

Reference: 20170291

20 September 2017



Thank you for your Official Information Act request, received on 23 August 2017. You requested:

“Would you please be able to send [redacted] the following data:

1. Median salary and salary spread by occupation and by gender (like the gender salary box plots in Figure 4.2 of the 2015 HRC report, by department

2. Female dominated occupations, at the ANZSCO occupation level 5 (or at level 4 if level 5 isn't possible). For this work, we define "female dominated" as at least 66% are female (the definition in the Employment (Pay Equity and Equal Pay) Bill).

By department”

As you know your request was transferred from the States Services Commission to the Treasury.

Information Being Released

Please find enclosed the following document:

Item	Date	Document Description	Decision
1.	August 2017	Median salary and salary spread by occupation and by gender including female dominated positions	Release in full

I have decided to release the document listed above in full.

Please note the calculations provided in the information for release were produced by the States Services Commission from raw data provided by the Treasury. Treasury does not have access to the system that was used to analyse this data.

The data provided by Treasury within this request pertains to Treasury alone.

Please also note that this letter (with your personal details removed) and enclosed documents may be published on the Treasury website.

This reply addresses the information you requested. You have the right to ask the Ombudsman to investigate and review my decision.

Yours sincerely

Candy Gray
Acting Chief People Officer

[Information provided by State Services Commission]

The Treasury

Occup. by Gender&Org (25th)			Occup. by Gender&Org (median)			Occup. by Gender&Org (75th)		
Managers	Female	\$141,965	Managers	Female	\$171,716	Managers	Female	\$214,645
	Male	\$153,485		Male	\$190,801		Male	\$225,852
Policy Analyst	Female	\$67,265	Policy Analyst	Female	\$97,087	Policy Analyst	Female	\$123,557
	Male	\$81,821		Male	\$119,711		Male	\$142,280
Information Professionals	Female	\$57,079	Information Professionals	Female	\$67,000	Information Professionals	Female	\$86,700
ICT Professionals and Technicians	Male	\$67,867	ICT Professionals and Technicians	Male	\$88,995	ICT Professionals and Technicians	Male	\$96,506
Legal, HR and Finance Professionals	Female	\$75,107	Legal, HR and Finance Professionals	Female	\$93,317	Legal, HR and Finance Professionals	Female	\$121,595
	Male	\$100,414		Male	\$123,867		Male	\$163,857
Clerical and Administrative Workers	Female	\$67,718	Clerical and Administrative Workers	Female	\$58,829	Clerical and Administrative Workers	Female	\$62,199

ANZSCO Occupations

	Human Resource Adviser	Personal Assistant	Records Manager
	223111	521111	224214
% Women	66.7%	100.0%	84.6%
Headcount	18.00	23.00	13.00