

State Service Workforce Report No. 1 of 2026

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

OVERVIEW

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 2025

The total paid headcount (PHC) decreased by 258 from 36,165 in the six-month period ending 30 June 2025. The decrease occurred mainly in the fixed-term category (from 5,763 in June), and within the Department of Education, Children and Young People due to contracts ceasing inline with the school year.

Agency	Fixed-term	Permanent	Part 6	Total
Department for Education, Children and Young People	1,863	10,699	54	12,616
Department of Health	2,209	13,598	32	15,839
Department of Justice	182	1,670	32	1,884
Department of Police, Fire and Emergency Management	129	1,129	15	1,273
Department of Premier and Cabinet	72	501	31	604
Department of Natural Resources and Environment Tasmania	246	1,266	22	1,534
Department of State Growth	113	933	40	1,086
Department of Treasury and Finance	17	322	15	354
Tasmanian Audit Office	3	58	2	63
Brand Tasmania	2	3	1	6
Environment Protection Authority	5	117	4	126
Homes Tasmania	25	172	4	201
Integrity Commission of Tasmania	0	15	1	16
Macquarie Point Development Corporation	0	16	3	19
Port Arthur Historic Site Management Authority	7	122	2	131
The Public Trustee	4	71	1	76
Tourism Tasmania	14	63	2	79
Total	4,891	30,755	261	35,907

Paid Full-time Equivalent as at 31 December 2025

The total paid FTE decreased by 252.27 in the December 2025 period from 29,787.30 paid FTE in June 2025.

Agency	Fixed term	Permanent	Part 6	Total
Department for Education, Children and Young People	827.57	7,928.29	53.60	8,809.46
Department of Health	2,763.16	11,013.88	32	13,809.04
Department of Justice	181.13	1,583.68	31.91	1,796.72
Department of Police, Fire and Emergency Management	135.99	1,078.49	15.00	1,229.48
Department of Premier and Cabinet	61.60	447.90	29.90	539.40
Department of Natural Resources and Environment Tasmania	208.55	1,174.22	21.90	1,404.67
Department of State Growth	115.68	788.01	39.40	943.09
Department of Treasury and Finance	16.60	298.45	15.00	330.05
Tasmanian Audit Office	2.80	55.97	2.00	60.77
Brand Tasmania	2.00	2.90	1.00	5.90
Environment Protection Authority	5.00	107.21	4.00	116.21
Homes Tasmania	23.82	163.26	4.00	191.08
Integrity Commission of Tasmania	0.00	13.91	1.00	14.91
Macquarie Point Development Corporation	0.00	15.72	3.00	18.72
Port Arthur Historic Site Management Authority	27.53	96.67	2.00	126.20
The Public Trustee	3.40	67.09	1.00	71.49
Tourism Tasmania	13.90	51.94	2.00	67.84
Total	4,388.73	24,887.59	258.71	29,535.03

