

Queensland public sector annual workforce characteristics 2014–15



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For more information contact:

Performance Analytics, Performance and Capability Development,
Public Service Commission, PO Box 15190, City East, Brisbane QLD 4002, email
commission.psc@psc.qld.gov.au, phone (07) 3003 2800.

An electronic version of this document is available at psc.qld.gov.au

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About this report

This report provides a brief overview of the key characteristics of the Queensland public sector workforce. It supports the principle of transparent and accountable government by openly publishing information about the Queensland public sector workforce.

The information is derived from data provided by public sector agencies as part of the government approved Minimum Obligatory Human Resource Information (MOHRI) process and is a snapshot of the workforce.

MOHRI was developed to ensure government has access to human resource information which is required for strategic management of the Queensland public sector. The information is used to develop a profile and understanding of the Queensland public sector workforce, identify various trends to develop and evaluate sector-wide human resource policies.

Data is collected at quarterly snapshot dates which encompasses the last full pay period in the quarter. Exceptions to this rule include the Department of Education and Training and the Department of Transport and Main Roads which take the snapshots outside of school holidays to enable a true reflection of the workforce to be captured.

Data is validated at the agency level via the Workforce Analysis and Collection Application (WACA). The WACA is a national database used by five state jurisdictions to validate and store information about each jurisdiction's workforce.

Agencies are individually responsible for providing the Public Service Commission (PSC) with accurate and quality data in terms of the MOHRI system.

The information contained in this report provides workforce trend data where possible over the past 10 years.

The figures stated in this report are subject to revision and further validation by departments and agencies.

The number of employees published by individual agencies may vary from those in this report due to differing dates of data capture and definitional issues relating to employee status.

Data for government department and public service offices are included in the MOHRI dataset for the Queensland public sector. Government Owned Corporations are not included in the collection of public sector workforce data.

Enquiries

Performance Analytics, Performance and Capability Development
Public Service Commission
Phone: (07) 3003 2800
Email: commission.psc@psc.qld.gov.au

Queensland public sector workforce

Information contained in the following tables and figures have been identified from MOHRI data for June 2015.

By size

There is a total of 35 agencies in the June 2015 data collection, comprising:

- six large-size agencies where the workforce is greater than 5000 full-time equivalent (FTE)
- seven mid-size agencies with a workforce between 1000 and 5000 FTE
- 20 small-size agencies of less than 1000 FTE.

Table 1: Number of headcount and FTE by gender and agency

Agency	June 2015					
	Headcount			FTE		
	Female	Male	Total	Female	Male	Total
Department of Aboriginal and Torres Strait Islander Partnerships	180	92	272	166.48	91.38	257.86
Department of Agriculture and Fisheries	845	1,242	2,087	768.64	1,224.17	1,992.81
Department of Communities, Child Safety and Disability Services	5,014	1,445	6,459	4,586.91	1,377.81	5,964.72
Department of Education and Training	66,577	17,407	83,984	50,534.71	15,171.70	65,706.41
Department of Energy and Water Supply	113	103	216	104.46	102.62	207.08
Department of Environment and Heritage Protection	644	442	1,086	601.43	436.98	1,038.41
Department of Housing and Public Works	1,590	1,418	3,008	1,494.55	1,406.41	2,900.96
Department of Infrastructure, Local Government and Planning	258	168	426	240.54	163.84	404.38
Department of Justice and Attorney-General	4,927	4,369	9,296	4,489.10	4,188.47	8,677.57
Department of National Parks, Sport and Racing	549	848	1,397	495.15	839.67	1,334.82
Department of Natural Resources and Mines	1,220	1,230	2,450	1,133.22	1,216.93	2,350.15
Department of Science, Information Technology and Innovation	1,630	1,147	2,777	1,497.81	1,131.32	2,629.13
Department of State Development	381	218	599	360.20	216.20	576.40
Department of the Premier and Cabinet	457	239	696	407.61	219.31	626.92
Department of Tourism, Major Events, Small Business and Commonwealth Games	88	49	137	78.40	49.00	127.40
Department of Transport and Main Roads	4,618	4,088	8,706	3,137.72	3,744.08	6,881.80
Queensland Fire and Emergency Services	726	4,260	4,986	503.47	2,540.75	3,044.22
Queensland Health	66,143	23,484	89,627	53,875.06	21,297.16	75,172.22
Queensland Police Service	5,034	9,398	14,432	4,719.46	9,369.09	14,088.55
Queensland Treasury	553	453	1,006	515.97	450.14	966.11
Anti-Discrimination Commission Queensland	30	7	37	26.80	7.00	33.80
Electoral Commission Queensland	32	31	63	26.21	29.06	55.27
Legal Aid Queensland	352	122	474	310.75	115.21	425.96
Office of the Health Ombudsman	67	33	100	64.85	33.00	97.85
Office of the Inspector-General of Emergency Management	16	7	23	15.00	7.00	22.00
Public Safety Business Agency	863	1,177	2,040	824.22	1,158.46	1,982.68
Public Service Commission	47	26	73	43.30	25.80	69.10
Public Trustee	390	169	559	368.39	167.09	535.48
Queensland Art Gallery	214	175	389	156.69	140.84	297.53
Queensland Audit Office	102	94	196	95.13	93.70	188.83
Queensland Family and Child Commission	31	13	44	27.85	13.00	40.85
Queensland Museum	191	124	315	140.31	103.33	243.64
State Library of Queensland	244	102	346	199.68	85.35	285.03
TAFE Queensland	2,981	1,776	4,757	2,470.70	1,554.36	4,025.06
Trade and Investment Queensland	55	45	100	52.50	45.00	97.50
Queensland Public Sector	167,162	76,001	243,163	134,533.27	68,815.23	203,348.50

The large-size agencies make up nearly 86.79 per cent of the Queensland public sector workforce. The remaining 13.21 per cent of the workforce is spread across 14 other departments and 15 other public sector offices.

Figure 1: Proportion of Queensland public sector FTE by agency

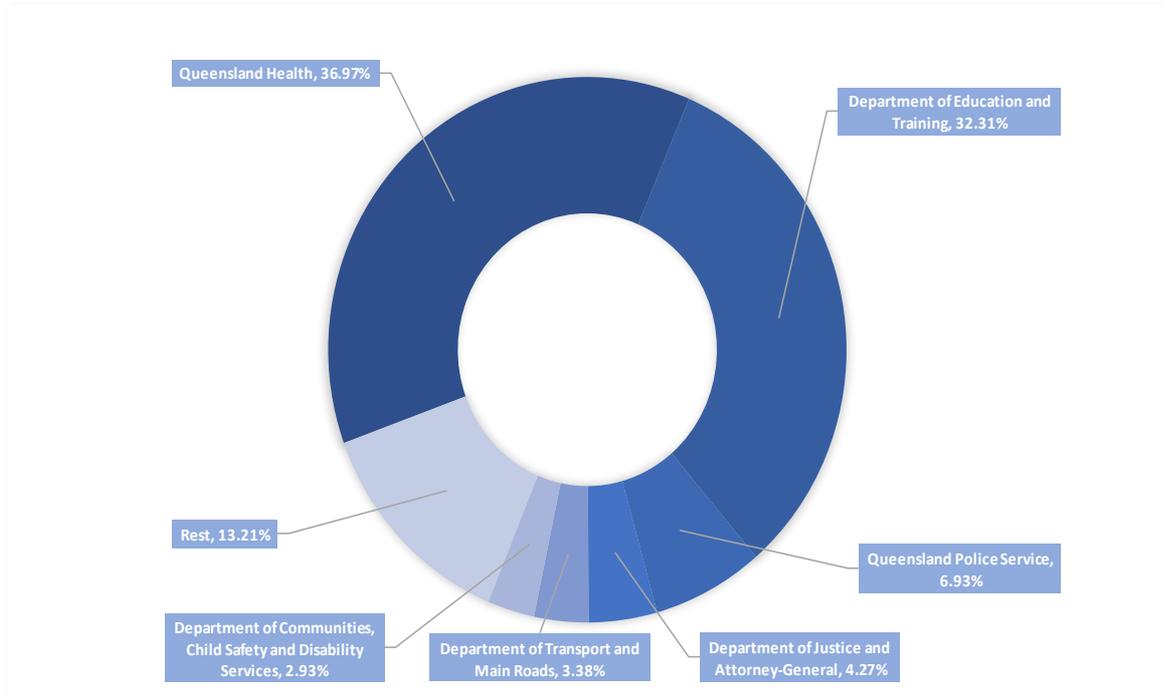


Figure 2: Number of Queensland public sector FTE by large-size agency

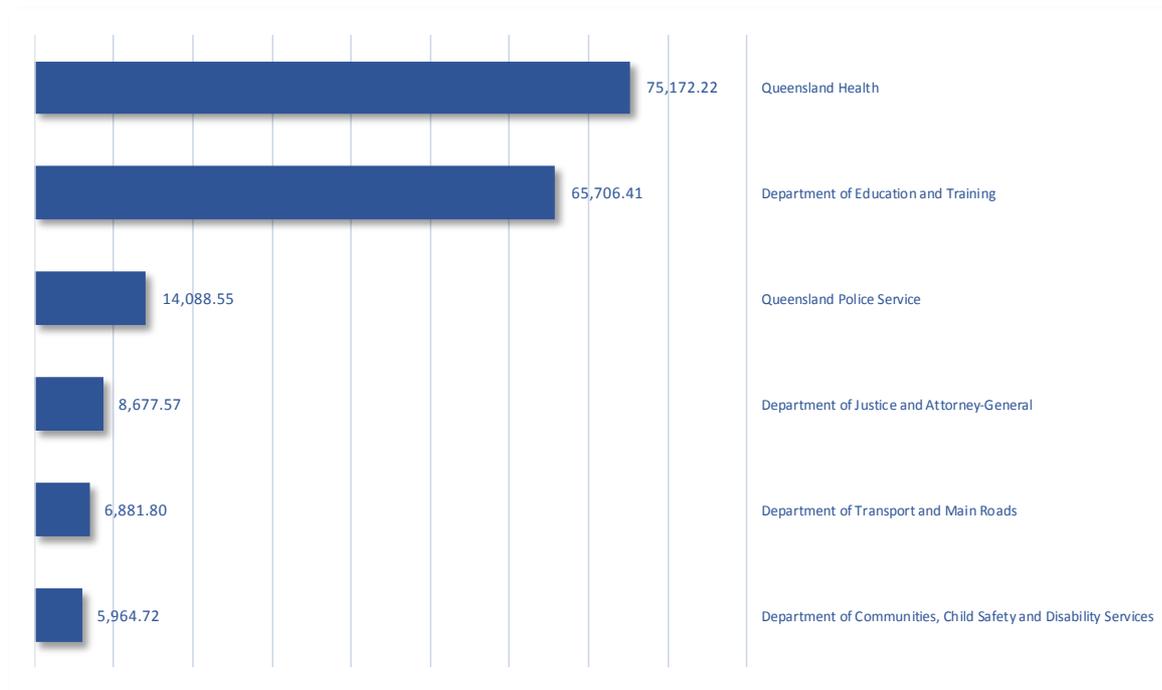


Figure 3: Number of Queensland public sector FTE by mid-size agency

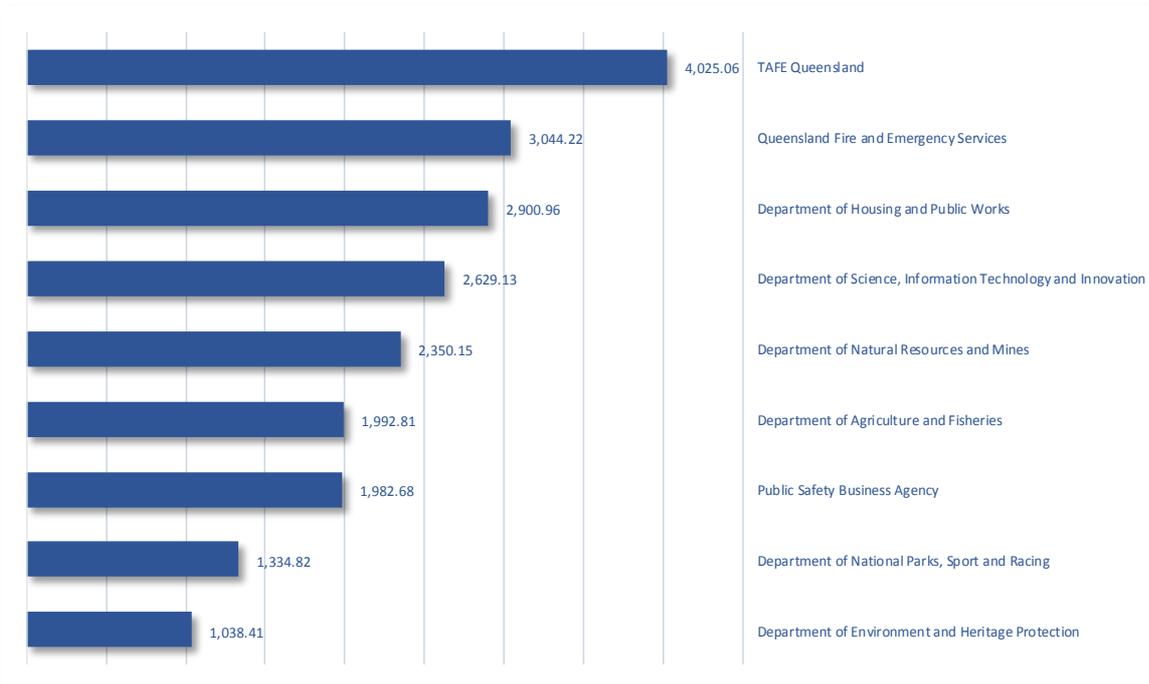


Figure 4: Number of Queensland public sector FTE by small-size agency

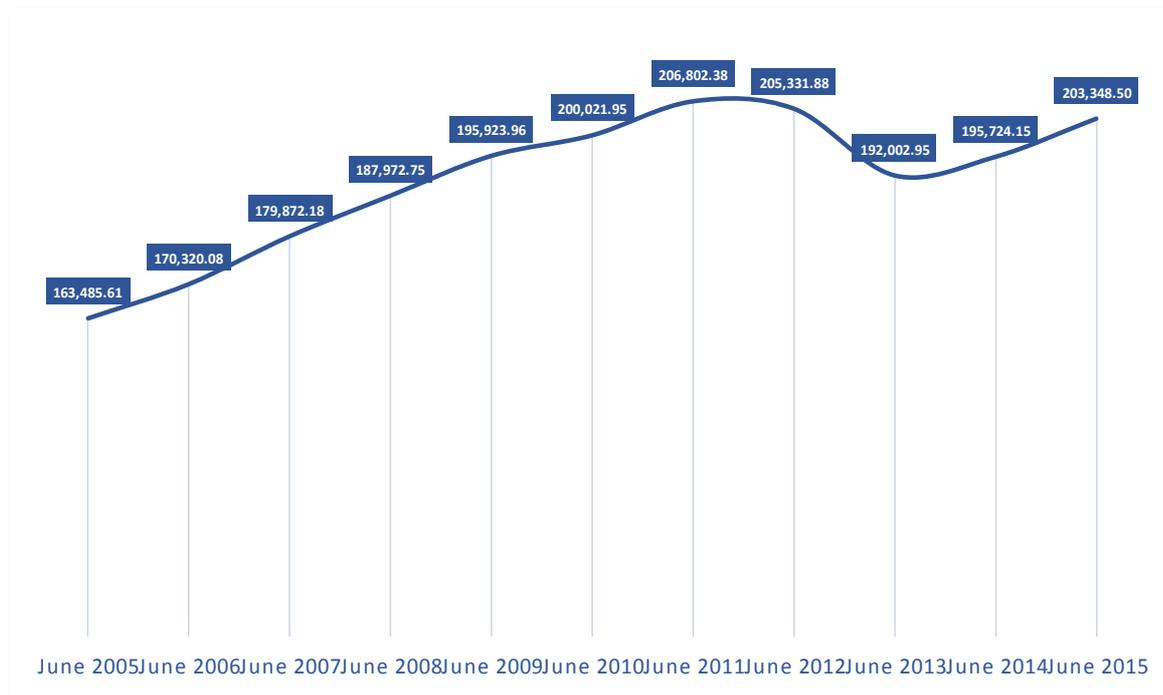


In the 12 months to June 2015, the Queensland public sector has increased in size by 3.90 per cent (7624.35 FTE). Since June 2005, the Queensland public sector increased in size by 24.38 per cent (39,862.89 FTE).

