

CONSERVATION AND LAND MANAGEMENT

AN AGE PROFILE OF THE DEPARTMENT'S WORKFORCE BY DIVISION AS AT JANUARY 2002

An addendum to the 'Workforce Age Profile' report (May 2002)

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Executive Summary

The Department of Conservation and Land Management (the department) is facing an aging workforce. This is an acknowledge trend throughout the industrialized world. With this aging workforce comes a new series of challenges for employers and employees. Challenges that need to be considered, examined and addressed so that businesses can continue to efficiently and effectively meet high productivity business outcomes while retaining highly skilled motivated employees.

In the previous report produced by the People Services Branch 'Department of Conservation and Land Management - Workforce Age Profile, May 2002', the age of the department's workforce was analysed as at January 2002 and compared to figures at January 2000. The analysis took into account the entire workforce as a whole. The report also analysed gender and award/classification levels of the entire department as a single entity.

What it showed was that the department had 58.88 percent of its population over the age of 40 and conversely 14.35 percent under 30. Males had 64.30 percent of their population over 40 years of age and only 9.77 percent under 30. Females had 45.70 percent of their population over 40 and 25.42 percent under 30.

This report has taken the information in the first report and the same comparison between the workforce at January 2000 and 2002 and broken it down further into an analysis of each division. What it shows is that except for the Parks and Visitor Services Division, the workforce of each division has aged. It is recommended that this report be read in conjunction with the 'Department of Conservation and Land Management - Workforce Age Profile, May 2002' report.

Regional Services Division has aged slightly with 55.93 percent of its workforce over the age of 40 (up from 52.30 percent in 2000) and 14.79 percent under 30 (down from 18.16 percent at January 2000). Both figures are slightly better than the department as a whole. The percentage of males and females over the age of 40 rose between January 2000 and January 2002. Of most concern for the Regional Services Division is the 34.54 percent of the AWU workforce over the age of 50.

Parks and Visitor Services has lowered its age against the department trend with employees over 40 years of age making up only 40 percent of the division's workforce (down from 54.55 percent at January 2000) and employees under 30 comprising 27.15 percent of the division. The percentages for males and females are also lower than the department's over 40 figure and higher than the under 30 percentage.

Science Division has an older workforce than the department as a whole with 74.85 percent of its workforce over 40 years of age and 9.59 percent under 30. The figures for males were well above the department's percentages for the workforce over 40 (79.09 percent) and under 30 (5.45 percent).

Strategic Development and Corporate Affairs Division also has an ageing workforce with 76 percent of its workforce over 40 years of age (up from 67.74 percent at January 2000) and 8 percent under 30 years of age. Males had 100 percent of its population over 40 while females over 40 made up 64.71 percent of their workforce.

Forest Resources Division had a significant reduction in the number of employees between January 2000 and January 2002, due to the creation of the Forest Products Commission, so their percentages will be some what tainted. The division had 59.09 percent of its workforce over 40 (up from 45.39 percent at January 2000) and 18.18 percent under 30. Females had a significant number of their workforce under 30 years of age (45.45 percent) and only 36.36 percent over 40, however there was only 1 females in the division at January 2002 compared to 72 in 2000. Males had 66.67 percent of its workforce over 40 years of age (up from 47.87 percent in January 2000). Like the female population, males suffered a significant loss in employee numbers between January 2000 and January 2002 (188 to 33 respectively).

Corporate Executive also has a significant percentage of its workforce over 40 years of age (64.30 percent up from 57.14 at January 2000) and 7.14 percent under 30. Males over 40 years of age

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comprised 100 percent of the male workforce while females over 40 made up 50 percent of their population.

Corporate Services Division had 60.91 percent of its workforce over 40 years of age (up from 56.78 percent at January 2000) and only 11.82 percent under 30. Males over 40 rose from 64.38 percent at January 2000 to 70.31 percent in 2002. Females over 40 also rose from 44.44 percent at January 2000 to 47.83 percent in 2002.

Nature Conservation Division has 56.62 percent of its workforce over 40 years of age (up from 52.38 percent at January 2000). Against the department trend the percentage of employees under 30 in this division also rose from 9.52 percent at January 2000 to 14.46 percent in 2002. Males over 40 rose from 60.42 percent at January 2000 to 65.31 percent in 2002 while the percentage of females over 40 fell from 45.45 percent to 44.12 percent.

Audit Management Division has continued to have its entire workforce over the age of 40 (from January 2000 to January 2002).

While all divisions have aged, except for Parks and Visitor Services Division, the approach to addressing the rising age of each workforce may require different and individual approaches due to the specialized work and makeup of each division. Each division will need to have their individual requirements analysed separately.

It is important that the department determines the most suitable strategies and implements these strategies as soon as possible to prevent the eventual loss of experience and intellectual knowledge held by older workers and the increased stress and dissatisfaction of those workers left to fill the gaps.

Introduction

As at January 2002 the Department of Conservation and Land Management (the department) had a workforce of 1199 employees (excluding casuals).

The divisional representation within each age group is tabled below in table 1.

Table 1: Number of Employees within Division within Age Group – January 2002

	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	Total
Regional Services	10	38	53	96	104	113	103	87	55	24	683
Parks & Visitor Services	1	8	10	13	10	8	12	6	2	0	70
Science	0	4	12	16	10	33	37	30	18	7	167
Corporate Relations	0	1	1	2	2	7	4	4	4	0	25
Forest Resources	0	3	5	6	4	8	8	5	5	0	44
Corporate Executive	0	0	1	2	2	2	2	2	3	0	14
Corporate Services	0	3	10	12	18	20	19	17	7	4	110
Nature Conservation	0	4	8	8	16	14	13	13	6	1	83
Management Audit	0	0	0	0	0	1	1	1	0	0	3
Total	11	61	100	155	166	206	199	165	100	36	1199

Regional Services had the largest number of employees of all the divisions. It was the only division to have its employees spread throughout all age groups.

Regional Services and Parks and Visitor Services were the only divisions to have employees less than 20 years of age.

Parks and Visitor Services division had a better representation in the lower age groups than the older ones.

Science, however, is the opposite of Parks and Visitor Services. They had little representation in the lower ages, having the bulk of their employees over 40.

Corporate Relations also had the bulk of its employees in the over 40 age groups.

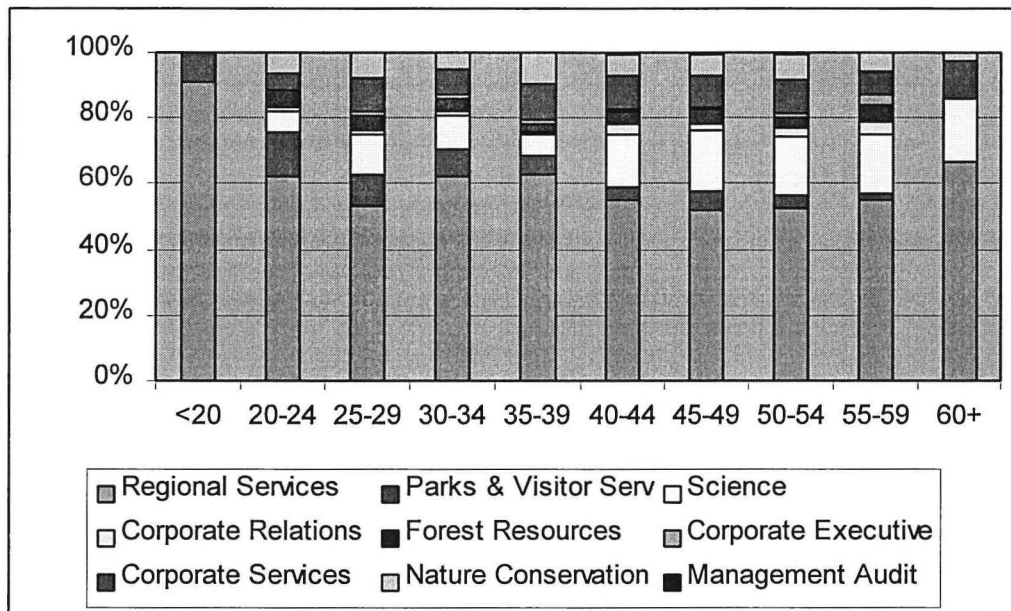
Forest Resources had a good even employee spread throughout all ages except <20 and 60+ where they have no representation.

Corporate Executive Division had an older spread of employees (as expected) having no one less than 25 years of age.

Like Forest Resources, Corporate Services and Nature Conservation had an even spread of employees throughout all age groups except the under 20's.

Management Audit is an older division but with only 3 employees, it has little impact on the age trends. All its employees are over 40.

Figure 1: Divisional Representation within Age Group – January 2002



This report is an addendum to the ‘ Workforce Age Profile ‘ report completed in May 2002 by the People Services Branch and should be read in conjunction with it.

Its aim is to further document the age profile of the Department of Conservation and Land Management’s (the department) workforce.

Background

The ‘ Workforce Age Profile ‘ report produced by the People Services Branch in May 2002 clearly shows that the department has an ageing workforce. This is not an unusual statistic as all agencies throughout the WA public sector are facing the same issue.

Some of the most pertinent statistics highlighted by the first report show that as of January 2002:

- The department’s age distribution pattern has the highest concentration of its employees over the age of 40 (58.88 percent of the workforce).
- The largest group of employees is the 40-44 age group (over 17 percent of the workforce).
- The average age of a department employee is 41.35.
- Employees under the age of 30 made up only 14 percent of the workforce.
- 136 employees (11.34 percent of the workforce) was over the age of 55 years of age and eligible for immediate retirement.
- By 2007, a further 168 employees or 13.76 percent will be eligible for retirement.

In comparison, at January 2000:

- Employees over the age of 40 comprised 54.22 percent of the workforce.
- The average age of a department employee was 40.50.
- Employees under the age of 30 comprised 17.47 percent.

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- 144 employees (9.87 percent of the workforce) were over 55 years of age and eligible for immediate retirement.

Comparative indicators suggest that the department's workforce is aging.

This shift in age is in line with the demographic trend of the Western Australian Public Sector where the number of employees over the age of 40 has risen in the past 10 years (Source: "The Aging Workforce" – Department of Premier and Cabinet - Nov 1999)

Regional Services

Age

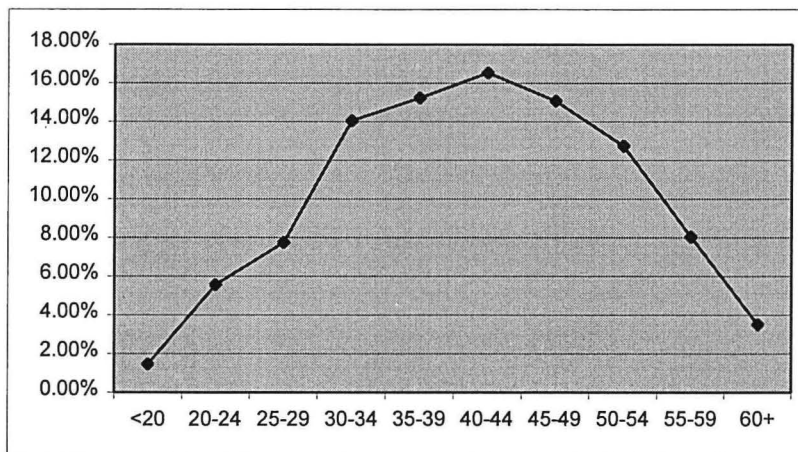
Regional Services is by far the largest division in the department and has the most even employee age distribution of all the divisions.

Table 2: Percentage of Regional Services Employees within Age Groups– January 2002

Age Group	Employees	%
<20	10	1.46%
20-24	38	5.57%
25-29	53	7.76%
30-34	96	14.06%
35-39	104	15.23%
40-44	113	16.55%
45-49	103	15.08%
50-54	87	12.74%
55-59	55	8.05%
60+	24	3.51%
TOTAL	683	100.00%

The graph below (Figure 2) details the age distribution of employees in the Regional Services Division.

Figure 2: Regional Services Division Representation within Age Group – January 2002



The largest group of employees in the Regional Services Division is the 40 to 44 age group.

Employees between the ages of 35 and 49 comprise 46.85% of the division.

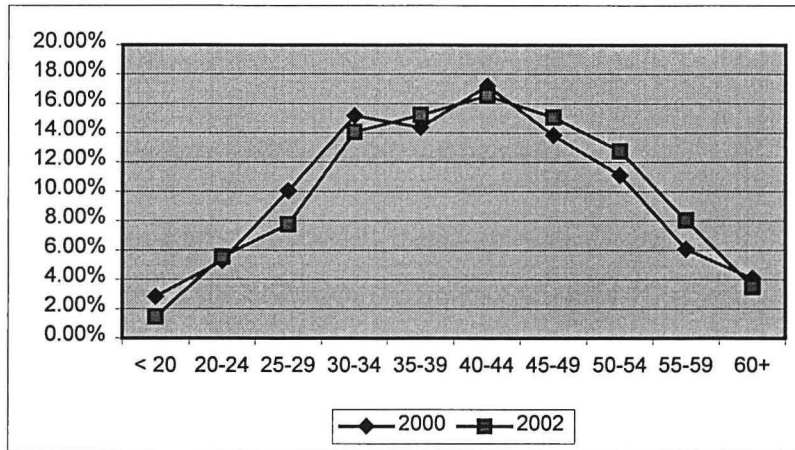
Employees over the age of 40 currently make up 55.93 percent of the Regional Services workforce.

Employees under the age of 30 comprise 14.79 percent of the division's workforce.

As at January 2002, 79 employees (11.57 percent) were eligible for immediate retirement. By 2007 a further 87 employees (12.74 percent) will have become eligible for retirement.

In comparison the division's total head count at January 2000 was 738.

Figure 3: Comparison of Regional Services Division Age Distribution – January 2000/2002



Comparison shows that the numbers of employees under 30 years of age in the Regional Services Division dropped between 2000 and 2002 from 18.16 percent to 14.79 percent.

Employees over the age of 40 rose from 52.30 percent in 2000 to 55.93 percent in 2002.

The largest group of employees in the Regional Services Division at both January 2000 and January 2002 was the 40 to 44 age group.

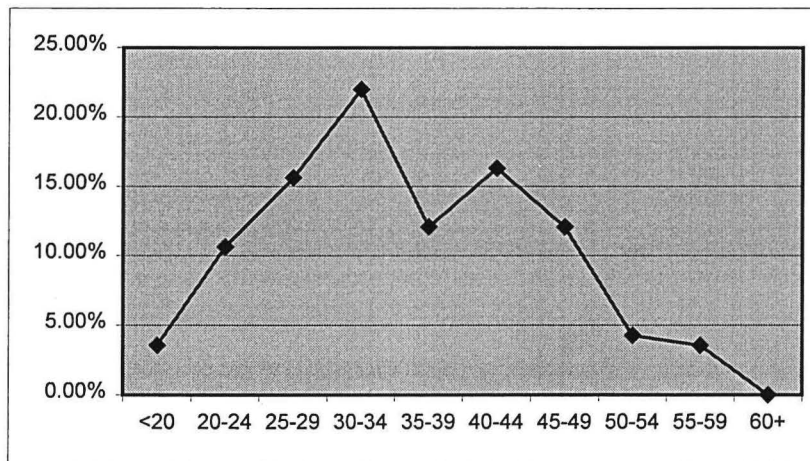
The Regional Services Division’s workforce is aging.

Gender

Female

At January 2002, the Regional Services Division employed 141 females (excluding casuals).

Figure 4: Regional Services Division Female Age Distribution – January 2002



Females under the age of 30 comprised 29.79 percent of the Regional Services female workforce.

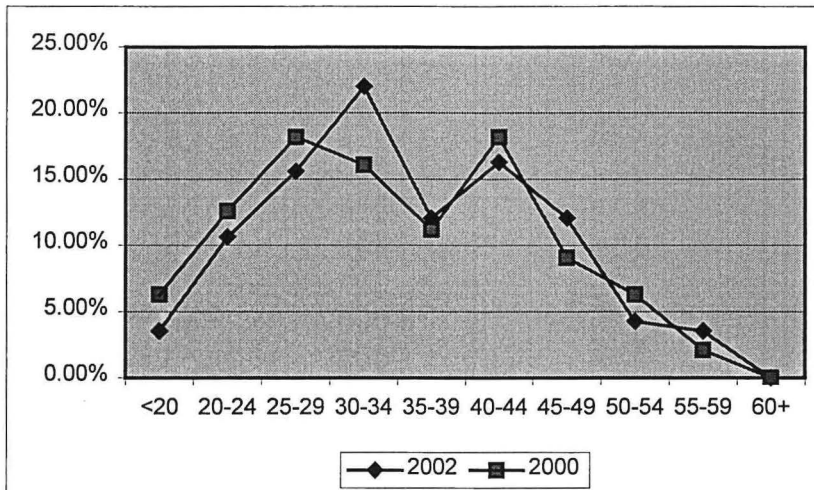
The largest group of females is the 30 to 34 age group (21.99 percent).

Females over the age of 40 made up 36.17 percent of the total Regional Services female workforce.

There were 5 females eligible for immediate retirement (3.55 percent). By 2007 a further 6 females (4.26 percent) will become eligible for retirement.

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Figure 5: Comparison of Regional Services Division Female Age Distribution – January 2000/2002



There were 141 females in the Regional Services Division at January 2002 compared to 143 in 2000.

Female employees in the Regional Services Division over the age of 40 have increased from 35.66 percent at January 2000 to 36.17 percent at January 2002.

Females under 30 dropped from 37.06 percent at January 2000 to 29.79 percent at January 2002.

Females eligible for immediate retirement at January 2002 increased to 3.55 percent of the Regional Services Division female workforce from 2.10 percent at January 2000 (1.45 percent increase).

