

VPSC

Victorian Public Sector Commission

THE STATE OF THE PUBLIC SECTOR IN VICTORIA 2015-2016

Amended February 2017

The Victorian Government has vested the Victorian Public Sector Commission with functions designed to enhance the performance of the public sector – fostering the development of an efficient, integrated and responsive public sector which is highly ethical, accountable and professional in the ways it delivers services to the Victorian community.

The key functions of the Commission are to:

- strengthen the efficiency, effectiveness and capability of the public sector in order to meet existing and emerging needs and deliver high quality services; and
- maintain and advocate for public sector professionalism and integrity.

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TERMS

Term	Definition
ABS	Australian Bureau of Statistics
Active employees /executives	<p>People who were employed and paid by the reporting organisation for the last full pay period in June.</p> <p>Contractors, statutory appointees, board members and people on leave without pay are not counted as active employees/executives.</p>
Ancillary and medical support services	Employee grouping used in public health care that includes dieticians, counsellors, therapists, physiotherapists, psychologists, pharmacists, scientists and technicians (e.g. radiographers).
Annual base salary	<p>The annual rate of pay specified in an agreement or award for the work undertaken by the employee. This is the full time rate of the role and is not influenced by part time work arrangements.</p> <p>For non-executive staff, the annual pay rate is before tax and is exclusive of employer superannuation contributions. It includes any packaged or salary sacrificed component.</p> <p>For executives, it is their contracted TRP inclusive of employer superannuation.</p>
ANZSCO	Australia and New Zealand Standard Classification of Occupations. The standard classification structure for occupations maintained by the ABS.
CALD	Culturally and Linguistically Diverse refers to differences in ethnicity, cultural background and religious beliefs i.e.. whether they or one of their parents were born overseas, if they speak a language other than English at home or if they identify as having a CALD background.
Casual employees	Casual employees are employees who are typically employed on an hourly or sessional basis. Such employees may be rostered to work regularly or engaged to work on an 'as and when required' basis.
CBD	Melbourne Central Business District.
Committees of management	Committees of management (Crown land) are established under the <i>Crown Land (Reserves) Act 1978</i> . They manage reserves on behalf of the Minister for Environment, Climate Change and Water, and have responsibility and authority to manage, improve, maintain and control their reserve.
Cemetery trust	Cemetery trusts are established under the <i>Cemeteries and Crematoria Act 2003</i> . They manage and maintain public cemeteries on behalf of the Minister for Health.
Department	See section 1.2, page 7.
Department portfolio	See 'Portfolio'.

Term	Definition
Education support officers	Employee classification in Government Schools that includes workers that provide a wide range of support services, such as school administration and operations (e.g. human resources, finance, facilities, grounds maintenance), school support services (e.g. library, laboratory, information technology, out of school care, canteen), direct teaching and student support (e.g. classroom assistance to teachers, careers counselling, student health and wellbeing).
EO	Executive Officer. A descriptor used in the classification of Victorian Public Service executives.
Executive data collection	An annual census of all people employed as executives under Part 3 of the <i>Public Administration Act 2004</i> . The census is performed by the Victorian Public Sector Commission and gathers employment and demographic details for active, inactive and separated executives.
Executives	<p>Senior managers and leaders in the Victorian public sector who are employed on an executive contract of up to five years duration.</p> <p>Executives in the Victorian Public Service are people employed as executives under Part 3 of the <i>Public Administration Act 2004</i>.</p> <p>Executives in public entities are any people considered to be a CEO or equivalent or who have significant management responsibility and receive a TRP of \$152,560 or more.</p> <p>Technical specialists who do not have a management function and people whose employment is regulated by an award or enterprise agreement are not included.</p>
Fixed term employees	People employed for a set period.
FTE	<p>Full Time Equivalent. The number of full time employees that would be required to deliver the total number of hours that employees are actually employed to work. This enables the comparison of organisations that have different rates of part time and full time employment.</p> <p>It is calculated by dividing the number of hours an employee is engaged to work by the number of hours an equivalent full time employee is contracted to work. The result for each employee is then aggregated for each organisation.</p> <p>In tables reporting FTE figures, when individual figures are added they may not add up to the reported total due to rounding.</p>
Full time employees	A person who normally works the full time hours defined for their job classification (as defined in the relevant award or agreement). It includes employees who purchase additional leave but who normally work full time hours on a weekly basis.
GAPED	<p>Government Appointments and Public Entities Database. This database contains information on the structure, membership and remuneration of Victorian boards of management and advisory committees.</p> <p>GAPED is administered by the Victorian Public Sector Commission and data is provided by government departments.</p>
GSERP	Government Sector Executive Remuneration Panel. This panel governs the remuneration and employment of executives in public entities.

Term	Definition
GSERP data collection	An annual census performed by the Victorian Public Sector Commission that gathers employment and remuneration data for active executives in public entities.
Headcount	The number of people employed.
Hotel and allied services	An employee grouping used in public health care that includes workers in patient service roles such as housekeeping, cleaning, food service and preparation, patient transport, and ward support.
Industry group	Industry groups are used to describe the composition, size and profile of the Victorian public sector and its workforce. There are seven industry groups: public health care; government schools; TAFE and other education entities; police and emergency services; water and land management; Victorian Public Service; and creative industries, finance, transport and other. Industry groups are described in more detail in Section 1.5, page 9.
Median	The median is the midpoint (or middle value) in a range of values. If there is an even number of values, the median is the average of the two middle values.
Medical officers	Employee grouping used in public health care that includes medical practitioners, doctors and surgeons. For the purposes of this report, visiting medical officers that are engaged on a fee for service basis are not included in this group.
Non-casual employees	Non-casual employees are fixed term and ongoing employees.
Occupational category	The highest level in the ANZSCO occupational structure.
Ongoing employee	A person employed on an ongoing basis.
PAA	The <i>Public Administration Act 2004</i> .
PACCT	Professional, Administrative, Computing, Clerical and Technical (PACCT) classified staff employed by TAFE institutes.
Paraprofessionals	Employee classification used in government schools that includes workers with professional expertise in particular area of the curriculum rather than a teaching qualification.
Part time employees	Employees who are contracted to work fewer hours than full time hours (as defined in the relevant award or agreement). Part time employment is not restricted to particular employment arrangements. Ongoing, fixed term, and casual employees can all work part time. All employees with an FTE below 1 are considered part time.
People Matter Survey / PMS	An annual employee opinion survey undertaken by the Victorian Public Sector Commission. The survey measures how well the public sector values and employment principles are applied and adhered to by organisations, managers and workgroups. In addition, the survey also measures workplace wellbeing and job satisfaction.

Term	Definition
PSOs	Protective Service Officers are engaged by Victoria Police.
Public entity	As defined in Section 5 of the <i>Public Administration Act 2004</i> and described in Chapter 1.
Public sector	See: Victorian public sector.
Public service	A full description of the Victorian Public Service can be found in Chapter 1.
Portfolio	Public sector organisations (public service and public entities) that are responsible to a specific public service department and associated Minister. See A2 for the composition of department portfolios as at June 2016.
School council	School councils operate under the <i>Education and Training Reform Act 2006</i> . Council members are not remunerated. Each council is established by an Order of the Minister for Education which specifies the council's membership, size and configuration, its objectives, powers, functions and accountabilities and the role of the principal as the executive officer. They may employ casual staff including relief teachers, teacher aids and other non-teaching employees.
Separated staff	People who ceased to be employed within the report year (i.e. 2015-16 ending in June).
Separation rate	The number of separated staff expressed as a proportion of people employed in the report year.
TAFE	Technical and Further Education institutes provide vocational training and education services, including programs and courses, to school leavers, adults, apprentices and employees.
TRP	Total Remuneration Package. This is the sum of an executive's salary (annual value of cash component), employer superannuation contributions and the cost of any fringe benefits (plus any associated fringe benefits tax).
Victorian public sector	The Victorian public sector includes the public service, public entities and special bodies and is defined in Section 4 of the <i>Public Administration Act 2004</i> and described in Chapter 1 (page 7). Please note: it does not include local government or Commonwealth agencies.
Victorian Public Service	A full description of the Victorian Public Service can be found in Chapter 1 (page 7).
VPS	Victorian Public Service
Workforce	Workforce is used to describe all employees, including executives.
Workforce data collection	An annual census of Victorian public sector employees undertaken by the Victorian Public Sector Commission. It provides a snapshot of: people employed and paid in the last pay period of June (active employees, including executives) people who ceased to be employed during the reporting year (separated staff)

INTRODUCTION

The Victorian Public Sector Commission (VPSC) is required to report on whole of government data, as set out in Section 39(1)(c) of the *Public Administration Act 2004*.

The State of the Public Sector in Victoria report presents data from a variety of sources to provide a consolidated picture of the structure, composition and profile of the Victorian public sector, its workforce, executives and boards of governance as at June of the report year.

The report is primarily a resource for those who govern, manage and work in the Victorian public sector. It can also be of interest to those in other jurisdictions and the broader Victorian community who wish to gain an understanding of how the Victorian public sector is organised and the composition of its workforce.

This report covers the financial year 2015-16 and all employment, executive and board data reflects information as at the last full pay period in June 2016. It also includes time series information for the five year period 2011 to 2016.

- The Statistical Overview provides key statistics that describe the public sector, its workforce, executives and board members.
- Chapter 1 describes the structure and composition of the public sector.
- Chapter 2 describes the size and employment profile of the Victorian public sector workforce.
- Chapter 3 provides a diversity profile of the workforce and how key indicators compare to the Victorian labour force and other relevant comparators.
- Chapter 4 describes executive employment, remuneration and demographic information.
- Chapter 5 describes public sector boards and their membership.
- Appendix A1 lists public sector employers by industry group and provides employment numbers.
- Appendix A2 provides the composition of department portfolios.

Statistical Overview

This section provides key statistics that describe the Victorian public sector.

SECTOR PROFILE



3,388
Public Sector bodies



285,423
employees **3%** increase on 2015

1,798¹
Employers

1,590² Public entities with no employees

229,507 FTE

39 Victorian Public Service employers

192,940 Public entities FTE | **36,567** in the Victorian Public Service

Figures for public sector employees include executives.

1,958
Executives (Total)

0.7% of all sector employees

1,267
0.5%
of entity staff

Public entities

691
1.7%
of public service staff
Public service

EMPLOYEE PROFILE

Employment Status

\$74,814

median salary -
all employees

\$203,545

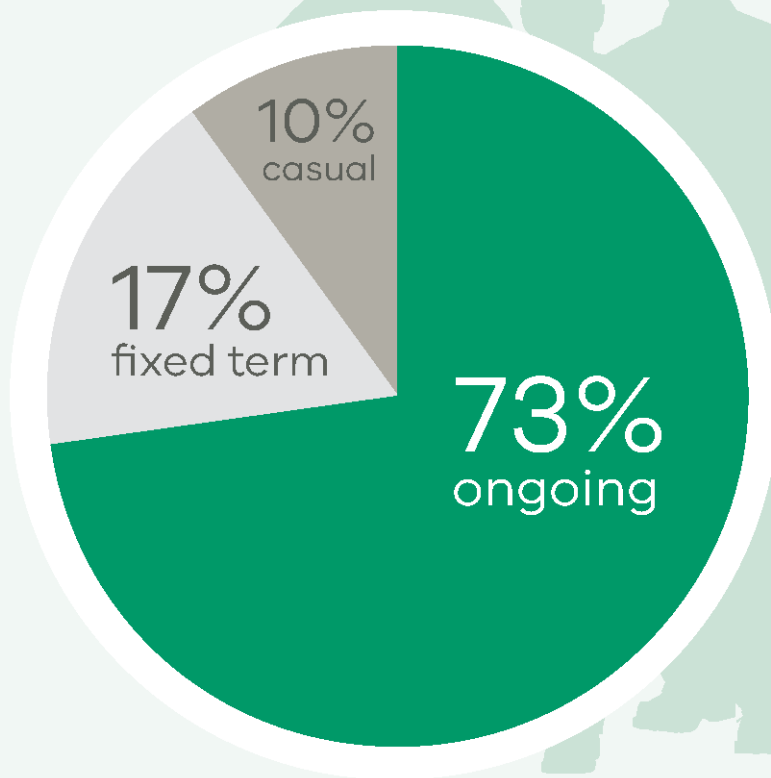
median total
remuneration - executives

10%

Separation rate of
non-casual employees

12%

New staff rate of
non-casual employees³



45%
part
time

Diversity and Education

	Public Sector	Comparison
Aboriginal	0.9% ⁴	0.7% of Victorian population ⁵
Disability	3% ^{4,6}	5.8% (est.) in labour force ⁷
Born Overseas	22% ⁴	31% of Victorian population ⁵
Speak a language other than English at home	19% ⁴	17% of Victorian population ⁵
LGBTI	4% ⁴	3% of Australian population ⁸
Bachelor degree or higher	71% ⁴	33% of Victorian population ⁵

Work location

The Victorian Labour Force
is more concentrated in
Melbourne



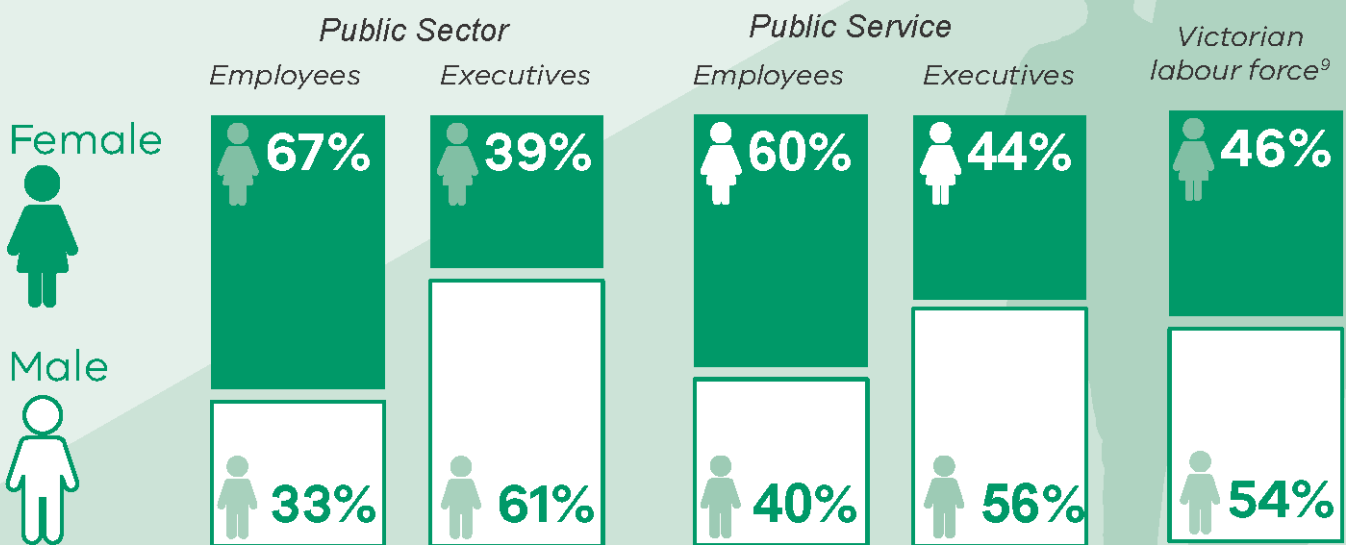
77%



43 years

Average age of Victorian Public Sector employees

Age as at June 2016			
	Employees	Executives	Victorian labour force ⁹
Below 25	5%	0%	16%
25-34	25%	2%	24%
35-44	24%	26%	21%
45-54	25%	42%	20%
55-64	19%	29%	14%
65 Plus	3%	1%	4%



BOARD GOVERNANCE



3,351

Public sector boards

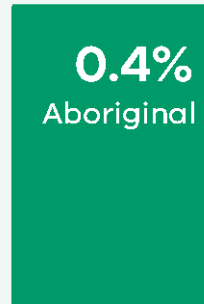
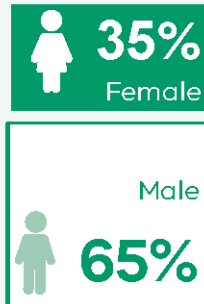
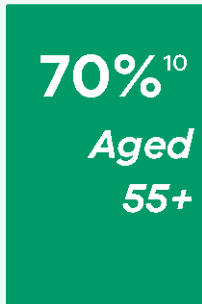


33,025

Board members



Board member
STATISTICS



NOTES

¹Both Victoria Police and the Victorian Equal Opportunity and Human Rights Commission have Victorian Public Service and non-Victorian Public Service employees; and are included in both public entity and Victoria Public Service employer counts. For the total employer count Victoria Police and the Victorian Equal Opportunity and Human Rights Commission have been counted once

²Public entities with no employees include advisory boards, the majority of cemetery trusts, and committees of management (Crown land).

³ New start rate is the number of employees commencing within the year divided by the total of active employees at June 2016 and employees who separated over the year

⁴Source: People Matter Survey 2016

⁵Source: Australian Bureau of Statistics, Census of Population and Housing, 2011

⁶Respondents with a long-term disability that restricts their everyday activities.

⁷Source: Australian Bureau of Statistics, Disability, Aging and Carers, 2012, Catalogue no. 4430.0 - People with a disability that represents an employment restriction.

⁸Source Australian Bureau of Statistics, General Social Survey: Summary results, Australia 2014 Catalogue no. 4159.0

⁹Source: Australian Bureau of Statistics, Labour Force, Catalogue No. 6291.0.55.001 July 2016

¹⁰ The age profile of board members does not include school councils and committees of management (Crown land), that represent 76% of all board members.

