THE STATE OF THE PUBLIC SECTOR IN VICTORIA

2014-2015

VPSC
Victorian Public Sector Commission

VICTORIA
State
Government

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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CONTENTS

TABLES

FIGURES

TERMS

ABS	Australian Bureau of Statistics
Active employees /executives	People who were employed and paid by the reporting organisation for the last full pay period in June.
	Contractors, statutory appointees, Board members and people on leave without pay are not counted as active employees/executives.
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	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.
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 *Crown Land (Reserves) Act 1978*. 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 *Cemeteries and Crematoria Act 2003*. They manage and maintain public cemeteries on behalf of the Minister for Health.
Department	See section 2.2, page 16.
Department portfolio	See 'Portfolio'.
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 *Public Administration Act 2004*. The census is performed by the Victorian Public Sector Commission and gathers employment and demographic details for active, inactive and separated executives.

Executives	Senior managers and leaders in the Victorian public sector who are employed on an executive contract of up to five years duration.
	Executives in the Victorian Public Service are people employed as executives under Part 3 of the *Public Administration Act 2004.*
	Executives in public entities are any people considered to be a CEO or equivalent who receive a TRP of $148,839 or more.
	Technical specialists who do not have a management function and people whose employment is regulated by an award or enterprise agreement are not included.
Fixed term employees	People employed for a set period.
FTE	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.
	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.
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	Government Appointments and Public Entities Database. This database contains information on the structure, membership and remuneration of Victorian boards of management and advisory committees.
	GAPED is administered by the Victorian Public Sector Commission and data is provided by government departments.
GSERP	Government Sector Executive Remuneration Panel. This panel governs the remuneration and employment of executives in public entities.
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 arts, finance, transport and other.
	Industry groups are described in more detail in Table 1, page 18.
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 *Public Administration Act 2004*.
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 and are employed for fixed periods in circumstances when a qualified teacher is not available.
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	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.
PMS	People Matter Survey
PSOs	Protective Service Officers are engaged by Victoria Police.
Public entity	As defined in Section 5 of the *Public Administration Act 2004* and described in Chapter 2.
Public sector	See: Victorian public sector.
Public service	A full description of the Victorian Public Service can be found in Chapter 2.
Portfolio	Public sector organisations (public service and public entities) that are responsible to a specific public service department and associated Minister. See Appendix B for the composition of department portfolios as at June 2015.
School council	School councils operate under the *Education and Training Reform Act 2006*. 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. 2014-15 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 *Public Administration Act 2004* and described in Chapter 2 (page 16). 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 2 (page 16).
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 other jurisdictions and the broader Victorian community.

Previous editions have reported on the public sector values and employment principles and the top level findings of the People Matter Survey. This information will now be reported separately.

This report covers the financial year 2014-15 and all employment, executive and Board data reflects information as at the last full pay period in June 2015.

- Chapter 1 provides key statistics that describe the public sector, its workforce, executives and Board members.

- Chapter 2 describes the structure and composition of the public sector.

- Chapter 3 describes the size and employment profile of the Victorian public sector workforce.

- Chapter 4 provides a diversity profile of the workforce and how key indicators compare to the Victorian labour force and other relevant comparators.

- Chapter 5 describes executive employment, remuneration and demographic information.

- Chapter 6 describes public sector Boards and their membership.

- Appendix A lists public sector employers by industry group and provides employment numbers.

- Appendix B provides the composition of department portfolios.

1 Statistical Highlights

This section provides some of the key statistics that describe the Victorian public sector and its people, including employees, executives and Board members (who are not employees).

In all instances, the figure for public sector employees includes public sector executives.

Number of entities at June 2015

1,807	
Employers[1]	
1,769	**40**
Public entities that employ staff	*Victorian Public Service employers*
1,597	
Public entities with no employees[2]	

Board members at June 2015

29,775
Estimated number of board members, including members of school councils

Executive employment at June 2015

1,983	**0.7%**
Total executives	*Proportion of all employees*
675	**1.8%**
Executives in the Victorian Public Service	*Proportion of all Victorian Public Service staff*
1,308	**0.5%**
Executives in public entities	*Proportion of all public entity staff*

[1] Victoria Police and the Victorian Equal Opportunity and Human Rights Commission are counted once. Both organisations have Victorian Public Service and non-Victorian Public Service employees and are included in the separate public entity and Victoria Public Service employer counts.
[2] Public entities with no employees include advisory boards, the majority of cemetery trusts, and committees of management (Crown land).

Employment at June 2015

277,670	8.9%
Employees	*Employees as a proportion of total Victorian labour force[3]*
222,966 FTE	
Full Time Equivalent employees	
188,168 FTE	34,798 FTE
in public entities	*in the Victorian Public Service*

Employment growth between June 2014 and June 2015

↑ 4,424 FTE (↑2.0%)

*Overall change in FTE employees
(excludes the first time inclusion of casual
relief teachers in the employment data)*

↑ 1,731 FTE

in public health care

↑ 1,401 FTE

in Victorian Public Service

↑ 919 FTE

in government schools

↑ 503 FTE	↓ 469 FTE
in police and emergency services	*in TAFE and other education*

Employment status at June 2015

73%	10%
Ongoing employees	*Casual employees*
17%	
Fixed term employees	

Staff turnover in 2014-15

31,111	**26,879**
Employees that began non-casual jobs in 2014-15	*Non-casual staff that ceased employment with their employer in 2014-15*
11.3%	**9.7%**
New staff rate of non-casual employees	*Separation rate of non-casual employees*

Work location at June 2015

69%	**31%**
Employees based in Melbourne	*Employees based in regional Victoria*
77%	**23%**
Victorian labour force in Melbourne[3]	*Victorian labour force in regional Victoria[3]*
7.9%	**12.2%**
Melbourne based employees as a proportion of total labour force in Melbourne[3]	*Regional employees as a proportion of total labour force in regional Victoria[3]*

Remuneration as at June 2015

$73,283	**$195,258**
Median salary of employees	*Median TRP of executives*
85%	
Board members that volunteer their time	

Gender as at June 2015

	Employees	*Victorian labour force[3]*	*Executives*	*Board members*
Female				
	67%	46%	39%	33%
Male				
	33%	54%	61%	67%

Age as at June 2015

	Employees	Victorian labor force[3]	Executives	Board members[4]
Below 25	5%	17%	0%	
25 to 34	24%	23%	1%	1%
35 to 44	24%	22%	26%	11%
45 to 54	26%	21%	40%	17%
55 to 64	19%	14%	29%	32%
65 plus	3%	3%	3%	39%

Aboriginal representation at June 2015

1.0%	0.7%
Estimated Proportion of Aboriginal employees in the public sector workforce[5]	Aboriginal proportion of Victorian population (2011 Census)[6]
1.3%	
Proportion of Board members that identified as Aboriginal	

[4] The age profile of Board members does not include school councils and committees of management (Crown land), that represent an estimated 76 per cent of all Board members.
[5] Source: People Matter Survey 2015
[6] Source: Australian Bureau of Statistics, Census of Population and Housing, 2011

Other diversity characteristics at June 2015

62% *Estimated proportion of employees with a bachelor degree or higher*	**33%** *Population of Victoria aged over 15 with a bachelor degree or higher (2011 Census)*
3% *Estimated proportion of employees with a disability [7]*	**5.8%** *Estimated proportion of labour force with a disability (2012) [8]*
21% *Estimated proportion of employees born overseas*	**31%** *Population of Victoria born overseas (2011 Census)*
18% *Estimated proportion of employees that speak a language other than English at home*	**17%** *Population of Victoria that speak a language other than English at home (2011 Census)*
23% *Estimated proportion of Culturally and Linguistically Diverse (CALD) Board members [9]*	

The VPSC is looking at ways to address the gaps in the diversity information available for employees, executives and Board members.

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[7] Respondents with a long-term disability that restricts their everyday activities.
[8] Source: Australian Bureau of Statistics, Disability, Aging and Carers, 2012, Catalogue no. 4430.0
People with a disability that represents an employment restriction.
[9] Estimate does not include school councils, committees of management (Crown land) or cemetery trusts (i.e. does not include 88 per cent of Board members)

2   Composition of Victoria's Public Sector

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

2.1   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 are Victorian Public Service employers. Special bodies that are not public service employers, such as the Departments of the Parliament of Victoria, are treated as public entities in this report.

2.2   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 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 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 A for a list of Departments, Administrative Offices, and other public service employers.

2.3   Public entities

Public entities are defined in Section 5 of the PAA and are statutory authorities,[10] 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:

- arts agencies
- cemetery trusts
- 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

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 advisory bodies.

As stated in section 2.1, for ease of reporting, special bodies that are not public service employers are treated as public entities in this report.

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[10] Bodies that are established and constituted under legislation.

In 2014 the PAA was amended to clarify that the subsidiaries of public entities are themselves a public entity. Although subsidiaries are public entities, they are not included in the figures and listings in this report as reliable information is not yet available to the VPSC.

2.4   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 B for the composition of department portfolios as at June 2015.

2.5   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 in Table 1.

Table 1 Industry groups in the Victorian public sector

Arts, finance, transport and other

- The arts, finance, transport and other sector is a diverse collection of employers. It includes:
  - arts agencies e.g. National Gallery of Victoria
  - cemetery trusts e.g. Southern Metropolitan Cemeteries Trust
  - facilities management entities e.g. Docklands Studios Melbourne
  - finance and insurance entities e.g. Victorian Managed Insurance Authority
  - regulators e.g. Energy Safe Victoria
  - sports and recreation entities e.g. Melbourne and Olympic Parks Trust
  - transport entities e.g. Port of Melbourne Corporation
  - other entities e.g. Victoria Legal Aid

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. Western Health
  - specialist health services e.g. Royal Children's Hospital
  - regional health services e.g. Bendigo Health Care Group
  - small rural health services e.g. Terang and Mortlake Health Service
- 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 2.2 (page 16) 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. Places Victoria

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

The following section describes the changes to the make-up of the public sector that occurred in 2014-15.

2.6   Machinery of government changes

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

In January 2015, public service Departments were restructured. Major changes were:

- The Departments of Environment and Primary Industries; State Development, Business and Innovation; and Transport Planning and Local Infrastructure were re-configured into the Departments of Environment, Land, Water and Planning; and Economic Development, Jobs, Transport and Resources

- The Department of Human Services and the Department of Health were amalgamated to become the Department of Health and Human Services

- The Department of Education and Early Childhood Development was renamed the Department of Education and Training

- The Department of Justice was renamed the Department of Justice and Regulation

- Functions from several departments were transferred to the Department of Premier and Cabinet and the Arts function was transferred to the Department of Economic Development, Jobs, Transport and Resources

Other changes over 2014-15 year include:

- Court Services Victoria was established with functions transferred from the Department of Justice (July 2014)

- the Game Management Authority was established as a new public service office (July 2014) and is now within the Economic Development, Jobs, Transport and Resources portfolio

- the Office of the Privacy Commissioner was replaced with the Office of the Commissioner for Privacy and Data Protection (September 2014)

- the Office of the Fire Services Levy Monitor was abolished (December 2014)

- the Office of Living Victoria was abolished (December 2014)

- the Melbourne Metro Rail Authority and Level Crossing Removal Authority, were established as Administrative Offices of the Department of Economic Development, Jobs, Transport and Resources (May 2015)

- Kangan Institute and Bendigo TAFE amalgamated to become Bendigo Kangan Institute (July 2014)

- Rural Finance Corporation of Victoria was sold to Bendigo and Adelaide Bank

- the Regional Waste Management Groups were reconstituted as public entities creating Barwon South West Waste and Resource Recovery Group, Gippsland Waste and Resource Recovery Group, Goulburn Valley Waste and Resource Recovery Group, Grampians Central West Waste and Resource Recovery Group, Loddon Mallee Waste and Resource Recovery Group, North East Waste and Resource Recovery Group. The Metropolitan Waste Management Group was renamed to the Metropolitan Waste and Resource Recovery Group (August 2014)

- Northern Melbourne Institute of TAFE was renamed Melbourne Polytechnic (October 2014)

- the Greater Sunraysia Pest Free Area Industry Development Committee was established (December 2014)

3   Workforce Employment Profile

This chapter shows the size of the Victorian public sector workforce and how it changed in 2014-15.