Paid Headcount across the State Service

Percentage of total Paid Headcount by Employment Status

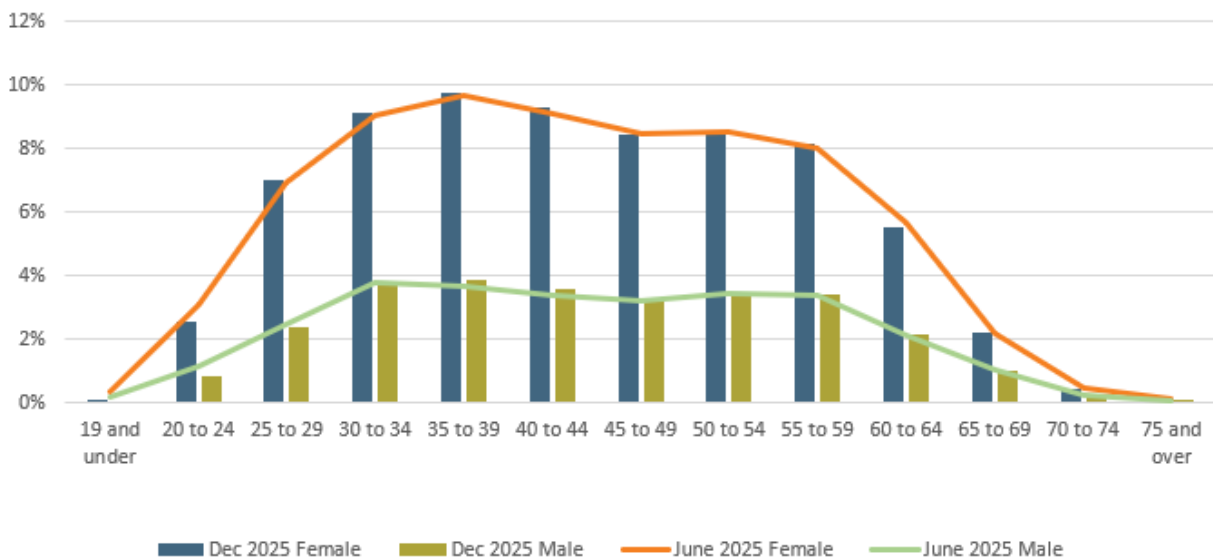
Our largest employee group continues to be women working in a part-time capacity (43.61%). There has been a small increase in full-time employment (1.22%) since 30 June 2025.

Full-time		Part-time	
Female	Male	Female	Male
27.69%	19.12%	43.61%	9.12%

Paid Headcount by Age and Gender

The gender balance shifted slightly between 30 June 2025 and 31 December 2025, with the percentage of female employees decreasing from 71.58% to 71.30%, compared to the percentage of male employees which increased to 28.24% from 28.14%. The remaining 0.46% 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 14.24% in June 2025 to 13.17% in the six months to 31 December 2025. The average length of service for permanent employees decreased to 10.87 years as of 31 December 2025 from 11.05 years as at 30 June 2025.



Age Group	June - Female	June - Male	Dec - Female	Dec - Male
19 and under	0.34%	0.18%	0.09%	0.05%
20 to 24	3.11%	1.14%	2.58%	0.86%
25 to 29	6.92%	2.46%	7.02%	2.41%
30 to 34	9.01%	3.79%	9.12%	3.73%
35 to 39	9.69%	3.67%	9.77%	3.86%

Age Group	June - Female	June - Male	Dec - Female	Dec - Male
40 to 44	9.09%	3.39%	9.30%	3.57%
45 to 49	8.46%	3.20%	8.44%	3.31%
50 to 54	8.52%	3.44%	8.53%	3.48%
55 to 59	7.99%	3.37%	8.13%	3.43%
60 to 64	5.69%	2.14%	5.52%	2.18%
65 to 69	2.16%	1.03%	2.20%	0.99%
70 to 74	0.45%	0.26%	0.46%	0.28%
75 and over	0.14%	0.08%	0.13%	0.08%
Total	71.58%	28.14%	71.30%	28.24%

