intergovernmental Partnership Agreement on State Service Delivery to Norfolk Island. These full-time equivalent staff are fully funded by the Australian Government, and are not counted as part of their host agency FTE total.

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 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 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.

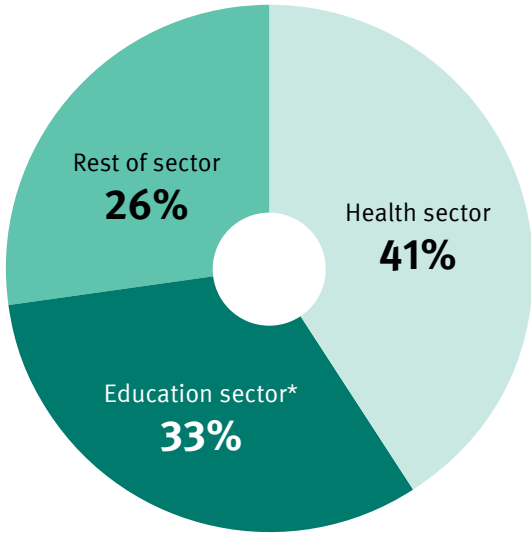
² Actual means the agency where the FTE is actually paid from.

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).

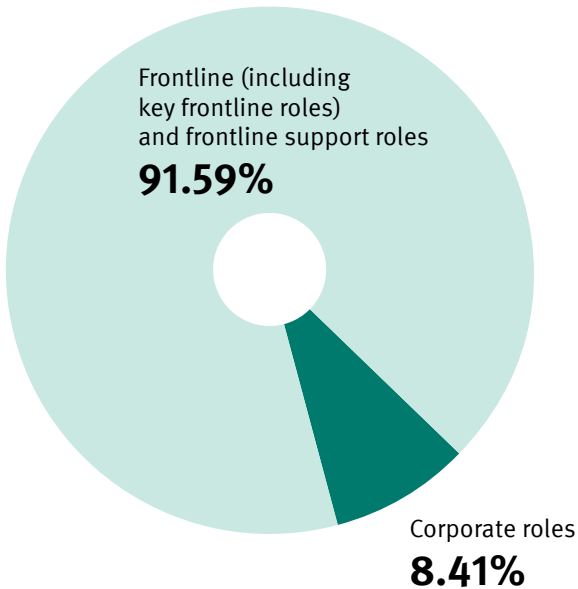
Workforce at a glance

Sector



*Education sector includes TAFE Queensland

Occupation type



Key frontline roles



Teachers and teacher aides
58,571.08



Nurses and midwives
38,553.96



Police
11,966.38



Correction officers
4,298.09



Allied health
(health practitioners,
professional and technical)
14,958.09



Doctors
11,036.16



Ambulance officers
4,812.87



Firefighters
2,608.20



TAFE teachers and tutors
1,971.25



Child safety case workers
1,824.08

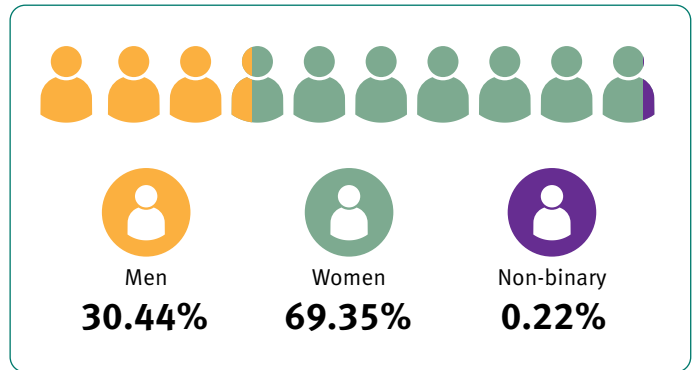
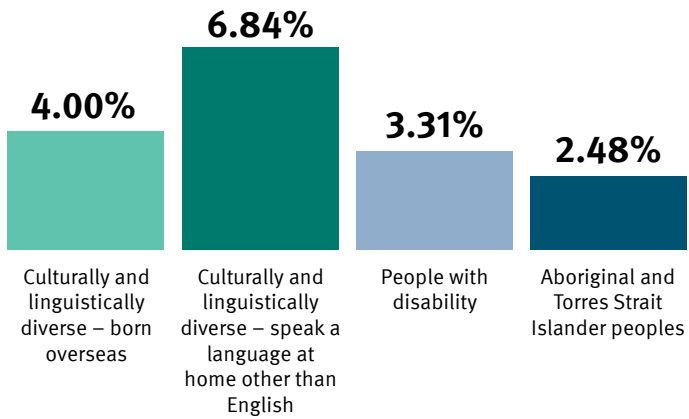


