



# Equity & Diversity Audit Report

March 2023

*Based on September 2022 MOHRI data and the Auditing and Reporting Guide 2023 provided by the Office of the Special Commissioner, Diversity & Equity*

*Prepared for:  
Commissioner, Queensland Fire and Emergency Services  
to meet the obligations under Section 29 of the Public Sector Act 2022 to perform an equity and diversity audit and produce a report to identify and analyse opportunities to promote, support and progress equity and diversity in QFES*



# Equity & Diversity Audit Report

## Table of Contents

|                                                                                                              |    |
|--------------------------------------------------------------------------------------------------------------|----|
| <b>Executive summary</b> .....                                                                               | 3  |
| <b>Section 1: Workforce Composition</b> .....                                                                | 5  |
| <b>Section 2: Earnings</b> .....                                                                             | 14 |
| <b>Section 3: Executive Levels</b> .....                                                                     | 19 |
| <b>Section 4: Organisational structure</b> .....                                                             | 21 |
| <b>Section 5: Occupation</b> .....                                                                           | 22 |
| <b>Section 6: Employment security</b> .....                                                                  | 23 |
| <b>Section 7: Flexible working arrangements</b> .....                                                        | 25 |
| <b>Section 8: Family working arrangements</b> .....                                                          | 26 |
| <b>Section 9: Health, safety and wellbeing</b> .....                                                         | 27 |
| <b>Section 10: Recruitment and Higher Duties</b> .....                                                       | 29 |
| <b>Section 11: Separations</b> .....                                                                         | 31 |
| <b>Section 12: Women on boards</b> .....                                                                     | 32 |
| <b>Appendix 1: QFES roles and equivalent salary classification</b> .....                                     | 33 |
| <b>Appendix 2: QFES Equity and Diversity Datasets (September 2022) Firefighting workforce data</b> .....     | 34 |
| <b>Appendix 3: QFES Equity and Diversity Datasets (September 2022) Non-firefighting workforce data</b> ..... | 34 |

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## Executive summary

Queensland Fire and Emergency Services (QFES) is committed to building an inclusive and diverse workforce. Having an inclusive and diverse workforce ensures our future viability. It ensures QFES is representative of our communities and better understands their service delivery needs.

The Commissioner outlines what to expect from us, as a department, in our dealings with each other and those we serve in our communities in the [QFES Statement of Cultural Intent](#). The statement ensures we align our actions and behaviours with our shared values and that we work as one department respecting and embracing differences in thought, background, skills, expertise, experience and perspectives, to deliver safe and resilient communities.

By championing a culture of inclusion and welcoming diverse opinions and perspectives, we will ensure we are sustainable into the future and prosper as a department.

QFES' commitment to creating a workforce that is diverse, inclusive and free from all forms of discrimination and harassment is demonstrated through the department's Fairness, Equity and Inclusion Framework providing an over-arching framework to support QFES' strategic direction and commitment to inclusion and diversity. The framework aligns with our shared values: respect, integrity, honest, trust and loyalty.

In accordance with the new *Public Sector Act 2022*, there are now obligations on chief executives to progress equity, diversity, respect and inclusion, and includes the audit under [Part 2 Equity and diversity in employment](#).

This Equity and Audit Report forms part of this process.

### Potential areas of inequity

Analysis of the September 2022 MOHRI data and QFES' Working for Queensland (WfQ) results indicate several areas of potential inequity within the department. Further analysis and inquiry is required to better understand the underlying causes of inequity to therefore inform QFES' future strategies to address these inequities.

QFES' workforce is complex and comprises three operational services—Fire and Rescue Service, Rural Fire Service, and State Emergency Services—supported by a corporate workforce. For simplicity, this report provides workforce data categorised as firefighting and non-firefighting. The following table outlines the workforce profiles categorised as firefighting and non-firefighting. Due to the on-call nature of Auxiliary Firefighters, they are represented as 0.1 of an FTE. The volunteer workforce is excluded from this report, as they are not included in either MOHRI or WfQ data. Non-binary figures have been excluded from most data sets as the low numbers of staff responding may render this cohort potentially identifiable in the data.

## Descriptions of firefighting and non-firefighting workforces

| Reporting Group  | Workforce Profile    | Description                                                                                                                                                                |
|------------------|----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Firefighting     | Senior Executive     | Commissioner, Deputy and Assistant Commissioners employed under <i>Fire and Emergency Services Act 1990</i>                                                                |
|                  | Senior Officer       | Urban Senior Officers (Chief Superintendent, Superintendent, Duty Manager Operations and Inspector) employed under <i>Fire and Emergency Services Act 1990</i>             |
|                  | Station Officer      | Urban Station Officers and Building Approval Officers                                                                                                                      |
|                  | Firefighter          | Urban Firefighters                                                                                                                                                         |
|                  | Rural                | Rural Fire Officers (including all operational RFS staff, Rural Senior Officers, air operations, training resource officers, casual Burn Team members and leaders)         |
|                  | Auxiliary            | Auxiliary Firefighters                                                                                                                                                     |
| Non-Firefighting | Senior Executive     | Chief Strategy Officer and Executive Directors employed under the <i>Public Service Act 2008</i>                                                                           |
|                  | Communications       | Communications staff                                                                                                                                                       |
|                  | Other                | Public Service positions not coded elsewhere                                                                                                                               |
|                  | Operational Officers | SES operational positions (Director SES State Coordination, Regional Director, Regional Managers, Area Controllers, Local Controllers and Operational Capability Officers) |
|                  | Volunteer Support    | Staff that support the operational and volunteer SES and RFS positions                                                                                                     |

**Note: Appendix 1 describes QFES roles and their equivalent AO stream salary classifications.**

The QFES workforce is predominantly women (65% or 714) in the non-firefighting workforce and predominantly men (95% or 3,998) in the firefighting workforce.

### Potential causes of inequity

Causes of inequity are complex, intersectional and include impacts from broad societal issues. The data sets that inform this audit do not provide discrete reasons for the potential causes of inequity, but rather provide overarching themes; as such, QFES' reflections in respect of the data are observations. Broadly, the potential causes of inequity in QFES include:

- societal gender norms and occupational choices of men and women
- occupational gender segregation
- industrial frameworks
- a relatively short history of women as professional firefighters
- the inherent complexities of balancing flexible work and childcare arrangements within a 24/7 roster and frontline operational environment
- difficulty attracting and retaining First Nations, CALD2 and people with disability
- poor diversity data collection methods

### Recommendations

QFES' [Strategic Workforce Plan](#) outlines the department's focus on talent acquisition, leadership and capability, new ways of working, and positive workforce experiences across the organisation. The data and information contained in this report will be used to inform further analysis, inquiry and empirical research to inform the 2023 update of the Strategic Workforce Plan to address the identified inequities. Consultation with QFES' stakeholders will be undertaken to ensure the Equity and Diversity Plan encompasses the views and lived experiences representative of the organisation so that specific actions are effective and meaningful.

## Section 1: Workforce Composition

### Gender composition

#### Non-firefighting workforce

- The non-firefighting workforce is comprised of 34.7% (379) men and 65.3% (714) women.
- Since September 2020, this percentage breakdown is consistent.

The gender composition of the non-firefighting workforce appears reflective of the whole of public sector; it also indicates a reflection of normative gender roles and occupational gender segregation, with 'traditional' roles such as trades workers (100%), machinery operators (100%) and labourers (92.86%) being predominantly men, while clerical and administrative workers are women dominant (84.74%), as is the fire communications group (79.0%).

#### Firefighting workforce

- The firefighting workforce is comprised of 91.2% (3,998) men and 8.7% (383) women.
- Since September 2020, this percentage breakdown is relatively consistent.

The gender composition of the firefighting workforce appears reflective of the whole-of-industry sector—i.e., women in firefighting industries globally represent typically less than 10% of the firefighting workforce; it also indicates a reflection of historical gender stereotypes. It is worth noting that women became eligible to be professional firefighters in 1995, less than 30 years ago. This relatively short history of women in professional firefighting and the relatively low number of women in professional firefighting could indicate a potential cause of inequity amongst the various classifications. There are a higher number of women as auxiliary firefighters as opposed to fulltime professional firefighters. This difference might be attributable to the casual nature of auxiliary firefighting role, meaning more flexibility in managing family commitments; it may also be driven by a sense of community contribution, rather than professional career.

**Figure 1: Workforce Composition**



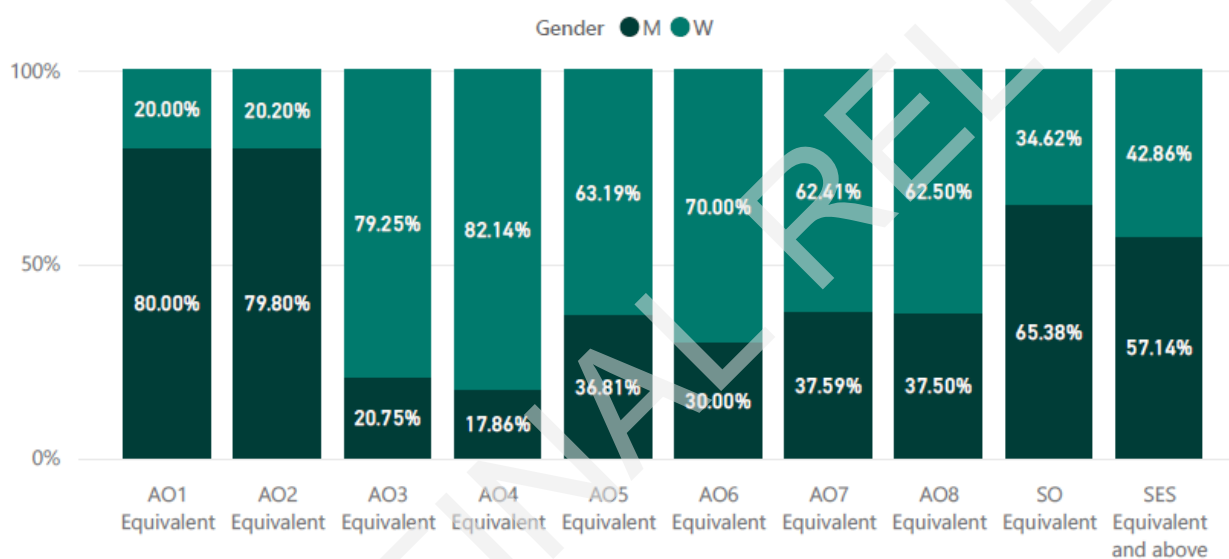
## Gender composition across classifications

### Non-firefighting workforce

- Overall, there is unequal representation across classification levels.
- Men are underrepresented across the *equivalent* classifications of AO3, AO4, AO6, AO7 and AO8.
- Women are underrepresented across the *equivalent* classifications of AO1, AO2 and senior officer (SO).
- Women are underrepresented (42.9% (3) at the *equivalent* senior executive service and above.

In 2022, more than 150 AO2 positions (of which the majority occupants were women) were converted to AO3, which could explain the low representation of women in the AO2 classification. There is high representation of women in the AO3 to AO8 levels; this is consistent with occupational gender segregation that indicates more women than men work in general clerk roles.

**Figure 2:** Non-firefighting workforce composition by equivalent classification level



### Firefighting workforce

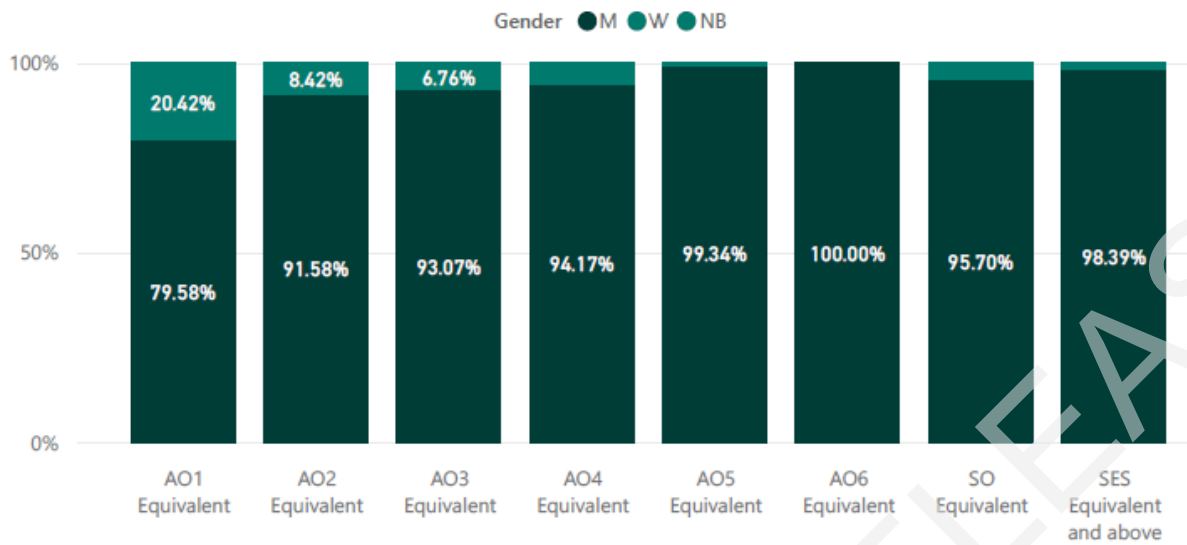
- All firefighting ranks have a higher representation of men due to the workforce composition.

The operational service streams of QFES are generally rank-based organisations, where progression through the classifications from recruit firefighter to commissioner is based on skill acquisition and experience. It takes at least four years for a recruit firefighter to effectively 'serve their apprenticeship' to become a first-class firefighter. As noted above, the relatively short history of women in firefighting might be a cause of inequity in respect of equal representation in each classification, as there has not been the volume of women in the system long enough to achieve equal representation.

Other factors could include recruitment structures whereby entry into firefighting streams is through base grade recruitment; lateral entry into higher ranks is limited due to the dissimilarities between firefighting jurisdictions. As such, there is limited ability to attract in-service women firefighters from other jurisdictions into higher classifications

Research shows that many jobs, including firefighters, are gender stereotyped. This research also shows that these stereotypes can shape perceptions regarding whether a man or a woman is a better "fit" for any particular job and can bias employment decisions and outcomes, including whether a woman will apply for a job typically seen as 'a man's job' such as firefighting. This is discussed further in *Section 10: Recruitment*.

**Figure 3:** Firefighting workforce composition by equivalent classification level



### Gender composition across diversity target groups

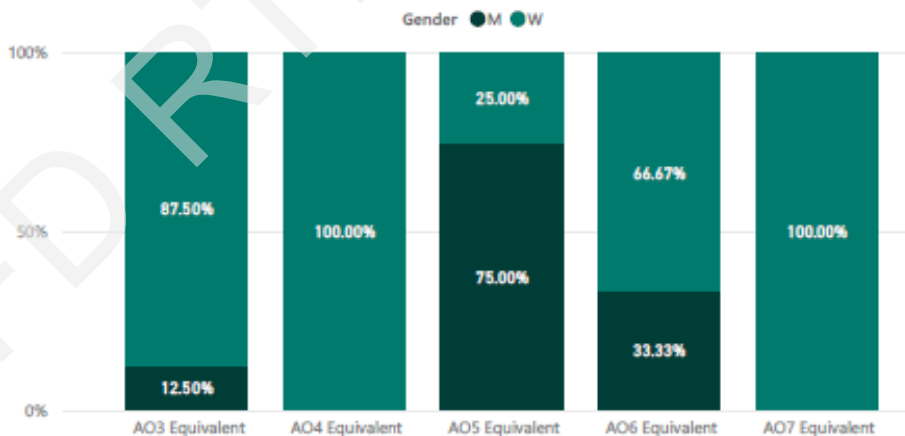
QFES is below the sector’s diversity target group representation for all groups.

QFES acknowledges that the low completion rates of diversity data in the Aurion payroll solution limits the department’s ability to interrogate diversity data with confidence; approximately 30% of the QFES workforce has chosen to provide their diversity data. WfQ results indicate a higher response rate to diversity data. Respondents acknowledged they did not provide their diversity data to the department through the payroll solution. Reasons for this are discussed further in the additional reflections at the end of this section.

### Non-firefighting workforce

- Seventeen members (1.6%) identify as **Aboriginal and Torres Strait Islander peoples** of which 29.4% (5) are men and 70.6% (12) are women.

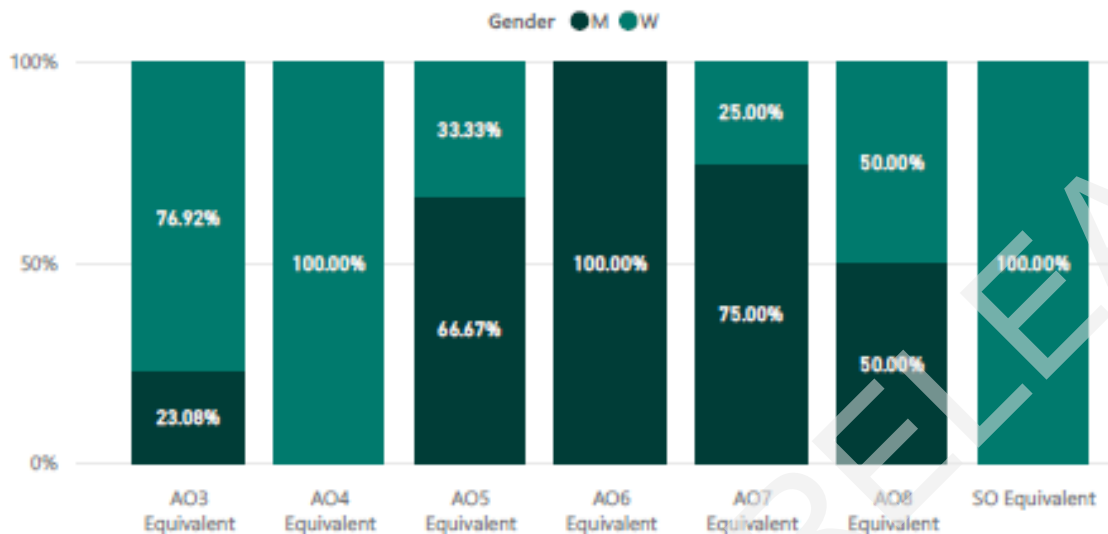
**Figure 4:** Full-time equivalent salary - **Aboriginal and Torres Strait Islander peoples**



- Forty members (3.7%) identify as **living with disability** of which 50% (20) are male and 50% (20) are women.

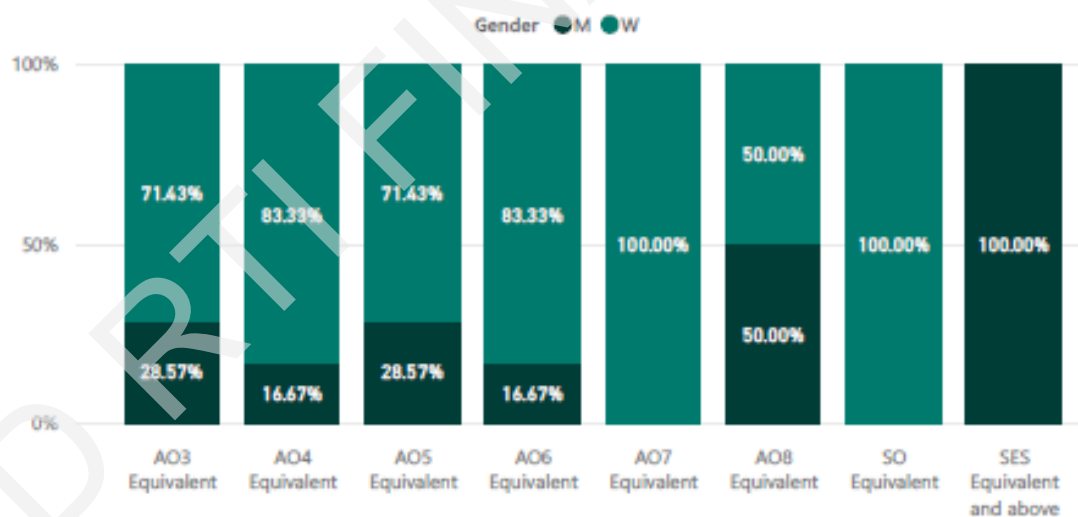
There is a higher proportion of members identifying as living with a disability in the non-firefighting workforce compared to the firefighting workforce. This may be due to the inherent physical and psychological requirements of the role of firefighter.

**Figure 5: Full-time equivalent salary – People living with a disability**



- Thirty-eight members (3.5%) identify as **CALD1 (employees born overseas)** of which 23.7% (9) are men and 76.3% (29) are women with only 0.82% (9) identifying as born overseas in a mainly non-English speaking country.

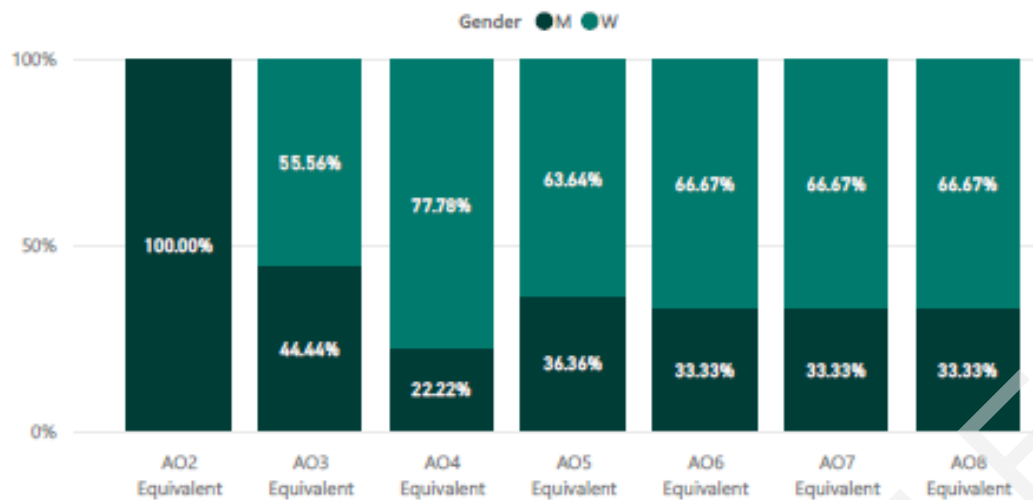
**Figure 6: Full-time equivalent salary - CALD1 (employees born overseas)**



- Forty-eight members (4.4%) identify as **CALD2 (language other than English spoken at home)** of which 35.4% (17) are men and 64.6% (31) are women.



**Figure 7: Full-time equivalent salary - CALD2 (language other than English spoken at home)**



The **age profile** is women dominant across the four age groupings of:

- 60 years and over – 54.3% (63) women and 45.7% (53) men
- 45 to 59 years – 68.0% (310) women and 32.0% (146) men
- 30 to 44 years – 65.5% (266) women and 34.5% (140) men
- 29 years and less – 65.2% (75) women and 34.8% (40) men
- Overall, the high composition of women naturally cascades into the identified target groups, demonstrating unequal representation across the groups and equivalent classifications.

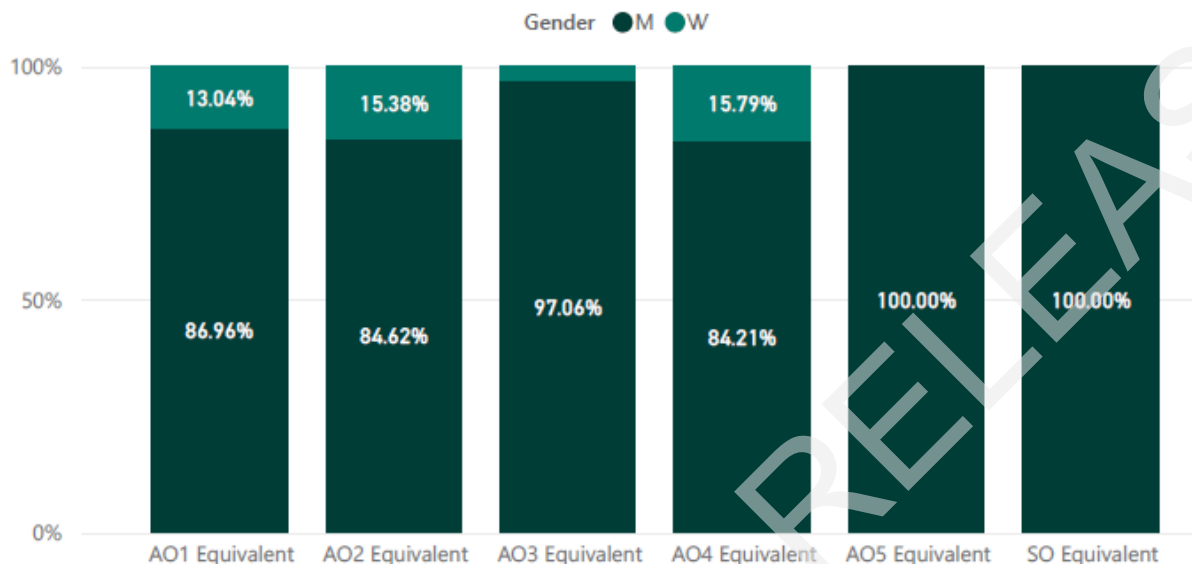
**Table 1: Non-firefighting workforce age profile**

| Age                       | Sept 2022         |              |               |                |              |               |                |              |               |              |              |               |
|---------------------------|-------------------|--------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|--------------|--------------|---------------|
|                           | 29 years and less |              |               | 30 to 44 years |              |               | 45 to 59 years |              |               | 60 and over  |              |               |
| AO full-time equiv salary | M                 | W            | Total         | M              | W            | Total         | M              | W            | Total         | M            | W            | Total         |
| AO1 Equivalent            | 75.0%             | 25.0%        | 100.0%        | 100.0%         |              | 100.0%        |                |              |               |              |              |               |
| AO2 Equivalent            | 73.3%             | 26.7%        | 100.0%        | 82.5%          | 17.5%        | 100.0%        | 77.8%          | 22.2%        | 100.0%        | 100.0%       |              | 100.0%        |
| AO3 Equivalent            | 20.5%             | 79.5%        | 100.0%        | 19.6%          | 80.4%        | 100.0%        | 18.7%          | 81.3%        | 100.0%        | 29.2%        | 70.8%        | 100.0%        |
| AO4 Equivalent            | 9.1%              | 90.9%        | 100.0%        | 17.6%          | 82.4%        | 100.0%        | 20.0%          | 80.0%        | 100.0%        | 22.2%        | 77.8%        | 100.0%        |
| AO5 Equivalent            | 15.4%             | 84.6%        | 100.0%        | 35.4%          | 64.6%        | 100.0%        | 34.9%          | 65.1%        | 100.0%        | 59.1%        | 40.9%        | 100.0%        |
| AO6 Equivalent            | 28.6%             | 71.4%        | 100.0%        | 26.1%          | 73.9%        | 100.0%        | 29.2%          | 70.8%        | 100.0%        | 53.3%        | 46.7%        | 100.0%        |
| AO7 Equivalent            |                   | 100.0%       | 100.0%        | 32.6%          | 67.4%        | 100.0%        | 37.7%          | 62.3%        | 100.0%        | 75.0%        | 25.0%        | 100.0%        |
| AO8 Equivalent            |                   | 100.0%       | 100.0%        | 19.4%          | 80.6%        | 100.0%        | 46.7%          | 53.3%        | 100.0%        | 60.0%        | 40.0%        | 100.0%        |
| SO Equivalent             |                   |              |               | 100.0%         |              | 100.0%        | 55.0%          | 45.0%        | 100.0%        | 100.0%       |              | 100.0%        |
| SES Equivalent and above  |                   |              |               |                | 100.0%       | 100.0%        | 66.7%          | 33.3%        | 100.0%        |              |              |               |
| <b>Total</b>              | <b>34.8%</b>      | <b>65.2%</b> | <b>100.0%</b> | <b>34.5%</b>   | <b>65.5%</b> | <b>100.0%</b> | <b>32.0%</b>   | <b>68.0%</b> | <b>100.0%</b> | <b>45.7%</b> | <b>54.3%</b> | <b>100.0%</b> |

### Firefighting workforce

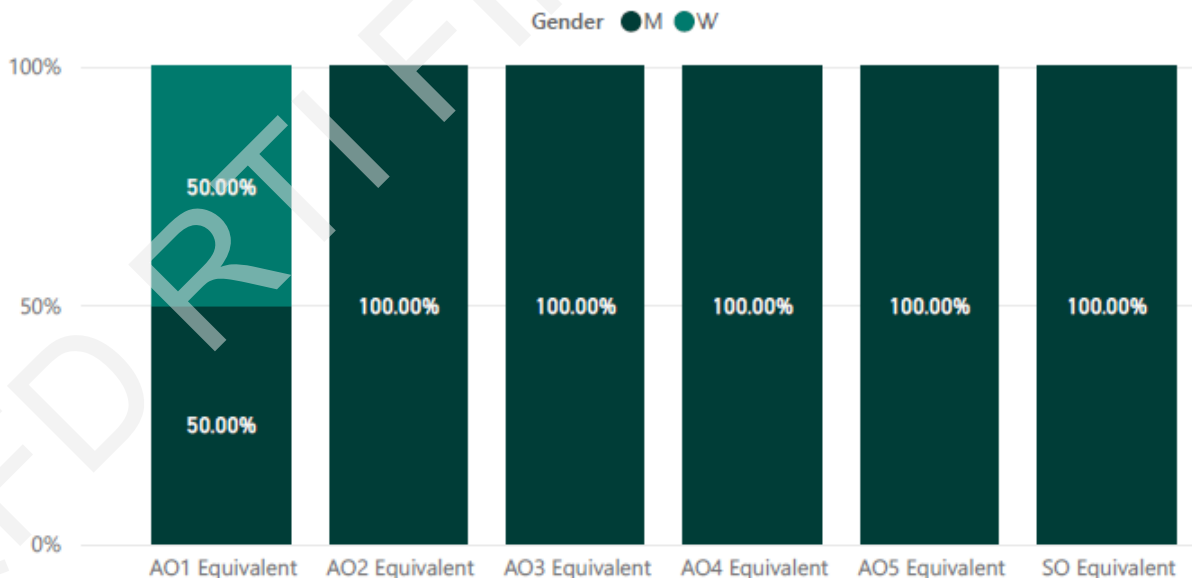
- One-hundred and eight members (2.5%) identify as **Aboriginal and Torres Strait Islander peoples** of which 89.8% (97) are men and 10.2% (11) are women.

**Figure 8:** Firefighting workforce gender composition **Aboriginal and Torres Strait Islander peoples**



- Forty members (0.9%) identify as **living with disability** of which 92.5% (37) are men and 7.5% (3) are women.

**Figure 9:** Firefighting workforce gender composition **People living with a disability**



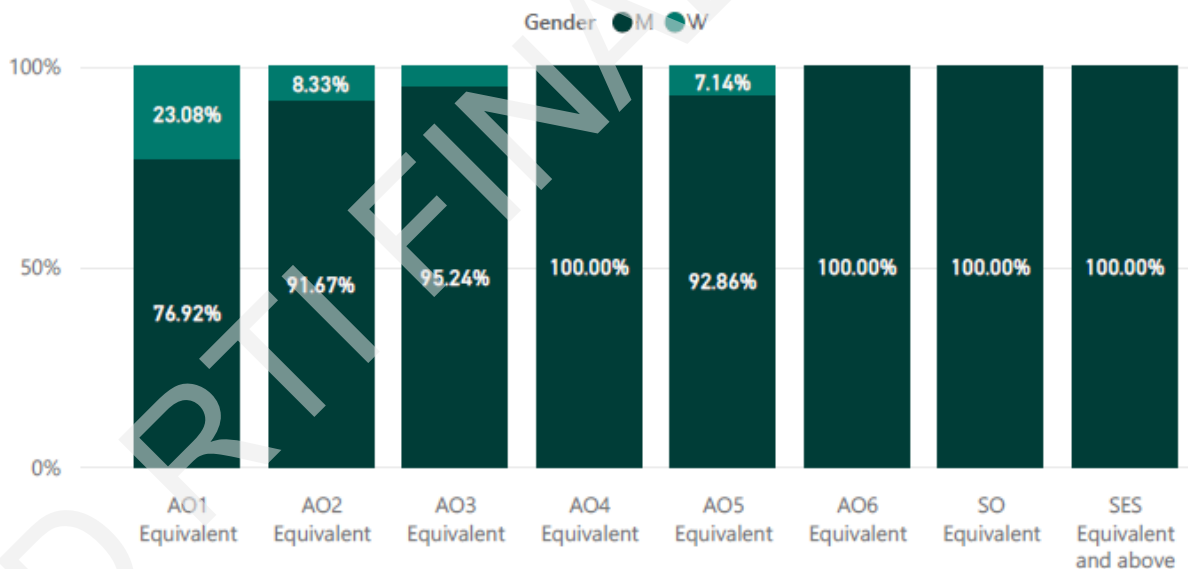
- Thirty-seven members (0.7%) identify as **CALD1 (employees born overseas)** of which 89.2% (33) are men and 10.8% (4) are women with only 0.11% (5) identifying as born overseas in a mainly non-English speaking country.

**Figure 10: Firefighting workforce gender composition CALD1 (employees born overseas)**



- One-hundred and twelve members (2.6%) identify as **CALD2 (language other than English spoken at home)** of which 92.9% (104) are men and 7.1% (8) are women.

**Figure 11: Firefighting workforce gender composition CALD2 (language other than English spoken at home)**



The **age profile** is men dominant across the four age groupings of:

- 60 years and over – 98.3% (339) men and 1.7% (6) women
- 45 to 59 years – 94.6% (1,694) men and 5.4% (97) women
- 30 to 44 years – 88.8% (1,574) men and 11.2% (199) women
- 29 years and less – 82.8% (391) men and 17.2% (81) women

**Figure 11: Firefighting workforce gender composition by age group**

| Age                      | Sept 2022         |              |               |                |              |               |                |             |               |              |             |               |
|--------------------------|-------------------|--------------|---------------|----------------|--------------|---------------|----------------|-------------|---------------|--------------|-------------|---------------|
|                          | 29 years and less |              |               | 30 to 44 years |              |               | 45 to 59 years |             |               | 60 and over  |             |               |
|                          | M                 | W            | Total         | M              | W            | Total         | M              | W           | Total         | M            | W           | Total         |
| AO1 Equivalent           | 78.4%             | 21.6%        | 100.0%        | 78.4%          | 21.6%        | 100.0%        | 83.5%          | 16.5%       | 100.0%        | 91.7%        | 8.3%        | 100.0%        |
| AO2 Equivalent           | 86.7%             | 13.3%        | 100.0%        | 92.2%          | 7.8%         | 100.0%        | 92.0%          | 8.0%        | 100.0%        | 96.7%        | 3.3%        | 100.0%        |
| AO3 Equivalent           | 83.3%             | 16.7%        | 100.0%        | 89.1%          | 10.9%        | 100.0%        | 96.1%          | 3.9%        | 100.0%        | 100.0%       |             | 100.0%        |
| AO4 Equivalent           | 66.7%             | 33.3%        | 100.0%        | 89.8%          | 10.2%        | 100.0%        | 96.9%          | 3.1%        | 100.0%        | 97.4%        | 2.6%        | 100.0%        |
| AO5 Equivalent           |                   |              |               | 100.0%         |              | 100.0%        | 99.1%          | 0.9%        | 100.0%        | 100.0%       |             | 100.0%        |
| AO6 Equivalent           |                   |              |               |                |              |               | 100.0%         |             | 100.0%        | 100.0%       |             | 100.0%        |
| SO Equivalent            |                   |              |               | 93.8%          | 6.3%         | 100.0%        | 95.8%          | 4.2%        | 100.0%        | 97.1%        | 2.9%        | 100.0%        |
| SES Equivalent and above |                   |              |               | 100.0%         |              | 100.0%        | 97.9%          | 2.1%        | 100.0%        | 100.0%       |             | 100.0%        |
| <b>Total</b>             | <b>82.8%</b>      | <b>17.2%</b> | <b>100.0%</b> | <b>88.8%</b>   | <b>11.2%</b> | <b>100.0%</b> | <b>94.6%</b>   | <b>5.4%</b> | <b>100.0%</b> | <b>98.3%</b> | <b>1.7%</b> | <b>100.0%</b> |

- Overall, the high men composition cascades into the identified target groups and across the equivalent classifications

### Additional reflections – workforce composition by classification

**Differences across the regions** for both the firefighter and non-firefighter workforce reflect the overall gender composition of the QFES paid firefighting workforce.

- On average, the men non-firefighting workforce has a higher salary in Capability and State Services and Readiness and Response Services, whereas women have a higher salary in the Office of the Commissioner and Strategy and Corporate Services.
- Overall, there is a higher concentration of women members of the non-firefighting workforce at the top of AO classification levels.
- There is a pattern of “bunching” of staff at the top of the AO3, AO4, AO5, AO6 and AO8 classification levels, and all PO, TO and OO classification levels. In most cases, women represent the higher “bunching” effect.
- There is no women representation, however, in the TO classifications, of which there are a total of eight men employed under this classification.

The differences in salaries between men and women in the non-firefighting workforce and therein the differences between the services may be a reflection of the nature of the roles. The bunching at the top of certain classifications, and the high representation of women in that bunching, could be attributed to QFES’ low attrition over a number of years and the low mobility of public sector officers within a rank-based organisation such as QFES.

QFES’ state-wide footprint with a significant number of regional positions in numerous small employment locations—e.g., a small regional or remote office with a small number of staff—could be the cause of bunching.

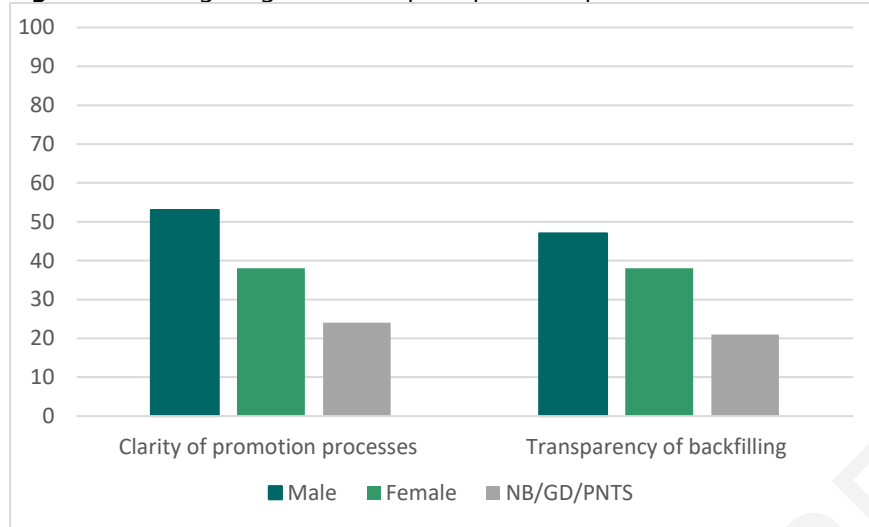
The average annual full-time salary across organisational units is similar in Capability and State Services and Strategy and Corporate Services. With the average annual full-time salary for men in Readiness and Response Services being higher and there are no women firefighting staff in the Office of the Commissioner.

Industrial and employment frameworks require staff to obtain the necessary qualifications and skills required at each rank or classification, limiting the ability for staff to move across service streams.

As shown below, women firefighters and auxiliary firefighters who responded to the WfQ survey had less positive views of the clarity of promotion processes and the transparency of backfilling compared to men. Further, respondents identifying as non-binary, gender diverse, or who would rather not say, had even less positive

perceptions of the clarity of promotion processes and the transparency of backfilling at 24% and 21% respectively (based on a small cohort of 46 responses).

**Figure 12:** Firefighting workforce perceptions of promotion and backfilling



The WfQ survey reveals that only 41% of Aboriginal and Torres Strait Islander respondents agreed or strongly agreed with the statement that recruitment strategies or processes are fair and transparent. Fewer still (39%) responded positively that their manager takes responsibility for ensuring the cultural safety of Aboriginal and Torres Strait Islander employees. QFES staff identifying as living with a disability also reported low agreement with the statement that recruitment strategies and processes are fair and transparent (38% positive).

The WfQ survey results also provide some consistent indicators of why people with a disability, Aboriginal and Torres Strait Islanders peoples and people who speak a language other than English at home do not record their diversity information in Aurion. Across these groups, the primary reason for not recording this information is that respondents *'do not see any reason or benefit for sharing this information...'*. Other reasons consistently reported in the top five include:

- *It is not relevant to my employment*
- *I have never been asked for this information*
- *It is private information I do not wish to share*

The survey also shows that 12% of respondents who speak a language other than English at home, 22% of Aboriginal and Torres Strait Islander respondents to this question, and 45% of people living with a disability who answered this question identified 'concern about being discriminated against' as a reason for not recording their diversity information.

It is unclear why QFES has been unable to increase the number of Aboriginal and Torres Strait Islander peoples, CALD2 and persons with a disability in the non-firefighting workforce; however, as the Australian Public Service Commission identifies, a culturally safe environment allows candidates to feel comfortable in their identity and culture. This may make it more likely that Aboriginal and Torres Strait Islander candidates will apply for roles in organisations with a reputation for cultural safety.

Further research may be required to determine whether these perceptions extend to the community and have any material effect on attraction of external Aboriginal and Torres Strait Islander candidates or candidates living with a disability.

## Section 2: Earnings

Earnings are directly linked to classifications and workforce composition.

### Non-firefighting workforce

The average full-time equivalent salary for the women non-firefighting workforce has steadily improved over the observable period from \$82,342 to \$94,543 and is now slightly higher than the average salary for non-firefighting men (\$94,032).

The average full-time equivalent earnings for the women non-firefighting workforce have also improved over the observable period but remains slightly lower (\$94,805) than their men colleagues (\$95,044).

**Figure 13:** QFES non-Firefighting average salary and earnings



- This increase is consistent across all equivalent classifications except for AO1, AO2, SO and senior executive service equivalent classifications where there is a high representation of men (approximately 80%).
- On average the men non-firefighting workforce has higher average full-time earnings salary in Capability and State Services and Readiness and Response Services, whereas women have higher average full-time earnings in the Office of the Commissioner and Strategy and Corporate Services.

**Table 2:** Non-firefighting workforce - Annual Earnings by Division

| Org unit                      | Sept 2022       |                 |
|-------------------------------|-----------------|-----------------|
|                               | M               | W               |
| Capability & State Services   | \$112,292       | \$96,099        |
| Office Of The Commissioner    |                 | \$103,810       |
| Readiness & Response Services | \$99,290        | \$80,958        |
| Strategy & Corporate Services | \$88,925        | \$107,870       |
| <b>Total</b>                  | <b>\$95,044</b> | <b>\$94,805</b> |

## Pay gap

As a result of the improvement of the average full-time salary and earnings of women over the observable period, the gender pay gap—both earning and salary—has narrowed to the point where **women in the non-firefighter cohort now have a higher average salary than their men colleagues:**

- from 5.78% in Sep 2020 to 0.25% in Sep 2022 (earnings)
- from 5.31% in Sep 2020 to -0.54% in Sep 2022 (salary)

The impact of the higher average salary and earnings for women in Strategy and Corporate Services can be seen on the gender pay gap for this group, with women's average earnings being over 20% higher. This is restricted to this division only; with the gender pay gap remaining over 10% in both Capability and State Services and Readiness and Response Services.

**Table 3:** Non-firefighting Gender pay gap (earnings) by division

| Org unit                      | Sept 2022    |
|-------------------------------|--------------|
| Capability & State Services   | 14.42%       |
| Readiness & Response Services | 18.46%       |
| Strategy & Corporate Services | -21.30%      |
| <b>Total</b>                  | <b>0.25%</b> |

The gender pay gap is below the 7.8% public service average.

## Target groups

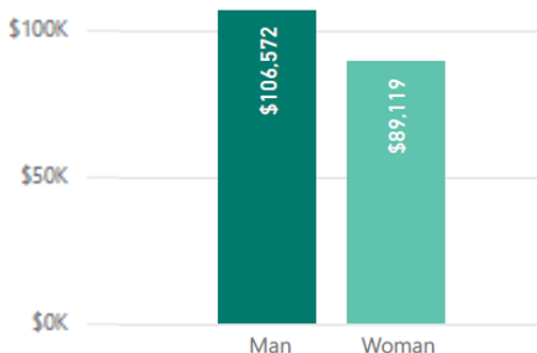
The average full-time salaries for men from all target groups are higher than the non-firefighting average for men (\$94,032); however, although the average full-time salary and earnings of women consistently improved for all diversity groups over the observable period, only women born overseas (\$99,169) or who speak a language other than English at home (\$99,762) earn over the QFES average fulltime salary for non-firefighting women (\$94,543).

Women who identify as living with a disability earn \$5,424 (17.4%) less than the average full-time salary for women and Aboriginal and Torres Strait Islander women earn \$9,839 (10.4%) less than the average full-time salary for women.

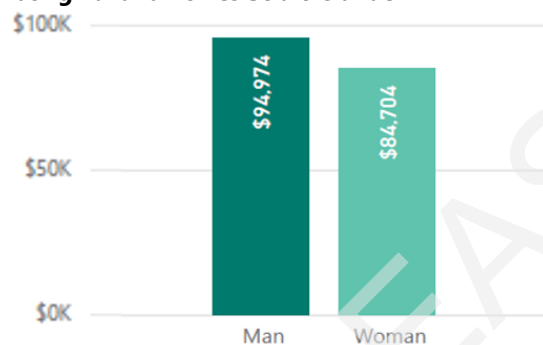
With the exception of women who speak a language other than English at home, men from the target groups earn more than their women colleagues—particularly men with a disability who earn, on average, \$17,453 (19.6%) more than women who identify as living with a disability.

**Figure 14:** QFES non-Firefighting average salary for men and women target groups

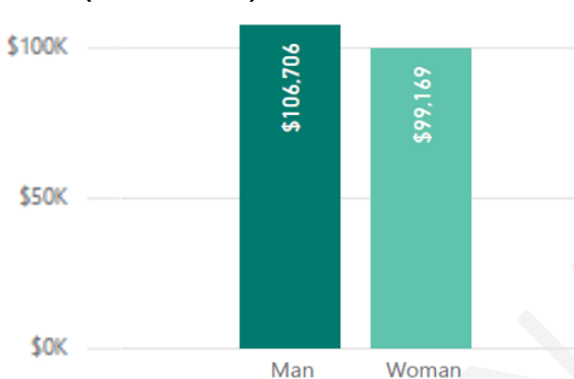
**People living with a disability**



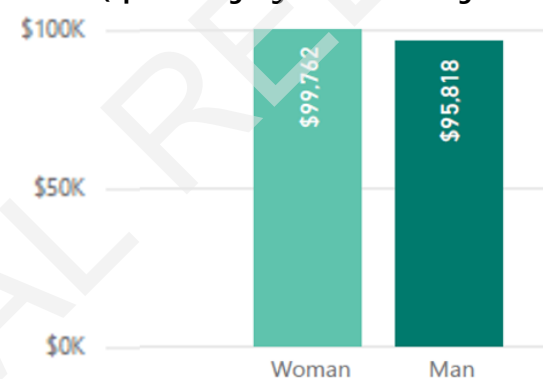
**Aboriginal and Torres Strait Islander**



**CALD 1 (born overseas)**



**CALD 2 (Speaks language other than English at home)**



*It should be noted that the small numbers of respondents to the EEO survey may skew this data*

**Firefighting workforce**

- The predominantly men composition cascades across all classifications.
- The only classification where there is a stronger women representation (20.4%, or 136) is at the AO1 equivalent classification.

**Table 4:** Firefighting workforce annual earnings by division

| Org unit                      | Sept 2022       |                 |
|-------------------------------|-----------------|-----------------|
|                               | M               | W               |
| Capability & State Services   | \$127,431       | \$133,786       |
| Office Of The Commissioner    | \$144,263       |                 |
| Readiness & Response Services | \$67,089        | \$56,285        |
| Strategy & Corporate Services | \$107,644       | \$108,072       |
| <b>Total</b>                  | <b>\$69,342</b> | <b>\$57,905</b> |



The average full-time salary and earnings of women in the firefighting workforce is stable over the observable period. While the gender pay gap has marginally narrowed, it is still over 15% for both both earnings and salary:

- from 17.76% in Sep 2020 to 16.49% in Sep 2022 (earnings);
- from 17.18% in Sep 2020 to 15.68% in Sep 2022 (salary).

As Table 5 below identifies, the gender gap is driven by the large, overwhelmingly men workforce in Readiness and Response Service where the gender pay gap remains persistently high (16.01%)

**Table 5: Gender Pay Gap (Earnings) by Division**

| Org unit                      | Sept 2022     |
|-------------------------------|---------------|
| Capability & State Services   | -4.99%        |
| Readiness & Response Services | 16.10%        |
| Strategy & Corporate Services | -0.40%        |
| <b>Total</b>                  | <b>16.49%</b> |

The gender pay gap is above the 7.8% public service average.

**Additional reflections**

There is currently potentially less opportunity for women to pursue rank progression, overtime engagements or deployments due to limitations in the rostering arrangements and balancing individual family circumstances.

Men living with a disability (\$69,974) and men who speak a language other than English at home (\$77,667) earn more than the QFES average salary across the men firefighting workforce (\$67,959), while Aboriginal and Torres Strait Islander men (\$64,578) and men born overseas (\$67,354) both earn less.

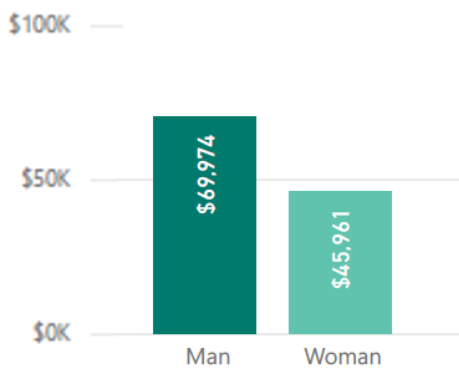
Unlike their men colleagues, the average salary of women living with a disability is significantly lower than the QFES average salary. The average salary of this group is \$45,961, or \$11,342 (19.8%) lower than the average salary for women in the firefighting workforce. On average, these women earn \$24,013 (34.3%) less than their men colleagues who live with a disability.

The only group where women earn more than men is those who were born overseas. Women who were born overseas earn on average \$97,206. This is \$29,852 (44%) more than their men colleagues.

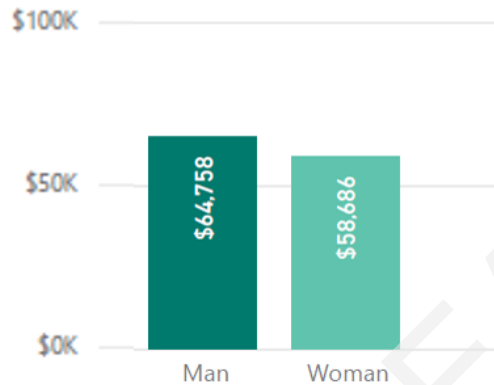
*It should be noted that the small numbers of respondents to the EEO survey may skew this data.*

**Figure 15:** QFES Firefighting average salary for men and women target groups

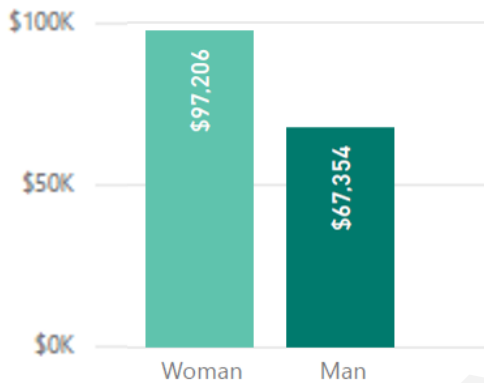
**People living with a disability**



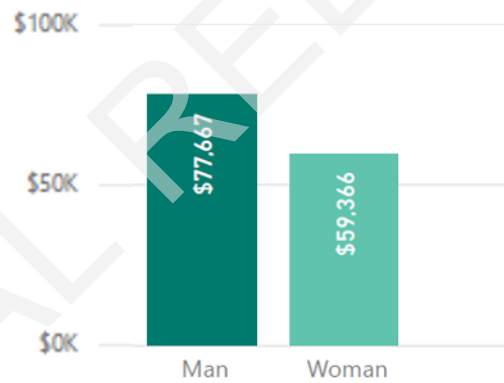
**Aboriginal and Torres Strait Islander**



**CALD 1 (born overseas)**



**CALD 2 (Speaks language other than English at home)**



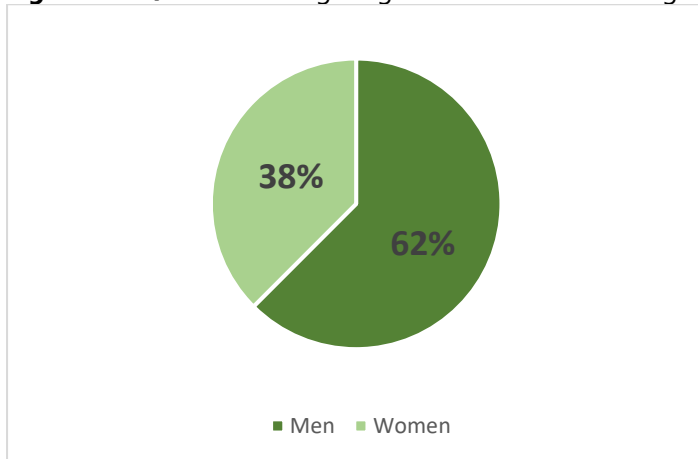
The vast majority of the non-firefighting workforce is based in South East Queensland, and a small percentage of this workforce is located in the various regional centres across the organisation making it difficult to undertake a regional analysis.

### Section 3: Executive Levels

#### Non-firefighting workforce

The QFES non-firefighting senior executive service cohort consists of 20 men and 12 women. Women represent 38% of the QFES non-firefighting cohort.