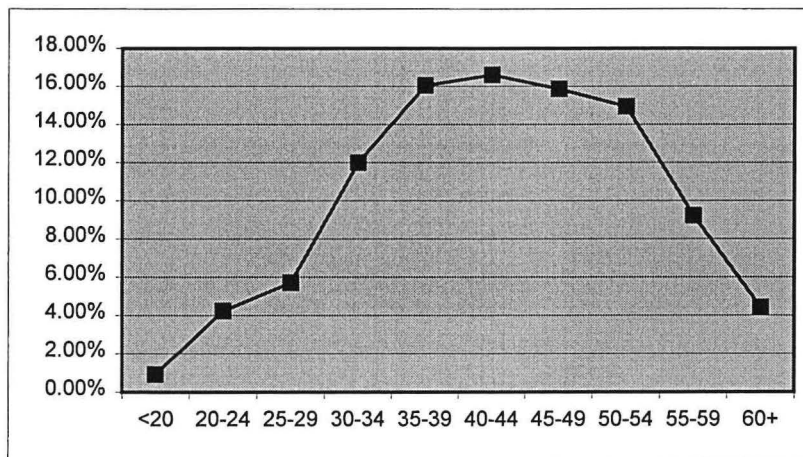
Females over the age of 50 dropped from 8.39 percent in 2000 to 7.81 percent at January 2002.

Overall the female population of the Regional Services Division has aged slightly.

Male

There are 542 males (excluding casuals) employed in the Regional Services Division at January 2002.

Figure 6: Regional Services Division Male Age Distribution – January 2002



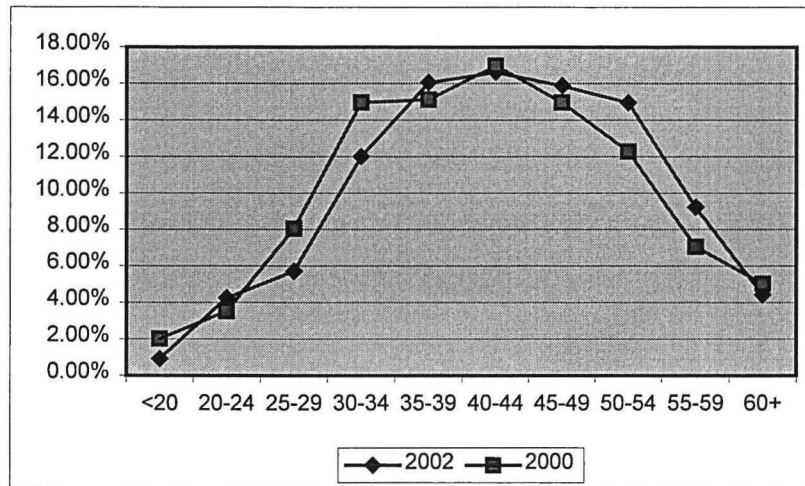
The largest group of males is the 40 to 44 age group (16.61 percent).

Males under the age of 30 comprised 10.88 percent of the Regional Services male workforce. In comparison 61.07 percent were over 40 years of age.

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There were 74 males eligible for immediate retirement (13.66 percent). By 2007 a further 81 males (14.96 percent) will become eligible for retirement.

Figure 7: Comparison of Regional Services Division Male Age Distribution – January 2000/2002



There were 542 males in the Regional Services Division in 2002 compared to 595 at January 2000.

Male employees in the Regional Services Division over the age of 40 have increased from 56.30 percent at January 2000 to 61.07 percent at January 2002.

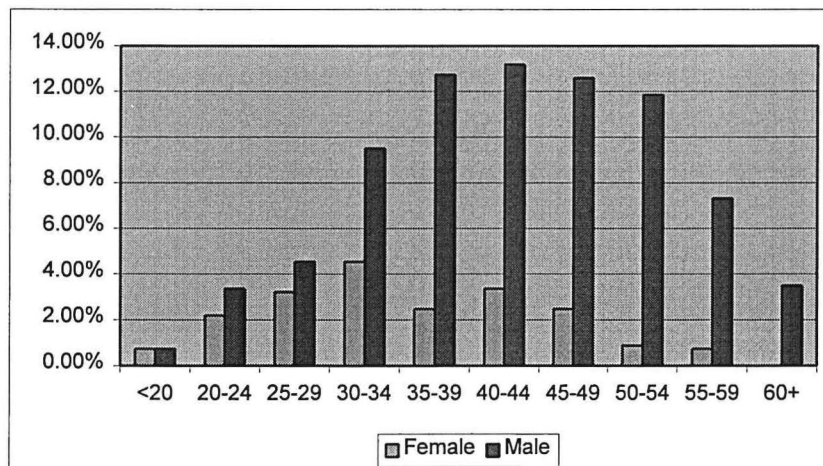
Males under the age of 30 dropped from 13.62 percent in 2000 to 10.88 percent at January 2002.

Males eligible for immediate retirement at January 2002 increased to 13.66 percent of the Regional Services Division male workforce from 12.10 percent at January 2000 (1.56 percent increase).

Overall the male population of the Regional Services Division has aged.

Male/Female Ratio

Figure 8: Regional Services Division Gender Representation within Age Group – January 2002



Of the female workforce in the Regional Services Division, 51.77 percent are under the age of 35 compared to 22.87 percent of the male workforce.

Employees are over the age of 40 comprise 61.07 percent of the Regional Services male workforce compared to 36.17 percent of the female workforce.

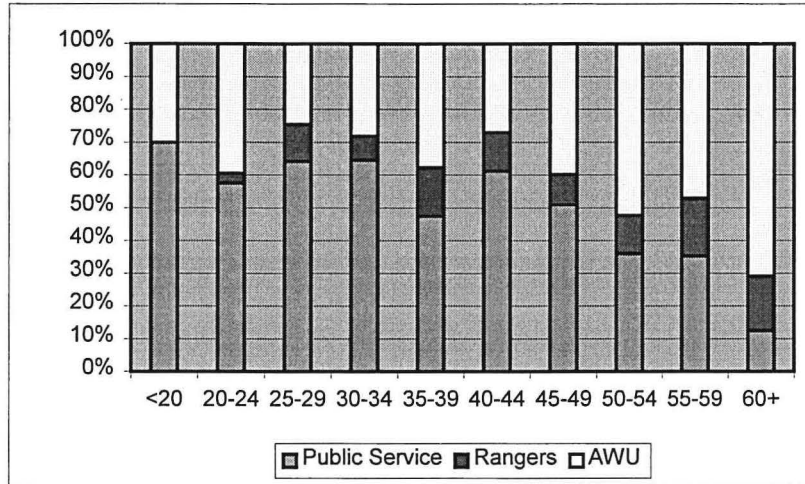
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Of the male workforce in the Regional Services Division 13.66 percent are eligible for immediate retirement compared to 3.55 percent of females. By 2007 a further 81 males (14.96 percent) and 6 females (4.25 percent) will have become eligible for retirement.

Award

Employees in the Regional Services Division are spread over most of the department’s awards, however, the majority of the division’s employees are covered by the Public Service Awards, the Rangers Award and the AWU Award.

Figure 9: Award Representation within Age Group – January 2002

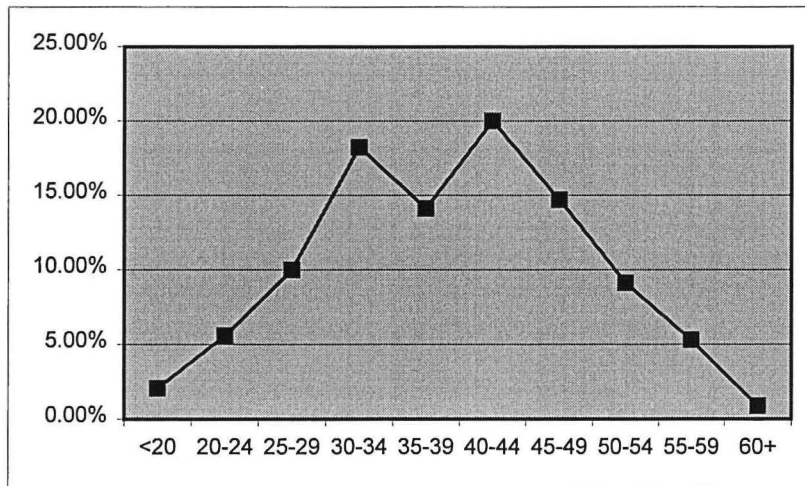


The Public Service Award has the highest representation of employees under 49 years of age. The AWU Award has the highest representation over the age of 50.

Public Service

The Regional Services Division has 340 public service employees (excluding casuals) at January 2002.

Figure 10: Distribution of Public Service Award employees within Age Group – January 2002



The largest group of public service employees is the 40 to 44 age group.

Public service employees over the age of 40 make up exactly 50 percent of the Regional Services Division public service workforce. This is below the department trend of 58.88 percent.

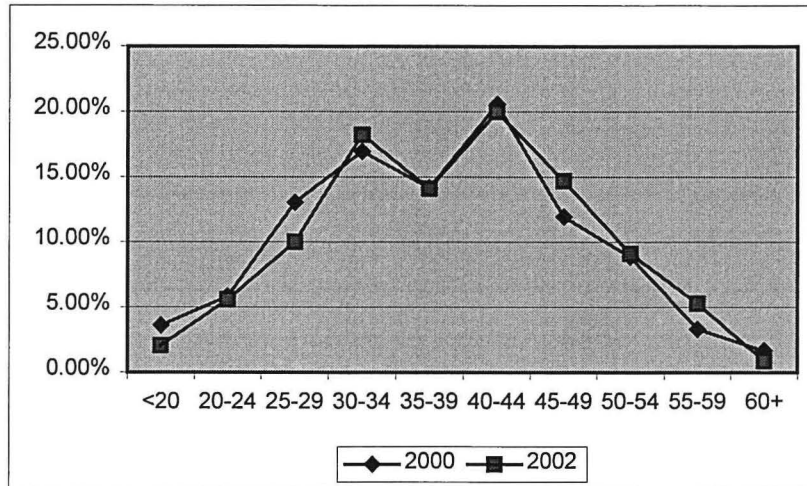
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Public servants under the age of 30 make up 17.65 percent of the public service workforce.

At January 2002, 21 public service employees (6.17 percent) were eligible for immediate retirement. By January 2007 a further 31 (9.12 percent) public servants will become eligible for retirement.

Comparison of the January 2000 public service workforce for the Regional Services Division shows the number of public service employees over the age of 40 rose from 46.39 percent to 50 percent in January 2002 (see figure 11).

Figure 11: Comparison of Public Service Award employees within Age Group – January 2000/2002



The number of public servants under the age of 30 has dropped in 2002 from 17.65 percent to 22.50 percent 2000.

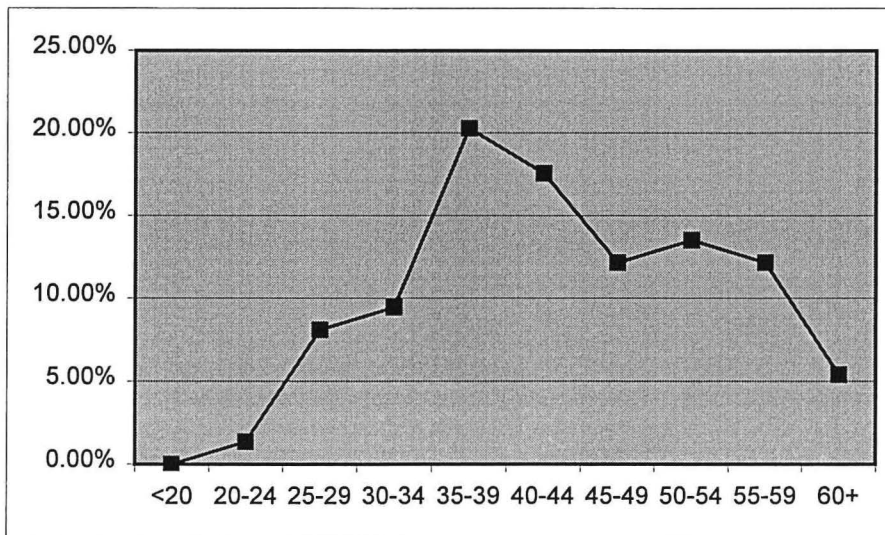
The 40 to 44 age group was the largest age group for both years.

The Regional Services Division public service workforce is following the department's age trend.

Ranger

At January 2002 there were 74 rangers in the Regional Services Division.

Figure 12: Distribution of Rangers within Age Group – January 2002



The largest group of employees is the 35-39 age group.

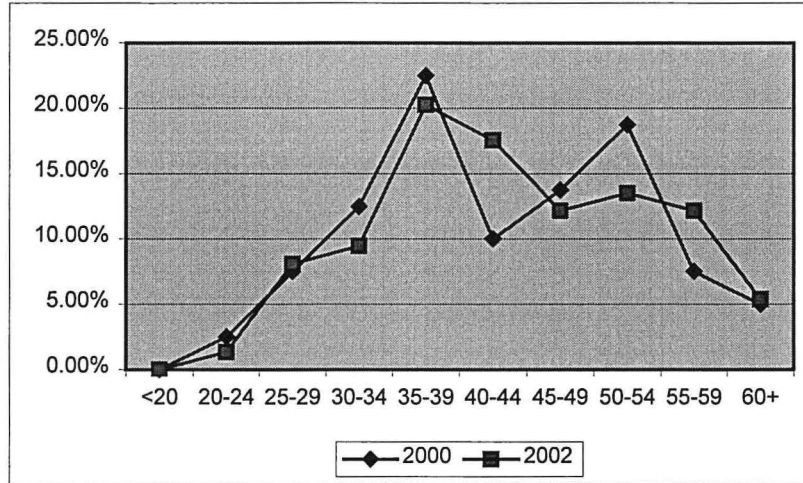
Employees over the age of 40 make up 60.81 percent of the ranger workforce.

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Only 9.46 percent of the ranger workforce was under 30 years of age at January 2002.

At January 2002, 13 rangers (17.57 percent) were eligible for immediate retirement. By 2007 a further 10 rangers (13.51 percent) will become eligible for retirement.

Figure 13: Comparison of Rangers within Age Group – January 2000/2002



Comparison of the January 2000 ranger workforce shows the number of rangers over the age of 40 rising from 55 percent to 60.81 percent in January 2002.

The number of rangers under the age of 30 dropped at January 2002 from 10 percent in January 2000 to 9.46 percent.

The 35 to 39 age group was the largest age group for both years.

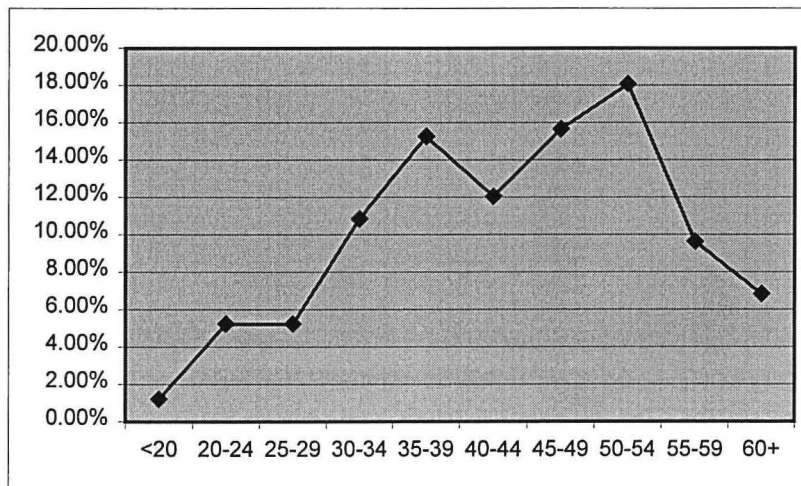
While the number of employees over the age of 50 has remained similar (31.25 percent at January 2000 to 31.08 percent at January 2002), the number eligible for retirement has increased; the number of rangers eligible for immediate retirement has risen from 12.50 percent in 2000 to 17.57 percent.

The numbers of rangers over the age of 40 is increasing as per the department trend.

AWU

At January 2002 there were 249 AWU employees in the Regional Services Division (excluding casuals).

Figure 14: Distribution of AWU Employees within Age Group – January 2002



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The largest group of employees is the 50-54 age group (18.07 percent).

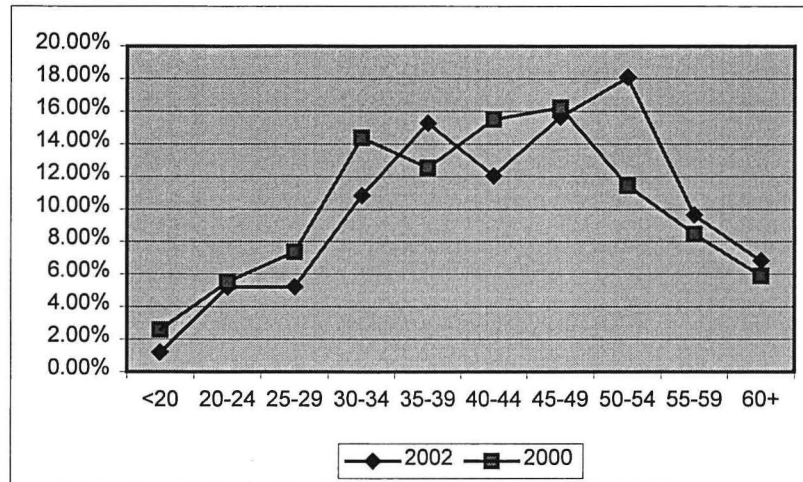
Employees over the age of 40 make up 62.25 percent of the AWU workforce.

Only 11.64 percent of the AWU workforce was under 30 years of age at January 2002.

At January 2002, 41 AWU employees (16.47 percent) were eligible for immediate retirement. By 2007 a further 45 AWU employees (18.07 percent) will become eligible for retirement.

Figure 16 compares the age distribution of the AWU workforce between January 2000 and January 2002.

Figure 15: Comparison of AWU Employees within Age Group – January 2000/2002



Comparison between the 2000 and 2002 AWU workforce shows the number of AWU employees over the age of 40 rising from 57.56 percent to 62.25 percent.

The number of AWU employees under the age of 30 has dropped at January 2002 from 15.50 percent in January 2000 to 11.64 percent.

The 45 to 49 age group was the largest age group for 2000, however, at January 2002 this had changed to the 50 to 54 age group.

