

# Gender Diversity in the Tasmanian State Service

## Overview

The Department has continued to work to promote gender equality throughout the past 12 months.

The Department continues to advertise all vacant positions as being available with flexible and contemporary working arrangements, and encourages new and existing employees to consider flexible work practices.

The total number of positions reported in this table has increased this year due to the creation and filling of the following roles:

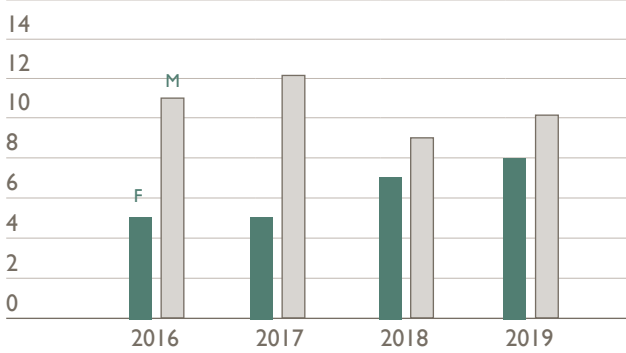
- Chief Information Officer (SES02)
- Special Counsel (Construction and Projects) (Equivalent Specialist) – two positions
- Assistant Director (Summary Prosecutions) (Equivalent Specialist)
- Deputy Secretary Corporate and Strategy (SES03)

## Employment Data by Gender

**Table 16.1: Senior Executive Officers and Equivalent Specialists by Classification and gender**

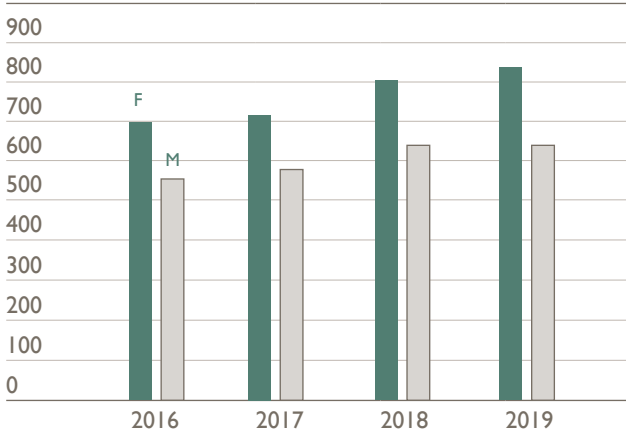
SES level	2016		2017		2018		2019	
	M	F	M	F	M	F	M	F
SES 1	3	3	4	4	3	4	3	4
SES 2	4	1	3	1	3	1	3	2
SES 3	2	1	3	0	3	1	4	1
SES 4	1	0	1	0	0	0	0	0
Head of Agency	1	0	1	0	0	1	0	1
Equivalent Specialists	-	-	-	-	9	6	9	9
<b>Total</b>	<b>11</b>	<b>5</b>	<b>12</b>	<b>5</b>	<b>18</b>	<b>13</b>	<b>19</b>	<b>17</b>

**Figure 16.1: Senior Executive Officers by gender**



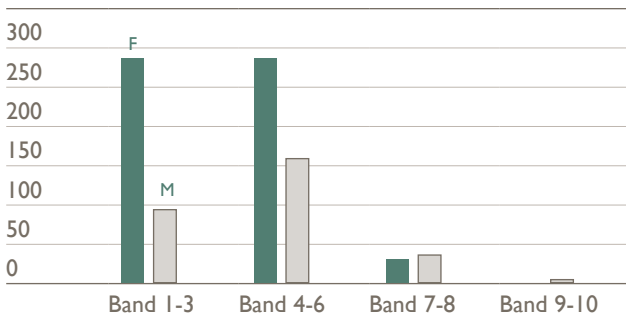
The State Service has a commitment to achieving 50/50 gender equality amongst senior executive officers, with at least 40% female representation by 2020. As at June 30 2019 the Department of Justice had exceeded the 2020 target with 44% female representation amongst senior executive roles.