**Figure 16:** QFES non-firefighting workforce – Executive gender breakdown



There are nine women at the SO classification and three at the SES2 level (an increase of three since 2021); however, there is no women representation at s122/SES4 executive classifications.

**Table 6:** Non-firefighting workforce: Executive Level by gender

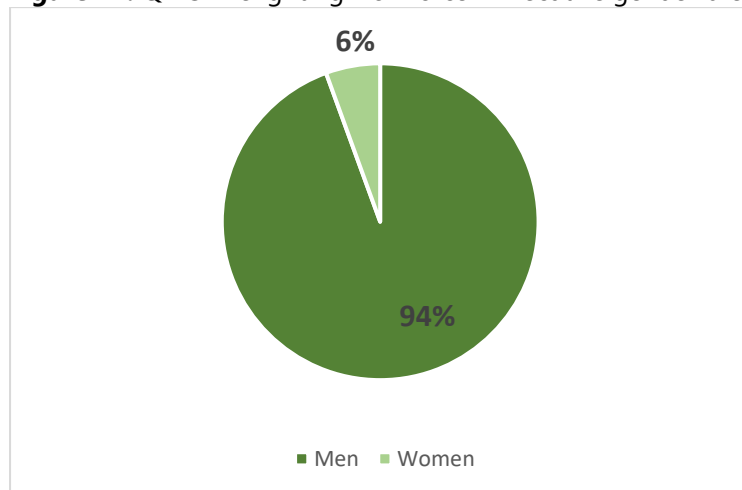
| Executive classification | Sept 2021 |           |           | Sept 2022 |           |           |
|--------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
|                          | M         | W         | Total     | M         | W         | Total     |
| SO                       | 9         | 11        | 20        | 15        | 9         | 24        |
| SES2                     | 4         |           | 4         | 4         | 3         | 7         |
| S122SES4                 | 1         |           | 1         | 1         |           | 1         |
| <b>Total</b>             | <b>14</b> | <b>11</b> | <b>25</b> | <b>20</b> | <b>12</b> | <b>32</b> |

A recent re-classification of six State Emergency Services AO8 positions (of which there were five men and one woman) to SO classification tipped the gender spread within this cohort.

### Firefighting workforce

The QFES senior executive service cohort consists of 18 men and one woman. Women represent 6% of the QFES firefighting executive ranks.

**Figure 17:** QFES Firefighting workforce – Executive gender breakdown



Since September 2021, there has been a decrease of one woman at the SES3 (equivalent level) and an increase of one woman at the SES4 level.

**Table 7:** Firefighting workforce: Executive Level by gender

| Executive classification | Sept 2021 |          |           | Sept 2022 |          |           |
|--------------------------|-----------|----------|-----------|-----------|----------|-----------|
|                          | M         | W        | Total     | M         | W        | Total     |
| SES3                     | 12        | 1        | 13        | 13        |          | 13        |
| SES4                     | 2         |          | 2         | 3         | 1        | 4         |
| CEO                      | 1         |          | 1         | 1         |          | 1         |
| <b>Total</b>             | <b>15</b> | <b>1</b> | <b>16</b> | <b>17</b> | <b>1</b> | <b>18</b> |

The low representation of women in the firefighting workforce is reflective of the possible factors outlined above in the workforce composition section—namely, a short history of women as professional firefighters, limitations to flexible work arrangements within a 24/7 rostering framework, industrial and employment structures, and limited lateral entry to roles other than base grade firefighting. Figures in the above table include officers relieving or on long-term leave.

### Additional Reflections

There was little difference in the perceptions of men and women in the executive cohort in relation to the clarity of promotion decisions (72% and 73% positive respectively), and the fairness or fairness transparency of recruitment strategies (70% and 73% positive respectively). However, only 45% of women in this group agreed that they *have the same opportunity for promotion as their men counterparts* and two thirds of QFES women executives disagreed or strongly disagreed with the statement that *being a woman is not a barrier to success in my organisation*.

## Section 4: Organisational structure

### Non-firefighting workforce

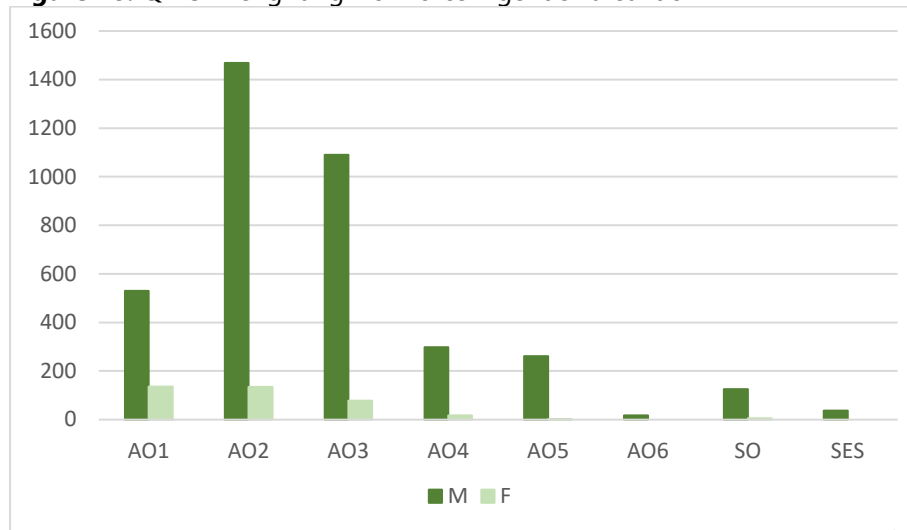
There is a higher concentration of employee headcount across the AO3 (318), AO5 (163), AO6 (170) and AO7 (133) equivalent classifications, and the gender distribution across these classifications is representative of the overall gender composition for the non-firefighting workforce.

- The **Office of the Commissioner** is a small organisational unit and is currently comprised of all women (except for the Commissioner).
- **Readiness and Response Services** includes 381 non-firefighting staff (9% of the total Readiness and Response Service workforce), of which 75% (288) are women (7% of the total Readiness and Response Service workforce). The higher representation of women staff is reflective of the large composition of administration and support staff. As Readiness and Response Service executive roles require operational emergency management or firefighting experience, there is no non-firefighter representation at the SO or SES equivalent and above classification in Readiness and Response Services.
- **Strategy and Corporate Services** is comprised of 518 staff performing corporate services roles, of which there is 56% (290) women representation. Across the AO-equivalent classifications of AO6 (68.3%), AO7 (69.7%) and AO8 (79%) there is generally a higher women representation compared to men. This representation drops to 47.4% and 40% for the SO and senior executive service and above equivalent classifications respectively.
- **Capability and State Services** is comprised of 191 non-firefighting staff performing a mix of front-line support and corporate roles. Across the AO-equivalent classifications of AO2 (66.7%), AO3 (91.4%), AO4 (80.0%), AO5 (69.4%), AO6 (68.2%), and AO7 (66.7%) there is a higher women representation compared to men, whereas there is higher men representation across the AO equivalent classifications of AO8 (52.6%), SO (100%), and equal for SES and above (at 50%).
- As with RRS, most executive roles in CSS require operational emergency management or firefighting experience, and as such, there is limited non-firefighter representation at the SO or SES equivalent and above classification in Capability and State Services.

### Firefighting workforce

The distribution of gender is reflective of the overall composition of the firefighting workforce and the predominantly men composition of the firefighting workforce cascades across organisational units.

**Figure 18:** QFES Firefighting workforce – gender breakdown



## Section 5: Occupation

### Non-firefighting workforce

- There is a significantly higher representation of women across the **corporate service** roles of accounting and finance (72.73%), executive services and support (94.55%), governance and strategy (71.11%), human resources (83.84%), information and communications technology (69.23%), information management (73.68%), legal services (83.33%), procurement and contract management (73.33%), and property and facilities (60.61%). The exception is communications, media and marketing where there is a gender balance at 50%.
- Across these roles, there is equal access for women across all equivalent classifications, except for SO (47.4%) and senior executive service and above (40%).
- The **rest of the frontline** and **frontline support** is a mix, and gender inequities are observable in women-dominated occupations versus men-dominated occupations with 'traditional' roles such as trades workers (100%), machinery operators (100%) and labourers (92.86%) being men dominant, while clerical and administrative workers are women dominant (84.74%), as is the fire communications group (79.0%). There is more balance in the managers and professionals category.
- Across these roles there is equal access for women across all classifications, except for AO1 (20%), AO2 (20%) and AO8 (39%) women.

Gender inequities are observable in women-dominated occupations versus men-dominated occupations. Further inquiry is required in respect of potential barriers to women in gaining equal access to higher level and leadership positions such as occupational gender segregation, motherhood penalties, gender stereotyping, and vertical gender segregation.

### Non-firefighting workforce

- The occupational group is the firefighting workforce, and is largely comprised of men at 91.2% (3,998)
- Of the total 383 women in the firefighting workforce, the largest representation of women (20.4% or 136) occurs at the AO1-equivalent full-time salary, drops to 6.8% (80) at the AO3-equivalent full-time salary and further to 1.6% (1) at the senior executive service-equivalent full-time salary.

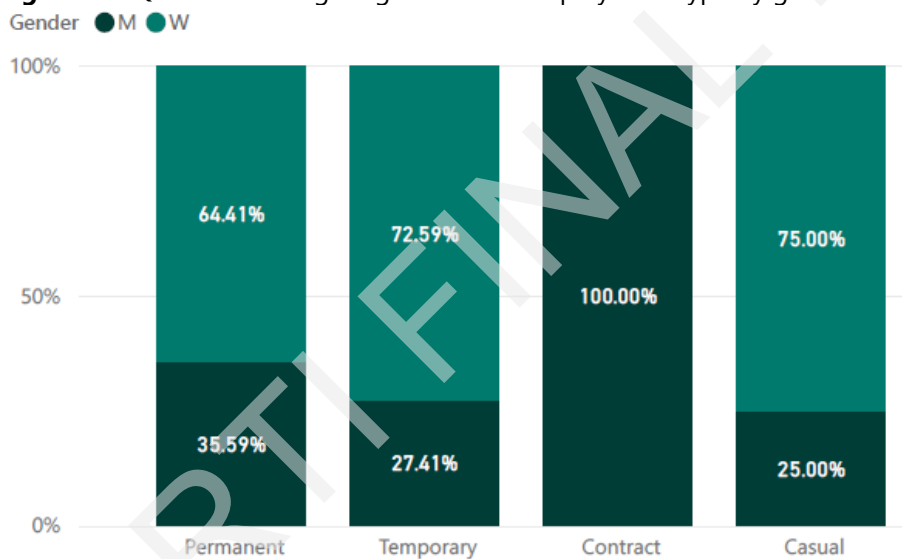
- Further inquiry is required to determine the difficulty in reviewing the value of certain occupational groups across the department given the disparate nature of the non-firefighting and firefighting workforces.

## Section 6: Employment security

### Non-firefighting workforce

- With a reported headcount of 1,093, the QFES non-firefighting workforce is comprised of 947 (86.6%) permanent employees, 8 (7.3%) casuals, 135 (12.3%) temporary employees, and 3 (0.27%) contract employees.
- Seven-hundred and fourteen women represent 65% of the total QFES non-firefighter workforce, with 379 men representing 35% of the workforce.
- There is slightly higher representation of women in the temporary (72.6%) and casual (75%) non-firefighting employment types.
- Across the temporary and casual non-firefighting workforce, there is higher insecurity for women in several age brackets—particularly the age groups of 29 years and less (69.7% and 100%), 30 to 44 years (76.92% and 0.00%), and 45 to 59 years (76.1% and 100%).

**Figure 19:** QFES Non-firefighting workforce employment type by gender



### Conversions

20/21 – 14% men, 86% women – only Q4

21/22 – 19% men, 81% women – full year

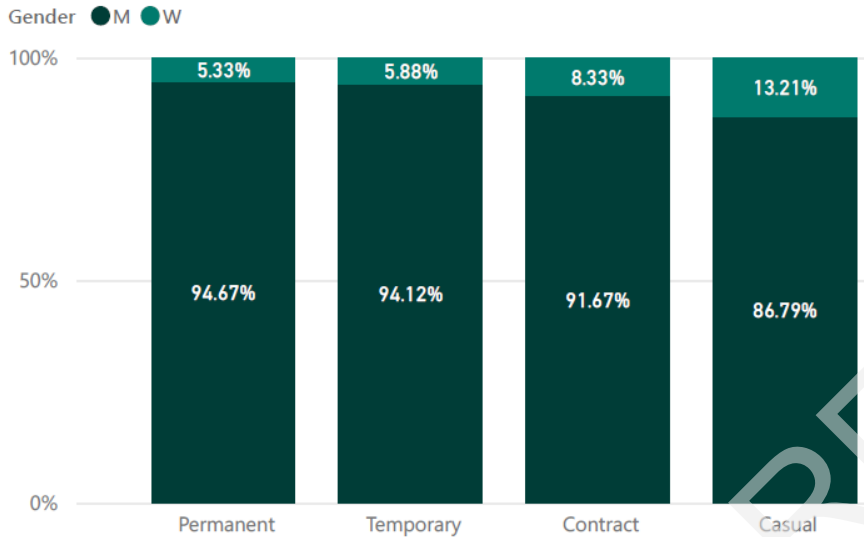
22/23 – 33% men, 67% women - YTD

The higher representation of women in temporary-to-permanent conversion data is reflective of the occupational gender segregation for these types of roles.

## Firefighting workforce

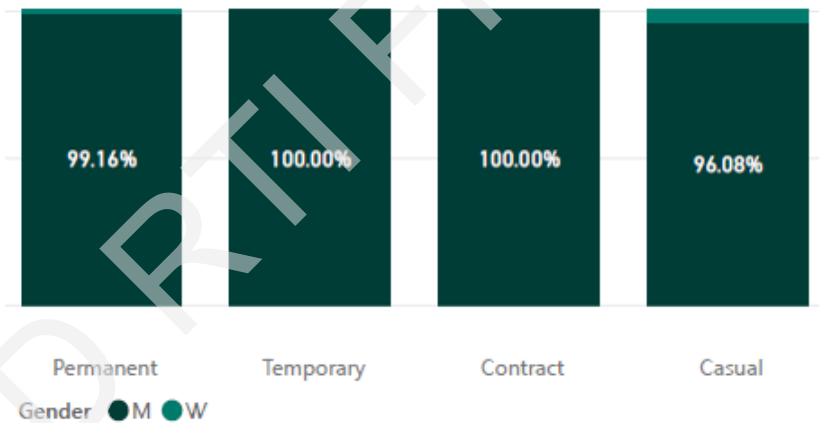
With women representing 8.7% (383) of the total firefighter workforce, they are underrepresented in permanent employment (5.33%) and overrepresented in the casual, auxiliary firefighter workforce (13.21%).

**Figure 20:** QFES non-firefighting workforce employment type by gender



Women over 60 years are significantly less likely to be employed in any firefighting role than their men colleagues. Two-hundred and thirty-five men over 60 years are employed permanently, 3 on temporary engagements, and a further 98 employed on a casual basis. There are six women over 60 years (1.7% of the total over 60 years headcount) are employed in the firefighter workforce; all as casuals.

**Figure 21:** QFES non-firefighting workforce; over 60 years employment type by gender



The higher representation of women in the auxiliary firefighter workforce compared to women in the permanent firefighter workforce may be attributable to the flexible nature of the auxiliary role compared to the 10/14 shift structure.

Given the relatively short history of women as professional firefighters, this may be a contributor to a low number of women in older age groups within the firefighting workforce. Moreover, the average age of a woman firefighter recruit is 31 years; therefore, there will be fewer women at younger age groups.

Conversions have not been applicable to the firefighting workforce prior to March 2023.



## Section 7: Flexible working arrangements

### Non-firefighting workforce

- There are 96 employees accessing part-time arrangements, with women (91 or 94.8%) accessing more than men (5 or 5.2%).
- Part-time arrangements are spread across all AO-equivalent full-time earnings classifications, with the most occurring at the AO3 classification (49 (51%)) and the age groups of 30 to 44 years and 45 to 59 years.
- The majority of these part-time arrangements are in the Readiness and Response Service, with 48 arrangements in place. Strategy and Corporate Services has 38 and Capability and State Services has 10 part-time arrangements in place.
- The majority of part-time arrangements apply to women, with two men in Readiness and Response and three men in Strategy and Corporate Services currently in a part-time arrangement.

Anecdotally, there has been broad and good uptake of flexible work arrangements within the non-firefighting workforce. QFES does not collate whole-of-department data on the number of flexible work arrangements in place (for informal arrangements such as flexible start and finishing times, remote working (either from home, distribution centres, or other QFES offices), and telecommuting, as the focus is on units managing flexible work arrangements to meet individual and business needs.

The use of formal flexible work arrangements is highly gendered reflecting the gender demographics of the non-firefighting workforce. Men were underrepresented in accessing part-time arrangements; the potential inequity in this regard could be attributed to societal attitudes towards gender norms for part-time work.

### Firefighting workforce

There are four men in the firefighting workforce that have a part-time arrangement.

Roles that offer potential flexible work arrangements in an operational space are limited by classification—for example, there are no day work roles open to firefighters lower than station officer. Regional and remote locations may limit the availability of flexible work arrangements due to resourcing—for example, the crew complement of a regional location may limit the ability to offer flexible working arrangements without the department incurring overtime. Conversely, the stability of the 10/14 shift pattern and long-term rostering may offer employees good flexibility with four days on and four days off, and the visibility of long-term rostering enables long-term planning.

### Additional Reflections and Working for Queensland data

Several indicative patterns emerge in relation to flexible work arrangements and family working arrangements in the WfQ survey results.

Men report more difficulty adopting a flexible working arrangement because of lack of support from their manager than women (55% positive response versus 71% positive respectively). This perceived lack of support is particularly reported in Readiness and Response Service where results were even lower (56% positive for women and 48% for men). Men also report a higher rate of requests being declined with no reason given (9%), compared to women (1% declined with no reason given).

There is universal rejection of the proposition that *Being a part time manager is an option in this organisation* with only 15% of respondents agreeing or strongly agreeing with the statement. In relation to classification levels, the program leader cohort reported the least positive response to this question with just 10% agreeing (4% for women program leaders), while 24% of executives reported that they agreed or strongly agreed with the proposition.

The differences between the management cohort and the executive leaders of the organisation in relation to this question were even more pronounced in the Readiness and Response Service with 35% of executives reporting that they agreed that *being a part time manager is an option in this organisation*, whereas only 8% of their actual managers (program leaders) agreed with the statement. A clear gender division also arises in the results, with 42% of Readiness and Response Service men executives reporting agreement, while 0% of women Readiness and Response Service program leaders (grouped with women executives) reported that they believed being a part-time manager is an option. These differences are an area that will require further qualitative analysis.

## Section 8: Family working arrangements

### Non-firefighting workforce

- Over the reporting months, there are no clear trends or differences between men and women accessing carer's leave.
- The average full-time carer's leave days taken are steadily increasing for both groups.

Parental leave, in the form of long and short spousal leave, is exclusively taken by men, and women taking maternity leave.

- Men taking this parental leave are clustered only at the AO5 and AO7 classifications.
- Women taking maternity leave is spread across most classifications, except for AO1, AO2 and senior executive service and above classifications.

Further analysis and inquiry is required to understand a higher number of men accessing carer's leave compared to women. There are limitations to mine this kind of data because of manual, paper-based leave submissions that are unable to capture sub-category details.

### Firefighting workforce

There is an overall trend of men in the permanent firefighter workforce taking a higher number of carer's leave days compared to women; this is consistent across the classification levels.

Parental leave, in the form of long and short spousal leave, is exclusively taken by men and women take maternity leave.

- Men taking this parental leave are clustered only in the AO5 and AO7 classifications.
- Women taking maternity leave is spread across most classifications, except for AO1, AO2 and senior executive service and above classifications.

## Section 9: Health, safety and wellbeing

### Non-firefighting workforce

- On observation of the data table and figure below, it appears that women non-firefighters may take slightly more leave than their men colleagues; however, this trend has not been statistically tested and needs to be analysed further.

**Table 8: Sick leave takings – non-firefighter workforce**

|              | March 2020  | June 2020   | Sept 2020   | Dec 2020    | March 2021  | June 2021   | Sept 2021   | Dec 2021    | March 2022  | June 2022   | Sept 2022   |
|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Man          | 1.18        | 1.28        | 0.92        | 1.61        | 1.66        | 1.42        | 1.23        | 2.19        | 1.22        | 1.20        | 1.63        |
| Woman        | 1.88        | 1.31        | 1.59        | 1.99        | 1.90        | 2.15        | 1.73        | 1.87        | 1.66        | 1.54        | 2.24        |
| <b>Total</b> | <b>1.66</b> | <b>1.30</b> | <b>1.37</b> | <b>1.88</b> | <b>1.82</b> | <b>1.91</b> | <b>1.56</b> | <b>1.97</b> | <b>1.50</b> | <b>1.42</b> | <b>2.02</b> |

### Firefighting workforce

- By contrast, observations of the firefighter data suggests that men may take more sick leave than their women colleagues.
- Firefighters appear to take more sick leave than non-firefighters, and there also appears to be a slight upward trend in the average sick leave taken by both women and men firefighters over the observation period.
- Again, these are observations made through an eyeball test of the figure below that needs to be statistically analysed to determine their significance.

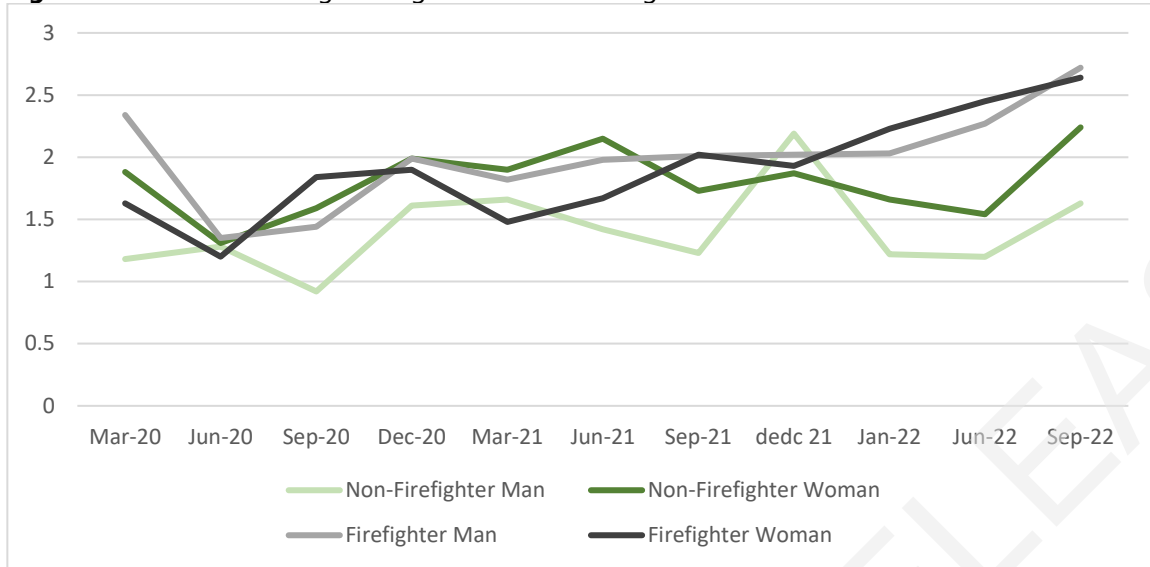
**Table 9: Sick leave takings – firefighter workforce**

|              | March 2020  | June 2020   | Sept 2020   | Dec 2020    | March 2021  | June 2021   | Sept 2021   | Dec 2021    | March 2022  | June 2022   | Sept 2022   |
|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Man          | 2.34        | 1.35        | 1.44        | 1.99        | 1.82        | 1.98        | 2.01        | 2.02        | 2.03        | 2.27        | 2.72        |
| Woman        | 1.63        | 1.20        | 1.84        | 1.90        | 1.48        | 1.67        | 2.02        | 1.93        | 2.23        | 2.45        | 2.64        |
| <b>Total</b> | <b>2.30</b> | <b>1.34</b> | <b>1.46</b> | <b>1.98</b> | <b>1.80</b> | <b>1.96</b> | <b>2.01</b> | <b>2.01</b> | <b>2.04</b> | <b>2.28</b> | <b>2.71</b> |

Further analysis and inquiry are required to understand sick leave in both the non-firefighting and firefighting workforce. There are limitations to mine this kind of data because of manual, paper-based leave submissions (mainly in the firefighting workforce) that are unable to capture sub-category details.

Such further analysis should investigate if the apparent upward trend in firefighter sick leave takings and the potential differences between men and women are statistically significant.

**Figure 22:** Sick leave takings: firefighter and non-firefighter workforces



WfQ results provide further insights into both sick leave and the potential risks inherent in the QFES operating environment and workforce culture when it comes to managing wellbeing and health.

- Only one-third of the QFES workforce (34%) reported *rarely or never* being overloaded with work, while 63% reported feeling emotionally exhausted at least *once in a while*.
- Across QFES, only 18% of survey respondents felt that their work was only *rarely or never emotionally demanding*, with the greatest emotional demands being reported by the Readiness and Response Services workforce (14% reporting that their work is *never or rarely* emotionally demanding).
- Readiness and Response Service respondents also reported the highest levels of physical exhaustion, with 66% reporting that their work left them feeling *physically exhausted* at least *once in a while*, compared to 49% of Capability and State Services respondents and 47% from Strategy and Corporate Services.

Despite these demands:

- only 69% of respondents across QFES reported being confident discussing their wellbeing with their manager
- 46% reported that their workgroup proactively discusses workplace safety
- 44% reported that their workgroup discusses ways to promote wellbeing
- 40% reported that their workgroup discusses ways to promote mental health
- No significant differences were identified across leadership levels in these results, or between men and women. However, respondents identifying as *non-binary, gender diverse* or who *would prefer not to say* showed significantly less confidence in discussing their wellbeing (43%) with their manager/supervisor.

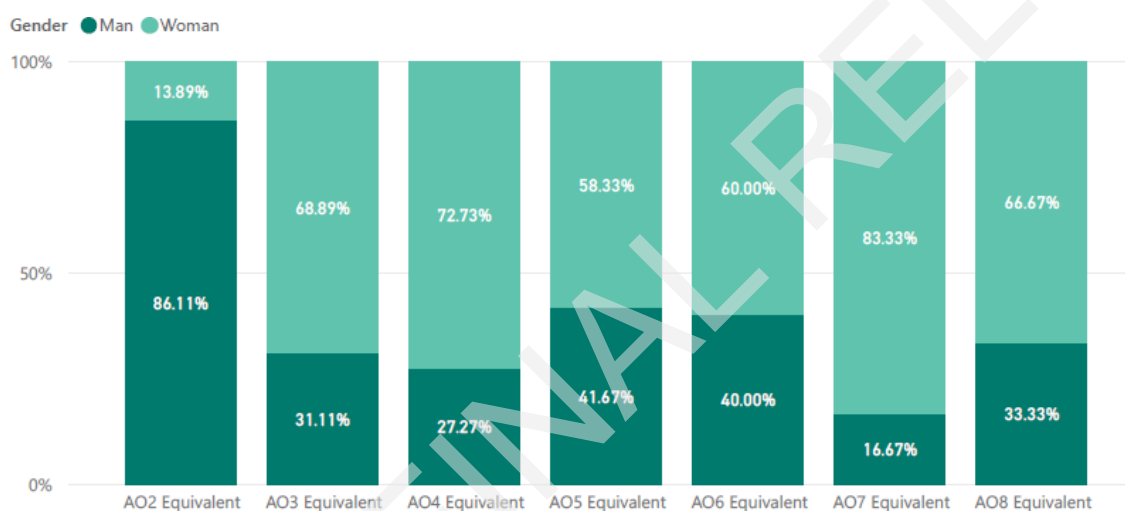
## Section 10: Recruitment and Higher Duties

### Non-firefighting workforce

In the 12 months to 30 September 2022, 55% of new appointments (95) into the non-firefighting workforce were men, with the majority of men new starters (62) being hired at the AO2-equivalent level (86.11% of new recruits at this level were men).

- Recruitment into all other classifications was predominantly women, which is consistent with the overall profile for the non-firefighting workforce. This was particularly the case at the AO7 level where 83% of new starters were women (based on six new starters)

**Figure 23:** Non-firefighter new recruits by classification

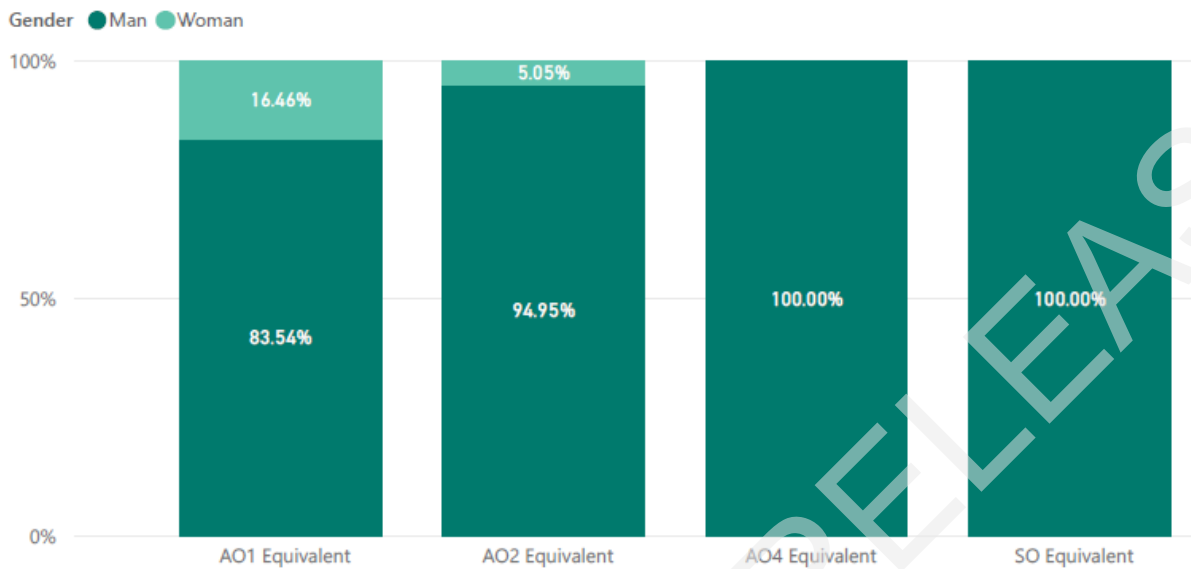


- Overall, of those on higher duties, 72.8% were women across most classifications, except for the senior officer classification where 75% were men.

### Firefighting workforce

- Eighty-eight percent of new recruits (233) into the firefighting workforce were men, with 12% (31) being women. This represents a higher proportion of women firefighter recruits than in the overall firefighter workforce (8.7%).
- All women new appointments and 96% of recruit men in the firefighting workforce were in entry-level (AO1/AO2 equivalent roles).
- Although small in number (5), 100% of appointments at the AO4 or higher classification in the firefighting workforce were men.

**Figure 24:** Firefighter new recruits by classification



QFES has explored the potential causes of higher men recruitment numbers in the firefighting workforce and has long-term strategies in place to encourage women to consider firefighting as a career, case manage women in the recruitment process, and educate the community more broadly about women in firefighting.

**Additional Insights**

As in section one, research shows that many jobs, including firefighters, are gender stereotyped. This research also shows that these stereotypes can shape perceptions regarding whether a man or a woman is a better “fit” for any particular given job and can bias employment decisions and outcomes, including whether a woman will apply for a job typically seen as ‘a man’s job’ such as firefighting.

Only 47% of respondents to the WfQ survey agreed that recruitment strategies and processes are fair and transparent, with women (56% positive) having more positive views than men (46% positive). Respondents identifying as non-binary or gender diverse had particularly negative perceptions of the fairness and transparency of recruitment processes (22% positive). This pattern was also seen in relation to the transparency of backfilling and perceptions of the clarity of promotion decisions.

Executives and program leaders have the most positive perceptions of the recruitment, backfilling and promotion processes, while team leaders have the least positive views. As with the overall results, women at each leadership level have more positive perceptions of these processes than their men colleagues.

Women firefighters and auxiliary firefighters who responded to the WfQ survey had significantly less positive views of the clarity of promotion processes (38% positive response) and the transparency of backfilling (38% positive response) compared to men (53% positive and 47% positive respectively). Research indicates that candidates give preference to organisations that have transparent recruitment processes, so this reduced positivity may hinder some QFES women from applying for promotion or backfilling opportunities.

In addition to these gender differences, some cultural differences were also identified with Aboriginal or Torres Strait Islander respondents having less favourable perceptions of the fairness and transparency of recruitment (41% favourable), and promotion processes (43% favourable) than their non-Indigenous colleagues (49% and 50% favourable respectively).

## Section 11: Separations

### Non-firefighting workforce

- Overall, more women from the non-firefighting workforce are separating than men. It appears there is more separation movement across the AO2 to AO8 classifications.
- In the September 2022 figures, the separation reasons were 23.08% (3) age retirement and 76.92% (10) resignation with a higher number of women at 2 and 6 respectively.

**Figure 25:** Non-firefighter separations

| Separation Reason | Sept 2022 |                |          |                |           |                |
|-------------------|-----------|----------------|----------|----------------|-----------|----------------|
|                   | M         |                | W        |                | Total     |                |
|                   | No.       | No. %          | No.      | No. %          | No.       | No. %          |
| Age retirement    | 1         | 20.00%         | 2        | 25.00%         | 3         | 23.08%         |
| Resignation       | 4         | 80.00%         | 6        | 75.00%         | 10        | 76.92%         |
| <b>Total</b>      | <b>5</b>  | <b>100.00%</b> | <b>8</b> | <b>100.00%</b> | <b>13</b> | <b>100.00%</b> |

The only separation from a member of a diversity group over the period is one person identifying as living with a disability, separating due to age retirement.

### Firefighting workforce

- There are higher numbers of men separating from the firefighter workforce, largely due to age retirement, compared to women.

**Figure 26:** Firefighter separations

| Separation Reason | Sept 2022 |                |          |                |           |                |
|-------------------|-----------|----------------|----------|----------------|-----------|----------------|
|                   | M         |                | W        |                | Total     |                |
|                   | No.       | No. %          | No.      | No. %          | No.       | No. %          |
| Age retirement    | 20        | 68.97%         |          |                | 20        | 64.52%         |
| Dismissal         | 1         | 3.45%          |          |                | 1         | 3.23%          |
| Ill Health        | 2         | 6.90%          |          |                | 2         | 6.45%          |
| Resignation       | 6         | 20.69%         | 2        | 100.00%        | 8         | 25.81%         |
| <b>Total</b>      | <b>29</b> | <b>100.00%</b> | <b>2</b> | <b>100.00%</b> | <b>31</b> | <b>100.00%</b> |

The dataset for separations in diversity areas is too small to draw meaningful analysis.

WfQ results provide some indications of employees' intentions to leave their position. Of those respondents who provided their intentions to leave their current position, 6% indicated they intend to *leave their position as soon as possible* with another 12% intending to leave *within the next 12 months*. Nearly half of those intending to leave their position intended to stay in QFES (34%) or were planning to retire (12%), while 31% were looking for new opportunities in another agency or the private sector.

While the percentage of men and women employees intending to leave their position *immediately* was similar, (5% and 7% respectively), those identifying as *non-binary, gender diverse or who preferred not to say* reported significantly higher intentions to leave their position *immediately* (13.5%).

Similarly, those QFES employees identifying as Aboriginal or Torres Strait peoples reported significantly higher intentions to leave their position *immediately* (21%) or *within the next 12 months* (21%) compared to those who were not an Aboriginal or Torres Strait Islander peoples. Five percent of the latter group indicated that they intended to leave their position immediately and 12% within twelve months.

## **Section 12: Women on boards**

- QFES does not have a board; however, in the department's governance structure there is a board of management with a number of committees.
- The five-member QFES Board of Management currently consists of three men and two women, including one female Deputy Commissioner and an external female member.
- The remaining committees are predominantly male due to the current governance structure being classification based.



## Appendix 1: QFES roles and equivalent salary classification

The Administrative Officer (AO) stream salary equivalents for QFES roles are outlined below.

|                            |                                |                                         |                              |
|----------------------------|--------------------------------|-----------------------------------------|------------------------------|
| <b>AO1<br/>Equivalent</b>  | Auxiliary Firefighter Grade 1  | <b>AO6<br/>Equivalent</b>               | Administrative Officer Lvl 6 |
|                            | Apprentice QMW WSHOP           |                                         | Building Approval Officer 2  |
|                            | Apprentice PSBA WSHOP          |                                         | Professional Officer Lvl 4   |
| <b>AO2<br/>Equivalent</b>  | Mechanics Workshop             | <b>AO7<br/>Equivalent</b>               | Technical Officer Lvl 5      |
|                            | Rural Management Officer       |                                         | Administrative Officer Lvl 7 |
|                            | Fire Comms Officer 1           |                                         | Fire Comms Manager           |
|                            | Firefighter                    | <b>AO8<br/>Equivalent</b>               | Professional Officer Lvl 5   |
|                            | Recruit Firefighter            |                                         | Technical Officer Lvl 6      |
|                            | Brigade T&S Officer            | <b>SO<br/>Equivalent</b>                | Administrative Officer Lvl 8 |
|                            | Captain/Aux CSO/Aux ATC        |                                         | Fire Comms Manager Z         |
|                            | Lieutenant                     |                                         | Professional Officer Lvl 6   |
|                            | Auxiliary Firefighter Grade 2  |                                         | Duty Manager Ops             |
|                            | Operational Officer Lvl 3(PSA) |                                         | Inspector                    |
| Apprentice PSBA WSHOP      | Superintendent                 |                                         |                              |
| Fire Comms Officer 1-38hrs | Section 122 Fire Engineer      |                                         |                              |
| MECHANICS WORKSHOP         | Senior Executive Service 2     |                                         |                              |
| Fire Comms Officer 1       | Senior Officer                 |                                         |                              |
| 1st Class Firefighter      | Inspector-40hrs                |                                         |                              |
| <b>AO3<br/>Equivalent</b>  | Senior Firefighter             | <b>SES<br/>Equivalent<br/>and above</b> | Chief Executive Officer      |
|                            | Leading Firefighter            |                                         | Chief Superintendent         |
|                            | Brigade T&S Officer            |                                         | Superintendent               |
|                            | Operational Officer Lvl 4(PSA) |                                         | Section 122                  |
|                            | Fire Comms Officer 1-38hrs     |                                         | Senior Executive Service 4   |
|                            | Fire Comms Supervisor 2        |                                         | Senior Executive Service 2   |
| <b>AO4<br/>Equivalent</b>  | Firefighter BAO 1 / BAO2       |                                         | Senior Executive Service 3   |
|                            | Station Officer 1/2/3          |                                         | Senior Executive Service 4   |
|                            | Area T&S Officer               |                                         |                              |
|                            | Operational Officer Lvl 6(PSA) |                                         |                              |
| <b>AO5<br/>Equivalent</b>  | Fire Comms Supervisor 2        |                                         |                              |
|                            | Building Approval Officer 1/2  |                                         |                              |
|                            | Station Officer 3              |                                         |                              |
|                            | Operational Officer Lvl 6(PSA) |                                         |                              |
|                            | Operational Officer Lvl 7(PSA) |                                         |                              |
|                            | Technical Officer Lvl 5        |                                         |                              |

## Appendix 2: QFES Equity and Diversity Datasets (September 2022) Firefighting workforce data



Equity and Diversity  
Dataset (Sept 2022 c

## Appendix 3: QFES Equity and Diversity Datasets (September 2022) Non- firefighting workforce data



Equity and Diversity  
Dataset (Sept 2022 c

QFED RTI FINAL RELEASE

# Equity and Diversity Dataset

The data in this report reflects

*This dashboard is for internal-to-government use only*

Queensland Fire and Emergency Services ▼

Fire Fighter employees only

## Sections

- 1. Composition
- 2. Earnings
- 3. Executive levels
- 4. Organisational Structure
- 5. Occupation
- 6. Employment security
- 7. Flexible working arrangements
- 8. Family working arrangements
- 9. Health, safety and well-being
- 10. Recruitment and higher duties
- 11. Separations

NOTE: Only Queensland Health reported non-binary information in June 2021. Non-binary information was reported by the rest of the sector for the first time in Sept 2021. Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

Please be advised that headcount and/or total percentages may be impacted.

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

Find out more  
[psc.qld.gov.au/osc](https://psc.qld.gov.au/osc)

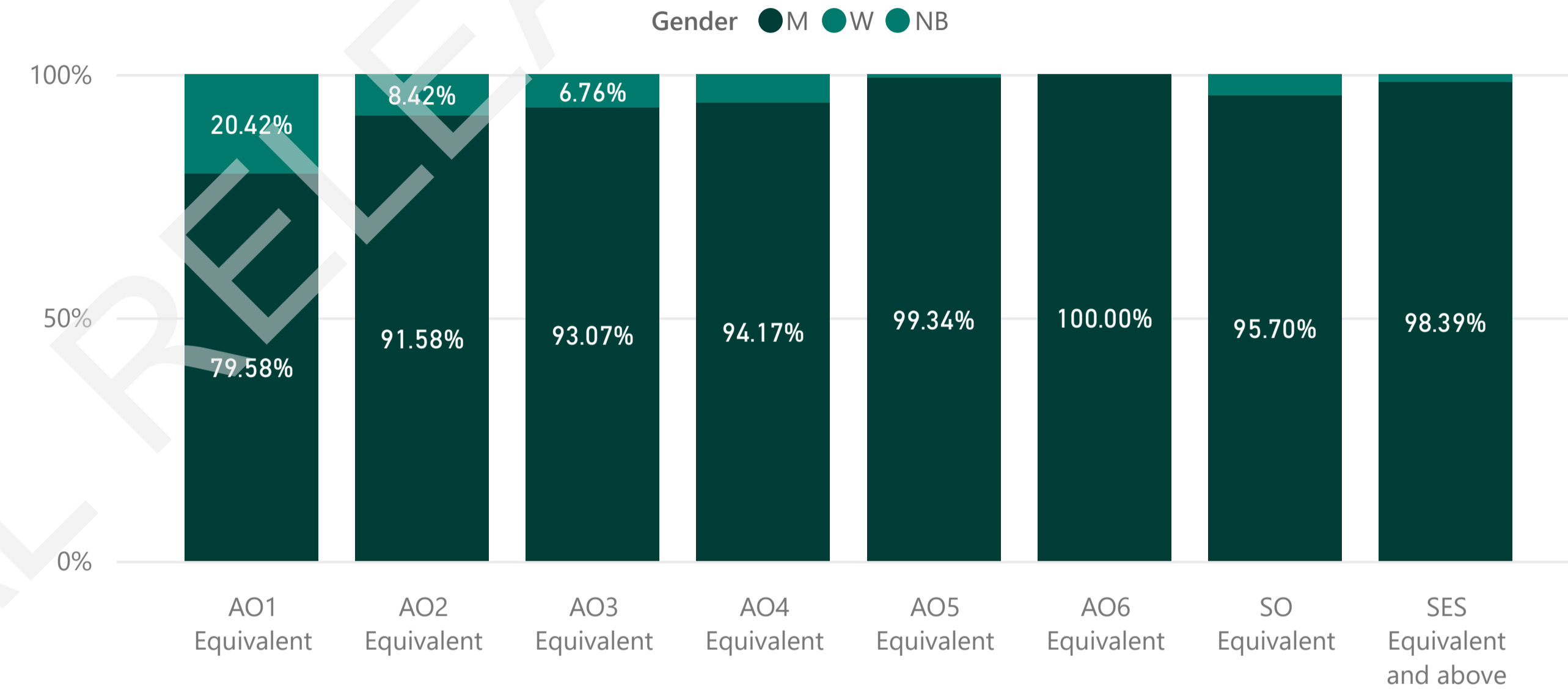
# 1.1. Salary level by gender

Queensland Fire and Emergency Services ▼

## Full-time equivalent salary (Headcount)

| AO full-time equiv salary | Sept 2020    |            |              | Sept 2021    |          |            |              | Sept 2022    |          |            |              |
|---------------------------|--------------|------------|--------------|--------------|----------|------------|--------------|--------------|----------|------------|--------------|
|                           | M            | W          | Total        | M            | NB       | W          | Total        | M            | NB       | W          | Total        |
| AO1 Equivalent            | 589          | 140        | <b>729</b>   | 565          |          | 151        | <b>716</b>   | 530          |          | 136        | <b>666</b>   |
| AO2 Equivalent            | 1,333        | 132        | <b>1,465</b> | 1,446        |          | 144        | <b>1,590</b> | 1,468        |          | 135        | <b>1,603</b> |
| AO3 Equivalent            | 1,154        | 79         | <b>1,233</b> | 1,093        | 1        | 74         | <b>1,168</b> | 1,102        | 2        | 80         | <b>1,184</b> |
| AO4 Equivalent            | 253          | 12         | <b>265</b>   | 255          |          | 15         | <b>270</b>   | 339          |          | 21         | <b>360</b>   |
| AO5 Equivalent            | 348          | 3          | <b>351</b>   | 344          |          | 3          | <b>347</b>   | 300          |          | 2          | <b>302</b>   |
| AO6 Equivalent            | 27           |            | <b>27</b>    | 33           |          |            | <b>33</b>    | 20           |          |            | <b>20</b>    |
| SO Equivalent             | 136          | 5          | <b>141</b>   | 142          |          | 7          | <b>149</b>   | 178          |          | 8          | <b>186</b>   |
| SES Equivalent and above  | 85           | 2          | <b>87</b>    | 87           |          | 2          | <b>89</b>    | 61           |          | 1          | <b>62</b>    |
| <b>Total</b>              | <b>3,925</b> | <b>373</b> | <b>4,298</b> | <b>3,965</b> | <b>1</b> | <b>396</b> | <b>4,362</b> | <b>3,998</b> | <b>2</b> | <b>383</b> | <b>4,383</b> |

## Full-time equivalent salary for September 2022



## Full-time equivalent salary (Headcount % across)

| AO full-time equiv salary | Sept 2020    |             |               | Sept 2021    |             |             |               | Sept 2022    |             |             |               |
|---------------------------|--------------|-------------|---------------|--------------|-------------|-------------|---------------|--------------|-------------|-------------|---------------|
|                           | M            | W           | Total         | M            | NB          | W           | Total         | M            | NB          | W           | Total         |
| AO1 Equivalent            | 80.8%        | 19.2%       | <b>100.0%</b> | 78.9%        |             | 21.1%       | <b>100.0%</b> | 79.6%        |             | 20.4%       | <b>100.0%</b> |
| AO2 Equivalent            | 91.0%        | 9.0%        | <b>100.0%</b> | 90.9%        |             | 9.1%        | <b>100.0%</b> | 91.6%        |             | 8.4%        | <b>100.0%</b> |
| AO3 Equivalent            | 93.6%        | 6.4%        | <b>100.0%</b> | 93.6%        | 0.1%        | 6.3%        | <b>100.0%</b> | 93.1%        | 0.2%        | 6.8%        | <b>100.0%</b> |
| AO4 Equivalent            | 95.5%        | 4.5%        | <b>100.0%</b> | 94.4%        |             | 5.6%        | <b>100.0%</b> | 94.2%        |             | 5.8%        | <b>100.0%</b> |
| AO5 Equivalent            | 99.1%        | 0.9%        | <b>100.0%</b> | 99.1%        |             | 0.9%        | <b>100.0%</b> | 99.3%        |             | 0.7%        | <b>100.0%</b> |
| AO6 Equivalent            | 100.0%       |             | <b>100.0%</b> | 100.0%       |             |             | <b>100.0%</b> | 100.0%       |             |             | <b>100.0%</b> |
| SO Equivalent             | 96.5%        | 3.5%        | <b>100.0%</b> | 95.3%        |             | 4.7%        | <b>100.0%</b> | 95.7%        |             | 4.3%        | <b>100.0%</b> |
| SES Equivalent and above  | 97.7%        | 2.3%        | <b>100.0%</b> | 97.8%        |             | 2.2%        | <b>100.0%</b> | 98.4%        |             | 1.6%        | <b>100.0%</b> |
| <b>Total</b>              | <b>91.3%</b> | <b>8.7%</b> | <b>100.0%</b> | <b>90.9%</b> | <b>0.0%</b> | <b>9.1%</b> | <b>100.0%</b> | <b>91.2%</b> | <b>0.0%</b> | <b>8.7%</b> | <b>100.0%</b> |

Administration Officer (AO) equivalent salary is based on two factors:

- Full-time equivalent (FTE) salaries is the full-time salary in terms of the relevant award/enterprise bargaining agreement irrespective of the actual hours an employee works.
- FTE salaries for all employees are grouped according to the salary ranges for each AO classification under the State Government Entities Certified Agreement 2019.

NOTE: Only Queensland Health reported non-binary information in June 2021. Non-binary information was reported by the rest of the sector for the first time in Sept 2021.

