

## **Question on Notice**

**No. 358**

**Asked on 21 May 2013**

**MR PITT ASKED THE TREASURER AND MINISTER FOR TRADE (MR NICHOLLS)—**

**QUESTION:**

With reference to the workforce of administrative units under the Treasurer's authority, including Queensland Treasury and Trade, will the Treasurer provide (a) the total number of FTE positions made redundant between 26 March 2012 and 20 May 2013, (b) the total number of employees (headcount) made redundant between 26 March 2012 and 20 May 2013, (c) the total number of employees (headcount) made redundant between 26 March 2012 and 20 May 2013 in the Queensland Investment Corporation, (d) the total number of staff recruited between 11 September 2012 and 20 May 2013, (e) a full list of all staff positions recruited between 11 September 2012 and 20 May 2013 including the position description, position location, employment type and salary level and (f) a full list of all staff positions that were made redundant or had their contract end between 26 March 2012 and 20 May 2013 and provide for each the position description, position location and amount saved (in a similar format to that provided by Minister Emerson in response to Question on Notice No. 92 of 2013)?

**ANSWER:**

The Queensland Government is committed to better defining the role and operations of Government in a modern Queensland economy. We need to be a government for the 21st century; connected and working together to deliver smarter, simpler outcomes that are more responsive to the needs of all Queenslanders.

Staffing numbers for Government departments are available in the staff section of each Department's 2013-14 State Budget Service Delivery Statement (SDS) and can also be found in Budget Paper No. 2, Budget Strategy and Outlook.

In addition, I would also remind the Member that the Public Service Commission publishes extensive information on its website each quarter on public service numbers across the sectors, which are broken down in various categories. The most recent quarterly report is attached.

Staff recruitment and jobs available in the Queensland Government can be found advertised on the Queensland Government website [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au).

# **Queensland Public Service Workforce Quarterly Profile**

**as at March 2013**

**Prepared by the Public Service Commission**

This report presents a brief overview of the composition of the Queensland Public Service. The data provided by public service agencies is part of the Cabinet approved Minimum Obligatory Human Resource Information (MOHRI) process and is a snapshot of the workforce as at March 2013.

## Size of the Queensland Public Service

### (Full time Equivalent – FTE)

Overall there has been a decrease of 1,721.96 FTE employees in the Queensland Public Service since last quarter. This represents a decrease of 0.88%.