3.1   Workforce size

At June 2015, the Victorian public sector comprised seven departments, 10 Administrative Offices and 23 other bodies that formed the public service and approximately 3,366 public entities (1,807 of which employed staff).

The public sector employed 277,670 people, of whom, 37,942 (14 per cent) were employed in the public service and 239,728 (86 per cent) were employed by public entities (Table 2).

This year's employment figure includes 7,335 casual relief teachers employed by school councils. Prior to 2015, employment figures for casual relief teachers were not available to the VPSC.

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

3.2   Change in employment

Between June 2014 and June 2015, Full Time Equivalent (FTE) employment grew by 2.0 per cent (4,424 FTE) and the number of people employed grew by 1.9 per cent (5,150 employees). This growth figure does not include casual relief teachers in the June 2015 employment figure (Table 3).

The largest increases occurred in public health care (1,731 FTE) and the Victorian Public Service (1,401 FTE).

The growth in the Victorian Public Service, primarily reflects:

- increased staffing in the Department of Justice and Regulation (736 FTE), particularly in Corrections

- an increase across the other Departments (519 FTE)

- an increase in the number of public service staff that support Victoria Police (109 FTE)

The growth in public health care reflects modest increases in metropolitan and major regional health services of which nurses were a significant contributor (Table 4).

In TAFE and other education there was a reduction in employment across the majority of TAFE institutions with three out of 12 institutions reporting modest employment growth.

The slight fall in arts, finance, transport and other reflects the sale of Rural Finance to Bendigo and Adelaide Bank and employment reductions in Linking Melbourne Authority and Vic Roads.

Table 4 and Table 5 (page 24) show the annual change in employment in occupation groups within public entities and the Victorian Public Service respectively. Figure 1 (page 25) shows the employment trend of the public sector, industry groups and the public service since June 2010.

Table 2 Size of the Victorian public sector and distribution of public sector employees – June 2015

Industry group[11]	Employers (see Appendix A, page 52, for full listing)	Employees	FTE
Public health care	**89**	**104,312**	**76,767**
	Health services: 85	104,070	76,556
	Other health organisations: 4	242	212
Government schools	**1,540**	**76,675**	**59,473**
	Teaching service: 1	65,658	56,348
	School councils:[12] 1,539	11,017	3,125
Victorian Public Service	**40**	**37,942**	**34,798**
	Departments: 7	30,193	27,485
	Other public service employers: 23	6,897	6,526
	Administrative Offices: 10	852	786
Police and emergency services	**6**	**24,726**	**23,646**
	Victoria Police	14,755	14,451
	Ambulance Victoria	4,581	4,045
	Metropolitan Fire and Emergency Services Board	2,198	2,186
	Country Fire Authority	2,113	1,967
	Emergency Services Telecommunications Authority	864	800
	Victoria State Emergency Service	215	199
TAFE and other education	**17**	**10,636**	**7,349**
	TAFE institutes: 12	9,374	6,443
	Other education employers: 5	1,262	906
Water and land management	**54**	**8,186**	**7,664**
	Water corporations: 19	5,811	5,589
	Land management and planning: 20	1,670	1,473
	Catchment management authorities: 10	403	352
	Alpine resorts: 5	302	250
Arts, finance, transport and other	**63**	**15,193**	**13,268**
	Transport agencies: 8	5,158	5,003
	Finance / insurance agencies: 7	2,703	2,545
	Arts agencies: 9	2,390	1,753
	Sport and recreation agencies: 11	2,245	1,526
	Facilities management: 8	698	596
	Cemetery trusts: 5	541	519
	Regulators: 8	439	422
	Miscellaneous: 7	1,019	905
Victorian public sector	**1,807 employers**[13]	**277,670**	**222,966**

Source: Workforce Data Collection – June 2015

[11] See Table 1 for a description of each industry group
[12] This year, for the first time, the school council employment figure includes casual relief teachers that are directly employed by school councils. Figures for this group of staff have not previously been available to the VPSC.
[13] 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 3 The annual change in employment by industry group – June 2014 and June 2015

Industry sector	Headcount			FTE		
	2014	2015	Change %	2014	2015	Change %
Public health care	101,994	104,312	2.3	75,036	76,767	2.3
Government schools	68,000	76,675	12.8 (2.0)	56,647	59,473	5.0 (1.6)
Victorian Public Service	36,436	37,942	4.1	33,397	34,798	4.2
Police and emergency services	24,156	24,726	2.4	23,143	23,646	2.2
Arts, finance, transport and other	15,306	15,193	-0.7	13,164	13,268	0.8
TAFE and other education	11,396	10,636	-6.7	7,818	7,349	-6.0
Water and land management	7,897	8,186	3.7	7,429	7,664	3.2
Victorian public sector	**265,185**	**277,670**	**4.7 (2.0)**	**216,635**	**222,966**	**2.9 (2.0)**

Source: Workforce Data Collection 2014 and 2015
Note: 1) The numbers in red are annual reductions. 2) The numbers in brackets do not include the addition of casual relief teachers into the data collection.

Table 4 The annual change in employment in key occupations in public entities – June 2014 and June 2015

Key occupation groups[14]	Headcount			FTE		
	2014	2015	Change %	2014	2015	Change %
Public health care						
Administration and clerical	15,088	15,721	4.2	11,748	12,239	4.2
Ancillary and medical support services	17,881	18,064	1.0	13,924	14,049	0.9
Hotel and allied services	11,107	11,352	2.2	7,578	7,713	1.8
Medical officers	7,473	7,621	2.0	7,075	7,227	2.1
Nursing services	44,726	45,768	2.3	32,413	33,322	2.8
Government Teaching Service						
Executive class	73	74	1.4	72	73	1.4
Principal class[15]	3,028	3,032	0.1	3,006	3,010	0.2
Teacher class[16]	42,826	43,379	1.3	38,643	39,074	1.1
Education support class	18,643	19,173	2.8	13,779	14,191	3.0
TAFE and other education						
PACCT staff	3,540	3,467	-2.1	2,778	2,609	-6.1
Teaching staff	5,801	5,482	-5.5	3,753	3,591	-4.3
Police and emergency services						
Ambulance officers and paramedics	3,370	3,482	3.3	2,997	3,033	1.2
Fire and emergency workers	2,677	2,730	2.0	2,675	2,729	2.0
Police[17]	13,481	13,568	0.6	13,185	13,264	0.6
Protective Services Officers	1,087	1,187	9.2	1,087	1,187	9.2

Source: Workforce Data Collection – June 2014 and June 2015
Note: The numbers in red are annual reductions

[14] For a description of each of occupation group, see page 7 for the terms used in this report.
[15] Comprises Principals, Assistant Principals and Liaison Principals.
[16] Comprises Classroom Teachers and Paraprofessionals.
[17] The number of Police includes Police, recruits in training and reservists.

Table 5 The annual change in Victorian Public Service employment classifications – June 2014 and June 2015

Classification[18]	Headcount			FTE		
	2014	2015	Change %	2014	2015	Change %
VPS grade classifications[19]						
Senior Technical Specialist	215	219	1.9	209	213	2.1
VPS Grade 6	3,460	3,710	7.2	3,343	3,584	7.2
VPS Grade 5	5,023	5,307	5.7	4,739	5,005	5.6
VPS Grade 4	4,216	4,464	5.9	3,986	4,206	5.5
VPS Grade 3	4,061	4,294	5.7	3,818	4,040	5.8
VPS Grade 2	3,370	3,407	1.1	3,046	3,091	1.5
VPS Grade 1	110	79	-28.2	81	62	-24.3
Occupation specific classifications[20]						
Allied Health	946	898	-5.1	802	757	-5.6
Child Protection Practitioner	1,489	1,537	3.2	1,363	1,404	3.0
Children, Youth and Families	403	396	-1.7	361	360	-0.3
Clerk of Courts	491	521	6.1	455	483	6.3
Community Corrections Officers	647	702	8.5	611	668	9.3
Custodial Officers	2,377	2,715	14.2	2,296	2,602	13.3
Disability Development and Support Officer	5,345	5,375	0.6	4,312	4,333	0.5
Fisheries Officers	84	79	-6.0	84	79	-5.7
Forensic Officer	219	233	6.4	202	215	6.4
Forestry Field Staff	374	349	-6.7	371	347	-6.5
Housing Services Officers	515	505	-1.9	474	458	-3.4
Legal Officers	480	469	-2.3	437	428	-2.1
Ministerial Chauffeurs	32	36	12.5	32	36	12.5
Nurses	265	275	3.8	193	195	1.0
Principal Scientist	86	92	7.0	82	89	8.4
Science Officers	743	707	-4.8	693	653	-5.8
Senior Medical Advisor	53	53	0.0	46	46	-1.3
Senior Regulatory Officer	6	5	-16.7	6	5	-16.7
Sheriff Officers	179	179	0.0	178	177	-0.4
Youth Justice Worker	374	404	8.0	337	370	9.8
Other[21]	226	256	13.3	202	226	12.1
Total VPS grade classifications	20,455	21,480	5.0	19,221	20,199	5.1
Total Occupation groups	15,334	15,786	2.9	13,536	13,929	2.9

Source: Workforce Data Collection – June 2014 and June 2015

[18] A description of each classification can be found in the *Victorian Public Service Determination 2012 (Fair Work Australia AG895510)*. VPS Executive Officer numbers are separately summarised in chapter 5.
[19] The VPS grades are general, broad-band, employment classifications that employ staff in a wide variety of roles such as program/project administration, policy development and advice, and contract management. The responsibility, complexity and remuneration of roles increases with grade.
[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.
[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 2010 to June 2015