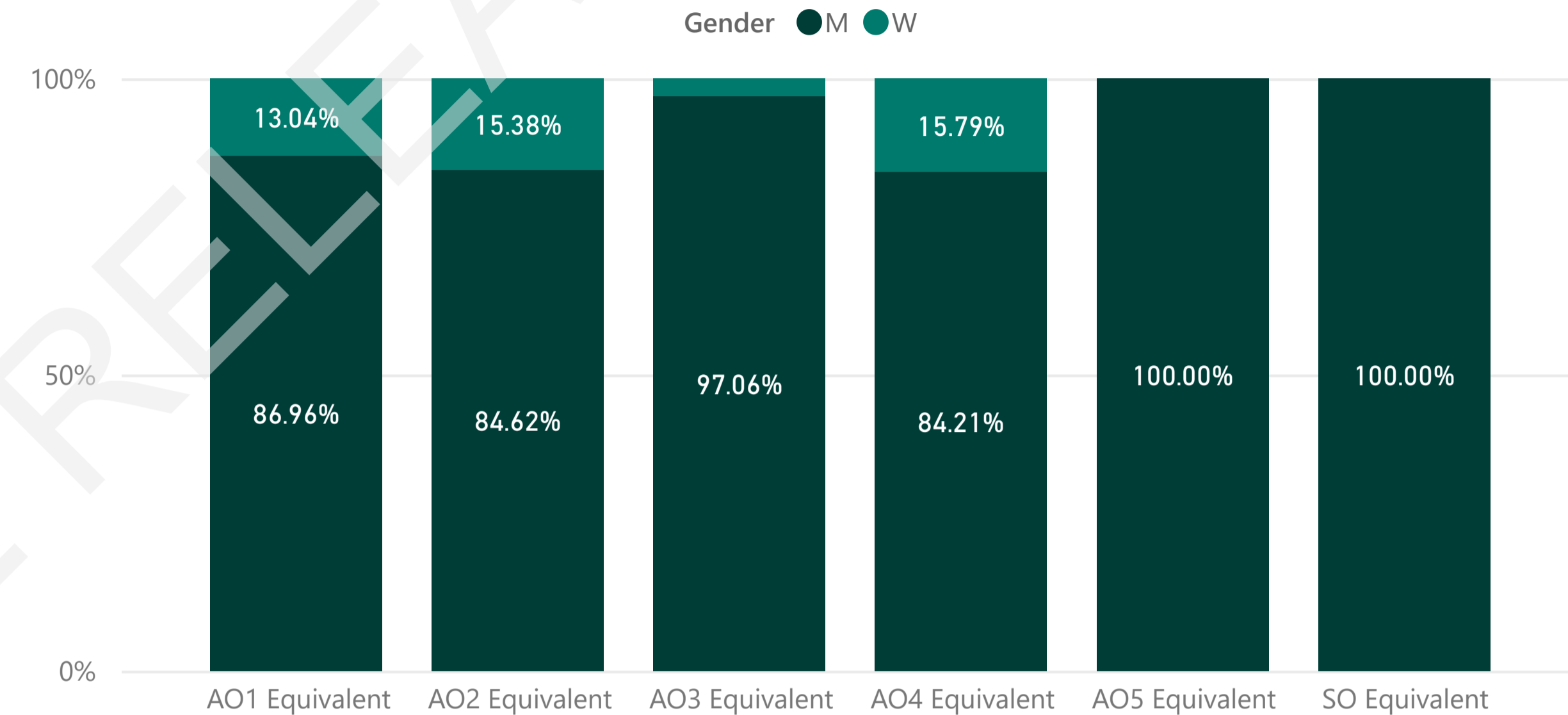
## 1.2. Salary level by gender - People who identify as Aboriginal Peoples and Torres Strait Islander Peoples

Queensland Fire and Emergency Services

### Full-time equivalent salary (HC)

| AO full-time equiv salary | Sept 2020 |          |           | Sept 2021 |           |           | Sept 2022 |           |            |
|---------------------------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
|                           | M         | W        | Total     | M         | W         | Total     | M         | W         | Total      |
| AO1 Equivalent            | 13        | 2        | 15        | 17        | 3         | 20        | 20        | 3         | 23         |
| AO2 Equivalent            | 14        | 2        | 16        | 18        | 5         | 23        | 22        | 4         | 26         |
| AO3 Equivalent            | 40        | 2        | 42        | 33        | 1         | 34        | 33        | 1         | 34         |
| AO4 Equivalent            | 5         |          | 5         | 9         | 3         | 12        | 16        | 3         | 19         |
| AO5 Equivalent            | 7         |          | 7         | 6         |           | 6         | 5         |           | 5          |
| SO Equivalent             | 1         |          | 1         | 1         |           | 1         | 1         |           | 1          |
| <b>Total</b>              | <b>80</b> | <b>6</b> | <b>86</b> | <b>84</b> | <b>12</b> | <b>96</b> | <b>97</b> | <b>11</b> | <b>108</b> |

### Full-time equivalent salary (September 2022)



### Full-time equivalent salary (HC% across)

| AO full-time equiv salary | Sept 2020    |             |               | Sept 2021    |              |               | Sept 2022    |              |               |
|---------------------------|--------------|-------------|---------------|--------------|--------------|---------------|--------------|--------------|---------------|
|                           | M            | W           | Total         | M            | W            | Total         | M            | W            | Total         |
| AO1 Equivalent            | 86.7%        | 13.3%       | 100.0%        | 85.0%        | 15.0%        | 100.0%        | 87.0%        | 13.0%        | 100.0%        |
| AO2 Equivalent            | 87.5%        | 12.5%       | 100.0%        | 78.3%        | 21.7%        | 100.0%        | 84.6%        | 15.4%        | 100.0%        |
| AO3 Equivalent            | 95.2%        | 4.8%        | 100.0%        | 97.1%        | 2.9%         | 100.0%        | 97.1%        | 2.9%         | 100.0%        |
| AO4 Equivalent            | 100.0%       |             | 100.0%        | 75.0%        | 25.0%        | 100.0%        | 84.2%        | 15.8%        | 100.0%        |
| AO5 Equivalent            | 100.0%       |             | 100.0%        | 100.0%       |              | 100.0%        | 100.0%       |              | 100.0%        |
| SO Equivalent             | 100.0%       |             | 100.0%        | 100.0%       |              | 100.0%        | 100.0%       |              | 100.0%        |
| <b>Total</b>              | <b>93.0%</b> | <b>7.0%</b> | <b>100.0%</b> | <b>87.5%</b> | <b>12.5%</b> | <b>100.0%</b> | <b>89.8%</b> | <b>10.2%</b> | <b>100.0%</b> |

### Response rates

| Responses                                                 | Sept 2022    |                |
|-----------------------------------------------------------|--------------|----------------|
|                                                           | Headcount    | Headcount (%)  |
| Non Aboriginal Peoples and Torres Strait Islander Peoples | 2,737        | 62.47%         |
| No census form returned                                   | 1,423        | 32.48%         |
| Aboriginal Peoples and Torres Strait Islander Peoples     | 108          | 2.47%          |
| Chose not to respond                                      | 71           | 1.62%          |
|                                                           | 42           | 0.96%          |
| <b>Total</b>                                              | <b>4,381</b> | <b>100.00%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



# 1.3. Salary level by gender - People who identify as living with disability

Queensland Fire and Emergency Services ▼

Full-time equivalent salary (Headcount)

| AO full-time equiv salary | Sept 2020 |          |           | Sept 2021 |          |           | Sept 2022 |          |           |
|---------------------------|-----------|----------|-----------|-----------|----------|-----------|-----------|----------|-----------|
|                           | M         | W        | Total     | M         | W        | Total     | M         | W        | Total     |
| AO1 Equivalent            | 4         | 1        | 5         | 2         | 3        | 5         | 3         | 3        | 6         |
| AO2 Equivalent            | 11        |          | 11        | 11        |          | 11        | 11        |          | 11        |
| AO3 Equivalent            | 13        |          | 13        | 14        |          | 14        | 13        |          | 13        |
| AO4 Equivalent            | 6         |          | 6         | 3         |          | 3         | 4         |          | 4         |
| AO5 Equivalent            | 4         |          | 4         | 5         |          | 5         | 4         |          | 4         |
| SO Equivalent             | 2         |          | 2         | 2         |          | 2         | 2         |          | 2         |
| <b>Total</b>              | <b>40</b> | <b>1</b> | <b>41</b> | <b>37</b> | <b>3</b> | <b>40</b> | <b>37</b> | <b>3</b> | <b>40</b> |

Full-time equivalent salary (September 2022)



Full-time equivalent salary (Headcount % across)

| AO full-time equiv salary | Sept 2020    |             |               | Sept 2021    |             |               | Sept 2022    |             |               |
|---------------------------|--------------|-------------|---------------|--------------|-------------|---------------|--------------|-------------|---------------|
|                           | M            | W           | Total         | M            | W           | Total         | M            | W           | Total         |
| AO1 Equivalent            | 80.0%        | 20.0%       | 100.0%        | 40.0%        | 60.0%       | 100.0%        | 50.0%        | 50.0%       | 100.0%        |
| AO2 Equivalent            | 100.0%       |             | 100.0%        | 100.0%       |             | 100.0%        | 100.0%       |             | 100.0%        |
| AO3 Equivalent            | 100.0%       |             | 100.0%        | 100.0%       |             | 100.0%        | 100.0%       |             | 100.0%        |
| AO4 Equivalent            | 100.0%       |             | 100.0%        | 100.0%       |             | 100.0%        | 100.0%       |             | 100.0%        |
| AO5 Equivalent            | 100.0%       |             | 100.0%        | 100.0%       |             | 100.0%        | 100.0%       |             | 100.0%        |
| SO Equivalent             | 100.0%       |             | 100.0%        | 100.0%       |             | 100.0%        | 100.0%       |             | 100.0%        |
| <b>Total</b>              | <b>97.6%</b> | <b>2.4%</b> | <b>100.0%</b> | <b>92.5%</b> | <b>7.5%</b> | <b>100.0%</b> | <b>92.5%</b> | <b>7.5%</b> | <b>100.0%</b> |

Response rates

| Response                | Sept 2022    |                |
|-------------------------|--------------|----------------|
|                         | Headcount    | Headcount (%)  |
| No Disability           | 2,753        | 62.84%         |
| No census form returned | 1,423        | 32.48%         |
| Question unanswered     | 134          | 3.06%          |
| Disability              | 40           | 0.91%          |
| Chose not to respond    | 31           | 0.71%          |
| <b>Total</b>            | <b>4,381</b> | <b>100.00%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# 1.4a. Salary level by gender - People who identify as CALD1 (Employees born overseas)

Queensland Fire and Emergency Services

## Full-time equivalent salary (Headcount)

| AO full-time equiv salary | Sept 2021 |          |          | Sept 2022 |          |           |
|---------------------------|-----------|----------|----------|-----------|----------|-----------|
|                           | M         | W        | Total    | M         | W        | Total     |
| AO1 Equivalent            |           |          |          | 10        | 3        | 13        |
| AO2 Equivalent            | 2         |          | 2        | 11        |          | 11        |
| AO3 Equivalent            |           |          |          | 6         |          | 6         |
| AO4 Equivalent            |           |          |          | 1         |          | 1         |
| AO5 Equivalent            |           |          |          | 2         |          | 2         |
| SO Equivalent             | 1         |          | 1        | 2         |          | 2         |
| SES Equivalent and above  | 1         | 1        | 2        | 1         | 1        | 2         |
| <b>Total</b>              | <b>4</b>  | <b>1</b> | <b>5</b> | <b>33</b> | <b>4</b> | <b>37</b> |

## Full-time equivalent salary (September 2022)



## Full-time equivalent salary (Headcount % across)

| AO full-time equiv salary | Sept 2021    |              |               | Sept 2022    |              |               |
|---------------------------|--------------|--------------|---------------|--------------|--------------|---------------|
|                           | M            | W            | Total         | M            | W            | Total         |
| AO1 Equivalent            |              |              |               | 76.9%        | 23.1%        | 100.0%        |
| AO2 Equivalent            | 100.0%       |              | 100.0%        | 100.0%       |              | 100.0%        |
| AO3 Equivalent            |              |              |               | 100.0%       |              | 100.0%        |
| AO4 Equivalent            |              |              |               | 100.0%       |              | 100.0%        |
| AO5 Equivalent            |              |              |               | 100.0%       |              | 100.0%        |
| SO Equivalent             | 100.0%       |              | 100.0%        | 100.0%       |              | 100.0%        |
| SES Equivalent and above  | 50.0%        | 50.0%        | 100.0%        | 50.0%        | 50.0%        | 100.0%        |
| <b>Total</b>              | <b>80.0%</b> | <b>20.0%</b> | <b>100.0%</b> | <b>89.2%</b> | <b>10.8%</b> | <b>100.0%</b> |

## Response rates

| Response                                               | Sept 2022    |                |
|--------------------------------------------------------|--------------|----------------|
|                                                        | Headcount    | Headcount (%)  |
| No census form returned                                | 2,819        | 64.35%         |
| Born in Australia                                      | 1,423        | 32.48%         |
| Born overseas in a mainly English speaking country     | 95           | 2.17%          |
| Chose not to respond                                   | 32           | 0.73%          |
| Born overseas in a mainly non-English speaking country | 7            | 0.16%          |
| <b>Total</b>                                           | <b>4,381</b> | <b>100.00%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

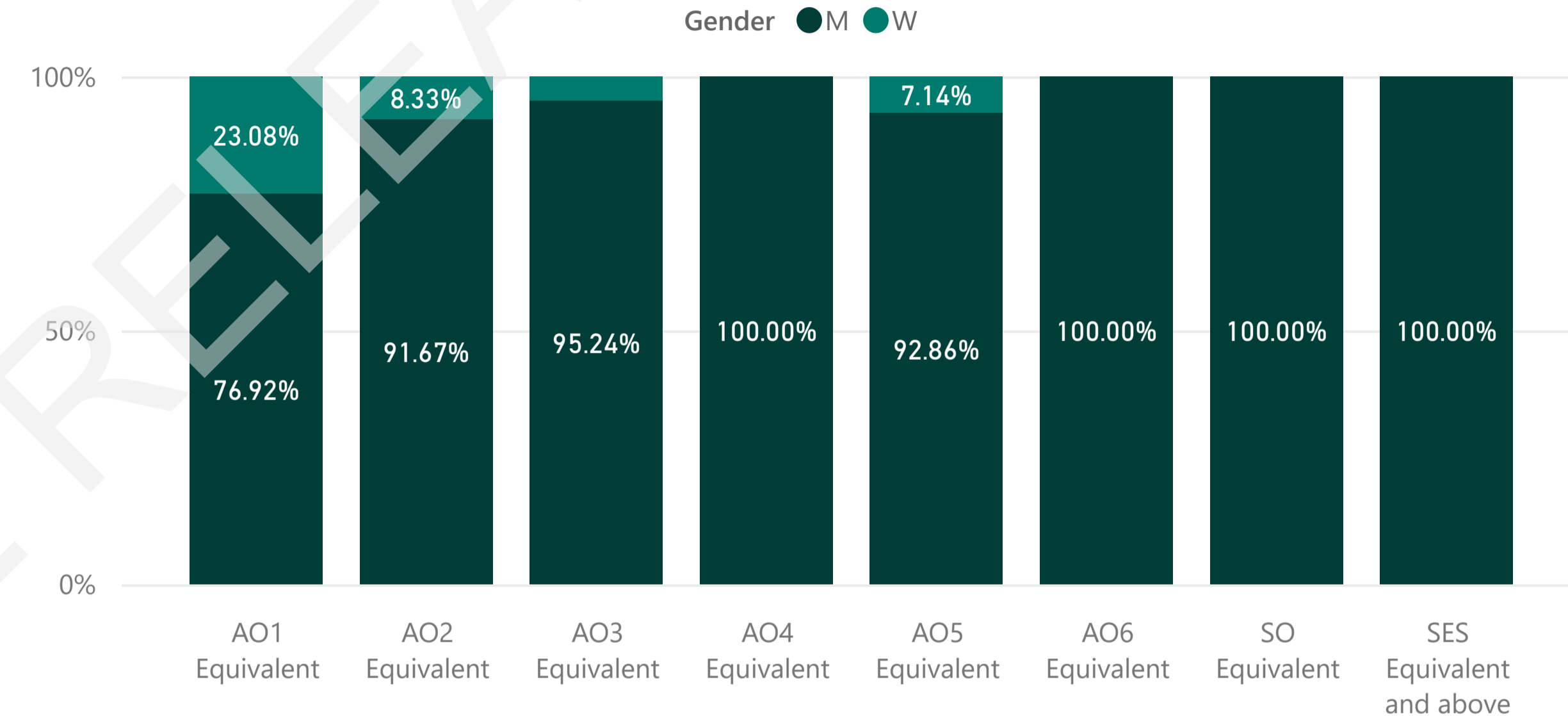
# 1.4b. Salary level by gender - People who identify as CALD2 (Language other than English spoken at home)

Queensland Fire and Emergency Services

## Full-time equivalent salary (Headcount)

| AO full-time equiv salary | Sept 2021 |          |            | Sept 2022  |          |            |
|---------------------------|-----------|----------|------------|------------|----------|------------|
|                           | M         | W        | Total      | M          | W        | Total      |
| AO1 Equivalent            | 11        | 4        | 15         | 10         | 3        | 13         |
| AO2 Equivalent            | 18        | 2        | 20         | 22         | 2        | 24         |
| AO3 Equivalent            | 36        | 2        | 38         | 40         | 2        | 42         |
| AO4 Equivalent            | 7         |          | 7          | 5          |          | 5          |
| AO5 Equivalent            | 15        | 1        | 16         | 13         | 1        | 14         |
| AO6 Equivalent            | 1         |          | 1          | 1          |          | 1          |
| SO Equivalent             | 5         |          | 5          | 10         |          | 10         |
| SES Equivalent and above  | 6         |          | 6          | 3          |          | 3          |
| <b>Total</b>              | <b>99</b> | <b>9</b> | <b>108</b> | <b>104</b> | <b>8</b> | <b>112</b> |

## Full-time equivalent salary (September 2022)



## Full-time equivalent salary (Headcount % across)

| AO full-time equiv salary | Sept 2021    |             |               | Sept 2022    |             |               |
|---------------------------|--------------|-------------|---------------|--------------|-------------|---------------|
|                           | M            | W           | Total         | M            | W           | Total         |
| AO1 Equivalent            | 73.3%        | 26.7%       | 100.0%        | 76.9%        | 23.1%       | 100.0%        |
| AO2 Equivalent            | 90.0%        | 10.0%       | 100.0%        | 91.7%        | 8.3%        | 100.0%        |
| AO3 Equivalent            | 94.7%        | 5.3%        | 100.0%        | 95.2%        | 4.8%        | 100.0%        |
| AO4 Equivalent            | 100.0%       |             | 100.0%        | 100.0%       |             | 100.0%        |
| AO5 Equivalent            | 93.8%        | 6.3%        | 100.0%        | 92.9%        | 7.1%        | 100.0%        |
| AO6 Equivalent            | 100.0%       |             | 100.0%        | 100.0%       |             | 100.0%        |
| SO Equivalent             | 100.0%       |             | 100.0%        | 100.0%       |             | 100.0%        |
| SES Equivalent and above  | 100.0%       |             | 100.0%        | 100.0%       |             | 100.0%        |
| <b>Total</b>              | <b>91.7%</b> | <b>8.3%</b> | <b>100.0%</b> | <b>92.9%</b> | <b>7.1%</b> | <b>100.0%</b> |

## Response rates

| Response                                    | Sept 2022    |                |
|---------------------------------------------|--------------|----------------|
|                                             | Headcount    | Headcount (%)  |
| English spoken at home                      | 2,429        | 55.44%         |
| No census form returned                     | 1,423        | 32.48%         |
| Speak a language at home other than English | 387          | 8.83%          |
| Chose not to respond                        | 30           | 0.68%          |
| <b>Total</b>                                | <b>4,381</b> | <b>100.00%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



## 1.5. Salary level by gender - Age group

Queensland Fire and Emergency Services

| Sept 2022                 |                   |           |            |                |            |              |                |           |              |             |          |            |              |
|---------------------------|-------------------|-----------|------------|----------------|------------|--------------|----------------|-----------|--------------|-------------|----------|------------|--------------|
| Age                       | 29 years and less |           |            | 30 to 44 years |            |              | 45 to 59 years |           |              | 60 and over |          |            | Total        |
| AO full-time equiv salary | M                 | W         | Total      | M              | W          | Total        | M              | W         | Total        | M           | W        | Total      |              |
| AO1 Equivalent            | 160               | 44        | 204        | 258            | 71         | 329          | 101            | 20        | 121          | 11          | 1        | 12         | 666          |
| AO2 Equivalent            | 209               | 32        | 241        | 700            | 59         | 759          | 471            | 41        | 512          | 88          | 3        | 91         | 1,603        |
| AO3 Equivalent            | 20                | 4         | 24         | 440            | 54         | 494          | 542            | 22        | 564          | 100         |          | 100        | 1,182        |
| AO4 Equivalent            | 2                 | 1         | 3          | 115            | 13         | 128          | 185            | 6         | 191          | 37          | 1        | 38         | 360          |
| AO5 Equivalent            |                   |           |            | 27             |            | 27           | 223            | 2         | 225          | 50          |          | 50         | 302          |
| AO6 Equivalent            |                   |           |            |                |            |              | 10             |           | 10           | 10          |          | 10         | 20           |
| SO Equivalent             |                   |           |            | 30             | 2          | 32           | 115            | 5         | 120          | 33          | 1        | 34         | 186          |
| SES Equivalent and above  |                   |           |            | 4              |            | 4            | 47             | 1         | 48           | 10          |          | 10         | 62           |
| <b>Total</b>              | <b>391</b>        | <b>81</b> | <b>472</b> | <b>1,574</b>   | <b>199</b> | <b>1,773</b> | <b>1,694</b>   | <b>97</b> | <b>1,791</b> | <b>339</b>  | <b>6</b> | <b>345</b> | <b>4,381</b> |

| Sept 2022                 |                   |              |               |                |              |               |                |             |               |              |             |               |       |
|---------------------------|-------------------|--------------|---------------|----------------|--------------|---------------|----------------|-------------|---------------|--------------|-------------|---------------|-------|
| Age                       | 29 years and less |              |               | 30 to 44 years |              |               | 45 to 59 years |             |               | 60 and over  |             |               | Total |
| AO full-time equiv salary | M                 | W            | Total         | M              | W            | Total         | M              | W           | Total         | M            | W           | Total         |       |
| AO1 Equivalent            | 78.4%             | 21.6%        | 100.0%        | 78.4%          | 21.6%        | 100.0%        | 83.5%          | 16.5%       | 100.0%        | 91.7%        | 8.3%        | 100.0%        |       |
| AO2 Equivalent            | 86.7%             | 13.3%        | 100.0%        | 92.2%          | 7.8%         | 100.0%        | 92.0%          | 8.0%        | 100.0%        | 96.7%        | 3.3%        | 100.0%        |       |
| AO3 Equivalent            | 83.3%             | 16.7%        | 100.0%        | 89.1%          | 10.9%        | 100.0%        | 96.1%          | 3.9%        | 100.0%        | 100.0%       |             | 100.0%        |       |
| AO4 Equivalent            | 66.7%             | 33.3%        | 100.0%        | 89.8%          | 10.2%        | 100.0%        | 96.9%          | 3.1%        | 100.0%        | 97.4%        | 2.6%        | 100.0%        |       |
| AO5 Equivalent            |                   |              |               | 100.0%         |              | 100.0%        | 99.1%          | 0.9%        | 100.0%        | 100.0%       |             | 100.0%        |       |
| AO6 Equivalent            |                   |              |               |                |              |               | 100.0%         |             | 100.0%        | 100.0%       |             | 100.0%        |       |
| SO Equivalent             |                   |              |               | 93.8%          | 6.3%         | 100.0%        | 95.8%          | 4.2%        | 100.0%        | 97.1%        | 2.9%        | 100.0%        |       |
| SES Equivalent and above  |                   |              |               | 100.0%         |              | 100.0%        | 97.9%          | 2.1%        | 100.0%        | 100.0%       |             | 100.0%        |       |
| <b>Total</b>              | <b>82.8%</b>      | <b>17.2%</b> | <b>100.0%</b> | <b>88.8%</b>   | <b>11.2%</b> | <b>100.0%</b> | <b>94.6%</b>   | <b>5.4%</b> | <b>100.0%</b> | <b>98.3%</b> | <b>1.7%</b> | <b>100.0%</b> |       |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# 1.6. Salary level by gender - SA4 Region

Queensland Fire and Emergency Services

Australian Bureau of Statistics SA4 Regions may not align to internal departmental created regions

## South-East Queensland (Headcount % across)

| Sept 2022                      |                |              |               |                |             |               |                |             |               |                |             |               |                |             |               |                |               |               |             |               |                          |             |       |        |               |
|--------------------------------|----------------|--------------|---------------|----------------|-------------|---------------|----------------|-------------|---------------|----------------|-------------|---------------|----------------|-------------|---------------|----------------|---------------|---------------|-------------|---------------|--------------------------|-------------|-------|--------|---------------|
| AO full-time equivalent salary | AO1 Equivalent |              |               | AO2 Equivalent |             |               | AO3 Equivalent |             |               | AO4 Equivalent |             |               | AO5 Equivalent |             |               | AO6 Equivalent |               | SO Equivalent |             |               | SES Equivalent and above |             |       |        |               |
| SA4 Region                     | M              | W            | Total         | M              | W           | Total         | M              | W           | Total         | M              | W           | Total         | M              | W           | Total         | M              | Total         | M             | W           | Total         | M                        | W           | Total |        |               |
| Brisbane - East                | 76.2%          | 23.8%        | 100.0%        | 77.3%          | 22.7%       | 100.0%        | 100.0%         |             | 100.0%        | 94.1%          | 5.9%        | 100.0%        | 100.0%         |             | 100.0%        |                |               | 93.8%         | 6.3%        | 100.0%        | 100.0%                   |             |       | 100.0% |               |
| Brisbane - North               |                |              |               | 100.0%         |             | 100.0%        | 93.3%          | 6.7%        | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         |             | 100.0%        |                |               |               |             |               |                          |             |       |        |               |
| Brisbane - South               |                |              |               | 87.5%          | 12.5%       | 100.0%        | 92.1%          | 7.9%        | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         |             | 100.0%        |                |               | 88.9%         | 11.1%       | 100.0%        | 100.0%                   |             |       | 100.0% |               |
| Brisbane - West                |                |              |               | 100.0%         |             | 100.0%        | 94.2%          | 5.8%        | 100.0%        | 85.7%          | 14.3%       | 100.0%        | 100.0%         |             | 100.0%        |                |               | 100.0%        |             | 100.0%        |                          |             |       |        |               |
| Brisbane Inner City            |                |              |               | 95.7%          | 4.3%        | 100.0%        | 89.0%          | 11.0%       | 100.0%        | 96.5%          | 3.5%        | 100.0%        | 97.6%          | 2.4%        | 100.0%        | 100.0%         | 100.0%        | 96.1%         | 3.9%        | 100.0%        | 96.4%                    | 3.6%        |       | 100.0% |               |
| Gold Coast                     | 87.5%          | 12.5%        | 100.0%        | 83.0%          | 17.0%       | 100.0%        | 91.7%          | 8.3%        | 100.0%        | 89.3%          | 10.7%       | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         | 100.0%        | 100.0%        |             | 100.0%        | 100.0%                   |             |       | 100.0% |               |
| Ipswich                        | 77.3%          | 22.7%        | 100.0%        | 95.7%          | 4.3%        | 100.0%        | 97.6%          | 2.4%        | 100.0%        | 95.7%          | 4.3%        | 100.0%        | 100.0%         |             | 100.0%        |                |               | 75.0%         | 25.0%       | 100.0%        | 100.0%                   |             |       | 100.0% |               |
| Logan - Beaudesert             | 73.3%          | 26.7%        | 100.0%        | 87.8%          | 12.2%       | 100.0%        | 90.2%          | 9.8%        | 100.0%        | 95.7%          | 4.3%        | 100.0%        | 100.0%         |             | 100.0%        |                |               | 100.0%        |             | 100.0%        | 100.0%                   |             |       | 100.0% |               |
| Moreton Bay - North            | 75.0%          | 25.0%        | 100.0%        | 90.4%          | 9.6%        | 100.0%        | 91.3%          | 8.7%        | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         |             | 100.0%        |                |               | 100.0%        |             | 100.0%        |                          |             |       | 100.0% |               |
| Moreton Bay - South            |                | 100.0%       | 100.0%        | 100.0%         |             | 100.0%        | 87.2%          | 12.8%       | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         |             | 100.0%        |                |               | 100.0%        |             | 100.0%        | 100.0%                   |             |       | 100.0% |               |
| Sunshine Coast                 | 84.8%          | 15.2%        | 100.0%        | 94.3%          | 5.7%        | 100.0%        | 94.6%          | 5.4%        | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         | 100.0%        | 80.0%         | 20.0%       | 100.0%        | 100.0%                   |             |       | 100.0% |               |
| Toowoomba                      | 58.3%          | 41.7%        | 100.0%        | 90.3%          | 9.7%        | 100.0%        | 97.3%          | 2.7%        | 100.0%        | 95.0%          | 5.0%        | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         | 100.0%        | 100.0%        |             | 100.0%        | 100.0%                   |             |       | 100.0% |               |
| Wide Bay                       | 82.9%          | 17.1%        | 100.0%        | 92.3%          | 7.7%        | 100.0%        | 93.8%          | 6.3%        | 100.0%        | 100.0%         |             | 100.0%        | 92.3%          | 7.7%        | 100.0%        | 100.0%         | 100.0%        | 100.0%        |             | 100.0%        | 100.0%                   |             |       | 100.0% |               |
| <b>Total</b>                   | <b>79.5%</b>   | <b>20.5%</b> | <b>100.0%</b> | <b>91.7%</b>   | <b>8.3%</b> | <b>100.0%</b> | <b>92.7%</b>   | <b>7.3%</b> | <b>100.0%</b> | <b>95.6%</b>   | <b>4.4%</b> | <b>100.0%</b> | <b>99.2%</b>   | <b>0.8%</b> | <b>100.0%</b> | <b>100.0%</b>  | <b>100.0%</b> | <b>95.6%</b>  | <b>4.4%</b> | <b>100.0%</b> | <b>97.9%</b>             | <b>2.1%</b> |       |        | <b>100.0%</b> |

## Regional Queensland (Headcount % across)

| Sept 2022                      |                |              |               |                |             |               |                |             |               |                |             |               |                |               |                |               |               |              |             |                          |               |        |        |               |
|--------------------------------|----------------|--------------|---------------|----------------|-------------|---------------|----------------|-------------|---------------|----------------|-------------|---------------|----------------|---------------|----------------|---------------|---------------|--------------|-------------|--------------------------|---------------|--------|--------|---------------|
| AO full-time equivalent salary | AO1 Equivalent |              |               | AO2 Equivalent |             |               | AO3 Equivalent |             |               | AO4 Equivalent |             |               | AO5 Equivalent |               | AO6 Equivalent |               | SO Equivalent |              |             | SES Equivalent and above |               |        |        |               |
| SA4 Region                     | M              | W            | Total         | M              | W           | Total         | M              | W           | Total         | M              | W           | Total         | M              | Total         | M              | Total         | M             | W            | Total       | M                        | Total         |        |        |               |
| Cairns                         | 66.7%          | 33.3%        | 100.0%        | 87.9%          | 12.1%       | 100.0%        | 92.4%          | 7.6%        | 100.0%        | 93.3%          | 6.7%        | 100.0%        | 100.0%         | 100.0%        | 100.0%         | 100.0%        | 100.0%        |              | 100.0%      | 100.0%                   |               | 100.0% |        |               |
| Central Queensland             | 80.6%          | 19.4%        | 100.0%        | 93.7%          | 6.3%        | 100.0%        | 97.6%          | 2.4%        | 100.0%        | 83.3%          | 16.7%       | 100.0%        | 100.0%         | 100.0%        |                |               |               | 91.7%        | 8.3%        | 100.0%                   | 100.0%        |        | 100.0% |               |
| Darling Downs - Maranoa        | 80.3%          | 19.7%        | 100.0%        | 91.8%          | 8.2%        | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         | 100.0%        |                |               |               | 100.0%       |             | 100.0%                   |               |        |        | 100.0%        |
| Mackay - Isaac - Whitsunday    | 80.0%          | 20.0%        | 100.0%        | 94.0%          | 6.0%        | 100.0%        | 96.8%          | 3.2%        | 100.0%        | 93.3%          | 6.7%        | 100.0%        | 100.0%         | 100.0%        | 100.0%         | 100.0%        | 100.0%        | 100.0%       |             | 100.0%                   |               |        |        | 100.0%        |
| Queensland - Outback           | 85.7%          | 14.3%        | 100.0%        | 92.5%          | 7.5%        | 100.0%        | 100.0%         |             | 100.0%        | 80.0%          | 20.0%       | 100.0%        |                |               |                |               |               | 100.0%       |             | 100.0%                   |               |        |        | 100.0%        |
| Townsville                     | 85.3%          | 14.7%        | 100.0%        | 87.1%          | 12.9%       | 100.0%        | 95.1%          | 4.9%        | 100.0%        | 95.7%          | 4.3%        | 100.0%        | 100.0%         | 100.0%        | 100.0%         | 100.0%        | 100.0%        | 87.5%        | 12.5%       | 100.0%                   | 100.0%        |        |        | 100.0%        |
| <b>Total</b>                   | <b>79.6%</b>   | <b>20.4%</b> | <b>100.0%</b> | <b>91.4%</b>   | <b>8.6%</b> | <b>100.0%</b> | <b>95.4%</b>   | <b>4.6%</b> | <b>100.0%</b> | <b>90.7%</b>   | <b>9.3%</b> | <b>100.0%</b> | <b>100.0%</b>  | <b>100.0%</b> | <b>100.0%</b>  | <b>100.0%</b> | <b>100.0%</b> | <b>96.0%</b> | <b>4.0%</b> | <b>100.0%</b>            | <b>100.0%</b> |        |        | <b>100.0%</b> |

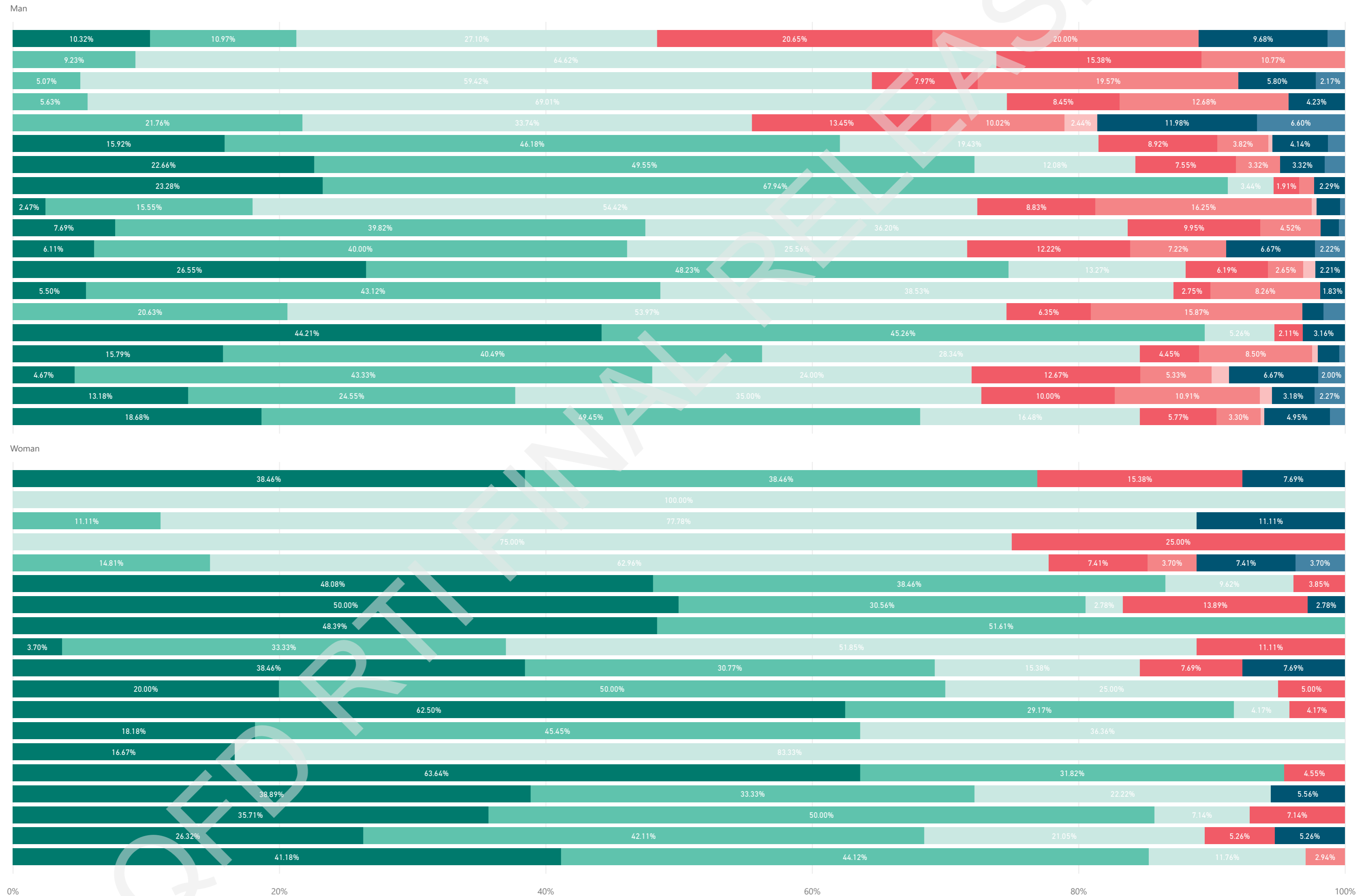
NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# 1.7. Salary level by SA4 Region

Queensland Fire and Emergency Services

Australian Bureau of Statistics SA4 Regions may not align to internal departmental created regions

● AO1 Equivalent ● AO2 Equivalent ● AO3 Equivalent ● AO4 Equivalent ● AO5 Equivalent ● AO6 Equivalent ● SO Equivalent ● SES Equivalent and above



NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 1.8. Average salary by **organisational unit**

Queensland Fire and Emergency Services



MOHRI organisational units may not align to Departmental organisational units

### Average annual full-time salary

| Org unit<br>▲                 | Sept 2022       |                 |
|-------------------------------|-----------------|-----------------|
|                               | M               | W               |
| Capability & State Services   | \$124,527       | \$126,028       |
| Office Of The Commissioner    | \$144,263       |                 |
| Readiness & Response Services | \$65,750        | \$55,806        |
| Strategy & Corporate Services | \$106,002       | \$106,395       |
| <b>Total</b>                  | <b>\$67,959</b> | <b>\$57,303</b> |

#### Definitions

Average annual full-time salary sums salary (assuming all employees work full-time) divided by the number of total employees, and is impacted by outliers (i.e. very low or high earners).

# 1.9. Classification and gender (September 2022)

Queensland Fire and Emergency Services

Agencies may have other classifications, this analysis focuses only on AO, PO, TO and OO staff

AO employees (HC)

AO employees (HC % across)

PO employees (HC)

PO employees (HC % across)

TO employees (HC)

TO employees (HC % across)

OO employees

OO employees

|       |
|-------|
| Class |
| Total |

|       |
|-------|
| Class |
| Total |

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| Class |
| Total |

|       |
|-------|
| Class |
| Total |

|       |
|-------|
| Class |
| Total |

"Q" refers to the Qualification remuneration available to AO2-AO4 and OO2-OO6 employees with an accredited qualification who have worked a minimum of one year at the top increment of their band (see Part 4 of STATE GOVERNMENT ENTITIES CERTIFIED AGREEMENT 2019)

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# 1.10. AO classification and increments by gender (September 2022)

Queensland Fire and Emergency Services

QFED RTI FINAL RELEASE

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# 1.11. PO classification and increments by gender (September 2022)

Queensland Fire and Emergency Services

QFED RTI FINAL RELEASE

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



# 1.12. TO classification and increments by gender (September 2022)

Queensland Fire and Emergency Services

QFED RTI FINAL RELEASE

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



### 1.13. OO classification and increments by gender (September 2022)

Queensland Fire and Emergency Services

QFED RTI FINAL RELEASE

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

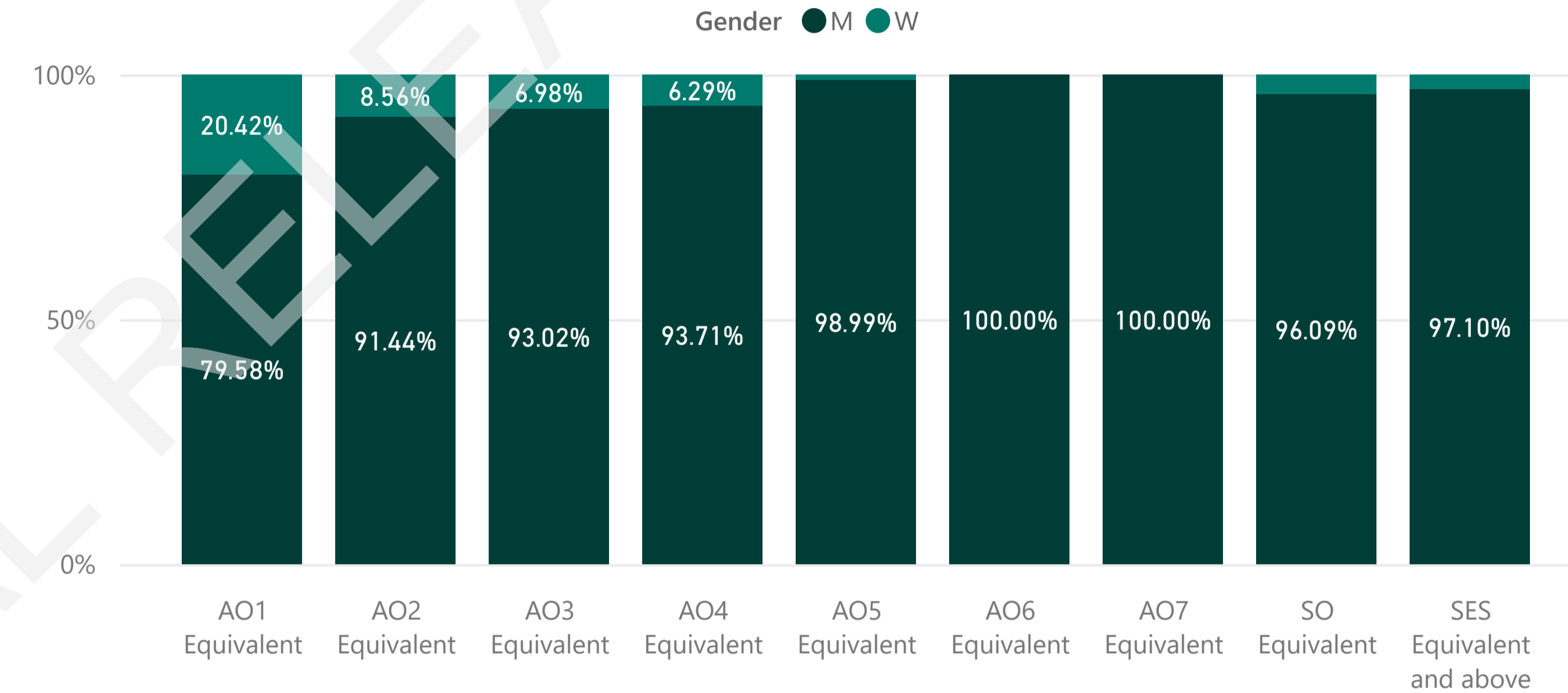
## 2.1. Earnings level by gender

Queensland Fire and Emergency Services

### Full-time equivalent earnings (Headcount)

| AO Equivalent full-time earnings | Sept 2020    |            |              | Sept 2021    |            |              | Sept 2022    |            |              |
|----------------------------------|--------------|------------|--------------|--------------|------------|--------------|--------------|------------|--------------|
|                                  | M            | W          | Total        | M            | W          | Total        | M            | W          | Total        |
| AO1 Equivalent                   | 589          | 140        | <b>729</b>   | 565          | 151        | <b>716</b>   | 530          | 136        | <b>666</b>   |
| AO2 Equivalent                   | 1,326        | 132        | <b>1,458</b> | 1,420        | 144        | <b>1,564</b> | 1,442        | 135        | <b>1,577</b> |
| AO3 Equivalent                   | 936          | 66         | <b>1,002</b> | 800          | 61         | <b>861</b>   | 933          | 70         | <b>1,003</b> |
| AO4 Equivalent                   | 386          | 23         | <b>409</b>   | 489          | 24         | <b>513</b>   | 432          | 29         | <b>461</b>   |
| AO5 Equivalent                   | 420          | 5          | <b>425</b>   | 407          | 7          | <b>414</b>   | 391          | 4          | <b>395</b>   |
| AO6 Equivalent                   | 47           |            | <b>47</b>    | 52           |            | <b>52</b>    | 30           |            | <b>30</b>    |
| AO7 Equivalent                   |              |            |              | 3            |            | <b>3</b>     | 1            |            | <b>1</b>     |
| SO Equivalent                    | 131          | 4          | <b>135</b>   | 139          | 6          | <b>145</b>   | 172          | 7          | <b>179</b>   |
| SES Equivalent and above         | 90           | 3          | <b>93</b>    | 90           | 3          | <b>93</b>    | 67           | 2          | <b>69</b>    |
| <b>Total</b>                     | <b>3,925</b> | <b>373</b> | <b>4,298</b> | <b>3,965</b> | <b>396</b> | <b>4,361</b> | <b>3,998</b> | <b>383</b> | <b>4,381</b> |

### Full-time equivalent earnings for September 2022



### Full-time equivalent earnings (Headcount % across)

| AO Equivalent full-time earnings | Sept 2020    |             |               | Sept 2021    |             |               | Sept 2022    |             |               |
|----------------------------------|--------------|-------------|---------------|--------------|-------------|---------------|--------------|-------------|---------------|
|                                  | M            | W           | Total         | M            | W           | Total         | M            | W           | Total         |
| AO1 Equivalent                   | 80.8%        | 19.2%       | <b>100.0%</b> | 78.9%        | 21.1%       | <b>100.0%</b> | 79.6%        | 20.4%       | <b>100.0%</b> |
| AO2 Equivalent                   | 90.9%        | 9.1%        | <b>100.0%</b> | 90.8%        | 9.2%        | <b>100.0%</b> | 91.4%        | 8.6%        | <b>100.0%</b> |
| AO3 Equivalent                   | 93.4%        | 6.6%        | <b>100.0%</b> | 92.9%        | 7.1%        | <b>100.0%</b> | 93.0%        | 7.0%        | <b>100.0%</b> |
| AO4 Equivalent                   | 94.4%        | 5.6%        | <b>100.0%</b> | 95.3%        | 4.7%        | <b>100.0%</b> | 93.7%        | 6.3%        | <b>100.0%</b> |
| AO5 Equivalent                   | 98.8%        | 1.2%        | <b>100.0%</b> | 98.3%        | 1.7%        | <b>100.0%</b> | 99.0%        | 1.0%        | <b>100.0%</b> |
| AO6 Equivalent                   | 100.0%       |             | <b>100.0%</b> | 100.0%       |             | <b>100.0%</b> | 100.0%       |             | <b>100.0%</b> |
| AO7 Equivalent                   |              |             |               | 100.0%       |             | <b>100.0%</b> | 100.0%       |             | <b>100.0%</b> |
| SO Equivalent                    | 97.0%        | 3.0%        | <b>100.0%</b> | 95.9%        | 4.1%        | <b>100.0%</b> | 96.1%        | 3.9%        | <b>100.0%</b> |
| SES Equivalent and above         | 96.8%        | 3.2%        | <b>100.0%</b> | 96.8%        | 3.2%        | <b>100.0%</b> | 97.1%        | 2.9%        | <b>100.0%</b> |
| <b>Total</b>                     | <b>91.3%</b> | <b>8.7%</b> | <b>100.0%</b> | <b>90.9%</b> | <b>9.1%</b> | <b>100.0%</b> | <b>91.3%</b> | <b>8.7%</b> | <b>100.0%</b> |

Administration Officer (AO) equivalent earnings is based on two factors:

- Full-time equivalent (FTE) earnings are the salaries and regular allowances 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.
- FTE earnings for all employees are grouped according to the salary ranges for each AO classification under the State Government Entities Certified Agreement 2019.

## 2.2. Average/median earnings and gender pay gap by **organisational unit**

Queensland Fire and Emergency Services ▼

MOHRI organisational units may not align to Departmental organisational units

### Average annual full-time earnings

| Org unit                      | Sept 2022       |                 |
|-------------------------------|-----------------|-----------------|
|                               | M               | W               |
| Capability & State Services   | \$127,431       | \$133,786       |
| Office Of The Commissioner    | \$144,263       |                 |
| Readiness & Response Services | \$67,089        | \$56,285        |
| Strategy & Corporate Services | \$107,644       | \$108,072       |
| <b>Total</b>                  | <b>\$69,342</b> | <b>\$57,905</b> |

### Median annual full-time earnings

| Org unit                      | Sept 2022       |                 |
|-------------------------------|-----------------|-----------------|
|                               | M               | W               |
| Capability & State Services   | \$144,248       | \$112,445       |
| Office Of The Commissioner    | \$144,263       |                 |
| Readiness & Response Services | \$60,151        | \$48,499        |
| Strategy & Corporate Services | \$88,871        | \$83,068        |
| <b>Total</b>                  | <b>\$64,534</b> | <b>\$48,499</b> |

### Gender pay gap (Earnings)

| Org unit                      | Sept 2022     |
|-------------------------------|---------------|
| Capability & State Services   | -4.99%        |
| Readiness & Response Services | 16.10%        |
| Strategy & Corporate Services | -0.40%        |
| <b>Total</b>                  | <b>16.49%</b> |

**Average annual full-time earnings** sums earnings (assuming all employees work full-time) divided by the number of total employees, and is impacted by outliers (i.e. very low or high earners).

**Median annual earnings** ranks earnings (assuming all employees work full-time) in ascending order and reflects the middle earnings figure, and therefore is less impacted by outliers.

**Gender pay gap** is the difference between the average annual full-time earnings of men and women, divided by the average full-time earnings of men, expressed as a proportion.  
 i.e. Gender pay gap % = (\$Earnings of men - \$Earnings of women) / (\$Earnings of men)

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 2.3. Average earnings/salary and gender pay gap for target groups

Queensland Fire and Emergency Services

### By gender

|                                   | Sept 2020 |          | Sept 2021 |          | Sept 2022 |          |
|-----------------------------------|-----------|----------|-----------|----------|-----------|----------|
|                                   | M         | W        | M         | W        | M         | W        |
| Average annual full-time salary   | \$63,008  | \$52,180 | \$65,365  | \$54,200 | \$67,959  | \$57,303 |
| Average annual full-time earnings | \$64,190  | \$52,788 | \$66,629  | \$54,797 | \$69,342  | \$57,905 |

|                           | Sept 2020 | Sept 2021 | Sept 2022 |
|---------------------------|-----------|-----------|-----------|
| Gender pay gap (Earnings) | 17.76%    | 17.76%    | 16.49%    |
| Gender pay gap (Salary)   | 17.18%    | 17.08%    | 15.68%    |

### People who identify as Aboriginal and Torres Strait Islander Peoples

|                                   | Sept 2020 |          | Sept 2021 |          | Sept 2022 |          |
|-----------------------------------|-----------|----------|-----------|----------|-----------|----------|
|                                   | M         | W        | M         | W        | M         | W        |
| Average annual full-time salary   | \$61,745  | \$53,124 | \$62,735  | \$56,743 | \$64,758  | \$58,686 |
| Average annual full-time earnings | \$63,518  | \$53,531 | \$64,286  | \$56,747 | \$66,143  | \$58,690 |

### People who identify as living with disability

|                                   | Sept 2020 |          | Sept 2021 |          | Sept 2022 |          |
|-----------------------------------|-----------|----------|-----------|----------|-----------|----------|
|                                   | M         | W        | M         | W        | M         | W        |
| Average annual full-time salary   | \$65,607  | \$42,075 | \$68,472  | \$43,879 | \$69,974  | \$45,961 |
| Average annual full-time earnings | \$66,839  | \$42,075 | \$69,802  | \$43,879 | \$71,347  | \$45,961 |

### People who identify as CALD1

|                                   | Sept 2021 |           | Sept 2022 |           |
|-----------------------------------|-----------|-----------|-----------|-----------|
|                                   | M         | W         | M         | W         |
| Average annual full-time salary   | \$107,828 | \$186,821 | \$67,354  | \$97,206  |
| Average annual full-time earnings | \$107,843 | \$213,812 | \$68,077  | \$103,954 |

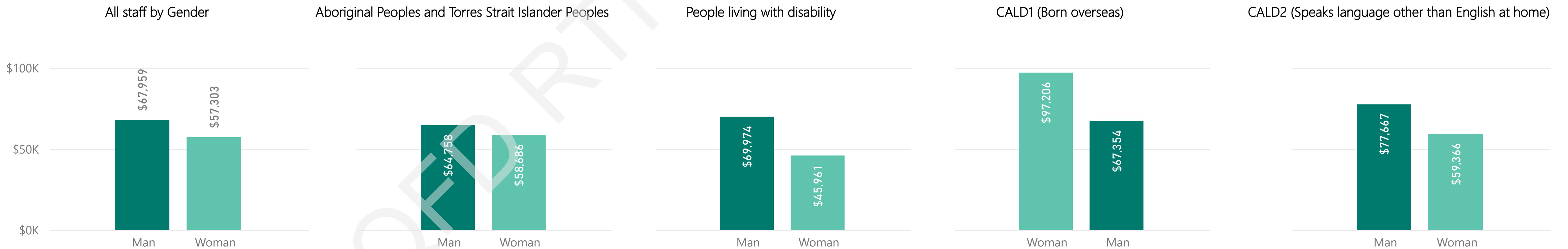
### People who identify as CALD2

|                                   | Sept 2021 |          | Sept 2022 |          |
|-----------------------------------|-----------|----------|-----------|----------|
|                                   | M         | W        | M         | W        |
| Average annual full-time salary   | \$75,273  | \$55,797 | \$77,667  | \$59,366 |
| Average annual full-time earnings | \$77,079  | \$55,804 | \$79,683  | \$59,374 |

### Definitions

- **Average annual full-time earnings** sums earnings (assuming all employees work full-time) divided by the number of total employees, and is impacted by outliers (i.e. very low or high earners).
- **Average annual full-time salary** sums salary (assuming all employees work full-time) divided by the number of total employees, and is impacted by outliers (i.e. very low or high salaries).
- **Gender pay gap (Earnings)** is the difference between the average annual full-time earnings of men and women, divided by the average full-time earnings of men, expressed as a proportion. i.e. Gender pay gap % =  $(\$Earnings\ of\ men - \$Earnings\ of\ women) / (\$Earnings\ of\ men)$ . Earnings includes base salary and regular allowances.
- **Gender pay gap (Salary)** is the same as above but refers to annual full-time base salaries and excludes allowances.

