

State Service Workforce Report No. 1 of 2022

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 December 2021

Agency	Fixed-term	Permanent	Part 6	Total
Department of Communities Tasmania	137	769	14	920
Department of Education	700	9,076	25	9,801
Department of Health	2,398	11,788	38	14,224
Department of Justice	209	1,361	28	1,598
Department of Police, Fire and Emergency Management	88	984	10	1,082
Department of Premier and Cabinet	80	371	19	470
Department of Natural Resources and Environment Tasmania	456	1,093	17	1,566
Department of State Growth	101	802	29	932
Department of Treasury and Finance	41	313	22	376
Tasmanian Audit Office	15	34	1	50
Brand Tasmania	1	3	2	6
Environment Protection Authority	3	91	2	96
Integrity Commission of Tasmania	6	12	1	19
Macquarie Point Development Corporation	5	6	2	13
Port Arthur Historic Site Management Authority	11	119	1	131
TasTAFE	69	818	5	892
The Public Trustee	6	52	-	58
Tourism Tasmania	10	58	2	70
Total	4,336	27,750	218	32,304

The total paid headcount (PHC) decreased by 1,112 from 33,416 in June 2021. The increase occurred mainly in the fixed-term category (from 5,943 in June), and within the Department of Education.

Paid Full-time Equivalent as at 30 December 2021

Agency	Fixed-term	Permanent	Part 6	Total
Department of Communities Tasmania	116.82	693.60	13.80	824.22
Department of Education	388.85	6,857.57	24.20	7,270.62
Department of Health	1,824.86	8,990.89	37.50	10,853.25
Department of Justice	194.46	1,269.79	26.78	1,491.03
Department of Police, Fire and Emergency Management	80.76	940.98	10.00	1,031.74
Department of Premier and Cabinet	66.07	315.36	18.90	400.33
Department of Natural Resources and Environment Tasmania	339.78	1,002.89	17.00	1,359.67
Department of State Growth	89.36	691.57	28.80	809.73
Department of Treasury and Finance	38.60	287.47	21.89	347.96
Tasmanian Audit Office	14.60	31.13	1.00	46.73
Brand Tasmania	1.00	3.00	2.00	6.00
Environment Protection Authority	2.80	83.01	2.00	87.81
Integrity Commission of Tasmania	5.26	11.10	1.00	17.36
Macquarie Point Development Corporation	5.00	4.80	2.00	11.80
Port Arthur Historic Site Management Authority	8.24	92.92	1.00	102.16
TasTAFE	55.67	719.14	5.00	779.81
The Public Trustee	5.60	46.98	-	52.58
Tourism Tasmania	9.00	48.93	2.00	59.93
Total	3,246.73	22,091.13	214.87	25,552.73

The total paid FTE decreased by 722 in the December 2021 quarter from 26,274.54 paid FTE in June 2021.

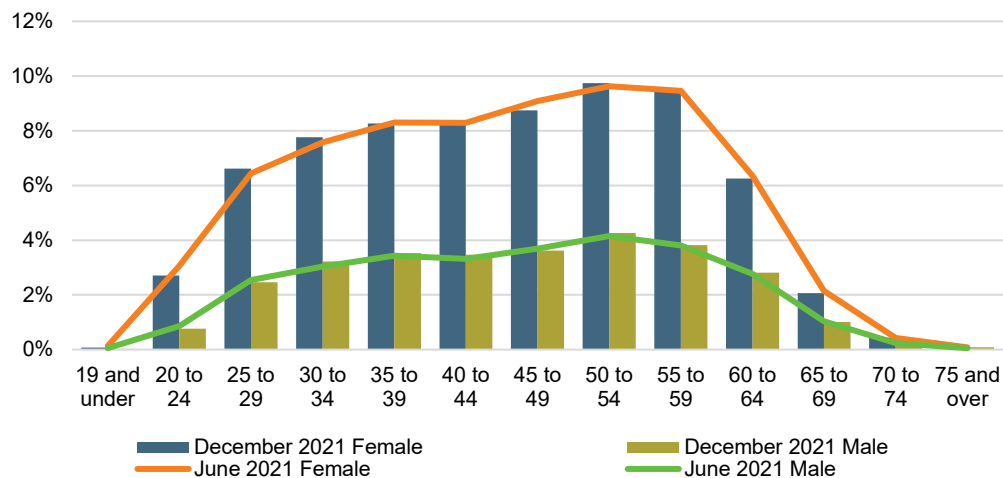
Paid Headcount across the State Service

Percentage of total Paid Headcount by Employment Status

Our largest employee group continues to be women working in a part-time capacity (42.89%). There has been a small increase in full-time employment (1.71%) since June 2021.

