

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 2016

Queensland Council of Unions

Applicant

v

State of Queensland

Respondent

Matter No. B/2023/48



**APPLICATION FOR A DECLARATION OF GENERAL RULING
STATE WAGE CASE 2023**

SUBMISSIONS OF THE QUEENSLAND COUNCIL OF UNIONS

Introduction

1. The Queensland Council of Unions (the QCU) is Queensland's peak union body representing 25 affiliated unions and almost 400,000 union members.
2. On 12 June 2023, the QCU filed an application with the Industrial Registrar seeking a general ruling pursuant to section 458 of the *Industrial Relations Act 2016* (the IR Act) regarding wage and allowance adjustments for award employees, as well as the Queensland minimum wage.
3. These submissions are made in support of that application.

The QCU Position

4. On 2 June 2023, the Fair Work Commission Expert Panel (the FWC) handed down its *Annual Wage Review 2022-23* decision (the AWR decision) granting a 5.75% increase to all federal modern award minimum wages and increasing the national minimum wage by

aligning it with the C13 classification rate (instead of the C14 classification rate) and subsequently adjusting the C13 rate by a 5.75% increase.¹

5. The QCU consider this outcome to be fair and just in light of the material considered by the FWC in reaching its decision, and in the absence of any evidence to suggest otherwise (which we emphasise in our submissions below), consider it to be fair and just for the Queensland Industrial Relations Commission (the Commission) to deliver a comparable outcome for Queensland workers who are not national system employees.
6. Therefore, the QCU application accordingly seeks the following from the Commission:
 - (a) a general ruling amending all state awards by a wage adjustment of 5.75%;
 - (b) a general ruling amending all state awards by increasing existing award allowances which relate to work or conditions which have not changed in service increments by 5.75%;
 - (c) an increase to the Queensland minimum wage of at least 5.75%; and
 - (d) a determination that the operative date for these amendments be 1 September 2023.
7. Specifically, regarding the Queensland minimum wage, the QCU seeks the following from the Commission:
 - (a) an increase that reasonably considers the adjustment made by the FWC to align the national minimum wage with the C13 classification rate (instead of the C14 classification rate); and
 - (b) if the rationale for the adjustment is also relevant in the context of the Queensland system, an increase to the Queensland minimum wage that appropriately addresses the matter for the purposes of the Queensland system (but is at least 5.75%).

Submissions in Support of the QCU Position

1 The Legislative Framework

8. The legislative framework in which the Commission must determine the State Wage Case (the SWC) is set out in the IR Act.²
9. Relevantly, it is a main purpose of the IR Act to provide for a framework for cooperative industrial relations that is fair and balanced,³ which is to be achieved by:

¹ [2023] FWCFB 3500.

² *Industrial Relations Act 2016* ss 3, 4, 141–143, 458–460.

³ *Ibid* s 3(a).

- (a) providing for a fair and equitable framework of employment standards, awards, determinations, orders and agreements;⁴ and
 - (b) providing for a guaranteed safety net of fair, relevant and enforceable minimum employment conditions through the Queensland Employment Standards;⁵ and
 - (c) ensuring wages and employment conditions provide fair standards in relation to living standards prevailing in the community;⁶ and
 - (d) ensuring equal remuneration for work of equal or comparable value.⁷
10. Further, in exercising its powers in relation to minimum wages in modern awards, the Commission must establish and maintain minimum wages that are fair and just,⁸ and must have regard to the following:
- (a) the prevailing employment conditions of employees;⁹ and
 - (b) relative living standards and the needs of low-paid employees;¹⁰ and
 - (c) the need to promote social inclusion through increased workforce participation,¹¹ and
 - (d) the need to promote flexible modern work practices and the efficient and productive performance of work;¹² and
 - (e) the need to ensure equal remuneration for work of equal or comparable value,¹³ and
 - (f) the efficiency and effectiveness of the economy, including productivity, inflation and the desirability of achieving a high level of employment.¹⁴
11. The Commission must also ensure that modern awards provide fair standards for employees in the context of living standards generally prevailing in the community.¹⁵
12. Similarly, the legislative framework in which the FWC must determine the AWR is set out in the *Fair Work Act 2009* (the FW Act).¹⁶
13. In his expert evidence, Professor Emeritus David Peetz (Prof. Peetz) provides a comparison of the Queensland and Commonwealth legislative frameworks.¹⁷

⁴ Ibid s 4(d).

⁵ Ibid s 4(f).

⁶ Ibid s 4(g).

⁷ Ibid s 4(j).

⁸ Ibid s 142(1).

⁹ Ibid s 142(2)(a).

¹⁰ Ibid ss 142(2)(b), 141(2)(a).

¹¹ Ibid ss 142(2)(b), 141(2)(b).

¹² Ibid ss 142(2)(b), 141(2)(c).

¹³ Ibid ss 142(2)(b), 141(2)(d).

¹⁴ Ibid ss 142(2)(b), 141(2)(f).

¹⁵ Ibid s 143(1)(i).

¹⁶ *Fair Work Act 2009* ss 3, 134, 284–299, 578.

¹⁷ Exhibit DP-1 [5]–[51].

14. Notably, Prof. Peetz identifies that:

- (a) '[T]he matters the QIRC must take into account in setting minimum wages under state awards have considerable similarity to the modern award objective set out in the FW Act';¹⁸ and
- (b) The matters in section 141 of the IR Act (which the Commission must have regard to when establishing and maintaining minimum wages that are fair and just) 'have considerable similarity to the minimum wage objective set out in the FW Act'.¹⁹

15. In summary, the matters that must, or ought to, be considered by the Commission to determine the SWC are considerably similar to the matters that the FWC has taken into account when handing down the AWR decision.²⁰

2 No Cogent Reasons to Depart from the Approach of the FWC

16. The AWR proceedings are comprehensive and the FWC has the benefit of considerable material when making their decision. For these reasons (among others), the Commission has 'historically attached considerable weight to the National Wage/Annual Wage Review decisions of its federal counterpart, whilst always having regard to the particular economic conditions of the state of Queensland at the time'.²¹

17. Where 'no cogent evidence has been advanced to support a departure from the approach of the FWC', the Commission has historically adopted the FWC's decision.²²

18. However, the QCU is cognisant of the views expressed by the Commission in the *State Wage Case 2022* decision.²³

19. Accordingly, the parties to this matter have jointly submitted evidence, by way of two expert reports:

- (a) A statistical report, prepared by Adept Economics, modelled on the *Statistical Report – Annual Wage Review 2022-23* (Exhibit GT-1); and
- (b) A report by Prof. Peetz which examines (among other things) the relevance of the AWR decision to the SWC (Exhibit DP-1).

¹⁸ Ibid [27].

¹⁹ Ibid [35].

²⁰ Ibid Table 1, Table 2.

²¹ *Declaration of General Ruling (State Wage Case 2014)* [2014] QIRC 129 [12].

²² *Declaration of General Ruling (State Wage Case 2022)* [2022] QIRC 340 [32]–[33].

²³ Ibid [52]–[59].