### Comparison of annual full-time salary



NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



## 2.4. Earnings level by SA4 Region

Queensland Fire and Emergency Services

Australian Bureau of Statistics SA4 Regions may not align to internal departmental created regions

### South-East Queensland (Headcount % across)

| Sept 2022                        |                |              |               |                |             |               |                |             |               |                |             |               |                |             |               |                |               |               |             |               |                          |             |               |
|----------------------------------|----------------|--------------|---------------|----------------|-------------|---------------|----------------|-------------|---------------|----------------|-------------|---------------|----------------|-------------|---------------|----------------|---------------|---------------|-------------|---------------|--------------------------|-------------|---------------|
| AO Equivalent full-time earnings | AO1 Equivalent |              |               | AO2 Equivalent |             |               | AO3 Equivalent |             |               | AO4 Equivalent |             |               | AO5 Equivalent |             |               | AO6 Equivalent |               | SO Equivalent |             |               | SES Equivalent and above |             |               |
| SA4 Region                       | M              | W            | Total         | M              | W           | Total         | M              | W           | Total         | M              | W           | Total         | M              | W           | Total         | M              | Total         | M             | W           | Total         | M                        | W           | Total         |
| Brisbane - East                  | 76.2%          | 23.8%        | 100.0%        | 77.3%          | 22.7%       | 100.0%        | 100.0%         |             | 100.0%        | 93.8%          | 6.3%        | 100.0%        | 100.0%         |             | 100.0%        |                |               | 100.0%        |             | 100.0%        | 66.7%                    | 33.3%       | 100.0%        |
| Brisbane - North                 |                |              |               | 100.0%         |             | 100.0%        | 92.9%          | 7.1%        | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         |             | 100.0%        |                |               |               |             |               |                          |             |               |
| Brisbane - South                 |                |              |               | 87.5%          | 12.5%       | 100.0%        | 92.9%          | 7.1%        | 100.0%        | 92.0%          | 8.0%        | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         | 100.0%        | 88.9%         | 11.1%       | 100.0%        | 100.0%                   |             | 100.0%        |
| Brisbane - West                  |                |              |               | 100.0%         |             | 100.0%        | 95.9%          | 4.1%        | 100.0%        | 77.8%          | 22.2%       | 100.0%        | 100.0%         |             | 100.0%        |                |               | 100.0%        |             | 100.0%        |                          |             |               |
| Brisbane Inner City              |                |              |               | 95.7%          | 4.3%        | 100.0%        | 88.6%          | 11.4%       | 100.0%        | 94.0%          | 6.0%        | 100.0%        | 98.1%          | 1.9%        | 100.0%        | 100.0%         | 100.0%        | 95.9%         | 4.1%        | 100.0%        | 96.7%                    | 3.3%        | 100.0%        |
| Gold Coast                       | 87.5%          | 12.5%        | 100.0%        | 83.0%          | 17.0%       | 100.0%        | 90.8%          | 9.2%        | 100.0%        | 92.2%          | 7.8%        | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         | 100.0%        | 100.0%        |             | 100.0%        | 100.0%                   |             | 100.0%        |
| Ipswich                          | 77.3%          | 22.7%        | 100.0%        | 95.7%          | 4.3%        | 100.0%        | 97.3%          | 2.7%        | 100.0%        | 96.2%          | 3.8%        | 100.0%        | 100.0%         |             | 100.0%        |                |               | 75.0%         | 25.0%       | 100.0%        | 100.0%                   |             | 100.0%        |
| Logan - Beaudesert               | 73.3%          | 26.7%        | 100.0%        | 87.8%          | 12.2%       | 100.0%        | 89.6%          | 10.4%       | 100.0%        | 95.0%          | 5.0%        | 100.0%        | 100.0%         |             | 100.0%        |                |               | 100.0%        |             | 100.0%        | 100.0%                   |             | 100.0%        |
| Moreton Bay - North              | 75.0%          | 25.0%        | 100.0%        | 90.4%          | 9.6%        | 100.0%        | 90.9%          | 9.1%        | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         |             | 100.0%        |                |               | 100.0%        |             | 100.0%        |                          |             |               |
| Moreton Bay - South              |                | 100.0%       | 100.0%        | 100.0%         |             | 100.0%        | 91.7%          | 8.3%        | 100.0%        | 66.7%          | 33.3%       | 100.0%        | 100.0%         |             | 100.0%        |                |               | 100.0%        |             | 100.0%        | 100.0%                   |             | 100.0%        |
| Sunshine Coast                   | 84.8%          | 15.2%        | 100.0%        | 94.3%          | 5.7%        | 100.0%        | 93.5%          | 6.5%        | 100.0%        | 97.0%          | 3.0%        | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         | 100.0%        | 80.0%         | 20.0%       | 100.0%        | 100.0%                   |             | 100.0%        |
| Toowoomba                        | 58.3%          | 41.7%        | 100.0%        | 90.1%          | 9.9%        | 100.0%        | 96.8%          | 3.2%        | 100.0%        | 94.7%          | 5.3%        | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         | 100.0%        | 100.0%        |             | 100.0%        | 100.0%                   |             | 100.0%        |
| Wide Bay                         | 82.9%          | 17.1%        | 100.0%        | 92.1%          | 7.9%        | 100.0%        | 93.5%          | 6.5%        | 100.0%        | 100.0%         |             | 100.0%        | 94.7%          | 5.3%        | 100.0%        | 100.0%         | 100.0%        | 100.0%        |             | 100.0%        | 100.0%                   |             | 100.0%        |
| <b>Total</b>                     | <b>79.5%</b>   | <b>20.5%</b> | <b>100.0%</b> | <b>91.7%</b>   | <b>8.3%</b> | <b>100.0%</b> | <b>92.7%</b>   | <b>7.3%</b> | <b>100.0%</b> | <b>93.8%</b>   | <b>6.2%</b> | <b>100.0%</b> | <b>99.3%</b>   | <b>0.7%</b> | <b>100.0%</b> | <b>100.0%</b>  | <b>100.0%</b> | <b>96.2%</b>  | <b>3.8%</b> | <b>100.0%</b> | <b>96.2%</b>             | <b>3.8%</b> | <b>100.0%</b> |

### Regional Queensland (Headcount % across)

| Sept 2022                        |                |              |               |                |             |               |                |             |               |                |             |               |                |             |               |                |               |                |               |               |             |               |                          |               |
|----------------------------------|----------------|--------------|---------------|----------------|-------------|---------------|----------------|-------------|---------------|----------------|-------------|---------------|----------------|-------------|---------------|----------------|---------------|----------------|---------------|---------------|-------------|---------------|--------------------------|---------------|
| AO Equivalent full-time earnings | AO1 Equivalent |              |               | AO2 Equivalent |             |               | AO3 Equivalent |             |               | AO4 Equivalent |             |               | AO5 Equivalent |             |               | AO6 Equivalent |               | AO7 Equivalent |               | SO Equivalent |             |               | SES Equivalent and above |               |
| SA4 Region                       | M              | W            | Total         | M              | W           | Total         | M              | W           | Total         | M              | W           | Total         | M              | W           | Total         | M              | Total         | M              | Total         | M             | W           | Total         | M                        | Total         |
| Cairns                           | 66.7%          | 33.3%        | 100.0%        | 87.9%          | 12.1%       | 100.0%        | 91.8%          | 8.2%        | 100.0%        | 94.4%          | 5.6%        | 100.0%        | 95.2%          | 4.8%        | 100.0%        | 100.0%         | 100.0%        |                |               | 100.0%        |             | 100.0%        | 100.0%                   | 100.0%        |
| Central Queensland               | 80.6%          | 19.4%        | 100.0%        | 93.6%          | 6.4%        | 100.0%        | 96.7%          | 3.3%        | 100.0%        | 85.7%          | 14.3%       | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         | 100.0%        |                |               | 90.9%         | 9.1%        | 100.0%        | 100.0%                   | 100.0%        |
| Mackay - Isaac - Whitsunday      | 80.0%          | 20.0%        | 100.0%        | 93.9%          | 6.1%        | 100.0%        | 95.8%          | 4.2%        | 100.0%        | 95.7%          | 4.3%        | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         | 100.0%        |                |               | 100.0%        |             | 100.0%        |                          | 100.0%        |
| Queensland - Outback             | 85.7%          | 14.3%        | 100.0%        | 91.8%          | 8.2%        | 100.0%        | 100.0%         |             | 100.0%        | 100.0%         |             | 100.0%        | 85.7%          | 14.3%       | 100.0%        | 100.0%         | 100.0%        | 100.0%         | 100.0%        | 100.0%        |             | 100.0%        |                          | 100.0%        |
| <b>Total</b>                     | <b>78.9%</b>   | <b>21.1%</b> | <b>100.0%</b> | <b>91.6%</b>   | <b>8.4%</b> | <b>100.0%</b> | <b>94.3%</b>   | <b>5.7%</b> | <b>100.0%</b> | <b>92.5%</b>   | <b>7.5%</b> | <b>100.0%</b> | <b>96.3%</b>   | <b>3.7%</b> | <b>100.0%</b> | <b>100.0%</b>  | <b>100.0%</b> | <b>100.0%</b>  | <b>100.0%</b> | <b>97.1%</b>  | <b>2.9%</b> | <b>100.0%</b> | <b>100.0%</b>            | <b>100.0%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

### 3.1. Executive Level by gender

Executive level by contract type by gender (Headcount)

| Executive classification | Sept 2021 |          |           | Sept 2022 |          |           |
|--------------------------|-----------|----------|-----------|-----------|----------|-----------|
|                          | M         | W        | Total     | M         | W        | Total     |
| SES3                     | 12        | 1        | 13        | 13        |          | 13        |
| SES4                     | 2         |          | 2         | 3         | 1        | 4         |
| CEO                      | 1         |          | 1         | 1         |          | 1         |
| <b>Total</b>             | <b>15</b> | <b>1</b> | <b>16</b> | <b>17</b> | <b>1</b> | <b>18</b> |

Executive level by contract type (%HC across)

| Executive classification | Sept 2021    |             |               | Sept 2022    |             |               |
|--------------------------|--------------|-------------|---------------|--------------|-------------|---------------|
|                          | M            | W           | Total         | M            | W           | Total         |
| SES3                     | 92.3%        | 7.7%        | 100.0%        | 100.0%       |             | 100.0%        |
| SES4                     | 100.0%       |             | 100.0%        | 75.0%        | 25.0%       | 100.0%        |
| CEO                      | 100.0%       |             | 100.0%        | 100.0%       |             | 100.0%        |
| <b>Total</b>             | <b>93.8%</b> | <b>6.3%</b> | <b>100.0%</b> | <b>94.4%</b> | <b>5.6%</b> | <b>100.0%</b> |

Executive level by contract type (%HC down)

| Executive classification | Sept 2021      |                |                | Sept 2022      |                |                |
|--------------------------|----------------|----------------|----------------|----------------|----------------|----------------|
|                          | M              | W              | Total          | M              | W              | Total          |
| SES3                     | 80.00%         | 100.00%        | 81.25%         | 76.47%         |                | 72.22%         |
| SES4                     | 13.33%         |                | 12.50%         | 17.65%         | 100.00%        | 22.22%         |
| CEO                      | 6.67%          |                | 6.25%          | 5.88%          |                | 5.56%          |
| <b>Total</b>             | <b>100.00%</b> | <b>100.00%</b> | <b>100.00%</b> | <b>100.00%</b> | <b>100.00%</b> | <b>100.00%</b> |

Executive level by gender (June 2022)

## 4.1. Organisational structure by gender - salary (September 2022)

Queensland Fire and Emergency Services

MOHRI organisational units may not align to Departmental organisational units

### Org unit by Headcount - AO1 to AO5 equiv

| AO Equivalent full-time salary | AO1 Equivalent |              |            |              |            |               | AO2 Equivalent |              |            |             |              |               | AO3 Equivalent |              |           |             |              |               | AO4 Equivalent |              |           |             |            |               | AO5 Equivalent |              |          |             |            |               |
|--------------------------------|----------------|--------------|------------|--------------|------------|---------------|----------------|--------------|------------|-------------|--------------|---------------|----------------|--------------|-----------|-------------|--------------|---------------|----------------|--------------|-----------|-------------|------------|---------------|----------------|--------------|----------|-------------|------------|---------------|
| Gender                         | M              |              | W          |              | Total      |               | M              |              | W          |             | Total        |               | M              |              | W         |             | Total        |               | M              |              | W         |             | Total      |               | M              |              | W        |             | Total      |               |
| Org unit                       | HC             | HC%          | HC         | HC%          | HC         | HC%           | HC             | HC%          | HC         | HC%         | HC           | HC%           | HC             | HC%          | HC        | HC%         | HC           | HC%           | HC             | HC%          | HC        | HC%         | HC         | HC%           | HC             | HC%          | HC       | HC%         | HC         | HC%           |
| Capability & State Services    |                |              |            |              |            |               |                |              |            |             |              |               | 11             | 84.6%        | 2         | 15.4%       | <b>13</b>    | <b>100.0%</b> | 16             | 94.1%        | 1         | 5.9%        | <b>17</b>  | <b>100.0%</b> | 19             | 100.0%       |          |             | <b>19</b>  | <b>100.0%</b> |
| Readiness & Response Services  | 530            | 79.6%        | 136        | 20.4%        | <b>666</b> | <b>100.0%</b> | 1,468          | 91.6%        | 135        | 8.4%        | <b>1,603</b> | <b>100.0%</b> | 1,090          | 93.3%        | 78        | 6.7%        | <b>1,168</b> | <b>100.0%</b> | 298            | 94.3%        | 18        | 5.7%        | <b>316</b> | <b>100.0%</b> | 261            | 99.2%        | 2        | 0.8%        | <b>263</b> | <b>100.0%</b> |
| Strategy & Corporate Services  |                |              |            |              |            |               |                |              |            |             |              |               | 1              | 100.0%       |           |             | <b>1</b>     | <b>100.0%</b> | 25             | 92.6%        | 2         | 7.4%        | <b>27</b>  | <b>100.0%</b> | 20             | 100.0%       |          |             | <b>20</b>  | <b>100.0%</b> |
| <b>Total</b>                   | <b>530</b>     | <b>79.6%</b> | <b>136</b> | <b>20.4%</b> | <b>666</b> | <b>100.0%</b> | <b>1,468</b>   | <b>91.6%</b> | <b>135</b> | <b>8.4%</b> | <b>1,603</b> | <b>100.0%</b> | <b>1,102</b>   | <b>93.2%</b> | <b>80</b> | <b>6.8%</b> | <b>1,182</b> | <b>100.0%</b> | <b>339</b>     | <b>94.2%</b> | <b>21</b> | <b>5.8%</b> | <b>360</b> | <b>100.0%</b> | <b>300</b>     | <b>99.3%</b> | <b>2</b> | <b>0.7%</b> | <b>302</b> | <b>100.0%</b> |

### Org unit by Headcount - AO6 equiv and above

| AO Equivalent full-time salary | AO6 Equivalent |               |           |               | SO Equivalent |              |          |             | SES Equivalent and above |               |           |              |          |             |           |               |
|--------------------------------|----------------|---------------|-----------|---------------|---------------|--------------|----------|-------------|--------------------------|---------------|-----------|--------------|----------|-------------|-----------|---------------|
| Gender                         | M              |               | Total     |               | M             |              | W        |             | Total                    |               | M         |              | W        |             | Total     |               |
| Org unit                       | HC             | HC%           | HC        | HC%           | HC            | HC%          | HC       | HC%         | HC                       | HC%           | HC        | HC%          | HC       | HC%         | HC        | HC%           |
| Capability & State Services    | 3              | 100.0%        | <b>3</b>  | <b>100.0%</b> | 35            | 94.6%        | 2        | 5.4%        | <b>37</b>                | <b>100.0%</b> | 19        | 95.0%        | 1        | 5.0%        | <b>20</b> | <b>100.0%</b> |
| Office Of The Commissioner     |                |               |           |               | 1             | 100.0%       |          |             | <b>1</b>                 | <b>100.0%</b> |           |              |          |             |           |               |
| Readiness & Response Services  | 17             | 100.0%        | <b>17</b> | <b>100.0%</b> | 126           | 96.2%        | 5        | 3.8%        | <b>131</b>               | <b>100.0%</b> | 37        | 100.0%       |          |             | <b>37</b> | <b>100.0%</b> |
| Strategy & Corporate Services  |                |               |           |               | 16            | 94.1%        | 1        | 5.9%        | <b>17</b>                | <b>100.0%</b> | 5         | 100.0%       |          |             | <b>5</b>  | <b>100.0%</b> |
| <b>Total</b>                   | <b>20</b>      | <b>100.0%</b> | <b>20</b> | <b>100.0%</b> | <b>178</b>    | <b>95.7%</b> | <b>8</b> | <b>4.3%</b> | <b>186</b>               | <b>100.0%</b> | <b>61</b> | <b>98.4%</b> | <b>1</b> | <b>1.6%</b> | <b>62</b> | <b>100.0%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 4.2. Organisational structure - People who identify as Aboriginal Peoples and Torres Strait Islander Peoples

Queensland Fire and Emergency Services



MOHRI organisational units may not align to Departmental organisational units

September 2022

| AO Equivalent full-time salary           | AO1 Equivalent |              | AO2 Equivalent |              | AO3 Equivalent |              | AO4 Equivalent |              | AO5 Equivalent |              | AO6 Equivalent |              | AO7 Equivalent |              | AO8 Equivalent |              | SO Equivalent |              | SES Equivalent and above |              | Total      |              |
|------------------------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|---------------|--------------|--------------------------|--------------|------------|--------------|
| Org unit                                 | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.           | %            | No.                      | %            | No.        | %            |
| <b>Capability &amp; State Services</b>   |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>       | <b>5.88%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          | <b>0.00%</b> | <b>1</b>   | <b>0.92%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        |                | 0.00%        | 1              | 6.25%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%        | <b>1</b>   | <b>0.97%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%        |            | <b>0.00%</b> |
| <b>Office Of The Commissioner</b>        |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          | <b>0.00%</b> |            | <b>0.00%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%        |            | <b>0.00%</b> |
| <b>Readiness &amp; Response Services</b> | <b>23</b>      | <b>3.45%</b> | <b>26</b>      | <b>1.62%</b> | <b>34</b>      | <b>2.91%</b> | <b>17</b>      | <b>5.38%</b> | <b>5</b>       | <b>1.90%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>      | <b>0.76%</b> |                          | <b>0.00%</b> | <b>106</b> | <b>2.52%</b> |
| Man                                      | 20             | 3.77%        | 22             | 1.50%        | 33             | 3.03%        | 14             | 4.70%        | 5              | 1.92%        |                | 0.00%        |                | 0.00%        |                | 0.00%        | 1             | 0.79%        |                          | 0.00%        | <b>95</b>  | <b>2.48%</b> |
| Woman                                    | 3              | 2.21%        | 4              | 2.96%        | 1              | 1.28%        | 3              | 16.67%       |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%        | <b>11</b>  | <b>2.94%</b> |
| <b>Strategy &amp; Corporate Services</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>       | <b>3.70%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          | <b>0.00%</b> | <b>1</b>   | <b>1.43%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        |                | 0.00%        | 1              | 4.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%        | <b>1</b>   | <b>1.49%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%        |            | <b>0.00%</b> |
| <b>Total</b>                             | <b>23</b>      | <b>3.45%</b> | <b>26</b>      | <b>1.62%</b> | <b>34</b>      | <b>2.88%</b> | <b>19</b>      | <b>5.28%</b> | <b>5</b>       | <b>1.66%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>      | <b>0.54%</b> |                          | <b>0.00%</b> | <b>108</b> | <b>2.47%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



## 4.3. Organisational structure - People who identify as living with disability

Queensland Fire and Emergency Services

MOHRI organisational units may not align to Departmental organisational units

September 2022

| AO Equivalent full-time salary           | AO1 Equivalent |              | AO2 Equivalent |              | AO3 Equivalent |              | AO4 Equivalent |              | AO5 Equivalent |              | AO6 Equivalent |              | AO7 Equivalent |              | AO8 Equivalent |              | SO Equivalent |              | SES Equivalent and above |              | Total     |              |
|------------------------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|---------------|--------------|--------------------------|--------------|-----------|--------------|
| Org unit                                 | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.           | %            | No.                      | %            | No.       | %            |
| <b>Capability &amp; State Services</b>   |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>      | <b>2.70%</b> |                          | <b>0.00%</b> | <b>1</b>  | <b>0.92%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        | 1             | 2.86%        |                          | 0.00%        | <b>1</b>  | <b>0.97%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%        |           | <b>0.00%</b> |
| <b>Office Of The Commissioner</b>        |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          | <b>0.00%</b> |           | <b>0.00%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%        |           | <b>0.00%</b> |
| <b>Readiness &amp; Response Services</b> | <b>6</b>       | <b>0.90%</b> | <b>11</b>      | <b>0.69%</b> | <b>13</b>      | <b>1.11%</b> | <b>4</b>       | <b>1.27%</b> | <b>3</b>       | <b>1.14%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>      | <b>0.76%</b> |                          | <b>0.00%</b> | <b>38</b> | <b>0.90%</b> |
| Man                                      | 3              | 0.57%        | 11             | 0.75%        | 13             | 1.19%        | 4              | 1.34%        | 3              | 1.15%        |                | 0.00%        |                | 0.00%        |                | 0.00%        | 1             | 0.79%        |                          | 0.00%        | <b>35</b> | <b>0.91%</b> |
| Woman                                    | 3              | 2.21%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%        | <b>3</b>  | <b>0.80%</b> |
| <b>Strategy &amp; Corporate Services</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>       | <b>5.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          | <b>0.00%</b> | <b>1</b>  | <b>1.43%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        | 1              | 5.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%        | <b>1</b>  | <b>1.49%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%        |           | <b>0.00%</b> |
| <b>Total</b>                             | <b>6</b>       | <b>0.90%</b> | <b>11</b>      | <b>0.69%</b> | <b>13</b>      | <b>1.10%</b> | <b>4</b>       | <b>1.11%</b> | <b>4</b>       | <b>1.32%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>2</b>      | <b>1.08%</b> |                          | <b>0.00%</b> | <b>40</b> | <b>0.91%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 4.4. Organisational structure - People who identify as CALD1 (Employees born overseas)

Queensland Fire and Emergency Services



MOHRI organisational units may not align to Departmental organisational units

September 2022

| AO Equivalent full-time salary           | AO1 Equivalent |              | AO2 Equivalent |              | AO3 Equivalent |              | AO4 Equivalent |              | AO5 Equivalent |              | AO6 Equivalent |              | AO7 Equivalent |              | AO8 Equivalent |              | SO Equivalent |              | SES Equivalent and above |               | Total     |               |
|------------------------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|---------------|--------------|--------------------------|---------------|-----------|---------------|
| Org unit                                 | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.           | %            | No.                      | %             | No.       | %             |
| <b>Capability &amp; State Services</b>   |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> | <b>2</b>                 | <b>10.00%</b> | <b>2</b>  | <b>1.83%</b>  |
| Man                                      |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        | 1                        | 5.26%         | <b>1</b>  | <b>0.97%</b>  |
| Woman                                    |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        | 1                        | 100.00%       | <b>1</b>  | <b>16.67%</b> |
| <b>Office Of The Commissioner</b>        |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          | <b>0.00%</b>  |           | <b>0.00%</b>  |
| Man                                      |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%         |           | <b>0.00%</b>  |
| <b>Readiness &amp; Response Services</b> | <b>13</b>      | <b>1.95%</b> | <b>11</b>      | <b>0.69%</b> | <b>6</b>       | <b>0.51%</b> | <b>1</b>       | <b>0.32%</b> | <b>1</b>       | <b>0.38%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>      | <b>0.76%</b> |                          | <b>0.00%</b>  | <b>33</b> | <b>0.79%</b>  |
| Man                                      | 10             | 1.89%        | 11             | 0.75%        | 6              | 0.55%        | 1              | 0.34%        | 1              | 0.38%        |                | 0.00%        |                | 0.00%        |                | 0.00%        | 1             | 0.79%        |                          | 0.00%         | <b>30</b> | <b>0.78%</b>  |
| Woman                                    | 3              | 2.21%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%         | <b>3</b>  | <b>0.80%</b>  |
| <b>Strategy &amp; Corporate Services</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>       | <b>5.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>      | <b>5.88%</b> |                          | <b>0.00%</b>  | <b>2</b>  | <b>2.86%</b>  |
| Man                                      |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        | 1              | 5.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        | 1             | 6.25%        |                          | 0.00%         | <b>2</b>  | <b>2.99%</b>  |
| Woman                                    |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%         |           | <b>0.00%</b>  |
| <b>Total</b>                             | <b>13</b>      | <b>1.95%</b> | <b>11</b>      | <b>0.69%</b> | <b>6</b>       | <b>0.51%</b> | <b>1</b>       | <b>0.28%</b> | <b>2</b>       | <b>0.66%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>2</b>      | <b>1.08%</b> | <b>2</b>                 | <b>3.23%</b>  | <b>37</b> | <b>0.84%</b>  |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 4.5. Organisational structure - People who identify as CALD2 (Speak language other than English at home)

Queensland Fire and Emergency Services



MOHRI organisational units may not align to Departmental organisational units

September 2022

| AO Equivalent full-time salary           | AO1 Equivalent |              | AO2 Equivalent |              | AO3 Equivalent |              | AO4 Equivalent |              | AO5 Equivalent |               | AO6 Equivalent |              | AO7 Equivalent |              | AO8 Equivalent |              | SO Equivalent |              | SES Equivalent and above |               | Total      |              |
|------------------------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|---------------|----------------|--------------|----------------|--------------|----------------|--------------|---------------|--------------|--------------------------|---------------|------------|--------------|
| Org unit                                 | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %             | No.            | %            | No.            | %            | No.            | %            | No.           | %            | No.                      | %             | No.        | %            |
| <b>Capability &amp; State Services</b>   |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>       | <b>7.69%</b> |                | <b>0.00%</b> |                | <b>0.00%</b>  |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>      | <b>2.70%</b> | <b>2</b>                 | <b>10.00%</b> | <b>4</b>   | <b>3.67%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        | 1              | 9.09%        |                | 0.00%        |                | 0.00%         |                | 0.00%        |                | 0.00%        |                | 0.00%        | 1             | 2.86%        | 2                        | 10.53%        | <b>4</b>   | <b>3.88%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%         |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%         |            | <b>0.00%</b> |
| <b>Office Of The Commissioner</b>        |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b>  |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          | <b>0.00%</b>  |            | <b>0.00%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%         |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%         |            | <b>0.00%</b> |
| <b>Readiness &amp; Response Services</b> | <b>13</b>      | <b>1.95%</b> | <b>24</b>      | <b>1.50%</b> | <b>41</b>      | <b>3.51%</b> | <b>4</b>       | <b>1.27%</b> | <b>12</b>      | <b>4.56%</b>  | <b>1</b>       | <b>5.88%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>8</b>      | <b>6.11%</b> | <b>1</b>                 | <b>2.70%</b>  | <b>104</b> | <b>2.48%</b> |
| Man                                      | 10             | 1.89%        | 22             | 1.50%        | 39             | 3.58%        | 4              | 1.34%        | 11             | 4.21%         | 1              | 5.88%        |                | 0.00%        |                | 0.00%        | 8             | 6.35%        | 1                        | 2.70%         | <b>96</b>  | <b>2.51%</b> |
| Woman                                    | 3              | 2.21%        | 2              | 1.48%        | 2              | 2.56%        |                | 0.00%        | 1              | 50.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%         | <b>8</b>   | <b>2.14%</b> |
| <b>Strategy &amp; Corporate Services</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>       | <b>3.70%</b> | <b>2</b>       | <b>10.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>      | <b>5.88%</b> |                          | <b>0.00%</b>  | <b>4</b>   | <b>5.71%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        |                | 0.00%        | 1              | 4.00%        | 2              | 10.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        | 1             | 6.25%        |                          | 0.00%         | <b>4</b>   | <b>5.97%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%         |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%         |            | <b>0.00%</b> |
| <b>Total</b>                             | <b>13</b>      | <b>1.95%</b> | <b>24</b>      | <b>1.50%</b> | <b>42</b>      | <b>3.55%</b> | <b>5</b>       | <b>1.39%</b> | <b>14</b>      | <b>4.64%</b>  | <b>1</b>       | <b>5.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>10</b>     | <b>5.38%</b> | <b>3</b>                 | <b>4.84%</b>  | <b>112</b> | <b>2.56%</b> |

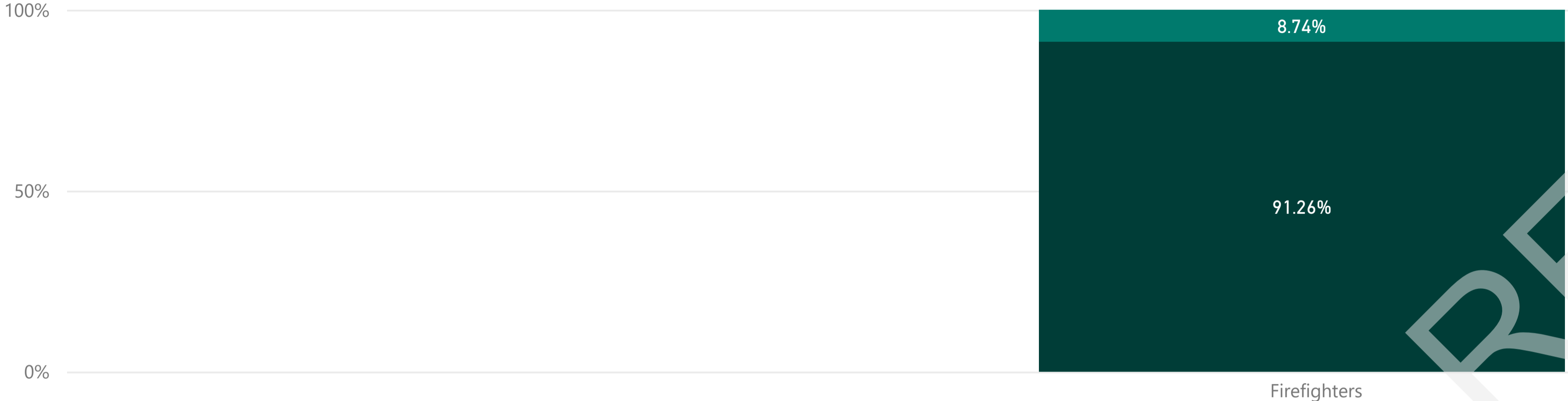
NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# 5.1. Occupations overview (September 2022)

Queensland Fire and Emergency Services ▾

## Key frontline roles

Gender ● M ● W



## Rest of frontline and frontline support

## Corporate services roles

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NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 5.2. Frontline occupations (September 2022)

Queensland Fire and Emergency Services

### Key frontline roles (Headcount)

| AO Equivalent full-time salary | AO1 Equivalent |            |            | AO2 Equivalent |            |              | AO3 Equivalent |           |              | AO4 Equivalent |           |            | AO5 Equivalent |          |            | AO6 Equivalent |           | SO Equivalent |          |            | SES Equivalent and above |          |           | Total        |
|--------------------------------|----------------|------------|------------|----------------|------------|--------------|----------------|-----------|--------------|----------------|-----------|------------|----------------|----------|------------|----------------|-----------|---------------|----------|------------|--------------------------|----------|-----------|--------------|
| Key frontline roles            | M              | W          | Total      | M              | W          | Total        | M              | W         | Total        | M              | W         | Total      | M              | W        | Total      | M              | Total     | M             | W        | Total      | M                        | W        | Total     |              |
| Firefighters                   | 530            | 136        | 666        | 1,468          | 135        | 1,603        | 1,102          | 80        | 1,182        | 339            | 21        | 360        | 300            | 2        | 302        | 20             | 20        | 178           | 8        | 186        | 61                       | 1        | 62        | 4,381        |
| <b>Total</b>                   | <b>530</b>     | <b>136</b> | <b>666</b> | <b>1,468</b>   | <b>135</b> | <b>1,603</b> | <b>1,102</b>   | <b>80</b> | <b>1,182</b> | <b>339</b>     | <b>21</b> | <b>360</b> | <b>300</b>     | <b>2</b> | <b>302</b> | <b>20</b>      | <b>20</b> | <b>178</b>    | <b>8</b> | <b>186</b> | <b>61</b>                | <b>1</b> | <b>62</b> | <b>4,381</b> |

### Rest of frontline and frontline support (Headcount)

| AO Equivalent full-time salary | Total |
|--------------------------------|-------|
| ANZSCO Lvl 1                   |       |
| <b>Total</b>                   |       |

## 5.3. Corporate services occupations (September 2022)

Queensland Fire and Emergency Services ∨

Corporate services roles (Headcount)

| AO Equivalent full-time salary | Total |
|--------------------------------|-------|
| Corporate Services function    |       |
| <b>Total</b>                   |       |

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# 6.1. Employment security - Employment category

Queensland Fire and Emergency Services ▼

Employment category by gender (Headcount)

| Employment Category            | Sept 2022    |            |              |           |          |           |           |          |           |              |            |              | Total        |
|--------------------------------|--------------|------------|--------------|-----------|----------|-----------|-----------|----------|-----------|--------------|------------|--------------|--------------|
|                                | Permanent    |            |              | Temporary |          |           | Contract  |          |           | Casual       |            |              |              |
|                                | M            | W          | Total        | M         | W        | Total     | M         | W        | Total     | M            | W          | Total        |              |
| AO Equivalent full-time salary |              |            |              |           |          |           |           |          |           |              |            |              |              |
| AO1 Equivalent                 |              |            |              |           |          |           |           |          |           | 530          | 136        | 666          | 666          |
| AO2 Equivalent                 | 351          | 20         | 371          | 6         | 1        | 7         |           |          |           | 1,111        | 114        | 1,225        | 1,603        |
| AO3 Equivalent                 | 1,100        | 80         | 1,180        | 2         |          | 2         |           |          |           |              |            |              | 1,182        |
| AO4 Equivalent                 | 329          | 21         | 350          | 8         |          | 8         |           |          |           | 2            |            | 2            | 360          |
| AO5 Equivalent                 | 300          | 2          | 302          |           |          |           |           |          |           |              |            |              | 302          |
| AO6 Equivalent                 | 20           |            | 20           |           |          |           |           |          |           |              |            |              | 20           |
| SO Equivalent                  | 178          | 8          | 186          |           |          |           |           |          |           |              |            |              | 186          |
| SES Equivalent and above       | 50           |            | 50           |           |          |           | 11        | 1        | 12        |              |            |              | 62           |
| <b>Total</b>                   | <b>2,328</b> | <b>131</b> | <b>2,459</b> | <b>16</b> | <b>1</b> | <b>17</b> | <b>11</b> | <b>1</b> | <b>12</b> | <b>1,643</b> | <b>250</b> | <b>1,893</b> | <b>4,381</b> |

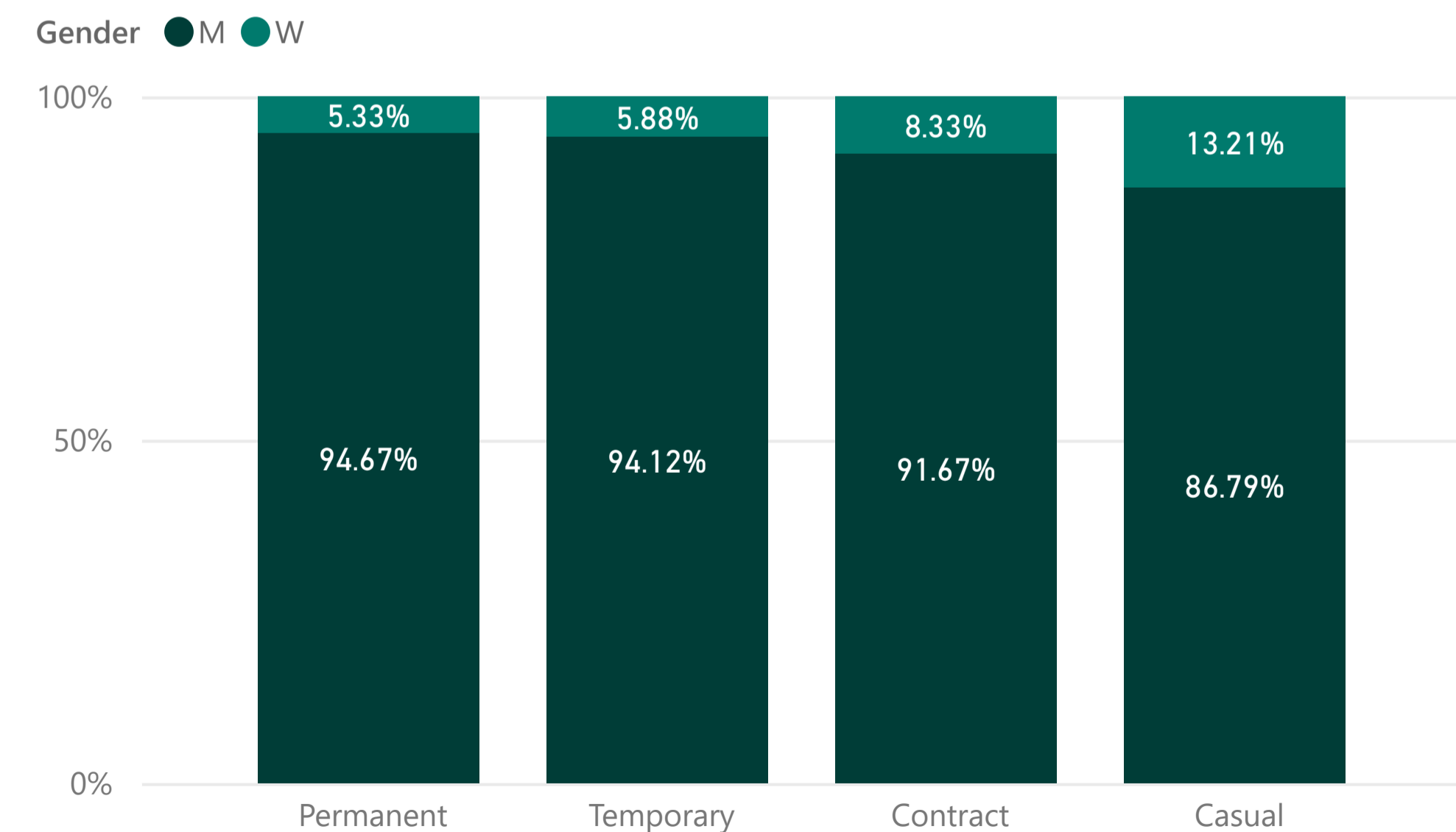
Employment category by gender

| Employment Category | Sept 2022    |                |            |                |              |                |
|---------------------|--------------|----------------|------------|----------------|--------------|----------------|
|                     | M            |                | W          |                | Total        |                |
|                     | HC           | HC%            | HC         | HC%            | HC           | HC%            |
| Permanent           | 2,328        | 58.23%         | 131        | 34.20%         | 2,459        | 56.13%         |
| Temporary           | 16           | 0.40%          | 1          | 0.26%          | 17           | 0.39%          |
| Contract            | 11           | 0.28%          | 1          | 0.26%          | 12           | 0.27%          |
| Casual              | 1,643        | 41.10%         | 250        | 65.27%         | 1,893        | 43.21%         |
| <b>Total</b>        | <b>3,998</b> | <b>100.00%</b> | <b>383</b> | <b>100.00%</b> | <b>4,381</b> | <b>100.00%</b> |

Employment category by gender (Headcount % across)

| Employment Category            | Sept 2022    |             |               |              |             |               |              |             |               |              |              |               |
|--------------------------------|--------------|-------------|---------------|--------------|-------------|---------------|--------------|-------------|---------------|--------------|--------------|---------------|
|                                | Permanent    |             |               | Temporary    |             |               | Contract     |             |               | Casual       |              |               |
|                                | M            | W           | Total         | M            | W           | Total         | M            | W           | Total         | M            | W            | Total         |
| AO Equivalent full-time salary |              |             |               |              |             |               |              |             |               |              |              |               |
| AO1 Equivalent                 |              |             |               |              |             |               |              |             |               | 79.6%        | 20.4%        | 100.0%        |
| AO2 Equivalent                 | 94.6%        | 5.4%        | 100.0%        | 85.7%        | 14.3%       | 100.0%        |              |             |               | 90.7%        | 9.3%         | 100.0%        |
| AO3 Equivalent                 | 93.2%        | 6.8%        | 100.0%        | 100.0%       |             | 100.0%        |              |             |               |              |              |               |
| AO4 Equivalent                 | 94.0%        | 6.0%        | 100.0%        | 100.0%       |             | 100.0%        |              |             |               | 100.0%       |              | 100.0%        |
| AO5 Equivalent                 | 99.3%        | 0.7%        | 100.0%        |              |             |               |              |             |               |              |              |               |
| AO6 Equivalent                 | 100.0%       |             | 100.0%        |              |             |               |              |             |               |              |              |               |
| SO Equivalent                  | 95.7%        | 4.3%        | 100.0%        |              |             |               |              |             |               |              |              |               |
| SES Equivalent and above       | 100.0%       |             | 100.0%        |              |             |               | 91.7%        | 8.3%        | 100.0%        |              |              |               |
| <b>Total</b>                   | <b>94.7%</b> | <b>5.3%</b> | <b>100.0%</b> | <b>94.1%</b> | <b>5.9%</b> | <b>100.0%</b> | <b>91.7%</b> | <b>8.3%</b> | <b>100.0%</b> | <b>86.8%</b> | <b>13.2%</b> | <b>100.0%</b> |

Employment category by gender



NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



## 6.2. Employment security - **Employment category by organisational unit** (September 2022)

Queensland Fire and Emergency Services

MOHRI organisational unit may not align to Departmental organisational units

● Permanent ● Temporary ● Contract ● Casual



NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



## 6.3. Employment security - **Employment category by Age**

Queensland Fire and Emergency Services

### Employment category by gender (Headcount)

| Employment Category | Sept 2022    |            |              |           |          |           |           |          |           |              |            |              | Total        |
|---------------------|--------------|------------|--------------|-----------|----------|-----------|-----------|----------|-----------|--------------|------------|--------------|--------------|
|                     | Permanent    |            |              | Temporary |          |           | Contract  |          |           | Casual       |            |              |              |
|                     | M            | W          | Total        | M         | W        | Total     | M         | W        | Total     | M            | W          | Total        |              |
| 29 years and less   | 104          | 10         | 114          | 1         | 1        | 2         |           |          |           | 286          | 70         | 356          | 472          |
| 30 to 44 years      | 854          | 83         | 937          | 7         |          | 7         |           |          |           | 713          | 116        | 829          | 1,773        |
| 45 to 59 years      | 1,135        | 36         | 1,171        | 5         |          | 5         | 8         | 1        | 9         | 546          | 60         | 606          | 1,791        |
| 60 and over         | 235          | 2          | 237          | 3         |          | 3         | 3         |          | 3         | 98           | 4          | 102          | 345          |
| <b>Total</b>        | <b>2,328</b> | <b>131</b> | <b>2,459</b> | <b>16</b> | <b>1</b> | <b>17</b> | <b>11</b> | <b>1</b> | <b>12</b> | <b>1,643</b> | <b>250</b> | <b>1,893</b> | <b>4,381</b> |

### Employment category by gender (Headcount %)

Gender ● M ● W



NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# 7.1. Flexible working arrangements - **Part-time employees**

Queensland Fire and Emergency Services ▼

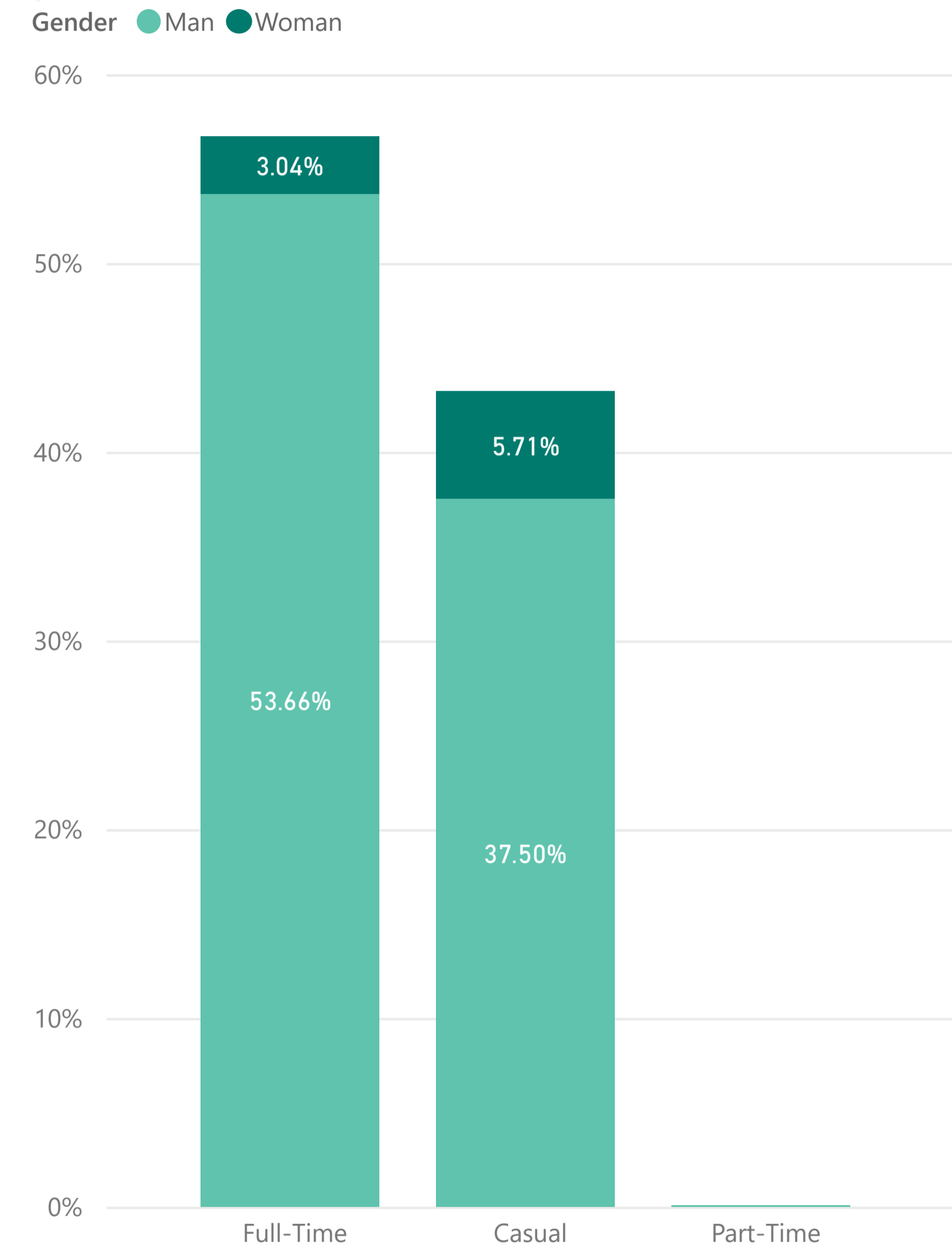
Part time by gender (Headcount)

|                          | Sept 2022 |          |
|--------------------------|-----------|----------|
|                          | Part-Time |          |
| AO Sal Equiv Label       | M         | Total    |
| AO3 Equivalent           | 1         | 1        |
| AO4 Equivalent           | 1         | 1        |
| AO5 Equivalent           | 1         | 1        |
| SES Equivalent and above | 1         | 1        |
| <b>Total</b>             | <b>4</b>  | <b>4</b> |

Employment basis by gender (Headcount)

|                  | Sept 2022    |                |            |                |              |                |
|------------------|--------------|----------------|------------|----------------|--------------|----------------|
| Gender           | M            |                | W          |                | Total        |                |
| Employment Basis | HC           | HC%            | HC         | HC%            | HC           | HC%            |
| Full-Time        | 2,351        | 58.80%         | 133        | 34.73%         | <b>2,484</b> | <b>56.70%</b>  |
| Casual           | 1,643        | 41.10%         | 250        | 65.27%         | <b>1,893</b> | <b>43.21%</b>  |
| Part-Time        | 4            | 0.10%          |            |                | <b>4</b>     | <b>0.09%</b>   |
| <b>Total</b>     | <b>3,998</b> | <b>100.00%</b> | <b>383</b> | <b>100.00%</b> | <b>4,381</b> | <b>100.00%</b> |

Employment basis by gender (HC%) - Sept 2022



Part time by gender (Headcount % across)

|                          | Sept 2022     |               |
|--------------------------|---------------|---------------|
|                          | Part-Time     |               |
| AO Sal Equiv Label       | M             | Total         |
| AO3 Equivalent           | 100.0%        | <b>100.0%</b> |
| AO4 Equivalent           | 100.0%        | <b>100.0%</b> |
| AO5 Equivalent           | 100.0%        | <b>100.0%</b> |
| SES Equivalent and above | 100.0%        | <b>100.0%</b> |
| <b>Total</b>             | <b>100.0%</b> | <b>100.0%</b> |

Part time by gender and age group (Headcount % across)

|                | Sept 2022 |               |           |               |
|----------------|-----------|---------------|-----------|---------------|
|                | Part-Time |               |           |               |
| Gender         | M         |               | Total     |               |
| Age Group      | Headcount | %             | Headcount | %             |
| 30 to 44 years | 1         | 100.0%        | <b>1</b>  | <b>100.0%</b> |
| 45 to 59 years | 3         | 100.0%        | <b>3</b>  | <b>100.0%</b> |
| <b>Total</b>   | <b>4</b>  | <b>100.0%</b> | <b>4</b>  | <b>100.0%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# 7.2. Flexible working arrangements - **Part-time employees by organisational unit**

Queensland Fire and Emergency Services ▼

MOHRI organisational units may not align to Departmental organisational units

Part time by gender (Headcount %)

| Org unit                      | Sept 2022 |               |          |               |
|-------------------------------|-----------|---------------|----------|---------------|
|                               | M         |               | Total    |               |
|                               | No.       | %             | No.      | %             |
| Capability & State Services   | 1         | 100.0%        | 1        | 100.0%        |
| Readiness & Response Services | 3         | 100.0%        | 3        | 100.0%        |
| <b>Total</b>                  | <b>4</b>  | <b>100.0%</b> | <b>4</b> | <b>100.0%</b> |



NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 8.1. Family working arrangements - Carers leave

Queensland Fire and Emergency Services

Average full-time carers leave days taken per employee in the previous quarter (excludes casual employees)

| AO Sal Equiv Label       | Sept 2020   |             |             | Dec 2020    |             |             | March 2021  |             |             | June 2021   |             |             | Sept 2021   |             |             | Dec 2021    |             |             | March 2022  |             |             | June 2022   |             |             | Sept 2022   |             |             |
|--------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                          | M           | W           | Total       | M           | W           | Total       | M           | W           | Total       | M           | W           | Total       | M           | W           | Total       | M           | W           | Total       | M           | W           | Total       | M           | W           | Total       | M           | W           | Total       |
| AO2 Equivalent           | 0.15        | 0.17        | <b>0.15</b> | 0.16        | 0.44        | <b>0.18</b> | 0.24        | 0.37        | <b>0.25</b> | 0.32        | 0.25        | <b>0.32</b> | 0.40        | 0.24        | <b>0.38</b> | 0.35        | 0.38        | <b>0.35</b> | 0.36        | 0.25        | <b>0.35</b> | 0.42        | 1.02        | <b>0.45</b> | 0.49        | 0.24        | <b>0.48</b> |
| AO3 Equivalent           | 0.36        | 0.42        | <b>0.36</b> | 0.50        | 0.33        | <b>0.49</b> | 0.46        | 0.31        | <b>0.45</b> | 0.58        | 0.51        | <b>0.58</b> | 0.65        | 0.47        | <b>0.64</b> | 0.58        | 0.59        | <b>0.58</b> | 0.68        | 0.44        | <b>0.66</b> | 0.51        | 0.40        | <b>0.51</b> | 0.67        | 0.72        | <b>0.67</b> |
| AO4 Equivalent           | 0.46        | 2.00        | <b>0.53</b> | 0.54        | 0.19        | <b>0.53</b> | 0.34        | 0.00        | <b>0.33</b> | 0.49        | 0.14        | <b>0.48</b> | 0.41        | 0.36        | <b>0.41</b> | 0.49        | 0.14        | <b>0.47</b> | 0.43        | 0.32        | <b>0.42</b> | 0.49        | 0.17        | <b>0.46</b> | 0.61        | 0.03        | <b>0.58</b> |
| AO5 Equivalent           | 0.30        | 0.00        | <b>0.30</b> | 0.54        | 0.00        | <b>0.53</b> | 0.41        | 0.00        | <b>0.41</b> | 0.45        | 0.00        | <b>0.45</b> | 0.63        | 0.00        | <b>0.63</b> | 0.43        | 0.00        | <b>0.43</b> | 0.56        | 0.00        | <b>0.56</b> | 0.59        | 0.31        | <b>0.58</b> | 0.52        | 1.25        | <b>0.52</b> |
| AO6 Equivalent           | 0.30        |             | <b>0.30</b> | 0.68        |             | <b>0.68</b> | 0.35        |             | <b>0.35</b> | 0.32        | 1.38        | <b>0.34</b> | 0.24        |             | <b>0.24</b> | 0.28        |             | <b>0.28</b> | 1.10        |             | <b>1.10</b> | 0.76        |             | <b>0.76</b> | 0.48        |             | <b>0.48</b> |
| SO Equivalent            | 0.36        | 0.00        | <b>0.35</b> | 0.65        | 0.00        | <b>0.63</b> | 0.12        | 0.00        | <b>0.11</b> | 0.21        | 0.00        | <b>0.21</b> | 0.56        | 0.05        | <b>0.53</b> | 0.59        | 0.00        | <b>0.56</b> | 0.29        | 0.11        | <b>0.28</b> | 0.28        | 0.50        | <b>0.29</b> | 0.20        | 0.13        | <b>0.19</b> |
| SES Equivalent and above | 0.22        | 0.00        | <b>0.22</b> | 0.20        | 0.00        | <b>0.20</b> | 0.16        | 0.00        | <b>0.15</b> | 1.07        | 0.24        | <b>1.05</b> | 1.15        | 0.00        | <b>1.13</b> | 1.69        | 0.00        | <b>1.65</b> | 0.71        | 0.00        | <b>0.68</b> | 1.35        | 0.00        | <b>1.28</b> | 1.87        | 0.00        | <b>1.84</b> |
| <b>Total</b>             | <b>0.33</b> | <b>0.46</b> | <b>0.34</b> | <b>0.47</b> | <b>0.32</b> | <b>0.46</b> | <b>0.38</b> | <b>0.27</b> | <b>0.37</b> | <b>0.51</b> | <b>0.39</b> | <b>0.50</b> | <b>0.59</b> | <b>0.36</b> | <b>0.58</b> | <b>0.55</b> | <b>0.43</b> | <b>0.54</b> | <b>0.57</b> | <b>0.34</b> | <b>0.56</b> | <b>0.53</b> | <b>0.43</b> | <b>0.52</b> | <b>0.61</b> | <b>0.50</b> | <b>0.60</b> |

Data shown reflects the carers leave taken in the previous quarter due to the three month lag in collection time for all types of unscheduled leave. Excludes casual employees.

## 8.2. Family working arrangements - Parental leave

Queensland Fire and Emergency Services

Maternity leave hours taken in the quarter (includes full, half and no pay)

| AO Sal Equiv Label       | Dec 2021     |              | March 2022   |              | June 2022  |            | Sept 2022  |            |
|--------------------------|--------------|--------------|--------------|--------------|------------|------------|------------|------------|
|                          | W            | Total        | W            | Total        | W          | Total      | W          | Total      |
| AO2 Equivalent           | 910          | 910          | 974          | 974          | 65         | 65         | 0          | 0          |
| AO3 Equivalent           | 697          | 697          | 1,123        | 1,123        | 674        | 674        | 636        | 636        |
| AO4 Equivalent           | 0            | 0            | 0            | 0            | 0          | 0          | 0          | 0          |
| AO5 Equivalent           | 0            | 0            | 0            | 0            | 0          | 0          | 0          | 0          |
| SO Equivalent            | 0            | 0            | 0            | 0            | 0          | 0          | 0          | 0          |
| SES Equivalent and above | 0            | 0            | 0            | 0            | 0          | 0          | 0          | 0          |
| <b>Total</b>             | <b>1,607</b> | <b>1,607</b> | <b>2,098</b> | <b>2,098</b> | <b>739</b> | <b>739</b> | <b>636</b> | <b>636</b> |

Long and short spousal leave (formerly spousal leave was as a combined category) was first captured in Sept 2021 as per *Paid Parental Leave Directive 05/20*.

Includes staff with employment status of active/paid/unpaid.

