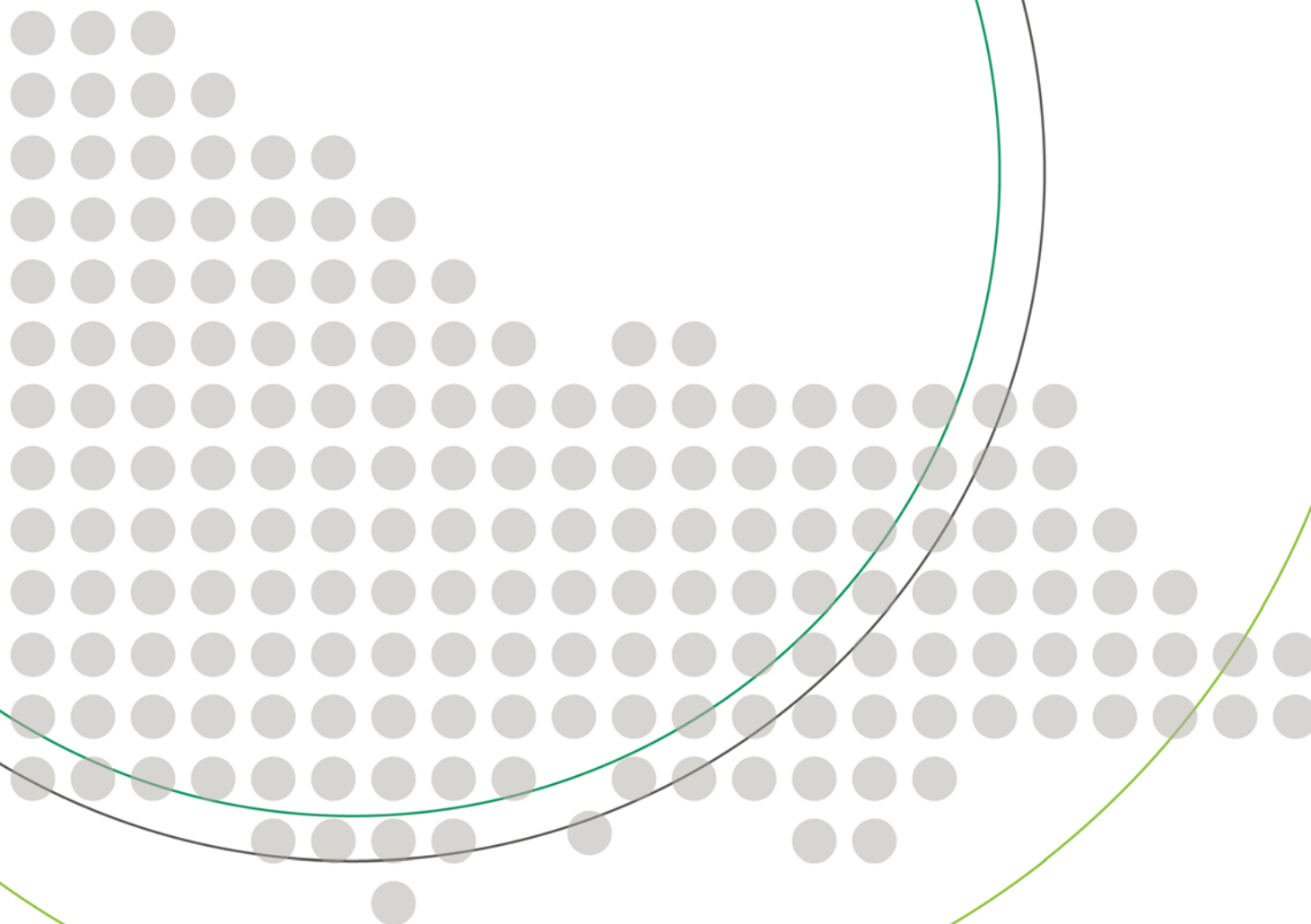


THE STATE OF THE PUBLIC SECTOR IN VICTORIA

2016-2017



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

The key functions of the Commission are to:

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

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TERMS

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

Term	Definition
Education support officers	Employee classification in Government Schools that includes workers that provide a wide range of support services, such as school administration and operations (e.g. human resources, finance, facilities, grounds maintenance), school support services (e.g. library, laboratory, information technology, out of school care, canteen), direct teaching and student support (e.g. classroom assistance to teachers, careers counselling, student health and wellbeing).
EO	Executive Officer. A descriptor used in the classification of Victorian Public Service executives.
Executive data collection	An annual census of all people employed as executives under Part 3 of the <i>Public Administration Act 2004</i> . The census is performed by the Victorian Public Sector Commission and gathers employment and demographic details for active, inactive and separated executives.
Executives	<p>Senior managers and leaders in the Victorian public sector who are employed on an executive contract of up to five years duration.</p> <p>Executives in the Victorian Public Service are people employed as executives under Part 3 of the <i>Public Administration Act 2004</i>.</p> <p>Executives in public entities are any people considered to be a CEO or equivalent or who have significant management responsibility and receive a TRP of \$156,374 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	<p>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.</p> <p>Industry groups are described in more detail in Section 1.5, page 9.</p>
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	<p>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.</p> <p>All employees with an FTE below 1 are considered part time.</p>
People Matter Survey / PMS	An annual employee opinion survey undertaken by the Victorian Public Sector Commission. The survey measures how well the public sector values and employment principles are applied and adhered to by organisations, managers and workgroups. In addition, the survey also measures workplace wellbeing and job satisfaction.

Term	Definition
PSOs	Protective Service Officers are engaged by Victoria Police.
Public entity	As defined in Section 5 of the <i>Public Administration Act 2004</i> and described in Chapter 1.
Public sector	See: Victorian public sector.
Public service	A full description of the Victorian Public Service can be found in Chapter 1.
Portfolio	Public sector organisations (public service and public entities) that are responsible to a specific public service department and associated Minister. See Appendix A2 for the composition of department portfolios as at June 2017.
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. 2016-17 ending in June).
Separation rate	The number of separated staff expressed as a proportion of people employed in the report year.
TAFE	Technical and Further Education institutes provide vocational training and education services, including programs and courses, to school leavers, adults, apprentices and employees.
TRP	Total Remuneration Package. This is the sum of an executive's salary (annual value of cash component), employer superannuation contributions and the cost of any fringe benefits (plus any associated fringe benefits tax).
Victorian public sector	The Victorian public sector includes the public service, public entities and special bodies and is defined in Section 4 of the <i>Public Administration Act 2004</i> and described in Chapter 1 (page 7). Please note: it does not include local government or Commonwealth agencies.
Victorian Public Service	A full description of the Victorian Public Service can be found in Chapter 1 (page 7).
VPS	Victorian Public Service.
Workforce	Workforce is used to describe all employees, including executives.
Workforce data collection	An annual census of Victorian public sector employees undertaken by the Victorian Public Sector Commission. It provides a snapshot of: people employed and paid in the last pay period of June (active employees, including executives) people who ceased to be employed during the reporting year (separated staff)

INTRODUCTION

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

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

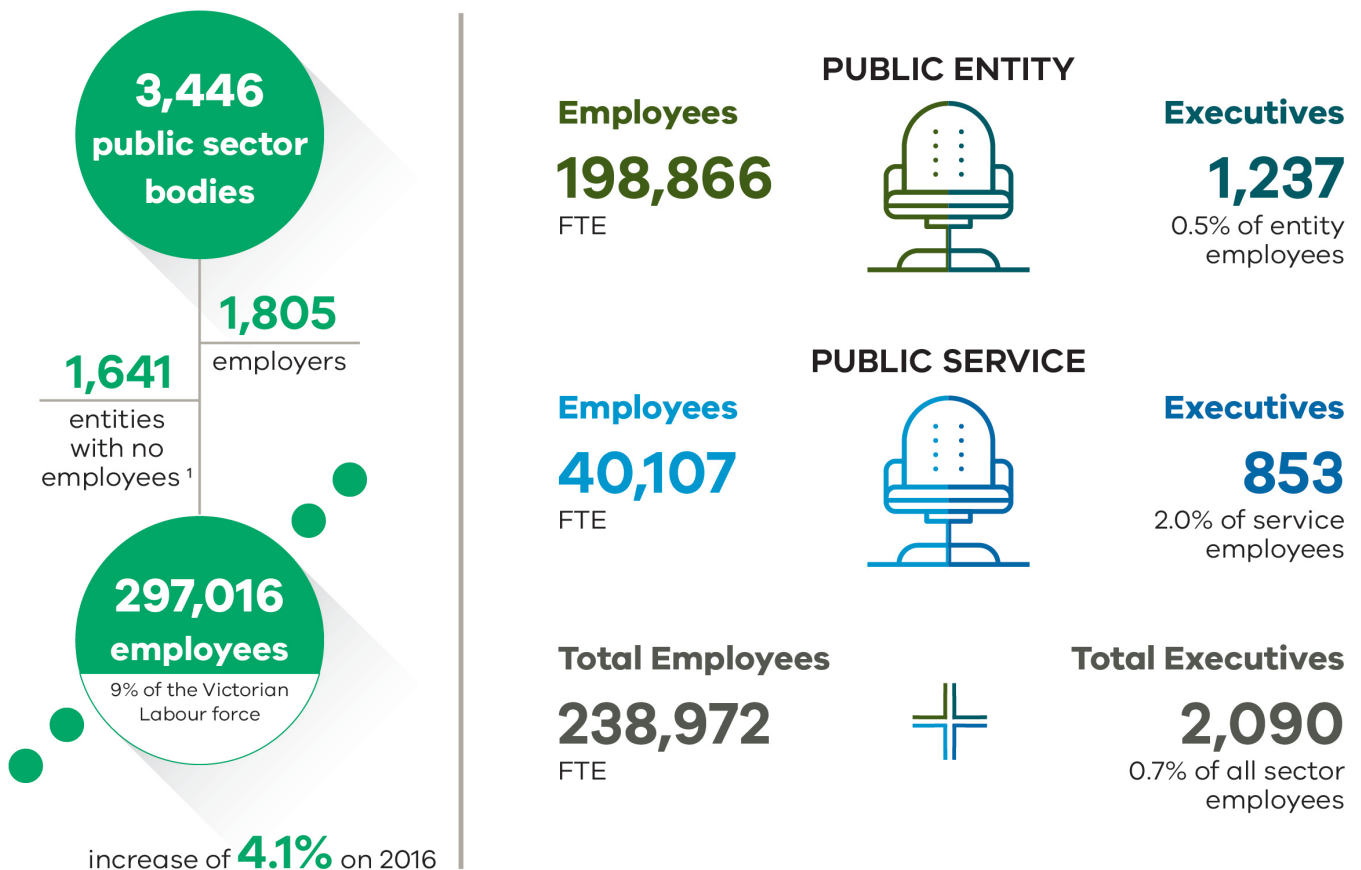
The report is primarily a resource for those who govern, manage and work in the Victorian public sector. It can also be of interest to those in other jurisdictions and the broader Victorian community who wish to gain an understanding of how the Victorian public sector is organised and the composition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

This report covers the financial year 2016-17 and all employment, executive and board data reflects information as at the last full pay period in June 2017. It also includes time series information for the five year period 2012 to 2017.

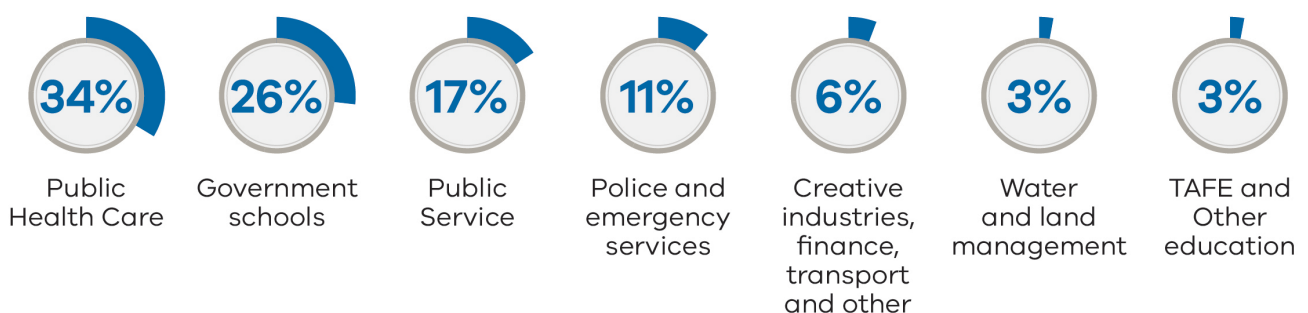
- The Victorian Public Sector by the Numbers provides key statistics that describe the public sector, its workforce, executives and board members.
- Chapter 1 describes the structure and composition of the public sector.
- Chapter 2 describes the size and employment profile of the Victorian public sector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

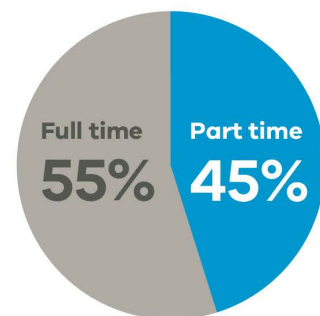
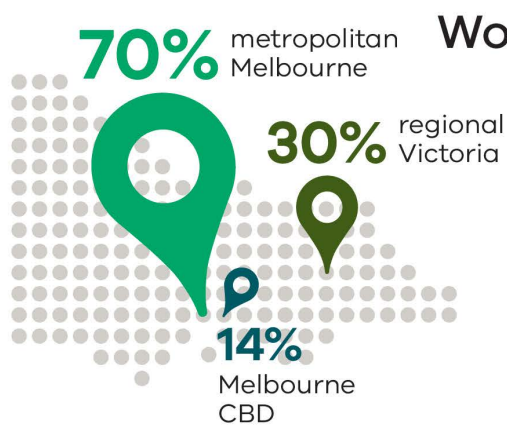
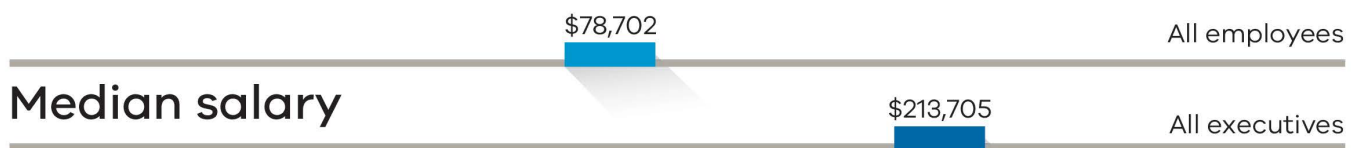
THE VICTORIAN PUBLIC SECTOR

BY THE NUMBERS

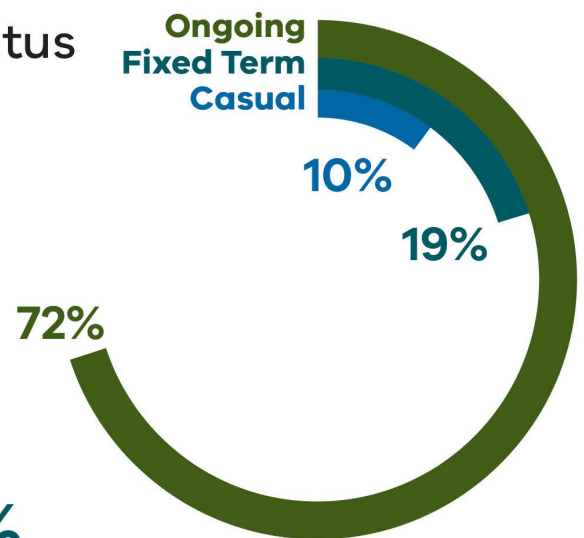
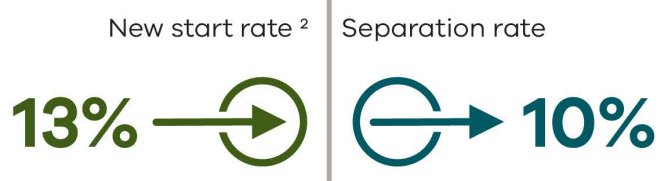


