



**Victorian
Public Sector
Commission**

2020 Workforce data, facts and visuals

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Employee numbers

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Unless stated otherwise, this workforce data shows you numbers as at June 2020.

For most visuals, we give you a break down in 3 ways:

- Victorian Public Service (VPS): the 8 departments and 43 authorities and offices defined to be public service employers under the [Public Administration Act 2004](#)
- Public entities: all other public sector bodies outside the VPS that have a public function
- Overall public sector workforce: public entities and VPS combined

At the end of this page, find Excel datasets for June 2015 to June 2020.

Read more about how we [define the public sector](#) or see the [full list of public sector agencies](#).

Take me to facts and visuals on:

- [Key facts](#)
- [Employee numbers](#)
- [Employee numbers over time](#)
- [Employee numbers by VPS grade](#)
- [Employee numbers by occupation](#)

Get the data set on:

- [Employee numbers over time](#)



Key facts

Workforce figures

- 322,363 people employed or 266,045 in full-time equivalent terms at June 2020
- 9% of the Victorian labour force
- 1,821 employers
- 2.1% (5,553 in full-time equivalent terms) is how much total employment went up between June 2019 and June 2020

Major changes in employment

Rises in employment

- 4.1% rise (3,632 in full-time equivalent terms) in public health care
- 2.6% rise (1,682 in full-time equivalent terms) in the teaching service
- 4.3% rise (1,200 in full-time equivalent terms) in police and emergency services
- 5.3% rise (370 in full-time equivalent terms) in TAFE institutes
- 0.3% rise (148 in full-time equivalent terms) in the Victorian Public Service

Falls in employment

- 35.3% fall (1,106 in full-time equivalent terms) in school councils
- 26% fall (921 in full-time equivalent terms) due to COVID-impacts at 6 events, 3 sports and recreation and 4 alpine resort agencies

Due to COVID-19:

- functions or services were reduced or businesses closed
- roles usually performed by regular casual employees weren't needed

Affected casual employees, who had been working with their employer on a regular and systematic basis prior to COVID-19, were provided with financial support payments through their employer.



They aren't included in our employee numbers, as they weren't working in the last pay period of June 2020.

The last pay period is when the public sector collects data on its workforce.

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Employee numbers

Victorian Public Service (16% of public sector employees)

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Changes in numbers

There was a net rise of 0.3% or 148 in full-time equivalent terms (FTE)

This included rises:

- 539 FTE rise at the Department of Environment, Land, Water and Planning, due to bushfire recovery, regional initiatives and the creation of Solar Victoria and the Office of the Conservation Regulator
- 490 FTE rise at the Major Transport and Infrastructure Authority and Suburban Rail Loop Authority for infrastructure project delivery
- 259 FTE rise at the Department of Jobs, Precinct and Regions, due to delivery of agriculture programs and regional and suburban development initiatives
- 164 FTE rise at Court Services Victoria, due to implementing Royal Commission into Family Violence recommendations, specialist court programs, County Court infrastructure development and the redevelopment of the Bendigo Law Courts and expansion of its criminal division
- 130 FTE rise at the Department of Education and Training, due to implementation of school building and other [Education State](#) programs
- 115 FTE rise at the Environment Protection Authority, due to its functions expanding under the [Environment Protection Amendment Act 2019](#)



This included falls:

- 1,980 FTE fall at the Department of Health and Human Services, due to the transfer of direct care staff to National Disability Insurance Scheme providers

Impact of COVID-19

To meet service needs during COVID-19, some employees temporarily transferred from one department or agency to another.

For this data, employees are counted as part of their home department or agency, not the one they've temporarily transferred to.

Public entities by all industry groups (84% of public sector employees)

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We've adjusted the total count of employers (1821) to not double count 9 organisations that have both Victorian Public Service and non-Victorian Public Service employees.

Public health care (38% of public sector employees)

Up 4.1% or 3,642 in full-time equivalent terms (FTE) including:

- 1,436 FTE nurses
- 715 FTE doctors
- 609 FTE medical and ancillary support employees
- 553 FTE administration employees
- 283 FTE hotel and allied services employees

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Government schools (26% of public sector employees)

Up 0.9% or 575 in full time equivalent terms (FTE) overall.

The breakdown of this is:

Teaching service rises

Up 2.6% or 1,682 in FTE terms for the teaching service including:

- 900 FTE teachers
- 673 FTE education support employees

School council falls

There was a fall of 35.3% or 1,106 FTE for school council employees.

Due to COVID-19 shutdowns or reduced services, employers needed fewer casuals and seasonal fixed-term employees.