Disability support workers
989.98



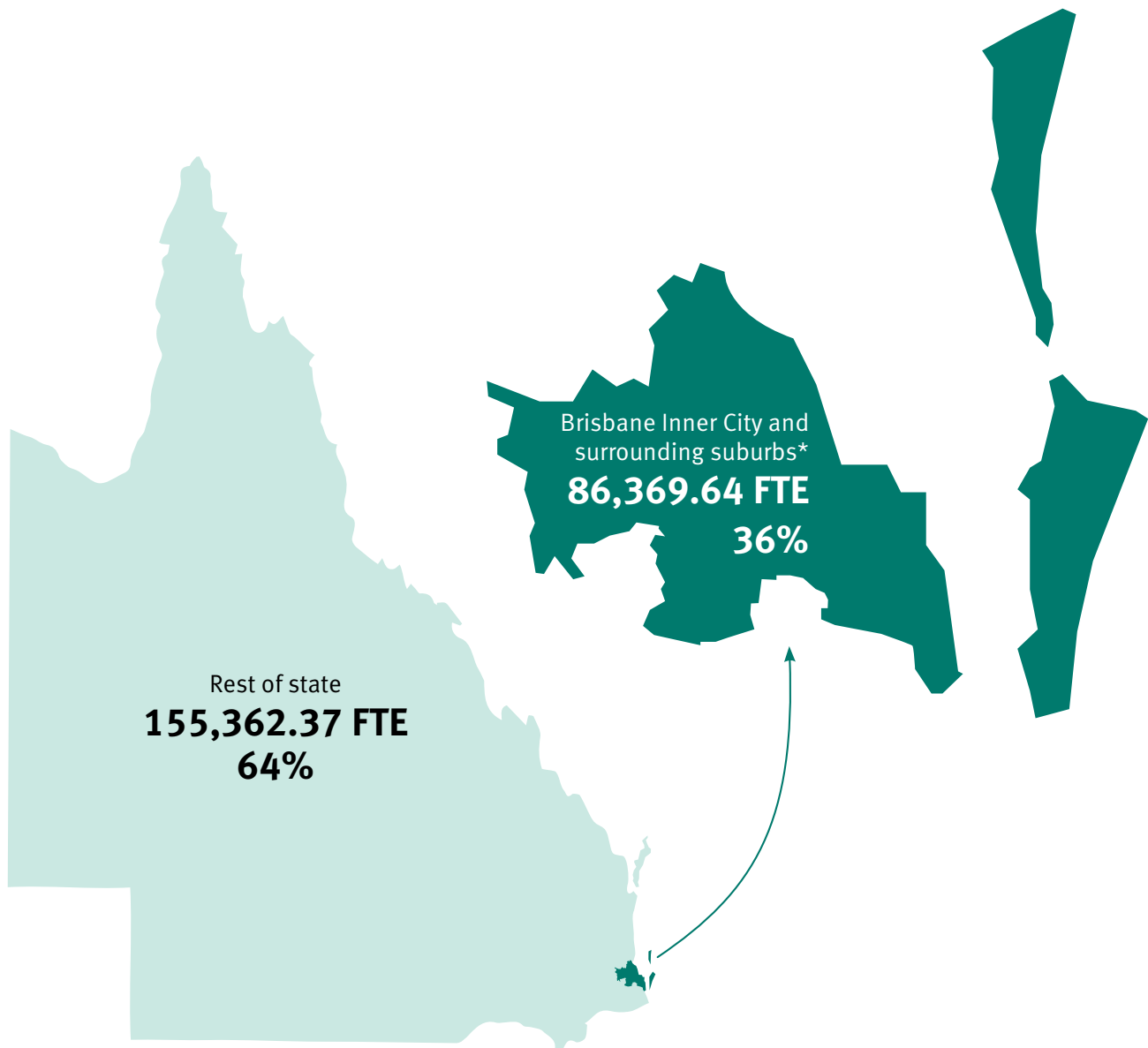
Youth and case workers
954.58

Diversity



All diversity data is measured by headcount.

Location



There
are241,768.87
full-time equivalent (FTE)in the
sector

Workforce size

Agency	September 2021	March 2022	Variance	% Variance
Department of Agriculture and Fisheries	1967.61	2040.05	72.44	3.68%
Department of Children, Youth Justice and Multicultural Affairs	4965.56	5094.49	128.93	2.60%
Department of Communities, Housing and Digital Economy	3300.05	3322.22	22.17	0.67%
Department of Education	75,205.64	75,219.69	14.05	0.02%
Department of Employment, Small Business and Training	537.33	565.54	28.21	5.25%
Department of Energy and Public Works	1947.39	2069.98	122.59	6.30%
Department of Environment and Science	2696.89	2724.64	27.75	1.03%
Department of Justice and Attorney-General	3388.23	3467.23	79	2.33%
Department of Regional Development, Manufacturing and Water	553.21	555.97	2.76	0.50%
Department of Resources	1316.09	1358.65	42.56	3.23%
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1874.19	1818.24	-55.95	-2.99%
Department of State Development, Infrastructure, Local Government and Planning	867.23	914.77	47.54	5.48%
Department of the Premier and Cabinet	385.54	412.86	27.32	7.09%
Department of Tourism, Innovation and Sport	396.7	426.49	29.79	7.51%
Department of Transport and Main Roads	7395.24	7414.92	19.68	0.27%
Electoral Commission Queensland	63.8	63.83	0.03	0.05%
Office of the Inspector-General of Emergency Management	17.05	17.05	0	0.00%
Public Service Commission	61.53	63	1.47	2.39%
Public Trustee	568.03	561.6	-6.43	-1.13%
Queensland Audit Office	179.63	192.08	12.45	6.93%
Queensland Corrective Services	6481.55	6467.65	-13.9	-0.21%
Queensland Fire and Emergency Services	3546.2	3607.42	61.22	1.73%
Queensland Health	97,015.52	99,479.68	2464.16	2.54%
Queensland Police Service	16,489.12	16,506.39	17.27	0.10%
Queensland Treasury	1093.6	1153.1	59.5	5.44%
TAFE Queensland	4170.37	4219.66	49.29	1.18%
Sector sub-total: Budget paper 2 agencies	236,483.30	239,737.20	3253.90	1.38%
Other entities	September 2021	March 2022	Variance	% Variance
Legal Aid Queensland	566.32	565.65	-0.67	-0.12%
Office of the Health Ombudsman	124.88	118.51	-6.37	-5.10%
Queensland Art Gallery	345.21	266.17	-79.04	-22.90%
Queensland Family and Child Commission	60.46	63.62	3.16	5.23%
Queensland Human Rights Commission	46.35	44.1	-2.25	-4.85%
Queensland Museum	245.8	266.83	21.03	8.56%
Resources Safety and Health Queensland	306.5	315.84	9.34	3.05%
State Library of Queensland	277.13	265.23	-11.9	-4.29%
Trade and Investment Queensland	126.62	114.72	-11.9	-9.40%
Norfolk Island Taskforce*	0	11	11	100%
Sector sub-total: Other entities	2099.27	2031.67	-67.60	-3.22%
Sector total	238,582.57	241,768.87	3186.30	1.34%

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 91.59 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.

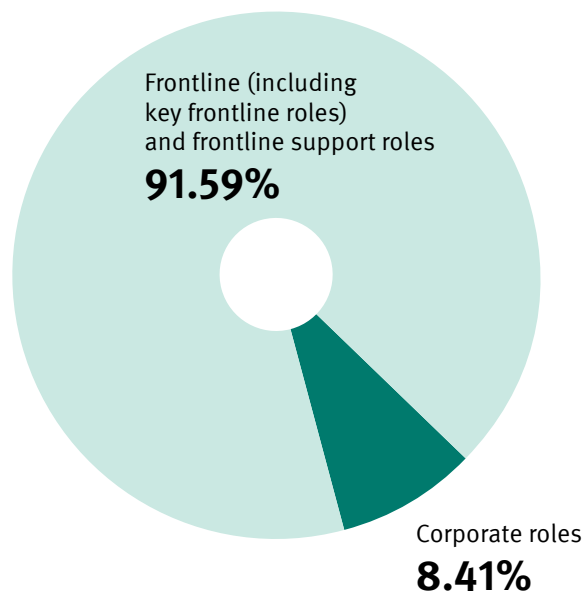
Frontline and frontline support roles (including key frontline roles)	FTE
Teacher and teacher aides	58,571.08
Nurses and midwives	38,553.96
Allied health	14,958.09
General clerks	14,560.14
Police	11,966.38
Doctors	11,036.16
Commercial cleaners	4880.30
Ambulance officers	4812.87
Correctional officers	4298.09
Program or project administrators	3869.12
Labourers	3419.30
Firefighters	2608.20
Office managers	2267.35
TAFE teachers/tutors	1971.25
Child safety case workers	1824.08
Information officers	1250.79
Gardeners (general)	1120.34
Policy analyst	1041.50
Waiters (catering officer/canteen assistant)	1040.44
Security officers	1004.62
Disability support workers	989.98
Youth and case workers	954.58
Roles <1,000 FTE	34,431.22
Total	221,429.84

Corporate service roles	FTE
Information and communications technology	4881.92
Human resources	4414.19
Accounting and finance	3108.90
Property and facilities	1528.84
Procurement and contract management	1362.20
Communication, media and marketing	1067.24
Governance and strategy	1062.68
Executive services and support	1022.51
Information management	866.70
Legal services	382.30
Corporate services management	347.23
Audit services	294.32
Total	20,339.03

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.

