

State Service Workforce Report No. 1 of 2023

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

DATA NOTES

Data included in this Workforce Profile reflects information collected through the Workforce Information Reporting System (WiRS). 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. WiRS data only includes those people employed under the *State Service Act 2000* (the Act), and within the agencies listed in Schedule 1 of that Act.

Data is uploaded to WiRS on a quarterly basis and manually reviewed as part of an ongoing quality assurance process. This process may include the correction of coding errors that affect historical paid headcount or full-time equivalent data. As a result of these corrections, there may be inconsistencies in historic data shown in this Report when compared to previously published State Service and 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 31 December 2022

The total paid headcount (PHC) decreased by 2,775 from 35,248 in June 2022. The decrease occurred mainly in the fixed-term category (from 6,750 in June), and within the Department for Education, Children and Young People

| Agency | Fixed-term | Permanent | Part 6 | Total |
|--|--------------|---------------|------------|---------------|
| Department for Education, Children and Young People | 768 | 9,505 | 37 | 10,310 |
| Department of Health | 2,714 | 12,427 | 38 | 15,179 |
| Department of Justice | 179 | 1,510 | 33 | 1,722 |
| Department of Police, Fire and Emergency Management | 73 | 1,006 | 12 | 1,091 |
| Department of Premier and Cabinet | 89 | 514 | 24 | 627 |
| Department of Natural Resources and Environment Tasmania | 330 | 1,143 | 24 | 1,497 |
| Department of State Growth | 135 | 876 | 36 | 1047 |
| Department of Treasury and Finance | 23 | 297 | 15 | 335 |
| Tasmanian Audit Office | 7 | 41 | 1 | 49 |
| Brand Tasmania | 1 | 2 | 2 | 5 |
| Environment Protection Authority | 1 | 106 | 4 | 111 |
| Homes Tasmania | 21 | 161 | 3 | 185 |
| Integrity Commission of Tasmania | 9 | 13 | 1 | 23 |
| Macquarie Point Development Corporation | 7 | 2 | 2 | 11 |
| Port Arthur Historic Site Management Authority | 33 | 111 | 2 | 146 |
| The Public Trustee | 11 | 51 | 1 | 63 |
| Tourism Tasmania | 8 | 62 | 2 | 72 |
| Total | 4,409 | 27,827 | 237 | 32,473 |

Paid Full-time Equivalent as at 31 December 2022

The total paid FTE decreased by 1,711.55 in the December 2022 quarter from 27,723.84 paid FTE in June 2022.

| Agency | Fixed-term | Permanent | Part 6 | Total |
|--|-----------------|------------------|---------------|------------------|
| Department for Education, Children and Young People | 506.90 | 7,580.84 | 36.80 | 8,124.54 |
| Department of Health | 2,064.46 | 9,460.70 | 37.56 | 11,562.72 |
| Department of Justice | 160.44 | 1,402.92 | 32.31 | 1,595.67 |
| Department of Police, Fire and Emergency Management | 64.49 | 965.74 | 12.00 | 1,042.23 |
| Department of Premier and Cabinet | 71.76 | 453.70 | 23.90 | 549.36 |
| Department of Natural Resources and Environment Tasmania | 263.98 | 1,044.07 | 24.00 | 1,332.05 |
| Department of State Growth | 124.04 | 750.62 | 35.70 | 910.36 |
| Department of Treasury and Finance | 22.80 | 272.30 | 15.00 | 310.10 |
| Tasmanian Audit Office | 6.80 | 38.72 | 1.00 | 46.52 |
| Brand Tasmania | 0.86 | 2.00 | 2.00 | 4.86 |
| Environment Protection Authority | 1.00 | 96.24 | 4.00 | 101.24 |
| Homes Tasmania | 20.03 | 150.50 | 3.00 | 173.53 |
| Integrity Commission of Tasmania | 7.60 | 11.90 | 1.00 | 20.50 |
| Macquarie Point Development Corporation | 7.00 | 1.63 | 2.00 | 10.63 |
| Port Arthur Historic Site Management Authority | 21.50 | 84.63 | 2.00 | 108.13 |
| The Public Trustee | 9.90 | 44.42 | 1.00 | 55.32 |
| Tourism Tasmania | 7.50 | 55.03 | 2.00 | 64.53 |
| Total | 3,361.06 | 22,415.96 | 235.27 | 26,012.29 |

