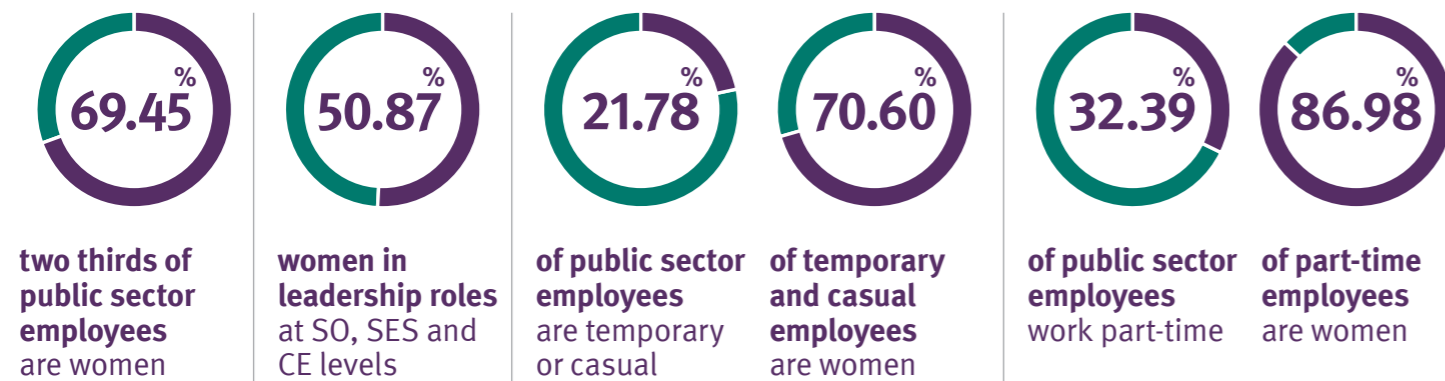


Queensland public sector Gender pay equity dashboard 2021



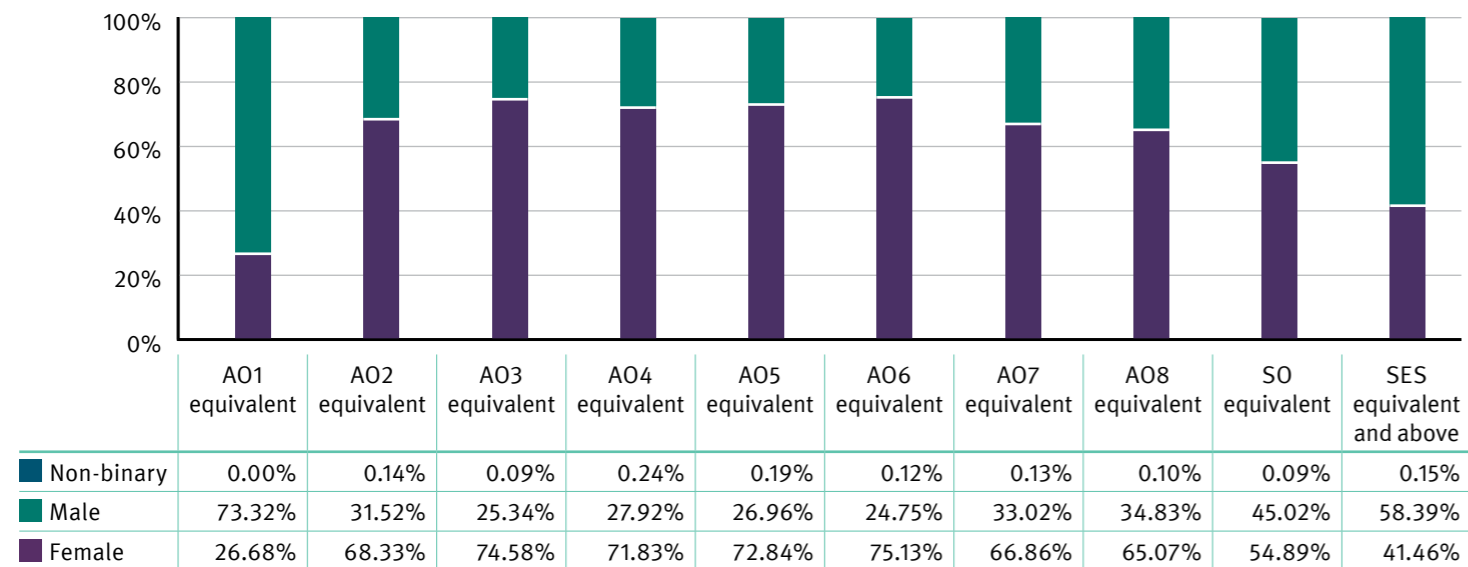
The Queensland public sector (sector) is committed to achieving gender equality and gender pay equity. This dashboard provides a snapshot of sector performance and an evidence-base for future action.

