

State Service Workforce Report No. 2 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 30 June 2023

The total paid headcount (PHC) increased by 2,803 from 32,472 in December 2022. The increase occurred mainly in the fixed-term category (from 4,409 in December), and within the Department of Education.

Agency	Fixed-term	Permanent	Part 6	Total
Department for Education, Children and Young People	3,017	9,617	37	12,671
Department of Health	2,763	12,799	36	15,598
Department of Justice	168	1,535	35	1,738
Department of Police, Fire and Emergency Management	91	1,001	13	1,105
Department of Premier and Cabinet	77	527	24	628
Department of Natural Resources and Environment Tasmania	289	1,165	23	1,477
Department of State Growth	135	864	38	1,037
Department of Treasury and Finance	27	304	16	347
Tasmanian Audit Office	4	49	2	55
Brand Tasmania	1	3	2	6
Environment Protection Authority	0	107	4	111
Homes Tasmania	21	163	2	186
Integrity Commission of Tasmania	10	11	1	22
Macquarie Point Development Corporation	6	3	2	11
Port Arthur Historic Site Management Authority	24	113	2	139
The Public Trustee	12	61	1	74
Tourism Tasmania	13	55	2	70
Total	6,658	28,377	240	35,275

Paid Full-time Equivalent as at 30 June 2023

The total paid FTE increased by 1636 in the June 2023 quarter from 26011.29 paid FTE in December 2022.

Agency	Fixed-term	Permanent	Part 6	Total
Department for Education, Children and Young People	1,760.90	7,658.64	36.80	9,456.34
Department of Health	2,099.65	9,707.40	36.00	11,843.05
Department of Justice	151.32	1,417.51	34.45	1,603.28
Department of Police, Fire and Emergency Management	77.50	960.10	13.00	1,050.60
Department of Premier and Cabinet	68.79	459.38	23.60	551.77
Department of Natural Resources and Environment Tasmania	228.63	1,067.95	23.00	1,319.58
Department of State Growth	120.28	743.02	37.60	900.90
Department of Treasury and Finance	26.33	277.29	16.00	319.62
Tasmanian Audit Office	3.80	47.24	2.00	53.04
Brand Tasmania	1.00	2.80	2.00	5.80
Environment Protection Authority	0.00	98.87	4.00	102.87
Homes Tasmania	18.68	152.85	2.00	173.53
Integrity Commission of Tasmania	7.40	10.50	1.00	18.90
Macquarie Point Development Corporation	5.62	2.71	2.00	10.33
Port Arthur Historic Site Management Authority	15.87	89.39	2.00	107.26
The Public Trustee	11.10	55.94	1.00	68.04
Tourism Tasmania	11.94	48.35	2.00	62.29
Total	4,608.81	22,799.94	238.45	27,647.20

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 (44.65%). There has been a small decrease in full-time employment (2.64%) since December 2022.

Full-time		Part-time	
Female %	Male %	Female %	Male %
27.07	18.92	44.65	9.23

Paid Headcount by Age and Gender

The gender balance shifted slightly between December 2022 and June 2023, with the percentage of female employees increasing from 71.27% to 71.72%, compared to the percentage of male employees which decreased to 28.15%. The remaining 0.13% 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 13.46% in December 2022 to 14.79% in June 2023. The average length of service for permanent employees decreased to 11.88 years as at June 2023 from 12.05 years as at December 2022.



Age Group	Dec - Female	Dec - Male	June - Female	June - Male
19 and under	0.07%	0.04%	0.18%	0.12%
20 to 24	2.82%	0.76%	3.44%	1.07%
25 to 29	7.19%	2.55%	7.34%	2.59%
30 to 34	8.23%	3.46%	8.51%	3.48%
35 to 39	8.61%	3.64%	8.80%	3.54%
40 to 44	8.57%	3.37%	8.88%	3.22%

45 to 49	8.42%	3.45%	8.27%	3.29%
50 to 54	9.60%	4.03%	9.16%	3.81%
55 to 59	9.02%	3.54%	8.60%	3.32%
60 to 64	6.11%	2.53%	5.91%	2.42%
65 to 69	2.12%	0.97%	2.13%	1.01%
70 to 74	0.38%	0.21%	0.41%	0.23%
75 and over	0.12%	0.07%	0.11%	0.06%
Total	71.27%	28.62%	71.72%	28.15%