Distribution of FTE Employees by Industry





Non-casual employees turnover



Education

Bachelor degree or higher



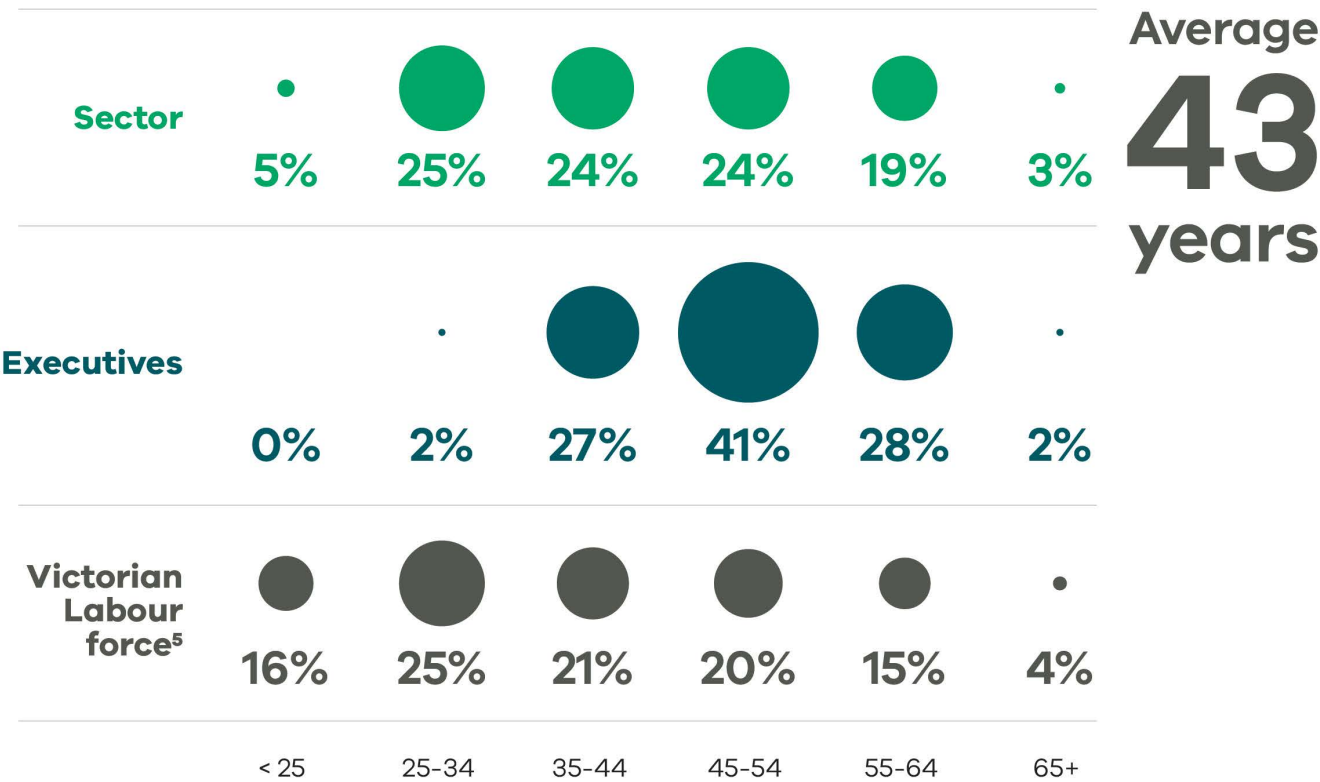
Workforce age and gender

Gender

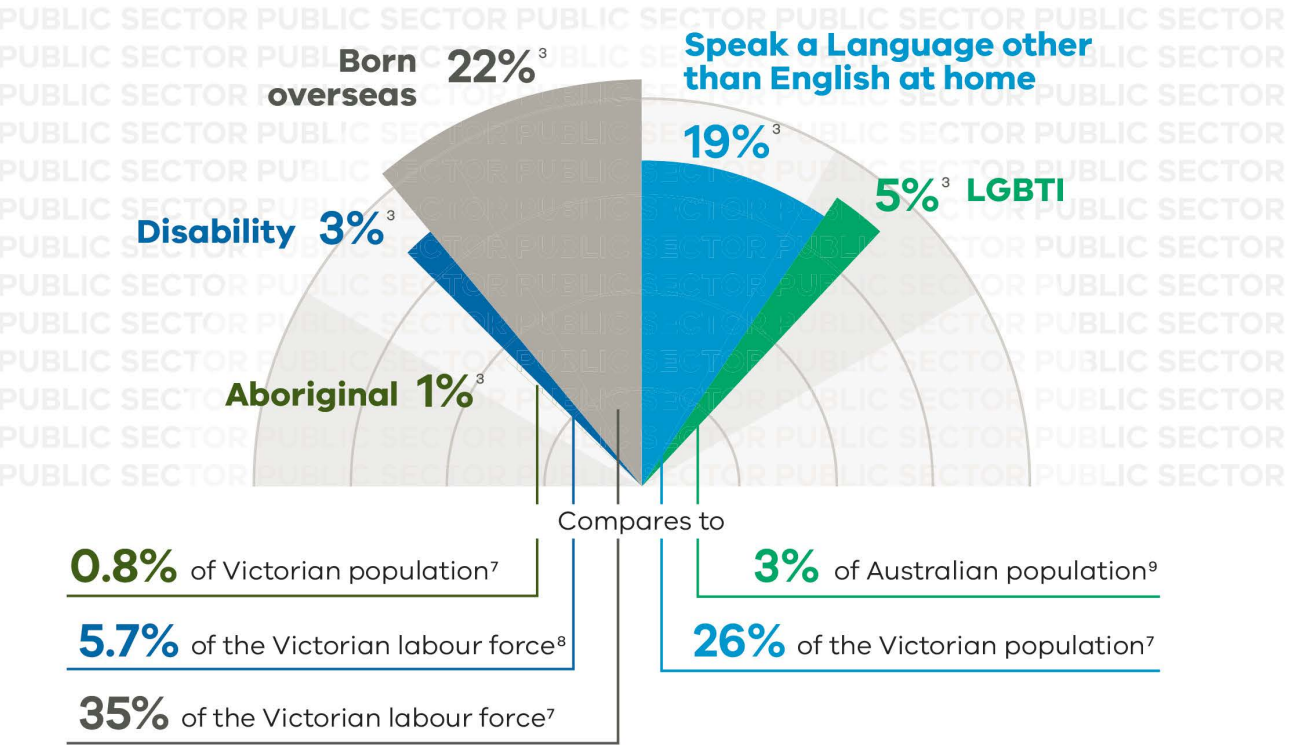


Age

Workforce age profile



Diversity



Board Governance



Profile of board members



Reference

- 1 Public entities with no employees include advisory boards, the majority of cemetery trusts, and most small Crown land committees of management
- 2 New start rate is the number of employees commencing within the year divided by the total number of active employees at June 2017 and employees who separated over the year
- 3 People Matter Survey 2017 and Workforce data collection 2017
- 4 Australian Bureau of Statistics, Employment and Work, Australia May 2017 Catalogue no. 62270 Victoria
- 5 Australian Bureau of Statistics, Labour Force, Australia, Detailed, Catalogue No. 6291.0.55.001, LM1 Nov 2017
- 6 Australian Bureau of Statistics, Labour Force, Catalogue No. 6291.0.55.001 August 2017
- 7 Australian Bureau of Statistics, 2016 Census of Population and Housing
- 8 Australian Bureau of Statistics, Disability, Aging and Carers, Australia: Victorian 2015, Catalogue no. 4430.0 People with a disability that represents an employment restriction.
- 9 Australian Bureau of Statistics, General Social Survey: Summary results, Australia 2014 Catalogue no. 4159.0
- 10 Does not include school councilors or Crown land committees of management members, representing 73% of all board members

1. COMPOSITION OF VICTORIA'S PUBLIC SECTOR

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

1.1 Composition

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

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

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

1.2 Victorian Public Service

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

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

Departments

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

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

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

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

Administrative Offices and other public service employers

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

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

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

1.3 Public entities

Public entities are defined in Section 5 of the PAA and are statutory authorities¹¹, state owned corporations and advisory bodies that exercise a public function. Established outside of the public service, for a specific purpose with defined functions, they operate with varying degrees of autonomy and are ultimately accountable to a Minister for their performance.

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

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

¹¹ Bodies that are established and constituted under legislation

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

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

1.4 Department portfolio

A department portfolio is made up of the entities (both public service and public entities) that are responsible to a specific public service department and associated Minister. See Appendix A2 for the composition of department portfolios as at June 2017.

1.5 Industry groups

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

Public health care

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

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

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.

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.

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 twelve TAFE institutes and four other non-school entities (the Centre for Adult Education, Adult Multicultural Education Service, VET Development 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.

Water and land management

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

Creative industries, finance, transport and other

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

A full listing of the organisations within each group can be found in Appendix A1 (page 59).

1.6 Machinery of government changes

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

A number of machinery of government changes occurred over the 2016-17 year.

Four new public service employers (Administrative offices) were established:

- the Latrobe Valley Authority
- the North East Link Authority
- the Office of Projects Victoria
- Western Distributor Authority.

Functions and staff were transferred between agencies as follows:

Functions	Transferred to	Transferred from
Energy policy and programs	Department of Environment, Land, Water and Planning	Department of Economic Development, Jobs, Transport and Resources
Transport planning, management and co-ordination	Department of Economic Development, Jobs, Transport and Resources	Public Transport Victoria VicRoads
Environmental health	Environment Protection Authority	Department of Health and Human Services
Youth Justice	Department of Justice and Regulation	Department of Health and Human Services
Tourism Victoria Major Events	Visit Victoria (new public entity)	Department of Economic Development, Jobs, Transport and Resources Victorian Major Events Company Ltd
Major Projects	Development Victoria (formerly the Urban Renewal Authority)	Department of Economic Development, Jobs, Transport and Resources
Residual port management and maintenance functions remaining with government following the leasing of the commercial port operations to private operators	The Victorian Ports Corporation (Melbourne) – a new public entity	Port of Melbourne Corporation

Two new public entities were established:

- Launch Victoria – to work with entrepreneurs, industry, business, the community and our educational institutions to strengthen Victoria's to promote startup businesses and entrepreneurial activity
- The Victorian Asbestos Eradication Agency – to target and prioritise the removal of asbestos in Government buildings across Victoria

In addition:

- Mount Baw Baw and Lake Mountain Alpine resorts were amalgamated to form the Southern Alpine Resort Management Board.
- The International Fibre Centre was closed.

Other changes were foreshadowed in 2016-17 and took effect from July 2017 (these changes are not reflected in this report):

- The Victorian Fisheries Authority was established as a new public service employer, with functions and staff transferring from the Department of Economic Development, Jobs, Transport and Resources.
- Three new public service offices (Administrative offices) were established: Family Safety Victoria, Safer Care Victoria, Victorian Agency for Health Information. Functions and staff transferring from the Departments of Health and Human Services and Premier and Cabinet.
- Staff associated with women's equality and prevention of family violence were transferred from the Department of Premier and Cabinet to the Department of Health and Human Services.

2. WORKFORCE EMPLOYMENT PROFILE

This chapter shows the size of the Victorian public sector workforce and how it changed in 2016-17.

2.1 Workforce size

At June 2017, the Victorian public sector comprised 3,446 bodies. This included seven departments, thirteen Administrative offices and 23 other bodies that formed the public service, and 3,403 other public entities (1,641 of which do not employ staff).

The 1,805 public sector employers employed 297,016 people, of whom, 43,488 (15%) were employed in the public service and 253,528 (85%) were employed by public entities (Table 1).

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

The Victorian public sector is a major employer in the State representing 8.9% of the total Victorian labour force¹².

2.2 Change in employment

Between June 2016 and June 2017, Full Time Equivalent (FTE) employment grew by 4.2% (9,594 FTE) and the number of people employed grew by 4.1% (11,593 employees) (Table 2).

The largest increases occurred in the Victorian Public Service (3,539 FTE), public health care (2,873 FTE), Government schools (1,441 FTE) and Police and emergency services (957 FTE).

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

- the Department of Justice and Regulation (797 FTE), community corrections and prisons contributing the largest increases (growth excludes the addition of 632 FTE staff resulting from the machinery of government transfer of youth justice staff from DHHS)
- the Department of Health and Human Services (424 FTE) to deliver a range of health and social welfare initiatives (excludes the reduction of 639 FTE staff resulting from the machinery of government transfer of youth justice staff to DoJR and environmental health functions to the EPA)
- the Department of Education and Training (573 FTE) associated with the school building program and other *Education State* initiatives
- Victoria Police (348 FTE) including an increase in Police Custody Officers (who relieve sworn police from police station lock-up supervision duties) and other police support staff
- Melbourne Metro Rail Authority, Level Crossing Removal Authority, North East Link Authority and Western Distributor Authority (260 FTE) fixed term staff employed to support delivery of these infrastructure projects
- the Department of Premier and Cabinet (232 FTE) primarily related to implementation of initiatives in prevention of family violence and other social policy issues

¹² Australian Bureau of Statistics, Labour Force Catalogue No. 6291.0.55.001 Aug 2017

- the Department of Economic Development, Jobs, Transport and Resources (197 FTE) primarily associated with delivery of transport initiatives through *Transport for Victoria* (excludes the impact of multiple machinery of government transfers into and out of the department)
- the Department of Environment, Land, Water and Planning (182 FTE) primarily related to initiatives in the water, bushfire management and energy program areas (excludes the addition of 72 FTE staff resulting from the machinery of government transfer of the Energy policy and program functions from DEDJTR).

The growth in Public health care primarily reflects increases in metropolitan health services of which nurses (1,277 FTE), ancillary and medical support (682 FTE), and Administration and clerical (410 FTE) staff were the primary contributors (Table 3).

The increase in Government schools reflected growth in both teaching (811 FTE) and education support staff (436 FTE) (Table 3).

Within Police and emergency services, the increase derived from Ambulance Victoria (426 FTE), sworn police (280 FTE) and the Country Fire Authority (162 FTE).

There were modest increases in employment across each of the other public sector industry groups.

Table 3 shows the annual change in employment in the major occupational groups within public entities. Table 4 and Table 5 (page 18) show the annual change in employment in occupation groups within the Victorian Public Service.

Table 1 Size of the Victorian public sector and distribution of public sector employees – June 2017

Industry group ¹³	Employers (see Appendix A1 page 59, for full listing)	Employees	FTE
Public health care	88 Health services: 84 Other health organisations: 4	110,318 110,047 271	81,117 80,885 232
Government schools	1,534 Teaching service: 1 School councils: 1,533	81,493 69,551 11,942	62,918 59,646 3,272
Victorian Public Service	43 Departments: 7 Other public service employers: 23 Administrative Offices: 13	43,488 34,142 7,836 1,510	40,107 31,248 7,420 1,439
Police and emergency services	6 Victoria Police Ambulance Victoria Metropolitan Fire and Emergency Services Board Country Fire Authority Emergency Services Telecommunications Auth. Victoria State Emergency Service	26,295 15,387 5,179 2,269 2,372 872 216	25,123 15,073 4,547 2,253 2,243 808 198
TAFE and other education	16 TAFE institutes: 12 Other education employers: 4	10,421 9,121 1,300	7,519 6,562 957
Water and land management	53 Water corporations: 19 Land management and planning: 20 Catchment management authorities: 10 Alpine resorts: 4	8,859 6,164 1,874 415 406	8,208 5,852 1,694 368 295
Creative industries, finance, transport and other	68 Transport agencies: 7 Finance / insurance agencies: 7 Creative industries: 9 Sport and recreation agencies: 13 Facilities management: 9 Cemetery trusts: 5 Regulators: 9 Miscellaneous: 9	16,142 5,288 2,845 2,565 2,480 777 565 470 1,152	13,981 5,121 2,677 1,857 1,692 639 529 449 1,018
Victorian public sector	1805 employers¹⁴	297,016	238,972

Source: Workforce Data Collection – June 2017

¹³ See Section 1.5 for a description of each industry group

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

Table 2 The annual change in employment by industry group – June 2016 and June 2017

Industry sector	Headcount			FTE		
	2016	2017	Change %	2016	2017	Change %
Public health care	106,278	110,318	3.8	78,243	81,117	3.7
Government schools	79,494	81,493	2.5	61,477	62,918	2.3
Victorian Public Service	39,807	43,488	9.2	36,567	40,107	9.7
Police and emergency services	25,212	26,295	4.3	24,166	25,123	4.0
Creative industries, finance, transport and other	15,920	16,142	1.4	13,705	13,981	2.0
TAFE and other education	10,115	10,421	3.0	7,281	7,519	3.3
Water and land management	8,597	8,859	3.0	7,938	8,208	3.4
Victorian public sector	285,423	297,016	4.1	229,379	238,972	4.2

Source: Workforce Data Collection 2016 and 2017

Table 3 The annual change in employment in key occupations in public entities – June 2016 and June 2017

Key occupation groups ¹⁵	Headcount			FTE		
	2016	2017	Change %	2016	2017	Change %
Public health care						
Administration and clerical	16,488	17,010	3.2	12,840	13,250	3.2
Ancillary and medical support services	18,650	19,642	5.3	14,486	15,168	4.7
Hotel and allied services	11,381	11,493	1.0	7,741	7,854	1.5
Medical officers	7,976	8,190	2.7	7,447	7,671	3.0
Nursing services	46,484	48,303	3.9	33,852	35,129	3.8
Government Teaching Service						
Executive class	109	117	7.3	108	116	7.4
Principal class ¹⁶	3,008	3,071	2.1	2,987	3,052	2.2
Teacher class ¹⁷	44,709	45,717	2.3	40,240	41,051	2.0
Education support class	20,193	20,646	2.2	14,992	15,427	2.9
TAFE and other education						
PACCT staff	3,226	3,406	5.6	2,623	2,775	5.8
Teaching staff	4,959	5,100	2.8	3,312	3,435	3.7
Police and emergency services						
Ambulance officers and paramedics	3,560	3,811	7.1	3,116	3,290	5.6
Fire and emergency workers	2,866	2,989	4.3	2,865	2,987	4.2
Police ¹⁸	13,709	13,990	2.0	13,403	13,683	2.1
Protective Services Officers	1,359	1,397	2.8	1,357	1,390	2.4

Source: Workforce Data Collection – June 2016 and June 2017

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

¹⁶ Comprises Principals, Assistant Principals and Liaison Principals.

¹⁷ Comprises Classroom Teachers and Paraprofessionals.

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

Table 4 The annual change in Victorian Public Service VPS structure classifications – June 2016 and June 2017

Classification ¹⁹	Headcount			FTE		
	2016	2017	Change %	2016	2017	Change %
VPS Grade 1	20	16	-20.0	13	13	0
VPS Grade 2	3,521	3,583	1.8	3,200	3,255	1.7
VPS Grade 3	4,469	4,823	7.9	4,209	4,547	8.0
VPS Grade 4	4,743	5,541	16.8	4,473	5,248	17.3
VPS Grade 5	5,723	6,636	16.0	5,394	6,266	16.2
VPS Grade 6	4,008	4,453	11.1	3,868	4,295	11.0
Senior Technical Specialist	246	320	30.1	240	314	30.6
Total VPS grade classifications	22,730	25,372	11.6	21,397	23,938	11.9

Table 5 The annual change in Victorian Public Service occupation specific classifications – June 2016 and June 2017

Occupation specific classifications ²⁰	Headcount			FTE		
	2016	2017	Change %	2016	2017	Change %
Allied Health	851	948	11.4	714	793	11.1
Child Protection Practitioner	1,648	1,701	3.2	1,510	1,576	4.4
Children, Youth and Families	405	421	4.0	361	376	4.3
Court Registrars	525	529	0.8	484	489	0.9
Community Corrections Practitioners	845	1,040	23.1	805	988	22.8
Custodial Officers	2,862	3,112	8.7	2,733	3,019	10.5
Disability Development and Support Officer	5,408	5,414	0.1	4,349	4,313	-0.8
Fisheries Officers	69	82	18.8	69	82	18.3
Forensic Officer	238	255	7.1	220	234	6.7
Forestry Field Staff	315	319	1.3	313	315	0.6
Housing Services Officers	510	519	1.8	466	471	1.1
Legal Officers	465	473	1.7	423	431	1.7
Ministerial Chauffeurs	35	34	-2.9	35	34	-2.9

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

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

Occupation specific classifications ²⁰	Headcount			FTE		
	2016	2017	Change %	2016	2017	Change %
Nurses	271	270	-0.4	192	193	0.5
Police Custody Officer	214	328	53.3	214	326	52.3
Principal Scientist	131	154	17.6	127	149	17.6
Science Officers	745	763	2.4	687	702	2.2
Senior Medical Advisor	58	60	3.4	52	57	7.8
Senior Regulatory Officer	5	5	0.0	5	5	0.0
Sheriff Officers	171	171	0.0	170	170	0.0
Youth Justice Worker	393	409	4.1	365	379	3.8
Other ²¹	222	256	15.3	195	229	17.4
Total occupation classifications	16,386	17,263	5.4	14,487	15,328	5.8

Source: Workforce Data Collection – June 2016 and June 2017

Note: FTE figures do sum to the total due to rounding.

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 2012 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 June 2012.

