

Queensland public sector workforce profile

September 2022



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(Public Service Commission)



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More information

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An electronic version of this document is available at forgov.qld.gov.au/workforce-statistics

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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 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

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 counted³
- FTE taking leave at half pay are now counted proportionately⁴

Regular reviews of data are undertaken to ensure validity, with the Public Service Commission currently working with agencies to validate the number of corporate services roles prior to the publication of the March 2023 Queensland public sector workforce profile report.

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

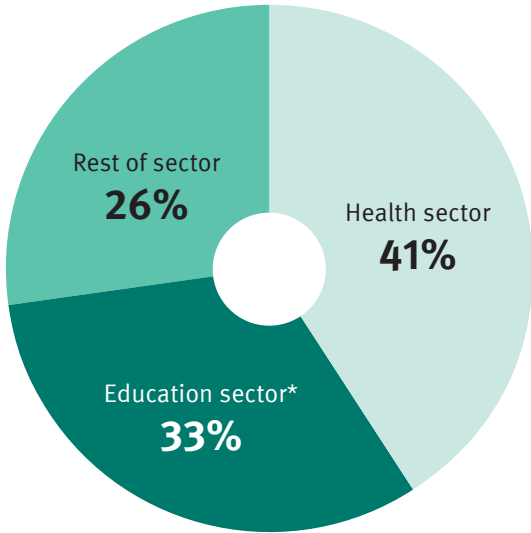
² Actual means the agency where the FTE is actually paid from.

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).

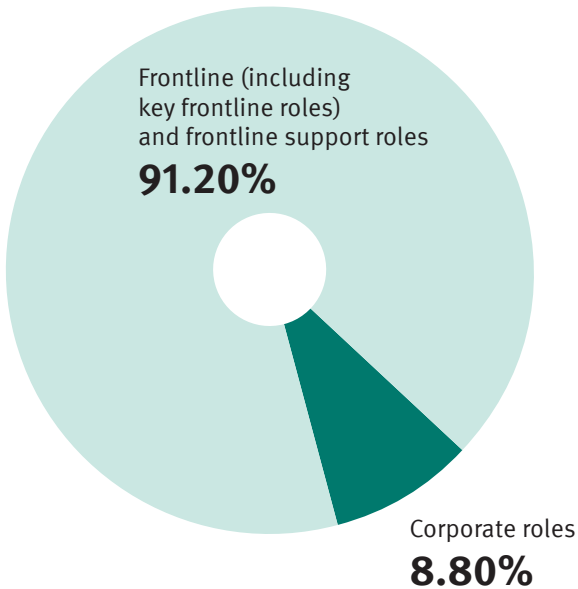
Workforce at a glance

Sector



*Education sector includes TAFE Queensland

Occupation type



Key frontline roles



Teachers and teacher aides
58,502.53



Nurses and midwives
38,246.66



Police
11,912.65



Correctional officers
4,305.41



Allied health
(health practitioners,
professional and technical)
14,863.98



Doctors
10,924.55



Ambulance officers
4,894.59



Firefighters
2,677.31



TAFE teachers and tutors
2,018.16



Child safety case workers
1,866.48

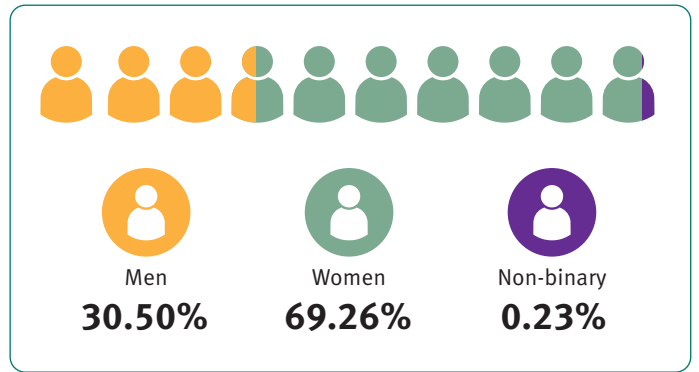
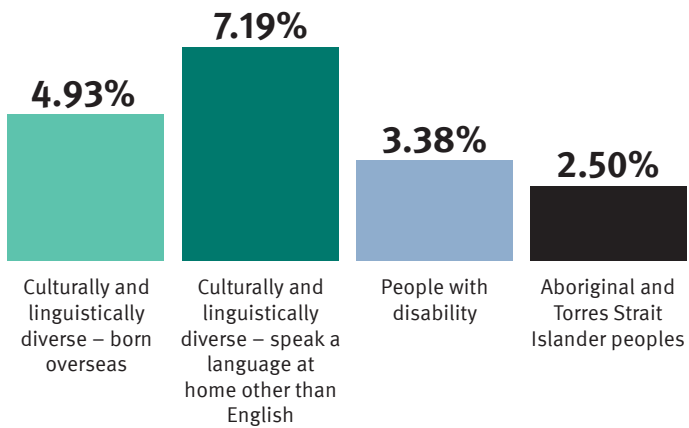


