



GENDER EQUALITY ACTION PLAN 2021-2025



We're hooked on
SAFETY

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Aboriginal acknowledgement

The Victorian Fisheries Authority proudly acknowledges Victoria's Aboriginal community and their rich culture and pays respect to their Elders past, present and future.

We acknowledge Aboriginal people as Australia's first peoples, and as the custodians of the land on which we work and live.

We recognise the strength of Aboriginal people, Traditional Owners and their communities, and value the ongoing contribution of Aboriginal people to Victorian life, through their daily work, their application of Aboriginal knowledge and practice, and at key events; we recognise how this enriches us all.

We recognise that Aboriginal cultures and communities are diverse and should be celebrated.

We acknowledge that the land and water is of spiritual, cultural and economic importance to Aboriginal people. We embrace the spirit of reconciliation, guaranteeing equality of outcomes and ensuring an equal voice.

As part of the Victorian Government, we have distinct legislative obligations to Victorian Traditional Owner groups related to cultural and natural heritage, that are paramount in our responsibilities in managing Victoria's resources in partnership with Traditional Owners.

Gender Equality Action Plan 2021-2025

Foreword by the Board Chair and CEO

We are pleased to present the Victorian Fisheries Authority's (VFA) first *Gender Equality Action Plan 2021 – 2025*.

This plan has been developed based on engagement with our stakeholders including our staff, leadership team, Board Directors and employee representatives. We thank all those who have contributed to its development.

The VFA's vision is healthy and sustainable fisheries for all Victorians delivered by an efficient, innovative authority and we engage effectively with all our fishing and boating stakeholders. Everything we do is underpinned by our values: we put safety first, support our people and demonstrate professionalism, leadership, and accountability. We will ensure that all the strategies and actions outlined in this plan uphold/align with our values.

We aim to ensure that our staff enjoy the same rights, respect, and opportunity regardless of their gender. We are committed to supporting gender equality in our workplace and in our community.

Our vision for gender equality in 2025 is to have a workplace with greater gender mix and equal opportunities for all in recruitment, flexibility, career development and training, equitable pay and conditions, with more women in leadership positions.

This plan will help us achieve our vision for gender equality and in the process achieve greater innovation, a broader perspective, and better reflect the Victorian community.

We look forward to working with our staff to develop and implement the strategies and actions as we strive to achieve our vision of greater gender equality together.



A handwritten signature in black ink, appearing to be 'G Owen', written over a thin horizontal line.

Gail Owen
Board Chair



A handwritten signature in black ink, appearing to be 'Travis Dowling', written over a thin horizontal line.

Travis Dowling
Chief Executive Officer

Gender Equality Action Plan 2021-2025

1. Overview of the VFA

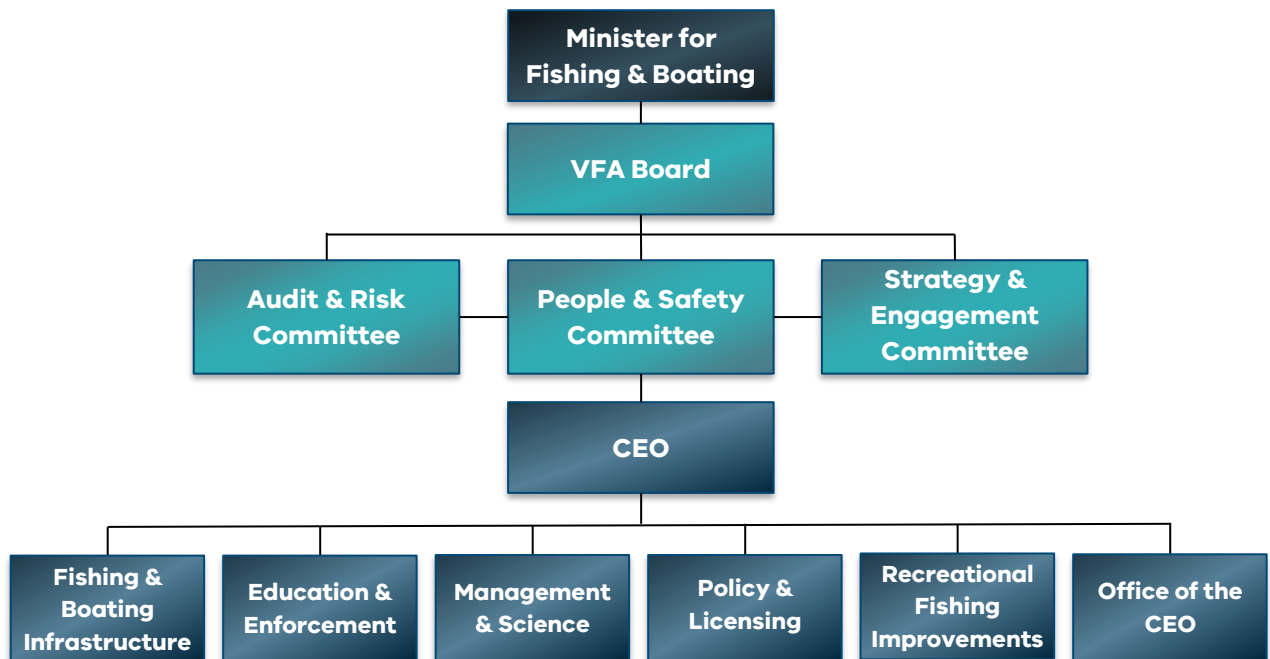
What we do

As a statutory authority, the VFA has the responsibility of managing Victoria's fisheries resources in a coordinated and strategic way to ensure their ongoing sustainability, while supporting the value they deliver to the commercial, recreational, aquaculture and Indigenous fishing sectors. We work with government and stakeholders to optimise the social, cultural and economic benefits of Victoria's fisheries and aquaculture industries, while promoting sustainable and responsible practices.

The VFA supports the development of sustainable recreational and commercial fishing and aquaculture activities in Victoria and delivers recreational fishing and boating infrastructure projects and programs. We are committed to getting more people fishing by creating opportunities for people of all abilities to try fishing; to making it safer, cheaper and easier for the boating and fishing communities to get out on the water; and to making local seafood more readily available for everyone to enjoy.

Our function is to ensure that the Government, Victorian fishing sector and general community obtain the benefits of careful management to ensure demand can be sustainably supported into the future. This is achieved by matching demand to fish stocking and infrastructure, while providing up to date information on resource condition and supporting regulatory requirements.

Our structure



The VFA is governed by a Board that is accountable to the Minister for Fishing and Boating for the exercise of its functions. The Board is responsible for the VFA's governance, strategic planning and risk management.

The VFA Chief Executive Officer (CEO) manages the day-to-day operations of the VFA under the direction of the Board and is responsible for implementing the VFA's vision and ensuring performance objectives are met. The CEO is supported by an executive team specialising in regulation and enforcement, policy, science, fisheries management and program implementation.

The VFA employs approximately 188 staff (FTE) across Melbourne and regional Victoria. We have six business units that deliver a suite of programs to support the functions of the VFA.

Fishing and Boating Infrastructure (incorporating Better Boating Victoria) implements the Government's program of boating reforms focussed on making it safer, cheaper and easier for Victorians to get out on the water. This division also oversees the Fisheries Infrastructure program, including the Northern Native Fish Hatchery.

Education and Enforcement Division comprises education staff who implements state-wide programs to educate the public about why we regulate fisheries resources, Fisheries Officers to engage with the public and ensure regulations are being followed, and Investigators who undertake operations to address serious organised fisheries criminal activity.

Office of the CEO supports the CEO in managing the day-to-day operations of the VFA, particularly for financial and other corporate service functions.

Policy and Licensing Division delivers operational policy and governance management, and administers recreational and commercial licensing, quota trading, permitting and commercial catch and effort reporting.

Fisheries Management, Aquaculture and Science Division delivers core regulatory fisheries science, and management services for commercial and recreational fisheries and aquaculture businesses.

Recreational Fishing Improvements Division delivers recreational fishing improvement activities, fish stocking around the State, and supports the disbursement of Recreational Fishing Licence funds to improve recreational fishing in Victoria

VFA's Strategic Priorities

The VFA's vision is healthy and sustainable fisheries for all Victorians and everything we do is underpinned by our values: we put safety first, support our people and demonstrate professionalism, leadership, and accountability.

The VFA is aspiring to enable all Victorians to enjoy healthy and sustainable fisheries and recreational boating with a focus on:

- Sustainable and healthy fisheries
- Making boating better
- Social and economic prosperity
- Being an effective and innovative authority, and
- Strong and collaborative relationships

Diversity, inclusion and flexibility are valued at the VFA and we want our staffing profile to reflect the diversity of the Victorian community. It is our priority that our people can develop their skills, and experience rewarding career pathways.

The VFA is committed to encouraging all Victorians to fish, specifically focusing on the involvement of women, children, and people from diverse backgrounds. We want to enable Victorians of all abilities to enjoy fishing and boating.

In line with the Victorian Government's *Safe and Strong: A Victorian Gender Equality Strategy*, we acknowledge that gender equality is a human right and precondition for social justice. We have a responsibility for realising a commitment to equality and non-discrimination.

Under the *Gender Equality Act 2020*, the VFA is required to develop a *Gender Equality Action Plan* (GEAP) every four years. As part of the development process, the VFA also takes into account its legal obligations under Commonwealth and State legislation including, the *Fair work Act 2009* (Cth), *Equal Opportunity Act 2010* (Vic), *Charter of Human Rights and Responsibilities Act 2006* (Vic), *Sex Discrimination Act 1984* (Cth), *Workplace Gender Equality Act 2012* (Cth) and the *VPS Enterprise Agreement 2020*.

The VFA's GEAP aligns with two of the VFA's strategic focus areas defined in the *VFA Strategic Plan 2019 - 2024*: social and economic prosperity and being an effective and innovative authority and will demonstrate our intention to:

- be a high performing Authority, with staff and community health and wellbeing as our core value; and
- value diversity and to remain committed to ensuring equality of opportunity for all.

2. Case for change

The benefits of workplace gender equality

The Global Gender Gap Report published by the World Economic Forum states that gender equality is not only a fundamental human right but is linked to overall performance.¹ A diverse and inclusive workforce, regardless of size and industry, has benefits, such as increased efficiency, productivity, innovation, creativity and improved employee engagement. A diverse workforce tends to produce a more holistic analysis of the issues an organisation faces and spurs greater effort and motivation, leading to improved decision-making.²

Research shows that flexible working arrangements are important to female and male employees of all ages. Flexible working arrangements enable employees to meet their family as well as their personal needs and evidence suggests that all are more likely to be engaged and motivated in workplaces with access to flexible working arrangements.³

Employees value positive workplace cultures and environments that offer gender equality policies and practices, flexible working arrangements and support for employees with family and caring responsibilities. It enhances reputation and attraction. High performing employees are attracted to companies that have a positive reputation for promoting gender equality. When workplaces are equally appealing to women and men, organisations have access to a larger talent pool.⁴

Gender equality is a precondition for the prevention of family violence and other forms of violence against women and girls. Statistics and research⁵ tell us that there are certain forms of gender inequality that consistently predict – or 'drive' – higher levels of violence against women. These include beliefs and behaviours reflecting disrespect for women, low support for gender equality and adherence to rigid and stereotyped gender roles, relations, and identities. A workplace culture of respect and safety is one of a number of important ingredients in ending the harm of gendered violence.

Definition of gender

The definition of women and men includes the unique challenges faced by people who identify or may be perceived as women or men in the workplace. This includes cisgender, transgender, and gender non-binary people who may be perceived as female/male or feminine/masculine (regardless of their gender identities) and therefore may face many of the same challenges in creating a more inclusive workplace.

¹ <https://www.wgea.gov.au/publications/gender-equality-business-case#economic-growth>

² Centre for ethical Leadership 2013, Building a Business Case for Gender Diversity, viewed 13/12/2021 https://about.uq.edu.au/files/6033/building_a_business_case_for_gender_diversity_%28april_2013%29.pdf

³ Diversity Council Australia, 2018 Seven myths about flexible work and how to debunk them. Viewed 13/12/2021 <https://www.dca.org.au/news-articles/seven-myths-about-flexible-working-and-how-debunk-them>

⁴ <https://www.wgea.gov.au/publications/gender-equality-business-case#economic-growth>

⁵ <https://www.genvic.org.au/resources/gender-equity-statistics/>

Our vision for gender equality

Following consultation with staff, in four years' time our vision for gender equality is to have a workplace with:

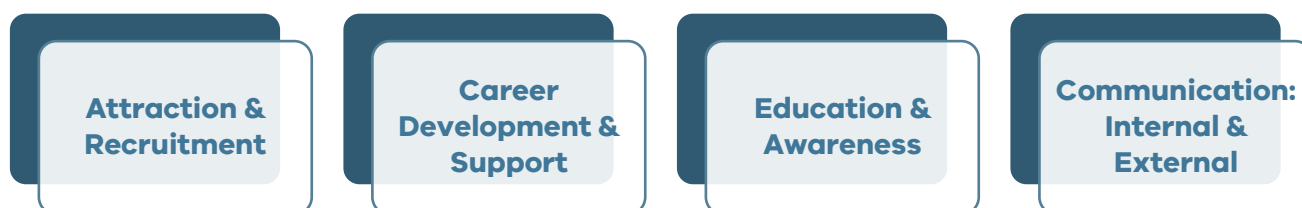
- greater mix of diversity to achieve a better dynamic, greater innovation, a broader perspective, and to reflect the Victorian community;
- equal opportunities for all in recruitment, flexibility, career development and training, equitable pay and conditions; and
- more women in leadership positions (including executives) with clear pathways to leadership.

The VFA is committed to supporting gender equality in our workplace and in our community. We aim to ensure that everyone in the broader VFA community enjoys the same rights, respect, and opportunity regardless of their gender.

We are committed to making reasonable and material progress for each of the seven gender equality indicators to achieve our vision and may use special measures as per the *Equal Opportunity Act 2010* to achieve greater gender equality.

Our GEAP focus areas

Drawing on the results of the gender baseline audit and GEAP consultation with our stakeholders, four focus areas have been identified to guide the implementation of gender equality actions over the next four years.



Attraction and Recruitment

We will focus on ensuring our attraction and recruitment processes have a diverse and intersectional lens, reducing the impact of conscious and unconscious bias and leading to greater gender diversity across all levels of staff including senior leadership.

Career Development and Support

We will focus on developing talent and providing support through various forms of flexibility and ensuring equitable pay conditions and access to training and development that supports our staff in their career progression.

Education and Awareness

We will focus on educating staff on how they can promote gender equality in their everyday work and lives. Initial education in how to conduct gender impact assessments will be targeted at managers responsible for developing or reviewing any policy, program or service that directly and significantly impacts on the public.

We will continue to collect and analyse gender disaggregated data, protecting the privacy of our staff, and use it to inform our decision making and raise awareness. We will seek to fill identified gaps in our information including intersectional data.

Communication

We will partner with key stakeholders to promote gender equality and respect.

We will ensure that effective two-way communication channels are established to promote the actions of the plan and seek feedback on its progress. We will advocate for gender equality and the prevention of violence against women.

Our related work

During 2019, the VFA commenced its participation in the Commission's Gender Equity Pilot. Prior to the pilot, the VFA had identified a gender pay gap at VPS6 level, which was more significant at the commencement of employment. As part of the pilot, this was explored further by conducting a gender impact analysis of the Recruitment Policy and Procedure and progression through the Personal Development Plan system for VPS6 level staff. As a result of this analysis, the VFA created a new Recruitment Policy and Procedure that had a diverse lens. One key process introduced was to have a dedicated People and Culture staff member review the salaries of new appointments to ensure alignment of salaries with skills and experience, and capability across teams. The gender pay gap has been reduced significantly at VPS6 level from approximately 11% in 2019 to <1% in 2021. The learnings from undertaking the gender impact analysis will be used to educate and raise awareness across the VFA as we implement our GEAP.

The *Women in Recreational Fishing (WIRF)* network was established in 2018 by the VFA and is a community of women who share a passion for and interest in fishing. The community provides a safe, supportive, and inclusive network for women of all backgrounds and skill levels. The network currently includes over 3000 women and has become an important source of inspiration and motivation for women, not only in Victoria but Australia-wide. Over the last year, the WIRF has continued to grow and increase its activity providing new and exciting opportunities for women to connect.

The GEAP is in line with the *VFA's Workforce Diversity and Inclusion Framework 2019 – 2024*. The framework is structured around the four key areas of flexibility, inclusion, gender equality and life stage. Gender inequality can be compounded by other forms of discrimination or disadvantage that a person may experience based on Aboriginality, age, disability, ethnicity, gender identity, race, religion and sexual orientation. This framework aims to create an inclusive workforce.

Other strategies/plans under the framework that have been developed include:

- *VFA Aboriginal Engagement Strategy 2021 – 2024* focused on a commitment to building relationships with Traditional Owners and understanding their needs, and supporting VFA staff to have a greater awareness of aboriginal culture; and
- *VFA Accessibility Action Plan 2021 – 2025* focused on building awareness through access to information, attracting, recruiting people with disability, and supporting career development, and creating an accessible and inclusive environment for engagement with and the delivery of our services to people with a disability.

Our Education and Enforcement Team together with the Events Team foster cross-cultural understanding and support for migrants and refugees. This engagement is done in a variety of ways including:

- producing information in multiple languages, including safety information and tools to use;
- working with refugee, migrant and at-risk communities to improve their knowledge about fishing rules and to encourage stewardship of natural environments; and
- partnerships with Victoria Police, Fire Rescue Victoria, Parks Victoria and settlement agencies to introduce communities to fishing in a sensitive, culturally safe manner.

3. Our Approach

Consultation with VFA staff

To develop the GEAP, the VFA conducted four rounds of consultation with all staff; the first was undertaken in July and August 2021. All VFA staff were invited to attend one of a series of interactive consultation sessions, held over Zoom, and facilitated by members of the VFA's GEAP project team. Participants were shown a snapshot of the VFA's workforce data, asked a range of discussion questions and provided with an opportunity to use the online 'Google forms' to enter anonymous input to the discussion. Participants were advised that contributions were voluntary and that the project team was available for any staff who wanted to discuss their experiences one-on one. In total, 82 staff attended the sessions.

To generate discussion, participants were asked:

- What would gender equality ideally look like in your workplace?
- Is gender equality openly discussed in your workplace?
- Do you see leadership in your workplace being committed to gender equality?
- Are there limits to progressing in your workplace due to gender or diversity?
- Do you think the culture of your workplace supports all genders equally?
- Do you think situations of discrimination or harassment are addressed adequately in your workplace?
- What are the most important areas to prioritise?

The second round of consultation was carried out in October 2021 to provide a summary of the common themes collected in the first round and the available baseline audit results, and to ask staff for any comments or observations relating to the information. The consultation was undertaken using email and an online survey.

In November 2021, the VFA held a workshop with a VFA staff focus group to explore and discuss the feedback from the two rounds of consultation and develop preliminary strategies and actions against the Workplace Gender Equality Indicators. The group consisted of 11 staff and had representation from all divisions of the VFA. The workshop was undertaken over an online facility to ensure staff from throughout the State could attend.

In December 2021, after completing the Workplace Gender Audit and combining it with an analysis of data from the People Matter Survey, the VFA completed a third round of consultation. Staff were asked for feedback on the analysis, which was summarised against the seven Workplace Gender Equality Indicators. The draft strategies and measures were then circulated to staff over January 2022 and feedback sought. The results of this fourth round of consultation further contributed to the development of Section 4 of the GEAP.

Consultation with governing bodies and stakeholder groups

To help shape the GEAP, the VFA conducted briefings and discussion sessions at key points throughout the development process with:

- The VFA Board
- The VFA Board's People and Safety Committee
- The Fisheries Officer Association
- The CPSU's Gender Equality Industrial representative
- The Women in Recreational Fishing Network

The WIRF recently finalised a new Strategy describing strategic focus areas to encourage active participation in fishing, create strong collaborative relationships and support a sustainable and inclusive culture. As there are significant parallels with the delivery of the WIRF Strategy and the VFA's GEAP, the launch and implementation of the WIRF Strategy is included as an action in this plan.

4. Strategies and actions for the Workplace Gender Equality Indicators

In response to the consultation, the VFA has developed a range of strategies and actions to address each of the seven GEAP Workplace Gender Equality Indicators. To support the rationale for each strategy, a narrative describes the VFA's workforce at 30 June 2021.

Workplace Gender Equality Indicator 1

Gender composition of all levels of the workforce



Strategies	Actions	Focus Area(s)
Identify and develop talent within the VFA	Develop a Talent Strategy that supports gender, diversity and inclusion, and considers intersectionality	Career Development & Support
	Phases of Talent Strategy are implemented	Career Development & Support
Ensure our recruitment attracts and promotes diversity	Update our VFA branding and supporting documentation to ensure it is inclusive through consultation with intersectional groups	Attraction & Recruitment
	In recruitment advertisements and position descriptions, be open and transparent to all in our aspirations to become more diverse	Attraction & Recruitment
Improve gender balance at senior management level (SES, Principal Scientists, STS and VPS6)	Actively recruit for gender balance	Attraction & Recruitment, Career Development & Support
Promote diversity into VPSG5 and above roles	In addition to internal candidate pool, explore opportunities for more lateral and external candidates for roles at VPS5 and above, which includes identifying opportunities for flexible working arrangements (job sharing, part time etc)	Attraction & Recruitment
Continue to learn about the barriers to achieving greater gender composition	Gather and analyse information on barriers to achieving gender composition, using tools such as the People Matter Survey, exit interviews when they occur, Gender Working Group feedback etc	Attraction & Recruitment
	Work with DoT systems to ensure intersectional data is collected in new HR system	Education & Awareness

VFA narrative

At 30 June 2021, the VFA’s workforce comprised of 187.5 FTE (headcount 198), with a composition of 65 percent male and 35 percent female staff, excluding casuals (Figure 1). Across the VFA’s divisions, the ratio of males to females was reasonably even in all except Education and Enforcement (E&E), where there were almost twice as many males employed as females. While the gender composition was more even in the other divisions, the number of males was higher in all except Better Boating Victoria (BBV), which had an equal split (Figure 2). This is not unexpected given the VFA currently has an overall 3:1 male to female workforce.

When categorised by job level, with the exception of the staff at VPS2, all levels had a significantly higher number of males. At a VPS6 and above, the VFA had 19 male and nine female staff. At the VPS4 and 5 levels, the number of males was double that of female staff. The bulk of the VFA’s workforce was comprised of staff at the VPS3 and 4 levels, with a 75 to 41 split between males and females (Figure 3).

There were substantially more males in full-time positions, whilst females made up bulk of the part-time and casual employees (Figure 4). Across the levels, the pattern of full-time ongoing employees is broadly consistent between males and females (albeit at different scales), while there are clear differences at the part-time classification (Figure 5).

