



Gender Pay Gap Employment Statement

Our 2023 Gender Pay Gap Employer Statement

Treasury is committed to fostering an inclusive and diverse workplace.

We value and respect the contributions of all our employees.

As part of our ongoing efforts to promote transparency and equality, we conducted an analysis of our gender pay gap. We are committed to addressing the existing disparity found.

As of 31 December 2022, Treasury has a gender pay gap of 4.3 per cent, based on the earnings of substantive APS employees. This excludes earnings of:

- the Secretary
- casuals
- contractors
- statutory appointments
- employees on long-term leave
- labour-hire staff.

We acknowledge the importance of closing this gap to ensure fairness and equality for all our employees.

We are dedicated to understanding the root causes of this discrepancy and implementing effective measures to rectify the imbalance.

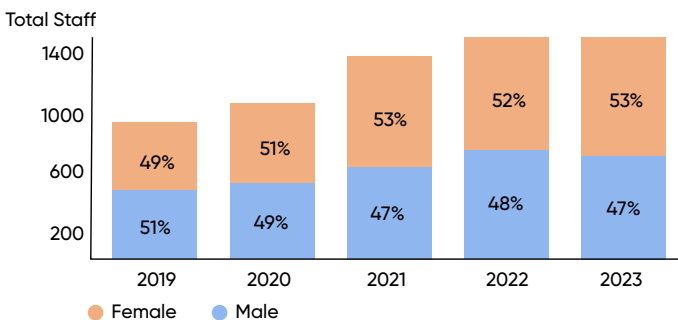
Treasury's Gender Equality Committee was established in 2021. The Committee meets regularly to discuss equality and gender issues.

The Committee is supported by the Progressive Women initiative (PWi) Network, which has developed targeted actions to:

- drive and achieve an increase of women in senior leadership roles
- decrease the gender pay gap overall.

Our gender profile

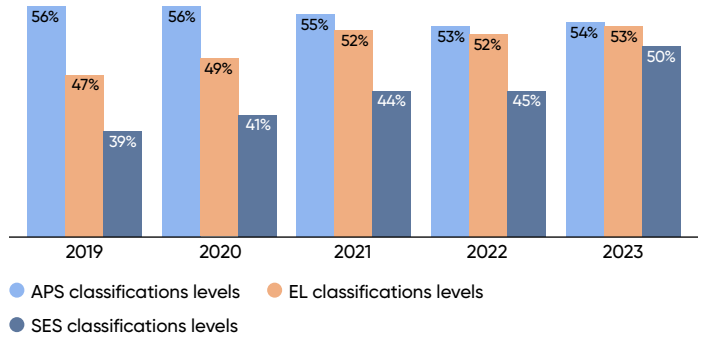
Chart 1: Treasury profile overview



The number of females working at Treasury surpassed males in 2020. This trend has continued over the past four years.

By the end of 2021, notable growth in the workforce had resulted in 10.1 per cent more females than males.

Chart 2: Female employees at APS, EL and SES classification levels (as at 31 December 2023)



There has been more females than males employed by Treasury at the APS level over the past four years.

The proportion of females at the EL level increased by 65 per cent from 2019 to 2021. Female representation continues to grow at an average 8 per cent each year.

The proportion of females at the SES level increased by 33 per cent from 2019 to 2021. Females at the SES level reached gender parity at the end of 2023.

Looking Forward

Treasury is committed to achieving gender equality.

We will continue to consult with employees to ensure all Treasury's new guidelines and practices and the new 2024–27 Enterprise Agreement align with achieving our goals.

Actions we are taking to address existing gender pay gap disparities can be seen in:

- Treasury's [Inclusion and Diversity Strategy 2023–28](#) (the Strategy)
- work delivered by the PWi Network and Gender Equality Committee.

The Strategy focuses on five goals that will underpin our efforts to make sure all employees are treated fairly and equally. Goals include:

- Better outcomes – We leverage diverse perspectives from a range of people to improve policy and program advice and delivery.
- Inclusion everyday – Inclusion is embedded in our day-to-day practices and decisions.
- Diverse workforce – We cultivate diversity within our workforce and focus on our people's career development.
- Strong leadership – Our leaders at all levels advocate and take accountability for inclusion and diversity.
- Good governance – We work together to promote inclusion and diversity, with clear roles and governance.