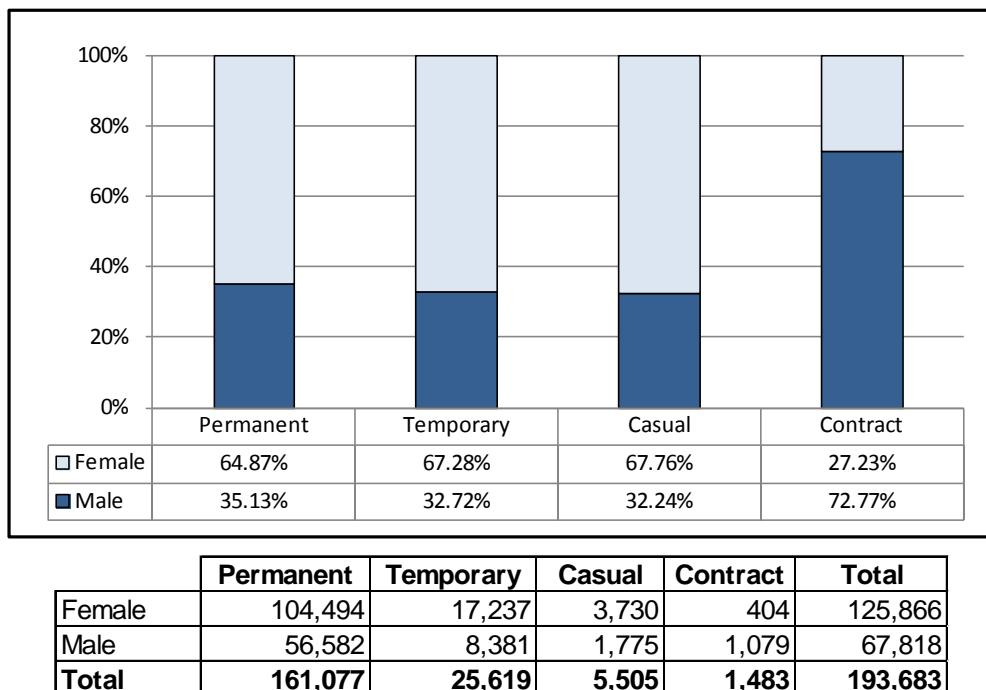
**Figure 1: FTE by Agency and Gender**

Agency	Dec 2012			Mar 2013		
	Female	Male	Total	Female	Male	Total
Aboriginal & Torres Strait Islander & Multicultural Affairs	201.6	109.4	311	203.4	109	312.4
Agriculture Fisheries & Forestry	869.45	1,375.32	2,244.77	857.96	1,348.27	2,206.23
Anti-Discrimination Commission Qld	22.00	10.00	32	21.2	10	31.2
Comm for Children & Young People & Child Guardian	255.15	75.79	330.94	249.3	75.32	324.62
Communities Child Safety & Disability Services	4,595.66	1,432.21	6,027.87	4,513.84	1,409.78	5,923.62
Community Safety	3,364.16	7,144.90	10,509.06	3,413.14	7,173.45	10,586.59
Education Training & Employment	49,362.59	16,563.01	65,925.60	49,534.79	16,495.77	66,030.56
Electoral Commission Qld	27.03	25.62	52.65	26.48	24.8	51.28
Energy & Water Supply	117.38	114.52	231.9	128.82	125.92	254.74
Environment & Heritage Protection	611.81	445.44	1,057.25	580.11	428.07	1,008.18
Health	48,625.38	18,078.30	66,703.68	47,968.31	17,769.14	65,737.45
Health Quality Complaints Commission	43.40	19.00	62.4	43.43	18	61.43
Housing & Public Works	1,691.94	2,688.37	4,380.31	1,617.95	2,260.35	3,878.30
Justice and Attorney-General	2,659.51	1,845.90	4,505.41	2,583.20	1,812.39	4,395.59
Legal Aid	312.38	122.11	434.49	302.34	122.45	424.79
Local Government	51.45	40.58	92.03	53.37	43.54	96.91
Museum	131.72	99.39	231.11	124.63	100.43	225.06
National Parks Recreation Sport & Racing	457.35	844.24	1,301.59	454.39	835.07	1,289.46
Natural Resources & Mines	1,143.63	1,260.90	2,404.53	1,153.79	1,239.55	2,393.34
Police	5,062.59	9,422.04	14,484.63	5,028.12	9,510.11	14,538.23
Premier and Cabinet	258.47	132.70	391.17	242.84	129.26	372.1
Public Service Commission	52.43	25.5	77.93	62.5	27.6	90.1
Public Trust	355.61	185.6	541.21	371.11	178.29	549.4
Qld Art Gallery	167.64	151.47	319.11	158.69	113.66	272.35
Qld Audit Office	87.11	106.65	193.76	87.25	106.73	193.98
Qld Treasury & Trade	550.26	481.93	1,032.19	561.67	497.52	1,059.19
Qld Water Commission	32.35	21.43	53.78	merged into other departments		
Science Information Technology Innovation & the Arts	1,949.16	1,426.20	3,375.36	1,831.99	1,344.11	3,176.10
State Development Infrastructure & Planning	451.37	317.48	768.85	447.7	311.30	759.00
State Library	182.81	82.62	265.43	186.55	80.77	267.32
Tourism Major Events Small Business & Commonwealth Games	71.49	35.9	107.39	68.87	39	107.87
TransLink Transit Authority	128.94	157.52	286.46	merged into Dept Transport & Main Roads		
Transport & Main Roads	2,713.38	3,956.19	6,669.57	2,988.03	4,078.05	7,066.08
<b>Queensland Public Service</b>	<b>126,607.20</b>	<b>68,798.23</b>	<b>195,405.43</b>	<b>125,865.77</b>	<b>67,817.70</b>	<b>193,683.47</b>