Long spousal leave hours taken in the quarter (includes full, half and no pay)

| AO Sal Equiv Label       | Dec 2021     |          |              | March 2022   |          |              | June 2022    |           |              | Sept 2022    |           |              |
|--------------------------|--------------|----------|--------------|--------------|----------|--------------|--------------|-----------|--------------|--------------|-----------|--------------|
|                          | M            | W        | Total        | M            | W        | Total        | M            | W         | Total        | M            | W         | Total        |
| AO2 Equivalent           | 1,045        | 0        | 1,045        | 2,719        | 0        | 2,719        | 2,207        | 0         | 2,207        | 2,039        | 0         | 2,039        |
| AO3 Equivalent           | 4,029        | 0        | 4,029        | 3,531        | 0        | 3,531        | 5,146        | 0         | 5,146        | 3,533        | 37        | 3,569        |
| AO4 Equivalent           | 0            | 0        | 0            | 584          | 0        | 584          | 129          | 10        | 139          | 517          | 0         | 517          |
| AO5 Equivalent           | 496          | 0        | 496          | 98           | 0        | 98           | 488          | 0         | 488          | 0            | 0         | 0            |
| AO6 Equivalent           | 0            | 0        | 0            | 0            | 0        | 0            | 0            | 0         | 0            | 0            | 0         | 0            |
| SO Equivalent            | 0            | 0        | 0            | 0            | 0        | 0            | 0            | 0         | 0            | 0            | 0         | 0            |
| SES Equivalent and above | 0            | 0        | 0            | 0            | 0        | 0            | 0            | 0         | 0            | 0            | 0         | 0            |
| <b>Total</b>             | <b>5,571</b> | <b>0</b> | <b>5,571</b> | <b>6,932</b> | <b>0</b> | <b>6,932</b> | <b>7,970</b> | <b>10</b> | <b>7,980</b> | <b>6,088</b> | <b>37</b> | <b>6,125</b> |

Short spousal leave hours taken in the quarter (includes full, half and no pay)

| AO Sal Equiv Label       | Dec 2021   |          |            | March 2022 |          |            | June 2022  |          |            | Sept 2022  |          |            |
|--------------------------|------------|----------|------------|------------|----------|------------|------------|----------|------------|------------|----------|------------|
|                          | M          | W        | Total      | M          | W        | Total      | M          | W        | Total      | M          | W        | Total      |
| AO2 Equivalent           | 230        | 0        | 230        | 274        | 0        | 274        | 290        | 0        | 290        | 230        | 0        | 230        |
| AO3 Equivalent           | 320        | 0        | 320        | 0          | 0        | 0          | 324        | 0        | 324        | 320        | 0        | 320        |
| AO4 Equivalent           | 40         | 0        | 40         | 0          | 0        | 0          | 0          | 0        | 0          | 40         | 0        | 40         |
| AO5 Equivalent           | 0          | 0        | 0          | 0          | 0        | 0          | 40         | 0        | 40         | 0          | 0        | 0          |
| AO6 Equivalent           | 0          | 0        | 0          | 0          | 0        | 0          | 0          | 0        | 0          | 0          | 0        | 0          |
| SO Equivalent            | 0          | 0        | 0          | 0          | 0        | 0          | 0          | 0        | 0          | 0          | 0        | 0          |
| SES Equivalent and above | 0          | 0        | 0          | 0          | 0        | 0          | 0          | 0        | 0          | 0          | 0        | 0          |
| <b>Total</b>             | <b>590</b> | <b>0</b> | <b>590</b> | <b>274</b> | <b>0</b> | <b>274</b> | <b>654</b> | <b>0</b> | <b>654</b> | <b>590</b> | <b>0</b> | <b>590</b> |

## 9.1. Safety and Wellbeing - Sick leave

Queensland Fire and Emergency Services



Average full time sick days taken per employee in the previous quarter

|              | March 2020  | June 2020   | Sept 2020   | Dec 2020    | March 2021  | June 2021   | Sept 2021   | Dec 2021    | March 2022  | June 2022   | Sept 2022   |
|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Man          | 2.34        | 1.35        | 1.44        | 1.99        | 1.82        | 1.98        | 2.01        | 2.02        | 2.03        | 2.27        | 2.72        |
| Woman        | 1.63        | 1.20        | 1.84        | 1.90        | 1.48        | 1.67        | 2.02        | 1.93        | 2.23        | 2.45        | 2.64        |
| <b>Total</b> | <b>2.30</b> | <b>1.34</b> | <b>1.46</b> | <b>1.98</b> | <b>1.80</b> | <b>1.96</b> | <b>2.01</b> | <b>2.01</b> | <b>2.04</b> | <b>2.28</b> | <b>2.71</b> |

Sick leave rate for the previous quarter

|              | March 2020   | June 2020    | Sept 2020    | Dec 2020     | March 2021   | June 2021    | Sept 2021    | Dec 2021     | March 2022   | June 2022    | Sept 2022    |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Man          | 3.78%        | 2.14%        | 2.32%        | 3.02%        | 2.94%        | 3.19%        | 3.30%        | 3.06%        | 3.28%        | 3.66%        | 4.46%        |
| Woman        | 2.66%        | 1.93%        | 3.02%        | 2.93%        | 2.43%        | 2.75%        | 3.35%        | 2.96%        | 3.60%        | 3.96%        | 4.35%        |
| <b>Total</b> | <b>3.72%</b> | <b>2.13%</b> | <b>2.35%</b> | <b>3.01%</b> | <b>2.91%</b> | <b>3.17%</b> | <b>3.30%</b> | <b>3.05%</b> | <b>3.30%</b> | <b>3.68%</b> | <b>4.46%</b> |

Data shown reflects the sick leave taken in the previous quarter due to the three month lag in collection time for all types of unscheduled leave. Excludes casual employees.

NOTE: Only Queensland Health reported non-binary information in June 2021. Non-binary information was reported by the rest of the sector for the first time in Sept 2021.



## 10.1. Recruitment and higher duties - **New recruits**

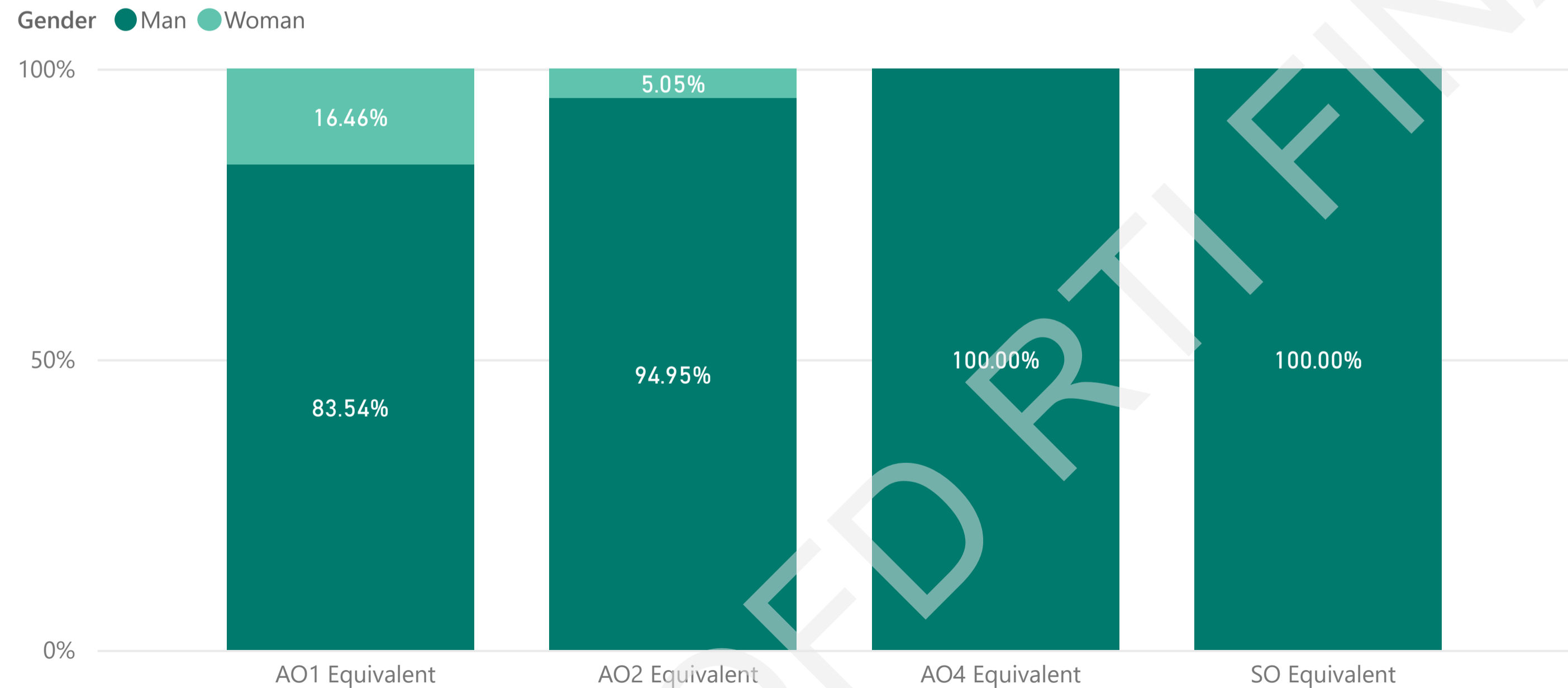
Queensland Fire and Emergency Services

New recruits are defined as employees who started employment in the Queensland public sector within the 12 months up to 30 September 2022.

### Full-time salary equivalent (Headcount)

|              | AO1 Equivalent | AO2 Equivalent | AO4 Equivalent | SO Equivalent | Total      |
|--------------|----------------|----------------|----------------|---------------|------------|
| Man          | 132            | 94             | 6              | 1             | <b>233</b> |
| Woman        | 26             | 5              |                |               | <b>31</b>  |
| <b>Total</b> | <b>158</b>     | <b>99</b>      | <b>6</b>       | <b>1</b>      | <b>264</b> |

### Full-time salary equivalent (Headcount %)



NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



## 10.2. Recruitment and higher duties - **Higher duties**

Queensland Fire and Emergency Services

This data reflects employees who received higher duties in the last pay fortnight of September 2022.

### Employees on higher duties (Headcount)

| Gender       | AO2 Equivalent | AO4 Equivalent | AO5 Equivalent | AO6 Equivalent | SO Equivalent | SES Equivalent and above | Total      |
|--------------|----------------|----------------|----------------|----------------|---------------|--------------------------|------------|
| Man          | 35             | 46             | 13             | 3              | 82            | 19                       | <b>198</b> |
| Woman        | 5              | 4              |                |                | 2             | 1                        | <b>12</b>  |
| <b>Total</b> | <b>40</b>      | <b>50</b>      | <b>13</b>      | <b>3</b>       | <b>84</b>     | <b>20</b>                | <b>210</b> |

This data reflects employees who did not receive higher duties in the last pay fortnight of September 2022.

### Employees NOT on higher duties (Headcount)

| Gender       | AO1 Equivalent | AO2 Equivalent | AO3 Equivalent | AO4 Equivalent | AO5 Equivalent | AO6 Equivalent | SO Equivalent | SES Equivalent and above | Total        |
|--------------|----------------|----------------|----------------|----------------|----------------|----------------|---------------|--------------------------|--------------|
| Man          | 530            | 1,433          | 1,102          | 293            | 287            | 17             | 96            | 42                       | <b>3,800</b> |
| Woman        | 136            | 130            | 80             | 17             | 2              |                | 6             |                          | <b>371</b>   |
| <b>Total</b> | <b>666</b>     | <b>1,563</b>   | <b>1,182</b>   | <b>310</b>     | <b>289</b>     | <b>17</b>      | <b>102</b>    | <b>42</b>                | <b>4,171</b> |

# 11.1. Separations by level and gender

Queensland Fire and Emergency Services ▼

Number of permanent employee separated from the sector

| AO Sal Equiv Label       | Sept 2020 |          |           | Sept 2021 |          |           | Sept 2022 |          |           |
|--------------------------|-----------|----------|-----------|-----------|----------|-----------|-----------|----------|-----------|
|                          | M         | W        | Total     | M         | W        | Total     | M         | W        | Total     |
| AO1 Equivalent           | 0         | 0        | 0         | 0         | 0        | 0         | 0         | 0        | 0         |
| AO2 Equivalent           | 2         | 0        | 2         | 1         | 0        | 1         | 1         | 2        | 3         |
| AO3 Equivalent           | 13        | 2        | 15        | 10        | 0        | 10        | 11        | 0        | 11        |
| AO4 Equivalent           | 7         | 0        | 7         | 5         | 0        | 5         | 8         | 0        | 8         |
| AO5 Equivalent           | 7         | 0        | 7         | 7         | 0        | 7         | 4         | 0        | 4         |
| AO6 Equivalent           | 0         |          | 0         | 1         |          | 1         | 1         |          | 1         |
| SO Equivalent            | 2         | 0        | 2         | 2         | 0        | 2         | 4         | 0        | 4         |
| SES Equivalent and above | 0         | 0        | 0         | 2         | 0        | 2         | 0         | 0        | 0         |
| <b>Total</b>             | <b>31</b> | <b>2</b> | <b>33</b> | <b>28</b> | <b>0</b> | <b>28</b> | <b>29</b> | <b>2</b> | <b>31</b> |

Separation reason

| Separation Reason | Sept 2022 |                |          |                |           |                |
|-------------------|-----------|----------------|----------|----------------|-----------|----------------|
|                   | M         |                | W        |                | Total     |                |
|                   | No.       | No. %          | No.      | No. %          | No.       | No. %          |
| Age retirement    | 20        | 68.97%         |          |                | 20        | 64.52%         |
| Dismissal         | 1         | 3.45%          |          |                | 1         | 3.23%          |
| Ill Health        | 2         | 6.90%          |          |                | 2         | 6.45%          |
| Resignation       | 6         | 20.69%         | 2        | 100.00%        | 8         | 25.81%         |
| <b>Total</b>      | <b>29</b> | <b>100.00%</b> | <b>2</b> | <b>100.00%</b> | <b>31</b> | <b>100.00%</b> |

Separation rates of permanent employees exiting the sector

| AO Sal Equiv Label       | Sept 2020    |              |              |              | Sept 2021    |              |              |              | Sept 2022    |              |              |              |
|--------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                          | M            | W            | NB           | Total        | M            | W            | NB           | Total        | M            | W            | NB           | Total        |
| AO1 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO2 Equivalent           | 0.86%        | 0.00%        | 0.00%        | 0.77%        | 0.30%        | 0.00%        | 0.00%        | 0.27%        | 0.28%        | 10.00%       | 0.00%        | 0.81%        |
| AO3 Equivalent           | 1.14%        | 2.60%        | 0.00%        | 1.23%        | 0.92%        | 0.00%        | 0.00%        | 0.86%        | 1.00%        | 0.00%        | 0.00%        | 0.93%        |
| AO4 Equivalent           | 2.87%        | 0.00%        | 0.00%        | 2.77%        | 2.02%        | 0.00%        | 0.00%        | 1.92%        | 2.43%        | 0.00%        | 0.00%        | 2.29%        |
| AO5 Equivalent           | 2.02%        | 0.00%        | 0.00%        | 2.00%        | 2.03%        | 0.00%        | 0.00%        | 2.02%        | 1.33%        | 0.00%        | 0.00%        | 1.32%        |
| AO6 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 3.03%        | 0.00%        | 0.00%        | 3.03%        | 5.00%        | 0.00%        | 0.00%        | 5.00%        |
| AO7 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO8 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| SO Equivalent            | 1.47%        | 0.00%        | 0.00%        | 1.43%        | 1.42%        | 0.00%        | 0.00%        | 1.35%        | 2.25%        | 0.00%        | 0.00%        | 2.15%        |
| SES Equivalent and above | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 2.70%        | 0.00%        | 0.00%        | 2.67%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| <b>Total</b>             | <b>1.41%</b> | <b>1.64%</b> | <b>0.00%</b> | <b>1.42%</b> | <b>1.24%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>1.17%</b> | <b>1.25%</b> | <b>1.53%</b> | <b>0.00%</b> | <b>1.26%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 11.2. Separations - People who identify as Aboriginal Peoples and Torres Strait Islander Peoples

Queensland Fire and Emergency Services

Number of permanent employees separated from the sector

| AO Sal Equiv Label | Sept 2020 |          |          | Sept 2021 |          |          | Sept 2022 |          |          |
|--------------------|-----------|----------|----------|-----------|----------|----------|-----------|----------|----------|
|                    | M         | W        | Total    | M         | W        | Total    | M         | W        | Total    |
| AO1 Equivalent     | 0         | 0        | 0        | 0         | 0        | 0        | 0         | 0        | 0        |
| AO2 Equivalent     | 0         | 0        | 0        | 0         | 0        | 0        | 0         | 0        | 0        |
| AO3 Equivalent     | 0         | 0        | 0        | 0         | 0        | 0        | 0         | 0        | 0        |
| AO4 Equivalent     | 0         |          | 0        | 0         | 0        | 0        | 0         | 0        | 0        |
| AO5 Equivalent     | 1         |          | 1        | 0         |          | 0        | 0         |          | 0        |
| SO Equivalent      | 0         |          | 0        | 0         |          | 0        | 0         |          | 0        |
| <b>Total</b>       | <b>1</b>  | <b>0</b> | <b>1</b> | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b> |

Separation reason

| Separation Reason |
|-------------------|
| <b>Total</b>      |

Separation rates of permanent employees exiting the sector

| AO Sal Equiv Label       | Sept 2020    |              |              | Sept 2021    |              |              | Sept 2022    |              |              |
|--------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                          | M            | W            | Total        | M            | W            | Total        | M            | W            | Total        |
| AO1 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO2 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO3 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO4 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO5 Equivalent           | 14.29%       | 0.00%        | 14.29%       | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO6 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO7 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO8 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| SO Equivalent            | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| SES Equivalent and above | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| <b>Total</b>             | <b>1.75%</b> | <b>0.00%</b> | <b>1.67%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 11.3. Separations - People who identify as living with disability

Queensland Fire and Emergency Services

Number of permanent employees separated from the sector

| AO Sal Equiv Label | Sept 2020 |          |          | Sept 2021 |          |          | Sept 2022 |          |          |
|--------------------|-----------|----------|----------|-----------|----------|----------|-----------|----------|----------|
|                    | M         | W        | Total    | M         | W        | Total    | M         | W        | Total    |
| AO1 Equivalent     | 0         | 0        | 0        | 0         | 0        | 0        | 0         | 0        | 0        |
| AO2 Equivalent     | 0         |          | 0        | 0         |          | 0        | 0         |          | 0        |
| AO3 Equivalent     | 1         |          | 1        | 0         |          | 0        | 0         |          | 0        |
| AO4 Equivalent     | 0         |          | 0        | 0         |          | 0        | 0         |          | 0        |
| AO5 Equivalent     | 1         |          | 1        | 0         |          | 0        | 0         |          | 0        |
| AO6 Equivalent     | 0         |          | 0        |           |          |          |           |          |          |
| SO Equivalent      | 0         |          | 0        | 0         |          | 0        | 1         |          | 1        |
| <b>Total</b>       | <b>2</b>  | <b>0</b> | <b>2</b> | <b>0</b>  | <b>0</b> | <b>0</b> | <b>1</b>  | <b>0</b> | <b>1</b> |

Separation reason

| Separation Reason | Sept 2022 |                |          |                |
|-------------------|-----------|----------------|----------|----------------|
|                   | M         |                | Total    |                |
|                   | No.       | No. %          | No.      | No. %          |
| Ill Health        | 1         | 100.00%        | 1        | 100.00%        |
| <b>Total</b>      | <b>1</b>  | <b>100.00%</b> | <b>1</b> | <b>100.00%</b> |

Separation rates of permanent employees exiting the sector

| AO Sal Equiv Label       | Sept 2020    |              |              | Sept 2021    |              |              | Sept 2022    |              |              |
|--------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                          | M            | W            | Total        | M            | W            | Total        | M            | W            | Total        |
| AO1 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO2 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO3 Equivalent           | 7.69%        | 0.00%        | 7.69%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO4 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO5 Equivalent           | 25.00%       | 0.00%        | 25.00%       | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO6 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO7 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO8 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| SO Equivalent            | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 50.00%       | 0.00%        | 50.00%       |
| SES Equivalent and above | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| <b>Total</b>             | <b>8.00%</b> | <b>0.00%</b> | <b>8.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>4.35%</b> | <b>0.00%</b> | <b>4.35%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 11.4. Separations - People who identify as CALD1 (Born overseas)

Queensland Fire and Emergency Services

Number of permanent employees separated from the sector

| AO Sal Equiv Label       | Sept 2022 |          |          |
|--------------------------|-----------|----------|----------|
|                          | M         | W        | Total    |
| AO1 Equivalent           | 0         | 0        | 0        |
| AO2 Equivalent           | 0         |          | 0        |
| AO3 Equivalent           | 0         |          | 0        |
| AO4 Equivalent           | 0         |          | 0        |
| AO5 Equivalent           | 0         |          | 0        |
| SO Equivalent            | 0         |          | 0        |
| SES Equivalent and above | 0         | 0        | 0        |
| <b>Total</b>             | <b>0</b>  | <b>0</b> | <b>0</b> |

Separation reason

| Separation Reason |
|-------------------|
| <b>Total</b>      |

Separation rates of permanent employees exiting the sector

| AO Sal Equiv Label       | Sept 2022    |              |              |
|--------------------------|--------------|--------------|--------------|
|                          | M            | W            | Total        |
| AO1 Equivalent           | 0.00%        | 0.00%        | 0.00%        |
| AO2 Equivalent           | 0.00%        | 0.00%        | 0.00%        |
| AO3 Equivalent           | 0.00%        | 0.00%        | 0.00%        |
| AO4 Equivalent           | 0.00%        | 0.00%        | 0.00%        |
| AO5 Equivalent           | 0.00%        | 0.00%        | 0.00%        |
| AO6 Equivalent           | 0.00%        | 0.00%        | 0.00%        |
| AO7 Equivalent           | 0.00%        | 0.00%        | 0.00%        |
| AO8 Equivalent           | 0.00%        | 0.00%        | 0.00%        |
| SO Equivalent            | 0.00%        | 0.00%        | 0.00%        |
| SES Equivalent and above | 0.00%        | 0.00%        | 0.00%        |
| <b>Total</b>             | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



## 11.5. Separations - People who identify as CALD2 (Language other than English spoken at home)

Queensland Fire and Emergency Services

Number of permanent employees separated from the sector

| AO Sal Equiv Label       | Sept 2022 |          |          |
|--------------------------|-----------|----------|----------|
|                          | M         | W        | Total    |
| AO1 Equivalent           | 0         | 0        | 0        |
| AO2 Equivalent           | 0         | 0        | 0        |
| AO3 Equivalent           | 0         | 0        | 0        |
| AO4 Equivalent           | 1         |          | 1        |
| AO5 Equivalent           | 0         | 0        | 0        |
| AO6 Equivalent           | 0         |          | 0        |
| SO Equivalent            | 0         |          | 0        |
| SES Equivalent and above | 0         |          | 0        |
| <b>Total</b>             | <b>1</b>  | <b>0</b> | <b>1</b> |

Separation reason

| Separation Reason | Sept 2022 |                |          |                |
|-------------------|-----------|----------------|----------|----------------|
|                   | M         |                | Total    |                |
|                   | No.       | No. %          | No.      | No. %          |
| Resignation       | 1         | 100.00%        | 1        | 100.00%        |
| <b>Total</b>      | <b>1</b>  | <b>100.00%</b> | <b>1</b> | <b>100.00%</b> |

Separation rates of permanent employees exiting the sector

| AO Sal Equiv Label       | Sept 2022    |              |              |              |
|--------------------------|--------------|--------------|--------------|--------------|
|                          | M            | W            | NB           | Total        |
| AO1 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO2 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO3 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO4 Equivalent           | 20.00%       | 0.00%        | 0.00%        | 20.00%       |
| AO5 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO6 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO7 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO8 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| SO Equivalent            | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| SES Equivalent and above | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| <b>Total</b>             | <b>1.19%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>1.14%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# Equity and Diversity Dataset

The data in this report reflects

*This dashboard is for internal-to-government use only*

Queensland Fire and Emergency Services ▼

Excludes Fire Fighter employees

## Sections

- 1. Composition
- 2. Earnings
- 3. Executive levels
- 4. Organisational Structure
- 5. Occupation
- 6. Employment security
- 7. Flexible working arrangements
- 8. Family working arrangements
- 9. Health, safety and well-being
- 10. Recruitment and higher duties
- 11. Separations

NOTE: Only Queensland Health reported non-binary information in June 2021. Non-binary information was reported by the rest of the sector for the first time in Sept 2021. Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

Please be advised that headcount and/or total percentages may be impacted.

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

Find out more  
[psc.qld.gov.au/osc](https://psc.qld.gov.au/osc)



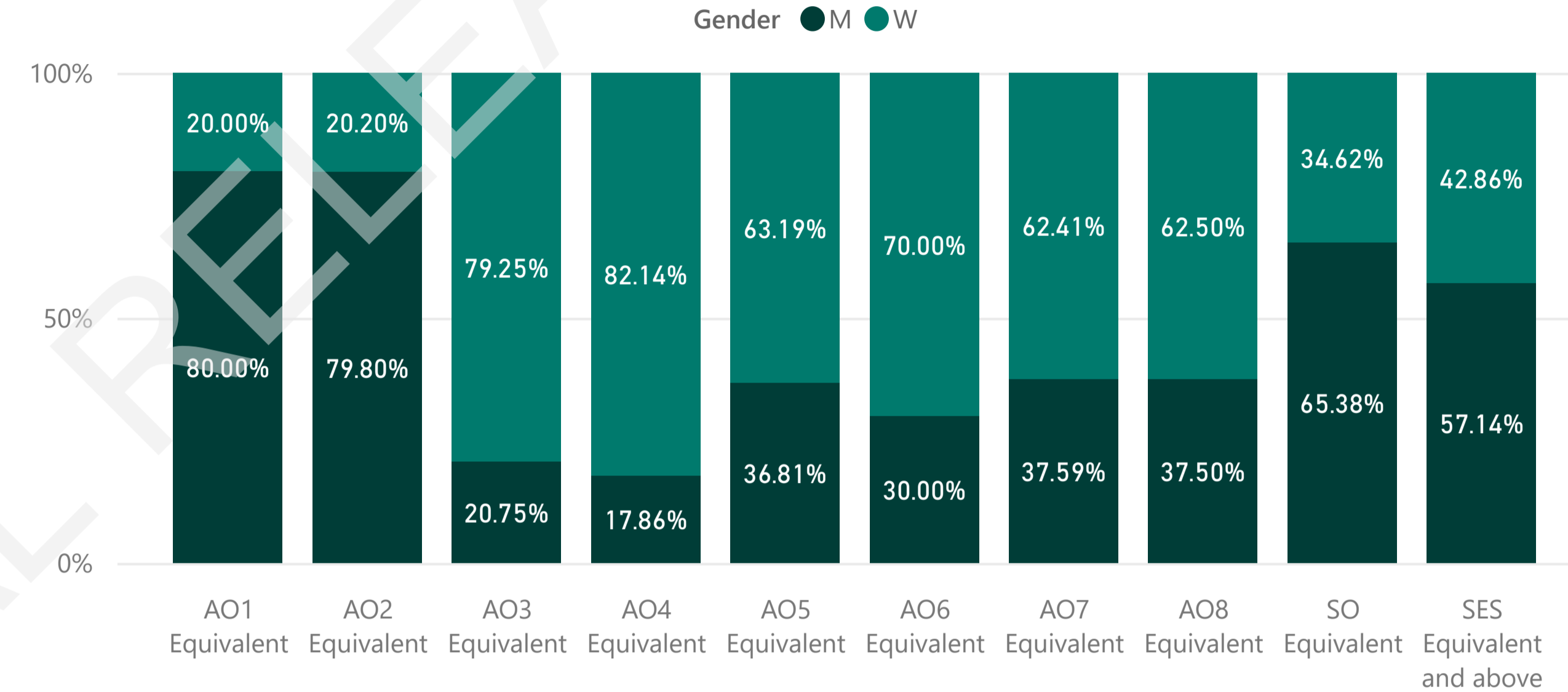
# 1.1. Salary level by gender

Queensland Fire and Emergency Services

## Full-time equivalent salary (Headcount)

| AO full-time equiv salary | Sept 2020  |            |            | Sept 2021  |            |            | Sept 2022  |            |              |
|---------------------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
|                           | M          | W          | Total      | M          | W          | Total      | M          | W          | Total        |
| AO1 Equivalent            |            |            |            | 6          | 1          | 7          | 4          | 1          | 5            |
| AO2 Equivalent            | 70         | 117        | 187        | 57         | 96         | 153        | 79         | 20         | 99           |
| AO3 Equivalent            | 36         | 155        | 191        | 56         | 154        | 210        | 66         | 252        | 318          |
| AO4 Equivalent            | 14         | 67         | 81         | 14         | 68         | 82         | 15         | 69         | 84           |
| AO5 Equivalent            | 47         | 76         | 123        | 63         | 87         | 150        | 60         | 103        | 163          |
| AO6 Equivalent            | 31         | 81         | 112        | 27         | 57         | 84         | 51         | 119        | 170          |
| AO7 Equivalent            | 46         | 59         | 105        | 64         | 124        | 188        | 50         | 83         | 133          |
| AO8 Equivalent            | 32         | 34         | 66         | 34         | 51         | 85         | 33         | 55         | 88           |
| SO Equivalent             | 9          | 8          | 17         | 12         | 12         | 24         | 17         | 9          | 26           |
| SES Equivalent and above  | 2          | 1          | 3          | 3          |            | 3          | 4          | 3          | 7            |
| <b>Total</b>              | <b>287</b> | <b>598</b> | <b>885</b> | <b>336</b> | <b>650</b> | <b>986</b> | <b>379</b> | <b>714</b> | <b>1,093</b> |

## Full-time equivalent salary for September 2022



## Full-time equivalent salary (Headcount % across)

| AO full-time equiv salary | Sept 2020    |              |               | Sept 2021    |              |               | Sept 2022    |              |               |
|---------------------------|--------------|--------------|---------------|--------------|--------------|---------------|--------------|--------------|---------------|
|                           | M            | W            | Total         | M            | W            | Total         | M            | W            | Total         |
| AO1 Equivalent            |              |              |               | 85.7%        | 14.3%        | 100.0%        | 80.0%        | 20.0%        | 100.0%        |
| AO2 Equivalent            | 37.4%        | 62.6%        | 100.0%        | 37.3%        | 62.7%        | 100.0%        | 79.8%        | 20.2%        | 100.0%        |
| AO3 Equivalent            | 18.8%        | 81.2%        | 100.0%        | 26.7%        | 73.3%        | 100.0%        | 20.8%        | 79.2%        | 100.0%        |
| AO4 Equivalent            | 17.3%        | 82.7%        | 100.0%        | 17.1%        | 82.9%        | 100.0%        | 17.9%        | 82.1%        | 100.0%        |
| AO5 Equivalent            | 38.2%        | 61.8%        | 100.0%        | 42.0%        | 58.0%        | 100.0%        | 36.8%        | 63.2%        | 100.0%        |
| AO6 Equivalent            | 27.7%        | 72.3%        | 100.0%        | 32.1%        | 67.9%        | 100.0%        | 30.0%        | 70.0%        | 100.0%        |
| AO7 Equivalent            | 43.8%        | 56.2%        | 100.0%        | 34.0%        | 66.0%        | 100.0%        | 37.6%        | 62.4%        | 100.0%        |
| AO8 Equivalent            | 48.5%        | 51.5%        | 100.0%        | 40.0%        | 60.0%        | 100.0%        | 37.5%        | 62.5%        | 100.0%        |
| SO Equivalent             | 52.9%        | 47.1%        | 100.0%        | 50.0%        | 50.0%        | 100.0%        | 65.4%        | 34.6%        | 100.0%        |
| SES Equivalent and above  | 66.7%        | 33.3%        | 100.0%        | 100.0%       |              | 100.0%        | 57.1%        | 42.9%        | 100.0%        |
| <b>Total</b>              | <b>32.4%</b> | <b>67.6%</b> | <b>100.0%</b> | <b>34.1%</b> | <b>65.9%</b> | <b>100.0%</b> | <b>34.7%</b> | <b>65.3%</b> | <b>100.0%</b> |

Administration Officer (AO) equivalent salary is based on two factors:

- Full-time equivalent (FTE) salaries is the full-time salary in terms of the relevant award/enterprise bargaining agreement irrespective of the actual hours an employee works.
- FTE salaries for all employees are grouped according to the salary ranges for each AO classification under the State Government Entities Certified Agreement 2019.

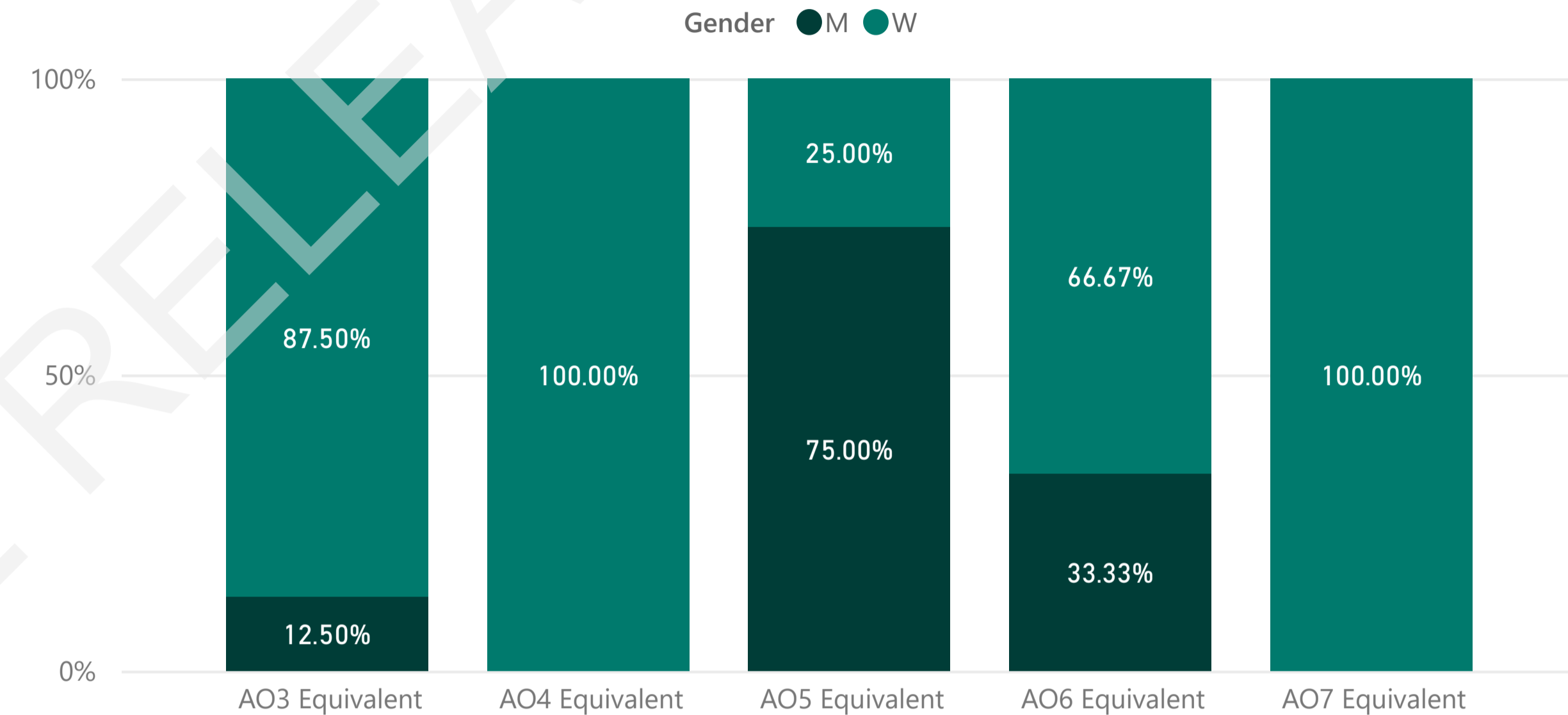
## 1.2. Salary level by gender - People who identify as Aboriginal Peoples and Torres Strait Islander Peoples

Queensland Fire and Emergency Services

### Full-time equivalent salary (HC)

| AO full-time equiv salary | Sept 2020 |           |           | Sept 2021 |           |           | Sept 2022 |           |           |
|---------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
|                           | M         | W         | Total     | M         | W         | Total     | M         | W         | Total     |
| AO2 Equivalent            |           | 3         | 3         | 1         | 3         | 4         |           |           |           |
| AO3 Equivalent            |           | 4         | 4         |           | 3         | 3         | 1         | 7         | 8         |
| AO4 Equivalent            |           |           |           |           | 1         | 1         |           | 1         | 1         |
| AO5 Equivalent            | 3         | 2         | 5         | 4         | 2         | 6         | 3         | 1         | 4         |
| AO6 Equivalent            | 1         | 1         | 2         |           | 2         | 2         | 1         | 2         | 3         |
| AO7 Equivalent            | 1         | 1         | 2         |           | 1         | 1         |           | 1         | 1         |
| AO8 Equivalent            | 1         |           | 1         | 1         |           | 1         |           |           |           |
| <b>Total</b>              | <b>6</b>  | <b>11</b> | <b>17</b> | <b>6</b>  | <b>12</b> | <b>18</b> | <b>5</b>  | <b>12</b> | <b>17</b> |

### Full-time equivalent salary (September 2022)



### Full-time equivalent salary (HC% across)

| AO full-time equiv salary | Sept 2020    |              |               | Sept 2021    |              |               | Sept 2022    |              |               |
|---------------------------|--------------|--------------|---------------|--------------|--------------|---------------|--------------|--------------|---------------|
|                           | M            | W            | Total         | M            | W            | Total         | M            | W            | Total         |
| AO2 Equivalent            |              | 100.0%       | 100.0%        | 25.0%        | 75.0%        | 100.0%        |              |              |               |
| AO3 Equivalent            |              | 100.0%       | 100.0%        |              | 100.0%       | 100.0%        | 12.5%        | 87.5%        | 100.0%        |
| AO4 Equivalent            |              |              |               |              | 100.0%       | 100.0%        |              | 100.0%       | 100.0%        |
| AO5 Equivalent            | 60.0%        | 40.0%        | 100.0%        | 66.7%        | 33.3%        | 100.0%        | 75.0%        | 25.0%        | 100.0%        |
| AO6 Equivalent            | 50.0%        | 50.0%        | 100.0%        |              | 100.0%       | 100.0%        | 33.3%        | 66.7%        | 100.0%        |
| AO7 Equivalent            | 50.0%        | 50.0%        | 100.0%        |              | 100.0%       | 100.0%        |              | 100.0%       | 100.0%        |
| AO8 Equivalent            | 100.0%       |              | 100.0%        | 100.0%       |              | 100.0%        |              |              |               |
| <b>Total</b>              | <b>35.3%</b> | <b>64.7%</b> | <b>100.0%</b> | <b>33.3%</b> | <b>66.7%</b> | <b>100.0%</b> | <b>29.4%</b> | <b>70.6%</b> | <b>100.0%</b> |

### Response rates

| Responses                                                 | Sept 2022    |                |
|-----------------------------------------------------------|--------------|----------------|
|                                                           | Headcount    | Headcount (%)  |
| Non Aboriginal Peoples and Torres Strait Islander Peoples | 756          | 69.17%         |
| No census form returned                                   | 286          | 26.17%         |
| Chose not to respond                                      | 21           | 1.92%          |
| Aboriginal Peoples and Torres Strait Islander Peoples     | 17           | 1.56%          |
|                                                           | 13           | 1.19%          |
| <b>Total</b>                                              | <b>1,093</b> | <b>100.00%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

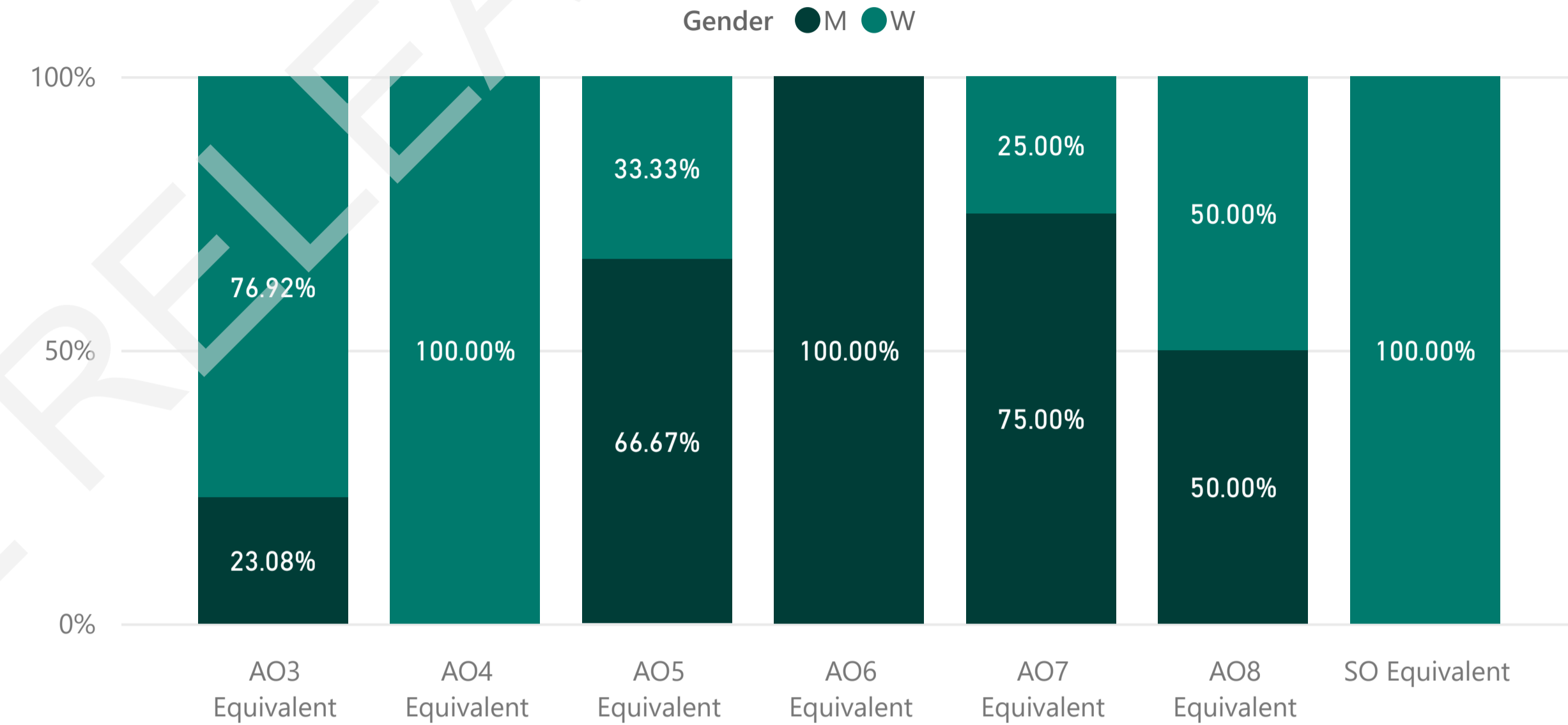
# 1.3. Salary level by gender - People who identify as living with disability

Queensland Fire and Emergency Services ▼

Full-time equivalent salary (Headcount)

| AO full-time equiv salary | Sept 2020 |           |           | Sept 2021 |           |           | Sept 2022 |           |           |
|---------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
|                           | M         | W         | Total     | M         | W         | Total     | M         | W         | Total     |
| AO2 Equivalent            |           | 3         | 3         |           | 4         | 4         |           |           |           |
| AO3 Equivalent            |           | 6         | 6         | 2         | 4         | 6         | 3         | 10        | 13        |
| AO4 Equivalent            | 1         | 1         | 2         |           | 2         | 2         |           | 3         | 3         |
| AO5 Equivalent            | 6         | 1         | 7         | 8         | 3         | 11        | 6         | 3         | 9         |
| AO6 Equivalent            | 3         |           | 3         | 2         |           | 2         | 4         |           | 4         |
| AO7 Equivalent            | 3         | 1         | 4         | 4         | 4         | 8         | 6         | 2         | 8         |
| AO8 Equivalent            | 2         |           | 2         | 2         | 2         | 4         | 1         | 1         | 2         |
| SO Equivalent             |           |           |           |           |           |           |           | 1         | 1         |
| <b>Total</b>              | <b>15</b> | <b>12</b> | <b>27</b> | <b>18</b> | <b>19</b> | <b>37</b> | <b>20</b> | <b>20</b> | <b>40</b> |

Full-time equivalent salary (September 2022)



Full-time equivalent salary (Headcount % across)

| AO full-time equiv salary | Sept 2020    |              |               | Sept 2021    |              |               | Sept 2022    |              |               |
|---------------------------|--------------|--------------|---------------|--------------|--------------|---------------|--------------|--------------|---------------|
|                           | M            | W            | Total         | M            | W            | Total         | M            | W            | Total         |
| AO2 Equivalent            |              | 100.0%       | 100.0%        |              | 100.0%       | 100.0%        |              |              |               |
| AO3 Equivalent            |              | 100.0%       | 100.0%        | 33.3%        | 66.7%        | 100.0%        | 23.1%        | 76.9%        | 100.0%        |
| AO4 Equivalent            | 50.0%        | 50.0%        | 100.0%        |              | 100.0%       | 100.0%        |              | 100.0%       | 100.0%        |
| AO5 Equivalent            | 85.7%        | 14.3%        | 100.0%        | 72.7%        | 27.3%        | 100.0%        | 66.7%        | 33.3%        | 100.0%        |
| AO6 Equivalent            | 100.0%       |              | 100.0%        | 100.0%       |              | 100.0%        | 100.0%       |              | 100.0%        |
| AO7 Equivalent            | 75.0%        | 25.0%        | 100.0%        | 50.0%        | 50.0%        | 100.0%        | 75.0%        | 25.0%        | 100.0%        |
| AO8 Equivalent            | 100.0%       |              | 100.0%        | 50.0%        | 50.0%        | 100.0%        | 50.0%        | 50.0%        | 100.0%        |
| SO Equivalent             |              |              |               |              |              |               |              | 100.0%       | 100.0%        |
| <b>Total</b>              | <b>55.6%</b> | <b>44.4%</b> | <b>100.0%</b> | <b>48.6%</b> | <b>51.4%</b> | <b>100.0%</b> | <b>50.0%</b> | <b>50.0%</b> | <b>100.0%</b> |

Response rates

| Response                | Sept 2022    |                |
|-------------------------|--------------|----------------|
|                         | Headcount    | Headcount (%)  |
| No Disability           | 747          | 68.34%         |
| No census form returned | 286          | 26.17%         |
| Disability              | 40           | 3.66%          |
| Chose not to respond    | 14           | 1.28%          |
| Question unanswered     | 6            | 0.55%          |
| <b>Total</b>            | <b>1,093</b> | <b>100.00%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



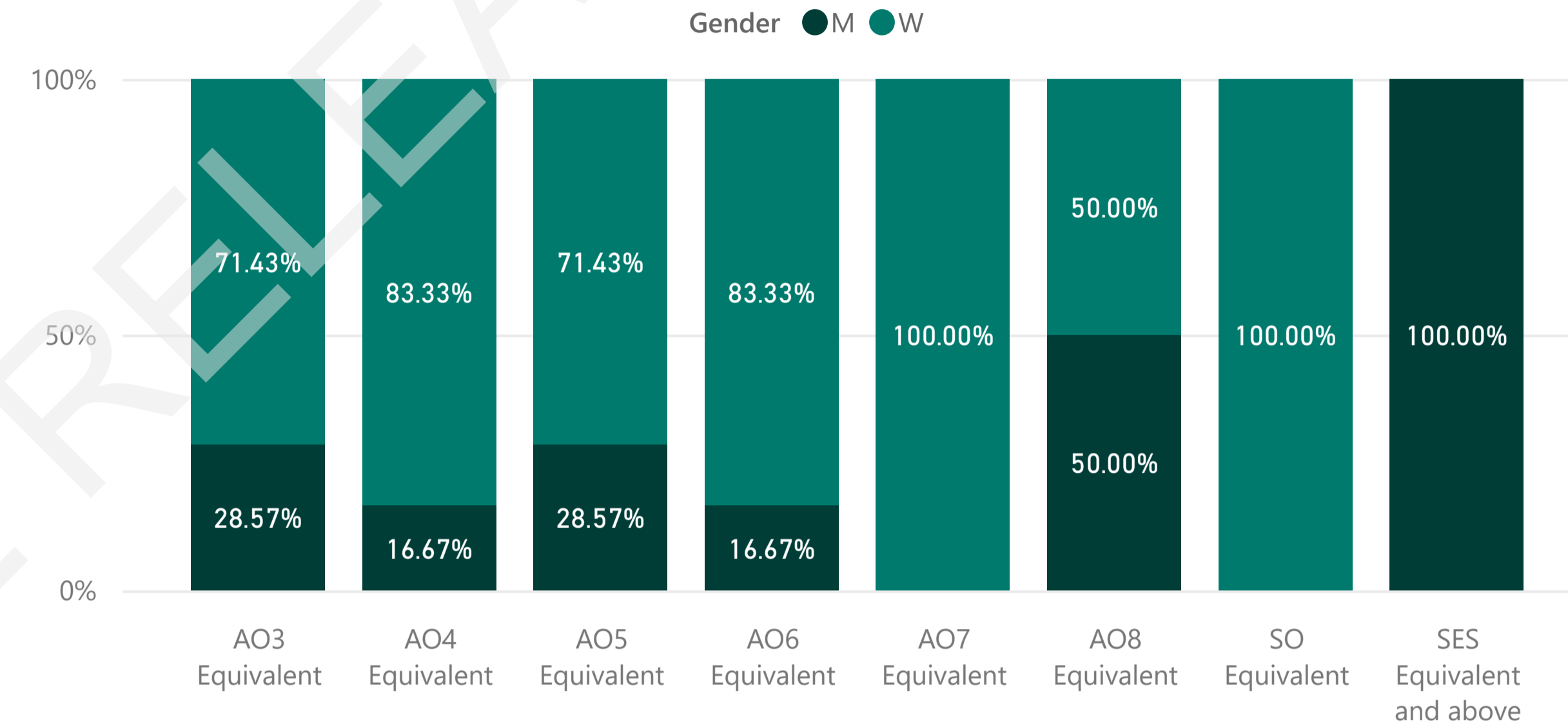
# 1.4a. Salary level by gender - People who identify as CALD1 (Employees born overseas)

Queensland Fire and Emergency Services

## Full-time equivalent salary (Headcount)

| AO full-time equiv salary | Sept 2021 |           |           | Sept 2022 |           |           |
|---------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
|                           | M         | W         | Total     | M         | W         | Total     |
| AO2 Equivalent            | 1         | 1         | 2         |           |           |           |
| AO3 Equivalent            | 1         | 1         | 2         | 2         | 5         | 7         |
| AO4 Equivalent            | 1         | 2         | 3         | 1         | 5         | 6         |
| AO5 Equivalent            | 1         | 3         | 4         | 2         | 5         | 7         |
| AO6 Equivalent            | 3         | 1         | 4         | 2         | 10        | 12        |
| AO7 Equivalent            |           | 4         | 4         |           | 2         | 2         |
| AO8 Equivalent            |           | 1         | 1         | 1         | 1         | 2         |
| SO Equivalent             |           |           |           |           | 1         | 1         |
| SES Equivalent and above  |           |           |           | 1         |           | 1         |
| <b>Total</b>              | <b>7</b>  | <b>13</b> | <b>20</b> | <b>9</b>  | <b>29</b> | <b>38</b> |

## Full-time equivalent salary (September 2022)



## Full-time equivalent salary (Headcount % across)

| AO full-time equiv salary | Sept 2021    |              |               | Sept 2022    |              |               |
|---------------------------|--------------|--------------|---------------|--------------|--------------|---------------|
|                           | M            | W            | Total         | M            | W            | Total         |
| AO2 Equivalent            | 50.0%        | 50.0%        | 100.0%        |              |              |               |
| AO3 Equivalent            | 50.0%        | 50.0%        | 100.0%        | 28.6%        | 71.4%        | 100.0%        |
| AO4 Equivalent            | 33.3%        | 66.7%        | 100.0%        | 16.7%        | 83.3%        | 100.0%        |
| AO5 Equivalent            | 25.0%        | 75.0%        | 100.0%        | 28.6%        | 71.4%        | 100.0%        |
| AO6 Equivalent            | 75.0%        | 25.0%        | 100.0%        | 16.7%        | 83.3%        | 100.0%        |
| AO7 Equivalent            |              | 100.0%       | 100.0%        |              | 100.0%       | 100.0%        |
| AO8 Equivalent            |              | 100.0%       | 100.0%        | 50.0%        | 50.0%        | 100.0%        |
| SO Equivalent             |              |              |               |              | 100.0%       | 100.0%        |
| SES Equivalent and above  |              |              |               | 100.0%       |              | 100.0%        |
| <b>Total</b>              | <b>35.0%</b> | <b>65.0%</b> | <b>100.0%</b> | <b>23.7%</b> | <b>76.3%</b> | <b>100.0%</b> |

## Response rates

| Response                                               | Sept 2022    |                |
|--------------------------------------------------------|--------------|----------------|
|                                                        | Headcount    | Headcount (%)  |
|                                                        | 656          | 60.02%         |
| No census form returned                                | 286          | 26.17%         |
| Born in Australia                                      | 111          | 10.16%         |
| Born overseas in a mainly English speaking country     | 29           | 2.65%          |
| Born overseas in a mainly non-English speaking country | 9            | 0.82%          |
| Chose not to respond                                   | 2            | 0.18%          |
| <b>Total</b>                                           | <b>1,093</b> | <b>100.00%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

