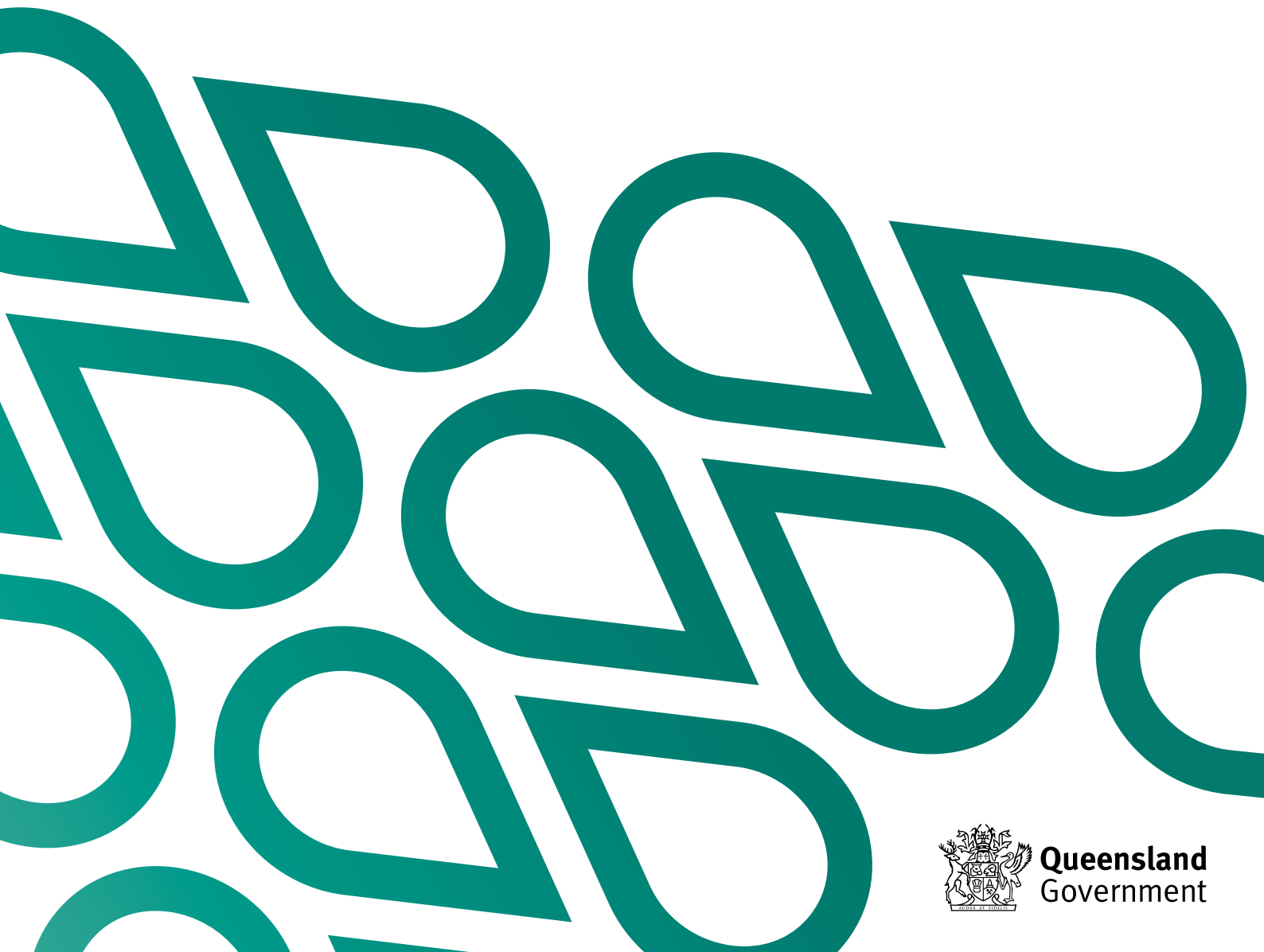


Queensland public sector workforce profile

March 2023



Queensland public sector workforce profile

Published bi-annually by the State of Queensland (Public Sector Commission)



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Interpreter service statement

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More information

Contact the Public Sector Commission:

- PO Box 15190, City East, Brisbane QLD 4002
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- commission.psc@psc.qld.gov.au

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 31 March 2023.

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

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

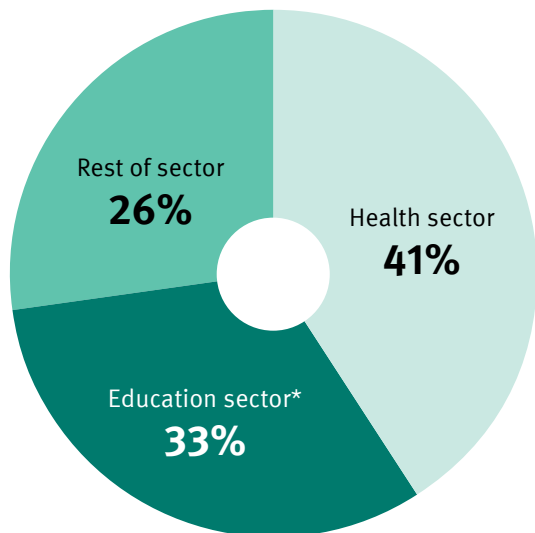
² Actual means the agency where the FTE is actually paid from.

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).