The number of employees over the age of 50 has increased from 25.83 percent in 2000 to 34.54 percent in 2002. The AWU workforce is ageing faster than the department trend, being 62.25 percent compared to the overall department figure of 58.88 percent. However it is the over 50 years of age that really shows the ageing AWU workforce with 34.54 percent compared to the department's 25 percent.

Analysis

From the figures above, the Regional Services Division has a slightly younger workforce than the department overall though the trends show that the division's workforce is still ageing.

Employees over the age of 40 currently make up 55.93 percent of the Regional Services workforce compared to the department's 58.88 percent while employees under the age of 30 comprise 14.79 percent of the division's workforce compared to the department trend of 14.35 percent.

Regional Services also had a slightly higher percent of its workforce eligible for retirement at January 2002 (11.57) compared to 11.34 percent of the department's workforce. In the next 5 years a further 12.74 percent will have become eligible for retirement compared to the department's figure of 13.76. Overall this places the regional Services Branch on similar footings with the department as a whole.

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Females make up a much lower percentage of the Regional Services workforce than the department overall (20.64 percent compared to 29.19 percent). This is probably due to the high levels of physical work undertaken by the division. However, the Regional Services female workforce is younger than the department's overall figures. Females over the age of 40 made up 36.17 percent of the total Regional Services female workforce compared to the department's 45.78 percent. Also only 3.55 percent of females were eligible for retirement compared to the department's 6.57 percent.

Male employees are also slightly younger than the department overall with 61.07 percent of males over 40 years of age, compared to the department's 64.31 percent. Also 10.88 percent of males were under the age of 30 compared to the department's 9.78 percent.

While the public service workforce is significantly younger than the department's public service workforce and the ranger workforce is closely following the department's figures, it is the AWU workforce that is of most concern and needs to be urgently addressed. Specifically the AWU workforce has a high number of employees over 50 years of age (34.54 percent compared to the department's 25 percent). AWU work is quite specific and challenging and can require high levels of training and competency. The retention of this skill and knowledge is vital and needs to be addressed.

However the division also needs to ensure that it continues to recruit younger skilled employees to handle the high levels of manual labour and address the increasingly higher numbers of AWU vacancies caused by this ageing workforce.

Parks & Visitor Services

Age

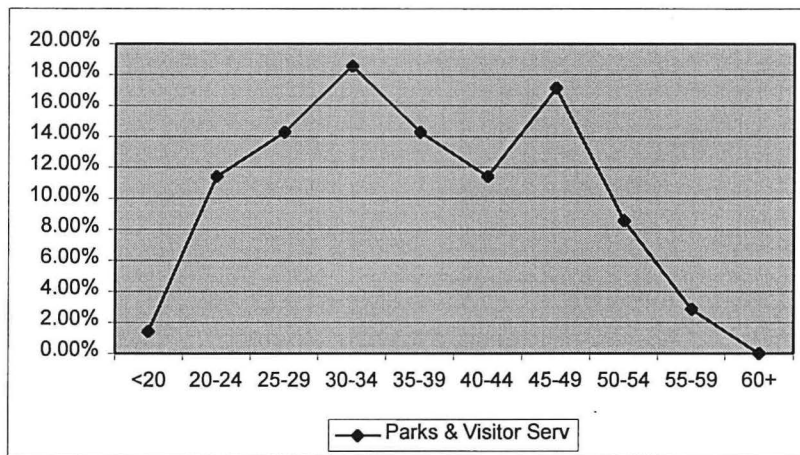
There are 70 employees in the Parks and Visitor Services Division as at January 2002.

Table 3: Percentage of Parks & Visitor Services Employees within Age Groups– January 2002

Age Group	Employees	%
<20	0	1.43%
20-24	3	11.43%
25-29	8	14.29%
30-34	5	18.57%
35-39	9	14.29%
40-44	12	11.43%
45-49	8	17.14%
50-54	7	8.57%
55-59	2	2.86%
60+	1	0.00%

Figure 16 shows the age distribution of the Parks and Visitor Services Division.

Figure 16: Distribution of Parks & Visitor Services Employees within Age Group – January 2002



The largest age group is the 30 to 34 range. This is contrary to the department's profile where most of the employees are in the 40 to 44 age group. The Parks and Visitor Services Division has a younger age profile to most of the department.

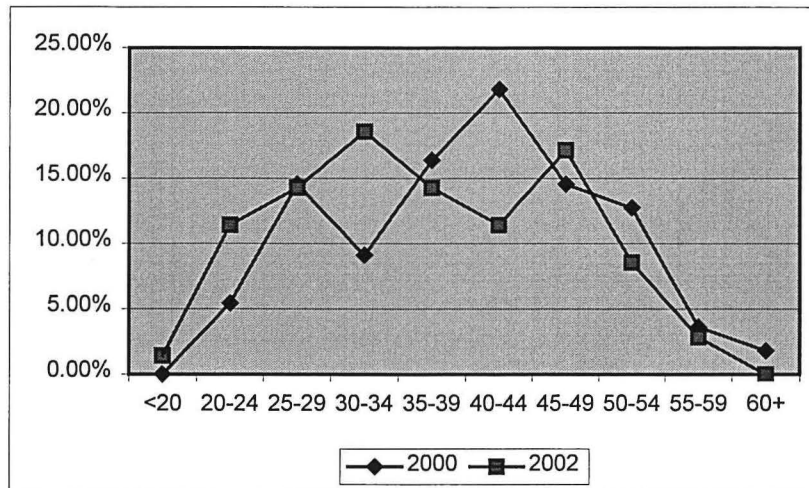
Employees over the age of 40 make up 40% of the Parks and Visitor Services Division.

As at January 2002, 2 employees were eligible for immediate retirement (being 2.86% of the Parks and Visitor Services workforce). By 2007 a further 6 employees (8.57%) will have become eligible for retirement.

In comparison the division's total head count at January 2000 was 55.

Conservation & Land Management – Workforce Age Profile By Divisions – 2002

Figure 17: Comparison of Parks & Visitor Services Employees within Age Group – January 2000/2002



Comparison shows that the numbers of employees under 30 years of age in the Parks & Visitor Services Division rose between 2000 and 2002 from 20 percent to 27.15 percent.

Employees over the age of 40 dropped from 54.55 percent in 2000 to 40 percent in 2002.

The largest group of employees at January 2000 was the 40 to 44 age group while at January 2002 was the 30 to 34 age group.

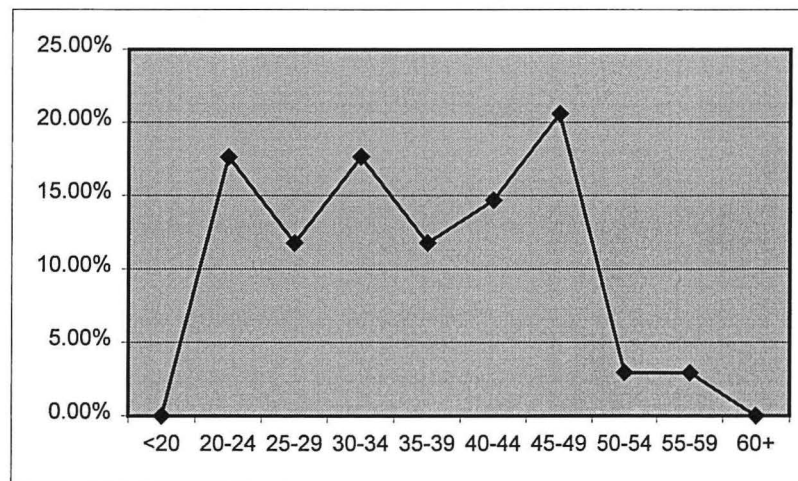
The Parks & Visitor Services Division’s workforce is reducing its age distribution.

Gender

Female

There were 34 females (excluding casuals) employed in the Parks and Visitor Services Division at January 2002.

Figure 18: Parks & Visitor Services Female Age Distribution – January 2002



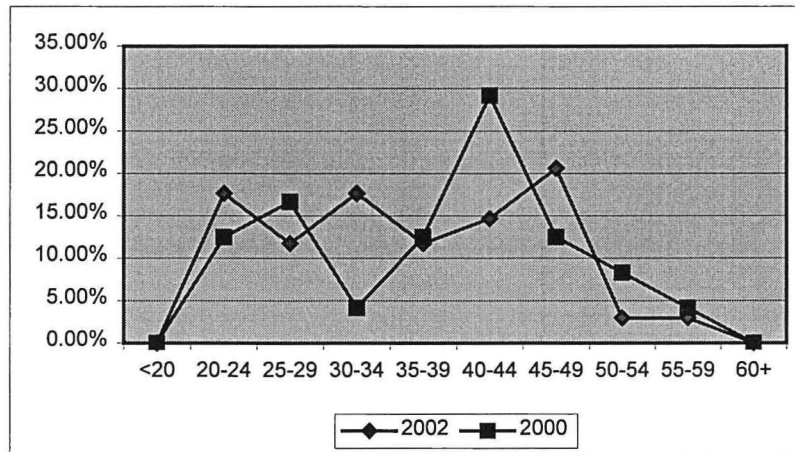
Females under the age of 30 comprised 29.41 percent of the division’s female workforce.

The largest group of females is the 45 to 49 age group (20.59 percent).

Conservation & Land Management – Workforce Age Profile By Divisions – 2002

Females over the age of 40 made up 41.18 percent of the Parks and Visitor Services female workforce. There was 1 female eligible for immediate retirement (2.94 percent). By 2007 another 1 female (2.94 percent) will become eligible for retirement.

Figure 19: Comparison of Parks and Visitor Services Division Female Age Distribution – January 2000/2002



There were 34 females in the Parks and Visitor Services Division at January 2002 compared to 24 at January 2000.

Female employees in the over the age of 40 have dropped from 54.17 percent at January 2000 to 41.18 percent at January 2002.

Females under the age of 30 have dropped slightly from 29.41 percent at January 2000 to 29.17 percent at January 2002.

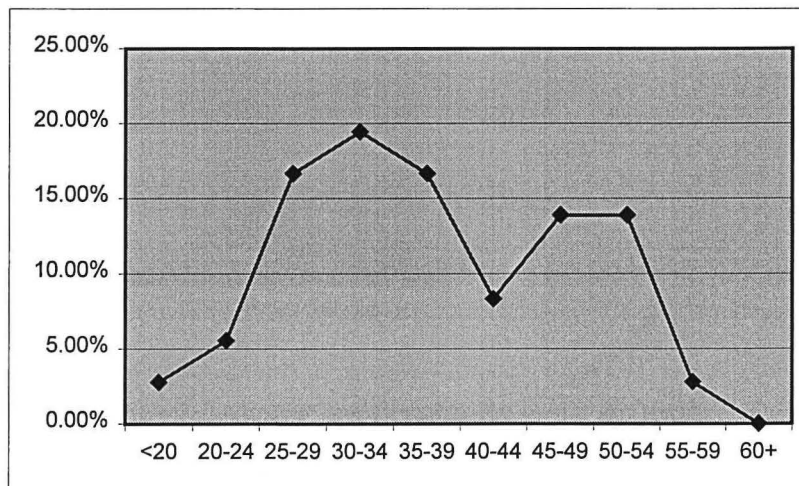
Females eligible for immediate retirement at January 2002 have dropped to 2.94 percent of from 4.17 percent at January 2000.

Overall the female population of the Parks and Visitor Services Division has moved against the department trend and reduced in age.

Male

There are 36 males (excluding casuals) employed in the Parks and Visitor Services Division at January 2002.

Figure 20: Parks & Visitor Services Male Age Distribution – January 2002



Conservation & Land Management – Workforce Age Profile By Divisions – 2002

The largest group of males is the 30 to 34 age group (19.44 percent).

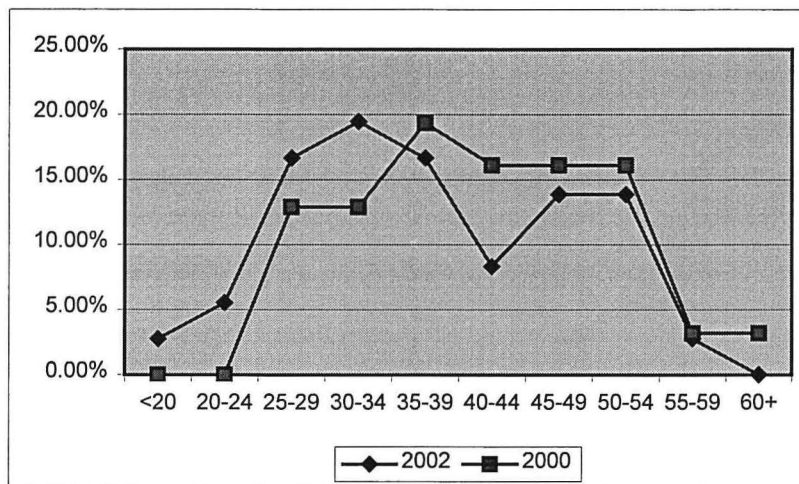
Males under the age of 30 comprised 25.01 percent of the male workforce.

Of the male workforce, 38.89 percent were over 40 years of age.

There was 1 male eligible for immediate retirement (2.78 percent). By 2007 a further 5 males (13.89 percent) will become eligible for retirement.

Figure 23 compares male age distribution within the Parks and Visitor Services Division between January 2000 and January 2002.

Figure 21: Comparison of Parks and Visitor Services Division Male Age Distribution – January 2000/2002



There were 36 males in the Parks and Visitor Services Division at January 2002 compared to 31 at January 2000.

Male employees over the age of 40 have decreased from 54.84 percent at January 2000 to 38.89 percent at January 2002.

Males under the age of 30 rose from 12.90 percent at January 2000 to 25.01 percent at January 2002.

Males eligible for immediate retirement at January 2002 have also decreased to 2.78 percent from 6.46 percent at January 2000.

Like the female population in the Parks and Visitor Services Division, the male population of the Parks and Visitor Services Division has moved against the department trend and reduced in age.

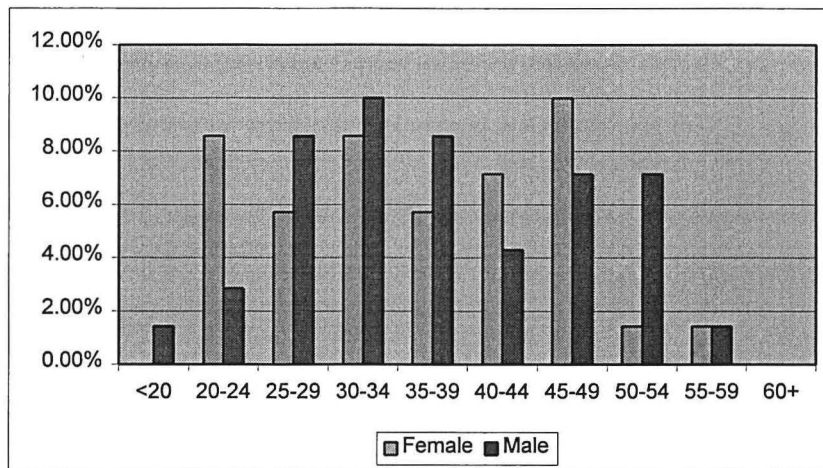
Male/Female Ratio

In the Parks and Visitor Services Division the overall male to female ratio is fairly close (51.43 percent male to 48.57 percent female).

There are more females in the under 25 age range than males (6 employees to 2). Males have the bulk of the 25 to 39 age range (19 to 14). In the 40 to 49 age range there are more females than males (12 to 8). Employees over 50 years of age are mainly males (6 to 1).

The graph below (Figure 24) documents the Parks and Visitor Services Division gender age distribution at January 2002.

Figure 22: Parks and Visitor Services Division Gender Representation within Age Group – January 2002



Analysis

Due to the nature of the work and the attraction of graduates, the Parks and Visitor Services Division has a much younger age profile than the department as a whole.

Employees over the age of 40 make up 40% of the Parks and Visitor Services Division which is much younger than the department's 58.88 percent. Also the division has 27.15 percent of its workforce under 30 years of age compared to the department's 14.35 percent.

Females over the age of 40 comprise 41.18 percent of the division's female population compared to the department figure of 45.78 percent. Further, 2.94 percent are eligible for retirement compared to the department's 6.57 percent.

Males also have a much younger profile with only 38.89 percent over 40 years of age compared to the department's 64.31 percent. Also males only have 2.78 percent of its population eligible for retirement compared to the department's 13.31 percent.

This division is well placed to currently meet the department's ageing workforce issue.

Science Division

Age

There are 167 employees in the Science Division as at January 2002.

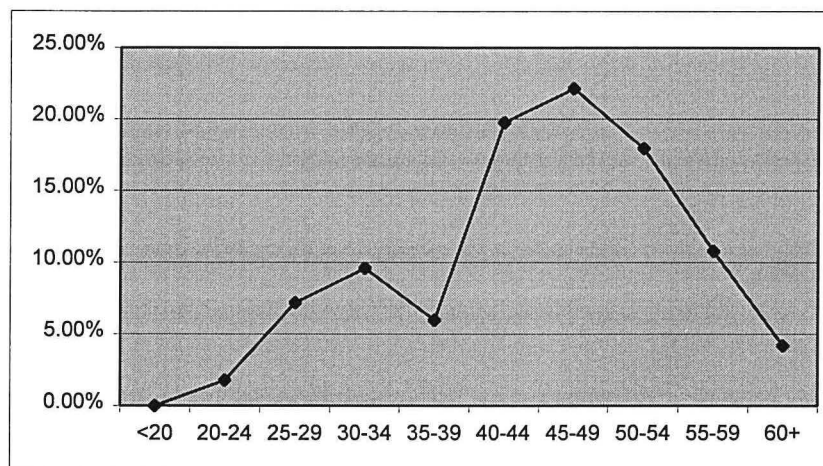
Table 4: Percentage of Science Division Employees within Age Groups– January 2002

Age Group	Employees	%
<20	0	0.00%
20-24	4	2.39%
25-29	12	7.18%
30-34	16	9.58%
35-39	10	5.99%
40-44	33	19.76%
45-49	37	22.15%
50-54	30	17.96%
55-59	18	10.79%
60+	7	4.19%

In the Science Division, 100 employees (59.88%) were in the 40 to 54 age range at January 2002.