The size of the Queensland public sector workforce decreased for the first time in a decade between June 2011 and June 2013, falling by 14,799.43 FTE (-7.16%) due to the financial repair strategy and natural attrition.

There has been an increase of 5.91 per cent (11,345.55 FTE) in the Queensland public sector workforce between June 2013 and June 2015. The majority of this increase can be attributed to increases in the police, education and healthcare sectors, consistent with policy commitments and additional funding allocations from the federal and state governments.

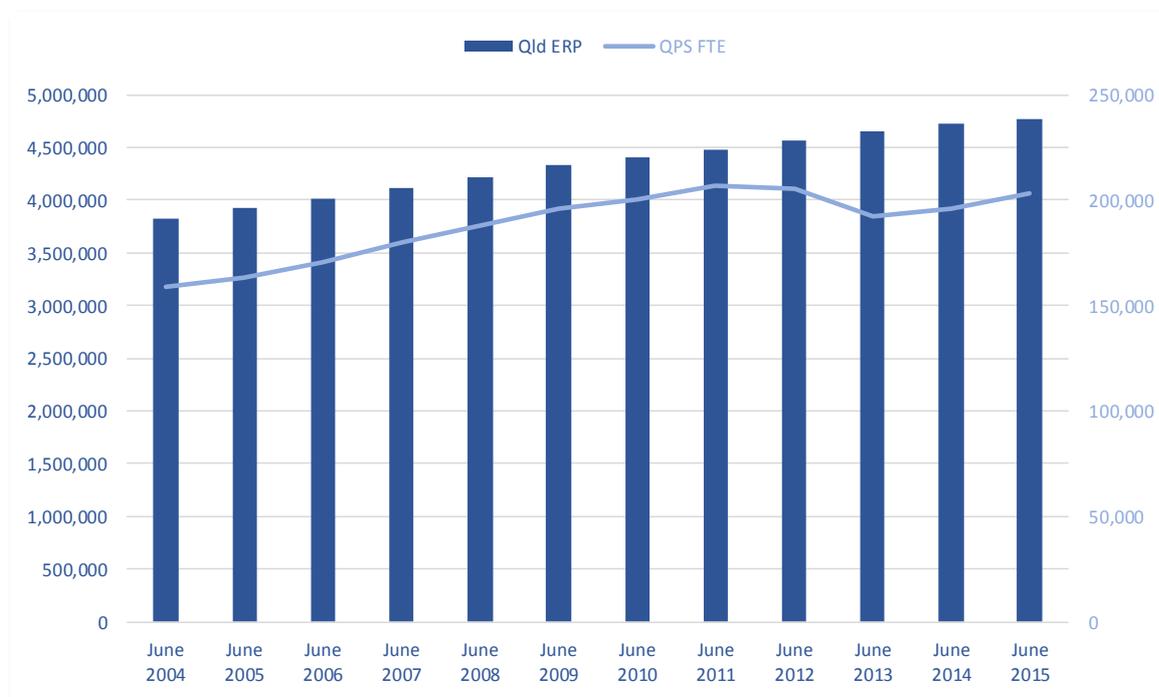
Figure 5: Annual Trend in Queensland public sector FTE



By Queensland estimated resident population

The Queensland estimated resident population (ERP)¹ has steadily grown over the last 10 years. The Queensland public sector FTE experienced a similar growth until June 2011 then declined until June 2013. By June 2014, both the Queensland ERP and Queensland public sector FTE were increasing.

Figure 6: Annual trend in Queensland ERP and Queensland public sector FTE

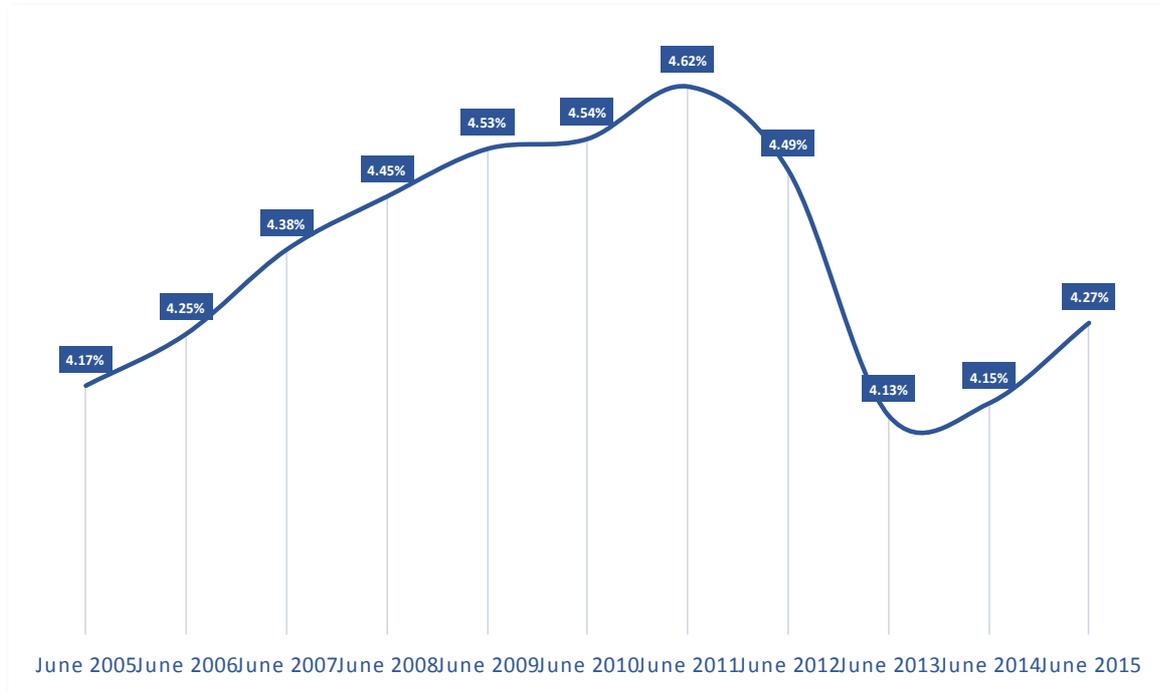


1. In accordance with the Australian Bureau of Statistics (ABS), the official measure of the population of Australia is based on the concept of usual residence. It refers to all people, regardless of nationality, citizenship or legal status, who usually live in Australia, with the exception of foreign diplomatic personnel and their families. It includes usual residents who are overseas for less than 12 months over a 16-month period. It excludes overseas visitors who are in Australia for less than 12 months over a 16-month period. Estimates of the Australian resident population are generated on a quarterly basis by adding natural increase (the excess of births over deaths) and net overseas migration (NOM) occurring during the period to the population at the beginning of each period. This is known as the cohort component method.

The Queensland ERP is based on ABS Cat 3101.0 — Australian Demographic Statistics, Mar 2015, Table 4 — Estimated Resident Population, States and Territories (Number), latest issue released at 11:30 AM (Canberra Time) 24/09/2015, —<<http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/3101.0Mar%202015?OpenDocument>>

The proportion of Queensland public sector FTE to the Queensland ERP was increasing gradually each year to a high of 4.62 per cent to reflect the growth of Queensland ERP until June 2011. It decreased to 4.49 per cent in 2012 then further decreased to a historical low of 4.13 per cent in 2013. The proportion has since increased to 4.27 per cent in 2015.

Figure 7: Annual trend in proportion of Queensland public sector FTE to Queensland ERP



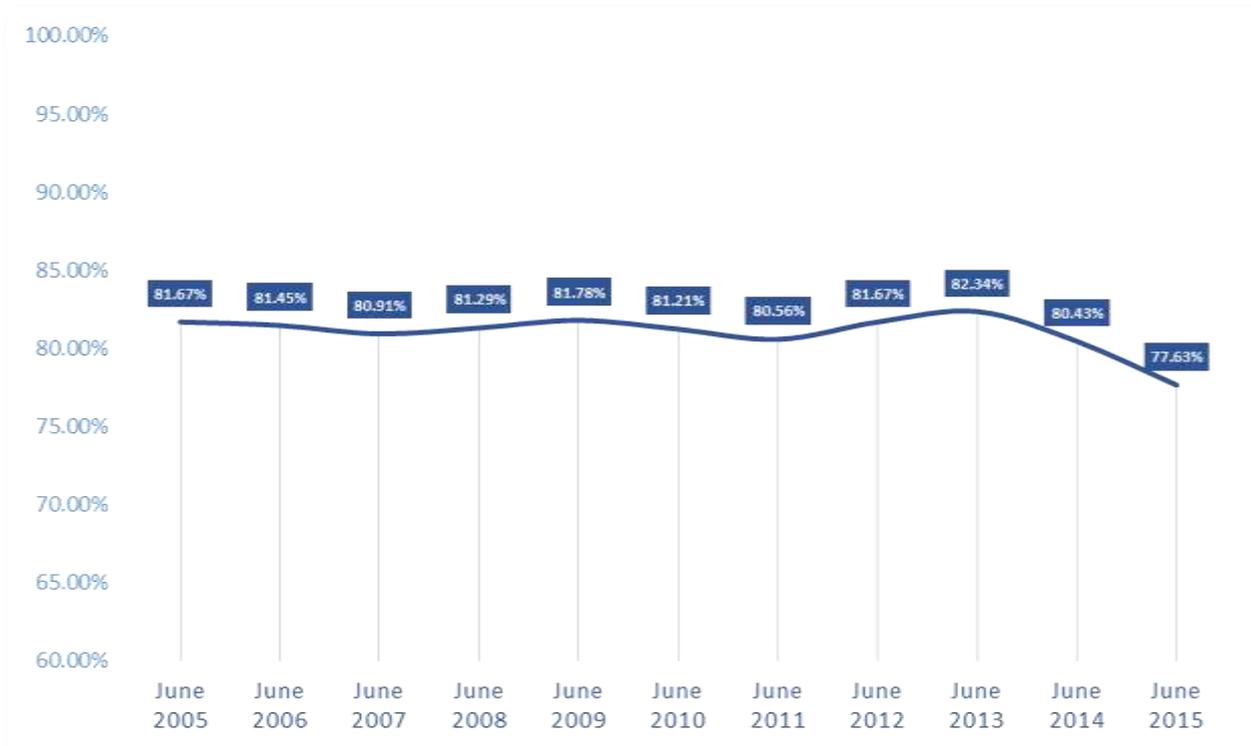
By employment category

Employees can be engaged as permanent, temporary, casual or on a fixed term contract.

The majority of the Queensland public sector workforce is in permanent employment—an average of 81.00 per cent of total Queensland public sector FTE for the past 10 years.

The proportion of permanent employment is slowly trending down over the last 10 years. It has dropped to 80.56 per cent in June 2011, 80.43 per cent in June 2014 and 77.63 per cent in June 2015 which was the lowest proportion of permanent employment of Queensland public sector in a decade.

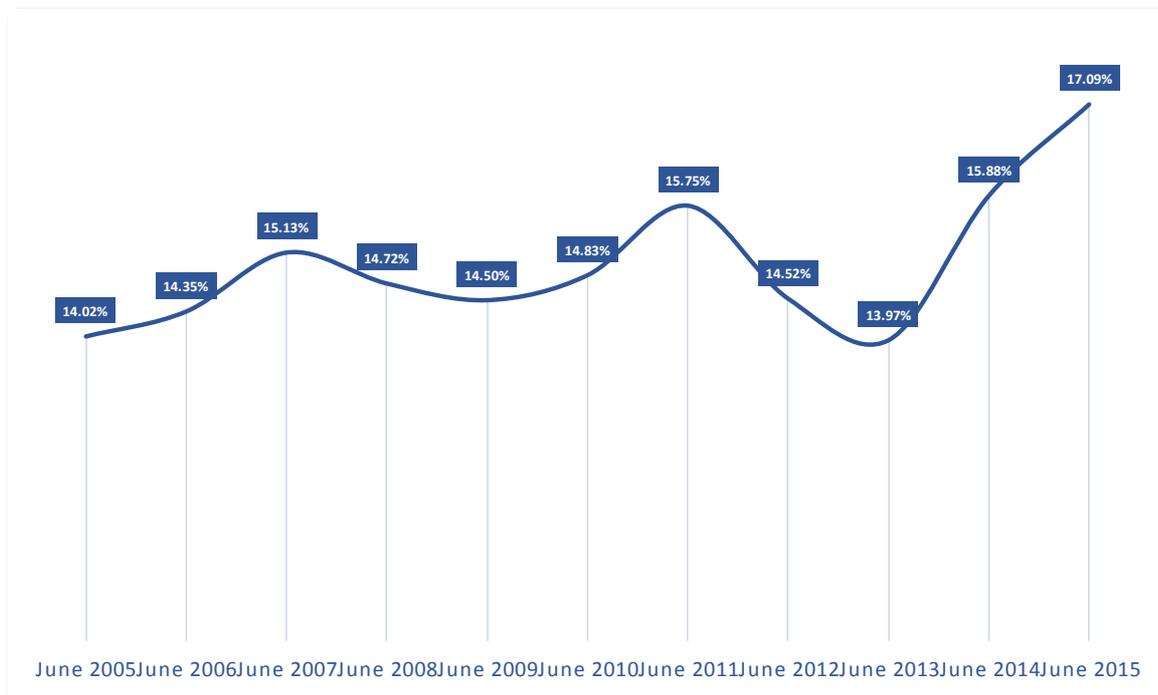
Figure 8: Annual trend in proportion of permanent employment to Queensland public sector FTE



In 2014, the number of contract employment FTE has dropped by 13.54 per cent (217.70 FTE) to a similar level in June 2010. However, the contract employment had a significant increase by 227.59 per cent (3164.62 FTE) in June 2015. This is largely attributed to contract employment including employees on common law and high income guarantee contracts; e.g. doctors, that were on permanent employment prior to June 2014.

