

State Service Workforce Report No. 2 of 2021

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). 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 2021

Agency	Fixed-term	Permanent	Part 6	Total
Department of Communities Tasmania	123	755	16	894
Department of Education	2,507	9,043	27	11,577
Department of Health	2,419	11,446	36	13,901
Department of Justice	184	1,326	29	1,539
Department of Police, Fire and Emergency Management	90	958	13	1,061
Department of Premier and Cabinet	82	371	15	468
Department of Primary Industries, Parks, Water and Environment	301	1,186	15	1,502
Department of State Growth	94	795	31	920
Department of Treasury and Finance	32	283	16	331
Tasmanian Audit Office	10	36	2	48
Brand Tasmania	1	3	2	6
Integrity Commission of Tasmania	3	12	1	16
Macquarie Point Development Corporation	3	7	2	12
Port Arthur Historic Site Management Authority	8	120	1	129
TasTAFE	68	813	5	886
The Public Trustee	7	51	1	59
Tourism Tasmania	11	54	2	67
Total	5,943	27,259	214	33,416

The total paid headcount (PHC) increased by 1,658 from 31,758 in December 2020. The increase occurred mainly in the fixed-term category (from 4,703 in December), and within the Departments of Health and Education.

Paid Full-time Equivalent as at 30 June 2021

Agency	Fixed-term	Permanent	Part 6	Total
Department of Communities Tasmania	104.48	683.25	16.00	803.73
Department of Education	1,396.26	7,100.77	25.50	8,522.53
Department of Health	1,837.01	8,749.49	36.00	10,622.50
Department of Justice	163.61	1,233.00	28.58	1,425.19
Department of Police, Fire and Emergency Management	81.38	913.50	13.00	1,007.88
Department of Premier and Cabinet	62.59	313.32	14.90	390.81
Department of Primary Industries, Parks, Water and Environment	237.75	1,081.60	15.00	1,334.35
Department of State Growth	80.42	686.15	30.90	797.47
Department of Treasury and Finance	29.49	260.38	16.00	305.87
Tasmanian Audit Office	9.00	32.91	2.00	43.91
Brand Tasmania	1.00	3.00	2.00	6.00
Integrity Commission of Tasmania	2.50	11.60	1.00	15.10
Macquarie Point Development Corporation	2.30	5.63	2.00	9.93
Port Arthur Historic Site Management Authority	5.69	95.67	1.00	102.36
TasTAFE	51.68	716.18	5.00	772.86
The Public Trustee	6.60	46.15	1.00	53.75
Tourism Tasmania	10.65	47.65	2.00	60.30
Total	4,082.41	21,980.25	211.88	26,274.54

The total paid FTE increased by 1,475.54 in the June 2021 quarter from 24,799.00 paid FTE in December 2020.

