



QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Matter No:

B / 2026 / 59-60

Form 20 – Affidavit


INDUSTRIAL REGISTRAR
14 AUG 2026

QUEENSLAND

Industrial Relations Act 2016, s 989

Industrial Relations (Tribunals) Rules 2011, r 52, r 53, r 55

Information

- This form is to be used to prepare an Affidavit.
- Please read this form carefully and complete all relevant sections. Information that is missing or non-compliant with the relevant section of an Act or the Rules may result in the non-acceptance of your form.
- Documents which are longer than 30 pages in length must be provided to the Industrial Registry in hard copy before it will be accepted for filing.
- For further information please refer to the website www.qirc.qld.gov.au or contact the Industrial Registry on 1300 592 987 or via email at qirc.registry@qirc.qld.gov.au.

Instructions

- Affidavits must comply with the formal requirements for documents in accordance with rules 50 to 57 of the *Industrial Relations (Tribunals) Rules 2011*.
- The affidavit must set out the facts divided into consecutively numbered paragraphs. Each paragraph should be confined to a distinct part of the subject matter.
- This affidavit must be sworn or affirmed before a person authorised by law to witness the swearing of affidavits (e.g. Justice of the Peace, Commissioner for Declarations, Lawyer).
- Each page must be signed by the deponent (person making the affidavit) and the witness (person taking the affidavit).
- ***Attach extra page(s) if you need more space, ensuring that Part 5 containing the signature is always on the last page of the form and that each additional page is signed at the bottom of the page by the deponent and witness.***
- Any handwritten alteration to the affidavit must be initialled by the deponent and witness.
- If this affidavit contains exhibits (document mentioned in the affidavit and used with the affidavit) you will need to complete a **Form 21 - Certificate of Exhibit to Affidavit** for each exhibit (which is also to be signed and witnessed).
- If the affidavit is sworn by a person incapable of reading the affidavit or physically incapable of signing it, the witness must complete the Certificate at Part 6.
- If required by the Court, Commission or Registrar, the deponent must appear to give evidence or for cross-examination.
- The Court, Commission or Registrar may remove or strike out any material contained within the affidavit deemed to be a scandalous or oppressive matter.

Signed:

Taken by:

Justice of the Peace/Commissioner for Declarations/Lawyer

1. Matter details

Applicant:	Queensland Council of Unions & Together Queensland
	v
Respondent:	State of Queensland (Office of Industrial Relations)

If there are more than two parties to the application, please complete a **Form 1 – Parties list** and file with this form.

This affidavit is filed for the:	☒ Applicant/Appellant	☐ Respondent (or as the case may be)
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2. Contact details of party filing this affidavit

Title [please select]:	☐ Mr ☐ Mrs ☐ Ms ☐ Miss ☐ Mx ☐ Other: _____				
Name of Party:	Together Queensland, Industrial Union of Employees				
Name of contact person: [if party is an organisation]	Michael Thomas				
Postal/Service address:	PO Box 3272				
	Suburb/Town South Brisbane			Postcode 4101	
Phone number:			Mobile number:	0407 321 655	
Email address:	Registry-list@together.org.au				

3. Deponent's details (person making the affidavit)

Title [please select]:	☐ Mr ☐ Mrs ☐ Ms ☐ Miss ☐ Mx ☐ Other: _____				
Deponent's Name:	Michael Silvanus Thomas				
Postal/Service address*:	PO Box 3272				
	Suburb/Town South Brisbane			Postcode 4101	

* The deponent does not have to give a residential address if they are concerned about their safety. They may give another address at which they are satisfied they will receive documents e.g. a business address.

Signed:



Taken by:



Justice of the Peace/Commissioner for Declarations/Lawyer

4. Evidence

Attach extra pages if you need more space ensuring that Part 5 containing the signature is always on the last page of the form and that each additional page is signed at the bottom of the page by the deponent and witness.

Affidavit

I, Michael Silvanus Thomas of 4/43 Peel Street, South Brisbane
[insert full name of deponent] [insert residential or business address of deponent*]

☐ state on oath: **OR** ☒ do solemnly and sincerely affirm and declare, that:

Role and basis of knowledge

1. I am an Assistant Branch Secretary with Together Queensland, Industrial Union of Employees. I make it from my own knowledge and from the records referred to below, except where I indicate a matter is stated on information and belief, in which case I identify the source and believe it to be true.
2. In the course of my duties I represent, and have industrial carriage of matters affecting, employees covered by the certified agreements and awards referred to below, and I am familiar with the classifications, ordinary hours and duties of the employees engaged under them.
3. I make this affidavit in response to the State's outline of submissions at [39] and [61] to [63]; the affidavit of S V Donovan filed 31 July 2026 at [39], which address the number of low-paid employees in this jurisdiction and the position of the AO2 and OO2 classifications and to the affidavit of M Bonaventura filed 31 July 2026, and in particular his evidence at [6.12], [6.13] and [6.15]

continued overleaf

Signed:


[Signature of the deponent/substitute signatory]

Taken by


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The Fair Work Commission's low-paid measures

4. In the Annual Wage Review 2026 [2026] FWCFB 3500 at [84], the Expert Panel adopted a low-paid benchmark of two-thirds of the median adult weekly earnings of a full-time employee, and identified two statistical measures of that benchmark:
 - (a) the ABS Characteristics of Employment (CoE) measure of \$1,164.67 per week; and
 - (b) the ABS Employee Earnings and Hours (EEH) measure of \$1,234.67 per week.
5. The affidavit of S V Donovan at [39] counts only those employees paid below the lower CoE measure of \$1,164.67 per week (2,628 employees), and does not count employees paid below the higher EEH measure of \$1,234.67 per week. This affidavit sets out the number of employees engaged at the lowest ongoing adult pay points who are paid below the EEH measure, in three certified agreements for which I hold data.

Classification rates: AO2 and OO2 pay points

6. The minimum weekly rates for the Administrative Officer Level 2 (AO2) and Operational Officer Level 2 (OO2) pay points under the *Queensland Public Service Officers and Other Employees Award - State 2015* (cl 12.3) are set out in Table 1. The AO2.1 and OO2.1 rate of \$1,167.50 per week is that stated in the applicant's outline of submissions at [36].

Table 1 - AO2 and OO2 weekly rates against the low-paid measures

Classification and pay point	Weekly rate	Exceeds CoE measure (\$1,164.67)?	Below EEH measure (\$1,234.67)?
AO2 pay point 1 (AO2.1)	\$1,167.50	Yes	Yes
AO2 pay point 2 (AO2.2)	\$1,197.00	Yes	Yes
AO2 pay point 3 (AO2.3)	\$1,227.00	Yes	Yes
OO2 pay point 1 (OO2.1)	\$1,167.50	Yes	Yes
OO2 pay point 2 (OO2.2)	\$1,198.50	Yes	Yes
OO2 pay point 3 (OO2.3)	\$1,231.00	Yes	Yes

7. Each of these pay points is a rate applicable to ongoing adult employment; they are not junior or training rates. As Table 1 shows, each of the six rates exceeds the CoE measure of \$1,164.67 per week but is below the EEH measure of \$1,234.67 per week. Every employee paid at any of these pay points therefore receives a weekly rate that falls within the band between the two measures.
8. The minimum weekly rates for the AO2 and OO2 pay points under the *Hospital and Health Service General Employees (Queensland Health) Award - State 2015* are set out in Table 1A. Those rates are higher than the corresponding rates in Table 1. Unlike the

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pay points in Table 1, only pay points 1 and 2 under this award fall below the EEH measure; pay point 3 exceeds it.

Table 1A - AO2 and OO2 weekly rates (Queensland Health award) against the low-paid measures

Classification and pay point	Weekly rate	Exceeds CoE measure (\$1,164.67)?	Below EEH measure (\$1,234.67)?
AO2 pay point 1 (AO2.1)	\$1,192.00	Yes	Yes
AO2 pay point 2 (AO2.2)	\$1,221.00	Yes	Yes
AO2 pay point 3 (AO2.3)	\$1,251.50	Yes	No
OO2 pay point 1 (OO2.1)	\$1,192.00	Yes	Yes
OO2 pay point 2 (OO2.2)	\$1,222.50	Yes	Yes
OO2 pay point 3 (OO2.3)	\$1,255.00	Yes	No

Employees paid below the EEH measure in the three agreements

9. I rely on classification-level workforce data for three certified agreements.
10. The first is the Department of Education Certified Agreement 2025 (CB/2026/40) (the Education Agreement), which replaced the Department of Education Certified Agreement 2022. The classification data is the gender pay gap data disclosed by the Department of Education under s 173(3) of the Industrial Relations Act 2016 in the course of bargaining for the Education Agreement, drawn from the MOHRI official data set for 2025 Quarter 1 and describing the departmental workforce as at 23 March 2025. A copy is exhibit **MT-1**.
11. The second is the State Government Entities Certified Agreement 2023. The data is drawn from MOHRI data for the June quarter 2025. A copy is exhibit **MT-2**.
12. The third is the Queensland Public Health Sector Certified Agreement (No. 12) 2025 (EB12), under which employees are engaged at the classifications in the Hospital and Health Service General Employees (Queensland Health) Award - State 2015. The classification data is the gender equity data for the Queensland Health workforce disclosed under s 173(3) of the Industrial Relations Act 2016, as at the pay period ending 22 June 2025. A copy is exhibit **MT-3**.
13. These are separate instruments covering separate groups of employees. The Education Agreement covers approximately 15,154 employees in the Department of Education. The Core Agreement covers core public sector employees across a range of agencies. EB12 covers employees in the Queensland public health sector. There is no overlap between the three counts. While there are other agreements in the sector that may have AO2 and OO2 employees my assessment is that agreements would cover the majority.
14. For each of the Education and Core agreements I identified the number of employees recorded at each of the pay points AO2.1, AO2.2, AO2.3, OO2.1, OO2.2 and OO2.3.

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[Signature of witness]

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Because each of those pay points is paid below the EEH measure (Table 1), every employee so recorded was paid a weekly rate below \$1,234.67. The counts are set out in Table 2.

Table 2 - Employees at AO2.1-2.3 and OO2.1-2.3 paid below \$1,234.67 per week

Pay point	Weekly rate	Education	Core	Total
AO2.1	\$1,167.50	70	134	204
AO2.2	\$1,197.00	54	54	108
AO2.3	\$1,227.00	66	44	110
AO2.1-2.3 subtotal		190	232	422
OO2.1	\$1,167.50	443	460	903
OO2.2	\$1,198.50	150	114	264
OO2.3	\$1,231.00	113	68	181
OO2.1-2.3 subtotal		706	642	1,348
Total below \$1,234.67		896	874	1,770

15. Across these two agreements alone, 1,770 employees were engaged at a pay point below the EEH measure of \$1,234.67 per week (896 under the Education Agreement and 874 under the Core Agreement). These two agreements are not the only instruments in this jurisdiction under which employees are engaged at the AO2 and OO2 levels.
16. In relation to EB12, and because only pay points 1 and 2 fall below the EEH measure (Table 1A), I counted the employees recorded at AO2.1, AO2.2, OO2.1 and OO2.2. Those counts are set out in Table 2A. A total of 3,067 such employees were paid a weekly rate below \$1,234.67. Taken together with the 1,770 employees under the Education and Core agreements, 4,837 employees across the three agreements were engaged at a pay point below the EEH measure.