Table 6 Public sector employee numbers as at June of each year – 2012 to 2017

	2012	2013	2014 ²²	2015 ²³	2016	2017
Number of employees	266,418	262,236	265,183	277,617	285,423	297,016
Full time equivalent	217,605	213,691	216,633	222,921	229,379	238,972

Source: Workforce Data Collection – June 2012 – June 2017

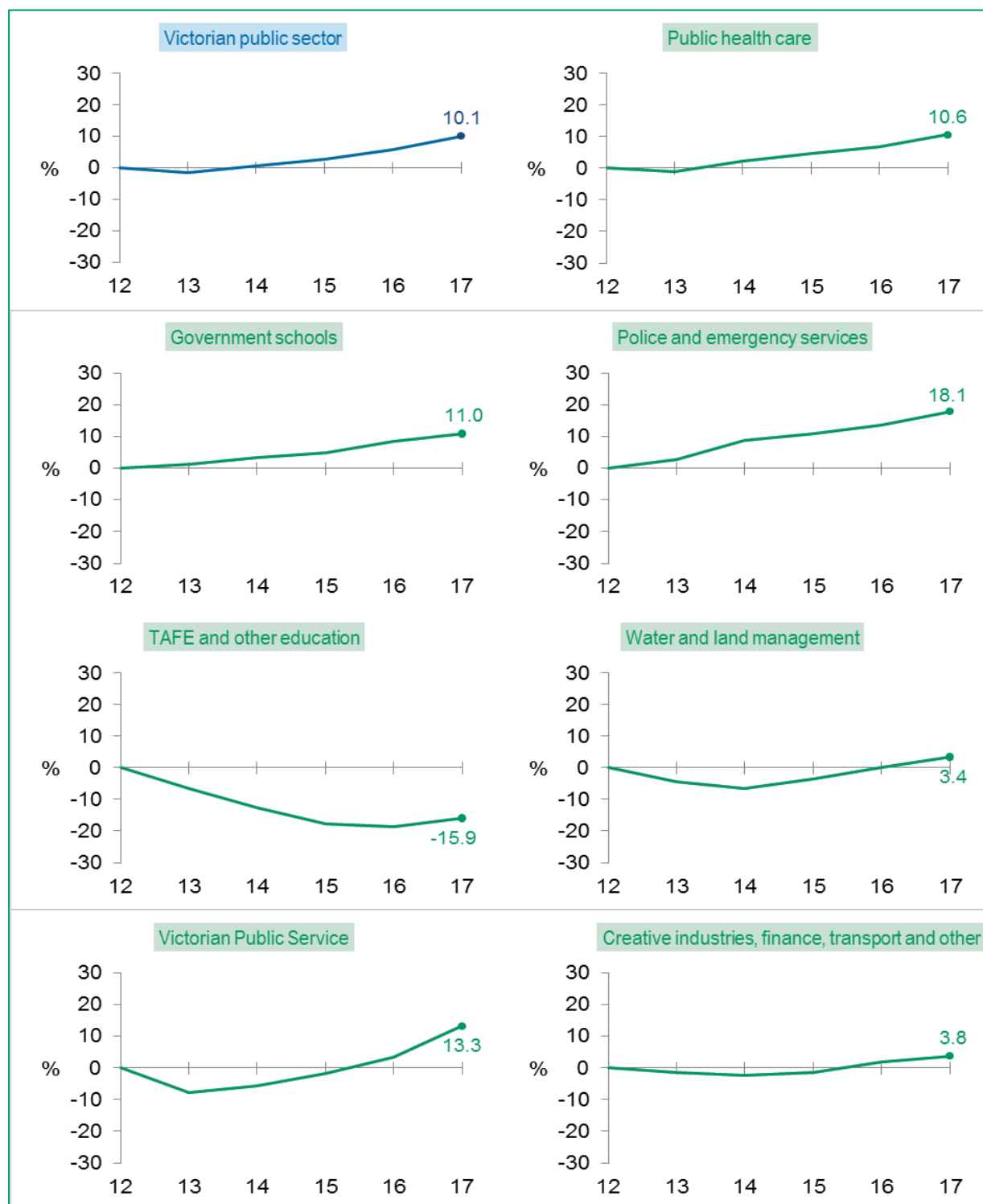
Note: Due to ongoing improvements in data quality there are variations between the number of staff reported in this table compared to numbers reported in previous *State of the Public Sector in Victoria* reports.

²¹ Non-executive employees who are employed against non-standard classifications including 156 employees of Emergency Services and State Super and 35 VicRoads staff who transferred to DEDJTR.

²² 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).

²³ 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 2012 to June 2017



Source: Workforce Data Collection 2012 to 2017

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 22 above), and
- The *Public sector* and *Government school* trend lines exclude casual relief teachers (see footnote 23 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.

2.3 Staff turnover

This section reports on employees who ceased employment and those that began new jobs in the 2016-17 year.

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

In the 2016-17 financial year, 38,378 people began new non-casual jobs in the Victorian public sector and 28,882 non-casual employees separated from their employer.

Table 7 shows staff turnover by industry group.

Table 7 Staff turnover by industry sector – June 2017

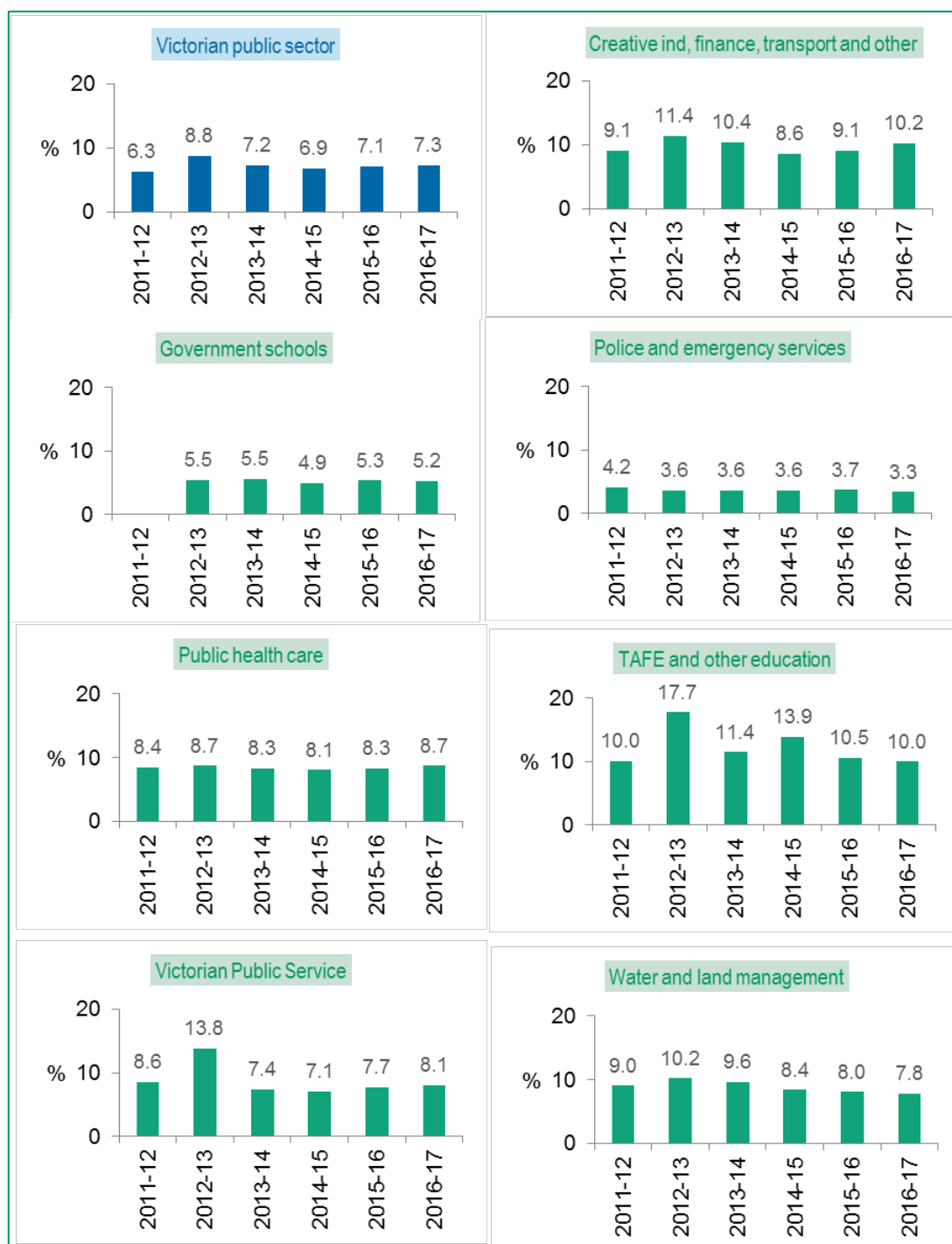
Industry group	Employees that separated in 2016-17	Separation rate %	New employees in 2016-17	New staff rate %
Ongoing employees				
Creative industries, finance, transport and other	1,341	10.2	1,393	10.6
Government schools	2,704	5.2	561	1.1
Police and emergency services	875	3.3	1,764	6.8
Public health care	7,502	8.7	7,193	8.4
TAFE and other education	496	10.0	245	4.9
Water and land management	586	7.8	588	7.8
Victorian Public Service	3,160	8.1	3,808	9.8
Victorian Public Sector	16,664	7.3	15,552	6.8
Fixed term employees				
Creative industries, finance, transport and other	558	24.1	971	41.9
Government schools	2,724	11.8	5,737	24.9
Police and emergency services	102	21.2	211	43.8
Public health care	6,114	20.8	10,282	34.9
TAFE and other education	662	21.5	836	27.2
Water and land management	211	16.5	408	31.9
Victorian Public Service	1,847	24.2	4,381	57.3
Victorian Public Sector	12,218	18.2	22,826	33.9

Source: Workforce Data Collection – June 2017

Figure 2 shows that:

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

Figure 2 Separation rates of ongoing staff by industry group – June 2012 to June 2017



Source: Workforce Data Collection – June 2012 to June 2017

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

2.4 Part time employment

Employees who work part time are people contracted to work less than full time hours per week (in the Victorian public sector full time is generally 38 hours per week). They comprise 45% of the public sector workforce. At June 2017, 133,782 employees worked part time, the equivalent of 75,911 full time employees.

Public health care, TAFE and other education, and government schools had the highest proportions of part time staff (Table 8).

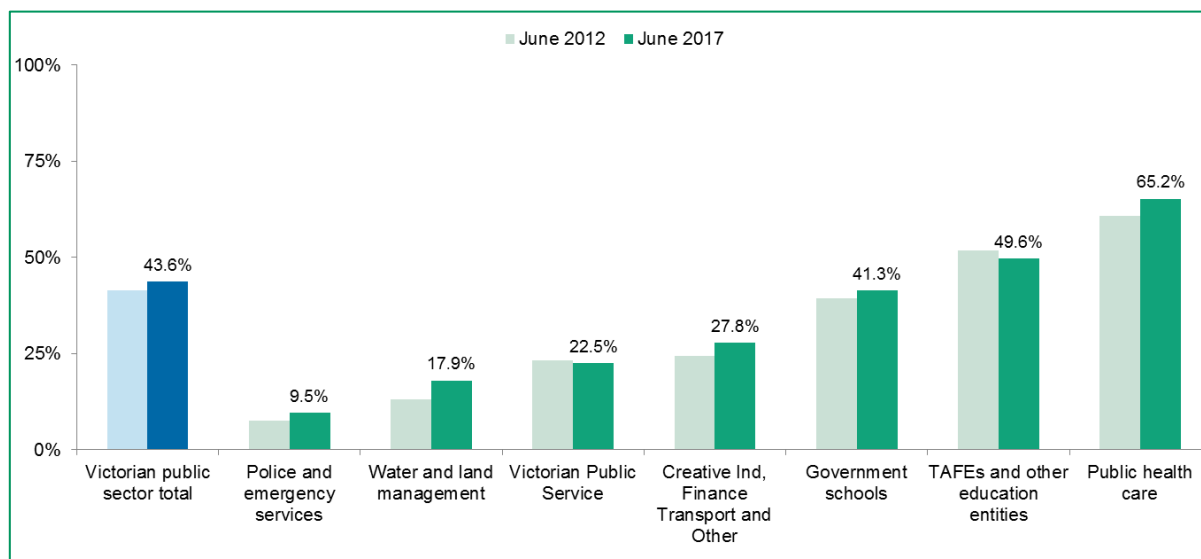
Table 8 Part time staffing levels – June 2017

Industry group	Part time employees	Part time FTE	Part time %
Public health care	71,951	42,754	65
TAFE and other education	5,166	2,264	50
Government schools	38,519	19,944	47
Government schools excl. casual relief teachers	30,283	17,898	41
Creative industries, finance, transport and other	4,358	2,269	28
Victorian Public Service	9,768	6,387	22
Water and land management	1,513	957	18
Police and emergency services	2,507	1,335	10
Victorian public sector	133,782	75,911	45

Source: Workforce Data Collection – June 2017

Part time employment in the Victorian public sector has gradually increased. It has risen from 41.4% at June 2012 to its current level (43.6% after correcting for the inclusion of casual teachers who were not in data reported prior to 2015). An increase has occurred in all sectors except TAFE and other education and the Victorian Public Service (Figure 3). The most significant increase occurred in Water and land management (up 4.8 percentage points). The fall in TAFE and other education is associated with a reduction in part time casual employment over the 2015-16 year.

Figure 3 Part time staffing levels – June 2012 and June 2017



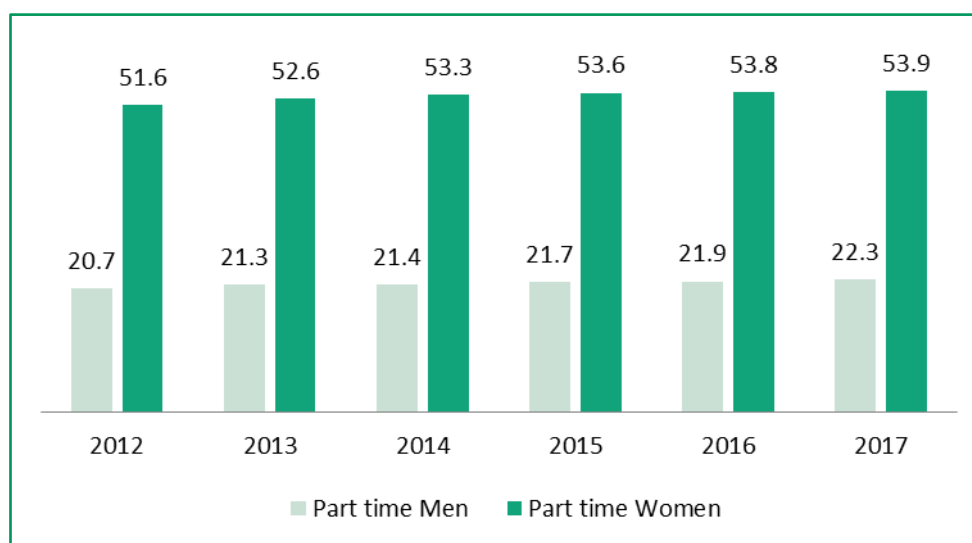
Source: Workforce Data Collection – June 2012 and June 2017

The Government schools figure excludes casual relief teachers as data on this group was only made available to the VPSC from 2015. TAFE and other education figures for 2012 exclude the Dual sector TAFEs (universities with a TAFE Division) which were removed from the public sector in 2014. The public sector figure therefore excludes both Casual relief teachers and Dual sector universities in order to present a consistent time series.

Part time employment by gender

At June 2017, 53.9% of women worked part time in comparison to 22.3% of men. Since 2012, the percentage of women who work part time has increased 2.3 percentage points (from 51.6%), while the percentage of men who work part time has increased by 1.6 percentage points (from 20.7%) (Figure 4).

Figure 4 Percentage of men and women working part time – June 2012 and June 2017



Source: Workforce Data Collection – June 2012 to June 2017

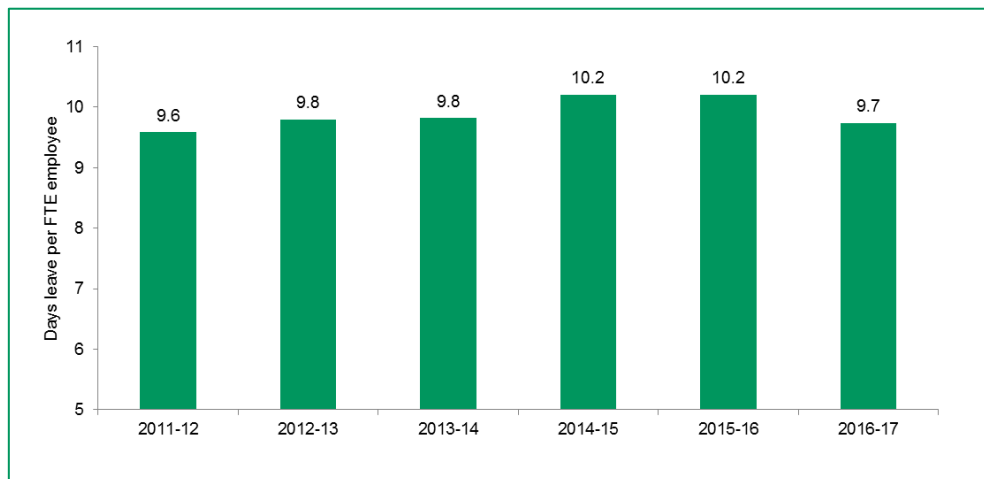
Women comprise the vast majority of staff who work part time (83%). This percentage has been consistent over time.

2.5 Personal leave

The average time taken as Personal leave (i.e. paid sick and carers leave²⁴) across the whole public sector workforce for the 2016-17 year was 9.7 days per full time equivalent employee. This represents a lower rate of personal leave usage compared to recent years (Figure 5).

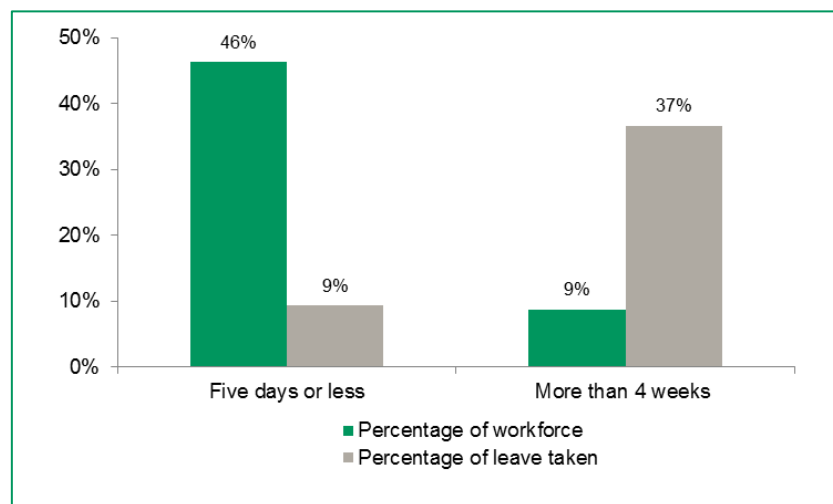
However, personal leave usage is not evenly spread across the workforce and public sector staff most commonly use less than five days of personal leave per year (Figure 6).

Figure 5 Average annual Personal leave usage for Victorian public sector employees – days per FTE employee 2011-12 – 2016-17 (ongoing and fixed term staff)



Source: Workforce Data Collection – June 2012 to June 2017

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 2011-12 to 2016-17 – ongoing and fixed term staff)



Source: Workforce Data Collection – June 2012 to June 2017

²⁴ Provision of Personal leave is one of the ten minimum conditions of employment provided under the National Employment Standards established under the Commonwealth *Fair Work Act 2009*. Victorian public sector employees are generally credited with up to 15 days of personal leave per year, unused leave accruing over time (as specified in the applicable certified industrial agreements and awards). Leave in excess of 5 days per year must be supported by a medical certificate.

