

# State Service Workforce Report No. 1 of 2024

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 2023

The total paid headcount (PHC) decreased by 1,124 from 35,275 in June 2023. The decrease occurred mainly in the fixed-term category (from 6,658 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	1,206	9,835	42	11,083
Department of Health	2,662	13,157	35	15,854
Department of Justice	170	1,563	34	1,767
Department of Police, Fire and Emergency Management	113	1,025	14	1,152
Department of Premier and Cabinet	85	544	24	653
Department of Natural Resources and Environment Tasmania	293	1,205	26	1,524
Department of State Growth	149	871	38	1058
Department of Treasury and Finance	25	322	15	362
Tasmanian Audit Office	5	58	2	65
Brand Tasmania	1	3	2	6
Environment Protection Authority	1	117	4	122
Homes Tasmania	14	172	2	188
Integrity Commission of Tasmania	7	16	1	24
Macquarie Point Development Corporation	1	10	2	13
Port Arthur Historic Site Management Authority	18	113	2	133
The Public Trustee	12	63	1	76
Tourism Tasmania	10	59	2	71
<b>Total</b>	<b>4,772</b>	<b>29,133</b>	<b>246</b>	<b>34,151</b>

### Paid Full-time Equivalent as at 31 December 2023

The total paid FTE decreased by 401.28 in the December 2023 quarter from 27647.20 paid FTE in June 2023.

Agency	Fixed-term	Permanent	Part 6	Total
Department for Education, Children and Young People	804.22	7,861.15	41.80	8,707.17
Department of Health	2,033.01	9,895.09	34.90	11,963.00
Department of Justice	150.83	1,458.04	33.58	1,642.45
Department of Police, Fire and Emergency Management	99.81	980.96	14.00	1,094.77
Department of Premier and Cabinet	73.81	476.42	23.90	574.13
Department of Natural Resources and Environment Tasmania	243.18	1,110.92	26.00	1,380.10
Department of State Growth	136.12	745.70	37.60	919.42
Department of Treasury and Finance	23.22	296.14	15.00	334.36
Tasmanian Audit Office	5.00	55.02	2.00	62.02
Brand Tasmania	1.00	2.80	2.00	5.80
Environment Protection Authority	0.84	108.37	4.00	113.21
Homes Tasmania	13.30	162.00	2.00	177.30
Integrity Commission of Tasmania	6.10	14.27	1.00	21.37

Agency	Fixed-term	Permanent	Part 6	Total
Macquarie Point Development Corporation	0.60	9.71	2.00	12.31
Port Arthur Historic Site Management Authority	13.72	88.47	2.00	104.19
The Public Trustee	10.10	58.43	1.00	69.53
Tourism Tasmania	9.87	52.92	2.00	64.79
<b>Total</b>	<b>3,624.73</b>	<b>23,376.41</b>	<b>244.78</b>	<b>27,245.92</b>

## Paid Headcount across the State Service

### Percentage of total Paid Headcount by Employment Status

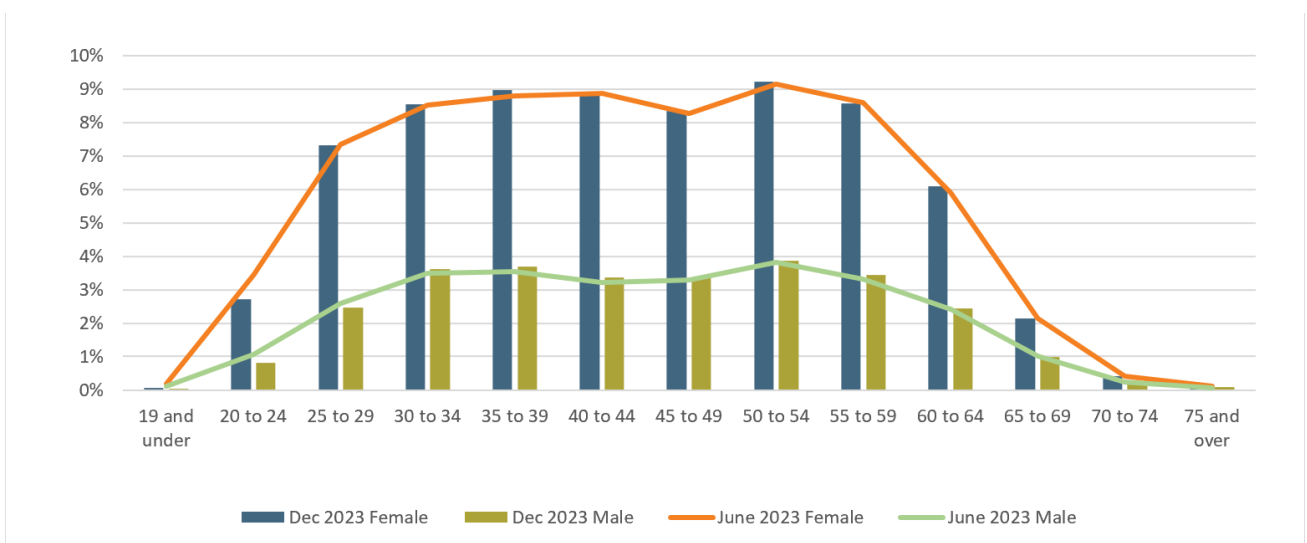
Our largest employee group continues to be women working in a part-time capacity (43.06%). There has been a small decrease in full-time employment (2.08%) since June 2023.