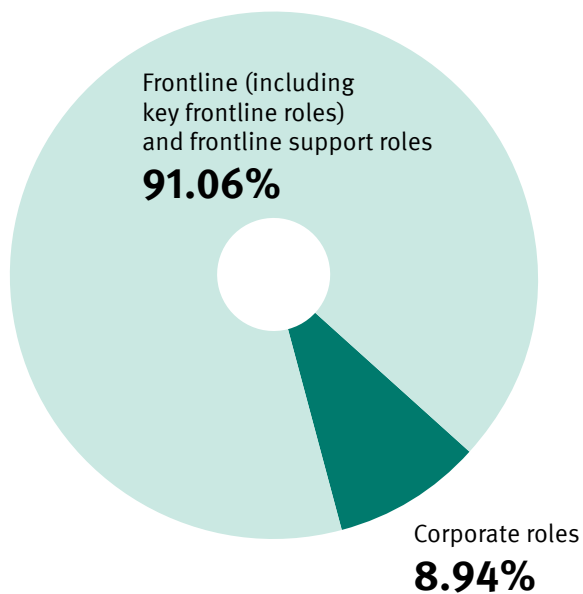
Workforce at a glance

Sector



*Education sector includes TAFE Queensland

Occupation type



Key frontline roles



Teachers and teacher aides
58,822.04



Nurses and midwives
39,143.87



Police
11,907.47



Correctional officers
4346.90



Allied health
(health practitioners,
professional and technical)
15,156.86



Doctors
11,337.25



Ambulance officers
4952.43



Firefighters
2689.09



TAFE teachers and tutors
2022.99



Child safety case workers
1844.12

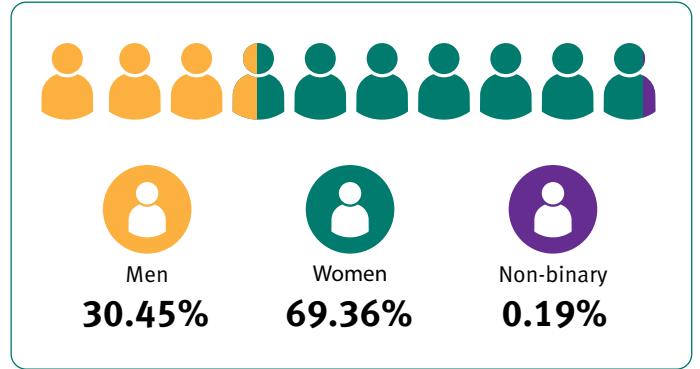
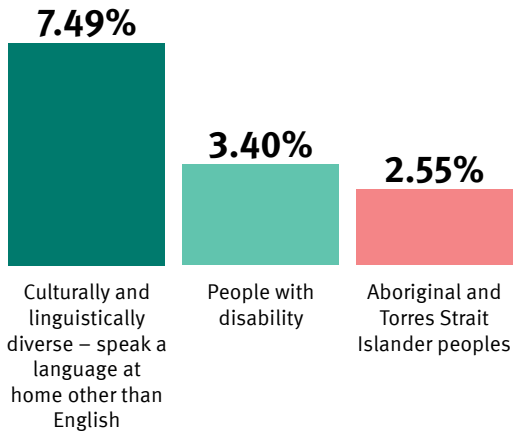


Disability support workers
945.33



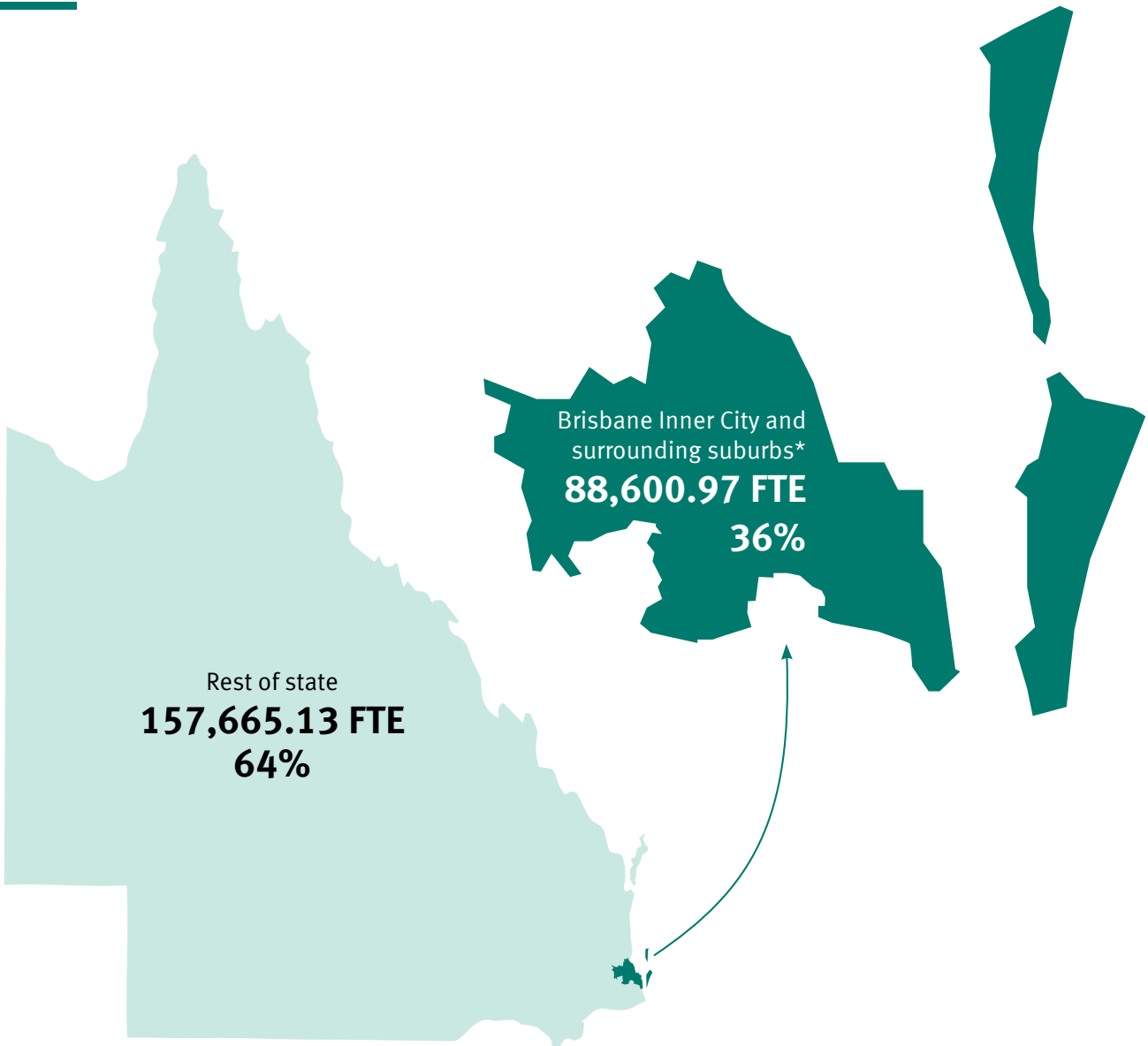
Youth and case workers
970.18

Diversity



All diversity data is measured by headcount.

Location



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



There
are

246,309.49
full-time equivalent (FTE)

**in the
sector**

Workforce size

Agency	September 2022	March 2023	Variance	% Variance
Department of Agriculture and Fisheries	2060.18	2091.22	31.04	1.51%
Department of Children, Youth Justice and Multicultural Affairs	5182.47	5298.2	115.73	2.23%
Department of Communities, Housing and Digital Economy	3337.17	3416.86	79.69	2.39%
Department of Education	75,371.16	75,821.99	450.83	0.60%
Department of Employment, Small Business and Training	546.4	583.14	36.74	6.72%
Department of Energy and Public Works	2157.3	2190.34	33.04	1.53%
Department of Environment and Science	2787.73	2924.38	136.65	4.90%
Department of Justice and Attorney-General	3563.7	3681.86	118.16	3.32%
Department of Regional Development, Manufacturing and Water	581.55	635.65	54.1	9.30%
Department of Resources	1393.13	1380.14	-12.99	-0.93%
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1797.33	1808.3	10.97	0.61%
Department of State Development, Infrastructure, Local Government and Planning	959.32	1011.44	52.12	5.43%
Department of the Premier and Cabinet	451.07	475.75	24.68	5.47%
Department of Tourism, Innovation and Sport	467.51	472.54	5.03	1.08%
Department of Transport and Main Roads	7406.98	7672.64	265.66	3.59%
Electoral Commission Queensland	69.5	73.35	3.85	5.54%
Office of the Inspector-General of Emergency Management	15.1	21.25	6.15	40.73%
Public Sector Commission		64.36		
Public Service Commission	58.6			
Public Trustee	574.92	586.44	11.52	2.00%
Queensland Audit Office	184.65	185.22	0.57	0.31%
Queensland Corrective Services	6453.37	6608.94	155.57	2.41%
Queensland Fire and Emergency Services	3720.83	3766.69	45.86	1.23%
Queensland Health	98,964.93	101,032.28	2067.35	2.09%
Queensland Police Service	16,602.63	16,619.92	17.29	0.10%
Queensland Treasury	1188.51	1307.66	119.15	10.03%
TAFE Queensland	4287.91	4329.83	41.92	0.98%
Sector sub-total: Budget paper 2 agencies	240,183.95	244,060.39	3876.44	1.61%
Other entities	September 2022	March 2023	Variance	% Variance
Legal Aid Queensland	594.17	615.50	21.33	3.59%
Office of the Health Ombudsman	121.41	129.50	8.09	6.66%
Queensland Art Gallery	330.89	316.33	-14.56	-4.40%
Queensland Family and Child Commission	51.48	55.24	3.76	7.30%
Queensland Human Rights Commission	46.79	60.34	13.55	28.96%
Queensland Museum	261.81	278.16	16.35	6.24%
Resources Safety and Health Queensland	332.14	341.43	9.29	2.80%
State Library of Queensland	285.63	294.16	8.53	2.99%
Trade and Investment Queensland	131.01	143.84	12.83	9.79%
Norfolk Island Taskforce*	10.65	14.6	3.95	37.09%
Sector sub-total: Other entities	2165.98	2249.10	83.12	3.84%
Sector total	242,349.93	246,309.49	3959.56	1.63%