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Police and emergency services (9% of public sector employees)

Up 4.3% or 1,200 in full-time equivalent terms (FTE) including:

- 586 FTE sworn police
- 345 FTE Ambulance Victoria employees
- 160 FTE Metropolitan Fire Brigade employees

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Creative industries, finance, transport and other (5% of public sector employees)

Down 3.6% or 486 in full-time equivalent terms including:

- 278 FTE fall (14%) in creative industry agencies

- 481 FTE fall (64%) at Melbourne Convention and Exhibition Trust
- 83 FTE fall (4%) in sport and recreation agencies
- 186 FTE rise (16%) at the Victorian Workcover Authority
- 76 FTE fall (9%) at VicRoads
- 90 FTE rise (4%) at V/Line Corporation

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TAFE and other education (3% of public sector employees)

Up 3.9% or 298 in full-time equivalent (FTE) terms overall.

The breakdown of this is:

TAFE institutes

Up 5.3% or 370 in FTE terms to meet the need for more training services including:

- 217 FTE rise in teaching staff
- 141 FTE rise in professional and ancillary support staff

Employment numbers fell in TAFEs by 2.4% or 235 in headcount terms, due to a shift from casual and fixed-term to ongoing employment.

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Water and land management (3% of public sector employees)

Up 2.1% or 185 in full-time equivalent terms including:

- 156 FTE rise (13%) at Parks Victoria
- 123 FTE rise (2%) in water corporations
- 82 FTE fall (24%) in alpine resorts

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Employee numbers over time

By headcount

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By full-time equivalent

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Corrections to 2019 data

We have adjusted employee headcount from 2019 as follows:

- 50,416 to 50,474 rise (47,193 to 47,247 in full-time equivalent terms) in Victorian Public Service figures, due to machinery of government transfers
- 13,526 to 11,380 drop (6,394 to 3,136 in full-time equivalent terms) in school council headcount figures, due to the Department of Education review of how it reports on data from its new payroll system and improvements in reporting accuracy
- 323,220 to 321,132 drop (263,696 to 260,492 in full-time equivalent terms) in overall public sector workforce headcount figures

Notes on time-series data

Due to the transfer of direct care staff from the Department of Health and Human Services to national Disability Insurance Scheme providers, there was a fall of:

- 2,887 employees (2,306 in full-time equivalent terms) as at June 2019 compared to June 2018
- 2,518 employees (1,980 in full-time equivalent terms) as at June 2020 compared to June 2019

At June 2019, 2,709 employees (2,628 in full-time equivalent terms) had transferred:

- from the public entities of VicRoads and Public Transport Victoria
- to the Victorian Public Service's Department of Transport and Major Transport Infrastructure Authority

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Employee numbers by Victorian Public Service grade

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Employee numbers by occupation

Victorian Public Service occupation

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Public entity occupation

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Data set

For the most up to date data on employee numbers, see our most recent release: [2021 employee numbers](#)

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Employee numbers by public sector organisation

Employing organisation numbers

Unless stated otherwise, this workforce data shows you numbers as at June 2020.

To use this table, you can:

- sort the table by each column
- use **Search in table** to search for an agency in the top left
- navigate through 3 pages on the top right

Some terms we use in this table are:

- Department: the Victorian Public Service's 8 departments and 43 authorities and offices defined to be public service employers under the [Public Administration Act 2004](#)
- Administrative office: not part of the departments but have a reporting relationship to a department's Secretary
- Other public service employer: agencies of the Victorian Public Service, as defined by section 16 of the [Public Administration Act 2004](#) or other legislative references
- Public entity: all other public sector bodies outside the Victorian Public Service that have a public function

Read more about how we [define the public sector](#) or see the [full list of public sector agencies](#).

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Employee turnover and mobility

How to read this page

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Figures on this page include:

- employees who move from one public sector agency to another
- ongoing and fixed-term staff, but not casuals
- new start rates: non-casual employees who started with their organisation as a percentage of all non-casual employees employed in July 2019 to June 2020
- separation rates: non-casual employees who left their organisation as a percentage of all non-casual employees employed in July 2019 to June 2020
- mobility rates: employees who moved from one Victorian Public Service agency to another Victorian Public Service agency

At the end of this page, find Excel datasets for June 2015 to June 2020.

Read more about how we [define the public sector](#) or see the [full list of public sector agencies](#).

How we calculate new start and separation rates

We calculate new start rates and separation rates based on all ongoing and fixed-term employees hired in the year July 2019 to June 2020.

