



Form 20 – Affidavit

Industrial Relations Act 2016, section 989

Industrial Relations (Tribunals) Rules 2011, rules 52 and 55


INDUSTRIAL REGISTRAR

14 SEP 2023

QUEENSLAND

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Applicant:	Queensland Council of Unions
	And Others

v

Respondent:	State of Queensland

PLEASE NOTE: If there are more than two parties to this application, please complete a Form 1 – Parties list and file it with this form. This affidavit is filed for the applicant respondent (or as the case may be)

Affidavit of (name of person making affidavit)	
I (Name):	Anthony John James
of (Address):	1 William Street, Brisbane QLD 4000
Position:	Acting Assistant Director-General, Office of Industrial Relations
<input type="checkbox"/> make oath and say or <input checked="" type="checkbox"/> solemnly and sincerely affirm and declare as follows –	

Signed:
(deponent/s to sign)

Taken by:
(person taking the affidavit to sign)

Preliminary matters

1. I am Anthony (Tony) John James.
2. I am currently the acting Assistant Director-General (ADG), Industrial Relations, Office of Industrial Relations (OIR). My substantive position is Executive Director, Industrial Relations, OIR. I commenced in my substantive position in 2011 and as ADG in 2021. I have 42 years of experience in labour relations agencies within the Queensland Government.
3. The OIR has five (5) divisions. These are:
 - a) Work Health and Safety Queensland;
 - b) Electrical Safety Office;
 - c) Workers' Compensation Regulation;
 - d) Corporate Business Services; and
 - e) Industrial Relations Division.
4. While I assist across all Divisions, I am accountable for the operations of the Industrial Relations Division.
5. The Industrial Relations Division has responsibility for:
 - a) the development, implementation, and review of industrial relations and related legislation, and providing policy advice on state and national industrial relations matters;
 - b) administration and enforcement functions associated with the *Industrial Relations Act 2016 (Qld)* (IR Act) and the state's other industrial relations- related legislation, including the *Labour Hire Licensing Act 2017*; and
 - c) advising Government as an employer on industrial relations matters, including representation in the State's industrial relations tribunal; assisting public sector agencies and Government-owned corporations with enterprise bargaining, including that those agencies observe the Government's wages policies; and industrial relations capability building across the Queensland public sector.
6. Insofar as my involvement with bargaining in the Queensland Public Sector, I am aware that almost all of the State's public sector employees' (not including the Senior Executive Service and some high paid contracted employees) wages are settled through bargaining resulting in the certification of the agreement.
7. I have attached the Queensland public sector workforce profile - March 2023 prepared by the Public Sector Commission at TJ-1. This bi-annual workforce profile is a summary of the Queensland public sector workforce as at 31 March 2023.
8. It has been my experience that the Queensland Council of Unions (QCU), the Australian Workers Union (AWU) and, more recently, Together Queensland (TQ), each make an application annually seeking a General Ruling for a Queensland Minimum Wage (QMW) and for a General Ruling to amend all State Awards to increase wages and some allowances.
9. The hearing in relation to these applications has become known as the State Wage Case (SWC).

'Community Standards and 'Prevailing Employment Conditions' and 'needs of low-paid employees'.

10. The IR Act refers to ensuring wages and employment conditions provide '*fair standards for employees in the context of living standards generally prevailing in the community*' and '*for fair and just wages and employment conditions that ...generally reflect the prevailing employment conditions of employees*

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covered, or to be covered, by the award.

11. In regard to what are 'standards prevailing in the community' and 'the prevailing employment conditions of employees', I note that these matters are undefined in the IR Act. Prevailing employment conditions will, however, be in part demonstrated by what is provided in Awards and Agreements. More particularly,
 - 'living standards generally prevailing in the community' (sections 4(g) and 143(1)(i) of the IR Act) means the Queensland community and could be measured against the relevant Fair Work Commission (FWC) modern award; and
 - 'prevailing employment conditions of employees covered, or to be covered, by the award' (section 141(1)(1b) of the IR Act) could be measured against the relevant certified agreement.
12. Further, the QIRC must have regard to needs of low-paid employees when exercising its powers in relation to modern awards.
13. I note that there is no definition in the IR Act as to a benchmark for what is considered a low-paid employee in the case of of State public sector employees..
14. In regard to a benchmark for a 'low paid employee' I am aware that the Fair Work Commission considers an amount of two thirds of median adult full-time ordinary earnings to be a benchmark for low-paid. Based on Australian Bureau of Statistics (ABS) Characteristics of Employment (COE) data published in August 2022, the low paid threshold is \$1,016.67.82 week. I note that Professor Peetz has also made this observation in his expert report at paragraph 119 and he notes that in Queensland it is slightly lower than the national average at \$1,000 per week.
15. In reviewing wages provided for under Agreements and Awards in the public sector I note that entry level adult wages generally exceed this low paid threshold. For instance, an employee under the *Youth Detention Centres Award* would commence at the OO3.1 level and have weekly earnings of \$1,131.87. Under the *Youth Detention Centre Certified Agreement 2019* this employee would have weekly earnings of \$1,136.79 and be eligible for an operational employee allowance of \$26.90. Under its proposed successor instrument, the employee would have weekly earnings of \$1,182.26 and be eligible or the operational employee allowance payable at a rate of \$176.90 per week, as well as up to three Cost of Living Adjustment payments. Such an employee may also be eligible for a newly created Youth Detention Centre Skilled Worker Allowance of \$45 per fortnight under the proposed new agreement.
16. I have caused to be prepared a comparative table of headline wage rates in all current public sector certified agreements on 1 September 2023 and their relevant underpinning modern award as an attachment to this affidavit at appendix TJ-2.

Collective bargaining and certified agreements

17. The IR Act provides for collective agreement making to be the primary basis upon which wages and employment conditions are decided, with protected industrial action available as part of the process if the requirements set under the IR Act are met.
18. Bargaining is to be conducted in good faith, and the QIRC may assist the parties to make an agreement and certify that agreement, or if necessary, to arbitrate the matters if no agreement can be reached.
19. A certified agreement is made between an employer; and one or more employee organisations that represent or are entitled to represent any employees of the employer who are, or are eligible to be, members of the organisation. Accordingly, the content of a bargained and certified agreement is the product of negotiation

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and agreement between those parties.

20. It has been my experience that bargaining is an opportunity to address and balance issues of mutual importance and concern, as bargaining also determines a number of workplace rights and obligations. Successful bargaining involves compromise, trade-off and concessions in respect of certain issues to achieve changes and/or gains in areas of greater priority or importance, at the workplace level.
21. Further, it is my observation that a fundamental feature of collective bargaining is that workplaces have negotiated different agreements and industrial outcomes depending on the industrial context and environment of their specific workplace, even where those different workplaces each have employees who may perform broadly comparable roles. Over time and through successive collective bargaining negotiations these differences produce unique workplace-specific agreements. Each outcome is arrived at by mutual agreement between the bargaining parties who considered the agreement to deliver benefit to both the employer and the employees. In my experience this is a natural consequence of effective bargaining as it is intended by the IR Act; and that any bargaining outcomes which are distinct from other bargains arrived at through collective bargaining in different workplaces are not anomalies or examples of unfairness. I am also aware that where agreement cannot be reached, the parties do have recourse to the conciliation and arbitration processes outlined in the IR Act.
22. I have observed that awards and certified agreements in the Queensland public sector have evolved over time to remain relevant. The evolution is in response to the priorities of the Government of the day, public sector employees and their representative public sector unions, and through other industrial, technological, and cultural changes. Agreements in some cases have also led award variations by consent to ensure that the award continues to meet the needs of the workforce and reflect what is considered by the parties (and certified by the commission) as generally reflecting the prevailing employment conditions of employees covered by the award. A recent example is in the *Nurses and Midwives (Queensland Health) Award – State 2015* in 2022 where rolled up rates from a previous agreement with respect to particular classifications under the agreement were inserted in the award, and also additional positions which had been created under the agreement were inserted in the award.
23. I have observed that the mechanisms and drivers for the evolution of awards are not necessarily uniform, nor are they always aligned or synchronised with the mechanisms and drivers for the continued existence of bargaining for certified agreements in the Queensland public sector.
24. Awards and certified agreements thus have distinct and unique histories and outcomes. Changes that occur in awards and agreements through each iteration, particularly in respect of wage increases, are created by different means and entities; and are driven by different forces and legislative standards and imperatives.