20. In review of this evidence, the QCU submits that it is appropriate for the Commission to adopt the FWC's decision again in 2023 because (once again) no cogent evidence exists to support a departure from the approach of the FWC.
21. In our view, the determining factors in the FWC's decision are relevant to the particular circumstances of Queensland.
22. This view is supported by Prof. Peetz's expert evidence in which he states the following:
- (a) "Inevitably, there are differences between the economic and other data available for Queensland, and nationally. The surprising thing, for this author, is that the differences were not larger. Given the impact of sampling error on the award coverage data — it is impossible to be certain whether in reality there was, or was not, a meaningful difference in trajectories of award coverage in Australia and Queensland — it would take quite a large difference between a Queensland estimate and the national estimate on any particular matter for me to conclude that there was potentially something specific about Queensland that raised doubts about the relevance of the FWC's analysis of the economic situation to Queensland. I see no such large differences in the patterns for Queensland and nationally, and therefore conclude that, whatever the rights or wrongs of the FWC's analysis, there is no basis for considering it does not apply to Queensland";²⁴ and
 - (b) "It is not obvious that there is potentially something specific about Queensland that would raise doubts about the relevance of the FWC's analysis of the economic situation to Queensland. Whatever the rights or wrongs of that analysis, there appears no convincing basis for considering it does not apply to Queensland".²⁵

3 *The Efficiency and Effectiveness of the Economy*

23. In his expert evidence, Prof. Peetz considers the relevance and significance of the FWC's analysis of the national economic considerations to the SWC and the particular circumstances of Queensland.²⁶
24. Notably, Prof. Peetz identifies that:
- (a) Regarding economic growth, annual and quarterly state final demand growth 'is not different enough to the national GDP growth patterns to warrant special consideration' and that the 'pre-eminence of household consumption over public

²⁴ Exhibit DP-1 [129].

²⁵ Ibid [163].

²⁶ Ibid [97]–[118].

demand and public and private investment is apparent both in Queensland and nationally’;²⁷ and

- (b) Regarding economic forecasts, the differences between national and Queensland forecasts for the wage price index are ‘minimal’;²⁸ and
- (c) Regarding inflation, ‘typically, annual inflation is a little lower in Brisbane than nationally — but the two have followed broadly similar patterns over recent years, both peaking last year’ and that in recent quarters ‘the gap in inflation between non-discretionary and discretionary items, something the FWC expressed concern about when considering the living standards of the low paid, has been slightly greater (i.e. worse) in Queensland than nationally’;²⁹ and
- (d) Regarding the labour market:
 - (i) ‘Queensland labour market data are broadly consistent with the FWC comment that “[t]he labour market remains close to its strongest point in about 50 years but has begun to show signs of weakening”, with unemployment near, but slightly above, its trough earlier this year’; and
 - (ii) ‘Underemployment in Queensland is slightly higher than the national average’; and
 - (iii) ‘[L]abour force participation [is] almost the same’; and
 - (iv) ‘The unemployment forecasts in the Queensland Budget are consistent with those in the Commonwealth Budget and RBA forecasts’;³⁰ and
- (e) Regarding wages growth, ‘[t]he wage price index, the single most important measure of wages growth, grew by identical amounts in Queensland and nationally (3.7 per cent) over the year to March quarter 2023’;³¹ and
- (f) Regarding business conditions and outlook, ‘business confidence and conditions in Queensland [are] loosely tracking national developments’;³² and
- (g) Regarding productivity, ‘[o]ver the current (multi-year) productivity cycle... Queensland labour productivity has, so far, grown at a slightly slower annual pace (0.9 per cent) than the national average (1.2 per cent)’ and that ‘[i]n the previous

²⁷ Ibid [106].

²⁸ Ibid [107].

²⁹ Ibid [108].

³⁰ Ibid [109], [111].

³¹ Ibid [112].

³² Ibid [116].

productivity cycle, Queensland's average (1.9 percent) was slightly higher than the national average (1.7 per cent)'.³³

25. Further, the statistical report prepared by Adept Economics identifies that:
- (a) Household spending nationally is comparable to Queensland;³⁴ and
 - (b) The wages share nationally is comparable to Queensland;³⁵ and
 - (c) The relativity of the minimum wage to median weekly earnings of full-time employees nationally is not significantly different to the circumstances in Queensland.³⁶

4 Relative Living Standards and the Needs of Low-Paid Employees

26. As it related to the national minimum wage, there are two key issues that determined the FWC's decision with regard to relative living standards and the needs of the low-paid:
- (a) The reduction in real wages over the last two years;³⁷ and
 - (b) The difficulty the low-paid have in meeting their basic financial needs, with reference to the Minimum Income for Healthy Living (MIHL) standard and the national minimum wage.³⁸
27. Regarding the reduction of real wages, the FWC observed that the 'position is exacerbated by the fact that CPI inflation in non-discretionary goods... has been higher than that for discretionary goods'.³⁹ As noted by Prof. Peetz in his expert evidence, this is a 'slightly greater' concern in Queensland.⁴⁰
28. Regarding the difficulty the low-paid have in meeting their basic financial needs, much of the FWC's assessment of this matter was based on an analysis of disposable income for 14 household types when receiving the national minimum wage as detailed in research they commissioned into the budget standards for low-paid families.⁴¹

³³ Ibid [118].

³⁴ Exhibit GT-1 Chart 1.8, Chart 1.9; *Statistical Report – Annual Wage Review 2022-23* (Fair Work Commission, 18 May 2023) Chart 1.8, Chart 1.9.

³⁵ Exhibit GT-1 Chart 3.1; *Statistical Report – Annual Wage Review 2022-23* (Fair Work Commission, 18 May 2023) Chart 3.1.

³⁶ Exhibit GT-1 Table 8.1; *Statistical Report – Annual Wage Review 2022-23* (Fair Work Commission, 18 May 2023) Table 8.1.

³⁷ [2023] FWCFB 3500 [97]–[99].

³⁸ Ibid [100]–[110].

³⁹ Ibid [98].

⁴⁰ Exhibit DP-1 [108].

⁴¹ [2023] FWCFB 3500 [100]–[103]; Megan Bedford, Bruce Bradbury and Yuvisthi Naidoo, *Budget Standards for Low-Paid Families* (Fair Work Commission Research Report, March 2023).

29. Notably, the research considered \$992 per week (for full-time work) as the ‘low-wage benchmark’.⁴² This is approximately 22% above the previous national minimum wage of \$812.60 per week, and approximately 16.75% above the current Queensland minimum wage of \$850.50 per week.
30. Further, the FWC concluded that:
- (a) After excluding discretionary spending, 12 out of 14 household types receiving the previous national minimum wage earn less than the budgeted amounts necessary to meet the MIHL standard;⁴³ and
 - (b) If discretionary spending is included, all household types receiving the previous national minimum wage earn less than the budgeted amounts necessary to meet the MIHL standard.⁴⁴
31. Given the Queensland minimum wage of \$850.50 per week is only approximately 4.65% more than the previous national minimum wage of \$812.60 per week, the QCU submits that it is very likely that these outcomes also generally apply to workers receiving the Queensland minimum wage.
32. The real growth of the Queensland minimum wage in comparison to the national minimum wage is another relevant consideration. In his expert evidence, Prof. Peetz identifies that over the decade to December 2022, the real national minimum wage grew by 4.5 per cent, while the real Queensland minimum wage grew by 4.0 per cent.⁴⁵
33. Following their analysis, the FWC concluded that the national minimum wage ‘cannot be said to constitute a “living wage” which meets the basic MIHL standard’, and that the national minimum wage does not appear to have ever been set with this purpose in mind.⁴⁶
34. The FWC refer to the origin of the national minimum wage, and its predecessor (the federal minimum wage), in the AWR decision, and emphasise that its establishment in the *Safety Net Review – Wages – April 1997* decision was not by reference to the needs of the low paid.⁴⁷
35. The QCU submits that the same can be said for the Queensland minimum wage. In 1997, the Commission established the Queensland minimum wage by simply flowing on the

⁴² Megan Bedford, Bruce Bradbury and Yuvisthi Naidoo, *Budget Standards for Low-Paid Families* (Fair Work Commission Research Report, March 2023) 7.