This includes all non-casual employees who started at or left their organisation, but

excludes employees who started or left due to machinery of government transfers.

See facts and visuals on:

- [Key facts](#)
- [Non-casual employee new start and separation rates](#)
- [Mobility rates in the Victorian Public Service, non-casual employees](#)

Get the data set on:

- [Employee turnover](#)
-

Key facts

All public sector

- 37,690 non-casual employees started with a Victorian public sector agency
- 33,642 non-casual employees separated from a Victorian public sector agency

Victorian Public Service only

- 7,956 non-casual employees started with a Victorian Public Service agency
- 7,441 non-casual employees separated from a Victorian Public Service agency

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Non-casual employee new start and separation



rates

Public sector breakdown

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Industry breakdown for public entities

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New start rate by age breakdown

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Separation rate by age breakdown

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Mobility rates in the Victorian Public Service, non-casual employees

The Victorian Public Service is a single employer with common terms and conditions for employees, made up of:

- 8 departments
- 43 offices and authorities

As a large and diverse employer, Victorian Public Service employees can build satisfying careers across a service-wide structure.



In July 2019, the government set up the Jobs and Skills Exchange to support mobility in the Victorian Public Service.

Since its introduction along with a new recruitment policy, the mobility rate between Victorian Public Service agencies has doubled.

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Data set

For the most up to date data on employee turnover and mobility, see our most recent release: [2021 employee turnover and mobility](#)



Employee pay and gender pay

How to read this page

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At the end of this page, find Excel datasets for June 2015 to June 2020.

Read more about how we [define the public sector](#) or see the [full list of public sector agencies](#).

Take me to facts and visuals on:

- [Key facts on pay](#)
- [How public sector pay is set](#)
- [Median annual salary by industry](#)
- [Distribution of salary by industry](#)
- [Pay by gender](#)

Get the data set on:

- [Remuneration](#)



Key facts

- \$88,272 is the median salary of non-casual public sector employees
- \$95,549 is the median salary of non-casual Victorian Public Service employees
- 10.7% is the gender pay gap of non-casual public sector employees
- 4.3% is the gender pay gap of non-casual public service employees

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How public sector pay is set

There are over 145 enterprise agreements that cover all non-executive employees in the Victorian public sector.

The agreements set employee pay, terms and conditions.

They differ based on industry group, employer and occupation.

Agreements are made under the Commonwealth [Fair Work Act](#).

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Median annual salary of non-casual employees by industry group

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Distribution of non-casual employees by salary range and industry group

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Pay by gender

We use the overall pay gap between women and men as a way to measure workplace gender equality.

How we measure the pay gap

Using the overall public sector workforce as an example, this is how we measure the pay gap:

- find out what the median full-time equivalent pay is for men (\$97,744) and women (\$87,282)
- work out the difference between those 2 numbers (\$97,744 minus \$87,282 equals \$10,462)
- express the difference as a percentage of the men's median salary (\$10,462 is 10.7% of men's median salary of \$97,744)

So the pay gap for the public sector is 10.7%.

Median salaries

Overall public sector workforce

- Median salary: \$88,272
- Men's median salary: \$97,744
- Women's median salary: \$87,282
- Pay gap 10.7% or \$10,462



Victorian Public Service

- All median salary: \$95,549
- Men's median salary: \$99,433
- Women's median salary: \$95,192
- Pay gap 4.3% or \$4,241

Distribution of men and women across pay quartiles for overall public sector workforce

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The pay gap is a result of the distribution of women and men across pay bands and roles.

Pay quartile 1 is employees with salaries up to \$70,578, made up of roles mostly filled by women such as:

- administrative and caring
- junior clerical

Pay quartile 4 shows employees with salaries of \$106,147 and above, made up of roles with more men than women, such as:

- professional roles
- managerial roles

Victorian Public Service

Like the overall public sector workforce, women are more likely than men to work in occupations classified at the lower half of the pay range.

Gender pay gap across Victorian Public Service pay classification, based on average salary



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The pay gap at classifications 4, 5 and 6 has gone up.

This is because from 1 July 2019, VicRoads and Public Transport Victoria transferred into the Department of Transport and now use the Victorian Public Service pay classifications.

Former VicRoads employees retained the same pay entitlement as their previous enterprise agreement.

This entitlement has a higher maximum pay range than the equivalent Victorian Public Service pay classifications.

More men than women transferred at Victorian Public Service classifications 4, 5 and 6.

This meant the overall average salary for men went up more than the overall average salary for women at these classifications.