State Government Public Sector Wages Policy

25. At paragraph 5(c) of this affidavit I referred to my role in assisting agencies with bargaining and ensuring that the Government's wages policies are observed.
26. The Queensland Government decides a Public Sector Wages Policy (PSWP) from time to time.
27. Currently, PSWP applying to new agreements comprises of the following elements:
 - a) A maximum term of three years;
 - b) a maximum headline wage increase of 4.0% per annum for Years 1 and 2 of the agreement, and then 3.0% for Year 3 for a new agreement with any other financial elements of the agreement that usually grow in line with the headline wage rate (e.g. allowances) limited to those maximum headline wage rate percentage increases;
 - c) a cost-of-living adjustment payment ;

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- d) the operative date for headline wage increases will be the first day of the month in which in-principle agreement is reached following the nominal expiry date, unless otherwise approved by Government.
 - e) the first wage increase under the new Public Sector Wages Policy will apply to the rate actually payable (i.e. the higher of the agreement or the award rate), as at the operative date of the proposed agreement.
 - f) The Cost of Living Adjustment payments for an agreement year is only calculated if the annual inflation in the agreement year exceeds the wage rate increase under the relevant agreement within the relevant agreement year. The annual inflation refers to the year-on-year March Quarter Consumer Price Index for Brisbane as published by the Australian Bureau of Statistics. The rate of Cost of Living Adjustment payments is the percentage point difference between annual inflation and the wage rate increase under the relevant agreement within the relevant agreement year, and is capped at 3 per cent.
28. I understand the PSWP to be Government's assessment of what is appropriate to ensure efficient and responsible management of the State's resources to support the delivery of high quality services, economic prosperity and social justice for Queenslanders', balanced with what the Government considers to be a fair and just offer for its workforce.
29. I understand the Cost of Living Adjustment payment to be a mechanism offered by the Government to provide a top-up payment to Queensland public sector employees in response to cost-of-living pressures being experienced through the most recent period of high inflation (i.e. above 4% in Years 1 and 2 and above 3 % in Year 3).
30. There are currently 19 certified agreements containing a Cost of Living Adjustment payment clause. The list of those agreements is at TJ-3.
31. I understand the Queensland Government PSWP was the first to have a Cost of Living Adjustment payment and is considered a generous wages policy when compared to other jurisdictions.
32. I further understand it is the intention of the Government to offer a Cost of Living Adjustment payment to all public sector state jurisdiction employees under existing Certified Agreements.
33. I have made available a comparative table of publicly available wages policies provided in other Australian jurisdictions as an attachment to this affidavit at appendix TJ-4.
34. I have reviewed the March 2023 data from the Federal Department of Employment and Workplace Relations and note that Queensland public sector wages policy outcomes compare favourably when compared with Agreements approved in that quarter average annualised wage increases for the private sector amounted to 3.9 per cent; and for the public sector amounted to 3.2 per cent.

Directives and Guidelines

35. Employment in the Queensland public sector is also regulated by other Acts, notably the *Public Sector Act 2022* (PSA) and the *Public Sector Ethics Act 1994*; and by other sources of industrial terms and conditions, such as Ministerial and Commission Chief Executive Directive.

The State Wage Case

36. The State's position in relation to this year's State Wage Case is as follows:
- 36.1. The State of Queensland supports a fair and reasonable increase to state awards and work-related allowances that reflects the prevailing economic conditions at the time the decision is made.
- 36.2. However it is the view of the State that where the wages payable to employees or classes of employees under those awards relevant to the Queensland public sector have been settled through bargaining or by

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a determination of the Commission, the increase should be 0 percent.

- 36.3. In the event the Commission determine to award an increase to wages payable to employees or classes of employees under those awards relevant to the Queensland public sector, the State of Queensland seeks the Commission to exercise its discretion under 459A such that the SWC increase not be applied to wages payable to employees or classes of employees under those awards relevant to the Queensland public sector where bargaining sets the wage rates and applying the SWC increase would cause the award wage rate to exceed wage rate in a certified agreement, arbitration determination or a directive for the same classification.
37. The State supports the State Wage Case as a mechanism to enable workers who are dependent on the QMW to secure a pay rise in line with community standards. Similarly, the State supports the SWC delivering wage increases to those workers who are reliant on the SWC decision for their pay increases, such as some local government workers, employees of Parents and Citizen Associations and those who otherwise do not bargain to set their wages and conditions.
38. SWC increases, where the award rate overtakes agreement rates for the same classification, affect bargaining in the State public sector.
39. In prior bargaining rounds, the recognition of a starting point rate for the application of wages policy has been contentious and did lead to protracted bargaining and into arbitration proceedings in some prior instances.
40. As I noted above the current PSWP provides that the first wage increase will apply to the rate actually payable (i.e., the higher of the agreement or the award rate), as at the operative date of the proposed agreement.
41. This was a deliberate feature in the formulation of the current PSWP, that the first increase (4%) would be payable on the higher of award or the agreement rate. I understand that this was made as a direct consequence of the experiences from the previous bargaining round where bargaining had become protracted due to disputation in this area.
42. Irrespective of the outcome of the SWC, including a 0% outcome, Queensland Public Sector employees will receive wage increases in line with the PSWP, or through other bargaining outcomes, or through arbitration processes.

Ministerial Directive No 12/12 and other impacts of the State Wage Case on Certified Agreements

43. The Minister Assisting the Premier Directive No. 12/12: State Wage Case and Certified Agreements ('Directive 12/12') was issued in 2012 pursuant to the powers under section 52(3) of the Public Service Act 2008. It continues in force through transitional arrangements in the PSA until such time as it is revoked or repealed.
44. Directive 12/12 specifically provides a State Wage Case does not increase the wages paid under a certified agreement. However, where a State Wage Case has the effect that an Award provides for wages which are greater than a certified agreement that applies to the employees covered by the award, the award wages prevail.
45. Directive 12/12 was introduced from November 2012 to clarify that a State Wage Case increase did not apply to Agreement rates at large. I understand that there was agitation around that issue at the time. The Directive applies to all public service employees who are covered by a certified agreement.
46. I am also aware that in addition to Directive 12/12, there are clauses contained in 30 of 36 certified

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agreements across the sector that would cause the Award rate to become payable where as a result of a State Wage Case decision, the Award rate exceeds the Agreement rate.

47. These clauses and Directive 12/12 have been in operation for a significant amount of time and prior to the introduction of section 459A of the *Industrial Relations Act 2016*. In my experience these clauses and Directive 12/12 can perform an important safeguard function for providing a back-stop function to provide a wage increase through the State Wage Case in the event that collective bargaining is not occurring, or is delayed or has become protracted and the award wage moves ahead of a nominally expired agreement rate.

The Impact of the SWC on the public sector in 2022

48. The 2022 State Wage Case outcome impacted rates of pay provided under agreements.
49. I have caused to be prepared a point in time comparative data showing the relativities between Award and Certified Agreement rates of pay following the 2022 State Wage Case outcome as at 1 September 2022. That data is annexed to this affidavit at Appendix TJ-5.

The Queensland Statistical Report by Adept Economics

50. I have noted the Queensland Statistical Report by Adept Economics which was current at 30 June 2023 and relies on data in quarters up to that time.
51. The State of Queensland's position as noted at paragraph 35 is predicated on the prevailing economic conditions at the time of the decision.
52. I note that, since that report was provided to the Commission, the ABS, and the Commonwealth and Queensland Governments have published more recent economic performance data, and further economic performance data (such as the Labour Force, Australia, Monthly Consumer Price Index, Job Vacancies, Australia, and Australian National Accounts: Finance and Wealth) will be released prior to the conduct of the SWC hearing in October 2023.

The Report by Professor Peetz

53. I have noted the report and observations by Emeritus Professor David Peetz dated 21 August 2023.
54. In considering the observations made by Professor Peetz in his report I note that he identifies distinctions in the use of the terms 'low paid', 'relative living standards' or 'social inclusion' between the different legislative schemes. In particular he attributes the biggest difference to the fact that the 'prevailing' conditions for employees does not appear to be a matter relevant to the determination of federal award rates.
55. In my experience this merits deeper consideration about the nature of the prevailing employment conditions for State public servants engaged in the process of collective bargaining as a particular cohort subject to the State Wage Case decisions, albeit indirectly.
56. As I have observed previously in this affidavit, the terms and conditions of State public servants are set through Awards, Certified Agreements and relevant Directives and instruments of policy. This puts them in sharp contrast with other groups of employees in the State industrial relations jurisdiction who are either Award reliant or subject to the QMW and other minimum conditions set out in the IR Act.
57. While workers who are Award reliant or subject to the QMW depend upon outcomes from the State

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Wage Case and any Award variations which may occur through other mechanisms, contrastingly State public servants access a regular cycle for negotiating new and updated terms and conditions through enterprise bargaining as well as reviews of relevant Directives and policies.

58. The conditions include those described in PSWP and include a cost of living adjustment payment mechanism which ensures that where inflation exceeds the headline increases negotiated provided under an agreement, an additional payment will be made in each year during the life of the agreement.
59. Bargained outcomes also commonly include items beyond the PSWP, such as new allowances and additional leave arrangements, and other matters such as the accelerated progression referred to in the QCS Appeal (*Together Queensland Industrial Union of Employees' v State of Queensland (Queensland Corrective Services)*) [2022] ICQ 6, (2022) 314 IR 166.
60. Noting the IR Act does not define the term 'prevailing conditions', my view is that, to merely confine consideration to only those wages and conditions provided under an Award, would not pay appropriate attention to other conditions provided to public sector employees through collective bargaining and the benefits provided in certified agreements including headline wage increases, cost of living adjustment payments and other terms and conditions. In addition State public servants benefit from improvements in superannuation arrangements, given that from 1 July 2022 the Queensland Government changed arrangements for employee superannuation such that Queensland Government employees will receive 12.75% in employer superannuation contributions and Police Officers will receive 18%. This is higher than the Commonwealth's superannuation guarantee rate. Further, I am aware that State public sector employees have the benefit of other terms and conditions provided by government including enhanced leave arrangements, conversion rights and appeal mechanisms.
61. I also consider Professor Peetz' comment at paragraph 158 to require appropriate contextualisation. He states that it appears that state employees affected by awards surpassing agreements tend to be the lower paid workers covered by the agreements.
62. This again becomes a question of what is meant by 'low paid' and 'lower paid' and the comparator used in determining this. An employee may be lower paid either within a particular classification structure under an Award, or may be lower paid with reference to another award, or alternatively whether these employees are considered 'lower paid' with reference to a community standard.
63. For instance, employees at the lower end of the classification scale under the *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement 2022* are entirely unaffected by Award increases. Similarly for employees under the *QBuild Field Staff Certified Agreement 2022*.
64. In contrast, employees under the *Medical Officers (Queensland Health) Certified Agreement (No. 6) 2022* have been impacted by Award increases.
65. A further contrast is to consider what a reasonable person would consider to be a 'lower paid' employee.
66. Further these comments about the State Wage Case generally impacting 'lower paid' employees do not reflect what has been negotiated through the certified agreement which forms part of an employee's fortnightly earnings.

