



State
Service
Commissioner
Tasmania



ANNUAL REPORT 2010-2011

ADDENDUM

Structured headcount and
structured full-time equivalent
data tables and charts

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Introduction

The reporting of State Service employment statistics in the printed annual report this year uses the reporting standards of paid full-time equivalent (paid FTE) and paid headcount, as opposed to structured data which was used previously. Previously, the headcount and related full-time equivalents count measured individual employment statistics recorded at the reporting date regardless of the actual hours worked (generally excluding casuals and sessionals). The 'paid counts' effectively exclude those employees who are technically employed but not paid at the reporting date. This method more accurately reflects the active capacity of the State Service as a workforce at a single point in time, because it excludes employees on secondment outside the State Service or on unpaid leave. This change was foreshadowed in the Commissioner's 2009-10 annual report and the terminology is detailed further in the 'Definitions' section of the printed annual report.

Structured full-time equivalent and structured headcount data is provided in this addendum for historical comparison purposes. The data below replicates the analysis provided in Tables 36-41 and Charts 12-33 of the printed annual report. The tables and charts in this addendum are therefore labelled Tables 36A-41A and Charts 12A-33A.

Historically, casual and sessional employees have only been reported as paid counts, and so structured data is not provided. In addition, structured counts for officers showed insufficient variation from paid counts to warrant reporting here.

The definitions and explanatory notes provided in the printed annual report apply to these charts and tables.

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ADDENDUM: STRUCTURED COUNTS

State Service Statistics

State Service numbers

This section reports the numbers of structured headcount and structured full-time equivalent employees in the State Service. Numbers are reported by agency, with permanent or fixed-term employment categories and part-time employment by gender the focus of separate tables.

Table 36A: Structured headcount by employment category, June 2011

AGENCY	Part 6 (officers)	Permanent	Fixed-term	Total
Department of Economic Development Tourism and the Arts	20	482	61	563
Department of Education	30	9,953	1,974	11,957
Department of Health and Human Services	64	9,907	2,214	12,185
Department of Infrastructure, Energy and Resources	19	575	19	613
Department of Justice	27	1,056	92	1,175
Department of Police and Emergency Management	11	852	38	901
Department of Premier and Cabinet	32	294	12	338
Department of Primary Industry, Parks, Water and Environment	26	1,419	188	1,633
Department of Treasury and Finance	15	277	33	325
Tasmanian Audit Office	3	38	1	42
Integrity Commission	1	4	11	16
Port Arthur Historic Site Management Authority	2	101	10	113
Tasmanian Skills Institute	3	336	47	386
The Public Trustee	2	48	6	56
TOTAL	255	25,342	4,706	30,303

Table 37A: Structured headcount by employment category and gender, June 2011

AGENCY	Part 6 (officers)		Permanent		Fixed-term		Gender total		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Department of Economic Development Tourism and the Arts	14	6	187	295	19	42	220	343	563
Department of Education	22	8	2,464	7,489	490	1,484	2,976	8,981	11,957
Department of Health and Human Services	39	25	2,250	7,657	777	1,437	3,066	9,119	12,185
Department of Infrastructure, Energy and Resources	17	2	306	269	7	12	330	283	613
Department of Justice	20	7	512	544	21	71	553	622	1,175
Department of Police and Emergency Management	10	1	526	326	11	27	547	354	901
Department of Premier and Cabinet	20	12	120	174	4	8	144	194	338
Department of Primary Industry, Parks, Water and Environment	20	6	764	655	95	93	879	754	1,633
Department of Treasury and Finance	12	3	125	152	12	21	149	176	325
Tasmanian Audit Office	3	0	20	18	0	1	23	19	42
Integrity Commission	0	1	1	3	5	6	6	10	16
Port Arthur Historic Site Management Authority	1	1	51	50	4	6	56	57	113
Tasmanian Skills Institute	2	1	224	112	18	29	244	142	386
The Public Trustee	2	0	17	31	1	5	20	36	56
TOTAL	182	73	7,567	17,775	1,464	3,242	9,213	21,090	30,303

ADDENDUM: STRUCTURED COUNTS

Table 38A: Structured full-time equivalents by employment category, June 2011

AGENCY	Part 6 (officers)	Permanent	Fixed-Term	Total
Department of Economic Development Tourism and the Arts	19.9	414.6	51.31	485.81
Department of Education	29	7,740.95	1,134.67	8,904.62
Department of Health and Human Services	59.31	7,764.24	1,681.98	9,505.53
Department of Infrastructure, Energy and Resources	19	490.48	14.63	524.11
Department of Justice	25.9	975.72	83.65	1,085.27
Department of Police and Emergency Management	11	819.67	29.47	860.14
Department of Premier and Cabinet	30.4	278.52	11.4	320.32
Dept of Primary Industry, Parks, Water and Environment	25.6	1,222.22	131.94	1,379.76
Department of Treasury and Finance	15	260.22	30.43	305.65
Tasmanian Audit Office	3	36.2	1	40.2
Integrity Commission	1	4	11	16
Port Arthur Historic Site Management Authority	2	69.8	4.22	76.02
Tasmanian Skills Institute	3	307.89	33.47	344.36
The Public Trustee	2	44	4.5	50.5
TOTAL	246.11	20,428.51	3,223.67	23,898.29