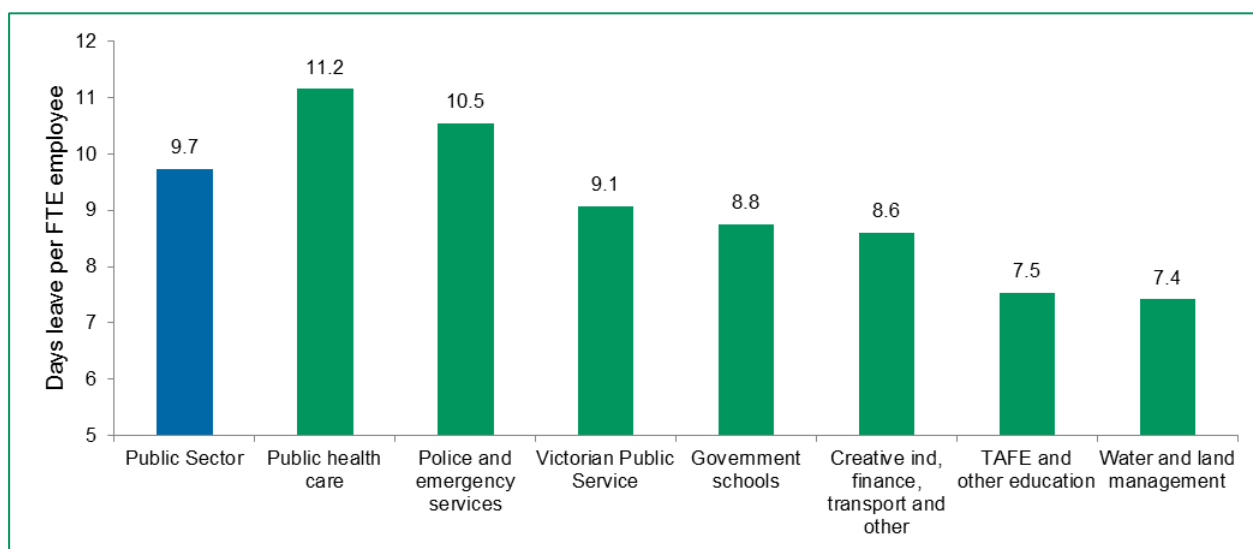
Figure 6 illustrates that :

- nearly half of the workforce account for less than 10% of leave usage, whereas
- the 9% of the workforce that have used more than four weeks leave in a year account for over a third of all leave taken.

Average leave usage is therefore not an indicator of leave used by individual staff, rather it allows for comparison of usage rates over time and between different employers or industries.

Leave usage varies between industries (Figure 7). The higher leave rates in Public health care and Police and emergency services²⁵ being influenced by the nature of the particular work environments, such as health care and ambulance employees working with patients who may have compromised immune systems while police and fire service staff are engaged in physically demanding work in high risk environments.

Figure 7 Average annual personal leave usage for Victorian public sector employees by industry – days per FTE employee 2016-17 (ongoing and fixed term staff)



Source: Workforce Data Collection – June 2017

²⁵ Some occupations in the Public health care and the police and emergency service sectors are credited with additional Personal leave, increasing available leave to between 18 days per year to 25 days per year, subject to reaching length of service thresholds and occupation.

2.6 Employment status

At June 2017, 72% of the Victorian public sector workforce were employed on an ongoing basis. 19% were employed on fixed term contracts and 10% were employed on a casual basis (Table 9).

Table 9 Employment status by industry group – June 2017

Industry group	Ongoing %	Fixed term %	Casual %
Police and emergency services	96	1	3
Victorian Public Service	82	13	4
Water and land management	82	13	5
Creative industries, finance, transport and other	75	11	13
Public health care	71	21	8
Government schools	60	25	15
Government schools excl. casual relief teachers and School Council employees	71	29	0
TAFE and other education	43	23	34
Victorian public sector	72	19	10

Source: Workforce Data Collection – June 2017

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

Since 2012 the proportion of the workforce that is employed on a fixed term basis has increased from 16.4% to 19.1%²⁶. Over the same period casual employment has fallen from 7.9% to 7.3% and ongoing employment has fallen from 75.7% to 73.6% of the workforce²⁶.

Over the last five years, the overall level of public sector employment has increased by 10.1%²⁷. This increase has been composed of:

- an increase in fixed term employment of 12,170 FTE (28.4%)
- an increase in ongoing employment of 13,930 FTE (7.0%)
- an increase in casual employment of 348 FTE (1.7%).

The growth of fixed term employment has been concentrated in the growing public health care industry group that at June 2017 had almost 5,568 more fixed term employees than in June 2012.

Police and emergency services where fixed term employment is low and has fallen from 2.2% of staff in 2012 to 1.4% at June 2017 is the only industry group in which fixed term employment has fallen since June 2012.

2.7 Work location

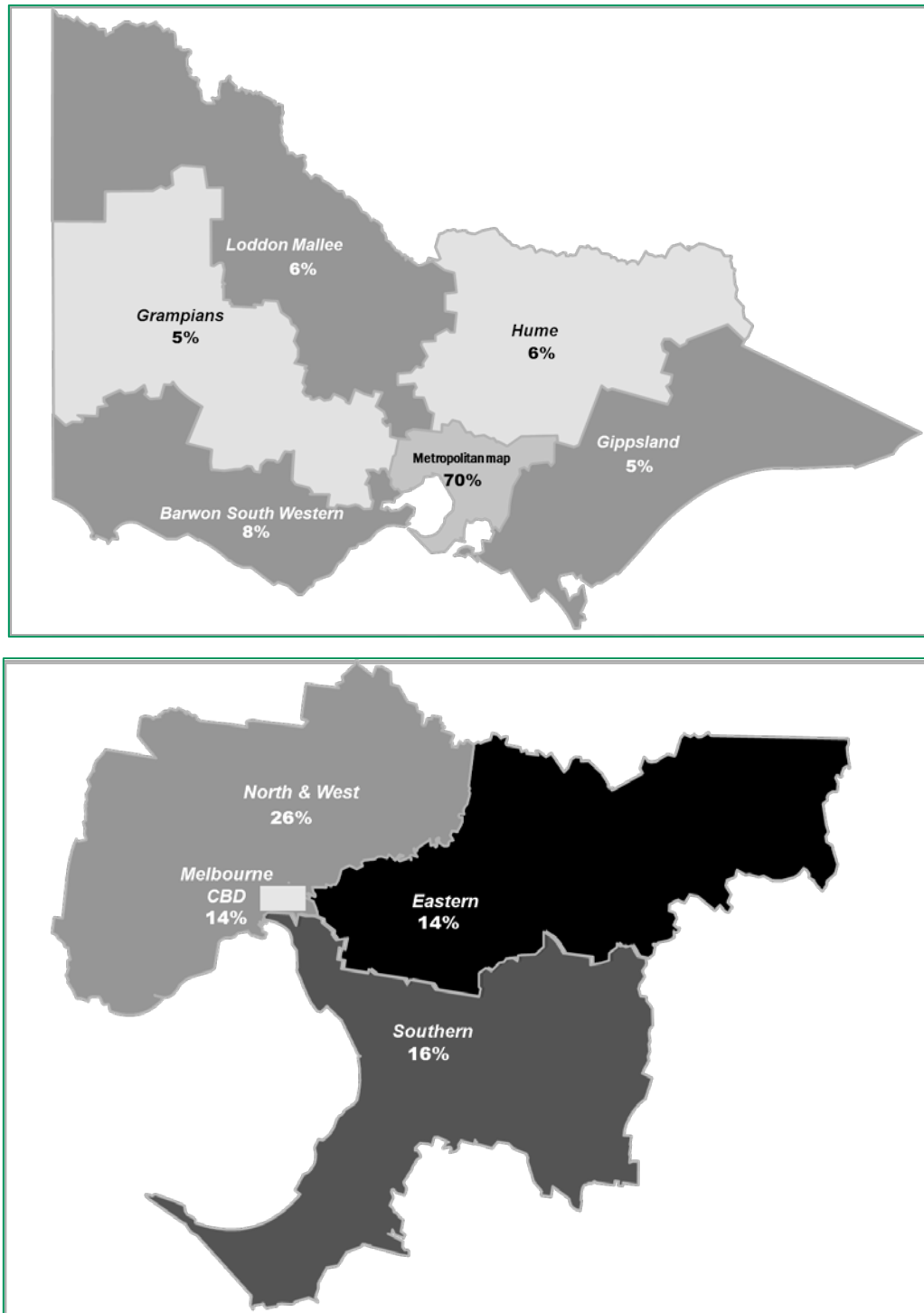
At June 2017, 29.9% of employees worked in regional Victoria and 69.9% worked in Melbourne (Figure 8). A very small proportion of employees (0.3%) were based outside of Victoria (the majority of whom were employees of Albury Wodonga Health). This compares to 22% of the Victorian labour force working in regional Victoria and 78% working in Melbourne.

²⁶ Time series figures exclude Dual Sector TAFE employees (excluded from the public sector in 2014) and casual relief teachers (included in the workforce data collection in June 2015) from all years.

Public sector employees represent:

- 8.9% of the Victorian labour force as a whole
- 8.0% of the Metropolitan Melbourne labour force, and
- 11.8% of the regional labour force.

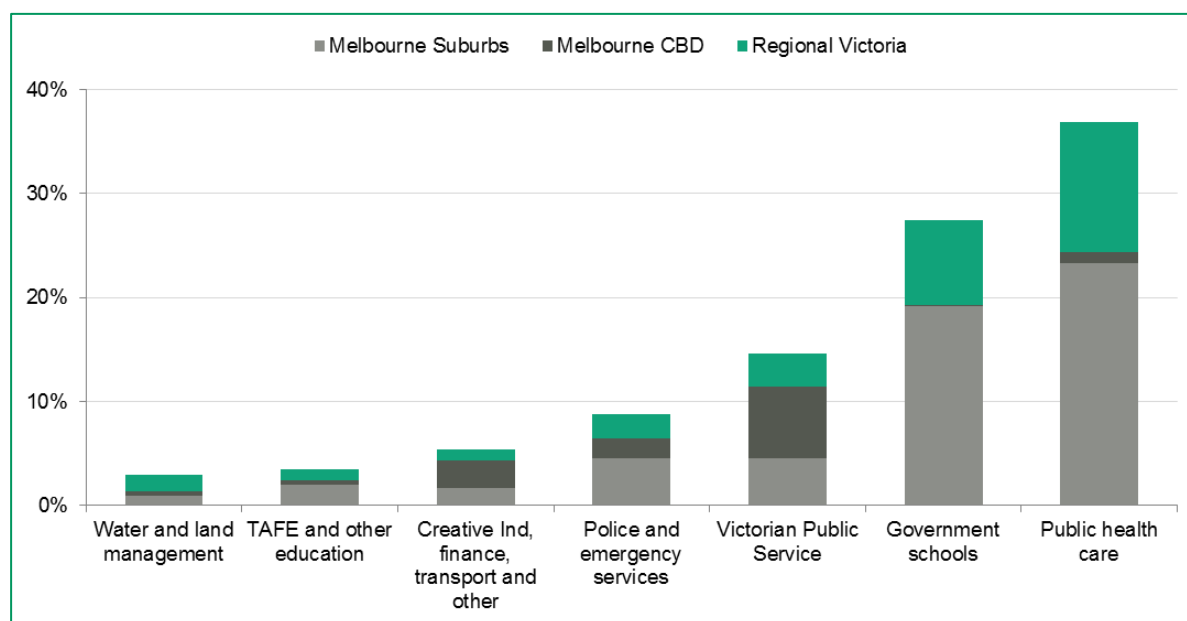
Figure 8 How the Victorian public sector workforce is distributed across Victoria and metropolitan Melbourne – June 2017



Source: Workforce Data Collection – June 2017

Figure 9 shows the proportion of employees by their work location for each industry group.

Figure 9 Distribution of workforce across industry groups and Victoria – June 2017



Source: Workforce Data Collection – June 2017

2.8 Remuneration

The remuneration of non-executive employees in the Victorian public sector workforce is set by a variety of awards, agreements and determinations made by the Commonwealth Fair Work Commission. The remuneration of executives is covered in Chapter 4 (page 46).

This section presents median²⁷ annual base salaries²⁸ to show the full time rate of pay of a typical non-casual²⁹ employee. The average is not used, as it is inflated by the small proportion of employees who earn executive or specialist level salaries.

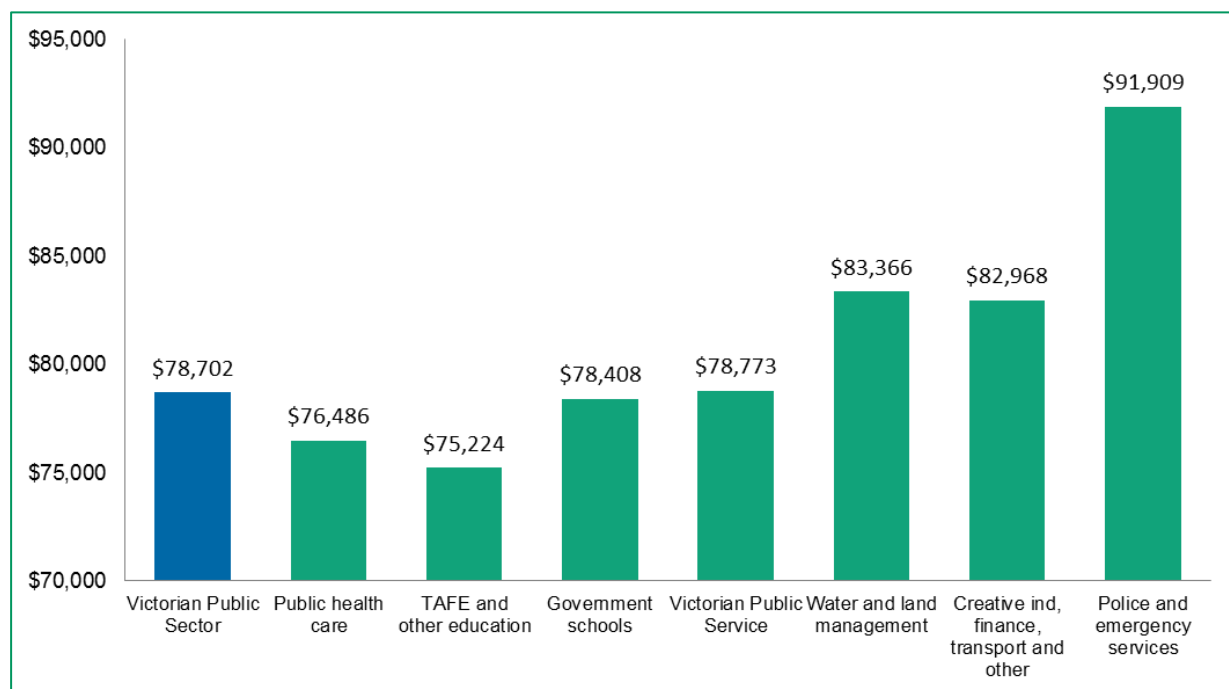
As at June 2017, the median annual base salary of non-casual employees in the Victorian public sector was \$78,702. Median annual base salaries vary between industry groups reflecting the different occupational mix in each group (Figure 10).

²⁷ 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.

²⁸ 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.

²⁹ Pay rates for casual staff have been excluded due to inconsistencies in salary reporting by organisations.

Figure 10 Median annual base salary of non-casual employees by industry group - June 2017



Source: Workforce Data Collection – June 2017

3. WORKFORCE DIVERSITY

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

3.1 Gender

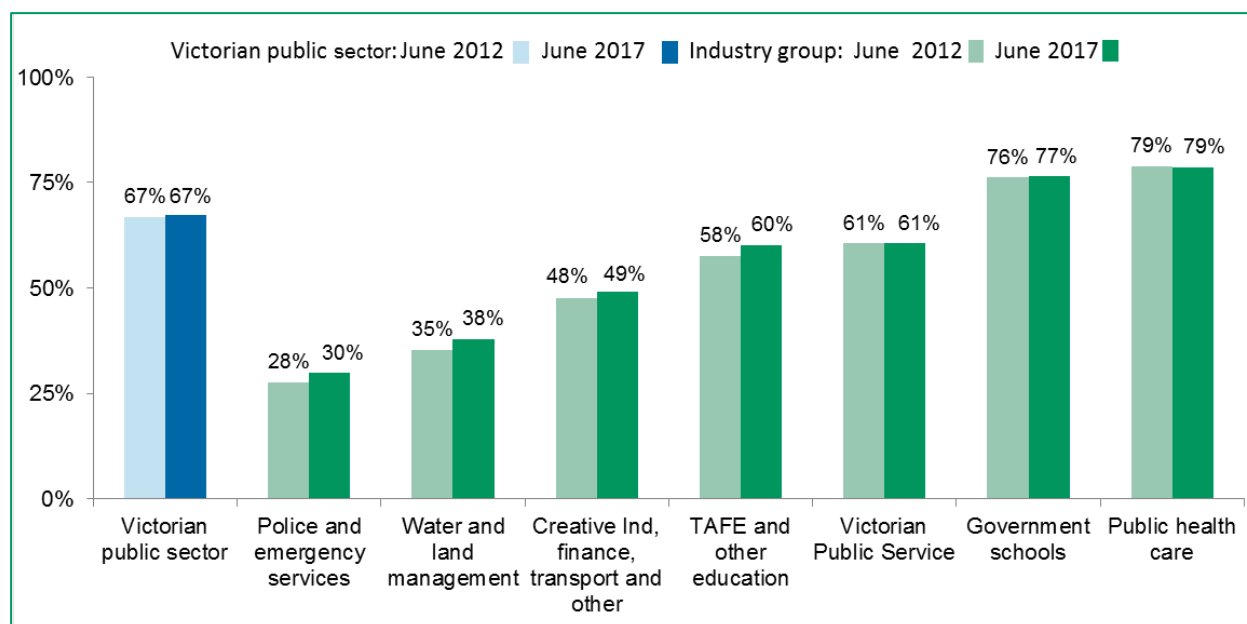
At June 2017, 67% of the workforce was female and 33% were male. There was also one employee who identified as intersex.

In comparison, the ABS reports that 47% of the Victorian labour force was female and 53% were male at June 2017.³⁰

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

Figure 11 shows that there has been little change in the overall proportion of women since June 2012 with marginal increases in most industry groups, the largest of which was 2.6 percentage points in both TAFE and other education and Water and land management.

Figure 11 The proportion of female employees – June 2012 and June 2017



Source: Workforce Data Collection – June 2012 and June 2017

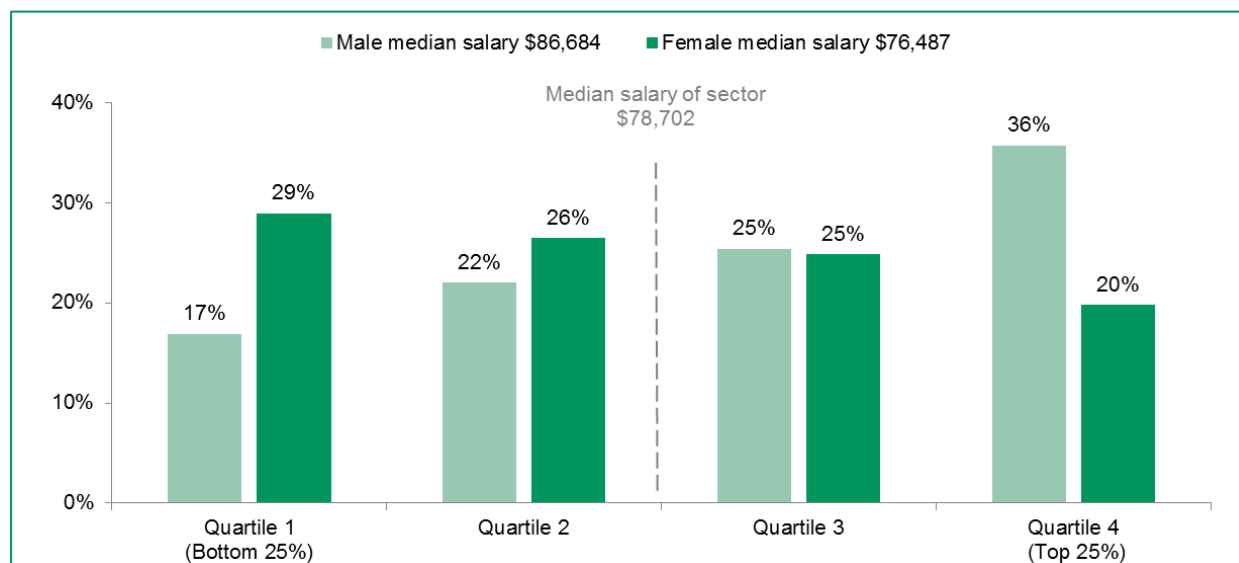
Gender pay equity

This section explores differences in salary rates between genders within the public sector workforce.