Figure 23 shows the age distribution of the Science Division at January 2002.

Figure 23: Distribution of Science Division Employees within Age Group – January 2002



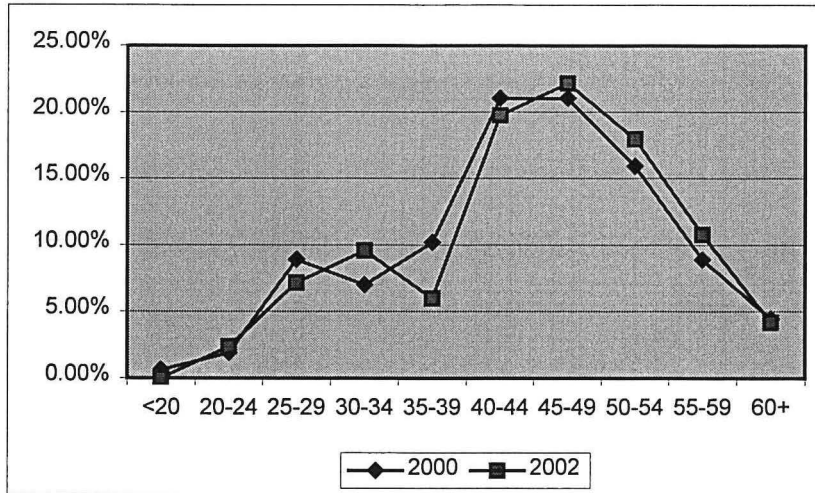
Employees over the age of 40 made up 74.85 percent of the workforce.

The largest group of employees in the Science Division was the 45 to 49 age group (22.16 percent).

As at January 2002, 25 employees were eligible for immediate retirement (being 14.98 percent of the Science Division workforce). By 2007 a further 30 employees (17.96 percent) will have become eligible for retirement.

In comparison the division's total head count at January 2000 was 157.

Figure 24: Comparison of Science Division Employees within Age Group – January 2000/2002



Comparison shows that the numbers of employees under 30 years of age in Science Division fell between 2000 and 2002 from 11.47 percent to 9.59 percent.

Employees over the age of 40 rose from 71.34 percent in 2000 to 74.85 percent in 2002.

Employees eligible for immediate retirement rose from 13.38 percent at January 2000 to 14.97 percent at January 2002.

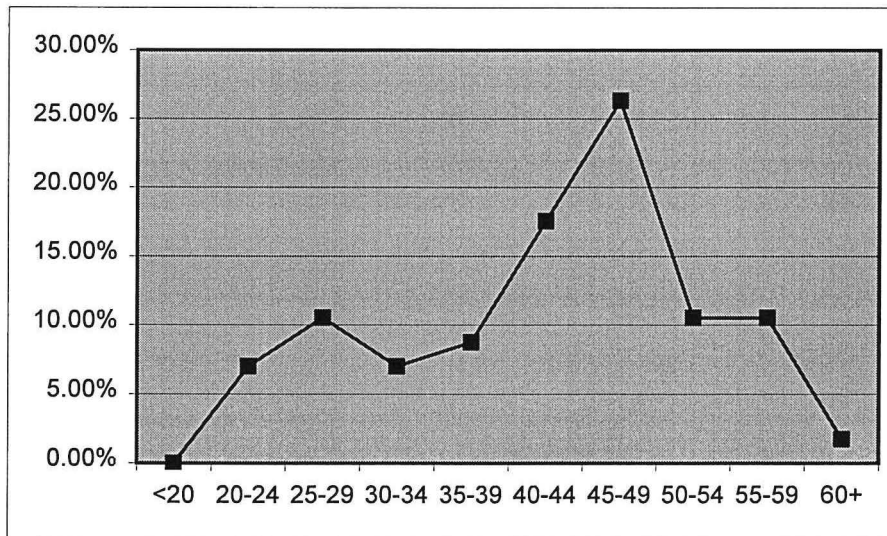
The Science Division’s workforce is following the department trend and ageing.

Gender

Female

At January 2002, the Science Division employed 57 female (excluding casuals).

Figure 25: Science Division Female Age Distribution – January 2002



Females under the age of 30 comprised 17.55 percent of the Science Division female workforce.

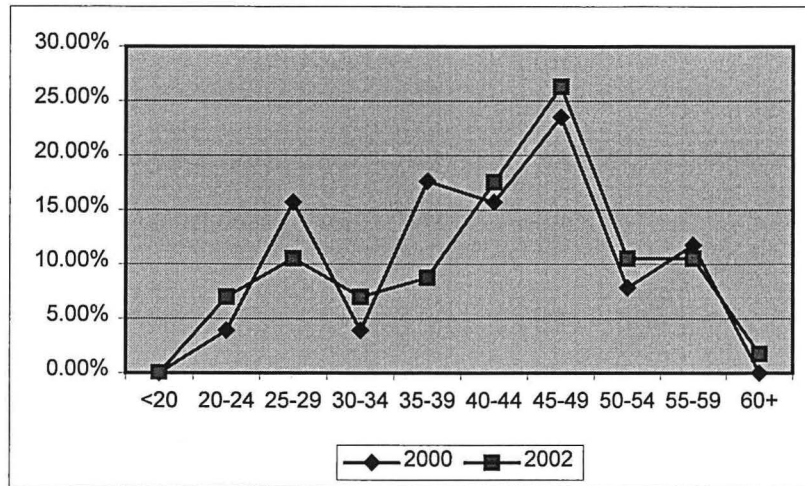
The largest group of females is the 45 to 49 age group (26.32 percent).

Conservation & Land Management – Workforce Age Profile By Divisions – 2002

Females over the age of 40 made up 66.67 percent of the Science Division female workforce.

There were 7 females eligible for immediate retirement (12.28 percent). By 2007 another 6 females (10.53 percent) will become eligible for retirement.

Figure 26: Comparison of Science Division Female Age Distribution – January 2000/2002



Female employees in the over the age of 40 rose from 58.82 percent in 2000 to 66.67 percent in 2002.

Females under the age of 30 dropped from 19.61 percent in 2000 to 17.55 percent at January 2002.

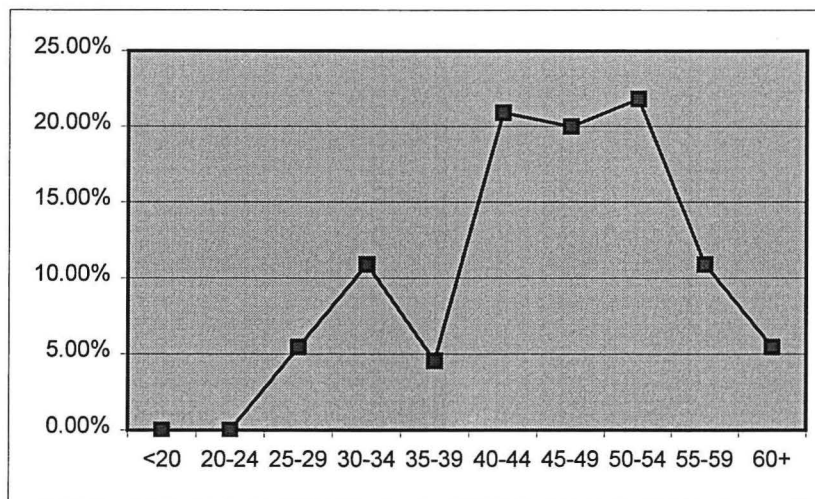
Females eligible for immediate retirement at January 2002 have risen from 11.76 percent of from 12.28 percent at January 2000.

Overall the female population of the Science Division has followed the department trend and risen in age.

Male

There are 110 males (excluding casuals) employed in the Science Division at January 2002.

Figure 27: Science Division Male Age Distribution – January 2002



The largest group of males is the 50 to 54 age group (21.82 percent).

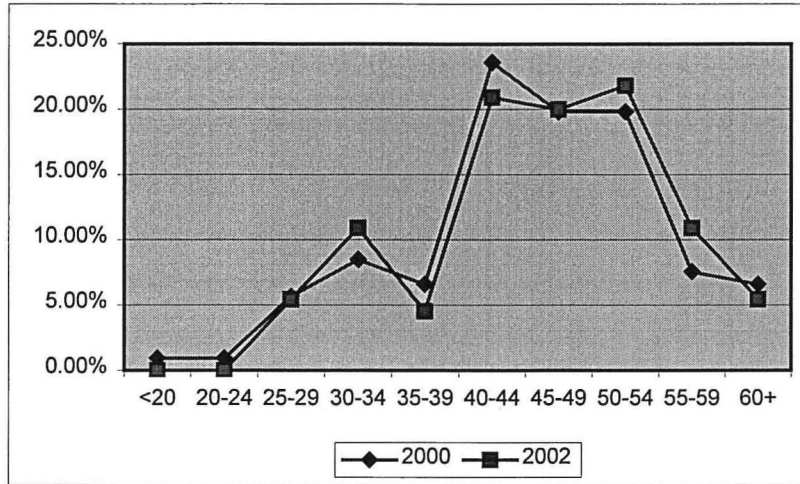
Males under the age of 30 comprised 5.45 percent of the male workforce while 79.09 percent of the male workforce was over 40 years of age.

Conservation & Land Management – Workforce Age Profile By Divisions – 2002

There were 18 males eligible for immediate retirement (15.36 percent). By 2007 a further 24 males (21.82 percent) will become eligible for retirement.

Males in the Science Division have a much higher percentage over the age of 40 (79.09 percent) compared to the department’s 64.31 percent.

Figure 28: Comparison of Science Division Male Age Distribution – January 2000/2002



There were 110 males in the Science Division at January 2002 compared to 106 at January 2000.

Male employees over the age of 40 increased from 77.36 percent in 2000 to 79.09 percent in 2002.

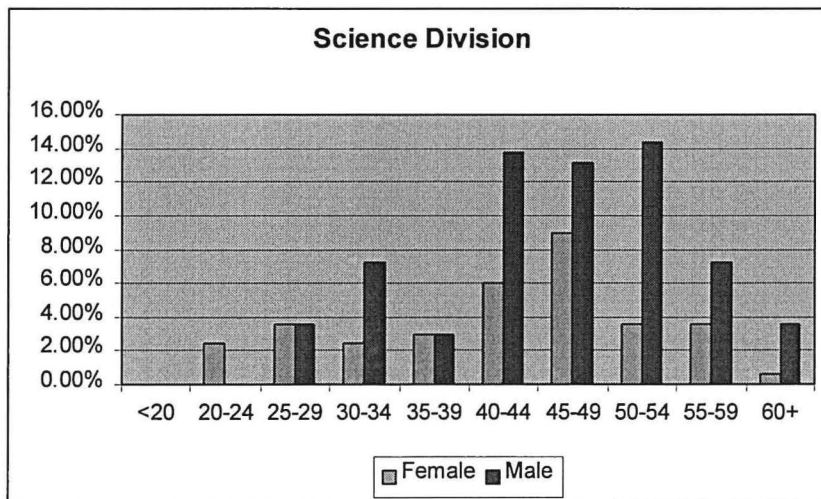
Males under the age of 30 have fallen from 7.54 percent at January 2000 to 5.45 percent at January 2002.

Males eligible for immediate retirement at January 2002 have increased from 14.15 percent at January 2000 to 16.36 percent.

Male/Female Ratio

The Science Division has 110 males (65.86 percent) compared to 57 females (34.14 percent).

Figure 29: Science Division Gender Representation within Age Group – January 2002



The Science Division has a much older population than the department trend with 79.09% of males and 66.66% of females over the age of 40.

10.78% (18) males and 4.19% (7) females are currently eligible for retirement. By 2007 a further 24 males (14.37% of the male population) and 6 females (3.59% of the female population) will have become eligible for retirement.

Analysis

The Science Division has a much older workforce profile than the department with 74.85 percent of its population over 40 compared to the department's 58.88 percent.

This is probably due to the division's role of scientific analysis and research. Employees in this division require high university qualifications and industry experience to be able to satisfactorily meet the division's requirements. Due to these requirements and the nature of the work, this division tends to attract and retain older employees.

On the other end of the age scale, employees under 30 comprise only 9.59 percent.

Females over 40 comprise 66.67 percent of the female population in the division while males over 40 comprise 79.09 percent of their population.

The Science division had 14.97 percent of its population eligible for retirement at January 2002, and while this is only slightly higher than the department trend of 11.34 percent, the high numbers of employees over 40 signifies that the division needs to urgently address the division's ageing workforce to prevent the eventual heavy loss of experience and intellectual knowledge.

Strategic Development & Corporate Affairs Division

Age

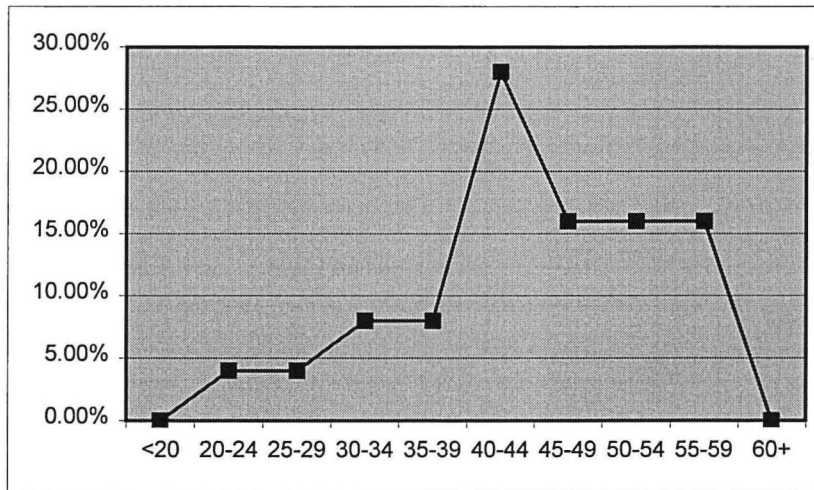
There are 25 employees in the Strategic Development & Corporate Affairs Division.

Table 5: Percentage Strategic Development & Corporate Affairs Division Employees within Age Groups– January 2002

Age Group	Employees	%
<20	0	0.00%
20-24	1	4.00%
25-29	1	4.00%
30-34	2	8.00%
35-39	2	8.00%
40-44	7	28.00%
45-49	4	16.00%
50-54	4	16.00%
55-59	4	16.00%
60+	0	0.00%

Like most divisions the majority of the employees in the Strategic Development & Corporate Affairs Division are over the age of 40 (76%).

Figure 30: Distribution of Strategic Development & Corporate Affairs Division Employees within Age Group – January 2002



Employees over the age of 40 made up 76 percent of the workforce.

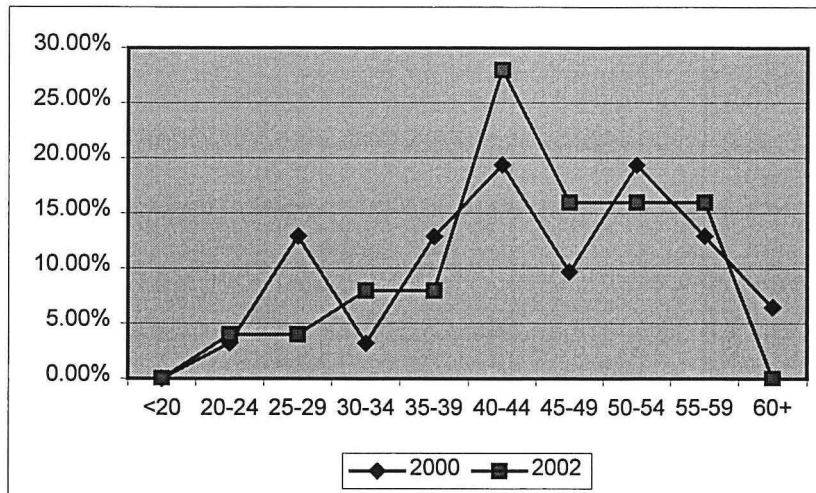
The largest group of employees in the Division was the 40 to 44 age group (28 percent).

As at January 2002, 4 employees were eligible for immediate retirement (being 16 percent of the Strategic Development & Corporate Affairs workforce). By 2007 a further 4 employees (16 percent) will have become eligible for retirement.

In comparison the division's total head count at January 2000 was 31.

Conservation & Land Management – Workforce Age Profile By Divisions – 2002

Figure 31: Distribution Strategic Development & Corporate Affairs Division Employees within Age Group – January 2000/2002



Comparison shows that the numbers of employees under 30 years of age in the Division fell between 2000 and 2002 from 16.13 percent to 8 percent.

Employees over the age of 40 rose from 67.74 percent in 2000 to 76 percent in 2002.

The largest group of employees at January 2000 was the 40 to 44 and 50 to 54 age groups (19.35 percent) while at January 2002 the largest group was the 40 to 44 age group (28 percent).

Employees eligible for immediate retirement fell from 19.35 percent in 2000 to 16 percent in 2002.

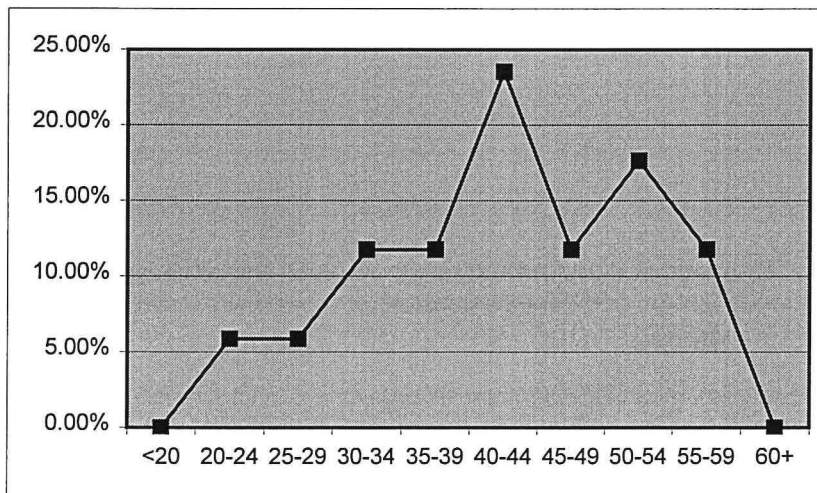
Gender

Female

At January 2002, the Strategic Development & Corporate Affairs Division employed 17 females (excluding casuals) which is 68 percent of the division’s workforce.