Paid Headcount across the State Service

Percentage of total Paid Headcount by Employment Status

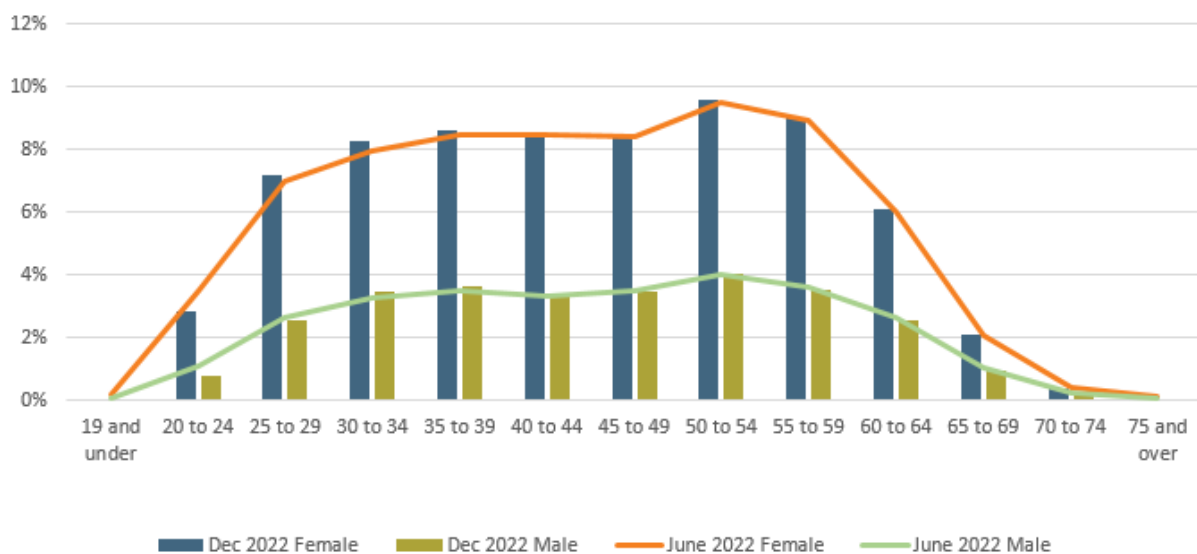
Our largest employee group continues to be women working in a part-time capacity (42.89%). There has been a small increase in full-time employment (1.55%) since June 2022.

| Full-time | | Part-time | |
|-----------|--------|-----------|--------|
| Female % | Male % | Female % | Male % |
| 28.38 | 20.26 | 42.89 | 8.36 |

Paid Headcount by Age and Gender

The gender balance shifted slightly between June 2022 and December 2022, with the percentage of female employees increasing from 70.96% to 71.27%, compared to the percentage of male employees which decreased to 28.62%. The remaining 0.1% 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 decreased from 14.45% in June 2022 to 13.46% in December 2022. The average length of service for permanent employees decreased to 12.05 years as at December 2022 from 12.36 years as at June 2022.



| Age Group | June - Female | June - Male | Dec - Female | Dec - Male |
|--------------|---------------|-------------|--------------|------------|
| 19 and under | 0.18% | 0.06% | 0.07% | 0.04% |
| 20 to 24 | 3.48% | 1.10% | 2.82% | 0.76% |
| 25 to 29 | 6.97% | 2.64% | 7.19% | 2.55% |
| 30 to 34 | 7.97% | 3.26% | 8.23% | 3.46% |
| 35 to 39 | 8.44% | 3.49% | 8.61% | 3.64% |
| 40 to 44 | 8.48% | 3.33% | 8.57% | 3.37% |
| 45 to 49 | 8.40% | 3.48% | 8.42% | 3.45% |

| Age Group | June - Female | June - Male | Dec - Female | Dec - Male |
|--------------|---------------|---------------|---------------|---------------|
| 50 to 54 | 9.48% | 3.98% | 9.60% | 4.03% |
| 55 to 59 | 8.93% | 3.60% | 9.02% | 3.54% |
| 60 to 64 | 6.03% | 2.66% | 6.11% | 2.53% |
| 65 to 69 | 2.09% | 1.05% | 2.12% | 0.97% |
| 70 to 74 | 0.39% | 0.24% | 0.38% | 0.21% |
| 75 and over | 0.12% | 0.07% | 0.12% | 0.07% |
| Total | 70.96% | 28.95% | 71.27% | 28.62% |