Queensland Government submissions to Annual Wage Review

67. I have experience with the preparation and lodgment of the Queensland Government submission to the Fair Work Commission Annual Wage Reviews. (The Queensland Government's AWR review submission provides its perspective on economic and social factors relevant to Queensland's award-reliant private sector workforce for the Panel's consideration in its review of the NMW and national modern award

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minimum wages. As noted in the 2023 Queensland submission to the AWR, at the final paragraph on page 3, it was submitted that there are factors which distinguish the national and State industrial jurisdictions in relation to minimum wage determinations.)

Signed:
(deponent/s to sign)

Taken by:
(person taking the affidavit to sign)

Further, I make oath and say solemnly and sincerely affirm and declare

All the facts and circumstances deposed to in this my affidavit are within my own knowledge and belief, except for the facts and circumstances deposed to from information only, and my means of knowledge and sources of information appear on the face of this my affidavit.

Signature	
Signature:	
Name:	Anthony James
Date:	14/9/2023

Taken by	
Sworn/Affirmed by the deponent at:	BRISBANE
on:	14/9/2023
Signature:	
Print name:	LACHLAN HUGH GRANT
Justice of the peace/commissioner for declarations/lawyer/other qualified person	

Certificate:

Pursuant to section 55 of the *Industrial (Tribunals) Rules 2011*

- I certify that the affidavit was read in the presence of the deponent who seemed to understand it, and signified that that person made the affidavit.
- I certify that the affidavit was read in the presence of the deponent who seemed to understand it, and signified that that person made the affidavit, but was physically incapable of signing it.



Form 21 – Certificate of exhibit to affidavit

Industrial Relations Act 2016, section 989

Industrial Relations (Tribunals) Rules 2011, rule 53

Applicant/Appellant:	Together Queensland, Industrial Union of Employees
	Queensland Council of Unions; Australian Workers' Union of Employees Queensland

v

Respondent:	State of Queensland

This is the	
Name of document:	Queensland Public Sector Workforce Profile - March 2023
Marked:	TJ-1
mentioned in the affidavit of Anthony James	

Sworn/Affirmed before	Lachlan H Grant
on:	14 / 09 / 2023
Signature of person swearing affidavit:	
Signature of person taking affidavit:	

Queensland public sector workforce profile

March 2023



Queensland
Government

Queensland public sector workforce profile

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



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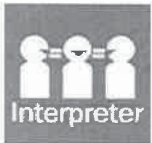
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More information

Contact the Public Sector Commission:

- PO Box 15190, City East, Brisbane QLD 4002
- (07) 3003 2800
- 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.

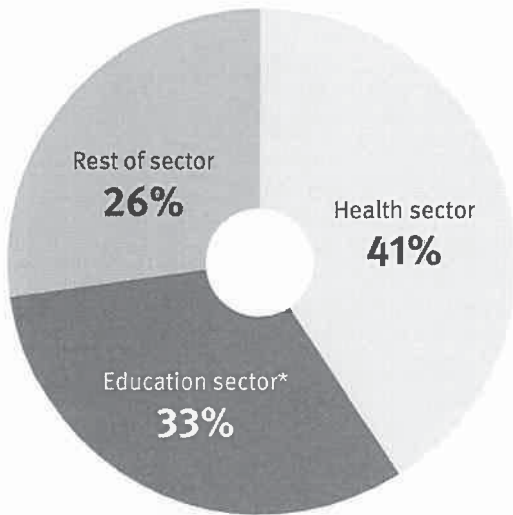
² Actual means the agency where the FTE is actually paid from.

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).

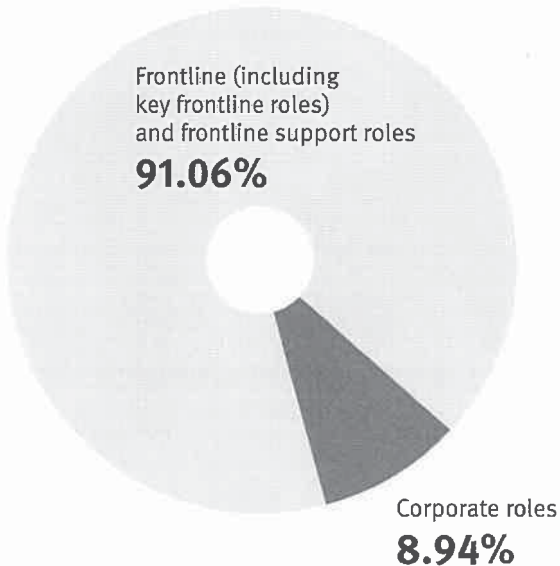
Workforce at a glance

Sector



*Education sector includes TAFE Queensland

Occupation type



Key frontline roles



Teachers and teacher aides
58,822.04



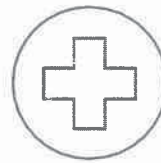
Nurses and midwives
39,143.87



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

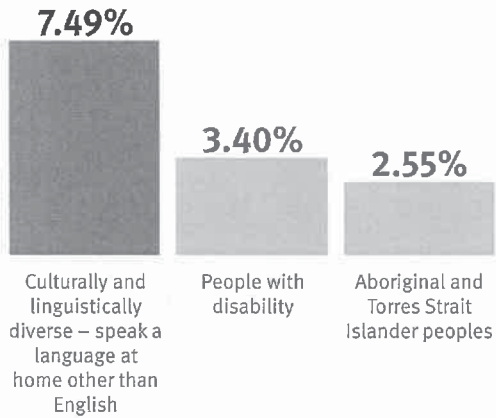


Disability support workers
945.33



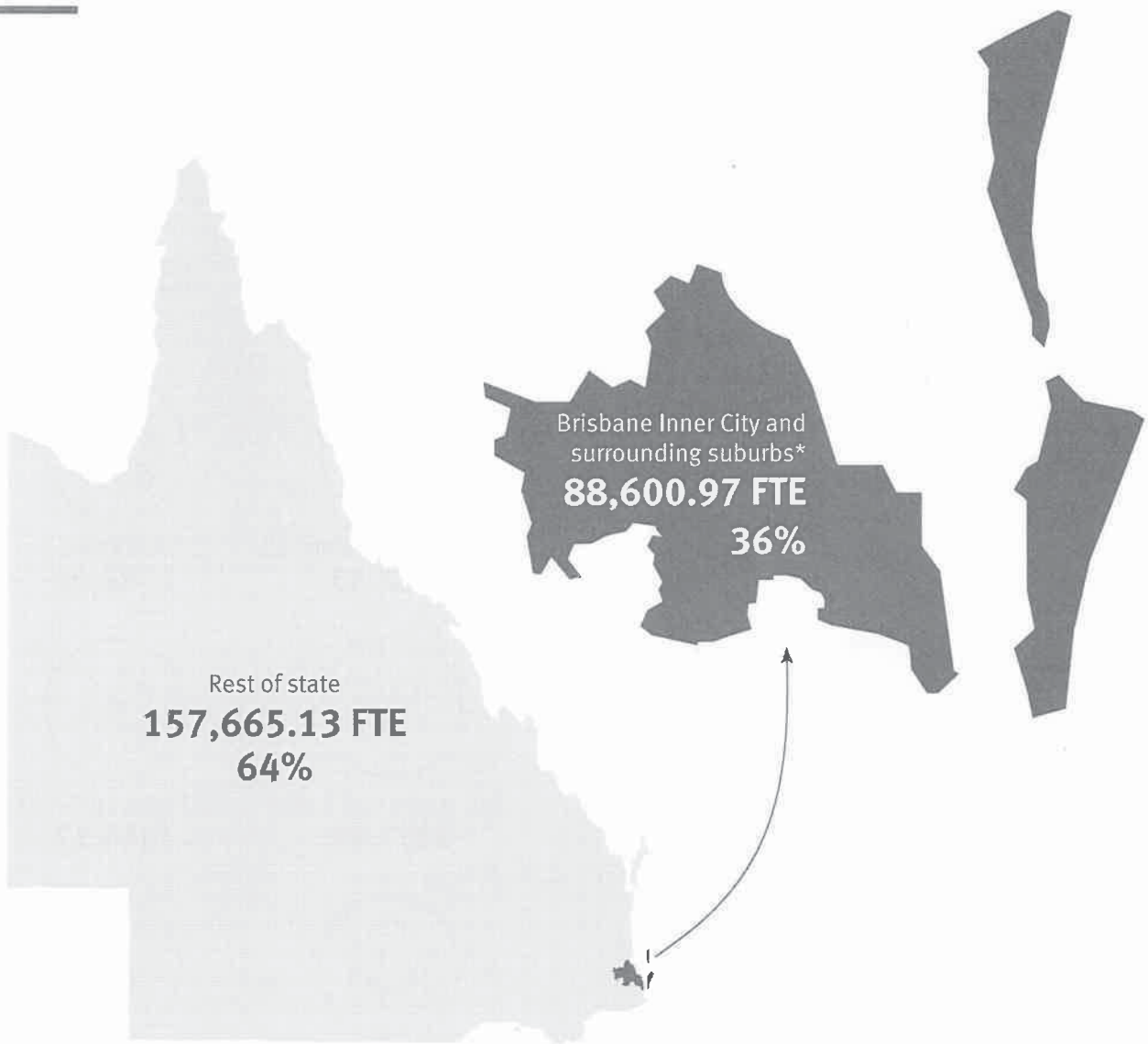
Youth and case workers
970.18

Diversity



All diversity data is measured by headcount.