The Strategic Development & Corporate Affairs division goes against the department trend by having more females than males.

Figure 32: Strategic Development & Corporate Affairs Division Female Age Distribution – January 2002



Conservation & Land Management – Workforce Age Profile By Divisions – 2002

Females under the age of 30 comprised 11.66 percent of the Strategic Development & Corporate Affairs female workforce.

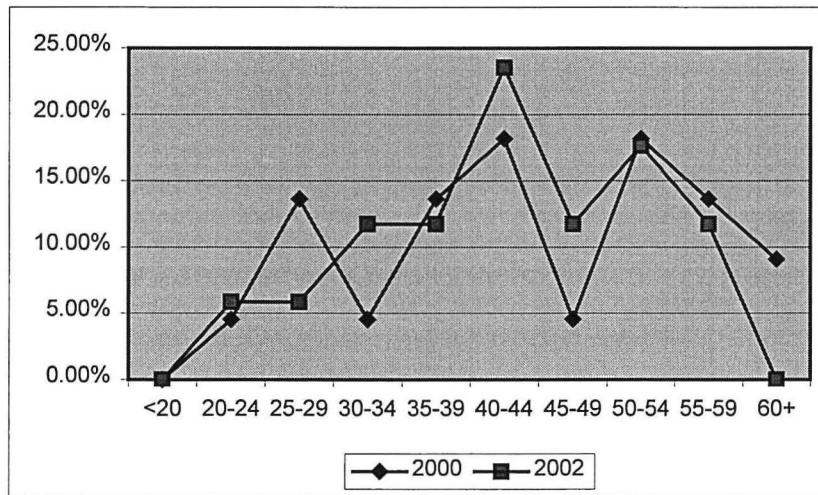
The largest group of females is the 40 to 45 age group (23.53 percent).

Females over the age of 40 made up 64.71 percent of the female workforce.

There were 2 females eligible for immediate retirement (11.76 percent) at January 2002. By 2007 another 3 females (17.65 percent) will become eligible for retirement.

Figure 33 compares the female age distribution within the Division at January 2000 and January 2002.

Figure 33: Comparison of Strategic Development & Corporate Affairs Division Female Age Distribution – January 2000/2002



There were 17 females in the Division at January 2002 compared to 22 at January 2000.

Female employees in the over the age of 40 have risen slightly from 63.64 percent at January 2000 to 64.71 percent at January 2002.

Females under the age of 30 have dropped from 18.19 percent at January 2000 to 11.66 percent at January 2002.

Females eligible for immediate retirement at January 2002 have dropped from 22.73 percent of from 11.76 percent at January 2000.

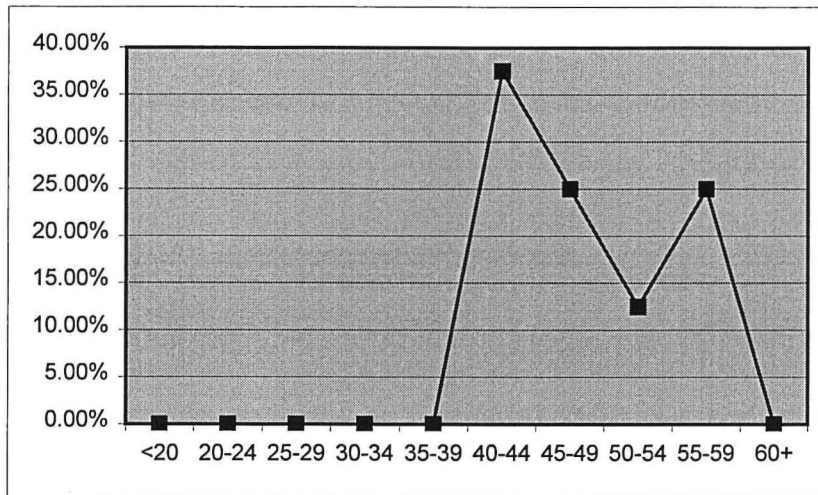
Overall the female population of the Division has followed the department trend and risen in age.

Male

There are 8 males (excluding casuals) employed in the Strategic Development & Corporate Affairs Division at January 2002 (being 32 percent of the division's workforce).

Conservation & Land Management – Workforce Age Profile By Divisions – 2002

Figure 34: Strategic Development & Corporate Affairs Division Male Age Distribution – January 2002



The largest group of males is the 40 to 44 age group (37.50 percent).

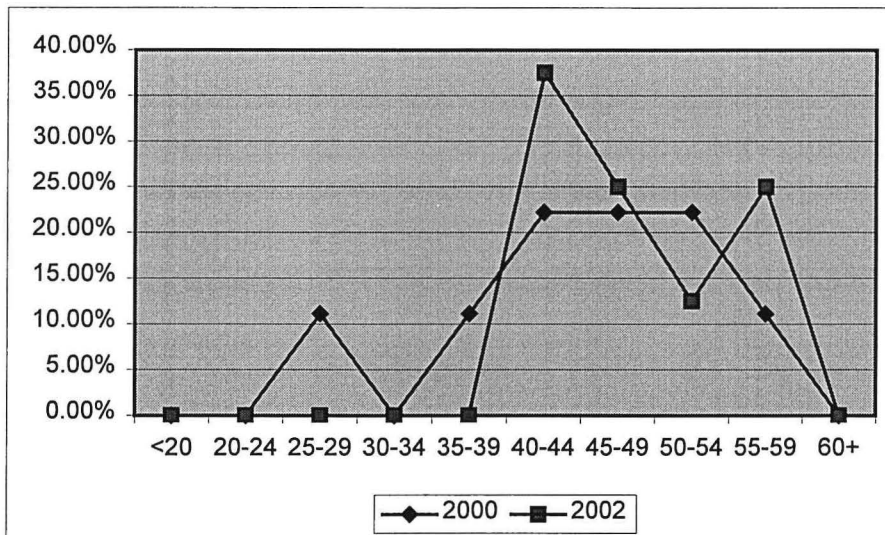
There were no males under the age of 30 in the Strategic Development & Corporate Affairs workforce at January 2002.

Of the male workforce, 100 percent were over 40 years of age.

There were 2 males eligible for immediate retirement (25 percent). By 2007 a further 1 male (12.50 percent) will become eligible for retirement.

Figure 35 compares the male age distribution within the Division at January 2000 and January 2002.

Figure 35: Comparison of Strategic Development & Corporate Affairs Division Male Age Distribution – January 2000/2002



There were 8 males in the Strategic Development & Corporate Affairs Division at January 2002 compared to 9 at January 2000.

Male employees over the age of 40 increased from 77.78 percent at January 2000 to 100 percent at January 2002.

Males under 30 fell from 11.11 percent at January 2000 to 0 percent at January 2002.

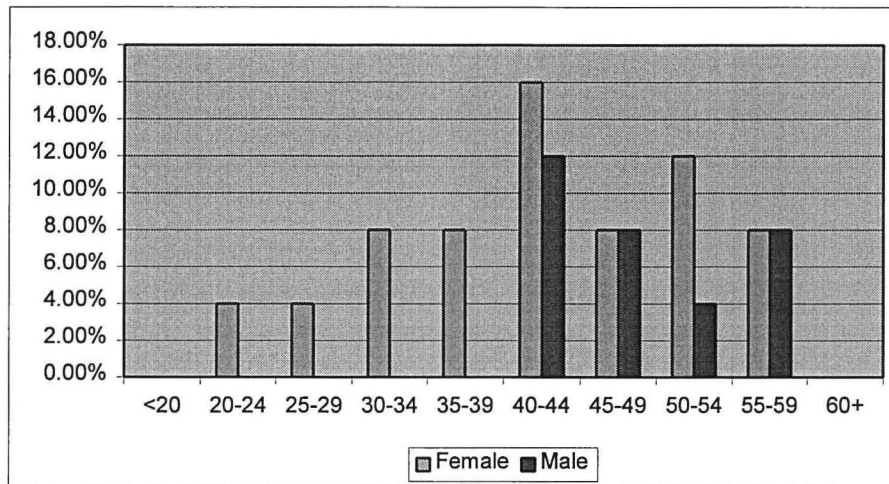
Conservation & Land Management – Workforce Age Profile By Divisions – 2002

Males eligible for immediate retirement at January 2002 have increased to 25 percent from 11.11 percent at January 2000.

Male/Female Ratio

The Strategic Development & Corporate Affairs Division has 8 males (32 percent) compared to 17 females (68 percent).

Figure 36: Strategic Development & Corporate Affairs Division Gender Representation within Age Group – January 2002



Females have 64.71 percent of their population over the age of 40. In comparison, the entire male population is over 40 years of age.

There are 2 males eligible for immediate retirement at January 2002 (25 percent of the male population) compared to 2 females (only 11.76 percent).

Analysis

The Strategic Development & Corporate Affairs Division is relatively small (25 employees at January 2002), however, like the Science Division, it has a much higher percentage of employees over the age of 40 than the department as a whole (76 percent compared to 58.88 percent).

The division has 32 percent of its population over 50 years of age compared to the department's 25 percent which suggests it needs to address its ageing workforce. This is especially relevant considering the division only has 8 percent of its workforce under 30 years of age.

Employee figures over the age of 40 are very high with males having 100 percent of their population over the age of 40 and females having 64.71 percent over the age of 40.

The current number of employees eligible to retire is 16 percent, well above the 11.34 percent for the department.

Also like the Science Division, the Strategic Development & Corporate Affairs Division has a high percentage of older employees compared to the department as a whole (32 percent of its workforce over 50 years of age compared to 25 percent). The division's main issues are the retention of its experience and intellectual knowledge and the recruitment of younger employees to provide suitable support and back filling of vacancies.

Forest Resources Division

Age

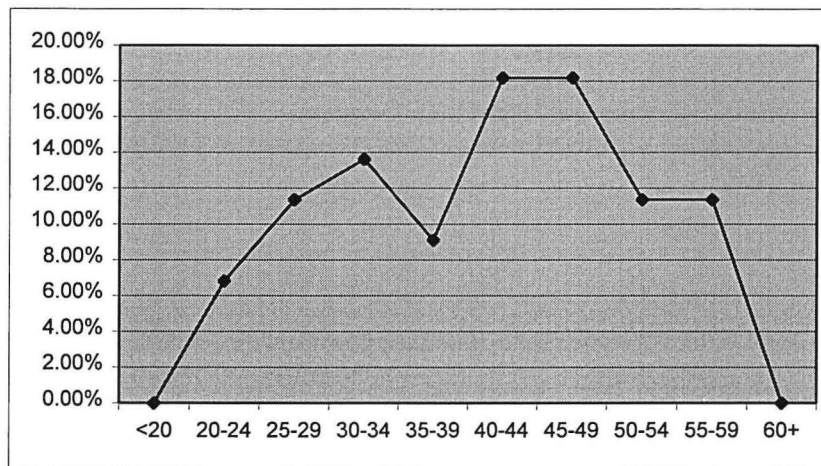
There are 44 employees in the Forest Resources Division (excluding casuals) as at January 2002.

Table 6: Percentage of Forest Resources Division Employees within Age Groups– January 2002

Age Group	Employees	%
<20	0	0.00%
20-24	3	6.82%
25-29	5	11.36%
30-34	6	13.64%
35-39	4	9.09%
40-44	8	18.18%
45-49	8	18.18%
50-54	5	11.36%
55-59	5	11.36%
60+	0	0.00%

The graph below (figure 37) details the age distribution of the Forest Resources Division.

Figure 37: Forest Resources Division Representation within Age Groups– January 2002



The largest groups of employees in the Forest Resources Division are the 40 to 44 and 45 to 49 age groups (making up 36.36 percent of the population).

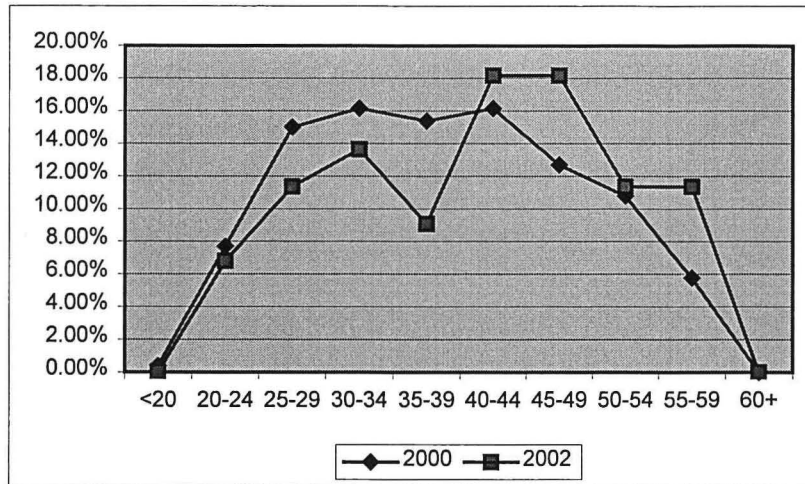
26 of the 44 Forest Resources Division employees are over the age of 40 (59.09%). This follows the department trend.

As at January 2002, 5 employees (11.36%) of the division were eligible for immediate retirement. By 2007 a further 5 employees (11.36%) will have become eligible for retirement.

In comparison the division's total head count at January 2000 was 260.

Conservation & Land Management – Workforce Age Profile By Divisions – 2002

Figure 38: Comparison of Forest Resources Division Age Distribution– January 2000/2002



Comparison shows that the percentage of employees under 30 years of age in the Forest Resources Division fell between 2000 and 2002 from 23.07 percent to 18.18 percent.

Employees over the age of 40 rose from 45.38 percent in 2000 to 59.09 percent in 2002.

The two largest groups of employees in 2000 were the 30 to 34 and 40 to 44 age groups (16.15 percent) while in 2002 the two largest groups were the 40 to 44 and 45 to 49 age groups (18.18 percent).

Employees eligible for immediate retirement rose from 5.77 percent in 2000 to 11.36 percent in 2002.

The Forest Resources Division’s workforce is ageing though the large drop in employee numbers, due to many transferring to the Forest Products Commission, have impacted on the age distribution figures for 2002.

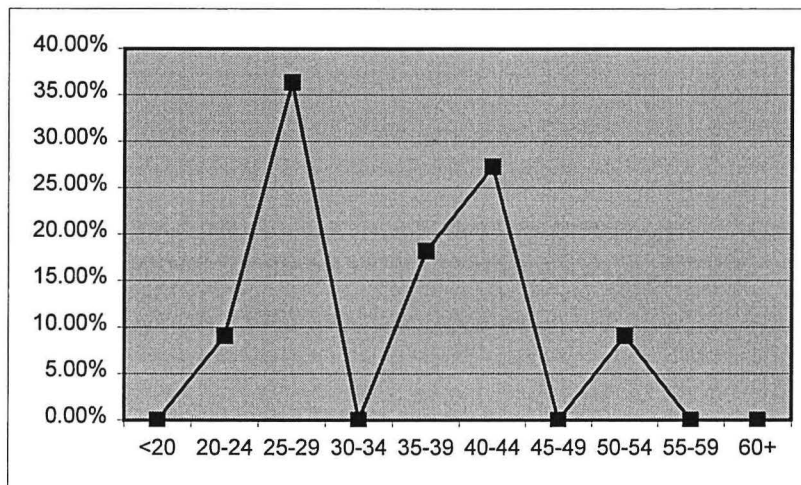
Gender

There were 11 females (25.00 percent) employed in the Forest Resources Division at January 2002.

Female

There were 11 females in the Forest Resources Division at January 2002 (excluding casuals).

Figure 39: Forest Resources Division Female Age Distribution – January 2002



Conservation & Land Management – Workforce Age Profile By Divisions – 2002

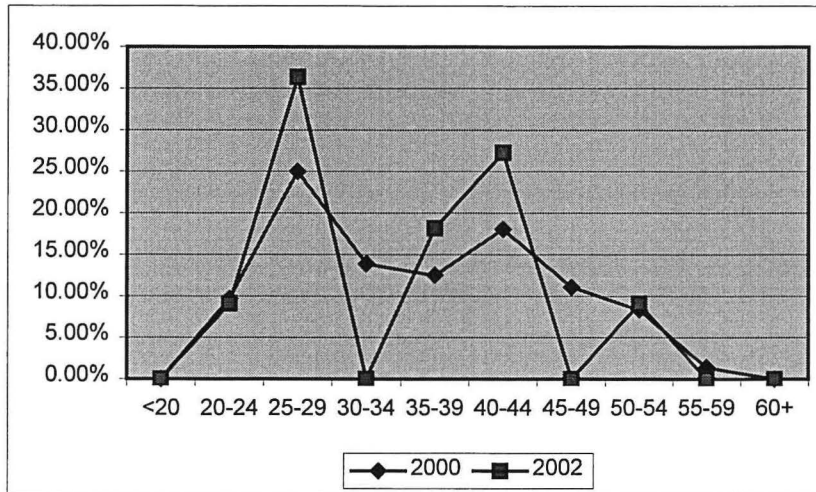
Females under the age of 30 comprised 45.45 percent of the division’s female workforce.

The largest group of females is the 25 to 29 age group (36.36 percent).

Females over the age of 40 made up 36.36 percent of the division’s female workforce.

There were no females eligible for immediate retirement at January 2002. By 2007 1 female (9.09 percent) will become eligible for retirement.

Figure 40: Comparison of Forest Resources Division Female Age Distribution – January 2000/2002



There were 72 female employees in the Forest Resources Division at January 2000 compared to 11 at January 2002. The 2000 graph shows a much more even spread (due to the larger numbers of female employees).