The proportion of temporary employment, however, trends up noticeably since June 2005. It makes up 17.09 per cent of Queensland public sector FTE at June 2015 which was the highest proportion over the past 10 years.

Figure 9: Annual trend in proportion of temporary employment to Queensland public sector FTE



There is a trend down in the proportion of casual employment over the past 10 years. It has remained just under 3.00 per cent of the Queensland public sector FTE over the last five years. These last five years have seen the lowest proportions of casual employment in a decade.

Figure 10: Annual trend in proportion of casual employment to Queensland public sector FTE



The proportion of contract employment has dropped 0.86 per cent to 0.69 per cent between June 2005 and June 2010. It climbed to 0.82 per cent the following year then remained fairly stable until 2013. It again declined to 0.74 per cent in 2014 then climbed up to an historical high of 2.24% per cent in 2015.

Figure 11: Annual trend in proportion of contract employment to Queensland public sector FTE



A more detailed look at the changes in employment category distribution of the workforce over the last 10 years can be found in the table below.

Table 2: Annual number of Queensland public sector FTE by employment category

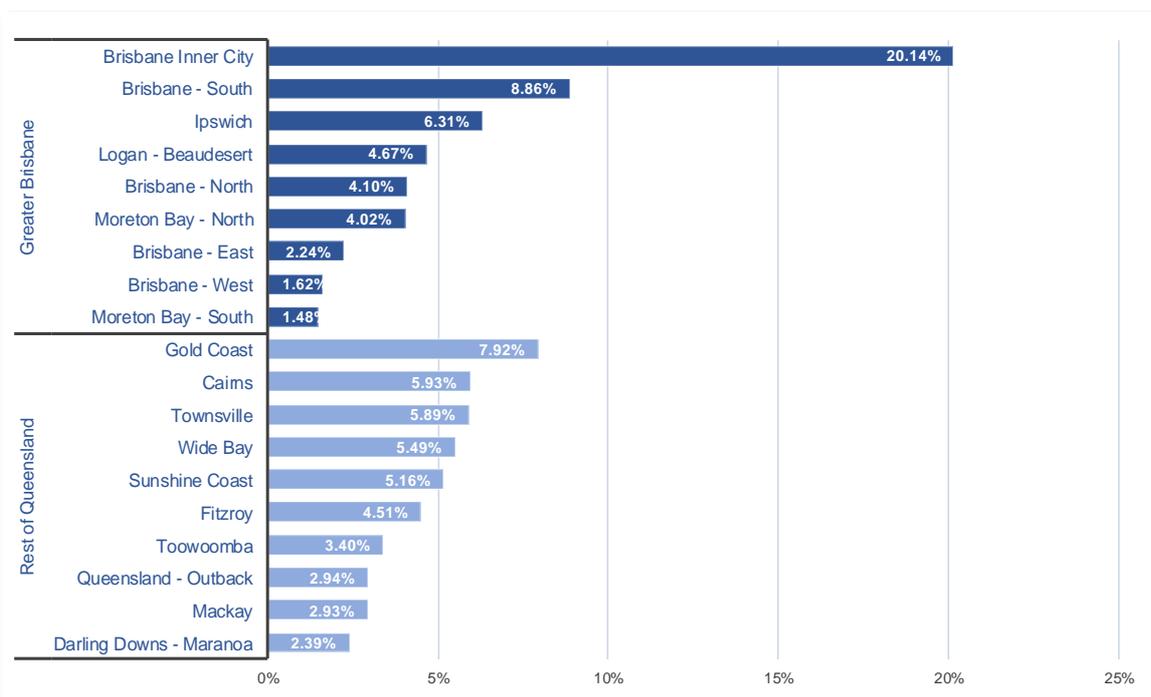
Year	Permanent	Temporary	Casual	Contract	QPS Total
June 2005	133,516.22	22,924.37	5,643.30	1,401.72	163,485.61
June 2006	138,726.73	24,446.20	5,636.69	1,510.46	170,320.08
June 2007	145,527.02	27,212.25	5,729.30	1,403.61	179,872.18
June 2008	152,807.74	27,671.62	6,050.73	1,442.66	187,972.75
June 2009	160,223.27	28,417.26	5,940.59	1,342.84	195,923.96
June 2010	162,431.73	29,659.32	6,558.14	1,372.76	200,021.95
June 2011	166,609.02	32,571.62	5,924.95	1,696.79	206,802.38
June 2012	167,688.81	29,821.43	6,109.00	1,712.64	205,331.88
June 2013	158,098.32	26,825.17	5,471.26	1,608.20	192,002.95
June 2014	157,423.63	31,090.77	5,819.25	1,390.50	195,724.15
June 2015	157,861.67	34,752.38	6,179.33	4,555.12	203,348.50
Variance from 2014 to 2015	438.04	3,661.61	360.08	3,164.62	7,624.35
10 Year Variance	24,345.45	11,828.01	536.03	3,153.40	39,862.89

By geography

Geographic analysis of the Queensland public sector workforce is based on the Greater Capital City Statistical Areas (GCCSAs)² and the Queensland Statistical Area Level 4s (SA4s)³ of the Australian Statistical Geography Standard (ASGS)⁴ which is used by Australian Bureau of Statistics (ABS). There are nine SA4s in Greater Brisbane and 10 SA4s in the remainder of Queensland—a total of 19 SA4s in Queensland.

In June 2015, 20.14 per cent of Queensland public sector employees were located in the Brisbane Inner City Statistical Area of Greater Brisbane, followed by Brisbane—South Statistical Area (8.86 per cent) then Ipswich Statistical Area (6.31 per cent). The Gold Coast Statistical Area has the highest proportion of Queensland public sector employees (7.92 per cent) in the remainder of Queensland.

Figure 12: Proportion of GCCSAs and Queensland SA4s to Queensland public sector FTE



2. GCCSAs represent the socio-economic extent of each of the eight state and territory capital cities. This provides a stable and relevant geographic definition for the release of socio-economic survey data collected only within capital cities as well as other survey data requiring large population output regions. Within each state/territory, the area not defined as being part of the greater capital city is represented by a Rest of State region. GCCSAs are aggregates of Statistical Area Level 4s. The GCCSAs combined with the Rest of State regions cover the whole of Australia without gaps or overlaps and aggregate directly to state/territory.
3. SA4s are in accordance with the ABS ASGS boundaries. Refer to the definitions page at the back of this report for the definition of location and further details. Note that interstate and overseas employees are excluded from the table.
4. The ASGS is a hierarchical classification system of geographical regions and consists of a number of interrelated structures. The ASGS brings all the regions for which the ABS publishes statistics within the one framework and will be used by the ABS for the collection and dissemination of geographically classified statistics from the 1 July 2011. It provides a common framework of statistical geography and enables the production of statistics which are comparable and can be spatially integrated.

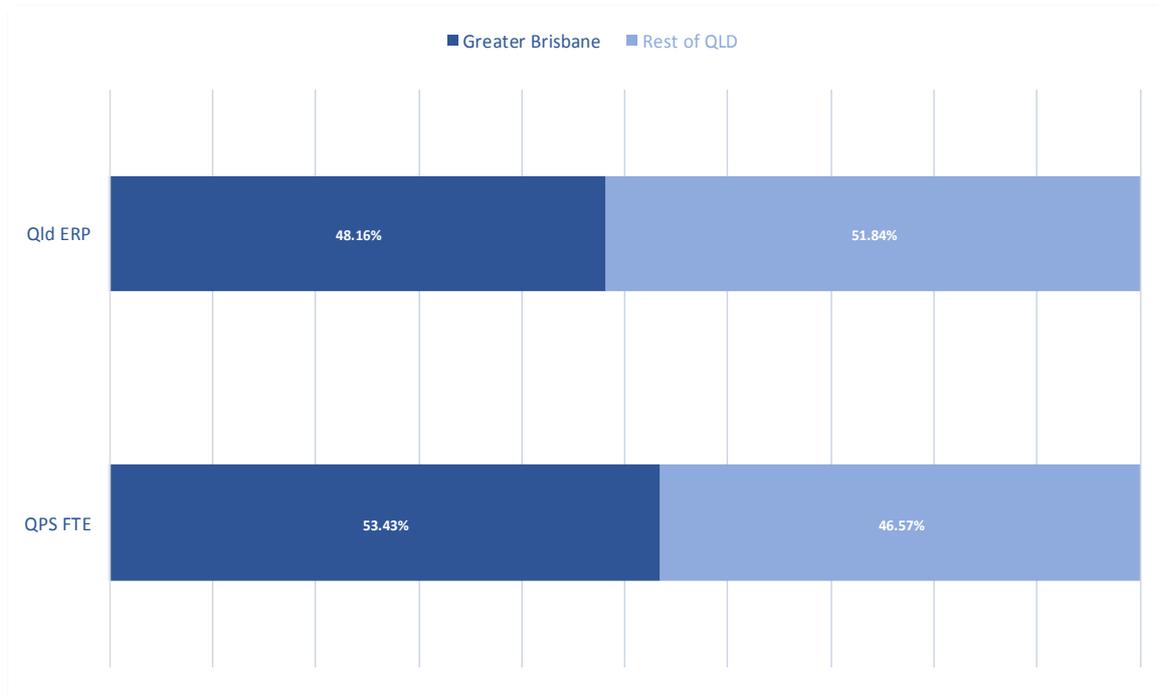
The Queensland regional population is based on ABS Cat 3218.0 — Regional Population Growth, Australia, 2004 to 2014, Table 3: Estimated Resident Population, Statistical Areas Level 2, Queensland, Latest Issue Released at 11:30 AM (Canberra Time) 31/03/2015,

< <http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/3101.0Dec%202014?OpenDocument>>

More than half (108,631.31 FTE) of the Queensland public sector workforce are located in the Greater Brisbane Statistical Area.

This translates to one public servant providing services to every 25.85 Queenslanders in the Greater Brisbane Statistical Area.

Figure 13: Proportion of Greater Capital City Statistical Areas to Queensland public sector FTE and Queensland ERP



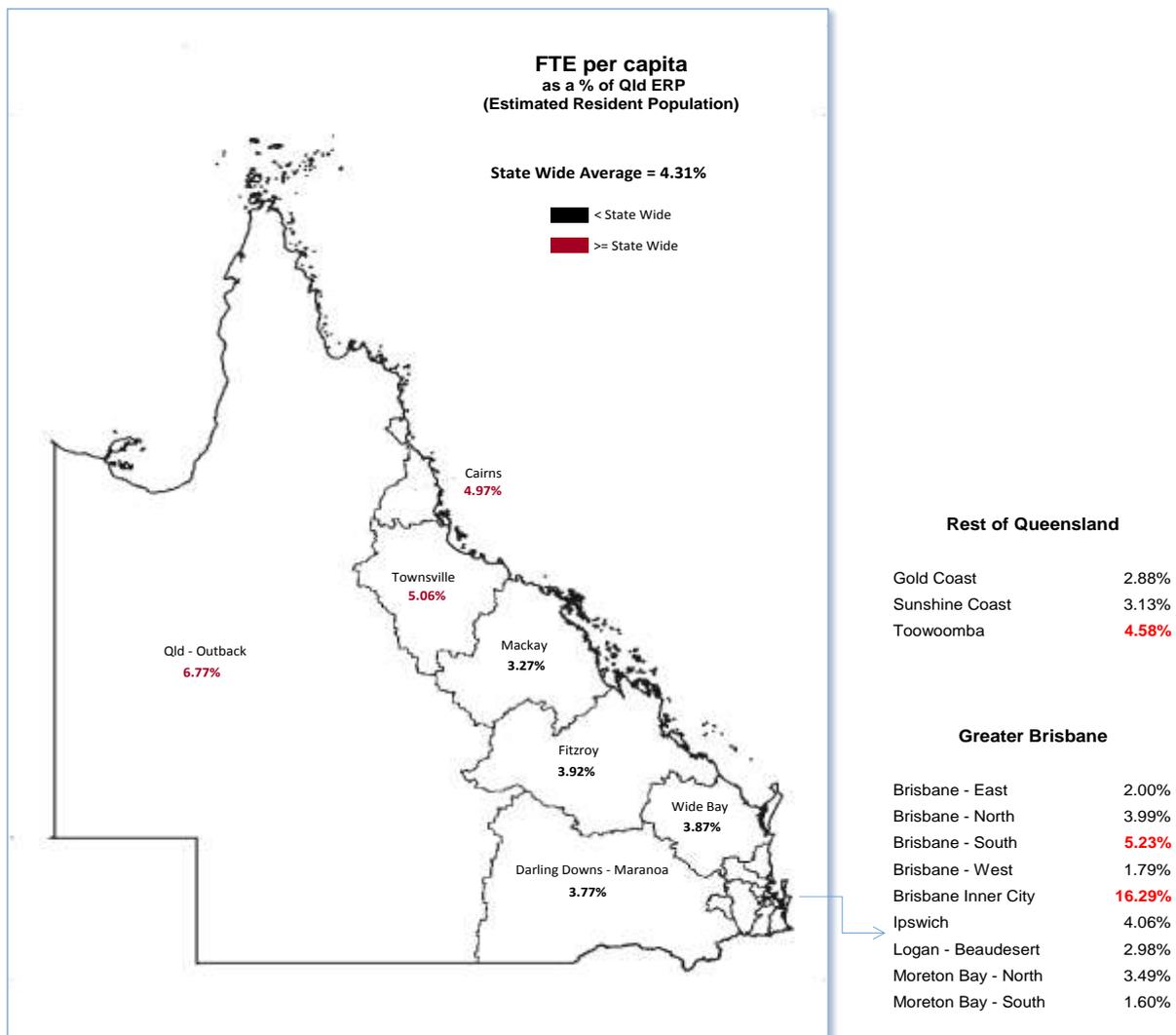
There is an average of four public servants for every hundred people across the state.