Fig. 1: All staff (excl casuals)

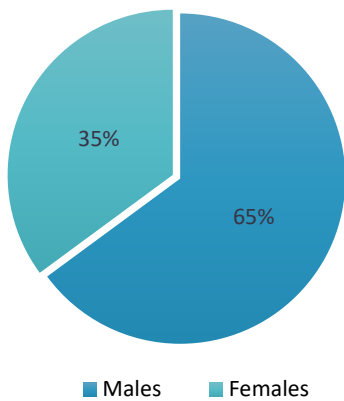


Fig. 2: Divisional breakdown across the VFA

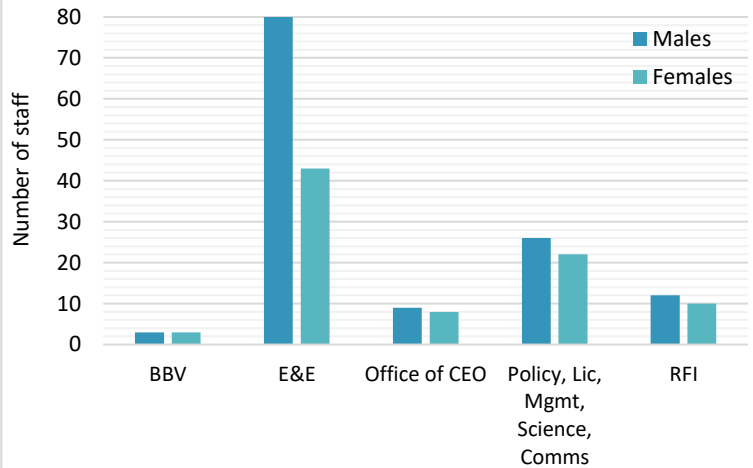


Fig. 3: All staff (excl casuals) by level classification

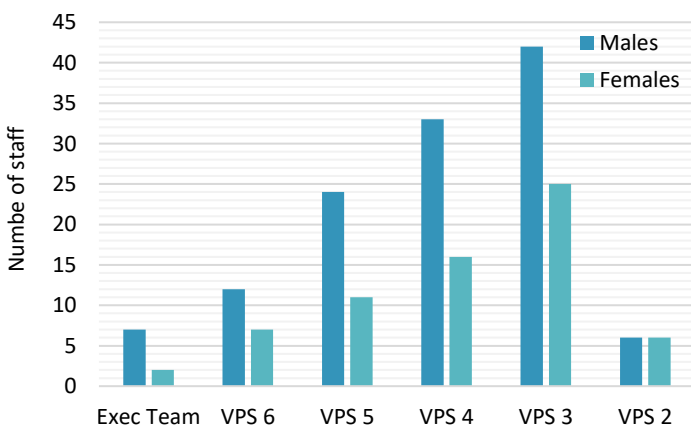
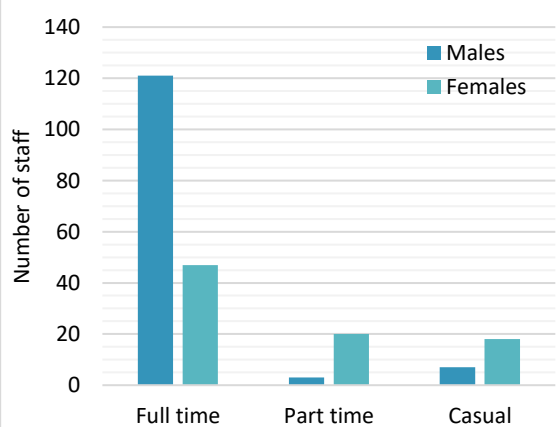
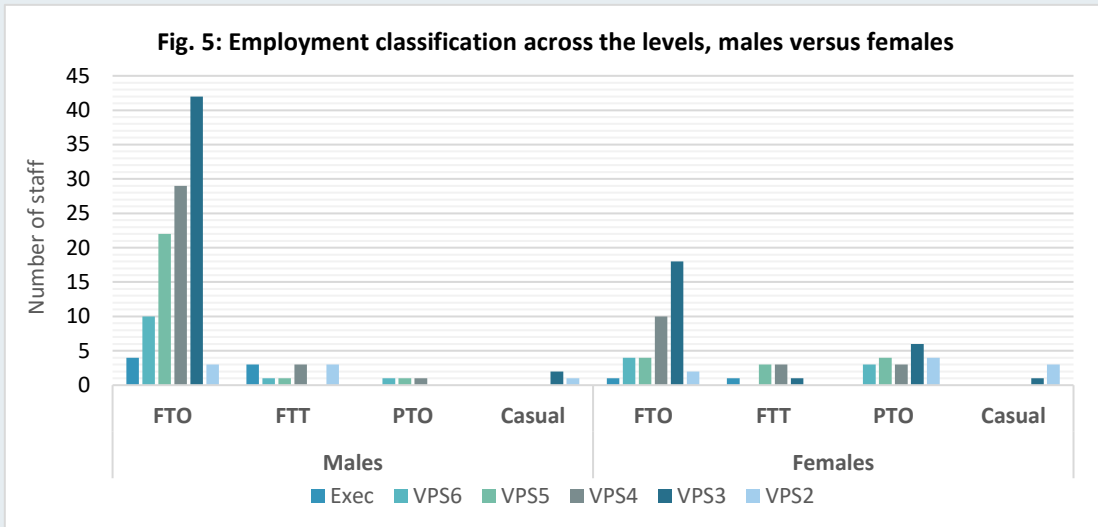


Fig. 4: All staff by employment type





(FTO = full-time ongoing, FTT = full-time temporary, PTO = part-time ongoing)

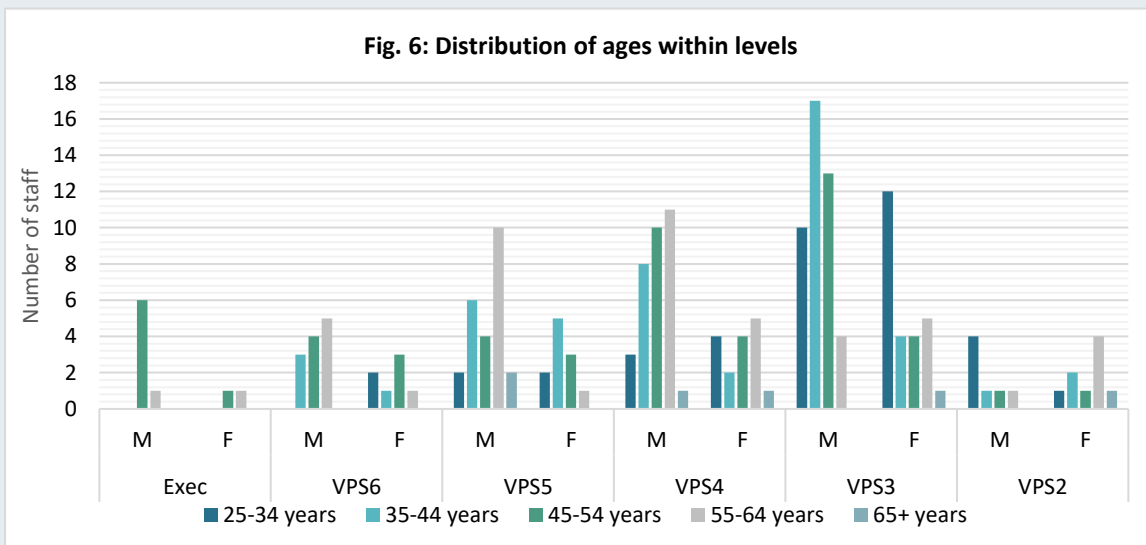
Age composition of the VFA’s workforce

The age composition of the VFA’s staff ranged from the 25-34 years to the 65+ age groups. The male to female percentage was approximately even for 25-34 years and 65+ years. The remaining age groups were comprised of a significantly higher number of males than females, with approximately a 70 to 30 percent split in each (Table 1).

Table 1: Age composition of VFA employees

Age group	Males (total)	Females (total)	% Male	% Female
25-34 years	19	21	47.5	52.5
35-44 years	35	14	67.3	32.7
45-54 years	38	16	70.4	29.6
55-64 years	32	17	65.3	34.7
65+ years	3	3	50.0	50.0

Of note, at the VPS3 and 4 levels, the number of female staff between the ages 25-34 years was higher than that of male staff, which may reflect a targeted recruitment of females into the E&E division (Figure 6).



Employee experience data (People Matter Survey)

- 66% of staff who did the survey agreed or strongly agreed with the statement that '*There is a positive culture within my organisation in relation to employees of different sexes/genders*'. This is down from 76% in 2019, and lower than the public service average of 81%.

Table 2: Percentage of survey respondents who agreed or strongly agreed with the following diversity and inclusion statements, by gender.

Survey statement	Percentage of respondents who agreed or strongly agreed			
	All	Males*	Prefer not to say gender*	Females*
Organisational climate - Diversity and Inclusion statement				
There is a positive culture within my organisation in relation to employees of different sexes/genders	66%	71%	50%	70%
There is a positive culture within my organisation in relation to employees from varied cultural backgrounds	66%	71%	50%	70%
There is a positive culture within my organisation in relation to employees of different age groups	63%	70%	50%	61%
There is a positive culture within my organisation in relation to employees who are Aboriginal and / or Torres Strait Islander	59%	62%	46%	64%
There is a positive culture within my organisation in relation to employees who identify as LGBTIQ+	65%	65%	61%	70%
There is a positive culture within my organisation in relation to employees with disability	48%	56%	29%	48%

* For the 2021 survey, 63 staff selected 'Male', 33 staff selected 'Female' and 28 staff selected 'Prefer not to say gender'.

Workplace Gender Equality Indicator 2

Gender composition of governing bodies



Strategies	Actions	Focus Area(s)
Continue to support the Minister and Board Chair to achieve greater intersectional diversity	Continue to ensure diversity is a focus for those involved in advertising and recruiting for Board members	Attraction & Recruitment

VFA narrative

Under the *Victorian Fisheries Act 2016*, the VFA is governed by an expertise-based Board. The Act specifies that Board should comprise of no less than five directors, and no more than eight. The recruitment process for Board members is undertaken outside of the VFA and managed by DOT. The Board directors are appointed by the Minister for Fishing and Boating and can either be appointed directly or appointed through a competitive process. The Minister appoints to ensure the Board has the skills, knowledge or experience in relation to:

- Legal practice
- Finance account
- Public administration or governance
- Natural resource management
- Fisheries management
- Aboriginal culture and identity as it relates to fishing and fisheries
- Stakeholder engagement
- Leadership and business management including HR
- Communications
- Marine or freshwater science
- Fishing industry operations
- Recreational fishing

The Board was established in 2017 and to date, the Board has had one Chair and six of the inaugural Directors remain. The Board has established and maintained a 50:50 ratio of males to females (i.e. four and four) (Figure 7); the Board Chair and Deputy Chair are female and the ratio of males to females has been maintained since the Board’s inception.

The age composition of the Board covers a wide range that is distributed across the 35-44 years to 65+ years age brackets. The VFA currently does not collect data on its Board members intersectional diversity (for example, Aboriginality, disability, cultural identity etc) (Figure 8).

Fig. 7: Gender composition of the VFA Board

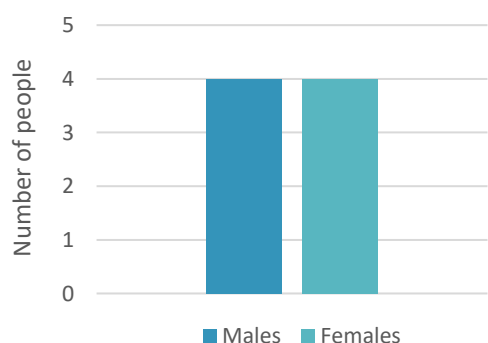
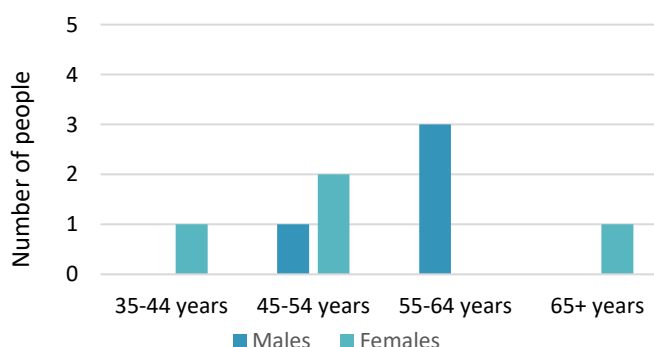


Fig. 8: Age composition of the VFA Board



Workplace Gender Equality Indicator 3

Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender

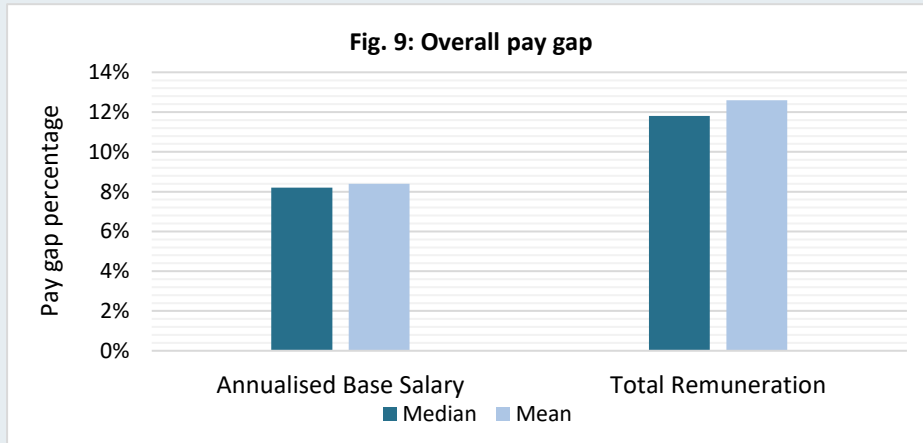


Strategies	Actions	Focus Area(s)
Ensure the updated parental leave progression entitlements in the 2020 EBA and its successor are being applied and communicated to staff	Communicate updates and reminders of parental leave and its associated entitlements to staff on an annual basis	Education & Awareness Communication
Evaluate overtime amounts in 'COVID-normal' business operations	Analyse and compare overtime amounts when a full year of events has resumed to validate if a gender difference exists	Education & Awareness
Provide fair and equitable opportunities for all staff to undertake higher duties	Ensure that higher duties opportunities are aligned with the Recruitment Policy and Procedure	Career Development & Support
Ensure that all recruitment and reclassifications have salaries that are benchmarked with experience and comparable roles	Managers continue to work with People and Culture on benchmarking salaries	Career Development & Support
	Create a remuneration panel (two people) for recruitment of staff into VPS5 and above	Career Development & Support
	Review Recruitment Policy and Procedure to include a process that ensures recruitment and reclassifications receive salaries benchmarked against experience and comparable roles	Career Development & Support

VFA narrative

Overall Workforce

Overall, the pay gap favours men in both annualised base salary and total remuneration. The pay gap increases when comparing base salary to total remuneration. Total remuneration includes allowances, and our data indicates that males are working more overtime and having more higher duties opportunity (Figure 9).

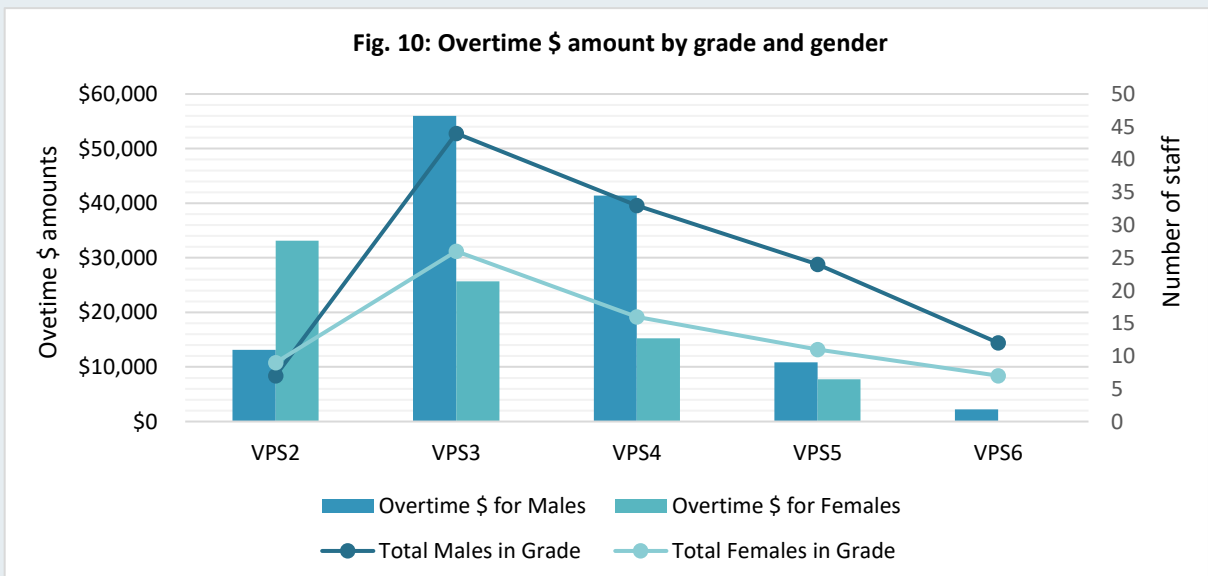


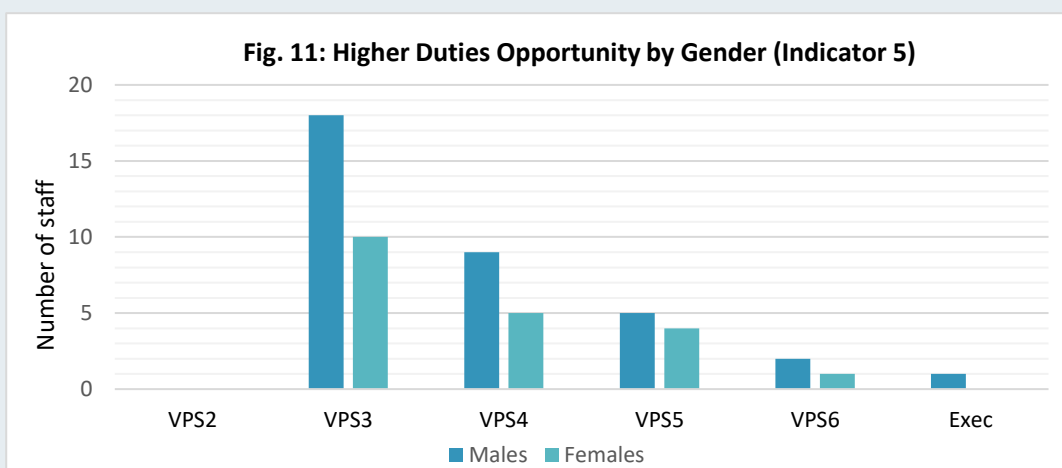
Allowances

Both males and females have equal access to all allowances. These allowances are included in total remuneration. Allowances can include:

- Overtime
- Higher duties
- Shift allowance
- First aid
- Mobility
- Working from home
- Duty Officer
- Standby
- Ocean
- Diving
- Marine Qualification

In the VFA, while males are receiving additional overtime and more opportunities to access higher duties assignments than females, it is proportionate to the ratio of male to female staff in each level (Figure 10) (Figure 11: Higher duties data comes from Indicator 5).





Pay gap breakdown by Grade/level from the CEO

Pay gap has been analysed by grade, as the reasoning for some grades pay gaps may differ from others. Each grade was assigned a level to the CEO, with CEO being 0, SES being -1 and so on. Generally, the further away an employee sits from the CEO, the higher the pay gap (favouring either women or men).

Table 3: Grade pay gap by median annualised base salary vs median total remuneration

VPS Grade	Median Annualised Base Salary Pay Gap %	Median Total Remuneration Pay Gap %	Pay Gap % Change
VPS2 (-8)	-26.4%	-14.4%	12%
VPS3 (-7)	8.3%	10.8%	2.5%
VPS4 (-6)	0.0%	10.2%	10.2%
VPS5 (-5)	7.5%	6.1%	-1.4%
VPS6 (-4)	-0.6%	0.2%	0.8%
STS (-3)	-3.0%	0.5%	3.5%
Principle Scientist (-2)	<i>Only males in this grade</i>		
SES (-1)	0.0%	-0.1%	0.1%

VPS2/-8

- This was the only VPS grade with a pay gap favouring females.
- A larger median to mean pay gap of base salary indicates either:
 - a) Females have a higher starting salary; or
 - b) Females have been in the role longer and have progressed through the Annual Performance Development and Review process to a higher salary.
- There were four females at the top of the pay grade, compared to only one male.

VPS3/-7

- Total remuneration was higher than base salary indicating that males receive more and/or higher allowances than females.
- There were 21 males at the top of band, compared to only four females.
- As in the VPS2 level, a larger median to mean pay gap of base salary indicates either:
 - a) Males have a higher starting salary; or
 - b) Males have been in the role longer and have progressed through the Annual Performance Development Review process to a higher salary.

VPS4/-6

- There was a 0% annualised base salary pay gap, yet a 10.2% total remuneration gap. The gap was caused by allowances and due to more males performing higher duties and receiving more than double the amount of overtime to females.

VPS5/-4

- This was the only group where the total remuneration pay gap was lower than base salary for females, which suggests that base salary is causing the pay gap.
- There were 12 men were at top of band compared to only five women.

VPS6 & STS/-3 & -2

- Annualised base salary was in favour of females, while total remuneration was in favour of males. This indicates that males at this level received more higher duties opportunities and allowances such as duty officer overtime than females.

SES/-1

- This was the smallest pay gap across all grades for both annualised and total remuneration.

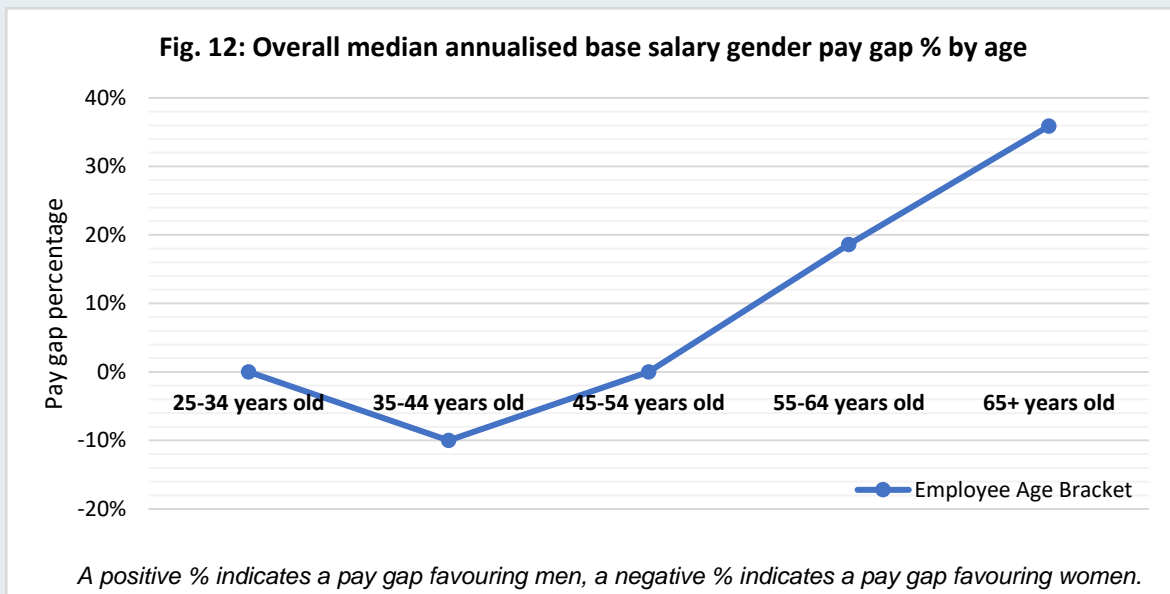
Employment Type

- The employment type with the largest gap was those in ongoing part-time roles.
- Females were more likely to have part-time ongoing roles; 20 women to three men in 2020-21.
- The three males in part-time roles sit at VPS4, 5 & 6
- 50% of part-time females sit at VPS2 and VPS3 level (i.e. lower grades than part time men).
- 50% of part-time females also are in the 55-64 or 65+ age bracket, linking to the next section.