⁴³ [2023] FWCFB 3500 [101].

⁴⁴ *Ibid.*

⁴⁵ Exhibit DP-1 [120].

⁴⁶ [2023] FWCFB 3500 [105].

⁴⁷ [2023] FWCFB 3500 [105]–[107]; [1997] AIRC 1401, Print P1997 (22 April 1997).

decision of the Australian Industrial Relations Commission into the Queensland system.⁴⁸ In effect, the Queensland minimum wage was also ‘simply aligned with the lowest classification rate established for what was then the [federal] *Metal Industry Award 1984 – Part P*, the C14 classification rate.⁴⁹

36. In the AWR decision, the FWC considered the appropriateness of continuing with this position, given the C14 classification rate in most federal modern awards has only ever applied to an employee undertaking up to 38 hours of induction training, determining that it should not continue, and the national minimum wage should be aligned with the current C13 classification rate instead.⁵⁰
37. The QCU note that the C14 classification rate in Queensland modern awards is similarly for the purposes of an employee who is undertaking up to 38 hours of induction training.⁵¹
38. For the reasons set out at [26] to [37] above, the QCU submits that the rationale for the FWC’s adjustment to the national minimum wage is also relevant to the context of the Queensland system and the Queensland minimum wage. Therefore, it is fair and just for the Commission to reasonably consider a similar adjustment to the Queensland minimum wage.
39. In our view, this could be achieved by:
- (a) Providing an increase to the Queensland minimum wage that is comparable to the overall increase to the national minimum wage provided by the AWR decision following the FWC’s adjustment – i.e., an increase of 8.6%; or
 - (b) Aligning the Queensland minimum wage with a relevant C13 classification rate in a Queensland modern award and increasing the Queensland minimum wage by at least 5.75%; or
 - (c) An alternative method as agreed between the parties to this matter, or reasonably determined by the Commission.
40. The QCU are cognisant of the FWC’s views regarding the need for a wider review of the national minimum wage,⁵² and concede that the same can likely be said about the Queensland minimum wage. However, we view the increase to the Queensland minimum wage sought at [39] above as a necessary interim step and submit that any future ‘wider

⁴⁸ *Australian Council of Trade Unions – Queensland Branch AND Queensland Chamber of Commerce and Industry Limited, Industrial Organisation of Employers AND Ors* 156 QGIG 111.

⁴⁹ [2023] FWCFB 3500 [107].

⁵⁰ *Ibid* [107]–[110] and [172]–[173].

⁵¹ *Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016* 67.

⁵² [2023] FWCFB 3500 [173].

review' of the Queensland minimum wage ought to consider the outcomes of any 'wider review' of the national minimum wage carried out by the FWC.

41. Relevant to modern award minimum wages, in his expert evidence, Prof. Peetz refers to the FWC's benchmark for 'low paid' as being two thirds of median adult full-time ordinary earnings and identifies that '[i]n Queensland this figure is slightly lower (\$1000 per week) than the national average (\$1017 per week)'.⁵³
42. There are several classifications in Queensland modern awards that fall below the Queensland low paid benchmark, particularly in the local government sector. For example:
 - (a) The current award rate per week for the Administrative, Technical and Community Services Level 1 classification under the *Queensland Local Government Industry (Stream A) Award – State 2017* is \$882.50 at year 1 and \$970.50 at year 6. This is between 11.75% (year 1) and 2.95% (year 6) below the Queensland benchmark; and
 - (b) The current award rates per week for all Health, Sports and Fitness Services classifications under the *Queensland Local Government Industry (Stream B) Award – State 2017* are below the Queensland benchmark with more than half (10 out of 18) of the relevant classifications receiving a current award rate per week of \$882.50 (this is 11.75% below the Queensland benchmark); and
 - (c) The current award rates per week for 7 out of 10 of the Operational Services classifications under the *Queensland Local Government Industry (Stream B) Award – State 2017* are below the Queensland benchmark. For example, the award rate per week for the Level 2 and Level 3 classifications is \$934. This is 6.6% below the Queensland benchmark; and
 - (d) The current award rate per week for the Building tradesperson, level 1 and C10 classifications under the *Queensland Local Government Industry (Stream C) Award – State 2017* is \$970.50. This is 2.95% below the Queensland benchmark.
43. There are also other classifications that sit just above the Queensland low paid benchmark. For example, the lowest rate someone 21 and over may be paid under the *Queensland Public Service Officers and Other Employees Award – State 2015* is that of AO2-1 (which is the same rate of pay as OO2-1, TO1-4 and PO1-4). The current award rate per fortnight for AO2-1 is \$2,056. This is only 2.8% above the Queensland benchmark (and just 1.08% above the federal benchmark).

⁵³ Exhibit DP-1 [119].

44. The QCU therefore submits that a wage adjustment of 5.75% to modern award minimum wages is fair and just as it will ensure the needs of the low-paid employees identified at [42] above are reasonably met and that the minimum wages for the employees identified at [43] above remain above the low-paid benchmark.
45. Declining real wage growth is a significant problem acknowledged by both the Australian and Queensland governments,⁵⁴ and it is desirable that modern award minimum wages maintain their real value.⁵⁵ The QCU therefore implore the Commission to ensure that the real wages of Queensland's low paid employees do not go backwards.

5 The Need to Ensure Equal Remuneration for Work of Equal or Comparable Value

46. The gender pay gap and eliminating gender-based undervaluation of work were considerations in the AWR decision.⁵⁶
47. Queensland public sector gender pay equity data and workforce profile data demonstrates that these matters are also relevant to the particular circumstances of the workers affected by the SWC. This data is attached to these submissions and marked 'Annexure A' (Queensland Public Sector Gender Pay Equity Dashboard 2022) and 'Annexure B' (Queensland Public Sector Workforce Profile March 2023).
48. It is evident from this data that:
- (a) More than two thirds of public sector employees are women;⁵⁷ and
 - (b) There is a gender pay gap in 70% of public sector agencies;⁵⁸ and
 - (c) More than 70% of the workforce in the two largest agencies (the Department of Education and Queensland Health), which account for more than 70% of the public sector, are women;⁵⁹ and
 - (d) Women account for 69.94% of all temporary and casual employees in the public sector;⁶⁰ and
 - (e) Women account for 86.38% of all part-time employees in the public sector.⁶¹
49. In his expert evidence, Prof. Peetz also identified the following:

⁵⁴ *Australian Government Submission to the Fair Work Commission Annual Wage Review 2022-23* (31 March 2023) [6]; *Queensland Government Submission to the Fair Work Commission Annual Wage Review 2022-23* (March 2023) 16.