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

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.



More than 9 out of 10

employees perform frontline (including key frontline roles) and frontline support roles or 91.06 per cent of employees are delivering public services to the people of Queensland in frontline and frontline support roles.

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
- 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.

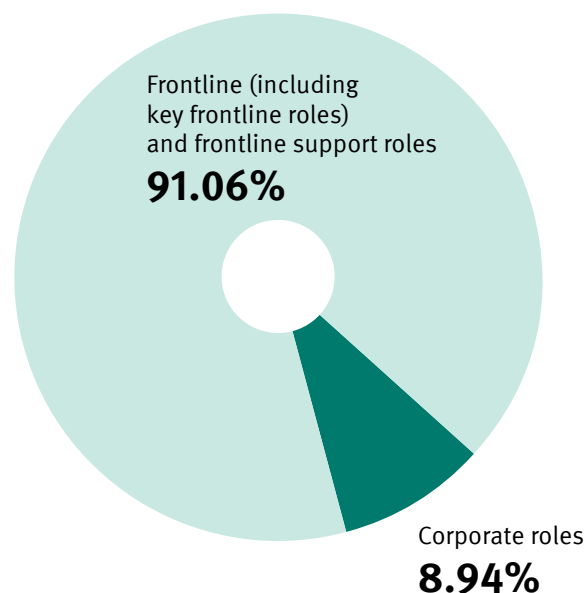
Frontline and frontline support roles (including key frontline roles)	FTE
Teacher and teacher aides	58,822.04
Nurses and midwives	39,143.87
Allied health	15,156.86
General clerks	14,447.64
Police	11,907.47
Doctors	11,337.25
Ambulance officers	4952.43
Commercial cleaners	4612.59
Program or project administrators	4363.83
Correctional officers	4346.90
Labourers	3502.62
Firefighters	2689.09
Office managers	2342.36
TAFE teachers/tutors	2022.99
Child safety case workers	1844.12
Policy and planning managers	1483.08
Information officers	1317.59
Specialist managers	1214.59
Gardeners (general)	1186.48
Policy analyst	1157.28
Waiters (catering officer/canteen assistant)	1102.12
Security officers	1007.18
Youth and case workers	970.18
Disability support workers	945.33
Roles <1,000 FTE	32,402.48
Total	224,278.37

Corporate service roles	FTE
Information and communications technology	5,741.53
Human resources	4,421.44
Accounting and finance	3,250.79
Property and facilities	1,465.89
Executive services and support	1,296.76
Procurement and contract management	1,279.45
Governance and strategy	1,273.31
Communication, media and marketing	1,190.20
Information management	942.61
Corporate services management	448.30
Legal services	417.39
Audit services	303.45
Total	22,031.12

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.

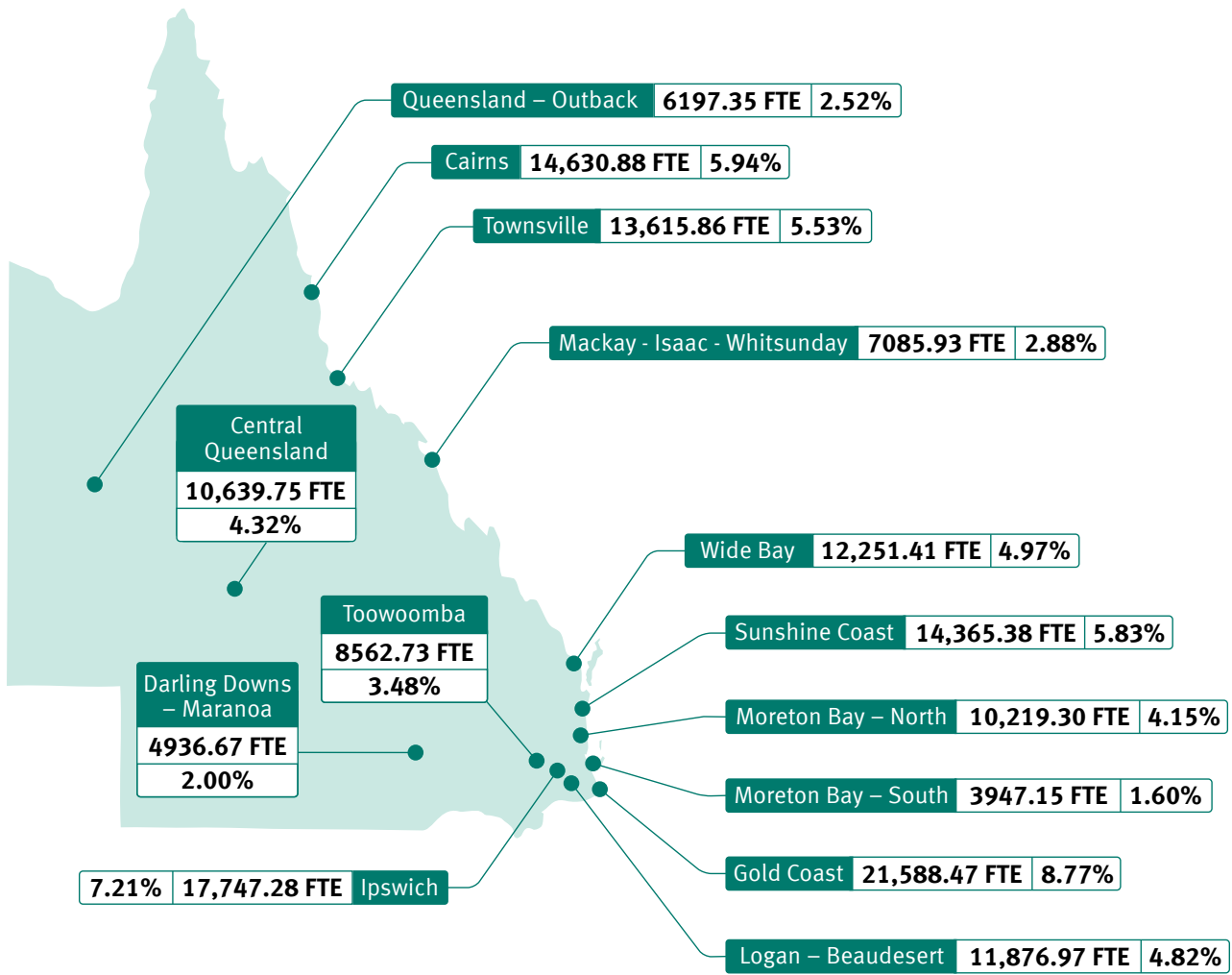
Examples include, but are not limited to:

- 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.