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Data set

For the most up to date data on employee pay and gender pay, see our most recent release: [2021 employee pay and gender pay](#)

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Employee work status, gender and age

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Get data sets on:

- [Age profile](#)
- [Employee numbers over time](#)
- [Employee status: ongoing, fixed-term and casual employment](#)



- [Part-time employment](#)
-

Key facts

Overall public sector workforce employees

- 43 years is the average age
- 77% are employed on an ongoing basis
- 17% are employed fixed-term
- 6% are employed casually
- 43% work part-time
- 68% are women

Victorian Public Service employees

- 43 years is the average age
- 79% are employed on an ongoing basis
- 19% are employed fixed-term
- 2% are employed casually
- 16% work part-time
- 59% are women

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Impacts in 2020



COVID-19 impact on schools, events and sport and recreation agencies

The impact of COVID-19 on schools, events and sport and recreation agencies meant:

- fewer casual-relief teachers, teachers' aides and school service staff were employed while schools taught remotely
- fewer ticketing, usher and other event management staff were employed with venues closed

This contributed to a fall in :

- casual employment across the public sector
- part-time employment across the public sector
- employees in the under 25 age group

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Employee age

Distribution of employees by age

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The small number of under-25 employees reflects the high proportion of public sector occupations that require public post-secondary qualifications or professional experience.

Distribution by age for the years 2006, 2016 and 2020 for the overall public sector

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Since June 2006, there has been a shift in the age profile of the public sector workforce.

At June 2006, workforce ages peaked in the 45 to 49 and 50 to 54 ranges.

Since then:

- the proportion of employees aged 25 to 39 has gone up
- the proportion of employees aged 45 to 54 has gone down

By 2016 the workforce age profile was flat, with around 12% of the workforce in each age range between 25 and 60.

Since 2016, growth in employees aged under 40 has seen the age range of 45 to 54 continue to fall.

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Employment status

Ongoing, fixed-term and casual employment by industry group

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Casual employment in the whole public sector has fallen from 8.7% at June 2019 to 6.3% at June 2020.

- this is primarily due to COVID-19 impacts on the public sector workforce

There has been a fall in casuals employed in the Victorian Public Service from 4.4% at June 2018 to 1.8% at June 2020.

- this fall is from the transfer of direct care staff to the National Disability Insurance Scheme (NDIS) providers

TAFEs institutes are moving from casual to ongoing employment.

- the shift in TAFE employment is in-line with the Victorian Government's policy.



- the policy notes the positive impact of secure employment on employees and on the delivery of quality services to the Victorian community.
- it provides for public sector employers to prefer ongoing employment over casual and fixed-term arrangements wherever possible.

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Full-time and part-time employment by industry group

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The fall in casual employment has contributed to part-time employment falling from 44.7% at June 2019 to 43.4% at June 2020.

In recent years, there's been a fall in Victorian Public Service employees working part-time from 23.4% at June 2015 to 15.7% at June 2020.

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Employee gender

Gender of public sector workforce vs Victorian Labour force

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Women employees by industry group, June 2015 to June 2020

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Distribution of women across Victorian Public Service pay



classifications, June 2020

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Data sets

For the most up to date data on employee work status, gender and age, see our most recent release: [2021 arrangements, pay grades and occupations](#)



Employee work location

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Read more about how we [define the public sector](#) or see the [full list of public sector agencies](#).

I want to find out about:

- [Key facts](#)
- [Number of employees by industry as a %, regional Victoria](#)
- [Number of employees by industry as a %, Greater Melbourne Metro area](#)

Get the data set on:

- [Work location](#)

Key facts

Work locations

- 70% of the public sector workforce works in the Greater Melbourne Metro area



- 30% of the public sector workforce works in Regional Victoria

As at June 2020, if COVID-19 directions hadn't required employees to work at home:

- 14.9% or 48,145 of all public sector employees would have had their normal work location in Melbourne's CBD

