

**STATISTICAL COMPENDIUM TO  
THE STATE OF THE PUBLIC SECTOR  
IN VICTORIA 2017-2018 REPORT**

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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ISSN 2204-9088

## Currency

This is the Statistical compendium to the State of the Public Sector in Victoria 2017-2018 report, version 1.0 published in March 2019.

Subsequent versions may be published from time to time. Always check for updates at:

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# ABOUT THIS STATISTICAL COMPENDIUM

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This statistical compendium is a companion document to the *State of the Public Sector in Victoria Report 2017-18*. It provides employment, executive and board data collected annually by the Victorian Public Sector Commission.

Information is from the last full pay period in June 2018, and also includes time series information for the five year period 2013 to 2018.

- Chapter 1 provides data on the size and employment profile of the Victorian public sector workforce.
- Chapter 2 provides a diversity profile of the workforce with comparisons to the Victorian labour force.
- Chapter 3 contains executive employment, remuneration and demographic information.
- Chapter 4 provides data on public sector boards and their membership.

# 1. WORKFORCE EMPLOYMENT PROFILE

## 1.1 Change in employment

**Table 1 Size of the Victorian public sector and distribution of employees – June 2018**

Industry group <sup>1</sup>	Employers <sup>1</sup>	Employees	FTE
Public health care	<b>88</b> Health services: 84 Other health organisations: 4	<b>114,327</b> 114,051 276	<b>84,095</b> 83,862 233
Government schools	<b>1,540</b> Teaching service: 1 School councils: 1,539	<b>85,070</b> 72,833 12,237	<b>65,915</b> 62,497 3,418
Victorian Public Service	<b>46</b> Departments: 7 Other public service employers: 23 Administrative Offices: 16	<b>47,458</b> 36,572 8,545 2,341	<b>43,862</b> 33,550 8,104 2,208
Police and emergency services	<b>6</b> Victoria Police Ambulance Victoria Metropolitan Fire and Emergency Country Fire Authority Emergency Services Victoria State Emergency Service	<b>27,811</b> 16,342 5,495 2,341 2,497 916 220	<b>26,561</b> 16,013 4,803 2,324 2,375 849 198
TAFE and other education	<b>16</b> TAFE institutes: 12 Other education employers: 4	<b>10,270</b> 9,415 855	<b>7,470</b> 6,851 618
Water and land management	<b>54</b> Water corporations: 20 Land management and planning: 20 Catchment management authorities: 10 Alpine resorts: 4	<b>9,161</b> 6,245 2,166 392 358	<b>8,498</b> 5,926 1,964 349 259
Creative industries, finance, transport and other	<b>69</b> Transport agencies: 7 Finance / insurance agencies: 6 Creative industries: 9 Sport and recreation agencies: 13 Facilities management: 9 Cemetery trusts: 5 Regulators: 11 Miscellaneous: 9	<b>17,256</b> 5,930 2,875 2,657 2,578 777 559 598 1,282	<b>14,912</b> 5,749 2,714 1,919 1,752 566 520 569 1,123
<b>Victorian public sector</b>	<b>1815 employers<sup>2</sup></b>	<b>311,353</b>	<b>251,312</b>

Source: Workforce Data Collection – June 2018

- 1 The Appendices section of the State of the Public Sector in Victoria 2017-18 report contains industry descriptions and a list of all employers.
- 2 Adjusted for the following organisations employing staff from two industry groups: Victoria Police; Victorian Equal Opportunity & Human Rights Commission; Victorian Responsible Gambling Foundation; and Victorian Fisheries Authority.

**Table 2 The annual change in employment by industry group – June 2017 and June 2018**

Industry sector	Headcount			FTE		
	2017	2018	Change %	2017	2018	Change %
Public health care	110,318	114,327	3.6	81,117	84,095	3.7
Government schools	81,493	85,070	4.4	62,918	65,915	4.8
Victorian Public Service	43,488	47,458	9.1	40,107	43,862	9.4
Police and emergency services	26,295	27,811	5.8	25,123	26,561	5.7
Creative industries, finance, transport and other	16,143	17,256	6.9	13,981	14,912	6.7
TAFE and other education	10,421	10,270	-1.4	7,519	7,470	-0.7
Water and land management	8,859	9,161	3.4	8,208	8,498	3.5
<b>Victorian public sector</b>	<b>297,017</b>	<b>311,353</b>	<b>4.8</b>	<b>238,972</b>	<b>251,312</b>	<b>5.2</b>

Source: Workforce Data Collection 2017 and 2018

**Table 3 The annual change in employment in key occupations in public entities – June 2017 and June 2018**

Key occupation groups <sup>3</sup>	Headcount			FTE		
	2017	2018	Change %	2017	2018	Change %
<b>Public health care</b>						
Administration and clerical	17,010	16,831	-1.1	13,250	13,228	-0.2
Ancillary and medical support services	19,642	20,169	2.7	15,168	15,506	2.2
Hotel and allied services	11,493	11,724	2.0	7,854	8,024	2.2
Medical officers	8,190	8,703	6.3	7,671	8,073	5.2
Nursing services	48,303	50,435	4.4	35,129	36,609	4.2
<b>Government Teaching Service</b>						
Executive class	117	141	20.5	116	140	20.6
Principal class <sup>4</sup>	3,071	3,135	2.1	3,052	3,109	1.9
Teacher class <sup>5</sup>	45,717	47,445	3.8	41,051	42,687	4.0
Education support class	20,646	22,112	7.1	15,427	16,562	7.4

<sup>3</sup> See glossary section for a description of each occupation group.

<sup>4</sup> Comprises Principals, Assistant Principals and Liaison Principals.

<sup>5</sup> Comprises Classroom Teachers, Learning Professionals and Paraprofessionals.



Key occupation groups <sup>3</sup>	Headcount			FTE		
	2017	2018	Change %	2017	2018	Change %
<b>TAFE and other education</b>						
PACCT staff	3,406	3,698	8.6	2,775	2,949	6.2
Teaching staff	5,100	5,186	1.7	3,435	3,566	3.8
<b>Police and emergency services</b>						
Ambulance officers and paramedics	3,811	4,251	11.5	3,290	3,683	12.0
Fire and emergency workers	2,989	3,112	4.1	2,987	3,109	4.1
Police <sup>6</sup>	13,990	14,902	6.5	13,683	14,585	6.6
Protective Services Officers	1,397	1,440	3.1	1,390	1,428	2.8

Source: Workforce Data Collection – June 2017 and June 2018

**Table 4 The annual change in Victorian Public Service VPS structure classifications – June 2017 and June 2018**

Classification <sup>7</sup>	Headcount			FTE		
	2017	2018	Change %	2017	2018	Change %
VPS Grade 1	16	70	337.5	13	57	327.5
VPS Grade 2	3,583	3,602	0.5	3,255	3,264	0.3
VPS Grade 3	4,823	5,297	9.8	4,547	4,995	9.8
VPS Grade 4	5,541	6,242	12.7	5,248	5,904	12.5
VPS Grade 5	6,636	7,585	14.3	6,266	7,174	14.5
VPS Grade 6	4,453	4,957	11.3	4,295	4,771	11.1
Senior Technical Specialist	320	357	11.6	314	348	10.9
<b>Total VPS grade classifications</b>	<b>25,372</b>	<b>28,110</b>	<b>10.8</b>	<b>23,938</b>	<b>26,513</b>	<b>10.8</b>

6 The number of Police includes Operational Police, Commissioned Officers, recruits in training and reservists.

7 A description of each classification can be found in the Victorian Public Service Enterprise Agreement 2016. The agreement redefined VPS Grade 1 to be a training grade. Existing VPS Grade 1 employees transitioned to VPS Grade 2. VPS Executive Officer numbers are separately summarised in chapter 3.

**Table 5 The annual change in Victorian Public Service occupation specific classifications – June 2017 and June 2018**

Occupation specific classifications <sup>8</sup>	Headcount			FTE		
	2017	2018	Change %	2017	2018	Change %
Allied Health	948	1,007	6.2	793	845	6.6
Child Protection Practitioner	1,701	2,104	23.7	1,576	1,943	23.3
Children, Youth and Families	421	477	13.3	376	436	15.8
Court Registrars	529	561	6.0	489	522	6.8
Community Corrections Practitioners	1,040	1,054	1.3	988	998	1.1
Custodial Officers	3,112	3,170	1.9	3,019	3,073	1.8
Disability Development and Support Officer	5,414	5,543	2.4	4,313	4,407	2.2
Fisheries Officers	82	76	-7.3	82	76	-7.4
Forensic Officer	255	306	20.0	234	286	22.0
Forestry Field Staff	319	386	21.0	315	385	22.5
Housing Services Officers	519	547	5.4	471	500	6.2
Legal Officers	473	512	8.2	431	475	10.4
Ministerial Chauffeurs	34	33	-2.9	34	33	-2.9
Nurses	270	261	-3.3	193	185	-4.1
Police Custody Officer	328	394	20.1	326	391	20.0
Principal Scientist	154	144	-6.5	149	140	-6.0
Science Officers	763	780	2.2	702	727	3.6
Senior Medical Advisor	60	55	-8.3	57	52	-8.3
Senior Regulatory Officer	5	5	0.0	5	5	0.0
Sheriff Officers	171	159	-7.0	170	158	-6.9
Youth Justice Worker	409	514	25.7	379	493	30.1
Other <sup>9</sup>	256	235	-8.2	229	208	-9.1
<b>Total occupation classifications</b>	<b>17,263</b>	<b>18,323</b>	<b>6.1</b>	<b>15,328</b>	<b>16,339</b>	<b>6.6</b>

Source: Workforce Data Collection – June 2017 and June 2018

Note: FTE figures do not sum to the total due to rounding.

<sup>8</sup> 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.

<sup>9</sup> Includes non-executive employees who are employed against non-standard classifications. This includes employees from Emergency Services and State Super, in addition to VicRoads staff who transferred to DEDJTR.

## Public sector staffing over time

This section reports on how public sector employment levels have changed over time.

Table 6 shows the total number of public sector employees as at June of each year from 2013 in headcount and FTE terms.

Figure 1 shows the trend for how employment levels have changed across the public sector as a whole and for each industry group from June 2013.