Victorian public sector — 5.3

Public health care — 10.2

Government schools — 5.7

Police and emergency services — 22.7

TAFE and other education — -22.8

Water and land management — -0.5

Victorian Public Service — -4.5

Arts, finance, transport and other — 3.8
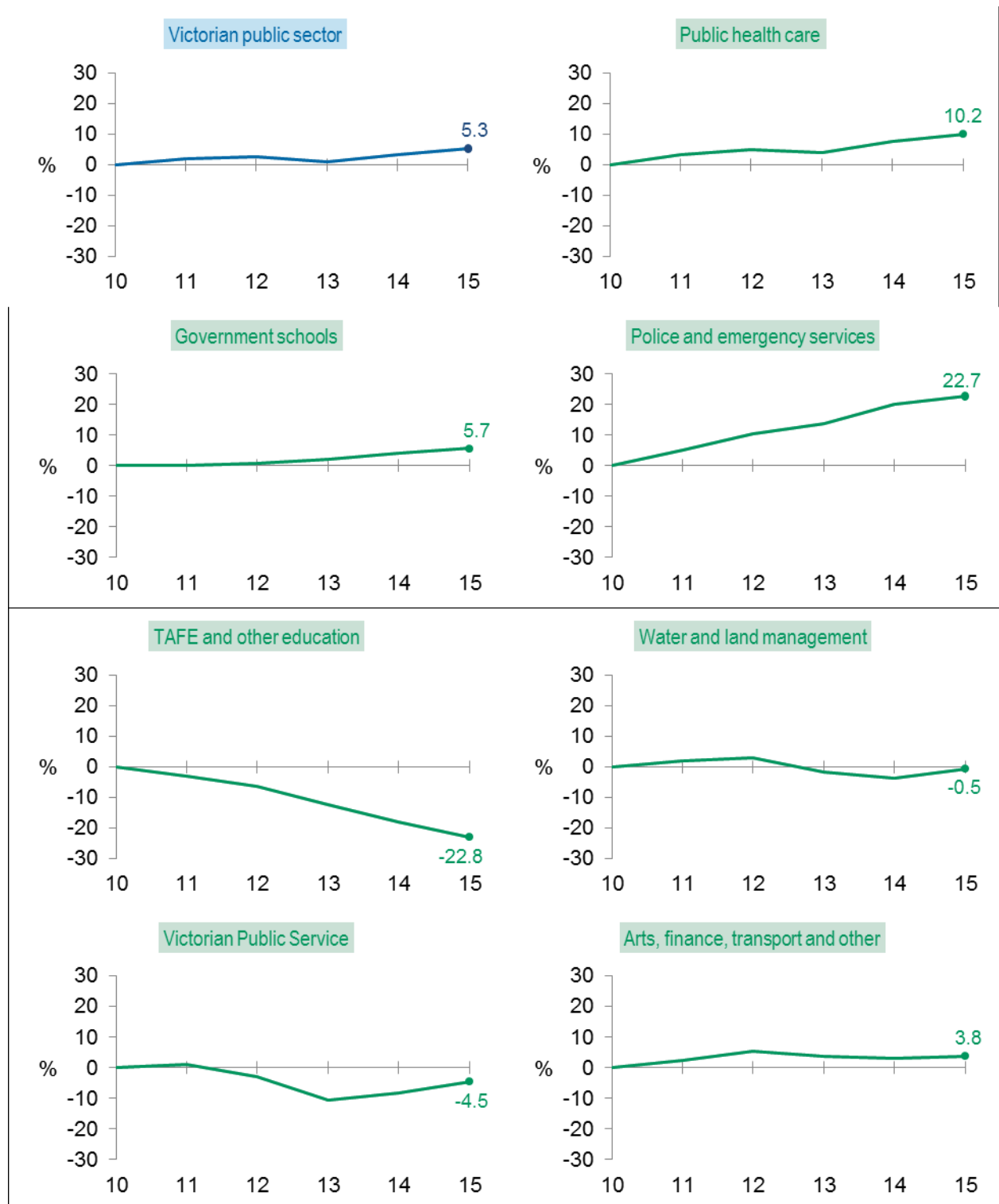
Source: Workforce Data Collection 2010 to 2015

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.

This chart shows that at June 2015, FTE employment in the Victorian public sector had grown by 5.3 per cent on June 2010.

3.3　Staff turnover

This section reports on employees who ceased employment and those that began new jobs in the report year (2014-15).

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 2014-15 financial year, 31,111 people began new non-casual jobs in the Victorian public sector and 26,879 non-casual employees separated from their employer.

Table 6 shows staff turnover by industry group.

Table 6 Staff turnover by industry sector – June 2015

Industry group	Employees that separated in 2014-15	Separation rate %	New employees in 2014-15	New staff rate %
Ongoing employees				
Arts, finance, transport and other	1,054	8.6	801	6.5
Government schools	2,455	4.9	507	1.0
Police and emergency services	888	3.6	1,285	5.2
Public health care	6,690	8.1	6,122	7.4
TAFE and other education	707	13.9	142	2.8
Victorian Public Service	2,457	7.0	2,512	7.2
Water and land management	598	8.4	578	8.1
Victorian public sector	*14,849*	*6.8*	*11,947*	*5.5*
Fixed term employees				
Arts, finance, transport and other	464	25.9	752	42.0
Government schools	3,335	15.5	6,088	28.4
Police and emergency services	106	19.1	167	30.1
Public health care	5,995	22.8	8,800	33.5
TAFE and other education	768	25.0	599	19.5
Victorian Public Service	1,168	24.7	2,464	52.0
Water and land management	194	19.0	294	28.8
Victorian public sector	*12,030*	*20.4*	*19,164*	*32.5*

Source: Workforce Data Collection – June 2015

Figure 2 shows that:

- the rate of separation in the Victorian public sector is generally stable over time

- police and emergency services and government schools continue to have the lowest levels of separation in the public sector

- the peak of separation in the Victorian Public Service in 2012-13 reflects the Government's initiative to reduce the number of back office roles by about 3,600 FTE by December 2013

Figure 2 Separation rates of ongoing staff by industry group – June 2010 to June 2015

Victorian public sector

2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
6.2	6.4	6.3	8.8	7.2	6.8

Public health care

2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
9.0	8.8	8.4	8.7	8.3	8.1

Government schools

2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
			5.5	5.5	4.9

TAFE and other education

2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
8.4	10.6	10.0	17.7	11.4	13.9

Police and emergency services

2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
3.7	4.2	4.2	3.6	3.6	3.6

Victorian Public Service

2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
7.7	8.5	8.6	13.8	7.4	7.0

Water and land management

2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
6.5	8.8	9.0	10.2	9.6	8.4

Arts, finance, transport and other

2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
9.2	8.5	9.1	11.4	10.4	8.6

Source: Workforce Data Collection – June 2010 to June 2015

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

3.4   Part time employment

Employees who work part time comprise 45 per cent of the public sector workforce. At June 2015, 123,421 employees worked part time, the equivalent of 69,037 full time employees.

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

The inclusion of casual relief teachers in the workforce data this year has increased the level of part time employment from 43 per cent to 45 per cent (Table 7).

Part time employment in the Victorian public sector has gradually increased. Rising from 41 per cent at June 2010 to its current level (43 per cent) when corrected for the inclusion of casual teachers. This increase has occurred across all sectors.

Table 7 Part time staffing levels – June 2015

Industry group	Part time employees	Part time FTE	Part time %
Public health care	66,148	38,608	63
TAFE and other education	5,631	2,345	53
Government schools	35,636	18,434	46
Government schools excl. casual relief teachers	28,302	16,529	41
Arts, finance, transport and other	3,765	2,005	26
Victorian Public Service	8,864	5,720	23
Water and land management	1,093	721	14
Police and emergency services	2,284	1,204	9
Victorian public sector	**123,421**	**69,037**	**45**
Victorian public sector excl. casual relief teachers	**116,087**	**67,132**	**43**

Source: Workforce Data Collection – June 2010 and June 2015

Consistent with earlier years:

- 54 per cent of women worked part time in comparison to 22 per cent of men
- Women comprised the majority (83 per cent) of part time employees

3.5   Employment status

At June 2015, 73 per cent of the Victorian public sector workforce were employed on an ongoing basis. 17 per cent were employed on fixed term contracts and 10 per cent were employed on a casual basis (Table 8).

Table 8 Employment status by industry group – June 2015

Industry group	Ongoing %	Fixed term %	Casual %
Police and emergency services	96	2	2
Water and land management	86	11	3
Victorian Public Service	86	9	5
Arts, finance, transport and other	78	9	13
Public health care	73	20	8
Government schools	62	24	14
Government schools excl. casual relief teachers	69	26	5
TAFE and other education	41	22	37
Victorian public sector	**73**	**17**	**10**
Victorian public sector excl. casual relief teachers	**75**	**17**	**7**

Source: Workforce Data Collection – June 2015
Note: Some of the proportions do not add up to 100 per cent due to rounding.

Over the last five years, the overall level of public sector employment has increased by 5.4 per cent.[22] This increase has been composed of:

- 11.5 per cent increase in fixed term employment
- 5.2 per cent increase in ongoing employment
- 0.4 per cent decrease in casual employment

The growth of fixed term employment has been concentrated in the growing public health care industry group that at June 2015 had almost 5,000 more fixed term employees than in June 2010.

The only industry groups in which fixed term employment has fallen since June 2010 were:

- the public service where most of the net reduction in employment (Figure 1, page 25) has been in fixed term employees
- 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 went up).

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

3.6   Work location

At June 2015, 30.9 per cent of employees worked in regional Victoria and 68.8 per cent worked in Melbourne. A very small proportion of employees (0.3 per cent) were based outside of Victoria (the majority whom were employees of Albury Wodonga Health).

Figure 3 How the Victorian public sector workforce is distributed across Victoria – June 2015
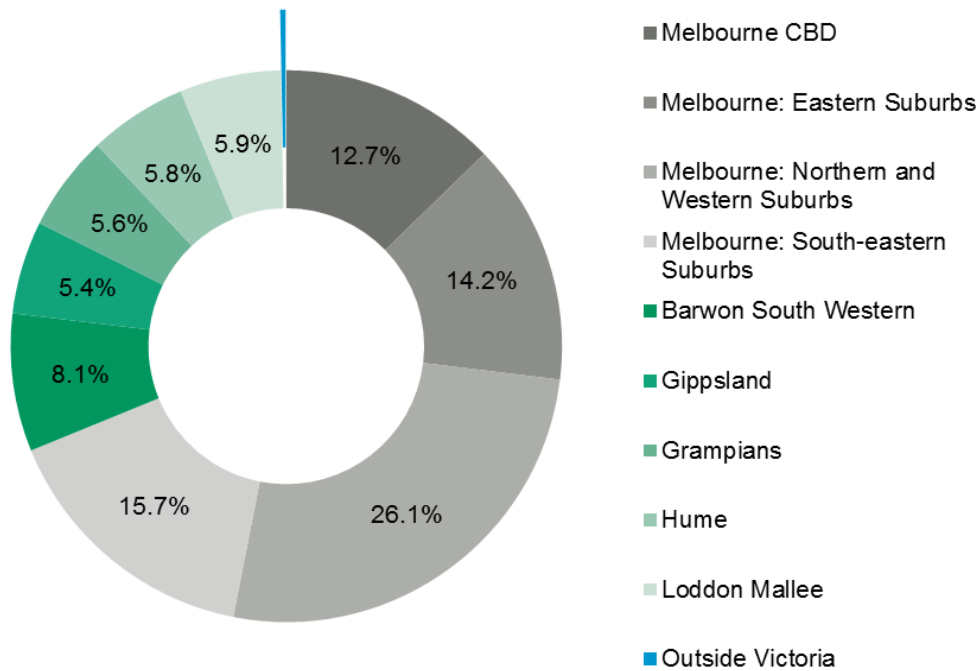

Source: Workforce Data Collection – June 2015

Figure 4 shows the proportion of employees by their work location for each industry group.

