

State Service Workforce Report No. 2 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.

Due to the discrepancies between agency-reported data and the WiRS database, the FTE and headcount figures provided by agencies may differ from the demographic data sourced from WiRS. Variances may arise due to differences in the treatment of acting arrangements, the timing of data extraction, and any adjustments or manual updates applied to either dataset.

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 2026

The total paid headcount (PHC) increased by 811 from 35,907 in the six-month period ending 30 June 2026. The increase occurred mainly in the fixed-term category (from 4,891 in December), and within the Department of Education, Children and Young People due to contracts commencing in line with the school year.

Agency	Fixed-term	Permanent	Part 6	Total
Department for Education, Children and Young People	2,458	10,853	57	13,368
Department of Health	2,313	13,881	33	16,227
Department of Justice	175	1,693	32	1,900
Department of Police, Fire and Emergency Management	141	1,146	15	1,302
Department of Premier and Cabinet	59	476	32	567
Department of Natural Resources and Environment Tasmania	204	1,248	21	1,473
Department of State Growth	109	917	39	1,065
Department of Treasury and Finance	22	319	16	357
Audit Tasmania	5	64	3	72
Brand Tasmania	1	4	1	6
Environment Protection Authority	3	111	4	118
Homes Tasmania	36	164	3	203
Integrity Commission of Tasmania	0	15	1	16
Macquarie Point Development Corporation	0	16	4	20
Port Arthur Historic Site Management Authority	5	124	1	130
The Public Trustee	2	75	1	78
Tourism Tasmania	12	62	3	77
Total	5,545	31,168	266	36,979

Paid Full-time Equivalent as at 30 June 2026

The total paid FTE increased by 862.50 in the June 2026 period from 28,536.67 paid FTE in December 2025.

Note: April 2026 release (State Service Workforce Report No. 1 of 2026) included fixed term casual employees.

Agency	Fixed-term	Permanent	Part 6	Total
Department for Education, Children and Young People	1,666.30	8,679.67	56.00	10,401.97
Department of Health	1,945.05	11,232.61	31.50	13,209.16
Department of Justice	158.03	1,599.44	31.11	1,788.58
Department of Police, Fire and Emergency Management	127.56	1,093.27	15.00	1,235.83
Department of Premier and Cabinet	51.00	422.60	31.90	505.50
Department of Natural Resources and Environment Tasmania	169.18	1,156.21	21.00	1,346.39
Department of State Growth	94.34	771.32	37.60	903.26
Department of Treasury and Finance	21.80	296.78	16.00	334.58
Audit Tasmania	4.81	60.43	3.00	68.24
Brand Tasmania	1.00	3.90	1.00	5.90
Environment Protection Authority	2.92	101.84	4.00	108.76
Homes Tasmania	31.50	156.02	3.00	190.52
Integrity Commission of Tasmania	0.00	13.90	1.00	14.90
Macquarie Point Development Corporation	0.00	14.78	3.30	18.08
Port Arthur Historic Site Management Authority	5.00	119.20	1.00	125.20
The Public Trustee	2.00	71.45	1.00	74.45
Tourism Tasmania	11.12	52.09	3.00	66.21
Total	4,291.61	25,845.51	260.41	30,397.53