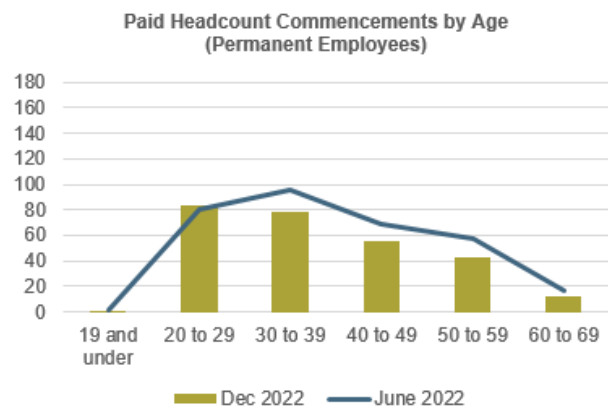
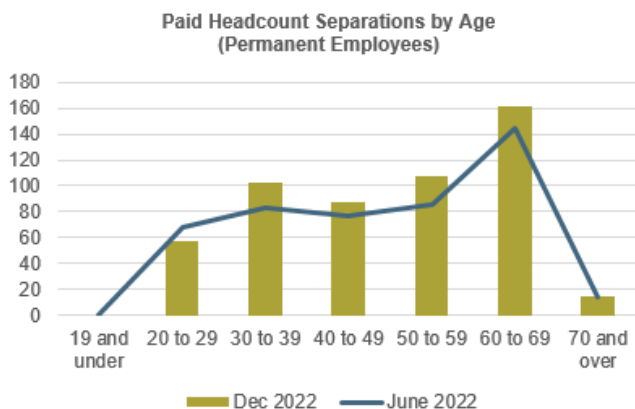
Paid Headcount by Region and Employment Category

Employee numbers decreased in almost every region across the State in the quarter ending December 2022.

| Region | Fixed-term | Officer | Permanent | Total |
|--------------|--------------|------------|---------------|---------------|
| North | 1,055 | 10 | 6,759 | 7,824 |
| North West | 689 | 4 | 4,610 | 5,303 |
| South | 2,454 | 220 | 14,989 | 17,663 |
| South East | 191 | 3 | 1,337 | 1,531 |
| West Coast | 20 | 0 | 132 | 152 |
| Total | 4,409 | 237 | 27,827 | 32,473 |

Separations and Commencements

Of the 530 permanent employees who left the State Service in the quarter ending December 2022, a total of 521 (98.30%) resigned. The following charts show the number of permanent employees who left the State Service, and commencements with the State Service in the quarter ending December 2022 by age group and compared to the quarter ending June 2022.



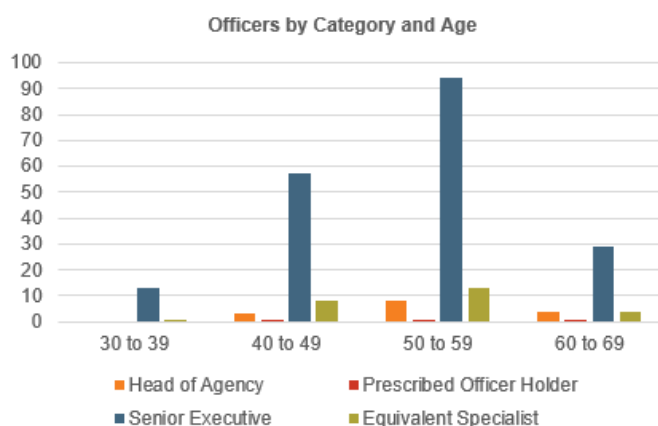
Resignations include employees who accepted a Workforce Renewal Incentive Program payment or Voluntary Redundancy package, resigned or retired from the State Service.

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 December 2022 the total number of Officers in the State Service was 237, this is an increase from 231 in June 2022.

| Type | December 2022 | | |
|--------------------------|---------------|------------|------------|
| | Female | Male | Total |
| Head of Agency | 5 | 10 | 15 |
| Prescribed Office Holder | 2 | 1 | 3 |
| Senior Executive Service | 99 | 94 | 193 |
| Equivalent Specialist | 10 | 16 | 26 |
| Total | 116 | 121 | 237 |



| Category | 30 to 39 | 40 to 49 | 50 to 59 | 60 to 69 | Total |
|--------------------------|-----------|-----------|------------|-----------|------------|
| Head of Agency | 0 | 3 | 8 | 4 | 15 |
| Prescribed Office Holder | 0 | 1 | 1 | 1 | 3 |
| Senior Executive | 13 | 57 | 94 | 29 | 193 |
| Equivalent Specialist | 1 | 8 | 13 | 4 | 26 |
| Total | 14 | 69 | 116 | 38 | 237 |

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 October 2023.