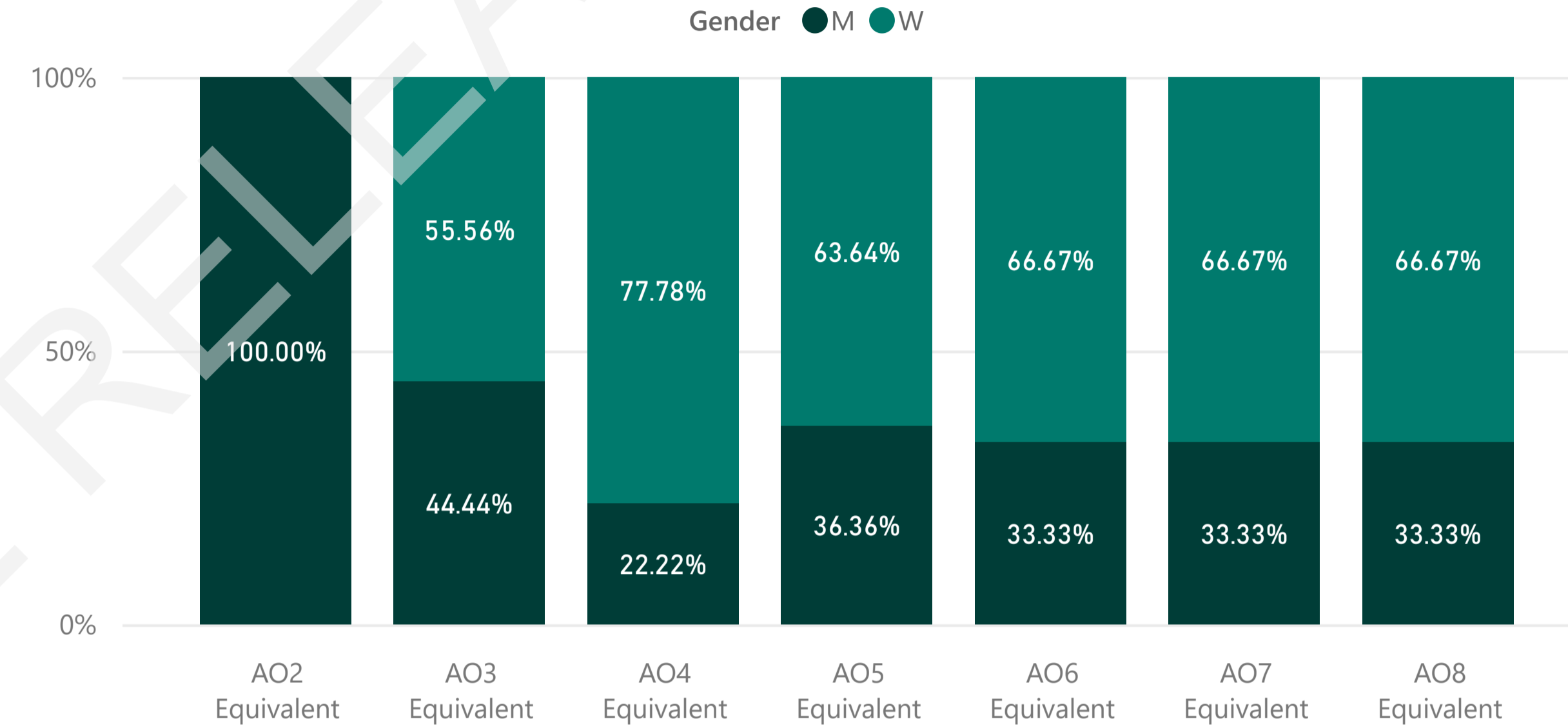
# 1.4b. Salary level by gender - People who identify as CALD2 (Language other than English spoken at home)

Queensland Fire and Emergency Services

## Full-time equivalent salary (Headcount)

| AO full-time equiv salary | Sept 2021 |           |           | Sept 2022 |           |           |
|---------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
|                           | M         | W         | Total     | M         | W         | Total     |
| AO2 Equivalent            | 3         | 3         | 6         | 1         |           | 1         |
| AO3 Equivalent            | 1         | 3         | 4         | 4         | 5         | 9         |
| AO4 Equivalent            | 2         | 7         | 9         | 2         | 7         | 9         |
| AO5 Equivalent            | 3         | 5         | 8         | 4         | 7         | 11        |
| AO6 Equivalent            | 3         | 2         | 5         | 2         | 4         | 6         |
| AO7 Equivalent            | 2         | 8         | 10        | 2         | 4         | 6         |
| AO8 Equivalent            | 2         | 2         | 4         | 2         | 4         | 6         |
| SO Equivalent             |           | 1         | 1         |           |           |           |
| <b>Total</b>              | <b>16</b> | <b>31</b> | <b>47</b> | <b>17</b> | <b>31</b> | <b>48</b> |

## Full-time equivalent salary (September 2022)



## Full-time equivalent salary (Headcount % across)

| AO full-time equiv salary | Sept 2021    |              |               | Sept 2022    |              |               |
|---------------------------|--------------|--------------|---------------|--------------|--------------|---------------|
|                           | M            | W            | Total         | M            | W            | Total         |
| AO2 Equivalent            | 50.0%        | 50.0%        | 100.0%        | 100.0%       |              | 100.0%        |
| AO3 Equivalent            | 25.0%        | 75.0%        | 100.0%        | 44.4%        | 55.6%        | 100.0%        |
| AO4 Equivalent            | 22.2%        | 77.8%        | 100.0%        | 22.2%        | 77.8%        | 100.0%        |
| AO5 Equivalent            | 37.5%        | 62.5%        | 100.0%        | 36.4%        | 63.6%        | 100.0%        |
| AO6 Equivalent            | 60.0%        | 40.0%        | 100.0%        | 33.3%        | 66.7%        | 100.0%        |
| AO7 Equivalent            | 20.0%        | 80.0%        | 100.0%        | 33.3%        | 66.7%        | 100.0%        |
| AO8 Equivalent            | 50.0%        | 50.0%        | 100.0%        | 33.3%        | 66.7%        | 100.0%        |
| SO Equivalent             |              | 100.0%       | 100.0%        |              |              |               |
| <b>Total</b>              | <b>34.0%</b> | <b>66.0%</b> | <b>100.0%</b> | <b>35.4%</b> | <b>64.6%</b> | <b>100.0%</b> |

## Response rates

| Response                                    | Sept 2022    |                |
|---------------------------------------------|--------------|----------------|
|                                             | Headcount    | Headcount (%)  |
| English spoken at home                      | 530          | 48.49%         |
| No census form returned                     | 286          | 26.17%         |
| Speak a language at home other than English | 223          | 20.40%         |
| Chose not to respond                        | 48           | 4.39%          |
|                                             | 6            | 0.55%          |
| <b>Total</b>                                | <b>1,093</b> | <b>100.00%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 1.5. Salary level by gender - Age group

Queensland Fire and Emergency Services

| Sept 2022                 |                   |           |            |                |            |            |                |            |            |             |           |            |              |
|---------------------------|-------------------|-----------|------------|----------------|------------|------------|----------------|------------|------------|-------------|-----------|------------|--------------|
| Age                       | 29 years and less |           |            | 30 to 44 years |            |            | 45 to 59 years |            |            | 60 and over |           |            | Total        |
| AO full-time equiv salary | M                 | W         | Total      | M              | W          | Total      | M              | W          | Total      | M           | W         | Total      |              |
| AO1 Equivalent            | 3                 | 1         | 4          | 1              |            | 1          |                |            |            |             |           |            | 5            |
| AO2 Equivalent            | 22                | 8         | 30         | 47             | 10         | 57         | 7              | 2          | 9          | 3           |           | 3          | 99           |
| AO3 Equivalent            | 8                 | 31        | 39         | 19             | 78         | 97         | 25             | 109        | 134        | 14          | 34        | 48         | 318          |
| AO4 Equivalent            | 1                 | 10        | 11         | 6              | 28         | 34         | 6              | 24         | 30         | 2           | 7         | 9          | 84           |
| AO5 Equivalent            | 2                 | 11        | 13         | 23             | 42         | 65         | 22             | 41         | 63         | 13          | 9         | 22         | 163          |
| AO6 Equivalent            | 4                 | 10        | 14         | 18             | 51         | 69         | 21             | 51         | 72         | 8           | 7         | 15         | 170          |
| AO7 Equivalent            |                   | 2         | 2          | 15             | 31         | 46         | 29             | 48         | 77         | 6           | 2         | 8          | 133          |
| AO8 Equivalent            |                   | 2         | 2          | 6              | 25         | 31         | 21             | 24         | 45         | 6           | 4         | 10         | 88           |
| SO Equivalent             |                   |           |            | 5              |            | 5          | 11             | 9          | 20         | 1           |           | 1          | 26           |
| SES Equivalent and above  |                   |           |            |                | 1          | 1          | 4              | 2          | 6          |             |           |            | 7            |
| <b>Total</b>              | <b>40</b>         | <b>75</b> | <b>115</b> | <b>140</b>     | <b>266</b> | <b>406</b> | <b>146</b>     | <b>310</b> | <b>456</b> | <b>53</b>   | <b>63</b> | <b>116</b> | <b>1,093</b> |

| Sept 2022                 |                   |              |               |                |              |               |                |              |               |              |              |       |               |
|---------------------------|-------------------|--------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|--------------|--------------|-------|---------------|
| Age                       | 29 years and less |              |               | 30 to 44 years |              |               | 45 to 59 years |              |               | 60 and over  |              |       | Total         |
| AO full-time equiv salary | M                 | W            | Total         | M              | W            | Total         | M              | W            | Total         | M            | W            | Total |               |
| AO1 Equivalent            | 75.0%             | 25.0%        | 100.0%        | 100.0%         |              | 100.0%        |                |              |               |              |              |       |               |
| AO2 Equivalent            | 73.3%             | 26.7%        | 100.0%        | 82.5%          | 17.5%        | 100.0%        | 77.8%          | 22.2%        | 100.0%        | 100.0%       |              |       | 100.0%        |
| AO3 Equivalent            | 20.5%             | 79.5%        | 100.0%        | 19.6%          | 80.4%        | 100.0%        | 18.7%          | 81.3%        | 100.0%        | 29.2%        | 70.8%        |       | 100.0%        |
| AO4 Equivalent            | 9.1%              | 90.9%        | 100.0%        | 17.6%          | 82.4%        | 100.0%        | 20.0%          | 80.0%        | 100.0%        | 22.2%        | 77.8%        |       | 100.0%        |
| AO5 Equivalent            | 15.4%             | 84.6%        | 100.0%        | 35.4%          | 64.6%        | 100.0%        | 34.9%          | 65.1%        | 100.0%        | 59.1%        | 40.9%        |       | 100.0%        |
| AO6 Equivalent            | 28.6%             | 71.4%        | 100.0%        | 26.1%          | 73.9%        | 100.0%        | 29.2%          | 70.8%        | 100.0%        | 53.3%        | 46.7%        |       | 100.0%        |
| AO7 Equivalent            |                   | 100.0%       | 100.0%        | 32.6%          | 67.4%        | 100.0%        | 37.7%          | 62.3%        | 100.0%        | 75.0%        | 25.0%        |       | 100.0%        |
| AO8 Equivalent            |                   | 100.0%       | 100.0%        | 19.4%          | 80.6%        | 100.0%        | 46.7%          | 53.3%        | 100.0%        | 60.0%        | 40.0%        |       | 100.0%        |
| SO Equivalent             |                   |              |               | 100.0%         |              | 100.0%        | 55.0%          | 45.0%        | 100.0%        | 100.0%       |              |       | 100.0%        |
| SES Equivalent and above  |                   |              |               |                | 100.0%       | 100.0%        | 66.7%          | 33.3%        | 100.0%        |              |              |       |               |
| <b>Total</b>              | <b>34.8%</b>      | <b>65.2%</b> | <b>100.0%</b> | <b>34.5%</b>   | <b>65.5%</b> | <b>100.0%</b> | <b>32.0%</b>   | <b>68.0%</b> | <b>100.0%</b> | <b>45.7%</b> | <b>54.3%</b> |       | <b>100.0%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# 1.6. Salary level by gender - SA4 Region

Queensland Fire and Emergency Services

Australian Bureau of Statistics SA4 Regions may not align to internal departmental created regions

## South-East Queensland (Headcount % across)

| Sept 2022                      |                |               |              |                |               |              |                |               |              |                |               |              |                |               |              |                |               |              |                |               |              |                |               |              |               |               |              |                          |               |  |  |
|--------------------------------|----------------|---------------|--------------|----------------|---------------|--------------|----------------|---------------|--------------|----------------|---------------|--------------|----------------|---------------|--------------|----------------|---------------|--------------|----------------|---------------|--------------|----------------|---------------|--------------|---------------|---------------|--------------|--------------------------|---------------|--|--|
| AO full-time equivalent salary | AO1 Equivalent |               |              | AO2 Equivalent |               |              | AO3 Equivalent |               |              | AO4 Equivalent |               |              | AO5 Equivalent |               |              | AO6 Equivalent |               |              | AO7 Equivalent |               |              | AO8 Equivalent |               |              | SO Equivalent |               |              | SES Equivalent and above |               |  |  |
| SA4 Region                     | M              | Total         | M            | W              | Total         | M            | W              | Total         | M            | W              | Total         | M            | W              | Total         | M            | W              | Total         | M            | W              | Total         | M            | W              | Total         | M            | W             | Total         | M            | W                        | Total         |  |  |
| Brisbane - East                |                |               | 91.5%        | 8.5%           | 100.0%        | 30.0%        | 70.0%          | 100.0%        | 14.3%        | 85.7%          | 100.0%        | 75.0%        | 25.0%          | 100.0%        | 75.0%        | 25.0%          | 100.0%        | 66.7%        | 33.3%          | 100.0%        |              |                |               |              |               |               |              |                          |               |  |  |
| Brisbane - North               |                |               | 100.0%       |                | 100.0%        | 100.0%       |                | 100.0%        |              |                | 100.0%        | 100.0%       |                | 100.0%        | 100.0%       |                | 100.0%        | 100.0%       |                |               | 100.0%       |                |               | 100.0%       |               |               |              |                          |               |  |  |
| Brisbane - South               |                |               | 100.0%       |                | 100.0%        | 20.0%        | 80.0%          | 100.0%        |              | 100.0%         | 100.0%        |              |                |               |              |                |               |              |                |               |              |                |               |              |               |               |              |                          |               |  |  |
| Brisbane Inner City            |                |               | 44.4%        | 55.6%          | 100.0%        | 21.6%        | 78.4%          | 100.0%        | 20.3%        | 79.7%          | 100.0%        | 27.5%        | 72.5%          | 100.0%        | 26.0%        | 74.0%          | 100.0%        | 27.8%        | 72.2%          | 100.0%        | 32.5%        | 67.5%          | 100.0%        | 62.5%        | 37.5%         | 100.0%        | 57.1%        | 42.9%                    | 100.0%        |  |  |
| Gold Coast                     | 100.0%         | 100.0%        |              |                |               | 16.1%        | 83.9%          | 100.0%        |              |                |               | 40.0%        | 60.0%          | 100.0%        |              | 100.0%         | 100.0%        | 100.0%       |                |               | 100.0%       |                |               | 100.0%       |               |               | 100.0%       |                          |               |  |  |
| Ipswich                        |                |               |              |                |               | 25.0%        | 75.0%          | 100.0%        |              |                |               |              |                |               |              |                |               |              |                |               |              |                |               |              |               |               |              |                          |               |  |  |
| Logan - Beaudesert             |                |               |              |                |               | 33.3%        | 66.7%          | 100.0%        |              | 100.0%         | 100.0%        |              | 100.0%         | 100.0%        | 16.7%        | 83.3%          | 100.0%        |              | 100.0%         | 100.0%        |              |                |               |              |               |               |              |                          |               |  |  |
| Moreton Bay - North            |                |               |              |                |               |              | 100.0%         | 100.0%        |              |                |               |              |                |               |              |                |               |              |                |               |              |                |               |              |               |               |              |                          |               |  |  |
| Moreton Bay - South            |                |               |              |                |               |              | 100.0%         | 100.0%        |              |                |               |              |                |               |              |                |               |              |                |               |              |                |               |              |               |               |              |                          |               |  |  |
| Sunshine Coast                 |                |               | 25.0%        | 75.0%          | 100.0%        | 22.2%        | 77.8%          | 100.0%        | 100.0%       |                | 100.0%        | 42.9%        | 57.1%          | 100.0%        | 100.0%       |                | 100.0%        | 50.0%        | 50.0%          | 100.0%        |              | 100.0%         | 100.0%        |              |               |               |              |                          |               |  |  |
| Toowoomba                      | 100.0%         | 100.0%        |              | 100.0%         | 100.0%        | 19.0%        | 81.0%          | 100.0%        |              | 100.0%         | 100.0%        | 37.5%        | 62.5%          | 100.0%        | 20.0%        | 80.0%          | 100.0%        | 60.0%        | 40.0%          | 100.0%        | 100.0%       |                |               | 100.0%       |               |               |              |                          |               |  |  |
| Wide Bay                       |                |               |              |                |               | 8.3%         | 91.7%          | 100.0%        |              | 100.0%         | 100.0%        | 28.6%        | 71.4%          | 100.0%        | 50.0%        | 50.0%          | 100.0%        | 50.0%        | 50.0%          | 100.0%        |              |                |               |              |               |               |              |                          |               |  |  |
| <b>Total</b>                   | <b>100.0%</b>  | <b>100.0%</b> | <b>82.2%</b> | <b>17.8%</b>   | <b>100.0%</b> | <b>23.8%</b> | <b>76.2%</b>   | <b>100.0%</b> | <b>19.7%</b> | <b>80.3%</b>   | <b>100.0%</b> | <b>32.6%</b> | <b>67.4%</b>   | <b>100.0%</b> | <b>29.9%</b> | <b>70.1%</b>   | <b>100.0%</b> | <b>32.5%</b> | <b>67.5%</b>   | <b>100.0%</b> | <b>35.7%</b> | <b>64.3%</b>   | <b>100.0%</b> | <b>64.0%</b> | <b>36.0%</b>  | <b>100.0%</b> | <b>57.1%</b> | <b>42.9%</b>             | <b>100.0%</b> |  |  |

## Regional Queensland (Headcount % across)

| Sept 2022                      |                |              |               |                |              |               |                |              |               |                |               |                |              |               |                |              |               |                |              |               |                |              |               |               |               |
|--------------------------------|----------------|--------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|----------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|---------------|---------------|
| AO full-time equivalent salary | AO1 Equivalent |              |               | AO2 Equivalent |              |               | AO3 Equivalent |              |               | AO4 Equivalent |               | AO5 Equivalent |              |               | AO6 Equivalent |              |               | AO7 Equivalent |              |               | AO8 Equivalent |              |               | SO Equivalent |               |
| SA4 Region                     | M              | W            | Total         | M              | W            | Total         | M              | W            | Total         | W              | Total         | M              | W            | Total         | M              | W            | Total         | M              | W            | Total         | M              | W            | Total         | M             | Total         |
| Cairns                         | 100.0%         |              | 100.0%        | 100.0%         |              | 100.0%        | 19.2%          | 80.8%        | 100.0%        | 100.0%         | 100.0%        | 66.7%          | 33.3%        | 100.0%        | 40.0%          | 60.0%        | 100.0%        | 50.0%          | 50.0%        | 100.0%        | 100.0%         |              | 100.0%        | 100.0%        | 100.0%        |
| Central Queensland             | 100.0%         |              | 100.0%        | 75.0%          | 25.0%        | 100.0%        | 13.0%          | 87.0%        | 100.0%        | 100.0%         | 100.0%        | 44.4%          | 55.6%        | 100.0%        | 20.0%          | 80.0%        | 100.0%        | 66.7%          | 33.3%        | 100.0%        | 50.0%          | 50.0%        | 100.0%        |               | 100.0%        |
| Darling Downs - Maranoa        |                |              |               |                |              |               | 12.5%          | 87.5%        | 100.0%        |                |               |                |              |               | 100.0%         |              | 100.0%        | 100.0%         |              |               | 100.0%         |              |               |               |               |
| Mackay - Isaac - Whitsunday    |                |              |               |                |              |               |                | 100.0%       | 100.0%        |                |               | 100.0%         |              | 100.0%        |                |              | 100.0%        | 100.0%         |              |               | 100.0%         |              |               |               |               |
| Queensland - Outback           |                |              |               |                |              |               |                | 100.0%       | 100.0%        | 100.0%         | 100.0%        |                |              |               |                | 100.0%       | 100.0%        | 100.0%         |              |               | 100.0%         |              |               |               |               |
| Townsville                     |                | 100.0%       | 100.0%        |                | 100.0%       | 100.0%        | 11.5%          | 88.5%        | 100.0%        | 100.0%         | 100.0%        | 50.0%          | 50.0%        | 100.0%        | 25.0%          | 75.0%        | 100.0%        | 50.0%          | 50.0%        | 100.0%        | 100.0%         |              |               | 100.0%        |               |
| <b>Total</b>                   | <b>66.7%</b>   | <b>33.3%</b> | <b>100.0%</b> | <b>55.6%</b>   | <b>44.4%</b> | <b>100.0%</b> | <b>13.2%</b>   | <b>86.8%</b> | <b>100.0%</b> | <b>100.0%</b>  | <b>100.0%</b> | <b>57.1%</b>   | <b>42.9%</b> | <b>100.0%</b> | <b>31.3%</b>   | <b>68.8%</b> | <b>100.0%</b> | <b>68.4%</b>   | <b>31.6%</b> | <b>100.0%</b> | <b>75.0%</b>   | <b>25.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

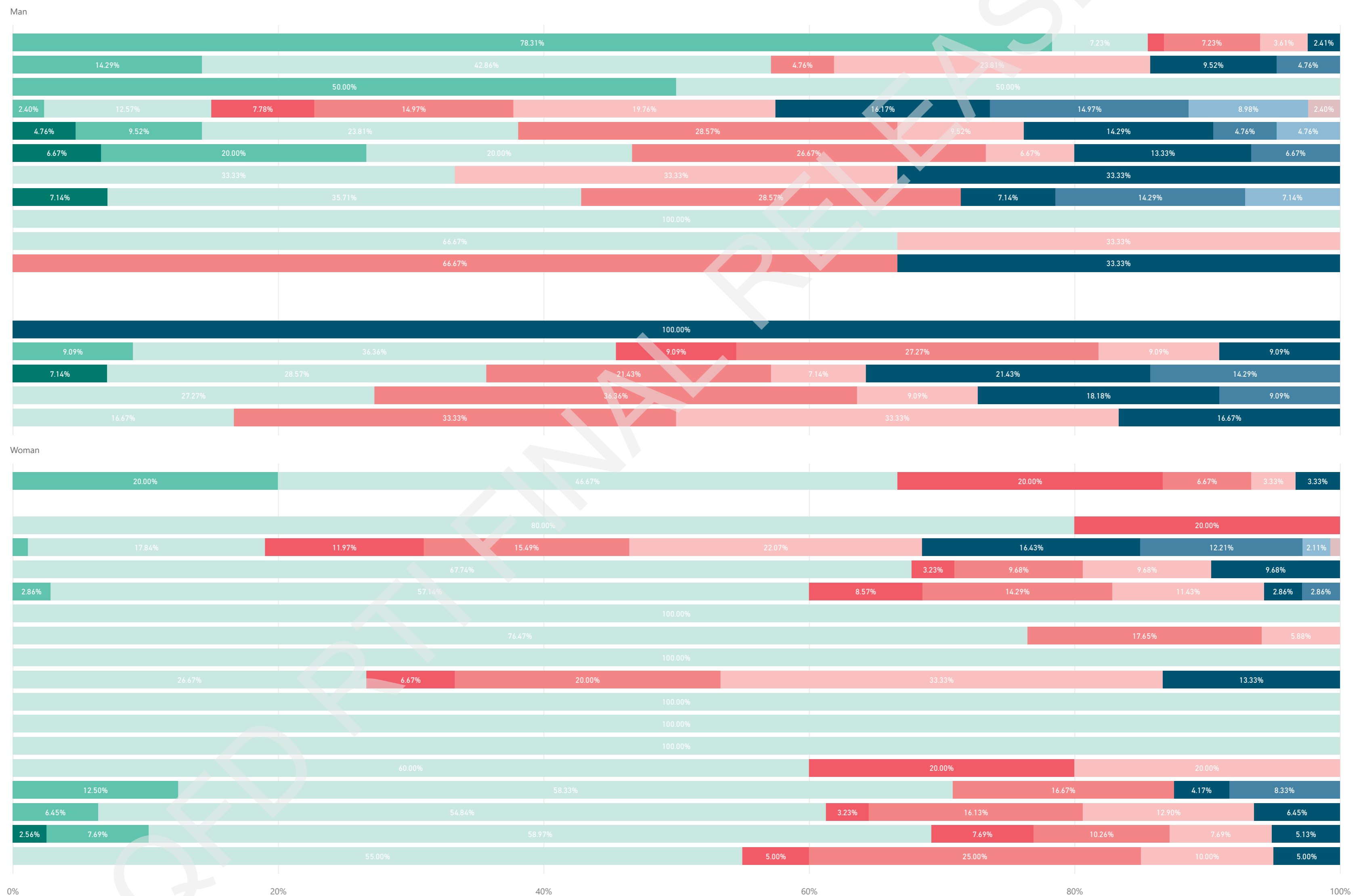


# 1.7. Salary level by SA4 Region

Queensland Fire and Emergency Services

Australian Bureau of Statistics SA4 Regions may not align to internal departmental created regions

● AO1 Equivalent ● AO2 Equivalent ● AO3 Equivalent ● AO4 Equivalent ● AO5 Equivalent ● AO6 Equivalent ● AO7 Equivalent ● AO8 Equivalent ● SO Equivalent ● SES Equivalent and above



NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 1.8. Average salary by **organisational unit**

Queensland Fire and Emergency Services



MOHRI organisational units may not align to Departmental organisational units

### Average annual full-time salary

| Org unit<br>▲                 | Sept 2022       |                 |
|-------------------------------|-----------------|-----------------|
|                               | M               | W               |
| Capability & State Services   | \$111,299       | \$95,867        |
| Office Of The Commissioner    |                 | \$103,810       |
| Readiness & Response Services | \$98,227        | \$80,704        |
| Strategy & Corporate Services | \$87,929        | \$107,583       |
| <b>Total</b>                  | <b>\$94,032</b> | <b>\$94,543</b> |

#### Definitions

Average annual full-time salary sums salary (assuming all employees work full-time) divided by the number of total employees, and is impacted by outliers (i.e. very low or high earners).

# 1.9. Classification and gender (September 2022)

Queensland Fire and Emergency Services ▼

Agencies may have other classifications, this analysis focuses only on AO, PO, TO and OO staff

AO employees (HC)

| Class        | Sept 2022  |            |            |
|--------------|------------|------------|------------|
|              | M          | W          | Total      |
| <b>AO2</b>   | <b>1</b>   |            | <b>1</b>   |
| Q            | 1          |            | 1          |
| <b>AO3</b>   | <b>16</b>  | <b>177</b> | <b>193</b> |
| 01           | 4          | 36         | 40         |
| 02           | 3          | 18         | 21         |
| 03           | 3          | 77         | 80         |
| 04           | 6          | 42         | 48         |
| Q            |            | 4          | 4          |
| <b>AO4</b>   | <b>13</b>  | <b>58</b>  | <b>71</b>  |
| 01           | 3          | 18         | 21         |
| 02           |            | 4          | 4          |
| 03           | 1          | 5          | 6          |
| 04           | 8          | 28         | 36         |
| Q            | 1          | 3          | 4          |
| <b>AO5</b>   | <b>38</b>  | <b>84</b>  | <b>122</b> |
| 01           | 8          | 28         | 36         |
| 02           | 4          | 15         | 19         |
| 03           | 4          | 9          | 13         |
| 04           | 22         | 32         | 54         |
| <b>AO6</b>   | <b>44</b>  | <b>116</b> | <b>160</b> |
| 01           | 11         | 35         | 46         |
| 02           | 5          | 14         | 19         |
| 03           | 2          | 12         | 14         |
| 04           | 26         | 55         | 81         |
| <b>AO7</b>   | <b>46</b>  | <b>73</b>  | <b>119</b> |
| 01           | 12         | 21         | 33         |
| 02           | 5          | 6          | 11         |
| 03           | 9          | 13         | 22         |
| 04           | 20         | 33         | 53         |
| <b>AO8</b>   | <b>26</b>  | <b>52</b>  | <b>78</b>  |
| 01           | 6          | 14         | 20         |
| 02           | 2          | 8          | 10         |
| 03           |            | 2          | 2          |
| 04           | 18         | 28         | 46         |
| <b>Total</b> | <b>184</b> | <b>560</b> | <b>744</b> |

AO employees (HC % across)

| Class        | Sept 2022     |              |               |
|--------------|---------------|--------------|---------------|
|              | M             | W            | Total         |
| <b>AO2</b>   | <b>100.0%</b> |              | <b>100.0%</b> |
| Q            | 100.0%        |              | 100.0%        |
| <b>AO3</b>   | <b>8.3%</b>   | <b>91.7%</b> | <b>100.0%</b> |
| 01           | 10.0%         | 90.0%        | 100.0%        |
| 02           | 14.3%         | 85.7%        | 100.0%        |
| 03           | 3.8%          | 96.3%        | 100.0%        |
| 04           | 12.5%         | 87.5%        | 100.0%        |
| Q            |               | 100.0%       | 100.0%        |
| <b>AO4</b>   | <b>18.3%</b>  | <b>81.7%</b> | <b>100.0%</b> |
| 01           | 14.3%         | 85.7%        | 100.0%        |
| 02           |               | 100.0%       | 100.0%        |
| 03           | 16.7%         | 83.3%        | 100.0%        |
| 04           | 22.2%         | 77.8%        | 100.0%        |
| Q            | 25.0%         | 75.0%        | 100.0%        |
| <b>AO5</b>   | <b>31.1%</b>  | <b>68.9%</b> | <b>100.0%</b> |
| 01           | 22.2%         | 77.8%        | 100.0%        |
| 02           | 21.1%         | 78.9%        | 100.0%        |
| 03           | 30.8%         | 69.2%        | 100.0%        |
| 04           | 40.7%         | 59.3%        | 100.0%        |
| <b>AO6</b>   | <b>27.5%</b>  | <b>72.5%</b> | <b>100.0%</b> |
| 01           | 23.9%         | 76.1%        | 100.0%        |
| 02           | 26.3%         | 73.7%        | 100.0%        |
| 03           | 14.3%         | 85.7%        | 100.0%        |
| 04           | 32.1%         | 67.9%        | 100.0%        |
| <b>AO7</b>   | <b>38.7%</b>  | <b>61.3%</b> | <b>100.0%</b> |
| 01           | 36.4%         | 63.6%        | 100.0%        |
| 02           | 45.5%         | 54.5%        | 100.0%        |
| 03           | 40.9%         | 59.1%        | 100.0%        |
| 04           | 37.7%         | 62.3%        | 100.0%        |
| <b>AO8</b>   | <b>33.3%</b>  | <b>66.7%</b> | <b>100.0%</b> |
| 01           | 30.0%         | 70.0%        | 100.0%        |
| 02           | 20.0%         | 80.0%        | 100.0%        |
| 03           |               | 100.0%       | 100.0%        |
| 04           | 39.1%         | 60.9%        | 100.0%        |
| <b>Total</b> | <b>24.7%</b>  | <b>75.3%</b> | <b>100.0%</b> |

PO employees (HC)

| Class        | Sept 2022 |          |           |
|--------------|-----------|----------|-----------|
|              | M         | W        | Total     |
| <b>PO4</b>   | <b>2</b>  | <b>3</b> | <b>5</b>  |
| 02           |           | 1        | 1         |
| 03           | 1         | 1        | 2         |
| 04           | 1         | 1        | 2         |
| <b>PO5</b>   | <b>1</b>  | <b>5</b> | <b>6</b>  |
| 01           |           | 1        | 1         |
| 03           |           | 2        | 2         |
| 04           | 1         | 2        | 3         |
| <b>PO6</b>   | <b>5</b>  | <b>1</b> | <b>6</b>  |
| 02           | 1         |          | 1         |
| 03           | 2         |          | 2         |
| 04           | 2         | 1        | 3         |
| <b>Total</b> | <b>8</b>  | <b>9</b> | <b>17</b> |

PO employees (HC % across)

| Class        | Sept 2022    |              |               |
|--------------|--------------|--------------|---------------|
|              | M            | W            | Total         |
| <b>PO4</b>   | <b>40.0%</b> | <b>60.0%</b> | <b>100.0%</b> |
| 02           |              | 100.0%       | 100.0%        |
| 03           | 50.0%        | 50.0%        | 100.0%        |
| 04           | 50.0%        | 50.0%        | 100.0%        |
| <b>PO5</b>   | <b>16.7%</b> | <b>83.3%</b> | <b>100.0%</b> |
| 01           |              | 100.0%       | 100.0%        |
| 03           |              | 100.0%       | 100.0%        |
| 04           | 33.3%        | 66.7%        | 100.0%        |
| <b>PO6</b>   | <b>83.3%</b> | <b>16.7%</b> | <b>100.0%</b> |
| 02           | 100.0%       |              | 100.0%        |
| 03           | 100.0%       |              | 100.0%        |
| 04           | 66.7%        | 33.3%        | 100.0%        |
| <b>Total</b> | <b>47.1%</b> | <b>52.9%</b> | <b>100.0%</b> |

TO employees (HC)

| Class        | Sept 2022 |          |
|--------------|-----------|----------|
|              | M         | Total    |
| <b>TO5</b>   | <b>6</b>  | <b>6</b> |
| 01           | 1         | 1        |
| 03           | 1         | 1        |
| 04           | 4         | 4        |
| <b>TO6</b>   | <b>2</b>  | <b>2</b> |
| 03           | 2         | 2        |
| <b>Total</b> | <b>8</b>  | <b>8</b> |

TO employees (HC % across)

| Class        | Sept 2022     |               |
|--------------|---------------|---------------|
|              | M             | Total         |
| <b>TO5</b>   | <b>100.0%</b> | <b>100.0%</b> |
| 01           | 100.0%        | 100.0%        |
| 03           | 100.0%        | 100.0%        |
| 04           | 100.0%        | 100.0%        |
| <b>TO6</b>   | <b>100.0%</b> | <b>100.0%</b> |
| 03           | 100.0%        | 100.0%        |
| <b>Total</b> | <b>100.0%</b> | <b>100.0%</b> |

OO employees

| Class        | Sept 2022 |           |           |
|--------------|-----------|-----------|-----------|
|              | M         | W         | Total     |
| <b>OO3</b>   | <b>7</b>  | <b>1</b>  | <b>8</b>  |
| 01           | 1         |           | 1         |
| 04           | 5         | 1         | 6         |
| Q            | 1         |           | 1         |
| <b>OO4</b>   | <b>16</b> |           | <b>16</b> |
| 01           | 3         |           | 3         |
| 03           | 1         |           | 1         |
| 04           | 12        |           | 12        |
| <b>OO6</b>   | <b>2</b>  | <b>10</b> | <b>12</b> |
| 01           |           | 4         | 4         |
| 02           |           | 3         | 3         |
| 03           | 2         |           | 2         |
| 04           |           | 3         | 3         |
| <b>OO7</b>   | <b>12</b> | <b>1</b>  | <b>13</b> |
| 01           | 2         |           | 2         |
| 02           | 4         |           | 4         |
| 03           | 6         | 1         | 7         |
| <b>Total</b> | <b>37</b> | <b>12</b> | <b>49</b> |

OO employees

| Class        | Sept 2022      |               |                |
|--------------|----------------|---------------|----------------|
|              | M              | W             | Total          |
| <b>OO3</b>   | <b>87.50%</b>  | <b>12.50%</b> | <b>100.00%</b> |
| 01           | 100.00%        |               | 100.00%        |
| 04           | 83.33%         | 16.67%        | 100.00%        |
| Q            | 100.00%        |               | 100.00%        |
| <b>OO4</b>   | <b>100.00%</b> |               | <b>100.00%</b> |
| 01           | 100.00%        |               | 100.00%        |
| 03           | 100.00%        |               | 100.00%        |
| 04           | 100.00%        |               | 100.00%        |
| <b>OO6</b>   | <b>16.67%</b>  | <b>83.33%</b> | <b>100.00%</b> |
| 01           |                | 100.00%       | 100.00%        |
| 02           |                | 100.00%       | 100.00%        |
| 03           | 100.00%        |               | 100.00%        |
| 04           |                | 100.00%       | 100.00%        |
| <b>OO7</b>   | <b>92.31%</b>  | <b>7.69%</b>  | <b>100.00%</b> |
| 01           | 100.00%        |               | 100.00%        |
| 02           | 100.00%        |               | 100.00%        |
| 03           | 85.71%         | 14.29%        | 100.00%        |
| <b>Total</b> | <b>75.51%</b>  | <b>24.49%</b> | <b>100.00%</b> |

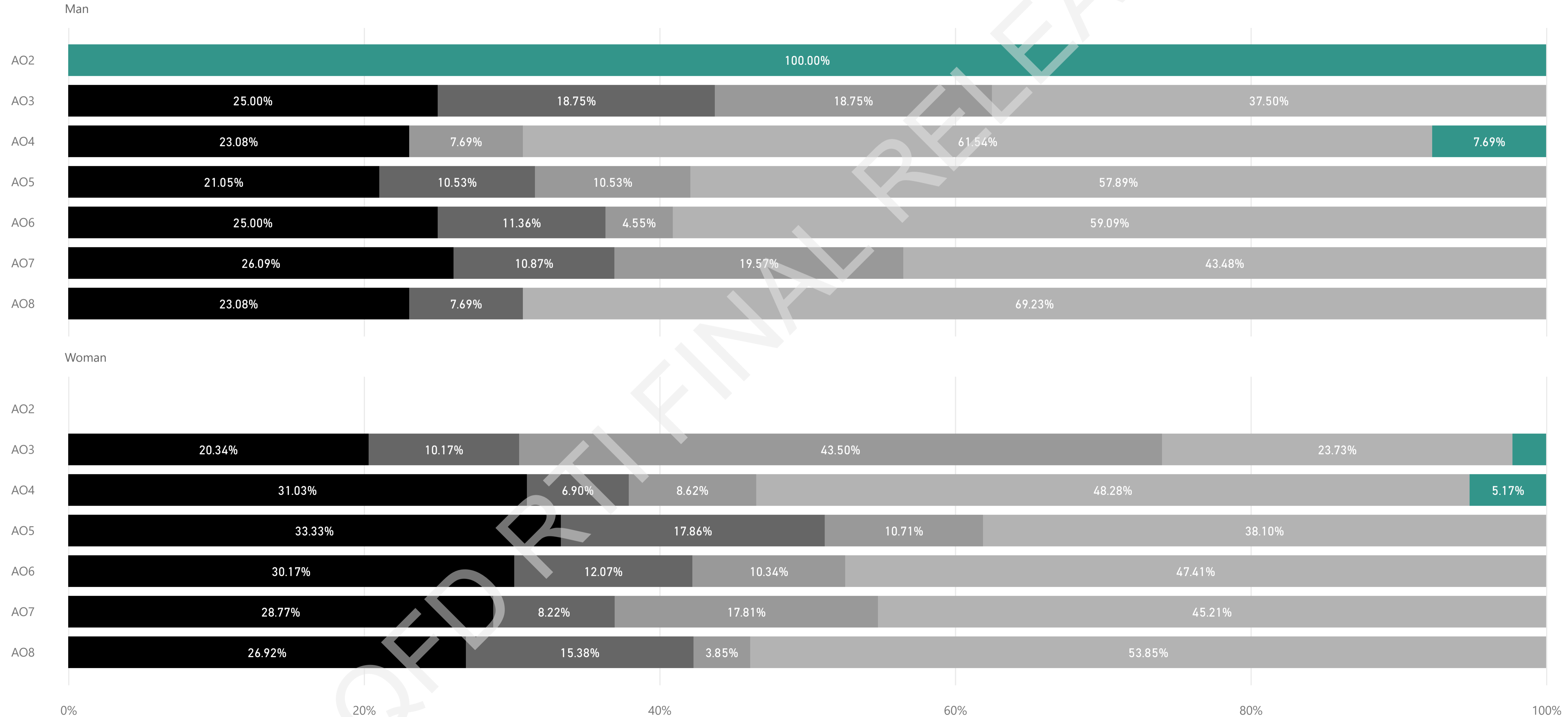
"Q" refers to the Qualification remuneration available to AO2-AO4 and OO2-OO6 employees with an accredited qualification who have worked a minimum of one year at the top increment of their band (see Part 4 of STATE GOVERNMENT ENTITIES CERTIFIED AGREEMENT 2019)

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# 1.10. AO classification and increments by gender (September 2022)

Queensland Fire and Emergency Services ▼

Increment ●01 ●02 ●03 ●04 ●Q

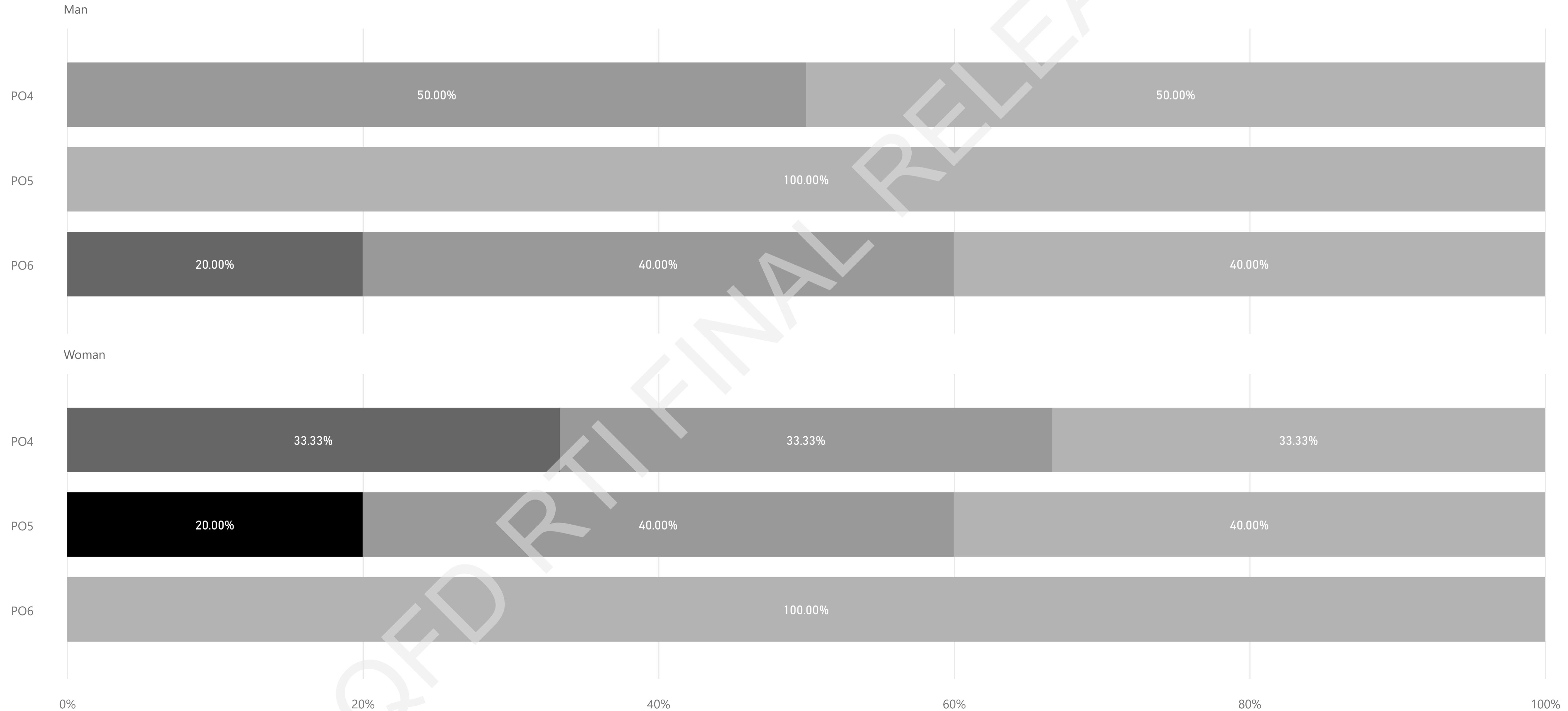


NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# 1.11. PO classification and increments by gender (September 2022)

Queensland Fire and Emergency Services ▼

Increment ●01 ●02 ●03 ●04

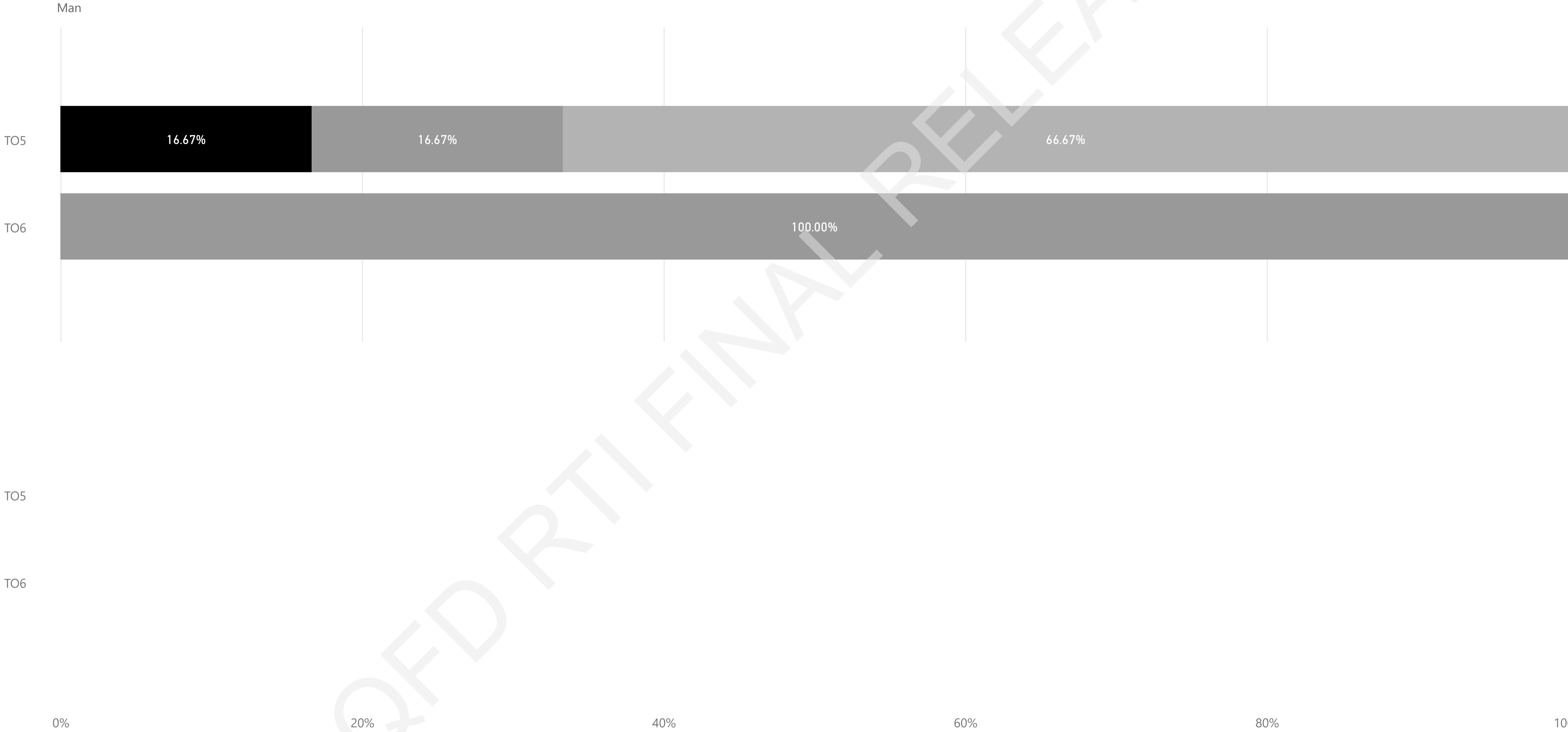


NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# 1.12. TO classification and increments by gender (September 2022)

Queensland Fire and Emergency Services ▼

Increment ●01 ●03 ●04



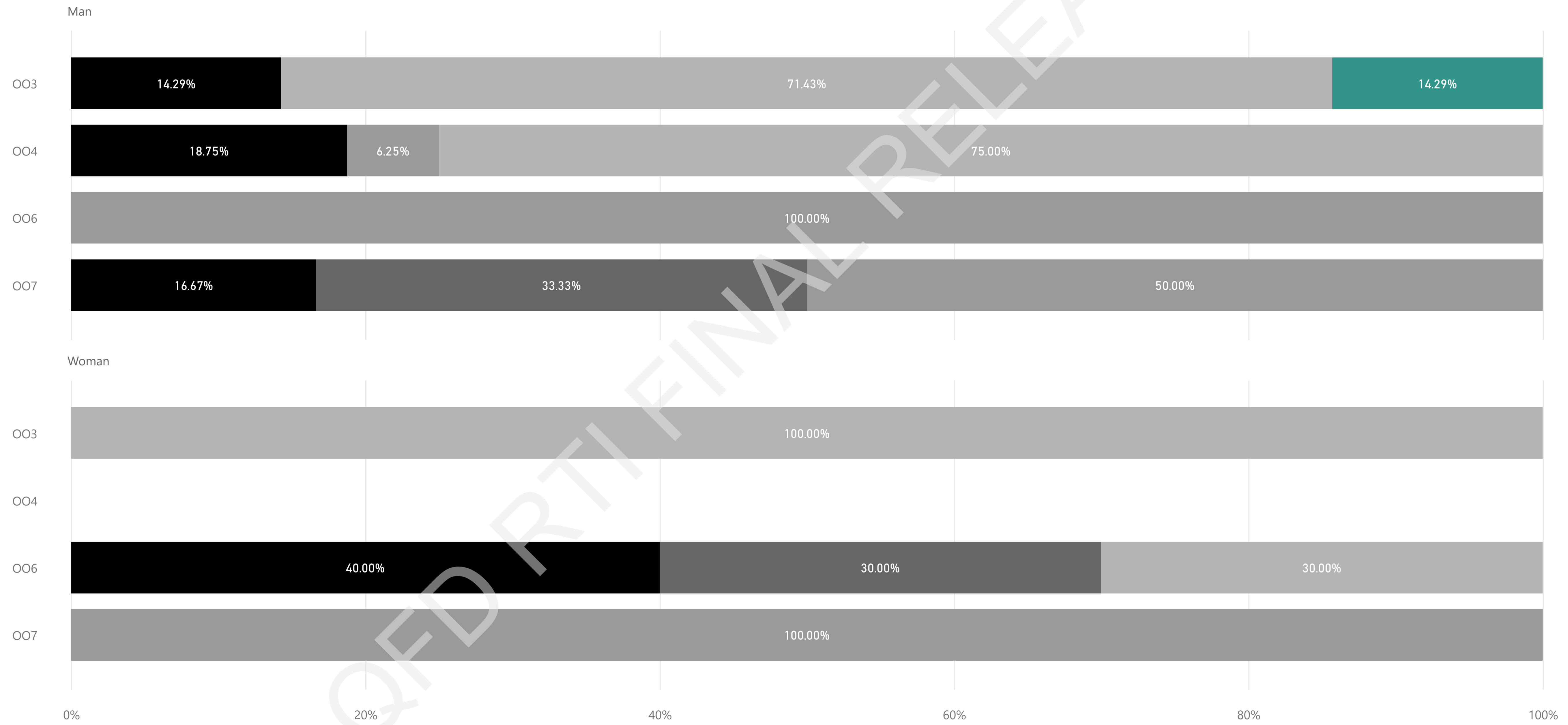
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NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# 1.13. OO classification and increments by gender (September 2022)

Queensland Fire and Emergency Services ▼

Increment ●01 ●02 ●03 ●04 ●Q



NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



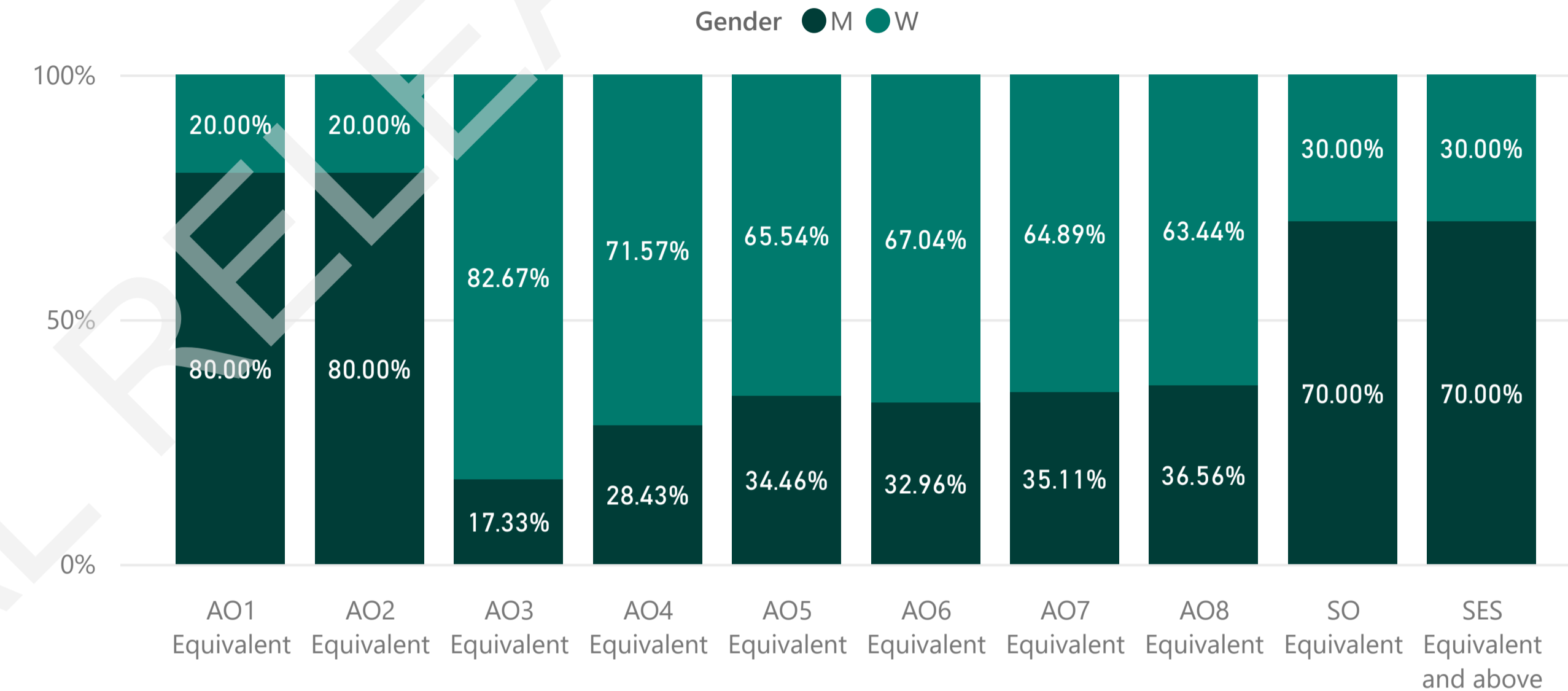
## 2.1. Earnings level by gender

Queensland Fire and Emergency Services

### Full-time equivalent earnings (Headcount)

| AO Equivalent full-time earnings | Sept 2020  |            |            | Sept 2021  |            |            | Sept 2022  |            |              |
|----------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
|                                  | M          | W          | Total      | M          | W          | Total      | M          | W          | Total        |
| AO1 Equivalent                   |            |            |            | 6          | 1          | 7          | 4          | 1          | 5            |
| AO2 Equivalent                   | 70         | 97         | 167        | 54         | 80         | 134        | 76         | 19         | 95           |
| AO3 Equivalent                   | 36         | 169        | 205        | 40         | 166        | 206        | 52         | 248        | 300          |
| AO4 Equivalent                   | 11         | 71         | 82         | 29         | 71         | 100        | 29         | 73         | 102          |
| AO5 Equivalent                   | 47         | 74         | 121        | 59         | 83         | 142        | 51         | 97         | 148          |
| AO6 Equivalent                   | 32         | 83         | 115        | 34         | 62         | 96         | 59         | 120        | 179          |
| AO7 Equivalent                   | 43         | 58         | 101        | 61         | 124        | 185        | 46         | 85         | 131          |
| AO8 Equivalent                   | 31         | 36         | 67         | 32         | 50         | 82         | 34         | 59         | 93           |
| SO Equivalent                    | 14         | 9          | 23         | 14         | 13         | 27         | 21         | 9          | 30           |
| SES Equivalent and above         | 3          | 1          | 4          | 7          |            | 7          | 7          | 3          | 10           |
| <b>Total</b>                     | <b>287</b> | <b>598</b> | <b>885</b> | <b>336</b> | <b>650</b> | <b>986</b> | <b>379</b> | <b>714</b> | <b>1,093</b> |

### Full-time equivalent earnings for September 2022



### Full-time equivalent earnings (Headcount % across)

| AO Equivalent full-time earnings | Sept 2020    |              |               | Sept 2021    |              |               | Sept 2022    |              |               |
|----------------------------------|--------------|--------------|---------------|--------------|--------------|---------------|--------------|--------------|---------------|
|                                  | M            | W            | Total         | M            | W            | Total         | M            | W            | Total         |
| AO1 Equivalent                   |              |              |               | 85.7%        | 14.3%        | 100.0%        | 80.0%        | 20.0%        | 100.0%        |
| AO2 Equivalent                   | 41.9%        | 58.1%        | 100.0%        | 40.3%        | 59.7%        | 100.0%        | 80.0%        | 20.0%        | 100.0%        |
| AO3 Equivalent                   | 17.6%        | 82.4%        | 100.0%        | 19.4%        | 80.6%        | 100.0%        | 17.3%        | 82.7%        | 100.0%        |
| AO4 Equivalent                   | 13.4%        | 86.6%        | 100.0%        | 29.0%        | 71.0%        | 100.0%        | 28.4%        | 71.6%        | 100.0%        |
| AO5 Equivalent                   | 38.8%        | 61.2%        | 100.0%        | 41.5%        | 58.5%        | 100.0%        | 34.5%        | 65.5%        | 100.0%        |
| AO6 Equivalent                   | 27.8%        | 72.2%        | 100.0%        | 35.4%        | 64.6%        | 100.0%        | 33.0%        | 67.0%        | 100.0%        |
| AO7 Equivalent                   | 42.6%        | 57.4%        | 100.0%        | 33.0%        | 67.0%        | 100.0%        | 35.1%        | 64.9%        | 100.0%        |
| AO8 Equivalent                   | 46.3%        | 53.7%        | 100.0%        | 39.0%        | 61.0%        | 100.0%        | 36.6%        | 63.4%        | 100.0%        |
| SO Equivalent                    | 60.9%        | 39.1%        | 100.0%        | 51.9%        | 48.1%        | 100.0%        | 70.0%        | 30.0%        | 100.0%        |
| SES Equivalent and above         | 75.0%        | 25.0%        | 100.0%        | 100.0%       |              | 100.0%        | 70.0%        | 30.0%        | 100.0%        |
| <b>Total</b>                     | <b>32.4%</b> | <b>67.6%</b> | <b>100.0%</b> | <b>34.1%</b> | <b>65.9%</b> | <b>100.0%</b> | <b>34.7%</b> | <b>65.3%</b> | <b>100.0%</b> |

Administration Officer (AO) equivalent earnings is based on two factors:

- Full-time equivalent (FTE) earnings are the salaries and regular allowances 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.
- FTE earnings for all employees are grouped according to the salary ranges for each AO classification under the State Government Entities Certified Agreement 2019.