Percentage of the total Victorian labour market

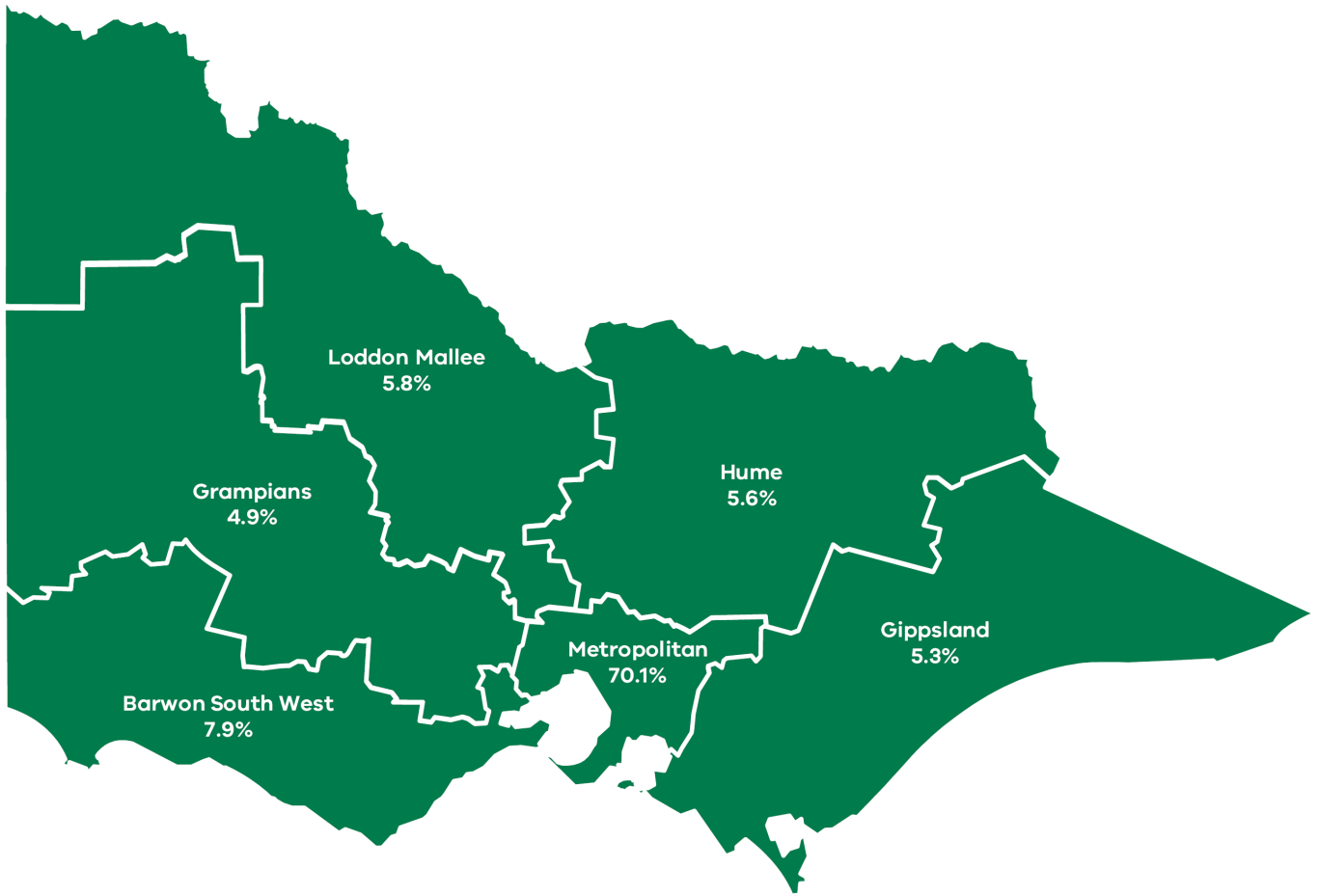
At June 2020, the public sector comprised:

- 8% of Greater Metropolitan Melbourne's labour force
- 13% of Regional Victoria's labour force

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Regional Victoria work location