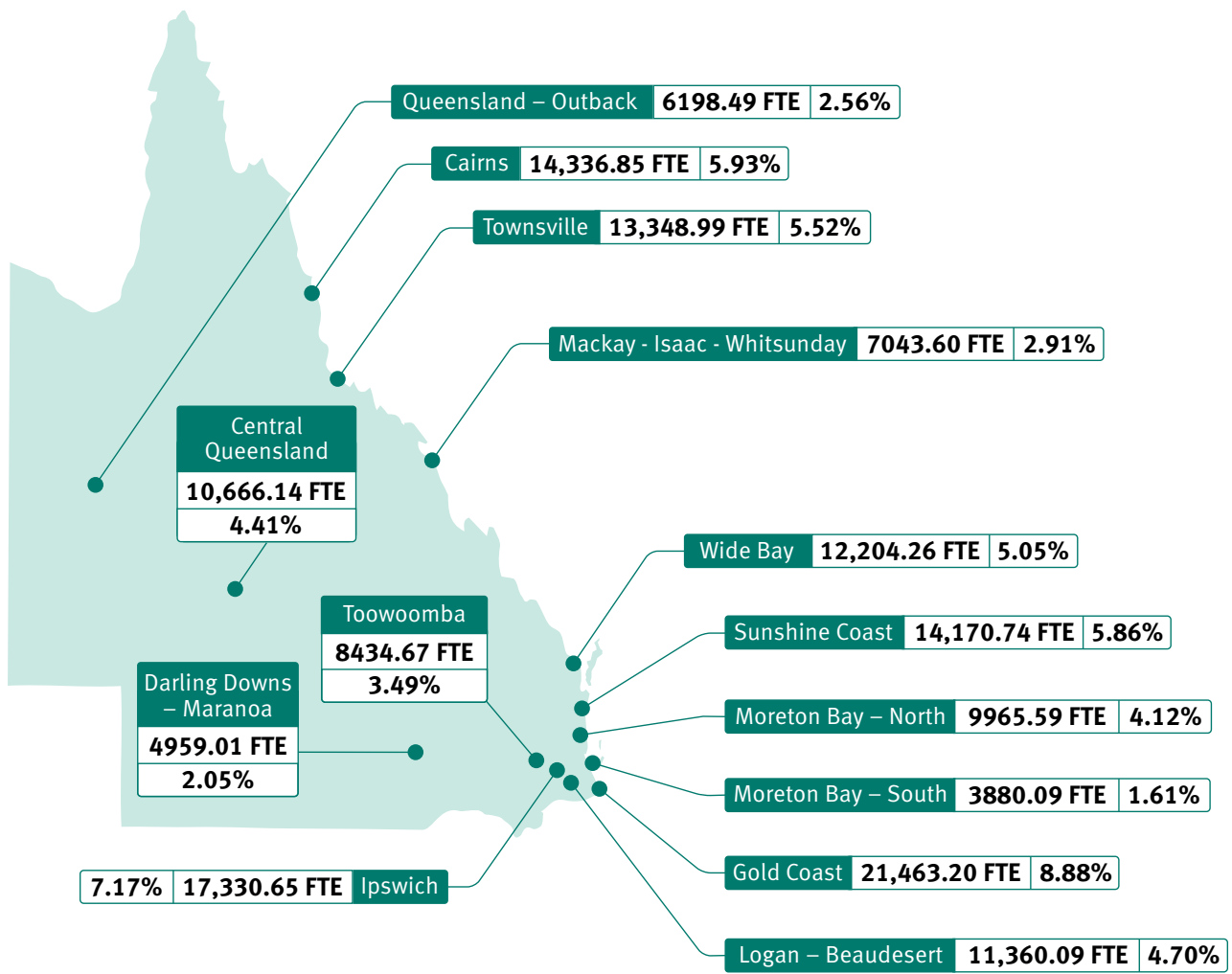
Examples include, but are not limited to:

- 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.