Paid Headcount across the State Service

Percentage of total Paid Headcount by Employment Status

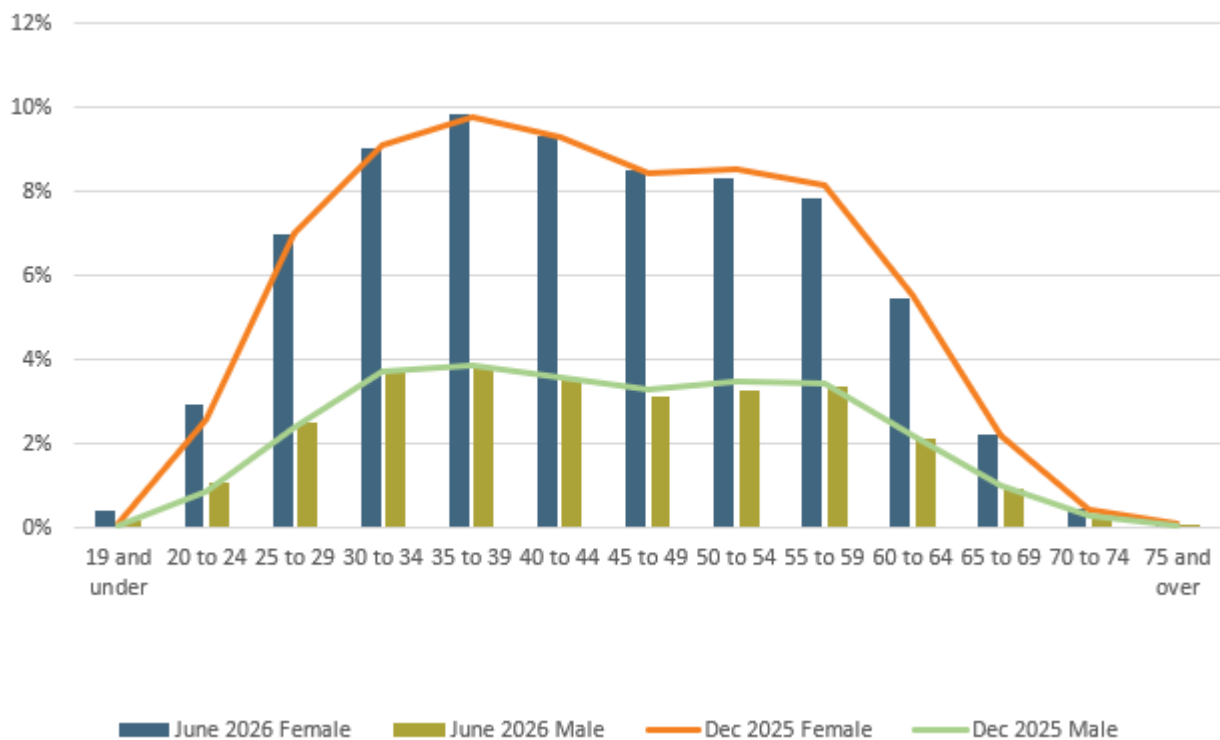
Our largest employee group continues to be women working in a part-time capacity (45.39%). There has been a small decrease in full-time employment (2.42%) since December 2025.

Full-time		Part-time	
Female %	Male %	Female %	Male %
26.11	18.28	45.39	9.91

Paid Headcount by Age and Gender

The gender balance shifted slightly between December 2025 and June 2026, with the percentage of female employees increasing from 71.29% to 71.50%, compared to the percentage of male employees which decreased from 28.24% to 28.20%. The remaining 0.31% 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 13.00% in December 2025 to 14.18% in in the six months to June 2026. The average length of service for permanent employees increased to 10.93 years as of June 2026 from 10.87 years as of December 2025.



Age Group	Dec - Female	Dec - Male	June - Female	June - Male
19 and under	0.09%	0.05%	0.40%	0.20%
20 to 24	2.58%	0.86%	2.96%	1.10%
25 to 29	7.02%	2.41%	7.00%	2.53%
30 to 34	9.12%	3.73%	9.02%	3.76%
35 to 39	9.76%	3.86%	9.84%	3.84%
40 to 44	9.31%	3.57%	9.33%	3.56%
45 to 49	8.44%	3.31%	8.49%	3.14%
50 to 54	8.52%	3.49%	8.32%	3.28%
55 to 59	8.14%	3.43%	7.84%	3.37%
60 to 64	5.52%	2.19%	5.44%	2.11%
65 to 69	2.20%	0.99%	2.25%	0.94%
70 to 74	0.46%	0.28%	0.46%	0.27%
75 and over	0.13%	0.08%	0.15%	0.10%
Total	71.29%	28.24%	71.50%	28.20%