Age

Figure 12 indicates that:

- 25-34 and 45-54 age groups have a 0% pay gap.
- 35-44 age group has a pay gap favouring women.
- Once the 55-65 is reached, there is a large increase in a pay gap favouring males.



Summary of Trends

- By level, staff levels further from the CEO had a larger pay gap (in either favour of females or males) than those in closer levels.
- Males received higher and/or more allowances than females at nearly all grades, which caused the larger gap when comparing total remuneration with annualised base salary. Those in Fisheries Officer roles were more likely to receive extra allowances, such as overtime. These roles sit at VPS3 and VPSG4 and traditionally, the applications received for Fisheries Officer roles have been more male dominated.
- By age, the pay gap increases to favour males once staff pass the 45-55 age bracket.
- By employment type, the largest pay gap was present in ongoing part-time roles, which were mainly held by females.
- The VFA's systems and onboarding processes don't support the collection of data for aboriginality, disability, sexual orientation, cultural identity, and religion to draw any conclusions on this data.
- Those who have worked at VFA longer tend to have a higher salary than a new starter.

Workplace Gender Equality Indicator 4

Sexual harassment in the workplace



Strategies	Actions	Focus Area(s)
Raise awareness of contact points and resources for those who may have experienced, or are experiencing, sexual harassment	Source an anonymous whistle-blower program for staff	Education & Awareness
	Train additional contact officers to ensure widespread representation across the VFA	Education & Awareness
	Analyse People Matter Survey results, address trends and assess the need for further risk treatments	Education & Awareness
	Promote current available resources for staff seeking advice on matters relating to sexual harassment in the workplace	Communication
Implement sexual harassment risk treatment plan	Embed into communications that we communicate in line with our values, that we are all accountable to ourselves, our team, the VFA and our community to provide a safe and respectful environment that is free from all forms of sexual harassment.	Communication
	Add a statement regarding values and acceptable behaviour to a template agenda for all meetings	Education & Awareness
	For incidents that are handled informally, explore methods to identify patterns, recognise causes and identify if any further treatment is needed	Education & Awareness
	Develop a plan to prevent and mitigate sexual harassment when dealing with stakeholders and members of the public, utilising anonymous feedback mechanisms for staff, plus other enforcement agency processes as reference	Education & Awareness
	Review the VFA's Sexual Harassment Policy and Procedure every two years.	Education & Awareness
Maintain biannual sexual harassment training	Plan, source and implement sexual harassment training for 2023 and 2025	Education & Awareness

VFA narrative

Workforce data

The VFA did not receive any sexual harassment complaints between 1 July 2020 to 30 June 2021.

Employee experience data (People Matter Survey)

In contrast, the responses to the relevant employee experience questions in the 2021 People Matter Survey indicated that 11 respondents experienced sexual harassment in the last 12 months.

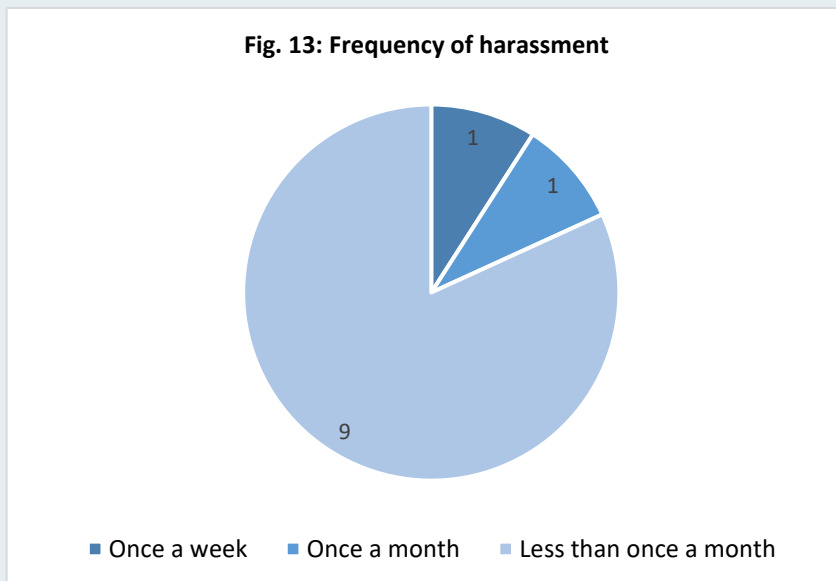
Of the 11 people (one female, seven males and three who would prefer not to say) indicated they had experienced incidents of sexual harassment in the workplace during the same reporting period.

In response to the statement that *'I feel safe to challenge inappropriate behaviour at work'*, 68% of male respondents agreed, compared with 67% of females, and 29% of those who 'preferred not to say'. While there was little difference between the response of males and females, there was a low level of agreement of those who preferred not to say their gender.

In response to the statement that *'My organisation takes steps to eliminate bullying, harassment and discrimination'*, 62% of male respondents agreed, compared with 70% of females and 32% of those who 'preferred not to say'. Again, there was a low level of agreement from those who preferred not to say their gender.

In response to the statement that *'My organisation encourages respectful workplace behaviours'*, 78% of male respondents agreed, compared with 91% of females and 64% of those who 'preferred not to say'.

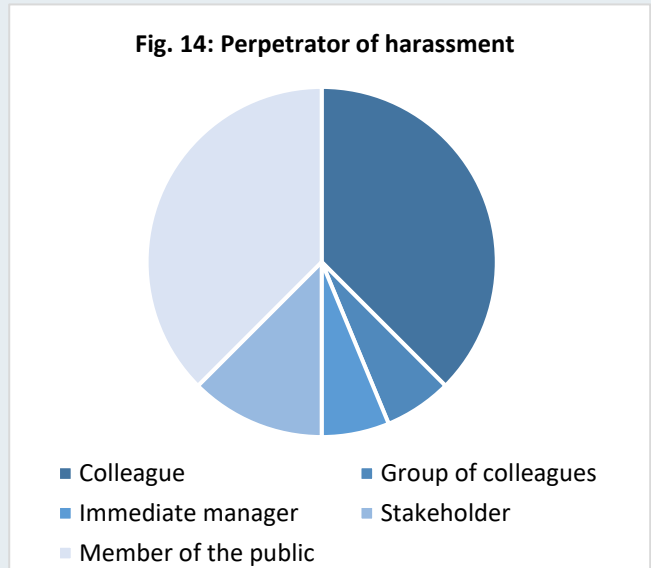
The 11 people who experienced incidents of sexual harassment are full-time ongoing staff based in a regional office or suburban office in greater Melbourne and identify as Australian. The frequency of the harassment is shown in Figure 13. Patterns of regularity by gender were not able to be determined.



People experiencing sexual harassment were able to give one or more answers in terms of what they experienced. Top three answers were:

- Intrusive questions about your private life or comments about your physical appearance.
- Sexual gestures, indecent exposure, or inappropriate display of the body.
- Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation).

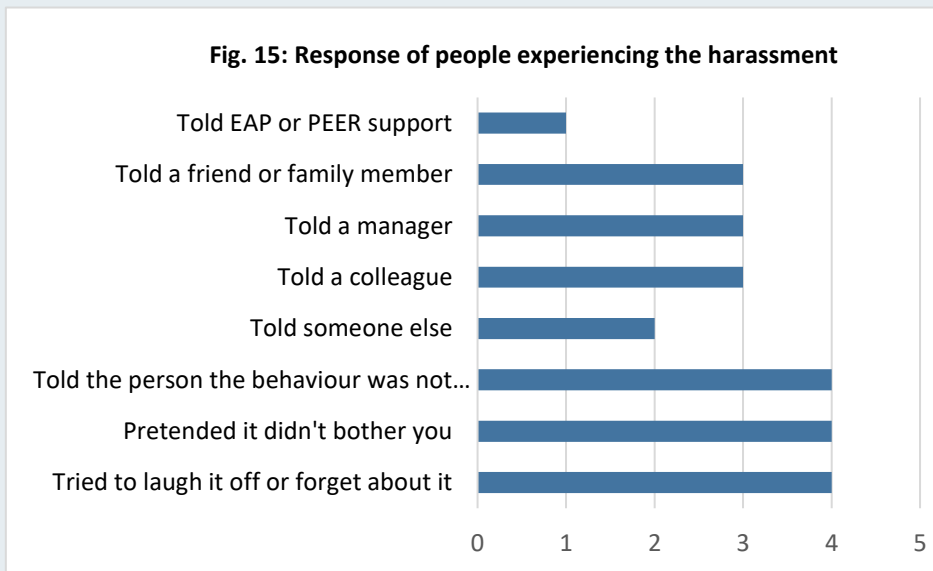
People experiencing sexual harassment were able to give one or more answers in terms of who was the perpetrator(s). The top three responses identified perpetrators as colleagues, members of the public and stakeholders (Figure 14).



One hundred percent of people did not submit a formal complaint. The top three reasons given were that they:

- '... didn't think it was serious enough';
- '.....believed there would be negative consequences for my reputation'; and
- 'didn't think it would make a difference'.

People experiencing sexual harassment were able to give one or more answers as to how they responded to the harassment (Figure 15).



The VFA Board has identified sexual harassment as a strategic risk which has both prevention and mitigation controls in place. While there were no formal complaints recorded, 11 respondents to the 2021 People Matter Survey indicated that they had experienced sexual harassment during the last 12 months which is unacceptable and requires further treatment. The treatment plan is captured as a strategy below.

Workplace Gender Equality Indicator 5

Recruitment and promotion in the workplace



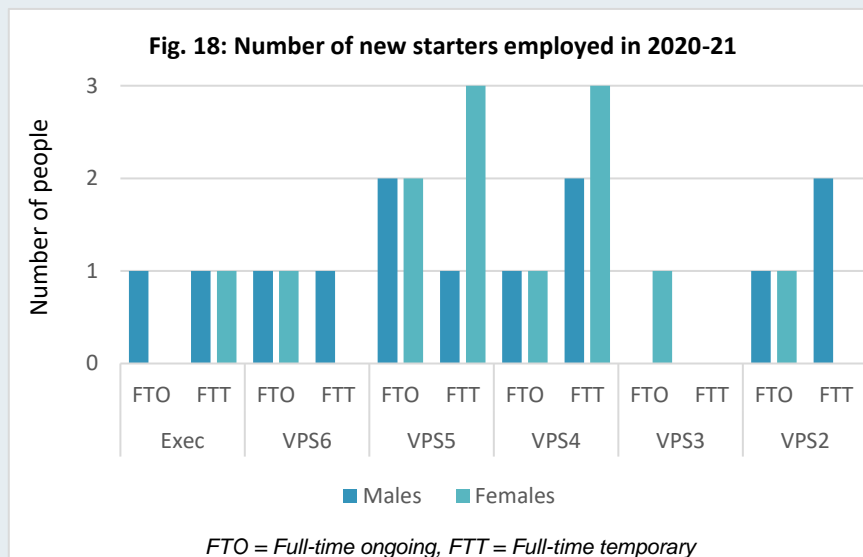
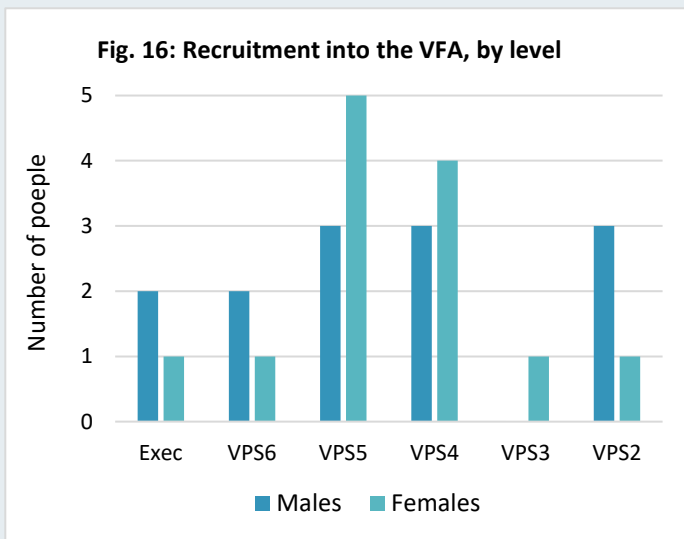
Strategies	Actions	Focus Area(s)
Identify job specific development needs targeted at bridging capability gaps for staff newly appointed into roles	Develop a template to support the creation of individual development plans for staff newly appointed into roles to ensure the development of the knowledge and skills needed for the role, where required	Career Development & Support
Eliminate unconscious bias in our recruitment processes	Conduct training for hiring managers on processes, unconscious bias, raising awareness and building a diverse workforce	Attraction & Recruitment
Review recruitment processes to attract greater diversity in candidates	Review language in job descriptions and advertisements in consultation with specialists in diversity and inclusion to ensure they are accessible to all, and implement appropriate wording and guidance	Attraction & Recruitment
	Apply special measures to recruitment processes for identified roles	Attraction & Recruitment
Ensure that internal secondments or reclassifications are recorded and analysed for gender differences	Explore and analyse options to collect both internal secondment and promotion (reclass) data through the existing HR management system	Education & Awareness Communication
	When data is available to collect, ensure it is shared with staff and that actions are developed if required	Education & Awareness Communication
Explore options for leadership programs and formal and informal mentoring programs	Following the development of the Talent Strategy, implement a leadership program and formal and informal mentoring opportunities	Career Development & Support

VFA narrative

Recruitment

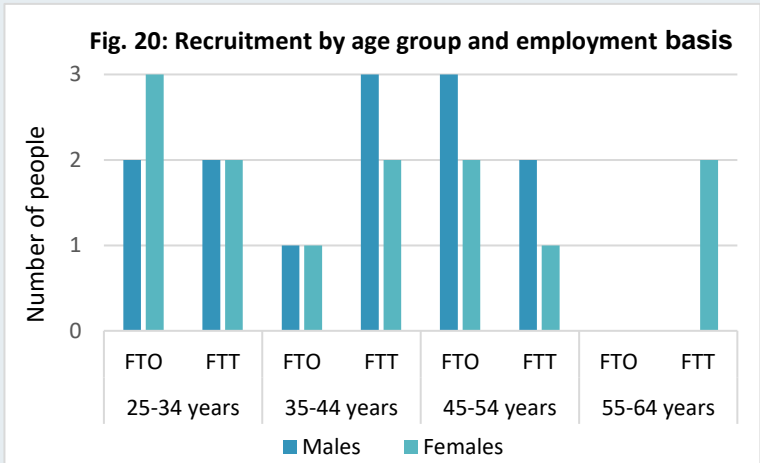
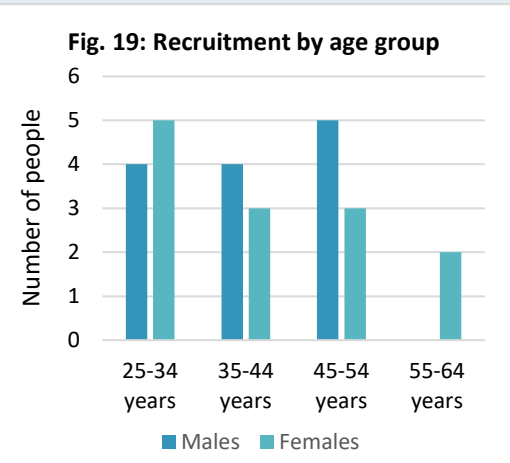
Between 1 July 2020 and 30 June 2021, the VFA recruited 26 people; 13 males and 13 females. Recruitment occurred at every level within the VFA, with the majority at the VPS4 and 5 classifications where there were slightly more females than males employed (Figure 16). Much of the recruitment was into positions previously filled temporarily by agency-on-hire staff, maternity leave vacancies, and additional roles required to meet the increasing demand on the VFA's service delivery.

The ratios of males to females employed on a full-time ongoing (FTO) basis and on a full-time temporary (FTT) basis were even; with six and seven respectively (Figure 17). Within the levels, employment of males and females into FTT and into FTO positions was also reasonably even, however slightly more females were employed into FTT VPS 4 and 5 roles (Figure 18).



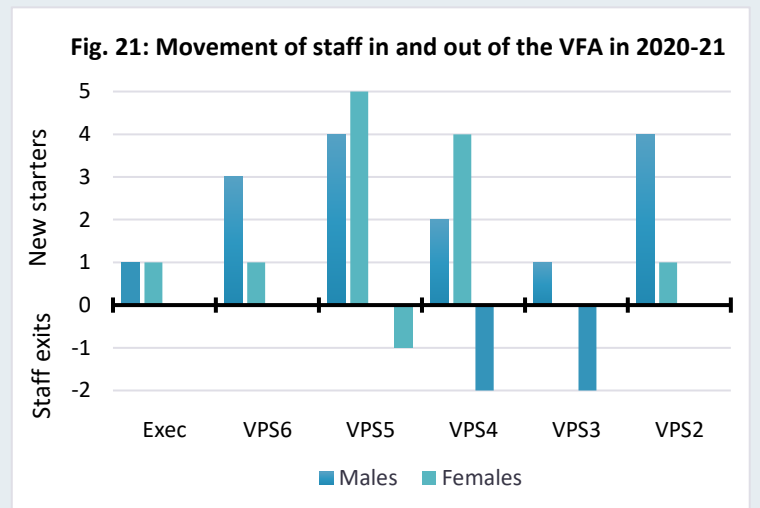
Age composition of recruitment

When examined by age group, there was no significant difference in the recruitment patterns between male and females. This was consistent for both total recruitment and recruitment into FTT and FTO positions (Figures 19 and 20).

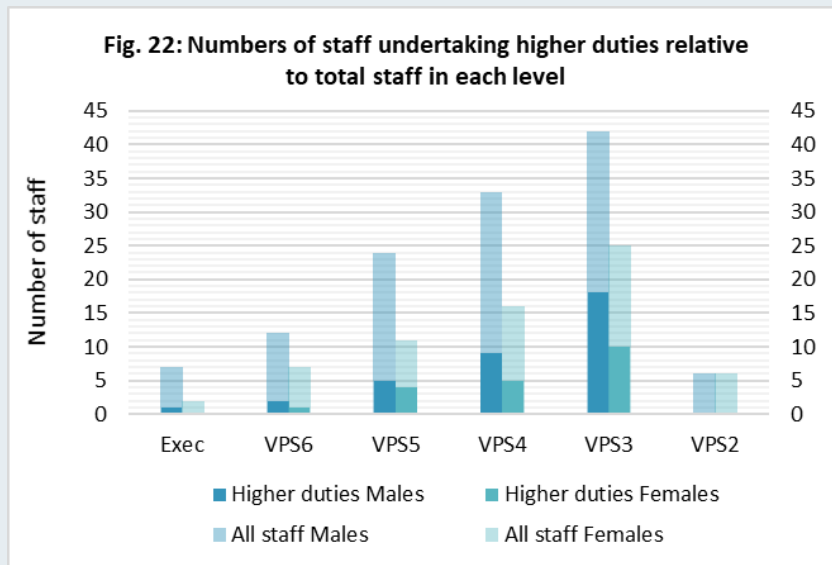


Staff exits

While there were 26 people recruited in 2020-21, five people exited the VFA during the year, reflecting both the growth and retention attractiveness of the VFA. Exits were in the VPS3, 4 and 5 levels, and included four males and one female. Four of the five exits were staff leaving FTO roles and the fifth was an exit from a part-time ongoing role. One exit was a retirement, while the others were spread across the remaining age groups and represent normal attrition (Figure 21).



Higher duties



Over 2020-21, there were 55 appointments for higher duties. The ratio of males and females given higher duties was broadly consistent with the total number of males and females at the given level (Figure 22).

Career development training

Twelve staff participated in career development training in 2020-21. All were from the VPS3 and 4 levels and comprised 10 males and two females.

Internal secondments or permanent promotions

The VFA has not collected data on internal secondments or permanent promotions, nor has any intersectional data been reported through recruitment processes (Aboriginal and/or Torres Strait Islander, disability, cultural identity, religion, sexual orientation).

Employee feedback from consultation

Feedback from staff through consultation and surveys indicated that staff felt genuine attempts had been made in recent years to achieve gender balance in most divisions. It was noted that the Enforcement division had actively sought applications from the female population in order to improve the balance. Feedback suggested that the VFA should focus on:

- Removing conscious and unconscious bias from recruitment processes and ensure recruitment panels maintain the view that the ability to do a job is not gender specific.
- Ensuring that job descriptions/advertisements accurately describe requirements of the job – physically and mentally – and the form of work (e.g. shift work).
- Investigating options for increased flexibility and job sharing, particularly in Enforcement roles.
- Addressing gaps in progression.
- Improving the number of females in mid-management level positions.
- Developing ways to encourage diversity in recruitment.

Employee experience data (People Matter Survey)

The questions in Table 4 are those specified by the Victorian Public Sector Commission as the recommended minimum standard for this indicator. It is important to note that the percentages are comprised from survey responders who agreed or strongly agreed with these statements. The table shows an overall VFA average and scores by gender. For the 2021 survey, 63 staff selected 'Male', 33 staff selected 'Female' and 28 staff selected 'Prefer not to say'.

Table 4: Percentage of survey respondents who agreed or strongly agreed with statements relating to equality in the VFA's recruitment practices.