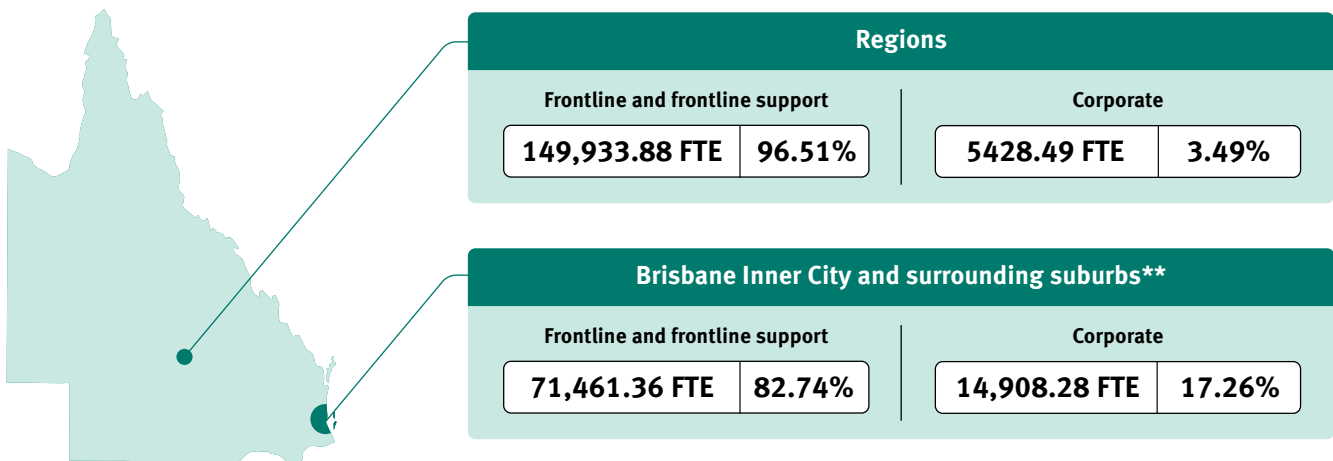


Location*

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	5392.57	98.66%	73.34	1.34%	5465.91	2.26%
Brisbane – North	9331.41	92.81%	722.58	7.19%	10,053.99	4.16%
Brisbane – South	17,864.26	94.57%	1026.41	5.43%	18,890.67	7.81%
Brisbane – West	3738.04	99.36%	24	0.64%	3762.04	1.56%
Brisbane Inner City	35,135.08	72.90%	13,061.95	27.10%	48,197.03	19.94%
Cairns	13,637.87	95.12%	698.98	4.88%	14,336.85	5.93%
Central Queensland	10,261.21	96.20%	404.93	3.80%	10,666.14	4.41%
Darling Downs – Maranoa	4851.85	97.84%	107.16	2.16%	4959.01	2.05%
Gold Coast	20,770.01	96.77%	693.19	3.23%	21,463.20	8.88%
Ipswich	16,760.70	96.71%	569.95	3.29%	17,330.65	7.17%
Logan – Beaudesert	11,048.46	97.26%	311.63	2.74%	11,360.09	4.70%
Mackay – Isaac – Whitsunday	6834.28	97.03%	209.32	2.97%	7043.60	2.91%
Moreton Bay – North	9792.86	98.27%	172.73	1.73%	9965.59	4.12%
Moreton Bay – South	3834.29	98.82%	45.8	1.18%	3880.09	1.61%
Queensland – Outback	5988.59	96.61%	209.9	3.39%	6198.49	2.56%
Sunshine Coast	13,539.67	95.55%	631.07	4.45%	14,170.74	5.86%
Toowoomba	7943.50	94.18%	491.17	5.82%	8434.67	3.49%
Townsville	12,814.97	96.00%	534.02	4.00%	13,348.99	5.52%
Wide Bay	11,855.62	97.14%	348.64	2.86%	12,204.26	5.05%
Queensland	221,395.24	91.59%	20,336.77	8.41%	241,732.01	100.00%

*Excludes interstate and overseas employees.

Employment type

Permanent



4 out of 5
employees are permanent employees

Temporary / Casual



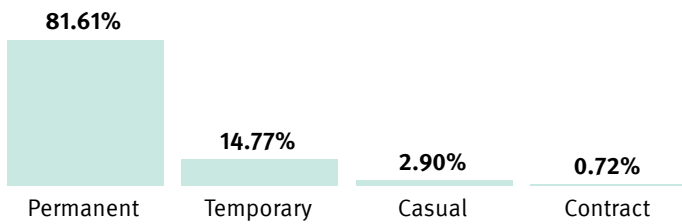
69.09%
of temporary and casual employees are women

Part-time

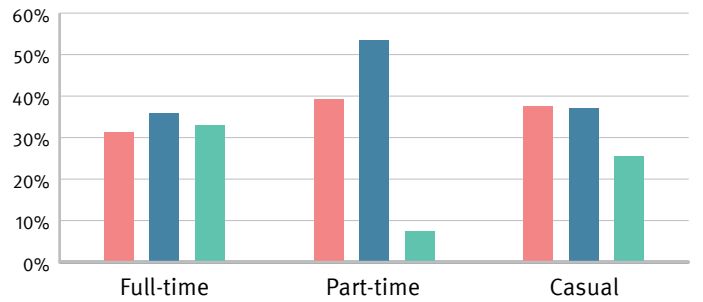
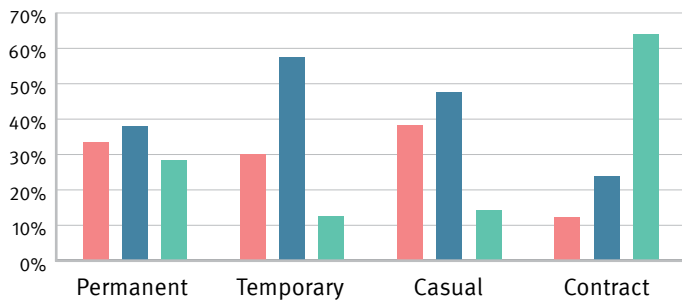
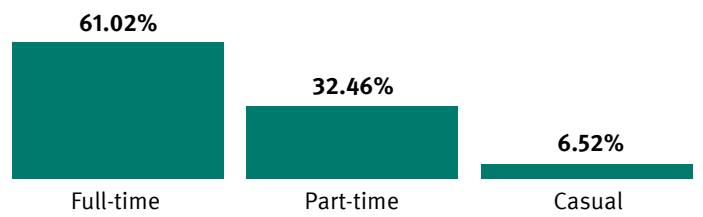


86.94%
of part-time employees are women

Percentage of FTE by appointment type



Percentage of headcount 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	65,073.45	82.14%	11,269.88	14.23%	2668.42	3.37%	210.81	0.27%	79,222.56
Health sector	74,992.76	76.79%	19,138.71	19.60%	3106.30	3.18%	423.2	0.43%	97,015.52
Rest of sector	56,336.25	89.19%	3988.32	6.31%	1118.69	1.77%	1078.99	1.71%	63,167.70
Total sector	196,402.46	81.87%	34,396.91	14.44%	6893.41	2.93%	1713.00	0.75%	239,405.78

Headcount by employment status and sector

	Full-time		Part-time		Casual		Sector total (Headcount)
	Headcount	%	Headcount	%	Headcount	%	
Education sector	54,105	54.19%	38,116	38.18%	7618	7.63%	99,839
Health sector	62,753	53.25%	48,493	41.15%	6590	5.59%	117,836
Rest of sector	57,482	82.73%	6891	9.92%	5111	7.36%	69,484
Total sector	174,340	60.71%	93,500	32.56%	19,319	6.73%	287,159

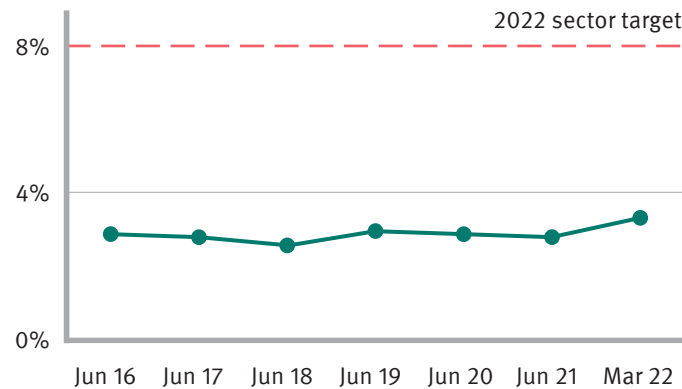
Diversity

The sector is committed to achieving a diverse and inclusive workforce reflective of the Queensland community. The category non-English speaking background (NESB) was replaced in the September 2021 report 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 cannot be directly compared. Work continues across the sector to encourage people within this category to self-identify and to update their data.

All diversity data is measured by headcount.