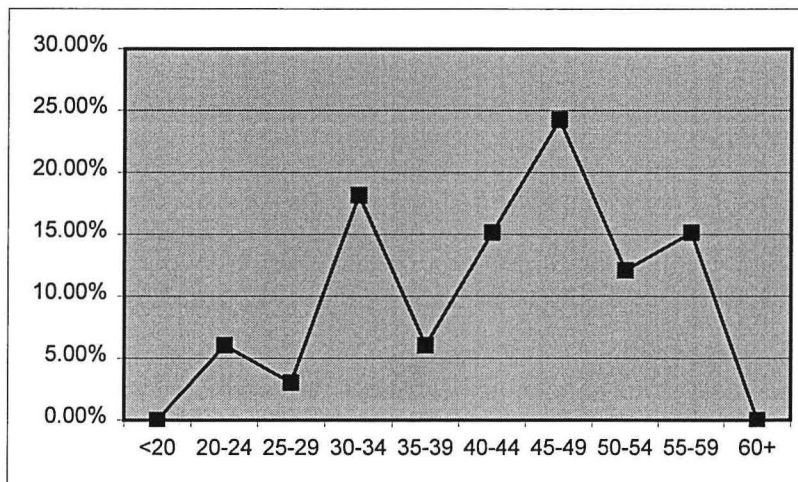
The percentage of females over the age of 40 has dropped slightly from 38.89 percent at January 2000 to 36.36 percent at January 2002.

Females under the age for 30 have increased from 34.72 percent at January 2000 to 45.45 percent at January 2002.

The female population of the Forest Resources Division has not aged, however, the large reduction in female employees has impacted on the ageing trend for this division.

Male

Figure 41: Forest Resources Division Male Representation within Age Groups– January 2002



Conservation & Land Management – Workforce Age Profile By Divisions – 2002

There were 33 males employed in the Forest Resources Division at January 2002 (excluding casuals).

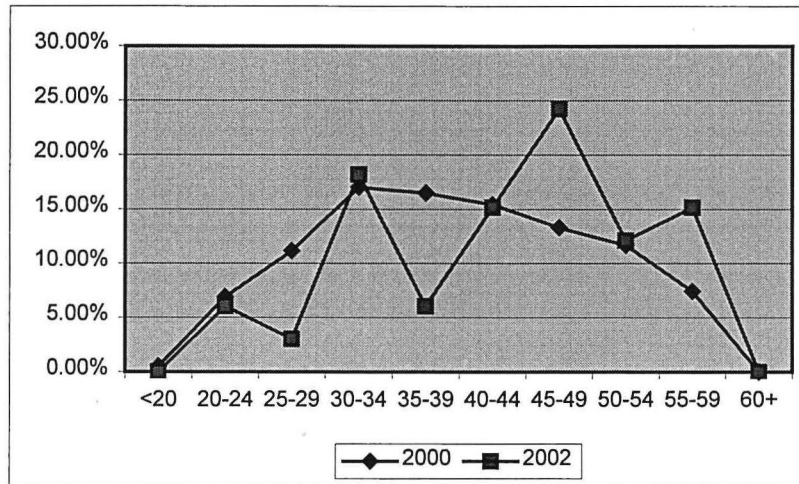
Males under the age of 30 comprised 9.09 percent of the Forest Resources Division male workforce.

The largest group of males is the 45 to 49 age group (24.24 percent).

Males over the age of 40 made up 66.67 percent of the division’s male workforce.

There were 5 males (15.15 percent) eligible for immediate retirement at January 2002. By 2007 a further 4 males (12.12 percent) will become eligible for retirement.

Figure 42: Comparison of Forest Resources Division Male Age Distribution – January 2000/2002



There were 188 male employees in the Forest Resources Division at January 2000 compared to 33 at January 2002.

Males over the age of 40 rose from 47.87 percent in 2000 to 66.67 percent in 2002.

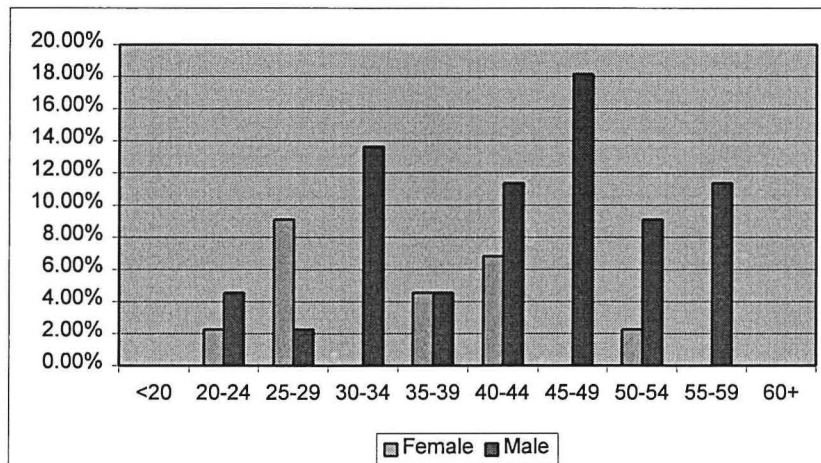
Males under the age for 30 dropped from 18.61 percent in 2000 to 9.09 percent in 2002.

The male population of the Forest Resources Division has aged, however, the large reduction in male employees has impacted on the ageing trend for this division.

Male/Female Ratio

Males comprised 75.00 percent of the Forest Resources Division at January 2002.

Figure 43: Forest Resources Division Gender Representation within Age Group – January 2002



Conservation & Land Management – Workforce Age Profile By Divisions – 2002

Males dominate the older age groups of the Forest Resources Division.

Males have 33.33 percent of their population over the age of 40 compared to males who have 66.67 percent of their population over 40.

Males have 45.45 percent of their population under 30 years of age compared to males who only have 9.09 percent under 30.

There are 5 males eligible for immediate retirement at January 2002, however, there were no males over 55 years of age.

Analysis

It is difficult to analyse the impact ageing has had on this division due to its high employees loss in December 2000, however, the division does appear to be ageing.

Forest Resources Division has 59.09 percent of its employees over 40, compared to the department figure of 58.88 percent (up from 45.38 percent at January 2000). Employees under 30 years of age make up 18.18 percent compared to the department's 14.35 percent (down from 23.07 percent at January 2000).

While these figures suggest an ageing workforce it is difficult to accurately ascertain this fact. The figures do, however, reflect the department as a whole and therefore the division needs to ensure that it has suitable strategies in place to address its age issues.

The major concern with this division is the small number of employees (44). With 10 of the division's employees over 50 years of age (22.72 percent), there could be difficulty in filling vacancies with suitably trained and qualified younger employees.

Corporate Executive Division

Age

There are 14 employees in the Corporate Executive Division (excluding casuals) as at January 2002.

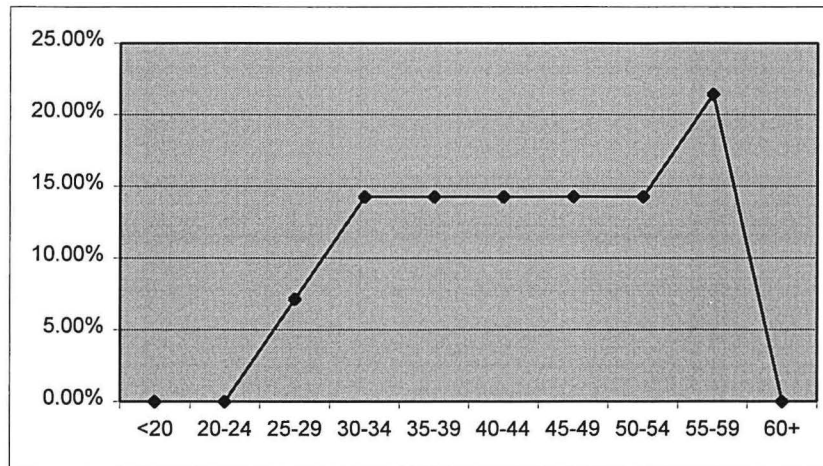
The table below details the age distribution profile.

Table 7: Percentage of Corporate Executive Division Employees within Age Groups– January 2002

Age Group	Employees	%
<20	0	0.00%
20-24	0	0.00%
25-29	1	7.14%
30-34	2	14.29%
35-39	2	14.29%
40-44	2	14.29%
45-49	2	14.29%
50-54	2	14.29%
55-59	3	21.43%
60+	0	0.00%

The graph below (figure 44) details the age distribution percentages of employees in the Corporate Executive Division.

Figure 44: Corporate Executive Division Representation within Age Groups– January 2002



Due to the high level of administrative and management work undertaken by the department's executive, it is understandable that the age profile for this division is older than the department's trend.

9 of the 14 employees (64.30 percent) are over the age of 40.

The largest group of employees is the 55 to 59 age group.

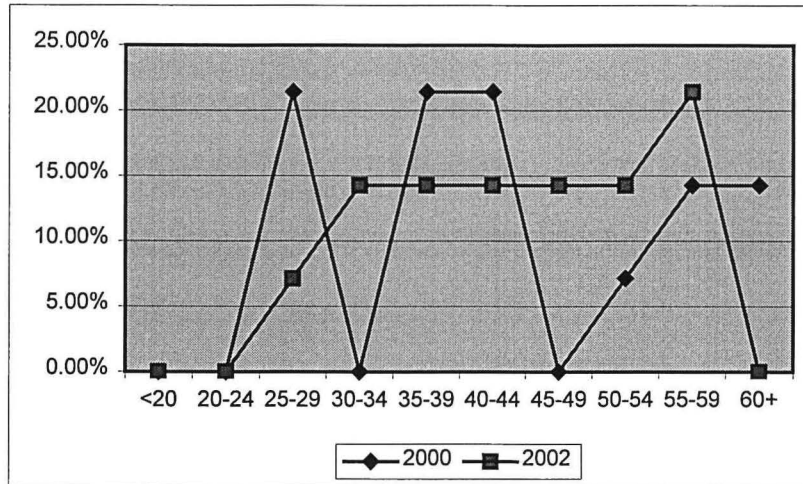
As at January 2002, 3 employees (21.43 percent) of the division were eligible for immediate retirement. By 2007 a further 2 employees (14.29 percent) will have become eligible for retirement.

Comparison shows that the percentage of employees under 30 years of age in the Corporate Executive Division fell between 2000 and 2002 from 21.43 percent to 7.14 percent.

Conservation & Land Management – Workforce Age Profile By Divisions – 2002

In comparison, the division also had 14 employees at January 2000.

Figure 45: Comparison of Corporate Executive Division Age Distribution– January 2000/2002



Employees over the age of 40 rose from 57.14 percent in 2000 to 64.29 percent in 2002.

The three largest groups of employees in 2000 were the 25 to 29, 35 to 39 and 40 to 44 age groups (comprising 64.49 percent) while in 2002 the largest group was the 55 to 59 age group (21.43 percent).

In 2002 there was a plateau in the age groups between age group 30 to 34 and 50 to 54 (71.45 percent).

Employees eligible for immediate retirement fell from 28.57 percent at January 2000 (4 employees) to 21.43 percent (3 employees) at January 2002.

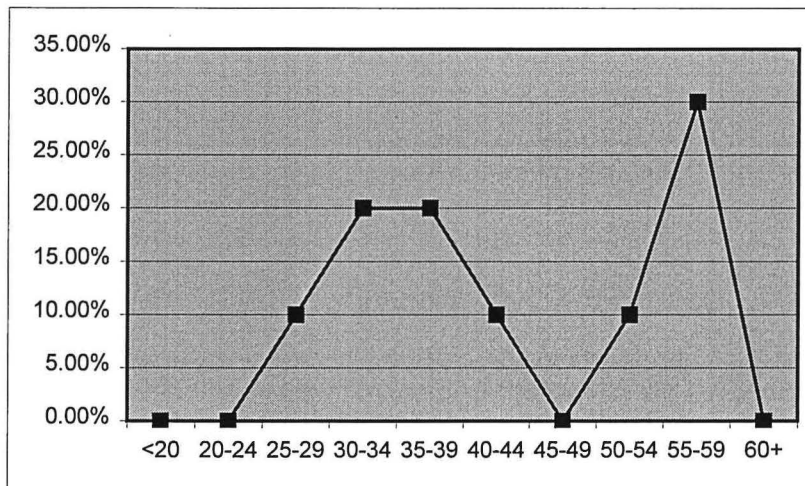
The Corporate Executive Division’s workforce is ageing though there has been a slight reduction in the numbers of employees eligible for retirement.

Gender

Female

There are 4 males (28.57 percent) employed in the Corporate Executive Division at January 2002 compared to 10 females (71.43 percent).

Figure 46: Corporate Executive Division Female Age Distribution – January 2002



Conservation & Land Management – Workforce Age Profile By Divisions – 2002

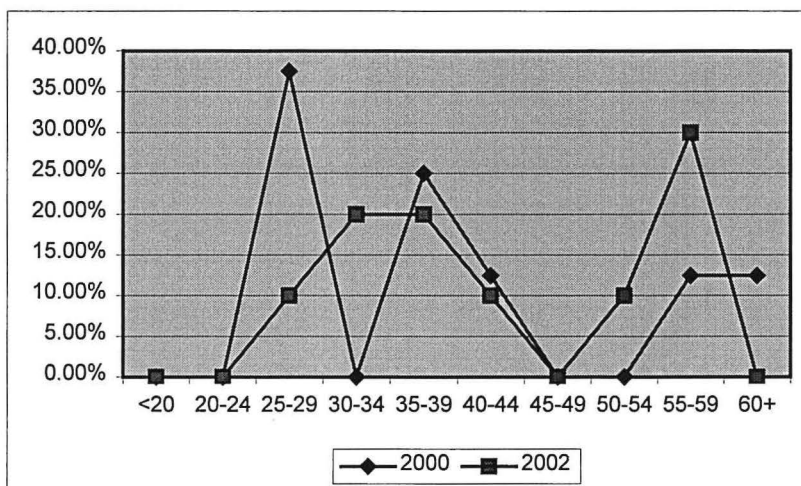
Females under the age of 30 comprised 10 percent of the division’s female workforce.

The largest group of females is the 55 to 59 age group (30 percent).

Females over the age of 40 made up 50 percent of the division’s female workforce.

There were 3 females eligible for immediate retirement at January 2002 (30 percent). By 2007 1 female (10 percent) will become eligible for retirement.

Figure 47: Comparison of Corporate Executive Division Female Age Distribution – January 2000/2002



There were 8 female employees in the Corporate Executive Division at January 2000 compared to 10 at January 2002.

The percentage of females over the age of 40 rose from 37.50 percent in 2000 to 50 percent in 2002.

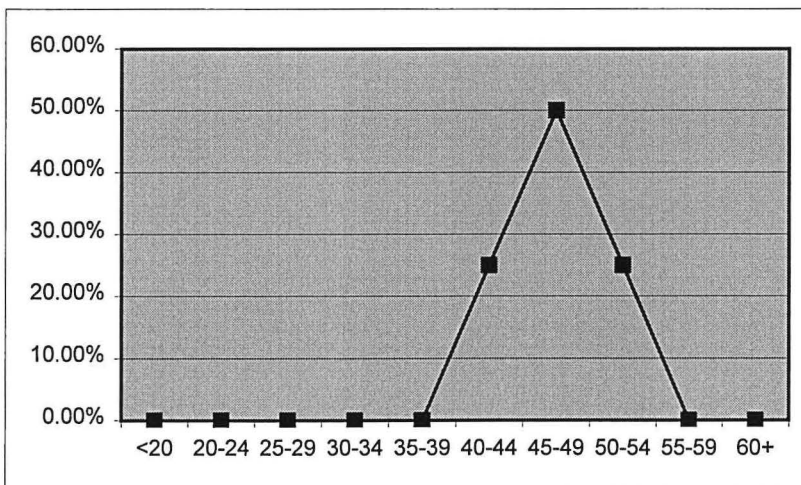
Females under the age for 30 fell from 37.50 percent at January 2000 to 10 percent at January 2002.

The female population of the Corporate Executive Division has aged.

Male

There were 4 males in the Corporate Executive Division at January 2002 (excluding casuals).

Figure 48: Corporate Executive Division Male Representation within Age Groups– January 2002



Conservation & Land Management – Workforce Age Profile By Divisions – 2002

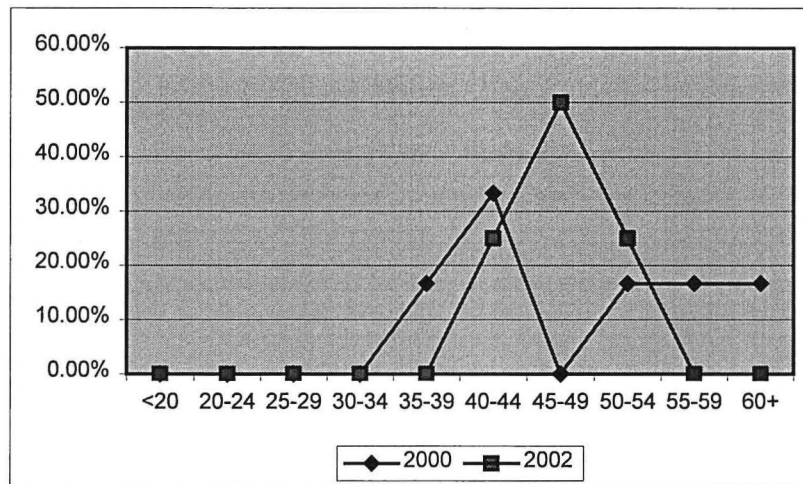
There were no males under the age of 30 in the division.

The largest group of males is the 45 to 49 age group (50 percent).

Males over the age of 40 made up 100 percent of the division’s male workforce.

There were no males eligible for immediate retirement at January 2002. By 2007 1 male (25 percent) will become eligible for retirement.

Figure 49: Comparison of Corporate Executive Division Male Age Distribution – January 2000/2002



There were 6 male employees in the Corporate Executive Division in 2000 compared to 4 in 2002.

The percentage of males over the age of 40 rose from 83.33 percent in 2000 to 100 percent in 2002.