Disability support workers
990.12



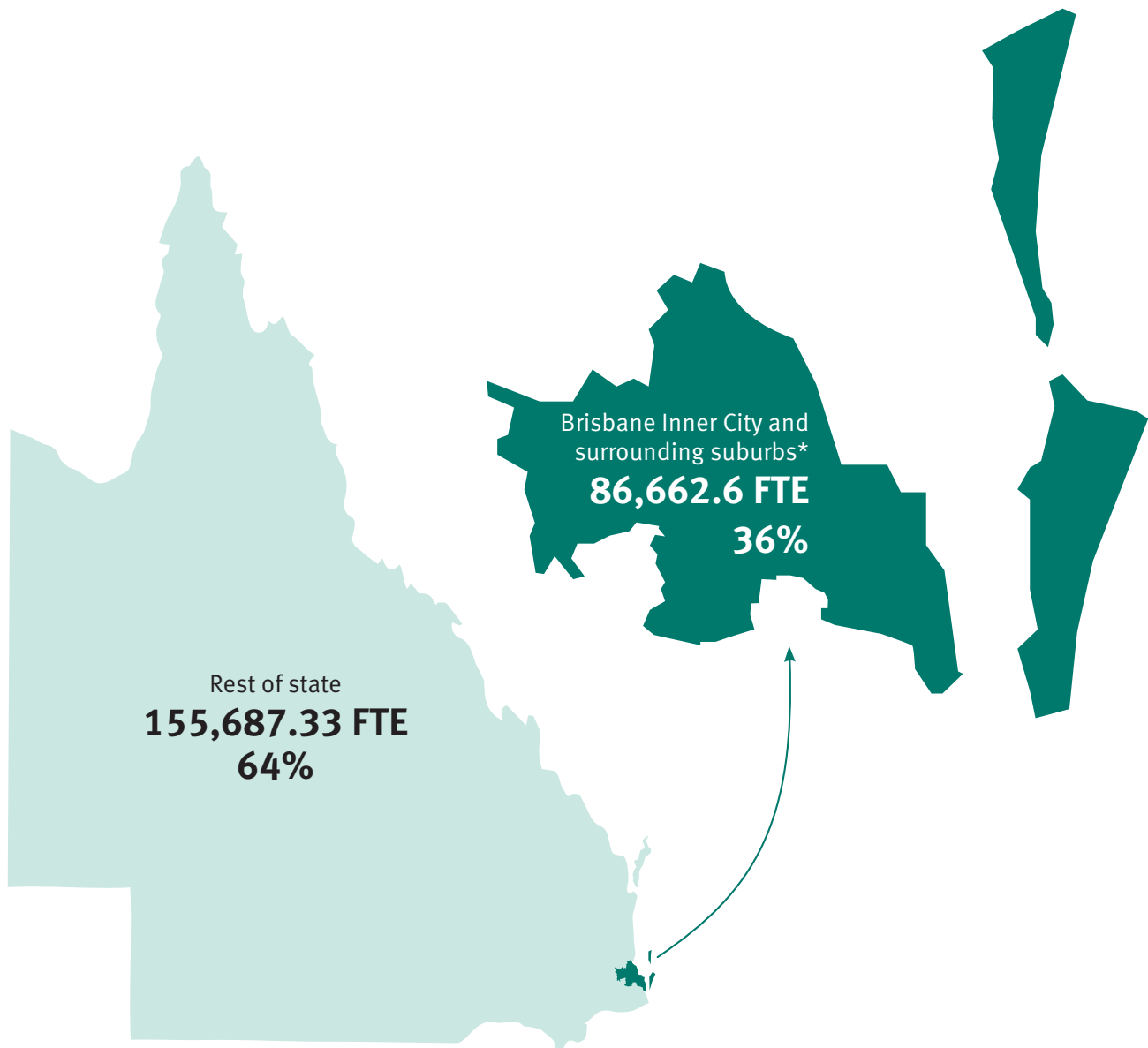
Youth and case workers
936.23

Diversity



All diversity data is measured by headcount.

Location



There
are

242,349.93

full-time equivalent (FTE)

in the
sector

Workforce size

Agency	March 2022	September 2022	Variance	% Variance
Department of Agriculture and Fisheries	2040.05	2060.18	20.13	0.99%
Department of Children, Youth Justice and Multicultural Affairs	5094.49	5182.47	87.98	1.73%
Department of Communities, Housing and Digital Economy	3322.22	3337.17	14.95	0.45%
Department of Education	75,219.69	75,371.16	151.47	0.20%
Department of Employment, Small Business and Training	565.54	546.4	-19.14	-3.38%
Department of Energy and Public Works	2069.98	2157.3	87.32	4.22%
Department of Environment and Science	2724.64	2787.73	63.09	2.32%
Department of Justice and Attorney-General	3467.23	3563.7	96.47	2.78%
Department of Regional Development, Manufacturing and Water	555.97	581.55	25.58	4.60%
Department of Resources	1358.65	1393.13	34.48	2.54%
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1818.24	1797.33	-20.91	-1.15%
Department of State Development, Infrastructure, Local Government and Planning	914.77	959.32	44.55	4.87%
Department of the Premier and Cabinet	412.86	451.07	38.21	9.25%
Department of Tourism, Innovation and Sport	426.49	467.51	41.02	9.62%
Department of Transport and Main Roads	7414.92	7406.98	-7.94	-0.11%
Electoral Commission Queensland	63.83	69.5	5.67	8.88%
Office of the Inspector-General of Emergency Management	17.05	15.1	-1.95	-11.44%
Public Service Commission	63	58.6	-4.4	-6.98%
Public Trustee	561.6	574.92	13.32	2.37%
Queensland Audit Office	192.08	184.65	-7.43	-3.87%
Queensland Corrective Services	6467.65	6453.37	-14.28	-0.22%
Queensland Fire and Emergency Services	3607.42	3720.83	113.41	3.14%
Queensland Health	99,479.68	98,964.93	-514.75	-0.52%
Queensland Police Service	16,506.39	16,602.63	96.24	0.58%
Queensland Treasury	1153.1	1188.51	35.41	3.07%
TAFE Queensland	4219.66	4287.91	68.25	1.62%
Sector sub-total: Budget paper 2 agencies	239,737.20	240,183.95	446.75	0.19%
Other entities	March 2022	September 2022	Variance	% Variance
Legal Aid Queensland	565.65	594.17	28.52	5.04%
Office of the Health Ombudsman	118.51	121.41	2.9	2.45%
Queensland Art Gallery	266.17	330.89	64.72	24.32%
Queensland Family and Child Commission	63.62	51.48	-12.14	-19.08%
Queensland Human Rights Commission	44.1	46.79	2.69	6.10%
Queensland Museum	266.83	261.81	-5.02	-1.88%
Resources Safety and Health Queensland	315.84	332.14	16.3	5.16%
State Library of Queensland	265.23	285.63	20.4	7.69%
Trade and Investment Queensland	114.72	131.01	16.29	14.20%
Norfolk Island Taskforce*	11	10.65	-0.35	-3.18%
Sector sub-total: Other entities	2031.67	2165.98	134.31	6.61%
Sector total	241,768.87	242,349.93	581.06	0.24%

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 91.20 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.

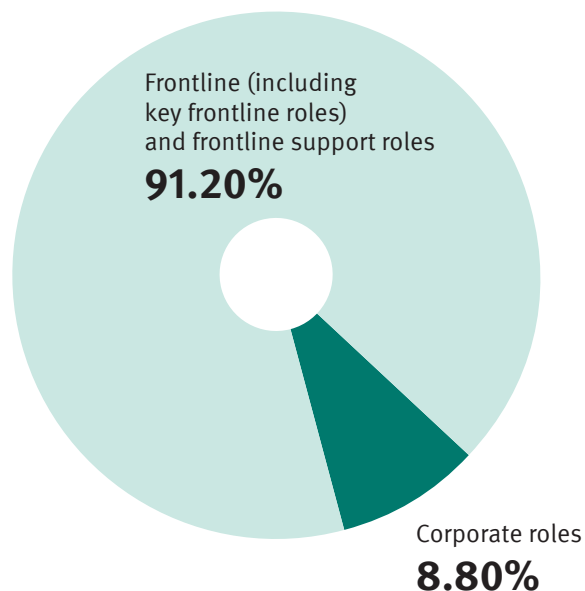
Frontline and frontline support roles (including key frontline roles)	FTE
Teacher and teacher aides	58,502.53
Nurses and midwives	38,246.66
Allied health	14,863.98
General clerks	14,550.40
Police	11,912.65
Doctors	10,924.55
Commercial cleaners	4871.94
Ambulance officers	4894.59
Correctional officers	4305.41
Program or project administrators	4016.06
Labourers	3486.98
Firefighters	2677.31
Office managers	2395.46
TAFE teachers/tutors	2018.16
Child safety case workers	1866.48
Policy and Planning Manager	1379.57
Information officers	1253.25
Specialist Managers	1191.85
Gardeners (general)	1140.17
Waiters (catering officer/canteen assistant)	1094.76
Policy analyst	1018.96
Security officers	1000.68
Disability support workers	990.12
Youth and case workers	936.23
Roles <1,000 FTE	31,494.46
Total	221,033.21