Figure 4 Distribution of workforce across industry groups and Victoria – June 2015
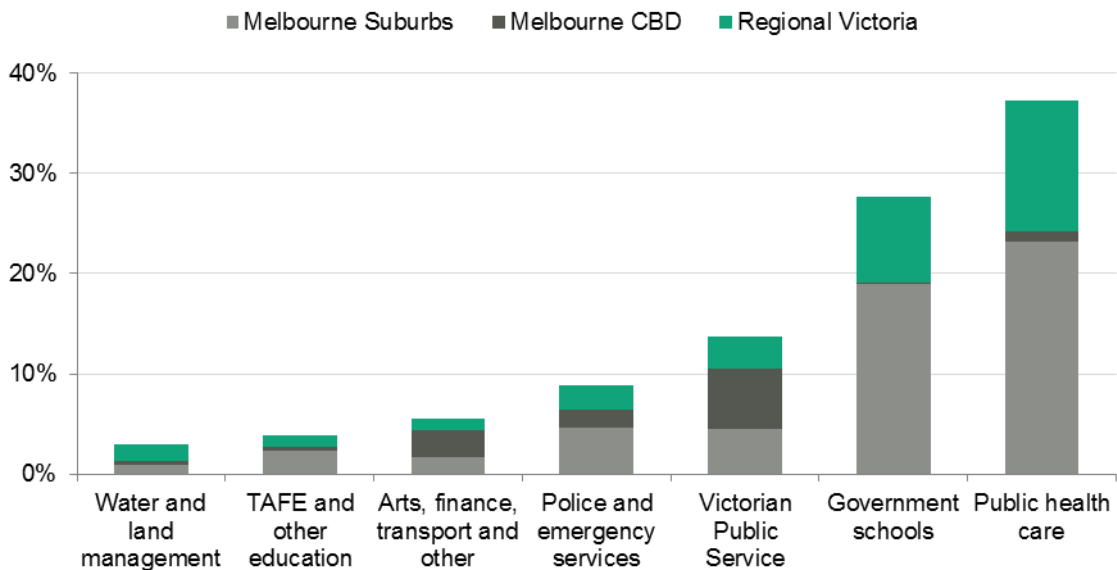
Source: Workforce Data Collection – June 2015

3.7 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 5 (page 41).

This section presents median[23] annual base salaries[24] to show the full time rate of pay of a typical non-casual[25] 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 2015, the median annual base salary of non-casual employees in the Victorian public sector was $73,283 (Figure 5).

Figure 5 Median annual base salary of non-casual employees by industry group - June 2015
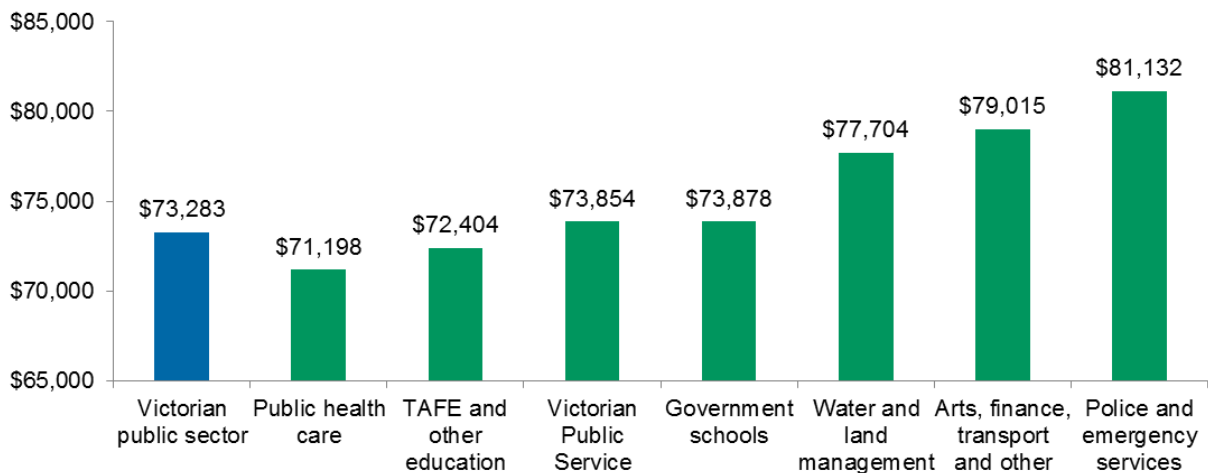
Source: Workforce Data Collection – June 2015

For women the median base salary was $71,198 and $80,927 for men. This disparity reflects the distribution of men and women across the pay scale, where 35 per cent of men were in the top pay quartile and 29 per cent of women were in the bottom pay quartile (Figure 6).

Figure 6 Distribution of men and women across the pay quartiles - June 2015
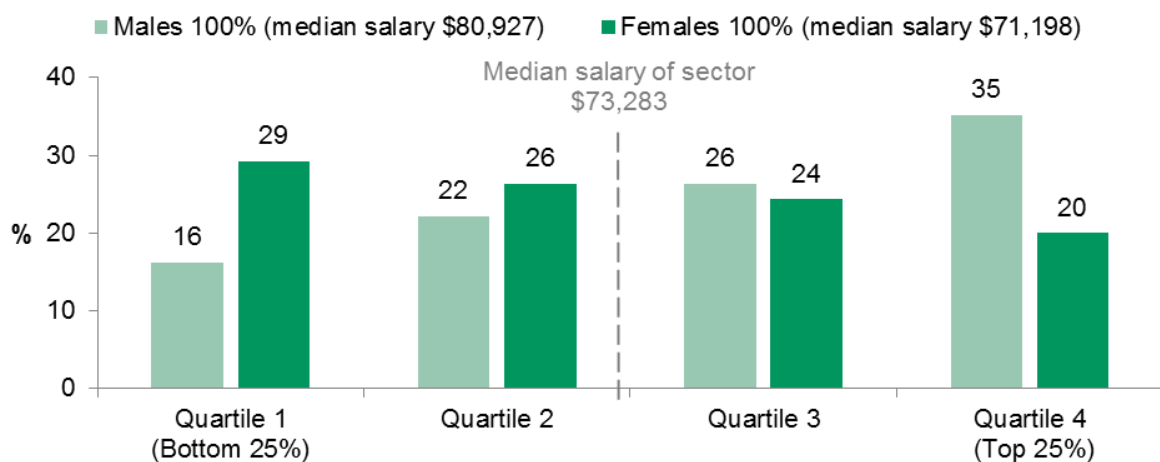
Source: Workforce data collection – June 2015. Quartile 1 is below $57,959 and Quartile 4 is above $93,007.

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[23] See: Terms (page 6)
[24] See: Terms (page 6).
[25] Pay rates for casual staff have been excluded due to inconsistencies in salary reporting by organisations.

3.8   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 per cent of salary, as required under Commonwealth legislation. Employees have the option of making additional contributions from their salary.

Defined benefit schemes generally provide greater benefits on retirement than accumulation funds. Members are insulated from investment market downturns, as the employer bears all investment risk. These factors may act as a disincentive for members of these schemes to leave employment in the public sector before retirement age.

Until January 1994, close to 100 per cent 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.

Figure 7 Estimated membership of superannuation schemes by industry group - June 2015

Industry group	Accumulation %	Defined benefit %
Police and emergency services[26]	13.9	86.1
Government schools[27]	83.8	16.2
Victorian Public Service[28]	87.5	12.5
Arts, finance, transport and other	89.2	10.8
Water and land management	95.6	5.4
TAFE and other education	95.0	5.0
Public health care	97.3	2.7
Victorian public sector	**89.3**	**10.7**

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

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

4   Workforce Diversity

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

4.1   Gender

At June 2015, 67 per cent of the workforce was female and 33 per cent were male. There was also one employee that identified as intersex.

In comparison, the ABS reports that 46 per cent of the Victorian labour force was female and 54 per cent were male.[29]

The high proportion of women in the public sector is driven by the high representation of women in the two largest areas of the public sector, public health care and government schools.

Figure 8 shows that there has been little change in the overall proportion of women since June 2010 with marginal increases in most industry groups, the largest of which was in TAFE and other education (2.3 per cent) and police and emergency services (1.9 per cent).

Figure 8   The proportion of female employees – June 2010 and June 2015
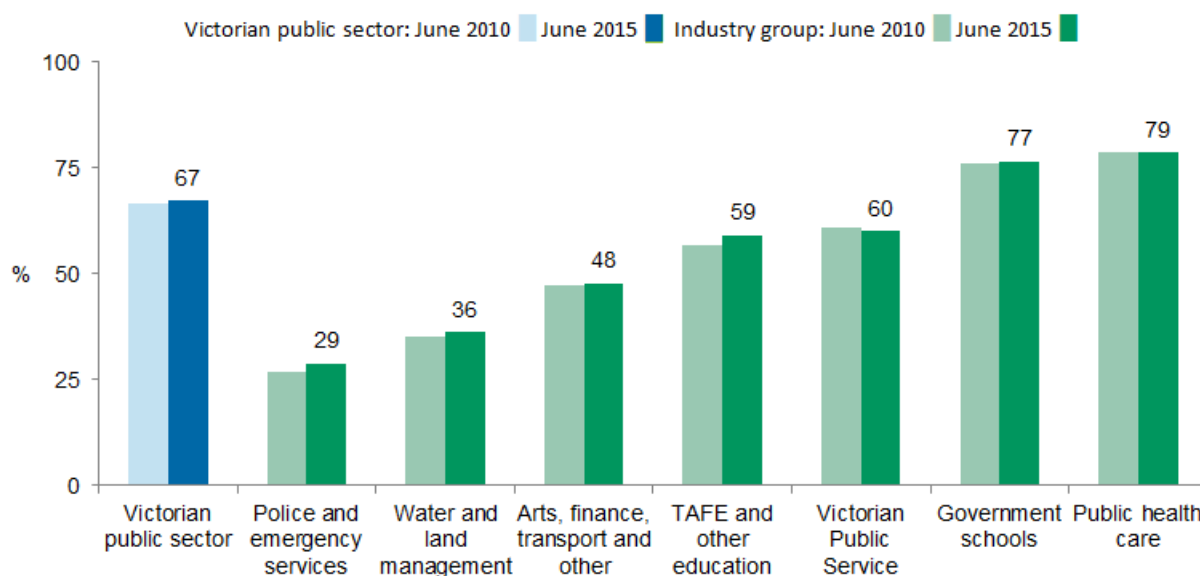
Source: Workforce Data Collection – June 2010 and June 2015

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[29] Source: Australian Bureau of Statistics, Labour Force, Catalogue No. 6291.0.55.001

4.2   Age

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

Figure 9 shows how the age profile of the Victorian labour force, Victorian public sector and its industry groups has shifted over the last five years.

Under 25

The proportion of employees aged below 25 in the public sector is much lower than in the 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 2010.

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 relatively high concentration of employees in the 45-49 and 50-54 cohorts in June 2010 was influenced by long serving school teachers who were members of the government superannuation pension scheme (that was closed to new members by 1994). To maximise the benefits available under this scheme these staff needed to remain public sector employees until close to or beyond age 55 (the minimum retirement age). Between 2010 and 2015 a high proportion of these staff retired.

Further information on defined benefit superannuation scheme membership is provided in Section 3.8.

In the labour force, the proportion of employees in the 45-49 cohorts has reduced to a lesser extent and the 50-54 cohort has remained relatively stable in proportion since 2010.

55 and over

In the public sector, the proportion of employees aged 55 and over has increased from 18 per cent at June 2010 to 22 per cent at June 2015. This is consistent with the general trend for people to work longer and compares with the broader labour force in which 18 per cent of the labour force were aged 55 and over at June 2015.