¹¹Estimate does not include school councils, or committees of management (Crown land)

1. COMPOSITION OF VICTORIA'S PUBLIC SECTOR

This chapter provides an overview of the sector and its composition.

1.1 Composition

The Victorian public sector is defined by the *Public Administration Act 2004* (PAA). It is made up of:

- the Victorian Public Service
- public entities
- special bodies.

Special bodies are listed in Section 6 of the PAA. The majority of these bodies are Victorian Public Service employers. Those that are not (such as the Departments of the Parliament of Victoria) are treated as public entities in this report.

1.2 Victorian Public Service

The public service is defined in Part 3 of the PAA and consists of the staff employed in:

- Departments
- Administrative Offices
- the Victorian Public Sector Commission
- other bodies and offices designated as public service employers by specific legislative reference (including the majority of special bodies, as described above).

Departments

Departments undertake a wide range of functions and activities. These include:

- policy and administrative support to Parliament and Ministers
- service delivery functions such as:
 - child protection, welfare services for families, services for people with disabilities and their families, and public housing
 - providing advice to the community on public health and consumer issues
 - maintenance and management of state forests and fisheries
 - bushfire prevention and suppression on public land
 - managing delivery of education through the government schools system
 - provision of research and other support to agriculture industries
 - operating the courts and the corrections system (including prisons)
 - public registries such as land titles, and births, deaths and marriages
- funding and coordinating the delivery of services (often delivered by public entities), such as:
 - public health care services (for example, hospitals and health services)
 - public transport, roads and ports

- TAFE and adult education providers
- water and sewage supply and environmental management
- cultural assets such as the Royal Botanic Gardens and the Melbourne Arts Centre

Department Heads are responsible to the relevant Minister for the general conduct and the effective and efficient management of the activities and functions of their Department and any associated Administrative Offices. They also have a responsibility to work with the public entities within their Ministers' portfolios and to advise their Ministers on matters relating to these entities. These entities must provide any information that will assist them to meet these obligations.

Administrative Offices and other public service employers

Administrative Offices and other public service employers are typically established to undertake specific tasks, such as:

- providing administrative and technical support to police officers (Victoria Police)
- undertaking public audits as required by the Victorian Parliament (Victorian Auditor-General's Office)
- managing and conducting elections (Office of the Victorian Electoral Commissioner)
- advocating for protection of the environment, regulating environmental standards, and prosecuting breaches of environmental laws (Environment Protection Authority)

See Appendix A1 for a list of Departments, Administrative Offices, and other public service employers.

1.3 Public entities

Public entities are defined in Section 5 of the PAA and are statutory authorities¹², state owned corporations and advisory bodies that exercise a public function. Established outside of the public service, for a specific purpose with defined functions, they operate with varying degrees of autonomy and are ultimately accountable to a Minister for their performance.

Public entities include employing and non-employing entities. Employing entities include:

- cemetery trusts
- creative industries agencies
- emergency services organisations
- facilities management entities
- finance and insurance agencies
- hospitals and health care services
- regulators
- school councils
- sports and recreation entities
- TAFE institutes
- transport entities
- water corporations, alpine resorts and other public land management agencies.

¹² Bodies that are established and constituted under legislation.

Public entities with no employees generally have functions specified in legislation, with boards of management generally comprised of volunteers. They include most of Victoria's cemetery trusts, committees that manage Victoria's Crown land reserves and some advisory bodies.

As stated in section 1.1, for ease of reporting, special bodies that are not public service employers are treated as public entities in this report. Public entity subsidiaries are excluded from figures and listings in this report.

1.4 Department portfolio

A department portfolio is made up of the entities (both public service and public entities) that are responsible to a specific public service department and associated Minister. See Appendix A2 for the composition of department portfolios as at June 2016.

1.5 Industry groups

To provide a consistent picture of employment, the Victorian public sector has been categorised into seven industry groups. Victorian Public Service employers form one group and public entities are split across the six remaining groups. These are listed and described below:

Creative industries, finance, transport and other

- The creative industries, finance, transport and other sector is a diverse collection of employers. It includes:
 - creative industries agencies e.g. Victorian Arts Centre Trust
 - cemetery trusts e.g. Greater Metropolitan Cemeteries Trust
 - facilities management entities e.g. Melbourne Convention and Exhibition Trust
 - finance and insurance entities e.g. Transport Accident Commission
 - regulators e.g. Victorian Building Authority
 - sports and recreation entities e.g. Emerald Tourist Railway Board
 - transport entities e.g. VicRoads
 - other entities e.g. the Departments of the Parliament.

Government schools

- Government schools includes primary, secondary, primary-secondary (P-12), special schools and other schools that provide education on a short-term basis to children enrolled in other schools e.g. Austin Hospital School and Bogong Outdoor Education Centre.

Public health care

- Public health care includes government owned hospitals and health services and a small number of research, professional registration, health promotion and ancillary service bodies. It includes:
 - large metropolitan health services that run a number of hospitals e.g. Melbourne Health
 - specialist health services e.g. Royal Women's Hospital
 - regional health services e.g. Latrobe Regional Hospital
 - small rural health services e.g. Casterton Memorial Hospital.

Note: this industry group does not include private or denominational health services, such as St Vincent's or Mercy Health, as they are not public entities (as defined by the PAA).

Police and emergency services

- Police and emergency services includes the six organisations that deliver policing, fire, ambulance and emergency response services across Victoria:

- Victoria Police is comprised of sworn police officers, recruits in training, protective service officers (PSOs) and reservists as well as public service employees. Sworn police officers deliver law enforcement services that are aimed at the prevention, detection, investigation and prosecution of crime and disorderly behaviour. PSOs provide security services to senior public officials, designated public buildings and train stations. Police and PSOs are responsible to the Chief Commissioner of Police. Public service employees of Victoria Police work in professional, technical and support roles and are not included in figures for this sector (they are included in the Victorian Public Service group).
- Ambulance Victoria provides emergency and non-emergency pre-hospital patient treatment, ambulance transport services and various public education services.
- The Metropolitan Fire and Emergency Services Board provides fire prevention, fire suppression and emergency response services to Melbourne's CBD, most suburban areas and Port Phillip Bay.
- The Country Fire Authority provides fire services to rural Victoria and areas of outer metropolitan Melbourne.
- The Victoria State Emergency Service responds to floods, storms and earthquakes, and assists other emergency services and municipal councils in planning and auditing their emergency management plans.
- The Emergency Services Telecommunications Authority provides and manages the operational communications that dispatch the services listed above.

Note: fire prevention and suppression and land management employees of the Department of Environment, Land, Water and Planning (DELWP) and Parks Victoria are not included in this group. DELWP employees are reported within the Victorian Public Service and Parks Victoria employees are reported under water and land management.

TAFE and other education

- This group is comprised of TAFE institutes and five other non-school entities (the Centre for Adult Education, Adult Multicultural Education Service, VET Development Centre, International Fibre Centre, and the regulator of the teaching profession, the Victorian Institute of Teaching).
- TAFE institutes provide vocational training and education services, including programs and courses, to school leavers, adults, apprentices, trainees, employees and industry. TAFE institutes also work in partnership with industry to provide a range of training and related services, and some offer higher education courses.

Victorian Public Service

- The staff employed in Departments, Administrative Offices, the Victorian Public Sector Commission, and other bodies and offices designated as public service employers by specific legislative reference. As defined in section 1.2 (page 7) of this report.

Water and land management

- Water and land management is comprised of organisations that are responsible for water resources and the administration of public land. It includes:
 - the metropolitan water retailers that provide and service water supply to domestic and commercial users in metropolitan Melbourne e.g. City West Water, Yarra Valley Water, and South East Water
 - Melbourne Water and the regional water corporations that manage the State's water storage, sewage, and distribution systems, and retail water in rural and regional Victoria
 - catchment management authorities that plan, promote and co-ordinate water and land management within their regions to support sustainable use, conservation and rehabilitation
 - other land management and planning organisations e.g. Parks Victoria.

A full listing of the organisations within each group can be found in Appendix A1(page 52).

1.6 Machinery of government changes

The composition of the public sector is determined by the Government and reflects the Government's policy priorities and choices as to the structure for delivering government administration and services.

A small number of machinery of government changes occurred over the 2015-16 year:

- Staff of the Victorian Multicultural Commission were transferred to the Department of Premier and Cabinet
- Infrastructure Victoria was established as a new public service employer (October 2015)
- The Linking Melbourne Authority ceased operation (January 2016)
- The Kardinia Park Stadium Trust was established as a new public entity (May 2016)
- The Administrative office, Regional Rail Link Authority, was abolished (June 2016).

Other changes were foreshadowed in 2015-16 which took effect from July 2016:

- Two new Administrative offices were established: the Western Distributor Authority and the Office of Projects Victoria.
- Visit Victoria was established as a new Public entity, transferring staff from the Department of Economic Development, Jobs, Transport and Resources and the Victorian Major Events Company Ltd. The Victorian Major Events Company subsequently ceased to operate.
- Energy policy and program functions were transferred from the Department of Economic Development, Jobs, Transport and Resources to the Department of Environment, Land, Water and Planning.

2. WORKFORCE EMPLOYMENT PROFILE

This chapter shows the size of the Victorian public sector workforce and how it changed in 2015-16.

2.1 Workforce size

At June 2016, the Victorian public sector comprised 3,388 bodies. This includes seven departments, nine Administrative Offices and 23 other bodies that formed the public service, and 3,349 other public entities (1,590 of which do not employ staff).

The 1,798 public sector employers employed 285,423 people, of whom, 39,807 (14%) were employed in the public service and 245,616 (86%) were employed by public entities (Table 1).

The two largest sectors, public health care and government schools, employ 65% of the public sector workforce.

2.2 Change in employment

Between June 2015 and June 2016, Full Time Equivalent (FTE) employment grew by 3.0% (6,585 FTE) and the number of people employed grew by 2.8% (7,805 employees) (Table 2).

The largest increases occurred in Government schools (2,004 FTE), the Victorian Public Service (1,774 FTE) and public health care (1,516 FTE).

The growth in the Victorian Public Service was derived from increases across a number of departments and agencies. Major increases included:

- the Department of Justice and Regulation (542 FTE), primarily related to Community Corrections and Prisons
- Victoria Police (320 FTE) primarily associated with the introduction of Police Custody Officers, relieving sworn police from police station lock-up supervision duties
- the Level Crossing Removal Authority and Melbourne Metro Rail Authority (261 FTE)
- the Department of Health and Human Services (251 FTE) including increases in Child Protection Practitioners, and other staff who support disability services
- the Department of Education and Training (141 FTE) associated with *Education State* initiatives.

The increase in Government schools reflected growth in both teaching and education support staff (Table 3).

The growth in public health care primarily reflects increases in metropolitan health services of which nurses and ancillary and medical support staff were the primary contributors.

There was a modest increase in employment across the other public sector industry groups, with the exception of TAFE and other education which recorded a small decrease.

Table 4 and Table 5 (page 16) show the annual change in employment in occupation groups within public entities and the Victorian Public Service respectively. Figure 1 (page 18) shows the employment trend of the public sector, industry groups and the public service since June 2011.

Table 1 Size of the Victorian public sector and distribution of public sector employees – June 2016

Industry group ¹³	Employers (see Appendix A1 page 52, for full listing)	Employees	FTE
Public health care	89 Health services: 85 Other health organisations: 4	106,278 106,021 257	78,243 78,019 224
Government schools	1,532 Teaching service: 1 School councils: 1,531	79,494 68,019 11,475	61,477 58,326 3,151
Victorian Public Service	39 Departments: 7 Other public service employers: 23 Administrative Offices: 9	39,807 31,441 7,222 1,144	36,567 28,660 6,831 1,077
Police and emergency services	6 Victoria Police Ambulance Victoria Metropolitan Fire and Emergency Services Board Country Fire Authority Emergency Services Telecommunications Authority Victoria State Emergency Service	25,212 15,068 4,666 2,258 2,194 830 196	24,166 14,760 4,121 2,243 2,081 769 191
TAFE and other education	17 TAFE institutes: 12 Other education employers: 5	10,115 8,766 1,349	7,281 6,268 1,014
Water and land management	54 Water corporations: 19 Land management and planning: 20 Catchment management authorities: 10 Alpine resorts: 5	8,597 6,038 1,781 425 353	7,938 5,781 1,525 373 259
Creative industries, finance, transport and other	63 Transport agencies: 7 Finance / insurance agencies: 7 Creative industries: 9 Sport and recreation agencies: 12 Facilities management: 8 Cemetery trusts: 5 Regulators: 8 Miscellaneous: 7	15,920 5,355 2,807 2,551 2,279 824 574 433 1,097	13,834 5,190 2,641 1,780 1,532 781 533 416 961
Victorian public sector	1,798 employers¹⁴	285,423	229,507

Source: Workforce Data Collection – June 2016

¹³ See Section 1.5 for a description of each industry group

¹⁴ The total count of employers has been adjusted to not double count Victoria Police and the Victorian Equal Opportunity and Human Rights Commission, as both organisations have Victorian Public Service and non-Victorian Public Service staff.

Table 2 The annual change in employment by industry group – June 2015 and June 2016

Industry sector	Headcount			FTE		
	2015	2016	Change %	2015	2016	Change %
Public health care	104,264	106,278	1.9	76,727	78,243	2.0
Government schools	76,675	79,494	3.7	59,473	61,477	3.4
Victorian Public Service	37,938	39,807	4.9	34,794	36,567	5.1
Police and emergency services	24,726	25,212	2.0	23,646	24,166	2.2
Creative industries, finance, transport and other	15,193	15,920	4.8	13,268	13,834	4.3
TAFE and other education	10,636	10,115	-4.9	7,349	7,281	-0.9
Water and land management	8,186	8,597	5.0	7,664	7,938	3.6
Victorian public sector	277,618	285,423	2.8	222,922	229,507	3.0

Source: Workforce Data Collection 2015 and 2016

Table 3 The annual change in employment in key occupations in public entities – June 2015 and June 2016

Key occupation groups ¹⁵	Headcount			FTE		
	2015	2016	Change %	2015	2016	Change %
Public health care						
Administration and clerical	16,031	16,370	2.1	12,501	12,737	1.9
Ancillary and medical support services	17,707	18,324	3.5	13,748	14,246	3.6
Hotel and allied services	11,352	11,364	0.1	7,713	7,725	0.2
Medical officers	7,621	7,799	2.3	7,227	7,335	1.5
Nursing services	45,768	46,421	1.4	33,322	33,794	1.4
Government Teaching Service						
Executive class	74	109	47.3	73	108	47.9
Principal class ¹⁶	3,032	3,008	-0.8	3,010	2,987	-0.8
Teacher class ¹⁷	43,379	44,709	3.1	39,074	40,240	3.0
Education support class	19,173	20,193	5.3	14,191	14,992	5.6
TAFE and other education						
PACCT staff	3,467	3,226	-7.0	2,609	2,623	0.5
Teaching staff	5,482	4,959	-9.5	3,591	3,312	-7.8
Police and emergency services						
Ambulance officers and paramedics	3,482	3,560	2.2	3,033	3,116	2.7
Fire and emergency workers	2,730	2,866	5.0	2,729	2,865	5.0
Police ¹⁸	13,568	13,709	1.0	13,264	13,403	1.1
Protective Services Officers	1,187	1,359	14.5	1,187	1,357	14.3

Source: Workforce Data Collection – June 2015 and June 2016

¹⁵ For a description of each of occupation group, see Terms (page iii) for the terms used in this report.

¹⁶ Comprises Principals, Assistant Principals and Liaison Principals.

¹⁷ Comprises Classroom Teachers and Paraprofessionals.

¹⁸ The number of Police includes Police, recruits in training and reservists.

Table 4 The annual change in Victorian Public Service VPS structure classifications – June 2015 and June 2016

Classification ¹⁹	Headcount			FTE		
	2015	2016	Change %	2015	2016	Change %
Senior Technical Specialist	219	246	12.3	213	240	12.8
VPS Grade 6	3,710	4,008	8.0	3,584	3,868	7.9
VPS Grade 5	5,307	5,723	7.8	5,004	5,394	7.8
VPS Grade 4	4,464	4,743	6.3	4,206	4,473	6.4
VPS Grade 3	4,294	4,469	4.1	4,040	4,209	4.2
VPS Grade 2	3,407	3,521	3.3	3,091	3,200	3.5
VPS Grade 1	79	20	-74.7	62	13	-79.3
Total VPS grade classifications	21,480	22,730	5.8	20,199	21,397	5.9

Table 5 The annual change in Victorian Public Service occupation specific classifications – June 2015 and June 2016

Occupation specific classifications ²⁰	Headcount			FTE		
	2015	2016	Change %	2015	2016	Change %
Allied Health	898	851	-5.2	757	714	-5.7
Child Protection Practitioner	1,537	1,648	7.2	1,404	1,510	7.5
Children, Youth and Families	396	405	2.3	360	361	0.4
Clerk of Courts	521	525	0.8	483	484	0.2
Community Corrections Officers	702	845	20.4	668	805	20.4
Custodial Officers	2,712	2,862	5.5	2,599	2,733	5.1
Disability Development and Support Officer	5,375	5,408	0.6	4,333	4,348	0.4
Fisheries Officers	79	69	-12.7	79	69	-12.7
Forensic Officer	233	238	2.1	215	220	2.1
Forestry Field Staff	349	315	-9.7	346	313	-9.8
Housing Services Officers	505	510	1.0	458	466	1.9
Legal Officers	469	465	-0.9	428	423	-1.1

¹⁹ A description of each classification can be found in the *Victorian Public Service Enterprise Agreement 2016*. The agreement redefined VPS Grade 1 to be a training grade. Existing VPS Grade 1 employees transitioned to VPS Grade 2. VPS Executive Officer numbers are separately summarised in chapter 4.

