

State Service Workforce Report No. 1 of 2025

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 2024

The total paid headcount (PHC) decreased by 1,216 from 36,963 in June 2024. The decrease occurred mainly in the fixed-term category (from 6,700 in June), and within the Department for Education, Children and Young People

Agency	Fixed-term	Permanent	Part 6	Total
Department for Education, Children and Young People	1,277	10,354	50	11,681
Department of Health	2,386	14,131	29	16,546
Department of Justice	185	1,613	32	1,830
Department of Police, Fire and Emergency Management	140	1,088	15	1,243
Department of Premier and Cabinet	63	567	31	661
Department of Natural Resources and Environment Tasmania	298	1,274	22	1,594
Department of State Growth	134	951	39	1,124
Department of Treasury and Finance	23	315	15	353
Tasmanian Audit Office	6	50	2	58
Brand Tasmania	1	3	2	6
Environment Protection Authority	2	118	4	124
Homes Tasmania	21	166	2	189
Integrity Commission of Tasmania	3	15	0	18
Macquarie Point Development Corporation	1	11	3	15
Port Arthur Historic Site Management Authority	16	129	2	147
The Public Trustee	7	72	1	80
Tourism Tasmania	12	64	2	78
Total	4,575	30,921	251	35,747

Paid Full-time Equivalent as at 31 December 2024

The total paid FTE decreased by 482.02 in the December 2024 quarter from 28,964.64 paid FTE in June 2024.

Agency	Fixed term	Permanent	Part 6	Total
Department for Education, Children and Young People	831.38	8,258.95	49.83	9,140.16
Department of Health	1,784.02	10,636.19	29	12,449.21
Department of Justice	166.75	1,504.38	31.91	1,703.04
Department of Police, Fire and Emergency Management	130.43	1,038.78	15	1,184.21
Department of Premier and Cabinet	56.88	513.03	30.9	600.81
Department of Natural Resources and Environment Tasmania	247.79	1,176.59	22	1,446.38
Department of State Growth	120.69	825.07	38.96	984.72
Department of Treasury and Finance	22.6	290.69	15	328.29
Tasmanian Audit Office	6	46.11	2	54.11
Brand Tasmania	1	2.8	2	5.8
Environment Protection Authority	2	107.61	4	113.61
Homes Tasmania	18.97	158.33	2	179.3
Integrity Commission of Tasmania	2	14.2	0	16.2
Macquarie Point Development Corporation	1.00	10.72	3	14.72

Agency	Fixed term	Permanent	Part 6	Total
Port Arthur Historic Site Management Authority	11.96	103.2	2	117.16
The Public Trustee	6.4	68.3	1	75.7
Tourism Tasmania	11.31	55.89	2	69.2
Total	3,421.18	24,810.84	250.6	28,482.62

Paid Headcount across the State Service

Percentage of total Paid Headcount by Employment Status

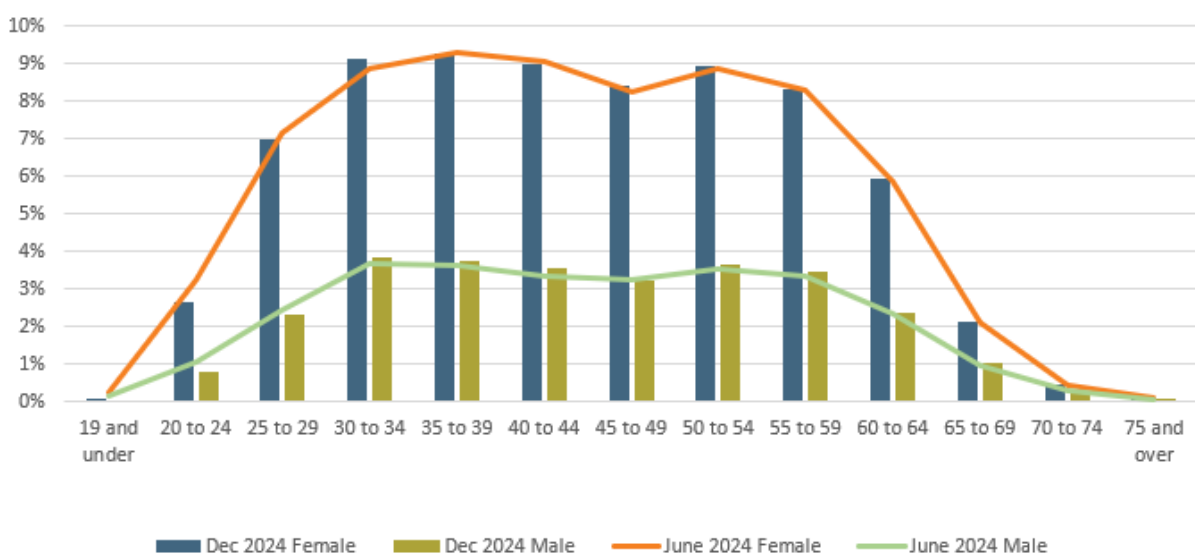
Our largest employee group continues to be women working in a part-time capacity (43.13%). There has been a small increase in full-time employment (1.77%) since June 2024.