Figure 9 The proportion of labour force and Victorian public sector employees in each age group – June 2010 and June 2015

Victorian Labour force: June 2010 ▢ June 2015 ▢   Victorian public sector: June 2010 ▢ June 2015 ▮

Industry group: June 2010 ▢ June 2015 ▮

Victorian labour force

Victorian public sector

Public health care

Government schools

Police and emergency services

TAFE and other education

Water and land management

Victorian Public Service

Arts, finance, transport and other
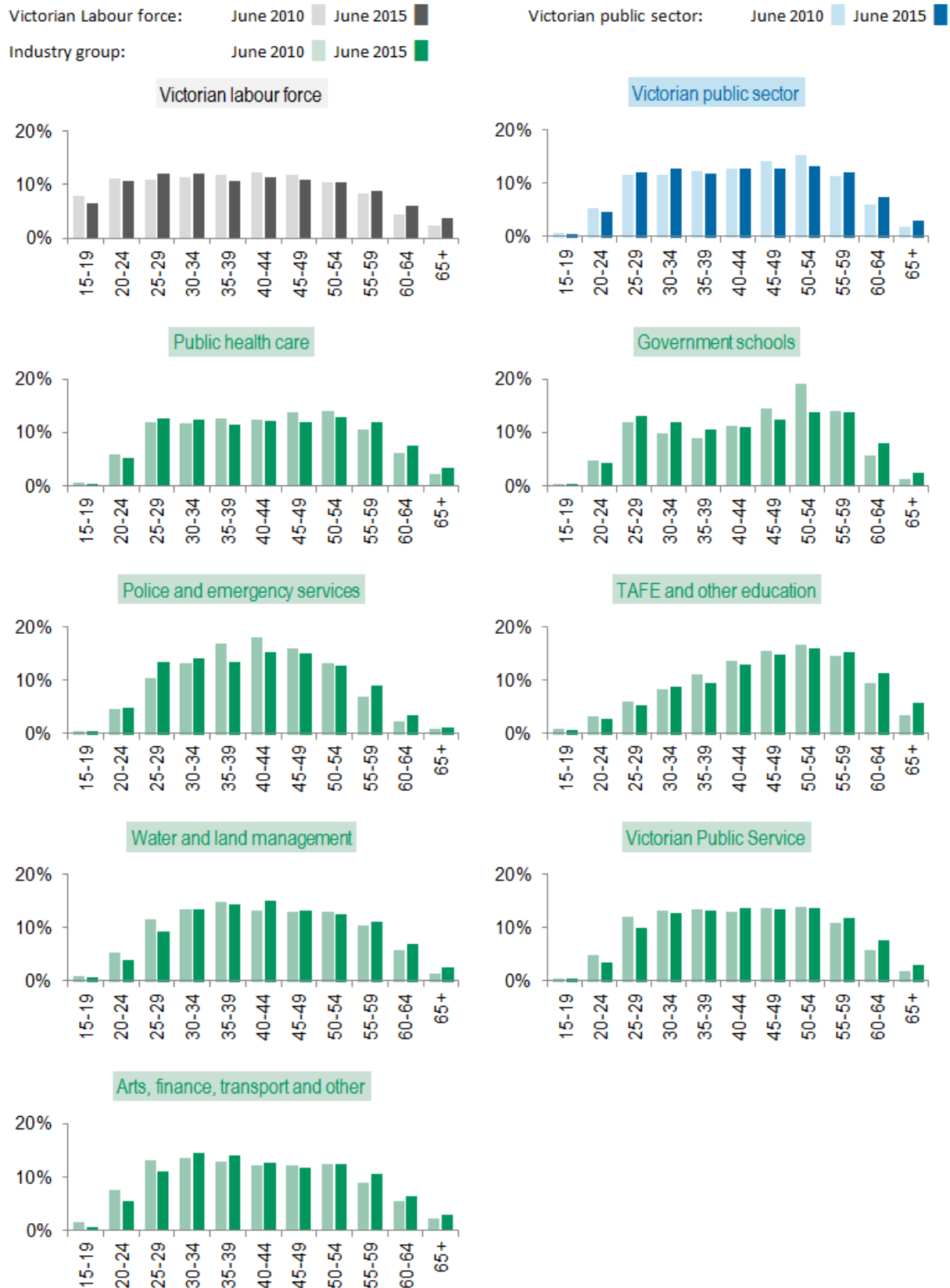
Sources: Workforce Data Collection, 2010 and 2015. Australian Bureau of Statistics, Labour Force, Australia, Detailed, Catalogue No. 6291.0.55.001, ABS, Canberra, 2015

4.3   Aboriginal employment

The number of Aboriginal employees in the Victorian public sector is unclear.

Workforce data, based on HR and payroll data, relies on employees self-identifying as Aboriginal to their employer. This information then needs to be reliably captured in HR/payroll systems and reported to the VPSC in the annual workforce data collection.

Workforce data estimates that Aboriginal employees comprised 0.4 per cent of the workforce as at June 2015.

However, the People Matter Survey,[30] in which employees can anonymously identify as Aboriginal, regularly indicates a much higher level of Aboriginal employment. Based on the survey conducted during April and May of 2015, the level of Aboriginal employment is estimated to be around 1.0 per cent of the workforce.

In Victoria, Aboriginal people comprised 0.7 per cent of the population as at August 2011.[31]

The number of Aboriginal employees reported in payroll data at June 2015 increased by 151 employees (18 per cent) to 1,009 employees. The largest increases were in Victoria Police (+49), health services (+52), the public service (+28) and the Teaching Service (+24).

The public service continued to employ the highest number of Aboriginal employees (Figure 10).

Figure 10 Distribution of Aboriginal public sector staff and public sector staff as a whole across industry groups – June 2015
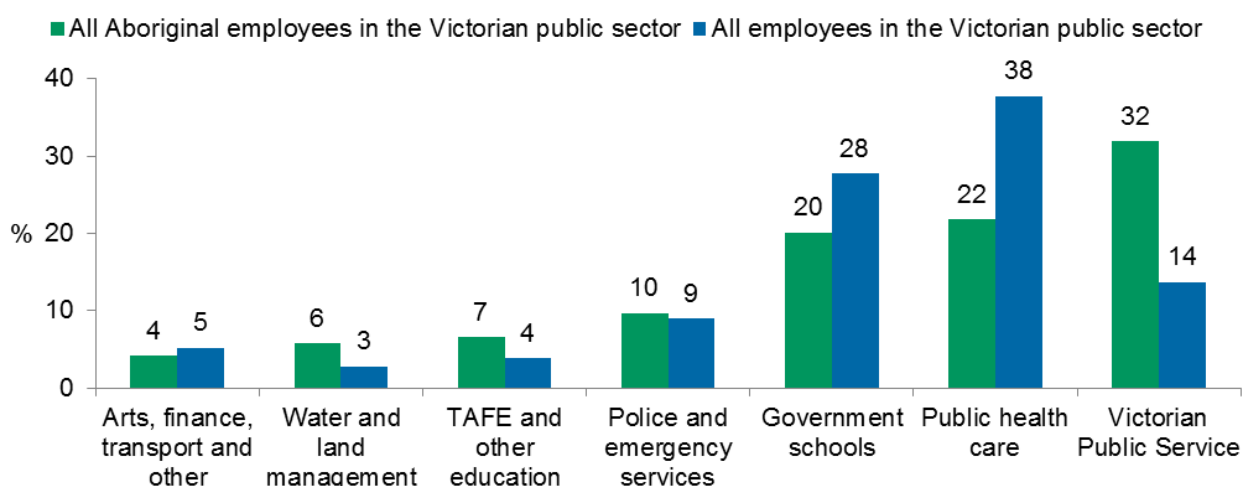
Source: Workforce Data Collection – June 2015

Table 9 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 are in ongoing and full time roles

- the Aboriginal workforce has a lower median salary reflecting the higher proportion of Aboriginal employees in lower paid clerical, community and personal service roles

- a higher proportion of Aboriginal employees are employed in regional and rural Victoria

- Aboriginal employees have shorter lengths of service with their employer

- ongoing Aboriginal employees had a higher rate of separation

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[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 9 Profile of the Aboriginal employees and the total public sector workforce – June 2015

Measures	Aboriginal employees	Total public sector workforce
Employment status		
Ongoing %	79	73
Fixed term or casual %	21	27
Full-time / part time employment		
Full Time %	73	55
Part Time %	27	45
Annual pay rate		
Quartile 4 % (Top 25% of salaries)	13	25
Quartile 3 %	30	25
Quartile 2 %	25	25
Quartile 1 % (Bottom 25% of salaries)	32	25
Median pay rate	$67,224	$73,283
Occupation category (ANZSCO)		
Community and personal services workers %	29	23
Professionals %	27	51
Clerical and administrative workers %	33	14
Managers %	5	5
Labourers %	4	3
Technicians and trade workers %	3	3
Geographical distribution		
Melbourne CBD %	17	13
Melbourne suburbs %	36	56
Regional Victoria [32] %	47	31
Separation rate		
Ongoing employees %	8	7
Length of service [33]		
<1 years %	18	12
1 - 4 years %	38	29
5 - 9 years %	21	23
10+ years %	23	36
Gender		
Female %	61	67
Male %	39	33
Age		
<30 years %	22	16
30 - 54 years %	64	59
55+ years %	14	21
Average age	40 years	43 years

Source: Workforce Data Collection – June 2015

[32] Includes a small proportion of employees based outside of Victoria.
[33] This does not include school council staff, as they are predominantly casual and length of service information is unavailable.

4.4 Profile of key occupations

The following tables provide a top line overview of the profile of key occupations in public entities (Table 10) and the public service (Table 11).

Table 10 The profile of employees in key occupation groups in public entities – June 2015

Occupations	Headcount	Average age (years)	55+ %	Female %	Aboriginal %	Part time %	Ongoing %	Separation rate of ongoing staff %
Public health care								
Nursing services	45,768	43	21	90	0.1	74	79	7
Administration and clerical	15,722	46	29	83	0.2	55	82	9
Hotel and allied services	11,352	49	38	69	0.3	76	81	8
Ancillary and medical support services	18,064	40	16	80	0.4	50	78	9
Medical officers	7,621	34	5	46	0.1	11	16	32
Government Teaching Service								
Executive class	74	56	73	42	1.4	3	97	8
Principal class[34]	3,032	52	46	58	0.2	2	100	4
Teacher class[35]	43,379	41	20	73	0.1	26	78	5
Education support class	19,173	47	29	88	1.0	70	55	5
TAFE and other education								
PACCT staff	3,467	44	25	70	1.0	42	53	14
Teaching staff	5,482	50	36	49	0.5	60	36	12
Police and emergency services								
Ambulance officers and paramedics	3,482	39	12	43	0.1	20	88	4
Fire and emergency workers	2,730	44	21	3	0.1	0	99	2
Police[36]	13,568	41	9	27	0.5	7	100	3
Protective Service Officers	1,187	36	6	9	1.8	0	100	4

Source: Workforce Data Collection – June 2015
Note: Other than the rate of separation rate for ongoing staff, all other measures are for all employees as at June 2015. 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.

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[34] Comprises Principals, Assistant Principals and Liaison Principals
[35] Comprises Classroom Teachers and Paraprofessionals
[36] The number of Police includes Police, recruits in training and reservists.

Table 11 The profile of employees in the Victorian Public Service – June 2015

Classification[37]	Headcount	Average age (years)	55+ %	Female %	Aboriginal %	Part time %	Ongoing %	Separation rate of ongoing staff %
VPS grade classifications								
Senior Technical Specialist	219	50	37	34	0.0	11	91	16
VPS Grade 6	3,710	47	26	49	0.5	13	92	9
VPS Grade 5	5,307	44	19	59	1.3	18	91	9
VPS Grade 4	4,464	42	17	61	1.1	17	90	10
VPS Grade 3	4,294	42	19	66	1.4	15	88	10
VPS Grade 2	3,407	42	24	74	1.0	23	84	12
VPS Grade 1	79	46	38	47	1.3	42	72	39
Occupation specific classifications								
Allied Health	898	43	22	86	0.1	43	93	11
Child Protection Practitioner	1,537	40	14	87	0.6	23	85	11
Children, Youth and Families	396	41	19	75	1.3	25	82	8
Clerk of Courts	521	34	6	75	1.2	16	98	5
Community Corrections Officers	702	37	11	68	2.0	13	83	16
Custodial Officers	2,715	45	20	28	1.3	9	82	4
Disability Development and Support Officer	5,375	48	31	66	0.1	58	73	3
Fisheries Officers	79	43	14	9	1.3	0	100	4
Forensic Officer	233	39	10	65	0.0	23	95	4
Forestry Field Staff	349	43	23	5	0.9	2	92	3
Housing Services Officers	505	43	19	77	1.4	25	89	12
Legal Officers	469	39	13	67	0.0	24	93	8
Ministerial Chauffeurs	36	53	47	11	2.8	0	100	31
Nurses	275	48	31	96	0.0	68	88	8
Principal Scientist	92	50	28	28	0.0	9	68	21
Science Officers	707	45	23	42	0.0	20	87	6
Senior Medical Advisor	53	53	38	49	0.0	25	70	15
Senior Regulatory Officer	5	44	0	20	0.0	0	100	0
Sheriff Officers	179	45	22	34	1.1	2	99	10
Youth Justice Worker	404	43	17	40	0.5	21	72	5
Other	256	44	21	47	0.0	25	81	14

Source: Workforce Data Collection – June 2015
Note: Other than the rate of separation rate for ongoing staff, all other measures are for all employees as at June 2015. 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.

