**Department of Health - Executive Gender Pay Gap**

The Department of Health has a strong commitment to improving inclusion and equality in the workplace.

The department’s [*Gender Equality Action Plan 2022-25*](https://www.health.vic.gov.au/publications/gender-equality-action-plan-2022-2025) commits to reducing the gender pay gap as one of its five strategic focus areas. As part of this commitment, the department monitors workforce gender pay gaps and reviews new executive remuneration determinations through a gender equity lens.

The department conducts workplace gender equality audits (including gender pay gap) as required under the *Gender Equality Act 2020*.

**Executive group gender pay gap by mid-point and average**

**Table 1** shows the department’s median (mid-point) executive pay gap by Executive classifications and for the combined executive group.

As at 31 March 2023, the overall median gender pay gap for the department’s executive group was -0.8 per cent in favour of women. The median gender pay gap for SES1 classifications was 1.3 per cent, SES2 classification median gender pay gap was 10.9, and SES3 classifications had a median pay gap of 1.6.

## Table 1: Median (Mid-Point) pay gaps (%), Dept of Health executives

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Effective Date of reporting | 2 July 2022 | 2 October 2022 | 31 Dec 2022 | 31 March 2023 |
| Quarter | Q4 2021-22  EOFY 2021-22 | Completion of  Q1 2022-23 | Completion of  Q2 2022-23 | Completion of  Q3 2022-23 |
| SES1 | -1.9 | -2.2 | -0.3 | 1.3 |
| SES2 | 6.3 | 9.5 | 7.9 | 10.9 |
| SES3 | 3.5 | -2.3 | 2.0 | 1.6 |
| **Total** | **4.0** | **3.0** | **-0.8** | **-0.8** |

**Table 2** shows the department’s mean (average) executive gender pay gap by Executive classification and for the combined executive group.

As at 31 March 2023, the overall mean gender pay gap for the department’s executive group was 2.2 per cent, the SES1 mean pay gap was 1.2 per cent and the SES2 mean pay gap was 7.5 per cent. The SES3 mean pay gap was   
-0.6 per cent in favour of women.

## Table 2: % Mean (Average) pay gaps, Dept of Health executives

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Effective Date of reporting | 2 July 2022 | 2 October 2022 | 31 Dec 2022 | 31 March 2023 |
| Quarter | Q4 2021-22  EOFY 2021-22 | Completion of  Q1 2022-23 | Completion of  Q2 2022-23 | Completion of  Q3 2022-23 |
| SES1 | 1.6 | 1.1 | 1.3 | 1.2 |
| SES2 | 6.7 | 6.9 | 5.2 | 7.5 |
| SES3 | 0.0 | -3.2 | -1.5 | -0.6 |
| **Total** | **3.2** | **2.9** | **1.8** | **2.2** |

*For further information about gender equality in the department, please contact* [*inclusion@health.vic.gov.au*](mailto:inclusion@health.vic.gov.au)

To receive this document in another format [email the inclusion unit](mailto:inclusion@health.vic.gov.au) <inclusion@health.vic.gov.au>.

Authorised and published by the Victorian Government, 1 Treasury Place, Melbourne.

© State of Victoria, Australia, Department of Health, January 2023. (Word)

Available at <https://www.health.vic.gov.au/publications/gender-equality-action-plan-2022-2025> <www.health.vic.gov.au/gender-equality-action-plan-2022-2025>