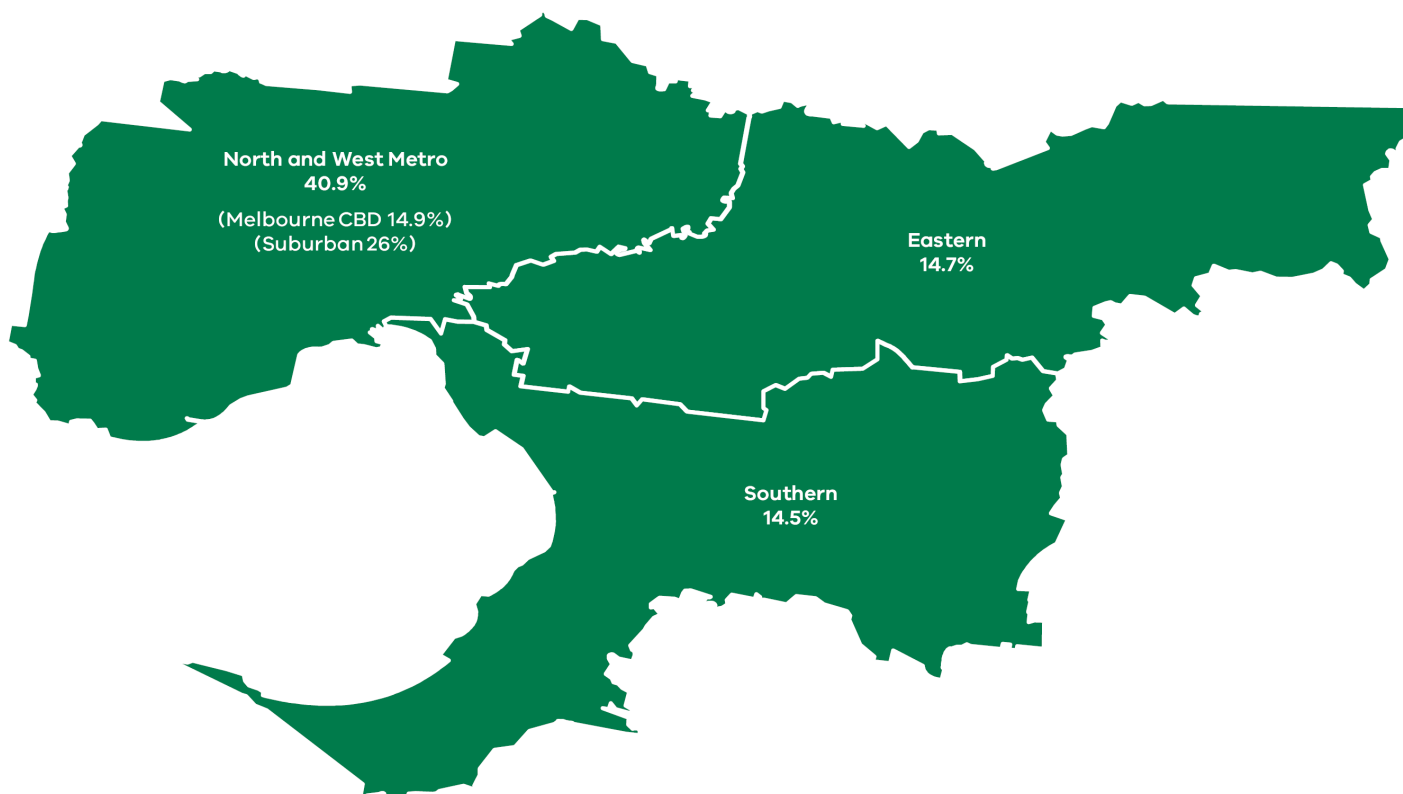




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Greater Melbourne Metro area

Percentage of industry group's employees located in each region



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Data sets

For the most up to date data on employee work location, see our most recent release: [2021 employee work locations](#)

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Employee personal leave

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Take me to facts and visuals on:

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- [Employee leave](#)

Get the data set on:

- [Personal leave use](#)

Key facts

- 49% of non-casual employees across the overall public sector workforce took 5 days or less of personal leave

- 8% of non-casual employees across the overall public sector workforce took more than 20 days of personal leave, which made up 34% of all leave taken
- 9.5 days per full-time equivalent employee is the average time taken as personal leave across the overall public sector workforce

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Personal leave

We define personal leave as paid sick or carer's leave.

The average time taken by employees for personal leave, such as sick and carer's leave, is a standard workforce measure.

We use it in the public sector to report on time lost to unscheduled absences.

Average personal leave days taken, by industry, July 2019 to June 2020

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These are the days per ongoing and fixed-term full-time equivalent employees.

Distribution of non-casual employees by personal leave days taken per year, July 2019 to June 2020

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Distribution of total number of personal leave days taken by non-casual employees, July 2019 to June 2020

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In the 2019 to 2020 financial year, the 8% of employees who took more than 20 days of personal leave account for 34% of all leave taken, which is consistent with past years.

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Data set

For the most up to date data on employee leave, see our most recent release: [2021 employee personal leave](#)

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Executive numbers, turnover, gender and remuneration

How to read this page

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- Gender pay gap for Victorian Public Service executives
- Distribution of Victorian public entity executive remuneration by gender



Get the data set on:

- [Executive profile](#)
-

Key facts

At June 2020, there were:

- 1,471 executives in the Victorian Public Service
- 1,106 executives in Victorian public entities
- 2,577 executives in the overall public sector workforce

Executives make up:

- 2.9% of Victorian Public Service employees (headcount)
- 0.4% of public entity employees (headcount)
- 0.8% of the overall public sector workforce (headcount)

Women make up:

- 51% of Victorian Public Service executives
- 48% of executives of the overall public sector workforce

Executive gender pay gap at June 2020:

- 6.6% for Victorian Public Service executives
- 2.1% for public entity executives
- 5.2% for overall public sector workforce executives

Executive median pay at June 2020:

- \$235,000 for Victorian Public Service executives
- \$233,537 for public entity executives



- \$234,600 for overall public sector workforce executives

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Role of executives

Executives are the senior leaders of the public sector workforce. They work in a complex and changing environment to deliver on the Government's priorities.