Data overview¹



Gender disparity across role spectrum: A01–SES and above^{1,2}

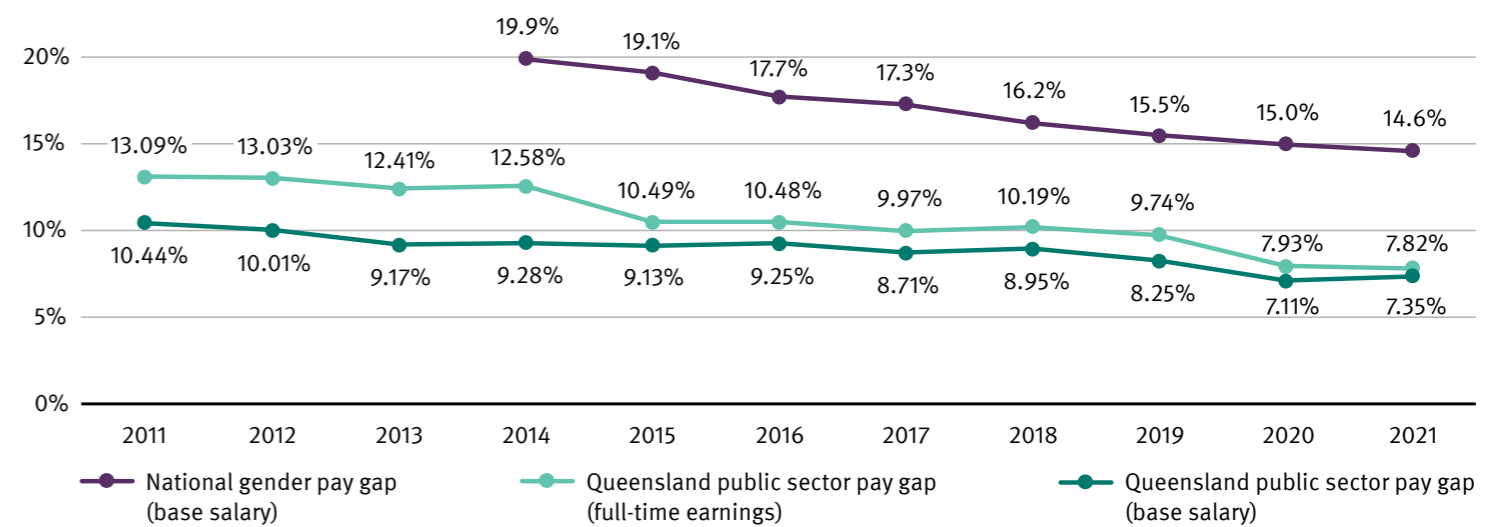
Percentage of headcount based on equivalent annual earnings if working full-time – September 2021



Initiatives making a difference

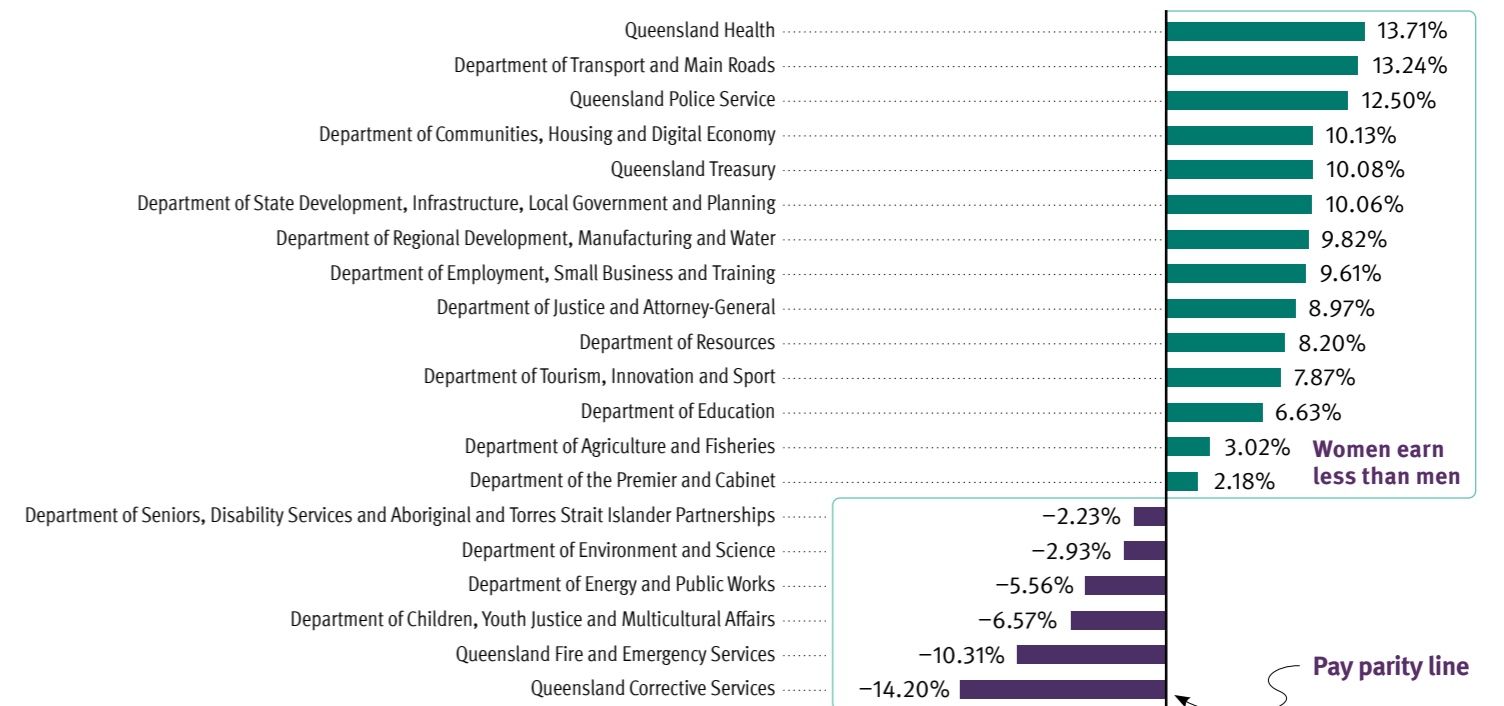
- Support for emerging women leaders to attend the Public Sector Management Program
- Women in leadership mentoring programs and women in leadership champion programs, path to parity events and initiatives
- Agency gender equity action plans and targeted recruitment
- Revised paid parental leave directive 05/20 supporting equitable access to parental leave.