Full-time		Part-time	
Female %	Male %	Female %	Male %
27.76	20.90	42.89	8.41

Paid Headcount by Age and Gender



	Dec - Female	Dec - Male	June - Female	June - Male
19 and under	0.07%	0.03%	0.19%	0.07%
20 to 24	2.62%	0.74%	3.79%	1.19%
25 to 29	6.39%	2.38%	7.61%	2.89%
30 to 34	7.51%	3.12%	8.70%	3.56%
35 to 39	7.99%	3.41%	9.21%	3.81%
40 to 44	8.07%	3.36%	9.26%	3.63%
45 to 49	8.46%	3.50%	9.17%	3.79%
50 to 54	9.42%	4.12%	10.35%	4.35%
55 to 59	9.21%	3.69%	9.74%	3.93%
60 to 64	6.05%	2.72%	6.58%	2.90%
65 to 69	1.99%	0.98%	2.28%	1.14%
70 to 74	0.42%	0.22%	0.43%	0.26%
75 and over	0.09%	0.08%	0.13%	0.08%
Total	68.29%	28.34%	77.43%	31.59%

The gender balance shifted slightly between June 2021 and December 2021, with the percentage of female employees decreasing from 70.86% to 70.64%, compared to the percentage of male employees which increased to 29.32%. The remaining 0.04% 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 13.11% in June 2021 to 12.66% in December. The average length of service for permanent employees decreased to 12.55 years as at December 2021 from 12.87 years as at June 2021.

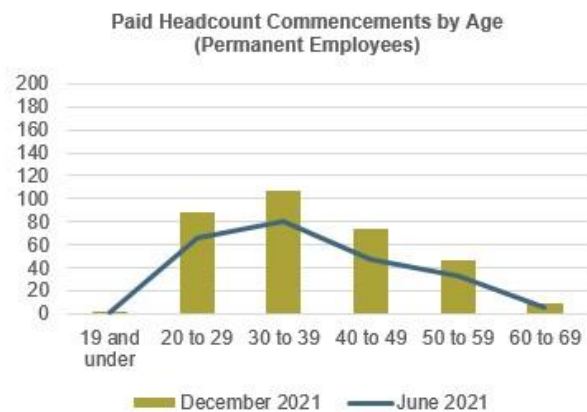
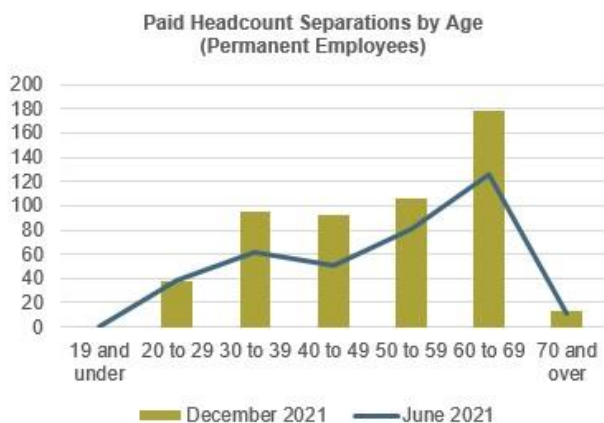
Paid Headcount by Region and Employment Category

Employee numbers decreased in every region across the State in the quarter ending December 2021.

Region	Fixed-term	Officer	Permanent	Total
North	995	11	6,745	7,751
North West	637	4	4,716	5,357
South	2,530	201	14,825	17,556
South East	161	2	1,322	1,485
West Coast	13	-	142	155
Total	4,336	218	27,750	32,304

Separations and Commencements

Of the 523 permanent employees who left the State Service in the quarter ending December 2021, a total of 512 (97.90%) 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 2021 by age group and compared to the quarter ending June 2021.



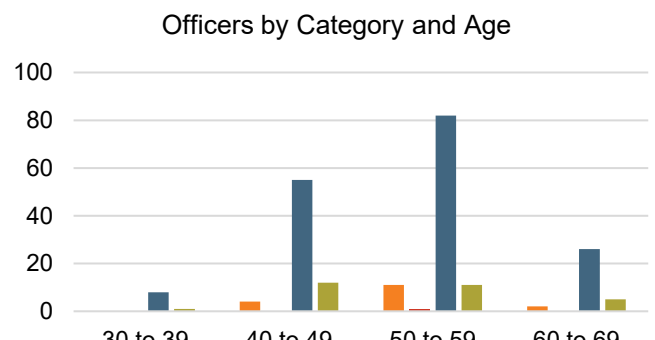
Resignations include employees who accepted a Workforce Renewal Incentive Program payment or Voluntary Redundancy package, resigned or retired from the State Service.

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 2021 the total number of Officers in the State Service was 218, this is an increase from 214 in June 2021.

Type	December 2021		
	Female	Male	Total
Head of Agency	4	13	17
Prescribed Office Holder	1	-	1



Type	December 2021		
	Female	Male	Total
Senior Executive Service	82	89	171
Equivalent Specialist	9	20	29
Total	96	122	218

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 2022.