Location





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.

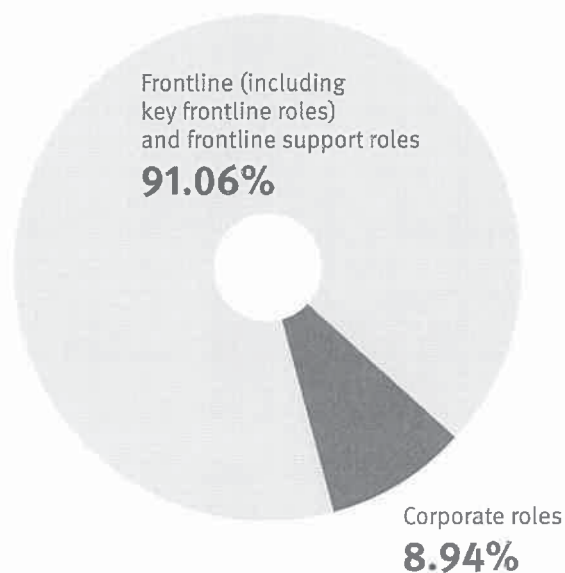
Frontline and frontline support roles (including key frontline roles)	FTE
Teacher and teacher aides	58,822.04
Nurses and midwives	39,143.87
Allied health	15,156.86
General clerks	14,447.64
Police	11,907.47
Doctors	11,337.25
Ambulance officers	4952.43
Commercial cleaners	4612.59
Program or project administrators	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.

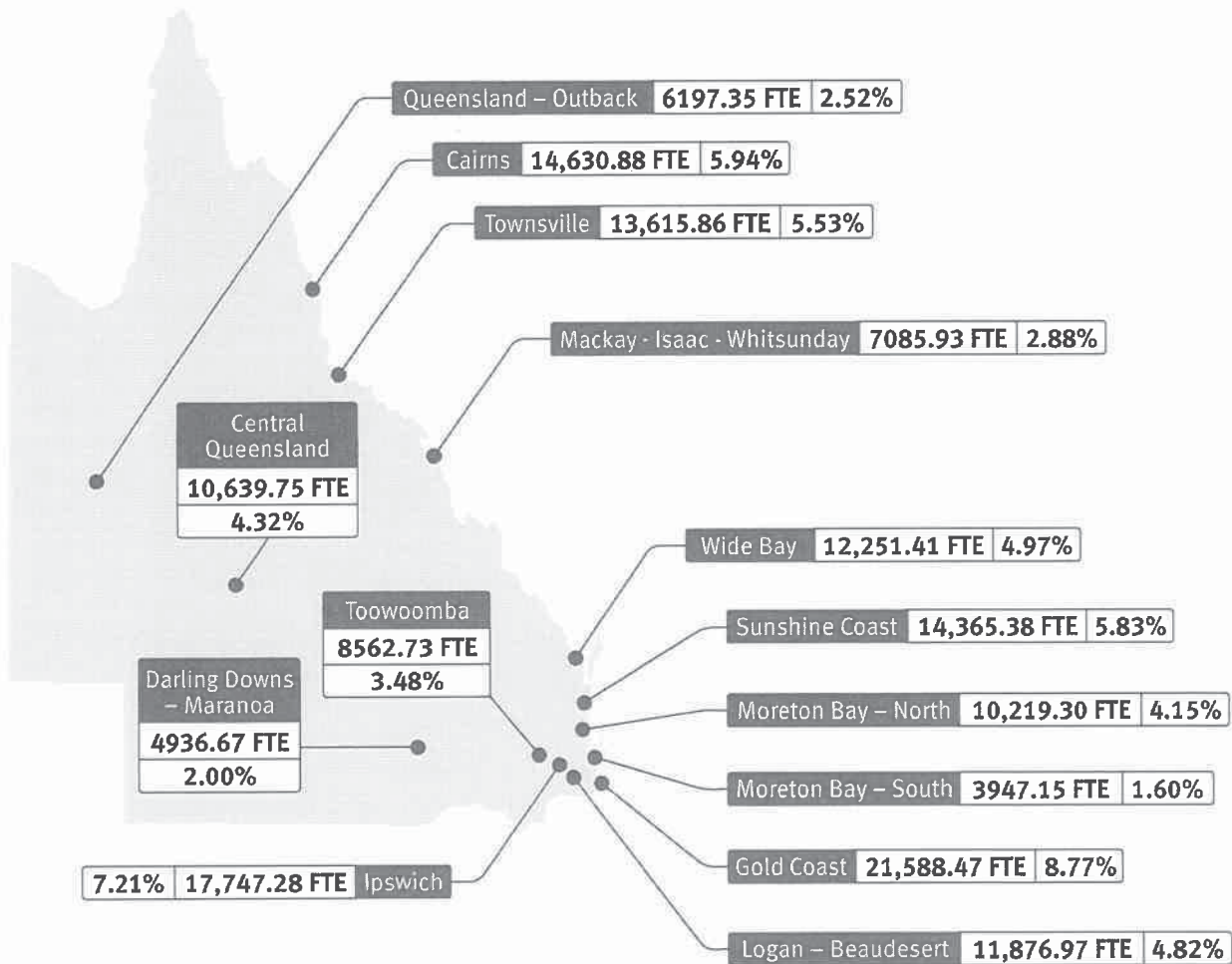
Examples include, but are not limited to:

- 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.

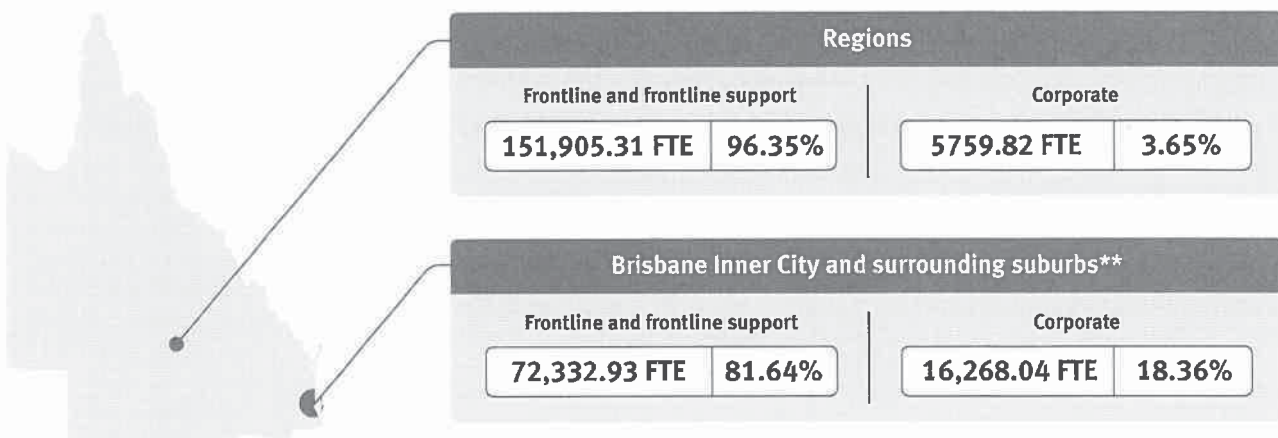


Location*

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



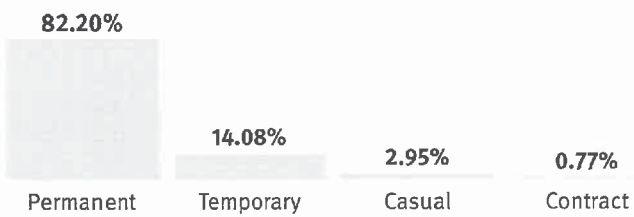
69.94%
of temporary and casual
employees are women