**Table 6 Public sector employee numbers as at June of each year – 2013 to 2018**

	2013	2014 <sup>10</sup>	2015 <sup>11</sup>	2016	2017	2018
Number of employees	262,236	265,183	277,617	285,423	297,017	311,353
Full time equivalent	213,691	216,633	222,921	229,379	238,972	251,312

Source: Workforce Data Collection – June 2013 to June 2018

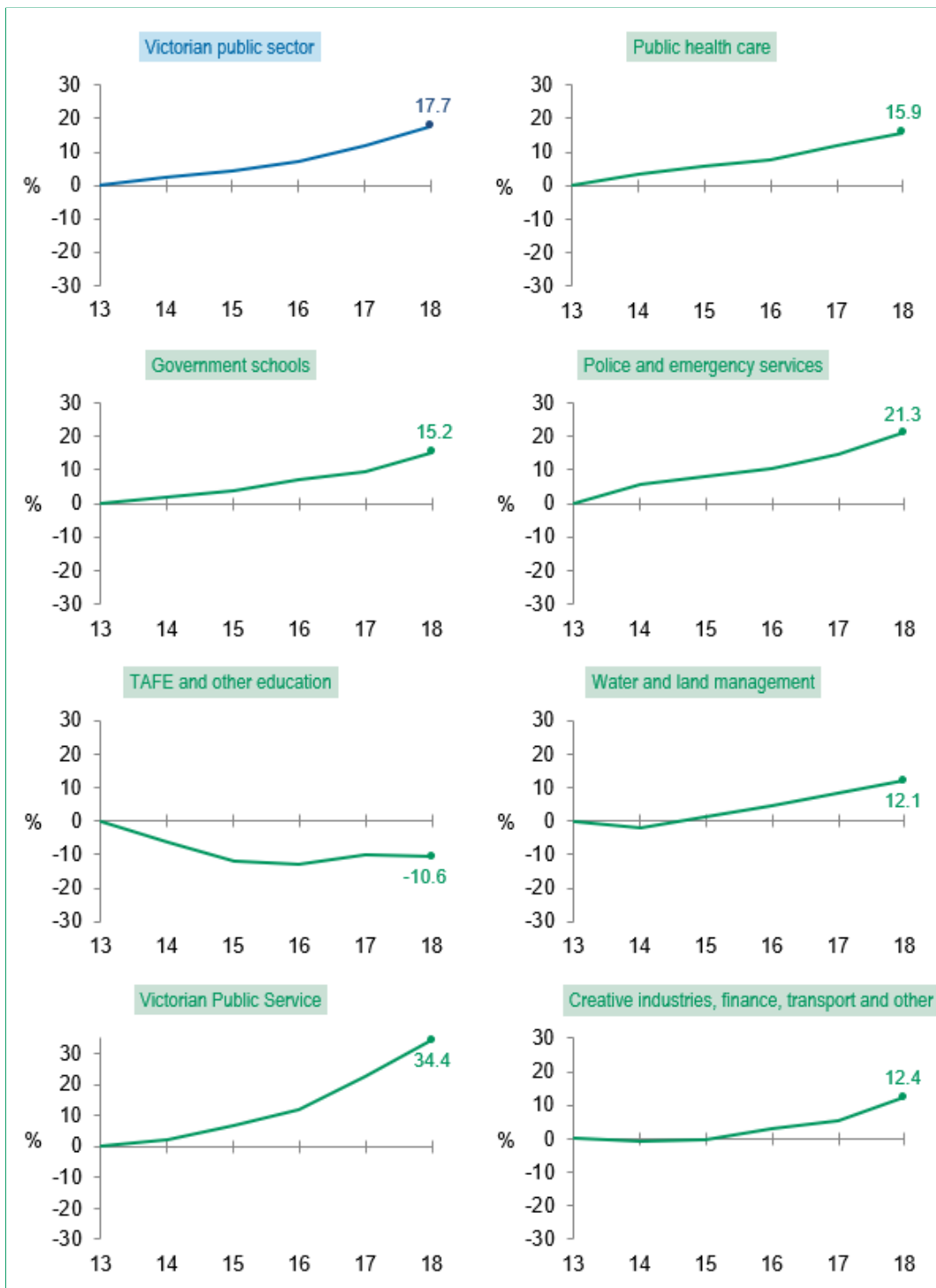
Note: Due to ongoing improvements in data quality there are variations between the number of staff reported in this table compared to numbers reported in previous *State of the Public Sector in Victoria* reports.

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10 TAFE employees of dual sector universities have been excluded from employee numbers from June 2015 onwards. They ceased to be defined as public sector employees following legislative amendments applying from January 2015. At June 2014 the dual sector universities employed 2,819 TAFE employees (1,834 FTE).

11 Includes the addition of 7,335 (1,906 FTE) casual relief teachers that were first reported to the VPSC in 2015.

**Figure 1 The change in FTE employment – June 2013 to June 2018**



Source: Workforce Data Collection 2013 to 2018

Notes: In order to provide consistency in the time series:

- TAFE staff of dual sector universities have been removed from *Public sector* and *TAFE and other education* trend lines (see footnote 10 above), and
- The *Public sector* and *Government school* trend lines exclude casual relief teachers (see footnote 11 above).

In 2017 machinery of government changes added 0.4 percentage points to the increase recorded for the *Victorian Public Service* and reduced the increase for *Creative industries, finance, transport and other* by 1.1 percentage points.

## 1.2 Staff turnover

This section reports on employees who ceased employment and those that began new jobs in the 2017-18 year.

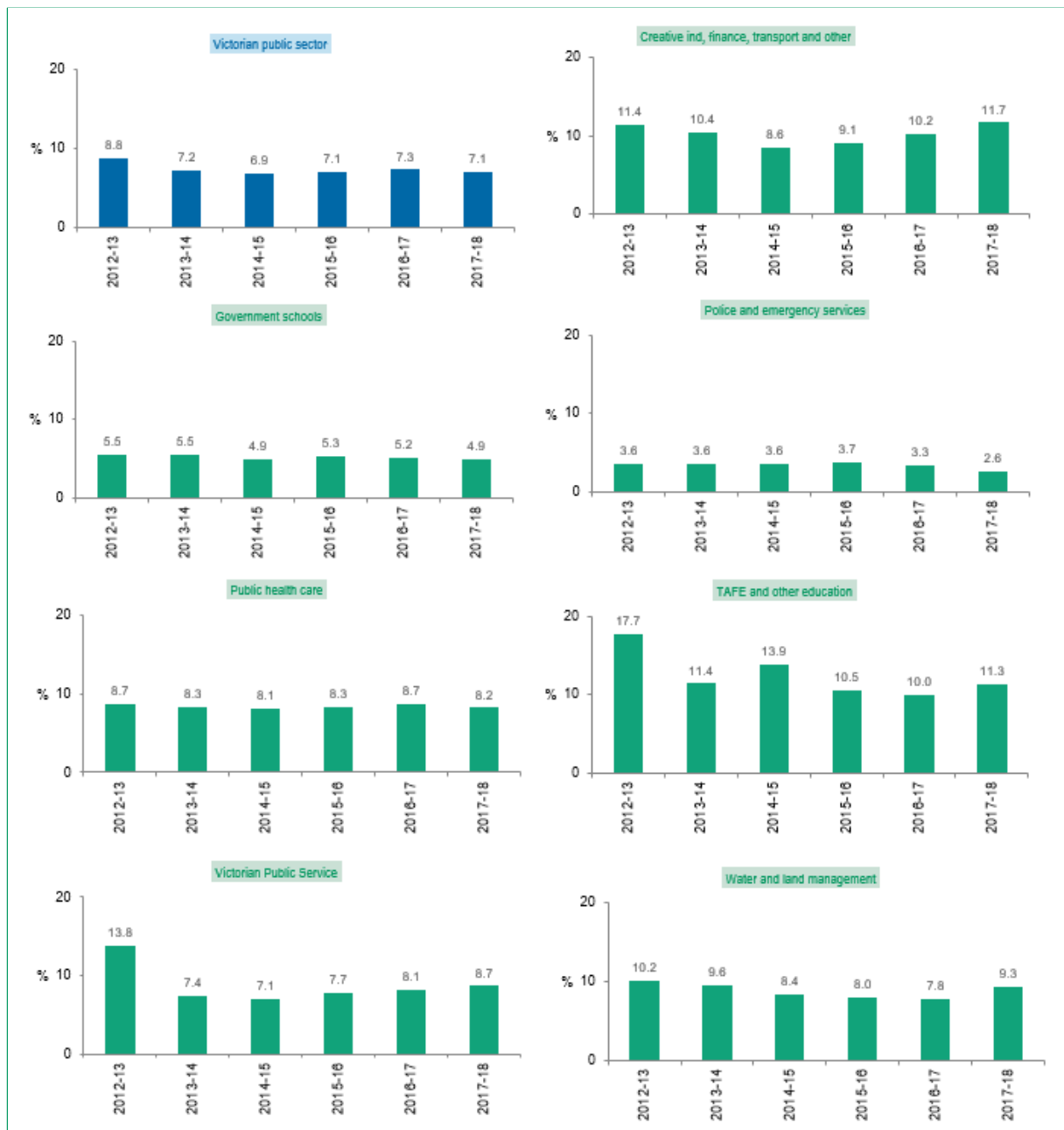
The separation and new staff rates shown express cessations and commencements as a proportion of the number of staff employed in the year.

**Table 7 Staff turnover by industry sector – June 2018**

Industry group	Employees that separated in 2017-18	Separation rate %	New employees in 2017-18	New staff rate %
<b>Ongoing employees</b>				
Creative industries, finance, transport and other	1,654	11.7	1,891	13.4
Government schools	3,100	4.9	1,913	3.0
Police and emergency services	725	2.6	2,302	8.4
Public health care	7,244	8.2	7,399	8.4
TAFE and other education	528	11.3	261	5.6
Water and land management	729	9.3	667	8.5
Victorian Public Service	3,605	8.7	4,045	9.7
<b>Victorian Public Sector</b>	<b>17,585</b>	<b>7.1</b>	<b>18,478</b>	<b>7.5</b>
<b>Fixed term employees</b>				
Creative industries, finance, transport and other	710	25.0	1,214	42.8
Government schools	3,060	20.2	5,719	37.8
Police and emergency services	105	20.4	174	33.9
Public health care	6,838	21.9	10,709	34.4
TAFE and other education	638	19.2	1,069	32.2
Water and land management	337	21.0	521	32.5
Victorian Public Service	2,389	24.3	5,180	52.7
<b>Victorian Public Sector</b>	<b>14,077</b>	<b>21.9</b>	<b>24,586</b>	<b>38.2</b>

Source: Workforce Data Collection – June 2018

**Figure 2 Separation rates of ongoing staff by industry group – June 2013 to June 2018**



Source: Workforce Data Collection – June 2013 to June 2018

### 1.3 Part time employment

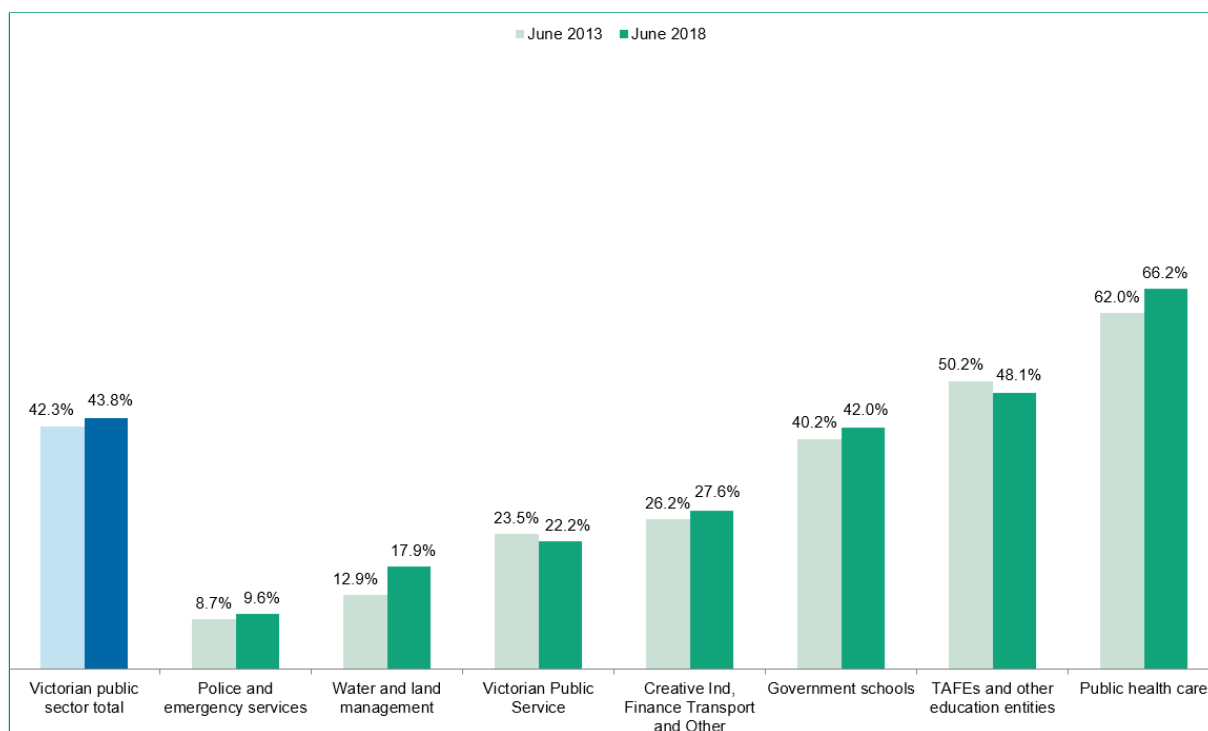
Employees who work part time are people contracted to work less than full time hours per week (in the Victorian public sector full time is generally 38 hours per week).