Table 2A - Queensland Health (EB12) employees at AO2 and OO2 pay points 1 and 2 paid below \$1,234.67 per week

Pay point	Weekly rate	Employees
AO2.1	\$1,192.00	65
AO2.2	\$1,221.00	25
AO2.1-2.2 subtotal		90
OO2.1	\$1,192.00	1,858
OO2.2	\$1,222.50	1,119
OO2.1-2.2 subtotal		2,977
Total below \$1,234.67		3,067

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[Signature of witness]

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Nature of the work at these pay points

17. The employees engaged at these pay points are, in my experience, ordinarily engaged on daytime hours.
18. Employees at the OO2 pay points under the Education Agreement are predominantly facilities officers employed in schools, whose duties involve the care and maintenance of school buildings and grounds; and
19. Employees at the AO2 pay points are predominantly administrative officers performing clerical and administrative work.
20. These are ordinary-hours positions worked during the standard working day. Employees at these pay points do not, as a matter of course, work the weekend, evening or shift hours that attract penalty rates, and they have limited capacity to supplement their ordinary weekly earnings through overtime:
 - (a) under the Queensland Public Service Officers and Other Employees Award - State 2015, overtime is payable only for work performed outside the span of ordinary hours (6.00am to 6.00pm) or beyond 9.5 hours in a day (clause 15). Employees at these pay points ordinarily work within that span and no more than 9.5 hours in a day, and so do not, as a matter of course, attract overtime; and
 - (b) under the Education Agreement, employees may accrue ordinary hours and take them as time off during school vacation periods (clauses 6.7 and 6.11). That arrangement is an accrual of ordinary time; it is not payment for, or time off in lieu of, overtime. Time accrued and taken as leave in this way does not increase the employee's weekly earnings.
21. Accordingly, the actual weekly earnings of employees at these pay points are at or close to the award rates set out in Table 1, and are not, in the ordinary course, supplemented by overtime or penalty payments to any degree that would lift them above the EEH measure.
22. The matters described at [17] to [21] apply to the employees engaged under the Education and Core agreements. Employees engaged under EB12 in Queensland Health, and operational officers in particular, are more likely to work shift, weekend or public holiday hours that attract penalty rates, and the actual earnings of those employees may to that extent exceed their base rate of pay. The base rates for the AO2 and OO2 pay points nonetheless remain below the EEH measure, as set out in Tables 1A and 2A, and whether an individual employee's earnings exceed that measure in any period depends on the hours actually worked.

Gender composition

23. Of the 1,770 employees in Table 2, 842 (47.6%) were women. The composition differs between the two streams. At the AO2 pay points, women comprised 352 of 422

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employees (83.4%). At the OO2 pay points, which include the operational roles described above, women comprised 490 of 1,348 employees (36.4%).

24. The over-representation of women at the lowest administrative pay points is consistent with the Public Sector Commission data that women comprise 63.36% of employees at the AO2 and equivalent levels, and are over-represented in every classification level between AO2 and AO8.

Fiscal impact and impacts on member

25. I have read the affidavit of M Bonaventura filed 31 July 2026, and in particular his evidence at [6.12], [6.13] and [6.15] concerning the fiscal impact of the State Wage Case. That evidence is directed wholly to the fiscal impact on government and the balancing of competing budgetary demands, and does not consider the impact on public servants themselves were they to suffer a reduction in the real value of their wages.
26. On 29 July 2026, Together Qld conducted a survey of members employed under the State Government Entities Certified Agreement 2023 (the Core Agreement referred to at [8(b)] above) concerning wages and the cost of living. The survey was sent by SMS to 6,890 members. The survey and its results are recorded in Together Qld's records, a copy of which is exhibit MT-3.
27. A total of 3,212 members responded, a response rate of 46.6%.
28. The survey asked two questions:
- (a) the first asked members how important it is that wage increases keep pace with inflation, on a scale from 1 (essential) to 5 (not important). Of the 3,200 members who answered this question, 2,807 (87.7%) rated it 1 (essential), and 2,963 (92.6%) rated it either 1 or 2; and
 - (b) the second asked members whether, over the next 12 to 36 months, they expected inflation to go up, stay the same, or go down. Of the 2,519 members who answered this question, 2,168 (86.1%) expected inflation to rise.

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[Signature of the deponent]

by:

[Signature of witness]

Justice of the Peace/Commissioner for

Declarations/Lawyer

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5. Signature

The contents of this affidavit are true and correct. Where the contents of this affidavit are based on information and belief, the contents are true to the best of my knowledge and I have stated the source of that information and the grounds for the belief and, if contained in a document, I have attached that document to this affidavit.

I understand that it is a criminal offence to provide a false matter in an affidavit, for example, the offence of perjury under section 123 of the Criminal Code.

I state that: [Deponent to complete – **only tick if applicable** – leave blank if not applicable]:

- ☐ This affidavit was made in the form of an electronic document
- ☐ I electronically signed this affidavit
- ☐ This affidavit was made, signed and witnessed under Part 6A (Audio visual link) of the *Oaths Act 1867*.

SWORN/AFFIRMED BY:

Signature of person making the affidavit	
Full name of deponent:	Michael Silvanus Thomas
Signature of deponent:	
Sworn/Affirmed at [place]:	Brisbane
Date:	14/08/2026

Alternative signature panel if substitute signatory signs

Complete this section only if the affidavit was signed by a substitute signatory (a person directed to sign the affidavit on behalf of the deponent)

Signed for and at the direction of the deponent by:

Full name of substitute signatory:	
Signature of substitute signatory:	
Sworn/Affirmed at [place]:	
Date:	

BEFORE ME:

Witness details	
Full name of witness:	Damien Hamwood
Signature and type of witness:	
	☐ Justice of the Peace ☐ Commissioner for Declarations ☒ Lawyer
Date:	14/08/2026
Insert name of law practice/place of employment:	Together Queensland

6. Certificate (pursuant to rule 55 of the *Industrial Relations (Tribunals) Rules 2011*):**WITNESS to complete** [only tick if applicable]**If deponent is incapable of reading or physically signing the affidavit**

- ☐ I certify that this affidavit was read in the presence of the deponent who seemed to understand it, and signified that they made the affidavit.
- ☐ I certify that this affidavit was read in the presence of the deponent who seemed to understand it, and signified that they made the affidavit, but was physically incapable of signing it.
- ☐ A substitute signatory signed for and at the direction of the deponent.

7. For Special Witnesses (see s 12 of the *Oaths Act 1867*)**SPECIAL WITNESS to complete** [only tick if applicable]**For special witnesses only:**

- ☐ I am a special witness under the *Oaths Act 1867* (see s 12 of the *Oaths Act 1867*).
- ☐ This affidavit was made in the form of an electronic document.
- ☐ I electronically signed this affidavit.
- ☐ This affidavit was made, signed and witnessed under Part 6A (Audio visual link) of the *Oaths Act 1867* - I understand the requirements for witnessing a document by audio visual link and have complied with those requirements.

Signed:



[Signature of the deponent/substitute signatory]

Taken by:



[Signature of witness]

Justice of the Peace/Commissioner for Declarations/Lawyer



Form 21 – Certificate of Exhibit to Affidavit

Industrial Relations Act 2016, s 989

Industrial Relations (Tribunals) Rules 2011, r 53

Information

- This form is to be used when attaching exhibits to an affidavit. Exhibits are documents mentioned in the affidavit and used with the affidavit. Attach one Certificate per exhibit.
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Matter details

Applicant:

Queensland Council of Unions & Together Queensland

v

Respondent:

State of Queensland (Office of Industrial Relations)

Exhibit details

Name of document:

Gender Pay Gap Data - Department of Education Certified Agreement

Marked:

MTR-1

**Mentioned in the
affidavit of:**

Michael Silvanus Thomas

Signature

**Full name of deponent/
substitute signatory:**

Michael Silvanus Thomas

**Signature of deponent/
substitute signatory:**

[Redacted Signature]

Full name of witness:

Damien Hamwood

**Signature and type of
witness:**

[Redacted Signature]

☐

Justice of the Peace

☐

Commissioner for Declarations

☒

Lawyer

Sworn/Affirmed at [place]:

Brisbane

Date:

14/08/2026

Gender Pay Gap - Public Servants

Section 173(3) of the *Industrial Relations Act 2016* (IR Act) requires the Department of Education to disclose to the parties, as soon as practicable after the start of negotiations, information relevant to the gender pay gap under the proposed instrument.

Distribution of men and women employees by classification level:

This data has been sourced from the MOHRI Official data set for 2025 Quarter 1, as of 23 March 2025.

There are 15,154 employees (headcount as of 23 March 2025) covered by the *Department of Education Certified Agreement 2022*. These employees will be covered by a replacement department's agreement (the proposed agreement). Of those, 10,977 (or 72%) employees identify as women and 3,919 (or 26%) identify as a man. There are 41 non-binary employees covered by the proposed agreement. 216 employees declined to identify their gender.

Figure 1 shows the overall proportion of men and women at each classification level.

Figure 1 – DoE Gender by Classification Stream

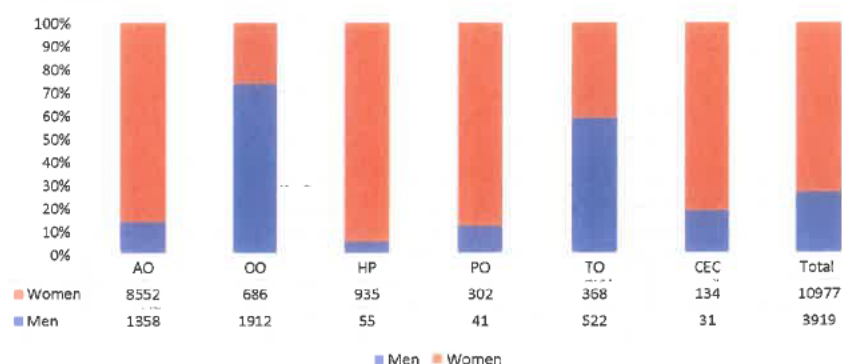


Table 1 shows the number of men and women at each classification level and pay point.

Table 1 – DoE Administrative (AO) Stream

Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
AO2 / 1	11(16%)	59(84%)	70	Men are proportionately more likely than women to be employed at lower pay points (48% of men are employed at pay point 5 or below).
AO2 / 2	4(7%)	50(93%)	54	
AO2 / 3	1(2%)	65(98%)	66	
AO2 / 4	3(4%)	66(96%)	69	
AO2 / 5	17(4%)	358(96%)	375	
AO2 / 6	8(4%)	181(96%)	189	

AO2 / 7	2(2%)	108(98%)	110	
AO2 / 8	26(4%)	699(96%)	725	
AO2 / 8Q	5(3%)	143(97%)	148	
TOTAL	77(4%)	1729(96%)	1806	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
AO3 / 1	109(8%)	1212(92%)	1321	There are no material differences in the distribution of genders across pay points.
AO3 / 2	44(8%)	487(92%)	531	
AO3 / 3	29(9%)	293(91%)	322	
AO3 / 4	91(9%)	947(91%)	1038	
AO3 / 4Q	13(7%)	181(93%)	194	
TOTAL	286(8%)	3120(92%)	3406	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
AO4 / 1	60(16%)	315(84%)	375	Men are proportionately more likely than women to be paid at the lowest two pay points.
AO4 / 2	32(15%)	131(85%)	214	
AO4 / 3	15(10%)	131(90%)	146	
AO4 / 4	49(10%)	422(90%)	471	
AO4 / 4Q	7(18%)	31(82%)	36	
TOTAL	163(13%)	1081(87%)	1244	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
AO5 / 1	43(17%)	220(83%)	265	Women are proportionately more likely than men to be paid at the lowest two pay points.
AO5 / 2	29(17%)	141(83%)	170	
AO5 / 3	23(23%)	79(77%)	102	
AO5 / 4	73(22%)	255(78%)	328	
TOTAL	170(20%)	695(80%)	865	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
AO6 / 1	43(18%)	196(82%)	239	Women are proportionately more likely than men to be employed at the lowest two pay
AO6 / 2	40(17%)	195(83%)	235	

