

State Service Workforce Report No. 2 of 2025

This report provides information about the Tasmanian State Service (TSS) workforce and is published twice yearly.

DATA NOTES

Data in this Workforce Profile comes from Agency fortnightly reporting to the State Service Management Office as at 2 July 2025 and from the Workforce Information Reporting System (WiRS) as at the last pay date in June 2025.

Data includes only State Service employees and officers in agencies listed in Schedule 1 of the State Service Act 2000.

WiRS is a standardised employee reporting system, validated against a set of business rules and translation tables to ensure consistent reporting at a whole-of-service level. Data is uploaded to WiRS on a quarterly basis and manually reviewed for quality. Corrections may cause inconsistencies in historical data compared to previous reports and/or previously published State Service or Agency data.

Gender

From June 2018, the State Service's Empower Human Resources Information System supports the recording of a third gender option (Other - Indeterminate/Intersex/Unspecified). From June 2021, some agencies commenced providing employees with the option to not disclose their gender (Undisclosed). To protect the privacy of the low number of employees who do not identify as male or female, or who do not wish to disclose their gender, data in this Report relating to these employees has been included only in totals and has not been extracted to identify their agency, age group, or employment status/category.

Definitions

Paid Headcount (PHC) is an indicative number of employees and officers (excluding casuals) engaged and paid as at the reporting date, including employees on paid leave. It excludes employees who were not paid as at the reporting date, such as people on Leave Without Pay or on secondment out of the State Service. As this data is based on payroll, as opposed to establishment, headcount numbers reported here will differ to those reported by agencies.

Paid Full-time Equivalent (FTE) is the full-time equivalent value of employees and officers (excluding casuals) who are engaged and paid as at the reporting date (e.g. two people working in a part-time role of 0.5FTE each equals 1.00 full-time equivalent).

An Officer is anyone appointed under Part 6 of the Act and includes Heads of Agencies, Prescribed Office Holders, Senior Executive Service, and Equivalent Specialists.

Employees by Agency and Employment Category

Paid Headcount as at 30 June 2025

The total paid headcount (PHC) increased by 415 from 35,750 in December 2024. The increase occurred mainly in the fixed-term category (from 4,575 in December), and within the Department of Education, Children and Young People.

Agency	Fixed-term	Permanent	Part 6	Total
Department for Education, Children and Young People	2,610	10,376	53	13,039
Department of Health	2,269	13,437	30	15,736
Department of Justice	189	1,621	31	1,841
Department of Police, Fire and Emergency Management	144	1,122	16	1,282
Department of Premier and Cabinet	89	501	34	624
Department of Natural Resources and Environment Tasmania	240	1,240	22	1,502
Department of State Growth	128	930	39	1,097
Department of Treasury and Finance	26	309	15	350
Audit Tasmania	4	51	2	57
Brand Tasmania	3	3	1	7
Environment Protection Authority	6	118	3	127
Homes Tasmania	22	164	4	190
Integrity Commission of Tasmania	1	15	1	17
Macquarie Point Development Corporation	1	12	3	16
Port Arthur Historic Site Management Authority	11	114	2	127
The Public Trustee	6	71	1	78
Tourism Tasmania	13	62	3	78
Total	5762	30,146	260	36,168

Paid Full-time Equivalent as at 30 June 2024

The total paid FTE increased by 1,301.68 in the June 2025 quarter from 28,485.62 paid FTE in December 2024.

Agency	Fixed-term	Permanent	Part 6	Total
Department for Education, Children and Young People	1,709.59	8,399.15	52.40	10,161.14
Department of Health	1,886.52	10,919.85	29.20	12,835.57
Department of Justice	173.52	1,535.83	30.91	1,740.26
Department of Police, Fire and Emergency Management	129.64	1,071.53	16.00	1,217.17
Department of Premier and Cabinet	79.00	444.80	33.90	557.70
Department of Natural Resources and Environment Tasmania	200.22	1,150.62	22.00	1,372.84
Department of State Growth	116.08	789.39	38.30	943.77
Department of Treasury and Finance	26.00	286.49	15.00	327.49
Audit Tasmania	3.00	48.19	2.00	53.19
Brand Tasmania	3.00	3.00	1.00	7.00
Environment Protection Authority	5.80	107.70	3.00	116.50
Homes Tasmania	20.05	154.88	4.00	178.93
Integrity Commission of Tasmania	0.20	13.70	1.00	14.90

Agency	Fixed-term	Permanent	Part 6	Total
Macquarie Point Development Corporation	1.00	11.72	3.00	15.72
Port Arthur Historic Site Management Authority	7.55	94.80	2.00	104.35
The Public Trustee	5.40	67.34	1.00	73.74
Tourism Tasmania	12.01	53.81	3.00	68.82
Total	4378.58	25,152.80	257.71	29,789.09