Survey statement	Percentage of respondents who agreed or strongly agreed			
	All	Males	Prefer not to say gender	Females
My organisation makes fair recruitment and promotion decisions, based on merit	29%	40%	7%	27%
I feel I have an equal chance at promotion in my organisation	29%	37%	21%	21%
Gender is not a barrier to success in my organisation	52%	57%	39%	52%
Being Aboriginal and/or Torres Strait Islander is not a barrier to success in my organisation	60%	62%	50%	67%
Cultural background is not a barrier to success in my organisation	60%	63%	43%	67%

Workplace Gender Equality Indicator 6

Availability and utilisation of terms, conditions and practices relating to family violence leave, flexible working arrangements and working arrangements supporting workers with family or caring responsibilities



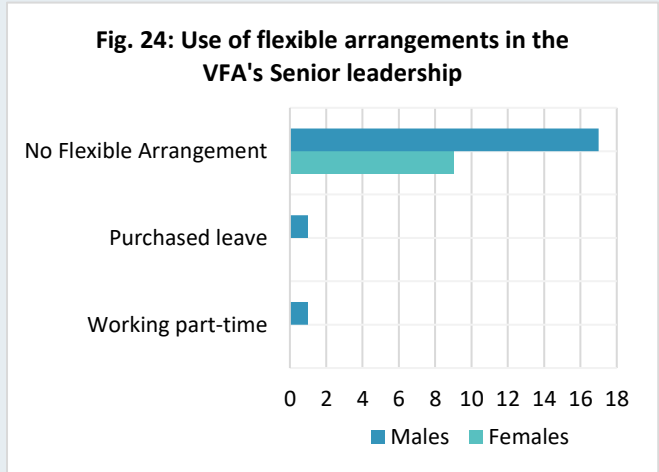
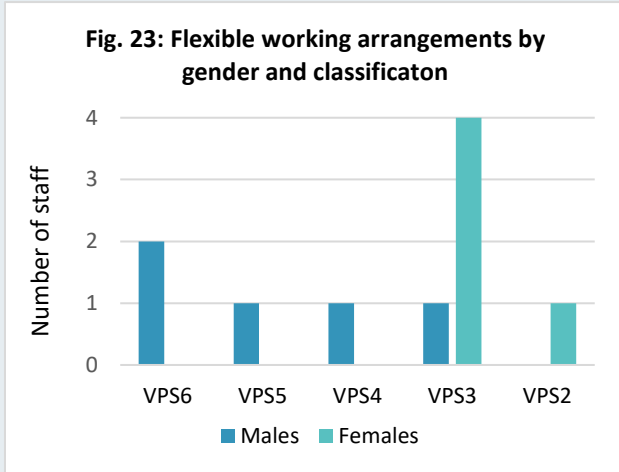
Strategies	Actions	Focus Area(s)
Raise awareness on family violence leave policy and processes and contact officers	Promote current available resources for staff seeking advice or assistance on matters relating to family violence leave	Communication
Provide training for managers in supporting anyone experiencing family violence	Commission a specialist organisation to facilitate ongoing training programs for managers	Education & Awareness
Improve education around access to flexible working arrangements for those seeking it	Include flexibility in our recruitment material and discuss as part of recruitment process (position description, interview guide, offer)	Education & Awareness
	Maintain communications around flexible working arrangements	Education & Awareness
	Undertake a gender impact assessment on the uptake of flexible working arrangements	Attraction & Recruitment Career Development & Support Education & Awareness Communication
	Educate leaders to support flexible working arrangements	Education & Awareness
Provide opportunities for job-sharing, part-time and flexible working arrangements, where applicable	Undertake an assessment to identify roles that could be considered for a job-sharing arrangement (link to the Recruitment Policy)	Career Development & Support
Gain insight into initiatives and programs for supporting the individual needs of staff returning to the workplace after a career break	Develop a template to support managers and staff through the process leading up to, during and returning to the workplace from a career break	Education & Awareness
Manager and staff member to understand individual workload challenges and pressures	As part of the PDR process, individual workload challenges and pressures are discussed at the commencement, midcycle and end-of-PDR cycle	Career Development & Support

VFA narrative

Formal flexible working arrangements

Formal flexible working arrangements were in place for 10 staff (9.8% of staff); five were female and five were male (Figure 23).

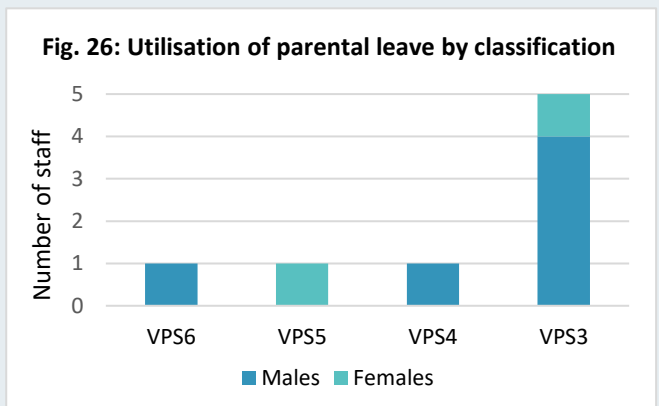
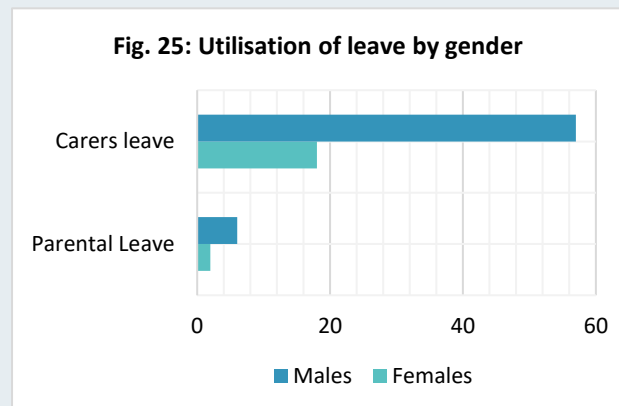
The Senior Leadership Group, comprising Executives, SES, Principal Scientists and VPS6, had two staff with flexible working arrangements (Figure 24).



Types of leave supporting family and caring responsibilities

Three types of leave were taken relating to family violence, caring and family responsibilities.

There was a greater uptake by males for both carer's leave and parental leave. Males represented 77% of those who took carer's leave (Figure 25). This is proportionally higher than the cohort of males in the VFA (65%). Eight staff took parental leave: six men and two women (Figure 25). Utilisation was spread across the VPSG3-VPSG6 levels (Figure 26).



Employee Experience Data

The People Matter Survey responses demonstrated that there were gendered differences in perceptions of workplace flexibility and leave as shown in Table 5. Overall, there was a low level of agreement to all statements from those who preferred not to say their gender.

Table 5: Percentage of survey respondents who agreed or strongly agreed with statements relating to workplace flexibility and leave.

Survey statement	Percentage of respondents who agreed or strongly agreed		
	Males*	Prefer not to say gender*	Females*
I am confident that if I requested a flexible work arrangement, it would be given due consideration.	60%	46%	76%
My organisation would support me if I needed to take family violence leave.	79%	61%	91%
My organisation supports employees with family or other caring responsibilities, regardless of gender.	71%	57%	82%
There is a positive culture within my organisation in relation to employees who use flexible work arrangements.	52%	32%	73%
Using flexible work arrangements is not a barrier to success in my organisation.	54%	29%	61%
I have the flexibility I need to manage my work and non-work activities and responsibilities.	79%	64%	91%
There is a positive culture within my organisation in relation to employees who have caring responsibilities.	54%	25%	73%
There is a positive culture within my organisation in relation to employees who have family responsibilities.	59%	29%	73%
Having caring responsibilities is not a barrier to success in my organisation.	52%	25%	70%
Having family responsibilities is not a barrier to success in my organisation.	57%	36%	58%

*For the 2021 survey, 63 staff selected 'Male', 33 staff selected 'Female' and 28 staff selected 'Prefer not to say'

Workplace Gender Equality Indicator 7

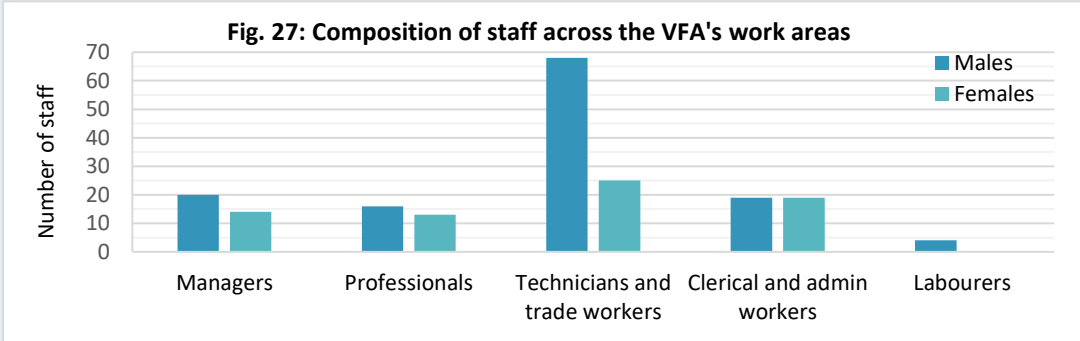
Gendered segregation in the workplace



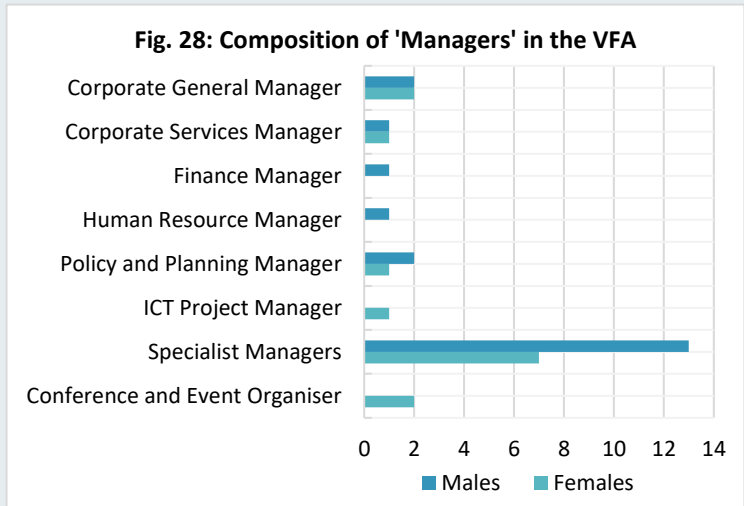
Strategies	Actions	Focus Area(s)
Embed gender impact assessment in decision making	Identify programs, policies and services that have direct and significant public impact	Education & Awareness
	Implement training in conducting gender impact assessments for managers developing or reviewing policies, programs or services that directly and significantly impact on the public	Education & Awareness
	Implement training for all staff so that any decision-making process i) considers how the policy/program/service can better meet the needs of different genders, ii) addresses gender inequality which may be shaped by other aspects of identity and iii) promotes gender equality	Education & Awareness
Generate collaboration during the implementation of the GEAP	Establish a cross-functional cross-level diverse working group to operate as key influencers and advocates	Communication Education & Awareness
Attract diverse groups to work in the VFA	Undertake targeted Fisheries Officer recruitment drives to improve our diversity	Attraction & Recruitment
	Implement the GoTafe Arcadia hatchery employment strategy to achieve 50% Indigenous employment at the hatchery	Attraction & Recruitment
Launch a new Women in Recreational Fishing (WIRF) Strategy by March 2022	Use surveys from the WIRF community and the Victorian public to inform our knowledge of the external perception of the VFA brand	Communication Education & Awareness
	Develop the WIRF Strategy using workshop consultation and survey data	Attraction & Recruitment Education & Awareness
Improve engagement with communities	Establish a Community Reference Group as a platform for assisting Cultural and Linguistically Diverse communities engage with the VFA and contribute to fisheries resource management discussions	Communication Education & Awareness
	Continue to implement initiatives from the VFA Accessibility Action Plan to engage with people of all abilities	Communication Education & Awareness
Utilise whole-of-government surveys to improve our knowledge, understanding and awareness of gendered segregation in the workplace	Encourage staff participation in the annual People Matter Survey	Communication
	Encourage staff participation in government surveys such as whole-of-Victorian Government pulse surveys and the Australian Workplace Equality Index Employee Survey	Communication
	Communicate results of government surveys to staff	Education & Awareness

VFA narrative

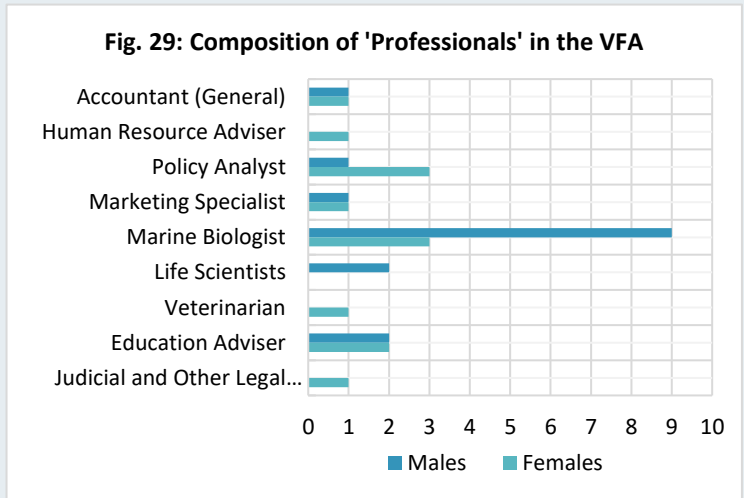
Across the VFA’s work areas, males outnumbered females in all areas other than the Clerical and Administrative Workers category, where it was evenly split. There were significantly more males in the Technicians and Trade Workers category, which was expected as the category includes Fisheries Officers, with 66 males to 25 males at 30 June 2021. There were also substantially more males in the Manager category; 20 males to 14 females. The number of staff in the category of Professionals was slightly in favour of males, with 16 males to 13 females. All staff in the Labourer category were male (Figure 27).



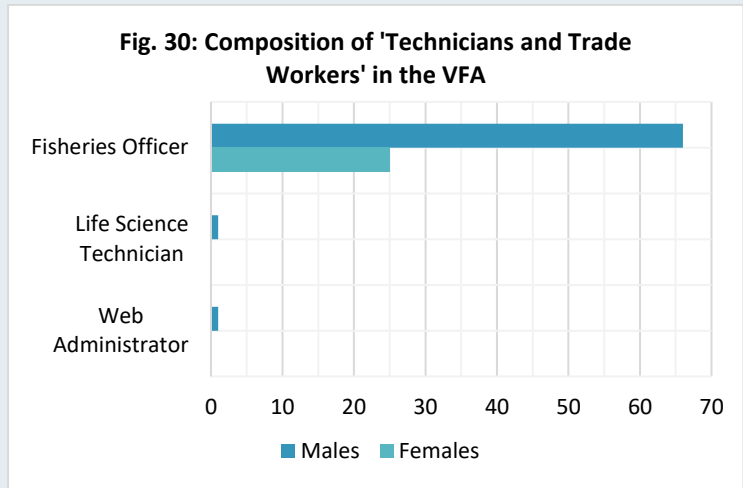
Within the Manager category, the split of staff was relatively even in all roles, apart from Specialist Managers, where there were 13 males to seven females. The disparity in this classification is the source of the inequality in the overall Manager category (Figure 28).



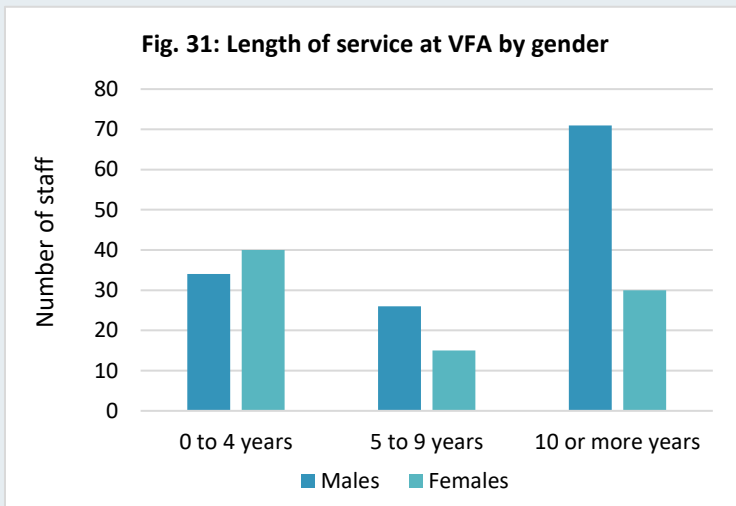
Within the Professionals category, there were a number of roles in which females outnumbered males, such as in the Policy Analyst field. However, the largest difference was in the Marine Biologist field, where males significantly outnumbered females by nine to three (Figure 29).



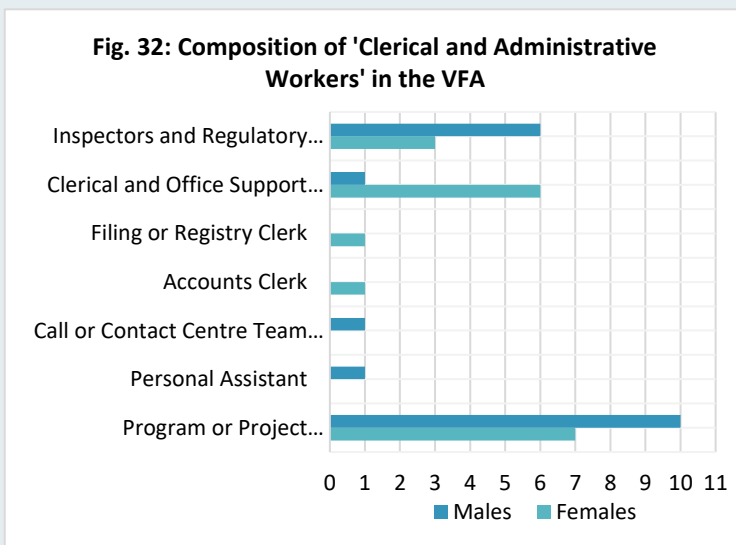
As mentioned, at 30 June 2021, the largest inequality in the VFA can be found in the ratio of males to females employed as Fisheries Officers (Figure 30). There are numerous potential rationales for this including, but not limited to, a historical assumption that the role is more suited to males; that it is a role that is more appealing to males; or that females have been historically overlooked.



Going forward, the VFA is and has been actively improving its recruitment campaigns, is actively seeking applications from the female population and is investigating ways to convey that the VFA is an inclusive workplace for all.



When examined by length of service in the VFA, trends indicated that there were more females than males in the 0-4 years category, which was stark contrast to the ratio of males to females with a tenure of 10 or more years at 71 to 30, respectively (Figure 31).



While the ratio males to females within the Clerical and Administrative workers category was evenly split, some of the patterns within the category reflect traditional gender lines. For example, the number of females in Clerical and Office Support roles outnumber males six to one. The number of males in the Inspectors/Regulatory Officer and Program/Project Administrator roles outweighed females, six to three and 10 to seven, respectively (Figure 32).

In the VFA, the Labourers category comprises Aquaculture workers and there were four males employed and no females.

Employee feedback (People Matter Survey)

The 2021 People Matter Survey indicated that:

- 70% of staff who did the survey agreed or strongly agreed that 'Senior leaders actively support diversity and inclusion in the workplace'.
- 61% of respondents responded positively to questions about diversity and inclusion (down from 66% in 2019, and lower than the public sector average at 71%).
- 78% of staff agreed or strongly agreed that the VFA 'encourages respectful workplace behaviours'.

Table 6 shows responses to key survey questions related to gendered segregation in the workplace.

It is important to note that the percentages are comprised from survey responders who agreed or strongly agreed with these statements. The table shows an overall VFA average and scores by gender. For the 2021 survey, 63 staff selected 'Male', 33 staff selected 'Female' and 28 staff selected 'Prefer not to say'.

Table 6: Percentage of survey respondents who agreed or strongly agreed with statements relating to gendered segregation in the workplace.

Survey statement	Percentage of respondents who agreed or strongly agreed			
	All	Males	Prefer not to say gender	Females
My organisation uses inclusive and respectful images and language	81%	84%	64%	88%
In my workgroup, work is allocated fairly, regardless of gender	74%	81%	64%	70%
There is a positive culture within my organisation in relation to employees from varied cultural background	66%	71%	50%	70%
There is a positive culture within my organisation in relation to employees who identify as LGBTIQ+	65%	65%	61%	70%
Being Aboriginal and/or Torres Strait Islander is not a barrier to success in my organisation	60%	62%	50%	67%
Age is not a barrier to success in my organisation	47%	52%	29%	52%
Disability is not a barrier to success in my organisation	40%	44%	29%	42%
Sexual orientation is not a barrier to success in my organisation	58%	65%	36%	64%

5. Leadership and resourcing

Leadership in the VFA

Executive Commitment to the GEAP

The VFA Executive Team (VFET) are dedicated to promoting gender equality in the workplace and promoting gender equality when developing or reviewing policies, programs and services that directly and significantly impact on the public.

VFET have supported the development of the GEAP ensuring that consultation and engagement have been integrated in the process. Noting that gender inequality may be compounded by other forms of discrimination, VFET will continue to implement diversity and inclusion initiatives in line with the VFA's Diversity and Inclusion Framework.

VFET will lead and support the implementation of the GEAP, integrating a gender lens into decision making including gender responsive budgeting.

VFET will report on the implementation to the VFA Board People and Safety Committee every six months and the VFA Board annually.

Resourcing

Gender Staffing and Capacity across the VFA

The VFA has 188 FTE (at 30 June 2021) and while the VFA remains an independent statutory authority, it forms part of the transport portfolio, led by the Department of Transport (DoT) and receives some corporate services through a service level agreement.

The VFA has an inhouse People and Culture Team which consists of two FTE – People and Culture Manager and People and Culture Advisor (which includes HR reporting and learning and development system management). The VFA does not have an inhouse diversity and inclusion team nor staff who focus on education, training or internal communications related to People and Culture Projects.

To make reasonable material change through the implementation of the GEAP the VFA will dedicate time and budget and utilise existing people resources where possible. For specialist advice, subject matter expertise and training delivery the VFA will utilise where appropriate diversity and inclusion education and programs through DoT and seek education services from external providers.

Implementation Management Team

Given limited inhouse resources, the VFA 'responsible resources' will be undertaking the management of GEAP implementation activities in conjunction with their substantive role responsibilities. The proposed roles and associated resources are listed in Table 7 below with an estimated number of days for leading and managing implementation per month. This assumes an approximate 1.6 days a week being spent on managing the implementation.

The table does not include an estimate of the time to undertake the actions in the GEAP.

Table 7: Implementation Management

Implementation Management Roles (Undertaken along with substantive roles)	Responsible Resource	Approx. days per month
Implementation Management Team		
GEAP Exec Lead Executive leadership of the development and implementation of the GEAP	Chief Operating Officer SES1	1
GEAP Performance Lead Development of annual implementation plans, progress reporting and evaluation, and coordination across VFA	Manager Strategy and Planning VPS6	2
Lead Implementation Technical Advisor	People and Culture Manager VPS6	2
Implementation Assistant	People and Culture Advisor VPS4	2
GEAP Implementation Working Group Key influencers to generate collaboration and advocate for the GEAP in own areas		
	A cross-functional working group across all levels of VFA.	0.5 per group member
Subject Matter Experts		
	VFA People and Culture Team VFA Communication Team Manager Corporate Operations Manager Events and Engagement (WIRF) DoT's Centres of Expertise, e.g., Diversity and Inclusion Team and Recruitment External Providers of Education Experience of other Agencies	As needed

Training

Table 8: Proposed training program

Target Training Group	Estimated attendance time*
Training of Senior leaders and cross-functional group (challenging stereotyped norms)	Approx. 35 for 1.5 days
Gender Impact Assessment Training for Managers developing or reviewing policies, programs and services that directly and significantly impact the public	Approx. 25 for 1 day
Gender Impact Assessment Training for all staff	Approx. 160 for 1 day
People Managers Training in recruiting, managing, and supporting diverse staff, including those experiencing family violence.	Approx. 55 for 0.5 days per year
Additional Contact Officers	Approx. 4 for 1 day
Sexual harassment training	Approx. 185 for 0.5 days every second year
Other training initiatives	As sourced and needed

* Table provides an estimate and time will be determined once training objectives and needs are sourced.