## Public Service Profile

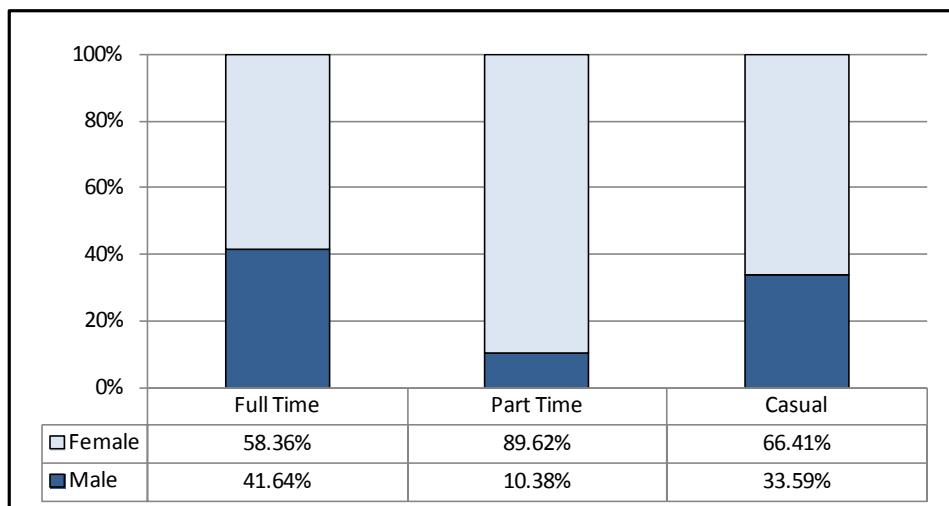
Information contained in the following graphs has been identified from MOHRI data for March 2013. The definitions following the graphs will assist in interpretation of the graphs.

**Figure 2: Gender by Appointment Type (FTE)**



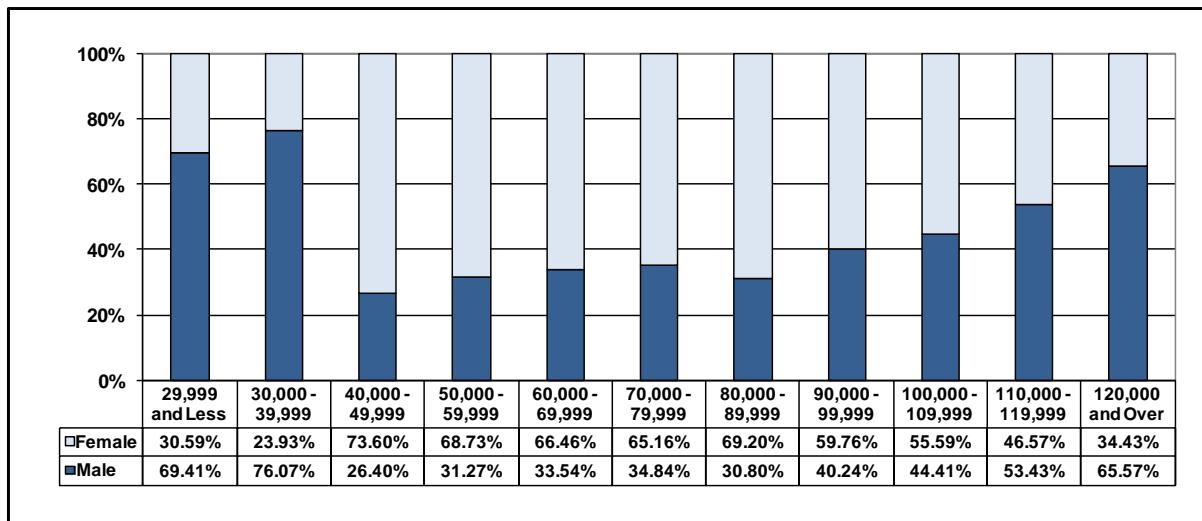
A breakdown of appointment type within each agency by headcount and FTE is contained in Schedule 1.