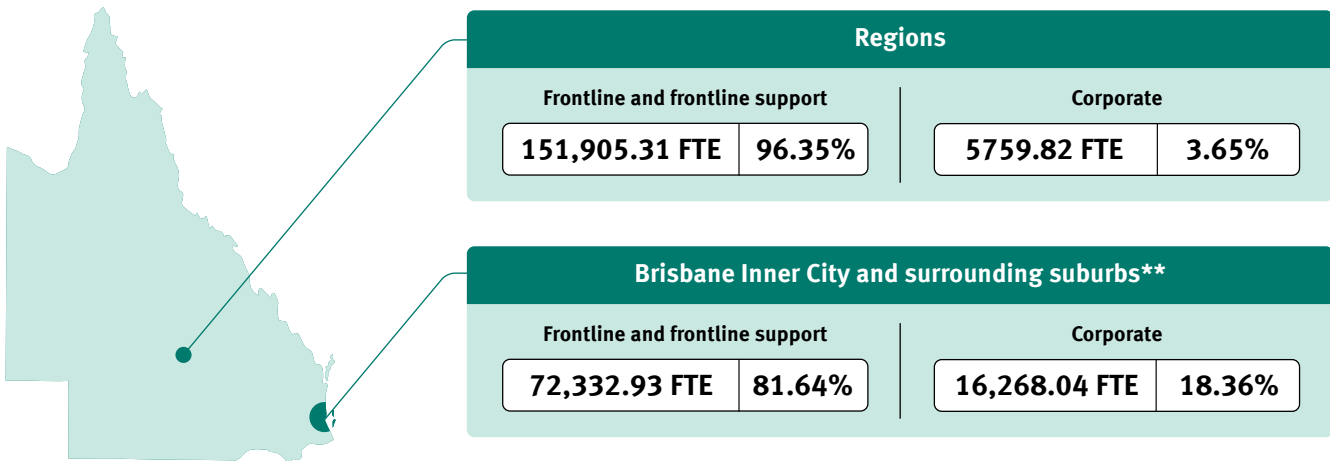


Location*

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	5473.23	98.95%	58.01	1.05%	5531.24	2.25%
Brisbane – North	9377.98	92.73%	734.99	7.27%	10112.97	4.11%
Brisbane – South	18,163.06	94.59%	1039.29	5.41%	19,202.35	7.80%
Brisbane – West	3819.79	99.51%	18.65	0.49%	3838.44	1.56%
Brisbane Inner City	35,498.87	71.12%	14,417.10	28.88%	49,915.97	20.27%
Cairns	13,983.53	95.58%	647.35	4.42%	14,630.88	5.94%
Central Queensland	10,185.23	95.73%	454.52	4.27%	10,639.75	4.32%
Darling Downs – Maranoa	4824.28	97.72%	112.39	2.28%	4936.67	2.00%
Gold Coast	20,821.72	96.45%	766.75	3.55%	21,588.47	8.77%
Ipswich	17,135.15	96.55%	612.13	3.45%	17,747.28	7.21%
Logan – Beaudesert	11,579.30	97.49%	297.67	2.51%	11,876.97	4.82%
Mackay – Isaac – Whitsunday	6840.14	96.53%	245.79	3.47%	7085.93	2.88%
Moreton Bay – North	10035.95	98.21%	183.35	1.79%	10,219.30	4.15%
Moreton Bay – South	3900.25	98.81%	46.9	1.19%	3947.15	1.60%
Queensland – Outback	6007.35	96.93%	190	3.07%	6197.35	2.52%
Sunshine Coast	13,785.64	95.96%	579.74	4.04%	14,365.38	5.83%
Toowoomba	8061.84	94.15%	500.89	5.85%	8562.73	3.48%
Townsville	12,903.70	94.77%	712.16	5.23%	13,615.86	5.53%
Wide Bay	11,841.23	96.65%	410.18	3.35%	12,251.41	4.97%
Queensland	224,238.24	91.06%	22,027.86	8.94%	246,266.10	100.00%

*Excludes interstate and overseas employees.

Employment type

Permanent



4 out of 5
employees are permanent employees

Temporary / Casual



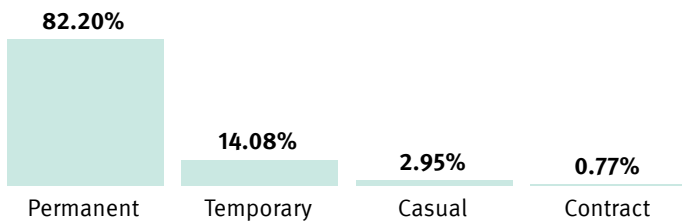
69.94%
of temporary and casual employees are women

Part-time

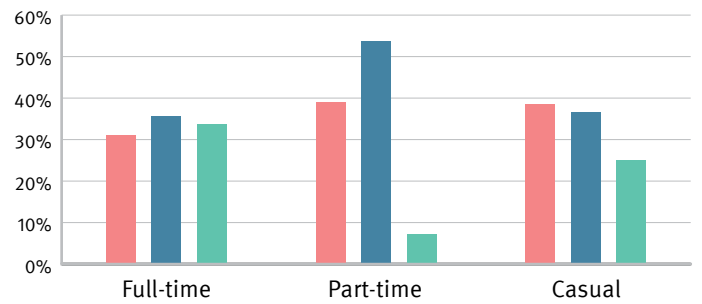
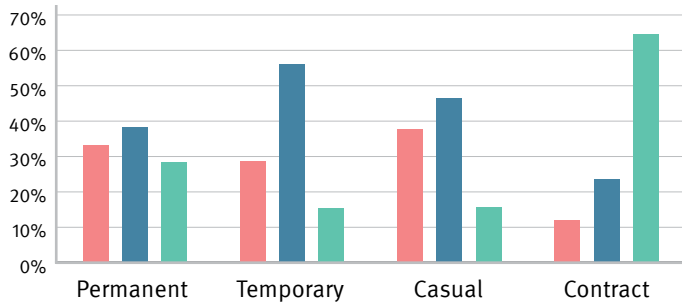
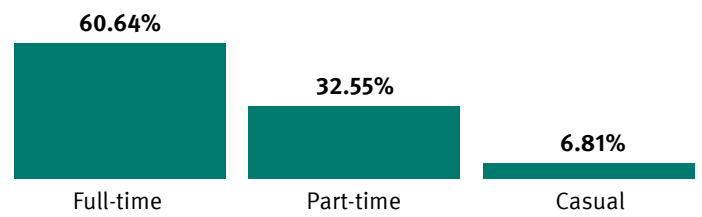