**Table 8 Part time staffing levels – June 2018**

Industry group	Part time employees	Part time FTE	Part time %
Public health care	75,633	45,404	66
TAFE and other education	4,938	2,138	48
Government schools	40,304	21,149	47
Government schools excl. casual relief teachers	32,482	19,231	42
Creative industries, finance, transport and other	4,613	2,371	28
Victorian Public Service	10,553	6,957	22
Water and land management	1,573	994	18
Police and emergency services	2,680	1,430	10
<b>Victorian public sector</b>	<b>140,294</b>	<b>80,444</b>	<b>45</b>

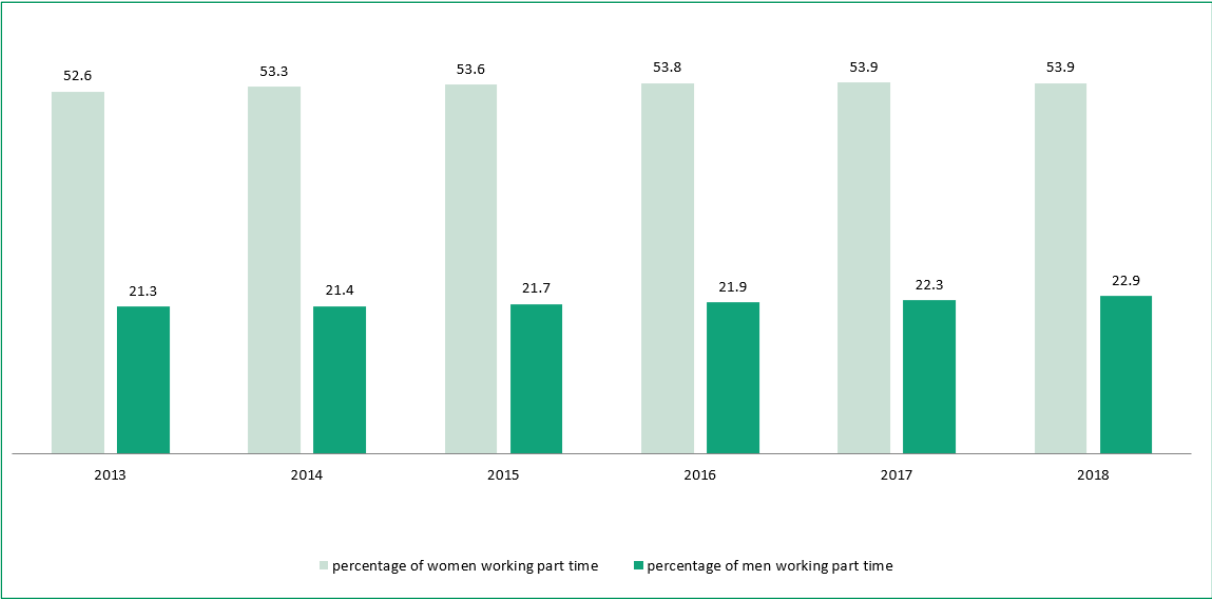
Source: Workforce Data Collection – June 2018

**Figure 3 Part time staffing levels – June 2013 and June 2018**



Source: Workforce Data Collection – June 2013 and June 2018

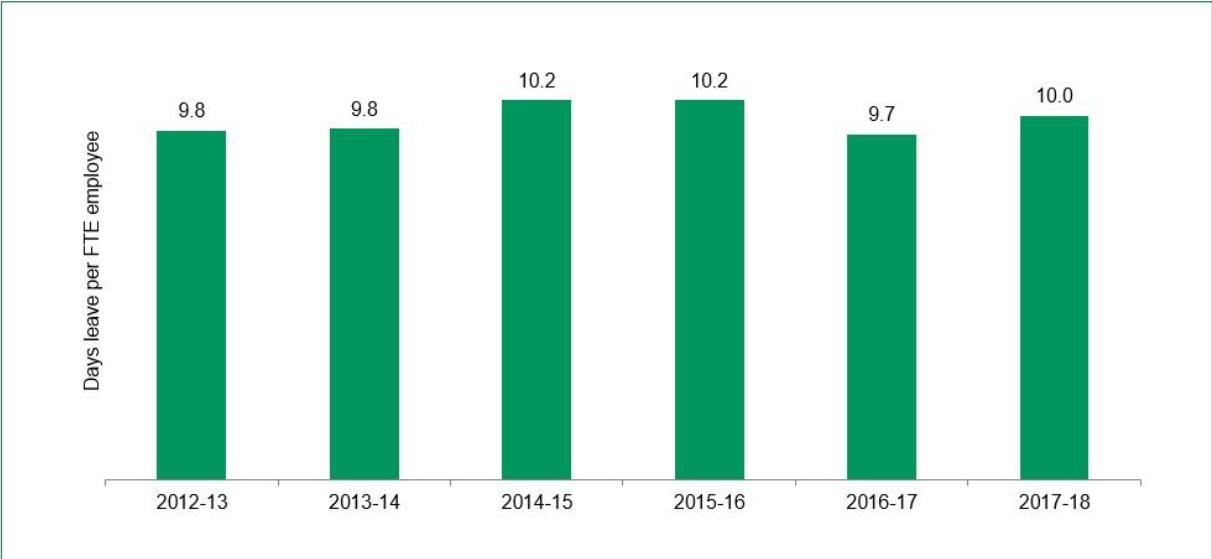
**Figure 4 Percentage of men and women working part time – June 2013 and June 2018**



Source: Workforce Data Collection – June 2013 and June 2018

### 1.4 Personal leave

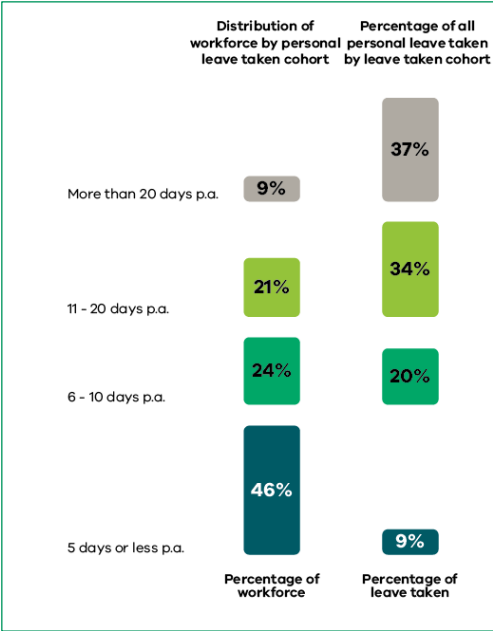
**Figure 5 Average annual personal leave usage for Victorian public sector employees – days per FTE employee 2012-13 – 2017-18 (ongoing and fixed term staff)**



Source: Workforce Data Collection – June 2013 to June 2018

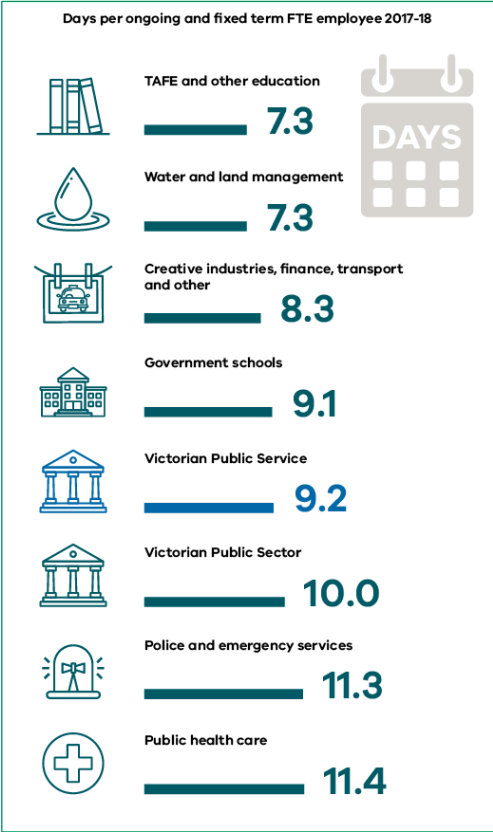


**Figure 6 Percentage of personal leave taken and percentage of staff – 5 days of leave or less per year compared to four weeks of leave per year (average of years 2012-13 to 2017-18 – ongoing and fixed term staff)**



Source: Workforce Data Collection – June 2013 to June 2018

**Figure 7 Average annual personal leave usage for Victorian public sector employees by industry – days per FTE employee 2017-18 (ongoing and fixed term staff)**



Source: Workforce Data Collection – June 2018

## 1.5 Employment status

**Table 9 Employment status by industry group – June 2018**

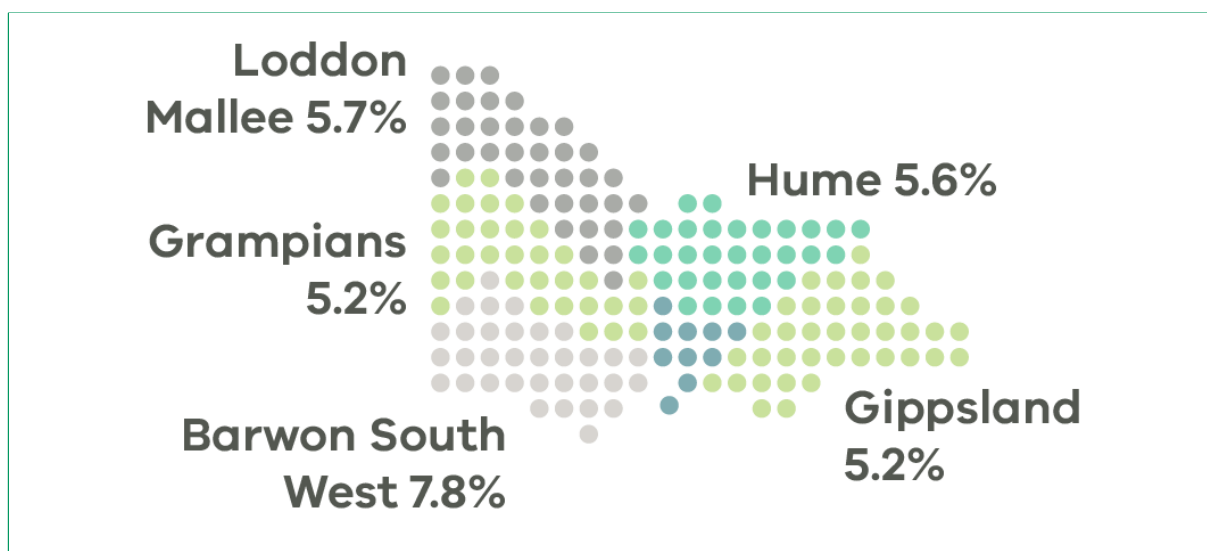
Industry group	Ongoing %	Fixed term %	Casual %
Police and emergency services	96	1	2
Victorian Public Service	80	16	4
Water and land management	81	14	5
Creative industries, finance, transport and other	75	13	13
Public health care	71	21	8
Government schools	71	14	14
Government schools excl. casual relief teachers and School Council employees	83	17	0
TAFE and other education	40	26	33
<b>Victorian public sector</b>	<b>74</b>	<b>16</b>	<b>10</b>