⁵⁵ [2023] FWCFB 3500 [10].

⁵⁶ *Ibid* [111]–[139], [166].

⁵⁷ Annexure A 1; Annexure B 19.

⁵⁸ Annexure A 1.

⁵⁹ Annexure B 19.

⁶⁰ Annexure B 13.

⁶¹ *Ibid*.

“The FWC published four measures of the gender pay gap. For the three for which Queensland data were available, the gender pay gap in Queensland was greater than that for Australia, by between 0.6 and 1.3 percentage points (that is, by between 3 and 10 per cent)”.⁶²

50. While this is a broad and complex issue, as opined by the FWC,⁶³ for the reasons set out at [46] to [49] above, the QCU submits that the views expressed by the FWC in the AWR decision about this matter are also relevant to the particular circumstances in Queensland.⁶⁴

6 The Operative Date

51. Historically, the operative date for SWC general rulings has been 1 September of the relevant year.⁶⁵

52. The QCU seeks a continuation of this approach as it provides all interested parties with certainty with respect to the timing of the operation of the SWC decision.⁶⁶

Other Relevant Matters

The Public Sector is a Relevant Consideration in the AWR

53. The State of Queensland has previously expressed the view that ‘[t]he AWR is heard and determined within the context of minimum rates and modern award rates for private sector workers’, and that this ought to be a significant consideration for the Commission when determining the SWC because ‘employees in the State jurisdiction are almost exclusively employed in state and local government sectors’.⁶⁷

54. However, this view is not supported by Prof. Peetz’s expert evidence in which he states the following:

“In the federal system, the award safety net is adjusted in similar ways for the private and public sectors. Federal awards cover almost exclusively private sector employees, while state awards cover exclusively public sector employees. However, the AWR makes no distinction between the public and private sector when it adjusts federal awards through the AWR. On the infrequent occasions when something other than a

⁶² Exhibit DP-1 [121].

⁶³ [2023] FWCFB 3500 [137].

⁶⁴ Ibid [166].

⁶⁵ *Declaration of General Ruling (State Wage Case 2022)* [2022] QIRC 340 [9].

⁶⁶ Ibid [68].

⁶⁷ Ibid [19].

common percentage increase has been applied to award rates, the increase has still [been] calculated without reference to sector, and instead with reference to the wage rate already applying to a particular classification (e.g. an increase of \$X for classifications of between \$Y and \$Z per hour). This is because the federal award system is a foundational safety net of wages and conditions, regardless of sector. The sectoral difference between the state and federal systems may affect the degree of ‘need’ of employees in the two jurisdictions differently, so the ‘needs of the low paid’ may be felt differently in the two jurisdictions due to the different wages received by people in the two sectors, but these needs are already taken into account by the FWC when it makes its AWR decision as demographically similar groups also exist within the national jurisdiction. A public sector worker on a low wage has similar needs to a private sector worker on a low wage.’⁶⁸ (emphasis added).

Conclusion

55. For the reasons set out above, the QCU consider it fair and just for the Commission to adopt the FWC’s decision.

Dated: 14 September 2023

⁶⁸ Exhibit DP-1 [101].

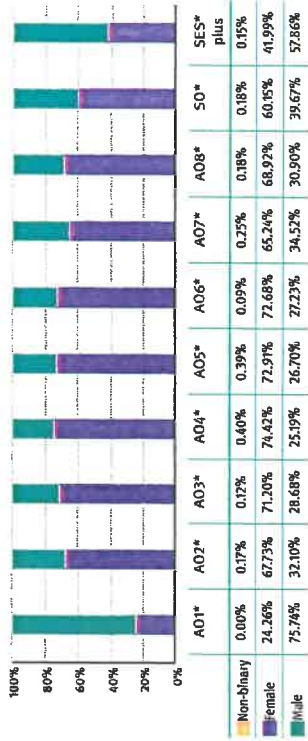
Annexure A

Gender pay equity dashboard 2022

Australia is ranked 43 on the Global Gender Gap index – down from 6th place in 2002. The Queensland public sector is committed to achieving gender equality and gender pay equity and this dashboard provides a snapshot of performance.

Gender disparity across levels^{1,2,3}

Percentage of total headcount as if working full time – June 2022



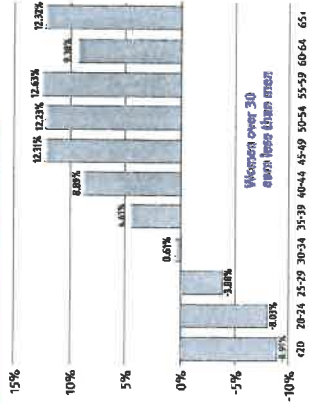
Women in leadership



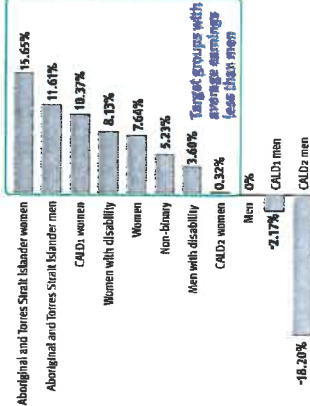
Executive recruitment differences – men vs women⁴



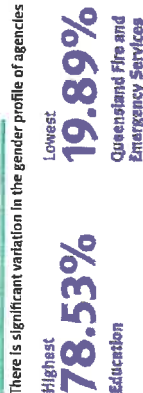
Gender pay gap by age^{1,7}



Earnings gap across target groups^{1,8}



% of women in agencies

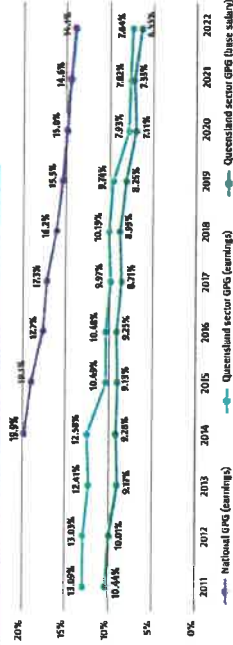


Women's average superannuation balances are 26.3% lower than men's average superannuation balances

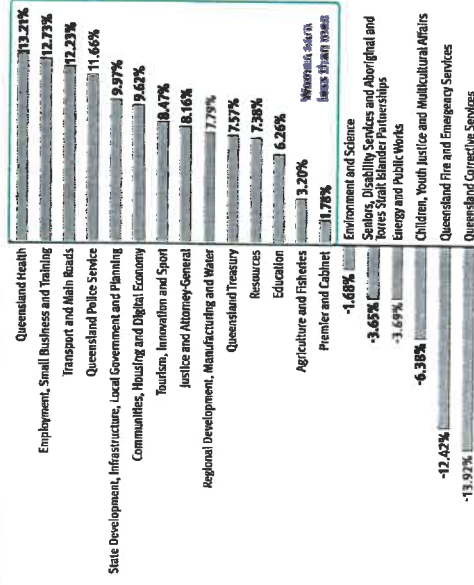
What causes the gender pay gap?