AO6 / 3	35(30%)	83(70%)	118	points. Over half of all men in this classification are employed at the highest pay point (51%) compared to 38% of women.
AO6 / 4	124(30%)	296(70%)	420	
TOTAL	242(24%)	770(76%)	1012	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
AO7 / 1	54(20%)	210(80%)	264	Women are proportionately more likely than men to be employed at the lowest two pay points. Over half of all women in this classification are employed at the lowest two pay points (51%) compared to 41% of men.
AO7 / 2	45(26%)	129(74%)	174	
AO7 / 3	30(30%)	69(70%)	99	
AO7 / 4	101(29%)	263(71%)	373	
TOTAL	239(26%)	671(74%)	910	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
AO8 / 1	31(21%)	114(79%)	145	Women are proportionately more likely than men to be employed at the lowest two pay points. Over half of all men in this classification are employed at the highest pay point (59%) compared to 44% of women.
AO8 / 2	24(19%)	101(81%)	125	
AO8 / 3	19(25%)	57(75%)	76	
AO8 / 4	107(33%)	214(67%)	321	
TOTAL	181(27%)	486(73%)	667	
TOTAL	1358(14%)	8552(86%)	9910	

Table 2 – DoE Operational (OO) Stream

Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
OO2 / 1	288(65%)	155(35%)	443	Over half of all women in this classification are employed at the lowest two pay points (54%) compared to 47% of men.
OO2 / 2	99(66%)	51(34%)	150	
OO2 / 3	73(65%)	40(35%)	113	
OO2 / 4	362(74%)	128(26%)	490	
OO2 / 4Q	12(67%)	6(33%)	18	
TOTAL	834 (69%)	380(31%)	2114	

Department of Education

Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
003 / 1	120(77%)	36(23%)	156	Women are proportionately more likely than men to be employed at the lowest two pay points. 66% of all men in this classification are employed at the highest pay point compared to 52% of women.
003 / 2	112(77%)	33(23%)	145	
003 / 3	89(79%)	23(21%)	112	
003 / 4	498(86%)	82(14%)	580	
003 / 4Q	119(88%)	16(12%)	135	
TOTAL	938(83%)	190(17%)	1128	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
004 / 1	14(39%)	22(61%)	36	Women are proportionately more likely than men to be employed at the lowest two pay points. 71% of all men in this classification are employed at pay point 4 and above, compared to 44% of women.
004 / 2	7(50%)	7(50%)	14	
004 / 3	8(62%)	5(38%)	13	
004 / 4	63(70%)	27(30%)	90	
004 / 4Q	7(100%)	0(00%)	7	
TOTAL	99(62%)	61(38%)	160	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
005 / 1	9(69%)	4(31%)	13	Women are proportionately more likely than men to be employed at the lowest two pay points. 42% of all men in this classification are employed at pay point 4 and above, compared to 33% of women.
005 / 2	0(0%)	1(100%)	1	
005 / 3	2(67%)	1(33%)	3	
005 / 4	6(67%)	3(33%)	9	
005 / 4Q	2(100%)	0(00%)	2	
TOTAL	19(68%)	9(32%)	28	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
006 / 1	1(11%)	8(89%)	9	Women are proportionately more likely than men to be employed at the lowest pay point. 29% of all men in this classification are employed at pay point 3 and above, compared to 60% of women.
006 / 2	4(67%)	2(33%)	6	
006 / 3	2(12%)	15(88%)	17	
006 / 4	0 (0%)	0 (0%)	0 (0%)	
TOTAL	7(22%)	25(78%)	31	

Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
O07 / 1	6(50%)	6(50%)	12	Men are proportionately more likely than women to be employed at the lowest pay point. 40% of all men in this classification are employed at pay point 3, compared to 38% of women.
O07 / 2	3(30%)	7(70%)	10	
O07 / 3	6(43%)	8(57%)	14	
TOTAL	15(42%)	21(58%)	36	
TOTAL	1912(74%)	686(26%)	2598	

Table 3 – DoE Health Practitioner (HP) Stream

Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
HP3 / 1	3(07%)	38(93%)	41	Men are proportionately more likely than women to be employed at the lowest pay point. 29% of all men in this classification are employed at pay point 8, compared to 28% of women.
HP3 / 2	4(10%)	37(90%)	41	
HP3 / 3	3(04%)	74(96%)	77	
HP3 / 4	7(10%)	62(90%)	69	
HP3 / 5	5(06%)	72(94%)	77	
HP3 / 6	1(01%)	80(99%)	81	
HP3 / 7	6(03%)	188(97%)	194	
HP3 / 8	12(05%)	209(95%)	221	
TOTAL	41(05%)	760(95%)	801	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
HP4 / 1	3(09%)	32(91%)	35	Men are proportionately more likely than women to be employed at the lowest pay point. 50% of all men in this classification are employed at pay point 4, compared to 32% of women.
HP4 / 2	1(05%)	19(95%)	20	
HP4 / 3	0(00%)	25(100%)	25	
HP4 / 4	4(10%)	35(90%)	39	

Department of Education

TOTAL	8(07%)	111(93%)	119	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
HP5 / 1	0(0%)	7(100%)	7	Men are proportionately more likely than women to be employed at the lowest pay point. 29% of all men in this classification are employed at pay point 8, compared to 28% of women.
HP5 / 2	6(11%)	50(89%)	56	
TOTAL	6(10%)	57(90%)	63	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
HP6 / 1	0(00%)	3(100%)	3	No men are employed at this classification level.
HP6 / 2	0(00%)	4(100%)	4	
TOTAL	0(00%)	7(100%)	7	
TOTAL	55(6%)	935(94%)	990	

Table 3 – DoE Community Education Counsellor (CEC) Stream

Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
CEC 1 / 1	6(26%)	17(74%)	23	Men are proportionately more likely than women to be employed at the lowest pay point. 19% of all men in this classification are employed at the highest two pay points, compared to 40% of women.
CEC 1 / 2	3(21%)	11(79%)	14	
CEC 1 / 3	4(33%)	8(67%)	12	
CEC 1 / 4	1(25%)	3(75%)	4	
CEC 1 / 5	2(09%)	21(91%)	23	
TOTAL	16(21%)	60(79%)	76	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
CEC 2 / 1	1(10%)	9(90%)	10	Women are proportionately more likely than men to be employed at the lowest pay point. There is an equal proportion of men and women
CEC 2 / 2	3(43%)	4(57%)	7	
CEC 2 / 3	2(22%)	7(78%)	9	
CEC 2 / 4	0(00%)	2(100%)	2	

Department of Education

CEC 2 / 5	5(22%)	18(78%)	23	(45%) paid at the highest pay point.
TOTAL	11(22%)	40(78%)	51	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
CEC 3 / 1	1(20%)	4(80%)	5	Men are proportionately more likely than women to be employed at the lowest pay point. 33% of all men in this classification are employed at the highest pay point, compared to 60% of women.
CEC 3 / 2	1(25%)	3(75%)	4	
CEC 3 / 3	0(00%)	3(100%)	3	
CEC 3 / 4	1(06%)	15(94%)	16	
TOTAL	3(11%)	25(89%)	28	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
CEC 4 / 1	1(25%)	3(75%)	4	Only one man is employed at this classification, at the lowest pay point.
CEC 4 / 2	0(00%)	1(100%)	1	
CEC 4 / 3	0(00%)	1(100%)	1	
CEC 4 / 4	0(00%)	4(100%)	4	
TOTAL	1(10%)	9(90%)	10	
TOTAL	31(19%)	134(81%)	165	

Table 3 – DoE Professional (PO) Stream

Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
PO2 / 1	2(33%)	4(67%)	6	Men are proportionately more likely than women to be employed at the lowest pay point. 25% of all men in this classification are employed at the highest pay point, compared to 28% of women.
PO2 / 2	1(25%)	3(75%)	4	
PO2 / 3	1(11%)	8(89%)	9	
PO2 / 4	1(17%)	5(83%)	6	
PO2 / 5	1(10%)	9(90%)	10	
PO2 / 6	2(15%)	14(85%)	16	
TOTAL	8(17%)	40(83%)	48	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification

Department of Education

PO3 / 1	1(05%)	20(95%)	21	Women are proportionately more likely than women to be employed at the lowest pay point. 53% of all men in this classification are employed at the highest pay point, compared to 62% of women.
PO3 / 2	5(18%)	23(82%)	28	
PO3 / 3	1(05%)	19(95%)	20	
PO3 / 4	8(07%)	102(93%)	110	
TOTAL	15(08%)	164(92%)	179	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
PO4 / 1	2(13%)	14(88%)	16	Men are proportionately more likely than women to be employed at the lowest pay point. 70% of all men in this classification are employed at the highest pay point, compared to 43% of women.
PO4 / 2	1(11%)	8(89%)	9	
PO4 / 3	0(00%)	9(100%)	9	
PO4 / 4	7(23%)	23(77%)	30	
TOTAL	10(16%)	54(84%)	64	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
PO5 / 1	1(11%)	8(89%)	9	Women are proportionately more likely than men to be employed at the lowest pay point. 50% of all men in this classification are employed at the highest pay point, compared to 53% of women.
PO5 / 2	0(0%)	4(100%)	4	
PO5 / 3	1(33%)	2(67%)	3	
PO5 / 4	2(11%)	16(89%)	18	
TOTAL	4(12%)	30(88%)	34	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
PO6 / 1	0(00%)	5(100%)	5	Women are proportionately more likely than men to be employed at the lowest pay point. 75% of all men in this classification are employed at the highest pay point, compared to 43% of women.
PO6 / 2	1(33%)	2(67%)	3	
PO6 / 3	0(00%)	1(100%)	1	
PO6 / 4	3(33%)	6(67%)	9	
TOTAL	4(22%)	14(78%)	19	
TOTAL	41(12%)	302(88%)	343	

Table 3 – DoE Technical (TO) Stream

Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
TO1 / 1	0(0%)	1(100%)	1	Men are proportionately more likely than women to be employed at the lowest two pay points. 58% of all men in this classification are employed at the highest pay point, compared to 76% of women.
TO1 / 2	2(100%)	0(00%)	2	
TO1 / 3	0(0%)	0(0%)	0	
TO1 / 4	3(60%)	2(40%)	5	
TO1 / 5	3(50%)	3(50%)	6	
TO1 / 6	2(50%)	2(50%)	4	
TO1 / 7	14(36%)	25(64%)	39	
TOTAL	24(42%)	33(58%)	57	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
TO2 / 1	41(65%)	22(35%)	63	Men are proportionately more likely than women to be employed at the lowest pay point. There is an equal proportion of men and women (40%) paid at the highest pay point.
TO2 / 2	42(47%)	48(53%)	90	
TO2 / 3	33(57%)	25(43%)	58	
TO2 / 4	20(41%)	29(59%)	49	
TO2 / 5	28(47%)	32(53%)	60	
TO2 / 6	111(51%)	106(49%)	217	
TOTAL	275(51%)	262(49%)	537	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
TO3 / 1	26(65%)	14(35%)	40	Men are proportionately more likely than women to be employed at the lowest pay point. 47% of all men in this classification are employed at the highest pay point, compared to 23% of women.
TO3 / 2	20(54%)	17(46%)	37	
TO3 / 3	21(54%)	18(45%)	39	
TO3 / 4	60(80%)	15(20%)	75	
TOTAL	127(66%)	64(34%)	191	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
TO4 / 1	14(93%)	1(07%)	15	

TO4 / 2	20(95%)	1(05%)	21	Men are proportionately more likely than women to be employed at the lowest pay point. 64% of all men in this classification are employed at the highest pay point, compared to 75% of women.
TO4 / 3	61(91%)	6(09%)	67	
TOTAL	95(92%)	8(08%)	103	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
TO5 / 1	0(00%)	0(00%)	0	There is only one woman employed at this classification level.
TO5 / 2	0(00%)	1(100%)	1	
TO5 / 3	0(00%)	0(00%)	0	
TOTAL	0(00%)	1(100%)	1	
Classification / paypoint	Men	Women	Total	Observations about the gender distribution at this classification
TO6 / 1	0(00%)	0(00%)	0	There is only one man employed at this classification level.
TO6 / 2	0(00%)	0(00%)	0	
TO6 / 3	1(100%)	0(00%)	1	
TOTAL	1(100%)	0(00%)	1	
TOTAL	522(59%)	368(41%)	890	

Details of Gender Pay Gap under the proposed instrument:

- The average weekly full-time equivalent earnings for all employees under the proposed agreement is currently: \$1,779.01.
- The average weekly full-time equivalent earnings for Women employees under the proposed agreement is currently: \$1,815.07.
- The average weekly full-time equivalent earnings for Men employees under the proposed agreement is currently: \$1,677.81.
- The gender pay gap is -8.18%. On average, women earn \$137.26 more than men per week on a full-time equivalent basis.

