**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 2 October 2022, the overall median gender pay gap for the department’s executive group was 3.0 per cent, the SES2 median gender pay gap was 9.5 per cent, while SES1 and SES3 classifications had median pay gaps in favour of women, -2.2 per cent, and -2.3 per cent, respectively.

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

|  |  |  |
| --- | --- | --- |
| Effective Date of reporting | 2 July 2022 | 2 October 2022 |
| Quarter | Q4 2021-22EOFY 2021-22 | Completion ofQ1 2022-23 |
| SES1 | -1.9 | -2.2 |
| SES2 | 6.3 | 9.5 |
| SES3 | 3.5 | -2.3 |
| **Total** | **4.0** | **3.0** |

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

As at 2 October 2022, the overall mean gender pay gap for the department’s executive group was 2.9 per cent, the SES2 mean pay gap was 6.9 per cent and the SES1 mean pay gap was 1.1 per cent. The SES3 mean pay gap was -3.2 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 |
| Quarter | Q4 2021-22EOFY 2021-22 | Completion of Q1 2022-23 |
| SES1 | 1.6 | 1.1 |
| SES2 | 6.7 | 6.9 |
| SES3 | 0.0 | -3.2 |
| **Total** | **3.2** | **2.9** |

*For further information about gender equality in the department, please contact* *inclusion@health.vic.gov.au*

To receive this document in another format email the inclusion unit <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>