86.38%
of part-time employees are women

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	67,250.03	83.90%	9,922.49	12.38%	2752.29	3.43%	227.01	0.28%	80,151.82
Health sector	77,790.62	77.00%	19,421.28	19.22%	3371.89	3.34%	448.49	0.44%	101,032.28
Rest of sector	57,422.02	88.17%	5,331.20	8.19%	1145.65	1.76%	1226.52	1.88%	65,125.39
Total sector	202,462.67	82.20%	34,674.97	14.08%	7269.83	2.95%	1902.02	0.77%	246,309.49

Headcount by employment status and sector

	Full-time		Part-time		Casual		Sector total (Headcount)
	Headcount	%	Headcount	%	Headcount	%	
Education sector	55,469	55.05%	37,547	37.28%	7725	7.67%	100,741
Health sector	63,522	51.84%	51,673	42.17%	7343	5.99%	122,538
Rest of sector	60,061	83.41%	6900	9.58%	5049	7.01%	72,010
Total sector	179,052	60.64%	96,120	32.55%	20,117	6.81%	295,289

Diversity

The Public Sector Governance Council (former Public Service Commission Board) has approved new Queensland public sector diversity targets for four diversity target groups identified in the *Public Sector Act 2022* (the Act). These targets support implementation of the Act and seek to provide for a fair and integrated public sector. The targets to be achieved over the period of 2023 to 2026 are:

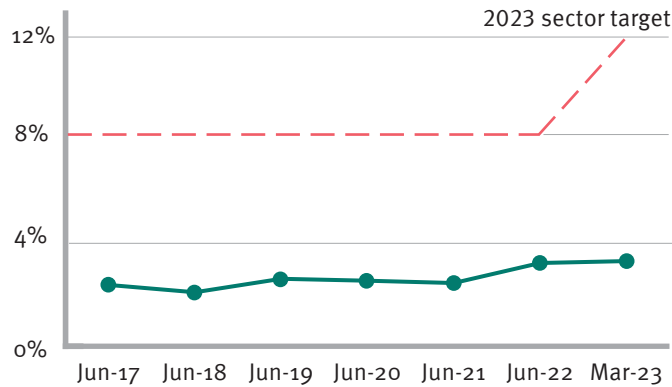
- 4 per cent – Aboriginal peoples and Torres Strait Islander peoples
- 12 per cent – people with disability
- 12 per cent – culturally and linguistically diverse peoples who speak a language other than English at home
- 50 per cent – women in leadership (measured at the SO, SES2, SES3, SES4 and CEO levels, s122 and s155 SO/SES/CEO roles with targets).

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. 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.

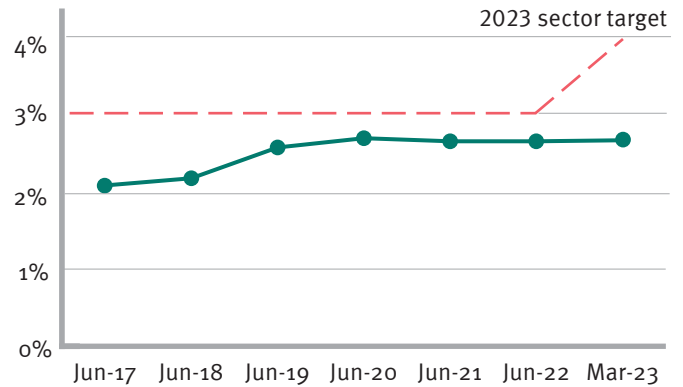
People with disability

People with disability	As a % of sector workforce	2023 sector target
10,053	3.40%	12%



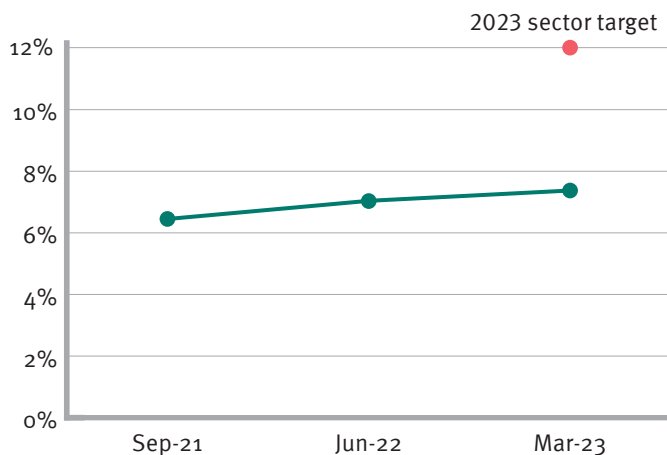
Aboriginal and Torres Strait Islander peoples

Aboriginal and Torres Strait Islander peoples	As a % of sector workforce	2023 sector target
7526	2.55%	4%



People from culturally and linguistically diverse backgrounds

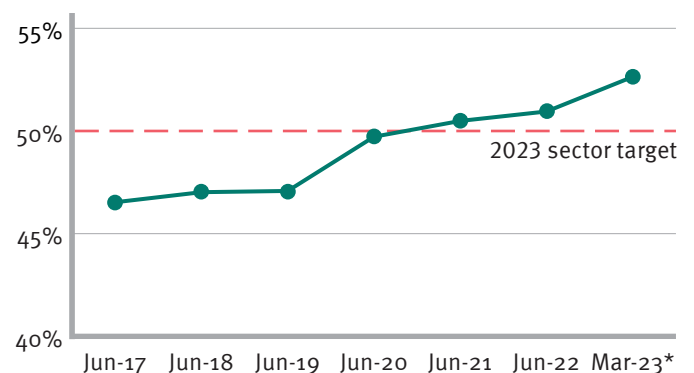
CALD2		
Speak a language at home other than English	As a % of sector workforce	2023 sector target
22,110	7.49%	12%



Women in leadership

Senior Officer, Senior Executive and Chief Executive in classified roles, s122 and s155 SO/SES/CEO roles

Women in leadership	As a % of leadership cohort	2023 sector target
1993	52.60%	50%



*From March 2023, s122 and s155 SO/SES/CEO roles are included.