Factors contributing to the gender pay gap are as follows:

- 72% of the workforce under the proposed agreement are women, compared to 26% men. The underrepresentation of men across most classifications contributes to the gender pay gap in favour of women.
- Although it does not directly contribute to the DoE gender pay gap, there is evidence of workforce gender segregation across all classification streams. There are two types of

Commented [AA1]: The value in the spreadsheet has been calculated incorrectly (by dividing the difference by women's avg salary instead of men's avg salary). The Gender pay gap is calculated as: (men's avg salary – women's avg salary) / men's avg salary *100 i.e., (1677.81-1815.07)/1677.81 = -8.18%

workforce gender segregation. Both are indicators of gender inequality and contribute to the national gender pay gap.

- Occupational gender segregation (sometimes called horizontal workforce gender segregation) refers to the unequal distribution of women and men in certain occupations or industries. Segregation is evident in 5 of the 6 classification streams i.e., ≥60% of workers employed in that stream are either men or women:

Classification stream	% Men	% Women
Administrative (AO)	14%	86%
Operational (OO)	74%	26%
Health practitioner (HP)	6%	94%
Community Education Counsellor (CEC)	19%	81%
Professional (PO)	12%	88%
Technical (TO)	59%	41%

- Hierarchical gender segregation (sometimes called vertical workforce gender segregation) refers to the unequal distribution of women and men in organisational hierarchies. Hierarchical gender segregation contributes more directly to the gender pay gap by answering the question: which gender is proportionately more likely to earn more. Although the gender pay gap favours women, in 4 out of 6 classification streams, men are more likely to be employed in the top half of the organisational hierarchy within that stream.

Classification stream	Org. distribution	% Men	% Women
Administrative (AO)	Bottom:	45%	73%
	Top:	55%	27%
Operational (OO)	Bottom:	98%	92%
	Top:	2%	8%
Health practitioner (HP)	Bottom:	89%	93%
	Top:	11%	7%
Community Education Counsellor (CEC)	Bottom:	87%	75%
	Top:	13%	25%

Professional (PO)	Bottom:	68%	76%
	Top:	32%	24%
Technical (TO)	Bottom:	82%	98%
	Top:	18%	2%

- Of part-time workers, 84% are women. In contrast, 69% of full-time workers are women. Given that one-third of the workforce are part-time working women, it is likely that the gender pay gap would not be as favourable if it were calculated on an actual (rather than full-time equivalent) earnings basis.

Commented [AA2]: These numbers are calculated including only men and women (non-binary and undisclosed are excluded).

Notes:

- Consistent with the meaning of 'gender pay gap' under section 173(4) of the IR Act, the 2 employees who do not identify as man or woman have not been included in the above information or associated calculations.
- 'Average weekly full-time equivalent earnings' are calculated on the expected annual earnings an employee would receive if they were working full time, based on their current hourly rate including any regular allowances. Average earnings do not include one-off or sporadic payments such as travelling allowances. Full-time equivalent earnings are based on all employees working their full-time hours and receiving their full-time salary in terms of the relevant agreement irrespective of the actual hours an employee works.



QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Matter No:

B /2026 / 59-60

Form 21 – Certificate of Exhibit to Affidavit

*Industrial Relations Act 2016, s 989**Industrial Relations (Tribunals) Rules 2011, r 53*

Information

- This form is to be used when attaching exhibits to an affidavit. Exhibits are documents mentioned in the affidavit and used with the affidavit. Attach one Certificate per exhibit.
- Please read this form carefully and complete all relevant sections. Information that is missing or non-compliant with the relevant section of an Act or the Rules may result in the non-acceptance of your form.
- For further information please refer to the website www.qirc.qld.gov.au or contact the Industrial Registry on 1300 592 987 or via email at qirc.registry@qirc.qld.gov.au.

Matter details

Applicant:

Queensland Council of Unions & Together Queensland

v

Respondent:

State of Queensland (Office of Industrial Relations)

Exhibit details

Name of document:

Gender Pay Gap Data - State Government Entities Certified Agreement

Marked:

MTR-2

Mentioned in the affidavit of:

Michael Silvanus Thomas

Signature

**Full name of deponent/
substitute signatory:**

Michael Silvanus Thomas

**Signature of deponent/
substitute signatory:**
Full name of witness:

Damien Hamwood

**Signature and type of
witness:**
☐

Justice of the Peace

☐

Commissioner for Declarations

☒

Lawyer

Sworn/Affirmed at [place]:

Brisbane

Date:

14/08/2026

Agency		Gender	AD2																Total	OO2								Total
			1	2	3	4	5	6	7	8	1Q	2Q	3Q	4Q	5Q	6Q	7Q	8Q		9	1	2	3	4	1Q	2Q	3Q	
Department of Education		Woman																	1	2	3	4	1Q <td>2Q<td>3Q<td>4Q<td>5</td> </td></td></td>	2Q <td>3Q<td>4Q<td>5</td> </td></td>	3Q <td>4Q<td>5</td> </td>	4Q <td>5</td>	5	
		Man																	2		2					1	5	
		Total																	3		5					3	11	
Department of Families Seniors Disability Services and Child Safety		Other																										
		Woman	7	1				4	1							1	2	16								2	6	
		Man	1							1								3										
		Total	8	1				4	1	1						1	2	18										
Department of Housing and Public Works		Other																										
		Woman	2	1		1												4										
		Man						1								1		2										
		Total	2	1		1		1								1		6										
Department of Justice		Other					1									1		2										
		Woman	9	2	5	34	14	4	14	27	1		1	4	1	17	10	143	6	1	1	8					16	
		Man	1	1	1	22	5	2	6	14			1	1	1	4	4	63				2					2	
		Total	10	3	6	56	19	6	21	41	1		2	5	2	21	15	208	6	1	1	10					18	
Department of Local Government Water and Volunteers		Other																										
		Woman																										
		Man		4				1	1									6										
		Total		4				1	1									6										
Department of Natural Resources and Mines Manufacturing and Regional and Rural Development		Other																										
		Woman					1						1			1		3				1					1	
		Man		2			1											3										
		Total		2			2						1			1		6				1					1	
Department of Primary Industries		Other																										
		Woman				2			10							9	21	28	8	4	10						50	
		Man						2									2	133	23	9	21				1	187		
		Total				2			12							9	23	161	31	13	31				1	237		
Department of Sport Racing and Olympic and Paralympic Games																												

[illegible]

[illegible]



QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Matter No:

B / 2026 / 59-60

Form 21 – Certificate of Exhibit to Affidavit

Industrial Relations Act 2016, s 989

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Matter details

Applicant:

Queensland Council of Unions & Together Queensland

v

Respondent:

State of Queensland (Office of Industrial Relations)

Exhibit details

Name of document:

Gender Pay Gap Data - Queensland Public Health Sector Certified Agreement

Marked:

MTR-3

**Mentioned in the
affidavit of:**

Michael Silvanus Thomas

Signature

**Full name of deponent/
substitute signatory:**

Michael Silvanus Thomas

**Signature of deponent/
substitute signatory:**
Full name of witness:

Damien Hamwood

**Signature and type of
witness:**
☐

Justice of the Peace

☐

Commissioner for Declarations

☒

Lawyer

Sworn/Affirmed at [place]:

Brisbane

Date:

14/08/2026

Queensland Health

EB11 gender equity data

28 July 2025

Section 173 (3) of the Queensland Industrial Relations Act 2016 requires the parties to obtain, and disclose as soon as practicable after the start of negotiations, information relevant to the gender pay gap under the proposed instrument.

Notes on data

1. Data has been extracted from the Queensland Health DSS reporting system by the Employment Relations team.
2. All data is provided as at the pay period ending 22 June 2025.
3. All FTE and Headcounts are based on Govt Standard PSC – Minimum Obligatory Human Resource Information (MOHRI) methodology.
4. In December 2020, capacity was introduced in the Queensland Health payroll system for employees to nominate non-binary as their gender.

Average weekly earnings, including gender wage gap

These figures have been calculated using base salary and fixed (reoccurring fortnightly) allowances for the snapshot fortnightly period indicated, divided by the average employee FTE hours to yield the average hourly rate then multiplied by 76 (Standard Award Hours) to simulate full time hours for each individual, then halved to create the weekly amount.

Classification	Gender	Amount
EB11 total	All Employees	\$1,861.64
	Male	\$1,891.25
	Female	\$1,847.57
	Non-binary	\$1,788.99
	EB11 gender pay gap	\$43.68
Administration Officers (AO)	All Employees	\$2,003.50
	Male	\$2,240.98
	Female	\$1,933.78
	Non-binary	\$1,897.29
	Administration officer gender pay gap	\$307.20
Operational Officers (OO)	All Employees	\$1,526.27
	Male	\$1,552.39
	Female	\$1,496.13
	Non-binary	\$1,544.40
	Operational officer gender pay gap	\$56.26
Professional Officers (PO)	All Employees	\$2,560.89
	Male	\$2,598.97
	Female	\$2,545.58
	Professional officer gender pay gap	\$53.39
Technical Officers (TO)	All Employees	\$1,837.66
	Male	\$1,974.52
	Female	\$1,758.02
	Technical officer gender pay gap	\$216.50