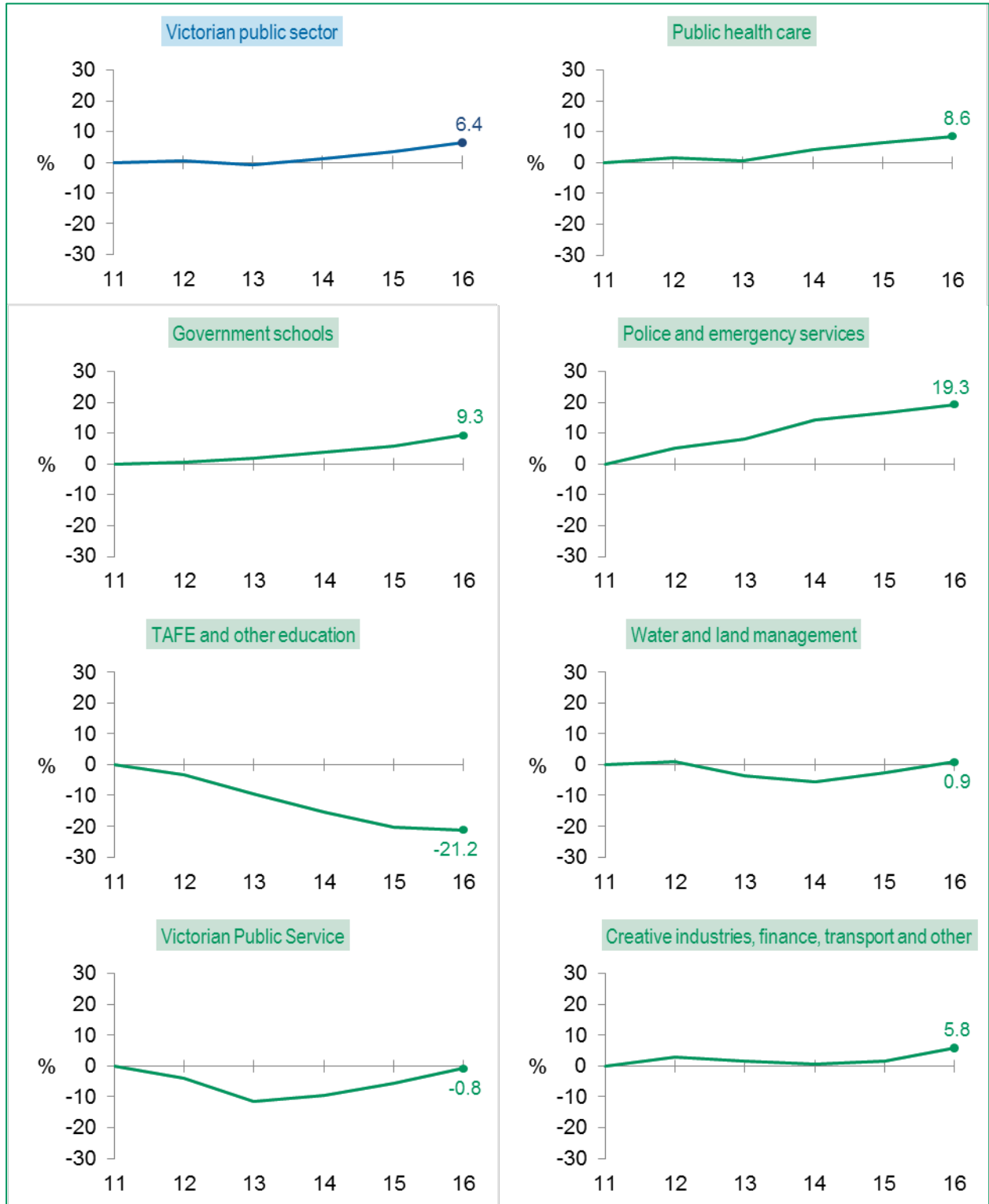
²⁰ Occupation specific classifications are often specific to a department and can reflect specific areas of service delivery. However, some occupations, such as Legal Officer, can be appointed to either a specialist classification or to a VPS grade classification.

Occupation specific classifications ²⁰	Headcount			FTE		
	2015	2016	Change %	2015	2016	Change %
Ministerial Chauffeurs	36	35	-2.8	36	35	-2.8
Nurses	275	271	-1.5	195	192	-1.4
Police Custody Officer	0	214	–	0	214	–
Principal Scientist	92	131	42.4	89	127	43.1
Science Officers	738	745	0.9	680	687	1.0
Senior Medical Advisor	53	58	9.4	46	52	14.4
Senior Regulatory Officer	5	5	0.0	5	5	0.0
Sheriff Officers	179	171	-4.5	177	170	-4.2
Youth Justice Worker	404	393	-2.7	370	365	-1.4
Other ²¹	225	222	-1.3	199	195	-2.0
Total occupation classifications	15,783	16,386	3.8	13,926	14,487	4.0

Source: Workforce Data Collection – June 2015 and June 2016

²¹ Includes 156 non-executive employees of Emergency Services and State Super that have their own classification structure, as well as other staff not classified elsewhere.

Figure 1 The change in FTE employment - June 2011 to June 2016



Source: Workforce Data Collection 2011 to 2016

Notes: The TAFE and other education trend line excludes the Dual Sector TAFE divisions of Universities that were formally removed from the public sector in 2014-15 by the Education and Training Reform Amendment (Dual Sector Universities) Act 2014. The Government school trend line excludes the addition of casual relief teachers that were made available to the VPSC in 2015. The Victorian public sector chart shows that at June 2016, FTE employment in the sector had grown by 6.4% on June 2011.

2.3 Staff turnover

This section reports on employees who ceased employment and those that began new jobs in the report year (2015-16).

The separation and new staff rates shown express the number of employees that ceased employment or started employment in the year as a proportion of the number of staff employed in the year.

In the 2015-16 financial year, 35,190 people began new non-casual jobs in the Victorian public sector and 28,889 non-casual employees separated from their employer.

Table 6 shows staff turnover by industry group.

Table 6 Staff turnover by industry sector – June 2016

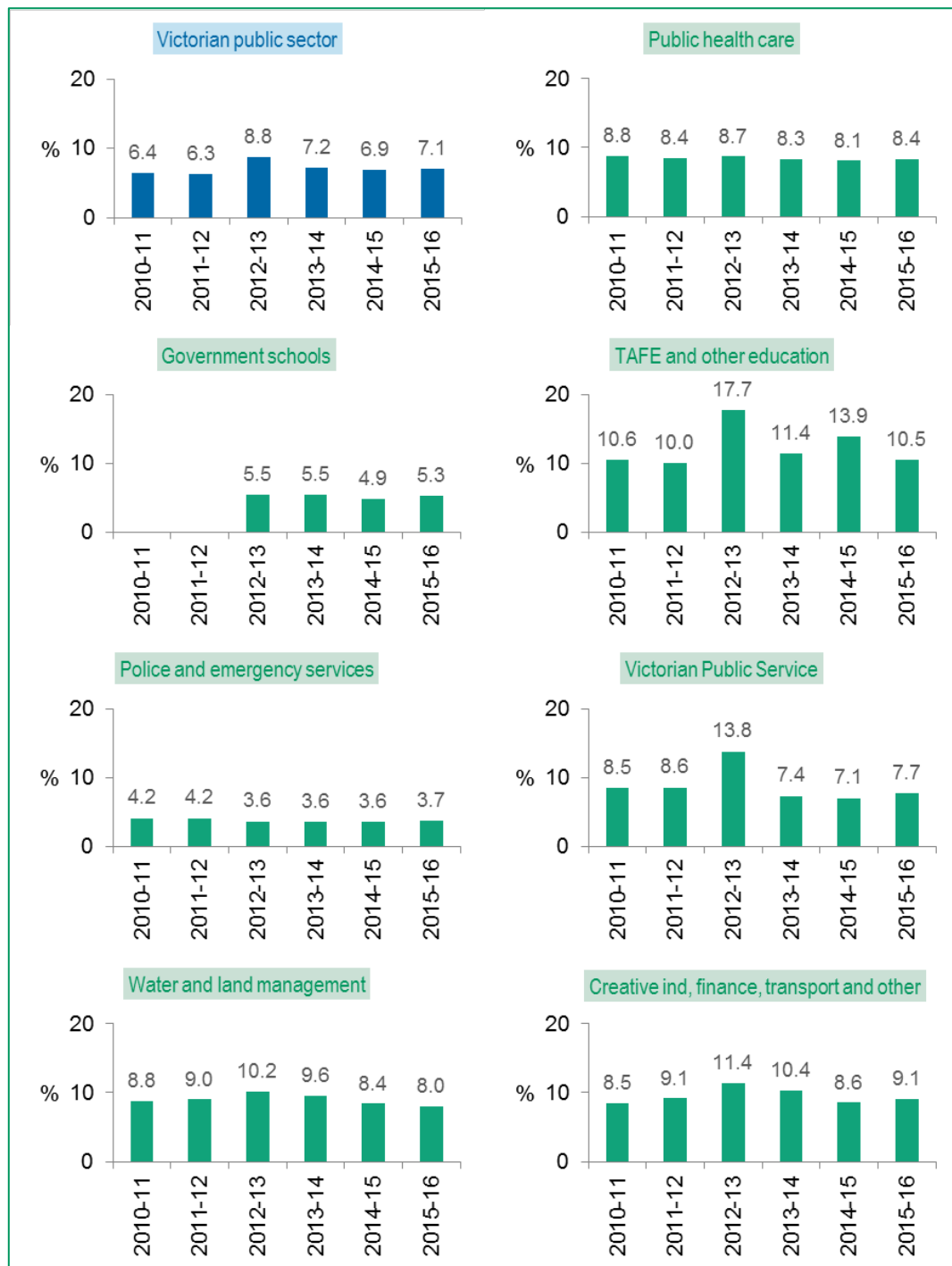
Industry group	Employees that separated in 2015-16	Separation rate %	New employees in 2015-16	New staff rate %
Ongoing employees				
Creative industries, finance, transport and other	1,177	9.1	1,215	9.4
Government schools	2,812	5.3	1,263	2.4
Police and emergency services	946	3.7	1,495	5.9
Public health care	6,978	8.4	5,980	7.2
TAFE and other education	528	10.5	268	5.3
Water and land management	598	8.0	661	8.9
Victorian Public Service	2,820	7.7	2,966	8.1
Victorian public sector	15,859	7.1	13,848	6.2
Fixed term employees				
Creative industries, finance, transport and other	553	25.8	978	45.7
Government schools	3,516	16.2	6,360	29.4
Police and emergency services	123	32.1	91	23.8
Public health care	6,338	22.5	9,661	34.3
TAFE and other education	716	24.1	728	24.5
Water and land management	227	20.2	375	33.4
Victorian Public Service	1,557	27.1	3,149	54.7
Victorian public sector	13,030	21.0	21,342	34.3

Source: Workforce Data Collection – June 2016

Figure 2 shows that:

- the rate of separation in the Victorian public sector is generally stable over time aside from peaks in 2012-13 (highest in the public service and TAFE and other education)
- police and emergency services and government schools continue to have the lowest levels of separation in the public sector.

Figure 2 Separation rates of ongoing staff by industry group – June 2011 to June 2016



Source: Workforce Data Collection – June 2011 to June 2016

Note: Separation data for Government schools was unavailable to the VPSC prior to 2012-13.

2.4 Part time employment

Employees who work part time are people contracted to work less than full time hours per week (in the Victorian public sector full time is generally 38 hours per week). They comprise 45% of the public sector workforce. At June 2016, 127,529 employees worked part time, the equivalent of 71,877 full time employees.

Public health care, TAFE and other education, and government schools had the highest proportions of part time staff (Table 7).

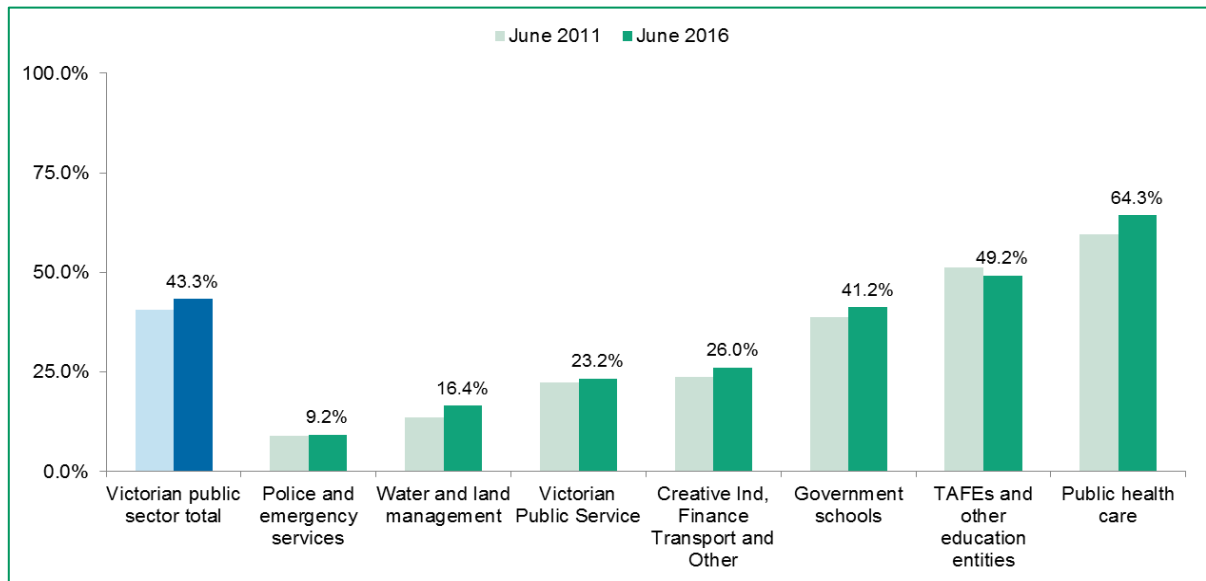
Table 7 Part time staffing levels – June 2016

Industry group	Part time employees	Part time FTE	Part time %
Public health care	68,326	40,294	64
TAFE and other education	4,967	2,134	49
Government schools	37,311	19,294	47
Government schools excl. casual relief teachers	29,551	17,367	41
Creative industries, finance, transport and other	4,023	2,019	26
Victorian Public Service	9,244	6,004	23
Water and land management	1,340	859	16
Police and emergency services	2,318	1,272	9
Victorian public sector	127,529	71,877	45%

Source: Workforce Data Collection – June 2011 and June 2016

Part time employment in the Victorian public sector has gradually increased. It has risen from 40.5% at June 2011 to its current level (43.3% after correcting for the inclusion of casual teachers who were not in data reported prior to 2015). An increase has occurred in all sectors except TAFE and other education (Figure 3). The most significant increase occurred in Public Health Care (up 4.8 percentage points). The fall in TAFE and other education is associated with a reduction in part time casual employment over the 2015-16 year.

Figure 3 Part time staffing levels – June 2011 and June 2016



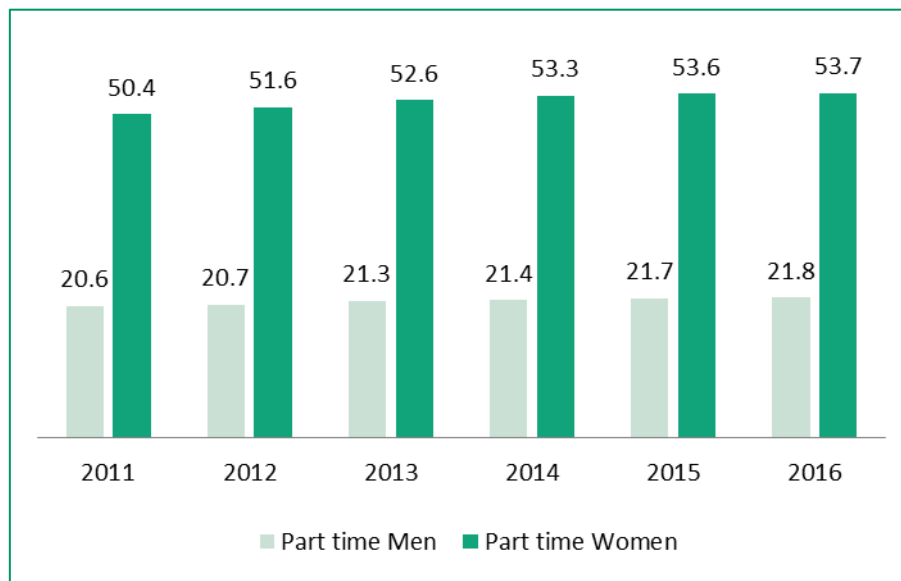
Source: Workforce Data Collection – June 2011 and June 2016

The Government schools figure excludes the addition of casual relief teachers that were made available to the VPSC from 2015. TAFE and other education figures for 2011 exclude the Dual sector TAFEs (universities with a TAFE Division) which were removed from the public sector in 2014. The public sector figure excludes both Casual relief teachers and Dual sector universities.