Part-time

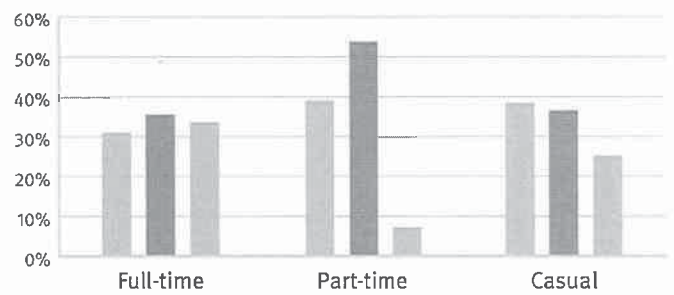
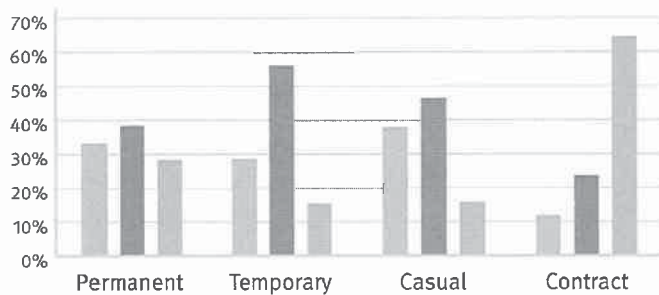
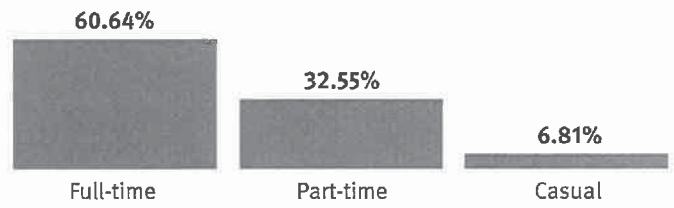


86.38%
of part-time employees
are women

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%	2,752.29	3.43%	227.01	0.28%	80,151.82
Health sector	77,790.62	77.00%	19,421.28	19.22%	3,371.89	3.34%	448.49	0.44%	101,032.28
Rest of sector	57,422.02	88.17%	5,331.20	8.19%	1,145.65	1.76%	1,226.52	1.88%	65,125.39
Total sector	202,462.67	82.20%	34,674.97	14.08%	7,269.83	2.95%	1,902.02	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%	7,725	7.67%	100,741
Health sector	63,522	51.84%	51,673	42.17%	7,343	5.99%	122,538
Rest of sector	60,061	83.41%	6,900	9.58%	5,049	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:

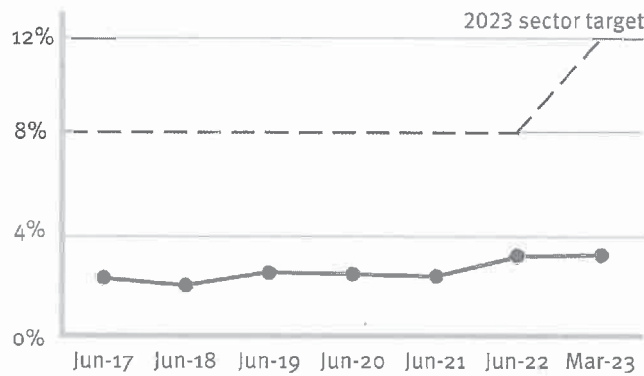
- 4 per cent – Aboriginal peoples and Torres Strait Islander peoples
- 12 per cent – people with disability
- 12 per cent – culturally and linguistically diverse peoples who speak a language other than English at home
- 50 per cent – women in leadership (measured at the SO, SES2, SES3, SES4 and CEO levels,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

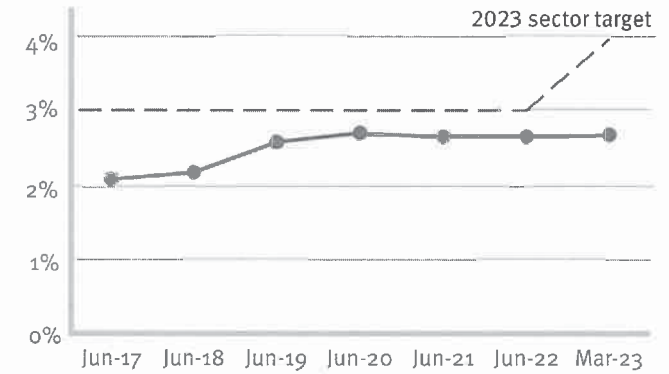
People with disability

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



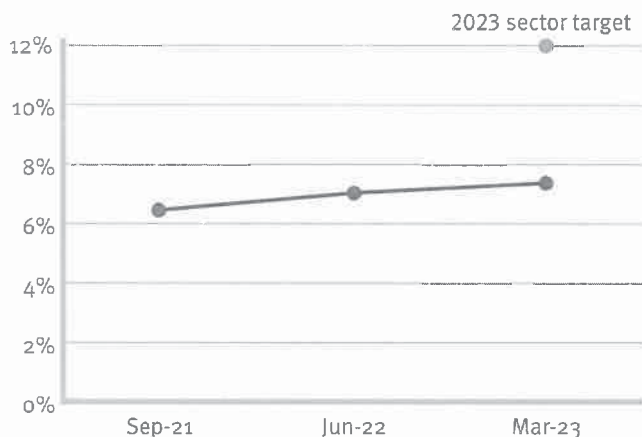
Aboriginal and Torres Strait Islander peoples

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

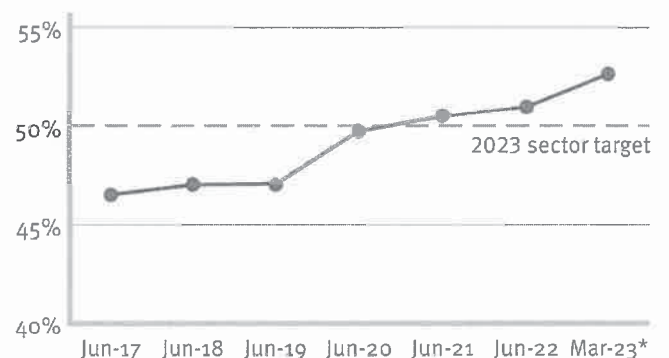
CALD2		
Speak a language at home other than English	As a % of sector workforce	2023 sector target
22,110	7.49%	12%



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



All employees

44.39 years

is the average age of all employees



Women

44.24 years

is the average age of employees who are women



Men

44.77 years

is the average age of employees who are men



Non-binary

35.41 years

is the average age of employees who are 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	Brisbane - North	44.65	Brisbane Inner City	43.88
Darling Downs - Maranoa	45.91	Toowoomba	44.53	Mackay - Isaac - Whitsunday	43.65
Sunshine Coast	45.87	Moreton Bay - North	44.27	Ipswich	43.58
Brisbane - West	45.87	Gold Coast	44.24	Logan - Beaudesert	42.95
Moreton Bay - South	45.36	Central Queensland	44.12	Queensland - Outback	42.84
Brisbane - East	45.34	Townsville	44	Queensland public sector average age	44.39
Cairns	45.34	Brisbane - South	43.91		

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%
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Headcount by employment status, gender and sector

Full-time

	Women		Men		Non-binary		Total
	Count	Percentage	Count	Percentage	Count	Percentage	
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
	Count	Percentage	Count	Percentage	Count	Percentage	
Education sector	33,327	40.14%	4,140	31.95%	80	58.39%	37,547
Health sector	43,677	52.61%	7,946	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
	Count	Percentage	Count	Percentage	Count	Percentage	
Education sector	5,853	42.84%	1,864	28.99%	8	32.00%	7,725
Health sector	5,433	39.76%	1,895	29.48%	15	60.00%	7,343
Rest of sector	2,377	17.40%	2,670	41.53%	2	8.00%	5,049
Total sector	13,663	100.00%	6,429	100.00%	25	100.00%	20,117

Total

	Women		Men		Non-binary		Total
	Count	Percentage	Count	Percentage	Count	Percentage	
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
	FTE	%	FTE	%	FTE	%	
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
	FTE	%	FTE	%	FTE	%	
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
	FTE	%	FTE	%	FTE	%	
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