In the Greater Brisbane Statistical Area, Brisbane Inner City Statistical Area is the highest density for a public servant hub which is about 16 in every hundred people.

Brisbane – South Statistical Area (5.23 per cent) and Brisbane – North Statistical Area (3.99 per cent) remain the second and third highest respectively.

There are four statistical areas, Queensland – Outback (6.77 per cent), Townsville (5.06 per cent), Cairns (4.97 per cent) and Toowoomba (4.58 per cent) in the remainder of Queensland that have a higher proportion of public service employees to Queensland ERP than the statewide average.

Figure 14: Proportion of Queensland public sector FTE to Queensland ERP by SA4s

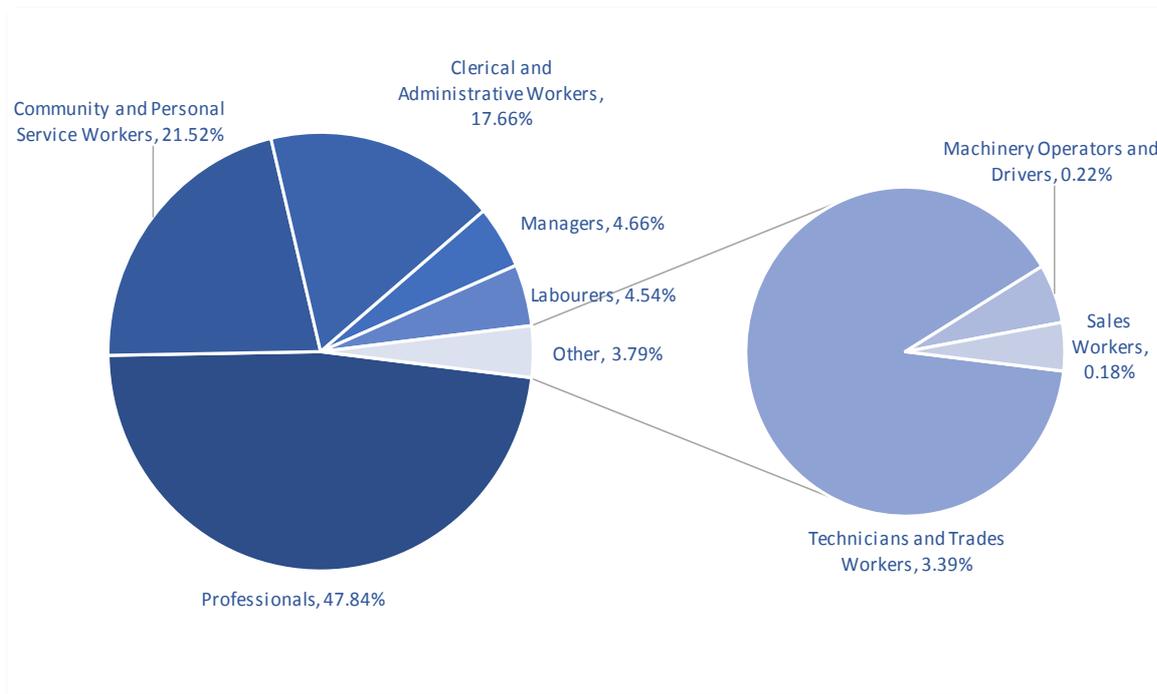


By occupation

An analysis of the Queensland public sector workforce by occupation is based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO) which is widely used by the ABS. There are eight major groups listed in the figure below.

As at June 2015, nearly half (47.84 per cent) of the Queensland public sector are professionals which includes teachers, higher level nurses, health practitioners, and doctors among others. More than a fifth (21.52 per cent) are community and personal service workers which includes police, teacher aides, lower level nurses, operational ambulance officers and fire fighters among others. Nearly a fifth (17.66 per cent) are clerical and administrative workers.

Figure 15: Proportion of ANZSCO to Queensland public sector FTE



By earnings

Employees whose earning is equivalent to an administration officer (AO) AO5 (\$74,613 p.a.–\$81,099 p.a.)⁵ and below represent just over half (53.04 per cent) of the Queensland public sector workforce. Females represent 62.32 Queensland public sector of this group.

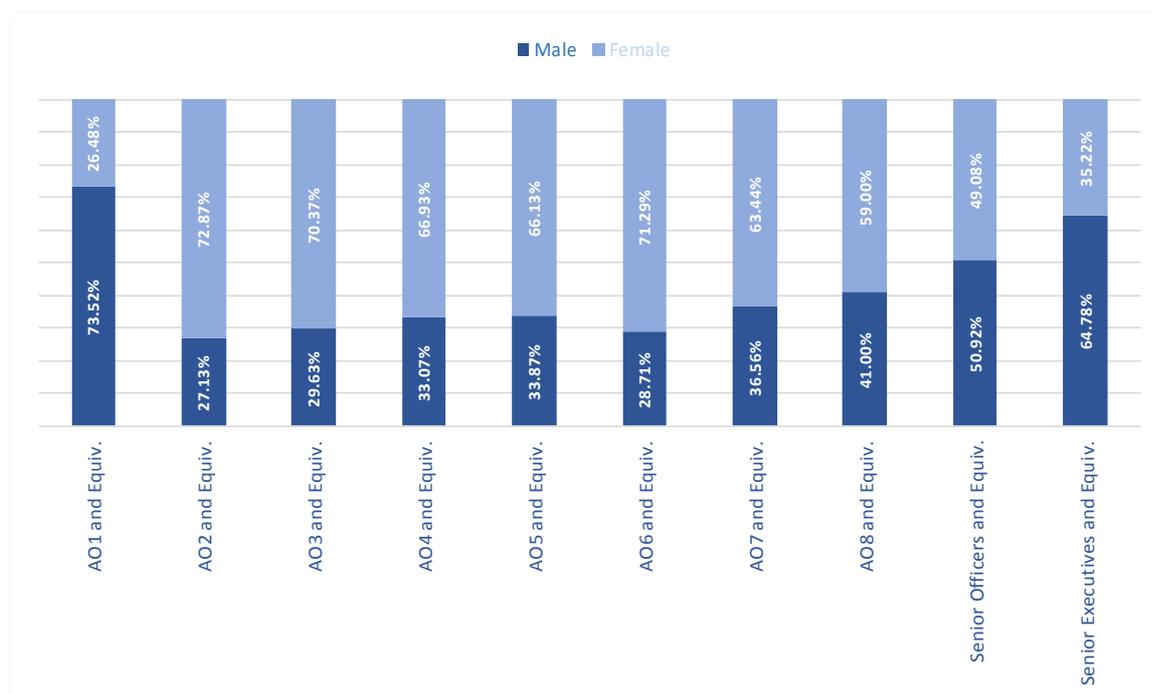
While females and males receive the same salary for the same classification job, the full-time equivalent average annual earnings for females is \$8,969 less than for males. Females are generally in lower paid jobs than males, with nearly 70 per cent of AO2 to AO6 and equivalent roles held by females. This figure decreases to 59.00 per cent in AO8 and equivalent roles, 49.10 per cent in senior officer (SO) and equivalent roles and 35.22 per cent in senior executive service (SES) and equivalent roles.

Women in senior executive and above earning equivalent levels continue to be under-represented.

In summary, women are generally over-represented in the lower earning ranges (except AO1 equivalent) and under-represented in the higher earning ranges.

While each job is at a particular salary classification there is capacity for new appointees to request a higher pay point in the classification level based on their capabilities and experience. Those in senior executive service roles can request a pay point increase based on performance and changes in the role. Further analysis may reveal different pay point outcomes for men and women.

Figure 16: Proportion of gender to Queensland public sector FTE by annual earnings, based on AO equivalent (as if working full-time)



5. In accordance with *Directive 16/13, Directive of the Minister Assisting the Premier: Remuneration for Certain Employees*. Salary schedules can be found <http://www.psc.qld.gov.au/publications/directives/assets/2013-16-Salary-Schedules_11072014.pdf>. The salary band expressed above is based on full-time equivalent salary.

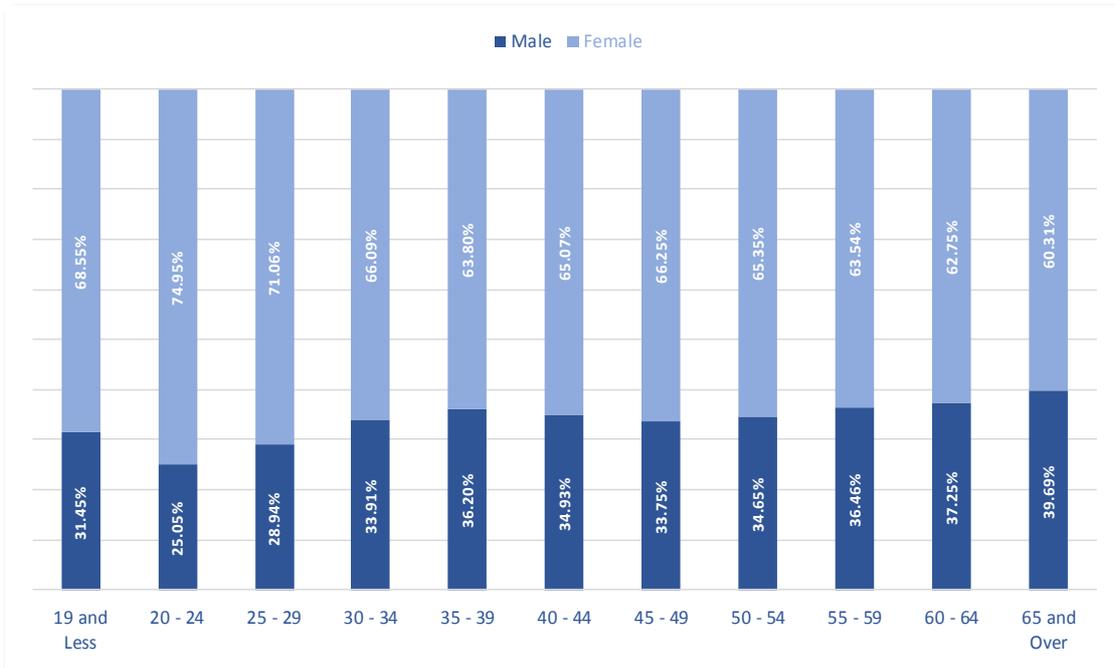
By age

Over a quarter (29.45 per cent) of permanent employees were aged 50 years and over in June 2005. Ten years later, it has increased to over a third (37.14 per cent) of total Queensland public sector workforce. The biggest decrease over the 10-year period is in the aged 19 years and less age bracket with a decrease rate of 51.59 per cent, followed by a 21.01 per cent decrease for those aged 20 to 24 years. It can be seen that overall, the Queensland public sector workforce is aging.

Figure 17: Proportion of age distribution to Queensland public sector permanent employment headcount



Figure 18: Proportion of gender to Queensland public sector permanent employment headcount by age distribution



The average retirement age for permanent employees has continued to increase each year over the past decade. This has ongoing implications for service delivery, recruitment and retention, succession planning and knowledge management, and absence levels.

The average retirement age has increased from a low of 59.97 years in 2005–06 to a high of 61.87 years in 2014–15.

Figure 19: Annual trend in average retirement age of Queensland public sector permanent employment



By diversity

The Queensland public sector is determined to build a culture across our workplace where workforce inclusion and diversity is embraced and fostered as not only the right thing to do but because it makes the best business sense.

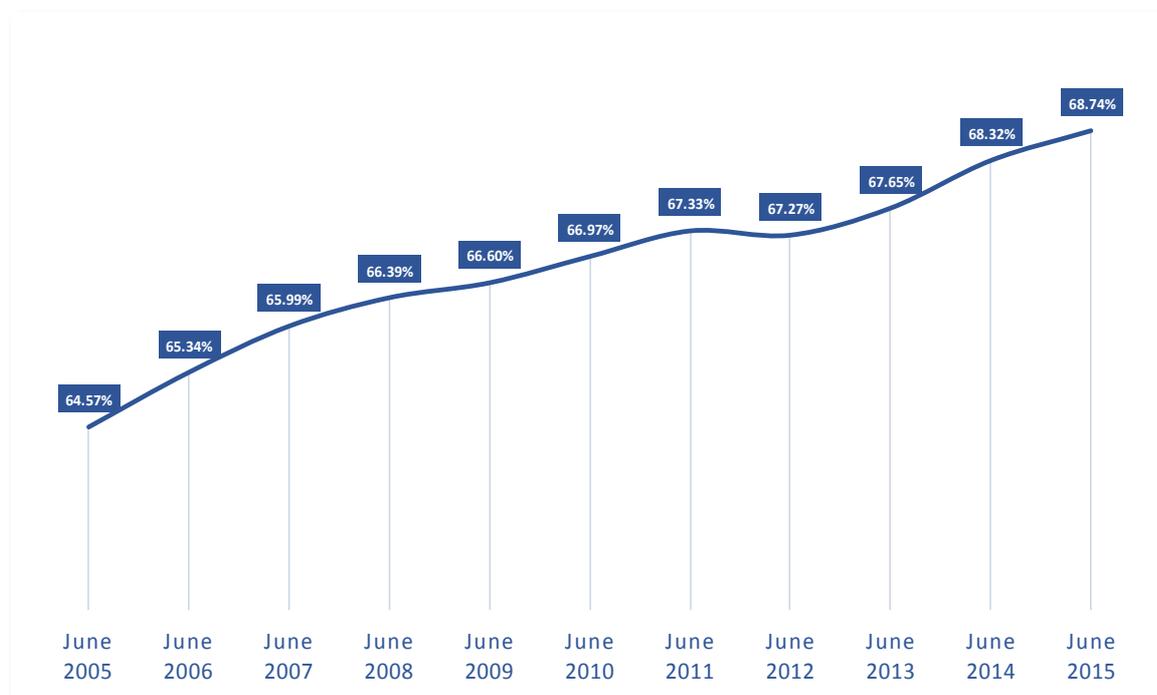
The *Public Service Act 2008*, section 30 (4) identifies four Equality of Employment Opportunity (EEO) target groups for Queensland public sector: Women, Aboriginal and Torres Strait Islander People (also known as Indigenous), people from a non-English speaking background (NESB), and people with disability.