Part time employment by gender

At June 2016, 53.7% of women worked part time in comparison to 21.8% of men. Since 2011, the percentage of women who work part time has increased 3.3 percentage points (from 50.4%), but the percentage of men who work part time has increased by only 1.2 percentage points (from 20.6%).

Figure 4 Percentage of men and women working part time – June 2011 to June 2016



Source: Workforce Data Collection – June 2011 to June 2016

Women comprise the vast majority of staff who work part time (84%). This percentage has been consistent over time.

2.5 Employment status

At June 2016, 73% of the Victorian public sector workforce were employed on an ongoing basis. 17% were employed on fixed term contracts and 10% were employed on a casual basis (Table 8).

Table 8 Employment status by industry group – June 2016

Industry group	Ongoing %	Fixed term %	Casual %
Police and emergency services	97	1	2
Victorian Public Service	85	10	5
Water and land management	84	11	5
Creative industries, finance, transport and other	76	10	14
Public health care	72	21	7
Government schools	63	23	14
Government schools excl. casual relief teachers and School Council employees	73	27	0
TAFE and other education	44	22	33
Victorian public sector	73	17	10

Source: Workforce Data Collection – June 2016

Note: Some of the proportions do not add up to 100% due to rounding.

Since 2011 the proportion of the workforce that is employed on a fixed term basis has increased from 16.0% to 17.7%²². Over the same period casual employment has reduced from 7.7% to 7.2% and ongoing employment has fallen from 76% to 75% of the workforce²².

Over the last five years, the overall level of public sector employment has increased by 7.1%²². This increase has been composed of:

- 18.6% increase in fixed term employment
- 5.3% increase in ongoing employment
- 0.03% increase in casual employment.

The growth of fixed term employment has been concentrated in the growing public health care industry group that at June 2016 had almost 6,222 more fixed term employees than in June 2011.

The industry groups in which fixed term employment has fallen since June 2011 were:

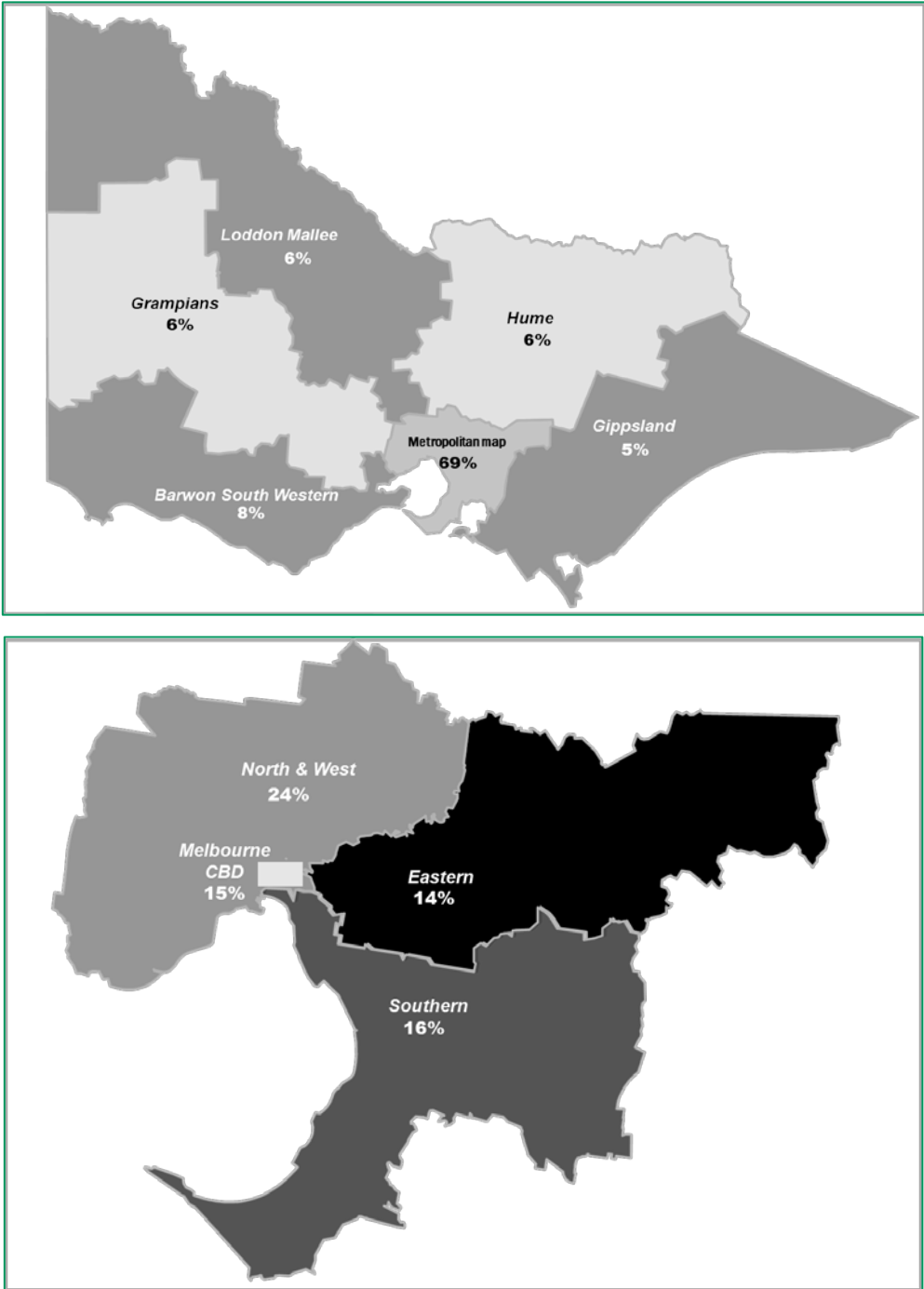
- Police and emergency services where fixed term staff fell from 1.8% of the workforce at June 2015 to 1% at June 2016
- the public service where a staffing reduction program over the 2011-13 period (Figure 1 page 18) resulted in fixed term employment falling from 12.1% to 7.6% of the workforce. It has since risen to 10.5% of the workforce as June 2016
- TAFE and other education entities where the reduction in ongoing staff has outpaced the reduction in fixed term staff (in FTE terms the proportion of staff that were casual increased).

²² When corrected for the removal of Dual Sector TAFEs from the public sector in 2014 and the inclusion of casual relief teachers into the workforce data collection in June 2015.

2.6 Work location

At June 2016, 30.4% of employees worked in regional Victoria and 69.3% worked in Melbourne. A very small proportion of employees (0.3%) were based outside of Victoria (the majority whom were employees of Albury Wodonga Health). This compares to 23% of the Victorian labour force working in regional Victoria and 77% working in Melbourne. Public sector employees represent 7.9% of the Melbourne labour force and 11.9% of the regional labour force.

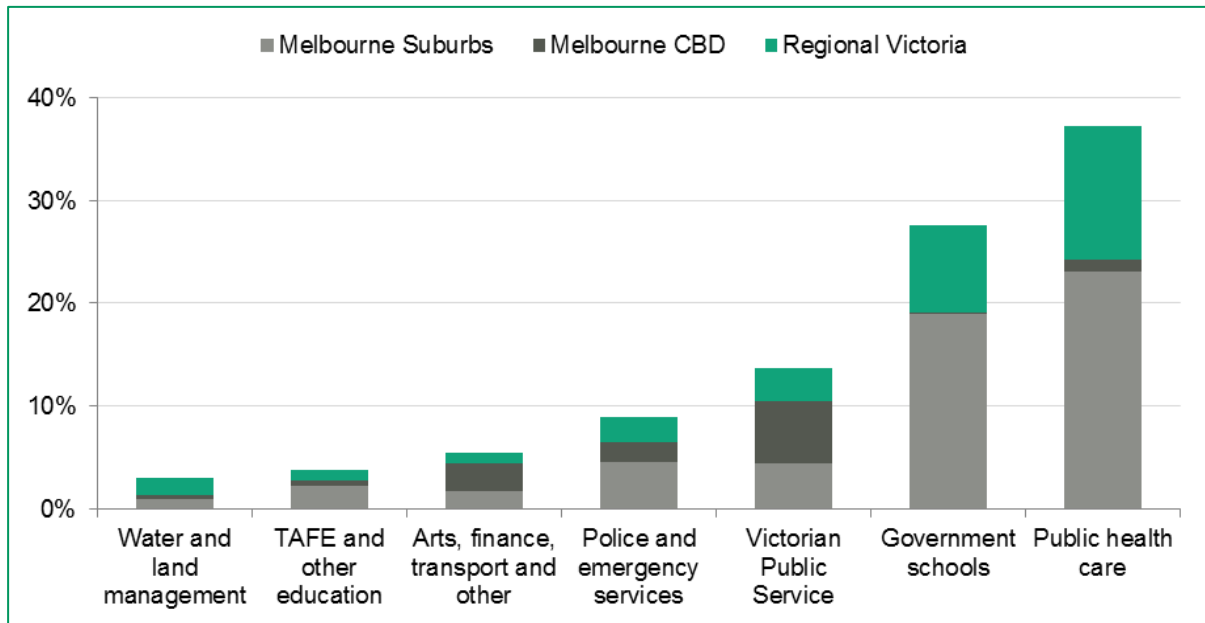
Figure 5 How the Victorian public sector workforce is distributed across Victoria and metropolitan Melbourne – June 2016



Source: Workforce Data Collection – June 2016

Figure 6 shows the proportion of employees by their work location for each industry group.

Figure 6 Distribution of workforce across industry groups and Victoria – June 2016



Source: Workforce Data Collection – June 2016

2.7 Remuneration

The remuneration of non-executive employees in the Victorian public sector workforce is set by a variety of awards, agreements and determinations made by the Commonwealth Fair Work Commission. The remuneration of executives is covered in Chapter 4 (page 39).

This section presents median²³ annual base salaries²⁴ to show the full time rate of pay of a typical non-casual²⁵ employee. The average is not used, as it is inflated by the small proportion of employees who earn executive or specialist level salaries.

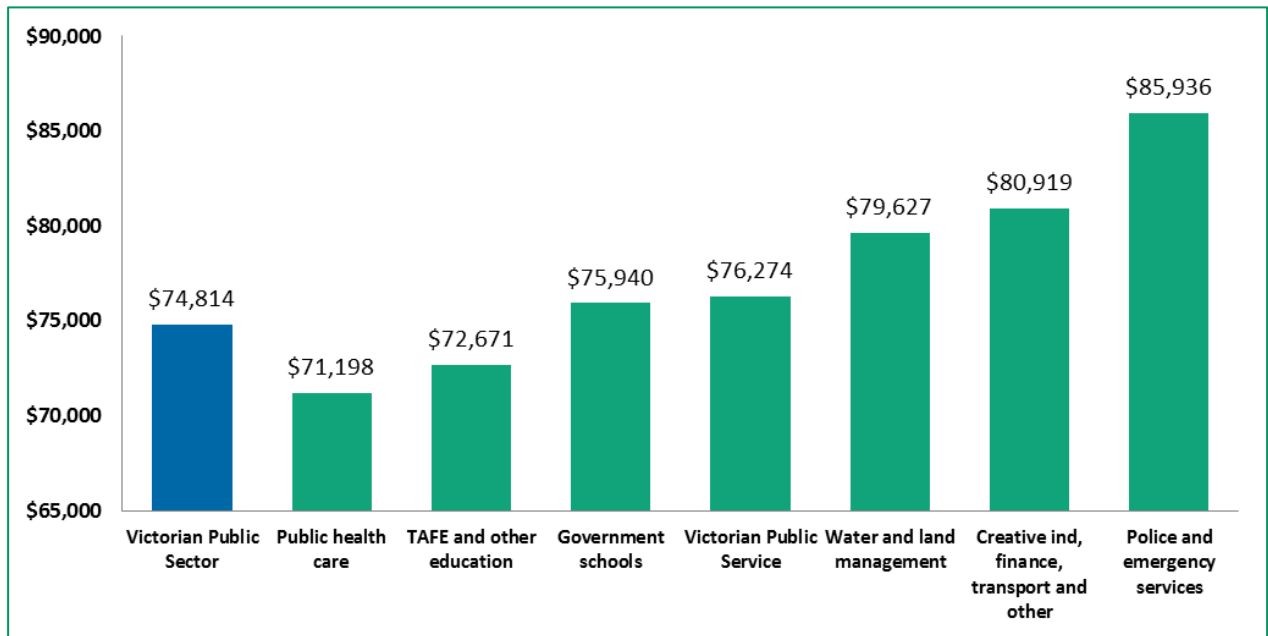
As at June 2016, the median annual base salary of non-casual employees in the Victorian public sector was \$74,814. Median annual base salaries vary between industry groups reflecting the different occupational mix in each group (Figure 7).

²³ The median is the midpoint (or middle value) in a range of values. If there is an even number of values, the median is the average of the two middle values.

²⁴ The annual rate of pay specified in an agreement or award for the work undertaken by the employee. This is the full time rate of the role and is not influenced by part time work arrangements.

²⁵ Pay rates for casual staff have been excluded due to inconsistencies in salary reporting by organisations.

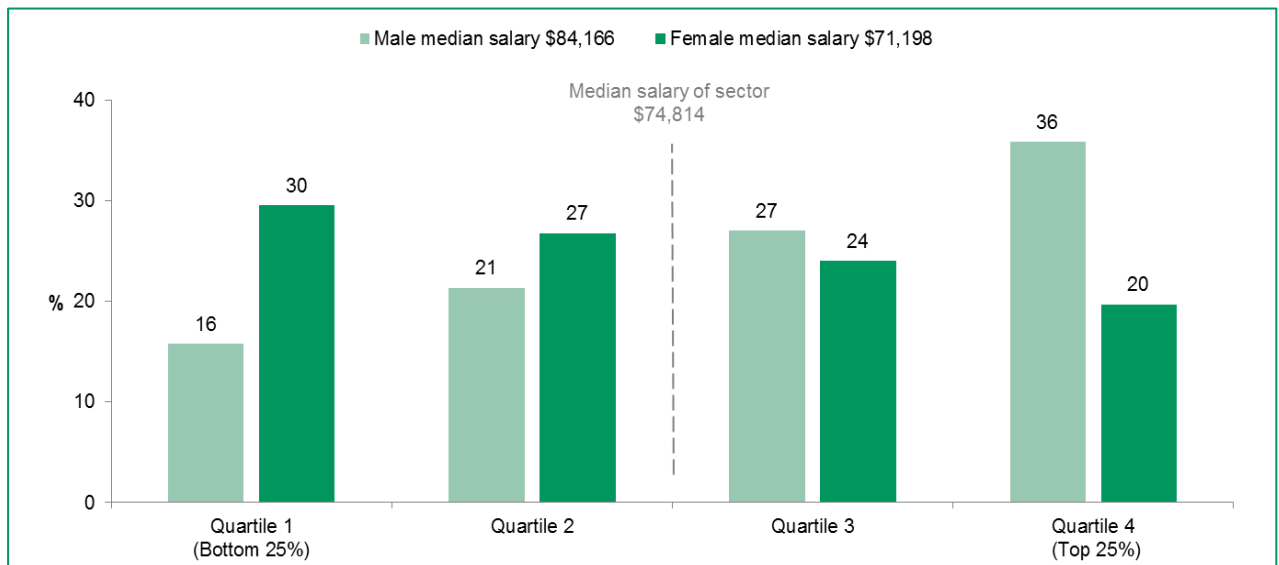
Figure 7 Median annual base salary of non-casual employees by industry group - June 2016



Source: Workforce Data Collection – June 2016

For women the median base salary was \$71,198 and \$84,166 for men. This disparity reflects the distribution of men and women across the pay scale, where 36% of men were in the top pay quartile and 30% of women were in the bottom pay quartile (Figure 8).

Figure 8 Distribution of men and women across the pay quartiles - June 2016



Source: Workforce data collection – June 2016. Quartile 1 is below \$58,484 and Quartile 4 is above \$94,664.

2.8 Superannuation

Employer contributions to superannuation funds are in addition to salaries for non-executive staff. For executive level staff, employer contributions to superannuation form part of their total remuneration package.

In addition to total employment costs, superannuation can also influence retention and recruitment.

The majority of public sector staff are members of accumulation schemes where the employer contributes 9.5% of salary, as required under Commonwealth legislation. Employees have the option of making additional contributions from their salary.

Until January 1994, close to 100% of public service employees and teachers were members of defined benefit schemes. Since then new employees have generally contributed to accumulation schemes.

Operational staff working in Victoria Police and the fire and ambulance services (including a very small number of public service employees) continue to have access to a defined benefit superannuation scheme.

Table 9 Estimated membership of superannuation schemes by industry group - June 2016

Industry group	Accumulation %	Defined benefit %
Police and emergency services ²⁶	13.4	86.6
Government schools ²⁷	85.2	14.9
Victorian Public Service ²⁸	88.8	11.2
Creative Industries, finance, transport and other	91.6	8.4
Water and land management	95.9	4.1
TAFE and other education	96.4	3.6
Public health care	97.7	2.3
Victorian public sector	86.2	13.8

Source: Compiled by VPSC from Emergency Services Superannuation Board and Department of Treasury and Finance data

²⁶ Primarily members of the Emergency Services Superannuation Scheme (ESSPLAN) (open to new members)

²⁷ Before 1994, teachers and other school based education department employees were employed under the same superannuation arrangements that applied to public service employees. Figures exclude casual relief teachers.

²⁸ Public service defined benefit schemes were closed to new members in January 1994.