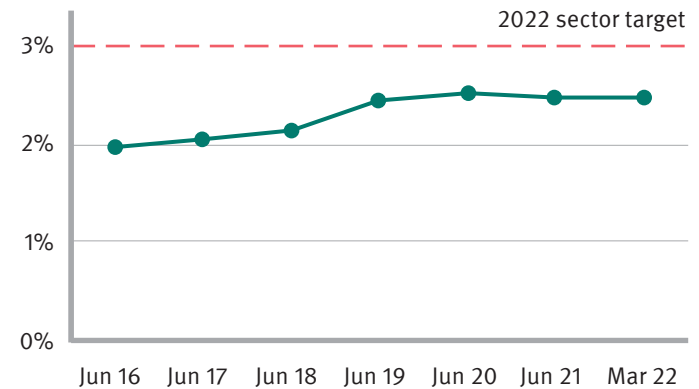
People with disability

People with disability	As a % of sector workforce	2022 sector target
9557	3.31%	8%



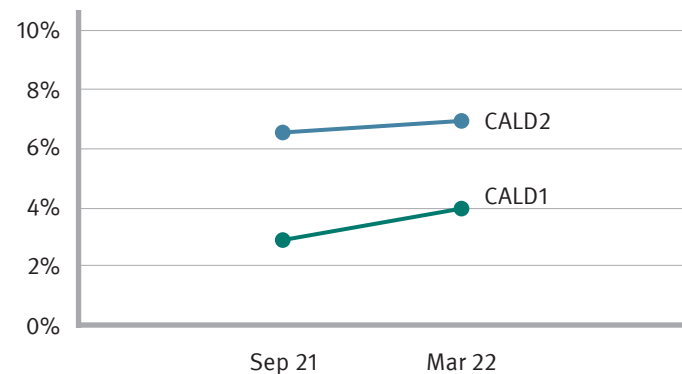
Aboriginal and Torres Strait Islander peoples

Aboriginal and Torres Strait Islander peoples	As a % of sector workforce	2022 sector target
7171	2.48%	3%



People from culturally and linguistically diverse backgrounds

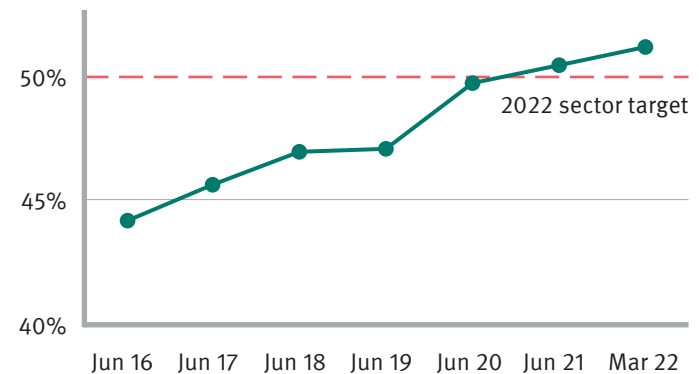
CALD1		CALD2	
Born overseas	As a % of sector workforce	Speak a language at home other than English	As a % of sector workforce
11,543	4.00%	19,755	6.84%



Women in leadership

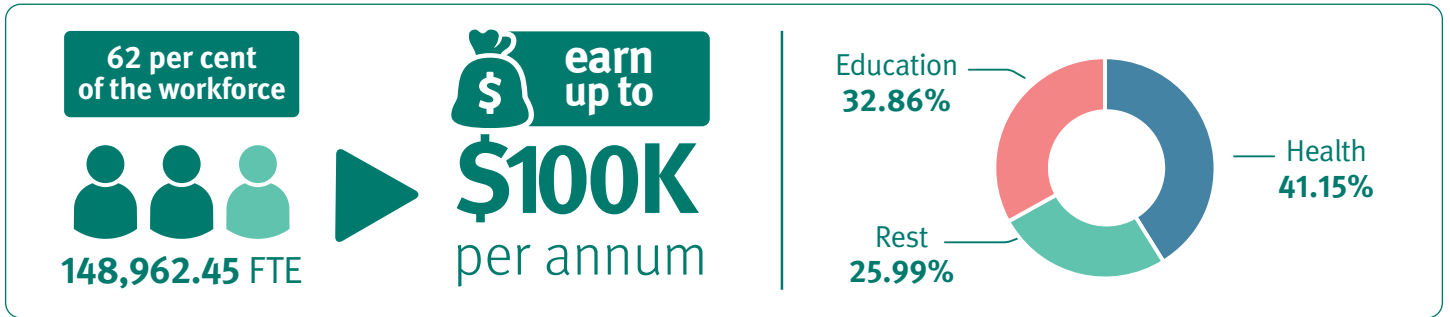
Senior Officer, Senior Executive and Chief Executive in classified roles

Women in leadership	As a % of leadership cohort	2022 sector target
1564	51.21%	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	24,050.70	9.95%	Administration staff, janitor/grounds person, nursing assistants 7391.77 FTE – 30.73%	Teacher aides, part-time teachers, janitors, grounds staff, TAFE tutors 14,413.77 FTE – 59.93%	Administration officers, some ambulance and fire fighter operational staff, police recruits, horticulture workers 2245.16 FTE – 9.34%
\$50,000 to \$99,999	124,911.75	51.67%	Nurses, ambulance officers, health practitioners, medical and science technicians 55,039.00 FTE – 44.06%	Teachers, TAFE teachers 34,853.30 FTE – 27.90%	Fire fighters, police officers, administration officers, prison and security officers, social and welfare professionals, legal officers 35,019.45 FTE – 28.04%
\$100,000 to \$119,999	49,063.73	20.29%	Clinical nurses, consultant/manager/educator, clinical and registered nurses, health practitioners 16,043.85 FTE – 32.70%	Senior teachers, senior TAFE teachers 20,579.70 FTE – 41.94%	Legal professionals, architects, designers, planners and surveyors, engineers, police officers, detectives 12,440.18 FTE – 25.36%
\$120,000 to \$149,999	34,353.16	14.21%	Nursing directors/assistant directors of nursing, clinical nurses, medical staff, health practitioners 15,440.78 FTE – 44.95%	Principals and deputy principals, senior teachers, senior officers 8207.44 FTE – 23.89%	Senior police officers, senior officers, legal professionals, building and engineering technicians, health and welfare services managers 10,704.94 FTE – 31.16%
\$150,000 to \$179,999	5389.48	2.23%	Medical staff including visiting medical staff, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing 2595.65 FTE – 48.16%	Principals including executive principals, senior executives 1109.93 FTE – 20.59%	Commissioned police officers, senior executives, building and engineering technicians, air and marine transport professionals 1683.90 FTE – 31.24%
\$180,000 and above	4000.05	1.65%	Medical staff including visiting medical staff, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing 2971.63 FTE – 74.29%	Principals including executive principals, senior executives 280.21 FTE – 7.01%	Commissioned police officers, chief executives, senior executives, legal professionals, general managers, legislators 748.21 FTE – 18.71%