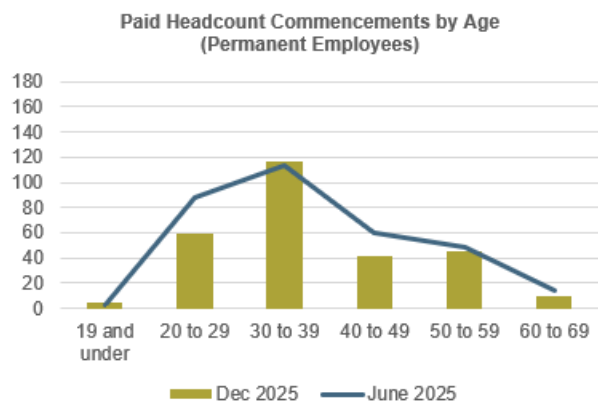
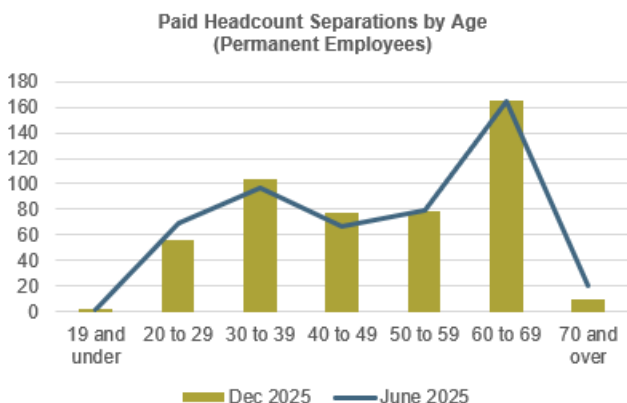
Paid Headcount percentage by Region and Employment Category

Employee percentage remained steady with small decreases in North-West and South-East with a slight increase in the South in the six-month period ending 31 December 2025.

Region	Fixed-term	Permanent	Part 6	Total
North	24.61%	24.01%	4.82%	23.95%
North-West	13.64%	16.69%	0.80%	16.21%
South	57.03%	53.95%	93.17%	54.58%
South-East	4.36%	4.94%	1.20%	4.84%
West Coast	0.36%	0.42%	0.00%	0.41%

Separations and Commencements

Of the 493 permanent employees who left the Tasmanian State Service in the six months ending 31 December 2025, a total of 486 (98.58%) resigned. The following charts show the number of permanent employees who left the State Service, and commencements with the State Service in the six-month period ending 31 December 2025 by age group and compared to the six-month period ending 30 June 2025.



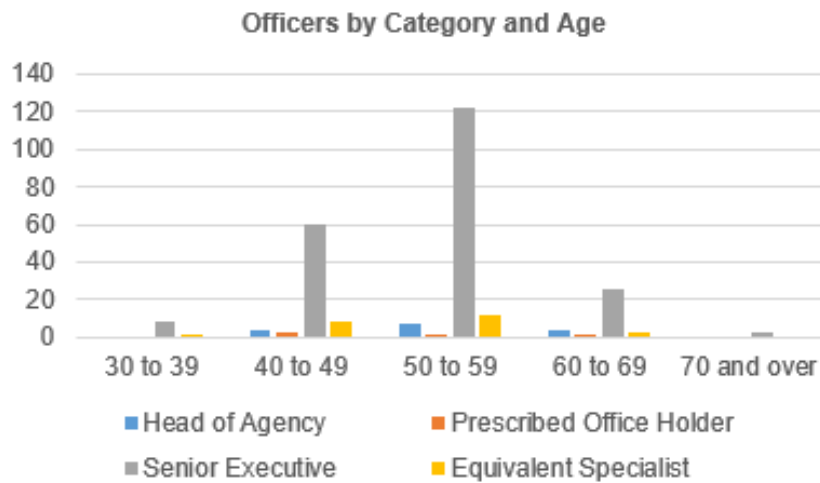
Resignations include employees who accepted a Workforce Renewal Incentive Program payment or Voluntary Redundancy package, resigned or retired from the State Service.

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 of 31 December 2025, the total number of Officers in the State Service was 261, this is an increase from 259 at 30 June 2025.

Type	December 2025		
	Female	Male	Total
Head of Agency	8	7	15
Prescribed Office Holder	2	2	4
Senior Executive Service	120	98	218
Equivalent Specialist	10	14	24
Total	140	121	261



Category	30 to 39	40 to 49	50 to 59	60 to 69	70 and over	Total
Head of Agency	0	4	7	4	0	15
Prescribed Office Holder	0	2	1	1	0	4
Senior Executive	8	60	122	26	2	218
Equivalent Specialist	1	8	12	3	0	24
Total	9	74	142	34	2	261

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 2026.