3. WORKFORCE DIVERSITY

This chapter describes the key demographic and employment characteristics of the Victorian public sector workforce.

3.1 Gender

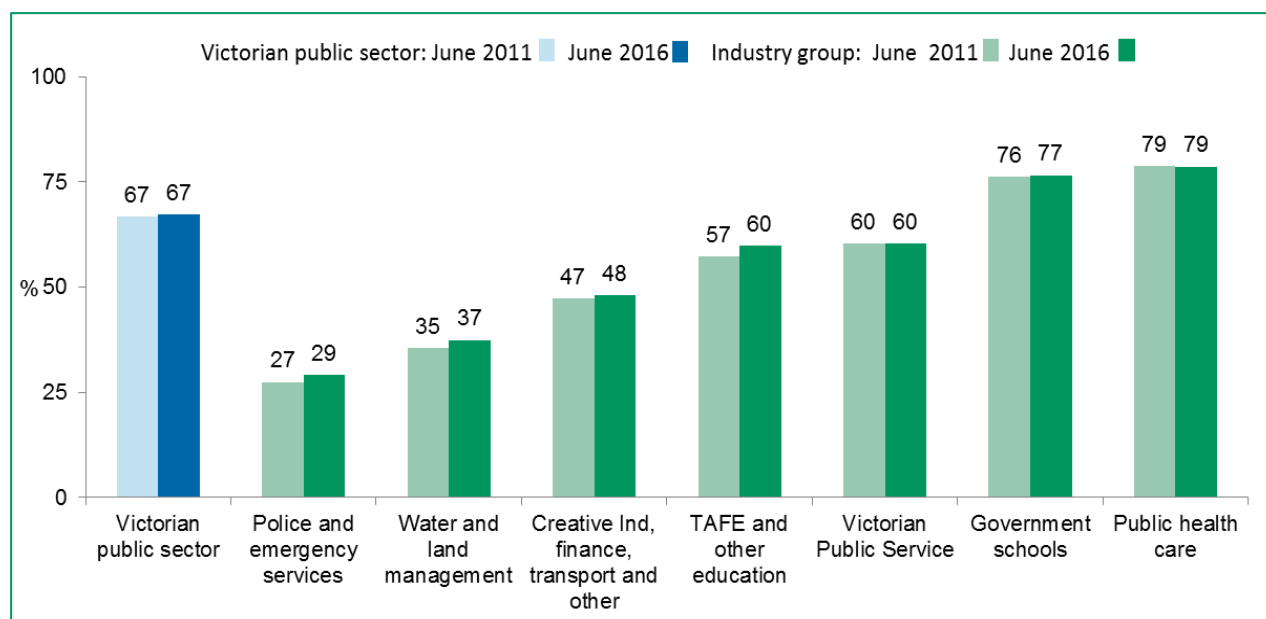
At June 2016, 67% of the workforce was female and 33% were male. There was also one employee who identified as intersex.

In comparison, the ABS reports that 46% of the Victorian labour force was female and 54% were male at June 2016.²⁹

The gender distribution of the public sector workforce is driven by the high representation of women in the two largest industry groups of the public sector, Public health care and Government schools.

Figure 9 shows that there has been little change in the overall proportion of women since June 2011 with marginal increases in most industry groups, the largest of which was in TAFE and other education (2.6%) and Water and land management (1.9%).

Figure 9 The proportion of female employees – June 2011 and June 2016



Source: Workforce Data Collection – June 2011 and June 2016

3.2 Age

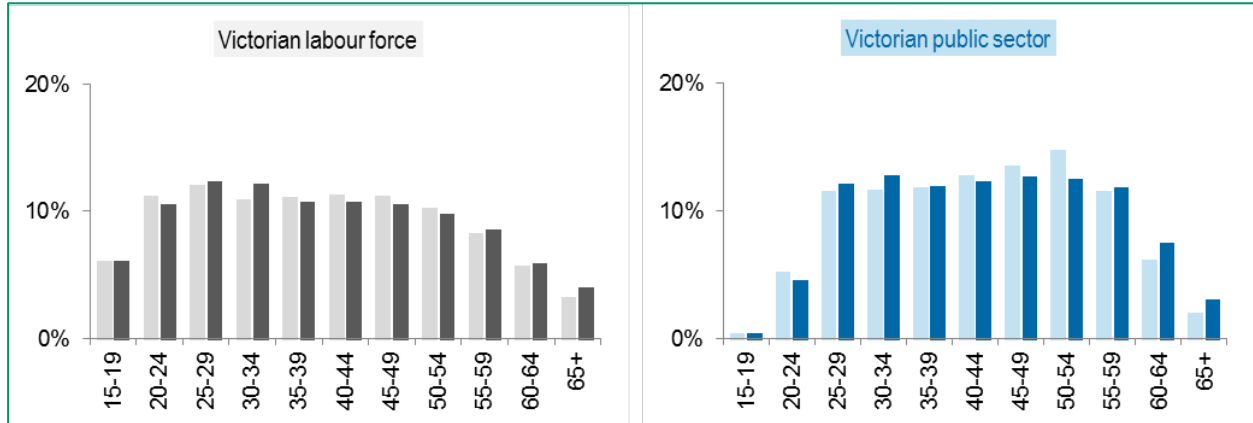
This section compares the age profile of the Victorian public sector workforce with that of the Victorian labour force.

Figure 10 shows how the age profile of the Victorian labour force, and the Victorian public sector has shifted over the last five years. Figure 11 shows the shift for each industry group.

²⁹ Source: Australian Bureau of Statistics, Labour Force, Catalogue No. 6291.0.55.001 July 2016

Figure 10 The proportion of labour force and Victorian public sector employees in each age group – June 2011 and June 2016

Victorian labour force: June 2011 (light grey) June 2016 (dark grey)
 Victorian public sector: June 2011 (light blue) June 2016 (dark blue)



Sources: Workforce Data Collection, 2011 and 2016. Australian Bureau of Statistics, Labour Force, Australia, Detailed, Catalogue No. 6291.0.55.001, ABS, Canberra, 2016

Under 25

The proportion of employees aged below 25 in the public sector is much lower than in the total Victorian labour force. This reflects the high proportion of occupations in the public sector that require a qualification.

25 to 34

The proportion of employees in the 25-29 and 30-34 (early career) cohorts are similar for the public sector and the labour force. Both have slightly increased in proportion since 2011.

35 to 44

In both the public sector and the labour force there has been a slight reduction in the proportion of mid-career employees (35-39 and 40-44 cohorts).

45 to 54

In the public sector, the proportion of employees in the 45-49 and 50-54 cohorts has reduced since June 2011. In the labour force, the proportion of employees in the 45-49 and 50-54 cohorts have reduced to a lesser extent since 2011.

55 and over

In the public sector, the proportion of employees aged 55 and over has increased from 19% at June 2011 to 22% at June 2016. In comparison, the proportion of the broader labour force aged over 55 has increased from 17% to 18% from June 2011 to June 2016.

This is consistent with the general trend of people continuing in the workforce to an older age.

Trends within the public sector

Figure 11 illustrates that changes in age profile from June 2011 and June 2016 vary between the public sector industry groups. Notable changes are:

- the fall in the proportion of employees aged 45 to 59 in Government schools and in Public health care for ages 45 to 54

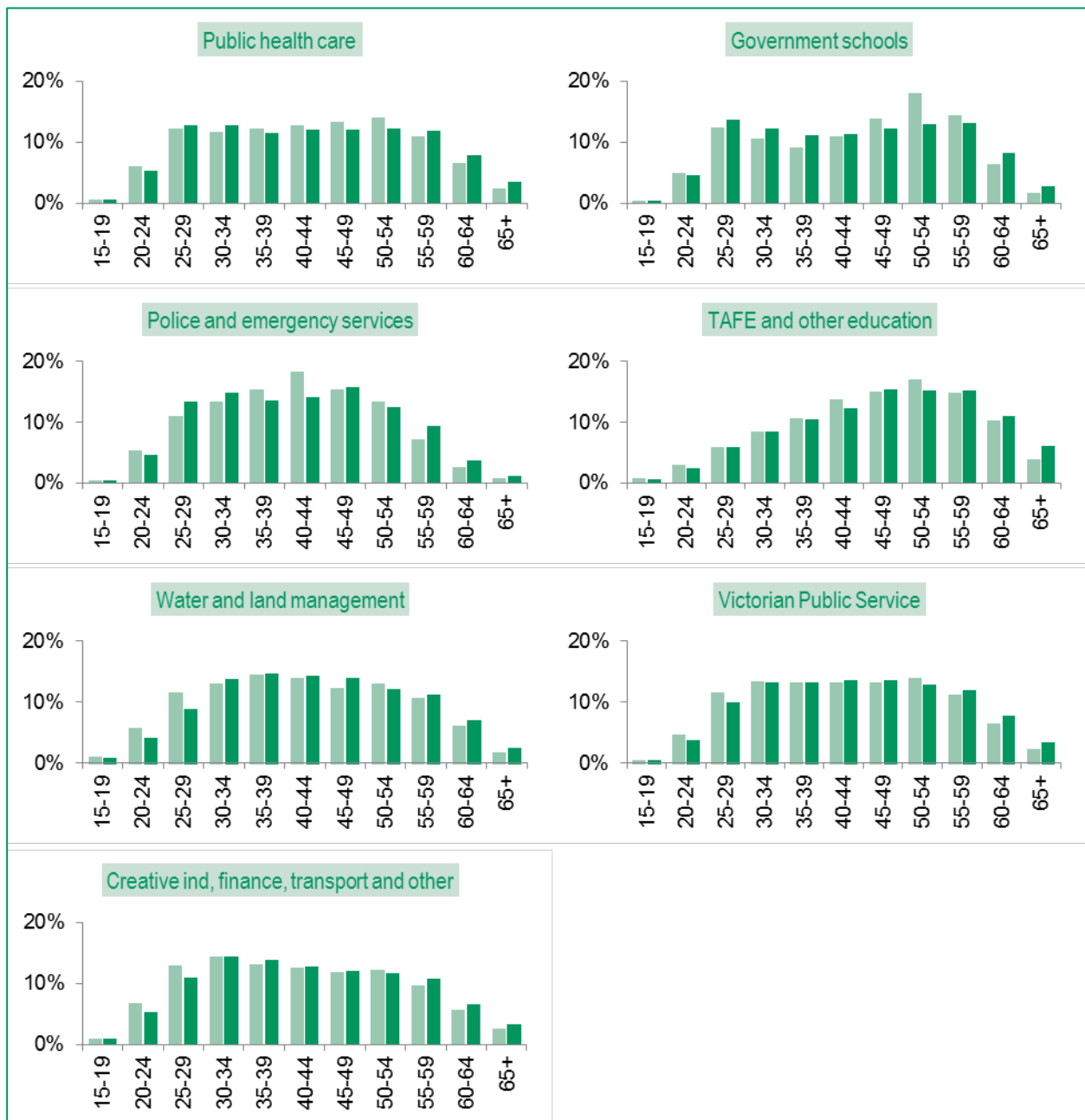
- the increase in the proportion of employees aged 25 to 35 in Public health and Police and emergency services and for ages 25 to 39 in Government schools, reflecting recruitment of younger employees to meet growth demands and to replace those who have retired.

These changes have resulted in the distribution of the public sector workforce across the age cohorts 25-29 to 55-59 becoming relatively flat at June 2016 compared to June 2011. Around 12% of staff fall within each 5 year age cohort in 2016 (varying from 11.7 for age 55-59 and 12.6% for ages 30-34 and 45-49).

It is also notable that the proportion of staff aged over 55 has increased in all industry groups.

Figure 11 The proportion of Victorian public sector employees in each age group by industry group – June 2011 and June 2016

Industry Group June 2011 June 2016



Source: Workforce Data Collection, 2011 and 2016

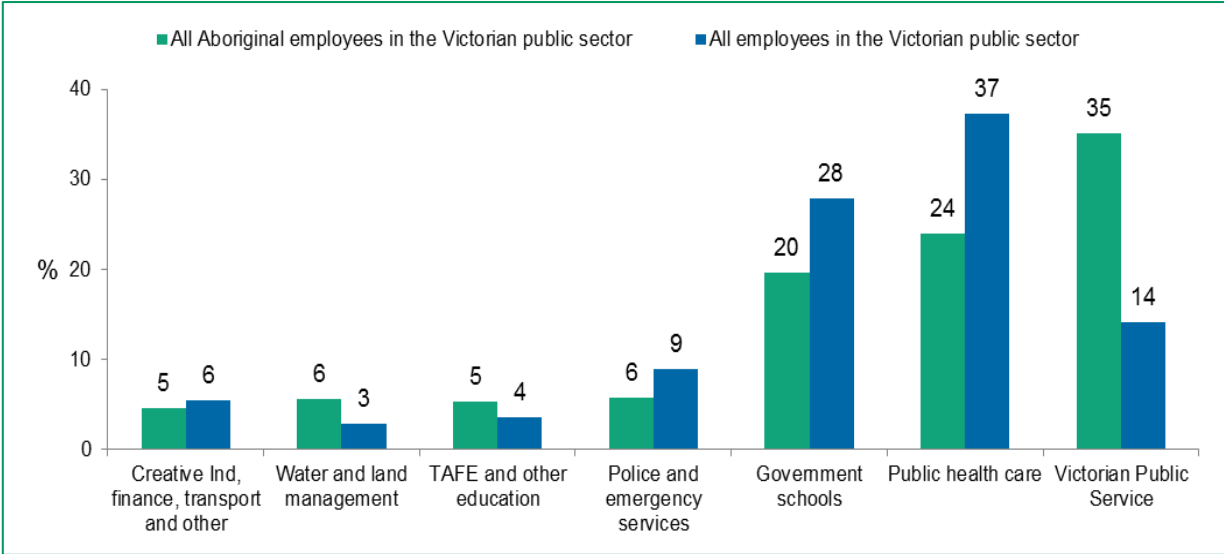
3.3 Aboriginal employment

The number of Aboriginal employees in the Victorian public sector reported in Workforce data relies on HR and payroll data. This in turn relies on employees self-identifying as Aboriginal or non-Aboriginal to their employer. Workforce data estimates that Aboriginal employees comprised 0.39% of the workforce as at June 2016. This percentage has increased each year since 2012 when 0.31% of the workforce were reported as Aboriginal.

However, the People Matter Survey³⁰, in which employees can anonymously identify as Aboriginal each year they undertake the survey, indicates a much higher level of Aboriginal employment. Based on the survey conducted during April and May of 2016, the level of Aboriginal employment is estimated to be around 0.9% of the workforce. Since 2012 survey results have recorded levels of Aboriginal employment varying between 0.8% and 1.0%. In Victoria, Aboriginal people comprised 0.7% of the population as at August 2011³¹.

The number of Aboriginal employees reported in payroll data at June 2016 increased by 105 employees (11%) to 1,066 employees. The largest increases were in the public service (+51) and in the health services (+37). The public service has consistently had the largest number of Aboriginal employees over time (373 in July 2016). Figure 12 shows the percentage distribution of the Aboriginal workforce across the industry groups compared to the whole workforce.

Figure 12 Distribution of Aboriginal public sector staff and all public sector staff across industry groups – June 2016



Source: Workforce Data Collection – June 2016

³⁰ The People Matter Survey is an annual survey that monitors the application of the public sector values and employment principles.

³¹ Australian Bureau of Statistics, 2011 Census of Population and Housing

Table 10 compares the profile of Aboriginal employees with the profile of Victorian public sector employees as a whole and shows that:

- a higher proportion of Aboriginal employees work full time
- the Aboriginal workforce has a lower median salary, reflecting the higher proportion of Aboriginal employees in lower paid clerical, community and personal service roles and its younger age profile
- higher proportions of Aboriginal employees are employed in regional Victoria (43% compared to 31%) and the Melbourne CBD (22% compared to 16%)
- Aboriginal employees have shorter lengths of service with their employer
- ongoing Aboriginal employees had a higher rate of separation.

Table 10 Profile of the Aboriginal employees and the total public sector workforce³² – June 2016

Measures	Aboriginal employees	Total public sector workforce
Employment status		
Ongoing %	77	76
Fixed term %	18	18
Casual %	5	6
Full-time / part time employment		
Full Time %	67	57
Part Time %	33	43
Annual pay rate		
Quartile 4 % (Top 25% of salaries)	15	25
Quartile 3 %	28	25
Quartile 2 %	25	25
Quartile 1 % (Bottom 25% of salaries)	32	25
Median pay rate	\$68,210	\$74,814
Occupation category (ANZSCO)		
Community and personal services workers %	27	24
Professionals %	31	50
Clerical and administrative workers %	30	14
Managers %	5	5
Labourers %	4	3
Technicians and trade workers %	2	2

³² Excludes school council staff and casual relief teachers because Aboriginal status information is not available for these employees

Measures	Aboriginal employees	Total public sector workforce
Geographical distribution		
Melbourne CBD %	22	16
Melbourne suburbs %	35	53
Regional Victoria ³³ %	43	31
Separation rate		
Ongoing employees %	13	7
Length of service		
<1 years %	16	13
1 - 4 years %	38	28
5 - 9 years %	20	23
10+ years %	26	36
Gender		
Female %	65	67
Male %	35	33
Age		
<30 years %	21	17
30 - 54 years %	63	61
55+ years %	15	22
Average age	41 years	43 years

Source: Workforce Data Collection – June 2016

³³ Includes a small proportion of employees based outside of Victoria.

3.4 Profile of key occupations

The following tables provide a top line overview of the profile of key occupations in public entities (Table 11) and the public service (Table 12).