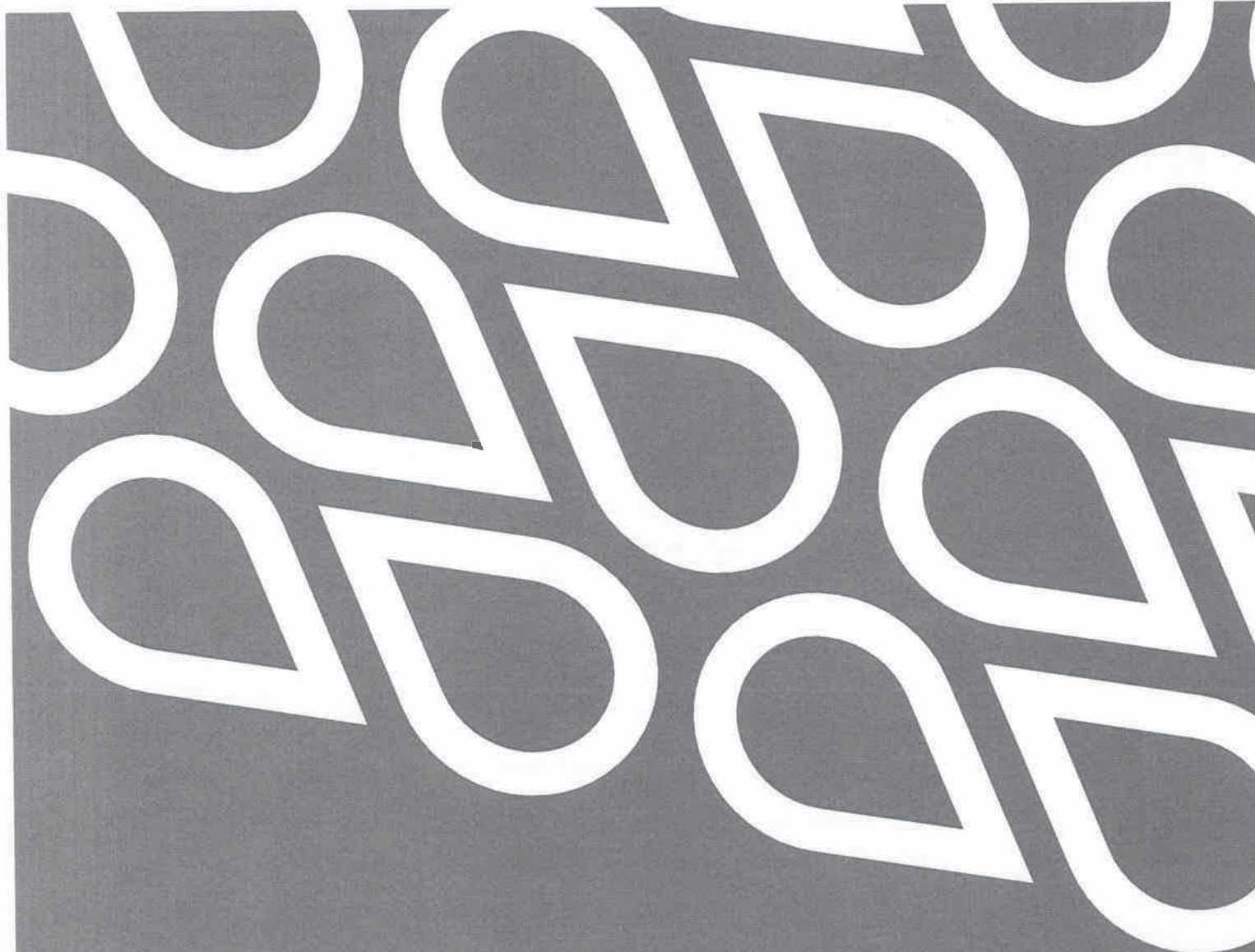
	Women		Men		Non-binary		Total
	FTE	%	FTE	%	FTE	%	
Education sector	116.01	14.50%	111.00	10.08%	0.00	0.00%	227.01
Health sector	191.82	23.98%	256.67	23.31%	0.00	0.00%	448.49
Rest of sector	492.14	61.52%	733.38	66.61%	1.00	100.00%	1,226.52
Total sector	799.97	100.00%	1101.05	100.00%	1.00	100.00%	1902.02

Total

	Women		Men		Non-binary		Total
	FTE	%	FTE	%	FTE	%	
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-Beaudésert, Mackay-Isaac-Whitsunday, Moreton Bay North and South, Queensland-Outback, Sunshine Coast, Toowoomba, Townsville and Wide Bay.



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Queensland
Government



Form 21 – Certificate of exhibit to affidavit

Industrial Relations Act 2016, section 989

Industrial Relations (Tribunals) Rules 2011, rule 53

Applicant/Appellant:	Together Queensland, Industrial Union of Employees
	Queensland Council of Unions, Australian Workers' Union of Employees Queensland

V

Respondent:	State of Queensland

This is the	
Name of document:	Comparative Table of Headline Wage Rates in Public Sector Agreements
Marked:	TJ-2
mentioned in the affidavit of Anthony James	

Sworn/Affirmed before	Lachlan H Grant
on:	14 / 09 / 2023
Signature of person swearing affidavit:	
Signature of person taking affidavit:	

Award and Agreement Comparison as at 1 September 2023

Agreement name	Is the Agreement impacted by an Award overtake issue?	Award	Nominal expiry date of the agreement	Does the Award rate currently exceed the Agreement rate? (TRUE/FALSE)	Have they had a PSWP increase of 4% applied yet?	Min % Award Overtake	Max % Award Overtake	Min \$ Award Overtake	Max \$ Award Overtake	How many Award increment levels did the Award rate become payable for	How many Award increment levels are there in total?	What percentage of Award increment levels under the Agreement are affected?	Minimum % Award higher than Award	Maximum % Award higher than Award	Minimum \$ Award higher than Award	Maximum \$ Award higher than Award
Ambulance Services	No	Ambulance Service Employees Award	31/09/2025	FALSE	Yes	0.00%	0.00%	\$0.00	\$0.00	0	35	0.00%	8.15%	35.42%	\$7,392.00	\$30,604
AFSUHW	Yes	Hospital and Health Services General Employees Award	31/09/2022 (Effectively extended by consent for a further 12 months)	TRUE	No*	-0.05%	-0.51%	-\$38.00	-\$344.00	6	70	8.57%	0.08%	16.31%	\$47.00	\$5,892.00
QH BEHS	No	Building Engineering and Maintenance Services Award	31/09/2025	FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	11.00	0.00%	35.77%	52.37%	\$16,212.00	\$33,809.00
CTEC	Yes	Queensland Public Service Officers and Other Employees Award	31/10/2023	TRUE	No	-0.04%	-0.70%	-\$26.19	-\$412.72	17	64.00	36.86%	0.14%	3.28%	\$104.65	\$5,210.10
		Award for Operational Employees in Disability and Forensic Services - State 2016		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	18	0.00%	0.41%	0.46%	\$256.00	\$427.00
		Building Engineering and Maintenance Services Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	42	0.00%	0.41%	31.07%	\$329.00	\$18,303.00
		Civil Construction Operations and Maintenance General Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	15	0.00%	6.49%	16.38%	\$2,770.00	\$10,640.00
		General Employees (QH Govt Departments) and Other Employees Award	31/09/2023	FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	95	0.00%	0.41%	14.77%	\$178.00	\$12,895.16
		Legal Aid Employees Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	119	0.00%	0.41%	1.84%	\$189.00	\$671.00
		Miscellaneous Administrative Employees Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	13	0.00%	6.77%	11.17%	\$3,173.00	\$6,711.00
		Parks and Wildlife Employees Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	28	0.00%	0.41%	0.45%	\$178.00	\$427
		Queensland Public Service Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	119	0.00%	0.41%	1.84%	\$189.00	\$671.00
		Queensland Public Service Officers and Other Employees Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	166	0.00%	0.16%	30.31%	\$61.00	\$27,152.00
		Queensland Public Service Officers and Other Employees Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	92	0.00%	0.41%	1.84%	\$189	\$671
Child Safety Youth Justice	No	General Employees (QH Govt Departments) and Other Employees Award	31/09/2023	FALSE	No	0.00%	0.00%	0	\$0.00	0	28	0.00%	0.41%	0.46%	\$178	\$427
DoE Cleaners	No	General Employees (QH Govt Departments) and Other Employees Award	31/09/2025	FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	4	0.00%	8.16%	8.16%	\$4,735.00	\$4,733.00
		Queensland Public Service Officers and Other Employees Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	136	0.00%	8.16%	35.43%	\$2,978.00	\$42,154.00
DoE White	No	Teaching in State Education Award	31/09/2025	FALSE	Yes	0.00%	0.00%	\$0.00	\$0.00	0	18	0.00%	8.16%	8.16%	\$8,219.00	\$4,556.00
		General Employees (QH Govt Departments) and Other Employees Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	63	0.00%	8.16%	8.16%	\$3,108.00	\$11,233.00
		RPDO Award		FALSE	Yes	0.00%	0.00%	\$0.00	\$0.00	0	57	0.00%	3.40%	20.76%	\$1,874.00	\$23,888.00
HPDO	No	Hospital and Health Services General Employees Award	16/10/2025	FALSE	Yes	0.00%	0.00%	\$0.00	\$0.00	0	32	0.00%	0.50%	16.31%	\$293.00	\$5,892.00
Major Sports	Yes	Stadiums Queensland Award	30/09/2007	TRUE	No	-15.51%	-47.68%	-\$4,106.99	-\$18,449.83	3	3	100.00%	0.00%	0.00%	\$0.00	\$0.00
Medical	No	Medical Award	30/06/2025	FALSE	Yes	0.00%	0.00%	\$0.00	\$0.00	0	56	0.00%	4.47%	15.33%	\$3,745.00	\$2,540.00
MSQ	No	Queensland Public Service Officers and Other Employees Award	30/09/2025	FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	20	0.00%	8.05%	70.60%	\$10,029.00	\$56,492.80
		Nurses and Widows Award		FALSE	Yes	0.00%	0.00%	\$0.00	\$0.00	0	46	0.00%	9.50%	17.95%	\$8,153.00	\$26,882.00
Nurses	No	Queensland Public Service Officers and Other Employees Award	30/09/2025	FALSE	Yes	0.00%	0.00%	0	0	0	11	0.00%	53.75%	80.80%	\$56,645.00	\$62,169.00
O/C	Yes	Queensland Public Service Officers and Other Employees Award	31/10/2022	TRUE	No	-0.84%	-3.18%	-\$1,151.00	-\$1,998.00	58	64	90.63%	0.81%	2.78%	\$421.00	\$1,138.00
Ombudsman	No	Queensland Public Service Officers and Other Employees Award	31/10/2025	FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	64	0.00%	3.97%	16.32%	\$2,157.00	\$18,384.00
Parliamentary Services - Electorate Officers	No	Queensland Public Service Officers and Other Employees Award	31/09/2023	FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	14	0.00%	0.42%	0.47%	\$296.00	\$448.00
Police	No	Police Award	30/06/2025	FALSE	Yes	0.00%	0.00%	\$0.00	\$0.00	0	60	0.00%	5.84%	13.62%	\$3,134.00	\$19,214.16
		Queensland Public Service Officers and Other Employees Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	22	0.00%	4.00%	4.00%	\$2,145.56	\$9,845.52
Protective Services	No	Queensland Public Service Officers and Other Employees Award	30/06/2022	FALSE	Yes	0.00%	0.00%	\$0.00	\$0.00	0	119	0.00%	8.28%	24.49%	\$5,563.00	\$14,142.00
Public Health Sector	No	Hospital and Health Services General Employees Award	31/09/2025	FALSE	Yes	0.00%	0.00%	\$0.00	\$0.00	0	130	0.00%	8.16%	24.60%	\$4,219	\$15,449.00
Qbuild Office	No	Queensland Public Service Officers and Other Employees Award	31/05/2023	FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	119	0.00%	0.41%	1.84%	\$189.00	\$671.00
Qbuild Field	No	Building Engineering and Maintenance Services Award	31/09/2025	FALSE	No	0.00%	0.00%	0.00	0.00	0	14	0.00%	20.78%	47.01%	\$16,174.72	\$27,997.30
Queensland Corrective Services	No	Correctional Employees Award	31/09/2025	FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	22	0.00%	2.93%	2.98%	\$1,704.34	\$2,816.44
Queensland Fire and Emergency Services	Yes	Firefighters Award	30/06/2025	TRUE	No	-2.54%	-13.46%	-\$2,462.24	-\$11,724.14	10	59	16.95%	1.74%	20.99%	\$1,122.50	\$23,239.41