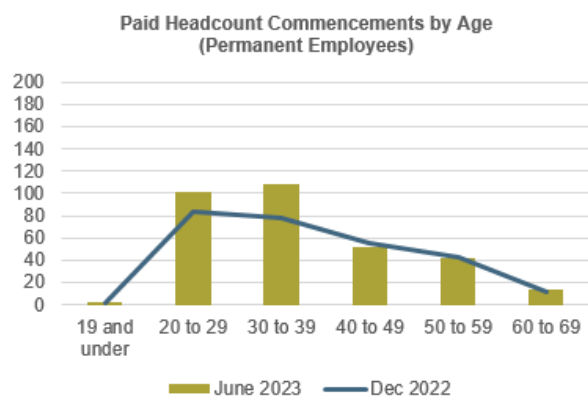
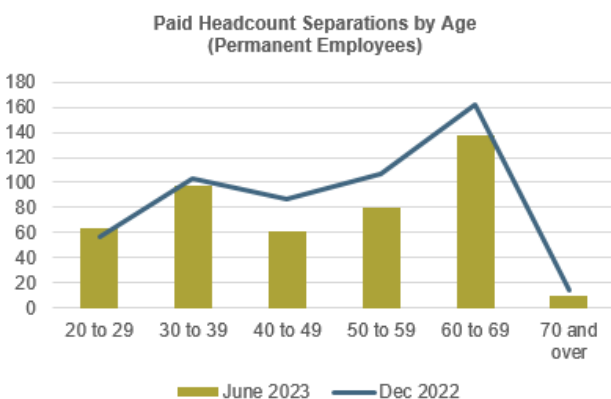
Paid Headcount by Region and Employment Category

Employee numbers increased in every region across the State in the quarter ending June 2023.

Region	Fixed-term	Officer	Permanent	Total
North	1,610	10	6,891	8,511
North West	1,155	5	4,727	5,887
South	3,378	222	15,263	18,863
South East	467	3	1,354	1,824
West Coast	48	0	142	190
Total	6,658	240	28,377	35,275

Separations and Commencements

Of the 449 permanent employees who left the State Service in the quarter ending June 2023, a total of 440 (98.00%) 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 2023, as compared to the quarter ending December 2022.



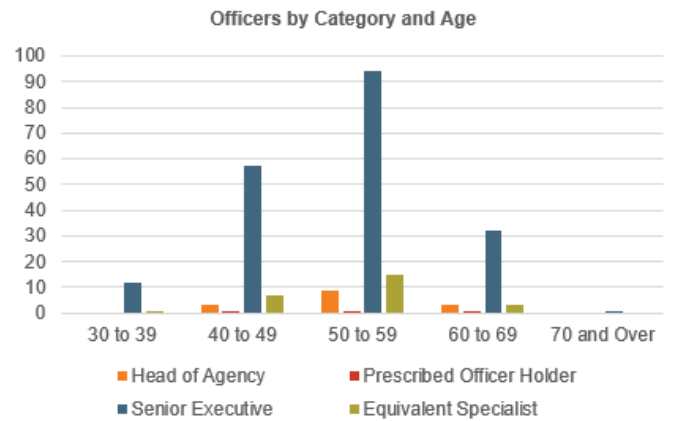
Resignations include employees who accepted a Workforce Renewal Incentive Program payment or Voluntary Redundancy package, resigned or retired from the State Service.

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 June 2023 the total number of Officers in the State Service was 240, this is an increase from 236 in December 2022.

Type	June 2023		
	Female	Male	Total
Head of Agency	5	10	15
Prescribed Office Holder	1	2	3
Senior Executive Service	103	93	196
Equivalent Specialist	10	16	26
Total	119	121	240



Category	30 to 39	40 to 49	50 to 59	60 to 69	70 and over	Total
Head of Agency	0	3	9	3	0	15
Prescribed Officer Holder	0	1	1	1	0	3
Senior Executive	12	57	94	32	1	196
Equivalent Specialist	1	7	15	3	0	26
Total	13	68	119	39	1	240

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 2024.