Gender pay gap (as if working full-time)^{3,4}



Gender pay gap by department^{1,4}

The difference between the average annual earnings for male and female employees, as a proportion of male average earnings



Next steps...

- Develop an evidence-base of equity and diversity data to increase awareness
- Introduce new auditing, monitoring and accountability measures for agencies
- Reconcile merit and diversity by using new recruitment and selection processes
- Promote and develop initiatives such as women in leadership, flexible working, job security and the gender pay gap.

References

The 2021 dashboard is informed by a range of data sources, including:

- 1 MOHRI September 2021 workforce data.
- 2 Queensland public sector figures are based on equivalent classifications across administrative (AO), operational (OO), technical (TO) and professional (PO) streams.
- 3 MOHRI June 2021 gender pay equity data; WGEA: Australia's gender equality scorecard – key results from the Workplace Gender Equality Agency's 2020–21 employer census; Sector gender pay gap methodology is the difference between the average annual full-time equivalent earnings for men and women employees as a proportion of male average annual earnings, including base salary and regular allowances.
- 4 Note non-binary has been excluded for consistency across state and national data collection.

Definitions

AO equivalent earnings	Administration Officer (AO) equivalent earnings is based on two factors: <ul style="list-style-type: none">• Full-time equivalent (FTE) earnings are the salaries and regular allowances based on all employees working their full-time hours and receiving their full-time salary in terms of the relevant award/enterprise bargaining agreement irrespective of the actual hours an employee works.• FTE earnings for all employees are grouped according to the salary ranges for each AO classification under the State Government Entities Certified Agreement 2019.
Average annual earnings	Average annual earnings are calculated on the salary and regular allowances paid to employees, typically including SES motor vehicle allowances, locality allowances and higher duties. Shift allowances and penalty rates can be regular allowances but not always. Average annual earnings do not include one-off or sporadic payments such as travelling allowances. Information on earnings is collected as at the quarterly snapshot date and is extrapolated over a 12 month period.
Base salary	Base salary refers to the average salary of employees over a year period. Note that salary includes base salary only, where earnings include base salary and regular allowances. Example: Pay Gap – Average Earnings line graph over time refers to base salary over the 2013–2021 period using the average yearly base salary pay gap between men and women as recorded by the Workplace Gender Equality Agency (WGEA).
Gender pay gap	The methodology for gender pay gap in the Queensland public sector is the difference between the average annual earnings for male and female employees, as a proportion of male average annual earnings. Earnings includes base salary and regular allowances. Earnings reflect employees' full-time earnings (regardless of whether the employee works part-time).
Minimum Obligatory Human Resource Information (MOHRI)	MOHRI is the methodology used for the collection and reporting of data on a quarterly basis. It is used to provide information on the Queensland public sector workforce profile, including (but not limited to) data on age, gender, occupation, employment status, location and leave. forgov.qld.gov.au/minimum-obligatory-human-resource-information-mohri
Public sector	In this infographic, the term 'public sector' means Queensland government departments.
SO, SES and CE classification levels	SO, SES, and CE are acronyms that are used with the Queensland public sector if referring to senior officers, senior executive service and chief executive level.

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