Age profile



44.44 years

is the average age of all employees

All employees



44.29 years

is the average age of employees who are women

Women



44.85 years

is the average age of employees who are men

Men



34.39 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	419.77	8366.48	17,123.74	17,725.97	19,501.72	20,216.52	21,478.81	21,823.90	18,155.34	12,150.75	5340.73	162,303.73
Men	203.86	2929.71	7538.41	9199.09	9974.21	9865.93	10,282.10	10,632.79	9296.70	5985.00	2990.11	78,897.91
Non-binary	3.34	70.08	170.23	120.77	75.50	39.48	25.82	27.52	20.10	12.59	1.80	567.23
Total	626.97	11366.27	24,832.38	27,045.83	29,551.43	30,121.93	31,786.73	32,484.21	27,472.14	18,148.34	8332.64	241,768.87

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	66.95%	73.61%	68.96%	65.54%	65.99%	67.12%	67.57%	67.18%	66.09%	66.95%	64.09%	67.13%
Men	32.52%	25.78%	30.36%	34.01%	33.75%	32.75%	32.35%	32.73%	33.84%	32.98%	35.88%	32.63%
Non-binary	0.53%	0.62%	0.69%	0.45%	0.26%	0.13%	0.08%	0.08%	0.07%	0.07%	0.02%	0.23%
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	46.53	Brisbane – North	44.64	Brisbane – South	43.95
Brisbane – West	45.92	Toowoomba	44.61	Mackay – Isaac – Whitsunday	43.81
Sunshine Coast	45.85	Moreton Bay – North	44.44	Ipswich	43.6
Darling Downs – Maranoa	45.81	Gold Coast	44.24	Logan – Beaudesert	43.2
Brisbane – East	45.51	Central Queensland	44.12	Queensland – Outback	42.99
Cairns	45.23	Townsville	44.09	Queensland public sector average age	44.44
Moreton Bay – South	45.18	Brisbane Inner City	43.96		

Appendix A – Data by FTE and headcount

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

Number of FTE by appointment type and agency at March 2022

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Agriculture and Fisheries	1833.59	179.66	1.80	25.00	2040.05
Department of Children, Youth Justice and Multicultural Affairs	4518.63	431.94	106.92	37.00	5094.49
Department of Communities, Housing and Digital Economy	3007.84	269.43	3.45	41.50	3322.22
Department of Education	62,865.86	9728.77	2499.58	125.48	75,219.69
Department of Employment, Small Business and Training	488.93	55.61	0.00	21.00	565.54
Department of Energy and Public Works	1866.26	166.72	0.00	37.00	2069.98
Department of Environment and Science	2475.85	204.04	9.35	35.40	2724.64
Department of Justice and Attorney-General	2681.52	625.59	76.70	83.42	3467.23
Department of Regional Development, Manufacturing and Water	519.97	25.20	0.00	10.80	555.97
Department of Resources	1281.33	58.76	0.56	18.00	1358.65
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1487.69	176.49	135.06	19.00	1818.24
Department of State Development, Infrastructure, Local Government and Planning	791.22	70.25	0.00	53.30	914.77
Department of the Premier and Cabinet	301.22	87.08	0.00	24.56	412.86
Department of Tourism, Innovation and Sport	358.70	22.50	0.99	44.30	426.49
Department of Transport and Main Roads	6403.19	600.92	308.33	102.48	7414.92
Electoral Commission Queensland	55.83	2.00	0.00	6.00	63.83
Office of the Inspector-General of Emergency Management	16.05	0.00	0.00	1.00	17.05
Public Service Commission	51.80	3.20	0.00	8.00	63.00
Public Trustee	480.27	71.83	4.50	5.00	561.60
Queensland Audit Office	170.32	14.80	0.96	6.00	192.08
Queensland Corrective Services	5945.28	385.14	82.23	55.00	6467.65
Queensland Fire and Emergency Services	3280.23	111.07	201.12	15.00	3607.42
Queensland Health	75,177.80	20,561.06	3325.87	414.95	99,479.68
Queensland Police Service	15,647.96	554.00	2.43	302.00	16,506.39
Queensland Treasury	1046.68	49.03	0.84	56.55	1153.10
TAFE Queensland	2967.92	977.07	188.17	86.50	4219.66
Sector sub-total: Budget paper 2 agencies	195,721.94	35,432.16	6948.86	1634.24	239,737.20
Other entities	Permanent	Temporary	Casual	Contract	Total
Legal Aid Queensland	489.28	66.37	0.00	10.00	565.65
Office of the Health Ombudsman	106.11	7.40	0.00	5.00	118.51
Queensland Art Gallery	186.04	64.39	9.74	6.00	266.17
Queensland Family and Child Commission	52.10	5.55	0.47	5.50	63.62
Queensland Human Rights Commission	32.20	10.90	0.00	1.00	44.10
Queensland Museum	172.19	50.75	39.89	4.00	266.83
Resources Safety and Health Queensland	218.65	36.00	1.44	59.75	315.84
State Library of Queensland	228.53	29.28	3.42	4.00	265.23
Trade and Investment Queensland	91.32	14.40	0.00	9.00	114.72
Norfolk Island Taskforce	9.00	1.00	0.00	1.00	11.00
Sector sub-total: Other entities	1585.42	286.04	54.96	105.25	2031.67
Sector total	197,307.36	35,718.20	7003.82	1739.49	241,768.87