Client	No	31/08/2022	FALSE	No	0.00%	\$0.00	\$0.00	0	35	0.00%	8.14%	8.22%	\$5,560.65	\$11,751.61
	Yes		TRUE	No	-2.92%	-\$1,381.88	-\$3,752.65	2	8	25.00%	1.04%	31.15%	\$508.76	\$18,213.64
	Yes		FALSE	No	0.00%	\$4,421.76	\$14,358.67	0	4	0.00%	9.80%	36.73%	\$4,421.76	\$14,358.67
	Yes		TRUE	No	-3.24%	-\$1,534.51	-\$3,427.27	2	50.00	4.00%	0.63%	87.00%	\$300.47	\$42,941.73
	Yes		TRUE	No	-1.35%	-\$0.14	-\$1.08	5	27.00	18.52%	0.01%	9.47%	1.00%	\$6,417.55
TAFE Services	No	31/08/2025	FALSE	No	0.00%	\$0.00	-\$1.08	5	133.00	3.76%	8.15%	10.15%	238.00%	\$11,222.71
Teacher Aides	No	31/08/2025	FALSE	No	0.00%	\$0.00	\$0.00	0	12	0.00%	8.16%	10.43%	\$5,214.00	\$5,808.00
Teachers	No	30/06/2025	FALSE	Yes	0.00%	\$0.00	\$0.00	0	35.00	0.00%	6.64%	30.22%	\$5,574.00	\$33,886.00
Tourism and Events Queensland	Yes		TRUE	No	-3.67%	-\$3,292.54	-\$3,837.59	7	7	100.00%	0.00%	0.00%	\$0.00	\$0.00
TMR Ops	No	31/08/2025	FALSE	No	0.00%	\$0.00	\$0.00	0	31	0.00%	4.00%	48.56%	\$2,354.28	\$29,847.25
TMR White	No	30/06/2022	FALSE	No	0.00%	\$0.00	\$0.00	0	21	0.00%	10.17%	27.30%	\$5,662.88	\$17,524
WorkCover	Yes	30/09/2022	TRUE	No	-2.04%	-\$1,010.00	-\$1,010.00	1	44	2.27%	0.05%	22.55%	\$25.00	\$19,831.00
Youth Detention	No	31/08/2023	FALSE	No	0.00%	\$0.00	\$0.00	0	63	0.00%	0.41%	0.48%	\$0	\$602.00
	No		FALSE	No	0.00%	\$0.00	\$0.00	0	15	0.00%	0.41%	0.46%	\$265.00	\$398.00

Form 21 – Certificate of exhibit to affidavit

Industrial Relations Act 2016, section 989

Industrial Relations (Tribunals) Rules 2011, rule 53

Applicant/Appellant:	Together Queensland, Industrial Union of Employees
	Queensland Council of Unions, Australian Workers' Union of Employees Queensland

v

Respondent:	State of Queensland

This is the	
Name of document:	List of Certified Agreements that contain COLA payment
Marked:	TJ-3
mentioned in the affidavit of Anthony James	

Sworn/Affirmed before	Lachlan H Grant
on:	14 / 09 / 2023
Signature of person swearing affidavit:	
Signature of person taking affidavit:	

1. Currently, the following 19 certified agreements contain a Cost of Living Adjustment payment clause:

- (a) *Department of Education Certified Agreement 2022;*
- (b) *Department of Education State School Teachers Certified Agreement 2022;*
- (c) *Department of Education Teacher Aides Certified Agreement 2022;*
- (d) *Department of Education Cleaners Certified Agreement 2022;*
- (e) *Health Practitioners and Dental Officers (Queensland Health) Certified Agreement 2022;*
- (f) *Maritime Safety Queensland Certified Agreement 2022;*
- (g) *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement 2022;*
- (h) *Office of the Queensland Ombudsman Certified Agreement 2022;*
- (i) *QBuild Field Staff Certified Agreement 2022;*
- (j) *Queensland Health Building, Engineering and Maintenance Services Certified Agreement 2022;*
- (k) *Queensland Public Health Sector Certified Agreement 2022;*
- (l) *Medical Officers (Queensland Health) Certified Agreement 2022;*
- (m) *Queensland Ambulance Certified Agreement 2022;*
- (n) *Queensland Fire and Emergency Services Certified Agreement 2022;*
- (o) *QFleet Certified Agreement 2022;*
- (p) *Queensland Police Service Certified Agreement 2022;*
- (q) *Queensland Police Service Protective Services Officers Certified Agreement 2022;*
- (r) *TAFE Queensland (TAFE Services Employees) Certified Agreement 2022;*
- (s) *Workcover Employment Office Certified Agreement 2022.*

Form 21 – Certificate of exhibit to affidavit

Industrial Relations Act 2016, section 989
Industrial Relations (Tribunals) Rules 2011, rule 53

Applicant/Appellant:	Together Queensland, Industrial Union of Employees
	Queensland Council of Unions, Australian Workers' Union of Employees Queensland

v

Respondent:	State if Queensland

This is the	
Name of document:	Comparative Table of Wages Policies
Marked:	TJ-4
mentioned in the affidavit of Anthony James	

Sworn/Affirmed before	Lachlan H Grant
on:	14 / 09 / 2023
Signature of person swearing affidavit:	
Signature of person taking affidavit:	

	<ul style="list-style-type: none"> ○ In 2024 <ul style="list-style-type: none"> ▪ June 1.5% ▪ December 1% plus \$1500 ○ In 2025 <ul style="list-style-type: none"> ▪ June 1% ▪ December 1% plus \$1000 <p>For an employee earning:</p> <ul style="list-style-type: none"> • \$50k p.a. it equals 18% increase over 3 years • \$75k p.a. it equals 13.9% increase over 3 years • \$100k p.a. it equals 11.8% increase over 3 years • \$150k p.a. it equals 9.8% increase over 3 years <p>Superannuation employer contributions for Superannuation Guarantee Funds are proposed to be increased by 0.5% in July 2025 and 0.5% in January 2026.</p> <p>The superannuation employer contributions are as follows:</p> <ul style="list-style-type: none"> • From 1 July 2022 to 30 June 2025 is 11.5%. • From 1 July 2025 to 31 December 2025 is 12%. • From 1 January 2026, the ACTPS will contribute 12.5%.
<p>Northern Territory</p> <p>Northern Territory Public Sector (NTPS) Enterprise Bargaining Policy 2021 – 2024</p> <p>The policy applies to:</p> <p>all NTPS employees within the meaning of the <i>Public Sector Employment and Management Act 1993</i> (excluding executive contract officers), and all</p>	<p>(a) Agreement outcomes will provide the following:</p> <ul style="list-style-type: none"> i. for agreements finalised on or after 5 October 2022, 2% per annum increases in wages and allowances from the date of the nominal expiry of the previous agreement once approved by the Fair Work Commission ii. for the NTPS General and Jacana Agreements finalised and approved prior to 5 October 2022: <ul style="list-style-type: none"> A. 2% or \$2000 per annum wage increases, whichever is greater for the remaining years of the agreement