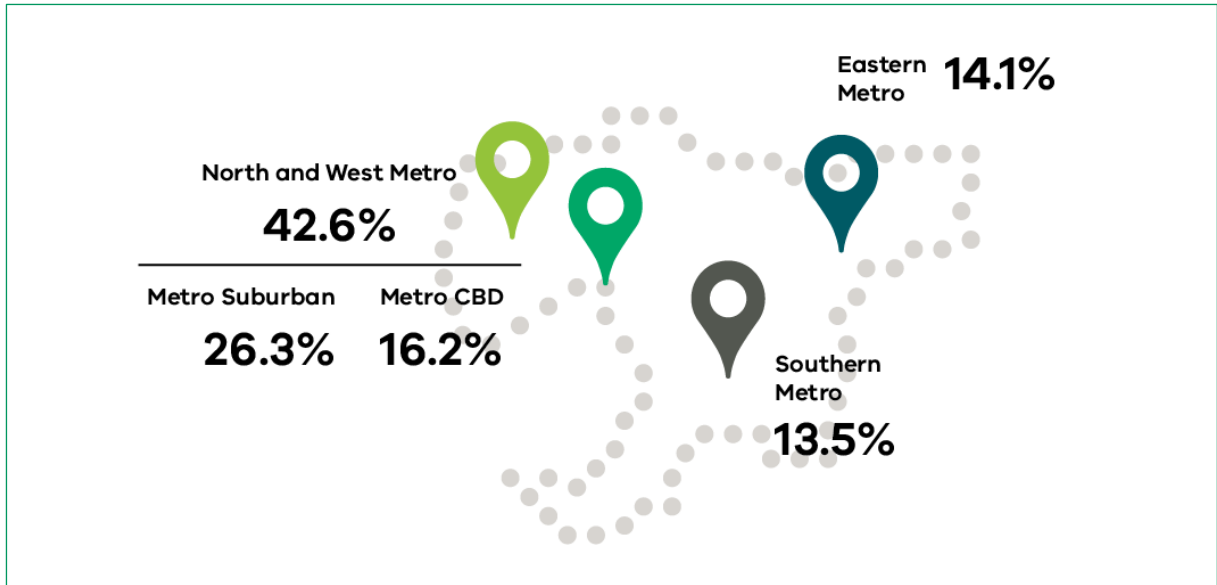
Source: Workforce Data Collection – June 2018

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

## 1.6 Work location

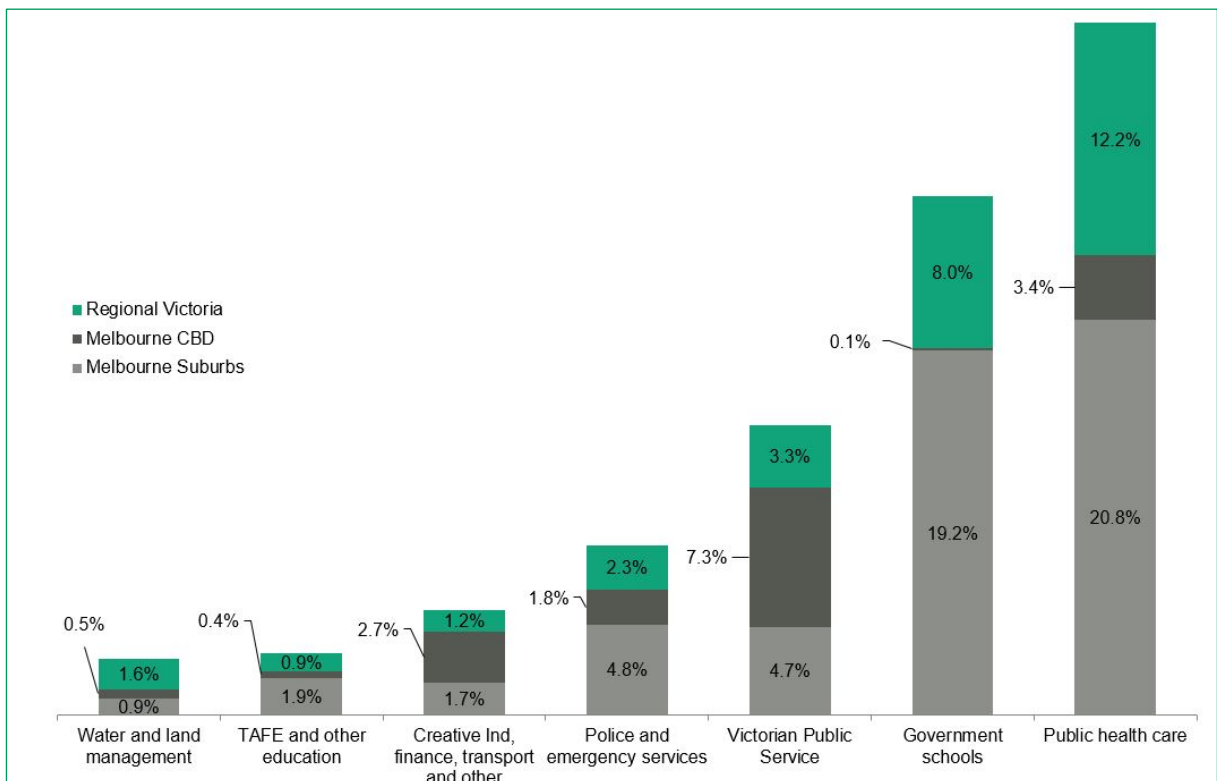
**Figure 8 How the Victorian public sector workforce is distributed across Victoria and Metropolitan Melbourne – June 2018**





Source: Workforce Data Collection – June 2018

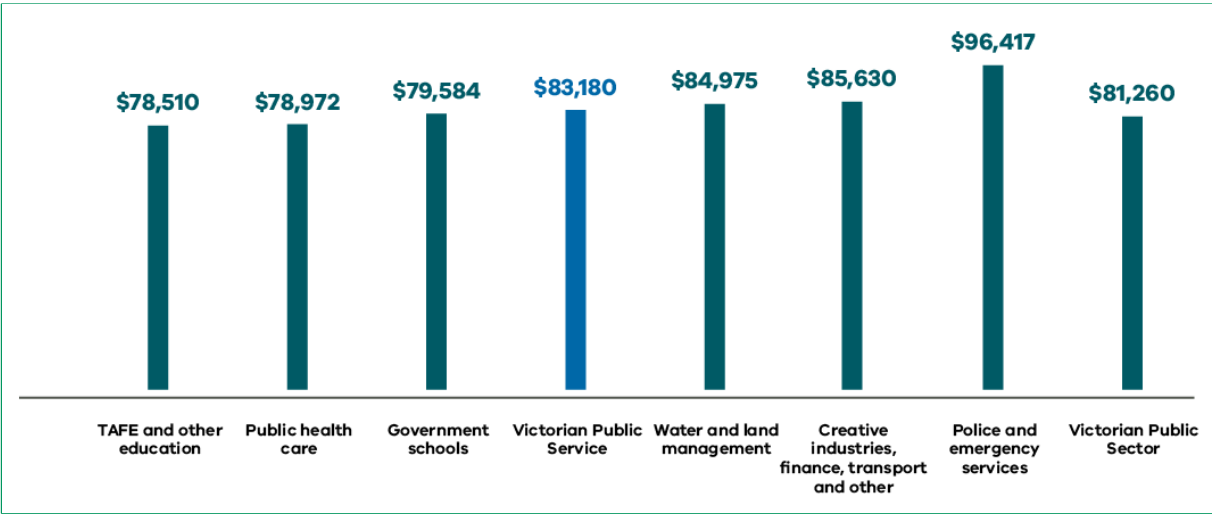
**Figure 9 Distribution of workforce across industry groups and Victoria – June 2018**



Source: Workforce Data Collection – June 2018

# 1.7 Remuneration

Figure 10 Median annual base salary of non-casual employees by industry group - June 2018

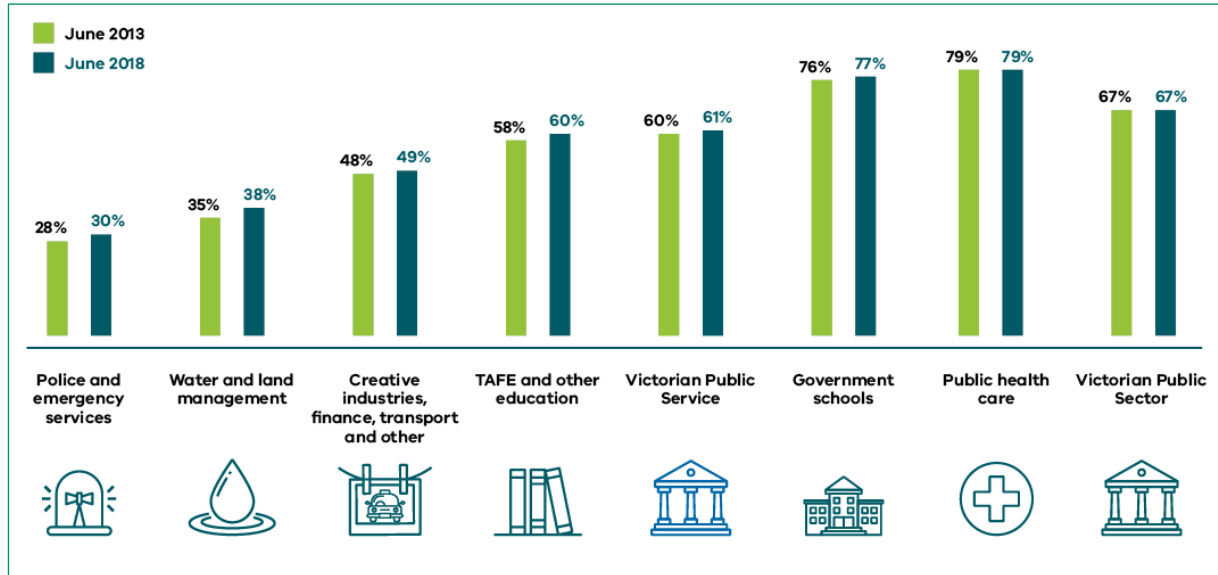


Source: Workforce Data Collection – June 2018

## 2. WORKFORCE DIVERSITY

### 2.1 Gender

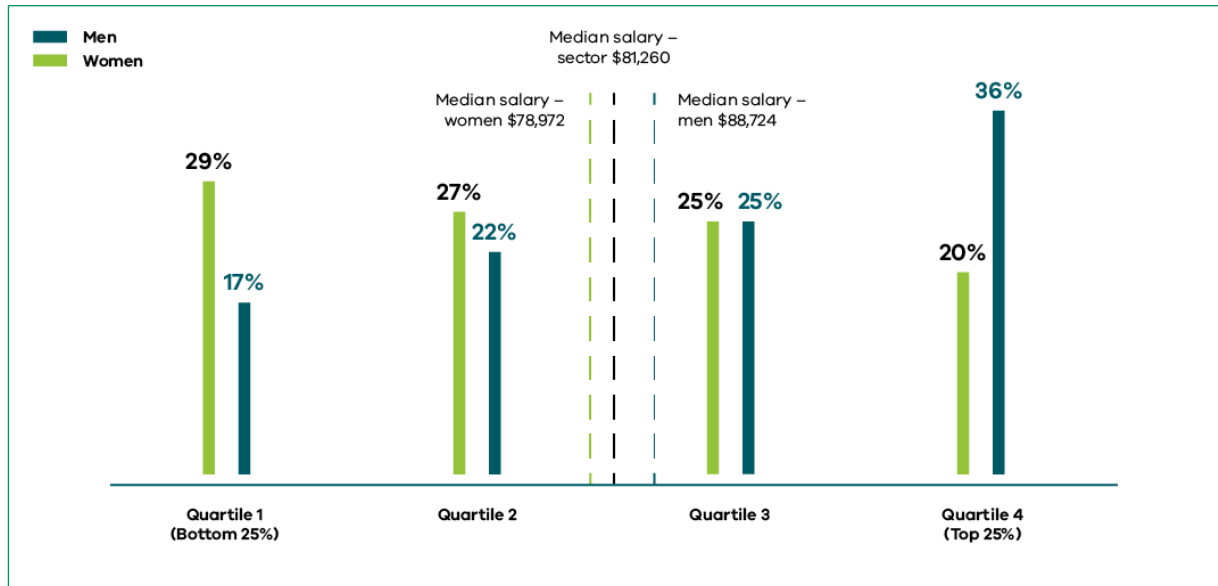
Figure 11 The proportion of women employees – June 2013 and June 2018