Collectively, executives manage billions of dollars of assets, huge budgets and large workforces. They oversee the delivery of critical policies and services and manage considerable risk.

What an executive is

A Victorian Public Service executive is employed under Part 3 of the Public Administration Act 2004.

A public entity executive is either a:

- Chief Executive Officer of a public entity
- an employee whose remuneration is equal to or greater than the base of the Victorian Public Service executive remuneration range and whose primary role is to lead and give direction to other employees

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Number of executives 2016 to 2020

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The need to strengthen the capacity of the Senior Executive Service and to respond to the coronavirus (COVID-19) pandemic, bushfire recovery and other emergencies has contributed to the rise in Victorian Public Service executive numbers.



Executive movements, July 2019 to June 2020

In the Victorian Public Service:

- 451 new executives started
- 228 executives left

In public entities:

- 199 new executives started
- 200 executives left

Machinery of government impacts, July 2018 to June 2019

Executive growth in 2018 to 2019 includes the transfer of 90 executives:

- from VicRoads and Public Transport Victoria
- to [Major Transport Infrastructure Authority](#) and [Department of Transport](#)

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Number of executives who work part-time

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Number of executives by age

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Number of executives by gender

Percentage of executives who are women, June 2015 to June 2020

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50% target of Victorian Public Service executive appointments to be women

From July 2019 to June 2020, 53% of appointees to Victorian Public Service executive roles were women.

In 2016, the government set a target to have 50% women appointed as Victorian Public Service executives.

'Appointed' means:

- people in an executive role for the first time
- executives who move to a new executive role in another public agency
- executives who move to a higher pay band in the same public agency

Read more about these targets in the [Safe and Strong – A Victorian Gender Equality Strategy](#).

Number of executives by gender, public sector breakdown

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Number of Victorian Public Service executives by level

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From July 2019 to June 2020, the government reformed how executive classifications worked to:

- make employment and remuneration clearer, more effective, more efficient and transparent
- help public sector employers attract, retain and develop senior leaders
- make it easier to compare executive performance across agencies
- help Victoria get value from executive remuneration

The Government:

- changed the names of executive classifications
- made standard position titles mandatory for most roles
- set up an [independent tribunal](#) to oversee executive remuneration

These are the old and new classifications with their standard titles:

Old classification	New classification	Standard title
Executive Officer 3	Senior Executive Service band 1	Director
Executive Officer 2	Senior Executive Service band 2	Executive Director
Executive Officer 1	Senior Executive Service band 3	Deputy Secretary

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Executive remuneration bands as at June 2020

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The [Victorian Independent Remuneration Tribunal](#) set what the remuneration bands are for all executives in the public sector.

In May 2020, they set the Victorian Public Service executive remuneration bands. They'll also set the public entity executive pay bands.

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Median executive remuneration by gender with pay gap

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In 2020, the number of Victorian Public Service executives by level and the pay gap shows men are more likely to hold more senior and higher-paid roles.

The pay gaps have reduced from:

- 7.1% at June 2019 to 6.6% at June 2020 for Victorian Public Service executives
- 2.6% at June 2019 to 2.1% at June 2020 for public entity executives
- 5.5% at June 2019 to 5.2% at June 2020 for all executives in the overall public sector workforce

How we measure the pay gap

Using the overall public sector workforce as an example, this is how we measure the pay gap:

- find out what the median pay is for men (\$240,049) and women (\$227,480)
- work out the difference between those 2 numbers (\$240,049 minus \$227,480 equals

\$12,569)

- express the difference as a percentage of the men's median salary (\$12,569 is 5.2% of men's median salary of \$240,049)

So the pay gap for the overall public sector workforce is 5.2%

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Distribution of Victorian Public Service executive remuneration by gender

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Victorian Public Service median executive pay at June 2020 was:

- \$225,000 for women
- \$240,789 for men
- \$15,789 or 6.6% as the median pay gap

In recent years, more women were promoted into entry-level executive roles. This has influenced the pay gap, as more women are at the lower end of the pay bands.