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[37] Definitions and remuneration details for each classification can be found in the *Victorian Public Service Determination 2012 (Fair Work Australia AG895510)*.

4.5　Other demographic characteristics

A broader range of demographic indicators are available from the People Matter Survey[38] 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 of public sector organisations, inferences made on the overall results are not as reliable as administrative workforce data. Although not as reliable, the findings have been relatively consistent from year to year, despite changes in the sample, which indicates they are likely to be reasonably indicative of actual levels.

The survey provides the proportion of respondents that report:

- a long term disability that restricts their everyday activities (Table 12)

- they were born overseas (Table 12)

- they speak a language other than English at home (Table 12)

- they have a bachelor degree or higher

While only 58 per cent 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 62 per cent of public sector employees have a bachelor degree or higher.

Table 12　Other demographic characteristics – June 2015

	Proportion of survey respondents %
Have a long term disability that restricts their everyday activities	3
Born overseas	21
Speak a language other than English at home	18

Source: People Matter Survey – June 2015

In contrast:

- 5.8 per cent of the Victorian labour force is estimated to have a disability that represents an employment restriction (2012 ABS)[39]

- 31 per cent of the population of Victoria was born overseas (2011 ABS Census) [40]

- 17 per cent of the population of Victoria speak a language other than English at home (2011 ABS Census)

The VPSC is looking at ways to address the gaps in diversity information available on the public sector workforce.

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[38] In 2015, the People Matter Survey gathered information from 31,818 respondents in 116 organisations and had a response rate of 35 per cent.
[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

5   Executive Employment

This chapter provides an overview of executive employment across the Victorian public sector.

5.1   Executive definition

Executives are senior managers that are 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) and in turn they appoint the executives in their organisations.

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 $148,839 per annum or more (as at 30 June 2015).

Figure 11 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.

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

5.2   Executive employment

At June 2015, there were 1,983 executives employed in the Victorian public sector. Of these, 675 executives were employed in the public service and 1,308 were employed in public entities.

Between June 2014 and June 2015, executive numbers:

- increased by 4.3 per cent in the public service (28 executives)
- decreased by 1.6 per cent in public entities (21 executives)

As a proportion of the workforce, the level of executive employment across the Victorian public sector has remained relatively unchanged since June 2010 (Table 13).

Table 13 The change in executive employment – June 2010 to June 2015

	June 2010	June 2011	June 2012	June 2013	June 2014	June 2015
Victorian Public Service						
Executives	669	664	631	622	647	675
Annual change %		-0.7	-5.0	-1.4	4.0	4.3
Proportion of workforce %	1.7	1.7	1.6	1.7	1.8	1.8
Public entities						
Executives	1,278	1,249	1,311	1,343	1,329	1,308
Annual change %		-2.3	5.0	2.4	-1.0	-1.6
Proportion of workforce %	0.6	0.6	0.6	0.6	0.6	0.5
Victorian public sector						
Executives	1,947	1,913	1,942	1,965	1,976	1,983
Annual change %		-1.7	1.5	1.2	0.6	0.4
Proportion of workforce %	0.7	0.7	0.7	0.7	0.7	0.7

Source: Executive, GSERP and Workforce Data Collections – June 2010 to June 2015

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.

5.3 Remuneration and classification of executives

Executive pay is measured by their Total Remuneration Package (TRP) i.e. 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 2015, the median TRP of a public sector executive was $195,258 per annum (calculated on a full time basis). Between June 2014 and June 2015, the median TRP increased by 2.9 per cent.

This increase includes the 2.5 per cent annual increase for executives from 1 July 2014, 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 14 shows the distribution of public service executives and public entity CEOs by TRP.

Table 14 Victorian Public Service executives and public entity CEOs by TRP – June 2015

Remuneration package range	Public service executives		Public entity CEOs	
	Number	Percentage %	Number	Percentage %
$0 - $149,999	6	0.9	24	11.2
$150,000 - $199,999	313	46.4	57	26.5
$200,000 - $249,999	230	34.1	37	17.2
$250,000 - $299,999	84	12.4	38	17.7
$300,000 - $349,999	21	3.1	22	10.2
$350,000 - $399,999	11	1.6	17	7.9
$400,000 plus	10	1.5	20	9.3
Total	**675**	**100.0**	**215**	**100.0**

Source: Executive and GSERP Data Collections - June 2015
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 15).

Table 15 Executive classification and remuneration in the Victorian Public Service as at June 2015

Classification	Minimum TRP	Maximum TRP
Executive Officer 3 (EO-3)	$148,839	$207,661
Executive Officer 2 (EO-2)	$185,319	$296,619
Executive Officer 1 (EO-1)	$269,311	$394,196
Secretary	Remuneration set by the Premier	

Over time there has been a gradual shift in the classification profile of public service executives. Since June 2010 the proportion of executives in the EO-2 band has increased by 4.4 per cent while the proportion in the EO-3 band has fallen by 5.4 per cent (Table 16).

Table 16 The annual change in employment within each executive band in the public service – June 2010 and June 2015

	June 2010	June 2011	June 2012	June 2013	June 2014	June 2015
Proportion of executives						
Secretary and EO-1 %	5.2	5.0	5.1	5.1	5.6	6.2
EO-2 %	39.2	40.7	39.5	42.3	44.0	43.6
EO-3 %	55.6	54.4	55.5	52.6	50.4	50.2
Number of executives						
Secretary and EO-1	35	33	32	32	36	42
EO-2	262	270	249	263	285	294
EO-3	372	361	350	327	326	339

Source: Executive Data Collection – June 2014 and June 2015

5.4 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 per cent of executives worked part time)

5.4.1 Gender

At June 2015, 39 per cent of executives in the public sector were women and 61 per cent were men. There was also one executive that identified as intersex.

The representation of women in executive roles within the Victorian public sector has increased from 33 per cent in June 2010 to its current level (39 per cent) with most of the increase (69 per cent) concentrated in the last two years (Table 17).

Table 17 The change in the proportion of women executives – June 2010 to June 2015

	June 2010	June 2011	June 2012	June 2013	June 2014	June 2015
Victorian Public Service						
Female executives	259	261	254	253	278	297
Proportion %	38.7	39.3	40.3	40.7	43.0	44.0
Public entities						
Female executives	391	391	420	437	462	474
Proportion %	30.6	31.3	32.0	32.5	34.8	36.2
Victorian public sector						
Female executives	650	652	674	690	740	771
Proportion %	33.4	34.1	34.7	35.1	37.4	38.9

Source: Executive and GSERP Data Collections - June 2010 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 18).

Table 18 The proportion of women in Victorian Public Service executive bands – June 2010 to June 2015

	June 2010	June 2011	June 2012	June 2013	June 2014	June 2015
EO-1 and Secretaries %	31.4	36.4	34.4	28.1	27.8	31.0
EO-2 %	33.6	35.9	35.7	37.6	39.3	40.8
EO-3 %	43.0	42.1	44.0	44.3	47.9	48.4

Source: Executive Data Collection – June 2010 to June 2015

In the public service there is a higher proportion of females in executive roles than in public entities (Table 17). However, the median TRP of female executives in public entities is more in line with their male colleagues than in the public service (Table 19).

Table 19 Median TRP of male and female executives – June 2015

	Female median TRP	Male median TRP	Difference %
Victorian Public Service	$195,000	$207,661	-6.1
Public entities	$190,059	$194,810	-2.4
Victorian public sector	**$191,625**	**$198,976**	**-3.7**

Source: Executive Data Collection – June 2015

The following tables show the gender balance of public service executives by organisation (Table 20).

Table 20 Public service executives by organisation and gender – June 2015

Organisation	Female	Male	Total	Female %
Departments				
Health and Human Services	70	52	122	57.4
Economic Development, Jobs, Transport and Resources	40	71	111	36.0
Education and Training	39	36	75	52.0
Treasury and Finance	23	41	64	35.9
Environment, Land, Water and Planning	29	34	63	46.0
Justice and Regulation	28	26	54	51.9
Premier and Cabinet	15	27	42	35.7
Offices and agencies				
Victorian Auditor-General's Office	9	15	24	37.5
Victoria Police	10	12	22	45.5
Independent Broad-based Anti-corruption Commission	2	8	10	20.0
Court Services Victoria	4	5	9	44.4
Melbourne Metro Rail Authority	2	6	8	25.0
Emergency Services and State Super	1	6	7	14.3
Environment Protection Authority	2	4	6	33.3
Victorian Government Solicitor's Office	3	3	6	50.0
Victorian Public Sector Commission	6	0	6	100.0
Essential Services Commission	0	5	5	0.0
Level Crossing Removal Authority	1	4	5	20.0
State Revenue Office	1	4	5	20.0
CenITex	1	3	4	25.0
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
Regional Rail Link Authority	0	3	3	0.0
Office of the Legal Services Commissioner	0	2	2	0.0
Victorian Ombudsman	1	1	2	50.0
Victorian Commission for Gambling and Liquor Regulation	2	0	2	100.0
Commission for Children and Young People	1	0	1	100.0
Office of Public Prosecutions	0	1	1	0.0
Office of the Governor of Victoria	0	1	1	0.0
Public Record Office Victoria	1	0	1	100.0
Victorian Equal Opportunity and Human Rights Commission	1	0	1	100.0
Victorian Inspectorate	0	1	1	0.0
Total public service	**297**	**378**	**675**	**44.0**

Source: Executive Data Collection – June 2015
Note: This table does not include intersex executives for privacy reasons.

The next two tables show the gender balance of:

- public service executives by department portfolio (Table 21) 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 22)

See Appendix B for the composition of each department portfolio.

Table 21 Public service executives by portfolio and gender – June 2015

Department portfolio [41]	Female	Male	Total	Female %
Treasury and Finance	26	59	85	30.6
Premier and Cabinet	27	40	67	40.3
Justice and Regulation	48	49	97	49.5
Health and Human Services	71	52	123	57.7
Environment, Land, Water and Planning	32	41	73	43.8
Education and Training	39	36	75	52.0
Economic Development, Jobs, Transport and Resources	45	86	131	34.4
Total, excluding Victorian Auditor General's Office	**288**	**363**	**651**	**44.2**

Source: Executive Data Collection – June 2015
Notes: 1) 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.
2) This table does not include intersex executives for privacy reasons.

Table 22 Public entity executives by portfolio and gender – June 2015

Department portfolio	Female	Male	Total	Female %
Treasury and Finance	63	85	148	42.6
Premier and Cabinet	1	3	4	25.0
Justice and Regulation	25	64	89	28.1
Health and Human Services	184	186	370	49.7
Environment, Land, Water and Planning	78	247	325	24.0
Education and Training	48	62	110	43.6
Economic Development, Jobs, Transport and Resources	73	167	240	30.4
Total	**472**	**814**	**1,286**	**36.7**

Source: Executive and GSERP Data Collections – June 2015
Note: This table does not include intersex executives for privacy reasons.