Table 39A: Comparative structured headcounts by employment category, June 2010 – June 2011

AGENCY	Part 6 (officers)		Permanent		Fixed-Term		Total		Variation	
	2010	2011	2010	2011	2010	2011	2010	2011	Count	Percent
Department of Economic Development Tourism and the Arts	23	20	465	482	69	61	557	563	6	1.08
Department of Education	20	30	8,815	9,953	1,755	1,974	10,590	11,957	1,367	12.91
Department of Health & Human Services	71	64	9,826	9,907	2,040	2,214	11,937	12,185	248	2.08
Department of Infrastructure, Energy and Resources	20	19	569	575	24	19	613	613	0	0.00
Department of Justice	26	27	1,017	1,056	80	92	1,123	1,175	52	4.63
Department of Police and Emergency Management	11	11	857	852	43	38	911	901	-10	-2.00
Department of Premier and Cabinet	28	32	318	294	14	12	360	338	-22	-6.11
Department of Primary Industry, Parks, Water and Environment	25	26	1,385	1,419	147	188	1,557	1,633	76	4.88
Department of Treasury and Finance	17	15	277	277	37	33	331	325	-6	-1.81
Tasmanian Audit Office	3	3	40	38	0	1	43	42	-1	-2.33
Integrity Commission	1	1	0	4	0	11	1	16	15	1,500.00
Port Arthur Historic Site Management Authority	2	2	101	101	14	10	117	113	-4	-3.42
Tasmanian Academy	1	0	202	0	76	0	279	0	-279	-100.00
Tasmanian Polytechnic	8	0	1,082	0	290	0	1,380	0	-1,380	-100.00
Tasmanian Skills Institute	3	3	352	336	35	47	390	386	-4	-1.03
The Public Trustee	2	2	51	48	3	6	56	56	0	0.00
TOTAL	260	255	25,357	25,342	4,627	4,706	30,245	30,866	58	0.19

Please refer to Explanatory note 1 of the printed annual report for important information about the above table.

ADDENDUM: STRUCTURED COUNTS

Table 40A: Comparison of structured full-time equivalents, June 2010 – June 2011

AGENCY	2010	2011	Variation
Department of Economic Development Tourism and the Arts	479.17	485.81	6.64
Department of Education	7,732.39	8,904.62	1,172.23
Department of Health and Human Services	9,292.85	9,505.53	212.68
Department of Infrastructure, Energy and Resources	523.66	524.11	0.45
Department of Justice	1,045.92	1,085.27	39.35
Department of Police and Emergency Management	868.36	860.14	-8.22
Department of Premier and Cabinet	337.40	320.32	-17.08
Department of Primary Industry, Parks, Water and Environment	1,318.72	1,379.76	61.04
Department of Treasury & Finance	311.96	305.65	-6.31
Tasmanian Audit Office	41.90	40.20	-1.70
Integrity Commission	1.00	16.00	15.00
Port Arthur Historic Site Management Authority	78.86	76.02	-2.84
Tasmanian Academy	212.72	0.00	-212.72
Tasmanian Polytechnic	1,127.43	0.00	-1,127.43
Tasmanian Skills Institute	356.63	344.36	-12.27
The Public Trustee	51.50	50.50	-1.00
TOTAL	23,780.47	23,898.29	117.82

Please refer to Explanatory note 1 of the printed annual report for important information about the above table.

Table 41A: Part-time employees (structured headcount) by gender, June 2011

AGENCY	Females working part-time		Males working part-time	
	No. working part-time	Percentage of agency female employees	No. working part-time	Percentage of agency male employees
Department of Economic Development Tourism and the Arts	131	38.19%	29	13.18%
Department of Education	5,404	60.17%	966	32.46%
Department of Health and Human Services	5,257	57.65%	788	25.70%
Department of Infrastructure, Energy and Resources	136	48.06%	29	8.79%
Department of Justice	197	31.67%	30	5.42%
Department of Police and Emergency Management	93	26.27%	10	1.83%
Department of Premier and Cabinet	50	25.77%	5	3.47%
Department of Primary Industry, Parks, Water and Environment	372	49.34%	130	14.79%
Department of Treasury and Finance	52	29.55%	5	3.36%
Tasmanian Audit Office	0	0.00%	0	0.00%
Integrity Commission	0	0.00%	0	0.00%
Port Arthur Historic Site Management Authority	40	70.18%	30	53.57%
Tasmanian Skills Institute	69	48.59%	31	12.70%
The Public Trustee	12	33.33%	1	5.00%
TOTAL	11,813	56.01%	2,054	22.29%

ADDENDUM: STRUCTURED COUNTS

Age profiles

Chart 12A, below, provides the age distribution of employees.