**Figure 3: Employment Status (Headcount) by Gender**



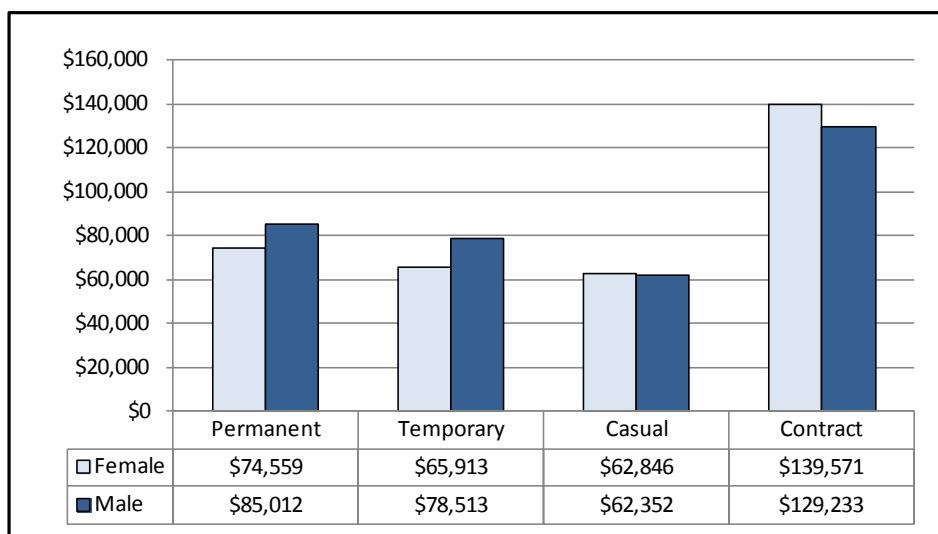
	Full Time	Part Time	Casual	Total
Female	87,135	57,347	11,450	155,932
Male	62,163	6,643	5,792	74,598
<b>Total</b>	<b>149,298</b>	<b>63,990</b>	<b>17,242</b>	<b>230,530</b>

**Figure 4: Annual Earnings (FTE) by Gender**

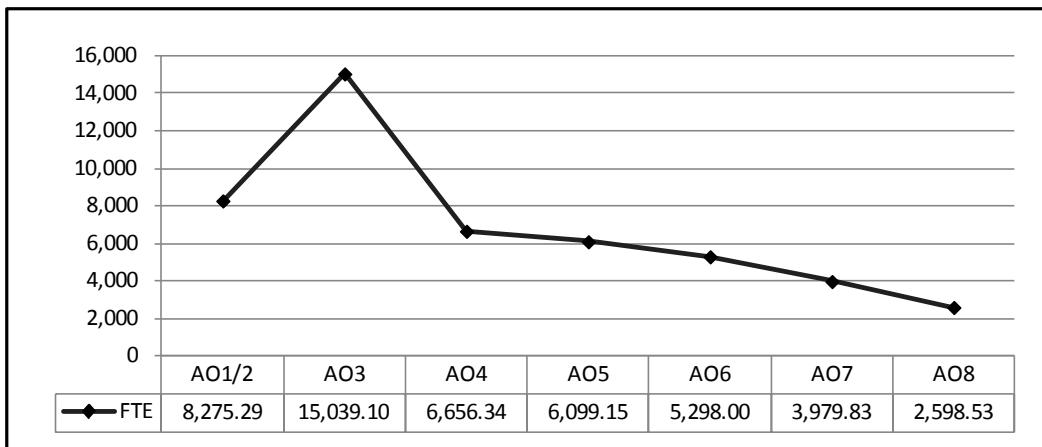


\$	Female	Male	Total
29,999 and Less	22.25	50.49	72.74
30,000 - 39,999	120.03	381.65	501.68
40,000 - 49,999	17,695.01	6,348.67	24,043.68
50,000 - 59,999	20,464.14	9,311.44	29,775.58
60,000 - 69,999	19,988.08	10,088.13	30,076.21
70,000 - 79,999	19,438.47	10,392.10	29,830.57
80,000 - 89,999	26,388.08	11,746.32	38,134.40
90,000 - 99,999	9,769.28	6,578.87	16,348.15
100,000 - 109,999	7,783.03	6,216.86	13,999.89
110,000 - 119,999	1,704.07	1,955.29	3,659.36
120,000 and Over	2,493.33	4,747.88	7,241.21
<b>Total</b>	<b>125,865.77</b>	<b>67,817.70</b>	<b>193,683.47</b>