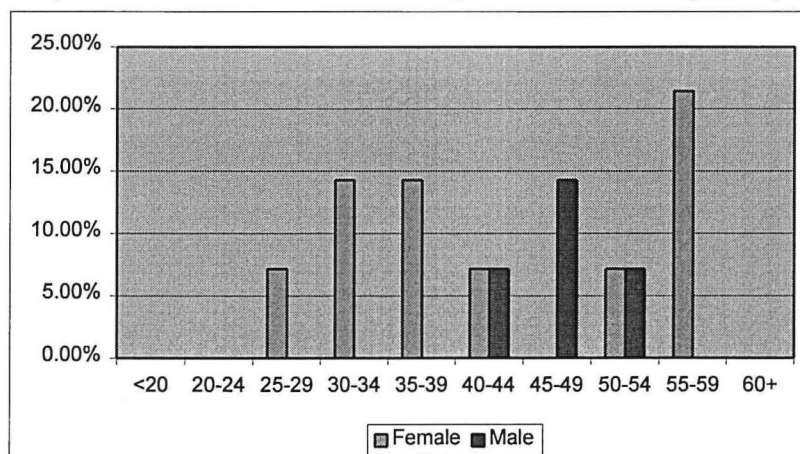
Males under the age for 30 remained the same (0 percent).

The male population of the Corporate Executive Division has aged, however, the number of males eligible for immediate retirement has dropped from 33.33 percent to 0 percent.

Male/Female Ratio

Females comprised 71.43 percent of the Corporate Executive Division at January 2002.

Figure 50: Corporate Executive Division Gender Representation within Age Group – January 2002



Males are solely confined to the 40 to 54 age range while females were spread over the 25 to 59 years of age.

Conservation & Land Management – Workforce Age Profile By Divisions – 2002

Females have 50 percent of their population over the age of 40 compared to males who have 100 percent of their population over 40.

Females have 45.45 percent of their population under 30 years of age compared to males who only have 9.09 percent under 30.

There are no males eligible for immediate retirement at January 2002.

Analysis

There are only 14 employees in this division, however, by the very nature of the division's work, it will always have an older age profile than the department as a whole (64.30 percent over 40 compared to the department's 58.88 percent). The percentage of employees over 40 years of age has risen from 57.14 percent at January 2000 so the age of the division is rising.

Also due to the nature of the division it only has 7.14 percent of its workforce under 30 years of age.

Employees over 50 years of age comprise 35.72 percent of the division population which is high compared to the department's figure of just over 25 percent.

This division needs to incorporate leadership development and succession-planning strategies to ensure it has a suitably trained and qualified pool of employees ready to fill vacancies and support the division as it's workforce ages. The role of the division is specialised and these skills and abilities cannot be passed on easily.

Corporate Services Division

Age

There are 110 employees in the Corporate Services Division.

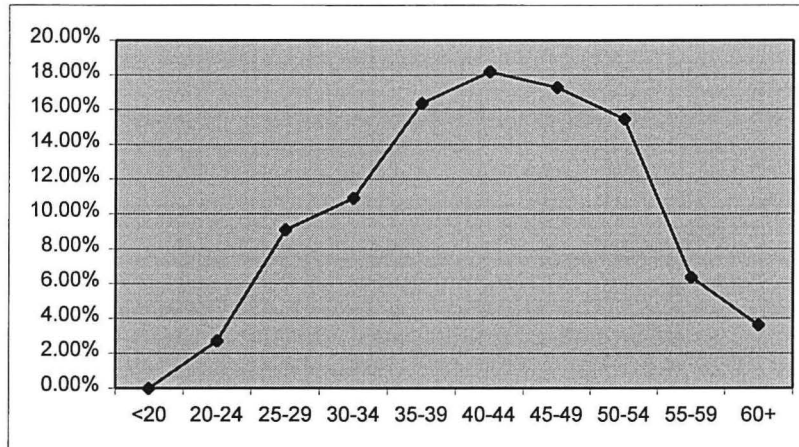
The table below details the age distribution profile.

Table 8: Percentage of Corporate Services Division Employees within Age Groups– January 2002

Age Group	Employees	%
<20	0	0.00%
20-24	3	2.73%
25-29	10	9.09%
30-34	12	10.91%
35-39	18	16.36%
40-44	20	18.18%
45-49	19	17.27%
50-54	17	15.45%
55-59	7	6.36%
60+	4	3.64%

The graph below (figure 51) details the age distribution percentages.

Figure 51: Corporate Services Division Representation within Age Groups– January 2002



The Corporate Services Division distribution follows the department trend.

There are 67 employees over the age of 40 (60.91 percent).

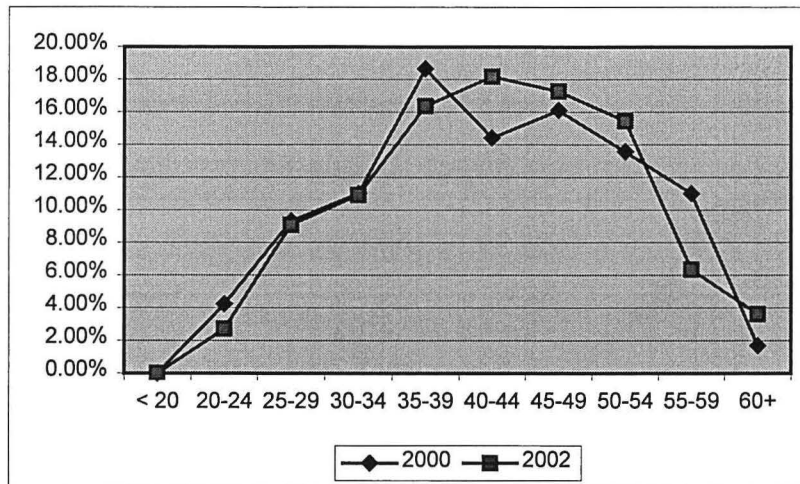
The largest group of employees was the 40 to 44 age group (18.18 percent).

Employees under the age of 30 make up 11.82 percent of the division's population (13 employees).

As at January 2002, 11 employees (10.00%) of the division were eligible for immediate retirement. By 2007 a further 17 employees (15.45%) will have become eligible for retirement.

By comparison there were 118 employees in the Corporate Services Division at January 2000.

Figure 52: Comparison of Corporate Services Division Age Distribution– January 2000/2002



Comparison shows that the percentage of employees under 30 years of age in the Corporate Services Division fell between 2000 and 2002 from 13.56 percent to 11.82 percent.

Employees over the age of 40 rose from 56.78 percent in 2000 to 60.91 percent in 2002.

The largest group of employees at January 2000 were the 35 to 39 (18.64 percent) while at January 2002 the largest group was the 40 to 44 age group (18.18 percent).

Employees eligible for immediate retirement fell from 12.71 percent at January 2000 (15 employees) to 10 percent (9 employees) at January 2002.

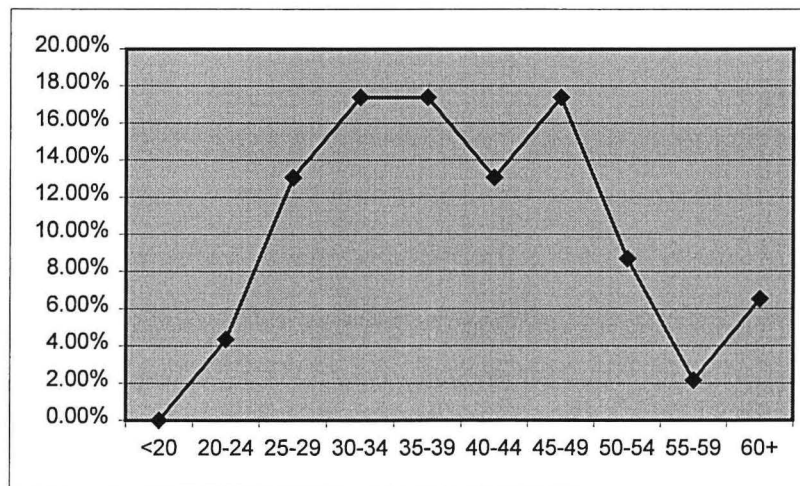
Although the number of employees eligible for retirement fell between January 2000 and January 2002, the division is still ageing overall.

Gender

Female

At January 2002, there were 46 female employees in the Corporate Services Division (excluding casuals).

Figure 53: Corporate Services Division Female Age Distribution – January 2002



Females under the age of 30 comprised 17.39 percent of the division's female workforce.

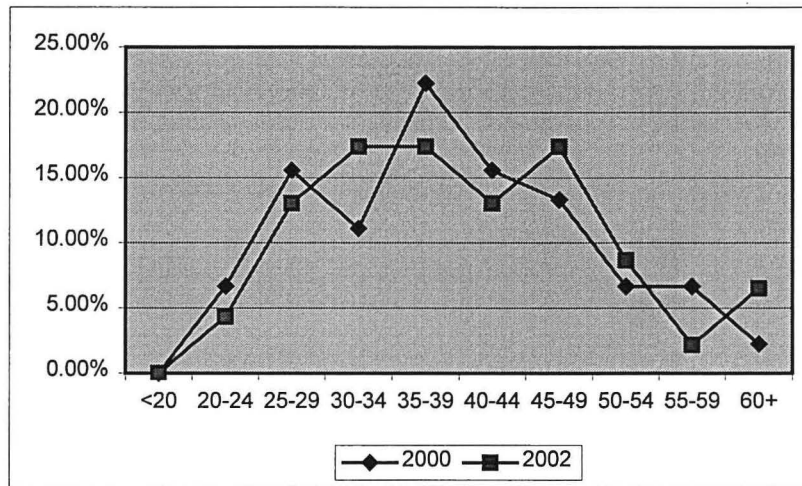
Conservation & Land Management – Workforce Age Profile By Divisions – 2002

The largest groups of females are the 30 to 34, 35 to 39 and 45 to 49 age groups (each with 17.39 percent of the female workforce).

Females over the age of 40 made up 47.83 percent of the division’s female workforce. This follows the department trend where 45.78 percent of females are under the age of 40.

There were 4 females eligible for immediate retirement at January 2002 (8.70 percent). By 2007 a further 4 females (8.70 percent) will become eligible for retirement.

Figure 54: Comparison of Corporate Services Division Female Age Distribution – January 2000/2002



There were 45 female employees in the Corporate Services Division in 2000 compared to 46 in 2002.

The percentage of females over the age of 40 rose from 44.44 percent in 2000 to 47.83 percent in 2002.

Females under the age for 30 fell from 22.23 percent at January 2000 to 17.39 percent at January 2002.

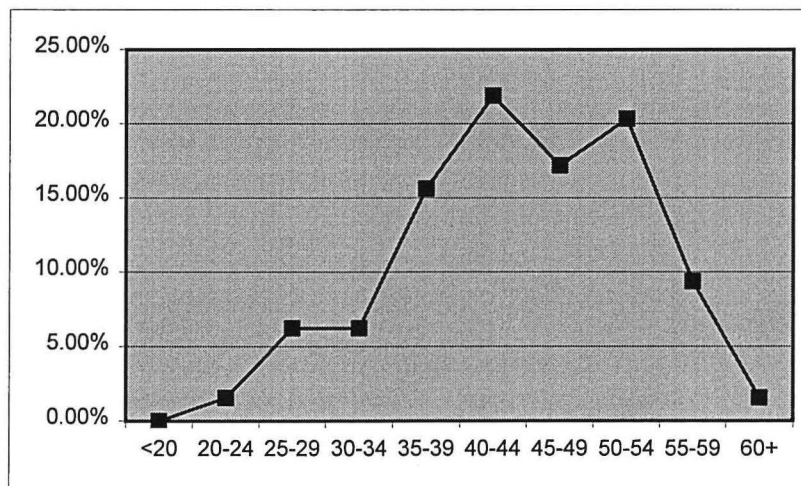
The number of females eligible for immediate retirement stayed constant at 4.

The female population of the Corporate Services Division has aged.

Male

There were 64 males in the Corporate Services Division (excluding casuals) at January 2002.

Figure 55: Corporate Services Division Male Representation within Age Groups– January 2002



Conservation & Land Management – Workforce Age Profile By Divisions – 2002

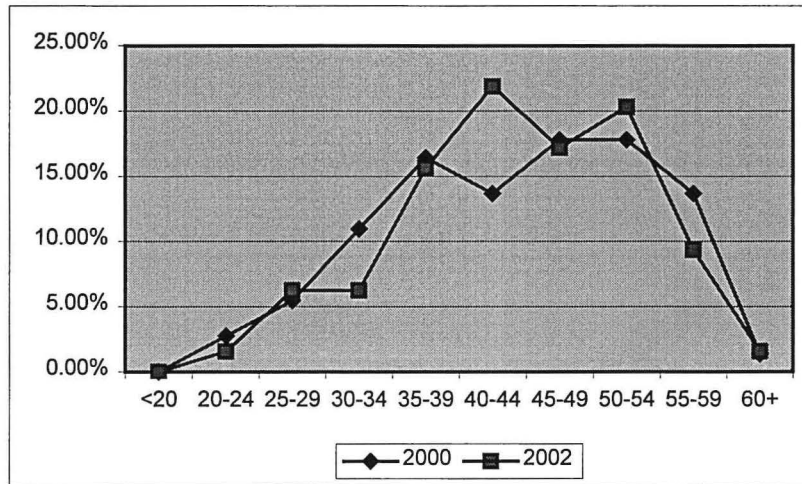
There were 5 males under the age of 30 (7.81 percent) in the Corporate Services Division at January 2002.

The largest group of males is the 40 to 44 age group (each with 21.88 percent of the male workforce).

Males over the age of 40 made up 70.31 percent of the division’s male workforce.

There were 7 males eligible for immediate retirement at January 2002 (10.94 percent). By 2007 a further 13 males (20.31 percent) will become eligible for retirement.

Figure 56: Comparison of Corporate Services Division Male Age Distribution – January 2000/2002



There were 73 male employees in the Corporate Services Division at January 2000 compared to 64 at January 2002.

The percentage of males over the age of 40 rose from 64.38 percent in 2000 to 70.31 percent in 2002.

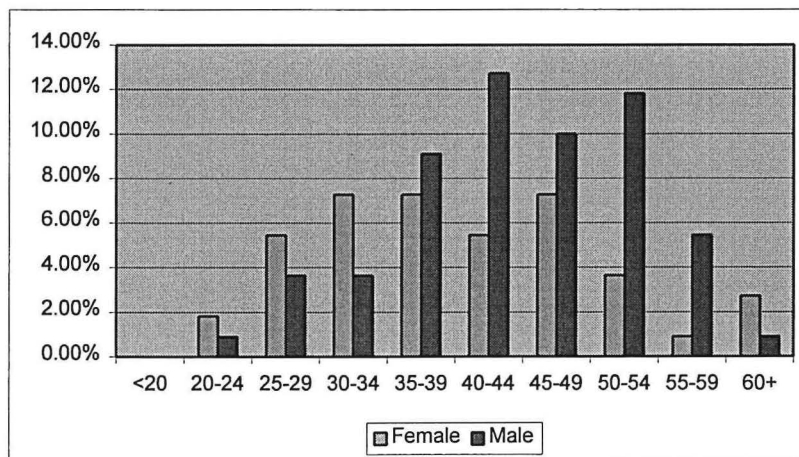
Males under the age for 30 dropped from 8.22 percent at January 2000 (11 employees) to 7.81 percent at January 2002 (7 employees).

The male population of the Corporate Services Division has aged as per the department trend.

Male/Female Ratio

Males comprised 58.18 percent of the Corporate Services Division at January 2002.

Figure 57: Corporate Services Division Gender Representation within Age Group – January 2002



Conservation & Land Management – Workforce Age Profile By Divisions – 2002

As per figure 57, males dominate the over 40 age groups whereas there are more females than males under 34 years of age. This is a department trend.

There are 24 females (52.17 percent of female population) and 19 males (29.69 percent of male population) under the age of 40 in the Corporate Services Division.

Over 40 there are 22 females (47.83 percent of female population) and 45 males (70.31 percent of male population) in the division.

There are 7 males (10.94 percent of the male population) currently eligible for retirement and 4 females (8.69 percent of the female population) eligible for immediate retirement. By 2007 a further 13 males (20.31 percent of the male population) and 4 female (8.69 percent of the female population) will have become eligible for retirement.

Analysis

The Corporate Services Division has aged between January 2000 and January 2002 from 56.78 percent of its workforce over 40 years of age to 60.91 percent in 2002.

The percentage of males and females over 40 have risen in 2002 from 2000 and correspondingly the percentage of employees under 30 for each gender has dropped.

Having said this, the division's percentage figures do closely mirror the department as a whole.

Due to the mainly clerical nature of the division, the ageing workforce will need to be addressed quite differently from some of the other divisions (Science, Regional Services, Parks and Visitor Services, etc) where there are set requirements of manual and physical labour and high level university qualifications. Leadership development, succession planning, flexible work hours and mentoring programs will need to be incorporated to ensure the adequate training of staff and the efficient and effective transfer of knowledge within the division.

The division needs to provide HR and financial training and knowledge to its staff so they can continue to meet the necessary and challenging roles of the division. The division also needs to shift itself strategically so that it can raise its profile to better place itself to attract and retain younger suitably qualified and driven employees.

Nature Conservation Division

Age

There are 83 employees in the Nature Conservation Division (excluding casuals) at January 2002.

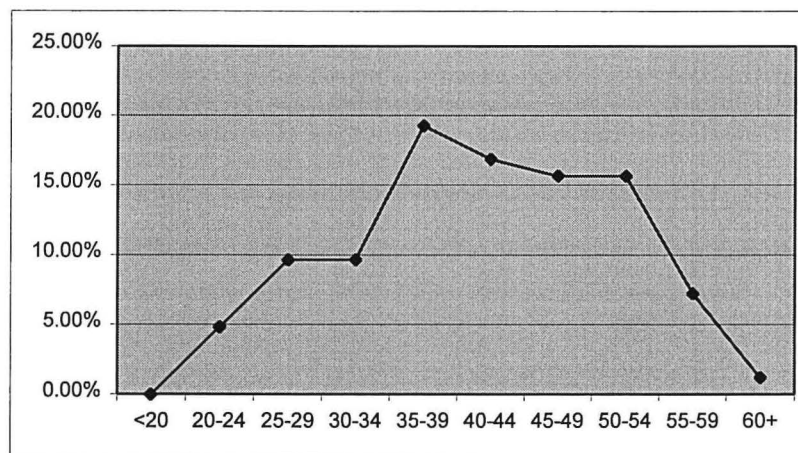
The table below details the age distribution profile.