Paid Headcount across the State Service

Percentage of total Paid Headcount by Employment Status

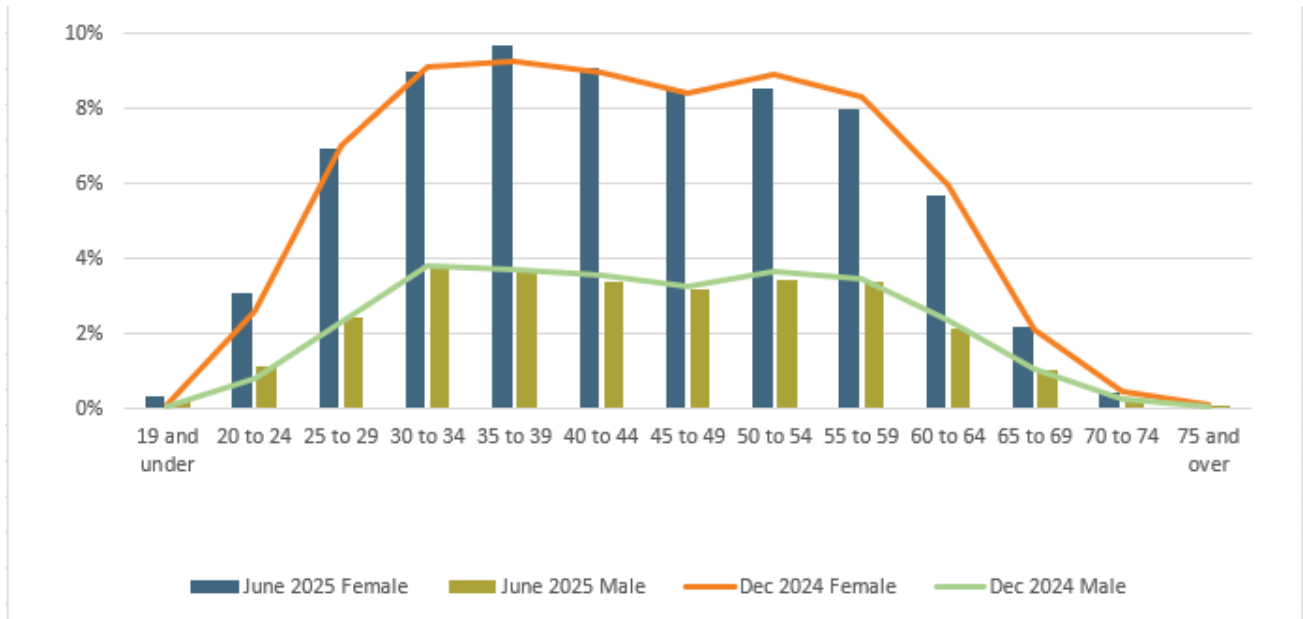
Our largest employee group continues to be women working in a part-time capacity (44.42%). There has been a small decrease in full-time employment (2.08%) since December 2024.

Full-time		Part-time	
Female %	Male %	Female %	Male %
27.16	18.52	44.42	9.62

Paid Headcount by Age and Gender

The gender balance shifted slightly between December 2024 and June 2025, with the percentage of female employees increasing from 71.39% to 71.58%, compared to the percentage of male employees which decreased from 28.36% to 28.14%. The remaining 0.28% represents employees who do not identify as either male or female or who have not disclosed their gender to their agency.

The percentage of employees under the age of 30 increased from 12.92% in December 2024 to 14.24% in June 2025. The average length of service for permanent employees decreased to 11.05 years as at June 2025 from 11.12 years as at December 2024.



Age Group	Dec - Female	Dec - Male	June - Female	June - Male
19 and under	0.09%	0.05%	0.34%	0.18%
20 to 24	2.63%	0.82%	3.11%	1.14%

25 to 29	7.00%	2.33%	6.92%	2.46%
30 to 34	9.13%	3.83%	9.01%	3.79%
35 to 39	9.28%	3.73%	9.69%	3.67%
40 to 44	8.96%	3.54%	9.09%	3.39%
45 to 49	8.40%	3.24%	8.46%	3.20%
50 to 54	8.93%	3.64%	8.52%	3.44%
55 to 59	8.32%	3.44%	7.99%	3.37%
60 to 64	5.95%	2.35%	5.69%	2.14%
65 to 69	2.12%	1.04%	2.16%	1.03%
70 to 74	0.46%	0.27%	0.45%	0.26%
75 and over	0.12%	0.08%	0.14%	0.08%
Total	71.39%	28.36%	71.58%	28.14%

