

State Service Workforce Report No. 2 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 June 2022

The total paid headcount (PHC) increased by 2,944 from 32,304 in December 2021. The increase occurred mainly in the fixed-term category (from 4,336 in December), and within the Department of Education.

Agency	Fixed-term	Permanent	Part 6	Total
Department of Communities Tasmania	121	759	12	892
Department of Education	2,774	8,990	27	11,791
Department of Health	2,846	12,244	41	15,131
Department of Justice	197	1,415	30	1,642
Department of Police, Fire and Emergency Management	83	1,002	10	1,095
Department of Premier and Cabinet	100	408	19	527
Department of Natural Resources and Environment Tasmania	322	1,141	22	1,485
Department of State Growth	105	788	28	921
Department of Treasury and Finance	40	312	20	372
Tasmanian Audit Office	9	39	1	49
Brand Tasmania	1	3	2	6
Environment Protection Authority	0	99	4	103
Integrity Commission of Tasmania	8	12	1	21
Macquarie Point Development Corporation	7	4	2	13
Port Arthur Historic Site Management Authority	12	118	2	132
TasTAFE	110	812	7	929
The Public Trustee	7	56	1	64
Tourism Tasmania	8	65	2	75
Total	6,750	28,267	231	35,248

Paid Full-time Equivalent as at 30 June 2022

The total paid FTE increased by 2171 in the June 2022 quarter from 25552.73 paid FTE in December 2021.

Agency	Fixed-term	Permanent	Part 6	Total
Department of Communities Tasmania	102.13	686.90	11.80	800.83
Department of Education	1599.93	7078.40	26.20	8704.53
Department of Health	2198.21	9324.87	41.00	11564.08
Department of Justice	178.25	1315.69	28.78	1522.72
Department of Police, Fire and Emergency Management	74.61	964.89	10.00	1049.50
Department of Premier and Cabinet	80.05	350.12	18.90	449.07
Department of Natural Resources and Environment Tasmania	231.32	1031.07	22.00	1284.39
Department of State Growth	93.92	669.16	27.80	790.88
Department of Treasury and Finance	38.40	288.70	19.89	346.99
Tasmanian Audit Office	7.54	35.99	1.00	44.53
Brand Tasmania	0.60	3.00	2.00	5.60
Environment Protection Authority	0.00	88.79	4.00	92.79
Integrity Commission of Tasmania	6.90	11.22	1.00	19.12
Macquarie Point Development Corporation	7.00	3.43	2.00	12.43
Port Arthur Historic Site Management Authority	10.00	98.47	1.34	109.81
TasTAFE	86.70	709.11	7.00	802.81
The Public Trustee	5.80	50.88	1.00	57.68
Tourism Tasmania	8.00	56.08	2.00	66.08
Total	4,729.36	22,766.77	227.71	27,723.84

Paid Headcount across the State Service

Percentage of total Paid Headcount by Employment Status

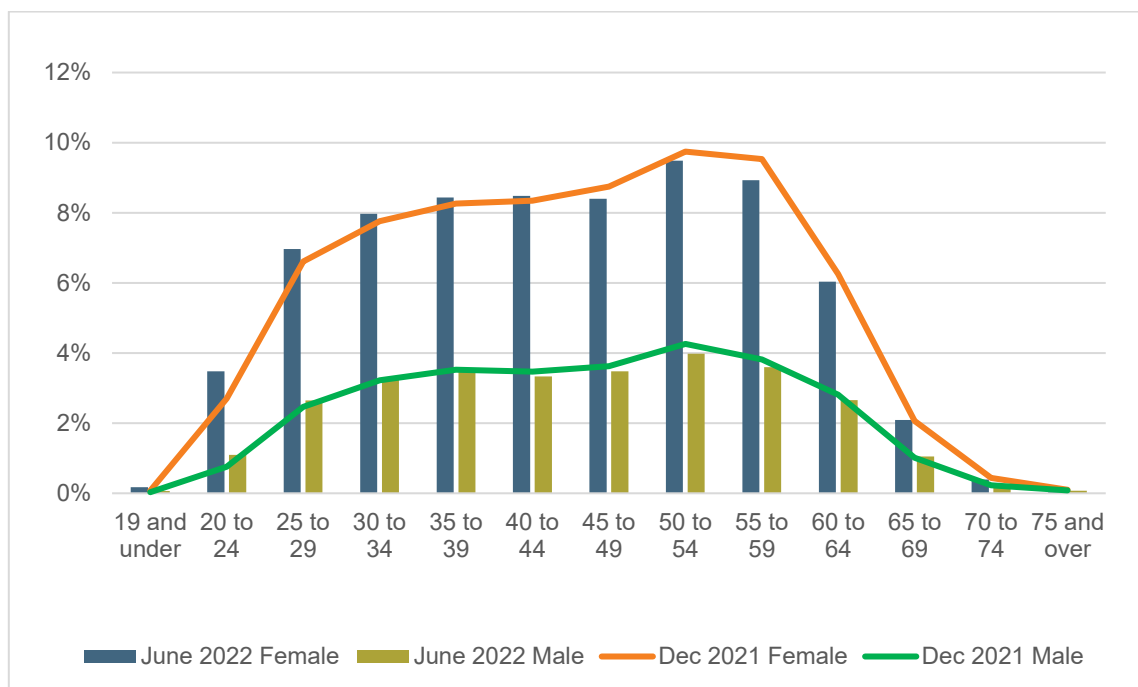
Our largest employee group continues to be women working in a part-time capacity (43.71%). There has been a small decrease in full-time employment (1.58%) since December 2021.