## 2.2. Average/median earnings and gender pay gap by **organisational unit**

Queensland Fire and Emergency Services

MOHRI organisational units may not align to Departmental organisational units

### Average annual full-time earnings

| Org unit                      | Sept 2022       |                 |
|-------------------------------|-----------------|-----------------|
|                               | M               | W               |
| Capability & State Services   | \$112,292       | \$96,099        |
| Office Of The Commissioner    |                 | \$103,810       |
| Readiness & Response Services | \$99,290        | \$80,958        |
| Strategy & Corporate Services | \$88,925        | \$107,870       |
| <b>Total</b>                  | <b>\$95,044</b> | <b>\$94,805</b> |

### Median annual full-time earnings

| Org unit                      | Sept 2022       |                 |
|-------------------------------|-----------------|-----------------|
|                               | M               | W               |
| Capability & State Services   | \$113,167       | \$95,255        |
| Office Of The Commissioner    |                 | \$92,644        |
| Readiness & Response Services | \$100,721       | \$73,427        |
| Strategy & Corporate Services | \$88,105        | \$110,765       |
| <b>Total</b>                  | <b>\$96,621</b> | <b>\$92,644</b> |

### Gender pay gap (Earnings)

| Org unit                      | Sept 2022    |
|-------------------------------|--------------|
| Capability & State Services   | 14.42%       |
| Readiness & Response Services | 18.46%       |
| Strategy & Corporate Services | -21.30%      |
| <b>Total</b>                  | <b>0.25%</b> |

**Average annual full-time earnings** sums earnings (assuming all employees work full-time) divided by the number of total employees, and is impacted by outliers (i.e. very low or high earners).

**Median annual earnings** ranks earnings (assuming all employees work full-time) in ascending order and reflects the middle earnings figure, and therefore is less impacted by outliers.

**Gender pay gap** is the difference between the average annual full-time earnings of men and women, divided by the average full-time earnings of men, expressed as a proportion.  
i.e. Gender pay gap % =  $(\$Earnings\ of\ men - \$Earnings\ of\ women) / (\$Earnings\ of\ men)$

## 2.3. Average earnings/salary and gender pay gap for target groups

Queensland Fire and Emergency Services

### By gender

|                                   | Sept 2020 |          | Sept 2021 |          | Sept 2022 |          |
|-----------------------------------|-----------|----------|-----------|----------|-----------|----------|
|                                   | M         | W        | M         | W        | M         | W        |
| Average annual full-time salary   | \$86,961  | \$82,342 | \$91,404  | \$88,309 | \$94,032  | \$94,543 |
| Average annual full-time earnings | \$87,635  | \$82,568 | \$92,519  | \$88,476 | \$95,044  | \$94,805 |

|                           | Sept 2020 | Sept 2021 | Sept 2022 |
|---------------------------|-----------|-----------|-----------|
| Gender pay gap (Earnings) | 5.78%     | 4.37%     | 0.25%     |
| Gender pay gap (Salary)   | 5.31%     | 3.39%     | -0.54%    |

### People who identify as Aboriginal and Torres Strait Islander Peoples

|                                   | Sept 2020 |          | Sept 2021 |          | Sept 2022 |          |
|-----------------------------------|-----------|----------|-----------|----------|-----------|----------|
|                                   | M         | W        | M         | W        | M         | W        |
| Average annual full-time salary   | \$99,369  | \$74,057 | \$91,109  | \$79,375 | \$94,974  | \$84,704 |
| Average annual full-time earnings | \$99,772  | \$74,311 | \$91,523  | \$79,584 | \$95,447  | \$85,044 |

### People who identify as living with disability

|                                   | Sept 2020 |          | Sept 2021 |          | Sept 2022 |          |
|-----------------------------------|-----------|----------|-----------|----------|-----------|----------|
|                                   | M         | W        | M         | W        | M         | W        |
| Average annual full-time salary   | \$101,203 | \$70,768 | \$100,277 | \$87,537 | \$106,572 | \$89,119 |
| Average annual full-time earnings | \$101,577 | \$70,909 | \$100,628 | \$87,599 | \$106,952 | \$89,210 |

### People who identify as CALD1

|                                   | Sept 2021 |          | Sept 2022 |          |
|-----------------------------------|-----------|----------|-----------|----------|
|                                   | M         | W        | M         | W        |
| Average annual full-time salary   | \$86,338  | \$94,702 | \$106,706 | \$99,169 |
| Average annual full-time earnings | \$86,510  | \$94,702 | \$109,678 | \$99,329 |

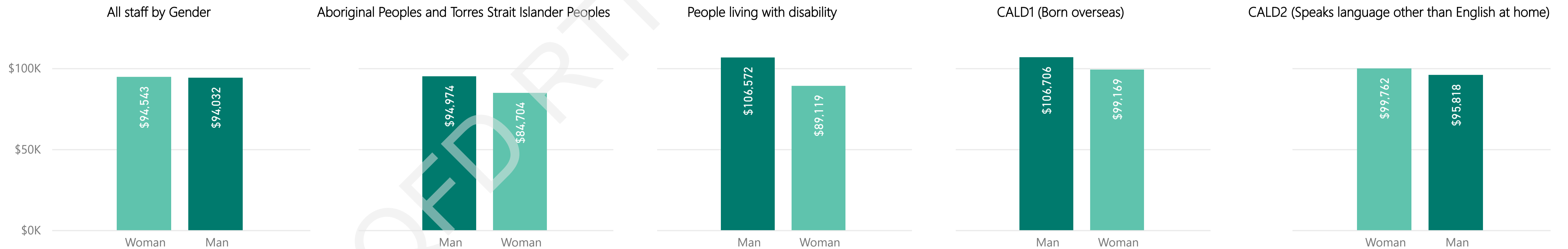
### People who identify as CALD2

|                                   | Sept 2021 |          | Sept 2022 |          |
|-----------------------------------|-----------|----------|-----------|----------|
|                                   | M         | W        | M         | W        |
| Average annual full-time salary   | \$89,856  | \$94,295 | \$95,818  | \$99,762 |
| Average annual full-time earnings | \$89,965  | \$94,325 | \$96,052  | \$99,792 |

### Definitions

- **Average annual full-time earnings** sums earnings (assuming all employees work full-time) divided by the number of total employees, and is impacted by outliers (i.e. very low or high earners).
- **Average annual full-time salary** sums salary (assuming all employees work full-time) divided by the number of total employees, and is impacted by outliers (i.e. very low or high salaries).
- **Gender pay gap (Earnings)** is the difference between the average annual full-time earnings of men and women, divided by the average full-time earnings of men, expressed as a proportion. i.e. Gender pay gap % =  $(\$Earnings\ of\ men - \$Earnings\ of\ women) / (\$Earnings\ of\ men)$ . Earnings includes base salary and regular allowances.
- **Gender pay gap (Salary)** is the same as above but refers to annual full-time base salaries and excludes allowances.

### Comparison of annual full-time salary



NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



## 2.4. Earnings level by SA4 Region

Queensland Fire and Emergency Services

Australian Bureau of Statistics SA4 Regions may not align to internal departmental created regions

### South-East Queensland (Headcount % across)

| Sept 2022                        |                |               |                |              |               |                |              |               |                |              |               |                |              |               |                |              |               |                |              |               |                |              |               |               |              |               |                          |              |               |  |  |
|----------------------------------|----------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|---------------|--------------|---------------|--------------------------|--------------|---------------|--|--|
| AO Equivalent full-time earnings | AO1 Equivalent |               | AO2 Equivalent |              |               | AO3 Equivalent |              |               | AO4 Equivalent |              |               | AO5 Equivalent |              |               | AO6 Equivalent |              |               | AO7 Equivalent |              |               | AO8 Equivalent |              |               | SO Equivalent |              |               | SES Equivalent and above |              |               |  |  |
| SA4 Region                       | M              | Total         | M              | W            | Total         | M              | W            | Total         | M              | W            | Total         | M              | W            | Total         | M              | W            | Total         | M              | W            | Total         | M              | W            | Total         | M             | W            | Total         | M                        | W            | Total         |  |  |
| Brisbane - East                  |                |               | 91.5%          | 8.5%         | 100.0%        | 30.0%          | 70.0%        | 100.0%        | 14.3%          | 85.7%        | 100.0%        | 75.0%          | 25.0%        | 100.0%        | 75.0%          | 25.0%        | 100.0%        | 66.7%          | 33.3%        | 100.0%        |                |              |               |               |              |               |                          |              |               |  |  |
| Brisbane - North                 |                |               | 100.0%         |              | 100.0%        | 100.0%         |              | 100.0%        | 100.0%         |              | 100.0%        |                |              | 100.0%        | 100.0%         |              | 100.0%        | 100.0%         |              |               | 100.0%         | 100.0%       |               |               |              |               |                          |              |               |  |  |
| Brisbane - South                 |                |               | 100.0%         |              | 100.0%        | 20.0%          | 80.0%        | 100.0%        |                | 100.0%       | 100.0%        |                |              |               |                |              |               |                |              |               |                |              |               |               |              |               |                          |              |               |  |  |
| Brisbane Inner City              |                |               | 20.0%          | 80.0%        | 100.0%        | 21.6%          | 78.4%        | 100.0%        | 20.0%          | 80.0%        | 100.0%        | 29.0%          | 71.0%        | 100.0%        | 26.6%          | 73.4%        | 100.0%        | 28.4%          | 71.6%        | 100.0%        | 30.8%          | 69.2%        | 100.0%        | 59.1%         | 40.9%        | 100.0%        | 70.0%                    | 30.0%        | 100.0%        |  |  |
| Gold Coast                       | 100.0%         | 100.0%        |                |              |               | 7.1%           | 92.9%        | 100.0%        | 100.0%         |              | 100.0%        | 33.3%          | 66.7%        | 100.0%        | 33.3%          | 66.7%        | 100.0%        | 100.0%         |              | 100.0%        | 100.0%         | 100.0%       |               |               | 100.0%       | 100.0%        |                          |              |               |  |  |
| Ipswich                          |                |               |                |              |               | 25.0%          | 75.0%        | 100.0%        |                |              |               |                |              |               |                |              |               |                |              |               |                |              |               |               |              |               |                          |              |               |  |  |
| Logan - Beaudesert               |                |               |                |              |               | 33.3%          | 66.7%        | 100.0%        |                | 100.0%       | 100.0%        |                | 100.0%       | 100.0%        | 16.7%          | 83.3%        | 100.0%        |                | 100.0%       | 100.0%        |                |              |               |               |              |               |                          |              |               |  |  |
| Moreton Bay - North              |                |               |                |              |               |                | 100.0%       | 100.0%        |                |              |               |                |              |               |                |              |               |                |              |               |                |              |               |               |              |               |                          |              |               |  |  |
| Moreton Bay - South              |                |               |                |              |               |                | 100.0%       | 100.0%        |                |              |               |                |              |               |                |              |               |                |              |               |                |              |               |               |              |               |                          |              |               |  |  |
| Sunshine Coast                   |                |               | 25.0%          | 75.0%        | 100.0%        | 22.2%          | 77.8%        | 100.0%        | 100.0%         |              | 100.0%        | 33.3%          | 66.7%        | 100.0%        | 100.0%         |              | 100.0%        | 100.0%         |              | 100.0%        | 100.0%         |              | 100.0%        |               |              |               |                          |              |               |  |  |
| Toowoomba                        | 100.0%         | 100.0%        |                | 100.0%       | 100.0%        | 10.5%          | 89.5%        | 100.0%        | 66.7%          | 33.3%        | 100.0%        | 50.0%          | 50.0%        | 100.0%        |                | 100.0%       | 100.0%        | 60.0%          | 40.0%        | 100.0%        | 100.0%         |              | 100.0%        |               | 100.0%       |               |                          |              |               |  |  |
| Wide Bay                         |                |               |                |              |               | 8.3%           | 91.7%        | 100.0%        |                | 100.0%       | 100.0%        | 33.3%          | 66.7%        | 100.0%        | 40.0%          | 60.0%        | 100.0%        | 100.0%         |              | 100.0%        | 100.0%         |              | 100.0%        |               |              |               |                          |              |               |  |  |
| <b>Total</b>                     | <b>100.0%</b>  | <b>100.0%</b> | <b>82.6%</b>   | <b>17.4%</b> | <b>100.0%</b> | <b>19.9%</b>   | <b>80.1%</b> | <b>100.0%</b> | <b>29.5%</b>   | <b>70.5%</b> | <b>100.0%</b> | <b>32.8%</b>   | <b>67.2%</b> | <b>100.0%</b> | <b>30.6%</b>   | <b>69.4%</b> | <b>100.0%</b> | <b>33.6%</b>   | <b>66.4%</b> | <b>100.0%</b> | <b>32.6%</b>   | <b>67.4%</b> | <b>100.0%</b> | <b>64.0%</b>  | <b>36.0%</b> | <b>100.0%</b> | <b>70.0%</b>             | <b>30.0%</b> | <b>100.0%</b> |  |  |

### Regional Queensland (Headcount % across)

| Sept 2022                        |                |               |                |              |               |                |              |               |                |              |               |                |              |               |                |              |               |                |              |               |                |              |               |               |  |
|----------------------------------|----------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|----------------|--------------|---------------|---------------|--|
| AO Equivalent full-time earnings | AO1 Equivalent |               | AO2 Equivalent |              |               | AO3 Equivalent |              |               | AO4 Equivalent |              |               | AO5 Equivalent |              |               | AO6 Equivalent |              |               | AO7 Equivalent |              |               | AO8 Equivalent |              |               | SO Equivalent |  |
| SA4 Region                       | M              | Total         | M              | W            | Total         | M              | W            | Total         | M              | W            | Total         | M              | W            | Total         | M              | W            | Total         | M              | W            | Total         | M              | W            | Total         |               |  |
| Cairns                           | 100.0%         | 100.0%        | 100.0%         |              | 100.0%        | 12.5%          | 87.5%        | 100.0%        | 66.7%          | 33.3%        | 100.0%        | 60.0%          | 40.0%        | 100.0%        | 66.7%          | 33.3%        | 100.0%        | 28.6%          | 71.4%        | 100.0%        | 100.0%         |              | 100.0%        | 100.0%        |  |
| Central Queensland               | 100.0%         | 100.0%        | 75.0%          | 25.0%        | 100.0%        | 9.1%           | 90.9%        | 100.0%        | 25.0%          | 75.0%        | 100.0%        | 40.0%          | 60.0%        | 100.0%        | 37.5%          | 62.5%        | 100.0%        | 50.0%          | 50.0%        | 100.0%        |                | 100.0%       | 100.0%        | 100.0%        |  |
| Mackay - Isaac - Whitsunday      |                |               |                |              |               |                | 100.0%       | 100.0%        |                | 100.0%       | 100.0%        | 100.0%         |              | 100.0%        | 100.0%         |              | 100.0%        | 100.0%         |              | 100.0%        | 100.0%         |              |               |               |  |
| Queensland - Outback             |                |               |                |              |               |                | 100.0%       | 100.0%        |                | 100.0%       | 100.0%        |                |              |               |                |              |               | 50.0%          | 50.0%        | 100.0%        | 100.0%         |              | 100.0%        | 100.0%        |  |
| <b>Total</b>                     | <b>100.0%</b>  | <b>100.0%</b> | <b>83.3%</b>   | <b>16.7%</b> | <b>100.0%</b> | <b>9.6%</b>    | <b>90.4%</b> | <b>100.0%</b> | <b>30.0%</b>   | <b>70.0%</b> | <b>100.0%</b> | <b>54.5%</b>   | <b>45.5%</b> | <b>100.0%</b> | <b>53.3%</b>   | <b>46.7%</b> | <b>100.0%</b> | <b>42.9%</b>   | <b>57.1%</b> | <b>100.0%</b> | <b>80.0%</b>   | <b>20.0%</b> | <b>100.0%</b> | <b>100.0%</b> |  |

### 3.1. Executive Level by gender

Executive level by contract type by gender (Headcount)

| Executive classification | Sept 2021 |           |           | Sept 2022 |           |           |
|--------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
|                          | M         | W         | Total     | M         | W         | Total     |
| SO                       | 9         | 11        | 20        | 15        | 9         | 24        |
| SES2                     | 4         |           | 4         | 4         | 3         | 7         |
| S122SES4                 | 1         |           | 1         | 1         |           | 1         |
| <b>Total</b>             | <b>14</b> | <b>11</b> | <b>25</b> | <b>20</b> | <b>12</b> | <b>32</b> |

Executive level by contract type (%HC across)

| Executive classification | Sept 2021    |              |               | Sept 2022    |              |               |
|--------------------------|--------------|--------------|---------------|--------------|--------------|---------------|
|                          | M            | W            | Total         | M            | W            | Total         |
| SO                       | 45.0%        | 55.0%        | 100.0%        | 62.5%        | 37.5%        | 100.0%        |
| SES2                     | 100.0%       |              | 100.0%        | 57.1%        | 42.9%        | 100.0%        |
| S122SES4                 | 100.0%       |              | 100.0%        | 100.0%       |              | 100.0%        |
| <b>Total</b>             | <b>56.0%</b> | <b>44.0%</b> | <b>100.0%</b> | <b>62.5%</b> | <b>37.5%</b> | <b>100.0%</b> |

Executive level by contract type (%HC down)

| Executive classification | Sept 2021      |                |                | Sept 2022      |                |                |
|--------------------------|----------------|----------------|----------------|----------------|----------------|----------------|
|                          | M              | W              | Total          | M              | W              | Total          |
| SO                       | 64.29%         | 100.00%        | 80.00%         | 75.00%         | 75.00%         | 75.00%         |
| SES2                     | 28.57%         |                | 16.00%         | 20.00%         | 25.00%         | 21.88%         |
| S122SES4                 | 7.14%          |                | 4.00%          | 5.00%          |                | 3.13%          |
| <b>Total</b>             | <b>100.00%</b> | <b>100.00%</b> | <b>100.00%</b> | <b>100.00%</b> | <b>100.00%</b> | <b>100.00%</b> |

Executive level by gender (June 2022)

## 4.1. Organisational structure by gender - salary (September 2022)

Queensland Fire and Emergency Services

MOHRI organisational units may not align to Departmental organisational units

### Org unit by Headcount - AO1 to AO5 equiv

| AO Equivalent full-time salary | AO1 Equivalent |              |          |              |          |               | AO2 Equivalent |              |           |              |           |               | AO3 Equivalent |              |            |              |            |               | AO4 Equivalent |              |           |              |           |               | AO5 Equivalent |              |            |              |            |               |
|--------------------------------|----------------|--------------|----------|--------------|----------|---------------|----------------|--------------|-----------|--------------|-----------|---------------|----------------|--------------|------------|--------------|------------|---------------|----------------|--------------|-----------|--------------|-----------|---------------|----------------|--------------|------------|--------------|------------|---------------|
| Gender                         | M              |              | W        |              | Total    |               | M              |              | W         |              | Total     |               | M              |              | W          |              | Total      |               | M              |              | W         |              | Total     |               | M              |              | W          |              | Total      |               |
| Org unit                       | HC             | HC%          | HC       | HC%          | HC       | HC%           | HC             | HC%          | HC        | HC%          | HC        | HC%           | HC             | HC%          | HC         | HC%          | HC         | HC%           | HC             | HC%          | HC        | HC%          | HC        | HC%           | HC             | HC%          | HC         | HC%          | HC         | HC%           |
| Capability & State Services    |                |              |          |              |          |               | 3              | 33.3%        | 6         | 66.7%        | 9         | 100.0%        | 3              | 8.6%         | 32         | 91.4%        | 35         | 100.0%        | 4              | 20.0%        | 16        | 80.0%        | 20        | 100.0%        | 11             | 30.6%        | 25         | 69.4%        | 36         | 100.0%        |
| Office Of The Commissioner     |                |              |          |              |          |               |                |              |           |              |           |               |                |              |            |              |            |               |                |              | 1         | 100.0%       | 1         | 100.0%        |                |              | 1          | 100.0%       | 1          | 100.0%        |
| Readiness & Response Services  |                |              |          |              |          |               | 5              | 27.8%        | 13        | 72.2%        | 18        | 100.0%        | 29             | 13.7%        | 183        | 86.3%        | 212        | 100.0%        | 1              | 6.7%         | 14        | 93.3%        | 15        | 100.0%        | 21             | 35.6%        | 38         | 64.4%        | 59         | 100.0%        |
| Strategy & Corporate Services  | 4              | 80.0%        | 1        | 20.0%        | 5        | 100.0%        | 71             | 98.6%        | 1         | 1.4%         | 72        | 100.0%        | 34             | 47.9%        | 37         | 52.1%        | 71         | 100.0%        | 10             | 20.8%        | 38        | 79.2%        | 48        | 100.0%        | 28             | 41.8%        | 39         | 58.2%        | 67         | 100.0%        |
| <b>Total</b>                   | <b>4</b>       | <b>80.0%</b> | <b>1</b> | <b>20.0%</b> | <b>5</b> | <b>100.0%</b> | <b>79</b>      | <b>79.8%</b> | <b>20</b> | <b>20.2%</b> | <b>99</b> | <b>100.0%</b> | <b>66</b>      | <b>20.8%</b> | <b>252</b> | <b>79.2%</b> | <b>318</b> | <b>100.0%</b> | <b>15</b>      | <b>17.9%</b> | <b>69</b> | <b>82.1%</b> | <b>84</b> | <b>100.0%</b> | <b>60</b>      | <b>36.8%</b> | <b>103</b> | <b>63.2%</b> | <b>163</b> | <b>100.0%</b> |

### Org unit by Headcount - AO6 equiv and above

| AO Equivalent full-time salary | AO6 Equivalent |              |            |              |            |               | AO7 Equivalent |              |           |              |            |               | AO8 Equivalent |              |           |              |           |               | SO Equivalent |              |          |              |           |               | SES Equivalent and above |              |          |              |          |               |
|--------------------------------|----------------|--------------|------------|--------------|------------|---------------|----------------|--------------|-----------|--------------|------------|---------------|----------------|--------------|-----------|--------------|-----------|---------------|---------------|--------------|----------|--------------|-----------|---------------|--------------------------|--------------|----------|--------------|----------|---------------|
| Gender                         | M              |              | W          |              | Total      |               | M              |              | W         |              | Total      |               | M              |              | W         |              | Total     |               | M             |              | W        |              | Total     |               | M                        |              | W        |              | Total    |               |
| Org unit                       | HC             | HC%          | HC         | HC%          | HC         | HC%           | HC             | HC%          | HC        | HC%          | HC         | HC%           | HC             | HC%          | HC        | HC%          | HC        | HC%           | HC            | HC%          | HC       | HC%          | HC        | HC%           | HC                       | HC%          | HC       | HC%          | HC       | HC%           |
| Capability & State Services    | 14             | 31.8%        | 30         | 68.2%        | 44         | 100.0%        | 7              | 33.3%        | 14        | 66.7%        | 21         | 100.0%        | 10             | 52.6%        | 9         | 47.4%        | 19        | 100.0%        | 5             | 100.0%       |          |              | 5         | 100.0%        | 1                        | 50.0%        | 1        | 50.0%        | 2        | 100.0%        |
| Office Of The Commissioner     |                |              |            |              |            |               |                |              |           |              |            |               |                |              | 1         | 100.0%       | 1         | 100.0%        |               |              |          |              |           |               |                          |              |          |              |          |               |
| Readiness & Response Services  | 5              | 20.0%        | 20         | 80.0%        | 25         | 100.0%        | 20             | 55.6%        | 16        | 44.4%        | 36         | 100.0%        | 10             | 71.4%        | 4         | 28.6%        | 14        | 100.0%        | 2             | 100.0%       |          |              | 2         | 100.0%        |                          |              |          |              |          |               |
| Strategy & Corporate Services  | 32             | 31.7%        | 69         | 68.3%        | 101        | 100.0%        | 23             | 30.3%        | 53        | 69.7%        | 76         | 100.0%        | 13             | 24.1%        | 41        | 75.9%        | 54        | 100.0%        | 10            | 52.6%        | 9        | 47.4%        | 19        | 100.0%        | 3                        | 60.0%        | 2        | 40.0%        | 5        | 100.0%        |
| <b>Total</b>                   | <b>51</b>      | <b>30.0%</b> | <b>119</b> | <b>70.0%</b> | <b>170</b> | <b>100.0%</b> | <b>50</b>      | <b>37.6%</b> | <b>83</b> | <b>62.4%</b> | <b>133</b> | <b>100.0%</b> | <b>33</b>      | <b>37.5%</b> | <b>55</b> | <b>62.5%</b> | <b>88</b> | <b>100.0%</b> | <b>17</b>     | <b>65.4%</b> | <b>9</b> | <b>34.6%</b> | <b>26</b> | <b>100.0%</b> | <b>4</b>                 | <b>57.1%</b> | <b>3</b> | <b>42.9%</b> | <b>7</b> | <b>100.0%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



## 4.2. Organisational structure - People who identify as Aboriginal Peoples and Torres Strait Islander Peoples

Queensland Fire and Emergency Services



MOHRI organisational units may not align to Departmental organisational units

September 2022

| AO Equivalent full-time salary           | AO1 Equivalent |              | AO2 Equivalent |              | AO3 Equivalent |              | AO4 Equivalent |              | AO5 Equivalent |              | AO6 Equivalent |              | AO7 Equivalent |              | AO8 Equivalent |              | SO Equivalent |              | SES Equivalent and above |   | Total        |           |              |
|------------------------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|---------------|--------------|--------------------------|---|--------------|-----------|--------------|
| Org unit                                 | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.           | %            | No.                      | % | No.          | %         |              |
| <b>Capability &amp; State Services</b>   |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>       | <b>2.78%</b> |                | <b>0.00%</b> | <b>1</b>       | <b>4.76%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          |   | <b>0.00%</b> | <b>2</b>  | <b>1.05%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        | 1              | 9.09%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          |   | 0.00%        | <b>1</b>  | <b>1.72%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        | 1              | 7.14%        |                | 0.00%        |               | 0.00%        |                          |   | 0.00%        | <b>1</b>  | <b>0.75%</b> |
| <b>Office Of The Commissioner</b>        |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          |   | <b>0.00%</b> |           | <b>0.00%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          |   | 0.00%        |           | <b>0.00%</b> |
| <b>Readiness &amp; Response Services</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>7</b>       | <b>3.30%</b> | <b>1</b>       | <b>6.67%</b> | <b>3</b>       | <b>5.08%</b> | <b>2</b>       | <b>8.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          |   | <b>0.00%</b> | <b>13</b> | <b>3.41%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        | 2              | 9.52%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          |   | 0.00%        | <b>2</b>  | <b>2.15%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        | 7              | 3.83%        | 1              | 7.14%        | 1              | 2.63%        | 2              | 10.00%       |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          |   | 0.00%        | <b>11</b> | <b>3.82%</b> |
| <b>Strategy &amp; Corporate Services</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>       | <b>1.41%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>       | <b>0.99%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          |   | <b>0.00%</b> | <b>2</b>  | <b>0.39%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        | 1              | 2.94%        |                | 0.00%        |                | 0.00%        | 1              | 3.13%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          |   | 0.00%        | <b>2</b>  | <b>0.88%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          |   | 0.00%        |           | <b>0.00%</b> |
| <b>Total</b>                             |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>8</b>       | <b>2.52%</b> | <b>1</b>       | <b>1.19%</b> | <b>4</b>       | <b>2.45%</b> | <b>3</b>       | <b>1.76%</b> | <b>1</b>       | <b>0.75%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          |   | <b>0.00%</b> | <b>17</b> | <b>1.56%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 4.3. Organisational structure - People who identify as living with disability

Queensland Fire and Emergency Services



MOHRI organisational units may not align to Departmental organisational units

September 2022

| AO Equivalent full-time salary           | AO1 Equivalent |              | AO2 Equivalent |              | AO3 Equivalent |              | AO4 Equivalent |               | AO5 Equivalent |              | AO6 Equivalent |              | AO7 Equivalent |               | AO8 Equivalent |              | SO Equivalent |              | SES Equivalent and above |   | Total        |           |              |
|------------------------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|---------------|----------------|--------------|----------------|--------------|----------------|---------------|----------------|--------------|---------------|--------------|--------------------------|---|--------------|-----------|--------------|
| Org unit                                 | No.            | %            | No.            | %            | No.            | %            | No.            | %             | No.            | %            | No.            | %            | No.            | %             | No.            | %            | No.           | %            | No.                      | % | No.          | %         |              |
| <b>Capability &amp; State Services</b>   |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>1</b>       | <b>2.86%</b> | <b>2</b>       | <b>10.00%</b> | <b>2</b>       | <b>5.56%</b> | <b>1</b>       | <b>2.27%</b> | <b>3</b>       | <b>14.29%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          |   | <b>0.00%</b> | <b>9</b>  | <b>4.71%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%         | 1              | 9.09%        | 1              | 7.14%        | 1              | 14.29%        |                | 0.00%        |               | 0.00%        |                          |   | 0.00%        | 3         | 5.17%        |
| Woman                                    |                | 0.00%        |                | 0.00%        | 1              | 3.13%        | 2              | 12.50%        | 1              | 4.00%        |                | 0.00%        | 2              | 14.29%        |                | 0.00%        |               | 0.00%        |                          |   | 0.00%        | 6         | 4.51%        |
| <b>Office Of The Commissioner</b>        |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b>  |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b>  |                | <b>0.00%</b> |               | <b>0.00%</b> |                          |   | <b>0.00%</b> |           | <b>0.00%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%         |                | 0.00%        |                | 0.00%        |                | 0.00%         |                | 0.00%        |               | 0.00%        |                          |   | 0.00%        |           | 0.00%        |
| <b>Readiness &amp; Response Services</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>8</b>       | <b>3.77%</b> |                | <b>0.00%</b>  | <b>5</b>       | <b>8.47%</b> | <b>1</b>       | <b>4.00%</b> | <b>2</b>       | <b>5.56%</b>  |                | <b>0.00%</b> |               | <b>0.00%</b> |                          |   | <b>0.00%</b> | <b>16</b> | <b>4.20%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        | 1              | 3.45%        |                | 0.00%         | 5              | 23.81%       | 1              | 20.00%       | 2              | 10.00%        |                | 0.00%        |               | 0.00%        |                          |   | 0.00%        | 9         | 9.68%        |
| Woman                                    |                | 0.00%        |                | 0.00%        | 7              | 3.83%        |                | 0.00%         |                | 0.00%        |                | 0.00%        |                | 0.00%         |                | 0.00%        |               | 0.00%        |                          |   | 0.00%        | 7         | 2.43%        |
| <b>Strategy &amp; Corporate Services</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>4</b>       | <b>5.63%</b> | <b>1</b>       | <b>2.08%</b>  | <b>2</b>       | <b>2.99%</b> | <b>2</b>       | <b>1.98%</b> | <b>3</b>       | <b>3.95%</b>  | <b>2</b>       | <b>3.70%</b> | <b>1</b>      | <b>5.26%</b> |                          |   | <b>0.00%</b> | <b>15</b> | <b>2.90%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        | 2              | 5.88%        |                | 0.00%         |                | 0.00%        | 2              | 6.25%        | 3              | 13.04%        | 1              | 7.69%        |               | 0.00%        |                          |   | 0.00%        | 8         | 3.51%        |
| Woman                                    |                | 0.00%        |                | 0.00%        | 2              | 5.41%        | 1              | 2.63%         | 2              | 5.13%        |                | 0.00%        |                | 0.00%         | 1              | 2.44%        | 1             | 11.11%       |                          |   | 0.00%        | 7         | 2.41%        |
| <b>Total</b>                             |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>13</b>      | <b>4.09%</b> | <b>3</b>       | <b>3.57%</b>  | <b>9</b>       | <b>5.52%</b> | <b>4</b>       | <b>2.35%</b> | <b>8</b>       | <b>6.02%</b>  | <b>2</b>       | <b>2.27%</b> | <b>1</b>      | <b>3.85%</b> |                          |   | <b>0.00%</b> | <b>40</b> | <b>3.66%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 4.4. Organisational structure - People who identify as CALD1 (Employees born overseas)

Queensland Fire and Emergency Services



MOHRI organisational units may not align to Departmental organisational units

September 2022

| AO Equivalent full-time salary           | AO1 Equivalent |              | AO2 Equivalent |              | AO3 Equivalent |              | AO4 Equivalent |               | AO5 Equivalent |              | AO6 Equivalent |              | AO7 Equivalent |              | AO8 Equivalent |              | SO Equivalent |              | SES Equivalent and above |               | Total     |              |
|------------------------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|---------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|---------------|--------------|--------------------------|---------------|-----------|--------------|
| Org unit                                 | No.            | %            | No.            | %            | No.            | %            | No.            | %             | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.           | %            | No.                      | %             | No.       | %            |
| <b>Capability &amp; State Services</b>   |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>3</b>       | <b>15.00%</b> | <b>1</b>       | <b>2.78%</b> | <b>2</b>       | <b>4.55%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          | <b>0.00%</b>  | <b>6</b>  | <b>3.14%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%         |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%         |           | 0.00%        |
| Woman                                    |                | 0.00%        |                | 0.00%        |                | 0.00%        | 3              | 18.75%        | 1              | 4.00%        | 2              | 6.67%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%         | <b>6</b>  | <b>4.51%</b> |
| <b>Office Of The Commissioner</b>        |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b>  |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          | <b>0.00%</b>  |           | <b>0.00%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%         |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%         |           | <b>0.00%</b> |
| <b>Readiness &amp; Response Services</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>5</b>       | <b>2.36%</b> |                | <b>0.00%</b>  | <b>2</b>       | <b>3.39%</b> | <b>1</b>       | <b>4.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          | <b>0.00%</b>  | <b>8</b>  | <b>2.10%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        | 1              | 3.45%        |                | 0.00%         |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%         | <b>1</b>  | <b>1.08%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        | 4              | 2.19%        |                | 0.00%         | 2              | 5.26%        | 1              | 5.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%         | <b>7</b>  | <b>2.43%</b> |
| <b>Strategy &amp; Corporate Services</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>2</b>       | <b>2.82%</b> | <b>3</b>       | <b>6.25%</b>  | <b>4</b>       | <b>5.97%</b> | <b>9</b>       | <b>8.91%</b> | <b>2</b>       | <b>2.63%</b> | <b>2</b>       | <b>3.70%</b> | <b>1</b>      | <b>5.26%</b> | <b>1</b>                 | <b>20.00%</b> | <b>24</b> | <b>4.63%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        | 1              | 2.94%        | 1              | 10.00%        | 2              | 7.14%        | 2              | 6.25%        |                | 0.00%        | 1              | 7.69%        |               | 0.00%        | 1                        | 33.33%        | <b>8</b>  | <b>3.51%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        | 1              | 2.70%        | 2              | 5.26%         | 2              | 5.13%        | 7              | 10.14%       | 2              | 3.77%        | 1              | 2.44%        | 1             | 11.11%       |                          | 0.00%         | <b>16</b> | <b>5.52%</b> |
| <b>Total</b>                             |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>7</b>       | <b>2.20%</b> | <b>6</b>       | <b>7.14%</b>  | <b>7</b>       | <b>4.29%</b> | <b>12</b>      | <b>7.06%</b> | <b>2</b>       | <b>1.50%</b> | <b>2</b>       | <b>2.27%</b> | <b>1</b>      | <b>3.85%</b> | <b>1</b>                 | <b>14.29%</b> | <b>38</b> | <b>3.48%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 4.5. Organisational structure - People who identify as CALD2 (Speak language other than English at home)

Queensland Fire and Emergency Services



MOHRI organisational units may not align to Departmental organisational units

September 2022

| AO Equivalent full-time salary           | AO1 Equivalent |              | AO2 Equivalent |              | AO3 Equivalent |              | AO4 Equivalent |               | AO5 Equivalent |              | AO6 Equivalent |              | AO7 Equivalent |              | AO8 Equivalent |              | SO Equivalent |              | SES Equivalent and above |              | Total     |              |
|------------------------------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|---------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|---------------|--------------|--------------------------|--------------|-----------|--------------|
| Org unit                                 | No.            | %            | No.            | %            | No.            | %            | No.            | %             | No.            | %            | No.            | %            | No.            | %            | No.            | %            | No.           | %            | No.                      | %            | No.       | %            |
| <b>Capability &amp; State Services</b>   |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>2</b>       | <b>5.71%</b> | <b>2</b>       | <b>10.00%</b> | <b>3</b>       | <b>8.33%</b> | <b>1</b>       | <b>2.27%</b> | <b>1</b>       | <b>4.76%</b> | <b>1</b>       | <b>5.26%</b> |               | <b>0.00%</b> |                          | <b>0.00%</b> | <b>10</b> | <b>5.24%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        | 1              | 33.33%       |                | 0.00%         |                | 0.00%        |                | 0.00%        | 1              | 10.00%       |                | 0.00%        |               | 0.00%        |                          | 0.00%        | <b>2</b>  | <b>3.45%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        | 1              | 3.13%        | 2              | 12.50%        | 3              | 12.00%       | 1              | 3.33%        | 1              | 7.14%        |                | 0.00%        |               | 0.00%        |                          | 0.00%        | <b>8</b>  | <b>6.02%</b> |
| <b>Office Of The Commissioner</b>        |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b>  |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          | <b>0.00%</b> |           | <b>0.00%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%         |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%        |           | <b>0.00%</b> |
| <b>Readiness &amp; Response Services</b> |                | <b>0.00%</b> |                | <b>0.00%</b> | <b>3</b>       | <b>1.42%</b> | <b>1</b>       | <b>6.67%</b>  | <b>5</b>       | <b>8.47%</b> | <b>1</b>       | <b>4.00%</b> |                | <b>0.00%</b> |                | <b>0.00%</b> |               | <b>0.00%</b> |                          | <b>0.00%</b> | <b>10</b> | <b>2.62%</b> |
| Man                                      |                | 0.00%        |                | 0.00%        |                | 0.00%        |                | 0.00%         | 2              | 9.52%        |                | 0.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%        | <b>2</b>  | <b>2.15%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        | 3              | 1.64%        | 1              | 7.14%         | 3              | 7.89%        | 1              | 5.00%        |                | 0.00%        |                | 0.00%        |               | 0.00%        |                          | 0.00%        | <b>8</b>  | <b>2.78%</b> |
| <b>Strategy &amp; Corporate Services</b> |                | <b>0.00%</b> | <b>1</b>       | <b>1.39%</b> | <b>4</b>       | <b>5.63%</b> | <b>6</b>       | <b>12.50%</b> | <b>3</b>       | <b>4.48%</b> | <b>4</b>       | <b>3.96%</b> | <b>5</b>       | <b>6.58%</b> | <b>5</b>       | <b>9.26%</b> |               | <b>0.00%</b> |                          | <b>0.00%</b> | <b>28</b> | <b>5.41%</b> |
| Man                                      |                | 0.00%        | 1              | 1.41%        | 3              | 8.82%        | 2              | 20.00%        | 2              | 7.14%        | 2              | 6.25%        | 2              | 8.70%        | 1              | 7.69%        |               | 0.00%        |                          | 0.00%        | <b>13</b> | <b>5.70%</b> |
| Woman                                    |                | 0.00%        |                | 0.00%        | 1              | 2.70%        | 4              | 10.53%        | 1              | 2.56%        | 2              | 2.90%        | 3              | 5.66%        | 4              | 9.76%        |               | 0.00%        |                          | 0.00%        | <b>15</b> | <b>5.17%</b> |
| <b>Total</b>                             |                | <b>0.00%</b> | <b>1</b>       | <b>1.01%</b> | <b>9</b>       | <b>2.83%</b> | <b>9</b>       | <b>10.71%</b> | <b>11</b>      | <b>6.75%</b> | <b>6</b>       | <b>3.53%</b> | <b>6</b>       | <b>4.51%</b> | <b>6</b>       | <b>6.82%</b> |               | <b>0.00%</b> |                          | <b>0.00%</b> | <b>48</b> | <b>4.39%</b> |

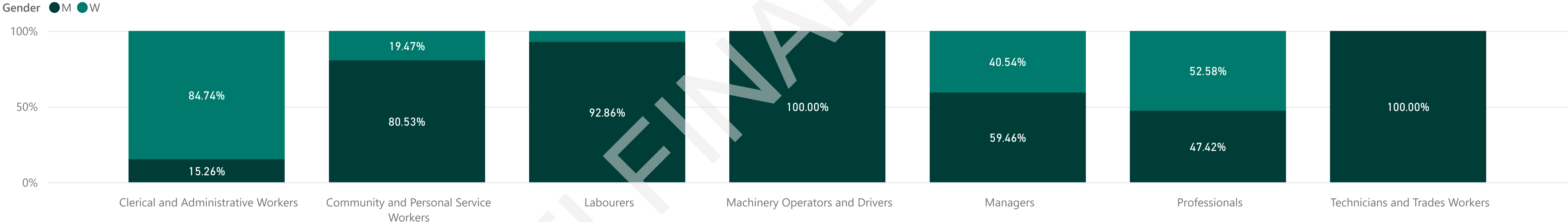
NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# 5.1. Occupations overview (September 2022)

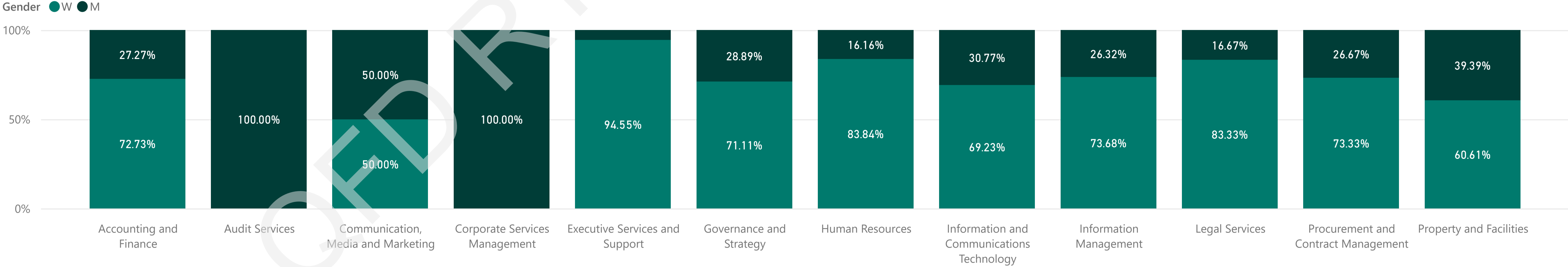
Queensland Fire and Emergency Services ▼

## Key frontline roles

### Rest of frontline and frontline support



### Corporate services roles



NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 5.2. Frontline occupations (September 2022)

Queensland Fire and Emergency Services

### Key frontline roles (Headcount)

| AO Equivalent full-time salary | Total |
|--------------------------------|-------|
| Key frontline roles            |       |
| <b>Total</b>                   |       |

### Rest of frontline and frontline support (Headcount)

| AO Equivalent full-time salary         | AO1 Equivalent |          |          | AO2 Equivalent |           |           | AO3 Equivalent |            |            | AO4 Equivalent |           |           | AO5 Equivalent |           |           | AO6 Equivalent |           |           | AO7 Equivalent |           |           | AO8 Equivalent |           |           | SO       |          | SES Equivalent and above |          |          | Total      |     |
|----------------------------------------|----------------|----------|----------|----------------|-----------|-----------|----------------|------------|------------|----------------|-----------|-----------|----------------|-----------|-----------|----------------|-----------|-----------|----------------|-----------|-----------|----------------|-----------|-----------|----------|----------|--------------------------|----------|----------|------------|-----|
| ANZSCO Lvl 1                           | M              | W        | Total    | M              | W         | Total     | M              | W          | Total      | M              | W         | Total     | M              | W         | Total     | M              | W         | Total     | M              | W         | Total     | M              | W         | Total     | M        | Total    | M                        | W        | Total    |            |     |
| Clerical and Administrative Workers    |                |          |          | 7              | 19        | 26        | 23             | 226        | 249        | 4              | 25        | 29        | 17             | 33        | 50        | 2              | 10        | 12        | 3              | 7         | 10        | 2              | 2         | 4         |          |          |                          |          |          |            | 380 |
| Community and Personal Service Workers |                |          |          | 65             | 1         | 66        |                |            |            |                |           |           | 12             | 9         | 21        | 5              | 7         | 12        | 9              | 5         | 14        |                |           |           |          |          |                          |          |          | 113        |     |
| Labourers                              | 4              | 1        | 5        | 3              |           | 3         | 6              |            | 6          |                |           |           |                |           |           |                |           |           |                |           |           |                |           |           |          |          |                          |          |          | 14         |     |
| Machinery Operators and Drivers        |                |          |          | 1              |           | 1         |                |            |            |                |           |           |                |           |           |                |           |           |                |           |           |                |           |           |          |          |                          |          |          | 1          |     |
| Managers                               |                |          |          |                |           |           |                |            |            |                |           |           |                |           |           |                |           |           | 2              | 6         | 8         | 13             | 8         | 21        | 6        | 6        | 1                        | 1        |          | 2          | 37  |
| Professionals                          |                |          |          |                |           |           |                |            |            | 2              | 7         | 9         | 7              | 12        | 19        | 14             | 15        | 29        | 15             | 13        | 28        | 7              | 4         | 11        | 1        | 1        |                          |          |          | 97         |     |
| Technicians and Trades Workers         |                |          |          | 2              |           | 2         | 30             |            | 30         |                |           |           | 8              |           | 8         | 5              |           | 5         | 2              |           | 2         |                |           |           |          |          |                          |          |          | 47         |     |
| <b>Total</b>                           | <b>4</b>       | <b>1</b> | <b>5</b> | <b>78</b>      | <b>20</b> | <b>98</b> | <b>59</b>      | <b>226</b> | <b>285</b> | <b>6</b>       | <b>32</b> | <b>38</b> | <b>44</b>      | <b>54</b> | <b>98</b> | <b>26</b>      | <b>32</b> | <b>58</b> | <b>31</b>      | <b>31</b> | <b>62</b> | <b>22</b>      | <b>14</b> | <b>36</b> | <b>7</b> | <b>7</b> | <b>1</b>                 | <b>1</b> | <b>2</b> | <b>689</b> |     |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



## 5.3. Corporate services occupations (September 2022)

Queensland Fire and Emergency Services

### Corporate services roles (Headcount)

| AO Equivalent full-time salary            | AO2 Equivalent |          | AO3 Equivalent |           |           | AO4 Equivalent |           |           | AO5 Equivalent |           |           | AO6 Equivalent |           |            | AO7 Equivalent |           |           | AO8 Equivalent |           |           | SO Equivalent |          |           | SES Equivalent and above |          |          | Total      |
|-------------------------------------------|----------------|----------|----------------|-----------|-----------|----------------|-----------|-----------|----------------|-----------|-----------|----------------|-----------|------------|----------------|-----------|-----------|----------------|-----------|-----------|---------------|----------|-----------|--------------------------|----------|----------|------------|
| Corporate Services function               | M              | Total    | M              | W         | Total     | M              | W         | Total     | M              | W         | Total     | M              | W         | Total      | M              | W         | Total     | M              | W         | Total     | M             | W        | Total     | M                        | W        | Total    | Total      |
| Accounting and Finance                    |                |          |                | 2         | 2         |                | 9         | 9         | 3              | 9         | 12        | 4              | 6         | 10         | 2              | 3         | 5         | 1              | 2         | 3         | 2             | 1        | 3         |                          |          |          | 44         |
| Audit Services                            |                |          |                |           |           |                |           |           |                |           |           | 1              |           | 1          |                |           |           |                |           |           |               |          |           |                          |          |          | 1          |
| Communication, Media and Marketing        |                |          | 1              |           | 1         | 1              | 3         | 4         | 5              | 6         | 11        | 4              | 1         | 5          | 3              | 3         | 6         | 1              | 2         | 3         | 1             | 1        | 2         |                          |          |          | 32         |
| Corporate Services Management             |                |          |                |           |           |                |           |           |                |           |           |                |           |            |                |           |           |                |           |           |               |          | 1         |                          |          | 1        | 1          |
| Executive Services and Support            |                |          |                | 9         | 9         | 1              | 3         | 4         |                | 1         | 1         | 26             | 27        |            | 5              | 5         | 1         | 6              | 7         |           |               |          |           | 2                        |          | 2        | 55         |
| Governance and Strategy                   |                |          | 2              |           | 2         | 1              | 2         | 3         |                | 4         | 4         | 3              | 8         | 11         | 3              | 6         | 9         | 1              | 9         | 10        | 3             | 3        | 6         |                          |          |          | 45         |
| Human Resources                           |                |          |                | 5         | 5         |                | 7         | 7         | 2              | 15        | 17        | 6              | 27        | 33         | 5              | 17        | 22        | 2              | 11        | 13        | 1             | 1        | 2         |                          |          |          | 99         |
| Information and Communications Technology |                |          | 1              | 3         | 4         | 3              | 6         | 9         | 1              | 4         | 5         | 3              | 5         | 8          | 1              | 5         | 6         |                | 4         | 4         | 2             |          | 2         | 1                        |          | 1        | 39         |
| Information Management                    |                |          |                | 1         | 1         |                | 4         | 4         | 1              |           | 1         | 1              | 3         | 4          | 2              | 5         | 7         | 1              | 1         | 2         |               |          |           |                          |          |          | 19         |
| Legal Services                            |                |          |                | 1         | 1         |                |           |           |                |           |           |                |           |            | 1              | 2         | 3         |                | 1         | 1         |               | 1        |           |                          |          |          | 6          |
| Procurement and Contract Management       |                |          | 1              | 2         | 3         | 1              | 1         | 2         | 2              | 7         | 9         | 2              | 5         | 7          | 1              | 4         | 5         | 1              | 2         | 3         |               | 1        | 1         |                          |          |          | 30         |
| Property and Facilities                   | 1              | 1        | 2              | 3         | 5         | 2              | 2         | 4         | 2              | 3         | 5         |                | 6         | 6          | 1              | 2         | 3         | 3              | 3         | 6         | 1             | 1        | 2         | 1                        |          | 1        | 33         |
| <b>Total</b>                              | <b>1</b>       | <b>1</b> | <b>7</b>       | <b>26</b> | <b>33</b> | <b>9</b>       | <b>37</b> | <b>46</b> | <b>16</b>      | <b>49</b> | <b>65</b> | <b>25</b>      | <b>87</b> | <b>112</b> | <b>19</b>      | <b>52</b> | <b>71</b> | <b>11</b>      | <b>41</b> | <b>52</b> | <b>10</b>     | <b>9</b> | <b>19</b> | <b>3</b>                 | <b>2</b> | <b>5</b> | <b>404</b> |