Corporate service roles	FTE
Information and communications technology	5071.81
Human resources	4609.28
Accounting and finance	3197.40
Property and facilities	1585.51
Procurement and contract management	1413.90
Governance and strategy	1209.97
Executive services and support	1144.51
Communication, media and marketing	1096.83
Information management	886.55
Legal services	422.78
Corporate services management	379.99
Audit services	298.19
Total	21,316.72

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.

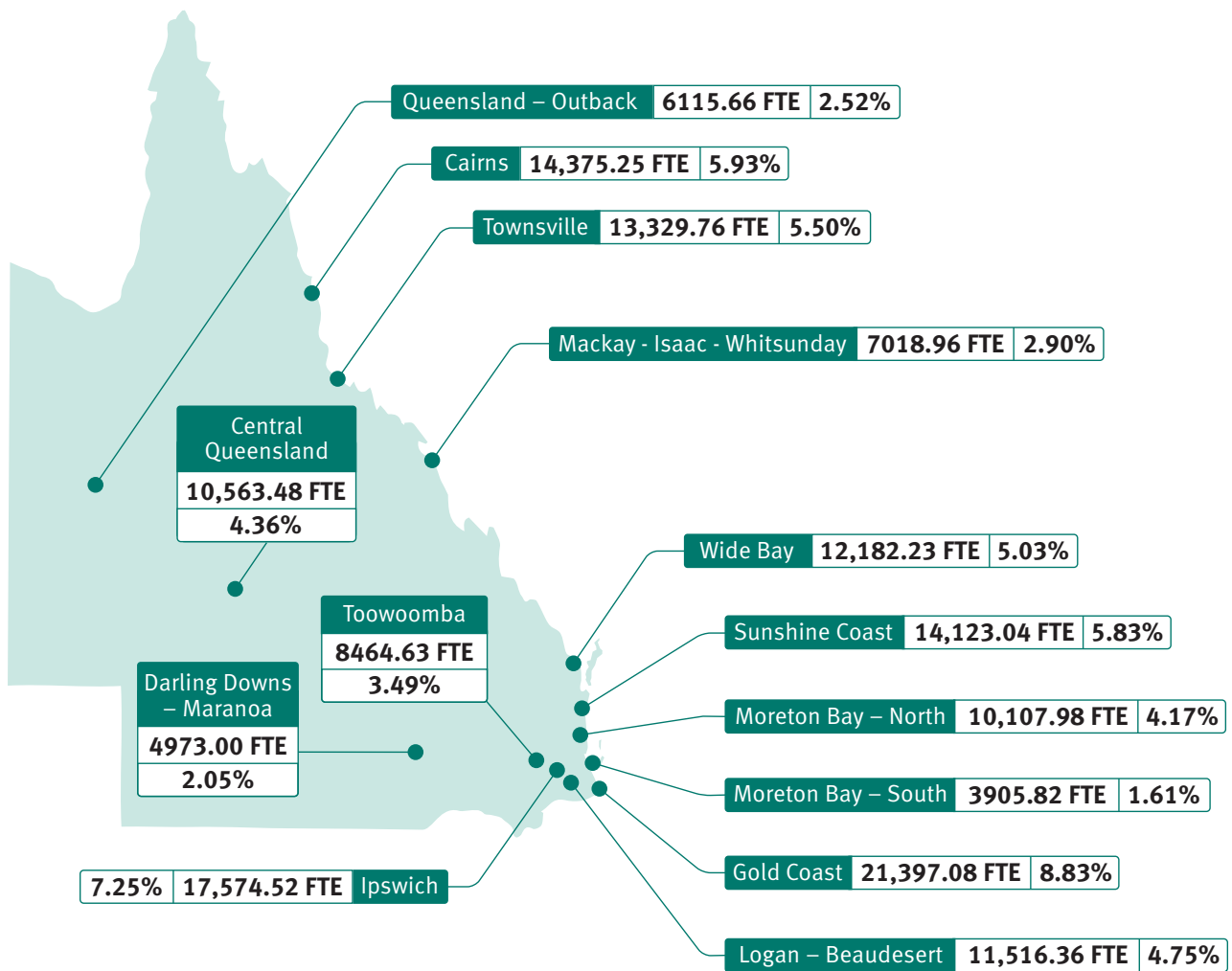
Examples include, but are not limited to:

- 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.