**Figure 16.2: Department of Justice gender profile**

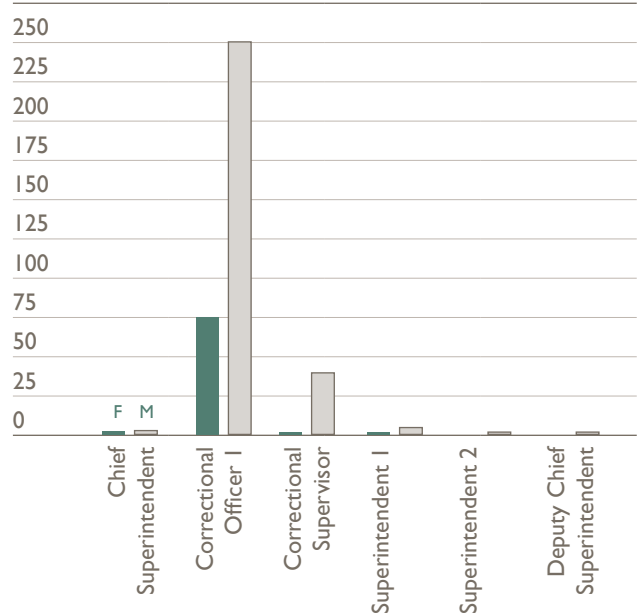


As at 30 June 2019, the gender profile for the Department of Justice was 836 female (56%) and 647 (44%) male employees and one employee who identifies as non-binary. These percentages have remained largely unchanged for the last 3 years.

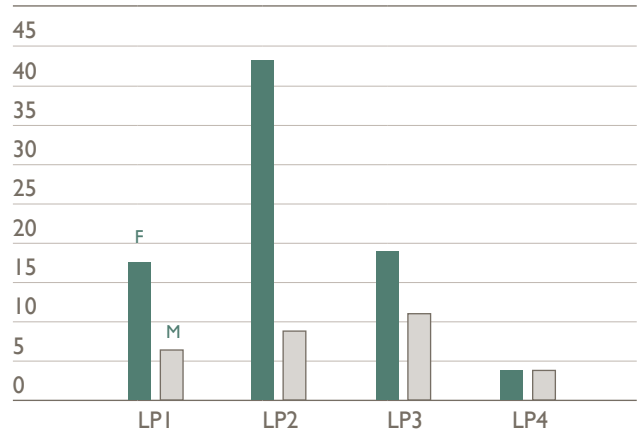
**Figure 16.3: Male/female ratio by award classification – General Stream**



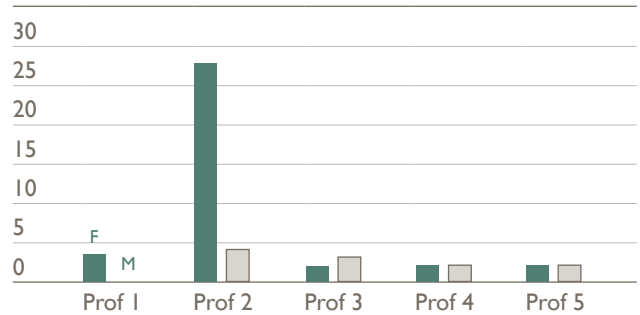
**Figure 16.4: Male/female ratio by award classification – Correctional**



**Figure 16.5: Male/female ratio by award classification – Legal Practitioners**



**Figure 16.6: Male/female ratio by award classification – Professional Stream**



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## Recruitment Activity

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**Table 16.2: Number of new appointments (permanent and fixed-term) by gender for the past 12 months**

Employment type	Female	Male	Total
Permanent	49	58	107
Fixed Term	67	25	92
SES and Equivalent Specialist Contract	4	3	7
<b>Total</b>	<b>120</b>	<b>86</b>	<b>206</b>

**Table 16.3: Separations by gender for the past 12 months**

Separations	Female	Male	Total
Resignation	59	31	90
Retirement	6	16	22
Transfers to other agencies	7	3	10
Promotion to other agencies	6	5	11
Workforce Renewal Incentive Program	1	0	1
Targeted and Negotiated Voluntary Redundancies	0	0	0
<b>Total</b>	<b>79</b>	<b>55</b>	<b>134</b>

Female employees account for a higher proportion of both appointments (58%) and separations (59%), which is consistent with the greater number of females (56%) employed within the Department.