Budget

The CEO has directed divisional leaders to apportion gender equality costs associated with the development of the GEAP and the implementation of the activities in FY21/22 and 22/23 into their annual budgets. This process will be overseen by the CFO.

The VFA will seek funding to assist with the ongoing cost of implementation, particularly training, sourcing assistance from subject matter experts and incorporating ongoing diversity and inclusion initiatives.

Timing

To plan resource needs and the timing of implementation, actions have been identified as core or supporting.

Core refers to ongoing activities that embed gender equality within existing processes and systems.

Supporting activities include the development of strategies, projects to deliver initiatives and specialised training. These are allocated to a specific year(s).

Strategic Resource Plan

Strategies	Actions	Focus Area(s)	Core or Support	Lead	Delivery timeline					Success Measure	
					2021	2022	2023	2024	2025		
1. Gender composition of all levels of the workforce											
1.1	Identify and develop talent within the VFA	Develop a Talent Strategy that supports gender, diversity and inclusion, and considers intersectionality	CD&S	S	P&C		✓	✓			Talent Strategy developed (Phase 2022, Phase 2023)
		Phases of Talent Strategy implemented	CD&S	C	P&C						Progress against implementation plan/s
1.2	Ensure our recruitment attracts and promotes diversity	Update our VFA branding and supporting documentation to ensure it is inclusive through consultation with intersectional groups	A&R	S	P&C/Comms		✓				VFA branding updated by end 2022 and ongoing improvements implemented as required
		In recruitment advertisements and position descriptions, be open and transparent to all in our aspirations to become more diverse	A&R	C	P&C/Comms		☒				Statement added to all external recruitment documentation
1.3	Improve gender balance at senior management level (SES, Principal Scientists, STS, and VPS6)	Actively recruit for gender balance	A&R CD&S	C	CEO	☒					Increased percentage of women in senior management
1.4	Promote diversity into VPS5 and above roles	In addition to internal candidate pool, explore opportunities for more lateral and external candidates for roles at VPS5 and above, which includes identifying opportunities for flexible working arrangements (job sharing, part time etc)	A&R	S	COO		✓				Recruitment Policy strengthened so that it is embedded in recruitment practices by hiring managers
1.5	Continue to learn about the barriers to achieving greater gender composition	Gather and analyse information on barriers to achieving gender composition, using tools such as the People Matter Survey, exit interviews when they occur, Gender Working Group feedback	A&R	C	P&C	☒					Progressive increase in gender composition balance
		Work with DoT systems to ensure intersectional data is collected in the new HR system	E&A	C	P&C		☒				Greater intersectional data available in HR system reports by 2025



A&R Attraction & Recruitment	E&A Education & Awareness	☐ Task is ongoing and part of the business we do	✓ One-off project that supports the GEAP, tick indicates the year(s) it will be undertaken
CD&S Career Development & Support	Comm Communication: Internal & External	☒ Core project that once implemented is ongoing	

Strategies	Actions	Focus Area(s)	Core or Support	Lead	Delivery timeline					Success Measure	
					2021	2022	2023	2024	2025		
2. Gender composition of governing bodies											
2.1	Continue to support the Minister and Board Chair to achieve greater intersectional diversity	Continue to ensure diversity is a focus for those involved in advertising and recruiting Board members	A&R	C	COO	☐					VFA has confirmed inclusive wording in advertisements for Board members
3. Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender											
3.1	Ensure the updated parental leave progression entitlements in the 2020 EBA and its successor are being applied and communicated to staff	Communicate updates and reminders of parental leave and its associated entitlements to staff on an annual basis	E&A Comm	C	P&C	☐					Regular communication has been delivered via email and VFA newsletter
3.2	Evaluate overtime amounts in 'COVID-normal' business operations	Analyse and compare overtime amounts when a full year of events has resumed to validate if a gender difference exists	E&A	S	P&C			✓			Report prepared on results of overtime analysis to indicate if a gender issue exists in the use and allocation of overtime
3.3	Provide fair and equitable opportunities for all staff to undertake higher duties	Ensure that higher duties opportunities are aligned with the Recruitment Policy and Procedure	CD&S	S	COO		✓				Review of policy, procedure and operational requirements undertaken to incorporate direction for higher duties less than six months
3.4	Ensure that all recruitment and reclassifications have salaries that are benchmarked with experience and comparable roles	Managers continue to work with People & Culture on benchmarking salaries	CD&S	C	P&C Team	☐					Percentage decrease in pay gaps
		Create a remuneration panel (two people) for recruitment of staff into VPS5 and above	CD&S	S	P&C Team		✓				Remuneration panel created
		Review Recruitment Policy and Procedure to include a process that ensures recruitment and reclassifications receive salaries benchmarked against experience and comparable roles	CD&S	S	COO			✓		✓	

A&R Attraction & Recruitment	E&A Education & Awareness	☐ Task is ongoing and part of the business we do	✓ One-off project that supports the GEAP, tick indicates the year(s) it will be undertaken
CD&S Career Development & Support	Comm Communication: Internal & External	☐ Core project that once implemented is ongoing	

VFA Gender Equality Action Plan 2021-2025

Strategies	Actions	Focus Area(s)	Core or Support	Lead	Delivery timeline					Success Measure	
					2021	2022	2023	2024	2025		
4. Sexual harassment in the workplace											
4.1	Raise awareness of contact points and resources for those who may have experienced, or are experiencing, sexual harassment	Source an anonymous whistle-blower program for staff	E&A	S	P&C Team		✓				Whistle-blower program identified and implemented for staff access
		Train additional contact officers to ensure widespread representation across the VFA	E&A	S	COO		✓		✓		Successful completion of training additional contact officers achieved
		Analyse People Matter Survey results, address trends and assess the need for further risk treatments	E&A	C	COO						Annual review of sexual harassment risk has been undertaken
		Promote current available resources for staff seeking advice or assistance on matters relating to sexual harassment in the workplace	Comm	C	COO						1) Contact officers clearly identified on intranet and through email signature blocks 2) Promotion delivered via weekly staff newsletter, OHS monthly newsletter and promotion activities in line with the Health and Wellbeing Program
4.2	Implement the VFA's sexual harassment risk treatment plan	Embed into communications that we communicate in line with our values, that we are all accountable to ourselves, our team, the VFA and our community to provide a safe and respectful environment that is free from all forms of sexual harassment	Comm	S	COO		✓				Standard messaging that aligns with the VFA acceptable behaviour has been applied to external media platforms
		Add a statement regarding values and acceptable behaviour to a template agenda for all meetings	E&A	S	COO		✓				Statement included in template agenda
		For incidents that are handled informally, explore methods to identify patterns, recognise causes and identify if any further treatment is needed	E&A	S	COO		✓				Method for identifying patterns from incidents handled informally has been established
		Develop a plan to prevent and mitigate sexual harassment when dealing with stakeholders and members of the public, utilising anonymous feedback mechanisms for staff, plus other enforcement agency processes as reference	E&A	S	COO		✓	✓			Preventing Sexual Harassment in the Field Action Plan has been developed
		Review the VFA's Sexual Harassment Policy and Procedure	E&A	S	COO		✓		✓		Sexual Harassment Policy and Procedure has been reviewed
4.3	Maintain biannual sexual harassment training	Plan, source and implement sexual harassment training for 2023 and 2025	E&A	S	COO			✓		✓	Sexual harassment training has been conducted



A&R Attraction & Recruitment	E&A Education & Awareness	 Task is ongoing and part of the business we do	✓ One-off project that supports the GEAP, tick indicates the year(s) it will be undertaken
CD&S Career Development & Support	Comm Communication: Internal & External	 Core project that once implemented is ongoing	

Strategies	Actions	Focus Area(s)	Core or Support	Lead	Delivery timeline					Success Measure	
					2021	2022	2023	2024	2025		
5. Recruitment and promotion in the workplace											
5.1	Identify job specific development needs targeted at bridging capability gaps for staff newly appointed into roles	Develop a template to support the creation of individual development plans for staff newly appointed into roles to ensure the development of the knowledge and skills needed for the role, where required	CD&S	S	P&C Team			✓			Template for individual development plans has been created
5.2	Eliminate potential unconscious bias in our recruitment processes	Conduct training for hiring managers on processes, unconscious bias, raising awareness and building a diverse workforce	A&R	S	P&C Team			✓			Training for hiring managers sourced and delivered
5.3	Review recruitment processes to attract greater diversity in candidates	Review language in job descriptions and advertisements in consultation with specialists in diversity and inclusion to ensure they are accessible to all, and implement appropriate wording and guidance	A&R	S	P&C Team		✓				Job descriptions and advertisements are accessible to all
		Apply special measures to recruitment processes for identified roles	A&R	C	P&C Team			☐			Increased diversity in recruitment achieved
5.4	Ensure that internal secondments or reclassifications are recorded and analysed for gender differences	Explore and analyse options to collect both internal secondment and promotion (reclass) data through the existing HR management system	E&A Comm	S	P&C Team				✓		Method to collect data on internal secondments and promotions has been implemented
		When data is available to collect, ensure it is shared with staff and that actions developed if required	E&A Comm	S	P&C Team				✓		Data on prevalence of internal secondments and promotions has been shared with staff and any appropriate actions developed
5.5	Explore options for leadership programs and formal and informal mentoring programs	Following the development of the Talent Strategy, implement a leadership program and formal and informal mentoring opportunities	CD&S	S	P&C Team					✓	Leadership and mentoring program has been developed



A&R Attraction & Recruitment	E&A Education & Awareness	☐ Task is ongoing and part of the business we do	✓ One-off project that supports the GEAP, tick indicates the year(s) it will be undertaken
CD&S Career Development & Support	Comm Communication: Internal & External	☐ Core project that once implemented is ongoing	

Strategies	Actions	Focus Area(s)	Core or Support	Lead	Delivery timeline					Success Measure		
					2021	2022	2023	2024	2025			
6. Availability and utilisation of family violence leave, flexible working arrangements and working arrangements supporting workers with family or caring responsibilities												
6.1	Raise awareness on family violence leave policy and processes and contact officers	Promote current available resources for staff seeking advice or assistance on matters relating to family violence leave	Comm	C	COO						1) Contact officers are clearly identified on intranet and through email signature blocks 2) Staff awareness of resource availability has been increased through weekly staff newsletter, OHS monthly newsletter and promotion activities in line with the Health and Wellbeing Program	
6.2	Provide training to managers in supporting those experiencing family violence	Commission a specialist organisation to facilitate ongoing training programs for managers	E&A	S	P&C Team				Ⓟ		Training program for managers in family violence support has been sourced	
6.3	Improve education around access to flexible working arrangements for those seeking it	Include flexibility in our recruitment material and discuss as part of recruitment process (position description, interview guide, offer)	E&A	S	P&C Team		✓				Flexibility information has been included in recruitment and induction material	
		Maintain communications around available flexible working arrangements	E&A	C	P&C Team				-	-	Information on flexible working arrangements up to date and maintained on the VFA intranet	
		Undertake a gender impact assessment on the uptake of flexible working arrangements	A&R CD&S E&A Comm	S	GEAP Working Group			✓				Gender impact assessment information collected and utilised to inform our communication, recruitment and flexible work arrangement processes
		Educate leaders to support flexible working arrangements	E&A	C	P&C Team				Ⓟ			Positive improvement evident in results of relevant employee survey questions in the People Matter Survey
6.4	Provide opportunities for job-sharing, part-time and flexible working arrangements, where applicable	Undertake an assessment to identify flexible options for roles (link to the Recruitment Policy)	CD&S	S	P&C Team	-	-	✓	-	-	Assessment has been undertaken as part of the Talent Strategy development (2022-23) and a report has been prepared	
6.5	Gain insight into initiatives and programs for supporting the individual needs of staff returning to the workplace after a career break	Develop a template to support managers and staff through the process leading up to, during and returning to the workplace from a career break	E&A	S	P&C Team			✓			Career break template has been created	
6.6	Manager and staff member understand individual workload challenges and pressures	As part of the PDR process, individual workload challenges and pressures are discussed at the commencement, midcycle and end-of-PDR cycle	CD&S	S	Manager/s			✓			Positive improvement in results of workload-related questions in the People Matter Survey	

Strategies	Actions	Focus Area(s)	Core or Support	Lead	Delivery timeline					Success Measure	
					2021	2022	2023	2024	2025		
7. Gendered segregation in the workplace											
7.1	Embed gender impact assessment in decision making	Identify programs, policies and services that have direct and significant public impact	E&A	S	COO		✓				Policies, programs and services that directly and significantly impact the public have been identified for gender impact assessments
		Implement training in conducting gender impact assessments for managers developing or reviewing policies, programs or services that directly and significantly impact on the public	E&A	C	COO		☐				Training sourced from an external provider and has been delivered to managers
		Implement training for all staff so that any decision-making process i) considers how the policy/program/service can better meet the needs of different genders, ii) addresses gender inequality that may be shaped by other aspects of identity, and iii) promotes gender equality	E&A	C	COO				☐		Training has been delivered to all staff
7.2	Generate collaboration during the implementation of the GEAP	Establish a cross-functional cross-level diverse working group to operate as key influencers and advocates	E&A Comm	S	COO		✓				GEAP Working Group established
7.3	Attract diverse groups to work in the VFA	Undertake targeted Fisheries Officer recruitment drives to improve our diversity	A&R	S	E&E	✓			✓		Greater diversity of applicants to the Fishery Officer Recruitment Program has been achieved
		Implement the GoTafe Arcadia hatchery employment strategy to achieve 50% Indigenous employment at the hatchery	A&R	S	Director Rec Programs		✓	✓			50% Indigenous employment at the hatchery achieved by 2023
7.4	Launch a new Women in Recreational Fishing (WIRF) Strategy by March 2022	Use surveys from the WIRF community and the Victorian public to inform our knowledge of the external perception of the VFA brand	E&A Comm	C	Comms						Outcomes from surveys have been used to improve VFA external communications and branding to diverse groups
		Develop the WIRF Strategy using workshop consultation and survey data	A&R E&A	S	Manager Events		✓				WIRF Strategy has been launched

A&R Attraction & Recruitment	E&A Education & Awareness	 Task is ongoing and part of the business we do	✓ One-off project that supports the GEAP, tick indicates the year(s) it will be undertaken
CD&S Career Development & Support	Comm Communication: Internal & External	 Core project that once implemented is ongoing	

Strategies	Actions	Focus Area(s)	Core or Support	Lead	Delivery timeline					Success Measure	
					2021	2022	2023	2024	2025		
7. Gendered segregation in the workplace (continued)											
7.5	Improve engagement with diverse communities	Establish a Community Reference Group as a platform for assisting Cultural and Linguistically Diverse (CaLD) communities to engage with the VFA and contribute to fisheries resource management discussions	E&A Comm	S	E&E		✓				CaLD Community Reference Group has been established
		Continue to implement initiatives from the VFA Accessibility Action Plan to engage with people of all abilities	E&A Comm	C	COO						Completion of initiatives in line with the VFA Accessibility Action Plan
7.6	Utilise whole-of-government surveys to improve our knowledge, understanding and awareness of gendered segregation in the workplace	Encourage staff participation in the annual People Matter Survey	Comm	C	COO						Staff participation rate in the People Matter Survey is above 60% each year
		Encourage staff participation in government surveys such as Whole-of-Victorian Government pulse surveys and the Australian Workplace Equality Index Employee Survey	Comm	C	COO						Staff participation rate in other surveys is above 30%
		Communicate results of all surveys involving the VFA to staff	E&A	C	COO						Survey results have been communicated to staff via newsletter/emails/intranet

A&R Attraction & Recruitment	E&A Education & Awareness	 Task is ongoing and part of the business we do	✓ One-off project that supports the GEAP, tick indicates the year(s) it will be undertaken
CD&S Career Development & Support	Comm Communication: Internal & External	 Core project that once implemented is ongoing	

6. Measuring progress

To measure progress and evaluate the success of the GEAP, the VFA will develop internal annual implementation plans that set out the strategies and actions to be undertaken each year based on the timelines detailed in the Strategic Resource Plan.

Reporting on the progress of implementation against the annual implementation plans will be undertaken as follows:

Reporting to:	Frequency:
VFA staff	Every six months (and comms as needed and around key progress achievements)
VFA Executive Team	Every six months
VFA Board People and Safety Committee	Every six months
VFA Board	Annually
Commission for Gender Equality in the Public Sector	Every two years – 2023 and 2025

VFA Progress reports will include:

- gender impact assessments undertaken and resulting actions
- progress in relation to the strategies and actions in the GEAP
- progress in relation to the Workplace Gender Equality Indicators

Reports to the Commission will be in accordance with the Commission's requirements and guidance.

Appendices

Workplace Indicator	Workforce data measure
1. Gender composition of all levels of the workforce	Gender composition at each classification by employment basis as at 30 June 2021 (Table 1.1)
	Gender composition at each classification by employment basis, and by Aboriginality, age, disability, ethnicity and race, religion and sexual orientation as at 30 June 2021 (Sheet 1a)

Your Comments
We don't collect thorough data on aboriginality, diasbility, cultural identity, religion or sexual orientation. We don't have any staff at VPSG1 level.

Reporting period start date
1/07/2020

Reporting period end date
30/06/2021

[Return to Data Measure Inventory](#)

Gender composition at each classification by employment basis as at 30 June 2021

Table 1.1 - Composition of workforce by Level to CEO, Employment basis and Gender

	Employee Level (your organisation's terminology)	Employment basis	Gender			Total employees
			W	M	S	
0	CEO	Full-time permanent/ongoing				
		Full-time contract (fixed-term)		1		1
		Part-time permanent/ongoing				
		Part-time contract (fixed-term)				
		Casual				
-1	SES	Full-time permanent/ongoing				
		Full-time contract (fixed-term)	1	1		2
		Part-time permanent/ongoing				
		Part-time contract (fixed-term)				
		Casual				
-2	Principal Scientist	Full-time permanent/ongoing		2		2
		Full-time contract (fixed-term)				
		Part-time permanent/ongoing				
		Part-time contract (fixed-term)				
		Casual				
-3	STS	Full-time permanent/ongoing		2		2
		Full-time contract (fixed-term)	1	1		2
		Part-time permanent/ongoing				
		Part-time contract (fixed-term)				
		Casual				
-4	VPSG6	Full-time permanent/ongoing	4	10		14
		Full-time contract (fixed-term)		1		1
		Part-time permanent/ongoing	3	1		4
		Part-time contract (fixed-term)				
		Casual				
-5	VPSG5	Full-time permanent/ongoing	4	22		26
		Full-time contract (fixed-term)	3	1		4
		Part-time permanent/ongoing	4	1		5
		Part-time contract (fixed-term)				
		Casual				
-6	VPSG4	Full-time permanent/ongoing	10	29		39
		Full-time contract (fixed-term)	3	3		6
		Part-time permanent/ongoing	3	1		4
		Part-time contract (fixed-term)				
		Casual				
-7	VPSG3	Full-time permanent/ongoing	18	42		60
		Full-time contract (fixed-term)	1			1
		Part-time permanent/ongoing	6			6
		Part-time contract (fixed-term)				
		Casual	1	2		3
-8	VPSG2	Full-time permanent/ongoing	2	3		5
		Full-time contract (fixed-term)		3		3
		Part-time permanent/ongoing	4			4
		Part-time contract (fixed-term)				
		Casual	3	1		4

Disability

Table 1.1.3 - Composition of workforce by Level to CEO, Employment basis, Disability and Gender

Classification by reporting level to CEO/head of business	Employee Level (your organisation's terminology)	Employment basis	Do not identify as person with disability			Identify as person with disability			Prefer not to say		
			A			B			C		
			W	M	S	W	M	S	W	M	S
0	CEO	Full-time permanent/ongoing									
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing									
		Part-time contract (fixed-term)									
		Casual									
-1	SES	Full-time permanent/ongoing									
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing									
		Part-time contract (fixed-term)									
		Casual									
-2	Principal Scientist	Full-time permanent/ongoing									
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing									
		Part-time contract (fixed-term)									
		Casual									
-3	STS	Full-time permanent/ongoing									
		Full-time contract (fixed-term)			1						
		Part-time permanent/ongoing									
		Part-time contract (fixed-term)									
		Casual									
-4	VPSG6	Full-time permanent/ongoing	2	3							
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing									
		Part-time contract (fixed-term)									
		Casual									
-5	VPSG5	Full-time permanent/ongoing	1	5							
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing	1	1							
		Part-time contract (fixed-term)									
		Casual									
-6	VPSG4	Full-time permanent/ongoing	5	8							
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing	2								
		Part-time contract (fixed-term)									
		Casual									
-7	VPSG3	Full-time permanent/ongoing	6	8							
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing	2								
		Part-time contract (fixed-term)									
		Casual									
-8	VPSG2	Full-time permanent/ongoing	1	2							
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing	3								
		Part-time contract (fixed-term)									
		Casual	1								

Workplace Indicator	Workforce data measure
2. Gender composition of governing bodies	Gender composition of the governing body as at 30 June 2021 (Table 2.1)
	Gender composition of the governing body by Aboriginality, age, disability, ethnicity and race, religion and sexual orientation as at 30 June 2021 (Sheet 1a)

Your Comments
Board member aboriginality, disability, cultural identity, religion and sexual orientation is not collected and left blank in tab 2a.