Source: Workforce Data Collection – June 2013 and June 2018

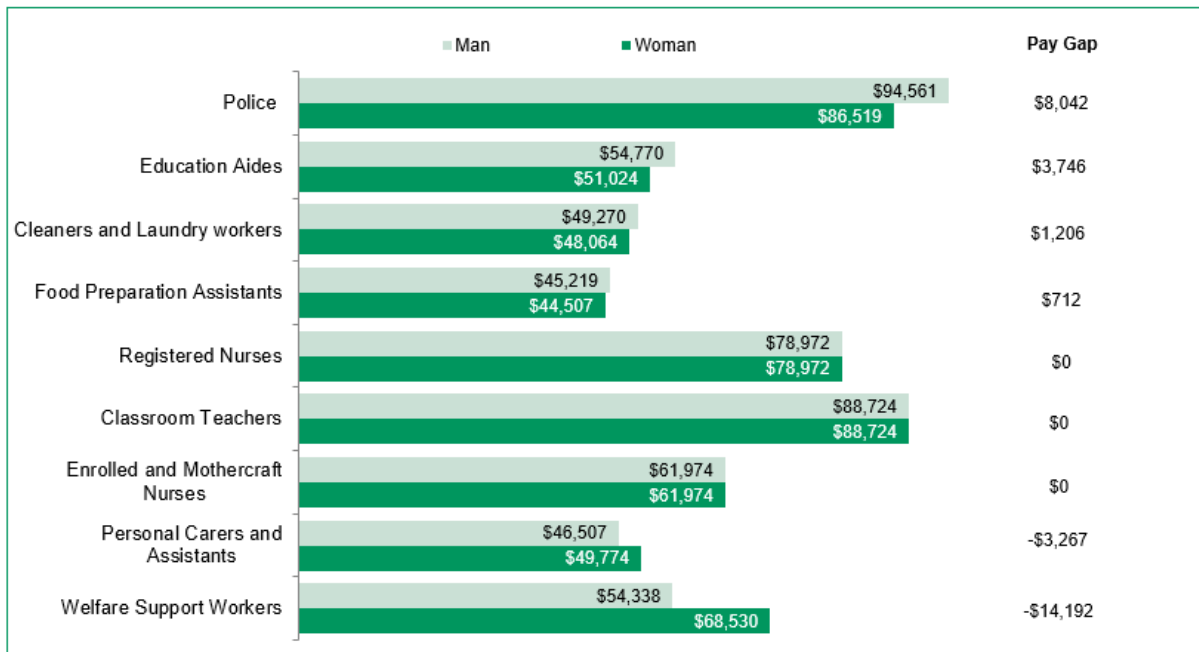
### Gender pay equity

Figure 12 Distribution of men and women across the pay quartiles - June 2018



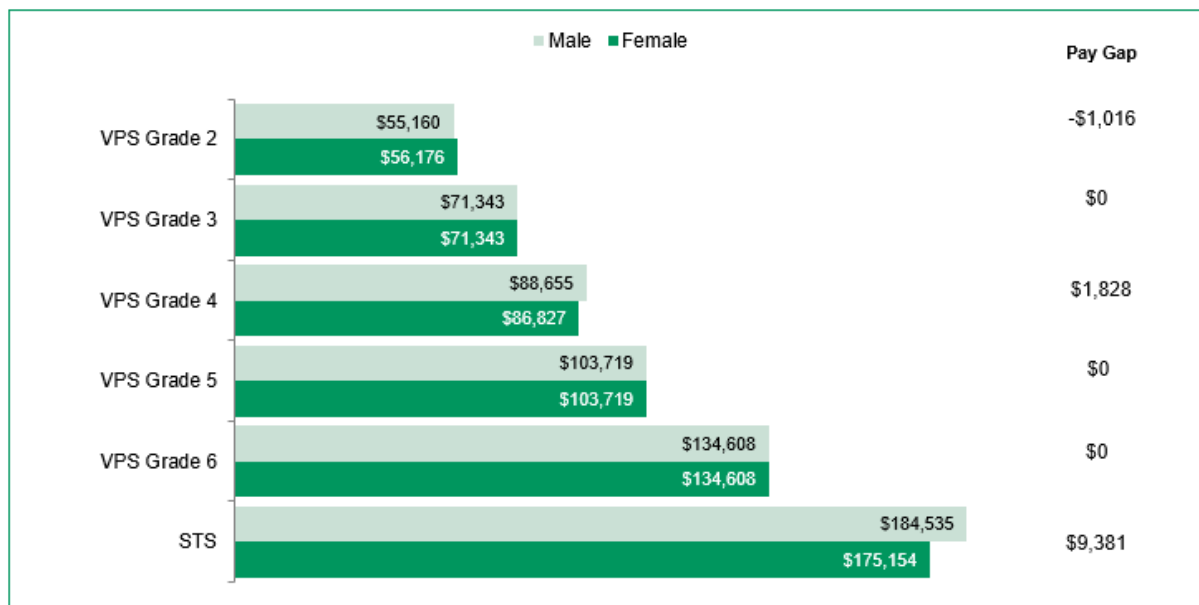
Source: Workforce data collection – June 2018. Quartile 1 is below \$64,307 and Quartile 4 is above \$99,518.

**Figure 13 Median full time equivalent base salary by gender and pay gap at June 2018 – major occupations**



Source: Workforce Data Collection – June 2018

**Figure 14 Median full time equivalent base salary by gender and pay gap at June 2018 – VPS classification structure**



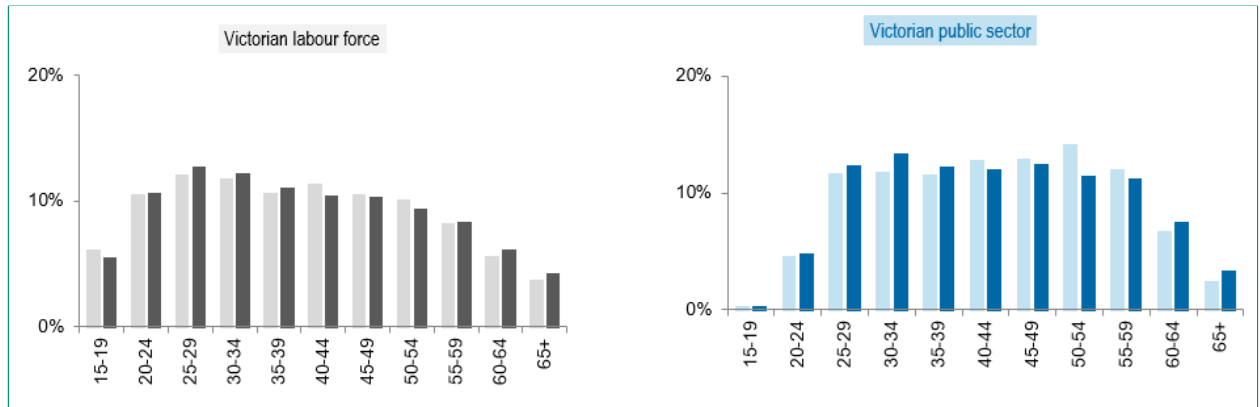
Source: Workforce Data Collection – June 2018

## 2.2 Age

**Figure 15 The proportion of labour force and Victorian public sector employees in each age group – June 2013 and June 2018**

Victorian labour force: June 2013  June 2018

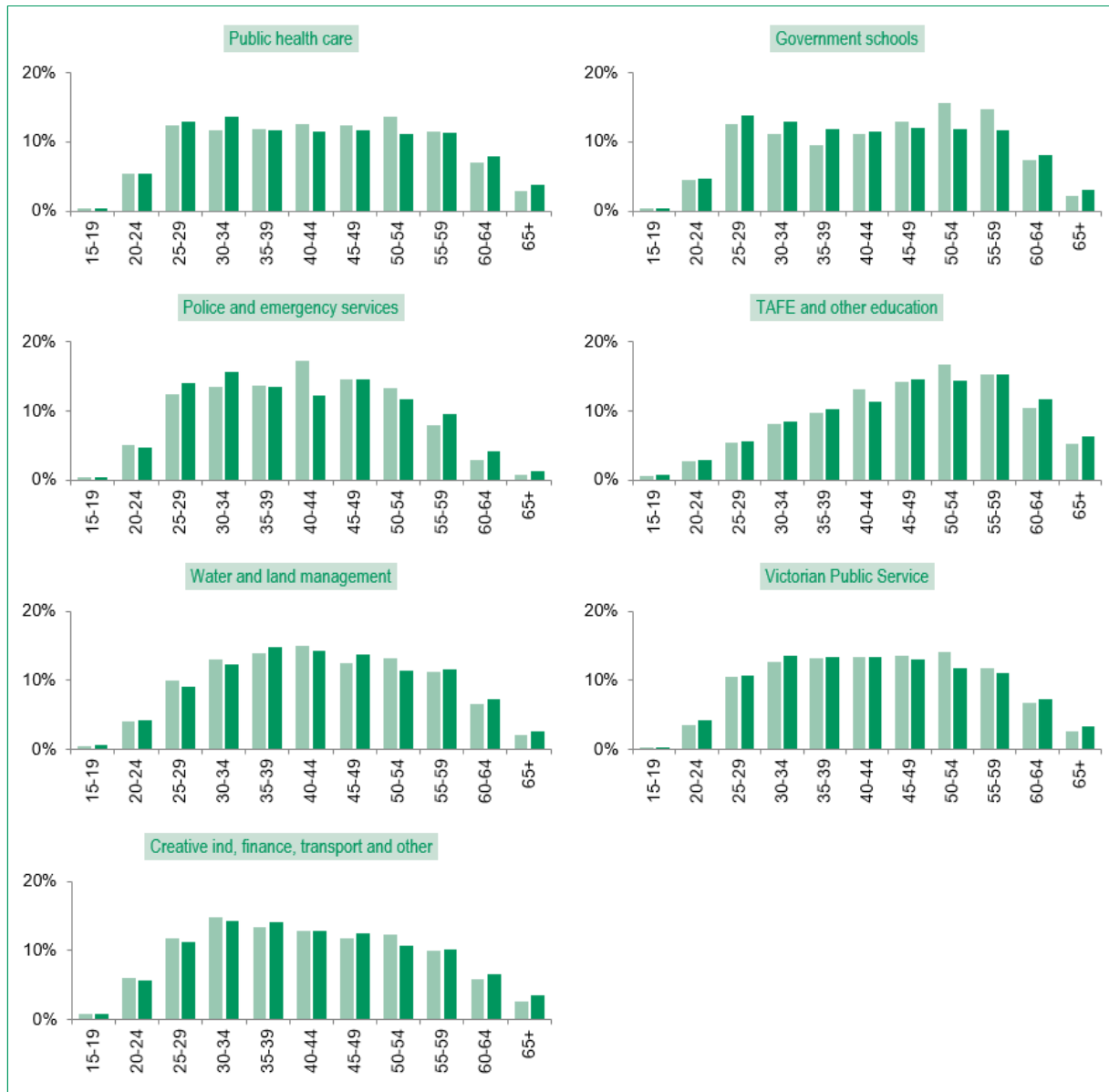
Victorian public sector: June 2013  June 2018



Sources: Workforce Data Collection, 2013 and 2018. Australian Bureau of Statistics, Labour Force, Australia, Detailed, Catalogue No. 6291.0.55.001, LM1 Jan 2018

**Figure 16 The proportion of Victorian public sector employees in each age group by industry group – June 2013 and June 2018**