- Conscious and unconscious discrimination and bias in hiring decisions
- Female-dominated industries historically attracting lower wages
- Lack of workplace flexibility
- Higher rates of part-time work for women
- Women may spend more time out of the workforce for caring responsibilities
- Women may have a disproportionate share of unpaid caring and domestic work

Gender pay gap (as if working full-time)^{1,9}

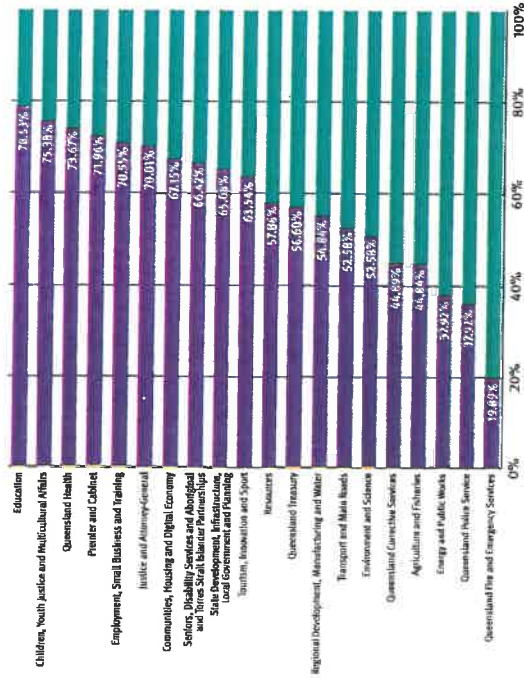


Gender pay gap by agency



% of women in agencies¹

Percentage of total headcount on base salary as if working full time – June 2022



Definitions

Base salary	Base salary refers to the average salary of employees over a year period and does not include allowances.
Earnings	Earnings are calculated on the salary and regular allowances paid to employees, typically including SES motor vehicle allowances, locality allowances and higher duties. Shift allowances and penalty rates can be regular allowances but not always. Average annual earnings do not include one-off or sporadic payments such as travelling allowances. Information on earnings is collected as at the quarterly snapshot date and is extrapolated over a 12-month period.
Gender pay gap	The methodology for gender pay gap in the Queensland public sector is the difference between the average annual earnings for male and female employees, as a proportion of male average annual earnings. Earnings includes base salary and regular allowances. Earnings reflect employees' full-time earnings (regardless of whether the employee works part-time).
Minimum Obligatory Human Resource Information (MOHRI)	MOHRI is the methodology used for the collection and reporting of data on a quarterly basis. It is used to provide information on the Queensland public sector workforce profile, including (but not limited to) data on age, gender, occupation, employment status, location and leave. for.gov.qld.gov.au/minimum-obligatory-human-resource-information-mohri
SO, SES and CE classification levels	SO, SES, and CE are acronyms that are used within the Queensland public sector referring to senior officers, senior executive service and chief executive level.
CALD	Culturally and linguistically diverse.
CALD1	Born overseas.
CALD 2	Speak a language at home other than English.

References

- 1 MOHRI June 2022 workforce data.
- 2 Queensland public sector figures are based on equivalent classifications across administrative (AO), operational (OO), technical (TO) and professional (PO) streams.
- 3 Non-binary to date is low and this data is excluded in some graphs.
- 4 Based on a study of executive recruitment and selection reports and appointment information January 2019–August 2022
- 5 Women are least likely to apply for SES roles in some agencies perceived as having male occupations (such as Transport and Main Roads, Resources, Agriculture and Fisheries, and State Development).
- 6 This is consistent with research that women may not apply until they meet or exceed the criteria.
- 7 The gender pay gap varies across age groups, with younger women having higher average earnings than men up to around age 30, but a reversal after age 30. This is consistent with research findings about a parent penalty for women.
- 8 Average annual earnings for men compared with women, and men and women in other target groups, represented as a proportion of male average annual earnings.

9 [Workplace Gender Equality Agency – What drives the gender pay gap?](#)

Produced by the
Office of the Special Commissioner, Equity and Diversity

Find out more

psc.qld.gov.au/osc

Annexure B

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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Interpreter service statement

The Queensland Government is committed to providing accessible services to Queenslanders from all culturally and linguistically diverse backgrounds. If you have difficulty in understanding the Queensland public sector workforce profile, you can contact us on 13 QGOV (13 74 68) and we will arrange an interpreter to effectively communicate the report to you.

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.

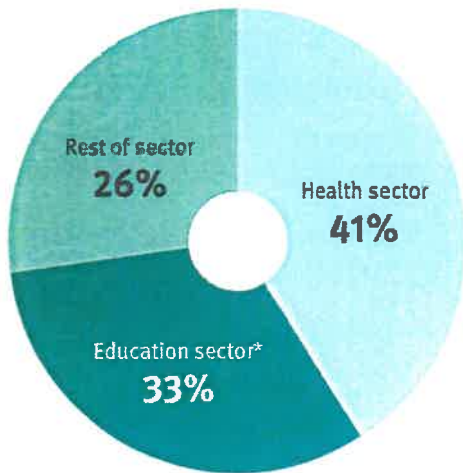
² Actual means the agency where the FTE is actually paid from.

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).

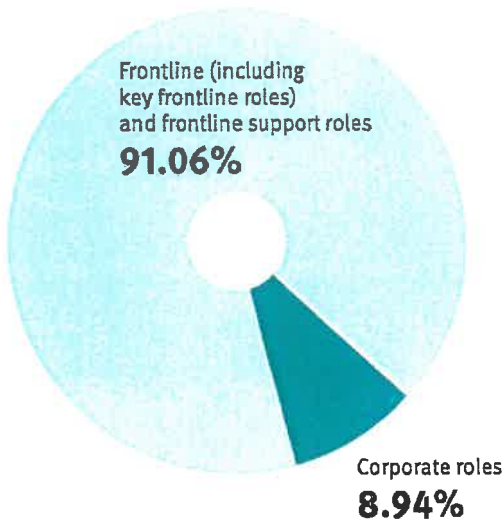
Workforce at a glance

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

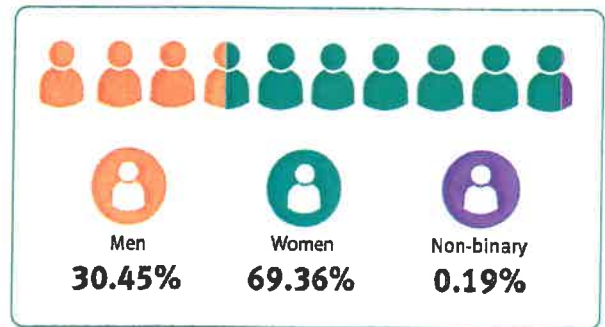
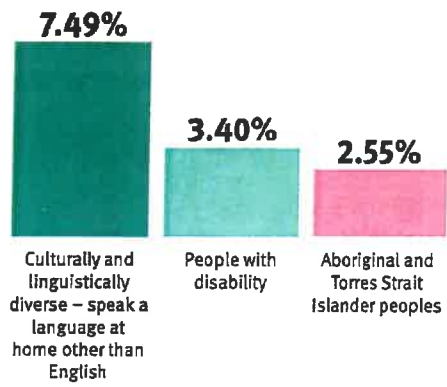