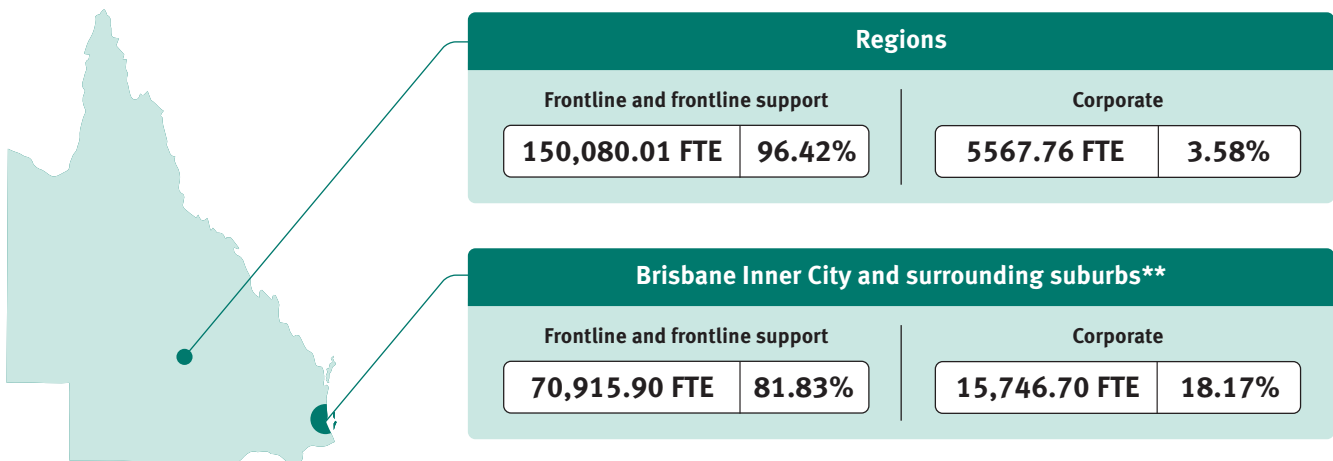


Location*

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	5416.33	98.77%	67.56	1.23%	5483.89	2.26%
Brisbane – North	9301.68	92.54%	750.29	7.46%	10051.97	4.15%
Brisbane – South	17,776.61	94.25%	1084.88	5.75%	18,861.49	7.78%
Brisbane – West	3753.65	99.34%	24.98	0.66%	3778.63	1.56%
Brisbane Inner City	34,667.63	71.50%	13,818.99	28.50%	48,486.62	20.01%
Cairns	13,684.03	95.19%	691.22	4.81%	14,375.25	5.93%
Central Queensland	10,157.65	96.16%	405.83	3.84%	10,563.48	4.36%
Darling Downs – Maranoa	4852.36	97.57%	120.64	2.43%	4973.00	2.05%
Gold Coast	20,702.58	96.75%	694.5	3.25%	21,397.08	8.83%
Ipswich	16,915.01	96.25%	659.51	3.75%	17,574.52	7.25%
Logan – Beaudesert	11,193.57	97.20%	322.79	2.80%	11,516.36	4.75%
Mackay – Isaac – Whitsunday	6789.81	96.74%	229.15	3.26%	7018.96	2.90%
Moreton Bay – North	9931.24	98.25%	176.74	1.75%	10107.98	4.17%
Moreton Bay – South	3861.32	98.86%	44.5	1.14%	3905.82	1.61%
Queensland – Outback	5906.17	96.57%	209.49	3.43%	6115.66	2.52%
Sunshine Coast	13,515.80	95.70%	607.24	4.30%	14,123.04	5.83%
Toowoomba	7963.98	94.09%	500.65	5.91%	8464.63	3.49%
Townsville	12,771.50	95.81%	558.26	4.19%	13,329.76	5.50%
Wide Bay	11,834.99	97.15%	347.24	2.85%	12,182.23	5.03%
Queensland	220,995.91	91.20%	21,314.46	8.80%	242,310.37	100.00%

*Excludes interstate and overseas employees.

Employment type

Permanent



4 out of 5
employees are permanent employees

Temporary / Casual



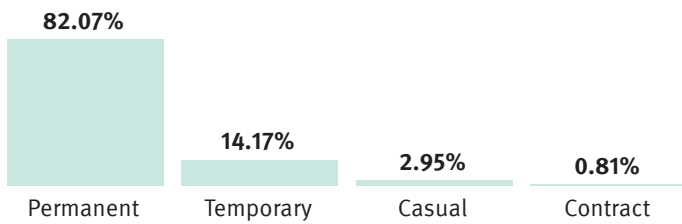
70.02%
of temporary and casual employees are women

Part-time

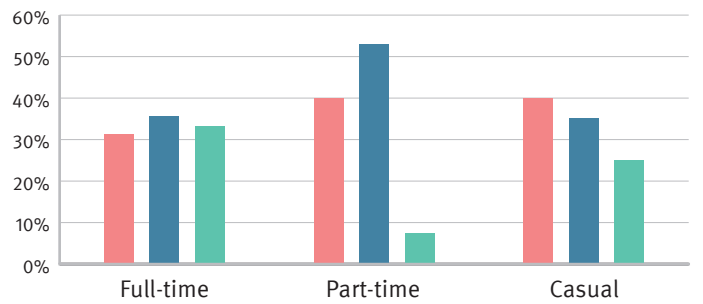
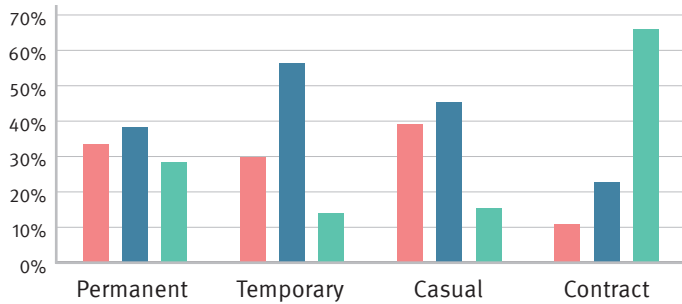
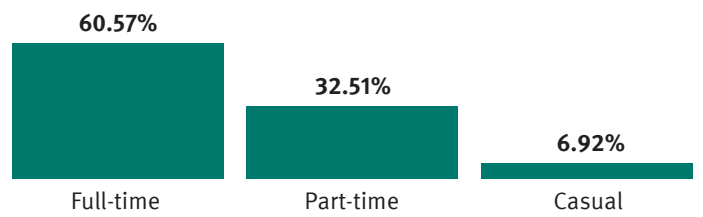


86.45%
of part-time employees are women

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	66,447.05	83.41%	10,206.36	12.81%	2794.41	3.51%	215.35	0.27%	79,663.17
Health sector	75,948.02	76.74%	19,324.45	19.53%	3248.55	3.28%	446.91	0.45%	98,967.93
Rest of sector	56,498.03	88.71%	4,821.20	7.57%	1,108.45	1.74%	1291.15	2.03%	63,718.83
Total sector	198,893.10	82.07%	34,352.01	14.17%	7151.41	2.95%	1953.41	0.81%	242,349.93

Headcount by employment status and sector

	Full-time		Part-time		Casual		Sector total (Headcount)
	Headcount	%	Headcount	%	Headcount	%	
Education sector	55,002	54.59%	37,705	37.42%	8044	7.98%	100,751
Health sector	62,722	52.34%	50,045	41.76%	7072	5.90%	119,839
Rest of sector	58,733	83.03%	6,945	9.82%	5,057	7.15%	70,735
Total sector	176,457	60.57%	94,695	32.51%	20,173	6.92%	291,325

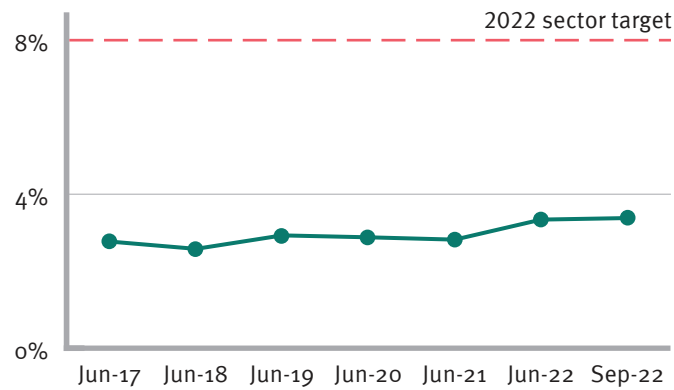
Diversity

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.