The median base salary was \$76,487 for females and \$86,684 for males, a pay gap of 12% (\$10,197). This disparity reflects the distribution of males and females across the pay scale. Females are more heavily concentrated in the bottom pay quartile (29% compared to 17% of males), whereas males are more concentrated in the top pay quartile (36% compared to 20% of females) as shown in Figure 12.

³⁰ Source: Australian Bureau of Statistics, Labour Force, Catalogue No. 6291.0.55.001 August 2017

Figure 12 Distribution of men and women across the pay quartiles - June 2017



Source: Workforce data collection – June 2017. Quartile 1 is below \$62,267 and Quartile 4 is above \$98,047.

The difference in remuneration distribution by gender is influenced by gender segmentation of occupations in the workforce. Nine occupations comprise 79% of jobs at the lowest third of the public sector remuneration scale:

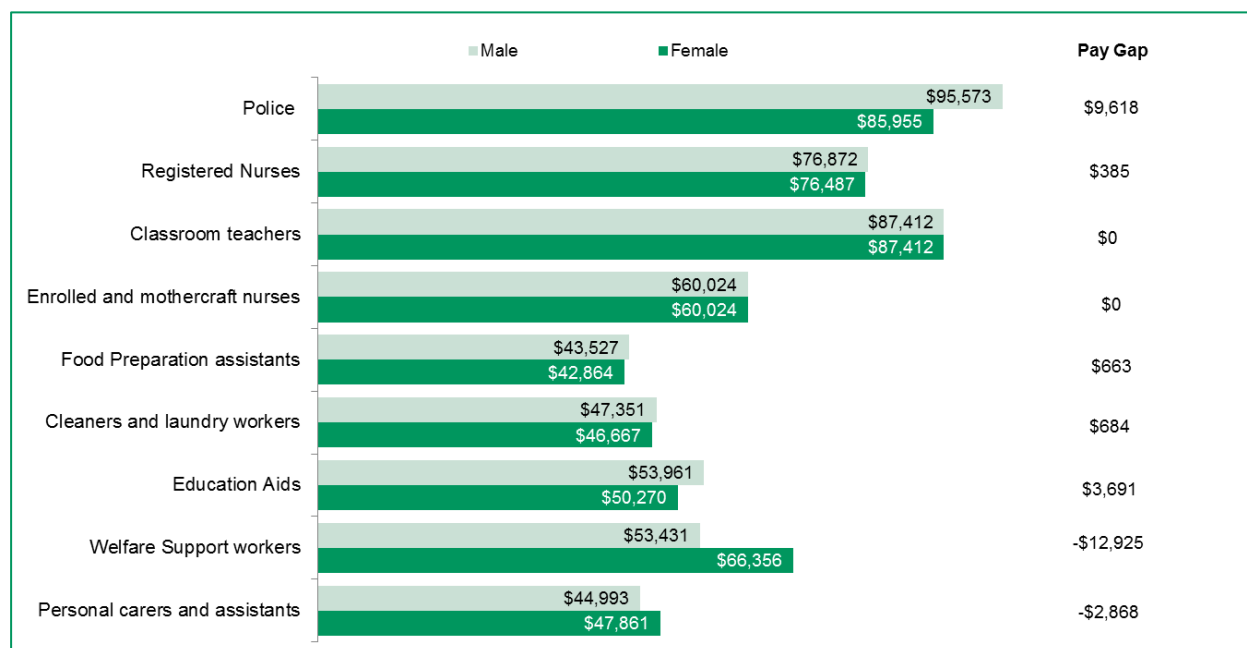
- junior clerical and administrative workers
- education aides
- registered nurses and classroom teachers who are at or close to entry level
- enrolled and mothercraft nurses
- welfare support workers
- personal carers and assistants
- cleaners and laundry workers
- food preparation assistants.

These occupations are populated predominately by females (84%) and represent 34% of all female public sector employees compared to just 14% of all male public sector employees.

Median salaries and gender pay gaps for the major occupations/classifications where the work performed is similar are shown in Figure 13. It shows that, generally, where work is similar there is no pay gap (classroom teachers, enrolled and mothercraft nurses) or a small gap in favour of men. Exceptions are:

- police, where officers advance through the salary scale based on annual performance related increments. Female officers tend to have shorter service than males. Shorter service means less opportunity to receive annual salary increments and results in a higher proportion of females at the lower end of the salary scale
- education aides, where the female median salary is 93% of that for males, while males comprise just 12% of the occupation
- welfare support workers and personal carers and assistants, where the female median salary is higher than that of males by 24% and 6% respectively.

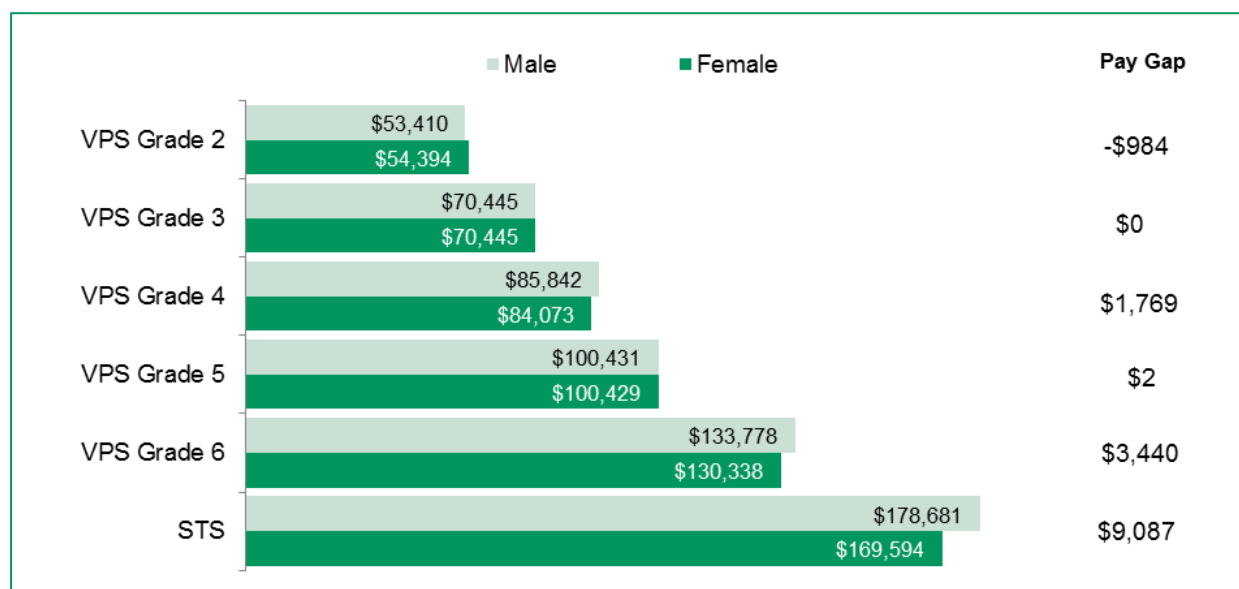
Figure 13 Median full time equivalent base salary by gender and pay gap at June 2017 – major occupations



Source: Workforce Data Collection – June 2017

Median salaries and gender pay gaps for staff employed in the VPS classification structure, where the classification level represents similar work value, are shown in Figure 14.

Figure 14 Median full time equivalent base salary by gender and pay gap at June 2017 – VPS classification structure



Source: Workforce Data Collection – June 2017

At VPS grades 2 to 4 fixed pay points are defined and staff progress up the pay points based on an annual performance assessment. At VPS 2 (where the female median salary is higher than the male

median) and VPS 4 the pay gap is equivalent to one progression step. One progression step represents a negligible pay gap given that staff are grouped at a series of specified and fixed pay points.

At VPS grades 5, 6 and STS managers have the discretion to fix a salary at any point in the salary range for the grade and staff progress up the pay scale by a fixed progression step amount based on an annual performance assessment. At VPS 5 there is a negligible difference in median salary. At VPS 6 the difference is equivalent to the progression step amount. The pay gap at STS level is more significant, the female median salary being 95% of that for males (representing 1.6 times the progression step amount).

At each of VPS grades 2, 4, 6 and STS the gender with the higher median salary also has an older age profile, indicating that any pay gap is a consequential to older longer serving staff receiving higher salaries.

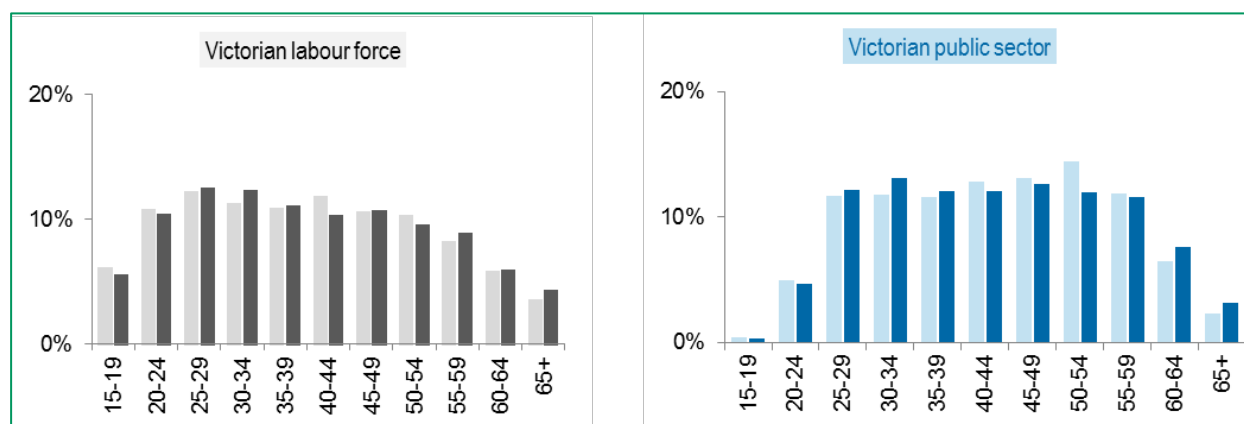
3.2 Age

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

Figure 15 shows how the age profile of the Victorian labour force, and the Victorian public sector has shifted over the last five years. Figure 16 shows the shift for each industry group.

Figure 15 The proportion of labour force and Victorian public sector employees in each age group – June 2012 and June 2017

Victorian labour force: June 2012 (light grey bar) June 2017 (dark grey bar)
Victorian public sector: June 2012 (light blue bar) June 2017 (dark blue bar)



Sources: Workforce Data Collection, 2012 and 2017. Australian Bureau of Statistics, Labour Force, Australia, Detailed, Catalogue No. 6291.0.55.001, LM1 Nov 2017

Under 25

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

25 to 34

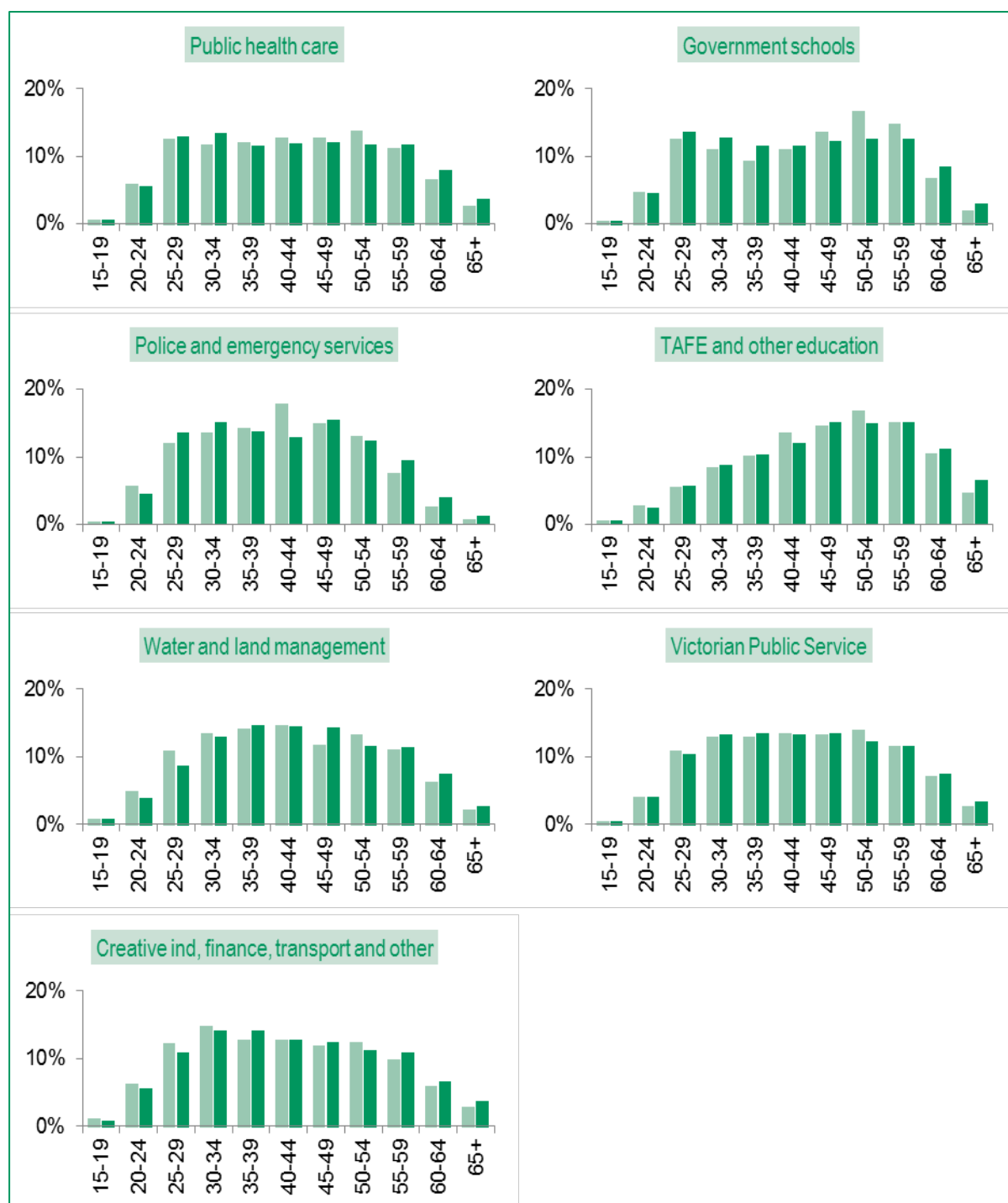
The proportion of employees in the 25-29 and 30-34 (early career) cohorts are similar for the public sector and the labour force. Both have slightly increased in proportion since 2012.

35 to 44

This age group represents mid-career employees. In both the public sector and the labour force there has been a slight increase in the proportion of employees in the 35-39 cohort but a reduction in the 40-44 cohorts.

Figure 16 The proportion of Victorian public sector employees in each age group by industry group – June 2012 and June 2017

Industry Group June 2012 June 2017



Source: Workforce Data Collection, 2012 and 2017

45 to 54

In the public sector, the proportion of employees in the 45-49 and 50-54 cohorts has reduced since June 2012, the reduction at 50-54 being the largest change for any cohort. In the labour force, the proportion of employees in the 45-49 cohort increased slightly, whereas the proportion at the 50-54 cohort fell.

55 and over

The proportion of employees aged 55 and over has increased in both the public sector and the labour force in aggregate. This is consistent with the general trend of people continuing in the workforce to an older age.

In the labour force there were small increases at each age cohort, whereas in the public sector there was a small fall at the 55-59 cohort but larger increases at the 60-64 and 65+ cohorts – the public sector showing an increase of 2 percentage points for the 60+ cohorts compared to 0.9 percentage points in the labour force.

Trends within the public sector

Figure 16 illustrates that changes in age profile from June 2012 and June 2017 vary between the public sector industry groups. Notable changes are:

- the fall in the proportion of employees aged 45 to 59 in Government schools in favour of an increase at ages 25 to 39 reflecting recruitment of younger employees to meet growth demands and to replace those who have retired
- the increase in the proportion of employees aged 25 to 34 and the fall in the proportion aged 35 to 54 in Public health
- the increase in the proportion of employees aged 25 to 34 and the fall in the proportion aged 35 to 44 in Police and emergency services
- the proportion of staff aged over 55 has increased in all industry groups.

These changes have driven the shift in the age distribution of the public sector workforce, the proportion aged 40 to 59 declining in favour of increases at age 25 to 39 and over 60. This is reflected in the 30-34 age cohort growing to be the highest populated with 13% of the workforce at June 2017, whereas at June 2012 the 50-54 age cohort was the highest populated at 14% (Figure 15).

3.3 Aboriginal employment

The number of Aboriginal employees in the Victorian public sector reported in the Workforce data collection relies on HR and payroll data. This in turn relies on employees self-identifying as Aboriginal or non-Aboriginal to their employer. Workforce data estimates that Aboriginal employees comprised 0.42% of the workforce as at June 2017. This percentage has increased marginally each year since 2012 when 0.32% of the workforce were reported as Aboriginal.

However, the People Matter Survey³¹, in which employees can anonymously identify as Aboriginal, indicates a much higher level of Aboriginal employment. Based on the survey conducted during April and May of 2017, the level of Aboriginal employment is estimated to be around 1.0% of the workforce. Since 2012 survey results have recorded levels of Aboriginal employment varying between 0.8% and 1.0%. In Victoria, Aboriginal people comprised 0.8% of the population as at August 2016³².

