

# State Service Workforce Report No. 1 of 2021

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

Paid headcount (PHC) is the number of employees and Officers (excluding casuals) engaged and paid as at the reporting date, including employees on paid leave. It excludes employees on Leave Without Pay or on secondment. For example, an employee who works two part-time jobs will be counted as two employees.

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. For example, two employees working part-time at a value of 0.5 FTE will equal 1.0 FTE.

“Senior Exec” refers to any Head of Agency, Prescribed Office Holder, member of the Senior Executive Service, or Equivalent Specialist appointed under Part 6 of the *State Service Act 2000*.

From June 2018, the TSS’s Empower Human Resources Information System supports the recording of a third gender option (other). To protect the privacy of the low number of employees who do not identify as male or female, data in this report relating to these employees has been included only in totals for PHC and FTE, and has not been extracted to identify their agency, age group, employment status, or category.

## Data Notes

The data included in this report reflects information collected through the Workforce Information Reporting System (WiRS). WiRS data only includes FTEs employed under the *State Service Act 2000*, and excludes those FTEs employed under other Acts (such as sworn police officers under the *Police Service Act 2003*). Paid FTE reporting for other reporting purposes is often calculated based on all General Government Sector agencies and entities and also includes other differences in methodology such as the treatment of casual employees and the inclusion of an allowance for seasonal fluctuations. As a result, reported figures under the different methodologies will vary.

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 Reports.

## Employees by Agency and Employment Category

### Paid Headcount as at 30 December 2020

Agency	Fixed-term	Permanent	Part 6	Total
Department of Communities Tasmania	129	748	15	892
Department of Education	1,503	9,187	27	10,717
Department of Health	2,226	10,998	35	13,259
Department of Justice	161	1,350	30	1,541
Department of Police, Fire and Emergency Management	77	910	11	998
Department of Premier and Cabinet	86	374	17	477
Department of Primary Industries, Parks, Water and Environment	288	1,172	16	1,476
Department of State Growth	94	766	30	890
Department of Treasury and Finance	31	283	17	331
Tasmanian Audit Office	12	36	2	50
Brand Tasmania	0	3	2	5
Integrity Commission of Tasmania	5	9	1	15
Macquarie Point Development Corporation	1	6	2	9
Port Arthur Historic Site Management Authority	10	121	1	132
TasTAFE	62	775	5	842
The Public Trustee	7	51	1	59
Tourism Tasmania	11	52	2	65
<b>Total</b>	<b>4,703</b>	<b>26,841</b>	<b>214</b>	<b>31,758</b>

The total paid headcount (PHC) decreased by 240 from 31,998 in June 2020. The decrease occurred mainly in the fixed-term category (from 5,497 PHC in June), mostly attributed to the seasonal conclusion of fixed-term contracts that occurs at the start of each calendar year. In 2020 this decrease was offset by an increase in permanent employment (from 26,290 PHC in June 2020).

### Paid Full-time Equivalent as at 30 December 2020

Agency	Fixed-term	Permanent	Part 6	Total
Department of Communities Tasmania	111.10	674.29	15.00	800.39
Department of Education	706.56	6,888.07	27.00	7,621.63
Department of Health	1,716.04	8,453.30	35.00	10,204.34
Department of Justice	142.40	1,259.90	29.38	1,431.68
Department of Police, Fire and Emergency Management	68.53	869.83	11.00	949.36
Department of Premier and Cabinet	64.06	316.57	16.60	397.23
Department of Primary Industries, Parks, Water and Environment	214.75	1,068.34	16.00	1,299.09
Department of State Growth	84.09	655.99	29.90	769.98
Department of Treasury and Finance	29.73	261.29	17.00	308.02
Tasmanian Audit Office	11.20	31.81	2.00	45.01
Brand Tasmania	-	3.00	2.00	5.00
Integrity Commission of Tasmania	4.00	8.80	1.00	13.80
Macquarie Point Development Corporation	1.00	5.40	2.00	8.40
Port Arthur Historic Site Management Authority	5.48	94.73	1.00	101.21
TasTAFE	48.10	678.49	5.00	731.59
The Public Trustee	6.60	46.26	1.00	53.86
Tourism Tasmania	10.00	46.41	2.00	58.41
<b>Total</b>	<b>3,223.64</b>	<b>21,362.48</b>	<b>212.88</b>	<b>24,799.00</b>

The total paid FTE decreased by 489.84 in the December 2020 quarter from 25,288.84 paid FTE in June 2020.