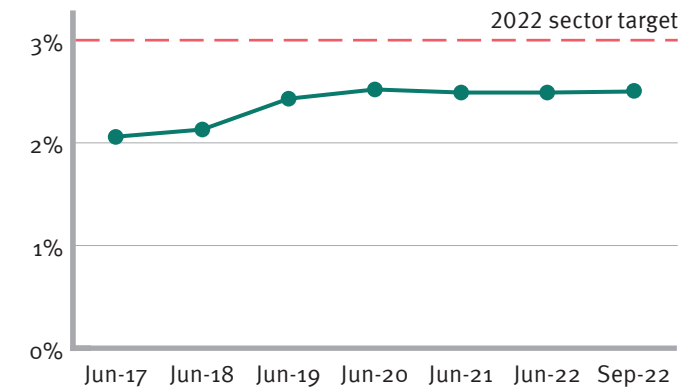
People with disability

People with disability	As a % of sector workforce	2022 sector target
9833	3.38%	8%



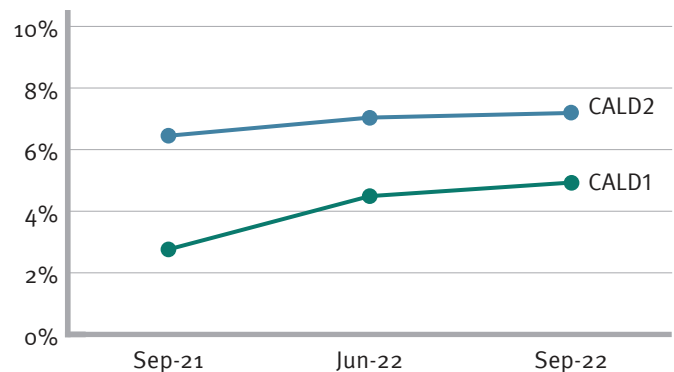
Aboriginal and Torres Strait Islander peoples

Aboriginal and Torres Strait Islander peoples	As a % of sector workforce	2022 sector target
7284	2.50%	3%



People from culturally and linguistically diverse backgrounds

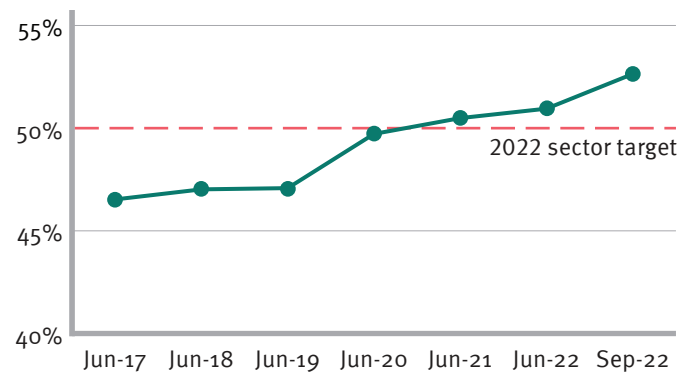
CALD1		CALD2	
Born overseas	As a % of sector workforce	Speak a language at home other than English	As a % of sector workforce
14,355	4.93%	20,947	7.19%



Women in leadership

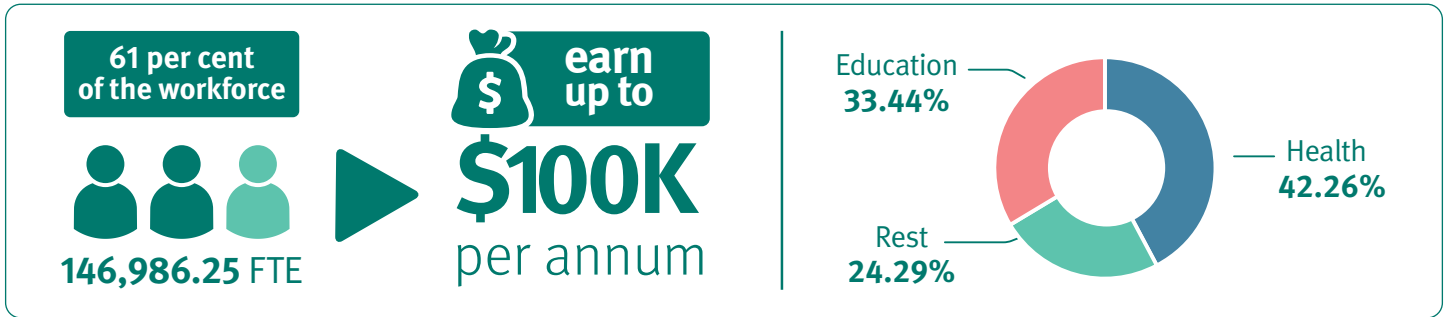
Senior Officer, Senior Executive and Chief Executive in classified roles

Women in leadership	As a % of leadership cohort	2022 sector target
1732	52.64%	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	24,413.50	10.07%	Administration staff, janitor/grounds person, nursing assistants 7406.02 FTE – 30.34%	Teacher aides, part-time teachers, janitors, grounds staff, TAFE tutors 14,743.50 FTE – 60.39%	Administration officers, some ambulance and fire fighter operational staff, police recruits, horticulture workers 2263.98 FTE – 9.27%
\$50,000 to \$99,999	122,572.75	50.58%	Nurses, ambulance officers, health practitioners, medical and science technicians 54,716.99 FTE – 44.64%	Teachers, TAFE teachers 34,412.83 FTE – 28.08%	Fire fighters, police officers, administration officers, prison and security officers, social and welfare professionals, legal officers 33,442.93 FTE – 27.28%
\$100,000 to \$119,999	50,145.14	20.69%	Clinical nurses, consultant/manager/educator, clinical and registered nurses, health practitioners 15,440.63 FTE – 30.79%	Senior teachers, senior TAFE teachers 20,632.33 FTE – 41.15%	Legal professionals, architects, designers, planners and surveyors, engineers, police officers, detectives 14,072.18 FTE – 28.06%
\$120,000 to \$149,999	35,153.99	14.51%	Nursing directors/assistant directors of nursing, clinical nurses, medical staff, health practitioners 15,364.97 FTE – 43.71%	Principals and deputy principals, senior teachers, senior officers 8463.57 FTE – 24.08%	Senior police officers, senior officers, legal professionals, building and engineering technicians, health and welfare services managers 11,325.45 FTE – 32.22%
\$150,000 to \$179,999	5850.43	2.41%	Medical staff including visiting medical staff, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing 2968.92 FTE – 50.75%	Principals including executive principals, senior executives 1132.55 FTE – 19.36%	Commissioned police officers, senior executives, building and engineering technicians, air and marine transport professionals 1748.96 FTE – 29.89%
\$180,000 and above	4214.12	1.74%	Medical staff including visiting medical staff, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing 3070.40 FTE – 72.86%	Principals including executive principals, senior executives 278.39 FTE – 6.61%	Commissioned police officers, chief executives, senior executives, legal professionals, general managers, legislators 865.33 FTE – 20.53%