Annual trends on a much wider range of EEO measures are published annually on the PSC website in the report [Inclusion and diversity in the Queensland public sector 2014](#). The next annual report, for 2015, is intended to be published in December 2015.

Females accounted for the majority of Queensland public sector employees—68.74 per cent of total headcount as at June 2015 which is the highest proportion since 2005.

The three largest occupation groups in Queensland public sector—education professionals, health professionals, and carers and aides—have the largest proportion of females in these groups. Together they represent nearly half of the total Queensland public sector headcount (48.02 per cent) and more than three quarters (79.23 per cent) identify as females in these groups.

Figure 20: Annual trend in proportion of females to Queensland public sector headcount

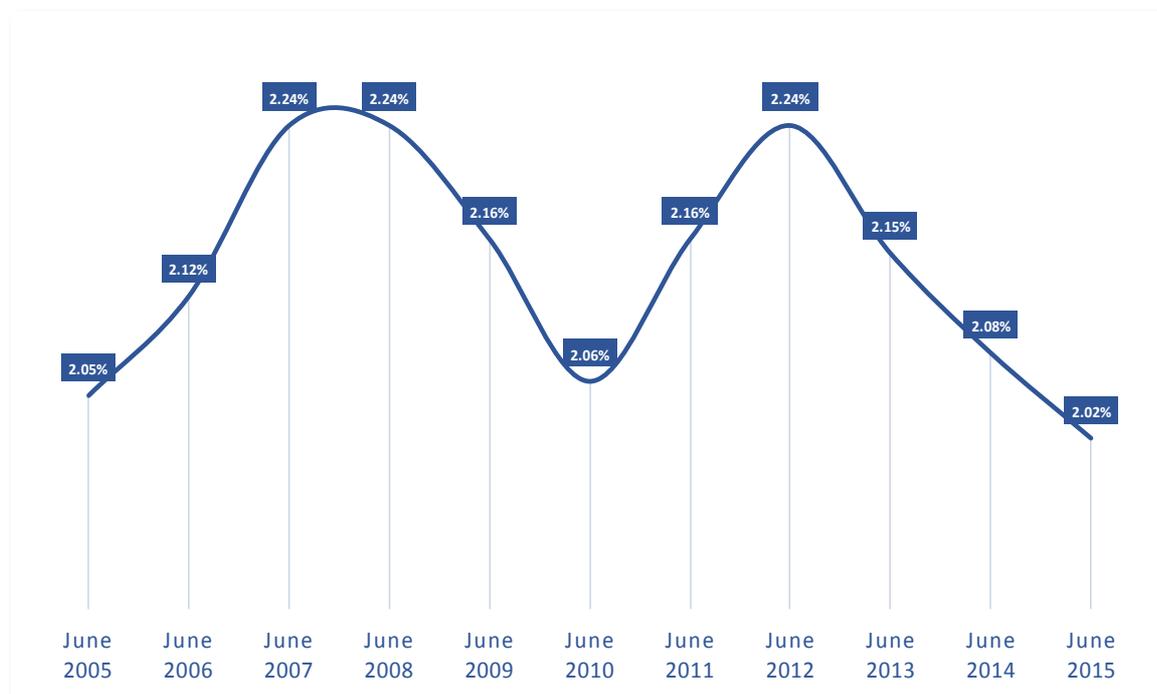


The number of people who identify as Indigenous represents a very small proportion of Queensland public sector workforce and has remained steady over a decade.

Indigenous employees have almost the same average age (44.25 years) to the total Queensland public sector (44 years) and share a similar gender profile to Queensland public sector, with 70.19 per cent of Indigenous employees being female compared with 68.74 per cent across the sector.

The average tenure for Indigenous employees is slightly higher (11.61 years) than the total Queensland public sector workforce (11.30 years). The average annual remuneration for Indigenous employees is \$8,280 lower than the total sector.

Figure 21: Annual trend in proportion of people who identify as Indigenous to Queensland public sector headcount



The proportion of Queensland public sector employees who identify as being from NESB has held firm at just below 9.50 per cent for half a decade.

Although the proportion of NESB employees is relatively small, there is greater representation at the higher salary levels and professional roles than English-speaking background counterparts.

The average annual remuneration for NESB employees is on average \$5,156 higher than the total sector. A total of 56.08 per cent of NESB employees are represented in the professionals group of ANZSCO. Of these NESB employees, close to one in two (46.72 per cent) are health professionals, and more than one in three (35.10 per cent) are education professionals.

Figure 22: Annual trend in proportion of people who identify as being NESB to Queensland public sector headcount



The number of people who identify as having a disability has decreased substantially over the past 10 years. It fell from just below 7.00 per cent to 3.21 per cent which is the lowest level of the time series.

The proportion of people who identify as having a disability in each ANZSCO group is fairly similar. Community and personal service workers and machinery operators and drivers had the lowest proportion represented (2.70 per cent), and the highest proportion represented (4.44 per cent) in technicians and trades workers.

Close to one in three (27.28 per cent) of people who identify as having a disability occupy AO6 and equivalent roles and nearly 1 in 20 (4.73 per cent) are in SO and equivalent or above.

Figure 23: Annual trend in proportion of people who identify as having a disability to Queensland public sector headcount

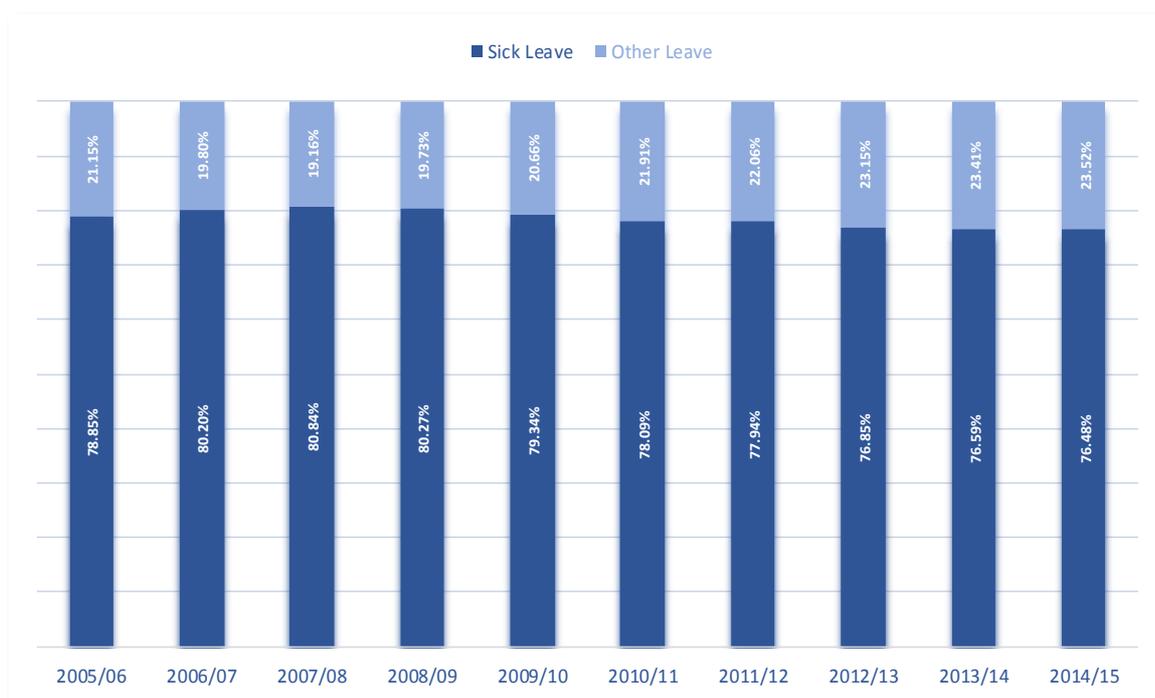


By unscheduled absenteeism

Please note that casual employment has been excluded in this unscheduled absenteeism⁶ section.

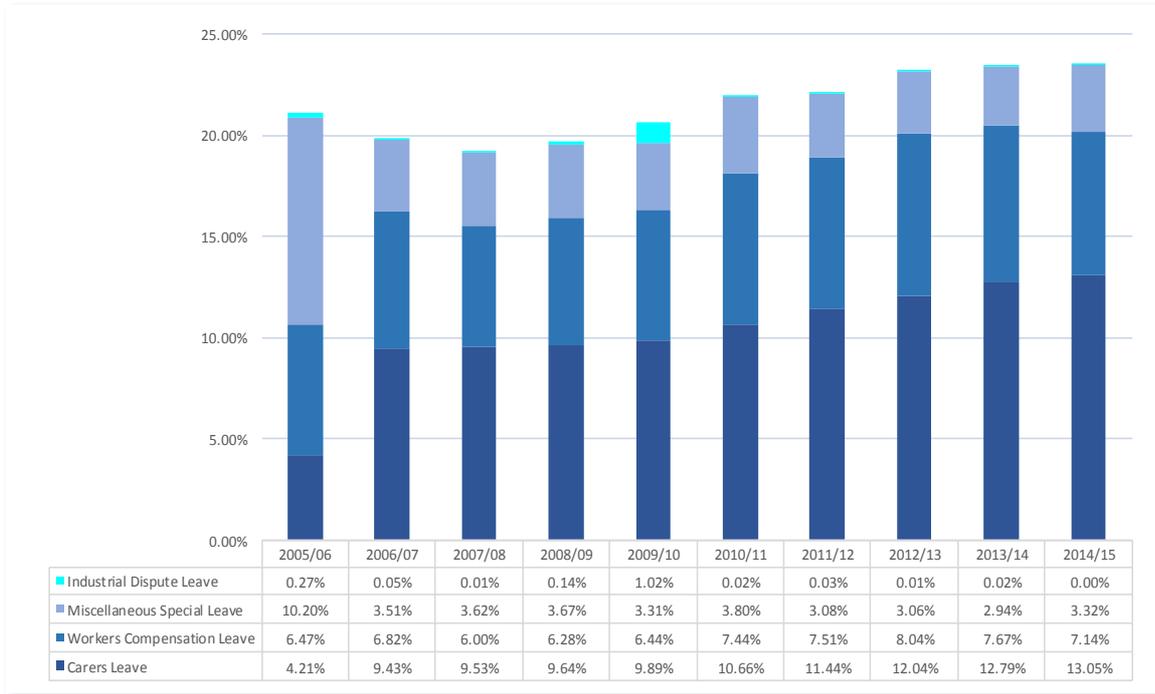
Sick leave currently comprises 76.48 per cent of total unplanned absenteeism, which also includes carers leave, workers compensation leave, miscellaneous special leave and industrial dispute leave.

In 2014–15, sick leave decreased to a 10-year low of 76.48 per cent. In contrast, the carers leave rate climbed steadily each year from 9.43 per cent in 2006–07 to 13.05 per cent in 2014–15. The average carers leave taken is marginally higher for women (1.25 days) than for men (1.11 days) in 2014–15.



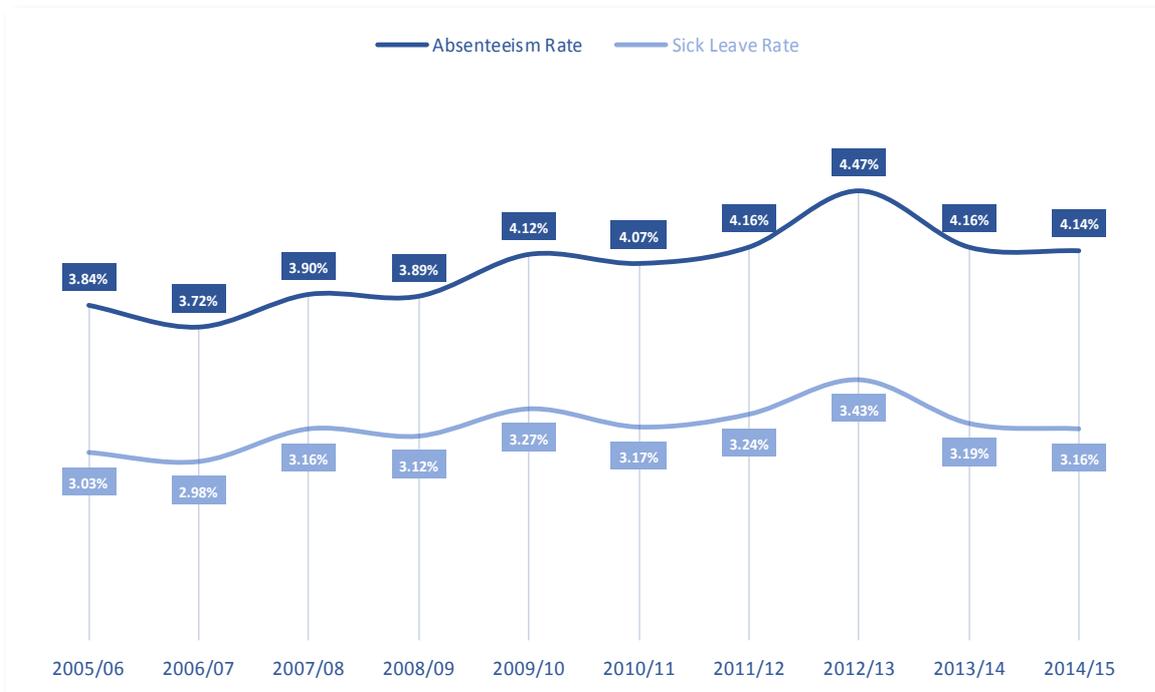
6. There is a three-month lag period of absenteeism leave in the MOHRI data to allow for more complete capture of leave information. As a result, the current quarterly data collected is actually referring to leave taken in the previous quarter. For example, Financial Year 2014-15, relates to leave taken in the 12-month period to 31 March 2015. '2015-Q2' relates to leave taken in the three-month period to 31 March 2015. Further information can be found in the Definition of Terms section in the report under 'Absenteeism'.