Table 9: Percentage of Nature Conservation Division Employees within Age Groups– January 2002

Age Group	Employees	%
<20		0.00%
20-24		4.82%
25-29		9.64%
30-34		9.64%
35-39		19.28%
40-44		16.87%
45-49		15.66%
50-54		15.66%
55-59		7.23%
60+		1.20%

The graph below (figure 58) details the age distribution percentages in the Nature Conservation Division at January 2002.

Figure 58: Nature Conservation Division Representation within Age Groups– January 2002



The largest group of employees is the 35 to 39 age group (comprising 19.28 percent of the workforce).

Employees over the age of 40 comprise 56.62 percent of the Nature Conservation workforce.

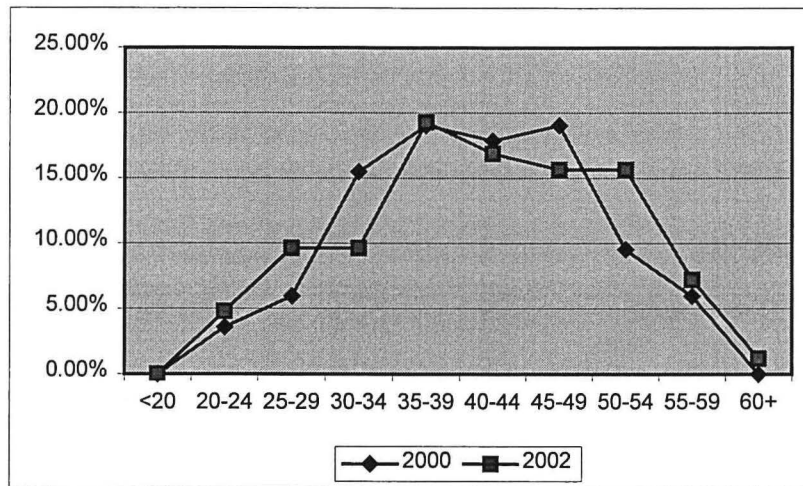
Employees under the age of 30 comprise 14.46 percent of the Nature Conservation workforce.

At January 2002, 7 employees (8.43 percent) were eligible for immediate retirement. By 2007, a further 13 employees (15.66 percent) will become eligible for retirement.

In comparison there were 81 employees in the Nature Conservation Division at January 2000.

Conservation & Land Management – Workforce Age Profile By Divisions – 2002

Figure 59: Comparison of Nature Conservation Division Age Distribution– January 2000/2002



Comparison shows that the percentage of employees under 30 years of age in the Nature Conservation Division rose between 2000 and 2002 from 9.52 percent to 14.46 percent.

Employees over the age of 40 rose from 52.38 percent in 2000 to 56.63 percent in 2002.

The two largest groups of employees at January 2000 were the 35 to 39 and 45 to 49 age groups (19.05 percent) while at January 2002 the largest group was the 35 to 39 age group (19.28 percent). The 45 to 49 age group had dropped by 3.39 percent between January 2000 and January 2002.

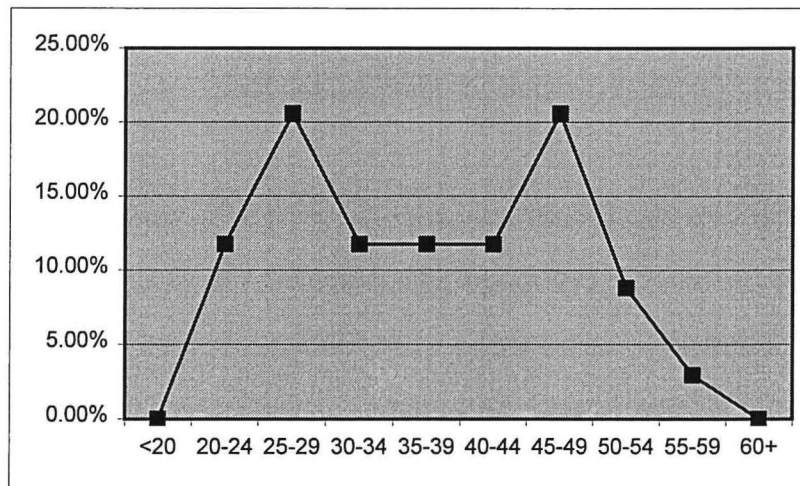
Employees eligible for immediate retirement rose from 5.95 percent at January 2000 (5 employees) to 8.43 percent (7 employees) at January 2002.

Gender

Female

At January 2002, there were 34 female employees in the Nature Conservation Division (excluding casuals).

Figure 60: Nature Conservation Division Female Age Distribution – January 2002



Females under the age of 30 comprised 32.32 percent of the division’s female workforce.

Conservation & Land Management – Workforce Age Profile By Divisions – 2002

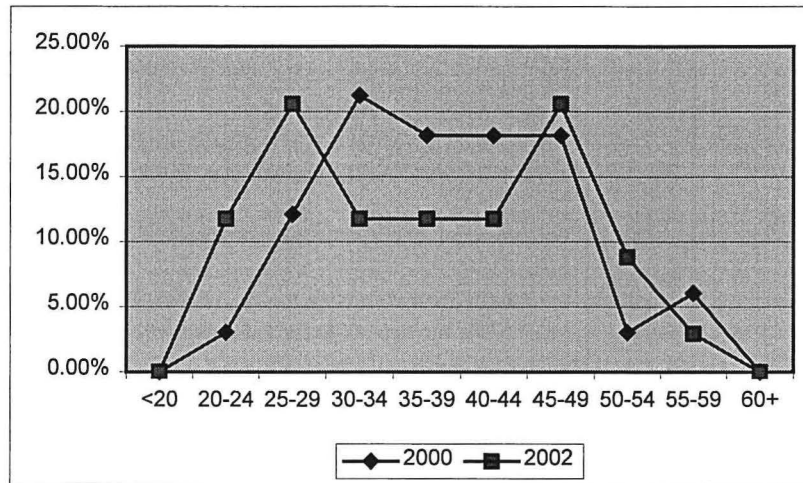
The two largest groups of females are the 25 to 29 and 45 to 49 age groups (each with 20.59 percent of the female workforce).

Females over the age of 40 made up 44.12 percent of the division's female workforce. This follows the department trend where 45.78 percent of females are under the age of 40.

There was 1 female eligible for immediate retirement at January 2002 (2.94 percent). By 2007 a further 3 females (8.82 percent) will become eligible for retirement.

Figure 61 compares the female age distribution within the Nature Conservation Division between January 2000 and January 2002.

Figure 61: Comparison of Nature Conservation Division Female Age Distribution – January 2000/2002



There were 33 female employees in the Nature Conservation Division at January 2000 compared to 34 at January 2002.

The percentage of females over the age of 40 fell from 45.45 percent at January 2000 to 44.12 percent at January 2002.

Females under the age for 30 rose from 15.15 percent at January 2000 to 32.32 percent at January 2002.

The number of females eligible for immediate retirement fell from 2 to 1.

The female population of the Nature Conservation Division has changed between January 2000 and January 2002. It is becoming slightly younger with the number of females over 40 years of age dropping slightly but the number of females under 30 years of age jumping by over 17 percent.

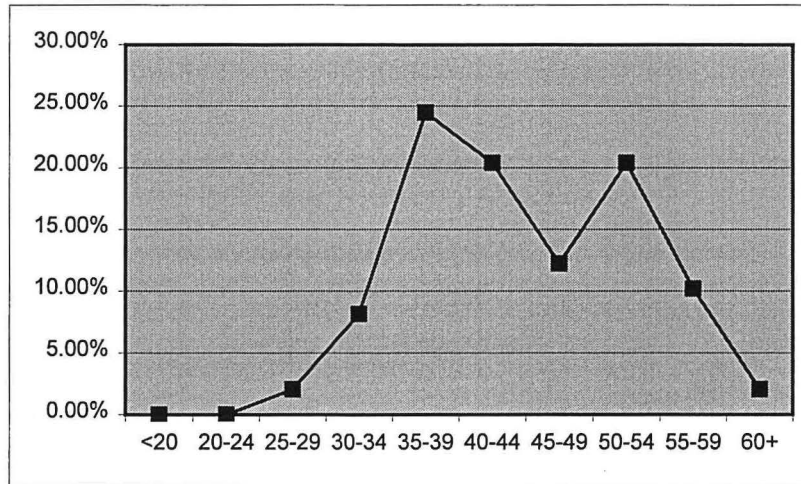
Male

There were 49 males in the Nature Conservation Division (excluding casuals) at January 2002.

The largest group of males is the 35 to 39 age group (24.49 percent of the male workforce).

Conservation & Land Management – Workforce Age Profile By Divisions – 2002

Figure 62: Nature Conservation Division Male Representation within Age Groups– January 2002

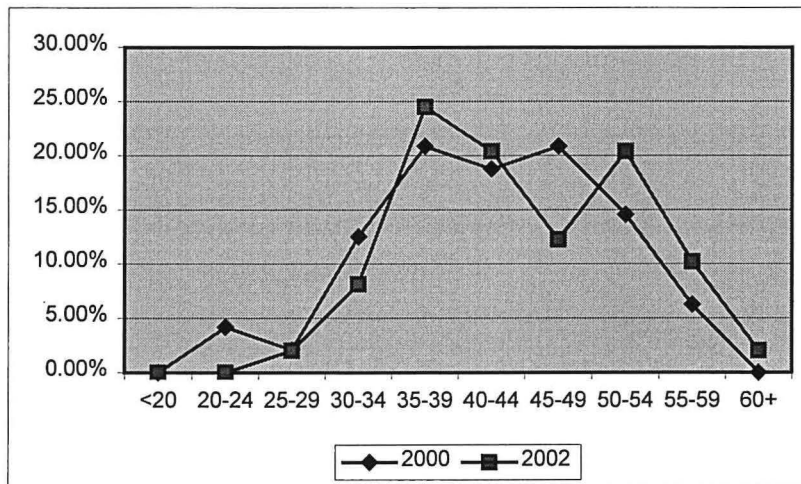


There was 1 male under the age of 30 (2.04 percent) in the Nature Conservation Division at January 2002.

Males over the age of 40 made up 65.31 percent of the division’s male workforce.

There were 6 males eligible for immediate retirement at January 2002 (12.24 percent). By 2007 a further 10 males (20.41 percent) will become eligible for retirement.

Figure 63: Comparison of Corporate Services Division Male Age Distribution – January 2000/2002



There were 48 male employees in the Nature Conservation Division at January 2000 compared to 49 at January 2002.

The percentage of males over the age of 40 rose from 60.42 percent at January 2000 to 65.31 percent at January 2002.

Males under the age for 30 dropped from 6.25 percent at January 2000 (3 employees) to 2.04 percent at January 2002 (1 employee).

There were 10 males over the age of 50 at January 2000 (20.83 percent) compared to January 2002 where there were 16 males (32.65 percent) over 50.

There were 3 males (6.25 percent) eligible for retirement at January 2000. At January 2002 there were 6 males (12.24 percent) eligible for immediate retirement.

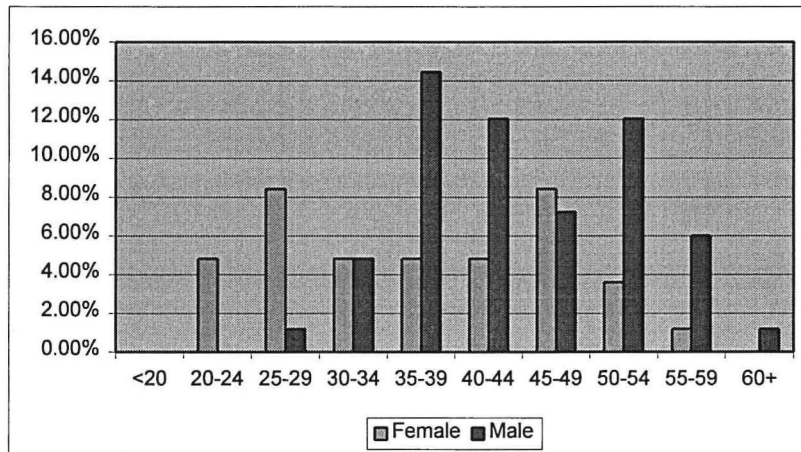
Conservation & Land Management – Workforce Age Profile By Divisions – 2002

The male population of the Nature Conservation Division has aged as per the department trend. A concern for the division is the 11.82 percent increase in the number of males over the age of 50.

Male/Female Ratio

There were 49 males in the Nature Conservation Division at January 2002 (59.04 percent) compared to 34 females (40.96 percent).

Figure 64: Nature Conservation Division Gender Representation within Age Group – January 2002



As per figure 64, males dominate the over 35 age groups whereas there are more females than males under 30 years of age. This is a department trend.

There are 19 females (55.87 percent of female population) and 17 males (34.69 percent of male population) under the age of 40 in the Nature Conservation Division.

Over 40 there are 15 females (44.13 percent of female population) and 32 males (65.31 percent of male population) in the division.

There are 6 males (12.24 percent of the male population) currently eligible for retirement and 1 female (2.94 percent of the female population) eligible for immediate retirement. By 2007 a further 10 males (20.41% of the male population) and 3 female (8.82 percent of the female population) will have become eligible for retirement.

Analysis

The Nature Conservation workforce has aged with employees over 40 years of age comprising 56.63 percent of the division's workforce (up from 52.38 percent at January 2000).

This division has, however, been able to increase the percentage of its employees under 30 years of age from 9.52 percent to 14.46 percent between 2000 and 2002. This is a positive increase and needs to be continued.

The percentage of employees over 50 years of age is just below 25 percent so this division still faces the same ageing workforce challenge that the department faces.

The number of females over 40 fell slightly while males rose from 60.42 percent at January 2000 to 65.31 percent in 2002.

The division needs to implement strategies to ensure it continues to attract and retain younger suitably qualified and pro-active employees to fill its vacancies.

Audit Management Division

Age

There are 3 employees in the Audit Management Division at January 2002 (excluding casuals).

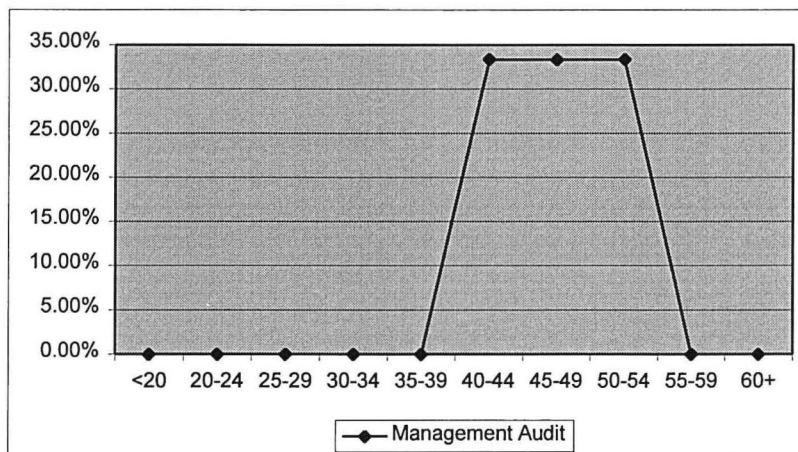
The table below details the age distribution profile.

Table 10: Percentage of Audit Management Division Employees within Age Groups– January 2002

Age Group	Employees	%
<20	0	0.00%
20-24	0	0.00%
25-29	0	0.00%
30-34	0	0.00%
35-39	0	0.00%
40-44	1	33.33%
45-49	1	33.33%
50-54	1	33.33%
55-59	0	0.00%
60+	0	0.00%

The graph below (figure 65) details the age distribution percentages of the Audit Management Division.

Figure 65: Audit Management Division Representation within Age Groups– January 2002

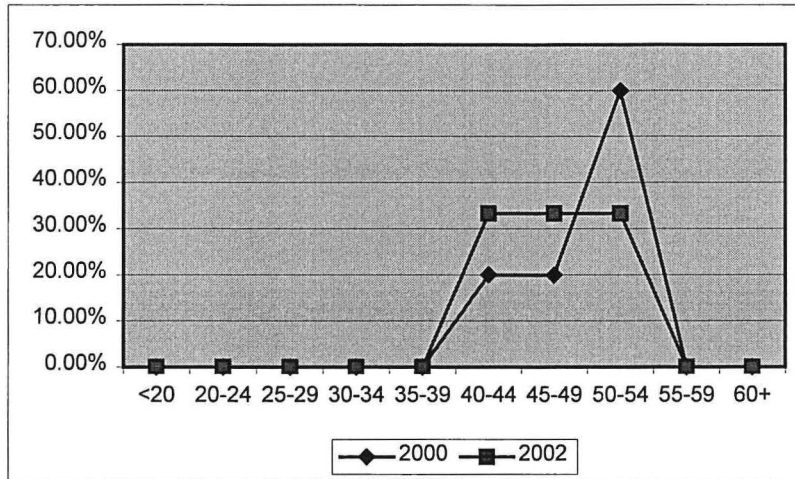


All of the 3 employees (100.00%) are over the age of 40.

As at January 2002, there were no employees (0.00%) in the division eligible for immediate retirement. By 2007, 1 employee (33.33%) will have become eligible for retirement.

By comparison, there were 5 employees in the Audit Management Division at January 2000.

Figure 66: Comparison of Audit Management Division Age Distribution – January 2000/2002



The age distribution at January 2002 was evenly spread over the 40 to 54 age range (33.33 percent each). In 2000 the largest group of employees was the 50 to 54 age group (60 percent)

There were no employees eligible for immediate retirement at either January 2000 or January 2002.

The age distribution of the Audit Management Division is changing but with only 3 employees at January 2002, it is difficult to ascertain its impact.

Analysis

The Audit Management Division is very small (3 employees at January 2002). All are over 40 years of age, however by the nature of its role and small establishment, it needs to ensure adequate replacements are available to it outside the division to fill vacancies.