Chart 12A: Age distribution of State Service employees (structured headcount), June 2011

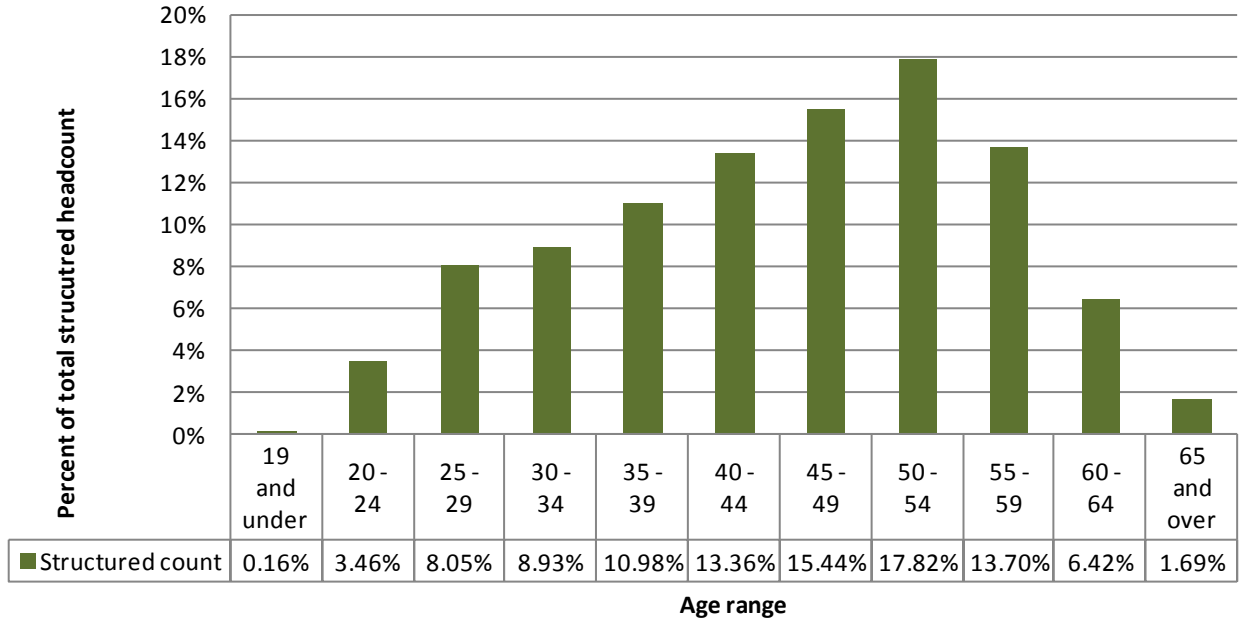
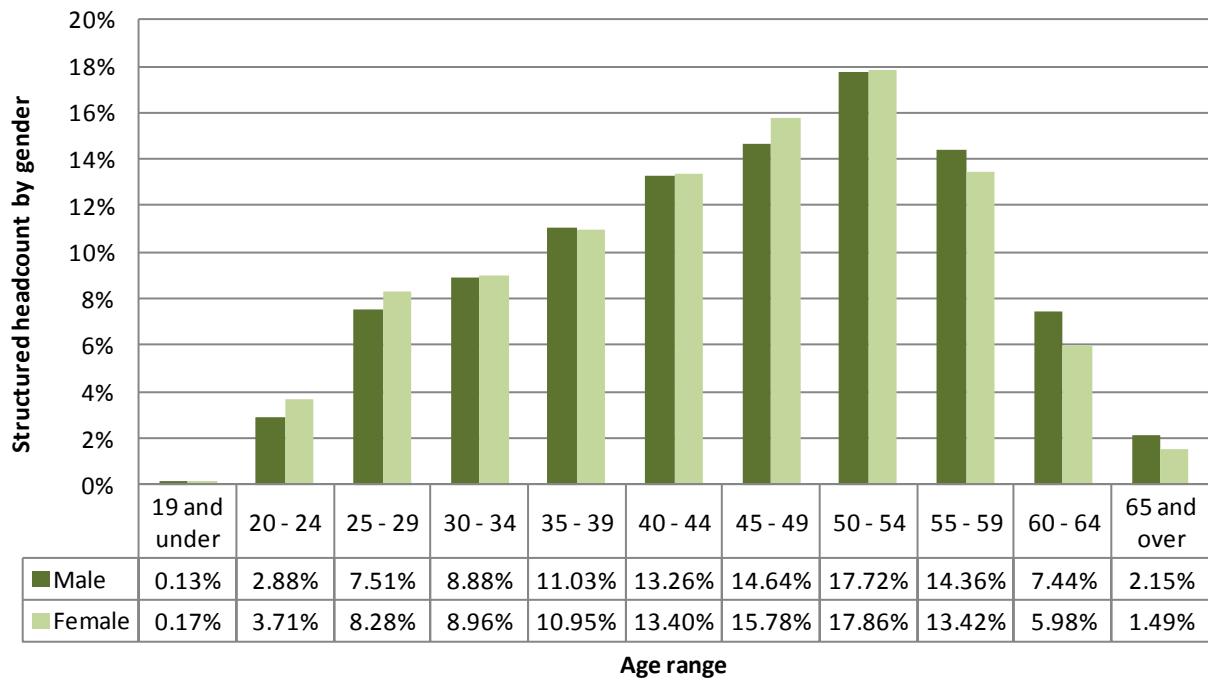


Chart 13A, below, provides the age distribution of employees, by gender.