# 6.1. Employment security - Employment category

Queensland Fire and Emergency Services

Employment category by gender (Headcount)

| Employment Category      | Sept 2022  |            |            |           |           |            |          |          |          |          |          |              |
|--------------------------|------------|------------|------------|-----------|-----------|------------|----------|----------|----------|----------|----------|--------------|
|                          | Permanent  |            |            | Temporary |           |            | Contract |          | Casual   |          |          | Total        |
|                          | M          | W          | Total      | M         | W         | Total      | M        | Total    | M        | W        | Total    |              |
| AO1 Equivalent           |            |            |            | 4         | 1         | 5          |          |          |          |          |          | 5            |
| AO2 Equivalent           | 73         | 12         | 85         | 4         | 7         | 11         |          |          | 2        | 1        | 3        | 99           |
| AO3 Equivalent           | 59         | 213        | 272        | 7         | 34        | 41         |          |          |          | 5        | 5        | 318          |
| AO4 Equivalent           | 11         | 60         | 71         | 4         | 9         | 13         |          |          |          |          |          | 84           |
| AO5 Equivalent           | 53         | 88         | 141        | 7         | 15        | 22         |          |          |          |          |          | 163          |
| AO6 Equivalent           | 47         | 98         | 145        | 4         | 21        | 25         |          |          |          |          |          | 170          |
| AO7 Equivalent           | 48         | 78         | 126        | 2         | 5         | 7          |          |          |          |          |          | 133          |
| AO8 Equivalent           | 30         | 50         | 80         | 3         | 5         | 8          |          |          |          |          |          | 88           |
| SO Equivalent            | 14         | 9          | 23         | 2         |           | 2          | 1        | 1        |          |          |          | 26           |
| SES Equivalent and above | 2          | 2          | 4          |           | 1         | 1          | 2        | 2        |          |          |          | 7            |
| <b>Total</b>             | <b>337</b> | <b>610</b> | <b>947</b> | <b>37</b> | <b>98</b> | <b>135</b> | <b>3</b> | <b>3</b> | <b>2</b> | <b>6</b> | <b>8</b> | <b>1,093</b> |

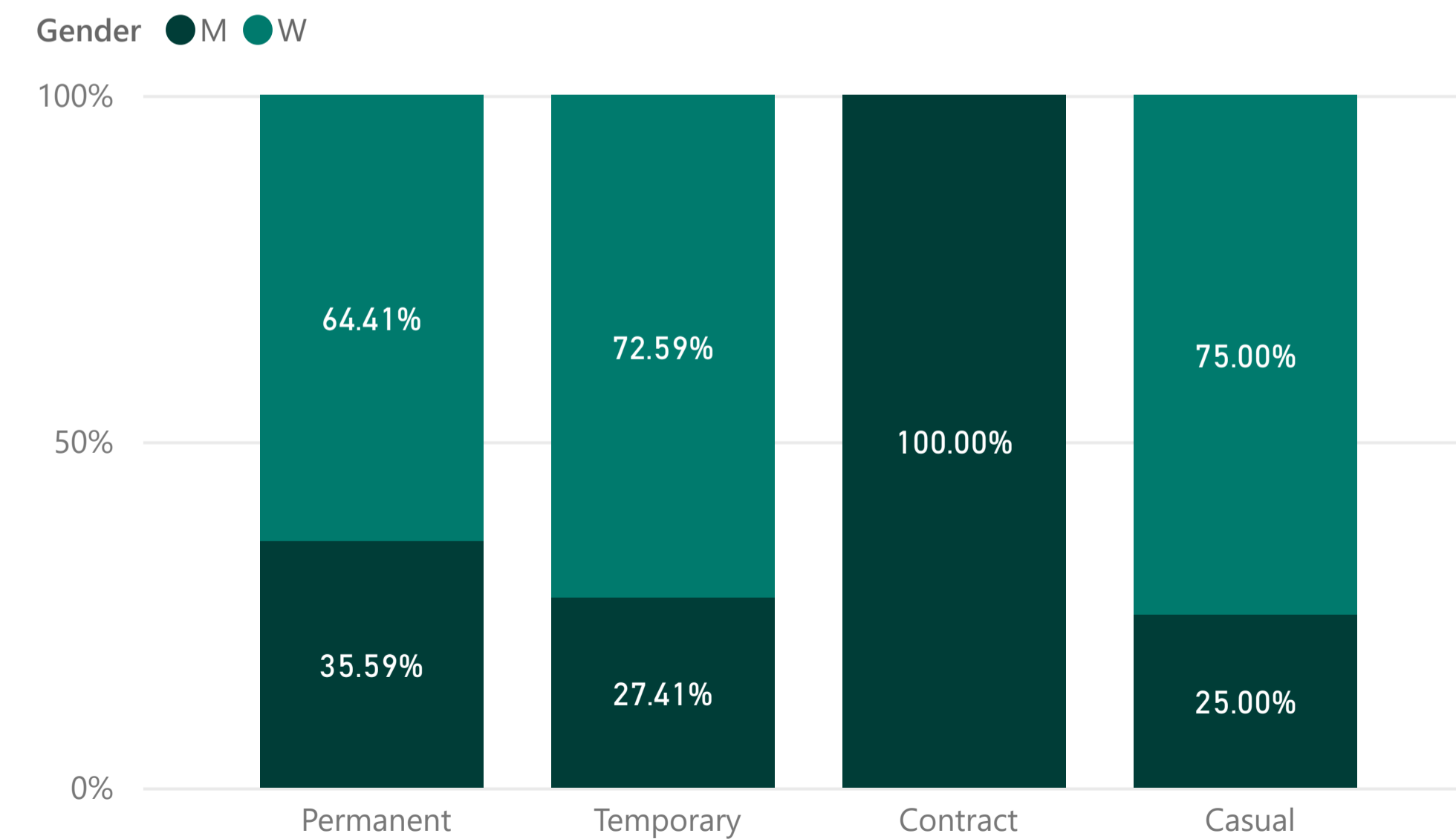
Employment category by gender

| Employment Category | Sept 2022  |                |            |                |              |                |
|---------------------|------------|----------------|------------|----------------|--------------|----------------|
|                     | M          |                | W          |                | Total        |                |
|                     | HC         | HC%            | HC         | HC%            | HC           | HC%            |
| Permanent           | 337        | 88.92%         | 610        | 85.43%         | 947          | 86.64%         |
| Temporary           | 37         | 9.76%          | 98         | 13.73%         | 135          | 12.35%         |
| Contract            | 3          | 0.79%          |            |                | 3            | 0.27%          |
| Casual              | 2          | 0.53%          | 6          | 0.84%          | 8            | 0.73%          |
| <b>Total</b>        | <b>379</b> | <b>100.00%</b> | <b>714</b> | <b>100.00%</b> | <b>1,093</b> | <b>100.00%</b> |

Employment category by gender (Headcount % across)

| Employment Category      | Sept 2022    |              |               |              |              |               |               |               |              |              |               |       |
|--------------------------|--------------|--------------|---------------|--------------|--------------|---------------|---------------|---------------|--------------|--------------|---------------|-------|
|                          | Permanent    |              |               | Temporary    |              |               | Contract      |               | Casual       |              |               | Total |
|                          | M            | W            | Total         | M            | W            | Total         | M             | Total         | M            | W            | Total         |       |
| AO1 Equivalent           |              |              |               | 80.0%        | 20.0%        | 100.0%        |               |               |              |              |               |       |
| AO2 Equivalent           | 85.9%        | 14.1%        | 100.0%        | 36.4%        | 63.6%        | 100.0%        |               |               | 66.7%        | 33.3%        | 100.0%        |       |
| AO3 Equivalent           | 21.7%        | 78.3%        | 100.0%        | 17.1%        | 82.9%        | 100.0%        |               |               |              | 100.0%       | 100.0%        |       |
| AO4 Equivalent           | 15.5%        | 84.5%        | 100.0%        | 30.8%        | 69.2%        | 100.0%        |               |               |              |              |               |       |
| AO5 Equivalent           | 37.6%        | 62.4%        | 100.0%        | 31.8%        | 68.2%        | 100.0%        |               |               |              |              |               |       |
| AO6 Equivalent           | 32.4%        | 67.6%        | 100.0%        | 16.0%        | 84.0%        | 100.0%        |               |               |              |              |               |       |
| AO7 Equivalent           | 38.1%        | 61.9%        | 100.0%        | 28.6%        | 71.4%        | 100.0%        |               |               |              |              |               |       |
| AO8 Equivalent           | 37.5%        | 62.5%        | 100.0%        | 37.5%        | 62.5%        | 100.0%        |               |               |              |              |               |       |
| SO Equivalent            | 60.9%        | 39.1%        | 100.0%        | 100.0%       |              | 100.0%        | 100.0%        | 100.0%        |              |              |               |       |
| SES Equivalent and above | 50.0%        | 50.0%        | 100.0%        |              | 100.0%       | 100.0%        | 100.0%        | 100.0%        |              |              |               |       |
| <b>Total</b>             | <b>35.6%</b> | <b>64.4%</b> | <b>100.0%</b> | <b>27.4%</b> | <b>72.6%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>25.0%</b> | <b>75.0%</b> | <b>100.0%</b> |       |

Employment category by gender



NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 6.2. Employment security - **Employment category by organisational unit** (September 2022)

Queensland Fire and Emergency Services



MOHRI organisational unit may not align to Departmental organisational units

● Permanent ● Temporary ● Contract ● Casual



NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# 6.3. Employment security - Employment category by Age

Queensland Fire and Emergency Services ▼

Employment category by gender (Headcount)

| Employment Category | Sept 2022  |            |            |           |           |            |          |          |          |          |          | Total        |
|---------------------|------------|------------|------------|-----------|-----------|------------|----------|----------|----------|----------|----------|--------------|
|                     | Permanent  |            |            | Temporary |           |            | Contract |          | Casual   |          |          |              |
|                     | M          | W          | Total      | M         | W         | Total      | M        | Total    | M        | W        | Total    |              |
| 29 years and less   | 30         | 51         | 81         | 10        | 23        | 33         |          |          |          | 1        | 1        | 115          |
| 30 to 44 years      | 126        | 224        | 350        | 12        | 40        | 52         |          |          | 2        | 2        | 4        | 406          |
| 45 to 59 years      | 133        | 276        | 409        | 10        | 32        | 42         | 3        | 3        |          | 2        | 2        | 456          |
| 60 and over         | 48         | 59         | 107        | 5         | 3         | 8          |          |          |          | 1        | 1        | 116          |
| <b>Total</b>        | <b>337</b> | <b>610</b> | <b>947</b> | <b>37</b> | <b>98</b> | <b>135</b> | <b>3</b> | <b>3</b> | <b>2</b> | <b>6</b> | <b>8</b> | <b>1,093</b> |

Employment category by gender (Headcount %)



NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

# 7.1. Flexible working arrangements - Part-time employees

Queensland Fire and Emergency Services ▼

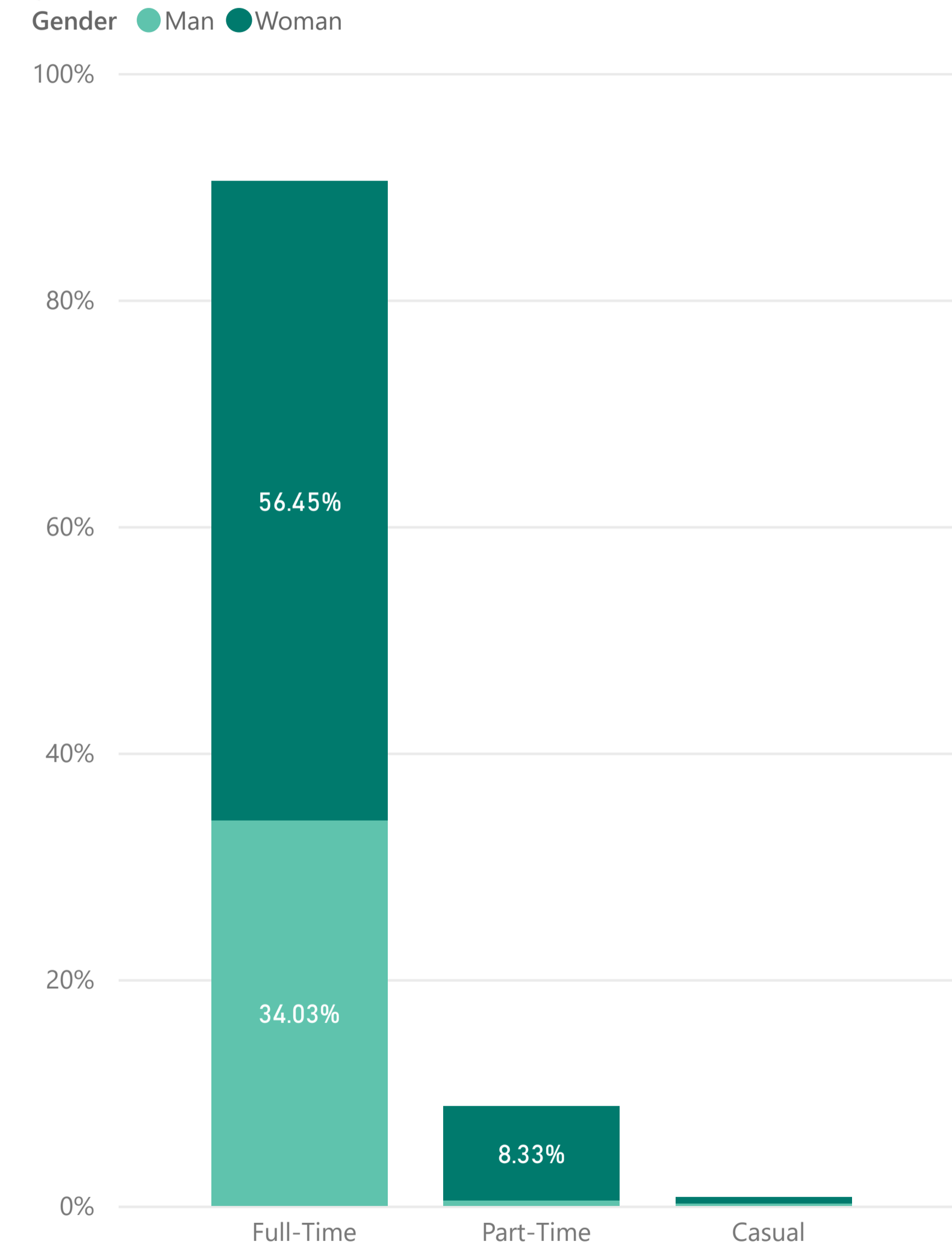
Part time by gender (Headcount)

| Sept 2022          |          |           |           |
|--------------------|----------|-----------|-----------|
| Part-Time          |          |           |           |
| AO Sal Equiv Label | M        | W         | Total     |
| AO2 Equivalent     | 1        | 6         | 7         |
| AO3 Equivalent     | 1        | 48        | 49        |
| AO4 Equivalent     |          | 6         | 6         |
| AO5 Equivalent     | 1        | 12        | 13        |
| AO6 Equivalent     |          | 12        | 12        |
| AO7 Equivalent     | 2        | 3         | 5         |
| AO8 Equivalent     |          | 4         | 4         |
| <b>Total</b>       | <b>5</b> | <b>91</b> | <b>96</b> |

Employment basis by gender (Headcount)

| Sept 2022        |            |                |            |                |              |                |
|------------------|------------|----------------|------------|----------------|--------------|----------------|
| Gender           | M          |                | W          |                | Total        |                |
| Employment Basis | HC         | HC%            | HC         | HC%            | HC           | HC%            |
| Full-Time        | 372        | 98.15%         | 617        | 86.41%         | 989          | 90.48%         |
| Part-Time        | 5          | 1.32%          | 91         | 12.75%         | 96           | 8.78%          |
| Casual           | 2          | 0.53%          | 6          | 0.84%          | 8            | 0.73%          |
| <b>Total</b>     | <b>379</b> | <b>100.00%</b> | <b>714</b> | <b>100.00%</b> | <b>1,093</b> | <b>100.00%</b> |

Employment basis by gender (HC%) - Sept 2022



Part time by gender (Headcount % across)

| Sept 2022          |             |              |               |
|--------------------|-------------|--------------|---------------|
| Part-Time          |             |              |               |
| AO Sal Equiv Label | M           | W            | Total         |
| AO2 Equivalent     | 14.3%       | 85.7%        | 100.0%        |
| AO3 Equivalent     | 2.0%        | 98.0%        | 100.0%        |
| AO4 Equivalent     |             | 100.0%       | 100.0%        |
| AO5 Equivalent     | 7.7%        | 92.3%        | 100.0%        |
| AO6 Equivalent     |             | 100.0%       | 100.0%        |
| AO7 Equivalent     | 40.0%       | 60.0%        | 100.0%        |
| AO8 Equivalent     |             | 100.0%       | 100.0%        |
| <b>Total</b>       | <b>5.2%</b> | <b>94.8%</b> | <b>100.0%</b> |

Part time by gender and age group (Headcount % across)

| Sept 2022         |           |             |           |              |           |               |  |
|-------------------|-----------|-------------|-----------|--------------|-----------|---------------|--|
| Part-Time         |           |             |           |              |           |               |  |
| Gender            | M         |             | W         |              | Total     |               |  |
| Age Group         | Headcount | %           | Headcount | %            | Headcount | %             |  |
| 29 years and less | 1         | 8.3%        | 11        | 91.7%        | 12        | 100.0%        |  |
| 30 to 44 years    | 1         | 2.0%        | 49        | 98.0%        | 50        | 100.0%        |  |
| 45 to 59 years    | 1         | 4.2%        | 23        | 95.8%        | 24        | 100.0%        |  |
| 60 and over       | 2         | 20.0%       | 8         | 80.0%        | 10        | 100.0%        |  |
| <b>Total</b>      | <b>5</b>  | <b>5.2%</b> | <b>91</b> | <b>94.8%</b> | <b>96</b> | <b>100.0%</b> |  |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



## 7.2. Flexible working arrangements - **Part-time employees by organisational unit**

Queensland Fire and Emergency Services



MOHRI organisational units may not align to Departmental organisational units

Part time by gender (Headcount %)

| Org unit                      | Sept 2022 |             |           |              |           |               |
|-------------------------------|-----------|-------------|-----------|--------------|-----------|---------------|
|                               | M         |             | W         |              | Total     |               |
|                               | No.       | %           | No.       | %            | No.       | %             |
| Capability & State Services   |           |             | 10        | 100.0%       | <b>10</b> | <b>100.0%</b> |
| Readiness & Response Services | 2         | 4.2%        | 46        | 95.8%        | <b>48</b> | <b>100.0%</b> |
| Strategy & Corporate Services | 3         | 7.9%        | 35        | 92.1%        | <b>38</b> | <b>100.0%</b> |
| <b>Total</b>                  | <b>5</b>  | <b>5.2%</b> | <b>91</b> | <b>94.8%</b> | <b>96</b> | <b>100.0%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



## 8.1. Family working arrangements - Carers leave

Queensland Fire and Emergency Services

Average full-time carers leave days taken per employee in the previous quarter (excludes casual employees)

| AO Sal Equiv Label       | Sept 2020   |             |             | Dec 2020    |             |             | March 2021  |             |             | June 2021   |             |             | Sept 2021   |             |             | Dec 2021    |             |             | March 2022  |             |             | June 2022   |             |             | Sept 2022   |             |             |
|--------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                          | M           | W           | Total       | M           | W           | Total       | M           | W           | Total       | M           | W           | Total       | M           | W           | Total       | M           | W           | Total       | M           | W           | Total       | M           | W           | Total       | M           | W           | Total       |
| AO1 Equivalent           |             |             |             |             |             |             |             |             |             |             |             |             | 0.00        | 0.00        | <b>0.00</b> | 0.00        | 0.00        | <b>0.00</b> | 0.13        | 0.00        | <b>0.11</b> | 0.00        | 0.00        | <b>0.00</b> | 0.00        | 0.00        | <b>0.00</b> |
| AO2 Equivalent           | 0.04        | 0.32        | <b>0.21</b> | 0.00        | 0.15        | <b>0.12</b> | 0.00        | 0.21        | <b>0.12</b> | 0.07        | 0.34        | <b>0.23</b> | 0.02        | 0.31        | <b>0.20</b> | 0.19        | 0.10        | <b>0.14</b> | 0.05        | 0.23        | <b>0.09</b> | 0.02        | 0.02        | <b>0.02</b> | 0.09        | 0.20        | <b>0.11</b> |
| AO3 Equivalent           | 0.35        | 0.25        | <b>0.27</b> | 0.23        | 0.30        | <b>0.28</b> | 0.44        | 0.43        | <b>0.43</b> | 0.19        | 0.35        | <b>0.32</b> | 0.11        | 0.43        | <b>0.35</b> | 0.20        | 0.33        | <b>0.30</b> | 0.31        | 0.23        | <b>0.25</b> | 0.27        | 0.41        | <b>0.38</b> | 0.37        | 0.54        | <b>0.51</b> |
| AO4 Equivalent           | 0.31        | 0.29        | <b>0.30</b> | 0.85        | 0.27        | <b>0.37</b> | 0.63        | 0.27        | <b>0.33</b> | 0.38        | 0.26        | <b>0.28</b> | 0.07        | 0.35        | <b>0.31</b> | 0.27        | 0.36        | <b>0.35</b> | 0.46        | 0.21        | <b>0.25</b> | 0.00        | 0.30        | <b>0.26</b> | 0.25        | 0.58        | <b>0.52</b> |
| AO5 Equivalent           | 0.17        | 0.37        | <b>0.29</b> | 0.16        | 0.35        | <b>0.27</b> | 0.24        | 0.27        | <b>0.26</b> | 0.07        | 0.30        | <b>0.21</b> | 0.28        | 0.59        | <b>0.46</b> | 0.34        | 0.34        | <b>0.34</b> | 0.11        | 0.49        | <b>0.32</b> | 0.76        | 0.23        | <b>0.46</b> | 0.46        | 0.41        | <b>0.43</b> |
| AO6 Equivalent           | 0.08        | 0.14        | <b>0.12</b> | 0.10        | 0.28        | <b>0.24</b> | 0.36        | 0.22        | <b>0.25</b> | 0.12        | 0.32        | <b>0.27</b> | 0.13        | 0.21        | <b>0.18</b> | 0.37        | 0.39        | <b>0.39</b> | 0.65        | 0.23        | <b>0.35</b> | 0.22        | 0.19        | <b>0.20</b> | 0.14        | 0.32        | <b>0.27</b> |
| AO7 Equivalent           | 0.24        | 0.28        | <b>0.27</b> | 0.67        | 0.20        | <b>0.43</b> | 0.36        | 0.14        | <b>0.25</b> | 0.26        | 0.10        | <b>0.17</b> | 0.23        | 0.10        | <b>0.15</b> | 0.26        | 0.31        | <b>0.29</b> | 0.39        | 0.13        | <b>0.24</b> | 0.94        | 0.25        | <b>0.52</b> | 0.70        | 0.19        | <b>0.38</b> |
| AO8 Equivalent           | 0.13        | 0.25        | <b>0.19</b> | 0.06        | 0.16        | <b>0.12</b> | 0.04        | 0.13        | <b>0.09</b> | 0.41        | 0.16        | <b>0.27</b> | 0.10        | 0.09        | <b>0.09</b> | 0.30        | 0.14        | <b>0.20</b> | 1.25        | 0.19        | <b>0.60</b> | 0.19        | 0.21        | <b>0.20</b> | 0.23        | 0.50        | <b>0.40</b> |
| SO Equivalent            | 1.22        | 0.06        | <b>0.68</b> | 0.00        | 0.22        | <b>0.10</b> | 0.00        | 0.00        | <b>0.00</b> | 0.00        | 0.12        | <b>0.06</b> | 0.08        | 0.08        | <b>0.08</b> | 0.08        | 0.15        | <b>0.11</b> | 0.24        | 0.18        | <b>0.21</b> | 0.19        | 0.28        | <b>0.22</b> | 0.03        | 0.34        | <b>0.14</b> |
| SES Equivalent and above | 0.00        | 0.00        | <b>0.00</b> | 0.50        | 2.00        | <b>1.00</b> | 1.50        | 0.00        | <b>1.00</b> | 0.00        |             | <b>0.00</b> | 0.00        |             | <b>0.00</b> | 2.52        |             | <b>2.52</b> | 0.00        |             | <b>0.00</b> | 0.00        | 0.00        | <b>0.00</b> | 0.07        | 0.00        | <b>0.04</b> |
| <b>Total</b>             | <b>0.19</b> | <b>0.27</b> | <b>0.24</b> | <b>0.27</b> | <b>0.26</b> | <b>0.26</b> | <b>0.24</b> | <b>0.27</b> | <b>0.26</b> | <b>0.16</b> | <b>0.29</b> | <b>0.25</b> | <b>0.15</b> | <b>0.31</b> | <b>0.25</b> | <b>0.29</b> | <b>0.31</b> | <b>0.30</b> | <b>0.36</b> | <b>0.25</b> | <b>0.29</b> | <b>0.36</b> | <b>0.29</b> | <b>0.31</b> | <b>0.30</b> | <b>0.43</b> | <b>0.39</b> |

Data shown reflects the carers leave taken in the previous quarter due to the three month lag in collection time for all types of unscheduled leave. Excludes casual employees.

## 8.2. Family working arrangements - Parental leave

Queensland Fire and Emergency Services

Maternity leave hours taken in the quarter (includes full, half and no pay)

| AO Sal Equiv Label       | Dec 2021     |              | March 2022   |              | June 2022    |              | Sept 2022    |              |
|--------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                          | W            | Total        | W            | Total        | W            | Total        | W            | Total        |
| AO1 Equivalent           | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0            |
| AO2 Equivalent           | 0            | 0            | 0            | 0            | 0            | 0            | 0            | 0            |
| AO3 Equivalent           | 251          | 251          | 300          | 300          | 1,059        | 1,059        | 497          | 497          |
| AO4 Equivalent           | 0            | 0            | 97           | 97           | 0            | 0            | 371          | 371          |
| AO5 Equivalent           | 1,125        | 1,125        | 987          | 987          | 95           | 95           | 138          | 138          |
| AO6 Equivalent           | 0            | 0            | 419          | 419          | 951          | 951          | 896          | 896          |
| AO7 Equivalent           | 449          | 449          | 58           | 58           | 533          | 533          | 984          | 984          |
| AO8 Equivalent           | 0            | 0            | 0            | 0            | 0            | 0            | 264          | 264          |
| SO Equivalent            | 62           | 62           | 466          | 466          | 327          | 327          | 0            | 0            |
| SES Equivalent and above |              |              |              |              | 0            | 0            | 0            | 0            |
| <b>Total</b>             | <b>1,887</b> | <b>1,887</b> | <b>2,327</b> | <b>2,327</b> | <b>2,965</b> | <b>2,965</b> | <b>3,151</b> | <b>3,151</b> |

Long and short spousal leave (formerly spousal leave was as a combined category) was first captured in Sept 2021 as per *Paid Parental Leave Directive 05/20*.

Includes staff with employment status of active/paid/unpaid.

Long spousal leave hours taken in the quarter (includes full, half and no pay)

| AO Sal Equiv Label       | Dec 2021 |          |          | March 2022 |          |           | June 2022 |          |          | Sept 2022 |          |           |
|--------------------------|----------|----------|----------|------------|----------|-----------|-----------|----------|----------|-----------|----------|-----------|
|                          | M        | W        | Total    | M          | W        | Total     | M         | W        | Total    | M         | W        | Total     |
| AO1 Equivalent           | 0        | 0        | 0        | 0          | 0        | 0         | 0         | 0        | 0        | 0         | 0        | 0         |
| AO2 Equivalent           | 0        | 0        | 0        | 0          | 0        | 0         | 0         | 0        | 0        | 0         | 0        | 0         |
| AO3 Equivalent           | 0        | 0        | 0        | 0          | 0        | 0         | 0         | 0        | 0        | 0         | 0        | 0         |
| AO4 Equivalent           | 0        | 0        | 0        | 0          | 0        | 0         | 0         | 0        | 0        | 0         | 0        | 0         |
| AO5 Equivalent           | 0        | 0        | 0        | 58         | 0        | 58        | 0         | 0        | 0        | 66        | 0        | 66        |
| AO6 Equivalent           | 0        | 0        | 0        | 0          | 0        | 0         | 0         | 0        | 0        | 0         | 0        | 0         |
| AO7 Equivalent           | 0        | 0        | 0        | 0          | 0        | 0         | 0         | 0        | 0        | 0         | 0        | 0         |
| AO8 Equivalent           | 0        | 0        | 0        | 0          | 0        | 0         | 0         | 0        | 0        | 0         | 0        | 0         |
| SO Equivalent            | 0        | 0        | 0        | 0          | 0        | 0         | 0         | 0        | 0        | 0         | 0        | 0         |
| SES Equivalent and above | 0        | 0        | 0        | 0          | 0        | 0         | 0         | 0        | 0        | 0         | 0        | 0         |
| <b>Total</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>58</b>  | <b>0</b> | <b>58</b> | <b>0</b>  | <b>0</b> | <b>0</b> | <b>66</b> | <b>0</b> | <b>66</b> |

Short spousal leave hours taken in the quarter (includes full, half and no pay)

| AO Sal Equiv Label       | Dec 2021  |          |           | March 2022 |          |           | June 2022 |          |           | Sept 2022 |          |          |
|--------------------------|-----------|----------|-----------|------------|----------|-----------|-----------|----------|-----------|-----------|----------|----------|
|                          | M         | W        | Total     | M          | W        | Total     | M         | W        | Total     | M         | W        | Total    |
| AO1 Equivalent           | 0         | 0        | 0         | 0          | 0        | 0         | 0         | 0        | 0         | 0         | 0        | 0        |
| AO2 Equivalent           | 0         | 0        | 0         | 0          | 0        | 0         | 0         | 0        | 0         | 0         | 0        | 0        |
| AO3 Equivalent           | 0         | 0        | 0         | 0          | 0        | 0         | 0         | 0        | 0         | 0         | 0        | 0        |
| AO4 Equivalent           | 0         | 0        | 0         | 0          | 0        | 0         | 0         | 0        | 0         | 0         | 0        | 0        |
| AO5 Equivalent           | 58        | 0        | 58        | 0          | 0        | 0         | 29        | 0        | 29        | 0         | 0        | 0        |
| AO6 Equivalent           | 0         | 0        | 0         | 0          | 0        | 0         | 0         | 0        | 0         | 0         | 0        | 0        |
| AO7 Equivalent           | 0         | 0        | 0         | 36         | 0        | 36        | 0         | 0        | 0         | 0         | 0        | 0        |
| AO8 Equivalent           | 0         | 0        | 0         | 0          | 0        | 0         | 0         | 0        | 0         | 0         | 0        | 0        |
| SO Equivalent            | 0         | 0        | 0         | 0          | 0        | 0         | 0         | 0        | 0         | 0         | 0        | 0        |
| SES Equivalent and above | 0         | 0        | 0         | 0          | 0        | 0         | 0         | 0        | 0         | 0         | 0        | 0        |
| <b>Total</b>             | <b>58</b> | <b>0</b> | <b>58</b> | <b>36</b>  | <b>0</b> | <b>36</b> | <b>29</b> | <b>0</b> | <b>29</b> | <b>0</b>  | <b>0</b> | <b>0</b> |

## 9.1. Safety and Wellbeing - Sick leave

Queensland Fire and Emergency Services

Average full time sick days taken per employee in the previous quarter

|              | March 2020  | June 2020   | Sept 2020   | Dec 2020    | March 2021  | June 2021   | Sept 2021   | Dec 2021    | March 2022  | June 2022   | Sept 2022   |
|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Man          | 1.18        | 1.28        | 0.92        | 1.61        | 1.66        | 1.42        | 1.23        | 2.19        | 1.22        | 1.20        | 1.63        |
| Woman        | 1.88        | 1.31        | 1.59        | 1.99        | 1.90        | 2.15        | 1.73        | 1.87        | 1.66        | 1.54        | 2.24        |
| <b>Total</b> | <b>1.66</b> | <b>1.30</b> | <b>1.37</b> | <b>1.88</b> | <b>1.82</b> | <b>1.91</b> | <b>1.56</b> | <b>1.97</b> | <b>1.50</b> | <b>1.42</b> | <b>2.02</b> |

Sick leave rate for the previous quarter

|              | March 2020   | June 2020    | Sept 2020    | Dec 2020     | March 2021   | June 2021    | Sept 2021    | Dec 2021     | March 2022   | June 2022    | Sept 2022    |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Man          | 1.89%        | 2.01%        | 1.47%        | 2.46%        | 2.65%        | 2.27%        | 2.02%        | 3.38%        | 1.96%        | 1.95%        | 2.65%        |
| Woman        | 3.24%        | 2.19%        | 2.72%        | 3.20%        | 3.26%        | 3.66%        | 2.99%        | 3.00%        | 2.82%        | 2.62%        | 3.86%        |
| <b>Total</b> | <b>2.80%</b> | <b>2.13%</b> | <b>2.30%</b> | <b>2.98%</b> | <b>3.05%</b> | <b>3.18%</b> | <b>2.65%</b> | <b>3.12%</b> | <b>2.50%</b> | <b>2.37%</b> | <b>3.42%</b> |

Data shown reflects the sick leave taken in the previous quarter due to the three month lag in collection time for all types of unscheduled leave. Excludes casual employees.

NOTE: Only Queensland Health reported non-binary information in June 2021. Non-binary information was reported by the rest of the sector for the first time in Sept 2021.

## 10.1. Recruitment and higher duties - **New recruits**

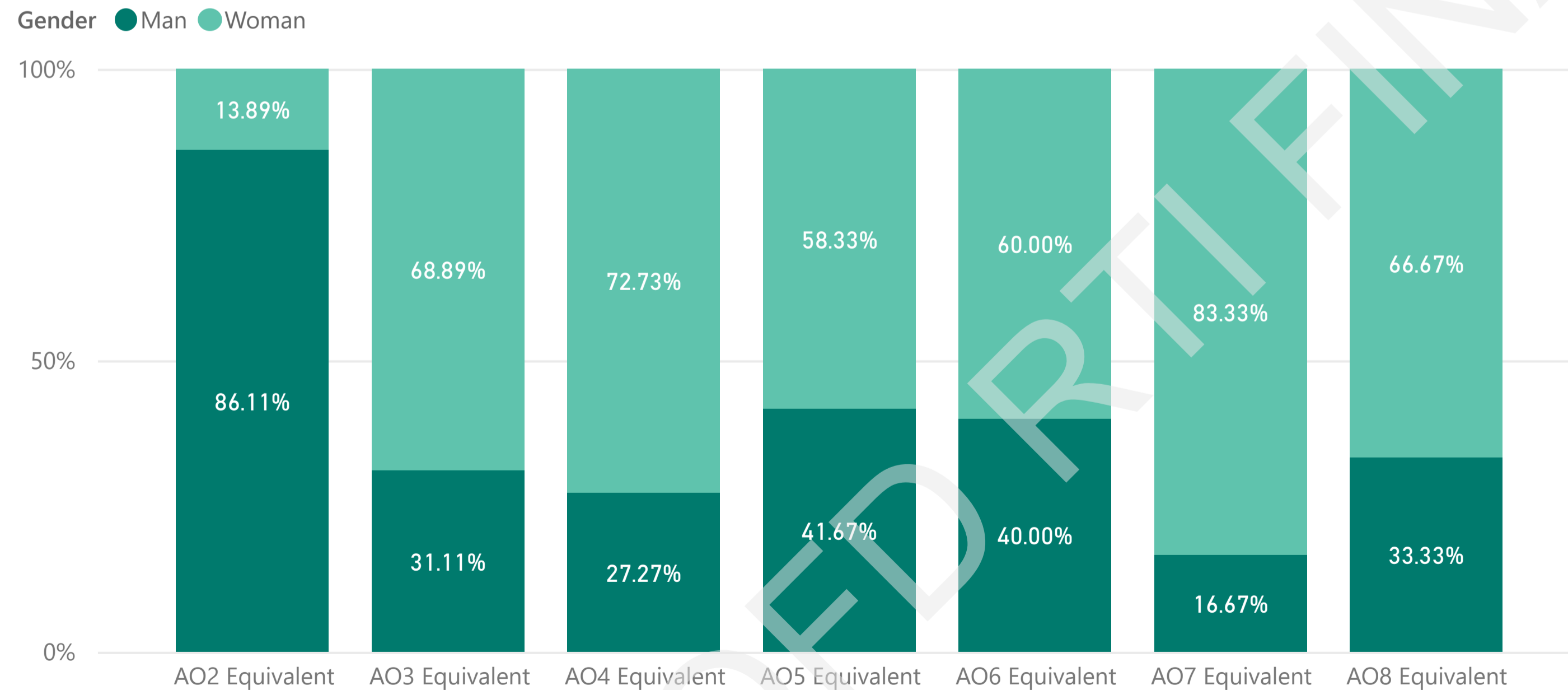
Queensland Fire and Emergency Services

New recruits are defined as employees who started employment in the Queensland public sector within the 12 months up to 30 September 2022.

### Full-time salary equivalent (Headcount)

|              | AO2 Equivalent | AO3 Equivalent | AO4 Equivalent | AO5 Equivalent | AO6 Equivalent | AO7 Equivalent | AO8 Equivalent | Total      |
|--------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|------------|
| Man          | 62             | 14             | 3              | 5              | 8              | 1              | 2              | <b>95</b>  |
| Woman        | 10             | 31             | 8              | 7              | 12             | 5              | 4              | <b>77</b>  |
| <b>Total</b> | <b>72</b>      | <b>45</b>      | <b>11</b>      | <b>12</b>      | <b>20</b>      | <b>6</b>       | <b>6</b>       | <b>172</b> |

### Full-time salary equivalent (Headcount %)



NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 10.2. Recruitment and higher duties - **Higher duties**

Queensland Fire and Emergency Services

This data reflects employees who received higher duties in the last pay fortnight of September 2022.

### Employees on higher duties (Headcount)

| Gender       | AO3 Equivalent | AO4 Equivalent | AO5 Equivalent | AO6 Equivalent | AO7 Equivalent | AO8 Equivalent | SO Equivalent | SES Equivalent and above | Total      |
|--------------|----------------|----------------|----------------|----------------|----------------|----------------|---------------|--------------------------|------------|
| Man          |                | 1              | 7              | 6              | 11             | 8              | 9             | 3                        | <b>45</b>  |
| Woman        | 1              | 22             | 26             | 28             | 19             | 19             | 3             | 3                        | <b>121</b> |
| <b>Total</b> | <b>1</b>       | <b>23</b>      | <b>33</b>      | <b>34</b>      | <b>30</b>      | <b>27</b>      | <b>12</b>     | <b>6</b>                 | <b>166</b> |

This data reflects employees who did not receive higher duties in the last pay fortnight of September 2022.

### Employees NOT on higher duties (Headcount)

| Gender       | AO1 Equivalent | AO2 Equivalent | AO3 Equivalent | AO4 Equivalent | AO5 Equivalent | AO6 Equivalent | AO7 Equivalent | AO8 Equivalent | SO Equivalent | SES Equivalent and above | Total      |
|--------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|---------------|--------------------------|------------|
| Man          | 4              | 79             | 66             | 14             | 53             | 45             | 39             | 25             | 8             | 1                        | <b>334</b> |
| Woman        | 1              | 20             | 251            | 47             | 77             | 91             | 64             | 36             | 6             |                          | <b>593</b> |
| <b>Total</b> | <b>5</b>       | <b>99</b>      | <b>317</b>     | <b>61</b>      | <b>130</b>     | <b>136</b>     | <b>103</b>     | <b>61</b>      | <b>14</b>     | <b>1</b>                 | <b>927</b> |

# 11.1. Separations by level and gender

Queensland Fire and Emergency Services

Number of permanent employee separated from the sector

| AO Sal Equiv Label       | Sept 2020 |          |           | Sept 2021 |           |           | Sept 2022 |          |           |
|--------------------------|-----------|----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|
|                          | M         | W        | Total     | M         | W         | Total     | M         | W        | Total     |
| AO1 Equivalent           |           |          |           | 0         | 0         | 0         | 0         | 0        | 0         |
| AO2 Equivalent           | 2         | 2        | 4         | 2         | 3         | 5         | 2         | 0        | 2         |
| AO3 Equivalent           | 0         | 1        | 1         | 0         | 4         | 4         | 0         | 4        | 4         |
| AO4 Equivalent           | 0         | 1        | 1         | 2         | 0         | 2         | 0         | 1        | 1         |
| AO5 Equivalent           | 1         | 1        | 2         | 0         | 2         | 2         | 0         | 1        | 1         |
| AO6 Equivalent           | 0         | 2        | 2         | 0         | 0         | 0         | 1         | 2        | 3         |
| AO7 Equivalent           | 0         | 1        | 1         | 1         | 2         | 3         | 1         | 0        | 1         |
| AO8 Equivalent           | 1         | 0        | 1         | 1         | 0         | 1         | 1         | 0        | 1         |
| SO Equivalent            | 0         | 0        | 0         | 1         | 0         | 1         | 0         | 0        | 0         |
| SES Equivalent and above | 0         | 0        | 0         | 0         |           | 0         | 0         | 0        | 0         |
| <b>Total</b>             | <b>4</b>  | <b>8</b> | <b>12</b> | <b>7</b>  | <b>11</b> | <b>18</b> | <b>5</b>  | <b>8</b> | <b>13</b> |

Separation reason

| Separation Reason | Sept 2022 |                |          |                |           |                |
|-------------------|-----------|----------------|----------|----------------|-----------|----------------|
|                   | M         |                | W        |                | Total     |                |
|                   | No.       | No. %          | No.      | No. %          | No.       | No. %          |
| Age retirement    | 1         | 20.00%         | 2        | 25.00%         | 3         | 23.08%         |
| Resignation       | 4         | 80.00%         | 6        | 75.00%         | 10        | 76.92%         |
| <b>Total</b>      | <b>5</b>  | <b>100.00%</b> | <b>8</b> | <b>100.00%</b> | <b>13</b> | <b>100.00%</b> |

Separation rates of permanent employees exiting the sector

| AO Sal Equiv Label       | Sept 2020    |              |              |              | Sept 2021    |              |              |              | Sept 2022    |              |              |              |
|--------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                          | M            | W            | NB           | Total        | M            | W            | NB           | Total        | M            | W            | NB           | Total        |
| AO1 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO2 Equivalent           | 3.13%        | 2.82%        | 0.00%        | 2.96%        | 3.77%        | 4.05%        | 0.00%        | 3.94%        | 2.74%        | 0.00%        | 0.00%        | 2.35%        |
| AO3 Equivalent           | 0.00%        | 0.71%        | 0.00%        | 0.58%        | 0.00%        | 2.80%        | 0.00%        | 2.04%        | 0.00%        | 1.88%        | 0.00%        | 1.47%        |
| AO4 Equivalent           | 0.00%        | 1.82%        | 0.00%        | 1.54%        | 16.67%       | 0.00%        | 0.00%        | 2.74%        | 0.00%        | 1.67%        | 0.00%        | 1.41%        |
| AO5 Equivalent           | 2.33%        | 1.52%        | 0.00%        | 1.83%        | 0.00%        | 2.47%        | 0.00%        | 1.43%        | 0.00%        | 1.14%        | 0.00%        | 0.71%        |
| AO6 Equivalent           | 0.00%        | 2.94%        | 0.00%        | 2.13%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 2.13%        | 2.04%        | 0.00%        | 2.07%        |
| AO7 Equivalent           | 0.00%        | 1.75%        | 0.00%        | 0.99%        | 1.61%        | 1.67%        | 0.00%        | 1.65%        | 2.08%        | 0.00%        | 0.00%        | 0.79%        |
| AO8 Equivalent           | 3.45%        | 0.00%        | 0.00%        | 1.67%        | 3.13%        | 0.00%        | 0.00%        | 1.25%        | 3.33%        | 0.00%        | 0.00%        | 1.25%        |
| SO Equivalent            | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 9.09%        | 0.00%        | 0.00%        | 4.35%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| SES Equivalent and above | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| <b>Total</b>             | <b>1.56%</b> | <b>1.61%</b> | <b>0.00%</b> | <b>1.60%</b> | <b>2.29%</b> | <b>1.87%</b> | <b>0.00%</b> | <b>2.01%</b> | <b>1.48%</b> | <b>1.31%</b> | <b>0.00%</b> | <b>1.37%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.



## 11.2. Separations - People who identify as Aboriginal Peoples and Torres Strait Islander Peoples

Queensland Fire and Emergency Services

Number of permanent employees separated from the sector

| AO Sal Equiv Label | Sept 2020 |          |          | Sept 2021 |          |          | Sept 2022 |          |          |
|--------------------|-----------|----------|----------|-----------|----------|----------|-----------|----------|----------|
|                    | M         | W        | Total    | M         | W        | Total    | M         | W        | Total    |
| AO2 Equivalent     |           | 0        | 0        | 0         | 0        | 0        |           |          |          |
| AO3 Equivalent     |           | 0        | 0        |           | 0        | 0        | 0         | 0        | 0        |
| AO4 Equivalent     |           |          |          |           | 0        | 0        |           | 0        | 0        |
| AO5 Equivalent     | 0         | 0        | 0        | 0         | 0        | 0        | 0         | 0        | 0        |
| AO6 Equivalent     | 0         | 0        | 0        |           | 0        | 0        | 0         | 0        | 0        |
| AO7 Equivalent     | 0         | 0        | 0        |           | 0        | 0        |           | 0        | 0        |
| AO8 Equivalent     | 0         |          | 0        | 0         |          | 0        |           |          |          |
| <b>Total</b>       | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b> |

Separation reason

| Separation Reason |
|-------------------|
| <b>Total</b>      |

Separation rates of permanent employees exiting the sector

| AO Sal Equiv Label       | Sept 2020    |              |              | Sept 2021    |              |              | Sept 2022    |              |              |
|--------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                          | M            | W            | Total        | M            | W            | Total        | M            | W            | Total        |
| AO1 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO2 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO3 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO4 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO5 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO6 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO7 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO8 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| SO Equivalent            | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| SES Equivalent and above | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| <b>Total</b>             | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 11.3. Separations - People who identify as living with disability

Queensland Fire and Emergency Services

Number of permanent employees separated from the sector

| AO Sal Equiv Label | Sept 2020 |          |          | Sept 2021 |          |          | Sept 2022 |          |          |
|--------------------|-----------|----------|----------|-----------|----------|----------|-----------|----------|----------|
|                    | M         | W        | Total    | M         | W        | Total    | M         | W        | Total    |
| AO2 Equivalent     |           | 0        | 0        |           | 0        | 0        |           |          | 0        |
| AO3 Equivalent     |           | 0        | 0        | 0         | 0        | 0        | 0         | 0        | 0        |
| AO4 Equivalent     | 0         | 0        | 0        |           | 0        | 0        |           | 0        | 0        |
| AO5 Equivalent     | 0         | 0        | 0        | 0         | 0        | 0        | 0         | 0        | 0        |
| AO6 Equivalent     | 0         |          | 0        | 0         |          | 0        | 0         |          | 0        |
| AO7 Equivalent     | 0         | 0        | 0        | 0         | 0        | 0        | 0         | 0        | 0        |
| AO8 Equivalent     | 0         |          | 0        | 0         | 0        | 0        | 1         | 0        | 1        |
| SO Equivalent      |           |          |          |           |          |          |           | 0        | 0        |
| <b>Total</b>       | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b> | <b>1</b>  | <b>0</b> | <b>1</b> |

Separation reason

| Separation Reason | Sept 2022 |                |          |                |
|-------------------|-----------|----------------|----------|----------------|
|                   | M         |                | Total    |                |
|                   | No.       | No. %          | No.      | No. %          |
| Age retirement    | 1         | 100.00%        | 1        | 100.00%        |
| <b>Total</b>      | <b>1</b>  | <b>100.00%</b> | <b>1</b> | <b>100.00%</b> |

Separation rates of permanent employees exiting the sector

| AO Sal Equiv Label       | Sept 2020    |              |              | Sept 2021    |              |              | Sept 2022    |              |              |
|--------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                          | M            | W            | Total        | M            | W            | Total        | M            | W            | Total        |
| AO1 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO2 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO3 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO4 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO5 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO6 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO7 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO8 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 100.00%      | 0.00%        | 50.00%       |
| SO Equivalent            | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| SES Equivalent and above | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| <b>Total</b>             | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>5.56%</b> | <b>0.00%</b> | <b>2.78%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 11.4. Separations - People who identify as CALD1 (Born overseas)

Queensland Fire and Emergency Services

Number of permanent employees separated from the sector

| AO Sal Equiv Label       | Sept 2022 |          |          |
|--------------------------|-----------|----------|----------|
|                          | M         | W        | Total    |
| AO2 Equivalent           | 1         |          | 1        |
| AO3 Equivalent           | 0         | 0        | 0        |
| AO4 Equivalent           | 0         | 0        | 0        |
| AO5 Equivalent           | 0         | 0        | 0        |
| AO6 Equivalent           | 0         | 0        | 0        |
| AO7 Equivalent           |           | 0        | 0        |
| AO8 Equivalent           | 0         | 0        | 0        |
| SO Equivalent            |           | 0        | 0        |
| SES Equivalent and above | 0         |          | 0        |
| <b>Total</b>             | <b>1</b>  | <b>0</b> | <b>1</b> |

Separation reason

| Separation Reason | Sept 2022 |                |          |                |
|-------------------|-----------|----------------|----------|----------------|
|                   | M         |                | Total    |                |
|                   | No.       | No. %          | No.      | No. %          |
| Resignation       | 1         | 100.00%        | 1        | 100.00%        |
| <b>Total</b>      | <b>1</b>  | <b>100.00%</b> | <b>1</b> | <b>100.00%</b> |

Separation rates of permanent employees exiting the sector

| AO Sal Equiv Label       | Sept 2022     |              |              |
|--------------------------|---------------|--------------|--------------|
|                          | M             | W            | Total        |
| AO1 Equivalent           | 0.00%         | 0.00%        | 0.00%        |
| AO2 Equivalent           | Infinity      | 0.00%        | Infinity     |
| AO3 Equivalent           | 0.00%         | 0.00%        | 0.00%        |
| AO4 Equivalent           | 0.00%         | 0.00%        | 0.00%        |
| AO5 Equivalent           | 0.00%         | 0.00%        | 0.00%        |
| AO6 Equivalent           | 0.00%         | 0.00%        | 0.00%        |
| AO7 Equivalent           | 0.00%         | 0.00%        | 0.00%        |
| AO8 Equivalent           | 0.00%         | 0.00%        | 0.00%        |
| SO Equivalent            | 0.00%         | 0.00%        | 0.00%        |
| SES Equivalent and above | 0.00%         | 0.00%        | 0.00%        |
| <b>Total</b>             | <b>14.29%</b> | <b>0.00%</b> | <b>3.45%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.

## 11.5. Separations - People who identify as CALD2 (Language other than English spoken at home)

Queensland Fire and Emergency Services

Number of permanent employees separated from the sector

| AO Sal Equiv Label | Sept 2022 |          |          |
|--------------------|-----------|----------|----------|
|                    | M         | W        | Total    |
| AO2 Equivalent     | 0         |          | 0        |
| AO3 Equivalent     | 0         | 0        | 0        |
| AO4 Equivalent     | 0         | 0        | 0        |
| AO5 Equivalent     | 0         | 0        | 0        |
| AO6 Equivalent     | 0         | 0        | 0        |
| AO7 Equivalent     | 0         | 0        | 0        |
| AO8 Equivalent     | 0         | 0        | 0        |
| <b>Total</b>       | <b>0</b>  | <b>0</b> | <b>0</b> |

Separation reason

| Separation Reason |
|-------------------|
| <b>Total</b>      |

Separation rates of permanent employees exiting the sector

| AO Sal Equiv Label       | Sept 2022    |              |              |              |
|--------------------------|--------------|--------------|--------------|--------------|
|                          | M            | W            | NB           | Total        |
| AO1 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO2 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO3 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO4 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO5 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO6 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO7 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| AO8 Equivalent           | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| SO Equivalent            | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| SES Equivalent and above | 0.00%        | 0.00%        | 0.00%        | 0.00%        |
| <b>Total</b>             | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> |

NOTE: Due to privacy concerns relating to the identifiable nature of the cohort, non-binary figures have been excluded from this report unless otherwise indicated.