Figure 25: Annual trend in proportion of other leave to total absenteeism



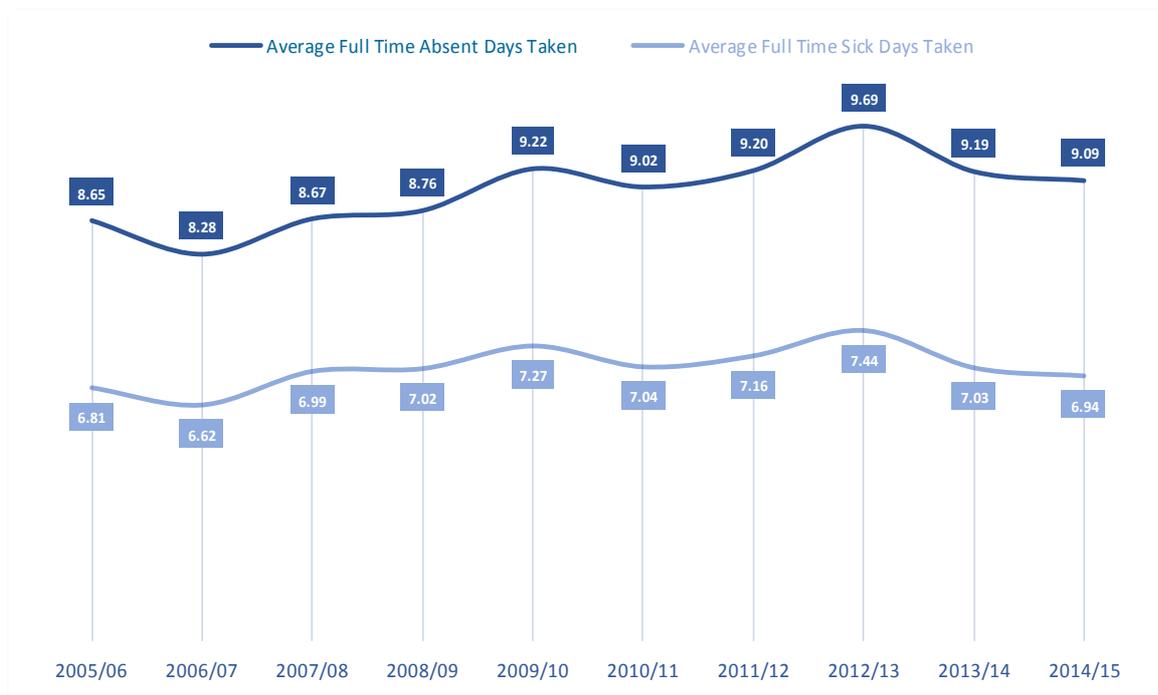
The largest proportion of absenteeism is sick leave and as such the Queensland public sector sick leave rate patterns have an influence on that of the absenteeism rate as a whole.

Figure 26: Annual trend in absenteeism rate and sick leave rate



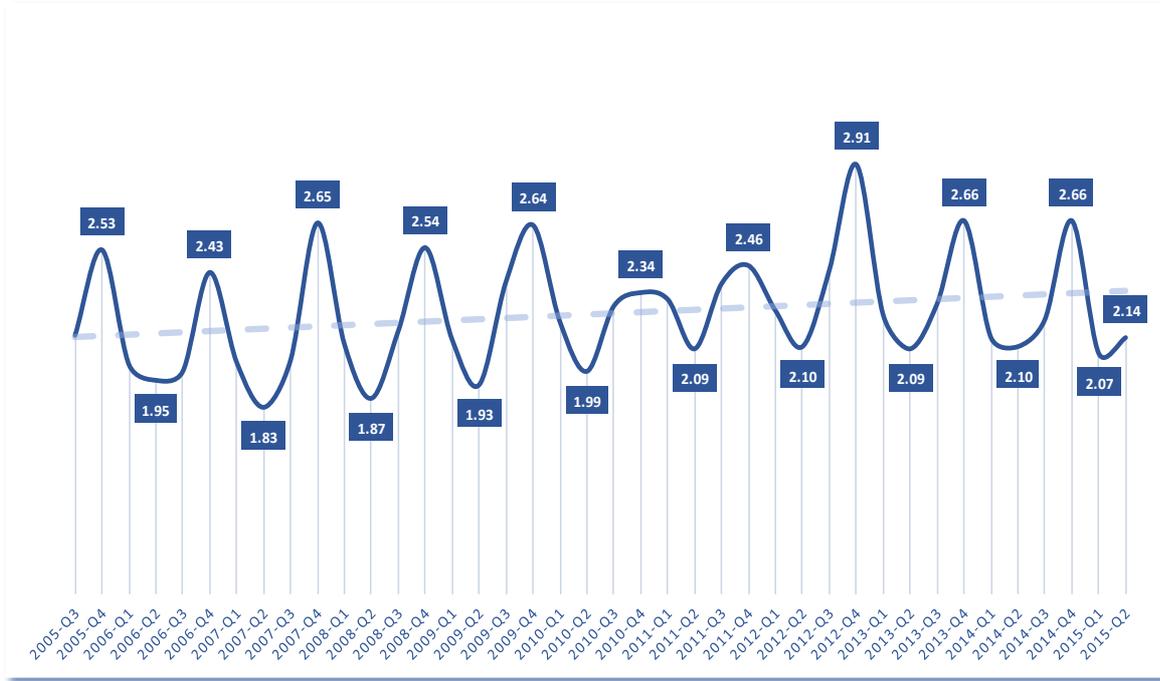
Over the past 10 years, there has been an upward trend in the average absent days taken per employee, peaking at 9.69 days in 2012–13. The subsequent decrease to 9.09 days in 2014–15 returns absenteeism to a similar level as in 2010–11. This trend will continue to be monitored.

Figure 27: Annual trend in average full time absent and sick days taken



It is important to note the seasonal nature of absenteeism. Given sick leave comprises up to about 80 per cent of absenteeism, the seasonal nature of sick leave, e.g. cold and flu season, impacts heavily on absenteeism.

Figure 28: Quarterly trend in average full time absent days taken



Every year for the past 10 years to 2014–15, female employees have had higher absenteeism rates than males. However, the average absent days taken for female employees is consistently lower than the Queensland public sector average for a decade, while male employees are above the Queensland public sector average.

Figure 29: Annual trend in absenteeism rate by gender

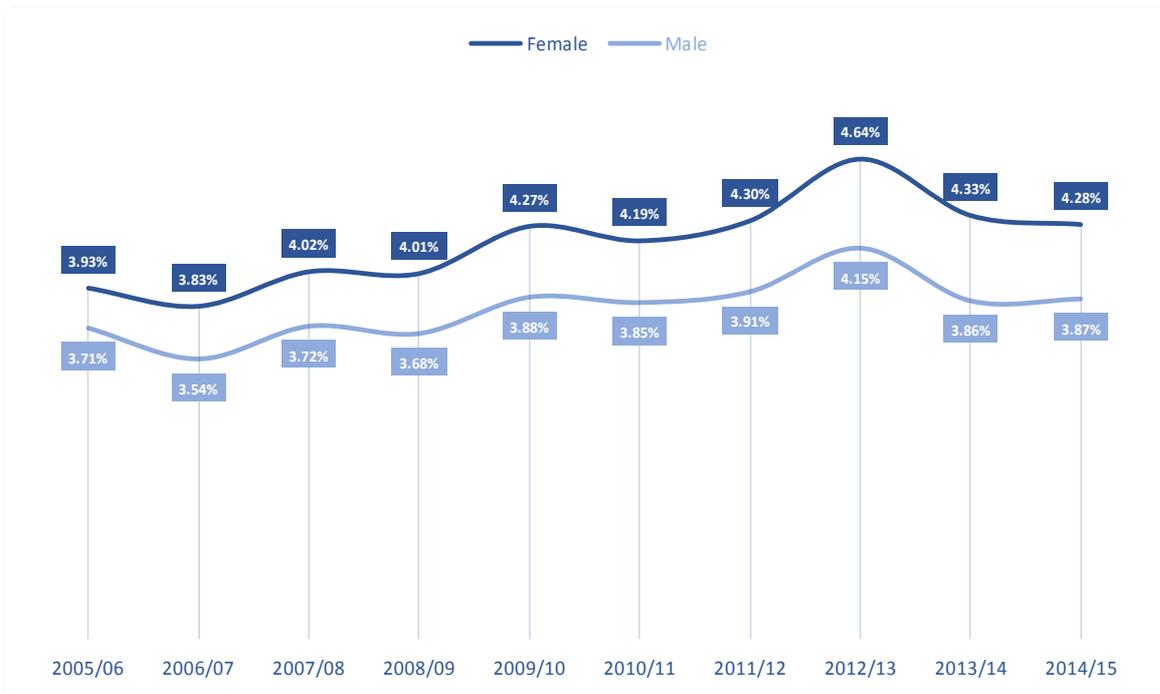
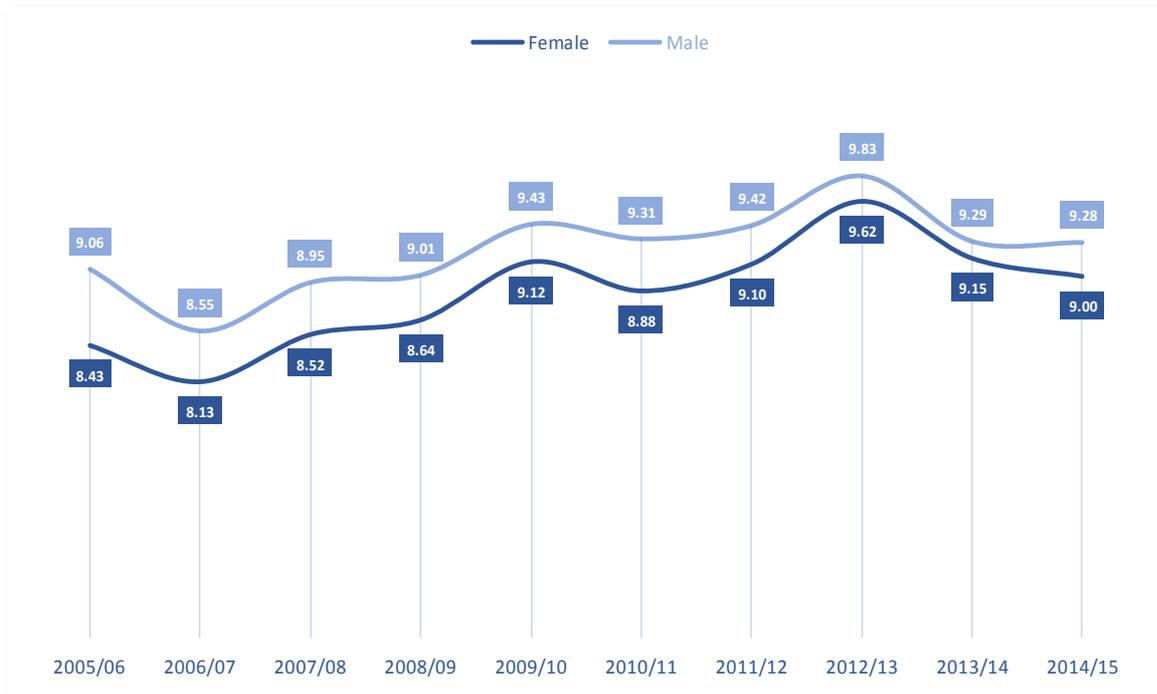


Figure 30: Annual trend in average full time absent days taken by gender



Average absent days taken increases with age and length of service. Not only has the proportion of employees in the mature age groups increased but the average absent days taken by these groups has also increased.

When absenteeism is looked at in terms of five-year age cohorts for 2014-15, the average absent days taken is 3.06 days higher than the Queensland public sector (9.09 days) for those aged 60 to 64 years. It is the highest absenteeism level of all age groups.

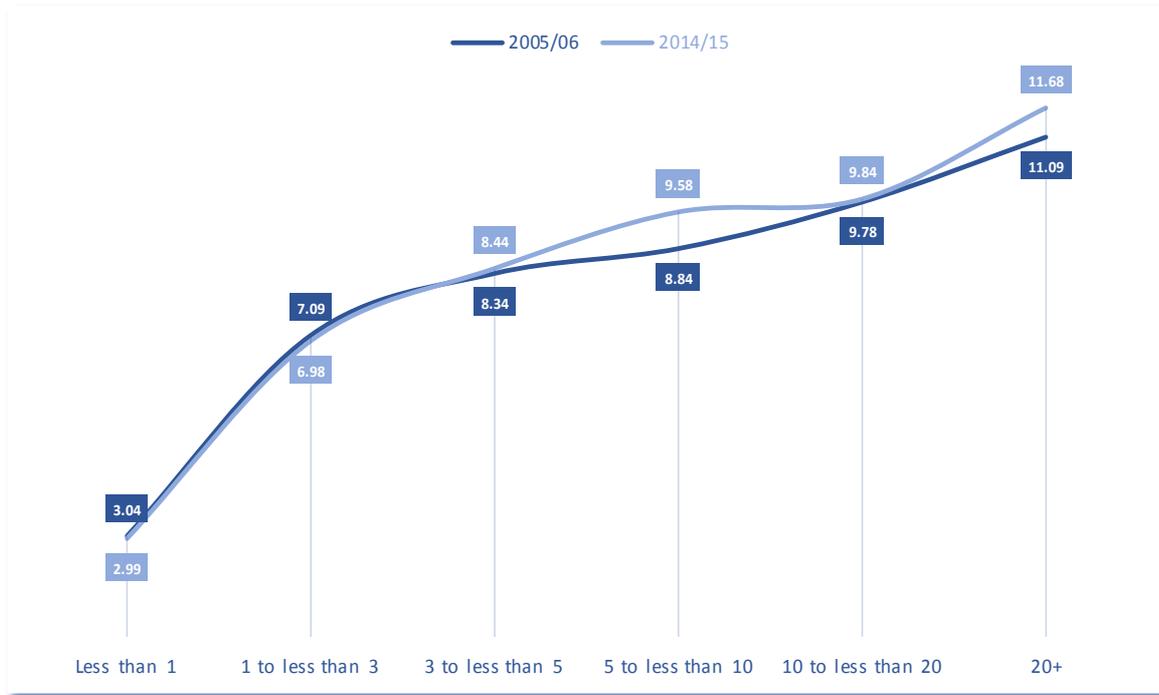
Figure 31: Annual trend in average full time absent days taken by age group



With employees delaying retirement, the years of service is increasing and therefore, so is the total absent days taken.