Disability support workers
945.33



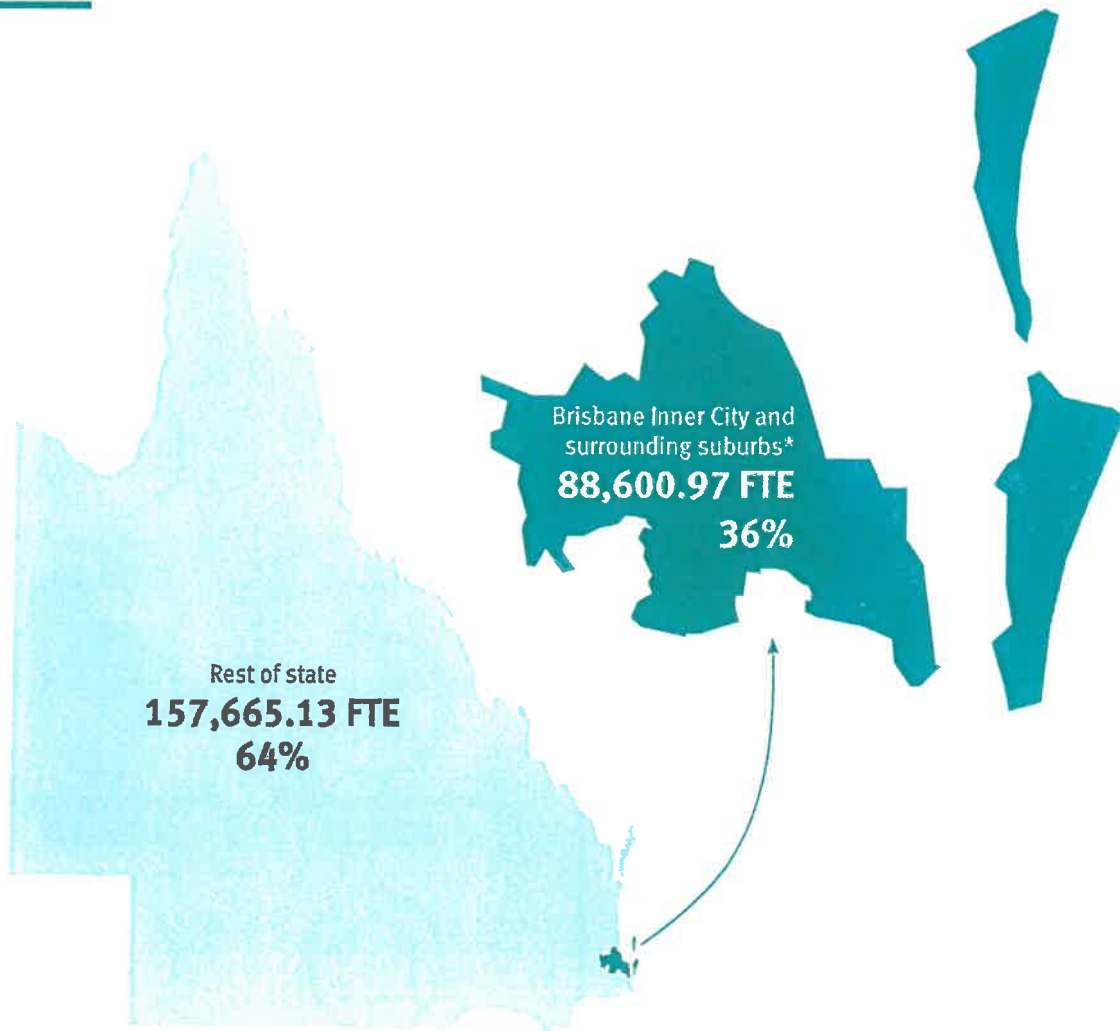
Youth and case workers
970.18

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.

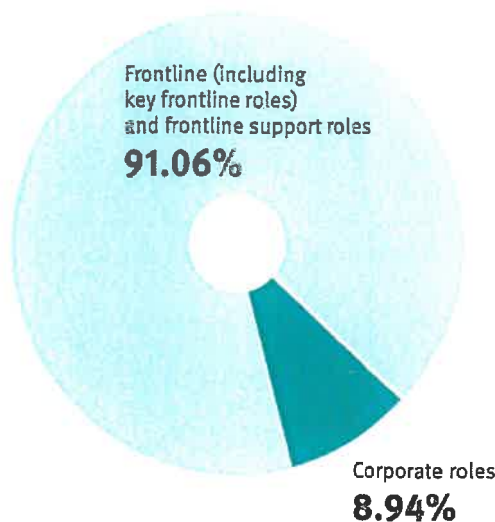
Frontline and frontline support roles (including key frontline roles)	FTE
Teacher and teacher aides	58,822.04
Nurses and midwives	39,143.87
Allied health	15,156.86
General clerks	14,447.64
Police	11,907.47
Doctors	11,337.25
Ambulance officers	4952.43
Commercial cleaners	4612.59
Program or project administrators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

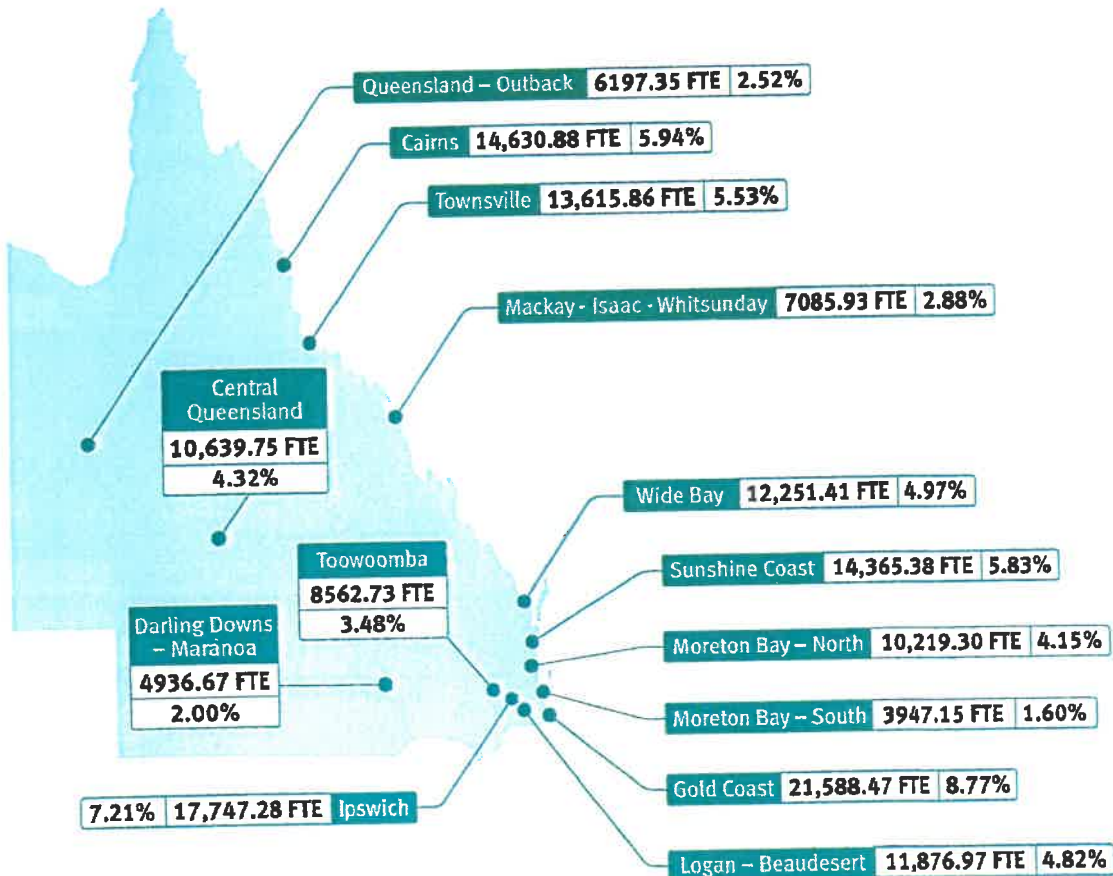
Examples include, but are not limited to:

- 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.