Classification levels – headcount

Classification	Total	Female		Male		Non-binary	
		HC	%	HC	%	HC	%
EB11 total	37,847.00	25,933.00	68.53%	11,884.00	31.39%	30.00	0.08%
Administration Officers	25,062.00	19,656.00	78.43%	5,385.00	21.48%	21.00	0.08%
Admin Officer – Level 1	2.00	2.00	100.00%	0.00	0.00%	0.00	0.00%
Admin Officer – Level 1 (Inc01)	2.00	2.00	100.00%	0.00	0.00%	0.00	0.00%
Admin Officer - Level 2	289.00	217.00	75.09%	72.00	24.91%	0.00	0.00%
Admin Officer - Level 2 (Inc01)	65.00	42.00	64.62%	23.00	35.38%	0.00	0.00%
Admin Officer - Level 2 (Inc02)	25.00	18.00	72.00%	7.00	28.00%	0.00	0.00%
Admin Officer - Level 2 (Inc03)	21.00	17.00	80.95%	4.00	19.05%	0.00	0.00%
Admin Officer - Level 2 (Inc04)	11.00	6.00	54.55%	5.00	45.45%	0.00	0.00%
Admin Officer - Level 2 (Inc05)	12.00	9.00	75.00%	3.00	25.00%	0.00	0.00%
Admin Officer - Level 2 (Inc06)	6.00	4.00	66.67%	2.00	33.33%	0.00	0.00%
Admin Officer - Level 2 (Inc07)	7.00	5.00	71.43%	2.00	28.57%	0.00	0.00%
Admin Officer - Level 2 (Inc08)	139.00	114.00	82.01%	25.00	17.99%	0.00	0.00%
Publ Ser (72.50 hrs) AO2 (Inc01)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) AO2 (Inc08)	2.00	1.00	50.00%	1.00	50.00%	0.00	0.00%
Admin Officer - Level 3	11103.00	9869.00	88.89%	1,222.00	11.01%	12.00	0.11%
Admin Officer - Level 3 (Inc01)	1867.00	1563.00	83.72%	298.00	15.96%	6.00	0.32%
Admin Officer - Level 3 (Inc02)	1484.00	1289.00	86.86%	191.00	12.87%	4.00	0.27%
Admin Officer - Level 3 (Inc03)	1004.00	868.00	86.45%	135.00	13.45%	1.00	0.10%
Admin Officer - Level 3 (Inc04)	6708.00	6117.00	91.19%	590.00	8.80%	1.00	0.01%
AO3 Secondee (72.5) RHA (Inc02)	1.00	0.00	0.00%	1.00	100.00%	0.00	0.00%
Publ Ser (72.50 hrs) AO3 (Inc01)	19.00	12.00	63.16%	7.00	36.84%	0.00	0.00%
Publ Ser (72.50 hrs) AO3 (Inc02)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) AO3 (Inc04)	19.00	19.00	100.00%	0.00	0.00%	0.00	0.00%
Admin Officer - Level 4	4172.00	3436.00	82.36%	733.00	17.57%	3.00	0.07%
Admin Officer - Level 4 (Inc01)	1039.00	819.00	78.83%	219.00	21.08%	1.00	0.10%
Admin Officer - Level 4 (Inc02)	642.00	504.00	78.50%	137.00	21.34%	1.00	0.16%
Admin Officer - Level 4 (Inc03)	436.00	368.00	84.40%	67.00	15.37%	1.00	0.23%
Admin Officer - Level 4 (Inc04)	1905.00	1614.00	84.72%	291.00	15.28%	0.00	0.00%
AO4 Secondee (72.5) RHA (Inc01)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
AO4 Secondee (72.5) RHA (Inc02)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) AO4 (Inc01)	48.00	41.00	85.42%	7.00	14.58%	0.00	0.00%
Publ Ser (72.50 hrs) AO4 (Inc02)	18.00	15.00	83.33%	3.00	16.67%	0.00	0.00%
Publ Ser (72.50 hrs) AO4 (Inc03)	15.00	12.00	80.00%	3.00	20.00%	0.00	0.00%
Publ Ser (72.50 hrs) AO4 (Inc04)	67.00	61.00	91.04%	6.00	8.96%	0.00	0.00%
Admin Officer - Level 5	2869.00	2081.00	72.53%	785.00	27.36%	3.00	0.10%
Admin Officer - Level 5 (Inc01)	723.00	527.00	72.89%	196.00	27.11%	0.00	0.00%
Admin Officer - Level 5 (Inc02)	483.00	352.00	72.88%	130.00	26.92%	1.00	0.21%
Admin Officer - Level 5 (Inc03)	305.00	214.00	70.16%	91.00	29.84%	0.00	0.00%
Admin Officer - Level 5 (Inc04)	1095.00	779.00	71.14%	316.00	28.86%	0.00	0.00%
AO5 Secondee (72.5) RHA (Inc01)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
AO5 Secondee (72.5) RHA (Inc04)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) AO5 (Inc01)	76.00	58.00	76.32%	17.00	22.37%	1.00	1.32%
Publ Ser (72.50 hrs) AO5 (Inc02)	57.00	46.00	80.70%	10.00	17.54%	1.00	1.75%
Publ Ser (72.50 hrs) AO5 (Inc03)	36.00	30.00	83.33%	6.00	16.67%	0.00	0.00%
Publ Ser (72.50 hrs) AO5 (Inc04)	92.00	73.00	79.35%	19.00	20.65%	0.00	0.00%
Admin Officer - Level 6	2671.00	1734.00	64.92%	937.00	35.08%	0.00	0.00%
Admin Officer - Level 6 (Inc01)	564.00	372.00	65.96%	192.00	34.04%	0.00	0.00%

Classification	Total	Female		Male		Non-binary	
		HC	%	HC	%	HC	%
Admin Officer - Level 6 (Inc02)	432.00	280.00	64.81%	152.00	35.19%	0.00	0.00%
Admin Officer - Level 6 (Inc03)	326.00	200.00	61.35%	126.00	38.65%	0.00	0.00%
Admin Officer - Level 6 (Inc04)	1000.00	619.00	61.90%	381.00	38.10%	0.00	0.00%
Publ Ser (72.50 hrs) AO6 (Inc01)	97.00	75.00	77.32%	22.00	22.68%	0.00	0.00%
Publ Ser (72.50 hrs) AO6 (Inc02)	65.00	55.00	84.62%	10.00	15.38%	0.00	0.00%
Publ Ser (72.50 hrs) AO6 (Inc03)	44.00	35.00	79.55%	9.00	20.45%	0.00	0.00%
Publ Ser (72.50 hrs) AO6 (Inc04)	143.00	98.00	68.53%	45.00	31.47%	0.00	0.00%
Admin Officer - Level 7	2492.00	1452.00	58.27%	1,038.00	41.65%	2.00	0.08%
Admin Officer - Level 7 (Inc01)	447.00	265.00	59.28%	181.00	40.49%	1.00	0.22%
Admin Officer - Level 7 (Inc02)	344.00	210.00	61.05%	134.00	38.95%	0.00	0.00%
Admin Officer - Level 7 (Inc03)	221.00	118.00	53.39%	103.00	46.61%	0.00	0.00%
Admin Officer - Level 7 (Inc04)	1007.00	542.00	53.82%	465.00	46.18%	0.00	0.00%
AO7 Secondee (72.5) RHA (Inc01)	3.00	2.00	66.67%	1.00	33.33%	0.00	0.00%
Publ Ser (72.50 hrs) AO7 (Inc01)	123.00	82.00	66.67%	40.00	32.52%	1.00	0.81%
Publ Ser (72.50 hrs) AO7 (Inc02)	76.00	53.00	69.74%	23.00	30.26%	0.00	0.00%
Publ Ser (72.50 hrs) AO7 (Inc03)	67.00	41.00	61.19%	26.00	38.81%	0.00	0.00%
Publ Ser (72.50 hrs) AO7 (Inc04)	204.00	139.00	68.14%	65.00	31.86%	0.00	0.00%
Admin Officer - Level 8	1464.00	865.00	59.08%	598.00	40.85%	1.00	0.07%
Admin Officer - Level 8 (Inc01)	255.00	158.00	61.96%	97.00	38.04%	0.00	0.00%
Admin Officer - Level 8 (Inc02)	147.00	87.00	59.18%	60.00	40.82%	0.00	0.00%
Admin Officer - Level 8 (Inc03)	121.00	62.00	51.24%	59.00	48.76%	0.00	0.00%
Admin Officer - Level 8 (Inc04)	619.00	349.00	56.38%	269.00	43.46%	1.00	0.16%
AO8 Secondee (72.5) RHA (Inc01)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser AO8 (Inc01)	83.00	53.00	63.86%	30.00	36.14%	0.00	0.00%
Publ Ser AO8 (Inc02)	47.00	32.00	68.09%	15.00	31.91%	0.00	0.00%
Publ Ser AO8 (Inc03)	42.00	29.00	69.05%	13.00	30.95%	0.00	0.00%
Publ Ser AO8 (Inc04)	149.00	94.00	63.09%	55.00	36.91%	0.00	0.00%
Operational Officers	12353.00	5966.00	48.30%	6,378.00	51.63%	9.00	0.07%
Operational - Traineeship	7.00	3.00	42.86%	4.00	57.14%	0.00	0.00%
Train OO2 55% (Inc01)	2.00	1.00	50.00%	1.00	50.00%	0.00	0.00%
Train OO2 75% (Inc01)	5.00	2.00	40.00%	3.00	60.00%	0.00	0.00%
Operational-Level 2	9050.00	4962.00	54.83%	4,082.00	45.10%	6.00	0.07%
Oper Officer - Level 2 (Inc01)	1858.00	1013.00	54.52%	843.00	45.37%	2.00	0.11%
Oper Officer - Level 2 (Inc02)	1119.00	602.00	53.80%	516.00	46.11%	1.00	0.09%
Oper Officer - Level 2 (Inc03)	878.00	440.00	50.11%	436.00	49.66%	2.00	0.23%
Oper Officer - Level 2 (Inc04)	1233.00	668.00	54.18%	564.00	45.74%	1.00	0.08%
Oper Off L2 Qual Cert 2/3 (Inc01)	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
OO2-5 No Cert (Inc01)	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
OO2-5 No Cert (Inc E)	283.00	162.00	57.24%	121.00	42.76%	0.00	0.00%
Oper Officer - Level 2 (Inc E)	3679.00	2077.00	56.46%	1,602.00	43.54%	0.00	0.00%
Operational-Level 3	2323.00	582.00	25.05%	1,739.00	74.86%	2.00	0.09%
Oper Officer - Level 3 (Inc01)	572.00	153.00	26.75%	418.00	73.08%	1.00	0.17%
Oper Officer - Level 3 (Inc02)	372.00	83.00	22.31%	288.00	77.42%	1.00	0.27%
Oper Officer - Level 3 (Inc03)	262.00	69.00	26.34%	193.00	73.66%	0.00	0.00%
Oper Officer - Level 3 (Inc04)	340.00	92.00	27.06%	248.00	72.94%	0.00	0.00%
Oper Officer - Level 3 (Inc E)	777.00	185.00	23.81%	592.00	76.19%	0.00	0.00%
Operational-Level 4	565.00	239.00	42.30%	325.00	57.52%	1.00	0.18%
Oper Officer - Level 4 (Inc01)	168.00	67.00	39.88%	100.00	59.52%	1.00	0.60%
Oper Officer - Level 4 (Inc02)	69.00	36.00	52.17%	33.00	47.83%	0.00	0.00%
Oper Officer - Level 4 (Inc03)	63.00	27.00	42.86%	36.00	57.14%	0.00	0.00%
Oper Officer - Level 4 (Inc04)	264.00	109.00	41.29%	155.00	58.71%	0.00	0.00%
Publ Ser (72.50 hrs) OO4 (Inc04)	1.00	0.00	0.00%	1.00	100.00%	0.00	0.00%