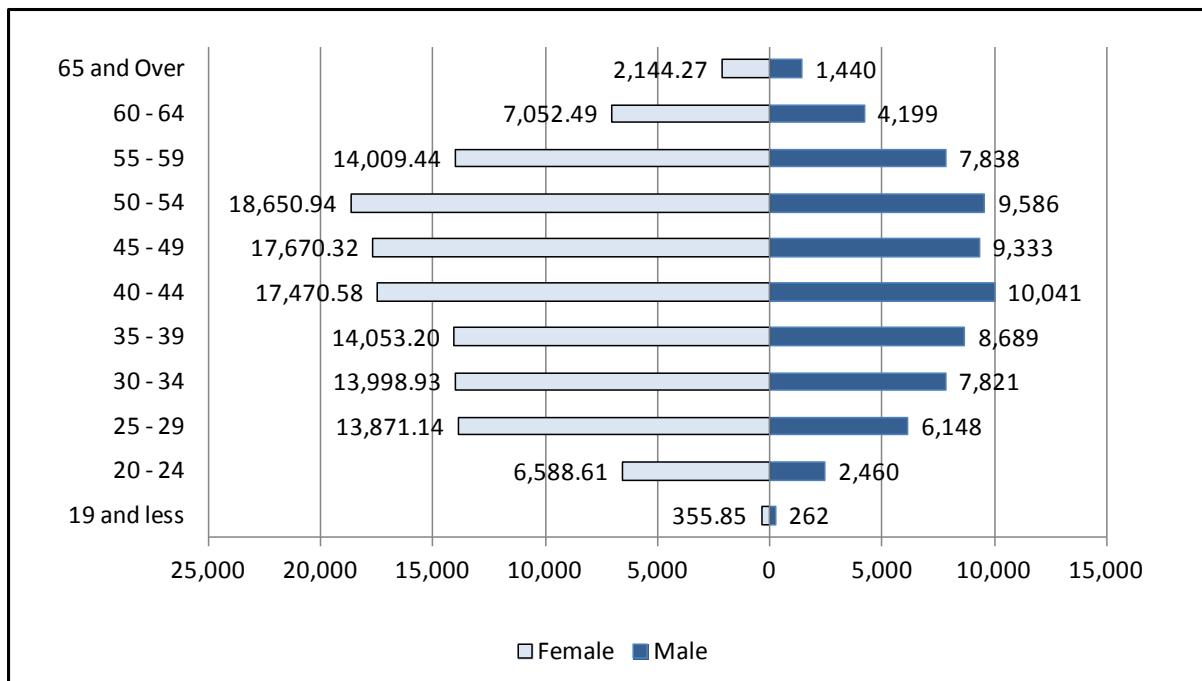
**Figure 5: Average Annual Earnings (FTE) by Appointment Type and Gender**