Industry Group June 2013 ■ June 2018 ■

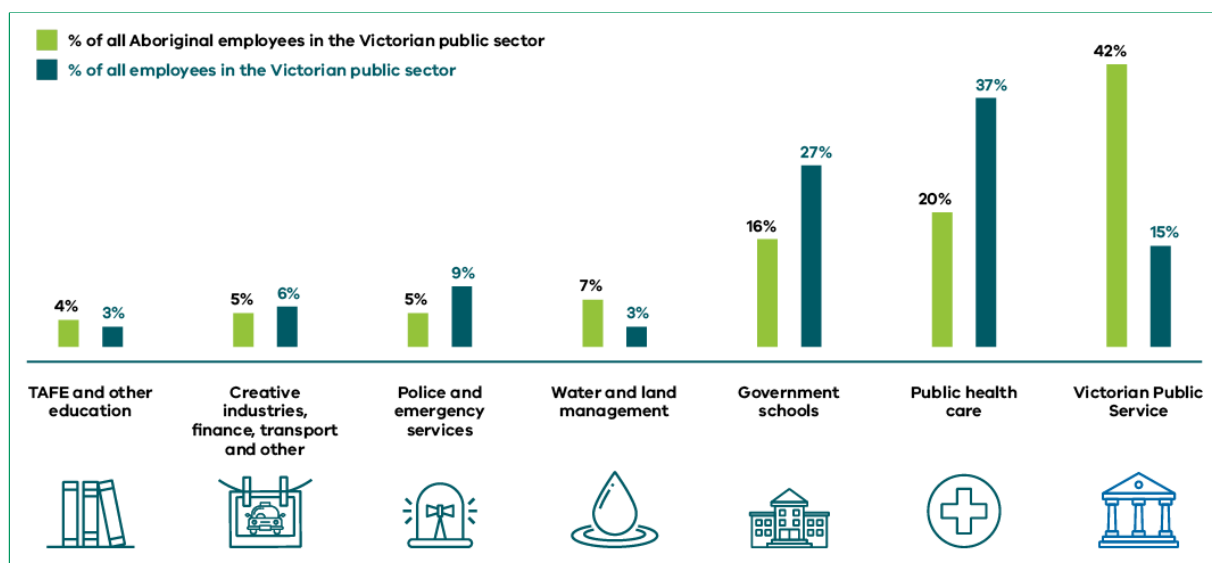


Source: Workforce Data Collection, 2013 and 2018



## 2.3 Aboriginal employment

Figure 17 Distribution of Aboriginal public sector staff and all public sector staff across industry groups – June 2018



Source: Workforce Data Collection – June 2018

Table 10 Profile of Aboriginal employees and the total public sector workforce<sup>12</sup> – June 2018

Measures	Aboriginal employees	Total public sector workforce
<b>Employment status</b>		
Ongoing %	78	77
Fixed term %	18	17
Casual %	4	6
<b>Full-time / part time employment</b>		
Full Time %	71	57
Part Time %	29	43
<b>Annual pay rate</b>		
Quartile 4 % (Top 25% of salaries)	18	25
Quartile 3 %	25	25
Quartile 2 %	25	25
Quartile 1 % (Bottom 25% of salaries)	32	25
Median pay rate	\$74,159	\$81,260

<sup>12</sup> Excludes school council staff and casual relief teachers because Aboriginal status information is not available for these employees

Measures	Aboriginal employees	Total public sector workforce
<b>Occupation category (ANZSCO)</b>		
Community and personal services workers %	34	24
Professionals %	33	49
Clerical and administrative workers %	21	14
Managers %	7	6
Labourers %	3	3
Technicians and trade workers %	2	2
<b>Geographical distribution</b>		
Melbourne CBD %	20	17
Melbourne suburbs %	35	53
Regional Victoria <sup>13</sup> %	45	30
<b>Separation rate</b>		
Ongoing employees %	10	7
<b>Length of service</b>		
<1 years %	20	14
1 - 4 years %	37	29
5 - 9 years %	21	22
10+ years %	23	36
<b>Gender</b>		
Women %	63	67
Men %	37	33
<b>Age</b>		
<30 years %	26	17
30 - 54 years %	60	61
55+ years %	14	22
Average age	40 years	43 years

Source: Workforce Data Collection – June 2018

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

## 2.4 Profile of key occupations

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

**Table 11 The profile of employees in key occupation groups in public entities – June 2018**

Occupations	Headcount	Average age (years)	55+ %	Women %	Aboriginal %	Part time %	Ongoing %	Separation rate of ongoing staff %
<b>Public health care</b>								
Nursing services	50,435	42	21	89	0.1	77	78	7
Administration and clerical	16,831	46	30	83	0.2	55	79	10
Hotel and allied services	11,724	49	40	68	0.3	78	80	7
Ancillary and medical support services	20,169	41	17	79	0.4	54	75	9
Medical officers	8,703	35	6	46	0.1	17	11	21
<b>Government Teaching Service</b>								
Executive class	141	55	60	39	0.0	2.1	93	4
Principal class <sup>24</sup>	3,135	51	41	58	0.3	3	100	5
Teacher class <sup>25</sup>	47,445	41	18	74	0.2	26	81	5
Education support class	22,112	47	29	87	0.6	71	86	5

<sup>24</sup> Comprises Principals, Assistant Principals and Liaison Principals

<sup>25</sup> Comprises Classroom Teachers, Learning Specialists and Paraprofessionals

Occupations	Headcount	Average age (years)	55+ %	Women %	Aboriginal %	Part time %	Ongoing %	Separation rate of ongoing staff %
<b>TAFE and other education</b>								
PACCT staff	3,698	44	25	71	0.9	37	52	11
Teaching staff	5,186	51	40	52	0.3	56	34	10
<b>Police and emergency services</b>								
Ambulance officers and paramedics	4,251	38	13	47	0.2	21	88	2
Fire and emergency workers	3,112	44	22	4	0.2	0.2	100	2
Police <sup>26</sup>	14,902	41	11	28	0.3	7	100	1
Protective Service Officers	1,440	36	7	10	0.4	2	100	3

Source: Workforce Data Collection – June 2018

Note: Other than the rate of separation rate for ongoing staff, all other measures are for all employees as at June 2018. 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.

<sup>26</sup> The number of Police includes Operational Police, Commissioned Officers, recruits in training and reservists.

**Table 12 Profile of employees in the Victorian Public Service – June 2018**

<b>Classification<sup>27</sup></b>	<b>Headcount</b>	<b>Average age (years)</b>	<b>55+ %</b>	<b>Women %</b>	<b>Aboriginal %</b>	<b>Part time %</b>	<b>Ongoing %</b>	<b>Separation rate of ongoing staff %</b>
<b>VPS grade classifications</b>								
VPS Grade 1	70	24	0	63	5.7	30	7	0
VPS Grade 2	3,602	42	24	74	1.2	24	79	7
VPS Grade 3	5,297	41	19	67	1.7	16	79	8
VPS Grade 4	6,242	42	17	65	1.1	17	79	9
VPS Grade 5	7,585	44	19	60	1.4	19	79	9
VPS Grade 6	4,957	47	24	52	0.9	14	83	9
Senior Technical Specialist	357	49	28	43	0.8	10	68	17
Total VPS classifications	28,110							
<b>Occupation specific classifications</b>								
Allied Health	1007	42	21	90	0.2	44	81	14
Child Protection Practitioner	2104	38	12	86	1.7	21	81	10
Children, Youth and Families	477	41	17	78	1.5	26	77	9
Court Registrars	561	33	4	79	1.1	16	100	8
Community Corrections Practitioner	1,054	38	12	66	2.1	13	87	10
Custodial Officers	3,170	45	23	30	1.5	7	87	7
Disability Development and Support Officer	5,543	48	35	64	0.5	60	71	5

<sup>27</sup> Definitions and remuneration details for each classification can be found in the Victorian Public Service Enterprise Agreement 2016

Classification <sup>27</sup>	Headcount	Average age (years)	55+ %	Women %	Aboriginal %	Part time %	Ongoing %	Separation rate of ongoing staff %
Fisheries Officers	76	43	17	8	1.3	1	99	13
Forensic Officer	306	39	10	66	0.3	20	86	3
Forestry Field Staff	386	42	22	5	2.3	1	83	6
Housing Services Officers	547	44	23	77	1.8	23	85	6
Legal Officers	512	38	10	73	0.0	21	86	15
Ministerial Chauffeurs	33	54	48	12	0.0	0	100	3
Nurses	261	49	36	97	0.4	69	92	9
Police Custody Officer	394	36	8	29	0.8	3	100	7
Principal Scientist	144	47	27	23	0.0	8	32	20
Science Officers	780	46	26	46	0.1	19	82	5
Senior Medical Advisor	55	53	45	60	0.0	16	55	9
Senior Regulatory Officer	5	46	0	20	0.0	0	80	0
Sheriff Officers	159	47	26	34	1.3	2	100	5
Youth Justice Worker	514	40	15	46	1.2	8	88	23
Other	235	44	26	45	0.0	25	80	20
Total occupational classifications	18,323							

Source: Workforce Data Collection – June 2018

Note: Other than the rate of separation rate for ongoing staff, all other measures are for all employees as at June 2018. 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.

## 2.5 Other demographic characteristics

**Table 13 Other demographic characteristics – 2013 to 2018**

	Proportion of survey respondents %					
	2013	2014	2015	2016	2017	2018
Have a long term disability that restricts their everyday activities	4	4	3	3	3	3
Born overseas	21	24	21	22	22	24
Speak a language other than English at home	17	19	18	19	19	20

Source: People Matter Survey 2013 to 2018

## 3. EXECUTIVE EMPLOYMENT

### 3.1 Executive employment

**Table 14 The change in executive employment – June 2013 to June 2018**

	June 2013	June 2014	June 2015	June 2016	June 2017	June 2018
<b>Victorian Public Service</b>						
Executives	621	646	675	691	853	1,025
Annual change %	-1.4	4.0	4.5	2.4	23.4	20.2
Proportion of workforce %	1.7	1.8	1.8	1.7	2.0	2.2
<b>Public entities</b>						
Executives	1,339	1,326	1,300	1,264	1,237	1,322
Annual change %	2.4	-1.0	-2.0	-2.8	-2.1	6.9
Proportion of workforce %	0.6	0.6	0.5	0.5	0.5	0.5
<b>Total Victorian public sector</b>						
Executives	1,960	1,972	1,975	1,955	2,090	2,347
Annual change %	1.1	0.6	0.2	-1.0	6.9	12.3
Proportion of workforce %	0.7	0.7	0.7	0.7	0.7	0.8

Source: Executive, GSERP and Workforce Data Collections – June 2013 to June 2018

### 3.2 Remuneration and classification of executives

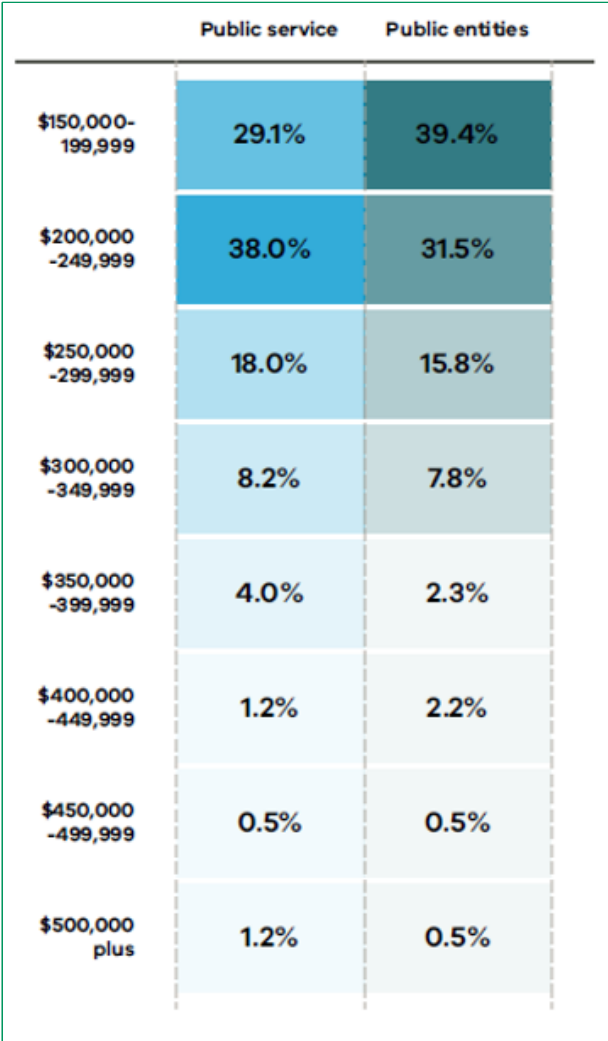
**Table 15 Victorian Public Service executives and public entity executives by TRP – June 2018**