Table 11 The profile of employees in key occupation groups in public entities – June 2016

Occupations	Headcount	Average age (years)	55+ %	Female %	Aboriginal %	Part time %	Ongoing %	Separation rate of ongoing staff %
Public health care								
Nursing services	46,421	43	21	90	0.2	75	79	7
Administration and clerical	16,370	46	29	83	0.2	55	80	10
Hotel and allied services	11,364	49	39	69	0.3	76	80	8
Ancillary and medical support services	18,324	40	17	80	0.4	52	76	9
Medical officers	7,799	35	6	46	0.1	12	12	29
Government Teaching Service								
Executive class	109	55	67	39	1.0	1.8	90	5
Principal class ³⁴	3,008	52	45	57	0.2	2	100	5
Teacher class ³⁵	44,709	41	19	73	0.1	26	78	5
Education support class	20,193	47	29	88	0.9	70	59	5
TAFE and other education								
PACCT staff	3,226	45	25	71	1.0	36	58	11
Teaching staff	4,959	50	38	50	0.4	58	37	10

³⁴ Comprises Principals, Assistant Principals, and Liaison Principals

³⁵ Comprises Classroom Teachers, and Paraprofessionals

Occupations	Headcount	Average age (years)	55+ %	Female %	Aboriginal %	Part time %	Ongoing %	Separation rate of ongoing staff %
Police and emergency services								
Ambulance officers and paramedics	3,560	39	13	44	0.1	20	89	4
Fire and emergency workers	2,866	44	20	4	0.1	0	99	2
Police ³⁶	13,709	41	10	27	0.3	7	100	3
Protective Service Officers	1,359	36	6	10	0.3	0	100	4

Source: Workforce Data Collection – June 2016

Note: Other than the rate of separation rate for ongoing staff, all other measures are for all employees as at June 2016. The ongoing separation rate expresses the number of ongoing employees that ceased employment in the financial year (separations) as a proportion of all ongoing staff employed in the financial year.

³⁶ The number of Police includes Police, recruits in training, and reservists.

Table 12 The profile of employees in the Victorian Public Service – June 2016

Classification ³⁷	Headcount	Average age (years)	55+ %	Female %	Aboriginal %	Part time %	Ongoing %	Separation rate of ongoing staff %
VPS grade classifications								
Senior Technical Specialist	246	50	37	35	0.4	11	86	13
VPS Grade 6	4,008	47	26	50	0.7	13	88	10
VPS Grade 5	5,723	44	20	59	1.0	18	87	10
VPS Grade 4	4,743	42	18	63	1.0	17	88	10
VPS Grade 3	4,469	42	20	67	1.5	16	87	11
VPS Grade 2	3,521	42	24	73	1.1	22	83	12
VPS Grade 1	20	43	25	50	5.0	70	55	69
Total VPS classifications	22,730							
Occupation specific classifications								
Allied Health	851	43	23	87	0.2	44	91	13
Child Protection Practitioner	1,648	40	13	87	0.7	22	86	13
Children, Youth and Families	405	42	21	76	0.7	29	82	7
Court Registrars	525	34	5	77	1.3	18	99	6
Community Corrections Officers	845	37	11	68	1.8	12	92	13
Custodial Officers	2,862	45	22	29	1.5	10	79	5
Disability Development and Support Officer	5,408	48	32	65	0.3	59	73	4

³⁷ Definitions and remuneration details for each classification can be found in the *Victorian Public Service Enterprise Agreement 2016*

Classification ³⁷	Headcount	Average age (years)	55+ %	Female %	Aboriginal %	Part time %	Ongoing %	Separation rate of ongoing staff %
Fisheries Officers	69	43	19	10	1.4	0	100	7
Forensic Officer	238	40	11	63	0.4	22	97	5
Forestry Field Staff	315	44	26	4	1.0	2	93	49
Housing Services Officers	510	44	20	76	0.8	24	90	8
Legal Officers	465	40	13	69	1.3	26	91	10
Ministerial Chauffeurs	35	55	51	9	2.9	0	100	5
Nurses	271	49	36	96	0.0	69	91	8
Police Custody Officer	214	34	8	34	0.5	0	100	4
Principal Scientist	131	48	31	22	0.0	10	46	9
Science Officers	745	46	26	42	0.1	21	88	7
Senior Medical Advisor	58	52	43	57	0.0	24	60	15
Senior Regulatory Officer	5	43	0	40	0.0	0	100	0
Sheriff Officers	171	46	24	32	4.7	2	100	11
Youth Justice Worker	393	42	18	41	0.3	18	74	6
Other	222	43	23	48	0.0	29	82	17
Total occupational classifications	16,386							

Source: Workforce Data Collection – June 2016

Note: Other than the rate of separation rate for ongoing staff, all other measures are for all employees as at June 2016. The ongoing separation rate expresses the number of ongoing employees that ceased employment in the financial year (separations) as a proportion of all ongoing staff employed in the financial year.

3.5 Other demographic characteristics

A broader range of demographic indicators are available from the People Matter Survey³⁸ which is designed to monitor the application of the public sector values and employment principles and also collects demographic data.

As the survey is a self-selected sample (each public sector organisation determines whether they will participate in a given year, and individual employees of those organisations undertake the survey on a voluntary basis) inferences made on the overall results are not as reliable as administrative workforce data. However, the findings have been relatively consistent from year to year.

The survey provides the proportion of respondents that report:

- a long term disability that restricts their everyday activities (Table 13)
- they were born overseas (Table 13)
- they speak a language other than English at home (Table 13)
- identification as lesbian, gay, bisexual, transgender or intersex
- they have a bachelor degree or higher.

Table 13 Other demographic characteristics – 2011 to 2016

	Proportion of survey respondents %					
	2011	2012	2013	2014	2015	2016
Have a long term disability that restricts their everyday activities	4	4	4	4	3	3
Born overseas	18	20	21	24	21	22
Speak a language other than English at home	16	16	17	19	18	19

Source: People Matter Survey – June 2016

In contrast:

- 5.8% of the Victorian labour force is estimated to have a disability that represents an employment restriction³⁹
- 31% of the population of Victoria was born overseas⁴⁰
- 17% of the population of Victoria speak a language other than English at home⁴⁰.

The 2016 survey for the first time included questions relating to gender identity and sexual orientation and 4.4% of respondents indicated that they identified as lesbian, gay, bisexual, transgender or intersex. This compares to 3% of the Australian adult population⁴¹.

While 63% of respondents indicated that they have a bachelor degree or higher the survey did not include government schools. When adjusted for their likely level of education attainment (i.e. principals and school teachers are likely to have a tertiary education), an estimated 71% of public sector employees have a bachelor degree or higher.

³⁸ In 2016, the People Matter Survey gathered information from 57,212 respondents in 169 organisations and had a response rate of 36%.

³⁹ Source: Australian Bureau of Statistics, Disability, Aging and Carers, 2012, Catalogue no. 4430.0 People with a disability that represents an employment restriction.

⁴⁰ Source: Australian Bureau of Statistics, Census of Population and Housing, 2011

⁴¹ Source Australian Bureau of Statistics, General Social Survey: Summary results, Australia 2014 Catalogue no. 4159.0

4. EXECUTIVE EMPLOYMENT

4.1 Executive definition

Executives are senior leaders responsible for delivering the Government's objectives for their organisations.

In the Victorian Public Service, an executive is a person contracted to a position within the Executive Officer classification structure. They are either heads of public service bodies or senior managers. Contract terms are capped at five years and can be renewed. The Premier appoints the heads of public service bodies (such as the Secretary of a Department). The heads of public service bodies employ the other executives within their organisation and all staff.

In public entities, a person is an executive if they are a Chief Executive Officer (or equivalent) or if they have significant management responsibility and receive a Total Remuneration Package (TRP) of \$152,560 per annum or more (as at 30 June 2016).

Executives included in presented figures

All of the executive figures shown are for active executives i.e. those employed and paid in the last full pay period of June 2016.

All of the executive figures shown **do not include**:

- Employees in technical specialist roles (e.g. medical specialists)
- Employees whose employment is regulated by an award or enterprise agreement
- Governor in Council appointments
- Sworn police
- School principals
- Teaching Service executive class employees
- Non-executives acting in executive positions
- Inactive executives (such as those on unpaid leave or secondment)
- Vacant executive positions.

4.2 Executive employment

At June 2016, there were 1,958 executives employed in the Victorian public sector. Of these, 691 executives were employed in the public service and 1,267 were employed in public entities.

Between June 2015 and June 2016, executive numbers:

- increased by 2.4% in the public service (16 executives)
- decreased by 3.1% in public entities (40 executives)⁴².

As a proportion of the workforce, the level of executive employment across the Victorian public sector has remained unchanged since June 2011 (Table 14).

⁴² Fall is influenced by two major water corporations ceasing to report a significant number of roles (66 in total) that had been reported in previous years.

Table 14 The change in executive employment – June 2011 to June 2016

	June 2011	June 2012	June 2013	June 2014	June 2015	June 2016
Victorian Public Service						
Executives	664	631	622	647	675	691
Annual change %	-0.7	-5.0	-1.4	4.0	4.3	2.4
Proportion of workforce %	1.7	1.6	1.7	1.8	1.8	1.7
Public entities						
Executives	1,249	1,311	1,343	1,329	1,307	1,267
Annual change %	-2.3	5.0	2.4	-1.0	-1.6	-3.1
Proportion of workforce %	0.6	0.6	0.6	0.6	0.5	0.5
Victorian public sector						
Executives	1,913	1,942	1,965	1,976	1,982	1,958
Annual change %	-1.7	1.5	1.2	0.6	0.4	-1.2
Proportion of workforce %	0.7	0.7	0.7	0.7	0.7	0.7

Source: Executive, GSERP and Workforce Data Collections – June 2011 to June 2016

Note: Due to ongoing improvements in data quality there are small variations between the number of executives reported this year and in previous *State of the Public Sector in Victoria* reports.

4.3 Remuneration and classification of executives

Executive pay is measured as a Total Remuneration Package (TRP). The TRP comprises the sum of salary (annual value of cash component), employer superannuation contributions, and the cost of any fringe benefits (plus associated fringe benefits tax). This does not include one-off payments (such as performance related bonuses).

As at June 2016, the median TRP of a public sector executive was \$203,545 per annum (calculated on a full time basis). Between June 2015 and June 2016, the median TRP increased by 4.2%⁴³. This increase includes the 2.5% annual increase for executives from 1 July 2015, as approved by the Premier, and any increases due to:

- changes in work value (as reflected by the size, accountabilities and responsibilities of the role)
- promotion between grades
- recognition of increased responsibility.

Table 15 shows the distribution of public service executives and public entity CEOs by TRP.

⁴³ The increase in the median TRP is influenced by the exclusion of previously reported roles by two major water corporations (ref. Footnote 42).

Table 15 Victorian Public Service executives and public entity CEOs by TRP – June 2016

Remuneration package range	Public service executives		Public entity CEOs	
	Number	Percentage %	Number	Percentage %
\$0 - \$149,999	0	0	16 ⁴⁴	8.0
\$150,000 - \$199,999	277	40.1	47	22.2
\$200,000 - \$249,999	243	35.2	44	20.8
\$250,000 - \$299,999	110	15.9	41	19.3
\$300,000 - \$349,999	34	4.9	25	11.8
\$350,000 - \$399,999	11	1.6	20	9.4
\$400,000 plus	16	2.3	18	8.5
Total	691	100.0	211	100.0

Source: Executive and GSERP Data Collections - June 2016

Note: When each of the individual percentages are totalled they may not add up to 100% due to rounding.

In the Victorian Public Service, executives are employed in four pay bands (Table 16).

Table 16 Executive classification and remuneration in the Victorian Public Service as at June 2016

Classification	Minimum TRP	Maximum TRP
Executive Officer 3 (EO-3)	\$152,560	\$212,853
Executive Officer 2 (EO-2)	\$189,952	\$304,034
Executive Officer 1 (EO-1)	\$276,044	\$404,051
Secretary	Remuneration set by the Premier	

Over time there has been a gradual shift in the classification profile of public service executives. Since June 2011 the proportion of executives in the EO-3 band has fallen by 6.1 percentage points while the proportion in the EO-2 band has increased by 4.6 percentage points and the proportion at EO-1 level has increased 1.9 percentage points (Table 17).

⁴⁴ The heads of small public sector agencies such as waste and resource recovery groups, committees of management and trusts, and small rural hospitals

Table 17 The annual change in employment within each executive band in the public service – June 2011 and June 2016

	June 2011	June 2012	June 2013	June 2014	June 2015	June 2016
Proportion of executives						
Secretary	1.5	1.6	1.5	1.4	1.0	1.0
EO-1 %	3.5	3.5	3.7	4.2	5.2	5.4
EO-2 %	40.7	39.5	42.3	44.0	43.6	45.3
EO-3 %	54.4	55.5	52.6	50.4	50.2	48.3
Number of executives						
Secretary	10	10	9	9	7	7
EO-1	23	22	23	25	35	37
EO-2	270	249	263	285	294	313
EO-3	361	350	327	326	339	334

Source: Executive Data Collections – June 2011 to June 2016

4.4 Executive profile

When executives are compared to the whole public sector workforce:

- executives are generally older
- executives are more likely to be male
- executives generally work on a full time basis (only 4% of executives worked part time).

4.4.1 Gender

At June 2016, 39% of executives in the public sector were women and 61% were men. There was also one executive who identified as intersex.

The representation of women in executive roles within the Victorian public sector has increased from 34% in June 2011 to its current level (39%). However, the change over the 2015-16 year was only marginal following more significant increases over the 2013-15 period (Table 18).

Table 18 The change in the proportion of women executives – June 2011 to June 2016

	June 2011	June 2012	June 2013	June 2014	June 2015	June 2016
Victorian Public Service						
Female executives	261	254	253	278	297	305
Proportion %	39.3	40.3	40.7	43.0	44.0	44.1
Public entities						
Female executives	391	420	437	462	474	462
Proportion %	31.3	32.0	32.5	34.8	36.2	36.5
Victorian public sector						
Female executives	652	674	690	740	771	767
Proportion %	34.1	34.7	35.1	37.4	38.9	39.2

Source: Executive and GSERP Data Collections - June 2011 to 2015

In the public service, the increase in the proportion of women in executive roles has been driven by increases in the EO-3 and EO-2 bands (Table 19).

Table 19 The proportion of women in Victorian Public Service executive bands – June 2011 to June 2016

	June 2011	June 2012	June 2013	June 2014	June 2015	June 2016
Secretaries	40.0	30.0	11.1	11.1	14.3	28.6
EO-1 %	34.8	36.4	34.8	33.3	34.3	32.4
EO-2 %	35.9	35.7	37.6	39.3	40.8	40.9
EO-3 %	42.1	44.0	44.3	47.9	48.4	48.8

Source: Executive Data Collection – June 2011 to June 2016

In the public service there is a higher proportion of females in executive roles than in public entities (Table 18). However, gender pay gap, measured by the median TRP, is smaller in public entities than in the public service (Table 20).

Table 20 Median TRP of male and female executives – June 2016

	Female median TRP	Male median TRP	Difference %
Victorian Public Service	\$202,192	\$213,452	-5.3
Public entities	\$194,780	\$202,045	-3.6
Victorian public sector	\$198,850	\$207,275	-4.1

Source: Executive Data Collection – June 2016

Table 21 shows the gender balance of public service executives by organisation.

Table 21 Public service executives by organisation and gender – June 2016

Organisation	Female	Male	Total	Female %
Departments				
Health and Human Services	69	50	119	58.0
Economic Development, Jobs, Transport and Resources	41	68	109	37.6
Education and Training	40	34	74	54.1
Environment, Land, Water and Planning	30	32	62	48.4
Treasury and Finance	21	39	60	35.0
Justice and Regulation	28	26	54	51.9
Premier and Cabinet	17	27	44	38.6
Offices and agencies				
Victorian Auditor-General's Office	8	16	24	33.3
Victoria Police	7	12	19	36.8
Level Crossing Removal Authority	1	13	14	7.1
Court Services Victoria	6	6	12	50.0
Independent Broad-based Anti-corruption Commission	4	8	12	33.3
Melbourne Metro Rail Authority	2	10	12	16.7
Emergency Services and State Super	1	7	8	12.5
Environment Protection Authority	2	4	6	33.3
Infrastructure Victoria	4	2	6	66.7
State Revenue Office	2	4	6	33.3
Victorian Government Solicitor's Office	3	3	6	50.0
CenITeX	1	4	5	20.0
Essential Services Commission		5	5	0.0
Victorian Public Sector Commission	4	1	5	80.0
Office of the Chief Parliamentary Counsel	2	2	4	50.0
Sustainability Victoria	1	3	4	25.0
Taxi Services Commission	2	2	4	50.0
Victorian Commission for Gambling and Liquor Regulation	3	1	4	75.0
Office of Public Prosecutions		2	2	0.0
Office of the Legal Services Commissioner		2	2	0.0
Office of the Ombudsman Victoria	1	1	2	50.0
Commission for Children and Young People	1		1	100.0
Local Government Investigations and Compliance Inspectorate		1	1	0.0

Organisation	Female	Male	Total	Female %
Office of the Governor of Victoria	1		1	100.0
Office of the Victorian Government Architect	1		1	100.0
Public Record Office Victoria	1		1	100.0
Victorian Equal Opportunity and Human Rights Commission	1		1	100.0
Victorian Inspectorate		1	1	0.0
Total public service	305	386	691	44.1

Source: Executive Data Collection – June 2016

The next two tables show the gender balance of:

- public service executives by department portfolio (Table 22) i.e. the total number of executives in the department and the offices and agencies in its portfolio
- public entity executives by department portfolio (Table 23).

