

# DECYP's Re-sizing the State Service Advisory Panel

## Guiding questions for vacancy requests

To support decision making prior to commencing a vacancy request in PageUp, Portfolio's should consider the following questions with their Deputy Secretary, or equivalent:

### Importance

- What is the impact for children and young people if we don't fill this role?
- Can we still provide the service to children and young people if the role in question is not filled?
- Does the role directly support our key priorities (e.g. response to the Commission of Inquiry recommendations, Independent Review of Education, Better and Fairer Schools Agreement, and/or election commitments)?

### Uniqueness

- Are the functions of the role unique i.e. not duplicated in other roles or function elsewhere?
- Could we achieve the desired outcomes in a different way (e.g. by use of technology or redesigning services)?

### Context

- Has the team requesting the role already been reduced through vacancy control or other mechanisms?
- What is the impact for other staff if we don't fill this role (e.g. increased workloads, slowed workflow, etc)?

### Timing

- Do we need to do this work now or can the work be delayed?

### Role arrangements

- Is the role able to be fixed term rather than permanent?
  - If yes, has the effect of ED1 conversion to permanency been considered?
- Can the role be re-designed and classified at a lower level?

*If you have questions about the Panel guiding questions or PageUp processes, in the first instance please contact Recruitment at [recruitment@decyp.tas.gov.au](mailto:recruitment@decyp.tas.gov.au)*

**DECYP Vacancy Summary Report 01 July – 30 November 2025****Table 1: DECYP Vacancy Review Summary (non-frontline)**

This table summarises all vacancies considered by the DECYP Right Sizing the State Service advisory panel (panel) for the period 1 July to 30 November 2025. Prior to 1 July 2025 and in addition to vacancies below, 18 vacancies were deemed non-essential and frozen.

The panel reviewed vacancies greater than 3 months, not considered frontline (see Table Two). The panel made recommendations to the DECYP Secretary to approve or decline each vacancy.

DECYP Portfolio	Not approved at Portfolio level	On hold pending more info prior to recommending	Panel recommended to Secretary	Total vacancies
<b>Business Operations and Support Services</b>			<b>26</b>	<b>26</b>
Fixed Term Role Vacancy			10	10
Permanent Role Vacancy			16	16
<b>Child Safety &amp; Youth Justice Operations</b>	<b>2</b>	<b>1</b>	<b>103</b>	<b>106</b>
Fixed Term Role Vacancy	1	1	55	57
Permanent Role Vacancy	1		48	49
<b>Continuous Improvement and Evaluation</b>			<b>2</b>	<b>2</b>
Fixed Term Role Vacancy			2	2
<b>Development and Support</b>		<b>7</b>	<b>53</b>	<b>60</b>
Fixed Term Role Vacancy		7	47	54
Permanent Role Vacancy			6	6
<b>Education Regulation</b>			<b>3</b>	<b>3</b>
Fixed Term Role Vacancy			2	2
Permanent Role Vacancy			1	1
<b>Libraries Tasmania</b>	<b>1</b>		<b>32</b>	<b>33</b>
Fixed Term Role Vacancy	1		24	25
Permanent Role Vacancy			8	8
<b>Office of the Secretary</b>	<b>1</b>	<b>5</b>	<b>38</b>	<b>44</b>
Fixed Term Role Vacancy	1	5	26	32
Permanent Role Vacancy			12	12
<b>People and Culture</b>			<b>33</b>	<b>33</b>
Fixed Term Role Vacancy			22	22
Permanent Role Vacancy			11	11
<b>Schools and Early Years</b>		<b>2</b>	<b>23</b>	<b>25</b>
Fixed Term Role Vacancy		2	15	17
Permanent Role Vacancy			8	8
<b>Strategy and Performance</b>		<b>1</b>	<b>41</b>	<b>42</b>
Fixed Term Role Vacancy			30	30
Permanent Role Vacancy		1	11	12
<b>Teachers Registration Board</b>			<b>2</b>	<b>2</b>
Fixed Term Role Vacancy			2	2
<b>Grand Total</b>	<b>4</b>	<b>16</b>	<b>356</b>	<b>376</b>

**DECYP Vacancy Summary Report 01 July – 30 November 2025****Table 2: DECYP Frontline Vacancy Summary**

<b>Vacancies not Assessed by Advisory Panel Count by Portfolio</b>	<b>Fixed Term</b>	<b>Permanent</b>	<b>Grand Total</b>
Business Operations and Support Services	26	19	45
Child Safety & Youth Justice Operations	67	55	122
Commissioner for Children and Young People	1	3	4
Development and Support	64	14	78
Education Regulation	1	1	2
Libraries Tasmania	68	18	86
Office of the Education Registrar	4	1	5
Office of the Secretary	24	5	29
People and Culture	27	11	38
Schools and Early Years	512	96	608
Strategy and Performance	60	18	78
Tasmanian Assessment Standards and Certification	9	1	10
Teachers Registration Board	5		5
<b>Grand Total</b>	<b>868</b>	<b>242</b>	<b>1110</b>

Vacancies above include employment register appointments and appointments made via More Responsible Duties Allowance and Higher Duties Allowance, re-assignments at level, workload variation or costing changes which are all categorised as vacancies and deemed an essential role or were of less than 3 months duration.