Headcount by appointment type and agency at March 2022

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Agriculture and Fisheries	1906	190	11	25	2132
Department of Children, Youth Justice and Multicultural Affairs	4846	460	159	37	5502
Department of Communities, Housing and Digital Economy	3232	283	7	42	3564
Department of Education	74,318	13,044	6486	127	93,975
Department of Employment, Small Business and Training	521	57	0	21	599
Department of Energy and Public Works	1932	171	0	37	2140
Department of Environment and Science	2617	216	26	36	2895
Department of Justice and Attorney-General	2912	669	171	89	3841
Department of Regional Development, Manufacturing and Water	552	26	0	11	589
Department of Resources	1367	61	3	19	1450
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1551	187	240	19	1997
Department of State Development, Infrastructure, Local Government and Planning	841	73	0	54	968
Department of the Premier and Cabinet	323	90	0	26	439
Department of Tourism, Innovation and Sport	378	24	2	46	450
Department of Transport and Main Roads	6761	628	1920	103	9412
Electoral Commission Queensland	58	2	0	6	66
Office of the Inspector-General of Emergency Management	18	0	0	1	19
Public Service Commission	55	4	0	8	67
Public Trustee	510	78	8	5	601
Queensland Audit Office	182	15	2	6	205
Queensland Corrective Services	6132	398	159	55	6744
Queensland Fire and Emergency Services	3344	119	1928	15	5406
Queensland Health	87,798	24,585	6985	837	120,205
Queensland Police Service	16,094	573	4	302	16,973
Queensland Treasury	1111	51	3	58	1223
TAFE Queensland	3186	1117	565	88	4956
Sector sub-total: Budget paper 2 agencies	222,545	43,121	18,679	2073	286,418
Other entities	Permanent	Temporary	Casual	Contract	Total
Legal Aid Queensland	534	77	0	10	621
Office of the Health Ombudsman	110	8	0	5	123
Queensland Art Gallery	221	82	39	6	348
Queensland Family and Child Commission	56	7	3	6	72
Queensland Human Rights Commission	37	12	0	1	50
Queensland Museum	200	63	99	4	366
Resources Safety and Health Queensland	226	37	3	60	326
State Library of Queensland	263	39	16	4	322
Trade and Investment Queensland	94	15	0	9	118
Norfolk Island Taskforce	9	1	0	1	11
Sector sub-total: Other entities	1750	341	160	106	2357
Sector total	224,295	43,462	18,839	2179	288,775

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	862.33	1177.72	0.00	2040.05	42.27%	57.73%	0.00%
Department of Children, Youth Justice and Multicultural Affairs	3799.36	1287.75	7.38	5094.49	74.58%	25.28%	0.14%
Department of Communities, Housing and Digital Economy	2185.28	1133.26	3.68	3322.22	65.78%	34.11%	0.11%
Department of Education	57,590.17	17,489.02	140.50	75,219.69	76.56%	23.25%	0.19%
Department of Employment, Small Business and Training	391.33	171.21	3.00	565.54	69.20%	30.27%	0.53%
Department of Energy and Public Works	795.61	1272.37	2.00	2069.98	38.44%	61.47%	0.10%
Department of Environment and Science	1311.96	1406.08	6.60	2724.64	48.15%	51.61%	0.24%
Department of Justice and Attorney-General	2377.23	1087.40	2.60	3467.23	68.56%	31.36%	0.07%
Department of Regional Development, Manufacturing and Water	292.77	262.60	0.60	555.97	52.66%	47.23%	0.11%
Department of Resources	762.77	595.88	0.00	1358.65	56.14%	43.86%	0.00%
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1215.48	600.96	1.80	1818.24	66.85%	33.05%	0.10%
Department of State Development, Infrastructure, Local Government and Planning	572.87	340.90	1.00	914.77	62.62%	37.27%	0.11%
Department of the Premier and Cabinet	293.91	116.95	2.00	412.86	70.92%	28.60%	0.48%
Department of Tourism, Innovation and Sport	262.55	163.94	0.00	426.49	61.56%	38.44%	0.00%
Department of Transport and Main Roads	3415.49	3997.43	2.00	7414.92	46.06%	53.91%	0.03%
Electoral Commission Queensland	32.83	31.00	0.00	63.83	51.43%	48.57%	0.00%
Office of the Inspector-General of Emergency Management	13.05	4.00	0.00	17.05	76.54%	23.46%	0.00%
Public Service Commission	47.20	15.80	0.00	63.00	74.92%	25.08%	0.00%
Public Trustee	412.40	148.20	1.00	561.60	73.43%	26.39%	0.18%
Queensland Audit Office	94.53	97.55	0.00	192.08	49.21%	50.79%	0.00%
Queensland Corrective Services	2835.48	3629.17	3.00	6467.65	43.84%	56.11%	0.05%
Queensland Fire and Emergency Services	792.55	2812.87	2.00	3607.42	21.97%	77.97%	0.06%
Queensland Health	71,631.21	27,467.90	380.57	99,479.68	72.01%	27.61%	0.38%
Queensland Police Service	5787.15	10,719.24	0.00	16,506.39	35.06%	64.94%	0.00%
Queensland Treasury	642.46	507.64	3.00	1153.10	55.72%	44.02%	0.26%
TAFE Queensland	2564.02	1651.14	4.50	4219.66	60.76%	39.13%	0.11%
Sector sub-total: Budget paper 2 agencies	160,981.99	78,187.98	567.23	239,737.20	67.15%	32.61%	0.24%
Other entities	FTE				Percentage		
	Women	Men	Non-binary	Total	Women	Men	Non-binary
Legal Aid Queensland	438.66	126.99	-	565.65	77.55%	22.45%	-
Office of the Health Ombudsman	81.21	37.30	-	118.51	68.53%	31.47%	-
Queensland Art Gallery	158.92	107.25	-	266.17	59.71%	40.29%	-
Queensland Family and Child Commission	49.33	14.29	-	63.62	77.54%	22.46%	-
Queensland Human Rights Commission	34.30	9.80	-	44.10	77.78%	22.22%	-
Queensland Museum	168.04	98.79	-	266.83	62.98%	37.02%	-
Resources Safety and Health Queensland	124.52	191.32	-	315.84	39.43%	60.57%	-
State Library of Queensland	188.54	76.69	-	265.23	71.09%	28.91%	-
Trade and Investment Queensland	69.22	45.50	-	114.72	60.34%	39.66%	-
Norfolk Island Taskforce	9.00	2.00	-	11.00	81.82%	18.18%	-
Sector sub-total: Other entities	1321.74	709.93	-	2031.67	64.97%	35.03%	-
Sector total	162,303.73	78,897.91	567.23	241,768.87	67.13%	32.63%	0.23%