Age profile



44.45 years

is the average age of all employees

All employees



44.33 years

is the average age of employees who are women

Women



44.82 years

is the average age of employees who are men

Men



34.61 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	430.29	7989.01	17,035.50	17,722.65	19,594.01	20,537.57	21,417.72	21,894.56	18,135.60	12,135.49	5453.75	162,346.15
Men	235.05	2846.02	7612.37	9451.60	10069.51	10023.70	10,171.75	10,736.33	9253.66	5976.62	3026.61	79,403.22
Non-binary	2.57	65.09	186.05	123.41	81.06	43.63	30.84	30.34	24.09	12.98	0.50	600.56
Total	667.91	10900.12	24,833.92	27,297.66	29,744.58	30,604.90	31,620.31	32,661.23	27,413.35	18,125.09	8480.86	242,349.93

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	64.42%	73.29%	68.60%	64.92%	65.87%	67.11%	67.73%	67.04%	66.16%	66.95%	64.31%	66.99%
Men	35.19%	26.11%	30.65%	34.62%	33.85%	32.75%	32.17%	32.87%	33.76%	32.97%	35.69%	32.76%
Non-binary	0.38%	0.60%	0.75%	0.45%	0.27%	0.14%	0.10%	0.09%	0.09%	0.07%	0.01%	0.25%
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	46.57	Brisbane - North	44.73	Brisbane Inner City	43.93
Sunshine Coast	45.93	Toowoomba	44.53	Mackay - Isaac - Whitsunday	43.77
Brisbane - West	45.92	Moreton Bay - North	44.45	Ipswich	43.54
Darling Downs - Maranoa	45.82	Gold Coast	44.21	Logan - Beaudesert	43.09
Brisbane - East	45.43	Central Queensland	44.17	Queensland - Outback	43.02
Cairns	45.43	Townsville	44.1	Queensland public sector average age	44.45
Moreton Bay - South	45.27	Brisbane - South	44.09		

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 by appointment type, employment status and gender.

Number of FTE by appointment type and agency at September 2022

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Agriculture and Fisheries	1848.75	184.36	2.07	25.00	2060.18
Department of Children, Youth Justice and Multicultural Affairs	4514.96	492.48	139.48	35.55	5182.47
Department of Communities, Housing and Digital Economy	2924.16	365.39	5.32	42.30	3337.17
Department of Education	63,262.77	9,366.54	2,613.90	127.95	75,371.16
Department of Employment, Small Business and Training	477.91	51.49	0.00	17.00	546.40
Department of Energy and Public Works	1945.97	166.43	0.00	44.90	2157.30
Department of Environment and Science	2509.84	229.92	12.22	35.75	2787.73
Department of Justice and Attorney-General	2702.02	705.19	71.42	85.07	3563.70
Department of Regional Development, Manufacturing and Water	541.04	28.96	0.00	11.55	581.55
Department of Resources	1307.25	69.76	0.57	15.55	1393.13
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1428.43	187.37	162.53	19.00	1797.33
Department of State Development, Infrastructure, Local Government and Planning	807.51	95.79	0.00	56.02	959.32
Department of the Premier and Cabinet	321.68	103.80	0.27	25.32	451.07
Department of Tourism, Innovation and Sport	363.82	33.70	0.99	69.00	467.51
Department of Transport and Main Roads	6429.08	584.21	297.00	96.69	7406.98
Electoral Commission Queensland	57.70	5.80	1.00	5.00	69.50
Office of the Inspector-General of Emergency Management	12.10	2.00	0.00	1.00	15.10
Public Service Commission	48.05	2.55	0.00	8.00	58.60
Public Trustee	471.37	95.33	3.22	5.00	574.92
Queensland Audit Office	177.48	4.90	1.27	1.00	184.65
Queensland Corrective Services	5953.49	356.48	91.70	51.70	6453.37
Queensland Fire and Emergency Services	3357.89	146.35	201.59	15.00	3720.83
Queensland Health	75,945.02	19,324.45	3248.55	446.91	98,964.93
Queensland Police Service	15,581.32	563.36	0.80	457.15	16,602.63
Queensland Treasury	1084.49	45.13	0.84	58.05	1188.51
TAFE Queensland	3181.18	839.82	180.51	86.40	4287.91
Sector sub-total: Budget paper 2 agencies	197,255.28	34,051.56	7,035.25	1,841.86	240,183.95
Other entities	Permanent	Temporary	Casual	Contract	Total
Legal Aid Queensland	509.98	74.19	0.00	10.00	594.17
Office of the Health Ombudsman	107.41	8.00	0.00	6.00	121.41
Queensland Art Gallery	187.66	65.53	72.70	5.00	330.89
Queensland Family and Child Commission	40.85	5.60	0.03	5.00	51.48
Queensland Human Rights Commission	34.04	11.75	0.00	1.00	46.79
Queensland Museum	180.59	47.90	29.32	4.00	261.81
Resources Safety and Health Queensland	226.24	45.20	1.70	59.00	332.14
State Library of Queensland	239.49	28.73	12.41	5.00	285.63
Trade and Investment Queensland	104.46	12.00	0.00	14.55	131.01
Norfolk Island Taskforce	7.10	1.55	0.00	2.00	10.65
Sector sub-total: Other entities	1637.82	300.45	116.16	111.55	2165.98
Sector total	198,893.10	34,352.01	7,151.41	1,953.41	242,349.93

Headcount by appointment type and agency at September 2022

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Agriculture and Fisheries	1934	193	9	25	2161
Department of Children, Youth Justice and Multicultural Affairs	4846	535	215	36	5632
Department of Communities, Housing and Digital Economy	3144	383	15	43	3585
Department of Education	75,063	12,997	7489	130	95,679
Department of Employment, Small Business and Training	510	53	0	17	580
Department of Energy and Public Works	2019	169	0	45	2233
Department of Environment and Science	2656	246	34	36	2972
Department of Justice and Attorney-General	2935	752	153	92	3932
Department of Regional Development, Manufacturing and Water	576	30	0	12	618
Department of Resources	1391	73	2	16	1482
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1497	200	274	19	1990
Department of State Development, Infrastructure, Local Government and Planning	866	101	0	57	1024
Department of the Premier and Cabinet	346	110	1	27	484
Department of Tourism, Innovation and Sport	382	35	2	72	491
Department of Transport and Main Roads	6799	616	2000	98	9513
Electoral Commission Queensland	62	6	1	5	74
Office of the Inspector-General of Emergency Management	14	2	0	1	17
Public Service Commission	52	3	0	8	63
Public Trustee	503	102	6	5	616
Queensland Audit Office	189	5	2	1	197
Queensland Corrective Services	6141	373	177	52	6743
Queensland Fire and Emergency Services	3408	152	1901	15	5476
Queensland Health	88,906	22,993	7072	865	119,836
Queensland Police Service	16,011	587	5	458	17,061
Queensland Treasury	1145	48	2	60	1255
TAFE Queensland	3438	986	555	88	5067
Sector sub-total: Budget paper 2 agencies	224,833	41,750	19,915	2,283	288,781
Other entities	Permanent	Temporary	Casual	Contract	Total
Legal Aid Queensland	553	87	0	10	650
Office of the Health Ombudsman	114	8	0	6	128
Queensland Art Gallery	226	81	139	5	451
Queensland Family and Child Commission	46	6	1	5	58
Queensland Human Rights Commission	39	13	0	1	53
Queensland Museum	211	72	82	4	369
Resources Safety and Health Queensland	234	46	3	59	342
State Library of Queensland	272	36	33	5	346
Trade and Investment Queensland	108	12	0	15	135
Norfolk Island Taskforce	8	2	0	2	12
Sector sub-total: Other entities	1811	363	258	112	2544
Sector total	226,644	42,113	20,173	2,395	291,325