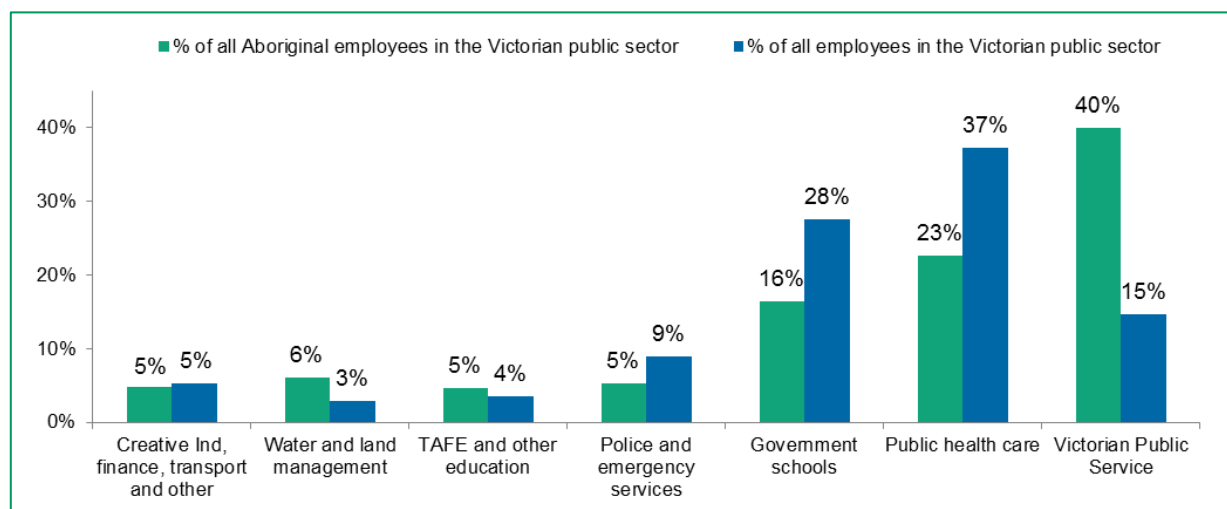
The number of Aboriginal employees reported in payroll data at June 2017 increased by 130 (12%) to 1,196, compared to the previous year. The increase was primarily in the public service (up 105). Public health care, Water and land management, and Creative industries, finance, transport and other recorded small increases and there was a small reduction in Government schools.

The public service has consistently had the largest number of Aboriginal employees over time (478 in June 2017). Figure 17 shows the percentage distribution of the Aboriginal workforce across the industry groups compared to the percentage of the total workforce in each industry group.

³¹ The People Matter Survey is an annual survey of Victorian public sector employees conducted by the VPSC. It monitors the application of the public sector values and employment principles.

³² Australian Bureau of Statistics, 2016 Census of Population and Housing

Figure 17 Distribution of Aboriginal public sector staff and all public sector staff across industry groups – June 2017



Source: Workforce Data Collection – June 2017

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

- a higher proportion of Aboriginal employees work full time
- the Aboriginal workforce has a lower median salary, reflecting the higher proportion of Aboriginal employees in lower paid clerical, community and personal service roles and its younger age profile
- higher proportions of Aboriginal employees are employed in regional Victoria (46% compared to 30%) and the Melbourne CBD (19% compared to 16%)
- Aboriginal employees have shorter lengths of service with their employer
- ongoing Aboriginal employees had a slightly higher rate of separation.

Table 10 Profile of the Aboriginal employees and the total public sector workforce³³ – June 2017

Measures	Aboriginal employees	Total public sector workforce
Employment status		
Ongoing %	77	75
Fixed term %	18	19
Casual %	5	6
Full-time / part time employment		
Full Time %	70	57
Part Time %	30	43
Annual pay rate		
Quartile 4 % (Top 25% of salaries)	16	25
Quartile 3 %	27	25
Quartile 2 %	25	25
Quartile 1 % (Bottom 25% of salaries)	32	25
Median pay rate	\$71,807	\$78,702
Occupation category (ANZSCO)		
Community and personal services workers %	35	25
Professionals %	34	49
Clerical and administrative workers %	19	14
Managers %	7	6
Labourers %	3	3
Technicians and trade workers %	2	2
Geographical distribution		
Melbourne CBD %	19	16
Melbourne suburbs %	35	54
Regional Victoria ³⁴ %	46	30
Separation rate		
Ongoing employees %	9	7
Length of service		
<1 years %	18	13

³³ Excludes school council staff and casual relief teachers because Aboriginal status information is not available for these employees

³⁴ Includes a small proportion of employees based outside of Victoria.

Measures	Aboriginal employees	Total public sector workforce
1 - 4 years %	36	27
5 - 9 years %	22	23
10+ years %	23	37
Gender		
Female %	64	67
Male %	36	33
Age		
<30 years %	23	17
30 - 54 years %	62	61
55+ years %	14	22
Average age	40 years	43 years

Source: Workforce Data Collection – June 2017

3.4 Profile of key occupations

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

Table 11 The profile of employees in key occupation groups in public entities – June 2017

Occupations	Headcount	Average age (years)	55+ %	Female %	Aboriginal %	Part time %	Ongoing %	Separation rate of ongoing staff %
Public health care								
Nursing services	48,303	42	21	89	0.2	77	78	7
Administration and clerical	17,010	46	30	83	0.2	55	79	10
Hotel and allied services	11,493	49	39	69	0.3	78	79	9
Ancillary and medical support services	19,642	41	17	79	0.4	52	75	9
Medical officers	8,190	35	5	45	0.1	12	11	34
Government Teaching Service								
Executive class	117	56	63	37	0	1.7	92	6
Principal class ³⁵	3,071	51	43	58	0.2	2	100	5
Teacher class ³⁶	45,717	41	19	74	0.2	27	77	4
Education support class	20,646	47	30	87	0.8	70	53	8
TAFE and other education								
PACCT staff	3,406	45	26	70	0.9	36	57	10
Teaching staff	5,100	51	40	51	0.4	58	36	8

³⁵ Comprises Principals, Assistant Principals and Liaison Principals

³⁶ Comprises Classroom Teachers, and Paraprofessionals

Occupations	Headcount	Average age (years)	55+ %	Female %	Aboriginal %	Part time %	Ongoing %	Separation rate of ongoing staff %
Police and emergency services								
Ambulance officers and paramedics	3,811	38	12	47	0.2	22	87	3
Fire and emergency workers	2,989	44	21	4	0.1	0.1	99	2
Police ³⁷	13,990	41	11	27	0.3	7	100	3
Protective Service Officers	1,397	36	6	9	0.3	2	100	3

Source: Workforce Data Collection – June 2017

Note: Other than the rate of separation rate for ongoing staff, all other measures are for all employees as at June 2017. 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.

³⁷ The number of Police includes Police, recruits in training, and reservists.

Table 12 The profile of employees in the Victorian Public Service – June 2017

Classification ³⁸	Headcount	Average age (years)	55+ %	Female %	Aboriginal %	Part time %	Ongoing %	Separation rate of ongoing staff %
VPS grade classifications								
VPS Grade 1	16	24	0	69	0.0	25	6	50
VPS Grade 2	3,583	42	24	74	1.3	23	81	9
VPS Grade 3	4,823	41	20	67	1.6	16	83	8
VPS Grade 4	5,541	42	17	64	1.2	16	82	8
VPS Grade 5	6,636	44	19	59	1.3	18	83	9
VPS Grade 6	4,453	47	25	51	0.8	14	86	10
Senior Technical Specialist	320	48	27	40	0.3	9	77	14
Total VPS classifications	25,372							
Occupation specific classifications								
Allied Health	948	42	22	90	0.2	44	82	12
Child Protection Practitioner	1,701	39	13	86	1.0	21	85	12
Children, Youth and Families	421	42	20	75	1.7	30	82	6
Court Registrars	529	33	4	78	1.5	17	99	8
Community Corrections Practitioner	1,040	38	12	65	2.5	13	87	9
Custodial Officers	3,112	45	21	30	1.6	7	86	3
Disability Development and Support Officer	5,414	48	33	64	0.4	59	72	5

³⁸ Definitions and remuneration details for each classification can be found in the *Victorian Public Service Enterprise Agreement 2016*

Classification ³⁸	Headcount	Average age (years)	55+ %	Female %	Aboriginal %	Part time %	Ongoing %	Separation rate of ongoing staff %
Fisheries Officers	82	43	18	7	1.2	1	99	0
Forensic Officer	255	40	12	63	0.4	23	97	3
Forestry Field Staff	319	44	27	4	2.2	3	90	4
Housing Services Officers	519	44	23	77	1.3	26	88	4
Legal Officers	473	39	12	71	0.0	25	87	12
Ministerial Chauffeurs	34	54	50	12	0.0	0	100	11
Nurses	270	49	37	96	0.4	70	91	7
Police Custody Officer	328	34	6	30	0.9	2	100	6
Principal Scientist	154	48	29	23	0.0	8	40	3
Science Officers	763	46	25	44	0.1	21	86	5
Senior Medical Advisor	60	52	42	63	1.7	17	55	15
Senior Regulatory Officer	5	44	0	40	0.0	0	80	20
Sheriff Officers	171	46	25	35	1.2	2	100	10
Youth Justice Worker	409	42	18	43	0.5	17	76	14
Other	256	43	23	47	0.0	26	82	15
Total occupational classifications	17,263							

Source: Workforce Data Collection – June 2017

Note: Other than the rate of separation rate for ongoing staff, all other measures are for all employees as at June 2017. The ongoing separation rate expresses the number of ongoing employees that ceased employment in the financial year (separations) as a proportion of all ongoing staff employed in the financial year.

3.5 Other demographic characteristics

A broader range of demographic indicators are available from the People Matter Survey³⁹ which is designed to monitor the application of the public sector values and employment principles and also collects demographic data.

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

The survey provides the proportion of respondents that report:

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

Table 13 Other demographic characteristics – 2012 to 2017

	Proportion of survey respondents %					
	2012	2013	2014	2015	2016	2017
Have a long term disability that restricts their everyday activities	4	4	4	3	3	3
Born overseas	20	21	24	21	22	22
Speak a language other than English at home	16	17	19	18	19	19

Source: People Matter Survey – June 2017

In contrast:

- 5.7% of the Victorian labour force is estimated to have a disability that represents an employment restriction⁴⁰
- 35% of the population of Victoria was born overseas⁴¹
- 26% of the population of Victoria speak a language other than English at home⁴².

In 2017, 4.7% of survey respondents indicated that they identified as lesbian, gay, bisexual, transgender or intersex. This compares to 3% of the Australian adult population⁴².

While 64% 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 67% of public sector employees have a bachelor degree or higher. In comparison, 34% of the Victorian population aged 20 to 64 years have a bachelor degree or higher⁴³.

³⁹In 2017, the People Matter Survey gathered information from 69,241 respondents in 170 organisations and had a response rate of 38%.

⁴⁰Source: Australian Bureau of Statistics, Disability, Aging and Carers, Australia: Victorian 2015, Catalogue no. 4430.0 People with a disability that represents an employment restriction.

⁴¹Source: Australian Bureau of Statistics, Census of Population and Housing, 2016

⁴²Source Australian Bureau of Statistics, General Social Survey: Summary results, Australia 2014 Catalogue no. 4159.0

⁴³Source: Australian Bureau of Statistics, Education and Work, Australia May 2017 Catalogue no. 62270 Victoria

4. EXECUTIVE EMPLOYMENT

4.1 Executive definition

Executives are senior leaders responsible for delivering the Government's objectives for their organisations. They are critical to leading our public institutions and supporting the delivery of high quality services for Victorians.

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

In public entities, a person is an executive if they are a Chief Executive Officer (or equivalent) or if they have significant management responsibility and receive a Total Remuneration Package (TRP) of \$156,374 per annum or more (as at 30 June 2017).

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 2017.

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

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

4.2 Executive employment

At June 2017, there were 2,090 executives employed in the Victorian public sector. Of these, 853 executives were employed in the public service and 1,237 were employed in public entities.

Between June 2016 and June 2017, executive numbers:

- increased by 23.4% in the public service (162 executives)
- decreased by 2.1% in public entities (27 executives)

The increase in public service executive numbers has followed removal during the 2016-17 year of longstanding controls that limited the number of executives that could be employed. The growth reflects demand for increased leadership capacity to support an expansion in programs, service delivery and new major projects.

As a proportion of the workforce, the level of executive employment across the Victorian public sector has remained unchanged since June 2012 (Table 14).

Table 14 The change in executive employment – June 2012 to June 2017

	June 2012	June 2013	June 2014	June 2015	June 2016	June 2017
Victorian Public Service						
Executives	630	621	646	675	691	853
Annual change %	-5.0	-1.4	4.0	4.5	2.4	23.4
Proportion of workforce %	1.6	1.7	1.8	1.8	1.7	2.0
Public entities						
Executives	1,308	1,339	1,326	1,300	1,264	1,237
Annual change %	5.1	2.4	-1.0	-2.0	-2.8	-2.1
Proportion of workforce %	0.6	0.6	0.6	0.5	0.5	0.5
Total Victorian public sector						
Executives	1,938	1,960	1,972	1,975	1,955	2,090
Annual change %	1.6	1.1	0.6	0.2	-1.0	6.9
Proportion of workforce %	0.7	0.7	0.7	0.7	0.7	0.7

Source: Executive, GSERP and Workforce Data Collections – June 2012 to June 2017

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

4.3 Remuneration and classification of executives

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

As at June 2017, the median TRP of a public sector executive was \$213,705 per annum (calculated on a full time basis). Between June 2016 and June 2017, the median TRP increased by 5.1%. This increase includes a 2.5% discretionary annual remuneration adjustment from 1 July 2016. It is also influenced by implementation of arrangements to remove bonus payments from public service executives remuneration packages, as recommended by the VPSC in the *Review of Victoria's Executive Officer employment and remuneration Framework*⁴⁴. Under these arrangements public service executives who agreed to relinquishing a bonus payment opportunity received a 4% increase to their package. Other factors that may have contributed to remuneration increases include:

- changes in work role (such as in the size, accountabilities and responsibilities of the role)
- promotion between grades.

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

⁴⁴ See the VPSC website for the summary report of the review: <https://vpsc.vic.gov.au/executive-remuneration/executive-workforce-reform/>

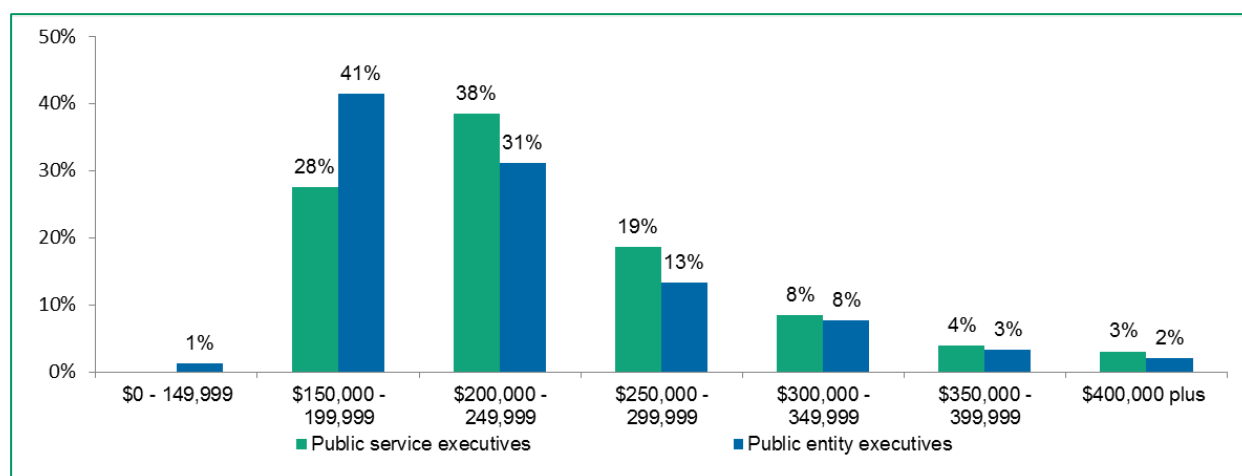
Table 15 Victorian Public Service executives and public entity executives by TRP – June 2017

TRP range	Less than \$149,999	\$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	0	235	328	159	72	33	26	853
Public entities	15	513	385	164	95	40	25	1,237

Source: Executive and GSERP Data Collections - June 2017

Public entity executives are more likely to be paid at the lower TRP ranges than public service executives, but the proportions at the higher TRP ranges are similar (Figure 18).

Figure 18 Percentage distribution of Victorian Public Service executives and public entity executives by TRP – June 2017



Source: Executive and GSERP Data Collections - June 2017

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 2017

Classification	Minimum TRP	Maximum TRP
Executive Officer 3 (EO-3)	\$175,000	\$226,901
Executive Officer 2 (EO-2)	\$202,489	\$324,100
Executive Officer 1 (EO-1)	\$294,263	\$430,718
Secretary	Remuneration set by the Premier	

Over time there has been a gradual shift in the classification profile of public service executives. Since June 2012 the proportion of executives in the EO-3 band has fallen by 7.4 percentage points while the proportion in the EO-2 band has increased by 5.6 percentage points and the proportion at EO-1 level has increased 2.5 percentage points (Table 17).

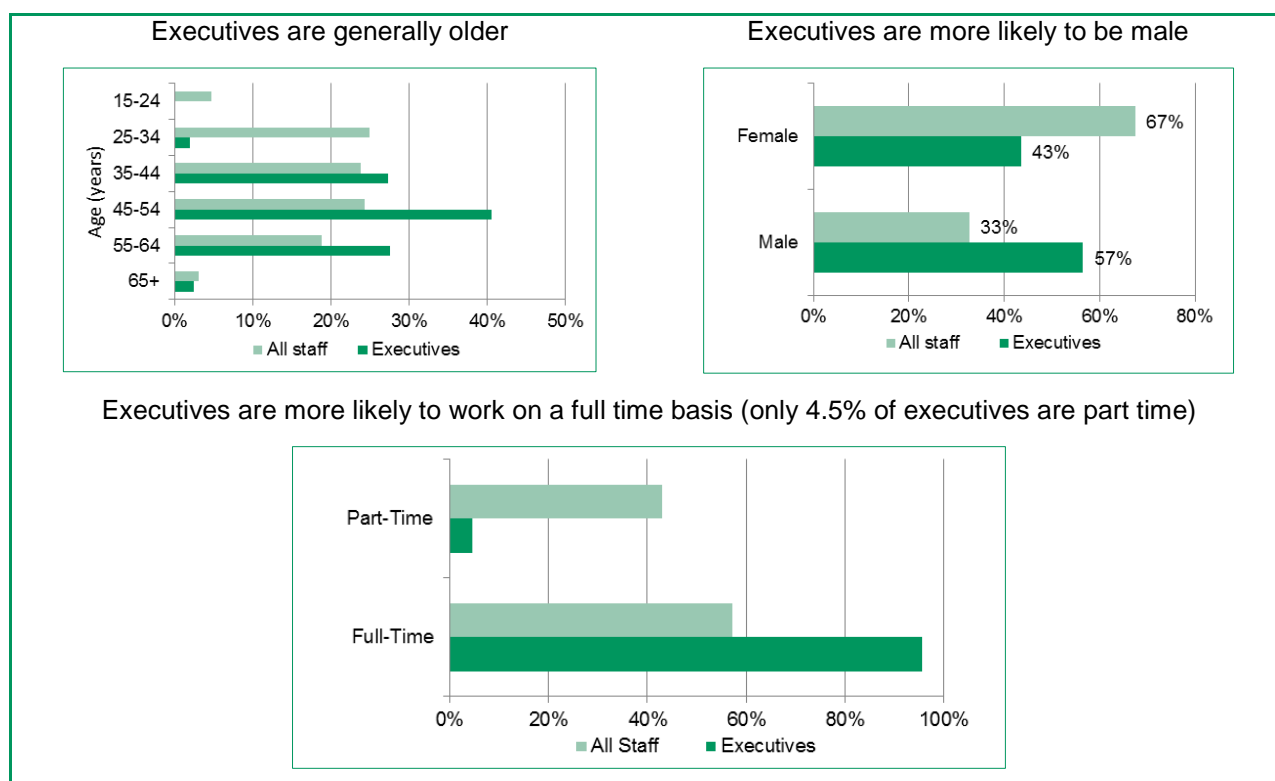
Table 17 The annual change in employment within each executive band in the public service – June 2012 and June 2017