<p>members of the Northern Territory Police Force below the rank of Commander</p>	<p>B. 2% per annum increases in allowances for the remaining years of the Agreement</p> <ul style="list-style-type: none"> iii. opportunities for improvements in conditions, wages or allowances where offsets are identified and agreed iv. all conditions and rights to be contained in the agreement where possible v. agreement where possible vi. provide for a common core of NTPS conditions of employment (e.g. leave, superannuation, redundancy, hours of work, change management provisions) across the service, where possible, and vii. emphasise flexibility in employment arrangements that benefit both the employer and the employee.
<p>Commonwealth</p>	<p>Public Sector Interim Workplace Arrangements 2022 commenced on 1 September 2022 and were intended to operate until 31 August 2023, until such time as a comprehensive policy could be consulted on.</p> <p>The interim arrangements provided a wage increase of 3.00 per cent during the operational period of the interim arrangements. Any previously scheduled wage increase payable during the operational life of the Interim Arrangements should be adjusted to 3.00 per cent.</p>
<p>Queensland</p>	<p>Public Sector Wages Policy (PSWP), consists of wage increases, and those allowances linked to wage increases, as follows:</p> <ul style="list-style-type: none"> • a 4% wage increase from 1 September 2022 • a 4% wage increase from 1 September 2023 • a 3% wage increase from 1 September 2024. <p>PSWP also provides for up to 3 Cost of Living Adjustment payments.</p> <p>The first wage increase is to be applied to the legally payable rate (i.e. the higher of the agreement or the award rate), as at the earliest wage increase date (in the case of this agreement, that is the operative date of the first wage increase of the proposed agreement). Future wage increases will be applied to the agreement rates stipulated for the prior year.</p>

PSWP also consists of a Cost of Living Adjustment (COLA) payments as follows (except where it is approved otherwise at the beginning of the agreement):

- i. In each year of the agreement, if annual inflation (Brisbane Consumer Price Index, all groups, March quarter annual percentage change from the March quarter of the previous year, as published by the Australian Bureau of Statistics) exceeds the wage increase under the agreement for the relevant agreement year, a COLA payment will be paid to eligible employees within the following parameters:
 - a. at the end of the relevant agreement year;
 - b. equal to the difference between annual inflation and the wage increase for the relevant agreement year, capped at 3%;
 - c. with reference to base wages earned under the agreement during the relevant agreement year, excluding allowances or additional payments; and
 - d. as a one-off lump sum not forming part of base salary and taxed according to the applicable law.



Form 21 – Certificate of exhibit to affidavit

Industrial Relations Act 2016, section 989

Industrial Relations (Tribunals) Rules 2011, rule 53

Applicant/Appellant:	Together Queensland, Industrial Union of Employees
	Queensland Council of Unions, Australian Workers' Union of Employees Queensland

v

Respondent:	State of Queensland

This is the	
Name of document:	Comparative data on rates of pay following 2022 State Wage Case
Marked:	TJ-5
mentioned in the affidavit of Anthony James	

Sworn/Affirmed before	Lachlan H Grant
on:	14 / 09 / 2023
Signature of person swearing affidavit:	
Signature of person taking affidavit:	

Award and Agreement Comparison as at 1 September 2022

Agreement name	Is the Agreement Impacted by an Award Overtake Issue?	Award	Nominal expiry date of the agreement	Does the Award rate currently exceed the Agreement rate? (TRUE/FALSE)	Have they had a PSPM increase of 4% applied yet?	Min % Award Overtake	Max % Award Overtake	Min \$ Award Overtake	Max \$ Award Overtake	How many increment levels did the Award rate become payable for	How many increment levels are there in total?	What percentage of increment levels under the Agreement are affected?	Minimum % Agreement is higher than Award	Maximum % Agreement is higher than Award	Minimum \$ Agreement is higher than Award	Maximum \$ Agreement is higher than Award
Ambulance Services	No	Ambulance Service Employees Award	31/08/2022	FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	35	0.00%	8.15%	35.52%	\$7,392.00	\$30,804
ATSHW	Yes	Hospital and Health Services General Employees Award	31/08/2022 (administratively extended by consent for a further 12 months)	TRUE	No	-0.05%	-0.51%	-\$38.00	-\$344.00	6	70	8.57%	0.08%	16.31%	\$47.00	\$5,892.00
QH BEMS	No	Building Engineering and Maintenance Services Award	31/08/2022	FALSE	No	0.00%	0.00%	#REF!	#REF!	0	8.00	0.00%	23.36%	40.87%	\$10,987.00	\$26,231.00
CTEC	Yes	Queensland Public Service Officers and Other Employees Award	31/10/2023	TRUE	No	-0.04%	-0.70%	-\$26.19	-\$412.72	17	64.00	26.56%	0.14%	3.28%	\$104.65	\$3,210.10
Core	No	Award for Operational Employees In Disability and Forensic Services - State 2016		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	18	0.00%	0.41%	0.46%	\$256.00	\$427.00
		Building Engineering and Maintenance Services Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	42	0.00%	0.41%	31.07%	\$329.00	\$18,603.00
		Civil Construction Operations and Maintenance General Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	15	0.00%	6.45%	16.58%	\$2,970.00	\$10,640.00
		General Employees (Qld Govt Departments) and Other Employees Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	95	0.00%	0.41%	14.77%	\$178.00	\$12,695.16
		Legal Aid Employees Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	119	0.00%	0.11%	1.84%	\$189.00	\$671.00
		Miscellaneous Administrative Employees Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	13	0.00%	0.77%	11.57%	\$3,173.00	\$6,711.00
		Parks and Wildlife Employees Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	28	0.00%	0.46%	0.46%	\$178.00	\$427
		Queensland Parliamentary Services		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	119	0.00%	0.41%	1.84%	\$189.00	\$671.00
		Queensland Public Service Officers and Other Employees Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	166	0.00%	0.14%	30.31%	\$61.00	\$27,152.00
		Queensland Public Service Officers and Other Employees Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	92	0.00%	0.41%	1.84%	\$189	\$671
Child Safety Youth Justice	No	General Employees (Qld Govt Departments) and Other Employees Award	31/08/2023	FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	28	0.00%	0.41%	0.48%	\$178	\$427
DoE Cleaners	Yes	General Employees (Qld Govt Departments) and Other Employees Award		TRUE	No	-0.92%	-2.52%	-\$495.00	-\$1,460.00	4	4	100.00%	0.00%	0.00%	\$0.00	\$0.00
		General Employees (Qld Govt Departments) and Other Employees Award		TRUE	No	-0.64%	-2.04%	-\$234.00	-\$2,766.00	119	119	100.00%	0.00%	0.00%	\$0.00	\$0.00
		Teaching in State Education Award		TRUE	No	-1.98%	-2.04%	-\$1,121.00	-\$2,026.00	18	18	100.00%	0.00%	0.00%	\$0.00	\$0.00
DoE White	Yes	General Employees (Qld Govt Departments) and Other Employees Award	31/08/2022	TRUE	No	-1.97%	-2.04%	-\$756.00	-\$2,766.00	63	63	100.00%	0.00%	0.00%	\$0.00	\$0.00
		HPDO Award		TRUE	No	-0.04%	-0.58%	-\$28.00	-\$320.00	6	60	10.00%	0.12%	5.23%	\$76.00	\$11,151.00
HPDO	Yes	Hospital and Health Services General Employees Award	16/10/2022	FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	32	0.00%	0.50%	16.31%	\$293.00	\$5,892.00
		Stadiums Queensland Award		TRUE	No	-15.51%	-47.68%	-\$6,105.99	-\$18,449.83	3	3	100.00%	0.00%	0.00%	\$0.00	\$0.00
Major Sports	Yes	Medical Award	30/06/2022	TRUE	No	-0.03%	-21.87%	-\$39.00	-\$48,469.00	41	56	73.21%	0.05%	26.94%	\$107.00	\$40,067.00
		Queensland Public Service Officers and Other Employees Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	20	0.00%	3.69%	51.07%	\$4,656.80	\$40,812.20
		Nurses and Midwives Award		FALSE	No	0.00%	0.00%	-\$1,003.00	-\$1,003.00	0	46	0.00%	1.24%	9.05%	\$1,337.00	\$21,682.00
		Queensland Public Service Officers and Other Employees Award		TRUE	No	-0.84%	-3.18%	-\$1,151.00	-\$1,996.00	58	11	0.00%	0.84%	73.84%	\$2,615.00	\$56,794.00
Ombudsman	Yes	Queensland Public Service Officers and Other Employees Award	31/10/2022	TRUE	No	-0.84%	-3.18%	-\$1,151.00	-\$1,996.00	54	64	90.63%	0.84%	2.76%	\$421.00	\$1,136.00
		Queensland Public Service Officers and Other Employees Award		TRUE	No	-0.84%	-3.18%	-\$1,151.00	-\$1,996.00	54	64	84.38%	0.84%	10.74%	\$420.00	\$12,105.00
		Queensland Parliamentary Services		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	14	0.00%	0.42%	0.47%	\$296.00	\$448.00
Parliamentary Services - Electoral Officers	Yes	Police Award	30/06/2022	TRUE	No	-0.19%	-0.53%	-\$114.00	-\$310.00	2	53	3.79%	0.07%	5.05%	\$14.00	\$3,896.00
		Queensland Public Service Officers and Other Employees Award		TRUE	No	-1.03%	-2.61%	-\$554.41	-\$1,034.23	22	22	100.00%	0.00%	0.00%	\$0.00	\$0.00
Protective Services	Yes	Queensland Public Service Officers and Other Employees Award		FALSE	No	0.00%	0.00%	\$0.00	\$0.00	0	119	0.00%	0.11%	15.10%	\$76.00	\$5,506.00
		Hospital and Health Services General Employees Award		TRUE	No	-0.04%	-0.62%	-\$22.00	-\$419.00	25	130	19.23%	0.08%	15.20%	\$47	\$5,492.00