See Appendix A2 for the composition of each department portfolio.

Table 22 Public service executives by portfolio and gender – June 2016

Department portfolio ⁴⁵	Female	Male	Total	Female %
Economic Development, Jobs, Transport and Resources	46	93	139	33.1
Health and Human Services	70	50	120	58.3
Justice and Regulation	48	52	100	48.0
Treasury and Finance	25	59	84	29.8
Premier and Cabinet	35	43	78	44.9
Education and Training	40	34	74	54.1
Environment, Land, Water and Planning	33	39	72	45.8
Total, excluding Victorian Auditor General's Office	297	370	667	44.5

Source: Executive Data Collection – June 2016

Note: This table does not include executives of the Victorian Auditor General's Office (VAGO) because the Auditor General is an independent officer of the Victorian Parliament whose office does not fall within the remit of a department.

⁴⁵ See A2 for the composition of each department portfolio

Table 23 Public entity executives by portfolio and gender – June 2016

Department portfolio ⁴⁶	Female	Male	Intersex	Total	Female %
Health and Human Services	177	175		352	50.3
Economic Development, Jobs, Transport and Resources	81	210	1	292	27.7
Environment, Land, Water and Planning	50	198		248	20.2
Treasury and Finance	68	88		156	43.6
Education and Training	57	73		130	43.8
Justice and Regulation	27	59		86	31.4
Premier and Cabinet	2	1		3	66.7
Total	462	804	1	1267	36.5

Source: Executive and GSERP Data Collections – June 2016

⁴⁶ See A2 for the composition of each department portfolio

5. PUBLIC SECTOR BOARDS

This chapter describes the composition and profile of public sector boards and their members.

5.1 Boards and board membership

Public sector boards are responsible for the strategic direction, governance and risk management of Victorian public sector entities. At June 2016, the Victorian Government had 3,351 public sector boards with 33,025 members⁴⁷ (Table 24).

Table 24 Boards and board members by portfolio – June 2016

Portfolio department ⁴⁸	Grouping	Total number of boards	Employer boards	Employees of employer boards	Non-employing boards	Board members
Economic Development, Jobs, Transport and Resources		75	31	7,123	44	575
Education and Training	TAFE and other education	33	16	10,115	17	367
	School councils ⁴⁹	1,531	1,531	11,475	-	18,890
Environment, Land, Water and Planning	Water and land management ⁵⁰ , planning and building agencies, and other	82	50	9,392	32	694
	Committees of management (Crown land)	985	9	530	976	7,390
Health and Human Services	Public health services and other bodies	127	92	111,259	35	1,280
	Cemetery trusts	449	5	574	444	3,270
Justice and Regulation		37	13	6,814	24	268
Premier and Cabinet		15	3	82	12	165
Treasury and Finance		17	11	3,537	6	126
Total		3,351	1,761	160,901	1,590	33,025

Sources: GAPED database and the Workforce Data Collection – June 2016

Notes: 1) An Employer board directly employs staff under its own authority. The number of Employer boards does not tally with the total number of employing organisations because it does not include public service bodies, special bodies, and organisations where the employer is designated to be an individual holding a statutory position rather than a board. In addition there are some cases where a board governs more than one employer (for example, the Box Hill Institute Board also governs the Centre for Adult Education).

2) This table (and report) does not include subsidiaries.

⁴⁷ This data is provided by departments and it relies on the availability and quality of departmental information on board members.

⁴⁸ See A2 (Page 60) for the employing organisations that fall within each department portfolio

⁴⁹ School Councils employed 3,710 staff and 7,765 casual relief teachers

⁵⁰ Water and land management includes water corporations and catchment management authorities as well as alpine, coastal, traditional owner and other land managers.

5.2 Board classifications

The Department of Premier and Cabinet administers the *Appointment and Remuneration Guidelines*⁵¹ for Victorian public sector boards. These guidelines address appointment processes, gender targets and policies that must be considered when undertaking board appointments and describe the four main classifications used for public sector boards. The descriptions of the classifications are reproduced below:

Group A – Commercial boards of governance or entities of State significance as determined by the Premier

- government business enterprises including statutory authorities, state bodies and state business corporations established under the *State Owned Enterprises Act 1992*, commercial bodies established under the *Commonwealth Corporations Act 2001* or specific legislation
- other statutory authorities that are strictly commercial in nature.

Group B – Significant industry advisory bodies, other key advisory bodies, regulatory bodies, and significant boards of management.

- industry advisory boards and other bodies advising Government on key strategic matters and/or matters of state-wide significance
- quasi-judicial bodies/tribunals where there is no other framework governing appointment and remuneration
- government organisations undertaking significant statutory functions, developing policies, strategies and guidelines in a broad and important area of operation, and/or providing specialist advice to a Minister
- management boards of medium-size organisations undertaking one or more functions or providing a strategically important service.

Group C – Advisory committees, registration boards, and management boards of small organisations.

- scientific, technical and legal advisory boards
- disciplinary boards and boards of appeal
- qualifications, regulatory and licencing boards
- management boards and committees of small-size organisations undertaking a specific function or providing a discrete service
- ministerial and departmental advisory boards and consultative committees on issues confined to a portfolio or local concerns.

Group D – Inquiries, taskforces and ad-hoc expert panels

- Boards of Inquiry established under the *Inquiries Act 2014 (Vic)* which are required to submit a comprehensive report within a specified timeframe
- ad-hoc expert panels established for limited time periods to undertake a specific (often technical) task.

⁵¹ Department of Premier and Cabinet, *Appointment and Remuneration Guidelines* October 2015, Department of Premier and Cabinet, Melbourne, 2015. Revised July 2016.

Table 25 shows the number of boards by department portfolio and classification.

Table 25 Boards by portfolio and classification – June 2016

Portfolio department	Grouping	Classification				Total classified boards
		A	B	C	D	
Economic Development, Jobs, Transport and Resources		17	20	34	4	75
Education and Training	TAFE and other education	10	7	16	-	33
	School councils			1,531		1,531
Environment, Land, Water and Planning	Water and land management ⁵² , planning and building agencies, and other	42	11	28	1	82
	Committees of management (Crown land)	1	-	984	-	985
Health and Human Services	Public health services and other bodies	22	9	94	2	127
	Cemetery trusts	5	-	444	-	449
Justice and Regulation		9	14	14	-	37
Premier and Cabinet		3	1	11	-	15
Treasury and Finance		12	1	2	2	17
Total		121	63	3,158	9	3,351

Source: GAPED database – June 2016

5.3 Profile and remuneration of board members

Table 26 and Table 27 provide high level demographic and remuneration profiles of board members.

Please note that information on board members is not available for school councils and limited diversity data is available for the Committees of management (Crown land).

The change in the demographic profile of cemetery trust boards is likely to be slow as, unlike other boards, appointments made before 1995 were for life.

The majority of board members volunteer their time (i.e. they are not remunerated). Where board members are paid, remuneration is determined by either Cabinet or the relevant portfolio Minister, in accordance with the *Appointment and Remuneration Guidelines* for Victorian public sector boards that can be found on the Department of Premier and Cabinet website.

⁵² Water and land management includes water corporations and catchment management authorities as well as alpine, coastal, traditional owner and other land managers.

Table 26 Percentage of board members by diversity, location and remuneration characteristic – June 2016

Portfolio department	Grouping	Aboriginal %	CALD ⁵³ %	Female %	Rural %	Not remunerated %
Economic Development, Jobs, Transport and Resources		0.5	18	41	31	42
Education and Training	TAFE and other education	0.5	4	55	20	44
	School councils	Unknown				
Environment, Land, Water and Planning	Water and land management, planning and building agencies, and other	3.3	12	43	47	13
	Committees of management (Crown land)	Unknown		34	94	99.8
Health and Human Services	Public health services and other bodies	0.8	10	50	46	57
	Cemetery trusts	0.2	0.3	24	94	99
Justice and Regulation		1.9	20	46	9	38
Premier and Cabinet		4.2	7	40	6	72
Treasury and Finance		-	6	44	6	19
Percentage of all board members (excluding unknown)		0.4	3	35	80	85

Source: GAPED database – June 2016

⁵³ Cultural and linguistic diversity (CALD) refers to differences in ethnicity, cultural background and religious beliefs. Upon being appointed to a board, members are asked to identify:

- whether they or one of their parents were born overseas
- if they speak a language other than English at home
- whether they identify as having a CALD background
- When an appointee answers 'yes' to at least one of these questions they are counted as CALD.

Table 27 Percentage of board members by age group – June 2016

Portfolio department	Grouping	Under 35 %	35 to 44 %	45 to 54 %	55 to 64 %	65 plus %	Age disclosed %
Economic Development, Jobs, Transport and Resources		5	16	24	33	22	85
Education and Training	TAFEs and other education entities	-	9	16	45	29	38
	School councils	Unknown					
Environment, Land, Water and Planning	Water and land management, planning and building agencies, and other	1	12	28	38	21	79
	Committees of management (Crown land)	Unknown					
Health and Human Services	Public health services and other bodies	2	16	20	33	29	90
	Cemetery trusts	1	10	12	25	52	98
Justice and Regulation		3	14	24	30	29	99
Premier and Cabinet		-	4	22	40	33	27
Treasury and Finance		-	9	32	48	11	52
Percentage of all board members (excluding unknown)		1	12	17	30	40	42

Source: GAPED database – June 2016

A1 EMPLOYING ORGANISATIONS BY INDUSTRY GROUP

The following tables provide the employment numbers for employing organisations in the Victorian public sector in headcount and Full Time Equivalent (FTE) terms as at the last full pay period in June 2016.

A1.1 Victorian Public Service

Employing organisation	Headcount	FTE
Departments		
Department of Economic Development, Jobs, Transport and Resources	3,013	2,839.4
Department of Education and Training	2,786	2,473.7
Department of Environment, Land, Water and Planning ⁵⁴	3,392	3,200.6
Department of Health and Human Services	13,036	11,413.2
Department of Justice and Regulation ⁵⁵	7,455	7,071.5
Department of Premier and Cabinet	703	654.7
Department of Treasury and Finance ⁵⁶	1,056	1,006.8
Agencies and offices		
Designated as Administrative Offices under the PAA		
Environment Protection Authority	418	388.3
Level Crossing Removal Authority	200	198.4
Local Government Investigations and Compliance Inspectorate	11	10.8
Melbourne Metro Rail Authority	169	167.5
Office of the Chief Parliamentary Counsel	45	40.2
Office of the Governor of Victoria	30	26.7
Office of the Victorian Government Architect	8	7.8
Public Record Office Victoria	65	57.1
Victorian Government Solicitor's Office	198	180.1
Designated as a public service employer by specific legislative reference		
CenITex	474	469.4
Commission for Children and Young People	33	29.4
Court Services Victoria	1,750	1,639.3
Emergency Services Superannuation Board	164	154.2

⁵⁴ Includes Sustainability Victoria (excluding CEO) and the Office of the Commissioner for Environmental Sustainability

⁵⁵ Includes non-executive and non-forensic staff at the Victorian Institute of Forensic Medicine

⁵⁶ Includes the State Revenue Office and Commission for Better Regulation

Employing organisation	Headcount	FTE
Essential Services Commission	91	86.9
Game Management Authority	17	17.0
Independent Broad-based Anti-corruption Commission	150	145.8
Infrastructure Victoria	30	26.6
Office of Public Prosecutions	320	302.6
Office of the Commissioner for Privacy and Data Protection	23	20.4
Office of the Freedom of Information Commissioner	21	20.4
Office of the Legal Services Commissioner	79	75.4
Office of the Ombudsman Victoria	82	76.5
Office of the Road Safety Camera Commissioner	2	2.0
Office of the Victorian Electoral Commissioner	103	92.0
Taxi Services Commission	139	134.0
Victoria Police (Public service)	3,198	3,018.6
Victorian Auditor-General's Office	199	189.3
Victorian Commission for Gambling and Liquor Regulation	184	178.6
Victorian Equal Opportunity and Human Rights Commission ⁵⁷	59	52.7
Victorian Inspectorate	9	9.0
Victorian Public Sector Commission	49	46.7
Victorian Responsible Gambling Foundation	46	44.1

A1.2 Public entities

A1.2.1 Government schools

Employing organisation	Headcount	FTE
Department of Education and Training (Teaching Service and school support)	68,019	58,326.0
School Council Staff ⁵⁸	3,710	1,218.5
Casual Relief Teachers	7,765	1,932.4

A1.2.2 TAFEs and other education

Employing organisation	Headcount	FTE
TAFEs		
Bendigo Kangan Institute	1,125	878.2
Box Hill Institute	1,116	673.8

⁵⁷ Excluding the Commissioner

⁵⁸ The 1,531 school councils have been amalgamated into one listing.

Employing organisation	Headcount	FTE
Chisholm Institute	1,047	766.6
Federation Training Institute	436	323.7
Gordon Institute of TAFE	678	477.7
Goulburn Ovens Institute of TAFE	472	367.8
Holmesglen Institute	1,295	893.5
Melbourne Polytechnic	1,212	819.7
South West Institute of TAFE	318	217.4
Sunraysia Institute of TAFE	273	217.0
William Angliss Institute of TAFE	391	317.7
Wodonga Institute of TAFE	403	314.5
Other education		
AMES Australia	1,069	855.4
Centre for Adult Education	177	65.9
International Fibre Centre	2	2.0
VET Development Centre	9	8.6
Victorian Institute of Teaching	92	81.7

A1.2.3 Public health sector

Employing organisation	Headcount	FTE
Health services		
Albury Wodonga Health	1,931	1,515.1
Alexandra District Hospital	94	53.2
Alfred Health	7,087	5,649.1
Alpine Health	263	186.1
Austin Health	7,055	5,353.9
Bairnsdale Regional Health Service	740	490.7
Ballarat Health Services	3,882	2,855.6
Barwon Health	5,652	4,119.0
Bass Coast Regional Health	566	389.3
Beaufort and Skipton Health Service	179	96.4
Beechworth Health Service	173	116.9
Benalla Health	287	236.1
Bendigo Health Care Group	3,281	2,411.1
Boort District Health	82	51.7
Casterton Memorial Hospital	95	74.0

Employing organisation	Headcount	FTE
Castlemaine Health	563	371.5
Central Gippsland Health Service	917	626.9
Cobram District Health	176	154.5
Cohuna District Hospital	89	54.6
Colac Area Health	386	264.9
Dental Health Services Victoria	618	414.4
Djerriwarrh Health Services	624	399.6
Dunmunkle Health Services	74	33.3
East Grampians Health Service	358	242.7
East Wimmera Health Service	341	215.7
Eastern Health	7,681	5,571.4
Echuca Regional Health	653	451.3
Edenhope and District Memorial Hospital	105	70.0
Gippsland Southern Health Service	368	210.1
Goulburn Valley Health Services	1,928	1,343.9
Heathcote Health	119	60.1
Hepburn Health Service	357	196.2
Hesse Rural Health Service	124	80.8
Heywood Rural Health	106	55.1
Inglewood and Districts Health Service	95	52.7
Kerang District Health	157	97.1
Kilmore and District Hospital	228	118.3
Kooweerup Regional Health Service	164	99.2
Kyabram and District Health Services	270	164.5
Kyneton District Health Service	124	72.4
Latrobe Regional Hospital	1,583	1,210.8
Lorne Community Hospital	90	47.7
Maldon Hospital	60	29.6
Mallee Track Health and Community Service	199	122.4
Mansfield District Hospital	173	119.4
Maryborough District Health Service	377	249.2
Melbourne Health	8,517	6,641.3
Monash Health	13,589	10,184.8
Moyne Health Services	176	99.4
Nathalia District Hospital	77	50.6
Northeast Health Wangaratta	1,052	749.8

Employing organisation	Headcount	FTE
Northern Health	3,593	2,617.8
Numurkah District Health Service	188	124.1
Omeo District Health	60	34.7
Orbost Regional Health	159	98.2
Otway Health & Community Services	86	51.5
Peninsula Health	4,632	3,435.0
Peter MacCallum Cancer Centre	2,430	1,936.8
Portland District Health	350	231.3
Robinvale District Health Services	155	122.8
Rochester and Elmore District Health Service	173	104.8
Royal Children's Hospital	4,581	3,420.2
Royal Victorian Eye and Ear Hospital	793	494.3
Royal Women's Hospital	1,985	1,369.0
Rural Northwest Health	241	159.8
Seymour Health	211	137.0
South Gippsland Hospital	105	62.9
South West Healthcare	1,351	994.0
Stawell Regional Health	236	166.0
Swan Hill District Health	487	374.2
Tallangatta Health Service	140	89.8
Terang and Mortlake Health Service	135	78.6
The Queen Elizabeth Centre	117	85.8
Timboon and District Healthcare Service	87	49.5
Tweddle Child and Family Health Service	64	39.0
Upper Murray Health and Community Services	121	84.5
Victorian Institute of Forensic Mental Health	473	413.7
West Gippsland Healthcare Group	1,024	700.4
West Wimmera Health Service	430	310.4
Western District Health Service	727	477.8
Western Health	5,693	4,333.4
Wimmera Health Care Group	856	596.7
Yarram and District Health Service	177	111.0
Yarrawonga Health	215	149.7
Yea and District Memorial Hospital	61	40.0
Other health organisations		
BreastScreen Victoria	93	70.1