	June 2012	June 2013	June 2014	June 2015	June 2016	June 2017
Proportion of executives						
Secretary	1.6	1.4	1.4	1.0	1.0	0.8
EO-1 %	3.5	3.7	4.2	5.2	5.4	6.0
EO-2 %	39.4	42.2	44.0	43.6	45.3	45.0
EO-3 %	55.6	52.7	50.5	50.2	48.3	48.2
Total %	100	100	100	100	100	100
Number of executives						
Secretary ⁴⁵	10	9	9	7	7	7
EO-1	22	23	27	35	37	51
EO-2	248	262	284	294	313	384
EO-3	350	327	326	339	334	411
Total	630	621	646	675	691	853

Source: Executive Data Collections – June 2012 to June 2017

4.4 Executive profile

Figure 19 Public sector executives compared to all staff – June 2017



Source: Workforce and Executive Data Collections – June 2017

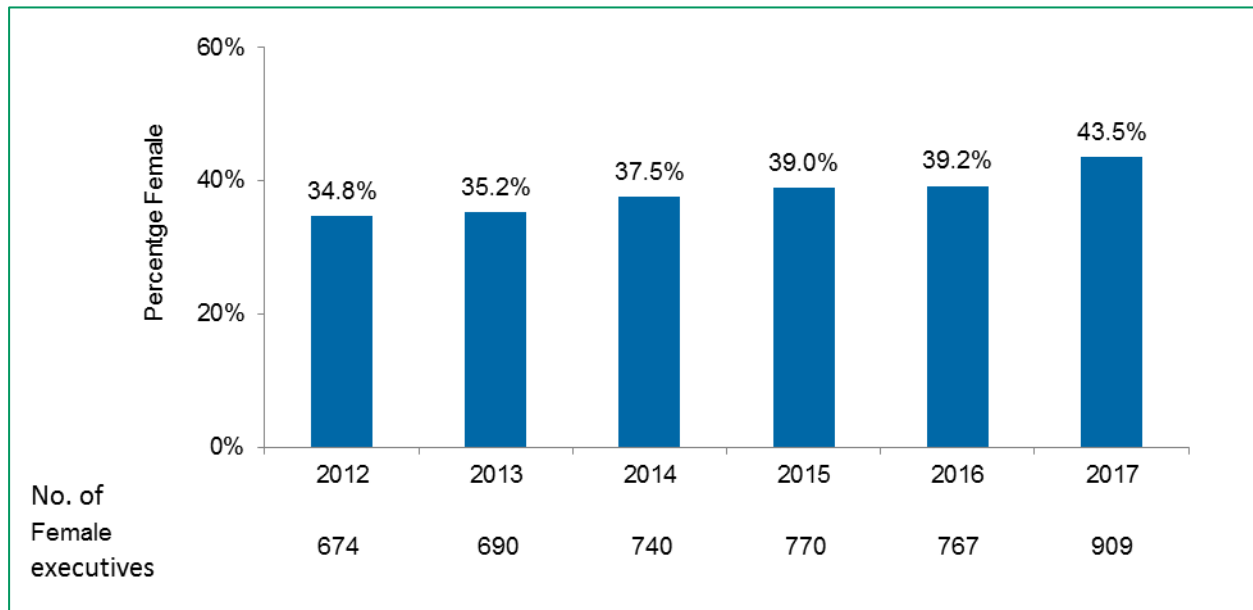
⁴⁵ There were 10 departments in 2012, 9 in 2013 and 2014, then 7 thereafter

4.5 Gender

At June 2017, 43.5% of executives in the public sector were female and 56.5% were male.

The current proportion of female executives (43.5%) represents a significant improvement on June 2016 (up by 4.3 points from 39.2%) and follows a series of small but variable increases each year from 35% at June 2012 (Figure 20).

Figure 20 Number and percentage of female public sector executives – June 2012 to June 2017



Source: Executive Data Collections – June 2012 to June 2017

Increases in female executives in the public service have been more significant than changes in gender representation in public entities in driving the growth in female executives in the sector overall. The increase in the number of women executives in the public service over the 2016-17 year brings this executive cohort close to gender parity – women comprising 48.9% of all public service executives (Table 18).

Table 18 Change in the number of female executives – June 2012 to June 2017

	June 2012	June 2013	June 2014	June 2015	June 2016	June 2017
Victorian Public Service						
Female executives	254	253	278	297	305	417
Proportion %	40.3	40.7	43.0	44.0	44.1	48.9
Public entities						
Female executives	420	437	462	473	462	492
Proportion %	32.1	32.6	34.8	36.4	36.6	39.8

Source: Executive and GSERP Data Collections - June 2012 to 2017

The increase in the proportion of women has been driven by increases in the EO-3 and EO-2 bands, with women now forming a majority of executives at the EO 3 level (Table 19).

Table 19 The proportion of women in Victorian Public Service executive bands – June 2012 to June 2017

	June 2012	June 2013	June 2014	June 2015	June 2016	June 2017
Secretaries	30.0	11.1	11.1	14.3	28.6	28.6
EO-1 %	36.4	34.8	33.3	34.3	32.4	31.4
EO-2 %	35.9	37.8	39.4	40.8	40.9	44.8
EO-3 %	44.0	44.3	47.9	48.4	48.8	55.2

Source: Executive Data Collection – June 2012 to June 2017

In the public service there is a higher proportion of females in executive roles than in public entities (Table 18). However, gender pay gap, measured by the median TRP, is smaller in public entities than in the public service (Table 20). At EO 1 level women have a higher median remuneration than men due to numbers being small and the men being more concentrated at the lower end of the remuneration range. At the EO3 level the pay gap reflects that women comprise 83% of the increase in executives at this level and that new executives are more commonly remunerated at the lower end of the pay scale.

Table 20 Median TRP of male and female executives – June 2017

	Female median TRP	Male median TRP	Difference %
Public entities	\$202,724	\$211,063	4.0
Victorian Public Service	\$213,200	\$230,462	7.5
EO Level 1	\$391,677	\$375,000	- 4.4
EO Level 2	\$250,402	\$264,842	5.5
EO Level 3	\$191,880	\$198,671	3.4
Victorian public sector	\$209,768	\$219,115	4.5

Source: Executive Data Collection – June 2017

Table 21 shows the gender balance of public service executives by organisation. Women now comprise a majority of executives in five of the seven departments.

Table 21 Public service executives by organisation and gender – June 2017

Organisation	Female	Male	Total	Female %
Departments				
Health and Human Services	93	48	141	66.0%
Economic Development, Jobs, Transport and Resources	57	72	129	44.2%
Education and Training	48	42	90	53.3%
Premier and Cabinet	39	38	77	50.6%
Environment, Land, Water and Planning	38	34	72	52.8%
Justice and Regulation	33	27	60	55.0%
Treasury and Finance	23	42	65	35.4%
Offices and agencies				
Melbourne Metro Rail Authority	4	23	27	14.8%
Victorian Auditor-General's Office	10	13	23	43.5%
Level Crossing Removal Authority	5	16	21	23.8%
Victoria Police	9	12	21	42.9%
Independent Broad-based Anti-corruption Commission	6	8	14	42.9%
Court Services Victoria	7	5	12	58.3%
Environment Protection Authority	3	5	8	37.5%
Essential Services Commission	2	6	8	25.0%
Emergency Services Superannuation Board	1	6	7	14.3%
State Revenue Office	2	5	7	28.6%
Victorian Public Sector Commission	6	1	7	85.7%
Victorian Commission for Gambling and Liquor Regulation	3	3	6	50.0%
Victorian Government Solicitor's Office	4	2	6	66.7%
Infrastructure Victoria	4	1	5	80.0%
Sustainability Victoria	2	3	5	40.0%
CenITex	1	3	4	25.0%
North East Link Authority	1	3	4	25.0%
Office of the Chief Parliamentary Counsel	2	2	4	50.0%
Taxi Services Commission	1	3	4	25.0%
Western Distributor Authority	1	3	4	25.0%
Office of Projects Victoria	1	2	3	33.3%
Office of Public Prosecutions	1	2	3	33.3%
Commission for Children and Young People	2		2	100.0%

Organisation	Female	Male	Total	Female %
Latrobe Valley Authority	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	1	1	2	50.0%
Game Management Authority		1	1	0.0%
Local Government Investigations and Compliance Inspectorate		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%
Victorian Inspectorate		1	1	0.0%
Total public service	417	436	853	48.9

Source: Executive Data Collection – June 2017

Each public service office and authority⁴⁶ and each public entity is aligned with a department for accountability and administrative purposes. The offices, authorities and entities aligned to a department are known as the department portfolio. Table 22 shows the gender balance of public service executives in each department portfolio i.e. the total number of executives in the department and the offices and agencies in its portfolio. Table 23 shows the gender balance of public entity executives in each department portfolio. Figure 21 shows the percentage of female executive by department portfolio for public service executives and public entity executives

See Appendix A2 for the composition of each department portfolio.

Table 22 Public service executives by portfolio and gender – June 2017

Department portfolio ⁴⁷	Female	Male	Total
Economic Development, Jobs, Transport and Resources	69	121	190
Health and Human Services	95	48	143
Premier and Cabinet	64	53	117
Justice and Regulation	58	53	111
Treasury and Finance	30	64	94
Education and Training	48	42	90
Environment, Land, Water and Planning	43	42	85
Total, excluding Victorian Auditor General's Office⁴⁶	407	423	830

Source: Executive Data Collection – June 2017

⁴⁶ 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.

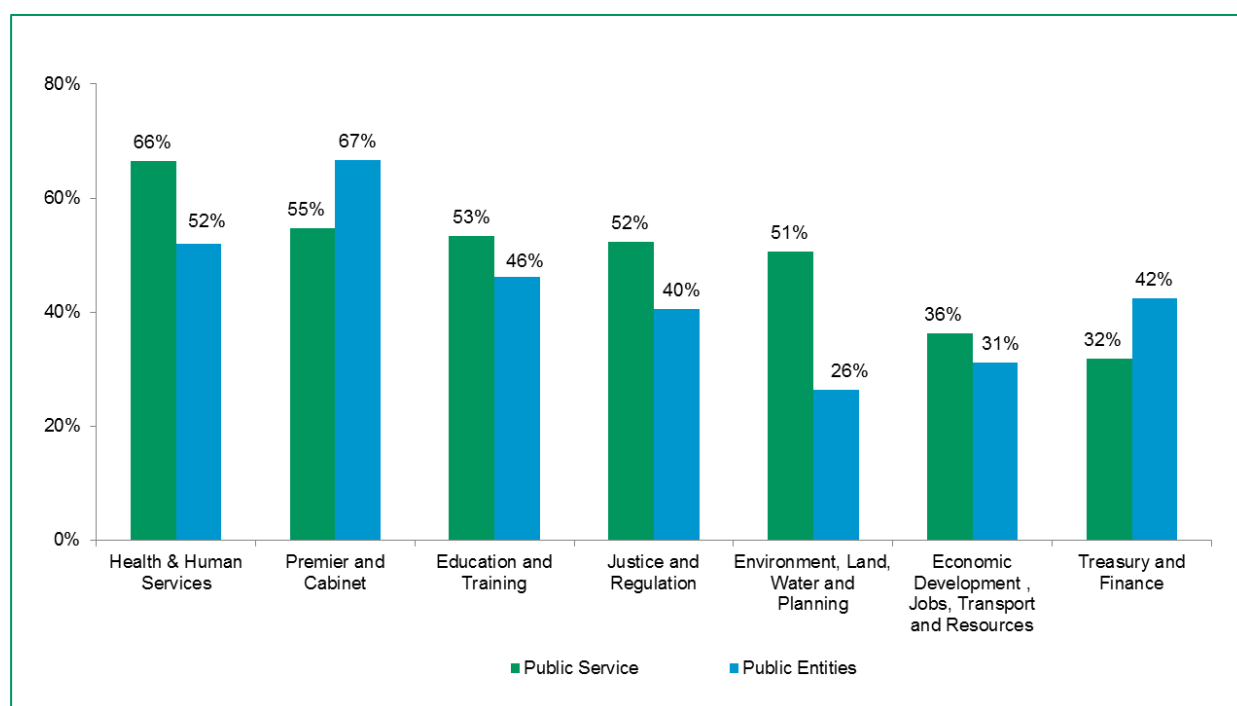
⁴⁷ See A2 for the composition of each department portfolio

Table 23 Public entity executives by portfolio and gender – June 2017

Department portfolio ⁴⁸	Female	Male	Intersex	Total
Health and Human Services	189	175		364
Economic Development, Jobs, Transport and Resources	82	180	1	263
Environment, Land, Water and Planning	68	190		258
Treasury and Finance	62	84		146
Education and Training	55	64		119
Justice and Regulation	34	50		84
Premier and Cabinet	2	1		3
Total	492	744	1	1237

Source: Executive and GSERP Data Collections – June 2017

Figure 21 Percentage of female public service and public entity executives by department portfolio–June 2017



Source: Executive and GSERP Data Collections – June 2017

⁴⁸ See A2 for the composition of each department portfolio

5. PUBLIC SECTOR BOARDS

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

5.1 Boards and board membership

Public sector boards are responsible for the strategic direction, governance and risk management of Victorian public sector entities. At June 2017, the Victorian Government had 3,404 public sector boards with 32,208 members⁴⁹ (Table 24).

Table 24 Boards and board members by portfolio – June 2017

Portfolio department ⁵⁰	Grouping	Total number of boards	Employer boards	Employees of employer boards	Non-employing boards	Board members
Economic Development, Jobs, Transport and Resources		86	30	6,095	56	625
Education and Training	TAFE and other education	31	15	10,421	16	372
	School councils ⁵¹	1,533	1,533	11,942	0	17,991
Environment, Land, Water and Planning	Water and land management ⁵² , planning and building agencies, and other	88	49	9,603	39	687
	Committees of management (Crown land)	964	8	433	956	7,162
Health and Human Services	Public health services	88	87	110,222	1	806
	Cemetery trusts	493	5	565	488	3,375
	Sport and other bodies	46	6	6,001	40	588
Justice and Regulation		42	13	7,105	29	291
Premier and Cabinet		15	5	184	10	181
Treasury and Finance		18	12	3,597	6	130
Total		3,404	1,763	166,168	1,641	32,208

Sources: GAPED database and the Workforce Data Collection – June 2017

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.

⁴⁹ This data is provided by departments and it relies on the availability and quality of departmental information on board members.

⁵⁰ See A2 for the employing organisations that fall within each department portfolio

⁵¹ School Councils employed 3,699 staff and 8,243 casual relief teachers

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

5.2 Board classifications

The Department of Premier and Cabinet administers the *Appointment and Remuneration Guidelines*⁵³ 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.

⁵³ Department of Premier and Cabinet, *Appointment and Remuneration Guidelines* October 2015, Department of Premier and Cabinet, Melbourne, 2015. Revised July 2016.

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

Table 25 Boards by portfolio and classification – June 2017

Portfolio department	Grouping	Classification				Total classified boards
		A	B	C	D	
Economic Development, Jobs, Transport and Resources		16	27	40	3	86
Education and Training	TAFE and other education	11	7	13		31
	School councils			1,533		1,533
Environment, Land, Water and Planning	Water and land management ⁵⁴ , planning and building agencies, and other	41	15	32		88
	Committees of management (Crown land)	1		963		964
Health and Human Services	Public health services	20	1	67		88
	Cemetery trusts	5		488		493
	Sport and other bodies	2	12	29	3	46
Justice and Regulation		9	19	14		42
Premier and Cabinet		3	1	11		15
Treasury and Finance		12	2	2	2	18
Total		120	84	3,192	8	3,404

Source: GAPED database – June 2017

5.3 Profile and remuneration of board members

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

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

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

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

⁵⁴ 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 2017

Portfolio department	Grouping	Aboriginal %	CALD ⁵⁵ %	Female %	Rural %	Not remunerated %
Economic Development, Jobs, Transport and Resources		1.0	28	45	39	48
Education and Training	TAFE and other education	0.5	9	57	14	40
	School councils	Unknown				
Environment, Land, Water and Planning	Water and land management, planning and building agencies, and other	3.1	19	46	43	15
	Committees of management (Crown land)	Unknown		37	93	100
Health and Human Services	Public health services	0.9	19	52	67	74
	Cemetery trusts	0.2	2	26	92	99
	Sport and other bodies	0.5	20	57	15	37
Justice and Regulation		2.1	26	50	6	31
Premier and Cabinet		4.4	7	47	7	33
Treasury and Finance		-	15	50	3	13
Percentage of all board members (excluding unknown)		0.8	11	38	77	84

Source: GAPED database – June 2017

⁵⁵ 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 2017

Portfolio department	Grouping	Under 35 %	35 to 44 %	45 to 54 %	55 to 64 %	65 plus %	Age disclosed %
Economic Development, Jobs, Transport and Resources		5	16	27	33	19	88
Education and Training	TAFEs and other education entities	3	11	18	36	32	39
	School councils	Unknown					
Environment, Land, Water and Planning	Water and land management, planning and building agencies, and other	3	11	29	36	22	80
	Committees of management (Crown land)	Unknown					
Health and Human Services	Public health services	5	13	20	32	30	96
	Cemetery trusts	1	9	12	26	52	98
	Sport and other bodies	6	16	22	30	26	76
Justice and Regulation		2	11	27	32	27	94
Premier and Cabinet		2	6	28	32	32	26
Treasury and Finance		-	8	33	45	14	56
Percentage of all board members (excluding unknown)		3	11	18	29	40	87

Source: GAPED database – June 2017

A1 EMPLOYING ORGANISATIONS BY INDUSTRY GROUP

The following tables provide the employment numbers for employing organisations in the Victorian public sector in headcount and Full Time Equivalent (FTE) terms as at the last full pay period in June 2017.