Headcount and percentage by gender and agency

Agency	Headcount				Percentage		
	Women	Men	Non-binary	Total	Women	Men	Non-binary
Department of Agriculture and Fisheries	934	1198	0	2132	43.81%	56.19%	0.00%
Department of Children, Youth Justice and Multicultural Affairs	4151	1343	8	5502	75.45%	24.41%	0.15%
Department of Communities, Housing and Digital Economy	2392	1168	4	3564	67.12%	32.77%	0.11%
Department of Education	73,788	20,025	162	93,975	78.52%	21.31%	0.17%
Department of Employment, Small Business and Training	422	174	3	599	70.45%	29.05%	0.50%
Department of Energy and Public Works	851	1287	2	2140	39.77%	60.14%	0.09%
Department of Environment and Science	1445	1443	7	2895	49.91%	49.84%	0.24%
Department of Justice and Attorney-General	2691	1147	3	3841	70.06%	29.86%	0.08%
Department of Regional Development, Manufacturing and Water	320	268	1	589	54.33%	45.50%	0.17%
Department of Resources	834	616	0	1450	57.52%	42.48%	0.00%
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1335	660	2	1997	66.85%	33.05%	0.10%
Department of State Development, Infrastructure, Local Government and Planning	619	348	1	968	63.95%	35.95%	0.10%
Department of the Premier and Cabinet	317	120	2	439	71.95%	27.60%	0.45%
Department of Tourism, Innovation and Sport	284	166	0	450	63.11%	36.89%	0.00%
Department of Transport and Main Roads	4926	4484	2	9412	52.34%	47.64%	0.02%
Electoral Commission Queensland	35	31	0	66	53.03%	46.97%	0.00%
Office of the Inspector-General of Emergency Management	15	4	0	19	78.95%	21.05%	0.00%
Public Service Commission	51	16	0	67	76.12%	23.88%	0.00%
Public Trustee	451	149	1	601	75.04%	24.79%	0.17%
Queensland Audit Office	104	101	0	205	50.73%	49.27%	0.00%
Queensland Corrective Services	3013	3728	3	6744	44.68%	55.28%	0.04%
Queensland Fire and Emergency Services	1079	4325	2	5406	19.96%	80.00%	0.04%
Queensland Health	88,658	31,130	417	120,205	73.76%	25.90%	0.35%
Queensland Police Service	6171	10,802	0	16,973	36.36%	63.64%	0.00%
Queensland Treasury	698	522	3	1223	57.07%	42.68%	0.25%
TAFE Queensland	3097	1854	5	4956	62.49%	37.41%	0.10%
Sector sub-total: Budget paper 2 agencies	198,681	87,109	628	286,418	69.37%	30.41%	0.22%
Other entities	Headcount				Percentage		
	Women	Men	Non-binary	Total	Women	Men	Non-binary
Legal Aid Queensland	489	132	-	621	78.74%	21.26%	-
Office of the Health Ombudsman	85	38	-	123	69.11%	30.89%	-
Queensland Art Gallery	213	135	-	348	61.21%	38.79%	-
Queensland Family and Child Commission	56	16	-	72	77.78%	22.22%	-
Queensland Human Rights Commission	40	10	-	50	80.00%	20.00%	-
Queensland Museum	242	124	-	366	66.12%	33.88%	-
Resources Safety and Health Queensland	131	195	-	326	40.18%	59.82%	-
State Library of Queensland	236	86	-	322	73.29%	26.71%	-
Trade and Investment Queensland	72	46	-	118	61.02%	38.98%	-
Norfolk Island Taskforce	9	2	-	11	81.82%	18.18%	-
Sector sub-total: Other entities	1573	784	-	2357	66.67%	33.33%	-
Sector total	200,254	87,893	628	288,775	69.48%	30.36%	0.22%

Headcount by employment status, gender and sector

Full-time

	Women		Men		Non-binary		Total
Education sector	38,829	36.51%	16,148	23.27%	105	22.25%	55,082
Health sector	41,121	38.67%	21,794	31.41%	331	70.13%	63,246
Rest of sector	26,396	24.82%	31,440	45.31%	36	7.63%	57,872
Total sector	106,346	100.00%	69,382	100.00%	472	100.00%	176,200

Part-time

	Women		Men		Non-binary		Total
Education sector	32,728	40.32%	4018	32.34%	57	42.86%	36,803
Health sector	42,368	52.19%	7541	60.69%	68	51.13%	49,977
Rest of sector	6081	7.49%	867	6.98%	8	6.02%	6956
Total sector	81,177	100.00%	12,426	100.00%	133	100.00%	93,736

Casual

	Women		Men		Non-binary		Total
Education sector	5333	41.89%	1713	28.15%	5	21.74%	7051
Health sector	5172	40.63%	1795	29.50%	18	78.26%	6985
Rest of sector	2226	17.48%	2577	42.35%	0	0.00%	4803
Total sector	12,731	100.00%	6085	100.00%	23	100.00%	18,839

Total

	Women		Men		Non-binary		Total
Education sector	76,890	38.40%	21,879	24.89%	167	26.59%	98,936
Health sector	88,661	44.27%	31,130	35.42%	417	66.40%	120,208
Rest of sector	34,703	17.33%	34,884	39.69%	44	7.01%	69,631
Total sector	200,254	100.00%	87,893	100.00%	628	100.00%	288,775

Number of FTE by appointment type by sector and gender

Permanent

	Women		Men		Non-binary		Total
	FTE	%	FTE	%	FTE	%	
Education sector	50,154.19	37.97%	15,574.92	23.95%	108.67	59.69%	65,837.78
Health sector	55,207.19	41.79%	19,937.15	30.66%	36.46	20.03%	75,180.80
Rest of sector	26,731.29	20.24%	29,520.55	45.39%	36.94	20.29%	56,288.78
Total sector	132,092.67	100.00%	65,032.62	100.00%	182.07	100.00%	197,307.36

Temporary

	Women		Men		Non-binary		Total
	FTE	%	FTE	%	FTE	%	
Education sector	7930.70	32.14%	2742.12	25.70%	33.02	8.85%	10,705.84
Health sector	13,890.70	56.29%	6334.88	59.38%	335.48	89.89%	20,561.06
Rest of sector	2855.55	11.57%	1591.03	14.91%	4.72	1.26%	4,451.30
Total sector	24,676.95	100.00%	10,668.03	100.00%	373.22	100.00%	35,718.20

Casual

	Women		Men		Non-binary		Total
	FTE	%	FTE	%	FTE	%	
Education sector	1969.30	40.71%	715.14	33.18%	3.31	30.26%	2687.75
Health sector	2360.64	48.80%	957.6	44.43%	7.63	69.74%	3325.87
Rest of sector	507.63	10.49%	482.57	22.39%	0.00	0.00%	990.20
Total sector	4837.57	100.00%	2155.31	100.00%	10.94	100.00%	7003.82

Contract

	Women		Men		Non-binary		Total
	FTE	%	FTE	%	FTE	%	
Education sector	105.00	15.07%	107.98	10.36%	0	0.00%	212.98
Health sector	175.68	25.22%	238.27	22.87%	1.00	100.00%	414.95
Rest of sector	415.86	59.70%	695.70	66.77%	0	0.00%	1111.56
Total sector	696.54	100.00%	1041.95	100.00%	1.00	100.00%	1739.49

Total

	Women		Men		Non-binary		Total
	FTE	%	FTE	%	FTE	%	
Education sector	60,159.19	37.07%	19,140.16	24.26%	145.00	25.56%	79,444.35
Health sector	71,634.21	44.14%	27,467.90	34.81%	380.57	67.09%	99,482.68
Rest of sector	30,510.33	18.80%	32,289.85	40.93%	41.66	7.34%	62,841.84
Total sector	162,303.73	100.00%	78,897.91	100.00%	567.23	100.00%	241,768.87

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.
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 <i>Public Service Act 2008</i> 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.

Level 27, 1 William Street
Brisbane QLD 4000
(07) 3003 2800
commission.psc@psc.qld.gov.au