



**Victorian
Public Sector
Commission**



Workplace gender equality indicators

The Commission's progress against 7 workplace gender equality indicators.

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Indicator: Gender composition of all levels of the workforce

Confirm if progress made:

Yes

Progress description:

Since 2021, the percentage of women as at 30 June 2023 has increased in all levels of the VPSC with the exception of VPS4 (down 7%) and VPS2 (down 33%).

Number of women and percentage change as at 30 June 2023:

- Commissioner level – 1 woman (+100%)
- Deputy Commissioner – 1 woman (no change)
- Executive Director – 100% women (+34%)
- Director – 75% women (+75%)
- VPS6 – 60% women (no change)
- VPS5 – 72% women (+5%)

- VPS4 – 64% women (-7%)
- VPS3 – 72% women (+3%)
- VPS2 – 67% women (-33%)
- VPS1 – no staff.

Indicator: Gender composition of governing bodies

Confirm if progress made:

Yes

Progress description:

Our advisory board remains comprised 50% male and 50% female. Should more members be added, they will be appointed to ensure gender balance.

Indicator: Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender

Confirm if progress made:

Yes

Progress description:

The VPSC uses classification ranges and is bound by the VPS Workplace agreement.

In the selection report and interview guides.... "policy is to pay at base of the band....Candidates may need to provide proof of salary if not at base and transferring at level". If not paying at base the VPSC follows 27.6.c as per the Agreement.

The VPSC has no gender pay gap at any level of the organisation. Data indicates that in 2023, the average base salary by VPS level is:

- VPS2 – men \$57,570 and women \$58,395
- VPS3 – men \$77,579 and women \$82,124
- VPS4 – men \$95,811 and \$97,858
- VPS5 – men \$114,035 and women \$118,060
- VPS6 – men \$155,943 and women \$157,121.

At executive level there is only one male executive so have elected not to document salary numbers here.

Indicator: Sexual harassment in the workplace

Confirm if progress made:

Yes

Progress description:

The VPSC did not receive any formal sexual harassment complaints in the reporting period.

In the People Matter Survey 2% of staff reported they had experienced sexual harassment in the workplace in 2023, compared with 5% in 2021.

Indicator: Recruitment and promotion practices in the workplace

Confirm if progress made:

Yes

Progress description:

All recruitment panels have representation of women, men or other gender identities. Of the 9 executives in the Commission, 8 are women and there is a strong commitment to ensuring women have equal opportunity while also not disadvantaging male applicants.

Indicator: Availability and utilisation of terms, conditions and practices

Relating to:

- family violence leave
- flexible working arrangements
- working arrangements supporting employees with family or caring responsibilities.

Confirm if progress made:

Yes

Progress description:

Family Violence Leave

Family Violence leave is processed as a separate special leave form to retain privacy with family violence contact officer. VPSC can access DPC intranet for guidance on policy on family violence support. VPSC will need to create a [Family Violence Guide](#) to support common policy.

The VPSC has identified a Family Violence Contact Officer who will attend training in 2024.

Parental leave

We've updated the parental leave application, parental leave plan and our intranet page to provide information on Grace Papers serving to support employees with family or caring responsibilities.

We also support, via Grace Papers, on-demand coaching as part of our agreement with Grace Papers and regularly promote Grace Papers live coaching sessions at All staff meetings and branch and team meetings as well as All staff Teams channels. VPSC follows Workplace adjustment policy and guidelines supporting carers of people with disability. Information is available on the VPSC intranet.

Flexible Working Arrangements

Flexible Working Arrangements are processed through Edupay and are available to all staff after conversations with Manager. The VPSC promotes flexible working and follows the VPS Flexible Work policy and promotes this opportunity through the welcome email sent to all new staff, regardless employment status. Adjustment requests are also available as per the new adjustment policy on the VPSC Intranet.

Indicator: Gendered segregation within the workplace

Confirm if progress made:

Yes

Progress description:

Given the female representation at all levels of leadership, it is not considered that there is significant risk of gender segregation.