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	901.86	1158.32	0.00	2060.18	43.78%	56.22%	0.00%
Department of Children, Youth Justice and Multicultural Affairs	3866.21	1308.88	7.38	5182.47	74.60%	25.26%	0.14%
Department of Communities, Housing and Digital Economy	2215.97	1118.24	2.96	3337.17	66.40%	33.51%	0.09%
Department of Education	57,666.04	17,553.23	151.89	75,371.16	76.51%	23.29%	0.20%
Department of Employment, Small Business and Training	380.85	164.05	1.50	546.40	69.70%	30.02%	0.27%
Department of Energy and Public Works	781.92	1374.38	1.00	2157.30	36.25%	63.71%	0.05%
Department of Environment and Science	1359.35	1420.08	8.30	2787.73	48.76%	50.94%	0.30%
Department of Justice and Attorney-General	2434.40	1125.70	3.60	3563.70	68.31%	31.59%	0.10%
Department of Regional Development, Manufacturing and Water	309.89	270.66	1.00	581.55	53.29%	46.54%	0.17%
Department of Resources	784.08	608.25	0.80	1393.13	56.28%	43.66%	0.06%
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1187.98	607.55	1.80	1797.33	66.10%	33.80%	0.10%
Department of State Development, Infrastructure, Local Government and Planning	612.84	345.48	1.00	959.32	63.88%	36.01%	0.10%
Department of the Premier and Cabinet	321.60	127.47	2.00	451.07	71.08%	28.48%	0.44%
Department of Tourism, Innovation and Sport	289.11	178.40	0.00	467.51	61.84%	38.16%	0.00%
Department of Transport and Main Roads	3439.24	3966.74	1.00	7406.98	46.43%	53.55%	0.01%
Electoral Commission Queensland	39.80	29.70	0.00	69.50	57.27%	42.73%	0.00%
Office of the Inspector-General of Emergency Management	11.10	4.00	0.00	15.10	73.51%	26.49%	0.00%
Public Service Commission	42.25	16.35	0.00	58.60	72.10%	27.90%	0.00%
Public Trustee	434.74	138.18	2.00	574.92	75.62%	24.03%	0.35%
Queensland Audit Office	92.13	92.52	0.00	184.65	49.89%	50.11%	0.00%
Queensland Corrective Services	2858.14	3590.23	5.00	6453.37	44.29%	55.63%	0.08%
Queensland Fire and Emergency Services	825.42	2893.41	2.00	3720.83	22.18%	77.76%	0.05%
Queensland Health	71,048.26	27,521.00	395.67	98,964.93	71.79%	27.81%	0.40%
Queensland Police Service	5788.37	10814.26	0.00	16,602.63	34.86%	65.14%	0.00%
Queensland Treasury	654.84	529.67	4.00	1188.51	55.10%	44.57%	0.34%
TAFE Queensland	2592.24	1688.81	6.86	4287.91	60.45%	39.39%	0.16%
Sector sub-total: Budget paper 2 agencies	160,938.63	78,645.56	599.76	240,183.95	67.01%	32.74%	0.25%
Other entities	FTE				Percentage		
	Women	Men	Non-binary	Total	Women	Men	Non-binary
Legal Aid Queensland	461.20	132.17	0.80	594.17	77.62%	22.24%	0.13%
Office of the Health Ombudsman	86.56	34.85	0.00	121.41	71.30%	28.70%	0.00%
Queensland Art Gallery	193.21	137.68	0.00	330.89	58.39%	41.61%	0.00%
Queensland Family and Child Commission	41.68	9.80	0.00	51.48	80.96%	19.04%	0.00%
Queensland Human Rights Commission	36.99	9.80	0.00	46.79	79.06%	20.94%	0.00%
Queensland Museum	164.90	96.91	0.00	261.81	62.98%	37.02%	0.00%
Resources Safety and Health Queensland	130.19	201.95	0.00	332.14	39.20%	60.80%	0.00%
State Library of Queensland	204.98	80.65	0.00	285.63	71.76%	28.24%	0.00%
Trade and Investment Queensland	79.16	51.85	0.00	131.01	60.42%	39.58%	0.00%
Norfolk Island Taskforce	8.65	2.00	0.00	10.65	81.22%	18.78%	0.00%
Sector sub-total: Other entities	1407.52	757.66	0.80	2165.98	64.98%	34.98%	0.04%
Sector total	162,346.15	79,403.22	600.56	242,349.93	66.99%	32.76%	0.25%