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	23,168.83	9.41%	Administration staff, janitor/grounds person, nursing assistants 7006.06 FTE – 30.24%	Teacher aides, part-time teachers, janitors, grounds staff, TAFE tutors 14,061.84 FTE – 60.69%	Administration officers, some ambulance and fire fighter operational staff, police recruits, horticulture workers 2100.93 FTE – 9.07%
\$50,000 to \$99,999	119,188.11	48.39%	Nurses, ambulance officers, health practitioners, medical and science technicians 53,427.88 FTE – 44.83%	Teachers, TAFE teachers 32,158.33 FTE – 26.98%	Fire fighters, police officers, administration officers, prison and security officers, social and welfare professionals, legal officers 33,601.90 FTE – 28.19%
\$100,000 to \$119,999	53,706.94	21.80%	Clinical nurses, consultant/manager/educator, clinical and registered nurses, health practitioners 16,396.24 FTE – 30.53%	Senior teachers, senior TAFE teachers 23,639.55 FTE – 44.02%	Legal professionals, architects, designers, planners and surveyors, engineers, police officers, detectives 13,671.15 FTE – 25.46%
\$120,000 to \$149,999	39,109.26	15.88%	Nursing directors/assistant directors of nursing, clinical nurses, medical staff, health practitioners 17,500.88 FTE – 44.75%	Principals and deputy principals, senior teachers, senior officers 8603.97 FTE – 22.00%	Senior police officers, senior officers, legal professionals, building and engineering technicians, health and welfare services managers 13,004.41 FTE – 33.25%
\$150,000 to \$179,999	6683.09	2.71%	Medical staff including visiting medical staff, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing 3599.94 FTE – 53.87%	Principals including executive principals, senior executives 1,270.33 FTE – 19.01%	Commissioned police officers, senior executives, building and engineering technicians, air and marine transport professionals 1812.82 FTE – 27.13%
\$180,000 and above	4453.26	1.81%	Medical staff including visiting medical staff, clinical nurse consultant/manager/educators, nurse director/assistant directors of nursing 3106.28 FTE – 69.76%	Principals including executive principals, senior executives 421.40 FTE – 9.46%	Commissioned police officers, chief executives, senior executives, legal professionals, general managers, legislators 925.58 FTE – 20.78%

Age profile



44.39 years

is the average age of all employees

All employees



44.24 years

is the average age of employees who are women

Women



44.77 years

is the average age of employees who are men

Men



35.41 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	427.19	8620.46	17,395.78	18,394.02	19,844.45	20,939.78	21,523.94	22,293.24	18,140.85	12,182.76	5608.79	165,371.26
Men	222.44	3003.68	7753.44	9673.34	10192.50	10147.72	10,145.97	10,919.94	9260.38	6023.02	3111.39	80,453.82
Non-binary	2.32	56.57	138.62	88.04	65.67	38.86	26.99	31.53	22.80	12.11	0.90	484.41
Total	651.95	11680.71	25,287.84	28,155.40	30,102.62	31,126.36	31,696.90	33,244.71	27,424.03	18,217.89	8721.08	246,309.49

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	65.52%	73.80%	68.79%	65.33%	65.92%	67.27%	67.91%	67.06%	66.15%	66.87%	64.31%	67.14%
Men	34.12%	25.71%	30.66%	34.36%	33.86%	32.60%	32.01%	32.85%	33.77%	33.06%	35.68%	32.66%
Non-binary	0.36%	0.48%	0.55%	0.31%	0.22%	0.12%	0.09%	0.09%	0.08%	0.07%	0.01%	0.20%
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	46.49
Darling Downs - Maranoa	45.91
Sunshine Coast	45.87
Brisbane - West	45.87
Moreton Bay - South	45.36
Brisbane - East	45.34
Cairns	45.34

Brisbane - North	44.65
Toowoomba	44.53
Moreton Bay - North	44.27
Gold Coast	44.24
Central Queensland	44.12
Townsville	44
Brisbane - South	43.91

Brisbane Inner City	43.88
Mackay - Isaac - Whitsunday	43.65
Ipswich	43.58
Logan - Beaudesert	42.95
Queensland - Outback	42.84
Queensland public sector average age	44.39

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 March 2023

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Agriculture and Fisheries	1850.86	209.36	4.00	27.00	2091.22
Department of Children, Youth Justice and Multicultural Affairs	4550.70	534.37	174.18	38.95	5298.20
Department of Communities, Housing and Digital Economy	2907.21	454.81	6.84	48.00	3416.86
Department of Education	63,994.59	9,108.33	2,584.54	134.53	75,821.99
Department of Employment, Small Business and Training	503.87	62.27	0.00	17.00	583.14
Department of Energy and Public Works	1956.21	189.13	0.00	45.00	2190.34
Department of Environment and Science	2615.77	257.33	13.88	37.40	2924.38
Department of Justice and Attorney-General	2745.75	766.74	72.80	96.57	3681.86
Department of Regional Development, Manufacturing and Water	572.80	48.25	0.00	14.60	635.65
Department of Resources	1297.80	62.75	0.59	19.00	1380.14
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1457.54	214.68	119.08	17.00	1808.30
Department of State Development, Infrastructure, Local Government and Planning	853.42	101.72	0.00	56.30	1011.44
Department of the Premier and Cabinet	337.58	110.10	0.00	28.07	475.75
Department of Tourism, Innovation and Sport	354.74	42.10	2.12	73.58	472.54
Department of Transport and Main Roads	6649.95	600.29	326.00	96.40	7672.64
Electoral Commission Queensland	61.65	5.50	1.20	5.00	73.35
Office of the Inspector-General of Emergency Management	15.25	5.00	0.00	1.00	21.25
Public Sector Commission	55.80	1.00	0.56	7.00	64.36
Public Trustee	484.23	93.21	3.00	6.00	586.44
Queensland Audit Office	177.03	4.00	2.31	1.88	185.22
Queensland Corrective Services	6057.39	393.89	107.16	50.50	6608.94
Queensland Fire and Emergency Services	3362.68	193.23	194.78	16.00	3766.69
Queensland Health	77,790.62	19,421.28	3371.89	448.49	101,032.28
Queensland Police Service	15,678.93	591.25	4.47	345.27	16,619.92
Queensland Treasury	1200.59	44.32	1.75	61.00	1307.66
TAFE Queensland	3255.44	814.16	167.75	92.48	4329.83
Sector sub-total: Budget paper 2 agencies	200,788.40	34,329.07	7,158.90	1,784.02	244,060.39
Other entities	Permanent	Temporary	Casual	Contract	Total
Legal Aid Queensland	520.62	82.88	0.00	12.00	615.50
Office of the Health Ombudsman	114.20	10.30	0.00	5.00	129.50
Queensland Art Gallery	188.11	61.67	61.55	5.00	316.33
Queensland Family and Child Commission	35.80	14.30	0.14	5.00	55.24
Queensland Human Rights Commission	36.64	22.70	0.00	1.00	60.34
Queensland Museum	178.27	59.99	34.90	5.00	278.16
Resources Safety and Health Queensland	231.15	43.30	1.98	65.00	341.43
State Library of Queensland	242.84	33.96	12.36	5.00	294.16
Trade and Investment Queensland	116.84	14.00	0.00	13.00	143.84
Norfolk Island Taskforce	9.80	2.80	0.00	2.00	14.60
Sector sub-total: Other entities	1674.27	345.90	110.93	118.00	2249.10
Sector total	202,462.67	34,674.97	7,269.83	1,902.02	246,309.49