Full-time		Part-time	
Female %	Male %	Female %	Male %
27.25	19.83	43.71	9.12

Paid Headcount by Age and Gender

The gender balance shifted slightly between December 2021 and June 2022, with the percentage of female employees increasing from 70.64% to 70.96%, compared to the percentage of male employees which decreased to 28.95%. The remaining 0.09% 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 from 12.66% in December 2021 to 14.45% in June 2022. The average length of service for permanent employees decreased to 12.36 years as at June 2022 from 12.55 years as at December 2021.



Age Group	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%

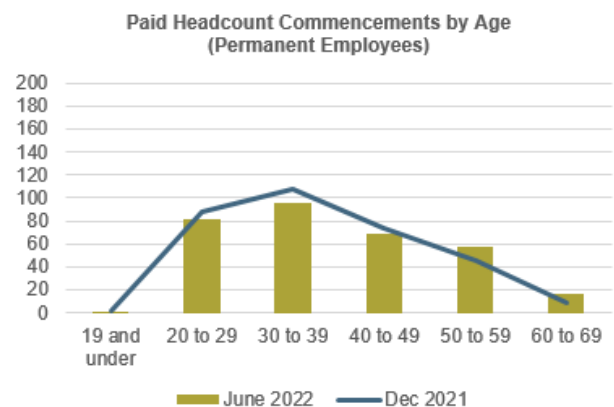
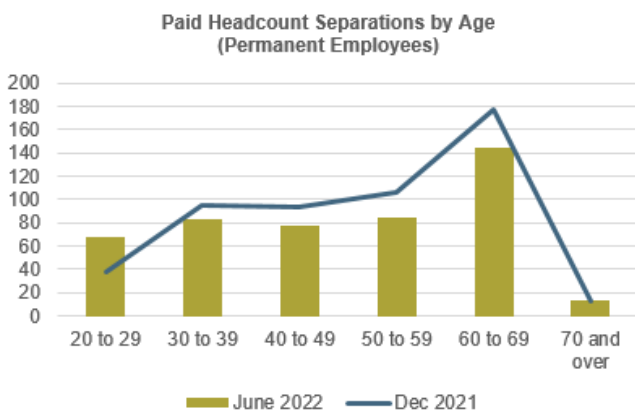
Paid Headcount by Region and Employment Category

Employee numbers increased in every region across the State in the quarter ending June 2022.

Region	Fixed-term	Officer	Permanent	Total
North	1,540	12	6,879	8,431
North West	1,167	4	4,778	5,949
South	3,574	212	15,132	18,918
South East	421	3	1,333	1,757
West Coast	48	0	145	193
Total	6,750	231	28,267	35,248

Separations and Commencements

Of the 472 permanent employees who left the State Service in the quarter ending June 2022, a total of 462 (97.88%) 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 2022 by age group and compared to the quarter ending December 2021.



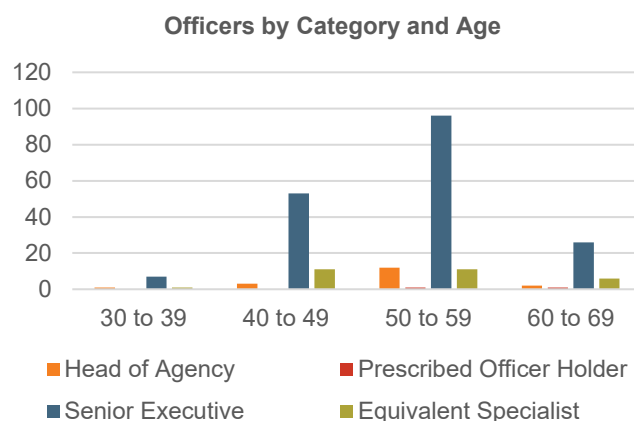
Resignations include employees who accepted a Workforce Renewal Incentive Program payment or Voluntary Redundancy package, resigned or retired from the State Service.

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 June 2022 the total number of Officers in the State Service was 231, this is an increase from 218 in December 2021.

Type	June 2022		
	Female	Male	Total
Head of Agency	5	13	18
Prescribed Office Holder	1	1	2
Senior Executive Service	91	91	182
Equivalent Specialist	9	20	29
Total	106	125	231



Category	30 to 39	40 to 49	50 to 59	60 to 69	Total
Head of Agency	1	3	12	2	18
Prescribed Officer Holder	0	0	1	1	2
Senior Executive	7	53	96	26	182
Equivalent Specialist	1	11	11	6	29
Total	9	67	120	35	231

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 April 2023.