Reporting period start date
1/07/2020

Reporting period end date
30/06/2021

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Table 2.1 - Composition of governing body by Gender

Governing Body Position	Headcount		Self Described Gender
	Women	Men	
Chair	1		
Other members of governing body	3	4	
TOTAL	4	4	
Percentage	50%	50%	

Workplace gender equality indicator <i>(refer section 3 of the Act)</i>	Workforce data measure
3. Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender	The average (mean and median) annualised full-time equivalent salary gap between genders (for both annualised base salary and total remuneration) by classification and employment basis across the whole defined entity for the last pay period before 30 June 2021. (Table 3.1)
	The average (mean and median) annualised full-time equivalent salary gap between genders (for both annualised base salary and total remuneration) by classification and employment basis across the whole defined entity, and by Aboriginality, age, disability, ethnicity and race, religion and sexual orientation, for the last pay period before 30 June 2021. (Sheet 3a)

Your Comments
There are gaps at level 0 and -2 as these employees are all male. We have no fixed term part time employees

Reporting period start date
1/07/2020

Reporting period end date
30/06/2021

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Table 3.1 - Mean and median salary and remuneration by Level to CEO, Employment basis and Gender

Classification by reporting level to CEO/head of business	Employee Level (your organisation's terminology)	Employment basis	Median Annualised base salary		Median Total remuneration		Mean Annualised base salary		Mean Total remuneration	
			Pay gap as %		Pay gap as %		Pay gap as %		Pay gap as %	
			W	S	W	S	W	S	W	S
ALL	VPS Grade	ALL	8.2%		11.8%		8.6%		12.6%	
		Full-time permanent/ongoing	10.0%		12.8%		10.6%		12.6%	
		Full-time contract (fixed-term)	-12.9%		-2.1%		1.7%		2.7%	
		Part-time permanent/ongoing	27.1%		26.3%		25.1%		23.5%	
		Part-time contract (fixed-term)								
		Casual	13.0%		5.3%		9.1%		4.1%	
0	CEO	ALL								
-1	SES	ALL	0.0%		-0.1%		0.0%		-0.1%	
-2	Prin Sci	ALL								
-3	STS	ALL	-3.0%		0.5%		-5.6%		0.8%	
-4	VPSG6	ALL	-0.6%		0.2%		4.8%		6.1%	
-5	VPSG5	ALL	7.5%		6.1%		3.1%		6.5%	
-6	VPSG4	ALL	0.0%		10.2%		1.0%		7.9%	
-7	VPSG3	ALL	8.3%		10.8%		4.4%		11.0%	
-8	VPSG2	ALL	-26.4%		-14.4%		-7.8%		-7.8%	

Aboriginal and/or Torres Strait Islander

Table 3.1.1 - Mean and median salary and remuneration by Level to CEO, Employment basis, Aboriginality and Gender

[Return to Data Measure Inventory](#)

Classification by reporting level to CEO/head of business	Employee Level (your organisation's terminology)	Employment basis		Do not identify as Aboriginal and/or Torres Strait Islander							
				A							
				Median Annualised base salary		Median Total remuneration		Mean Annualised base salary		Mean Total remuneration	
				Pay gap as %		Pay gap as %		Pay gap as %		Pay gap as %	
W	S	W	S	W	S	W	S				
ALL	VPS Grade	ALL	ALL	16.6%		10.8%		12.1%		16.1%	
		Full-time permanent/ongoing	FTO	10.9%		4.0%		4.6%		7.8%	
		Full-time contract (fixed-term)	FTT								
		Part-time permanent/ongoing	PTO	34.1%		33.4%		30.0%		28.3%	
		Part-time contract (fixed-term)	PTT								
		Casual	C								
0	CEO	ALL	ALL								
-1	SES	ALL	ALL								
-2	Prin Sci	ALL	ALL								
-3	STS	ALL	ALL								
-4	VPSG6	ALL	ALL	-3.5%		-0.6%		2.9%		4.2%	
-5	VPSG5	ALL	ALL	2.5%		3.9%		-1.5%		8.4%	
-6	VPSG4	ALL	ALL	0.0%		3.1%		-1.8%		5.6%	
-7	VPSG3	ALL	ALL	-4.0%		12.5%		0.2%		6.8%	
-8	VPSG2	ALL	ALL	-5.0%		-2.9%		-4.6%		-4.7%	

* Note: Two categories from this section, 'Identify as Aboriginal and/or Torres Straight Islander' and 'Prefer not to say' contained no data and therefore have not been included in this document.

VFA Gender Equality Action Plan 2021-2025

Age

Table 3.1.2 - Mean and median salary and remuneration by Level to CEO, Employment basis, Age and Gender

Classification by reporting level to CEO/head of business	Employee Level (your organisation's terminology)	Employment basis		25-34 years								35-44 years								45-54 years																																																																																																																													
				Median Annualised base salary		Median Total remuneration		Mean Annualised base salary		Mean Total remuneration		Median Annualised base salary		Median Total remuneration		Mean Annualised base salary		Mean Total remuneration		Median Annualised base salary		Median Total remuneration		Mean Annualised base salary		Mean Total remuneration																																																																																																																							
				Pay gap as %		Pay gap as %		Pay gap as %		Pay gap as %		Pay gap as %		Pay gap as %		Pay gap as %		Pay gap as %		Pay gap as %		Pay gap as %		Pay gap as %		Pay gap as %																																																																																																																							
				W	S	W	S	W	S	W	S	W	S	W	S	W	S	W	S	W	S	W	S	W	S	W	S	W	S																																																																																																																				
ALL	VPS Grade	ALL	ALL	0.0%	1.5%	-10.2%	-4.8%	-10.0%	-2.3%	0.6%	4.9%	0.0%	6.0%	8.2%	13.0%	Full-time permanent/ongoing	FTO	2.0%	1.5%	-4.2%	-0.5%	-15.7%	-2.3%	-5.6%	1.3%	-2.0%	2.8%	2.9%	6.7%	Full-time contract (fixed-term)	FTT	-39.8%	-21.6%	-26.3%	-16.8%	-25.3%	-28.6%	-27.7%	-30.8%	12.6%	12.1%	4.1%	3.4%	Part-time permanent/ongoing	PTO																Part-time contract (fixed-term)	PTT																Casual	C					13.3%	10.0%	19.0%	6.6%																																																										
0	CEO	ALL	ALL													-1	SES	ALL	ALL													-2	Prin Sci	ALL	ALL													-3	STS	ALL	ALL											-8.7%	-0.8%	-8.7%	-0.8%	-4	VPSG6	ALL	ALL					5.6%	6.8%	11.5%	14.2%	-5.5%	-7.3%	-4.5%	-5.5%	-5	VPSG5	ALL	ALL	-4.3%	-6.0%	-4.3%	-6.0%	0.3%	-0.7%	-0.1%	-0.8%	8.7%	3.9%	4.3%	3.2%	-6	VPSG4	ALL	ALL	6.3%	14.1%	4.7%	14.1%	-2.1%	-2.1%	-1.1%	-3.0%	0.0%	8.1%	0.5%	8.0%	-7	VPSG3	ALL	ALL	1.0%	1.8%	0.1%	3.6%	4.6%	18.6%	3.3%	13.5%	8.8%	23.6%	8.1%	19.0%	-8	VPSG2	ALL	ALL	7.5%	16.2%	7.5%	16.0%	-14.2%	-35.9%	-14.2%	-35.9%	22.1%	23.2%	22.1%	23.2%
-1	SES	ALL	ALL													-2	Prin Sci	ALL	ALL													-3	STS	ALL	ALL											-8.7%	-0.8%	-8.7%	-0.8%	-4	VPSG6	ALL	ALL					5.6%	6.8%	11.5%	14.2%	-5.5%	-7.3%	-4.5%	-5.5%	-5	VPSG5	ALL	ALL	-4.3%	-6.0%	-4.3%	-6.0%	0.3%	-0.7%	-0.1%	-0.8%	8.7%	3.9%	4.3%	3.2%	-6	VPSG4	ALL	ALL	6.3%	14.1%	4.7%	14.1%	-2.1%	-2.1%	-1.1%	-3.0%	0.0%	8.1%	0.5%	8.0%	-7	VPSG3	ALL	ALL	1.0%	1.8%	0.1%	3.6%	4.6%	18.6%	3.3%	13.5%	8.8%	23.6%	8.1%	19.0%	-8	VPSG2	ALL	ALL	7.5%	16.2%	7.5%	16.0%	-14.2%	-35.9%	-14.2%	-35.9%	22.1%	23.2%	22.1%	23.2%																
-2	Prin Sci	ALL	ALL													-3	STS	ALL	ALL											-8.7%	-0.8%	-8.7%	-0.8%	-4	VPSG6	ALL	ALL					5.6%	6.8%	11.5%	14.2%	-5.5%	-7.3%	-4.5%	-5.5%	-5	VPSG5	ALL	ALL	-4.3%	-6.0%	-4.3%	-6.0%	0.3%	-0.7%	-0.1%	-0.8%	8.7%	3.9%	4.3%	3.2%	-6	VPSG4	ALL	ALL	6.3%	14.1%	4.7%	14.1%	-2.1%	-2.1%	-1.1%	-3.0%	0.0%	8.1%	0.5%	8.0%	-7	VPSG3	ALL	ALL	1.0%	1.8%	0.1%	3.6%	4.6%	18.6%	3.3%	13.5%	8.8%	23.6%	8.1%	19.0%	-8	VPSG2	ALL	ALL	7.5%	16.2%	7.5%	16.0%	-14.2%	-35.9%	-14.2%	-35.9%	22.1%	23.2%	22.1%	23.2%																																
-3	STS	ALL	ALL											-8.7%	-0.8%	-8.7%	-0.8%	-4	VPSG6	ALL	ALL					5.6%	6.8%	11.5%	14.2%	-5.5%	-7.3%	-4.5%	-5.5%	-5	VPSG5	ALL	ALL	-4.3%	-6.0%	-4.3%	-6.0%	0.3%	-0.7%	-0.1%	-0.8%	8.7%	3.9%	4.3%	3.2%	-6	VPSG4	ALL	ALL	6.3%	14.1%	4.7%	14.1%	-2.1%	-2.1%	-1.1%	-3.0%	0.0%	8.1%	0.5%	8.0%	-7	VPSG3	ALL	ALL	1.0%	1.8%	0.1%	3.6%	4.6%	18.6%	3.3%	13.5%	8.8%	23.6%	8.1%	19.0%	-8	VPSG2	ALL	ALL	7.5%	16.2%	7.5%	16.0%	-14.2%	-35.9%	-14.2%	-35.9%	22.1%	23.2%	22.1%	23.2%																																																
-4	VPSG6	ALL	ALL					5.6%	6.8%	11.5%	14.2%	-5.5%	-7.3%	-4.5%	-5.5%	-5	VPSG5	ALL	ALL	-4.3%	-6.0%	-4.3%	-6.0%	0.3%	-0.7%	-0.1%	-0.8%	8.7%	3.9%	4.3%	3.2%	-6	VPSG4	ALL	ALL	6.3%	14.1%	4.7%	14.1%	-2.1%	-2.1%	-1.1%	-3.0%	0.0%	8.1%	0.5%	8.0%	-7	VPSG3	ALL	ALL	1.0%	1.8%	0.1%	3.6%	4.6%	18.6%	3.3%	13.5%	8.8%	23.6%	8.1%	19.0%	-8	VPSG2	ALL	ALL	7.5%	16.2%	7.5%	16.0%	-14.2%	-35.9%	-14.2%	-35.9%	22.1%	23.2%	22.1%	23.2%																																																																		
-5	VPSG5	ALL	ALL	-4.3%	-6.0%	-4.3%	-6.0%	0.3%	-0.7%	-0.1%	-0.8%	8.7%	3.9%	4.3%	3.2%	-6	VPSG4	ALL	ALL	6.3%	14.1%	4.7%	14.1%	-2.1%	-2.1%	-1.1%	-3.0%	0.0%	8.1%	0.5%	8.0%	-7	VPSG3	ALL	ALL	1.0%	1.8%	0.1%	3.6%	4.6%	18.6%	3.3%	13.5%	8.8%	23.6%	8.1%	19.0%	-8	VPSG2	ALL	ALL	7.5%	16.2%	7.5%	16.0%	-14.2%	-35.9%	-14.2%	-35.9%	22.1%	23.2%	22.1%	23.2%																																																																																		
-6	VPSG4	ALL	ALL	6.3%	14.1%	4.7%	14.1%	-2.1%	-2.1%	-1.1%	-3.0%	0.0%	8.1%	0.5%	8.0%	-7	VPSG3	ALL	ALL	1.0%	1.8%	0.1%	3.6%	4.6%	18.6%	3.3%	13.5%	8.8%	23.6%	8.1%	19.0%	-8	VPSG2	ALL	ALL	7.5%	16.2%	7.5%	16.0%	-14.2%	-35.9%	-14.2%	-35.9%	22.1%	23.2%	22.1%	23.2%																																																																																																		
-7	VPSG3	ALL	ALL	1.0%	1.8%	0.1%	3.6%	4.6%	18.6%	3.3%	13.5%	8.8%	23.6%	8.1%	19.0%	-8	VPSG2	ALL	ALL	7.5%	16.2%	7.5%	16.0%	-14.2%	-35.9%	-14.2%	-35.9%	22.1%	23.2%	22.1%	23.2%																																																																																																																		
-8	VPSG2	ALL	ALL	7.5%	16.2%	7.5%	16.0%	-14.2%	-35.9%	-14.2%	-35.9%	22.1%	23.2%	22.1%	23.2%																																																																																																																																		

(Continued)

Classification by reporting level to CEO/head of business	Employee Level (your organisation's terminology)	Employment basis		55-64 years								65+ years																																																																																															
				Median Annualised base salary		Median Total remuneration		Mean Annualised base salary		Mean Total remuneration		Median Annualised base salary		Median Total remuneration		Mean Annualised base salary		Mean Total remuneration																																																																																									
				Pay gap as %		Pay gap as %		Pay gap as %		Pay gap as %		Pay gap as %		Pay gap as %		Pay gap as %		Pay gap as %																																																																																									
				W	S	W	S	W	S	W	S	W	S	W	S	W	S	W	S																																																																																								
ALL	VPS Grade	ALL	ALL	18.6%	25.9%	13.0%	18.2%	35.9%	35.8%	29.3%	33.5%	Full-time permanent/ongoing	FTO	26.5%	30.0%	24.5%	25.6%							Full-time contract (fixed-term)	FTT	50.6%	52.4%	29.0%	31.8%							Part-time permanent/ongoing	PTO	37.9%	38.4%	30.0%	29.9%	35.9%	35.8%	33.8%	32.9%			Part-time contract (fixed-term)	PTT											Casual	C																																														
0	CEO	ALL	ALL									-1	SES	ALL	ALL									-2	Prin Sci	ALL	ALL									-3	STS	ALL	ALL									-4	VPSG6	ALL	ALL	9.5%	8.9%	6.0%	7.2%					-5	VPSG5	ALL	ALL	-0.6%	6.5%	-2.9%	9.7%					-6	VPSG4	ALL	ALL	0.0%	5.2%	-1.6%	4.2%	4.0%	20.5%	4.0%	20.5%	-7	VPSG3	ALL	ALL	1.0%	7.2%	-2.6%	5.2%					-8	VPSG2	ALL	ALL	-27.4%	-17.8%	-24.4%	-17.0%				
-1	SES	ALL	ALL									-2	Prin Sci	ALL	ALL									-3	STS	ALL	ALL									-4	VPSG6	ALL	ALL	9.5%	8.9%	6.0%	7.2%					-5	VPSG5	ALL	ALL	-0.6%	6.5%	-2.9%	9.7%					-6	VPSG4	ALL	ALL	0.0%	5.2%	-1.6%	4.2%	4.0%	20.5%	4.0%	20.5%	-7	VPSG3	ALL	ALL	1.0%	7.2%	-2.6%	5.2%					-8	VPSG2	ALL	ALL	-27.4%	-17.8%	-24.4%	-17.0%																
-2	Prin Sci	ALL	ALL									-3	STS	ALL	ALL									-4	VPSG6	ALL	ALL	9.5%	8.9%	6.0%	7.2%					-5	VPSG5	ALL	ALL	-0.6%	6.5%	-2.9%	9.7%					-6	VPSG4	ALL	ALL	0.0%	5.2%	-1.6%	4.2%	4.0%	20.5%	4.0%	20.5%	-7	VPSG3	ALL	ALL	1.0%	7.2%	-2.6%	5.2%					-8	VPSG2	ALL	ALL	-27.4%	-17.8%	-24.4%	-17.0%																												
-3	STS	ALL	ALL									-4	VPSG6	ALL	ALL	9.5%	8.9%	6.0%	7.2%					-5	VPSG5	ALL	ALL	-0.6%	6.5%	-2.9%	9.7%					-6	VPSG4	ALL	ALL	0.0%	5.2%	-1.6%	4.2%	4.0%	20.5%	4.0%	20.5%	-7	VPSG3	ALL	ALL	1.0%	7.2%	-2.6%	5.2%					-8	VPSG2	ALL	ALL	-27.4%	-17.8%	-24.4%	-17.0%																																								
-4	VPSG6	ALL	ALL	9.5%	8.9%	6.0%	7.2%					-5	VPSG5	ALL	ALL	-0.6%	6.5%	-2.9%	9.7%					-6	VPSG4	ALL	ALL	0.0%	5.2%	-1.6%	4.2%	4.0%	20.5%	4.0%	20.5%	-7	VPSG3	ALL	ALL	1.0%	7.2%	-2.6%	5.2%					-8	VPSG2	ALL	ALL	-27.4%	-17.8%	-24.4%	-17.0%																																																				
-5	VPSG5	ALL	ALL	-0.6%	6.5%	-2.9%	9.7%					-6	VPSG4	ALL	ALL	0.0%	5.2%	-1.6%	4.2%	4.0%	20.5%	4.0%	20.5%	-7	VPSG3	ALL	ALL	1.0%	7.2%	-2.6%	5.2%					-8	VPSG2	ALL	ALL	-27.4%	-17.8%	-24.4%	-17.0%																																																																
-6	VPSG4	ALL	ALL	0.0%	5.2%	-1.6%	4.2%	4.0%	20.5%	4.0%	20.5%	-7	VPSG3	ALL	ALL	1.0%	7.2%	-2.6%	5.2%					-8	VPSG2	ALL	ALL	-27.4%	-17.8%	-24.4%	-17.0%																																																																												
-7	VPSG3	ALL	ALL	1.0%	7.2%	-2.6%	5.2%					-8	VPSG2	ALL	ALL	-27.4%	-17.8%	-24.4%	-17.0%																																																																																								
-8	VPSG2	ALL	ALL	-27.4%	-17.8%	-24.4%	-17.0%																																																																																																				

VFA Gender Equality Action Plan 2021-2025

Disability

Table 3.1.3 - Mean and median salary and remuneration by Level to CEO, Employment basis, Disability and Gender

Classification by reporting level to CEO/head of business	Employee Level (your organisation's terminology)	Employment basis		Do not identify as person with disability								Identify as person with disability								Prefer not to say							
				A								B								C							
				Median Annualised base salary Pay gap as %		Median Total remuneration Pay gap as %		Mean Annualised base salary Pay gap as %		Mean Total remuneration Pay gap as %		Median Annualised base salary Pay gap as %		Median Total remuneration Pay gap as %		Mean Annualised base salary Pay gap as %		Mean Total remuneration Pay gap as %		Median Annualised base salary Pay gap as %		Median Total remuneration Pay gap as %		Mean Annualised base salary Pay gap as %		Mean Total remuneration Pay gap as %	
				W	S	W	S	W	S	W	S	W	S	W	S	W	S	W	S	W	S	W	S	W	S	W	S
ALL	VPS Grade	ALL	ALL	15.1%		10.6%		12.5%		15.1%																	
		Full-time permanent/ongoing	FTO	7.1%		3.4%		4.7%		6.5%																	
		Full-time contract (fixed-term)	FTT																								
		Part-time permanent/ongoing	PTO	34.1%		33.4%		30.0%		28.3%																	
		Part-time contract (fixed-term)	PTT																								
		Casual	C																								
0	CEO	ALL	ALL																								
-1	SES	ALL	ALL																								
-2	Prin Sci	ALL	ALL																								
-3	STS	ALL	ALL																								
-4	VPSG6	ALL	ALL	-3.5%		-0.6%		2.9%		4.2%																	
-5	VPSG5	ALL	ALL	2.5%		3.9%		-1.5%		8.4%																	
-6	VPSG4	ALL	ALL	4.0%		5.2%		1.1%		4.8%																	
-7	VPSG3	ALL	ALL	0.0%		10.6%		1.4%		6.3%																	
-8	VPSG2	ALL	ALL	-5.0%		-4.5%		-4.6%		-6.8%																	

Workplace gender equality indicator <i>(refer section 3 of the Act)</i>	Workforce data measure
4. Sexual harassment in the workplace	Total number of sexual harassment complaints from 1 July 2020 to 30 June 2021
	The number of sexual harassment complainants from 1 July 2020 to 30 June 2021, by gender, type of complainant
	The number of sexual harassment complainants from 1 July 2020 to 30 June 2021, by gender and relationship to incident
	The number of sexual harassment complainants from 1 July 2020 to 30 June 2021, by gender and Aboriginality, age, disability, ethnicity and race, religion and sexual orientation.
	The number of respondents to sexual harassment complaints from 1 July 2020 to 30 June 2021, by gender and workplace relationship to complainant
	The outcomes of any sexual harassment complaints including any settlement and/or non-disclosure agreements from 1 July 2020 to 30 June 2021 by gender of complainant
	Actions your organisation has taken to prevent future incidents of sexual harassment in the workplace from 1 July 2020 to 30 June 2021
	The number of sexual harassment complaints that were handled internally, externally or both from 1 July 2020 to 30 June 2021, by gender of complainant
	What was the overall level of complainant satisfaction with the outcomes of each complaint from 1 July 2020 to 30 June 2021, by gender of complainant?

Your Comments
VFA has received 0 formal complaints of sexual harassment.

Reporting period start date
1/07/2020

Reporting period end date
30/06/2021

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Table 4.1 - Total number of sexual harassment complaints from 1 July 2020 to 30 June 2021

	Total number of complaints
Sexual Harassment	0

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Table 4.2 - Number of sexual harassment complainants from 1 July 2020 to 30 June 2021, by gender and type of complainant

Sexual harassment complainant type	Complainant types who are women	Complainant types who are men	Complainant types who are people of self-described gender
Employee	0	0	0
Member of governing body	0	0	0
Member of the public alleging sexual harassment by an employee in your workplace	0	0	0
Other	0	0	0
*Please specify any other complainant types if applicable	0	0	0
Total	0	0	0

[Return to Data Measure Inventory](#)

Table 4.3 - Number of sexual harassment complainants from 1 July 2020 to 30 June 2021, by gender and relationship to incident

Complainant relationship to incident	Complainants who are women	Complainants who are men	Complainants who are people of self-described gender
Bystander or witness	0	0	0
Person who was subject of sexual harassment	0	0	0
Total	0	0	0

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Table 4.4 - Number of respondents to sexual harassment complaints from 1 July 2020 to 30 June 2021, by gender and workplace relationship to complainant

Respondent's workplace relationship to complainant	Respondents who are women	Respondents who are men	Respondents who are people of self-described gender
Senior manager			
Colleague			
Group of colleagues			
Immediate manager or someone they supervise			
A client, customer, patient, stakeholder			
Member of public			
Total			

[Return to Data Measure Inventory](#)

Table 4.5 - Outcomes of any sexual harassment complaints including any settlement and/or non-disclosure agreements from 1 July 2020 to 30 June 2021

Sexual harassment outcome types (where multiple outcomes apply, count the complaint in all relevant rows)	Complaints by women	Complaints by men	Complaints by people of self-described gender
No outcome			
Non-disclosure or Confidentiality agreement			
An apology			
A job reference or reinstatement			
Access to a previously denied job opportunity or service			
An agreement to change or stop the behaviour			
Perpetrator demoted			
Perpetrator dismissed			
Perpetrator financially compensated victim			
Organisation financially compensated victim			
Matter referred to tribunal			
Matter dismissed			
Disciplinary action against perpetrator			
Removal of perpetrator from work area			
Removal of complainant from work area			
Other outcome			
*Please specify any other outcomes if applicable	[enter text here]		
Total			

[Return to Data Measure Inventory](#)

Table 4.6 - Actions your organisation has taken to prevent future incidents of sexual harassment in the workplace from 1 July 2020 to 30 June 2021

Actions taken to prevent future sexual harassment	Enter 1 in all that apply
Staff training	1
New policy or program	
Leadership communication	
Communication campaigns	
Improved complaints processes	
Other	
*Please specify any other future prevention actions if applicable	[enter text here]

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Table 4.7 - Number of sexual harassment complaints that were handled internally, externally or both from 1 July 2020 to 30 June 2021

Sexual harassment handling method	Complaints by women	Complaints by men	Complaints by people of self-described gender
Internally			
Externally			
Both internally and externally			
Total			

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Table 4.8 - Overall level of complainant satisfaction with the outcomes of sexual harassment complaints from 1 July 2020 to 30 June 2021

Complainant satisfaction of outcome of complaint	Complaints by women	Complaints by men	Complaints by people of self-described gender
Very satisfied			
Satisfied			
Neutral			
Unsatisfied			
Very unsatisfied			
Unknown			
Total			

Workplace gender equality indicator	Workforce data measure
(refer section 3 of the Act)	
5. Recruitment and promotion in the workplace	Gender composition of people recruited from 1 July 2020 to 30 June 2021, by classification and employment basis (Table 5.1)
	Gender composition of employees who have had a permanent promotion from 1 July 2020 to 30 June 2021, by classification (Table 5.2)
	Number of people who participated in career development training opportunities from 1 July 2020 to 30 June 2021, by gender and classification (Table 5.3)
	Gender composition of employees who have been awarded higher duties from 1 July 2020 to 30 June 2021, by classification and employment basis (Table 5.4)
	Gender composition of employees who have been awarded internal secondments at the same level from 1 July 2020 to 30 June 2021, by classification and employment basis (Table 5.5)

Your Comments
We don't record internal transfers and permanent promotions so these Tables 5.2 and 5.5 have been left blank.