Classification	Total	Female		Male		Non-binary	
		HC	%	HC	%	HC	%
Operational-Level 5	175.00	98.00	56.00%	77.00	44.00%	0.00	0.00%
Oper Officer 5 - Level (Inc01)	66.00	39.00	59.09%	27.00	40.91%	0.00	0.00%
Oper Officer 5 - Level (Inc02)	24.00	13.00	54.17%	11.00	45.83%	0.00	0.00%
Oper Officer 5 - Level (Inc03)	13.00	11.00	84.62%	2.00	15.38%	0.00	0.00%
Oper Officer 5 - Level (Inc04)	72.00	35.00	48.61%	37.00	51.39%	0.00	0.00%
Operational-Level 6	98.00	59.00	60.20%	39.00	39.80%	0.00	0.00%
Oper Officer - Level 6 (Inc01)	30.00	15.00	50.00%	15.00	50.00%	0.00	0.00%
Oper Officer - Level 6 (Inc02)	8.00	2.00	25.00%	6.00	75.00%	0.00	0.00%
Oper Officer - Level 6 (Inc03)	60.00	42.00	70.00%	18.00	30.00%	0.00	0.00%
Operational-Level 7	65.00	14.00	21.54%	51.00	78.46%	0.00	0.00%
Oper Officer - Level 7 (Inc01)	18.00	3.00	16.67%	15.00	83.33%	0.00	0.00%
Oper Officer - Level 7 (Inc02)	5.00	1.00	20.00%	4.00	80.00%	0.00	0.00%
Oper Officer - Level 7 (Inc03)	42.00	10.00	23.81%	32.00	76.19%	0.00	0.00%
Operational-Level 8	53.00	5.00	9.43%	48.00	90.57%	0.00	0.00%
Oper Officer - Level 8 (Inc01)	15.00	3.00	20.00%	12.00	80.00%	0.00	0.00%
Oper Officer - Level 8 (Inc02)	10.00	0.00	0.00%	10.00	100.00%	0.00	0.00%
Oper Officer - Level 8 (Inc03)	28.00	2.00	7.14%	26.00	92.86%	0.00	0.00%
Operational-Level 9	14.00	3.00	21.43%	11.00	78.57%	0.00	0.00%
Oper Officer - Level 9 (Inc01)	3.00	0.00	0.00%	3.00	100.00%	0.00	0.00%
Oper Officer - Level 9 (Inc02)	3.00	1.00	33.33%	2.00	66.67%	0.00	0.00%
Oper Officer - Level 9 (Inc03)	8.00	2.00	25.00%	6.00	75.00%	0.00	0.00%
Operational-Level 10	3.00	1.00	33.33%	2.00	66.67%	0.00	0.00%
Oper Officer - Level 10 (Inc03)	2.00	1.00	50.00%	1.00	50.00%	0.00	0.00%
Oper Officer - Level 10 (Inc04)	1.00	0.00	0.00%	1.00	100.00%	0.00	0.00%
Professional Officers	394.00	287.00	72.84%	107.00	27.16%	0.00	0.00%
Professional - Level 2	8.00	7.00	87.50%	1.00	12.50%	0.00	0.00%
Prof Officer - Level 2 (Inc01)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Prof Officer - Level 2 (Inc03)	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
Prof Officer - Level 2 (Inc04)	3.00	2.00	66.67%	1.00	33.33%	0.00	0.00%
Prof Officer - Level 2 (Inc05)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Prof Officer - Level 2 (Inc06)	3.00	3.00	100.00%	0.00	0.00%	0.00	0.00%
Professional-Level 3	64.00	48.00	75.00%	16.00	25.00%	0.00	0.00%
Prof Officer - Level 3 (Inc01)	16.00	13.00	81.25%	3.00	18.75%	0.00	0.00%
Prof Officer - Level 3 (Inc02)	10.00	4.00	40.00%	6.00	60.00%	0.00	0.00%
Prof Officer - Level 3 (Inc03)	5.00	4.00	80.00%	1.00	20.00%	0.00	0.00%
Prof Officer - Level 3 (Inc04)	32.00	26.00	81.25%	6.00	18.75%	0.00	0.00%
Publ Ser (72.50 hrs) PO3 (Inc01)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Professional-Level 4	120.00	89.00	74.17%	31.00	25.83%	0.00	0.00%
Prof Officer - Level 4 (Inc01)	19.00	12.00	63.16%	7.00	36.84%	0.00	0.00%
Prof Officer - Level 4 (Inc02)	18.00	16.00	88.89%	2.00	11.11%	0.00	0.00%
Prof Officer - Level 4 (Inc03)	16.00	10.00	62.50%	6.00	37.50%	0.00	0.00%
Prof Officer - Level 4 (Inc04)	65.00	50.00	76.92%	15.00	23.08%	0.00	0.00%
Publ Ser (72.50 hrs) PO4 (Inc02)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) PO4 (Inc03)	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) PO4 (Inc04)	1.00	0.00	0.00%	1.00	100.00%	0.00	0.00%
Professional-Level 5	126.00	91.00	72.22%	35.00	27.78%	0.00	0.00%
Prof Officer - Level 5 (Inc01)	18.00	13.00	72.22%	5.00	27.78%	0.00	0.00%
Prof Officer - Level 5 (Inc02)	14.00	11.00	78.57%	3.00	21.43%	0.00	0.00%
Prof Officer - Level 5 (Inc03)	10.00	7.00	70.00%	3.00	30.00%	0.00	0.00%
Prof Officer - Level 5 (Inc04)	74.00	54.00	72.97%	20.00	27.03%	0.00	0.00%
Publ Ser (72.50 hrs) PO5 (Inc01)	3.00	2.00	66.67%	1.00	33.33%	0.00	0.00%
Publ Ser (72.50 hrs) PO5 (Inc02)	2.00	2.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) PO5 (Inc03)	2.00	0.00	0.00%	2.00	100.00%	0.00	0.00%
Publ Ser (72.50 hrs) PO5 (Inc04)	3.00	2.00	66.67%	1.00	33.33%	0.00	0.00%

Classification	Total	Female		Male		Non-binary	
		HC	%	HC	%	HC	%
Professional-Level 6	76.00	52.00	68.42%	24.00	31.58%	0.00	0.00%
Prof Officer - Level 6 (Inc01)	9.00	7.00	77.78%	2.00	22.22%	0.00	0.00%
Prof Officer - Level 6 (Inc02)	6.00	3.00	50.00%	3.00	50.00%	0.00	0.00%
Prof Officer - Level 6 (Inc03)	9.00	6.00	66.67%	3.00	33.33%	0.00	0.00%
Prof Officer - Level 6 (Inc04)	44.00	31.00	70.45%	13.00	29.55%	0.00	0.00%
Publ Ser (72.50 hrs) PO6 (Inc01)	2.00	2.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) PO6 (Inc03)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) PO6 (Inc04)	5.00	2.00	40.00%	3.00	60.00%	0.00	0.00%
Technical Officers	38.00	24.00	63.16%	14.00	36.84%	0.00	0.00%
Technical-Level 2	11.00	10.00	90.91%	1.00	9.09%	0.00	0.00%
Tech Officer - Level 2 (Inc02)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Tech Officer - Level 2 (Inc03)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Tech Officer - Level 2 (Inc06)	9.00	8.00	88.89%	1.00	11.11%	0.00	0.00%
Technical-Level 3	14.00	8.00	57.14%	6.00	42.86%	0.00	0.00%
Tech Officer - Level 3 (Inc01)	2.00	2.00	100.00%	0.00	0.00%	0.00	0.00%
Tech Officer - Level 3 (Inc02)	2.00	2.00	100.00%	0.00	0.00%	0.00	0.00%
Tech Officer - Level 3 (Inc03)	1.00	0.00	0.00%	1.00	100.00%	0.00	0.00%
Tech Officer - Level 3 (Inc04)	9.00	4.00	44.44%	5.00	55.56%	0.00	0.00%
Technical-Level 4	11.00	5.00	45.45%	6.00	54.55%	0.00	0.00%
Tech Officer - Level 4 (Inc01)	5.00	3.00	60.00%	2.00	40.00%	0.00	0.00%
Tech Officer - Level 4 (Inc02)	3.00	1.00	33.33%	2.00	66.67%	0.00	0.00%
Tech Officer - Level 4 (Inc03)	3.00	1.00	33.33%	2.00	66.67%	0.00	0.00%
Technical-Level 5	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Tech Officer - Level 5 (Inc01)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Technical-Level 6	1.00	0.00	0.00%	1.00	100.00%	0.00	0.00%
Tech Officer - Level 6 (Inc01)	1.00	0.00	0.00%	1.00	100.00%	0.00	0.00%

Classification levels – FTE

Classification	Total	Female		Male		Non-binary	
		FTE	%	FTE	%	FTE	%
EB11 total	32917.54	22253.17	67.60%	10639.41	32.32%	24.96	0.08%
Administration Officers	22559.61	17387.69	77.07%	5154.00	22.85%	17.92	0.08%
Admin Officer - Level 1	0.41	0.41	100.00%	0.00	0.00%	0.00	0.00%
Admin Officer - Level 1 (Inc01)	0.41	0.41	100.00%	0.00	0.00%	0.00	0.00%
Admin Officer - Level 2	217.32	164.41	75.65%	52.91	24.35%	0.00	0.00%
Admin Officer - Level 2 (Inc01)	42.10	28.15	66.86%	13.95	33.14%	0.00	0.00%
Admin Officer - Level 2 (Inc02)	16.73	12.31	73.58%	4.42	26.42%	0.00	0.00%
Admin Officer - Level 2 (Inc03)	14.79	11.96	80.87%	2.83	19.13%	0.00	0.00%
Admin Officer - Level 2 (Inc04)	7.47	3.65	48.86%	3.82	51.14%	0.00	0.00%
Admin Officer - Level 2 (Inc05)	7.63	5.73	75.10%	1.90	24.90%	0.00	0.00%
Admin Officer - Level 2 (Inc06)	4.82	2.82	58.51%	2.00	41.49%	0.00	0.00%
Admin Officer - Level 2 (Inc07)	5.24	4.50	85.88%	0.74	14.12%	0.00	0.00%
Admin Officer - Level 2 (Inc08)	116.25	94.00	80.86%	22.25	19.14%	0.00	0.00%
Publ Ser (72.50 hrs) AO2 (Inc01)	0.29	0.29	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) AO2 (Inc08)	2.00	1.00	50.00%	1.00	50.00%	0.00	0.00%
Admin Officer - Level 3	9249.59	8164.97	88.27%	1074.93	11.62%	9.69	0.10%
Admin Officer - Level 3 (Inc01)	1493.80	1238.51	82.91%	249.79	16.72%	5.50	0.37%
Admin Officer - Level 3 (Inc02)	1224.19	1056.76	86.32%	164.64	13.45%	2.79	0.23%
Admin Officer - Level 3 (Inc03)	832.45	713.58	85.72%	117.87	14.16%	1.00	0.12%
Admin Officer - Level 3 (Inc04)	5661.68	5125.65	90.53%	535.63	9.46%	0.40	0.01%
AO3 Seconded (72.5) RHA (Inc02)	0.60	0.00	0.00%	0.60	100.00%	0.00	0.00%