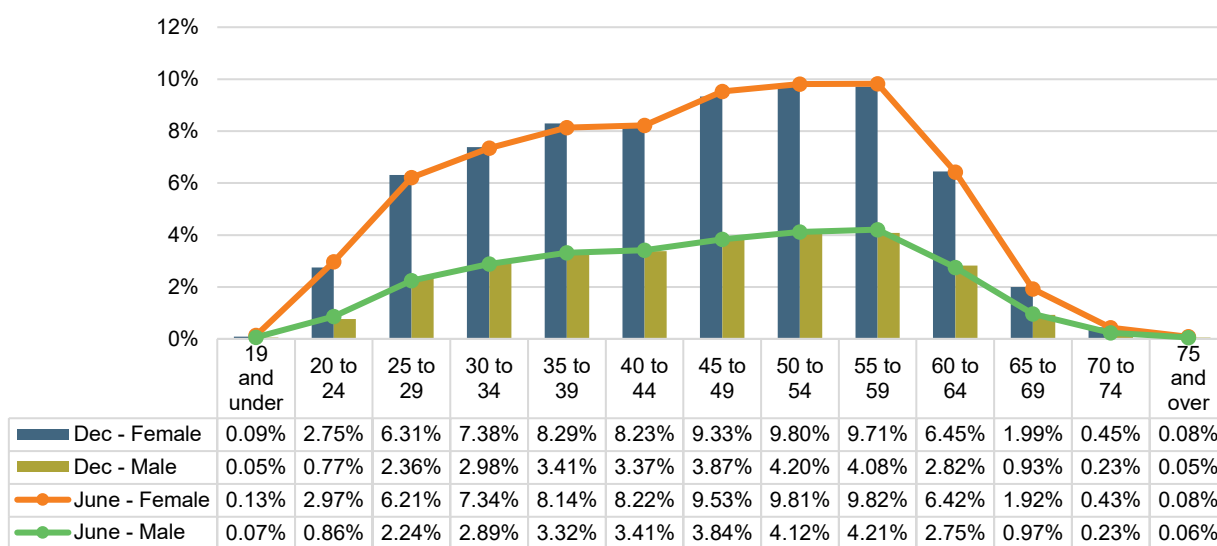
## Paid Headcount across the State Service

### Percentage of total Paid Headcount by Employment Status

Our largest employee group continues to be women working in a part-time capacity (43.26%). There has been a slight increase in full-time employment (0.50%) since June 2020.

Full-time		Part-time	
Female %	Male %	Female %	Male %
27.60	20.80	43.26	8.31

### Paid Headcount by Age and Gender



The gender balance shifted slightly between June and December 2020, with the percentage of female employees decreasing further from 71.02% to 70.86%, compared to the percentage of male employees which increased to 29.11%. The remaining 0.3% represents employees who do not identify as either male or female.

The percentage of employees under the age of 30 decreased from 12.48% in June to 12.32% in December. The average length of service for permanent employees decreased to 12.94 years as at December 2020 from 13.26 years as at June.

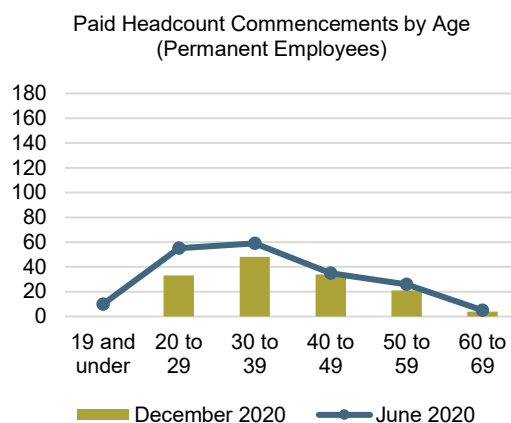
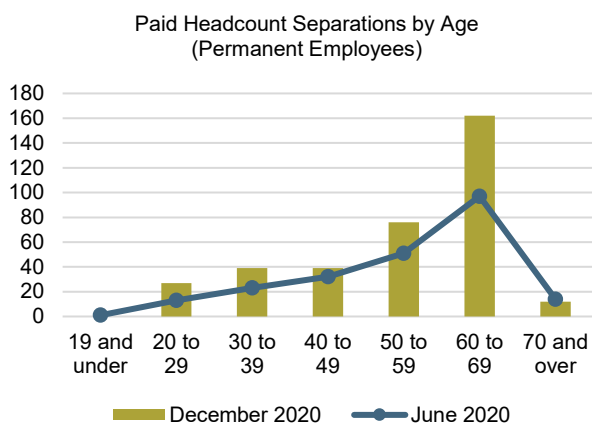
### Paid Headcount by Region and Employment Category

Employee numbers increased in every region across the State in the quarter ending December 2020.

Region	Fixed-term	Permanent	Officer	Total
North	1,076	13	6,594	<b>7,683</b>
North West	745	5	4,639	<b>5,389</b>
South	2,589	194	14,114	<b>16,897</b>
South East	259	2	1,339	<b>1,600</b>
West Coast	34	0	155	<b>189</b>
<b>Total</b>	<b>4,703</b>	<b>214</b>	<b>26,841</b>	<b>31,758</b>

## Separations and Commencements

Of the 429 permanent employees who left the State Service in the quarter ending December 2020, a total of 421 (98.14%) 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 2020 by age group, and compared to the quarter ending June 2020.



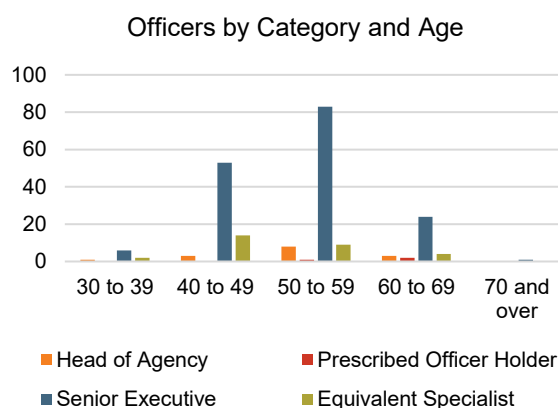
Resignations include employees who accepted a Workforce Renewal Incentive Program payment or Voluntary Redundancy package, resigned or retired from the State Service.

## 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 2020 the total number of Officers in the State Service was 214 compared to 211 as at June 2020.

Type	December 2020		
	Female	Male	Total
Head of Agency	5	10	15
Prescribed Office Holder	1	2	3
Senior Executive Service	77	90	167
Equivalent Specialist	10	19	29
<b>Total</b>	<b>93</b>	<b>121</b>	<b>214</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 in October 2021.