TRP range	\$150,000 \$199,999	\$200,000 \$249,999	\$250,000 \$299,999	\$300,000 \$349,999	\$350,000 \$399,999	\$400,000 plus	Total
Public service	298	389	184	84	41	29	1,025
Public entities	521	417	209	103	30	42	1,322

Source: Executive and GSERP Data Collections - June 2018



**Figure 18 Percentage distribution of Victorian Public Service executives and public entity executives by TRP – June 2018**



Source: Executive and GSERP Data Collections - June 2018

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

**Table 16 Executive classification and remuneration in the Victorian Public Service as at June 2018**

Classification	Minimum TRP	Maximum TRP
Executive Officer 3 (EO-3)	\$178,500	\$231,439
Executive Officer 2 (EO-2)	\$206,539	\$330,582
Executive Officer 1 (EO-1)	\$300,148	\$439,332
Secretary	Remuneration set by the Premier	

**Table 17 The annual change in employment within each executive band in the public service – June 2013 and June 2018**

	June 2013	June 2014	June 2015	June 2016	June 2017	June 2018
<b>Proportion of executives</b>						
Secretary	1.4	1.4	1.0	1.0	0.8	0.7
EO-1 %	3.7	4.2	5.2	5.4	6.0	4.9
EO-2 %	42.2	44.0	43.6	45.3	45.0	41.0
EO-3 %	52.7	50.5	50.2	48.3	48.2	53.5
Total %	100	100	100	100	100	100
<b>Number of executives</b>						
Secretary <sup>28</sup>	9	9	7	7	7	7
EO-1	23	27	35	37	51	50
EO-2	262	284	294	313	384	420
EO-3	327	326	339	334	411	548
Total	621	646	675	691	853	1025

Source: Executive Data Collections – June 2013 to June 2018

### 3.3 Executive profile

**Figure 19 Public sector executives compared to all staff – June 2018**

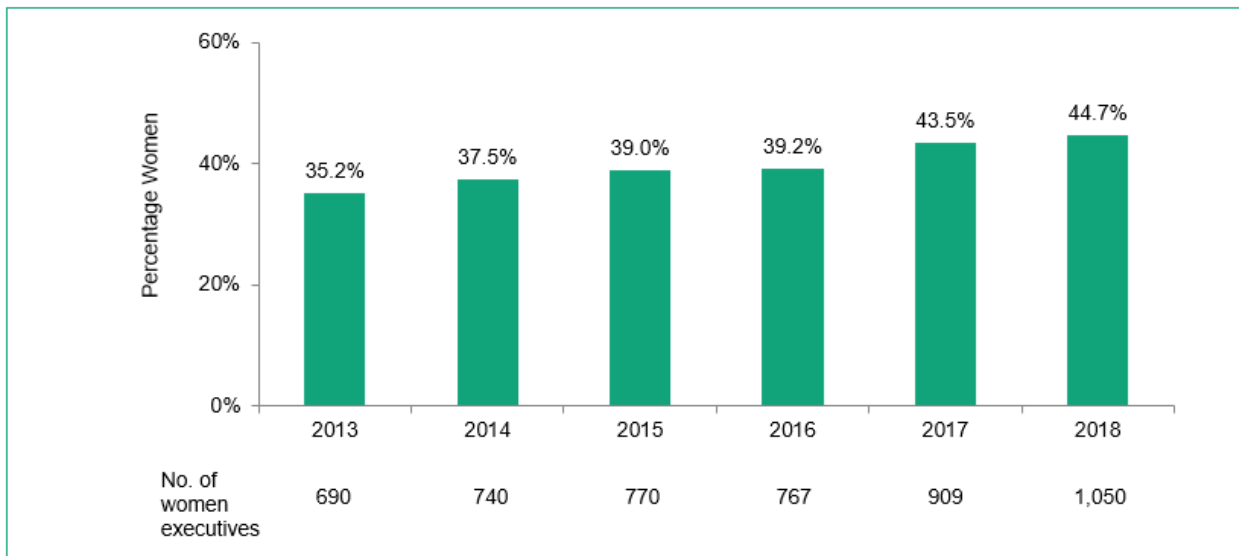


Source: Workforce and Executive Data Collections – June 2018

28 There were 9 departments in 2013 and 2014, then 7 thereafter

### 3.4 Gender

**Figure 20 Number and percentage of public sector executives who are women – June 2013 to June 2018**



Source: Executive Data Collections – June 2013 to June 2018

**Table 18 Change in the number of women executives – June 2013 to June 2018**

	June 2013	June 2014	June 2015	June 2016	June 2017	June 2018
<b>Victorian Public Service</b>						
Women executives	253	278	297	305	417	508
Proportion %	40.7	43.0	44.0	44.1	48.9	49.6
<b>Public entities</b>						
Women executives	437	462	473	462	492	542
Proportion %	32.6	34.8	36.4	36.6	39.8	41.0

Source: Executive and GSERP Data Collections - June 2013 to 2018

**Table 19 The proportion of executives who are women by Victorian Public Service executive bands – June 2013 to June 2018**

	June 2013	June 2014	June 2015	June 2016	June 2017	June 2018
Secretaries	11.1	11.1	14.3	28.6	28.6	28.6
EO-1 %	34.8	33.3	34.3	32.4	31.4	34.0
EO-2 %	37.8	39.4	40.8	40.9	44.8	44.0
EO-3 %	44.3	47.9	48.4	48.8	55.2	55.5

Source: Executive Data Collection – June 2013 to June 2018

**Table 20 Median TRP of men and women executives – June 2018**

	Women median TRP	Men median TRP	Difference %
Public entities	\$208,371	\$214,329	2.8
Victorian Public Service	\$215,000	\$231,000	6.9
EO Level 1	\$380,000	\$381,888	0.5
EO Level 2	\$257,000	\$271,830	5.5
EO Level 3	\$195,000	\$198,979	2.0
Victorian public sector	\$211,050	\$222,029	4.9

Source: Executive Data Collection – June 2018

**Table 21 Public service executives by organisation and gender – June 2018**

Organisation	Women	Men	Total	Women %
<b>Departments</b>				
Health and Human Services	100	61	161	62.1%
Economic Development, Jobs, Transport and Resources	65	70	135	48.1%
Environment, Land, Water and Planning	54	46	100	54.0%
Premier and Cabinet	48	46	94	51.1%
Education and Training	49	43	92	53.3%
Treasury and Finance	32	48	80	40.0%
Justice and Regulation	37	36	73	50.7%
<b>Offices and agencies</b>				
Rail Projects Victoria	6	41	47	12.8%
Victorian Auditor-General's Office	9	17	26	34.6%
Victoria Police	11	12	23	47.8%
Level Crossing Removal Authority	6	15	21	28.6%
Family Safety Victoria	18	1	19	94.7%
Court Services Victoria	8	10	18	44.4%
Environment Protection Authority	4	9	13	30.8%
Independent Broad-based Anti-corruption Commission	5	7	12	41.7%
North East Link Authority	5	5	10	50.0%
Essential Services Commission	3	5	8	37.5%
State Revenue Office	2	5	7	28.6%
Victorian Government Solicitor's Office	4	2	6	66.7%
Victorian Agency for Health Information	2	4	6	33.3%
West Gate Tunnel Authority	1	5	6	16.7%

Organisation	Women	Men	Total	Women %
Victorian Commission for Gambling and Liquor Regulation	3	3	6	50.0%
Emergency Services Superannuation Board	1	4	5	20.0%
Victorian Public Sector Commission	5		5	100.0%
Infrastructure Victoria	4	1	5	80.0%
CenITex	2	3	5	40.0%
Safer Care Victoria	4	1	5	80.0%
Sustainability Victoria	2	2	4	50.0%
Office of the Chief Parliamentary Counsel	2	2	4	50.0%
Office of Public Prosecutions	1	3	4	25.0%
Latrobe Valley Authority	2	2	4	50.0%
Commercial Passenger Vehicle Commission	1	3	4	25.0%
Office of Projects Victoria	2	1	3	66.7%
Commission for Children and Young People	2		2	100.0%
Office of the Governor of Victoria	2		2	100.0%
Office of the Legal Services Commissioner		2	2	0.0%
Office of the Ombudsman Victoria	2		2	100.0%
Game Management Authority		1	1	0.0%
Office of the Victorian Government Architect	1		1	100.0%
Public Record Office Victoria	1		1	100.0%
Victorian Equal Opportunity and Human Rights Commission	1		1	100.0%
Local Government Inspectorate		1	1	0.0%
Victorian Fisheries Authority	1		1	100.0%
<b>Total public service</b>	<b>508</b>	<b>517</b>	<b>1,025</b>	<b>49.6%</b>

Source: Executive Data Collection – June 2018

**Table 22 Public service executives by portfolio and gender – June 2018**

Department portfolio <sup>29</sup>	Women	Men	Total
Economic Development, Jobs, Transport and Resources	85	140	225
Health and Human Services	126	67	193
Justice and Regulation	65	68	133
Premier and Cabinet	72	59	131
Environment, Land, Water and Planning	60	57	117
Treasury and Finance	42	66	108
Education and Training	49	43	92
<b>Total, excluding Victorian Auditor General's Office<sup>30</sup></b>	<b>499</b>	<b>500</b>	<b>999</b>

Source: Executive Data Collection – June 2018

**Table 23 Public entity executives by portfolio and gender – June 2018**

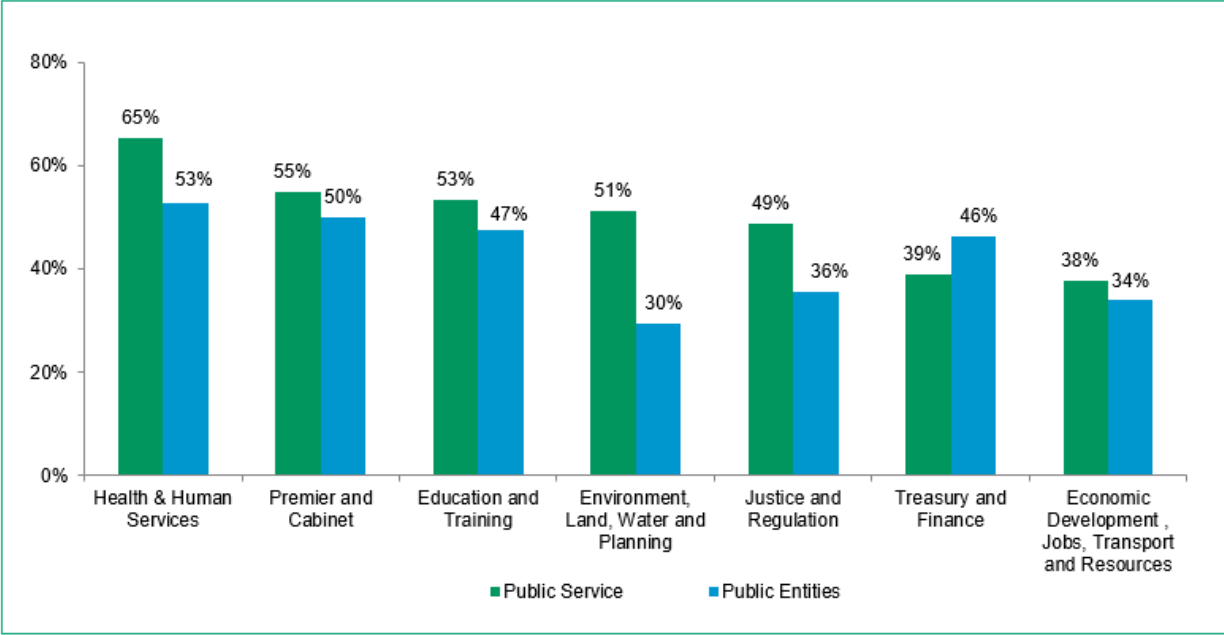
Department portfolio <sup>29</sup>	Women	Men	Total
Health and Human Services	187	168	355
Economic Development, Jobs, Transport and Resources	103	201	304
Environment, Land, Water and Planning	83	198	281
Treasury and Finance	74	86	160
Education and Training	63	70	133
Justice and Regulation	31	56	87
Premier and Cabinet	1	1	2
<b>Total</b>	<b>542</b>	<b>780</b>	<b>1,322</b>

Source: Executive and GSERP Data Collections – June 2018

29 See Appendix 3 of the State of the Public Sector in Victoria 2017-18 report, for the composition of each department portfolio.