A1.1 Victorian Public Service

Employing organisation	Headcount	FTE
Departments		
Department of Economic Development, Jobs, Transport and Resources	3,206	3,030.5
Department of Education and Training	3,403	3,046.9
Department of Environment, Land, Water and Planning ⁵⁶	3,670	3,452.7
Department of Health and Human Services	12,823	11,198.5
Department of Justice and Regulation ⁵⁷	8,916	8,506.5
Department of Premier and Cabinet	946	887.1
Department of Treasury and Finance ⁵⁸	1,178	1,125.7
Agencies and offices		
Designated as Administrative Offices under the PAA		
Environment Protection Authority	489	461.0
Latrobe Valley Authority	15	14.7
Level Crossing Removal Authority	305	301.4
Local Government Investigations and Compliance Inspectorate	11	11.0
Melbourne Metro Rail Authority	276	272.9
North East Link Authority	15	14.6
Office of Projects Victoria	8	8
Office of the Chief Parliamentary Counsel	46	41.7
Office of the Governor of Victoria	31	27.2
Office of the Victorian Government Architect	12	11.4
Public Record Office Victoria	72	64.6
Victorian Government Solicitor's Office	198	178.8
Western Distributor Authority	32	32.0

⁵⁶ Includes Sustainability Victoria (excluding CEO) and the Office of the Commissioner for Environmental Sustainability

⁵⁷ Includes non-executive and non-forensic staff at the Victorian Institute of Forensic Medicine

⁵⁸ Includes the State Revenue Office and Commission for Better Regulation

Employing organisation	Headcount	FTE
Designated as a public service employer by specific legislative reference		
CenITex	475	470.1
Commission for Children and Young People	53	49.9
Court Services Victoria	1,862	1,746.7
Emergency Services Superannuation Board	164	154.4
Essential Services Commission	108	103.7
Game Management Authority	18	18.0
Independent Broad-based Anti-corruption Commission	173	168.8
Infrastructure Victoria	32	27.7
Office of Public Prosecutions	343	323.9
Office of the Commissioner for Privacy and Data Protection	21	19.3
Office of the Freedom of Information Commissioner	22	20.8
Office of the Legal Services Commissioner	86	81.7
Office of the Ombudsman Victoria	93	88.1
Office of the Road Safety Camera Commissioner	2	2.0
Office of the Victorian Electoral Commissioner	97	88.5
Taxi Services Commission	133	128.4
Victoria Police (Public service)	3,569	3,367.0
Victorian Auditor-General's Office	186	178.6
Victorian Commission for Gambling and Liquor Regulation	203	197.0
Victorian Equal Opportunity and Human Rights Commission ⁵⁹	61	55.2
Victorian Inspectorate	12	12.0
Victorian Public Sector Commission	72	67.8
Victorian Responsible Gambling Foundation	51	50.0

A1.2 Public entities

A1.2.1 Government schools

Employing organisation	Headcount	FTE
Department of Education and Training (Teaching Service and school support)	69,551	59,645.7
School Council Staff ⁶⁰	3,699	1,219.5
Casual Relief Teachers	8,243	2,052.8

⁵⁹ Excluding the Commissioner

⁶⁰ The 1,531 school councils have been amalgamated into one listing.

A1.2.2 TAFEs and other education

Employing organisation	Headcount	FTE
TAFEs		
Bendigo Kangan Institute	1,218	964.2
Box Hill Institute	1,085	711.6
Chisholm Institute	1,069	788.5
Federation Training Institute	326	249.5
Gordon Institute of TAFE	718	497.4
Goulburn Ovens Institute of TAFE	531	414.0
Holmesglen Institute	1,357	936.0
Melbourne Polytechnic	1,351	895.8
South West Institute of TAFE	325	234.1
Sunraysia Institute of TAFE	269	211.9
William Angliss Institute of TAFE	406	340.3
Wodonga Institute of TAFE	466	318.4
Other education		
AMES Australia	1,037	813.1
Centre for Adult Education	160	53.9
VET Development Centre	9	8.4
Victorian Institute of Teaching	94	81.5

A1.2.3 Public health sector

Employing organisation	Headcount	FTE
Health services		
Albury Wodonga Health	2,024	1,571.0
Alexandra District Health	92	52.7
Alfred Health	8,012	6,204.2
Alpine Health	279	178.3
Austin Health	7,281	5,506.2
Bairnsdale Regional Health Service	764	515.2
Ballarat Health Services	3,989	2,962.6
Barwon Health	5,880	4,097.3
Bass Coast Health	580	400.0
Beaufort and Skipton Health Service	171	93.2
Beechworth Health Service	161	113.1

Employing organisation	Headcount	FTE
Benalla Health	303	192.8
Bendigo Health Care Group	3,273	2,435.7
Boort District Health	72	47.0
Casterton Memorial Hospital	93	72.1
Castlemaine Health	561	376.3
Central Gippsland Health Service	887	597.3
Cobram District Health	182	157.2
Cohuna District Hospital	86	57.6
Colac Area Health	415	278.3
Dental Health Services Victoria	621	410.2
Djerriwarrh Health Services	611	408.5
East Grampians Health Service	376	258.2
East Wimmera Health Service	342	213.9
Eastern Health	8,150	5,899.9
Echuca Regional Health	622	453.1
Edenhope and District Memorial Hospital	105	68.9
Gippsland Southern Health Service	374	217.1
Goulburn Valley Health Services	2,015	1,379.3
Heathcote Health	125	64.0
Hepburn Health Service	339	219.6
Hesse Rural Health Service	123	79.9
Heywood Rural Health	108	61.4
Inglewood and Districts Health Service	91	52.0
Kerang District Health	151	94.7
Kilmore and District Hospital	234	139.1
Kooweerup Regional Health Service	174	94.5
Kyabram and District Health Services	266	162.0
Kyneton District Health Service	128	69.0
Latrobe Regional Hospital	1,663	1,235.5
Lorne Community Hospital	89	48.1
Maldon Hospital	65	33.1
Mallee Track Health and Community Service	187	114.7
Mansfield District Hospital	182	113.5
Maryborough District Health Service	401	264.7
Melbourne Health	8,579	6,666.4
Monash Health	14,279	10,707.7
Moyne Health Services	181	108.9

Employing organisation	Headcount	FTE
Nathalia District Hospital	73	46.4
Northeast Health Wangaratta	1,083	786.1
Northern Health	4,024	2,987.9
Numurkah District Health Service	202	129.0
Omeo District Health	58	29.4
Orbost Regional Health	163	97.3
Otway Health & Community Services	76	42.3
Peninsula Health	4,793	3,661.5
Peter MacCallum Cancer Centre	2,484	2,023.4
Portland District Health	385	243.9
Robinvale District Health Services	158	118.8
Rochester and Elmore District Health Service	169	107.0
Royal Children's Hospital	4,366	3,300.5
Royal Victorian Eye and Ear Hospital	815	516.8
Royal Women's Hospital	2,074	1,410.6
Rural Northwest Health	267	173.1
Seymour Health	199	130.3
South Gippsland Hospital	111	64.0
South West Healthcare	1,419	1,049.1
Stawell Regional Health	241	165.9
Swan Hill District Health	518	402.3
Tallangatta Health Service	147	93.7
Terang and Mortlake Health Service	138	81.3
The Queen Elizabeth Centre	132	93.0
Timboon and District Healthcare Service	76	45.9
Tweddle Child and Family Health Service	66	42.2
Upper Murray Health and Community Services	124	86.5
Victorian Institute of Forensic Mental Health	530	461.1
West Gippsland Healthcare Group	1,057	718.4
West Wimmera Health Service	488	352.8
Western District Health Service	718	490.7
Western Health	5,868	4,472.5
Wimmera Health Care Group	888	613.6
Yarram and District Health Service	175	109.7
Yarrawonga Health	217	152.0
Yea and District Memorial Hospital	59	40.8

Employing organisation	Headcount	FTE
Other health organisations		
BreastScreen Victoria	96	71.1
Health Purchasing Victoria	87	85.7
Victorian Assisted Reproductive Treatment Authority	14	9.4
Victorian Health Promotion Foundation	74	65.5

A1.2.4 Police and emergency services

Employing organisation	Headcount	FTE
Ambulance Victoria	5,179	4,547.2
Country Fire Authority	2,372	2,243.1
Emergency Services Telecommunications Authority	872	808.4
Metropolitan Fire and Emergency Services Board	2,269	2,253.3
Victoria Police (Officers)	15,387	15,073.1
Victoria State Emergency Service	216	198.0

A1.2.5 Water and land management

Employing organisation	Headcount	FTE
Alpine resorts		
Falls Creek Alpine Resort Management Board	72	53.7
Mount Buller and Mount Stirling Alpine Resort Management Board	96	54.2
Mount Hotham Resort Management Board	83	65.1
Southern Alpine Resort Management Board	155	121.9
Catchment management authorities		
Corangamite Catchment Management Authority	42	38.6
East Gippsland Catchment Management Authority	30	24.1
Glenelg Hopkins Catchment Management Authority	44	39.0
Goulburn Broken Catchment Management Authority	61	55.1
Mallee Catchment Management Authority	52	48.4
North Central Catchment Management Authority	62	55.0
North East Catchment Management Authority	34	29.6
Port Phillip and Westernport Catchment Management Authority	20	17.7
West Gippsland Catchment Management Authority	45	38.8
Wimmera Catchment Management Authority	25	21.5

Employing organisation	Headcount	FTE
Land management and planning agencies		
Barwon Coast Committee of Management	55	36.9
Barwon South West Waste and Resource Recovery Group	5	3.4
Bellarine Bayside Foreshore Committee of Management (Inc)	34	23.5
Capel Sound Foreshore Committee of Management Inc	5	2.0
Development Victoria	141	132.3
Gippsland Ports Committee of Management	57	53.3
Gippsland Waste and Resource Recovery Group	11	7.2
Goulburn Valley Waste and Resource Recovery Group	7	4.4
Grampians Central West Waste and Resource Recovery Group	9	6.9
Great Ocean Road Coast Committee Inc	51	43.0
Loddon Mallee Waste and Resource Recovery Group	8	6.2
Metropolitan Waste and Resource Recovery Group	29	25.5
North East Waste and Resource Recovery Group	6	4.7
Parks Victoria	1,165	1,087.0
Point Leo Foreshore and Public Parks Reserves Committee of Management Inc	4	3.8
Sustainability Victoria	1	1.0
Trust for Nature (Victoria)	50	38.0
VicForests	125	117.9
Victorian Planning Authority	95	91.4
Winton Wetlands Committee of Management	16	6.0
Water corporations		
Barwon Region Water Corporation	322	308.8
Central Gippsland Region Water Corporation	283	263.3
Central Highlands Region Water Corporation	198	183.1
City West Water Corporation	456	432.8
Coliban Region Water Corporation	190	184.1
East Gippsland Region Water Corporation	98	95.9
Gippsland and Southern Rural Water Corporation	171	165.5
Goulburn Murray Rural Water Corporation	757	738.5
Goulburn Valley Region Water Corporation	226	214.6
Grampians Wimmera Mallee Water Corporation	186	179.6
Lower Murray Urban and Rural Water Corporation	190	186.4
Melbourne Water Corporation	1,114	1,039.7
North East Region Water Corporation	189	179.0

Employing organisation	Headcount	FTE
South East Water Corporation	599	565.1
South Gippsland Region Water Corporation	110	104.1
Wannon Region Water Corporation	216	205.3
Western Region Water Corporation	166	158.4
Westernport Region Water Corporation	74	71.4
Yarra Valley Water Corporation	619	576.0

A1.2.6 Creative industries, finance, transport and other

Employing organisation	Headcount	FTE
Creative industries		
Australian Centre for the Moving Image	197	149.0
Film Victoria	38	34.1
Geelong Performing Arts Centre Trust	83	38.8
Melbourne Recital Centre	102	54.1
Museum Victoria	662	492.0
National Gallery of Victoria	388	286.6
State Library of Victoria	360	284.6
The Wheeler Centre	28	21.0
Victorian Arts Centre Trust	707	496.3
Cemetery trusts		
Ballaarat General Cemeteries Trust	16	15.8
Geelong Cemeteries Trust	36	35.2
Greater Metropolitan Cemeteries Trust	209	201.8
Remembrance Park Central Victoria	11	10.2
Southern Metropolitan Cemeteries Trust	293	265.7
Facilities management agencies		
Docklands Studios Melbourne Pty Ltd	11	9.0
Federation Square Pty Ltd	52	45.2
Melbourne Convention and Exhibition Trust	641	523.2
Melbourne Market Authority	18	17.4
Old Treasury Building Reserve Committee of Management	3	2.2
Queen Victoria Women's Centre Trust	5	5.0
Shrine of Remembrance Trust	39	29.0
Victorian Asbestos Eradication Agency	2	2.0
Working Heritage	6	5.8

Employing organisation	Headcount	FTE
Finance / insurance agencies		
State Electricity Commission of Victoria	8	6.9
State Trustees Limited	397	366.8
Transport Accident Commission	1,003	917.8
Treasury Corporation of Victoria	50	44.9
Victorian Funds Management Corporation	82	81.9
Victorian Managed Insurance Authority	164	158.3
Victorian WorkCover Authority	1,141	1,100.8
Regulators		
Architects Registration Board of Victoria	5	3.7
Dairy Food Safety Victoria	25	21.9
Energy Safe Victoria	137	133.0
Greater Sunraysia Pest Free Area Industry Development Committee	2	2.0
PrimeSafe	10	9.8
Veterinary Practitioners Registration Board of Victoria	6	4.6
Victorian Building Authority	276	267.4
Victorian Equal Opportunity and Human Rights Commission	1	1.0
Victorian Pharmacy Authority	8	5.3
Sport and recreation agencies		
Australian Grand Prix Corporation	58	57.1
Emerald Tourist Railway Board	95	73.0
Greyhound Racing Victoria	245	189.4
Harness Racing Victoria	84	71.2
Kardinia Park Stadium Trust	11	11.0
Melbourne and Olympic Parks Trust	421	164.3
Melbourne Convention Bureau	28	26.9
Phillip Island Nature Park Board of Management	262	191.8
Royal Botanic Gardens Board	201	136.2
State Sport Centres Trust	328	162.5
Victorian Institute of Sport	54	41.7
Visit Victoria	84	79.2
Zoological Parks and Gardens Board	609	487.9

Employing organisation	Headcount	FTE
Transport agencies		
Port of Hastings Development Authority	8	7.8
Public Transport Development Authority	479	461.7
V/Line Corporation	1,756	1,711.6
VicRoads	2,609	2,509.4
Victorian Ports Corporation (Melbourne)	55	53.8
Victorian Rail Track Corporation	374	370.3
Victorian Regional Channels Authority	7	6.2
Miscellaneous		
Agriculture Victoria Services Pty Ltd	16	13.8
Consumer Policy Research Centre	4	3.8
Departments of Parliament	250	226.5
LaunchVic	7	6.1
Victoria Law Foundation	18	11.6
Victoria Legal Aid	779	696.3
Victorian Institute of Forensic Medicine (Exec)	41	29.7
Victorian Responsible Gambling Foundation	1	1.0
VITS LanguageLink	36	29.0

Source: Workforce Data Collection June 2017

A2 COMPOSITION OF DEPARTMENT PORTFOLIOS

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

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

A2.1 Economic Development, Jobs, Transport and Resources

Public Service employers

Department of Economic Development, Jobs, Transport and Resources

Game Management Authority

Level Crossing Removal Authority

Melbourne Metro Rail Authority

North East Link Authority

Taxi Services Commission

Western Distributor Authority

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

Federation Square Pty Ltd

Film Victoria

Geelong Performing Arts Centre Trust

Gippsland Ports Committee of Management

Greater Sunraysia Pest Free Area Industry Development Committee

Launch Victoria

Melbourne Convention Bureau

Melbourne Convention & Exhibition Trust

Melbourne Market Authority

Melbourne Recital Centre

Museum Victoria

National Gallery of Victoria

Port of Hastings Development Authority

Victorian Ports Corporation (Melbourne)
PrimeSafe
Public Transport Development Authority
State Library of Victoria
The Wheeler Centre
V/Line Corporation
Veterinary Practitioners Registration Board
VicForests
VicRoads
Victorian Arts Centre Trust
Victorian Rail Track Corporation
Victorian Regional Channels Authority
Visit Victoria

A2.2 Education and Training

Public Service employers

Department of Education and Training

Public Entities

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

A2.3 Environment, Land, Water and Planning

Public Service employers

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

Development Victoria

East Gippsland Catchment Management Authority

East Gippsland Region Water Corporation (East Gippsland Water)

Energy Safe Victoria

Falls Creek Alpine Resort Management Board

Gippsland & 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

Loddon Mallee Waste and Resource Recovery Group

Lower Murray Urban and Rural Water Corporation

Mallee Catchment Management Authority

Melbourne Water Corporation

Metropolitan Waste and Resource Recovery Group
Mount Buller and Mount Stirling Alpine Resort Management Board
Mount Hotham Alpine 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 Westernport Catchment Management Authority
Royal Botanic Gardens Board
South East Water Corporation
South Gippsland Region Water Corporation
Southern Alpine Resort Management Board
Sustainability Victoria (CEO Only)
Trust for Nature (Victoria)
Victorian Planning Authority
Victorian Building Authority
Wannon Region Water Corporation
West Gippsland Catchment Management Authority
Western Region Water Corporation
Westernport Region Water Corporation
Wimmera Catchment Management Authority
Winton Wetlands Committee of Management
Working Heritage Incorporated
Yarra Valley Water Corporation
Zoological Parks and Gardens Board

A2.4 Health and Human Services

Public Service employers

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

Public Entities

Albury Wodonga Health
Alexandra District Health
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 Hospital
BreastScreen Victoria
Casterton Memorial Hospital
Castlemaine Health
Central Gippsland Health Service
Cobram District Hospital
Cohuna District Hospital
Colac Area Health
Dental Health Services Victoria
Djerriwarrh 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
Goulburn Valley Health Services
Greater Metropolitan Cemeteries Trust
Health Purchasing Victoria
Heathcote Health
Hepburn Health Service
Hesse Rural Health Service
Heywood Rural Health

Inglewood and Districts Health Service
Kardinia Park Stadium Trust
Kerang District Health
Kilmore and District Hospital
Kooweerup Regional Health Service
Kyabram and District Health Services
Kyneton District Health Service
Latrobe Regional Hospital
Lorne Community Hospital
Maldon Hospital
Mallee Track Health and Community Service
Mansfield District Hospital
Maryborough District Health Service
Melbourne and Olympic Parks Trust
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 Service
Victorian Assisted Reproductive Treatment Authority
Victorian Health Promotion Foundation
Victorian Institute of Forensic Mental Health
Victorian Institute of Sport
Victorian Pharmacy Authority
West Gippsland Healthcare Group
West Wimmera Health Service
Western District Health Service
Western Health
Wimmera Health Care Group
Yarram and District Health Service
Yarrawonga Health
Yea and District Memorial Hospital

A2.5 Justice and Regulation

Public Service employers

Department of Justice and Regulation
(includes non-executive and non-forensic staff at the Victorian Institute of Forensic Medicine)
Court Services Victoria
Office of Public Prosecutions
Office of the Legal Services Commissioner
Office of the Road Safety Camera Commissioner
Victoria Police - public service
Victorian Commission for Gambling and Liquor Regulation
Victorian Equal Opportunity and Human Rights Commission (excluding Commissioner)
Victorian Government Solicitor's Office
Victorian Responsible Gambling Foundation (excluding CEO)

Public Entities

Consumer Policy Research 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)
Victorian Responsible Gambling Foundation (CEO only)

A2.6 Premier and Cabinet

Public Service employers

Department of Premier and Cabinet
IBAC (Independent Broad-based Anti-Corruption Commission)
Infrastructure Victoria
Latrobe Valley Authority
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
Office of the Ombudsman Victoria
Office of the Victorian Inspectorate
Office of the Victorian Electoral Commissioner
Office of the Victorian Government Architect
Public Record Office Victoria
Victorian Public Sector Commission

Public Entities

Queen Victoria Women's Centre Trust
Shrine of Remembrance Trust
VITS LanguageLink

A2.7 Treasury and Finance

Public Service employers

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

CenITex

Emergency Services and State Super

Essential Services Commission

Office of Projects Victoria

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 Asbestos Eradication Agency

Victorian Funds Management Corporation

Victorian Managed Insurance Authority

Victorian WorkCover Authority

A3 DOCUMENT CONTROL

A3.1 Revision History

The following updates have been made to this document.

Version	Revision Date	Summary of Changes
1.0	Feb 2018	Original published version
1.1	16 March 2018	Update to section 4.4 Executive profile. Originally stated 8.5% of executives are part time. This is amended to 4.5%.



VPSC
Victorian Public Sector Commission