Employing organisation	Headcount	FTE
Health Purchasing Victoria	75	74.3
Victorian Assisted Reproductive Treatment Authority	10	6.9
Victorian Health Promotion Foundation	79	73.2

A1.2.4 Police and emergency services

Employing organisation	Headcount	FTE
Ambulance Victoria	4,666	4,121.1
Country Fire Authority	2,194	2,081.3
Emergency Services Telecommunications Authority	830	769.5
Metropolitan Fire and Emergency Services Board	2,258	2,242.6
Victoria Police (Officers)	15,068	14,760.0
Victoria State Emergency Service	196	191.4

A1.2.5 Water and land management

Employing organisation	Headcount	FTE
Alpine resorts		
Falls Creek Alpine Resort Management Board	66	47.0
Lake Mountain Alpine Resort Management Board	64	40.9
Mount Baw Baw Alpine Resort Management Board	70	45.3
Mount Buller and Mount Stirling Alpine Resort Management Board	65	48.2
Mount Hotham Resort Management Board	88	77.4
Catchment management authorities		
Corangamite Catchment Management Authority	44	40.3
East Gippsland Catchment Management Authority	24	20.8
Glenelg Hopkins Catchment Management Authority	46	40.9
Goulburn Broken Catchment Management Authority	61	54.6
Mallee Catchment Management Authority	70	60.5
North Central Catchment Management Authority	58	51.9
North East Catchment Management Authority	31	25.7
Port Phillip and Westernport Catchment Management Authority	20	16.9
West Gippsland Catchment Management Authority	45	38.8
Wimmera Catchment Management Authority	26	22.9
Land management and planning agencies		
Barwon Coast Committee of Management	53	28.0
Barwon South West Waste and Resource Recovery Group	7	2.0

Employing organisation	Headcount	FTE
Bellarine Bayside Foreshore Committee of Management Inc	33	23.6
Capel Sound Foreshore Committee of Management Inc	4	3.0
Gippsland Ports Committee of Management	62	57.0
Gippsland Waste and Resource Recovery Group	11	6.9
Goulburn Valley Waste and Resource Recovery Group	7	4.1
Grampians Central Waste and Resource Recovery Group	6	6.0
Great Ocean Road Coast Committee Inc	85	27.0
Loddon Mallee Waste and Resource Recovery Group	8	6.2
Metropolitan Planning Authority	86	82.0
Metropolitan Waste and Resource Recovery Group	29	27.1
North East Waste and Resource Recovery Group	6	5.2
Parks Victoria	1,056	986.3
Point Leo Foreshore and Public Parks Reserves Committee of Management Inc	3	2.8
Sustainability Victoria (CEO only)	1	1.0
Trust for Nature (Victoria)	49	37.0
Urban Renewal Authority (Places Victoria)	113	104.2
VicForests	114	108.9
Winton Wetlands Committee of Management	48	7.0
Water corporations		
Barwon Region Water Corporation	327	313.5
Central Gippsland Region Water Corporation	278	261.3
Central Highlands Region Water Corporation	196	181.8
City West Water Corporation	472	445.2
Coliban Region Water Corporation	196	191.2
East Gippsland Region Water Corporation	100	94.6
Gippsland and Southern Rural Water Corporation	167	160.5
Goulburn Murray Rural Water Corporation	790	774.5
Goulburn Valley Region Water Corporation	214	204.2
Grampians Wimmera Mallee Water Corporation	175	167.6
Lower Murray Urban and Rural Water Corporation	170	167.8
Melbourne Water Corporation	1,067	1,035.2
North East Region Water Corporation	175	168.3
South East Water Corporation	592	557.5
South Gippsland Region Water Corporation	102	96.7
Wannon Region Water Corporation	197	188.2

Employing organisation	Headcount	FTE
Western Region Water Corporation	160	151.4
Westernport Region Water Corporation	77	74.8
Yarra Valley Water Corporation	583	546.8

A1.2.6 Creative industries, finance, transport and other

Employing organisation	Headcount	FTE
Creative industries		
Australian Centre for the Moving Image	200	146.2
Film Victoria	39	36.6
Geelong Performing Arts Centre Trust	70	22.6
Melbourne Recital Centre	111	49.4
Museum Victoria	692	507.3
National Gallery of Victoria	392	290.5
State Library of Victoria	351	271.5
The Wheeler Centre	29	19.0
Victorian Arts Centre Trust	667	437.0
Cemetery trusts		
Ballarat General Cemeteries Trust	19	19.0
Geelong Cemeteries Trust	34	33.8
Greater Metropolitan Cemeteries Trust	208	197.6
Remembrance Park Central Victoria	11	9.3
Southern Metropolitan Cemeteries Trust	302	273.6
Facilities management agencies		
Docklands Studios Melbourne	11	9.0
Federation Square Pty Ltd	81	52.5
Melbourne Convention and Exhibition Trust	664	662.3
Melbourne Market Authority	17	16.2
Old Treasury Building Reserve Committee of Management	1	1.0
Queen Victoria Women's Centre Trust	4	4.0
Shrine of Remembrance Trust	40	30.0
The Mint Incorporated	6	5.8
Finance / insurance agencies		
State Electricity Commission of Victoria	8	6.9

Employing organisation	Headcount	FTE
State Trustees Limited	422	391.6
Transport Accident Commission	949	870.0
Treasury Corporation of Victoria	49	44.5
Victorian Funds Management Corporation	86	85.9
Victorian Managed Insurance Authority	147	140.9
Victorian WorkCover Authority	1,146	1,101.7
Regulators		
Architects Registration Board of Victoria	5	3.7
Dairy Food Safety Victoria	28	25.4
Energy Safe Victoria	130	127.2
Greater Sunraysia Pest Free Area Industry Development Committee	1	0.6
PrimeSafe	10	9.8
Veterinary Practitioners Registration Board of Victoria	5	3.8
Victorian Building Authority	253	244.2
Victorian Equal Opportunity and Human Rights Commission (Commissioner only)	1	1.0
Sport and recreation agencies		
Australian Grand Prix Corporation	56	55.0
Emerald Tourist Railway Board	79	54.0
Greyhound Racing Victoria	155	128.2
Harness Racing Victoria	96	78.0
Kardinia Park Stadium Trust	3	3.0
Melbourne and Olympic Parks Trust	408	159.1
Phillip Island Nature Park Board of Management	236	173.2
Royal Botanic Gardens Board	208	157.5
State Sport Centres Trust	351	165.3
Victorian Institute of Sport	55	46.1
Victorian Major Events Company Ltd	14	13.5
Zoological Parks and Gardens Board	618	499.1
Transport agencies		
Port of Hastings Development Authority	13	13.0
Port of Melbourne Corporation	212	206.3
Public Transport Development Authority	599	583.4
V/Line Corporation	1,654	1,610.7
VicRoads	2,542	2,445.9

Employing organisation	Headcount	FTE
Victorian Rail Track Corporation	328	323.3
Victorian Regional Channels Authority	7	7.0
Other		
Agriculture Victoria Services Pty Ltd	14	11.8
Consumer Utilities Advocacy Centre	4	3.4
Departments of Parliament	250	223.1
Victoria Law Foundation	15	11.2
Victoria Legal Aid	737	659.4
Victorian Institute of Forensic Medicine	39	30.4
VITS LanguageLink	38	22.0

Source: Workforce Data Collection June 2015

A2 COMPOSITION OF DEPARTMENT PORTFOLIOS

This appendix lists the employing organisations that fall within each department's portfolio, as used in Chapters 4 and 5.

Please note that the Victorian Auditor-General's Office and the Departments of Parliament do not fall within the remit of a department portfolio.

A2.1 Economic Development, Jobs, Transport and Resources

Public Service Bodies

Department of Economic Development, Jobs, Transport and Resources

Game Management Authority

Level Crossing Removal Authority

Melbourne Metro Rail Authority

Taxi Services Commission

Public Entities

Agriculture Victoria Services Pty Ltd

Australian Centre for the Moving Image

Australian Grand Prix Corporation

Dairy Food Safety Victoria

Docklands Studios Melbourne

Emerald Tourist Railway Board

Energy Safe Victoria

Federation Square Pty Ltd

Film Victoria

Geelong Performing Arts Centre Trust

Greater Sunraysia Pest Free Area Industry Development Committee

Melbourne Convention and Exhibition Trust

Melbourne Market Authority

Melbourne and Olympic Parks Trust

Melbourne Recital Centre

Museum Victoria

National Gallery of Victoria

Port of Hastings Development Authority

Port of Melbourne Corporation

PrimeSafe

Public Transport Development Authority
State Library of Victoria
The Wheeler Centre
V/Line Corporation
Veterinary Practitioners Registration Board of Victoria
VicForests
VicRoads
Victorian Arts Centre Trust
Victorian Major Events Company Ltd
Victorian Rail Track Corporation
Victorian Regional Channels Authority

A2.2 Education and Training

Public Service Bodies

Department of Education and Training

Public Entities

AMES Australia
Bendigo Kangan Institute
Box Hill Institute
Centre for Adult Education
Chisholm Institute
Federation Training Institute
Gordon Institute of TAFE
Goulburn Ovens Institute of TAFE
Holmesglen Institute
International Fibre Centre
Melbourne Polytechnic
School councils
South West Institute of TAFE
Sunraysia Institute of TAFE
Teaching Service
VET Development Centre
Victorian Institute of Teaching
William Angliss Institute of TAFE
Wodonga Institute of TAFE

A2.3 Environment, Land, Water and Planning

Public Service Bodies

Department of Environment, Land, Water and Planning
(includes Sustainability Victoria [excluding CEO] and the Office of the Commissioner for Environmental Sustainability)

Environment Protection Authority

Public Entities

Architects Registration Board of Victoria

Barwon Coast Committee of Management

Barwon Region Water Corporation

Barwon South West Waste and Resource Recovery Group

Bellarine Bayside Foreshore Committee of Management (Inc)

Capel Sound Foreshore Committee of Management Inc

Central Gippsland Region Water Corporation

Central Highlands Region Water Corporation

City West Water Corporation

Coliban Region Water Corporation

Corangamite Catchment Management Authority

East Gippsland Catchment Management Authority

East Gippsland Region Water Corporation

Falls Creek Alpine Resort Management Board

Gippsland Ports Committee of Management Inc

Gippsland and Southern Rural Water Corporation

Gippsland Waste and Resource Recovery Group

Glenelg Hopkins Catchment Management Authority

Goulburn Broken Catchment Management Authority

Goulburn Valley Region Water Corporation

Goulburn Valley Waste and Resource Recovery Group

Goulburn-Murray Rural Water Corporation

Grampians Central West Waste and Resource Recovery Group

Grampians Wimmera Mallee Water Corporation

Great Ocean Road Coast Committee Inc

Lake Mountain Alpine Resort Management Board

Loddon Mallee Waste and Resource Recovery Group

Lower Murray Urban and Rural Water Corporation

Mallee Catchment Management Authority
Melbourne Water Corporation
Metropolitan Planning Authority
Metropolitan Waste and Resource Recovery Group
Mount Baw Baw Alpine Resort Management Board
Mount Buller and Mount Stirling Alpine Resort Management Board
Mount Hotham Resort Management Board
North Central Catchment Management Authority
North East Catchment Management Authority
North East Region Water Corporation
North East Waste and Resource Recovery Group
Parks Victoria
Phillip Island Nature Park Board of Management
Point Leo Foreshore and Public Parks Reserves Committee of Management Inc
Port Phillip and Western Port Catchment Management Authority
Royal Botanic Gardens Board
South East Water Corporation
South Gippsland Region Water Corporation
Sustainability Victoria (CEO Only)
The Mint Incorporated
Trust for Nature (Victoria)
Urban Renewal Authority
Victorian Building Authority
Wannon Region Water Corporation
West Gippsland Catchment Management Authority
Western Region Water Corporation
Westernport Region Water Corporation
Wimmera Catchment Management Authority
Winton Wetlands Committee of Management
Yarra Valley Water Corporation
Zoological Parks and Gardens Board

A2.4 Health and Human Services

Public Service Bodies

Department of Health and Human Services
Commission for Children and Young People

Public Entities

Albury Wodonga Health
Alexandra District Hospital
Alfred Health
Alpine Health
Ambulance Victoria
Austin Health
Bairnsdale Regional Health Service
Ballarat General Cemeteries Trust
Ballarat Health Services
Barwon Health
Bass Coast Health
Beaufort and Skipton Health Service
Beechworth Health Service
Benalla Health
Bendigo Health Care Group
Boort District Health
BreastScreen Victoria
Casterton Memorial Hospital
Castlemaine Health
Central Gippsland Health Service
Cobram District Health
Cohuna District Hospital
Colac Area Health
Dental Health Services Victoria
Djerriwarrh Health Services
Dunmunkle Health Services
East Grampians Health Service
East Wimmera Health Service
Eastern Health
Echuca Regional Health
Edenhope and District Memorial Hospital
Geelong Cemeteries Trust
Gippsland Southern Health Service
Greater Metropolitan Cemeteries Trust
Goulburn Valley Health Services
Health Purchasing Victoria

Heathcote Health
Hepburn Health Service
Hesse Rural Health Service
Heywood Rural Health
Inglewood and Districts Health Service
Kardinia Park Stadium Trust
Kerang District Health
Kilmore and District Hospital
Kooweerup Regional Health Service
Kyabram and District Health Services
Kyneton District Health Service
Latrobe Regional Hospital
Lorne Community Hospital
Maldon Hospital
Mallee Track Health and Community Service
Mansfield District Hospital
Maryborough District Health Service
Melbourne Health
Monash Health
Moyne Health Services
Nathalia District Hospital
Northeast Health Wangaratta
Northern Health
Numurkah District Health Service
Omeo District Health
Orbost Regional Health
Otway Health & Community Services
Peninsula Health
Peter MacCallum Cancer Centre
Portland District Health
Remembrance Park Central Victoria
Robinvale District Health Services
Rochester and Elmore District Health Service
Royal Children's Hospital
Royal Victorian Eye and Ear Hospital
Royal Women's Hospital
Rural Northwest Health

Seymour Health
South Gippsland Hospital
South West Healthcare
Southern Metropolitan Cemeteries Trust
State Sport Centres Trust
Stawell Regional Health
Swan Hill District Health
Tallangatta Health Service
Terang and Mortlake Health Service
The Queen Elizabeth Centre
Timboon and District Healthcare Service
Tweddle Child and Family Health Service
Upper Murray Health and Community Services
Victorian Assisted Reproductive Treatment Authority
Victorian Health Promotion Foundation
Victorian Institute of Forensic Mental Health
Victorian Institute of Sport
West Gippsland Healthcare Group
West Wimmera Health Service
Western District Health Service
Western Health
Wimmera Health Care Group
Yarram and District Health Service
Yarrawonga Health
Yea and District Memorial Hospital

A2.5 Justice and Regulation

Public Service Bodies

Department of Justice and Regulation
(includes non-executive and non-forensic staff at the Victorian Institute of Forensic Medicine)
Court Services Victoria
Office of Public Prosecutions
Office of the Fire Services Levy Monitor
Office of the Legal Services Commissioner
Office of the Road Safety Camera Commissioner
Victoria Police - public service

Victorian Commission for Gambling and Liquor Regulation
Victorian Equal Opportunity and Human Rights Commission (excluding Commissioner)
Victorian Government Solicitor's Office
Victorian Responsible Gambling Foundation

Public Entities

Consumer Utilities Advocacy Centre Ltd
Country Fire Authority
Emergency Services Telecommunications Authority
Greyhound Racing Victoria
Harness Racing Victoria
Metropolitan Fire and Emergency Services Board
Victoria Law Foundation
Victoria Legal Aid
Victoria Police - sworn and PSOs
Victoria State Emergency Service
Victorian Equal Opportunity and Human Rights Commission (Commissioner only)
Victorian Institute of Forensic Medicine (Executive level and Forensic staff only)

A2.6 Premier and Cabinet

Public Service Bodies

Department of Premier and Cabinet
Independent Broad-based Anti-corruption Commission
Infrastructure Victoria
Local Government Investigations and Compliance Inspectorate
Office of the Chief Parliamentary Counsel
Office of the Commissioner for Privacy and Data Protection
Office of the Freedom of Information Commissioner
Office of the Governor of Victoria
Office of the Ombudsman Victoria
Office of the Victorian Electoral Commissioner
Office of the Victorian Government Architect
Public Record Office Victoria
Victorian Inspectorate
Victorian Public Sector Commission

Public Entities

Queen Victoria Women's Centre Trust

Shrine of Remembrance Trust

VITS LanguageLink

A2.7 Treasury and Finance

Public Service Bodies

Department of Treasury and Finance
(includes State Revenue Office and Commission for Better Regulation)

GenITex

Emergency Services and State Super

Essential Services Commission

Public Entities

Old Treasury Building Reserve Committee of Management

State Electricity Commission of Victoria

State Trustees Limited

Transport Accident Commission

Treasury Corporation of Victoria

Victorian Funds Management Corporation

Victorian Managed Insurance Authority

Victorian WorkCover Authority

A3 CHANGE LOG

The following updates have been made to this document.

Version	Revision Date	Summary of Changes
1.0	19 December 2016	Final public version
1.1	19 January 2017	Minor changes to Headcount and FTE data for 2016 Victorian Public Service and 2015 Public health care industry groups. This has reduced the overall 2016 headcount by 269. Changes have been made through the document to reflect the lower figures than originally reported.