Reporting period start date
1/07/2020

Reporting period end date
30/06/2021

[Return to Data Measure Inventory](#)

Recruitment

Table 5.1 - Composition of people recruited by Level to CEO, Employment basis and Gender

Classification by reporting level to CEO/head of business	Employee Level (your organisation's terminology)	Employment basis	Headcount			
			Women	Men	Self Described Gender	Total employees
0	CEO	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-1	SES	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)		1		1
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-2	Principal Scientist	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-3	STS	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)	1			1
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-4	VPSG6	Full-time permanent/ongoing	1	2		3
		Full-time contract (fixed-term)		1		1
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-5	VPSG5	Full-time permanent/ongoing	2	3		5
		Full-time contract (fixed-term)	3	1		4
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-6	VPSG4	Full-time permanent/ongoing	1			1
		Full-time contract (fixed-term)	3	2		5
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-7	VPSG3	Full-time permanent/ongoing		1		1
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-8	VPSG2	Full-time permanent/ongoing	1	1		2
		Full-time contract (fixed-term)		3		3
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0

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Age
Table 5.1.2 - Composition of people recruited by Level to CEO, Employment basis, Age and Gender

Classification by reporting level to CEO/head of business	Employee Level (your organisation's terminology)	Employment basis	25-34 years			35-44 years			45-54 years			55-64 years			65+ years			Total employees
			Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender	
0	CEO	Full-time permanent/ongoing																0
		Full-time contract (fixed-term)																0
		Part-time permanent/ongoing																0
		Part-time contract (fixed-term)																0
		Casual																0
-1	SES	Full-time permanent/ongoing																0
		Full-time contract (fixed-term)							1									1
		Part-time permanent/ongoing																0
		Part-time contract (fixed-term)																0
		Casual																0
-2	Principal Scientist	Full-time permanent/ongoing																0
		Full-time contract (fixed-term)																0
		Part-time permanent/ongoing																0
		Part-time contract (fixed-term)																0
		Casual																0
-3	STS	Full-time permanent/ongoing								1								1
		Full-time contract (fixed-term)							1									1
		Part-time permanent/ongoing																0
		Part-time contract (fixed-term)																0
		Casual																0
-4	VPSG6	Full-time permanent/ongoing		1						1								2
		Full-time contract (fixed-term)								1								1
		Part-time permanent/ongoing																0
		Part-time contract (fixed-term)																0
		Casual																0
-5	VPSG5	Full-time permanent/ongoing				1	1		1	1								4
		Full-time contract (fixed-term)		1		2	1											4
		Part-time permanent/ongoing																0
		Part-time contract (fixed-term)																0
		Casual																0
-6	VPSG4	Full-time permanent/ongoing	1	1														2
		Full-time contract (fixed-term)	1				2					2						5
		Part-time permanent/ongoing																0
		Part-time contract (fixed-term)																0
		Casual																0
-7	VPSG3	Full-time permanent/ongoing							1									1
		Full-time contract (fixed-term)																0
		Part-time permanent/ongoing																0
		Part-time contract (fixed-term)																0
		Casual																0
-8	VPSG2	Full-time permanent/ongoing	1	1														2
		Full-time contract (fixed-term)					2											2
		Part-time permanent/ongoing																0
		Part-time contract (fixed-term)																0
		Casual																0

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Career Development Training Opportunities

Table 5.3 - Composition of people who participated in career development training by Level to CEO, Employment basis and Gender

Classification by reporting level to CEO/head of business	Employee Level (your organisation's terminology)	Employment basis	Headcount			
			Women	Men	Self Described Gender	Total employees
0	CEO	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-1	SES	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-2	Principal Scientist	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-3	STS	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-4	VPSG6	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-5	VPSG5	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-6	VPSG4	Full-time permanent/ongoing			4	4
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-7	VPSG3	Full-time permanent/ongoing	2	6		8
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-8	VPSG2	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0

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Age
Table 5.3.2 - Composition of people who participated in career development training by Level to CEO, Employment basis, Age and Gender

Classification by reporting level to CEO/head of business	Employee Level (your organisation's terminology)	Employment basis	25-34 years			35-44 years			45-54 years			55-64 years			65+ years			Total employees
			Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender	
0	CEO	Full-time permanent/ongoing															0	
		Full-time contract (fixed-term)																0
		Part-time permanent/ongoing																0
		Part-time contract (fixed-term)																0
-1	SES	Casual																0
		Full-time permanent/ongoing																0
		Full-time contract (fixed-term)																0
		Part-time permanent/ongoing																0
-2	Principal Scientist	Part-time contract (fixed-term)																0
		Part-time permanent/ongoing																0
		Part-time contract (fixed-term)																0
		Casual																0
-3	STS	Full-time permanent/ongoing																0
		Full-time contract (fixed-term)																0
		Part-time permanent/ongoing																0
		Part-time contract (fixed-term)																0
-4	VPSG6	Casual																0
		Full-time permanent/ongoing																0
		Full-time contract (fixed-term)																0
		Part-time permanent/ongoing																0
-5	VPSG5	Part-time contract (fixed-term)																0
		Part-time permanent/ongoing																0
		Full-time contract (fixed-term)																0
		Full-time permanent/ongoing																0
-6	VPSG4	Casual																0
		Part-time contract (fixed-term)																0
		Part-time permanent/ongoing																0
		Full-time contract (fixed-term)																0
-7	VPSG3	Full-time permanent/ongoing		1			1			2								4
		Full-time contract (fixed-term)																0
		Part-time permanent/ongoing																0
		Part-time contract (fixed-term)																0
-8	VPSG2	Casual																0
		Part-time contract (fixed-term)																0
		Part-time permanent/ongoing																0
		Full-time contract (fixed-term)																0

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Higher Duties

Table 5.4 - Composition of people who were awarded higher duties by Level to CEO, Employment basis and Gender

Classification by reporting level to CEO/head of business	Employee Level (your organisation's terminology)	Employment basis	Headcount			
			Women	Men	Self Described Gender	Total employees
0	CEO	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-1	SES	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-2	Principal Scientist	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-3	STS	Full-time permanent/ongoing			1	1
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-4	VPSG6	Full-time permanent/ongoing	1		2	3
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-5	VPSG5	Full-time permanent/ongoing	3		5	8
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing	1			1
		Part-time contract (fixed-term)				0
		Casual				0
-6	VPSG4	Full-time permanent/ongoing	4		7	11
		Full-time contract (fixed-term)			1	1
		Part-time permanent/ongoing	1		1	2
		Part-time contract (fixed-term)				0
		Casual				0
-7	VPSG3	Full-time permanent/ongoing	9		18	27
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing	1			1
		Part-time contract (fixed-term)				0
		Casual				0
-8	VPSG2	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0

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Age
Table 5.4.2 - Composition of people who were awarded higher duties by Level to CEO, Employment basis, Age and Gender

Classification by reporting level to CEO/head of business	Employee Level (your organisation's terminology)	Employment basis	25-34 years			35-44 years			45-54 years			55-64 years			65+ years			Total employees
			Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender	
0	CEO	Full-time permanent/ongoing															0	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing															0	
		Part-time contract (fixed-term)															0	
		Casual															0	
-1	SES	Full-time permanent/ongoing															0	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing															0	
		Part-time contract (fixed-term)															0	
		Casual															0	
-2	Principal Scientist	Full-time permanent/ongoing															0	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing															0	
		Part-time contract (fixed-term)															0	
		Casual															0	
-3	STS	Full-time permanent/ongoing							1								1	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing															0	
		Part-time contract (fixed-term)															0	
		Casual															0	
-4	VPSG6	Full-time permanent/ongoing				1	2										3	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing															0	
		Part-time contract (fixed-term)															0	
		Casual															0	
-5	VPSG5	Full-time permanent/ongoing		1		2	1		1	1			2				8	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing				1											1	
		Part-time contract (fixed-term)															0	
		Casual															0	
-6	VPSG4	Full-time permanent/ongoing				1	4		2	1		1	1		1		11	
		Full-time contract (fixed-term)				1											1	
		Part-time permanent/ongoing							1				1				2	
		Part-time contract (fixed-term)															0	
		Casual															0	
-7	VPSG3	Full-time permanent/ongoing	8	8		1	6			4							27	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing							1								1	
		Part-time contract (fixed-term)															0	
		Casual															0	
-8	VPSG2	Full-time permanent/ongoing															0	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing															0	
		Part-time contract (fixed-term)															0	
		Casual															0	

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Exits

Table 5.6 - Composition of people who exited the defined entity by Level to CEO, Employment basis and Gender

Classification by reporting level to CEO/head of business	Employee Level (your organisation's terminology)	Employment basis	Headcount			
			Women	Men	Self Described Gender	Total employees
0	CEO	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-1	SES	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-2	Principal Scientist	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-3	STS	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-4	VPSG6	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-5	VPSG5	Full-time permanent/ongoing	1			1
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-6	VPSG4	Full-time permanent/ongoing			1	1
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing			1	1
		Part-time contract (fixed-term)				0
		Casual				0
-7	VPSG3	Full-time permanent/ongoing				0
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0
-8	VPSG2	Full-time permanent/ongoing			2	2
		Full-time contract (fixed-term)				0
		Part-time permanent/ongoing				0
		Part-time contract (fixed-term)				0
		Casual				0

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Age
Table 5.6.2 - Composition of people who exited the defined entity by Level to CEO, Employment basis, Age and Gender

Classification by reporting level to CEO/head of business	Employee Level (your organisation's terminology)	Employment basis	25-34 years			35-44 years			45-54 years			55-64 years			65+ years			Total employees
			Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender	
0	CEO	Full-time permanent/ongoing															0	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing															0	
		Part-time contract (fixed-term)															0	
		Casual															0	
-1	SES	Full-time permanent/ongoing															0	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing															0	
		Part-time contract (fixed-term)															0	
		Casual															0	
-2	Principal Scientist	Full-time permanent/ongoing															0	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing															0	
		Part-time contract (fixed-term)															0	
		Casual															0	
-3	STS	Full-time permanent/ongoing															0	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing															0	
		Part-time contract (fixed-term)															0	
		Casual															0	
-4	VPSG6	Full-time permanent/ongoing															0	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing															0	
		Part-time contract (fixed-term)															0	
		Casual															0	
-5	VPSG5	Full-time permanent/ongoing							1								1	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing															0	
		Part-time contract (fixed-term)															0	
		Casual															0	
-6	VPSG4	Full-time permanent/ongoing											1				1	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing			1													1
		Part-time contract (fixed-term)																0
		Casual																0
-7	VPSG3	Full-time permanent/ongoing						1									1	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing																0
		Part-time contract (fixed-term)																0
		Casual																0
-8	VPSG2	Full-time permanent/ongoing						1									1	
		Full-time contract (fixed-term)															0	
		Part-time permanent/ongoing																0
		Part-time contract (fixed-term)																0
		Casual																0

Workplace gender equality indicator	Workforce data measure
(refer section 3 of the Act)	
6. Availability and utilisation of terms, conditions and practices relating to family violence leave, flexible working arrangements and working arrangements supporting workers with family or caring responsibilities	Proportion of employees with formal <u>flexible work</u> arrangements, by gender, <u>classification</u> and <u>employment basis</u> , as at 30 June 2021 (Table 6.1)
	Number of <u>senior leaders</u> working with <u>flexible work</u> arrangements, by gender and type of flexible work arrangement, as at 30 June 2021 (Table 6.2)
	Number of people who have taken parental leave from 1 July 2020 to 30 June 2021, by gender, <u>classification</u> , length of leave and by type of leave (paid or unpaid) (Table 6.3)
	Number of people who exited the defined entity during parental leave from 1 July 2020 to 30 June 2021, by gender (Table 6.4)
	Number of people accessing <u>family violence leave</u> from 1 July 2020 to 30 June 2021, by gender (Table 6.5)
	Number of people accessing <u>carers leave</u> from 1 July 2020 to 30 June 2021, by gender (Table 6.6)

Your Comments
 We don't collect formal flexible work data. Table 6.1 has been filled using data of employees originally contracted at higher hours than they were working at 30 June 2021. In Table 6.2, a senior leader is characterised at VPSG6 and above. Covid-related working remotely conditions have not been recorded as a flexible working arrangement.

Reporting period start date
 1/07/2020

Reporting period end date
 30/06/2021

[Return to Data Measure Inventory](#)

Table 6.1 - Composition of workforce by Level to CEO, Employment basis, Formal flexible working arrangement and Gender
 *Please refer to the definition of flexible working in the Workplace Gender Audit Guide

Classification by reporting level to CEO/head of business	Employee Level (your organisation's terminology)	Employment basis	On Formal Flexible Working Arrangement			Not on formal flexible working arrangement			Total
			Women	Men	Self Described Gender	Women	Men	Self Described Gender	
0	CEO	Full-time permanent/ongoing							
		Full-time contract (fixed-term)					1		1
		Part-time permanent/ongoing							
		Part-time contract (fixed-term)							
		Casual							
-1	SES	Full-time permanent/ongoing							
		Full-time contract (fixed-term)				1	1		2
		Part-time permanent/ongoing							
		Part-time contract (fixed-term)							
		Casual							
-2	Principle Scientist	Full-time permanent/ongoing					2		2
		Full-time contract (fixed-term)							
		Part-time permanent/ongoing							
		Part-time contract (fixed-term)							
		Casual							
-3	STS	Full-time permanent/ongoing					2		2
		Full-time contract (fixed-term)				1	1		2
		Part-time permanent/ongoing							
		Part-time contract (fixed-term)							
		Casual							
-4	VPSG6	Full-time permanent/ongoing		1		4	9		14
		Full-time contract (fixed-term)					1		1
		Part-time permanent/ongoing		1		3			4
		Part-time contract (fixed-term)							
		Casual							
-5	VPSG5	Full-time permanent/ongoing				4	22		26
		Full-time contract (fixed-term)				3	1		4
		Part-time permanent/ongoing		1		4			5
		Part-time contract (fixed-term)							
		Casual							
-6	VPSG4	Full-time permanent/ongoing				10	29		39
		Full-time contract (fixed-term)				3	3		6
		Part-time permanent/ongoing		1		3			4
		Part-time contract (fixed-term)							
		Casual							
-7	VPSG3	Full-time permanent/ongoing		1		18	41		60
		Full-time contract (fixed-term)				1			1
		Part-time permanent/ongoing		4		2			6
		Part-time contract (fixed-term)							
		Casual				1	2		3
-8	VPSG2	Full-time permanent/ongoing				2	3		5
		Full-time contract (fixed-term)					3		3
		Part-time permanent/ongoing		1		3			4
		Part-time contract (fixed-term)							
		Casual				3	1		4

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Table 6.2 - Composition of senior leaders by Flexible working arrangement type and Gender

Where multiple flexible working arrangements apply, count the senior leader in all relevant rows

Senior Leaders	Headcount		
	Women	Men	Self Described Gender
Working more hours over fewer days			
Flexible start and finish times			
Working remotely			
Working part-time		1	
Shift swap			
Job sharing			
Study leave			
Purchased leave		1	
Using leave to work flexible hours			
Does not use any of these flexible work	9	17	
TOTAL	9	19	

Table 6.3 - Composition of people who took parental leave, average length of paid leave and average length of unpaid leave by Level to CEO, Employment basis and Gender

Include people who have taken either paid or unpaid parental leave. If employees have taken both unpaid and paid parental leave, please include them in headcount figures only once. The calculation of number of weeks should be adjusted to the number of hours per standard working week for that individual.

Classification by reporting level to CEO/head of business	Employee Level (your organisation's terminology)	Employment basis	Parental Leave takers between 1 July 2020 and 30 June 2021 (Headcount)			Average number of PAID weeks taken			Average number of UNPAID weeks taken		
			Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender
0	CEO	Full-time permanent/ongoing									
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing									
		Part-time contract (fixed-term)									
		Casual									
-1	SES	Full-time permanent/ongoing									
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing									
		Part-time contract (fixed-term)									
		Casual									
-2	Principal Scientist	Full-time permanent/ongoing									
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing									
		Part-time contract (fixed-term)									
		Casual									
-3	STS	Full-time permanent/ongoing									
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing									
		Part-time contract (fixed-term)									
		Casual									
-4	VPSG6	Full-time permanent/ongoing		1			4				
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing									
		Part-time contract (fixed-term)									
		Casual									
-5	VPSG5	Full-time permanent/ongoing	1			32		1			
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing									
		Part-time contract (fixed-term)									
		Casual									
-6	VPSG4	Full-time permanent/ongoing		1			4			2	
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing									
		Part-time contract (fixed-term)									
		Casual									
-7	VPSG3	Full-time permanent/ongoing	1	4		16	5.5	19	2		
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing									
		Part-time contract (fixed-term)									
		Casual									
-8	VPSG2	Full-time permanent/ongoing									
		Full-time contract (fixed-term)									
		Part-time permanent/ongoing									
		Part-time contract (fixed-term)									
		Casual									

Table 6.4 - Composition of people who exited the defined entity during parental leave by Exit type and Gender

Parental Leave exits	Exits		
	Women	Men	Self Described Gender
Voluntary exit during parental leave			
Involuntary exit during parental leave			
TOTAL			

Table 6.5 - Not shown

Table 6.6 - Composition of people who accessed carers leave by Gender

	Women	Men	Self Described Gender
Carers Leave takers	18	57	
TOTAL	18	57	

Workplace gender equality indicator	Workforce data measure
<i>(refer section 3 of the Act)</i>	
7. Gendered segregation in the workplace	Gender composition of employees by occupation per ANZSCO codes as at 30 June 2021.

Your Comments

Reporting period start date
1/07/2020

Reporting period end date
30/06/2021

[Return to Data Measure Inventory](#)
Table 7.1

ANZSCO CODE INFORMATION

Major Group	Sub-Major Group	Minor Group	Unit Group	Occupation	Description	ANZSCO code (6 digits)	Women	Men	Self Described Gender
1	MANAGERS					1	14	20	
	11	Chief Executives, General Managers and Legislators				11	2	2	
		111	Chief Executives, General Managers and Legislators			111	2	2	
			1111	Chief Executives and Managing Directors		1111			
			11111	Chief Executive or Managing Director		11111			
			1112	General Managers		1112	2	2	
				11211	Corporate General Manager	11211	2	2	
				11212	Defence Force Senior Officer	11212			
			1113	Legislators		1113			
				111311	Local Government Legislator	111311			
				111312	Member of Parliament	111312			
				111399	Legislators nec	111399			
	12	Farmers and Farm Managers				12			
		121	Farmers and Farm Managers			121			
			1211	Aquaculture Farmers		1211			
				12111	Aquaculture Farmer	12111			
			1212	Crop Farmers		1212			
				121211	Cotton Grower	121211			
				121212	Flower Grower	121212			
				121213	Fruit or Nut Grower	121213			
				121214	Grain, Oilseed or Pasture Grower \ Field Crop Grower	121214			
				121215	Grape Grower	121215			
				121216	Mixed Crop Farmer	121216			
				121217	Sugar Cane Grower	121217			
				121218	Turf Grower	121218			
				121221	Vegetable Grower (Aus) \ Market Gardener (NZ)	121221			
				121299	Crop Farmers nec	121299			
			1213	Livestock Farmers		1213			
				121311	Apiarist	121311			
				121312	Beef Cattle Farmer	121312			
				121313	Dairy Cattle Farmer	121313			
				121314	Deer Farmer	121314			
				121315	Goat Farmer	121315			
				121316	Horse Breeder	121316			
				121317	Mixed Livestock Farmer	121317			
				121318	Pig Farmer	121318			
				121321	Poultry Farmer	121321			
				121322	Sheep Farmer	121322			
				121399	Livestock Farmers nec	121399			
			1214	Mixed Crop and Livestock Farmers		1214			
				121411	Mixed Crop and Livestock Farmer	121411			
	13	Specialist Managers				13	10	18	
		131	Advertising, Public Relations and Sales Managers			131			
			1311	Advertising, Public Relations and Sales Managers		1311			
				131111	code retired (ANZSCO Revision 1)	131111			
				131112	Sales and Marketing Manager	131112			
				131113	Advertising Manager	131113			
				131114	Public Relations Manager	131114			
		132	Business Administration Managers			132	2	5	
			1321	Corporate Services Managers		1321	1	1	
				132111	Corporate Services Manager	132111	1	1	
			1322	Finance Managers		1322		1	
				132211	Finance Manager	132211		1	
			1323	Human Resource Managers		1323		1	
				132311	Human Resource Manager	132311		1	
			1324	Policy and Planning Managers		1324	1	2	
				132411	Policy and Planning Manager	132411	1	2	
			1325	Research and Development Managers		1325			
				132511	Research and Development Manager	132511			
		133	Construction, Distribution and Production Managers			133			
			1331	Construction Managers		1331			
				133111	Construction Project Manager	133111			
				133112	Project Builder	133112			
			1332	Engineering Managers		1332			
				133211	Engineering Manager	133211			
			1333	Importers, Exporters and Wholesalers		1333			
				133311	Importer or Exporter	133311			
				133312	Wholesaler	133312			
			1334	Manufacturers		1334			
				133411	Manufacturer	133411			
			1335	Production Managers		1335			
				133511	Production Manager (Forestry)	133511			
				133512	Production Manager (Manufacturing)	133512			
				133513	Production Manager (Mining)	133513			
			1336	Supply, Distribution and Procurement Managers		1336			
				133611	Supply and Distribution Manager	133611			
				133612	Procurement Manager	133612			