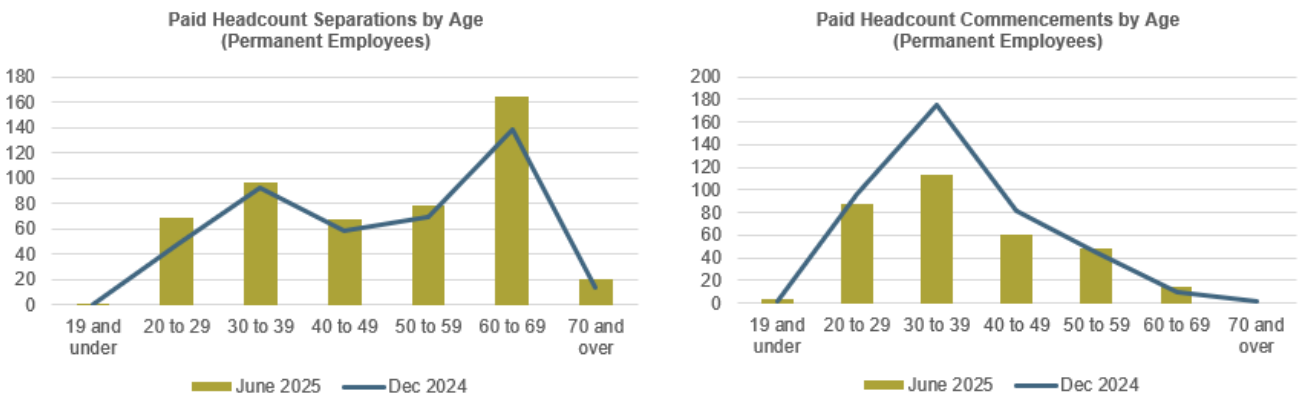
Paid Headcount by Region and Employment Category

Employee numbers increased in every region across the State in the quarter ending June 2025.

Region	Fixed term	Permanent	Part 6	Total
North	1,458	7,654	12	9,124
North West	999	5,297	2	6,298
South	3,342	16,979	241	20,562
South East	414	1,571	3	1,988
West Coast	33	144	0	177
Total	6,246	31,645	258	38,149

Separations and Commencements

Of the 497 permanent employees who left the State Service in the quarter ending June 2025, a total of 483 (97.18%) resigned. The following charts show the number of permanent employees (by age group) who separated from or commenced with the State Service in the quarter ending June 2025, as compared to the quarter ending December 2024.



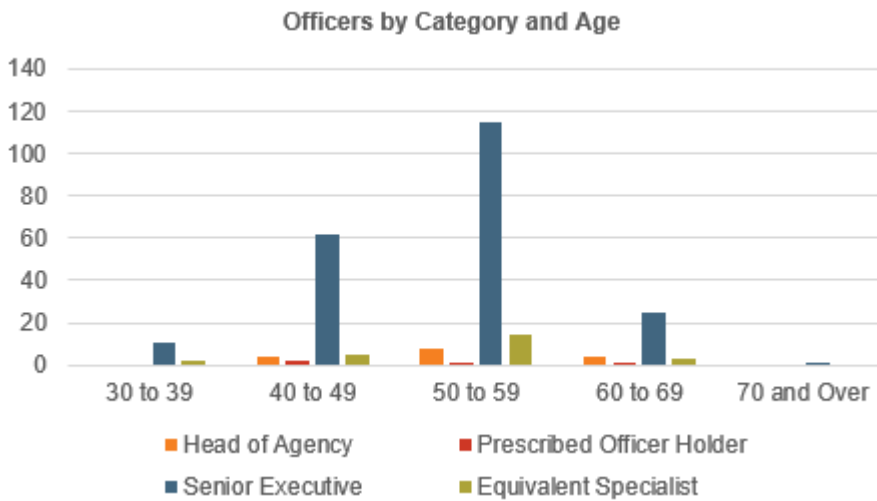
Resignations include employees who accepted a Workforce Renewal Incentive Program payment or Voluntary Redundancy package, resigned or retired from the State Service.

Officers

An Officer is anyone appointed under Part 6 of the *State Service Act 2000* and includes Heads of Agency, Prescribed Office Holders, members of the Senior Executive Service, and Equivalent Specialists.

As at June 2025 the total number of Officers in the State Service was 258, this is an increase from 254 in December 2024.

Type	June 2025		
	Female	Male	Total
Head of Agency	9	7	16
Prescribed Office Holder	2	2	4
Senior Executive Service	115	99	214
Equivalent Specialist	11	14	25
Total	137	122	259



Category	30 to 39	40 to 49	50 to 59	60 to 69	70 and over	Total
Head of Agency	0	4	8	4	0	16
Prescribed Officer Holder	0	2	1	1	0	4
Senior Executive	11	62	115	25	1	214
Equivalent Specialist	2	5	15	3	0	25
Total	13	73	139	33	1	259

More Info

For more information on any of the information contained in this profile, contact the State Service Management Office via email to ssmo@dpac.tas.gov.au.

The next State Service Workforce Report will be published at the end of April 2026.