30 The Victorian Auditor General's Office (VAGO) is an exception and is not included in Table 22 because the Auditor General is an independent officer of the Victorian Parliament whose office does not fall within the remit of a department.

**Figure 21 Percentage of public service and public entity executives who are women by department portfolio–June 2018**



Source: Executive and GSERP Data Collections – June 2018

## 4. PUBLIC SECTOR BOARDS

### 4.1 Boards and board membership

Table 24 Boards and board members by portfolio – June 2018

Portfolio department <sup>31</sup>	Grouping	Total number of boards	Employer boards	Employees of employer boards	Non-employing boards	Board members
Economic Development, Jobs, Transport and Resources		85	31	6,706	54	632
Education and Training	TAFE and other education	31	16	10,270	16	343
	School councils <sup>32</sup>	1,539	1,539	12,237	0	17,926
Environment, Land, Water and Planning	Water and land management <sup>33</sup> , planning and building agencies, and other	84	49	10,433	35	704
	Committees of management (Crown land)	1,063	8	403	1,055	7,101
Health and Human Services	Public health services	87	87	114,222	0	772
	Cemetery trusts	454	5	559	449	3,377
	Sport and other bodies	41	6	6,388	35	580
Justice and Regulation		46	12	7,454	34	344
Premier and Cabinet		15	4	112	11	188
Treasury and Finance		17	12	3,774	5	103
<b>Total</b>		<b>3,462</b>	<b>1,769</b>	<b>172,558</b>	<b>1,694</b>	<b>32,070</b>

Sources: GAPED database and the Workforce Data Collection – June 2018

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.

31 See Appendix 3 of the State of the Public Sector in Victoria 2017-18 report, for the composition of each department portfolio.

32 School Councils employed 4,415 staff and 7,822 casual relief teachers.

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



## 4.2 Board classifications

The Department of Premier and Cabinet administers the *Appointment and Remuneration Guidelines*<sup>34</sup> for Victorian public sector boards. These guidelines address appointment processes, gender targets and policies that must be considered when undertaking board appointments and describe the four main classifications used for public sector boards. The descriptions of the classifications are reproduced below:

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

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

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

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

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

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

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

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

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

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<sup>34</sup> Department of Premier and Cabinet, *Appointment and Remuneration Guidelines* October 2015, Department of Premier and Cabinet, Melbourne, 2015. Revised July 2016.

**Table 25 Boards by portfolio and classification – June 2018**

Portfolio department	Grouping	Classification				Total classified boards
		A	B	C	D	
Economic Development, Jobs, Transport and Resources		19	25	39	2	85
Education and Training	TAFE and other education	11	7	13		31
	School councils			1,539		1,539
Environment, Land, Water and Planning	Water and land management <sup>35</sup> , planning and building agencies, and other	41	17	26		84
	Committees of management (Crown land)	1		1,062		1,063
Health and Human Services	Public health services	28	1	58		87
	Cemetery trusts	5		449		454
	Sport and other bodies	2	11	26	2	41
Justice and Regulation		9	22	15		46
Premier and Cabinet		3	1	11		15
Treasury and Finance		12	3	1	1	17
<b>Total</b>		<b>131</b>	<b>87</b>	<b>3,239</b>	<b>5</b>	<b>3,462</b>

Source: GAPED database – June 2018

### 4.3 Profile and remuneration of board members

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

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

<sup>35</sup> Water and land management includes water corporations and catchment management authorities as well as alpine, coastal, traditional owner and other land managers.

**Table 26 Percentage of board members by diversity, location and remuneration characteristic – June 2018**

Portfolio department	Grouping	Aboriginal %	CALD <sup>36</sup> %	Women %	Rural %	Not remunerated %
Economic Development, Jobs, Transport and Resources		1.2	31	44	39	53
Education and Training	TAFE and other education	0.9	15	57	16	39
	School councils	Unknown				
Environment, Land, Water and Planning	Water and land management, planning and building agencies, and other	4.5	25	50	41	17
	Committees of management (Crown land)	Unknown		32	83	100
Health and Human Services	Public health services	0.4	25	54	64	34
	Cemetery trusts	0.2	3	27	91	99
	Sport and other bodies	0.7	25	57	16	38
Justice and Regulation		1.8	26	54	6	34
Premier and Cabinet		4.7	11	48	6	29
Treasury and Finance		-	14	53	2	13
<b>Percentage of all board members (excluding unknown)</b>		<b>1.0</b>	<b>14</b>	<b>36</b>	<b>73</b>	<b>84</b>

Source: GAPED database – June 2018

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

- whether they or one of their parents were born overseas
- if they speak a language other than English at home
- whether they identify as having a CALD background

When an appointee answers 'yes' to at least one of these questions they are counted as CALD.

**Table 27 Percentage of board members by age group – June 2018**

Portfolio department	Grouping	Under 35 %	35 to 44 %	45 to 54 %	55 to 64 %	65 plus %	Age disclosed %
Economic Development, Jobs, Transport and Resources		3	18	27	32	20	89
Education and Training	TAFEs and other education entities	1	8	20	37	34	41
	School councils	Unknown					
Environment, Land, Water and Planning	Water and land management, planning and building agencies, and other	3	11	29	37	21	83
	Committees of management (Crown land)	Unknown					
Health and Human Services	Public health services	4	15	21	32	28	96
	Cemetery trusts	1	9	11	26	53	98
	Sport and other bodies	5	17	24	29	25	78
Justice and Regulation		2	12	25	33	28	93
Premier and Cabinet		4	9	28	26	34	27
Treasury and Finance		-	8	29	49	14	50
<b>Percentage of all board members (excluding unknown)</b>		<b>2</b>	<b>11</b>	<b>18</b>	<b>29</b>	<b>40</b>	<b>89</b>

Source: GAPED database – June 2018

## GLOSSARY

Term	Definition
ABS	Australian Bureau of Statistics
Active employees / executives	<p>People who were employed and paid by the reporting organisation for the last full pay period in June.</p> <p>Contractors, statutory appointees, board members and people on leave without pay are not counted as active employees/executives.</p>
Ancillary and medical support services	Employee grouping used in public health care that includes dieticians, counsellors, therapists, physiotherapists, psychologists, pharmacists, scientists and technicians (e.g. radiographers).
Annual base salary	<p>The annual rate of pay specified in an agreement or award for the work undertaken by the employee. This is the full time rate of the role and is not influenced by part time work arrangements.</p> <p>For non-executive staff, the annual pay rate is before tax and is exclusive of employer superannuation contributions. It includes any packaged or salary sacrificed component.</p> <p>For executives, it is their contracted TRP inclusive of employer superannuation.</p>
ANZSCO	Australia and New Zealand Standard Classification of Occupations. The standard classification structure for occupations maintained by the ABS.
CALD	Culturally and Linguistically Diverse refers to differences in ethnicity, cultural background and religious beliefs i.e. whether they or one of their parents were born overseas, if they speak a language other than English at home or if they identify as having a CALD background.
Casual employees	Casual employees are employees who are typically employed on an hourly or sessional basis. Such employees may be rostered to work regularly or engaged to work on an 'as and when required' basis.
CBD	Melbourne Central Business District.
Committees of management	Committees of management (Crown land) are established under the <i>Crown Land (Reserves) Act 1978</i> . They manage reserves on behalf of the Minister for Environment, Climate Change and Water, and have responsibility and authority to manage, improve, maintain and control their reserve.
Cemetery trust	Cemetery trusts are established under the <i>Cemeteries and Crematoria Act 2003</i> . They manage and maintain public cemeteries on behalf of the Minister for Health.
Department	See Appendix 1 – Composition of Victoria's Public Sector.
Department portfolio	See 'Portfolio'.

Term	Definition
Education support officers	Employee classification in Government Schools that includes workers that provide a wide range of support services, such as school administration and operations (e.g. human resources, finance, facilities, grounds maintenance), school support services (e.g. library, laboratory, information technology, out of school care, canteen), direct teaching and student support (e.g. classroom assistance to teachers, careers counselling, student health and wellbeing).
EO	Executive Officer. A descriptor used in the classification of Victorian Public Service executives.
Executive data collection	An annual census of all people employed as executives under Part 3 of the <i>Public Administration Act 2004</i> . The census is performed by the Victorian Public Sector Commission and gathers employment and demographic details for active, inactive and separated executives.
Executives	<p>Senior managers and leaders in the Victorian public sector who are employed on an executive contract of up to five years duration.</p> <p>Executives in the Victorian Public Service are people employed as executives under Part 3 of the <i>Public Administration Act 2004</i>.</p> <p>Executives in public entities are any people considered to be a CEO or equivalent or who have significant management responsibility and receive a TRP of \$159, 501 or more.</p> <p>Technical specialists who do not have a management function and people whose employment is regulated by an award or enterprise agreement are not included.</p>
Fixed term employees	People employed for a set period.
FTE	<p>Full Time Equivalent. The number of full time employees that would be required to deliver the total number of hours that employees are actually employed to work. This enables the comparison of organisations that have different rates of part time and full time employment.</p> <p>It is calculated by dividing the number of hours an employee is engaged to work by the number of hours an equivalent full time employee is contracted to work. The result for each employee is then aggregated for each organisation.</p> <p>In tables reporting FTE figures, when individual figures are added they may not add up to the reported total due to rounding.</p>
Full time employees	A person who normally works the full time hours defined for their job classification (as defined in the relevant award or agreement). It includes employees who purchase additional leave but who normally work full time hours on a weekly basis.
GAPED	<p>Government Appointments and Public Entities Database. This database contains information on the structure, membership and remuneration of Victorian boards of management and advisory committees.</p> <p>GAPED is administered by the Victorian Public Sector Commission and data is provided by government departments.</p>
GSERP	Government Sector Executive Remuneration Panel. This panel governs the remuneration and employment of executives in public entities.

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

Term	Definition
PSOs	Protective Service Officers are engaged by Victoria Police.
Public entity	As defined in Section 5 of the Public Administration Act 2004 and described in Appendix 1 – Composition of Victoria's Public Sector.
Public sector	See: Victorian public sector.
Public service	A full description of the Victorian Public Service can be found in See Appendix 1 – Composition of Victoria's Public Sector.
Portfolio	Public sector organisations (public service and public entities) that are responsible to a specific public service department and associated Minister. See Appendix 3 for the composition of department portfolios as at June 2018.
School council	School councils operate under the <i>Education and Training Reform Act 2006</i> . Council members are not remunerated. Each council is established by an Order of the Minister for Education which specifies the council's membership, size and configuration, its objectives, powers, functions and accountabilities and the role of the principal as the executive officer. They may employ casual staff including relief teachers, teacher aids and other non-teaching employees.
Separated staff	People who ceased to be employed within the report year (i.e. 2017-18 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 Appendix 1 – Composition of Victoria's Public Sector. 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 Appendix 1 – Composition of Victoria's Public Sector.
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)