Full-time		Part-time	
Female %	Male %	Female %	Male %
28.36	19.72	43.06	8.63

### Paid Headcount by Age and Gender

The gender balance shifted slightly between June 2023 and December 2023, with the percentage of female employees decreasing from 71.72% to 71.42%, compared to the percentage of male employees which increased to 28.40%. The remaining 0.18% 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 14.79% in June 2023 to 13.49% in December 2023. The average length of service for permanent employees decreased to 11.88 years as at June 2023 from 11.6 years as at December 2023.



Age Group	June - Female	June - Male	Dec - Female	Dec - Male
19 and under	0.18%	0.12%	0.07%	0.04%

Age Group	June - Female	June - Male	Dec - Female	Dec - Male
20 to 24	3.44%	1.07%	2.72%	0.82%
25 to 29	7.34%	2.59%	7.31%	2.47%
30 to 34	8.51%	3.48%	8.55%	3.60%
35 to 39	8.80%	3.54%	8.97%	3.69%
40 to 44	8.88%	3.22%	8.91%	3.35%
45 to 49	8.27%	3.29%	8.35%	3.36%
50 to 54	9.16%	3.81%	9.22%	3.86%
55 to 59	8.60%	3.32%	8.56%	3.45%
60 to 64	5.91%	2.42%	6.10%	2.44%
65 to 69	2.13%	1.01%	2.13%	0.98%
70 to 74	0.41%	0.23%	0.42%	0.26%
75 and over	0.11%	0.06%	0.11%	0.08%
<b>Total</b>	<b>71.72%</b>	<b>28.15%</b>	<b>71.42%</b>	<b>28.40%</b>

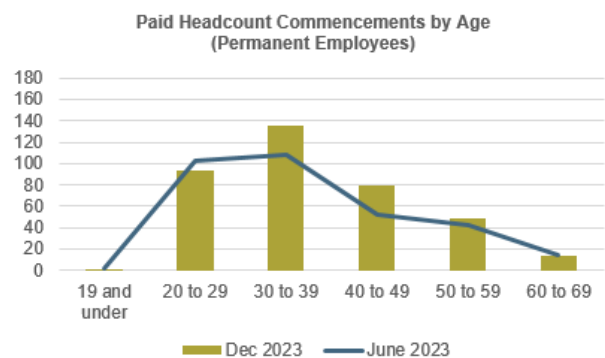
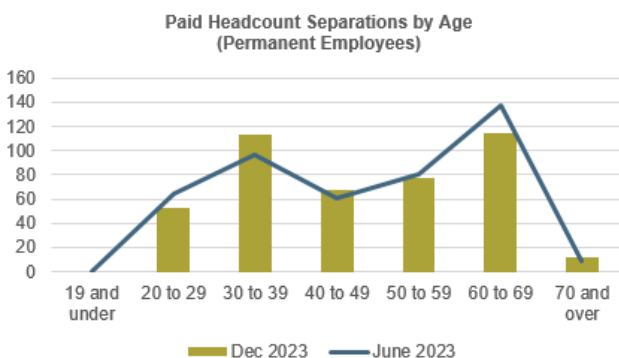
## Paid Headcount by Region and Employment Category

Employee numbers decreased in almost every region across the State in the quarter ending December 2023.

Region	Fixed-term	Permanent	Part 6	Total
North	1,144	7,004	11	8,159
North West	659	4,888	4	5,551
South	2,704	15,730	228	18,662
South East	240	1,374	3	1,617
West Coast	25	137	0	162
<b>Total</b>	<b>4,772</b>	<b>29,133</b>	<b>246</b>	<b>34,151</b>

## Separations and Commencements

Of the 437 permanent employees who left the State Service in the quarter ending December 2023, a total of 426 (97.48%) 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 2023 by age group and compared to the quarter ending June 2023.



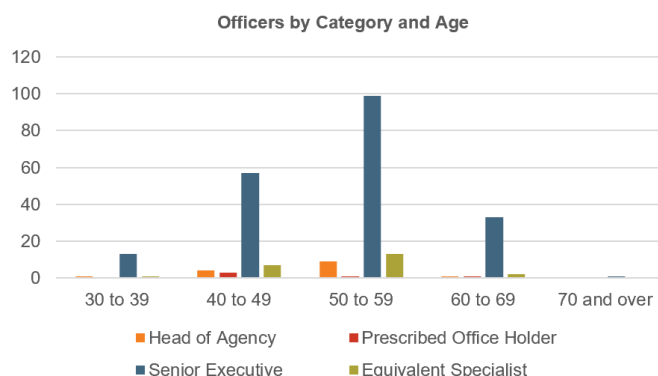
Resignations include employees who accepted a Workforce Renewal Incentive Program payment or Voluntary Redundancy package, resigned or retired from the State Service.

## 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 2023 the total number of Officers in the State Service was 246, this is an increase from 240 in June 2023.

Type	December 2023		
	Female	Male	Total
Head of Agency	6	9	15
Prescribed Office Holder	2	3	5
Senior Executive Service	108	95	203
Equivalent Specialist	10	13	23
<b>Total</b>	<b>126</b>	<b>120</b>	<b>246</b>



Category	30 to 39	40 to 49	50 to 59	60 to 69	70 and over	Total
Head of Agency	1	4	9	1	0	15
Prescribed Office Holder	0	3	1	1	0	5
Senior Executive	13	57	99	33	1	203
Equivalent Specialist	1	7	13	2	0	23
<b>Total</b>	<b>15</b>	<b>71</b>	<b>122</b>	<b>37</b>	<b>1</b>	<b>246</b>

## 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](mailto:ssmo@dpac.tas.gov.au).

The next State Service Workforce Report will be published at the end of October 2024.