Headcount by appointment type and agency at March 2023

Agency	Permanent	Temporary	Casual	Contract	Total
Department of Agriculture and Fisheries	1926	220	11	27	2184
Department of Children, Youth Justice and Multicultural Affairs	4880	569	235	39	5723
Department of Communities, Housing and Digital Economy	3111	472	17	49	3649
Department of Education	75,856	12,467	7234	136	95,693
Department of Employment, Small Business and Training	534	67	0	17	618
Department of Energy and Public Works	2022	195	0	45	2262
Department of Environment and Science	2758	277	33	38	3106
Department of Justice and Attorney-General	2961	815	151	103	4030
Department of Regional Development, Manufacturing and Water	608	49	0	15	672
Department of Resources	1380	66	1	19	1466
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1522	223	216	17	1978
Department of State Development, Infrastructure, Local Government and Planning	909	106	0	58	1073
Department of the Premier and Cabinet	360	112	0	29	501
Department of Tourism, Innovation and Sport	375	45	4	77	501
Department of Transport and Main Roads	6986	636	1994	97	9713
Electoral Commission Queensland	64	6	3	5	78
Office of the Inspector-General of Emergency Management	16	5	0	1	22
Public Sector Commission	62	1	1	7	71
Public Trustee	517	104	5	6	632
Queensland Audit Office	188	4	4	2	198
Queensland Corrective Services	6235	411	206	51	6903
Queensland Fire and Emergency Services	3421	200	1866	16	5503
Queensland Health	91,258	23,076	7343	861	122,538
Queensland Police Service	16,108	621	10	347	17,086
Queensland Treasury	1264	46	4	63	1377
TAFE Queensland	3495	969	491	93	5048
Sector sub-total: Budget paper 2 agencies	228,816	41,762	19,829	2,218	292,625
Other entities	Permanent	Temporary	Casual	Contract	Total
Legal Aid Queensland	569	93	0	12	674
Office of the Health Ombudsman	120	11	0	5	136
Queensland Art Gallery	224	82	148	5	459
Queensland Family and Child Commission	39	16	4	5	64
Queensland Human Rights Commission	43	25	0	1	69
Queensland Museum	211	79	98	5	393
Resources Safety and Health Queensland	236	44	3	65	348
State Library of Queensland	275	42	35	5	357
Trade and Investment Queensland	122	14	0	13	149
Norfolk Island Taskforce	10	3	0	2	15
Sector sub-total: Other entities	1849	409	288	118	2664
Sector total	230,665	42,171	20,117	2,336	295,289

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	921.38	1169.84	0.00	2091.22	44.06%	55.94%	0.00%
Department of Children, Youth Justice and Multicultural Affairs	3969.13	1322.30	6.77	5298.20	74.91%	24.96%	0.13%
Department of Communities, Housing and Digital Economy	2260.23	1152.67	3.96	3416.86	66.15%	33.73%	0.12%
Department of Education	57,979.54	17,677.88	164.57	75,821.99	76.47%	23.31%	0.22%
Department of Employment, Small Business and Training	407.96	174.18	1.00	583.14	69.96%	29.87%	0.17%
Department of Energy and Public Works	804.86	1384.61	0.87	2190.34	36.75%	63.21%	0.04%
Department of Environment and Science	1431.04	1484.04	9.30	2924.38	48.93%	50.75%	0.32%
Department of Justice and Attorney-General	2536.67	1141.71	3.48	3681.86	68.90%	31.01%	0.09%
Department of Regional Development, Manufacturing and Water	347.50	286.65	1.50	635.65	54.67%	45.10%	0.24%
Department of Resources	785.27	594.07	0.80	1380.14	56.90%	43.04%	0.06%
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1200.59	605.91	1.80	1808.30	66.39%	33.51%	0.10%
Department of State Development, Infrastructure, Local Government and Planning	636.45	373.99	1.00	1011.44	62.93%	36.98%	0.10%
Department of the Premier and Cabinet	335.65	138.10	2.00	475.75	70.55%	29.03%	0.42%
Department of Tourism, Innovation and Sport	296.91	174.63	1.00	472.54	62.83%	36.96%	0.21%
Department of Transport and Main Roads	3581.75	4087.99	2.90	7672.64	46.68%	53.28%	0.04%
Electoral Commission Queensland	40.81	32.54	0.00	73.35	55.64%	44.36%	0.00%
Office of the Inspector-General of Emergency Management	14.25	7.00	0.00	21.25	67.06%	32.94%	0.00%
Public Sector Commission	50.96	13.40	0.00	64.36	79.18%	20.82%	0.00%
Public Trustee	436.61	149.83	0.00	586.44	74.45%	25.55%	0.00%
Queensland Audit Office	95.35	89.87	0.00	185.22	51.48%	48.52%	0.00%
Queensland Corrective Services	2969.33	3632.61	7.00	6608.94	44.93%	54.97%	0.11%
Queensland Fire and Emergency Services	849.86	2913.83	3.00	3766.69	22.56%	77.36%	0.08%
Queensland Health	72,680.32	28,092.03	259.93	101,032.28	71.94%	27.80%	0.26%
Queensland Police Service	5887.70	10732.22	0.00	16,619.92	35.43%	64.57%	0.00%
Queensland Treasury	738.74	564.92	4.00	1307.66	56.49%	43.20%	0.31%
TAFE Queensland	2625.70	1696.30	7.83	4329.83	60.64%	39.18%	0.18%
Sector sub-total: Budget paper 2 agencies	163,884.56	79,693.12	482.71	244,060.39	67.01%	32.74%	0.25%
Other entities	FTE				Percentage		
	Women	Men	Non-binary	Total	Women	Men	Non-binary
Legal Aid Queensland	475.13	139.67	0.70	615.50	77.19%	22.69%	0.11%
Office of the Health Ombudsman	89.50	40.00	0.00	129.50	69.11%	30.89%	0.00%
Queensland Art Gallery	189.60	126.73	0.00	316.33	59.94%	40.06%	0.00%
Queensland Family and Child Commission	48.24	7.00	0.00	55.24	87.33%	12.67%	0.00%
Queensland Human Rights Commission	45.84	13.50	1.00	60.34	75.97%	22.37%	1.66%
Queensland Museum	177.68	100.48	0.00	278.16	63.88%	36.12%	0.00%
Resources Safety and Health Queensland	146.89	194.54	0.00	341.43	43.02%	56.98%	0.00%
State Library of Queensland	212.58	81.58	0.00	294.16	72.27%	27.73%	0.00%
Trade and Investment Queensland	88.64	55.20	0.00	143.84	61.62%	38.38%	0.00%
Norfolk Island Taskforce	12.60	2.00	0.00	14.60	86.30%	13.70%	0.00%
Sector sub-total: Other entities	1486.70	760.70	1.70	2249.10	64.98%	34.98%	0.04%
Sector total	165,371.26	80,453.82	484.41	246,309.49	67.14%	32.66%	0.20%