Classification	Total	Female		Male		Non-binary	
		FTE	%	FTE	%	FTE	%
Publ Ser (72.50 hrs) AO3 (Inc01)	17.63	11.23	63.70%	6.40	36.30%	0.00	0.00%
Publ Ser (72.50 hrs) AO3 (Inc02)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) AO3 (Inc04)	18.24	18.24	100.00%	0.00	0.00%	0.00	0.00%
Admin Officer - Level 4	3914.26	3195.53	81.64%	716.10	18.29%	2.63	0.07%
Admin Officer - Level 4 (Inc01)	981.72	766.23	78.05%	214.65	21.86%	0.84	0.09%
Admin Officer - Level 4 (Inc02)	616.11	480.92	78.06%	134.40	21.81%	0.79	0.13%
Admin Officer - Level 4 (Inc03)	412.18	345.74	83.88%	65.44	15.88%	1.00	0.24%
Admin Officer - Level 4 (Inc04)	1758.83	1476.22	83.93%	282.61	16.07%	0.00	0.00%
AO4 Seconded (72.5) RHA (Inc01)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
AO4 Seconded (72.5) RHA (Inc02)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) AO4 (Inc01)	46.03	39.03	84.79%	7.00	15.21%	0.00	0.00%
Publ Ser (72.50 hrs) AO4 (Inc02)	17.80	14.80	83.15%	3.00	16.85%	0.00	0.00%
Publ Ser (72.50 hrs) AO4 (Inc03)	14.67	11.67	79.55%	3.00	20.45%	0.00	0.00%
Publ Ser (72.50 hrs) AO4 (Inc04)	64.92	58.92	90.76%	6.00	9.24%	0.00	0.00%
Admin Officer - Level 5	2750.13	1975.72	71.84%	771.81	28.06%	2.60	0.09%
Admin Officer - Level 5 (Inc01)	697.85	503.68	72.18%	194.17	27.82%	0.00	0.00%
Admin Officer - Level 5 (Inc02)	468.80	341.20	72.78%	126.60	27.01%	1.00	0.21%
Admin Officer - Level 5 (Inc03)	294.99	204.56	69.34%	90.43	30.66%	0.00	0.00%
Admin Officer - Level 5 (Inc04)	1032.31	722.70	70.01%	309.61	29.99%	0.00	0.00%
AO5 Seconded (72.5) RHA (Inc01)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
AO5 Seconded RHA (72.5) (Inc04)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) AO5 (Inc01)	74.62	57.02	76.41%	17.00	22.78%	0.60	0.80%
Publ Ser (72.50 hrs) AO5 (Inc02)	55.71	45.21	81.15%	9.50	17.05%	1.00	1.80%
Publ Ser (72.50 hrs) AO5 (Inc03)	35.60	29.60	83.15%	6.00	16.85%	0.00	0.00%
Publ Ser (72.50 hrs) AO5 (Inc04)	88.25	69.75	79.04%	18.50	20.96%	0.00	0.00%
Admin Officer - Level 6	2586.93	1663.63	64.31%	923.30	35.69%	0.00	0.00%
Admin Officer - Level 6 (Inc01)	551.68	362.11	65.64%	189.57	34.36%	0.00	0.00%
Admin Officer - Level 6 (Inc02)	424.69	272.79	64.23%	151.90	35.77%	0.00	0.00%
Admin Officer - Level 6 (Inc03)	315.86	190.03	60.16%	125.83	39.84%	0.00	0.00%
Admin Officer - Level 6 (Inc04)	956.05	584.38	61.12%	371.67	38.88%	0.00	0.00%
Publ Ser (72.50 hrs) AO6 (Inc01)	95.38	73.88	77.46%	21.50	22.54%	0.00	0.00%
Publ Ser (72.50 hrs) AO6 (Inc02)	64.10	54.10	84.40%	10.00	15.60%	0.00	0.00%
Publ Ser (72.50 hrs) AO6 (Inc03)	43.28	34.28	79.21%	9.00	20.79%	0.00	0.00%
Publ Ser (72.50 hrs) AO6 (Inc04)	135.89	92.06	67.75%	43.83	32.25%	0.00	0.00%
Admin Officer - Level 7	2407.27	1382.61	57.43%	1022.66	42.48%	2.00	0.08%
Admin Officer - Level 7 (Inc01)	433.42	252.89	58.35%	179.53	41.42%	1.00	0.23%
Admin Officer - Level 7 (Inc02)	336.51	203.61	60.51%	132.90	39.49%	0.00	0.00%
Admin Officer - Level 7 (Inc03)	215.91	113.21	52.43%	102.70	47.57%	0.00	0.00%
Admin Officer - Level 7 (Inc04)	970.23	514.40	53.02%	455.83	46.98%	0.00	0.00%
AO7 Seconded (72.5) RHA (Inc01)	3.00	2.00	66.67%	1.00	33.33%	0.00	0.00%
Publ Ser (72.50 hrs) AO7 (Inc01)	120.98	80.18	66.28%	39.80	32.90%	1.00	0.83%
Publ Ser (72.50 hrs) AO7 (Inc02)	73.01	50.01	68.50%	23.00	31.50%	0.00	0.00%
Publ Ser (72.50 hrs) AO7 (Inc03)	61.55	36.45	59.22%	25.10	40.78%	0.00	0.00%
Publ Ser (72.50 hrs) AO7 (Inc04)	192.66	129.86	67.40%	62.80	32.60%	0.00	0.00%
Admin Officer - Level 8	1433.70	840.41	58.62%	592.29	41.31%	1.00	0.07%
Admin Officer - Level 8 (Inc01)	249.97	153.34	61.34%	96.63	38.66%	0.00	0.00%
Admin Officer - Level 8 (Inc02)	146.26	86.46	59.11%	59.80	40.89%	0.00	0.00%
Admin Officer - Level 8 (Inc03)	119.54	60.74	50.81%	58.80	49.19%	0.00	0.00%
Admin Officer - Level 8 (Inc04)	603.84	337.35	55.87%	265.49	43.97%	1.00	0.17%

Classification	Total	Female		Male		Non-binary	
		FTE	%	FTE	%	FTE	%
AO8 Secondee (72.5) RHA (Inc01)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) AO8 (Inc01)	81.77	52.00	63.59%	29.77	36.41%	0.00	0.00%
Publ Ser (72.50 hrs) AO8 (Inc02)	45.40	30.40	66.96%	15.00	33.04%	0.00	0.00%
Publ Ser (72.50 hrs) AO8 (Inc03)	41.50	29.00	69.88%	12.50	30.12%	0.00	0.00%
Publ Ser (72.50 hrs) AO8 (Inc04)	144.42	90.12	62.40%	54.30	37.60%	0.00	0.00%
Operational (OO)	9964.32	4588.67	46.05%	5368.61	53.88%	7.04	0.07%
Operational - Traineeship	0.83	0.41	49.40%	0.42	50.60%	0.00	0.00%
Train OO2 55% (Inc01)	0.31	0.21	67.74%	0.10	32.26%	0.00	0.00%
Train OO2 75% (Inc01)	0.52	0.20	38.46%	0.32	61.54%	0.00	0.00%
Operational-Level 2	7014.58	3707.36	52.85%	3302.58	47.08%	4.64	0.07%
Oper Officer - Level 2 (Inc01)	1134.59	598.07	52.71%	535.20	47.17%	1.32	0.12%
Oper Officer - Level 2 (Inc02)	776.47	405.39	52.21%	370.76	47.75%	0.32	0.04%
Oper Officer - Level 2 (Inc03)	670.66	329.02	49.06%	339.64	50.64%	2.00	0.30%
Oper Officer - Level 2 (Inc04)	998.68	518.23	51.89%	479.45	48.01%	1.00	0.10%
Oper Off L2 Qual Cert 2/3 (Inc01)	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
OO2-5 No Cert (Inc01)	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
OO2-5 No Cert (Inc E)	250.68	139.04	55.47%	111.64	44.53%	0.00	0.00%
Oper Officer – Level 2 (Inc E)	3183.50	1717.61	53.95%	1465.89	46.05%	0.00	0.00%
Operational-Level 3	2033.50	503.20	24.75%	1528.40	75.16%	1.90	0.09%
Oper Officer - Level 3 (Inc01)	458.96	123.41	26.89%	334.65	72.91%	0.90	0.20%
Oper Officer - Level 3 (Inc02)	313.39	67.88	21.66%	244.51	78.02%	1.00	0.32%
Oper Officer - Level 3 (Inc03)	235.07	62.65	26.65%	172.42	73.35%	0.00	0.00%
Oper Officer - Level 3 (Inc04)	306.03	81.18	26.53%	224.85	73.47%	0.00	0.00%
Oper Officer – Level 3 (Inc E)	720.05	168.08	23.34%	551.97	76.66%	0.00	0.00%
Operational-Level 4	526.47	214.44	40.73%	311.53	59.17%	0.50	0.09%
Oper Officer - Level 4 (Inc01)	154.09	60.22	39.08%	93.37	60.59%	0.50	0.32%
Oper Officer - Level 4 (Inc02)	62.00	29.87	48.18%	32.13	51.82%	0.00	0.00%
Oper Officer - Level 4 (Inc03)	57.66	22.77	39.49%	34.89	60.51%	0.00	0.00%
Oper Officer - Level 4 (Inc04)	251.72	101.58	40.35%	150.14	59.65%	0.00	0.00%
Publ Ser (72.50 hrs) OO4 (Inc04)	1.00	0.00	0.00%	1.00	100.00%	0.00	0.00%
Operational-Level 5	159.49	84.31	52.86%	75.18	47.14%	0.00	0.00%
Oper Officer 5 - Level (Inc01)	59.20	32.96	55.68%	26.24	44.32%	0.00	0.00%
Oper Officer 5 - Level (Inc02)	21.92	10.92	49.82%	11.00	50.18%	0.00	0.00%
Oper Officer 5 - Level (Inc03)	12.06	10.06	83.42%	2.00	16.58%	0.00	0.00%
Oper Officer 5 - Level (Inc04)	66.31	30.37	45.80%	35.94	54.20%	0.00	0.00%
Operational-Level 6	95.45	56.45	59.14%	39.00	40.86%	0.00	0.00%
Oper Officer - Level 6 (Inc01)	30.00	15.00	50.00%	15.00	50.00%	0.00	0.00%
Oper Officer - Level 6 (Inc02)	8.00	2.00	25.00%	6.00	75.00%	0.00	0.00%
Oper Officer - Level 6 (Inc03)	57.45	39.45	68.67%	18.00	31.33%	0.00	0.00%
Operational-Level 7	64.00	13.50	21.09%	50.50	78.91%	0.00	0.00%
Oper Officer - Level 7 (Inc01)	17.50	2.50	14.29%	15.00	85.71%	0.00	0.00%
Oper Officer - Level 7 (Inc02)	5.00	1.00	20.00%	4.00	80.00%	0.00	0.00%
Oper Officer - Level 7 (Inc03)	41.50	10.00	24.10%	31.50	75.90%	0.00	0.00%
Operational-Level 8	53.00	5.00	9.43%	48.00	90.57%	0.00	0.00%
Oper Officer - Level 8 (Inc01)	15.00	3.00	20.00%	12.00	80.00%	0.00	0.00%
Oper Officer - Level 8 (Inc02)	10.00	0.00	0.00%	10.00	100.00%	0.00	0.00%
Oper Officer - Level 8 (Inc03)	28.00	2.00	7.14%	26.00	92.86%	0.00	0.00%
Operational-Level 9	14.00	3.00	21.43%	11.00	78.57%	0.00	0.00%
Oper Officer - Level 9 (Inc01)	3.00	0.00	0.00%	3.00	100.00%	0.00	0.00%
Oper Officer - Level 9 (Inc02)	3.00	1.00	33.33%	2.00	66.67%	0.00	0.00%
Oper Officer - Level 9 (Inc03)	8.00	2.00	25.00%	6.00	75.00%	0.00	0.00%
Operational-Level 10	3.00	1.00	33.33%	2.00	66.67%	0.00	0.00%
Oper Officer - Level 10 (Inc03)	2.00	1.00	50.00%	1.00	50.00%	0.00	0.00%