**Figure 6: AO Classifications (FTE)**



**Figure 7: Age Distribution (FTE) by Gender**



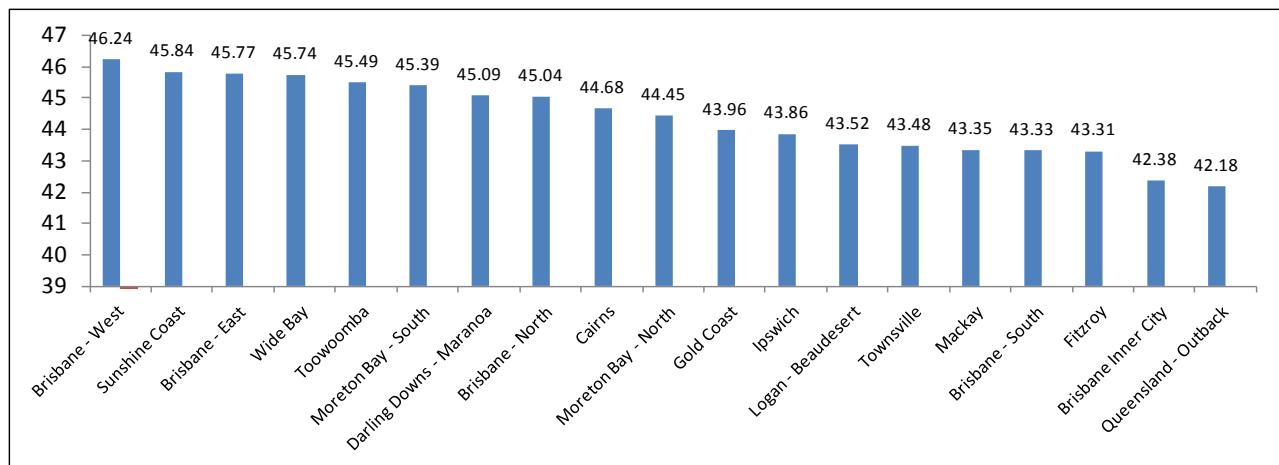
	19 and less	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 and Over	Total
Female	57.62%	72.82%	69.29%	64.16%	61.79%	63.50%	65.44%	66.05%	64.12%	62.68%	59.82%	64.99%
Male	42.38%	27.18%	30.71%	35.84%	38.21%	36.50%	34.56%	33.95%	35.88%	37.32%	40.18%	35.01%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

The average age of an employee in the Queensland Public Service is 43.94 years (43.78 years for a female and 44.29 years for a male).

The average age ranges from 46.24 years in the Brisbane – West Statistical Area to 42.18 years in the Queensland – Outback Statistical Area. Interstate/overseas employees are excluded.

**Figure 8<sup>a</sup>: Average Age by Australian Bureau of Statistics (ABS) Statistical Area 4**

**(QLD Only)**



**Figure 9<sup>a</sup>: Full Time Equivalent Employees by Statistical Area 4 - (QLD Only)**

Statistical Area 4	Dec-12		Mar-13		% Quarterly Variance in FTE
	FTE	% of FTE	FTE	% of FTE	
Moreton Bay - South	2,631.55	1.35%	2,675.95	1.38%	1.69%
Brisbane - West	2,992.80	1.53%	3,020.03	1.56%	0.91%
Brisbane - East	4,646.28	2.38%	4,595.78	2.37%	-1.09%
Darling Downs - Maranoa	4,740.80	2.43%	4,692.11	2.42%	-1.03%
Queensland - Outback	5,637.25	2.89%	5,574.73	2.88%	-1.11%
Mackay	5,659.87	2.90%	5,679.70	2.93%	0.35%
Toowoomba	6,796.76	3.48%	6,754.38	3.49%	-0.62%
Moreton Bay - North	7,455.41	3.82%	7,453.15	3.85%	-0.03%
Brisbane - North	7,615.60	3.90%	7,428.16	3.84%	-2.46%
Logan - Beaudesert	8,840.81	4.52%	8,764.88	4.53%	-0.86%
Fitzroy	9,330.74	4.78%	9,351.20	4.83%	0.22%
Sunshine Coast	9,888.51	5.06%	9,903.16	5.11%	0.15%
Wide Bay	11,127.94	5.70%	11,025.01	5.69%	-0.92%
Townsville	11,385.75	5.83%	11,404.35	5.89%	0.16%
Cairns	11,445.87	5.86%	11,477.29	5.93%	0.27%
Ipswich	11,905.10	6.09%	12,031.93	6.21%	1.07%
Gold Coast	14,087.34	7.21%	14,244.39	7.36%	1.11%
Brisbane - South	17,238.33	8.82%	17,050.02	8.80%	-1.09%
Brisbane Inner City	41,960.09	21.48%	40,540.62	20.93%	-3.38%
Queensland	195,386.80	100%	193,666.84	100%	-0.88%