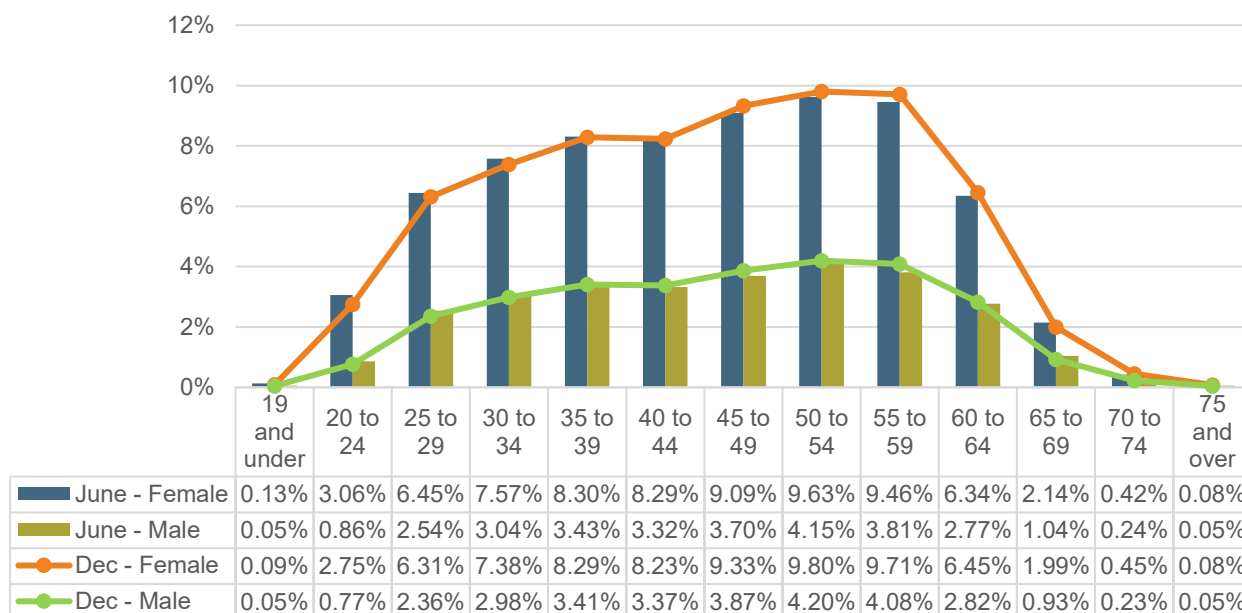
Paid Headcount across the State Service

Percentage of total Paid Headcount by Employment Status

Our largest employee group continues to be women working in a part-time capacity (44.19%). There has been a slight decrease in full-time employment (0.01%) since December 2020.

Full-time		Part-time	
Female %	Male %	Female %	Male %
26.77	20.18	44.19	8.83

Paid Headcount by Age and Gender



The gender balance shifted slightly between December 2020 and June 2021, with the percentage of female employees increasing from 70.86% to 70.96%, compared to the percentage of male employees which decreased to 29.00%. The remaining 0.3% 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 to 13.10% in June 2021 from 12.32% in December. The average length of service for permanent employees decreased to 12.87 years as at June 2021 from 12.94 years as at December 2020.

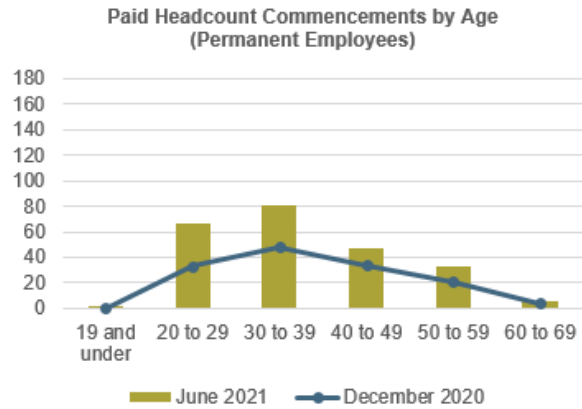
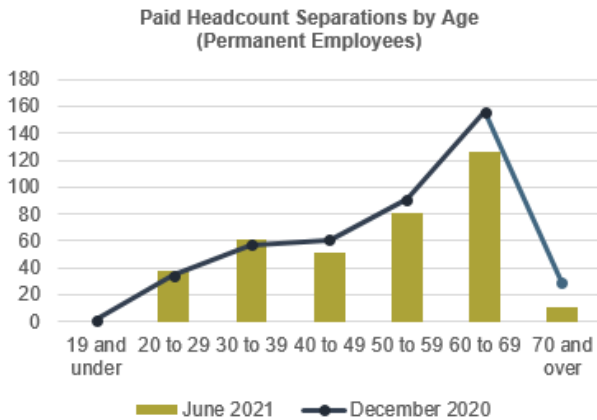
Paid Headcount by Region and Employment Category

Employee numbers increased in every region across the State in the quarter ending June 2021.

Region	Fixed-term	Officer	Permanent	Total
North	1,311	12	6,646	7,969
North West	994	5	4,712	5,711
South	3,220	195	14,431	17,846
South East	375	2	1,324	1,701
West Coast	43	0	146	189
Total	5,943	214	27,259	33,416

Separations and Commencements

Of the 368 permanent employees who left the State Service in the quarter ending June 2021, a total of 361 (98.10%) 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 June 2021 by age group and compared to the quarter ending December 2020.



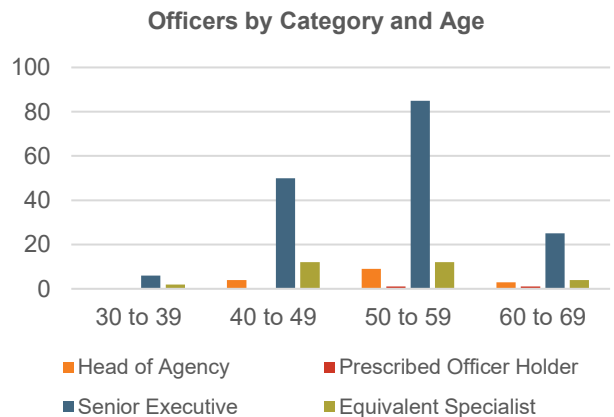
Resignations include employees who accepted a Workforce Renewal Incentive Program payment or Voluntary Redundancy package, resigned or retired from the State Service.

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 June 2021 the total number of Officers in the State Service remained at 214, unchanged from December 2020.

Type	June 2021		
	Female	Male	Total
Head of Agency	5	11	16
Prescribed Office Holder	1	1	2
Senior Executive Service	77	89	166
Equivalent Specialist	10	20	30
Total	93	121	214



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 in April 2022.