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[41] See Appendix B for the composition of each department portfolio

6   Public Sector Boards

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

6.1   Boards and Board membership

Public sector Boards are responsible for the strategic direction, governance and risk management of Victorian public sector entities. At June 2015, the Victorian Government had 3,366 public sector Boards with an estimated 29,775 members[42] (Table 23).

Table 23 Boards and Board members by portfolio – June 2015

Portfolio department[43]	Grouping	Total number of Boards	Employer Boards	Employees of employer Boards	Non-employing Boards	Board members
Education and Training	TAFE and other education	33	16	10,633	17	334
	School councils[44]	1,539	1,539	11,017	-	15,390 (estimate)
Economic Development, Jobs, Transport and Resources		74	31	6,618	43	657
Environment, Land, Water and Planning	Water and land management,[45] planning and building agencies, and other	86	50	9,017	36	677
	Committees of management (Crown land)	991	9	465	982	7,520
Health and Human Services	Public health services and other bodies	128	91	109,222	37	1,356
	Cemetery trusts	449	5	541	444	3,218
Justice and Regulation		38	13	6,655	25	277
Premier and Cabinet		10	4	93	6	67
Treasury and Finance		18	10	3,409	8	279
Total		**3,366**	**1,768**	**157,673**	**1,598**	**29,775**

Sources: GAPED database and the Workforce Data Collection – June 2015

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.

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[42] This data is provided by departments and it relies on the availability and quality of departmental information on Board members.
[43] See Appendix B (Page 60) for the employing organisations that fall within each department portfolio
[44] School Councils employed 3,682 staff and 7,335 casual relief teachers as at June 2015.
[45] Water and land management includes water corporations and catchment management authorities as well as alpine, coastal, traditional owner and other land managers.

6.2 Board classifications

The Department of Premier and Cabinet administers the 'Appointment and Remuneration Guidelines' for Victorian public sector Boards. These guidelines address appointment processes, diversity targets and policies that must be considered when undertaking Board appointments and describe the four main classifications used for public sector Boards (Figure 12).

Figure 12 Public sector Board classifications – June 2015

Group A – Commercial Boards of governance

- government business enterprises including statutory authorities, state bodies established under the *State Owned Enterprises Act*, commercial bodies established under the *Commonwealth Corporations Act* or entity-specific legislation
- other statutory authorities with high turnover, assets and/or operating surplus

Group B – Significant industry and key advisory Boards 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 or tribunals where there is no other framework governing remuneration and appointments
- government bodies undertaking significant statutory functions, providing specialist advice to a Minister, and developing policies, strategies and guidelines in a broad and important area of operations
- 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 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

Source: Department of Premier and Cabinet, Appointment and Remuneration Guidelines for Victorian Government Boards, Statutory Bodies and Advisory Committees, Department of Premier and Cabinet, Melbourne, 2011

Note: Revised and updated guidelines were issued in October 2015

Table 24 shows the number of Boards by department portfolio and classification.

Table 24 Boards by portfolio and classification – June 2015

Portfolio department	Grouping	Classification				Total classified boards
		A	B	C	D	
Education and Training	TAFE and other education	2	7	24	-	33
	School councils			1,539		1,539
Economic Development, Jobs, Transport and Resources		17	19	34	4	74
Environment, Land, Water and Planning	Water and land management[46], planning and building agencies, and other	41	10	30	5	86
	Committees of management (Crown land)	1	-	990	-	991
Health and Human Services	Public health services and other bodies	22	10	96	-	128
	Cemetery trusts	5	-	444	-	449
Justice and Regulation		9	16	13	-	38
Premier and Cabinet		1	2	7	-	10
Treasury and Finance		12	1	2	3	18
Total		**110**	**65**	**3,179**	**12**	**3,366**

Source: GAPED database – June 2015

6.3   Profile and remuneration of Board members

Table 25 and Table 26 provide high level demographic and remuneration profile of Board members.

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

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

While the majority of Board members volunteer their time (i.e. they are not remunerated) the remuneration of Board members is determined by either Cabinet or the relevant portfolio Minister, as per the 'Appointment and Remuneration Guidelines' for Victorian public sector Boards that can be found on the Department of Premier and Cabinet website.

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

Table 25 Profile of Board members – June 2015

Portfolio department	Grouping	Aboriginal %	CALD[47] %	Female %	Rural %	Not remunerated %
Education and Training	TAFE and other education	0	7	52	22	56
	School councils	Unknown				
Economic Development, Jobs, Transport and Resources		0.5	24	30	35	46
Environment, Land, Water and Planning	Water and land management, planning and building agencies, and other	3.6	25	32	49	48
	Committees of management (Crown land)	Unknown		36	99	99.9
Health and Human Services	Public health services and other bodies	0.6	26	46	49	64
	Cemetery trusts	Unknown		23	95	99
Justice and Regulation		1.8	33	39	10	40
Premier and Cabinet		11.9	21	46	9	45
Treasury and Finance		0	5	25	8	70
Total, excluding unknown		**1.3**	**23**	**34**	**82**	**88**

Source: GAPED database – June 2015

Note: in the 2014-15 State of the Sector report, the proportion of Aboriginal Board members (0.4%) was incorrect, as it included Committees of management (Crown land) where diversity information is not fully available.

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[47] 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 26 Age profile of Board members – June 2015

Portfolio department	Grouping	Under 35 %	35 to 44 %	45 to 54 %	55 to 64 %	65 plus %	Age disclosed %
Education and Training	TAFEs and other education entities	-	6	16	52	27	46
	School councils						Unknown
Economic Development, Jobs, Transport and Resources		2	10	22	43	22	86
Environment, Land, Water and Planning	Water and land management, planning and building agencies, and other	2	11	26	39	23	81
	Committees of management (Crown land)						Unknown
Health and Human Services	Public health services and other bodies	2	13	24	34	27	95
	Cemetery trusts	1	11	12	25	51	97
Justice and Regulation		2	11	22	35	30	95
Premier and Cabinet		7	9	14	44	26	64
Treasury and Finance		1	2	17	39	41	74
Total, excluding unknown		**1**	**11**	**17**	**32**	**38**	**90**

Source: GAPED database – June 2015

Appendix A   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 2015.

A.1   Victorian Public Service

Employing organisation	Headcount	FTE
Departments		
Department of Economic Development, Jobs, Transport and Resources[48]	3,068	2,889.9
Department of Education and Training	2,637	2,332.2
Department of Environment, Land, Water and Planning	3,253	3,066.8
Department of Health and Human Services	12,767	11,162.0
Department of Justice and Regulation[49]	6,882	6,533.2
Department of Premier and Cabinet[50]	562	524.2
Department of Treasury and Finance[51]	1,024	977.0
Agencies and offices		
Designated as Administrative Offices under the PAA		
Environment Protection Authority	373	342.1
Level Crossing Removal Authority	25	24.5
Local Government Investigations and Compliance Inspectorate	9	9.0
Melbourne Metro Rail Authority	81	80.5
Office of the Chief Parliamentary Counsel	41	36.5
Office of the Governor of Victoria	27	24.9
Office of the Victorian Government Architect	8	7.6
Public Record Office Victoria	59	51.8
Regional Rail Link Authority	23	22.5
Victorian Government Solicitor's Office	206	187.0
Designated as a public service employer by specific legislative reference		
CenITex	471	466.1
Commission for Children and Young People	33	28.6
Court Services Victoria	1,772	1,665.7
Emergency Services Superannuation Board	163	152.9
Essential Services Commission	72	68.6
Game Management Authority	16	16.0
Independent Broad-based Anti-corruption Commission	155	150.6
Office of Public Prosecutions	317	301.8
Office of the Commissioner for Privacy and Data Protection	22	20.4
Office of the Freedom of Information Commissioner	16	15.2

[48] Includes Sustainability Victoria (excluding CEO) and the Office of the Commissioner for Environmental Sustainability
[49] Includes non-executive and non-forensic staff at the Victorian Institute of Forensic Medicine
[50] Includes the Victorian Competition and Efficiency Commission
[51] Includes the State Revenue Office

Employing organisation	Headcount	FTE
Office of the Legal Services Commissioner	84	80.0
Victorian Ombudsman	85	79.1
Office of the Road Safety Camera Commissioner	2	2.0
Office of the Victorian Electoral Commissioner	101	87.3
Taxi Services Commission	152	147.5
Victoria Police (Public service)	2,862	2,698.8
Victorian Auditor-General's Office	183	175.5
Victorian Commission for Gambling and Liquor Regulation	189	183.8
Victorian Equal Opportunity and Human Rights Commission[52]	80	69.4
Victorian Inspectorate	6	6.0
Victorian Multicultural Commission	14	13.4
Victorian Public Sector Commission	53	50.2
Victorian Responsible Gambling Foundation	49	47.1

A.2   Public entities

A.2.1 Government schools

Employing organisation	Headcount	FTE
Department of Education and Training (Teaching Service and school support)	65,658	56,347.9
School Council Staff[53]	3,682	1,218.7
Casual Relief Teachers	7,335	1,906.3

A.2.2 TAFEs and other education

Employing organisation	Headcount	FTE
TAFEs		
Bendigo Kangan Institute	1,134	903.6
Box Hill Institute	861	573.8
Chisholm Institute	1,096	792.4
Federation Training Institute	426	295.9
Gordon Institute of TAFE	698	481.6
Goulburn Ovens Institute of TAFE	510	407.2
Holmesglen Institute	1,426	979.8
Melbourne Polytechnic	1,762	907.6
South West Institute of TAFE	323	206.7
Sunraysia Institute of TAFE	279	214.5
William Angliss Institute of TAFE	361	309.6
Wodonga Institute of TAFE	498	370.6
Other education		
Adult Multicultural Education Services Australia (AMES Australia)	926	712.4
Centre for Adult Education	237	104.5

[52] Excluding the Commissioner
[53] The 1,539 school councils have been amalgamated into one listing.