<sup>a</sup> new Statistical Areas are in accordance with the Australian Bureau of Statistics ASGS boundary changes

## Schedule 1

Staff Full Time Equivalents (FTE) by Agency by Appointment Type					
Agency	Permanent	Temporary	Casual	Contract	Total
Aboriginal & Torres Strait Islander & Multicultural Affairs	258.91	47.49	0	6	312.4
Agriculture Fisheries & Forestry	1,823.48	315.12	46.63	21	2,206.23
Anti-Discrimination Commission Qld	27.6	2.6	0	1	31.2
Comm for Children & Young People & Child Guardian	200.5	52.6	69.52	2	324.62
Communities Child Safety & Disability Services	5,106.69	628.91	151.02	37	5,923.62
Community Safety	9,807.35	345.98	344.76	88.5	10,586.59
Education Training & Employment	53,349.81	10,135.01	2,286.94	258.80	66,030.56
Electoral Commission Qld	31.2	10.6	7.48	2	51.28
Energy & Water Supply	226.24	18.5	0	10	254.74
Environment & Heritage Protection	901.17	89.38	0.63	17	1,008.18
Health	52,644.49	11,128.22	1,815.95	148.79	65,737.45
Health Quality Complaints Commission	52.93	7.5	0	1	61.43
Housing & Public Works	3,203.52	580.73	47.85	46.2	3,878.30
Justice and Attorney-General	3,668.10	461.35	177.54	88.6	4,395.59
Legal Aid	361.31	50.12	4.36	9	424.79
Local Government	81.87	11	0.04	4	96.91
Museum	156.04	49.96	17.06	2	225.06
National Parks Recreation Sport & Racing	1,128.18	140.85	12.43	8	1,289.46
Natural Resources & Mines	2,206.23	99.78	16.53	70.8	2,393.34
Police	13,793.75	371.07	8.41	365	14,538.23
Premier and Cabinet	284.33	54.6	1.52	31.65	372.1
Public Service Commission	71.9	6.8	0.6	10.8	90.1
Public Trust	439.8	103.73	0.87	5	549.4
Qld Art Gallery	175.07	44.01	50.27	3	272.35
Qld Audit Office	177.67	4.66	1.48	10.17	193.98
Qld Treasury & Trade	934.16	85.23	0	39.8	1,059.19
Science Information Technology Innovation & the Arts	2,737.17	365.77	26.5	46.66	3,176.10
State Development Infrastructure & Planning	576.76	156.74	0	25.5	759
State Library	201.31	52.5	8.51	5	267.32
Tourism Major Events Small Business & Commonwealth Games	93.27	6	0	8.6	107.87
Transport & Main Roads	6,355.75	191.91	408.02	110.4	7,066.08
<b>Queensland Public Service</b>	<b>161,076.56</b>	<b>25,618.72</b>	<b>5,504.92</b>	<b>1,483.27</b>	<b>193,683.47</b>

**Schedule 1 (cont'd)**

<b>Staff (Headcount) by Agency by Appointment Type</b>					
<b>Agency</b>	<b>Permanent</b>	<b>Temporary</b>	<b>Casual</b>	<b>Contract</b>	<b>Total</b>
Aboriginal & Torres Strait Islander & Multicultural Affairs	268	51	0	6	325
Agriculture Fisheries & Forestry	1,883	331	105	21	2,340
Anti-Discrimination Commission Qld	29	4	0	1	34
Comm for Children & Young People & Child Guardian	212	57	153	2	424
Communities Child Safety & Disability Services	5,384	678	289	37	6,388
Community Safety	9,998	364	2,364	89	12,815
Education Training & Employment	62,355	13,433	7,220	259	83,267
Electoral Commission Qld	32	11	8	2	53
Energy & Water Supply	234	19	0	10	263
Environment & Heritage Protection	932	93	2	17	1,044
Health	61,214	13,105	4,363	149	78,831
Health Quality Complaints Commission	55	8	0	1	64
Housing & Public Works	3,297	596	49	48	3,990
Justice and Attorney-General	3,920	506	341	92	4,859
Legal Aid	394	61	10	9	474
Local Government	86	11	1	4	102
Museum	171	68	45	2	286
National Parks Recreation Sport & Racing	1,172	150	30	8	1,360
Natural Resources & Mines	2,285	104	26	71	2,486
Police	14,144	384	18	365	14,911
Premier and Cabinet	302	60	6	34	402
Public Service Commission	75	7	2	11	95
Public Trust	458	108	2	5	573
Qld Art Gallery	196	47	121	3	367
Qld Audit Office	185	5	2	11	203
Qld Treasury & Trade	972	89	0	40	1,101
Science Information Technology Innovation & the Arts	2,902	384	57	47	3,390
State Development Infrastructure & Planning	597	165	0	26	788
State Library	220	57	38	5	320
Tourism Major Events Small Business & Commonwealth Games	101	6	0	9	116
Transport & Main Roads	6,555	203	1,990	111	8,859
<b>Queensland Public Service</b>	<b>180,628</b>	<b>31,165</b>	<b>17,242</b>	<b>1,495</b>	<b>230,530</b>