Headcount and percentage by gender and agency

Agency	Headcount				Percentage		
	Women	Men	Non-binary	Total	Women	Men	Non-binary
Department of Agriculture and Fisheries	980	1181	0	2161	45.35%	54.65%	0.00%
Department of Children, Youth Justice and Multicultural Affairs	4246	1378	8	5632	75.39%	24.47%	0.14%
Department of Communities, Housing and Digital Economy	2424	1158	3	3585	67.62%	32.30%	0.08%
Department of Education	75,130	20,368	181	95679	78.52%	21.29%	0.19%
Department of Employment, Small Business and Training	408	170	2	580	70.34%	29.31%	0.34%
Department of Energy and Public Works	834	1398	1	2233	37.35%	62.61%	0.04%
Department of Environment and Science	1504	1459	9	2972	50.61%	49.09%	0.30%
Department of Justice and Attorney-General	2738	1190	4	3932	69.63%	30.26%	0.10%
Department of Regional Development, Manufacturing and Water	339	278	1	618	54.85%	44.98%	0.16%
Department of Resources	860	621	1	1482	58.03%	41.90%	0.07%
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1314	674	2	1990	66.03%	33.87%	0.10%
Department of State Development, Infrastructure, Local Government and Planning	668	355	1	1024	65.23%	34.67%	0.10%
Department of the Premier and Cabinet	349	133	2	484	71.93%	27.66%	0.41%
Department of Tourism, Innovation and Sport	308	183	0	491	62.73%	37.27%	0.00%
Department of Transport and Main Roads	4985	4527	1	9513	52.40%	47.59%	0.01%
Electoral Commission Queensland	44	30	0	74	59.46%	40.54%	0.00%
Office of the Inspector-General of Emergency Management	13	4	0	17	76.47%	23.53%	0.00%
Public Service Commission	46	17	0	63	73.02%	26.98%	0.00%
Public Trustee	473	141	2	616	76.79%	22.89%	0.32%
Queensland Audit Office	101	96	0	197	51.27%	48.73%	0.00%
Queensland Corrective Services	3037	3701	5	6743	45.04%	54.89%	0.07%
Queensland Fire and Emergency Services	1097	4377	2	5476	20.03%	79.93%	0.04%
Queensland Health	88,164	31,233	439	119836	73.57%	26.06%	0.37%
Queensland Police Service	6156	10,905	0	17061	36.08%	63.92%	0.00%
Queensland Treasury	710	541	4	1255	56.57%	43.11%	0.32%
TAFE Queensland	3152	1906	9	5067	62.21%	37.62%	0.18%
Sector sub-total: Budget paper 2 agencies	200,080	88,024	677	288,781	69.28%	30.48%	0.23%
Other entities	Headcount				Percentage		
	Women	Men	Non-binary	Total	Women	Men	Non-binary
Legal Aid Queensland	510	139	1	650	78.46%	21.38%	0.15%
Office of the Health Ombudsman	92	36	0	128	71.88%	28.13%	0.00%
Queensland Art Gallery	280	171	0	451	62.08%	37.92%	0.00%
Queensland Family and Child Commission	48	10	0	58	82.76%	17.24%	0.00%
Queensland Human Rights Commission	43	10	0	53	81.13%	18.87%	0.00%
Queensland Museum	247	122	0	369	66.94%	33.06%	0.00%
Resources Safety and Health Queensland	136	206	0	342	39.77%	60.23%	0.00%
State Library of Queensland	254	92	0	346	73.41%	26.59%	0.00%
Trade and Investment Queensland	82	53	0	135	60.74%	39.26%	0.00%
Norfolk Island Taskforce	10	2	0	12	83.33%	16.67%	0.00%
Sector sub-total: Other entities	1702	841	1	2544	66.90%	33.06%	0.04%
Sector total	201,782	88,865	678	291,325	69.26%	30.50%	0.23%

Headcount by employment status, gender and sector

Full-time

	Women		Men		Non-binary		Total
Education sector	38,704	36.44%	16,180	23.20%	118	23.60%	55,002
Health sector	40,585	38.21%	21,796	31.25%	341	68.20%	62,722
Rest of sector	26,919	25.35%	31,773	45.55%	41	8.20%	58,733
Total sector	106,208	100.00%	69,749	100.00%	500	100.00%	176,457

Part-time

	Women		Men		Non-binary		Total
Education sector	33,485	40.90%	4,152	32.75%	68	44.74%	37,705
Health sector	42,326	51.70%	7,643	60.29%	76	50.00%	50,045
Rest of sector	6,054	7.40%	883	6.96%	8	5.26%	6,945
Total sector	81,865	100.00%	12,678	100.00%	152	100.00%	94,695

Casual

	Women		Men		Non-binary		Total
Education sector	6,098	44.48%	1,942	30.16%	4	15.38%	8,044
Health sector	5,256	38.34%	1,794	27.87%	22	84.62%	7,072
Rest of sector	2,355	17.18%	2,702	41.97%	0	0.00%	5,057
Total sector	13,709	100.00%	6,438	100.00%	26	100.00%	20,173

Total

	Women		Men		Non-binary		Total
Education sector	78,287	38.80%	22,274	25.06%	190	28.02%	100,751
Health sector	88,167	43.69%	31,233	35.15%	439	64.75%	119,839
Rest of sector	35,328	17.51%	35,358	39.79%	49	7.23%	70,735
Total sector	201,782	100.00%	88,865	100.00%	678	100.00%	291,325

Number of FTE by appointment type by sector and gender

Permanent

	Women		Men		Non-binary		Total
	FTE	%	FTE	%	FTE	%	
Education sector	50,476.04	37.93%	15,853.24	24.17%	117.77	54.60%	66,447.05
Health sector	55,722.53	41.87%	20,168.39	30.75%	57.10	26.47%	75,948.02
Rest of sector	26,888.17	20.20%	29,569.02	45.08%	40.84	18.93%	56,498.03
Total sector	133,086.74	100.00%	65,590.65	100.00%	215.71	100.00%	198,893.10

Temporary

	Women		Men		Non-binary		Total
	FTE	%	FTE	%	FTE	%	
Education sector	7630.28	32.39%	2536.56	24.34%	39.52	10.61%	10,206.36
Health sector	12,807.14	54.36%	6189.50	59.40%	327.81	87.97%	19,324.45
Rest of sector	3,122.05	13.25%	1,693.85	16.26%	5.30	1.42%	4,821.20
Total sector	23,559.47	100.00%	10,419.91	100.00%	372.63	100.00%	34,352.01

Casual

	Women		Men		Non-binary		Total
	FTE	%	FTE	%	FTE	%	
Education sector	2047.06	41.47%	745.89	33.84%	1.46	13.01%	2794.41
Health sector	2322.43	47.05%	916.36	41.57%	9.76	86.99%	3248.55
Rest of sector	566.34	11.47%	542.11	24.59%	0.00	0.00%	1,108.45
Total sector	4935.83	100.00%	2204.36	100.00%	11.22	100.00%	7151.41

Contract

	Women		Men		Non-binary		Total
	FTE	%	FTE	%	FTE	%	
Education sector	109.00	14.26%	106.35	8.95%	0	0.00%	215.35
Health sector	199.16	26.06%	246.75	20.76%	1.00	100.00%	446.91
Rest of sector	455.95	59.67%	835.20	70.29%	0	0.00%	1291.15
Total sector	764.11	100.00%	1188.30	100.00%	1.00	100.00%	1953.41

Total

	Women		Men		Non-binary		Total
	FTE	%	FTE	%	FTE	%	
Education sector	60,262.38	37.12%	19,242.04	24.23%	158.75	26.43%	79,663.17
Health sector	71,051.26	43.77%	27,521.00	34.66%	395.67	65.88%	98,967.93
Rest of sector	31,032.51	19.12%	32,640.18	41.11%	46.14	7.68%	63,718.83
Total sector	162,346.15	100.00%	79,403.22	100.00%	600.56	100.00%	242,349.93

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.