Classification	Total	Female		Male		Non-binary	
		FTE	%	FTE	%	FTE	%
Oper Officer - Level 10 (Inc04)	1.00	0.00	0.00%	1.00	100.00%	0.00	0.00%
Professional Officers (PO)	359.70	255.27	70.97%	104.43	29.03%	0.00	0.00%
Professional - Level 2	7.80	6.80	87.18%	1.00	12.82%	0.00	0.00%
Prof Officer - Level 2 (Inc01)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Prof Officer - Level 2 (Inc03)	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
Prof Officer - Level 2 (Inc04)	3.00	2.00	66.67%	1.00	33.33%	0.00	0.00%
Prof Officer - Level 2 (Inc05)	0.80	0.80	100.00%	0.00	0.00%	0.00	0.00%
Prof Officer - Level 2 (Inc06)	3.00	3.00	100.00%	0.00	0.00%	0.00	0.00%
Professional-Level 3	55.15	39.08	70.86%	16.07	29.14%	0.00	0.00%
Prof Officer - Level 3 (Inc01)	12.77	9.70	75.96%	3.07	24.04%	0.00	0.00%
Prof Officer - Level 3 (Inc02)	9.60	3.60	37.50%	6.00	62.50%	0.00	0.00%
Prof Officer - Level 3 (Inc03)	5.00	4.00	80.00%	1.00	20.00%	0.00	0.00%
Prof Officer - Level 3 (Inc04)	26.78	20.78	77.60%	6.00	22.40%	0.00	0.00%
Publ Serv (72.50 hrs) PO3 (Inc01)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Professional-Level 4	107.61	78.05	72.53%	29.56	27.47%	0.00	0.00%
Prof Officer - Level 4 (Inc01)	18.82	12.10	64.29%	6.72	35.71%	0.00	0.00%
Prof Officer - Level 4 (Inc02)	15.20	13.20	86.84%	2.00	13.16%	0.00	0.00%
Prof Officer - Level 4 (Inc03)	13.82	7.82	56.58%	6.00	43.42%	0.00	0.00%
Prof Officer - Level 4 (Inc04)	57.77	43.93	76.04%	13.84	23.96%	0.00	0.00%
Publ Ser (72.50 hrs) PO4 (Inc02)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) PO4 (Inc03)	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) PO4 (Inc04)	1.00	0.00	0.00%	1.00	100.00%	0.00	0.00%
Professional-Level 5	114.84	80.84	70.39%	34.00	29.61%	0.00	0.00%
Prof Officer - Level 5 (Inc01)	14.65	9.65	65.87%	5.00	34.13%	0.00	0.00%
Prof Officer - Level 5 (Inc02)	13.35	10.35	77.53%	3.00	22.47%	0.00	0.00%
Prof Officer - Level 5 (Inc03)	8.77	5.77	65.79%	3.00	34.21%	0.00	0.00%
Prof Officer - Level 5 (Inc04)	68.36	49.36	72.21%	19.00	27.79%	0.00	0.00%
Publ Ser (72.50 hrs) PO5 (Inc01)	3.00	2.00	66.67%	1.00	33.33%	0.00	0.00%
Publ Ser (72.50 hrs) PO5 (Inc02)	2.00	2.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) PO5 (Inc03)	2.00	0.00	0.00%	2.00	100.00%	0.00	0.00%
Publ Ser (72.50 hrs) PO5 (Inc04)	2.71	1.71	63.10%	1.00	36.90%	0.00	0.00%
Professional-Level 6	74.30	50.50	67.97%	23.80	32.03%	0.00	0.00%
Prof Officer - Level 6 (Inc01)	9.00	7.00	77.78%	2.00	22.22%	0.00	0.00%
Prof Officer - Level 6 (Inc02)	5.80	3.00	51.72%	2.80	48.28%	0.00	0.00%
Prof Officer - Level 6 (Inc03)	9.00	6.00	66.67%	3.00	33.33%	0.00	0.00%
Prof Officer - Level 6 (Inc04)	42.90	29.90	69.70%	13.00	30.30%	0.00	0.00%
Publ Ser (72.50 hrs) PO6 (Inc01)	2.00	2.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) PO6 (Inc03)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Publ Ser (72.50 hrs) PO6 (Inc04)	4.60	1.60	34.78%	3.00	65.22%	0.00	0.00%
Technical Officers (TO)	33.91	21.54	63.52%	12.37	36.48%	0.00	0.00%
Technical-Level 2	9.38	8.95	95.42%	0.43	4.58%	0.00	0.00%
Tech Officer - Level 2 (Inc02)	0.32	0.32	100.00%	0.00	0.00%	0.00	0.00%
Tech Officer - Level 2 (Inc03)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Tech Officer - Level 2 (Inc06)	8.06	7.63	94.67%	0.43	5.33%	0.00	0.00%
Technical-Level 3	11.53	6.59	57.16%	4.94	42.84%	0.00	0.00%
Tech Officer - Level 3 (Inc01)	2.00	2.00	100.00%	0.00	0.00%	0.00	0.00%
Tech Officer - Level 3 (Inc02)	1.79	1.79	100.00%	0.00	0.00%	0.00	0.00%
Tech Officer - Level 3 (Inc03)	1.00	0.00	0.00%	1.00	100.00%	0.00	0.00%
Tech Officer - Level 3 (Inc04)	6.74	2.80	41.54%	3.94	58.46%	0.00	0.00%
Technical-Level 4	11.00	5.00	45.45%	6.00	54.55%	0.00	0.00%
Tech Officer - Level 4 (Inc01)	5.00	3.00	60.00%	2.00	40.00%	0.00	0.00%
Tech Officer - Level 4 (Inc02)	3.00	1.00	33.33%	2.00	66.67%	0.00	0.00%
Tech Officer - Level 4 (Inc03)	3.00	1.00	33.33%	2.00	66.67%	0.00	0.00%
Technical-Level 5	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%

Classification	Total	Female		Male		Non-binary	
		FTE	%	FTE	%	FTE	%
Tech Officer - Level 5 (Inc01)	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Technical-Level 6	1.00	0.00	0.00%	1.00	100.00%	0.00	0.00%
Tech Officer - Level 6 (Inc01)	1.00	0.00	0.00%	1.00	100.00%	0.00	0.00%

Employment type

c	Employment Type	Total	Female		Male		Non-binary	
			HC	%	HC	%	HC	%
EB11 total	Total	37,847.00	25,933.00	68.53%	11,884.00	31.39%	30.00	0.08%
	Full time	24,777.00	16,059.00	64.81%	8,701.00	35.12%	17.00	0.07%
	Part time	10,301.00	8,262.00	80.21%	2,030.00	19.71%	9.00	0.09%
	Casual	2,769.00	1,612.00	58.33%	1,153.00	41.53%	4.00	0.14%
Administration Officers	Total	25,063.00	19,657.00	78.43%	5,385.00	21.48%	21.00	0.08%
	Full time	17,989.00	13,209.00	73.43%	4,767.00	26.50%	13.00	0.07%
	Part time	6,443.00	5,895.00	91.49%	541.00	8.40%	7.00	0.11%
	Casual	631.00	553.00	87.68%	77.00	12.17%	1.00	0.16%
Operational Officers	Total	12,353.00	5,966.00	48.30%	6,378.00	51.63%	9.00	0.07%
	Full time	6,463.00	2,633.00	40.74%	3,826.00	59.20%	4.00	0.06%
	Part time	3,754.00	2,276.00	60.63%	1,476.00	39.32%	2.00	0.05%
	Casual	2,136.00	1,057.00	49.49%	1,076.00	50.37%	3.00	0.14%
Professional Officers	Total	393.00	286.00	72.77%	107.00	27.23%	0.00	0.00%
	Full time	296.00	198.00	66.89%	98.00	33.11%	0.00	0.00%
	Part time	96.00	87.00	90.63%	9.00	9.38%	0.00	0.00%
	Casual	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Technical Officers	Total	38.00	24.00	63.16%	14.00	36.84%	0.00	0.00%
	Full time	29.00	19.00	65.52%	10.00	34.48%	0.00	0.00%
	Part time	8.00	4.00	50.00%	4.00	50.00%	0.00	0.00%
	Casual	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%

Employment status

Classification	Employment Status	Total	Female		Male		Non-binary	
			HC	%	HC	%	HC	%
EB11 total	Total	37,847.00	25,932.00	68.52%	11,885.00	31.40%	30.00	0.08%
	Permanent	29,419.00	20,392.00	69.32%	9,014.00	30.64%	13.00	0.04%
	Temporary	5,659.00	3,928.00	69.41%	1,718.00	30.36%	13.00	0.23%
	Casual	2,769.00	1,612.00	58.33%	1,153.00	41.53%	4.00	0.14%
Administration Officers	Total	25,063.00	19,656.00	78.43%	5,386.00	21.49%	21.00	0.08%
	Permanent	20,332.00	15,909.00	78.25%	4,415.00	21.71%	8.00	0.04%
	Temporary	4,100.00	3,194.00	77.90%	894.00	21.80%	12.00	0.29%
	Casual	631.00	553.00	87.68%	77.00	12.17%	1.00	0.16%
Operational Officers	Total	12,353.00	5,966.00	48.30%	6,378.00	51.63%	9.00	0.07%
	Permanent	8,713.00	4,214.00	48.36%	4,494.00	51.58%	5.00	0.06%
	Temporary	1,504.00	695.00	46.21%	808.00	53.72%	1.00	0.07%
	Casual	2,136.00	1,057.00	49.49%	1,076.00	50.37%	3.00	0.14%
Professional Officers	Total	393.00	286.00	72.77%	107.00	27.23%	0.00	0.00%
	Permanent	347.00	253.00	72.91%	94.00	27.09%	0.00	0.00%
	Temporary	45.00	32.00	71.11%	13.00	28.89%	0.00	0.00%
	Casual	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%
Technical Officers	Total	38.00	24.00	63.16%	14.00	36.84%	0.00	0.00%
	Permanent	27.00	16.00	59.26%	11.00	40.74%	0.00	0.00%
	Temporary	10.00	7.00	70.00%	3.00	30.00%	0.00	0.00%
	Casual	1.00	1.00	100.00%	0.00	0.00%	0.00	0.00%

Length of temporary employee service

This data reflects employees who are temporary as at the date of the report. - 22 June 2025.

This data is utilised to assist in eligibility of current temporary employees for possible transition to Permanent. It is based on an aggregation of unique periods of active employment as a Temporary.

A break in service of more than 84 days re-sets an employee's length of Temporary service calculation.

Classification	Temporary service	Total	Female		Male		Non-binary	
			HC	%	HC	%	HC	%
EB11 total	a) less than 9 months	3256.00	2254.00	69.23%	995.00	30.56%	7.00	0.21%
	b) 9 months to 1 year	668.00	462.00	69.16%	203.00	30.39%	3.00	0.45%
	c) 1 year to 2 years	1422.00	966.00	67.93%	452.00	31.79%	4.00	0.28%
	d) 2 years to 3 years	250.00	183.00	73.20%	67.00	26.80%	0.00	0.00%
	e) 3 years and greater	112.00	84.00	75.00%	28.00	25.00%	0.00	0.00%
Administration Officers	a) less than 9 months	2214.00	1772.00	80.04%	437.00	19.74%	5.00	0.23%
	b) 9 months to 1 year	490.00	382.00	77.96%	105.00	21.43%	3.00	0.61%
	c) 1 year to 2 years	1084.00	806.00	74.35%	274.00	25.28%	4.00	0.37%
	d) 2 years to 3 years	207.00	162.00	78.26%	45.00	21.74%	0.00	0.00%
	e) 3 years and greater	100.00	80.00	80.00%	20.00	20.00%	0.00	0.00%
Operational Officers	a) less than 9 months	1011.00	459.00	45.40%	550.00	54.40%	2.00	0.20%
	b) 9 months to 1 year	173.00	75.00	43.35%	98.00	56.65%	0.00	0.00%
	c) 1 year to 2 years	320.00	149.00	46.56%	171.00	53.44%	0.00	0.00%
	d) 2 years to 3 years	41.00	20.00	48.78%	21.00	51.22%	0.00	0.00%
	e) 3 years and greater	11.00	4.00	36.36%	7.00	63.64%	0.00	0.00%
Professional Officers	a) less than 9 months	26.00	18.00	69.23%	8.00	30.77%	0.00	0.00%
	b) 9 months to 1 year	5.00	5.00	100.00%	0.00	0.00%	0.00	0.00%
	c) 1 year to 2 years	13.00	9.00	69.23%	4.00	30.77%	0.00	0.00%
	d) 2 years to 3 years	2.00	1.00	50.00%	1.00	50.00%	0.00	0.00%
	e) 3 years and greater	1.00	0.00	0.00%	1.00	100.00%	0.00	0.00%
Technical Officers	a) less than 9 months	5.00	5.00	100.00%	0.00	0.00%	0.00	0.00%
	b) 9 months to 1 year	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
	c) 1 year to 2 years	5.00	2.00	40.00%	3.00	60.00%	0.00	0.00%

	d) 2 years to 3 years	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
	e) 3 years and greater	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%