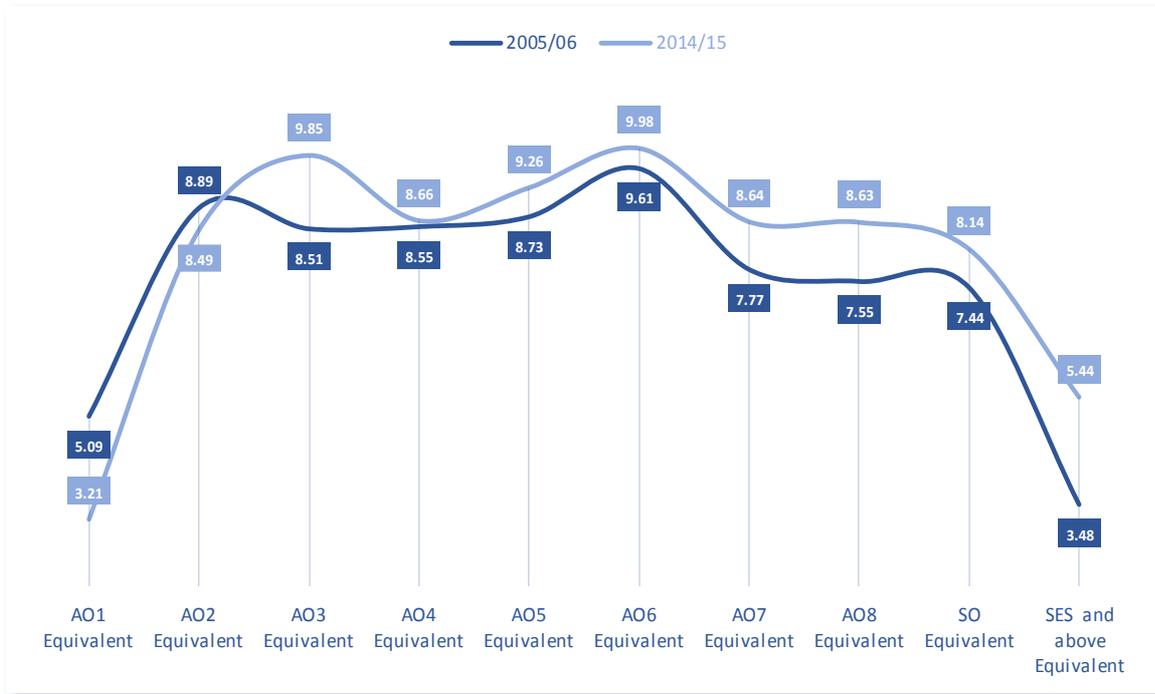
There are only minor differences between a decade ago in the average absent days taken for employees with less than five years of service. For the cohorts 5 to 10 years and greater than 20 years of service, the average absenteeism periods are noticeably higher.

Figure 32: Annual trend in average full time absent days taken by tenure group



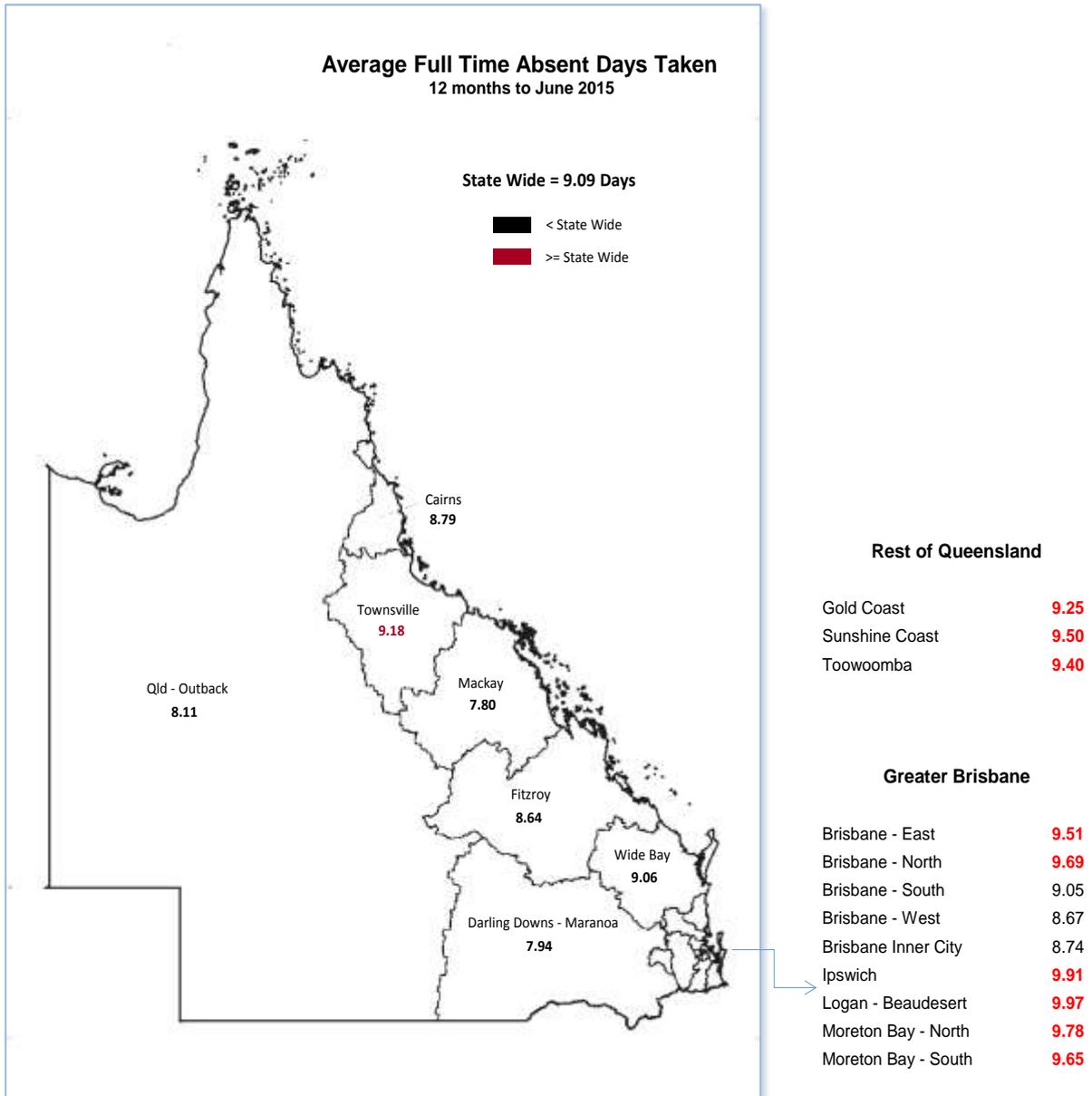
Absentension is generally lower at higher payscales. For example, employees at AO3 to AO6 equivalent levels take more absent days than employees at AO7 and above equivalent salary levels.

Figure 33: Annual trend in average full time absent days taken by salary level, based on AO equivalent (as if working full-time)



The geography breakdown shows the number of absent full-time days was highest in the Logan–Beaudesert Statistical Area and the Ipswich Statistical Area. The Mackay Statistical Area and Darling Downs–Maranoa Statistical Area continue to have lower absence levels.

Figure 34: Average full time absent days taken by Queensland SA4s



By separation

The Queensland public sector separation rate is the percentage of Queensland public sector permanent employees who ceased employment with the sector in a given financial year as a proportion of the permanent workforce.

The total Queensland public sector separation rate for 2014–15 financial year was 5.65 per cent, significantly lower than the past three financial years and back to an average separation rate level for the decade. In the last 12 months, 9837 permanent employees exited the Queensland public sector—6,690 were female (68.01 per cent) and 3,147 were male (31.90 per cent). The proportion by gender of those leaving in the past 12 months remains similar to previous years.

More than half of the separations are attributed to resignation (59.62 per cent) followed by age retirement (24.74 per cent). Early retirement has dropped to 2.63 per cent of total separation this year from 7.12 per cent last financial year.

Between the 2007–08 financial year and the 2010–11 financial year, the separation rate decreased from 6.72 per cent to 5.43 per cent which coincided with the start of the global financial crisis (GFC). Implementation of the voluntary separation program (VSP) and the establishment management program (EMP) had largely contributed to the comparatively high of separation rate in 2011–12 and 2012–13.

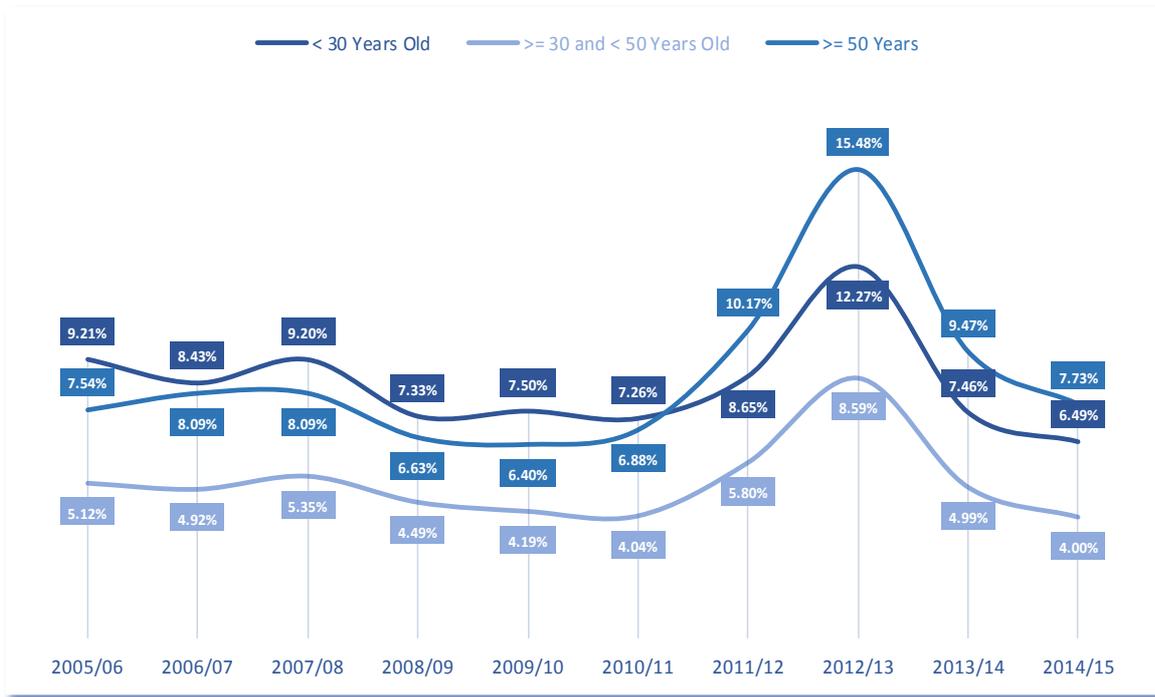
Figure 35: Annual trend in Queensland public sector permanent employment separation rate



Separation rates can differ by age group. The figure below sets out the separation trends for three major age groups (under 30 years; 30 years to less than 50 years; 50 years and over) as a proportion of their demographic groups.

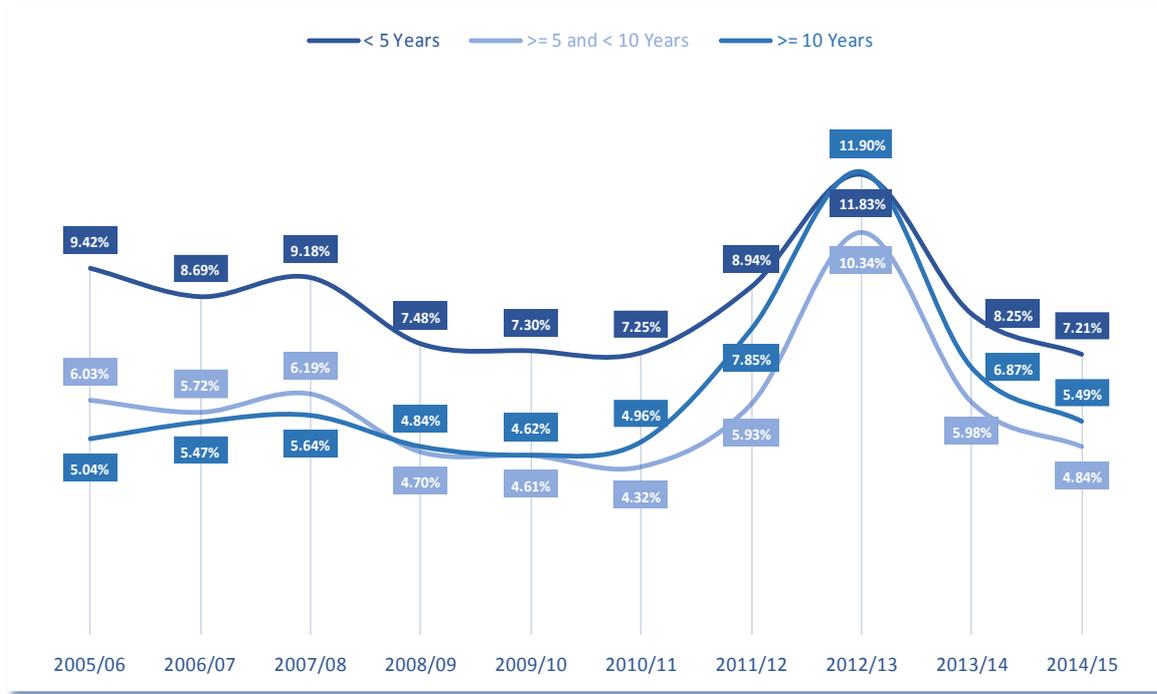
Each age group mirrors the overall trend whilst the 50 years and over age group was more likely to leave the Queensland public sector than other age groups. However, the less than 30 years age group reversed this pattern prior to 2011–12 financial year. In particular, the separation rate for age group 30 years to less than 50 years was consistently lower than overall Queensland public sector separation rate for a decade.