Chart 13A: Age distribution of State Service employees by gender (structured headcount), June 2011



ADDENDUM: STRUCTURED COUNTS

Chart 14A, below, provides a time series for the age distribution of employees.

Chart 14A: Age distribution of State Service employees (structured headcount), June 2009 – June 2011

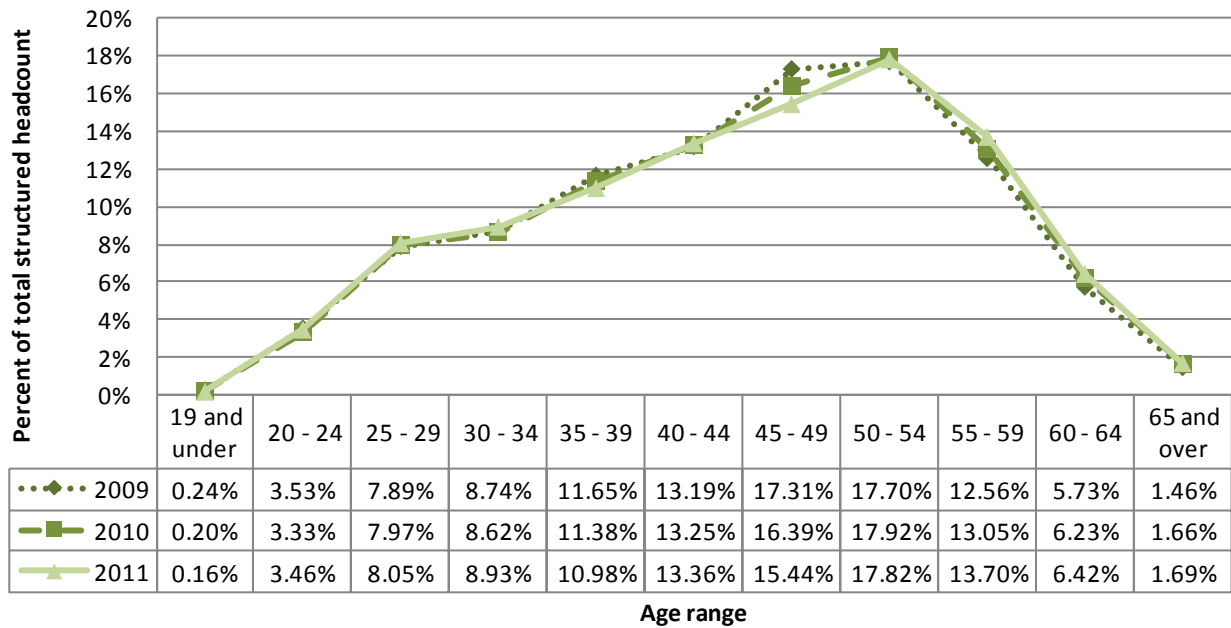
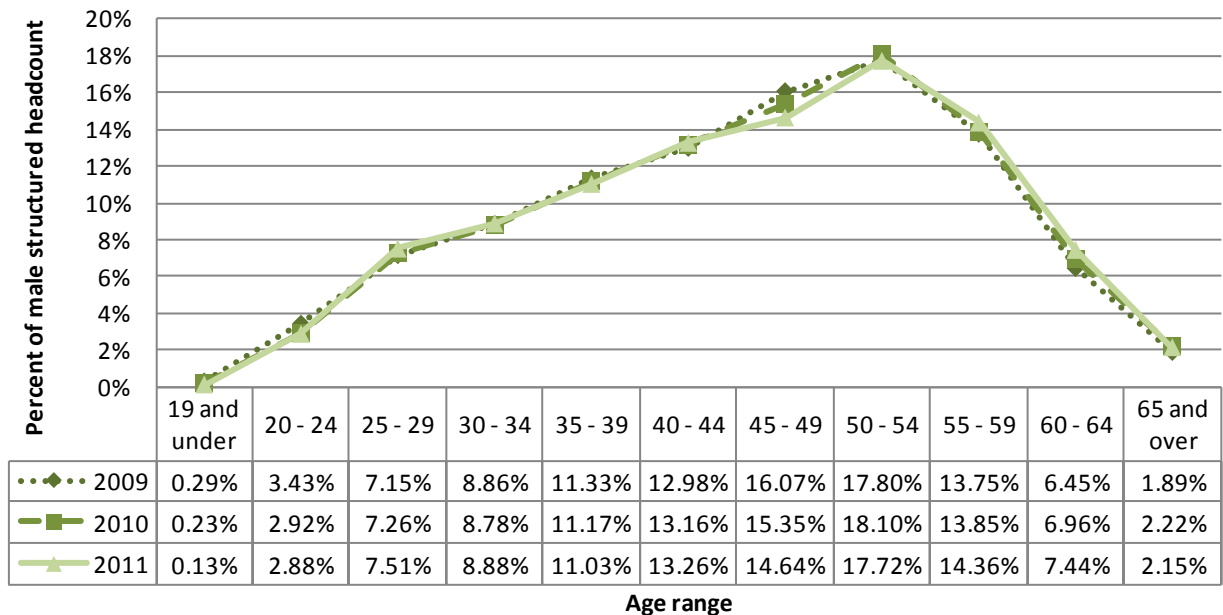


Chart 15A, below, provides a time series for the age distribution of male employees.