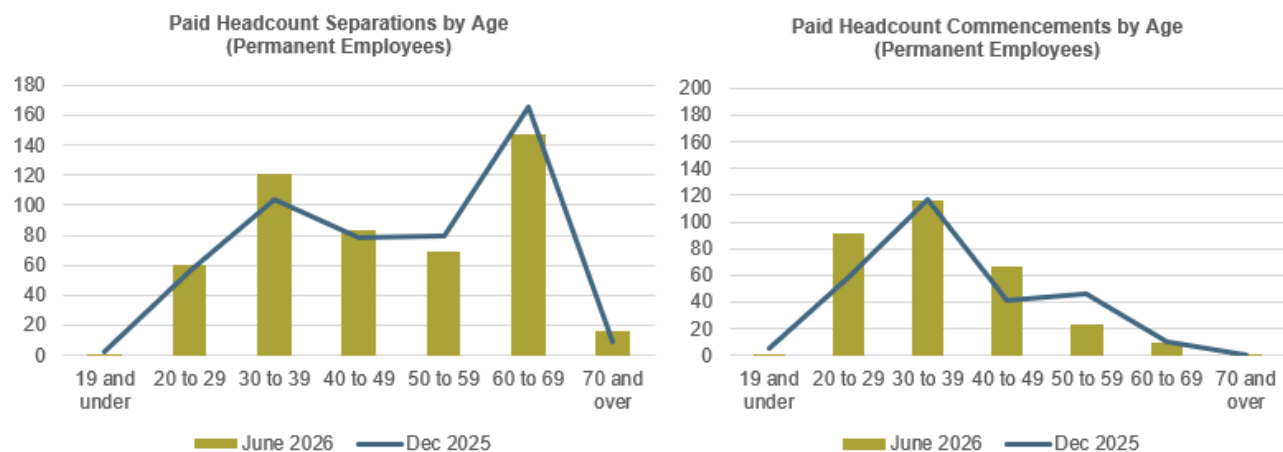
Paid Headcount by Region and Employment Category

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 30 June 2026.

Region	Fixed term	Permanent	Part 6	Total
North	23.76%	24.14%	4.31%	23.95%
North West	15.62%	16.90%	0.78%	16.59%
South	53.70%	53.20%	94.12%	53.55%
South East	6.34%	5.34%	0.78%	5.47%
West Coast	0.59%	0.43%	0.00%	0.45%

Separations and Commencements

Of the 497 permanent employees who left the State Service in the in the six months ending June 2026, a total of 481 (96.76%) 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 June 2026, as compared to the six-month period ending December 2025.



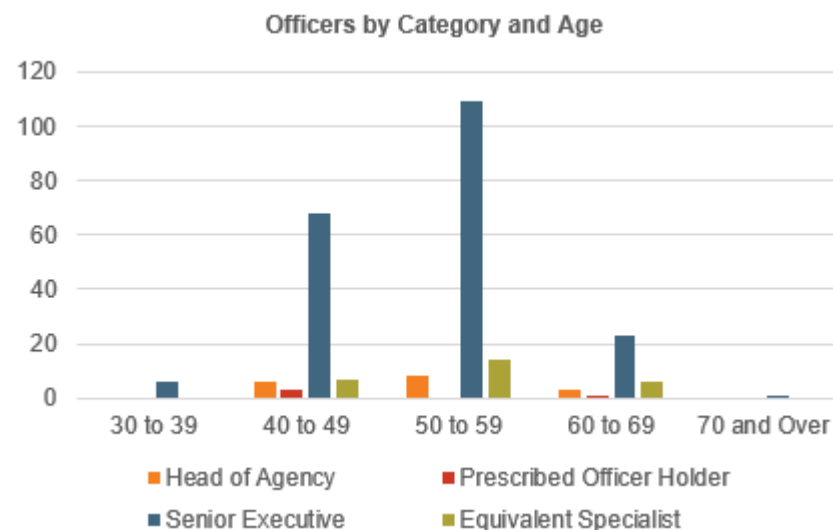
Resignations include employees who accepted a Workforce Renewal Incentive Program payment or Voluntary Redundancy package, resigned or retired from the State Service.

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 at June 2026 the total number of Officers in the State Service was 255, this is a decrease from 264 in December 2025.

Type	June 2026		
	Female	Male	Total
Head of Agency	9	8	17
Prescribed Office Holder	2	2	4
Senior Executive Service	117	90	207
Equivalent Specialist	10	17	27
Total	138	117	255



Category	30 to 39	40 to 49	50 to 59	60 to 69	70 and over	Total
Head of Agency	0	6	8	3	0	17
Prescribed Office Holder	0	3	0	1	0	4
Senior Executive Service	6	68	109	23	1	207
Equivalent Specialist	0	7	14	6	0	27
Total	6	84	131	33	1	255

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 2027.