Figure 36: Annual trend in Queensland public sector permanent employment separation rate by age distribution



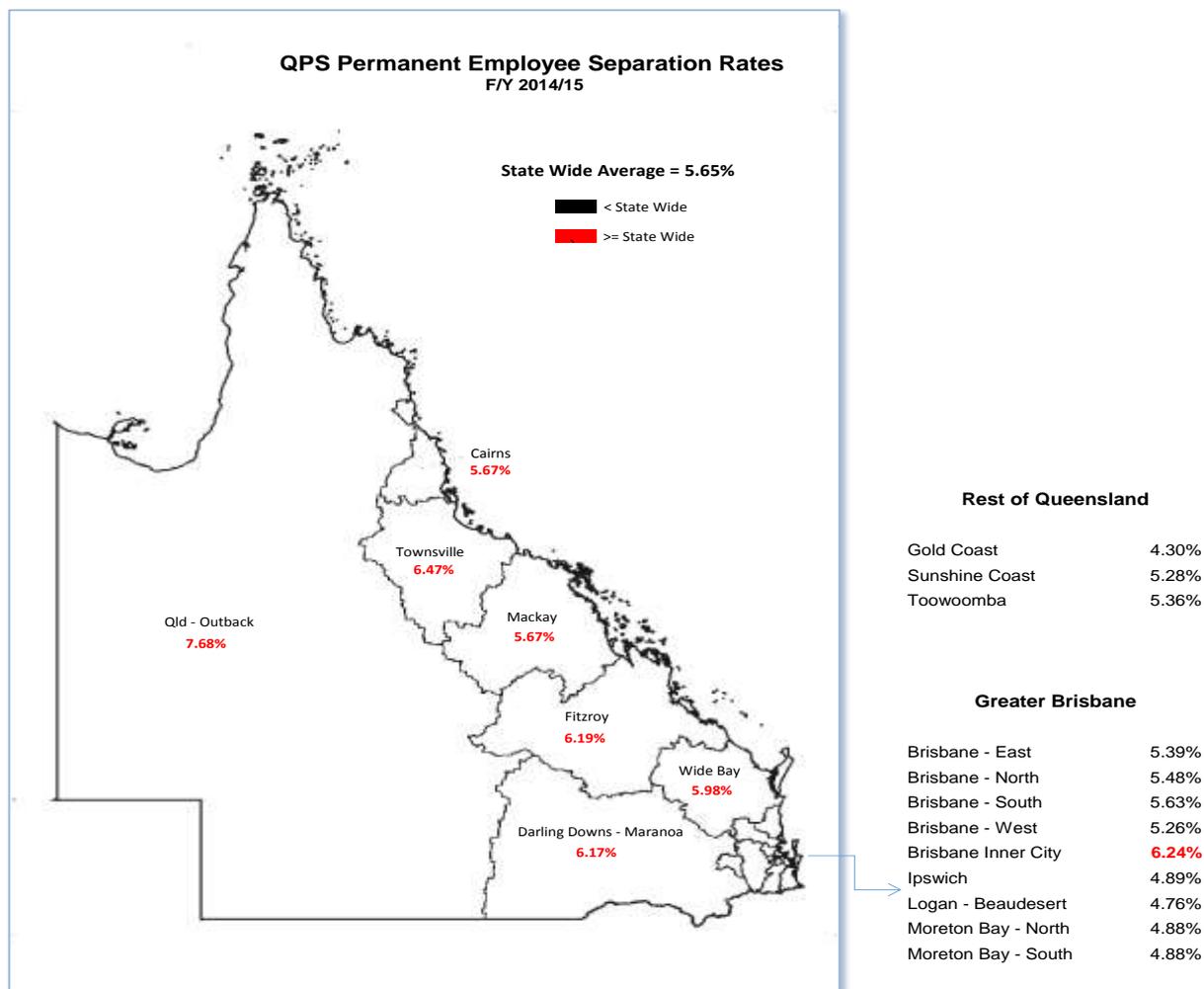
Permanent employees who have worked for less than five years in the Queensland public sector are generally more likely to leave than people with longer tenure. The separation rates for this tenure group were consistently an average of 1.80 per cent higher than the Queensland public sector separation rate.

Figure 37: Annual trend for separation rates in Queensland public sector permanent employment by tenure group



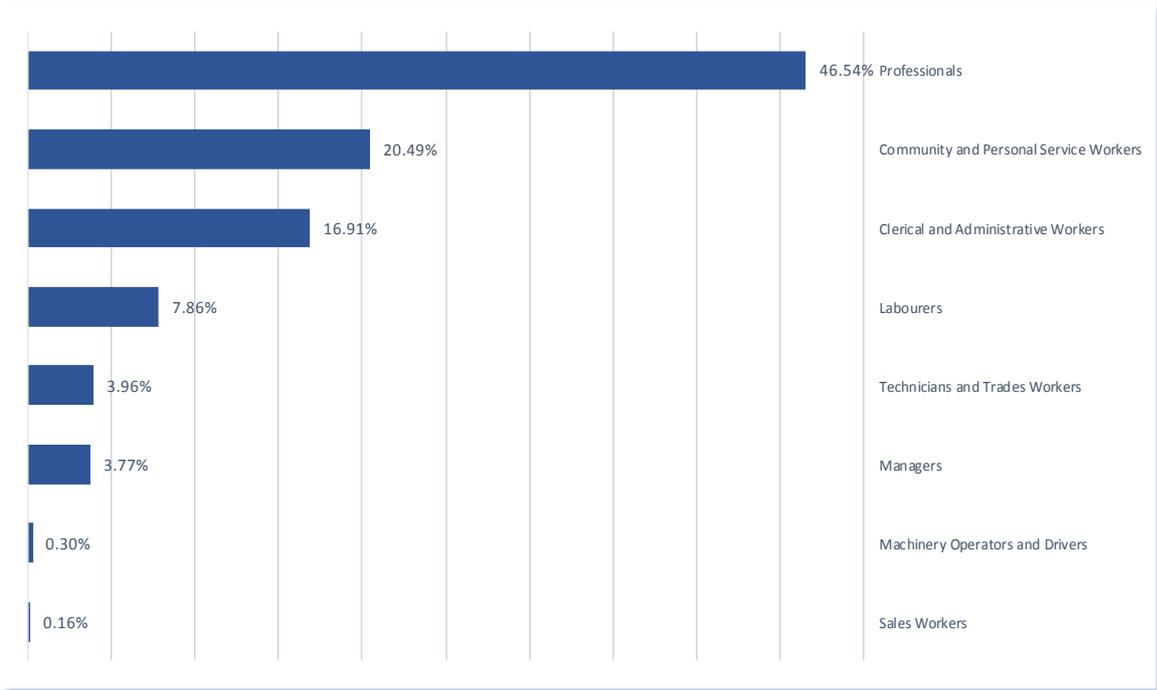
Historically, employees in the north and western parts of the state have a high recorded rate of separation. The Queensland Statistical Divisions breakdown shows the highest Queensland public sector separation rate for the 12 months to June 2015 was from the Queensland – Outback statistical area (7.68 per cent) followed by Townsville statistical area (6.47 per cent). The area with the lowest Queensland public sector separation rate for the year was Gold Coast statistical area (4.30 per cent).

Figure 38: Annual Queensland public sector permanent employee separation rates by SA4s



Looking at ANZSCO major groups, close to half (46.54 per cent) of all separations in 2014–15 was from the professionals group for the year. The Queensland public sector separation from the midwifery and nursing professionals and school teachers are the largest proportion in this group.

Figure 39: Proportion of Queensland public sector permanent employee separation number by ANZSCO



Definitions of terms

Term	Definition/notes
Absenteeism	<p>Includes sick leave, miscellaneous special leave, and leave to claim workers' compensation, carers' leave and time absent due to industrial disputes.</p> <p>Excludes casual employees.</p> <p>Average absent full-time days taken per employee is derived from the total number of hours absent divided by the prescribed award hours per day for each employee. This is shown as an annual figure for agencies.</p> <p>There is a three month time lag in the collection period to allow the data to settle (e.g. data reported for the 2014–15 financial year represents leave taken in 12-month period to 31 March 2015).</p>
Age groups	<p>5-year age cohorts, namely:</p> <ul style="list-style-type: none"> • 19 and less • 20–24 years • 25–29 years • 30–34 years • 35–39 years • 40–44 years • 45–49 years • 50–54 years • 55–59 years • 60–64 years • 65 and over <p>The cohorts may be rolled up to three wider groups, namely less than 30 years, 30-50 years and 50 years and over.</p>
AO equivalent salary (FTE)	<p>Administration Officer (AO) equivalent salary (FTE) is based on two factors:</p> <p>(1) Full-time equivalent (FTE) salaries are based on all employees working their full-time hours and receiving their full-time salary in terms of the relevant award/enterprise bargaining agreement irrespective of the actual hours an employee works.</p> <p>(2) FTE salaries for all employees are grouped according to the salary ranges for each AO classification under the State Government Certified Agreement 2009 (refer to Directive 16/13, http://www.psc.qld.gov.au/publications/directives/assets/2013-16-Remuneration-for-Certain-Employees.pdf and page 30 of the Queensland Public Service Award – State 2012 Administrative Stream salary schedule at http://www.psc.qld.gov.au/publications/directives/assets/2013-16-Salary-Schedules_11072014.pdf), the salary ranges prescribed for the SO classifications and the classifications equal to and above SES as prescribed by Directives 14/2013 and 12/2013 respectively (refer to http://www.psc.qld.gov.au/publications/directives/assets/2013-14-Senior%20Officers_Employment_Conditions_superseded.pdf and http://www.psc.qld.gov.au/publications/directives/assets/2013-12-SES_Employment_Conditions_superseded.pdf).</p> <p>Note, this reflects the situation as at the end of the June 2015 quarter, although these Directives, 14/13 and 12/13, have subsequently been superseded.</p>
Annual salary (FTE)	<p>Full-time equivalent (FTE) salaries are based on employees working their full-time hours and receiving their full-time salary in terms of the relevant award/enterprise bargaining agreement irrespective of the actual hours an employee works.</p> <p>Information on salary is collected as at the snapshot date and is extrapolated over a 12-month period.</p>
ANZSCO	ANZSCO (Australian and New Zealand Standard Classification of Occupations) is an

(Occupation coding)	industry standard coding system that attributes a six-digit code to a position to describe the occupation being performed. This report contains information at the highest summary level.
Appointment type	Either permanent, temporary, casual or contract (refer to specific definitions for each term).
Average age	Mean age of all employees.
Average age of retirement	Mean age of permanent employees aged 55 years or older who exited from the financial year. Excludes interagency changes such as machinery-of-government movements and mobility movements.
Casual employment	<p>Casual employees are not permanent employees and normally work less than full-time hours as prescribed by the applicable industrial instrument. Casual employment attracts the payment of a loading (as prescribed by the applicable industrial instrument) in lieu of sick and recreation leave.</p> <p>Casual employment is characterised by its ad hoc nature with each engagement standing alone. However, because of historical factors there are instances where employees have been employed as casuals on a regular and systematic basis over a long period of time. This is normally not within the strict definition of the term and many such employees should be properly classified as permanent employees.</p> <p>The difference between casual employment and temporary employment is that casual employment attracts the loading in lieu of sick and recreation leave whereas temporaries will generally receive the same entitlements as permanent employees.</p>
Contract employees	Includes employees of the senior executive service (SES) and the chief executive officer (CEO) service and those employed under Section 122 of the <i>Public Service Act 2008</i> or similar legislation in other relevant Acts.
Disability	Those employees who have identified themselves as people with a physical, sensory, intellectual or psychiatric disability, whether the disability presently exists or previously existed but no longer exists.
Employment status	Either full-time, part-time, casual (refer to specific definitions for each term).
Establishment management program (EMP)	Since late March 2012, the PSC has coordinated an EMP. This program supports better control of establishment numbers and the realisation of savings through greater scrutiny over recruitment decisions.
Full-time	An employee who works full-time hours as specified in the award or agreement under which the employee is engaged.
Full-time Equivalent (FTE)	The hours worked by several part-time or casual employees, added together, may be required to make one full-time equivalent employee.
Headcount	Headcount is based on each data record submitted by an agency representing an individual employee.
Indigenous	Those employees who have identified themselves as people of the Aboriginal race of Australia or people who are descendants of the Indigenous inhabitants of the Torres Strait Islands.
Location	<p>Statistical Areas as defined by the Australian Bureau of Statistics (ABS). This is based on the location of an employee's work headquarters.</p> <p><u>Greater Brisbane</u> (ie Greater Capital City Statistical Area) includes statistical areas of: Brisbane – East; Brisbane – North; Brisbane – South; Brisbane – West; Brisbane Inner City; Ipswich; Logan – Beaudesert; Moreton Bay – North; Moreton Bay - South.</p> <p><u>Rest of Queensland</u> includes Cairns; Darling Downs – Maranoa; Fitzroy; Mackay; Queensland – Outback; Toowoomba; Townsville; Wide Bay; Gold Coast; Sunshine Coast.</p> <p>Interstate and overseas employees are excluded.</p>
Minimum Obligatory Human Resource Information	MOHRI data is provided by agencies from their individual human resource information systems to the PSC on a quarterly basis.

(MOHRI)	<p>This approach was adopted to facilitate strategic management of human resources across the Queensland public sector.</p> <p>Workforce details of agencies are reported to government and included in other statistical reports. PSC Directive 05/2014 specifies the data set which agencies are required to submit to the PSC. Headcounts and FTEs of employees whose employment status is A (Active) or P (Paid leave for a period greater than eight weeks) are included in the figures.</p> <p>It is important to note that the MOHRI collection is only concerned with employees of agencies and not private sector contractors and/or consultants who may be engaged to undertake specific work and who are not employees.</p>
Non-English speaking background (NESB)	Employees who have identified themselves as people who have migrated to Australia and whose first language is a language other than English, and the children of those people.
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.
Queensland public Sector	Includes those agencies and departments who submit MOHRI to the PSC on a quarterly basis. Excludes government owned corporations (GOCs).
Separation rate	The number of permanent employees who separate (i.e. exit) from the Queensland public service as a proportion of the total number of permanent employees in the Queensland public service. This figure is expressed as a percentage.
Temporary Employment	<p>Temporary employees are employed for fixed term engagements of specific periods of time. The circumstances for engaging temporary employees are many and include specific budget allocation for particular projects, replacing permanent employees who are absent from their substantive position or assistance required to meet peak workloads.</p> <p>Temporary employees are generally employed on the same conditions as permanent employees as prescribed by the applicable industrial instrument.</p>
Tenure	Length of Queensland public service service in years.
Voluntary separation program (VSP)	The PSC managed the implementation of the voluntary separation program (VSP), introduced as part of the mid-year fiscal and economic review in January 2011. The program was one of a number of measures designed to deliver additional savings and reprioritise spending. It was a service reprioritisation strategy to ensure continued growth in essential service delivery areas. Approximately 4200 employees across the Queensland public service separated as a result of the program.