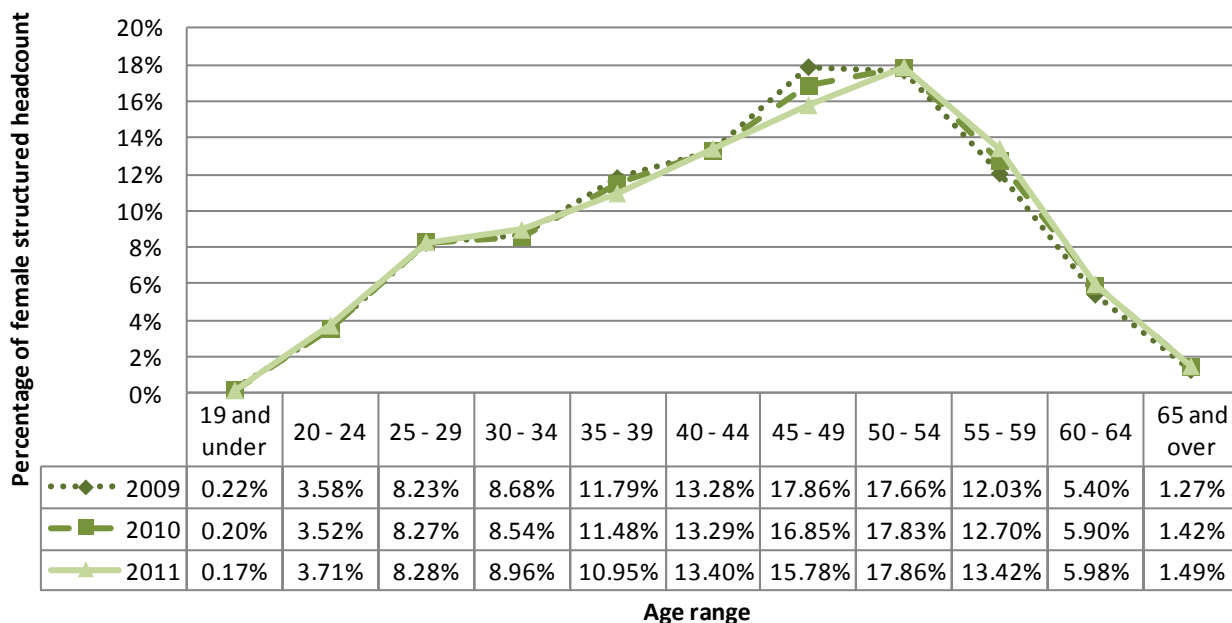
Chart 15A: Age distribution of male State Service employees (structured headcount), June 2009 – June 2011



ADDENDUM: STRUCTURED COUNTS

Chart 16A, below, provides a time series for the age distribution of female employees.

Chart 16A: Age distribution of female State Service employees (structured headcount), June 2009 – June 2011



See Explanatory note 15 of the printed annual report for important information about the above chart.