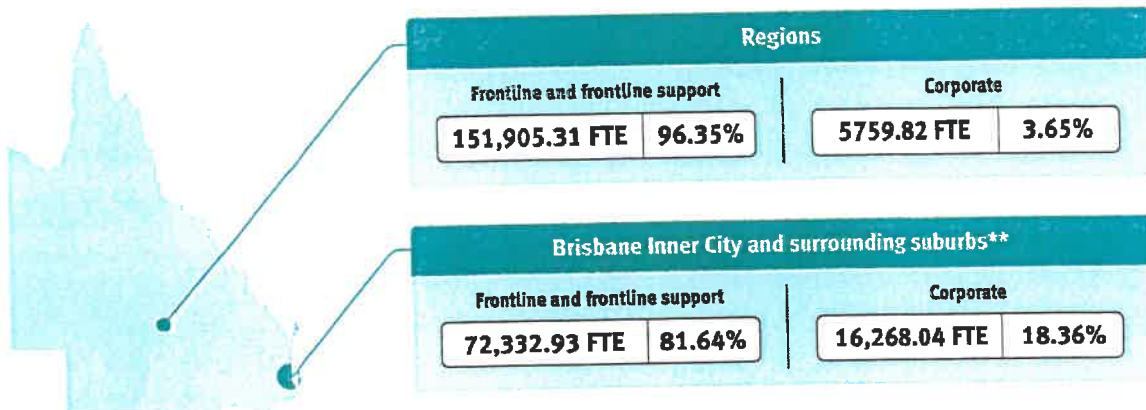


Location*

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



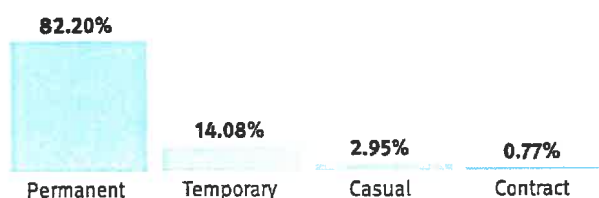
69.94%
of temporary and casual
employees are women

Part-time

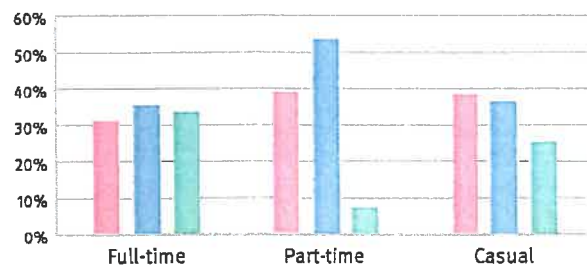
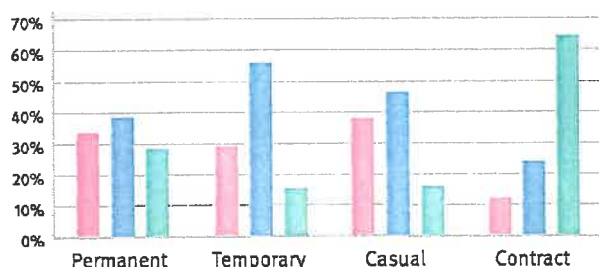
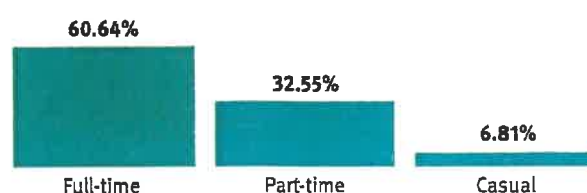


86.38%
of part-time employees
are women

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

Headcount by employment status and sector

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

Diversity

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

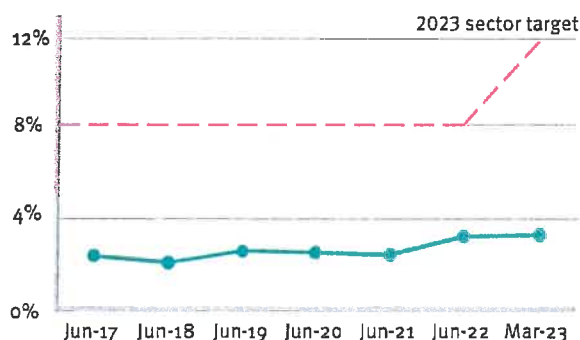
- 4 per cent – Aboriginal peoples and Torres Strait Islander peoples
- 12 per cent – people with disability
- 12 per cent – culturally and linguistically diverse peoples who speak a language other than English at home
- 50 per cent – women in leadership (measured at the SO, SES2, SES3, SES4 and CEO levels,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

The sector is committed to achieving a diverse and inclusive workforce reflective of the Queensland community. The category non-English speaking background (NESB) was replaced in the September 2021 report with people from culturally and linguistically diverse backgrounds (CALD), aligning to national standards. Work continues across the sector to encourage people within this category to self-identify and to update their data.

All diversity data is measured by headcount.

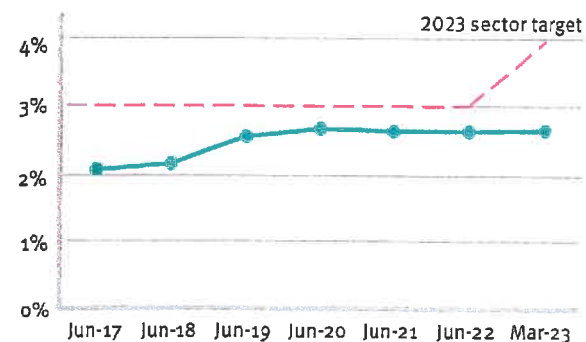
People with disability

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



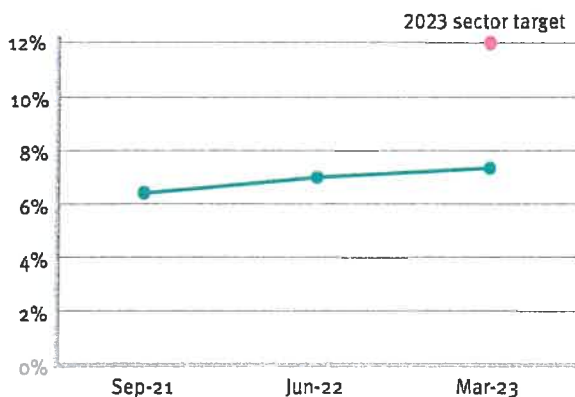
Aboriginal and Torres Strait Islander peoples