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Gender pay gap for Victorian Public Service executives by band

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Distribution of Victorian public entity executive remuneration by gender

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Public entity median executive pay at June 2020 was:

- \$230,000 for women
- \$235,000 for men
- \$5,000 or 2.1% as the median pay gap

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Data set

For the most up to date data on executives, see our most recent release: [2021 executive numbers, gender and remuneration](#)

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Board numbers and demographics

How to read this page

Unless stated otherwise, this workforce data shows you numbers as at June 2020.

For most visuals, we give you a break down in 3 ways:

- Victorian Public Service (VPS): the 8 departments and 43 authorities and offices defined to be public service employers under the [Public Administration Act 2004](#)
- Public entities: all other public sector bodies outside the VPS that have a public function
- Overall public sector workforce: public entities and VPS combined

At the end of this page, find an Excel dataset for June 2018 to June 2020.

Read more about how we [define the public sector](#) or see the [full list of public sector agencies](#).

Take me to facts and visuals on:

- [Key facts](#)
- [Role of public sector boards](#)
- [Gender breakdown of board directors as %](#)
- [Age breakdown of board directors as %](#)
- [Diversity, rural and volunteer status of board directors as %](#)

Get the data set on:

- [Board and board member profile](#)

Key facts

- 3406 public sector boards
- 32,011 board directors
- 82% of board members volunteer their time, excluding members of school councils
- 55% of members on major boards are women
- 78% of board members reside in regional and rural Victoria, excluding members of school councils

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Role of public sector boards

Public sector boards are responsible for the strategic direction, governance and risk management of Victorian public sector entities in line with the relevant legislation.

They can include boards of governance of public entities and advisory bodies.

Board members are senior leaders of the public sector.

[Read more about the role of boards](#)

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Gender breakdown of board members as a percentage

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Women on major boards

In the past, women were under-represented on Victorian public sector boards.



So in March 2015, the government set a 50% target that all new appointments to major boards be women.

Major boards are the 311 larger public entity boards and exclude:

- boards with only members who are elected or who are ex officio members (a person who is on a board because of their role)
- equality portfolio boards
- most advisory boards
- school councils
- small cemetery trusts
- small rural hospitals
- small Crown land committees of management

From 2015 to June 2020, women on major boards have gone up from 39% to 55%.

Based on a portfolio breakdown, women's representation has improved in most portfolios. Women remain under-represented only in boards of the Planning and Local Government portfolio group, where 40% are women.

See the portfolio break down in our [data set](#).

Women on all boards

Women on all boards have gone up from 36% at June 2018 to 39% at June 2020. This doesn't include school councils, as the data is unavailable.

There are low rates of representation of women on boards at:

- cemetery trusts at 29%
- Crown land committees of management at 37%

These 2 categories make up 1,486 or 44% of all boards and 10,757 or 34% of all board members. These contribute to the overall representation of women on boards.

Most cemetery trust and Crown land committee of management boards:

- are based in rural areas

- don't employ staff
- have members nominated from local communities or are long-term members
- manage small assets

From June 2018 to June 2020:

- women on cemetery trusts boards have gone up from 27% to 29%
- women on Crown land committees of management boards have gone up from 33% to 37%

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Age distribution of board members as a percentage

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The age of 81% of all board members, mainly from school councils and small committees of management, isn't available.

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Percentage of boards members by diversity group, location and volunteer status

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Diversity data, location and volunteer status aren't collected for school councils.

Aboriginal and/or Torres Strait Islander data and culturally and linguistically diverse status data aren't collected for small committees of management.

We define culturally and linguistically diverse (CALD) if a person is:



- born in a country other than Australia
- has one or more parents born in a country other than Australia
- speaks a primary language at home that's not English
- speaks another language at home that's not English
- self-identified as CALD

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Data set

This data set covers June 2018 to June 2020.

We publish board and board member profile data from over 3400 boards and about 32,000 board members.

We source this data from the Government Appointments and Public Entities Database (GAPED).

Board and board member profile

This file shows the number of Victorian public sector boards and the number of board members for each portfolio department and ministerial portfolio.

The file also has a list of Victorian public sector boards showing:

- classification
- status as a major board
- status as an employer
- number of board members

It also has a profile of board members for each department and ministry portfolio from June 2018 to 2020 showing numbers by:

- gender

- age
- residential location of metropolitan Melbourne or regional Victoria
- volunteer status
- diversity groups of board members who are Aboriginal and/or Torres Strait Islander, have disability and are culturally and linguistically diverse (CALD)

In the file, we've grouped school councils, small cemetery trusts and small land management committees together.

Download board and board member profile data (XLS, 166KB)

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