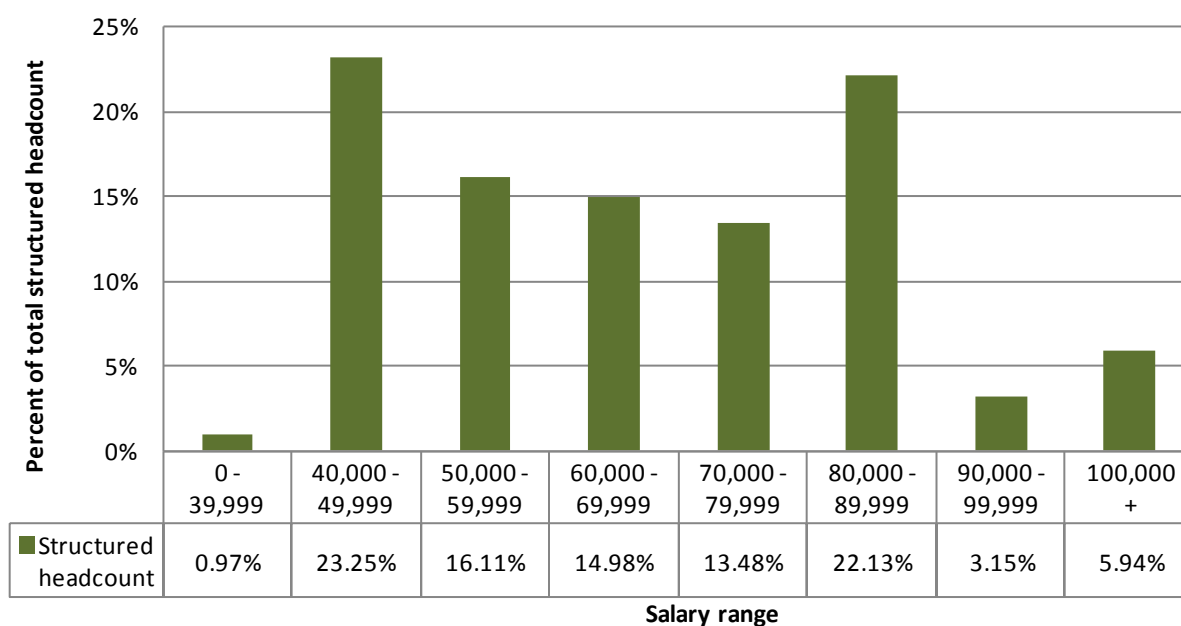
Salary profiles

The salaries shown in this section are the relevant industrial award annual salaries for the classification of the work being performed; they are not actual employee earnings.

There has been salary creep in the State Service over the past ten years, and in response to this effect, the lowest salary range shown in the current data has been adjusted to \$0-\$39,999.

Chart 17A, below, provides the salary distribution of employees.

Chart 17A: State Service salary profile (structured headcount), June 2011

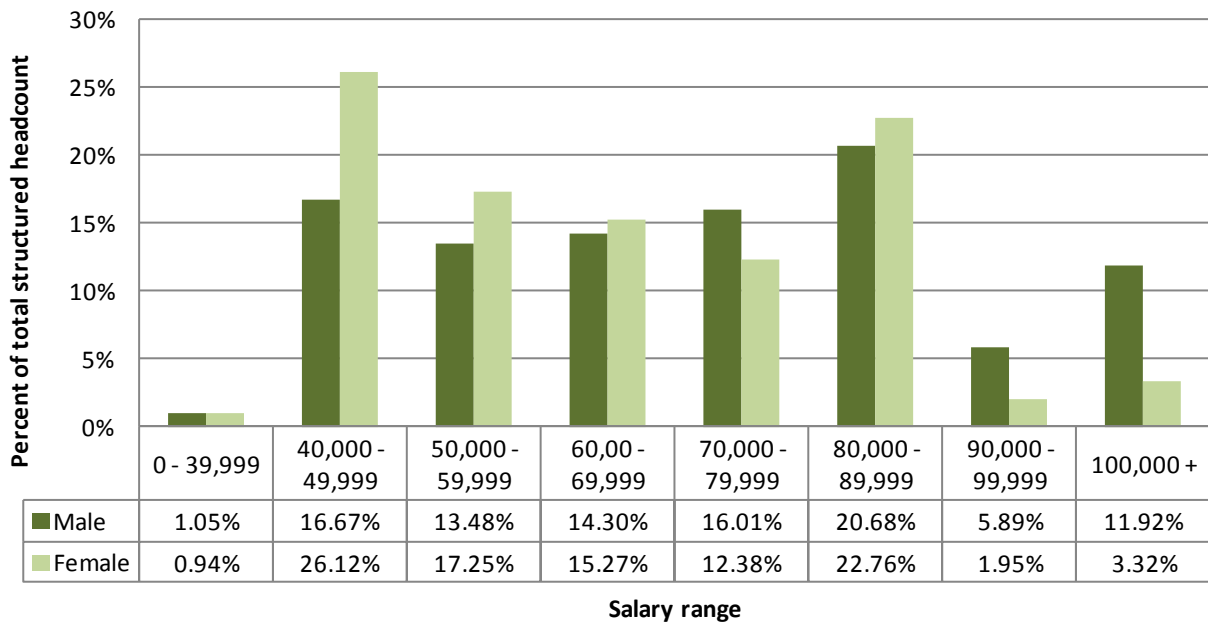


Please refer to Explanatory note 14 of the printed annual report for important information about the above chart.

ADDENDUM: STRUCTURED COUNTS

Chart 18A, below, provides the salary distribution of employees, by gender.