Full-time		Part-time	
Female %	Male %	Female %	Male %
28.27%	19.50%	43.13%	8.85%

Paid Headcount by Age and Gender

The gender balance shifted slightly between June 2024 and December 2024, with the percentage of female employees decreasing from 71.69% to 71.39%, compared to the percentage of male employees which increased to 28.35% from 28.08%. The remaining 0.26% 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 14.39% in June 2024 to 13% in December 2024. The average length of service for permanent employees decreased to 11.12 years as at December 2024 from 11.42 years as at June 2024.



Age Group	June - Female	June - Male	Dec - Female	Dec - Male
19 and under	0.25%	0.15%	0.09%	0.05%
20 to 24	3.24%	1.08%	2.63%	0.82%
25 to 29	7.16%	2.43%	7.00%	2.33%
30 to 34	8.84%	3.65%	9.13%	3.83%
35 to 39	9.27%	3.63%	9.28%	3.73%
40 to 44	9.03%	3.34%	8.96%	3.54%
45 to 49	8.25%	3.27%	8.40%	3.24%
50 to 54	8.85%	3.55%	8.94%	3.63%
55 to 59	8.27%	3.33%	8.32%	3.44%
60 to 64	5.88%	2.34%	5.95%	2.35%
65 to 69	2.10%	0.95%	2.12%	1.04%
70 to 74	0.43%	0.29%	0.46%	0.27%
75 and over	0.12%	0.07%	0.12%	0.08%
Total	71.69%	28.08%	71.39%	28.35%

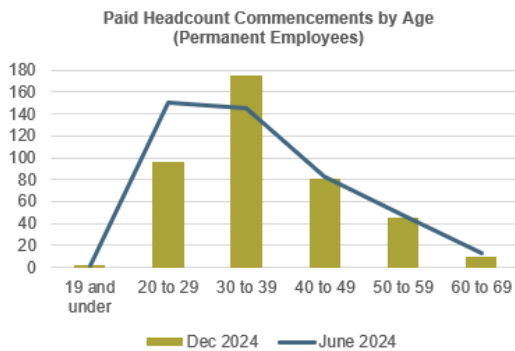
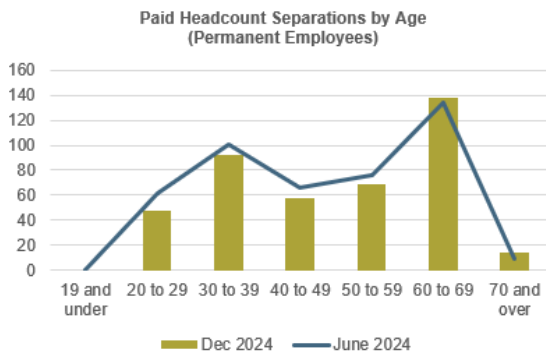
Paid Headcount by Region and Employment Category

Employee numbers decreased in almost every region across the State in the quarter ending December 2024.

Region	Fixed-term	Permanent	Part 6	Total
North	1,041	7,423	9	8,473
North West	594	5,204	2	5,800
South	2,692	16,657	238	19,587
South East	228	1,496	2	1,726
West Coast	20	141	0	161
Total	4,575	30,921	251	35,747

Separations and Commencements

Of the 419 permanent employees who left the State Service in the quarter ending December 2024, a total of 413 (98.57%) 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 2024 by age group and compared to the quarter ending June 2024.



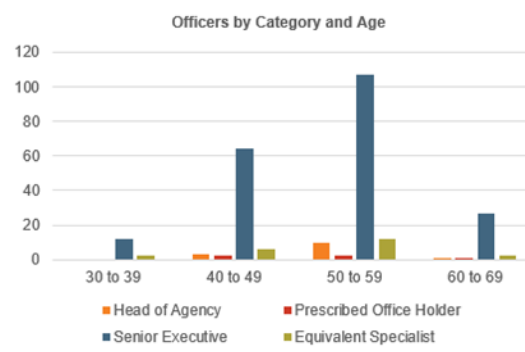
Resignations include employees who accepted a Workforce Renewal Incentive Program payment or Voluntary Redundancy package, resigned or retired from the State Service.

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 2024 the total number of Officers in the State Service was 251, this is an increase from 249 in June 2024.

Type	December 2024		
	Female	Male	Total
Head of Agency	5	9	14
Prescribed Office Holder	2	3	5
Senior Executive Service	111	99	210
Equivalent Specialist	9	13	22
Total	127	124	251



Category	30 to 39	40 to 49	50 to 59	60 to 69	70 and over	Total
Head of Agency	0	3	10	1	0	14
Prescribed Office Holder	0	2	2	1	0	5
Senior Executive	12	64	107	27	0	210
Equivalent Specialist	2	6	12	2	0	22
Total	14	75	131	31	0	251

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 2025.