Employing organisation	Headcount	FTE
International Fibre Centre	2	2.0
VET Development Centre	9	8.6
Victorian Institute of Teaching	88	78.4

A.2.3 Public health sector

Employing organisation	Headcount	FTE
Health services		
Albury Wodonga Health	2,005	1,598.2
Alexandra District Hospital	93	54.3
Alfred Health	6,997	5,488.1
Alpine Health	258	187.4
Austin Health	6,902	5,273.9
Bairnsdale Regional Health Service	727	494.1
Ballarat Health Services	3,724	2,758.2
Barwon Health	5,967	4,163.8
Bass Coast Regional Health	596	408.2
Beaufort and Skipton Health Service	176	92.0
Beechworth Health Service	172	115.7
Benalla Health	290	201.8
Bendigo Health Care Group	3,238	2,386.2
Boort District Health	88	55.1
Casterton Memorial Hospital	99	77.0
Castlemaine Health	558	372.5
Central Gippsland Health Service	899	645.1
Cobram District Health	173	123.6
Cohuna District Hospital	90	56.2
Colac Area Health	393	265.8
Dental Health Services Victoria	596	397.9
Djerriwarrh Health Services	579	371.4
Dunmunkle Health Services	88	40.1
East Grampians Health Service	347	235.2
East Wimmera Health Service	324	210.9
Eastern Health	7,616	5,467.9
Echuca Regional Health	593	407.3
Edenhope and District Memorial Hospital	103	70.3
Gippsland Southern Health Service	379	221.6
Goulburn Valley Health Services	1,873	1,456.6
Heathcote Health	118	61.9
Hepburn Health Service	344	206.0
Hesse Rural Health Service	125	81.7
Heywood Rural Health	85	46.1
Inglewood and Districts Health Service	99	55.6
Kerang District Health	153	94.6

Employing organisation	Headcount	FTE
Kilmore and District Hospital	204	121.7
Kooweerup Regional Health Service	159	96.4
Kyabram and District Health Services	255	157.7
Kyneton District Health Service	121	69.3
Latrobe Regional Hospital	1,642	1,230.0
Lorne Community Hospital	82	40.9
Maldon Hospital	50	25.0
Mallee Track Health and Community Service	204	125.1
Mansfield District Hospital	161	102.6
Maryborough District Health Service	386	256.8
Melbourne Health	8,079	6,237.0
Monash Health	13,078	9,725.8
Moyne Health Services	181	96.7
Nathalia District Hospital	78	50.9
Northeast Health Wangaratta	982	712.3
Northern Health	3,781	2,785.5
Numurkah District Health Service	179	130.0
Omeo District Health	60	35.2
Orbost Regional Health	167	100.8
Otway Health & Community Services	94	56.5
Peninsula Health	4,635	3,530.6
Peter MacCallum Cancer Centre	2,283	1,845.1
Portland District Health	354	231.0
Robinvale District Health Services	154	119.6
Rochester and Elmore District Health Service	179	111.0
Royal Children's Hospital	4,192	3,225.0
Royal Victorian Eye and Ear Hospital	803	498.9
Royal Women's Hospital	1,888	1,313.6
Rural Northwest Health	251	172.2
Seymour Health	220	138.8
South Gippsland Hospital	109	32.9
South West Healthcare	1,352	994.2
Stawell Regional Health	239	168.5
Swan Hill District Health	485	375.5
Tallangatta Health Service	141	90.5
Terang and Mortlake Health Service	131	75.9
The Queen Elizabeth Centre	123	90.7
Timboon and District Healthcare Service	93	52.6
Tweddle Child and Family Health Service	78	45.0
Upper Murray Health and Community Services	125	79.5
Victorian Institute of Forensic Mental Health	464	402.6
West Gippsland Healthcare Group	1,017	686.9

Employing organisation	Headcount	FTE
West Wimmera Health Service	433	315.4
Western District Health Service	727	489.3
Western Health	5,514	4,192.0
Wimmera Health Care Group	816	576.3
Yarram and District Health Service	179	113.1
Yarrawonga Health	212	148.8
Yea and District Memorial Hospital	62	40.9
Other health organisations		
BreastScreen Victoria	87	65.7
Health Purchasing Victoria	68	67.3
Victorian Assisted Reproductive Treatment Authority	10	6.1
Victorian Health Promotion Foundation	77	72.4

A.2.4 Police and emergency services

Employing organisation	Headcount	FTE
Ambulance Victoria	4,581	4,044.6
Country Fire Authority	2,113	1,967.1
Emergency Services Telecommunications Authority	864	799.8
Metropolitan Fire and Emergency Services Board	2,198	2,185.6
Victoria Police (Officers)	14,755	14,450.6
Victoria State Emergency Service	215	198.7

A.2.5 Water and land management

Employing organisation	Headcount	FTE
Alpine resorts		
Falls Creek Alpine Resort Management Board	54	42.8
Lake Mountain Alpine Resort Management Board	1	0.2
Mount Baw Baw Alpine Resort Management Board	90	78.8
Mount Buller and Mount Stirling Alpine Resort Management Board	63	52.1
Mount Hotham Resort Management Board	94	76.1
Catchment management authorities		
Corangamite Catchment Management Authority	42	39.0
East Gippsland Catchment Management Authority	24	19.0
Glenelg Hopkins Catchment Management Authority	37	32.6
Goulburn Broken Catchment Management Authority	58	52.2
Mallee Catchment Management Authority	58	51.5
North Central Catchment Management Authority	59	52.0
North East Catchment Management Authority	32	26.5
Port Phillip and Westernport Catchment Management Authority	20	16.9
West Gippsland Catchment Management Authority	47	39.1
Wimmera Catchment Management Authority	26	23.0
Land management and planning agencies		
Barwon Coast Committee of Management	45	27.0

Employing organisation	Headcount	FTE
Barwon South West Waste and Resource Recovery Group	3	1.0
Bellarine Bayside Foreshore Committee of Management (Inc)	25	18.7
Capel Sound Foreshore Committee of Management Inc	4	2.0
Gippsland Ports Committee of Management	59	54.7
Gippsland Waste and Resource Recovery Group	8	4.4
Goulburn Valley Waste and Resource Recovery Group	6	4.1
Grampians Central Waste and Resource Recovery Group	6	5.4
Great Ocean Road Coast Committee Inc	85	27.0
Loddon Mallee Waste and Resource Recovery Group	7	5.2
Metropolitan Planning Authority	83	79.5
Metropolitan Waste and Resource Recovery Group	28	27.0
North East Waste and Resource Recovery Group	6	4.2
Parks Victoria	1,024	957.9
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)	54	41.0
Urban Renewal Authority (Places Victoria)	96	88.3
VicForests	113	109.5
Winton Wetlands Committee of Management	14	12.0
Water corporations		
Barwon Region Water Corporation	310	296.4
Central Gippsland Region Water Corporation	277	259.7
Central Highlands Region Water Corporation	195	183.8
City West Water Corporation	443	422.2
Coliban Region Water Corporation	196	191.8
East Gippsland Region Water Corporation	95	91.8
Gippsland and Southern Rural Water Corporation	163	156.5
Goulburn Murray Rural Water Corporation	761	750.5
Goulburn Valley Region Water Corporation	214	207.6
Grampians Wimmera Mallee Water Corporation	179	173.0
Lower Murray Urban and Rural Water Corporation	177	173.8
Melbourne Water Corporation	1,017	986.5
North East Region Water Corporation	164	157.4
South East Water Corporation	556	521.2
South Gippsland Region Water Corporation	95	91.0
Wannon Region Water Corporation	195	187.7
Western Region Water Corporation	162	151.6
Westernport Region Water Corporation	66	63.9
Yarra Valley Water Corporation	546	523.0

A.2.6 Arts, finance, transport and other

Employing organisation	Headcount	FTE
Arts agencies		
Australian Centre for the Moving Image	197	140.6
Film Victoria	35	33.0
Geelong Performing Arts Centre Trust	71	33.0
Melbourne Recital Centre	88	50.1
Museum Victoria	623	476.8
National Gallery of Victoria	339	265.0
State Library of Victoria	373	288.9
The Wheeler Centre	31	20.0
Victorian Arts Centre Trust	633	445.5
Cemetery trusts		
Ballarat General Cemeteries Trust	19	19.0
Geelong Cemeteries Trust	34	34.0
Greater Metropolitan Cemeteries Trust	203	197.1
Remembrance Park Central Victoria	10	13.0
Southern Metropolitan Cemeteries Trust	275	255.9
Facilities management agencies		
Docklands Studios Melbourne	11	9.0
Federation Square Pty Ltd	55	44.6
Melbourne Convention and Exhibition Trust	563	487.0
Melbourne Market Authority	19	18.3
Old Treasury Building Reserve Committee of Management	1	1.0
Queen Victoria Women's Centre Trust	5	3.0
Shrine of Remembrance Trust	39	29.0
The Mint Incorporated	5	3.8
Finance / insurance agencies		
State Electricity Commission of Victoria	9	7.9
State Trustees Limited	434	401.1
Transport Accident Commission	896	826.8
Treasury Corporation of Victoria	52	46.7
Victorian Funds Management Corporation	82	81.6
Victorian Managed Insurance Authority	139	133.0
Victorian WorkCover Authority	1,091	1,048.2
Regulators		
Architects Registration Board of Victoria	3	2.9
Dairy Food Safety Victoria	28	24.6
Energy Safe Victoria	134	131.3
Greater Sunraysia Pest Free Area Industry Development Committee	1	0.6
PrimeSafe	10	10.0
Veterinary Practitioners Registration Board of Victoria	6	4.0
Victorian Building Authority	256	247.7

Employing organisation	Headcount	FTE
Victorian Equal Opportunity and Human Rights Commission (Commissioner only)	1	1.0
Sport and recreation agencies		
Australian Grand Prix Corporation	53	51.8
Emerald Tourist Railway Board	75	57.0
Greyhound Racing Victoria	119	87.2
Harness Racing Victoria	85	70.3
Melbourne and Olympic Parks Trust	453	211.7
Phillip Island Nature Park Board of Management	225	166.5
Royal Botanic Gardens Board	215	163.6
State Sport Centres Trust	353	181.9
Victorian Institute of Sport	63	49.3
Victorian Major Events Company Ltd	12	12.5
Zoological Parks and Gardens Board	592	473.7
Transport agencies		
Linking Melbourne Authority	10	10.0
Port of Hastings Development Authority	15	14.5
Port of Melbourne Corporation	228	224.4
Public Transport Development Authority	535	518.2
V/Line Corporation	1,561	1,523.8
VicRoads	2,480	2,388.2
Victorian Rail Track Corporation	323	318.3
Victorian Regional Channels Authority	6	6.0
Other		
Agriculture Victoria Services Pty Ltd	14	13.3
Consumer Utilities Advocacy Centre	6	5.2
Departments of Parliament	228	201.4
Victoria Law Foundation	14	10.0
Victoria Legal Aid	685	618.5
Victorian Institute of Forensic Medicine	37	28.3
VITS LanguageLink	35	28.0

Source: Workforce Data Collection June 2015

Appendix B   Composition of department portfolios

This appendix lists the employing organisations that fall within each department's portfolio, as used in Chapters 4 and 6.

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

B.1   Economic Development, Jobs, Transport and Resources

Public Service Bodies

Department of Economic Development, Jobs, Transport and Resources

Game Management Authority

Infrastructure Victoria

Level Crossing Removal Authority

Melbourne Metro Rail Authority

Regional Rail Link 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

Linking Melbourne Authority

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

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

The Wheeler Centre

B.2   Education and Training

Public Service Bodies

Department of Education and Training

Public Entities

Adult Multicultural Education Services Australia (AMES Australia)

Bendigo Kangan Institute

Box Hill Institute

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

William Angliss Institute of TAFE

Wodonga Institute of TAFE

Centre for Adult Education

VET Development Centre

Teaching Service

Victorian Institute of Teaching

B.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

Metropolitan Planning Authority

Melbourne Water Corporation

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

Victorian Environmental Water Holder

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

B.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

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

B.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

Victoria Police

Office of the Fire Services Levy Monitor

Office of the Legal Services Commissioner

Office of the Road Safety Camera Commissioner

Victorian Equal Opportunity and Human Rights
Commission (excluding Commissioner)

Victorian Commission for Gambling and Liquor Regulation

Victorian Government Solicitor's Office

Victorian Responsible Gambling Foundation

Public Entities

Consumer Utilities Advocacy Centre

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)

B.6 Premier and Cabinet

Public Service Bodies

Department of Premier and Cabinet
(includes Victorian Competition and Efficiency
Commission)

Independent Broad-based Anti-corruption Commission

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

Victorian Ombudsman

Victorian Inspectorate

Office of the Victorian Electoral Commissioner

Office of the Victorian Government Architect

Public Record Office Victoria

Victorian Multicultural Commission

Victorian Public Sector Commission

Public Entities

Queen Victoria Women's Centre Trust

Shrine of Remembrance Trust

VITS LanguageLink

B.7 Treasury and Finance

Public Service Bodies

Department of Treasury and Finance
(includes State Revenue Office)

CenITex

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