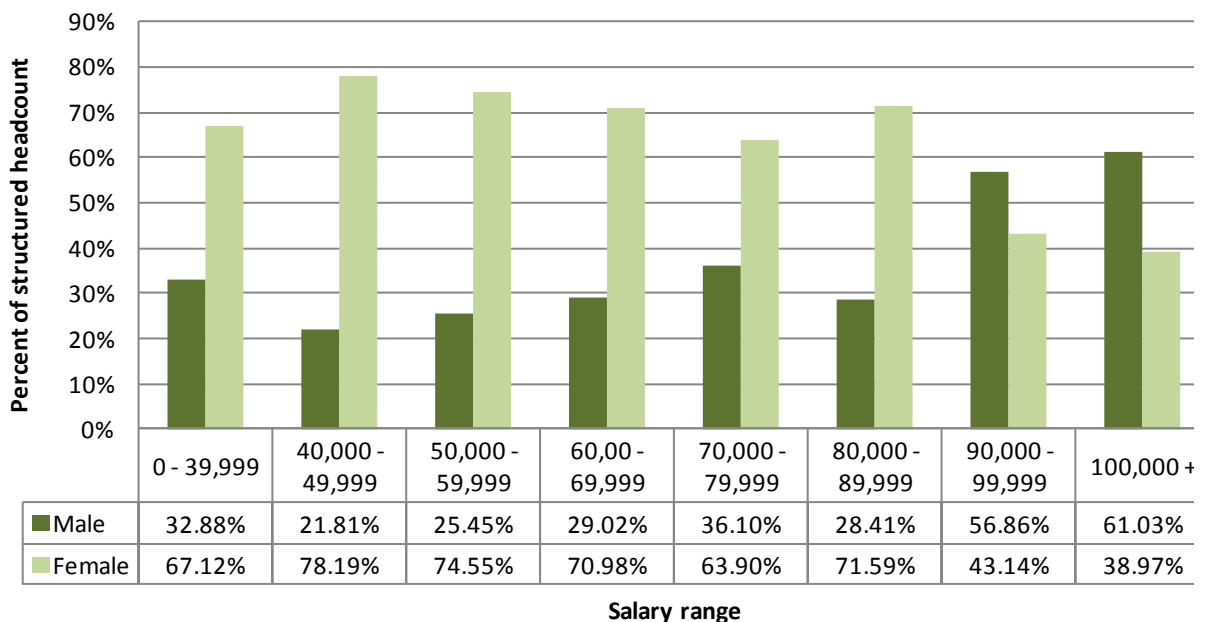
Chart 18A: State Service salary profile by gender (structured headcount), June 2011



Please refer to Explanatory note 14 of the printed annual report for important information about the above chart.

Chart 19A, below, provides the proportion of males compared with females within each salary range.

Chart 19A: Comparative proportion of males and females (structured headcount) by salary range, June 2011



Please refer to Explanatory note 14 of the printed annual report for important information about the above chart.

ADDENDUM: STRUCTURED COUNTS

Employment Categories

Chart 20A, below, provides the age distribution of permanent employees, by gender.

Chart 20A: Age distribution of permanent employees by age and gender (structured headcount), June 2011

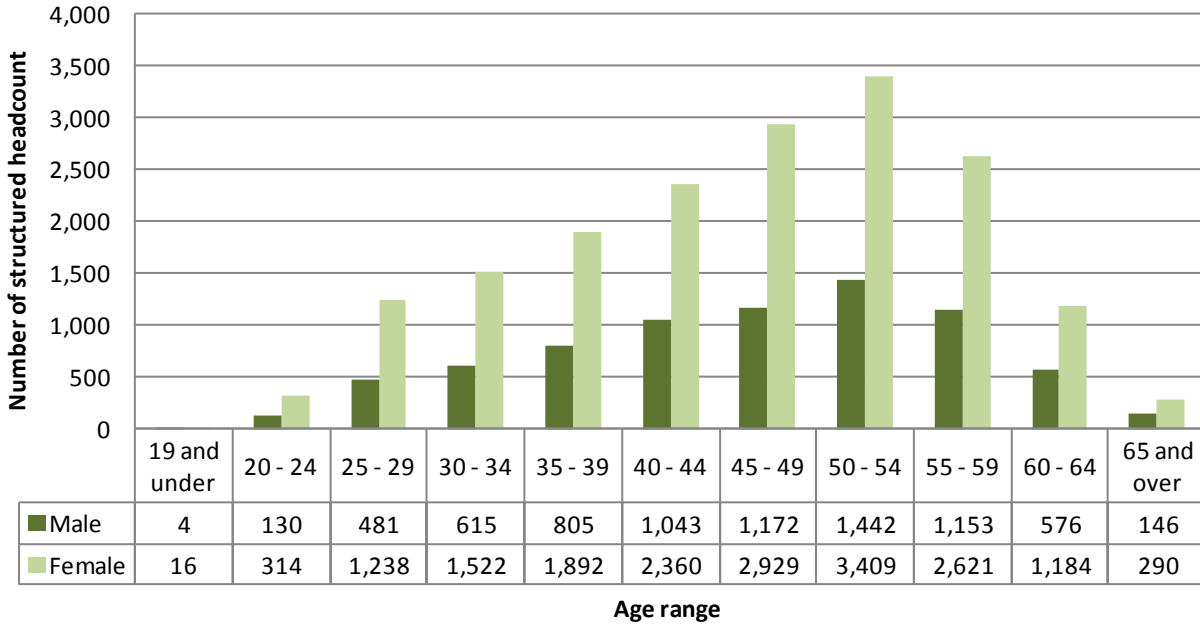
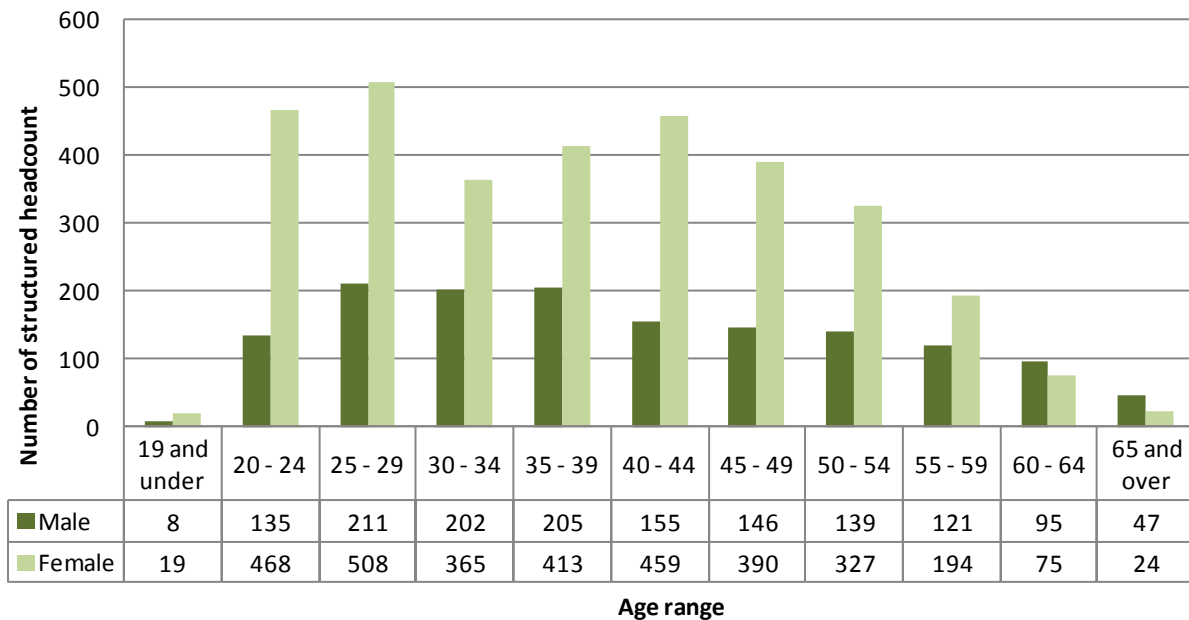