## **General Comments**

- The information contained in this report is derived from data provided by public service agencies as part of the Cabinet approved Minimum Obligatory Human Resource Information (MOHRI) process and is a snapshot of the workforce as at the March 2013 quarter.
- Data is validated at the agency level via the Workforce Analysis and Collection Application (WACA). The WACA is a national database used by five state jurisdictions to validate and store information about each jurisdiction's workforce. ACT has recently withdrawn from the WACA, reducing the number of participating jurisdictions from six to five.
- Employee numbers published by individual agencies may vary from those in this report due to differing dates of data capture and definitional issues relating to employee status.
- Agencies are individually responsible for providing the Public Service Commission with accurate and quality data in terms of the MOHRI system.
- Employees on extended unpaid leave of greater than eight weeks and employment agency staff have been excluded.
- The figures stated in this report are subject to revision and further validation by Departments and Agencies.
- Government Owned Corporations are not included in the collection of public service workforce data and therefore some large agencies such as QRail are not included.

## Definitions of Terms

Appointment Type	Either permanent, temporary or casual (refer to specific definitions for each term).
Average Annual Earnings	Average annual earnings are calculated on the salary and regular allowances paid to employees. Average annual earnings do not include one-off or sporadic payments such as travelling allowances. Information on earnings is collected as at the snapshot date and is extrapolated over a 12-month period.
Casual Employment	<p>Casual employees are not permanent employees and normally work less than full-time hours as prescribed by the applicable industrial instrument. Casual employment attracts the payment of a loading (as prescribed by the applicable industrial instrument) in lieu of sick and recreation leave.</p> <p>Casual employment is characterised by its ad hoc nature with each engagement standing alone. However, because of historical factors there are instances where employees have been employed as casuals on a regular and systematic basis over a long period of time. This is normally not within the strict definition of the term and many such employees should be properly classified as temporaries or part-timers.</p> <p>The difference between casual employment and temporary employment is that casual employment attracts the loading in lieu of sick and recreation leave whereas temporaries will generally receive the same entitlements as full-time employees.</p>
Contract	Includes employees of the Senior Executive Service and the Chief Executive Service and those employed under Section 122 of the Public Service Act 2008 or similar legislation in other relevant Acts.
Employment Status	Either full-time, part-time, casual (refer to specific definitions for each term).
Full-time	An employee who works full-time hours as specified in the award or agreement under which the employee is engaged.
Full-time Equivalent (FTE)	The hours worked by several part-time or casual employees, added together, may be required to make one full-time equivalent employee.
Location	Statistical Area 4 as defined in the Australian Statistical Geography Standard (ASGS) by the Australian Bureau of Statistics. This is based on the location of an employee's work headquarters.
Part-time	An employee who works less than full-time hours and performs those duties on a regular basis.
Permanent Employment	An employee who is employed on a continuing basis to perform ongoing functions.
Temporary Employment	<p>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.</p> <p>Temporary employees are generally employed on the same conditions as permanent employees as prescribed by the applicable industrial instrument.</p>