Headcount and percentage by gender and agency

Agency	Headcount				Percentage		
	Women	Men	Non-binary	Total	Women	Men	Non-binary
Department of Agriculture and Fisheries	996	1188	0	2184	45.60%	54.40%	0.00%
Department of Children, Youth Justice and Multicultural Affairs	4336	1380	7	5723	75.76%	24.11%	0.12%
Department of Communities, Housing and Digital Economy	2453	1192	4	3649	67.22%	32.67%	0.11%
Department of Education	75,048	20,446	199	95693	78.43%	21.37%	0.21%
Department of Employment, Small Business and Training	439	178	1	618	71.04%	28.80%	0.16%
Department of Energy and Public Works	859	1402	1	2262	37.98%	61.98%	0.04%
Department of Environment and Science	1571	1525	10	3106	50.58%	49.10%	0.32%
Department of Justice and Attorney-General	2827	1199	4	4030	70.15%	29.75%	0.10%
Department of Regional Development, Manufacturing and Water	376	294	2	672	55.95%	43.75%	0.30%
Department of Resources	858	607	1	1466	58.53%	41.41%	0.07%
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	1308	668	2	1978	66.13%	33.77%	0.10%
Department of State Development, Infrastructure, Local Government and Planning	690	382	1	1073	64.31%	35.60%	0.09%
Department of the Premier and Cabinet	356	143	2	501	71.06%	28.54%	0.40%
Department of Tourism, Innovation and Sport	318	182	1	501	63.47%	36.33%	0.20%
Department of Transport and Main Roads	5106	4604	3	9713	52.57%	47.40%	0.03%
Electoral Commission Queensland	44	34	0	78	56.41%	43.59%	0.00%
Office of the Inspector-General of Emergency Management	15	7	0	22	68.18%	31.82%	0.00%
Public Sector Commission	57	14	0	71	80.28%	19.72%	0.00%
Public Trustee	475	157	0	632	75.16%	24.84%	0.00%
Queensland Audit Office	105	93	0	198	53.03%	46.97%	0.00%
Queensland Corrective Services	3151	3745	7	6903	45.65%	54.25%	0.10%
Queensland Fire and Emergency Services	1128	4372	3	5503	20.50%	79.45%	0.05%
Queensland Health	90,296	31,954	288	122538	73.69%	26.08%	0.24%
Queensland Police Service	6256	10,830	0	17086	36.61%	63.39%	0.00%
Queensland Treasury	797	576	4	1377	57.88%	41.83%	0.29%
TAFE Queensland	3146	1893	9	5048	62.32%	37.50%	0.18%
Sector sub-total: Budget paper 2 agencies	203,011	89,065	549	292,625	69.38%	30.44%	0.19%
Other entities	Headcount				Percentage		
	Women	Men	Non-binary	Total	Women	Men	Non-binary
Legal Aid Queensland	526	147	1	674	78.04%	21.81%	0.15%
Office of the Health Ombudsman	95	41	0	136	69.85%	30.15%	0.00%
Queensland Art Gallery	291	168	0	459	63.40%	36.60%	0.00%
Queensland Family and Child Commission	57	7	0	64	89.06%	10.94%	0.00%
Queensland Human Rights Commission	54	14	1	69	78.26%	20.29%	1.45%
Queensland Museum	269	124	0	393	68.45%	31.55%	0.00%
Resources Safety and Health Queensland	152	196	0	348	43.68%	56.32%	0.00%
State Library of Queensland	262	95	0	357	73.39%	26.61%	0.00%
Trade and Investment Queensland	92	57	0	149	61.74%	38.26%	0.00%
Norfolk Island Taskforce	13	2	0	15	86.67%	13.33%	0.00%
Sector sub-total: Other entities	1811	851	2	2664	67.98%	31.94%	0.08%
Sector total	204,822	89,916	551	295,289	69.36%	30.45%	0.19%

Headcount by employment status, gender and sector

Full-time

	Women		Men		Non-binary		Total
Education sector	39,014	36.08%	16,335	23.16%	120	30.85%	55,469
Health sector	41,186	38.09%	22,113	31.35%	223	57.33%	63,522
Rest of sector	27,934	25.83%	32,081	45.49%	46	11.83%	60,061
Total sector	108,134	100.00%	70,529	100.00%	389	100.00%	179,052

Part-time

	Women		Men		Non-binary		Total
Education sector	33,327	40.14%	4140	31.95%	80	58.39%	37,547
Health sector	43,677	52.61%	7946	61.32%	50	36.50%	51,673
Rest of sector	6,021	7.25%	872	6.73%	7	5.11%	6,900
Total sector	83,025	100.00%	12,958	100.00%	137	100.00%	96,120

Casual

	Women		Men		Non-binary		Total
Education sector	5853	42.84%	1864	28.99%	8	32.00%	7725
Health sector	5433	39.76%	1895	29.48%	15	60.00%	7343
Rest of sector	2,377	17.40%	2,670	41.53%	2	8.00%	5,049
Total sector	13,663	100.00%	6429	100.00%	25	100.00%	20,117

Total

	Women		Men		Non-binary		Total
Education sector	78,194	38.18%	22,339	24.84%	208	37.75%	100,741
Health sector	90,296	44.09%	31,954	35.54%	288	52.27%	122,538
Rest of sector	36,332	17.74%	35,623	39.62%	55	9.98%	72,010
Total sector	204,822	100.00%	89,916	100.00%	551	100.00%	295,289

Number of FTE by appointment type by sector and gender

Permanent

	Women		Men		Non-binary		Total
Education sector	51,088.94	37.63%	16,025.90	24.11%	135.19	59.54%	67,250.03
Health sector	57,146.91	42.09%	20,596.75	30.99%	46.96	20.68%	77,790.62
Rest of sector	27,535.13	20.28%	29,841.99	44.90%	44.90	19.78%	57,422.22
Total sector	135,770.98	100.00%	66,464.64	100.00%	227.05	100.00%	202,462.67

Temporary

	Women		Men		Non-binary		Total
Education sector	7384.06	31.03%	2503.30	23.55%	35.13	14.19%	9,922.49
Health sector	12,938.55	54.37%	6274.97	59.04%	207.76	83.91%	19,421.28
Rest of sector	3,476.78	14.61%	1,850.72	17.41%	4.70	1.90%	5,331.20
Total sector	23,798.39	100.00%	10,628.99	100.00%	247.59	100.00%	34,674.97

Casual

	Women		Men		Non-binary		Total
Education sector	2016.23	40.31%	733.98	32.49%	2.08	23.72%	2752.29
Health sector	2403.04	48.04%	963.64	42.66%	5.21	59.41%	3371.89
Rest of sector	582.65	11.65%	561.52	24.86%	1.48	16.88%	1145.65
Total sector	5001.92	100.00%	2259.14	100.00%	8.77	100.00%	7269.83

Contract

	Women		Men		Non-binary		Total
Education sector	116.01	14.50%	111.00	10.08%	0.00	0.00%	227.01
Health sector	191.82	23.98%	256.67	23.31%	0.00	0.00%	448.49
Rest of sector	492.14	61.52%	733.38	66.61%	1.00	100.00%	1,226.52
Total sector	799.97	100.00%	1101.05	100.00%	1.00	100.00%	1902.02

Total

	Women		Men		Non-binary		Total
Education sector	60,605.24	36.65%	19,374.18	24.08%	172.40	35.59%	80,151.82
Health sector	72,680.32	43.95%	28,092.03	34.92%	259.93	53.66%	101,032.28
Rest of sector	32,085.70	19.40%	32,987.61	41.00%	52.08	10.75%	65,125.39
Total sector	165,371.26	100.00%	80,453.82	100.00%	484.41	100.00%	246,309.49

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.
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.



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