Chart 21A, below, provides the age distribution of fixed-term employees, by gender.

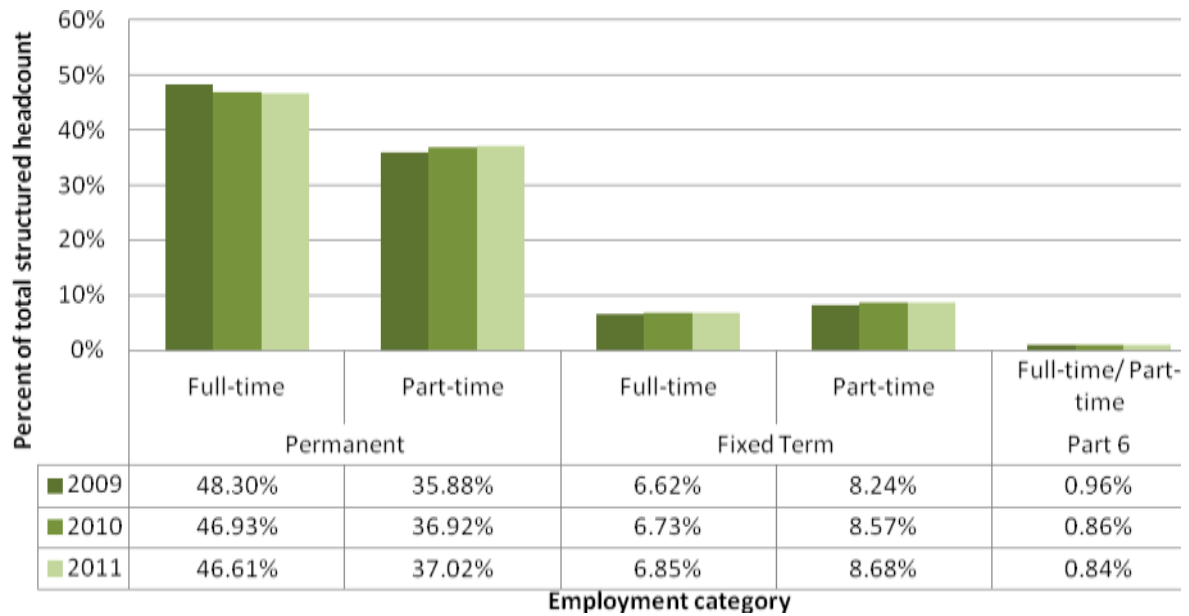
Chart 21A: Age distribution of fixed-term employees by age and gender (structured headcount), June 2011



ADDENDUM: STRUCTURED COUNTS

Chart 22A, below, provides a time series for the distribution of employees by employment category.

Chart 22A: Distribution of employees (structured headcount) by employment category, June 2009 – June 2011



Historically, casual and sessional employees have only been reported as paid counts, and so structured data is not provided in this addendum. Therefore, **Chart 22A, above**, does not cover the same employment categories as are covered by the corresponding **Chart 22** in the printed report.