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



People from culturally and linguistically diverse backgrounds

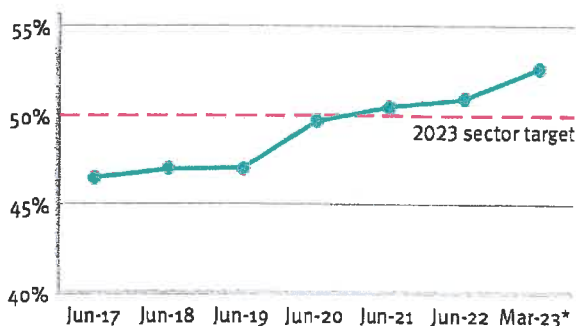
CALD2		
Speak a language at home other than English	As a % of sector workforce	2023 sector target
22,110	7.49%	12%



Women in leadership

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

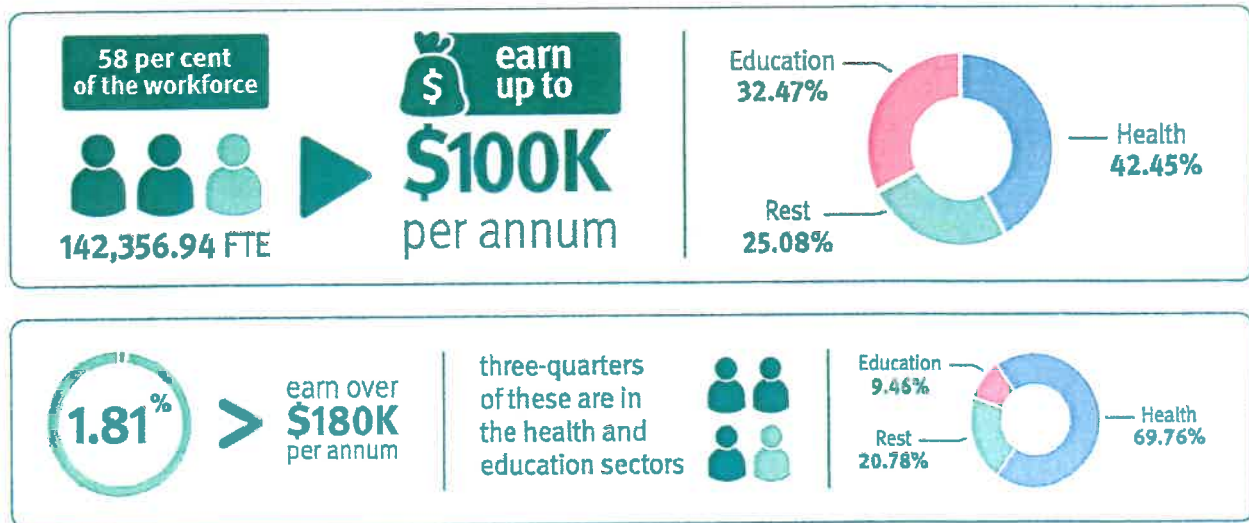
Women in leadership	As a % of leadership cohort	2023 sector target
1993	52.60%	50%



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

Workforce earnings

The sector provides a vast range of services to Queensland communities, across a broad range of occupations.



Earnings are made up of salary plus regular allowances with remuneration calculated as actual FTE.

Remuneration range	FTE	% of workforce	Health sector	Education sector	Rest of sector
up to \$49,999	23,168.83	9.41%	Administration staff, janitor/groundsperson, 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
Darling Downs - Maranoa	45.91
Sunshine Coast	45.87
Brisbane - West	45.87
Moreton Bay - South	45.36
Brisbane - East	45.34
Cairns	45.34

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

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

Appendix A – Data by FTE and headcount

The following appendix presents FTE and headcount data across all Budget paper no. 2 agencies and other entities by appointment type, employment status and gender.

Number of FTE by appointment type and agency at March 2023

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

Headcount by appointment type and agency at March 2023

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

Number of FTE and percentage by gender and agency

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

Headcount and percentage by gender and agency

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

Headcount by employment status, gender and sector

Full-time

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

Part-time

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

Casual

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

Total

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

Number of FTE by appointment type by sector and gender

Permanent

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

Temporary

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

Casual

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

Contract

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

Total

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

Appendix B – Definitions

Annual earnings (FTE)	Annual earnings are calculated on the salary plus regular allowances paid to employees at their actual FTE. Information on earnings is collected as at the snapshot date and is extrapolated over a 12-month period.
ANZSCO (occupation code)	ANZSCO (Australian and New Zealand Standard Classification of Occupations) is an industry standard coding system that attributes a six digit code to a position to describe the occupation being performed. Refer to abs.gov.au/ANZSCO
Appointment type	Either permanent, temporary, contract or casual (refer to specific definitions for each term).
Brisbane Inner City and surrounding suburbs	Australian Bureau of Statistics (ABS) Australian Statistical Geography Standard (ASGS) Area 4 (SA4) of Brisbane Inner City, Brisbane North, South, East and West.
CALD	Culturally and linguistically diverse.
CALD2	Speak a language at home other than English.
Casual employment	Casual employees are not permanent employees and normally work less than full-time hours as prescribed by the applicable industrial instrument. Casual employment attracts the payment of a loading (as prescribed by the applicable industrial instrument) in lieu of sick and recreation leave. Casual employment is characterised by its ad hoc nature with each engagement standing alone.
Contract	Includes senior executives and chief executives and equivalents contracted under the <i>Public Service Act 2008</i> or similar provisions in other relevant Acts. Also includes employees on common law contracts.
Corporate services roles	Provide organisation-wide support enabling the public sector to deliver the Queensland Government's objectives for the community.
Employment status	Either full-time, part-time, casual (refer to specific definitions for each term).
Fixed term temporary	Temporary employees are employed for fixed term engagements of specific periods of time. The circumstances for engaging temporary employees are many and include specific budget allocation for particular projects, replacing permanent employees who are absent from their substantive position or assistance required to meet peak workloads. Temporary employees are generally employed on the same conditions as permanent employees as prescribed by the applicable industrial instrument. Where temporary appointment type is referred to in this report it is to be read as fixed term temporary employment.
Frontline (including key frontline roles) and frontline support roles	Deliver services, programs and outcomes directly to the community, or provide essential support enabling the development and delivery of frontline services, programs and outcomes. Delivery can be via government centres, telephone, online or in-field.
Full-time	An employee who works full-time hours as specified in the award or agreement under which the employee is engaged.
Full-time equivalent (FTE)	The ratio of an individual's working hours to the relevant award full-time standard hours for the work being performed.
Headcount	A count of people who were employed and paid at the time of the snapshot.
Key frontline roles	Deliver key services and are immediately recognisable to the community, they are a subset of frontline and frontline support roles.
Location	Statistical Area Level 4 as defined in the Australian Statistical Geography Standard by the Australian Bureau of Statistics. This is based on the location of where an employee works.
Non-binary	An umbrella term describing gender identities that are not exclusively men or women.
Part-time	An employee who works less than full-time hours and performs those duties on a regular basis.
Permanent employment	An employee who is employed on a continuing basis to perform ongoing functions.
Regions	Australian Bureau of Statistics (ABS) Australian Statistical Geography Standard (ASGS) Area 4 (SA4) of Cairns, Central Queensland, Darling Downs-Maranoa, Gold Coast, Ipswich, Logan-Beaudesert, Mackay-Isaac-Whitsunday, Moreton Bay North and South, Queensland-Outback, Sunshine Coast, Toowoomba, Townsville and Wide Bay.



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