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134	Education, Health and Welfare Services Managers	134			
1341	Child Care Centre Managers	1341			
	134111 Child Care Centre Manager	134111			
1342	Health and Welfare Services Managers	1342			
	134211 Medical Administrator \ Medical Superintendent	134211			
	134212 Nursing Clinical Director	134212			
	134213 Primary Health Organisation Manager	134213			
	134214 Welfare Centre Manager	134214			
	134299 Health and Welfare Services Managers nec	134299			
1343	School Principals	1343			
	134311 School Principal	134311			
1344	Other Education Managers	1344			
	134411 Faculty Head	134411			
	134412 Regional Education Manager	134412			
	134499 Education Managers nec	134499			
135	ICT Managers	135	1		
1351	ICT Managers	1351	1		
	135111 Chief Information Officer	135111			
	135112 ICT Project Manager	135112	1		
	135199 ICT Managers nec	135199			
139	Miscellaneous Specialist Managers	139	7	13	
1391	Commissioned Officers (Management)	1391			
	139111 Commissioned Defence Force Officer	139111			
	139112 Commissioned Fire Officer	139112			
	139113 Commissioned Police Officer	139113			
1392	Senior Non-commissioned Defence Force Members	1392			
	139211 Senior Non-commissioned Defence Force Member	139211			
1399	Other Specialist Managers	1399	7	13	
	139911 Arts Administrator or Manager	139911			
	139912 Environmental Manager	139912			
	139913 Laboratory Manager	139913			
	139914 Quality Assurance Manager	139914			
	139915 Sports Administrator	139915			
	139999 Specialist Managers nec	139999	7	13	
14	Hospitality, Retail and Service Managers	14	2		
141	Accommodation and Hospitality Managers	141			
	1411 Cafe and Restaurant Managers	1411			
	141111 Cafe or Restaurant Manager	141111			
	1412 Caravan Park and Camping Ground Managers	1412			
	141211 Caravan Park and Camping Ground Manager	141211			
	1413 Hotel and Motel Managers	1413			
	141311 Hotel or Motel Manager	141311			
	1414 Licensed Club Managers	1414			
	141411 Licensed Club Manager	141411			
	1419 Other Accommodation and Hospitality Managers	1419			
	141911 Bed and Breakfast Operator	141911			
	141912 Retirement Village Manager	141912			
	141999 Accommodation and Hospitality Managers nec	141999			
142	Retail Managers	142			
1421	Retail Managers	1421			
	142111 Retail Manager (General)	142111			
	142112 Antique Dealer	142112			
	142113 Betting Agency Manager	142113			
	142114 Hair or Beauty Salon Manager	142114			
	142115 Post Office Manager	142115			
	142116 Travel Agency Manager	142116			
149	Miscellaneous Hospitality, Retail and Service Managers	149	2		
1491	Amusement, Fitness and Sports Centre Managers	1491			
	149111 Amusement Centre Manager	149111			
	149112 Fitness Centre Manager	149112			
	149113 Sports Centre Manager	149113			
1492	Call or Contact Centre and Customer Service Managers	1492			
	149211 Call or Contact Centre Manager	149211			
	149212 Customer Service Manager	149212			
1493	Conference and Event Organisers	1493	2		
	149311 Conference and Event Organiser	149311	2		
1494	Transport Services Managers	1494			
	149411 Fleet Manager	149411			
	149412 Railway Station Manager	149412			
	149413 Transport Company Manager	149413			
1499	Other Hospitality, Retail and Service Managers	1499			
	149911 Boarding Kennel or Cattery Operator	149911			
	149912 Cinema or Theatre Manager	149912			
	149913 Facilities Manager	149913			
	149914 Financial Institution Branch Manager	149914			
	149915 Equipment Hire Manager	149915			
	149999 Hospitality, Retail and Service Managers nec	149999			
2	PROFESSIONALS	2	13	16	
21	Arts and Media Professionals	21			
211	Arts Professionals	211			
2111	Actors, Dancers and Other Entertainers	2111			
	211111 Actor	211111			
	211112 Dancer or Choreographer	211112			
	211113 Entertainer or Variety Artist	211113			
	211199 Actors, Dancers and Other Entertainers nec	211199			
2112	Music Professionals	2112			
	211211 Composer	211211			
	211212 Music Director	211212			
	211213 Musician (Instrumental)	211213			
	211214 Singer	211214			
	211299 Music Professionals nec	211299			
2113	Photographers	2113			
	211311 Photographer	211311			
2114	Visual Arts and Crafts Professionals	2114			
	211411 Painter (Visual Arts)	211411			
	211412 Potter or Ceramic Artist	211412			
	211413 Sculptor	211413			
	211499 Visual Arts and Crafts Professionals nec	211499			

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212	Media Professionals		212		
2121	Artistic Directors, and Media Producers and Presenters		2121		
	212111 Artistic Director		212111		
	212112 Media Producer (excluding Video)		212112		
	212113 Radio Presenter		212113		
	212114 Television Presenter		212114		
2122	Authors, and Book and Script Editors		2122		
	212211 Author		212211		
	212212 Book or Script Editor		212212		
2123	Film, Television, Radio and Stage Directors		2123		
	212311 Art Director (Film, Television or Stage)		212311		
	212312 Director (Film, Television, Radio or Stage)		212312		
	212313 Director of Photography		212313		
	212314 Film and Video Editor		212314		
	212315 Program Director (Television or Radio)		212315		
	212316 Stage Manager		212316		
	212317 Technical Director		212317		
	212318 Video Producer		212318		
	212399 Film, Television, Radio and Stage Directors nec		212399		
2124	Journalists and Other Writers		2124		
	212411 Copywriter		212411		
	212412 Newspaper or Periodical Editor		212412		
	212413 Print Journalist		212413		
	212414 Radio Journalist		212414		
	212415 Technical Writer		212415		
	212416 Television Journalist		212416		
	212499 Journalists and Other Writers nec		212499		
22	Business, Human Resource and Marketing Professionals		22	6	3
221	Accountants, Auditors and Company Secretaries		221	1	1
2211	Accountants		2211	1	1
	221111 Accountant (General)		221111	1	1
	221112 Management Accountant		221112		
	221113 Taxation Accountant		221113		
2212	Auditors, Company Secretaries and Corporate Treasurers		2212		
	221211 Company Secretary		221211		
	221212 Corporate Treasurer		221212		
	221213 External Auditor		221213		
	221214 Internal Auditor		221214		
222	Financial Brokers and Dealers, and Investment Advisers		222		
2221	Financial Brokers		2221		
	222111 Commodities Trader		222111		
	222112 Finance Broker		222112		
	222113 Insurance Broker		222113		
	222199 Financial Brokers nec		222199		
2222	Financial Dealers		2222		
	222211 Financial Market Dealer		222211		
	222212 Futures Trader		222212		
	222213 Stockbroking Dealer		222213		
	222299 Financial Dealers nec		222299		
2223	Financial Investment Advisers and Managers		2223		
	222311 Financial Investment Adviser		222311		
	222312 Financial Investment Manager		222312		
223	Human Resource and Training Professionals		223	1	
2231	Human Resource Professionals		2231	1	
	223111 Human Resource Adviser		223111	1	
	223112 Recruitment Consultant		223112		
	223113 Workplace Relations Adviser		223113		
2232	ICT Trainers		2232		
	223211 ICT Trainer		223211		
2233	Training and Development Professionals		2233		
	223311 Training and Development Professional		223311		
224	Information and Organisation Professionals		224	3	1
2241	Actuaries, Mathematicians and Statisticians		2241		
	224111 Actuary		224111		
	224112 Mathematician		224112		
	224113 Statistician		224113		
2242	Archivists, Curators and Records Managers		2242		
	224211 Archivist		224211		
	224212 Gallery or Museum Curator		224212		
	224213 Health Information Manager		224213		
	224214 Records Manager		224214		
2243	Economists		2243		
	224311 Economist		224311		
2244	Intelligence and Policy Analysts		2244	3	1
	224411 Intelligence Officer		224411		
	224412 Policy Analyst		224412	3	1
2245	Land Economists and Valuers		2245		
	224511 Land Economist		224511		
	224512 Valuer		224512		
2246	Librarians		2246		
	224611 Librarian		224611		
2247	Management and Organisation Analysts		2247		
	224711 Management Consultant		224711		
	224712 Organisation and Methods Analyst		224712		
2249	Other Information and Organisation Professionals		2249		
	224911 Electorate Officer		224911		
	224912 Liaison Officer		224912		
	224913 Migration Agent \ Immigration Consultant		224913		
	224914 Patents Examiner		224914		
	224999 Information and Organisation Professionals nec		224999		
225	Sales, Marketing and Public Relations Professionals		225	1	1
2251	Advertising and Marketing Professionals		2251	1	1
	225111 Advertising Specialist		225111		
	225112 Market Research Analyst		225112		
	225113 Marketing Specialist		225113	1	1
2252	ICT Sales Professionals		2252		
	225211 ICT Account Manager		225211		
	225212 ICT Business Development Manager		225212		
	225213 ICT Sales Representative		225213		
2253	Public Relations Professionals		2253		
	225311 Public Relations Professional		225311		
2254	Technical Sales Representatives		2254		
	225411 Sales Representative (Industrial Products)		225411		
	225412 Sales Representative (Medical and Pharmaceutical Products)		225412		
	225499 Technical Sales Representatives nec		225499		

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23	Design, Engineering, Science and Transport Professionals	23	4	11
231	Air and Marine Transport Professionals	231		
2311	Air Transport Professionals	2311		
	231111 Aeroplane Pilot	231111		
	231112 Air Traffic Controller	231112		
	231113 Flying Instructor	231113		
	231114 Helicopter Pilot	231114		
	231199 Air Transport Professionals nec	231199		
2312	Marine Transport Professionals	2312		
	231211 Master Fisher	231211		
	231212 Ship's Engineer	231212		
	231213 Ship's Master	231213		
	231214 Ship's Officer	231214		
	231215 Marine Surveyor	231215		
	231299 Marine Transport Professionals nec	231299		
232	Architects, Designers, Planners and Surveyors	232		
2321	Architects and Landscape Architects	2321		
	232111 Architect	232111		
	232112 Landscape Architect	232112		
2322	Surveyors and Spatial Scientists	2322		
	232211 code retired (ANZSCO Revision 1)	232211		
	232212 Surveyor	232212		
	232213 Cartographer	232213		
	232214 Other Spatial Scientist	232214		
2323	Fashion, Industrial and Jewellery Designers	2323		
	232311 Fashion Designer	232311		
	232312 Industrial Designer	232312		
	232313 Jewellery Designer	232313		
2324	Graphic and Web Designers, and Illustrators	2324		
	232411 Graphic Designer	232411		
	232412 Illustrator	232412		
	232413 Multimedia Designer	232413		
	232414 Web Designer	232414		
2325	Interior Designers	2325		
	232511 Interior Designer	232511		
2326	Urban and Regional Planners	2326		
	232611 Urban and Regional Planner	232611		
233	Engineering Professionals	233		
2331	Chemical and Materials Engineers	2331		
	233111 Chemical Engineer	233111		
	233112 Materials Engineer	233112		
2332	Civil Engineering Professionals	2332		
	233211 Civil Engineer	233211		
	233212 Geotechnical Engineer	233212		
	233213 Quantity Surveyor	233213		
	233214 Structural Engineer	233214		
	233215 Transport Engineer	233215		
2333	Electrical Engineers	2333		
	233311 Electrical Engineer	233311		
2334	Electronics Engineers	2334		
	233411 Electronics Engineer	233411		
2335	Industrial, Mechanical and Production Engineers	2335		
	233511 Industrial Engineer	233511		
	233512 Mechanical Engineer	233512		
	233513 Production or Plant Engineer	233513		
2336	Mining Engineers	2336		
	233611 Mining Engineer (excluding Petroleum)	233611		
	233612 Petroleum Engineer	233612		
2339	Other Engineering Professionals	2339		
	233911 Aeronautical Engineer	233911		
	233912 Agricultural Engineer	233912		
	233913 Biomedical Engineer	233913		
	233914 Engineering Technologist	233914		
	233915 Environmental Engineer	233915		
	233916 Naval Architect \ Marine Designer	233916		
	233999 Engineering Professionals nec	233999		
234	Natural and Physical Science Professionals	234	4	11
2341	Agricultural and Forestry Scientists	2341		
	234111 Agricultural Consultant	234111		
	234112 Agricultural Scientist	234112		
	234113 Forester \ Forest Scientist	234113		
2342	Chemists, and Food and Wine Scientists	2342		
	234211 Chemist	234211		
	234212 Food Technologist	234212		
	234213 Wine Maker	234213		
2343	Environmental Scientists	2343		
	234311 Conservation Officer	234311		
	234312 Environmental Consultant	234312		
	234313 Environmental Research Scientist	234313		
	234314 Park Ranger	234314		
	234399 Environmental Scientists nec	234399		
2344	Geologists, Geophysicists and Hydrogeologists	2344		
	234411 Geologist	234411		
	234412 Geophysicist	234412		
	234413 Hydrogeologist	234413		
2345	Life Scientists	2345	3	11
	234511 Life Scientist (General)	234511		
	234512 code retired	234512		
	234513 Biochemist	234513		
	234514 Biotechnologist	234514		
	234515 Botanist	234515		
	234516 Marine Biologist	234516	3	9
	234517 Microbiologist	234517		
	234518 Zoologist	234518		
	234599 Life Scientists nec	234599		2
2346	Medical Laboratory Scientists	2346		
	234611 Medical Laboratory Scientist	234611		
2347	Veterinarians	2347	1	
	234711 Veterinarian	234711	1	
2349	Other Natural and Physical Science Professionals	2349		
	234911 Conservator	234911		
	234912 Metallurgist	234912		
	234913 Meteorologist	234913		
	234914 Physicist	234914		
	234915 Exercise Physiologist	234915		
	234999 Natural and Physical Science Professionals nec	234999		

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24	Education Professionals		24		2	2	
241	School Teachers		241				
2411	Early Childhood (Pre-primary School) Teachers		2411				
	241111 Early Childhood (Pre-primary School) Teacher		241111				
	241112 Kaiako Kohanga Reo (Maori Language Nest Teacher)		241112				
2412	Primary School Teachers		2412				
	241211 Kaiako Kura Kaupapa Maori (Maori-medium Primary School Teacher)		241211				
	241212 Pouako Kura Kaupapa Maori (Maori-medium Primary School Senior Teacher)		241212				
	241213 Primary School Teacher		241213				
2413	Middle School Teachers \ Intermediate School Teachers		2413				
	241311 Middle School Teacher \ Intermediate School Teacher		241311				
2414	Secondary School Teachers		2414				
	241411 Secondary School Teacher		241411				
2415	Special Education Teachers		2415				
	241511 Special Needs Teacher		241511				
	241512 Teacher of the Hearing Impaired		241512				
	241513 Teacher of the Sight Impaired		241513				
	241599 Special Education Teachers nec		241599				
242	Tertiary Education Teachers		242				
2421	University Lecturers and Tutors		2421				
	242111 University Lecturer		242111				
	242112 University Tutor		242112				
2422	Vocational Education Teachers \ Polytechnic Teachers		2422				
	242211 Vocational Education Teacher \ Polytechnic Teacher		242211				
249	Miscellaneous Education Professionals		249		2	2	
2491	Education Advisers and Reviewers		2491		2	2	
	249111 Education Adviser		249111		2	2	
	249112 Education Reviewer		249112				
2492	Private Tutors and Teachers		2492				
	249211 Art Teacher (Private Tuition)		249211				
	249212 Dance Teacher (Private Tuition)		249212				
	249213 Drama Teacher (Private Tuition)		249213				
	249214 Music Teacher (Private Tuition)		249214				
	249299 Private Tutors and Teachers nec		249299				
2493	Teachers of English to Speakers of Other Languages		2493				
	249311 Teacher of English to Speakers of Other Languages		249311				
25	Health Professionals		25				
251	Health Diagnostic and Promotion Professionals		251				
2511	Nutrition Professionals		2511				
	251111 Dietitian		251111				
	251112 Nutritionist		251112				
2512	Medical Imaging Professionals		2512				
	251211 Medical Diagnostic Radiographer		251211				
	251212 Medical Radiation Therapist		251212				
	251213 Nuclear Medicine Technologist		251213				
	251214 Sonographer		251214				
2513	Occupational and Environmental Health Professionals		2513				
	251311 Environmental Health Officer		251311				
	251312 Occupational Health and Safety Adviser		251312				
2514	Optometrists and Orthoptists		2514				
	251411 Optometrist		251411				
	251412 Orthoptist		251412				
2515	Pharmacists		2515				
	251511 Hospital Pharmacist		251511				
	251512 Industrial Pharmacist		251512				
	251513 Retail Pharmacist		251513				
2519	Other Health Diagnostic and Promotion Professionals		2519				
	251911 Health Promotion Officer		251911				
	251912 Orthotist or Prosthetist		251912				
	251999 Health Diagnostic and Promotion Professionals nec		251999				
252	Health Therapy Professionals		252				
2521	Chiropractors and Osteopaths		2521				
	252111 Chiropractor		252111				
	252112 Osteopath		252112				
2522	Complementary Health Therapists		2522				
	252211 Acupuncturist		252211				
	252212 Homoeopath		252212				
	252213 Naturopath		252213				
	252214 Traditional Chinese Medicine Practitioner		252214				
	252215 Traditional Maori Health Practitioner		252215				
	252299 Complementary Health Therapists nec		252299				
2523	Dental Practitioners		2523				
	252311 Dental Specialist		252311				
	252312 Dentist		252312				
2524	Occupational Therapists		2524				
	252411 Occupational Therapist		252411				
2525	Physiotherapists		2525				
	252511 Physiotherapist		252511				
2526	Podiatrists		2526				
	252611 Podiatrist		252611				
2527	Audiologists and Speech Pathologists \ Therapists		2527				
	252711 Audiologist		252711				
	252712 Speech Pathologist \ Speech Language Therapist		252712				
253	Medical Practitioners		253				
2531	General Practitioners and Resident Medical Officers		2531				
	253111 General Practitioner		253111				
	253112 Resident Medical Officer		253112				
2532	Anaesthetists		2532				
	253211 Anaesthetist		253211				
2533	Specialist Physicians		2533				
	253311 Specialist Physician (General Medicine)		253311				
	253312 Cardiologist		253312				
	253313 Clinical Haematologist		253313				
	253314 Medical Oncologist		253314				
	253315 Endocrinologist		253315				
	253316 Gastroenterologist		253316				
	253317 Intensive Care Specialist		253317				
	253318 Neurologist		253318				
	253321 Paediatrician		253321				
	253322 Renal Medicine Specialist		253322				
	253323 Rheumatologist		253323				
	253324 Thoracic Medicine Specialist		253324				
	253399 Specialist Physicians nec		253399				

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2534	Psychiatrists	2534			
	253411 Psychiatrist	253411			
2535	Surgeons	2535			
	253511 Surgeon (General)	253511			
	253512 Cardiothoracic Surgeon	253512			
	253513 Neurosurgeon	253513			
	253514 Orthopaedic Surgeon	253514			
	253515 Otorhinolaryngologist	253515			
	253516 Paediatric Surgeon	253516			
	253517 Plastic and Reconstructive Surgeon	253517			
	253518 Urologist	253518			
	253521 Vascular Surgeon	253521			
2539	Other Medical Practitioners	2539			
	253911 Dermatologist	253911			
	253912 Emergency Medicine Specialist	253912			
	253913 Obstetrician and Gynaecologist	253913			
	253914 Ophthalmologist	253914			
	253915 Pathologist	253915			
	253916 code retired (ANZSCO Revision 1)	253916			
	253917 Diagnostic and Interventional Radiologist	253917			
	253918 Radiation Oncologist	253918			
	253999 Medical Practitioners nec	253999			
254	Midwifery and Nursing Professionals	254			
2541	Midwives	2541			
	254111 Midwife	254111			
2542	Nurse Educators and Researchers	2542			
	254211 Nurse Educator	254211			
	254212 Nurse Researcher	254212			
2543	Nurse Managers	2543			
	254311 Nurse Manager	254311			
2544	Registered Nurses	2544			
	254411 Nurse Practitioner	254411			
	254412 Registered Nurse (Aged Care)	254412			
	254413 Registered Nurse (Child and Family Health)	254413			
	254414 Registered Nurse (Community Health)	254414			
	254415 Registered Nurse (Critical Care and Emergency)	254415			
	254416 Registered Nurse (Developmental Disability)	254416			
	254417 Registered Nurse (Disability and Rehabilitation)	254417			
	254418 Registered Nurse (Medical)	254418			
	254421 Registered Nurse (Medical Practice)	254421			
	254422 Registered Nurse (Mental Health)	254422			
	254423 Registered Nurse (Perioperative)	254423			
	254424 Registered Nurse (Surgical)	254424			
	254425 Registered Nurse (Paediatrics)	254425			
	254499 Registered Nurses nec	254499			
26	ICT Professionals	26			
261	Business and Systems Analysts, and Programmers	261			
2611	ICT Business and Systems Analysts	2611			
	261111 ICT Business Analyst	261111			
	261112 Systems Analyst	261112			
2612	Multimedia Specialists and Web Developers	2612			
	261211 Multimedia Specialist	261211			
	261212 Web Developer	261212			
2613	Software and Applications Programmers	2613			
	261311 Analyst Programmer	261311			
	261312 Developer Programmer	261312			
	261313 Software Engineer	261313			
	261314 Software Tester	261314			
	261399 Software and Applications Programmers nec	261399			
262	Database and Systems Administrators, and ICT Security Specialists	262			
2621	Database and Systems Administrators, and ICT Security Specialists	2621			
	262111 Database Administrator	262111			
	262112 ICT Security Specialist	262112			
	262113 Systems Administrator	262113			
263	ICT Network and Support Professionals	263			
2631	Computer Network Professionals	2631			
	263111 Computer Network and Systems Engineer	263111			
	263112 Network Administrator	263112			
	263113 Network Analyst	263113			
2632	ICT Support and Test Engineers	2632			
	263211 ICT Quality Assurance Engineer	263211			
	263212 ICT Support Engineer	263212			
	263213 ICT Systems Test Engineer	263213			
	263299 ICT Support and Test Engineers nec	263299			
2633	Telecommunications Engineering Professionals	2633			
	263311 Telecommunications Engineer	263311			
	263312 Telecommunications Network Engineer	263312			
27	Legal, Social and Welfare Professionals	27	1		
271	Legal Professionals	271	1		
2711	Barristers	2711			
	271111 Barrister	271111			
2712	Judicial and Other Legal Professionals	2712	1		
	271211 Judge	271211			
	271212 Magistrate	271212			
	271213 Tribunal Member	271213			
	271214 Intellectual Property Lawyer	271214			
	271299 Judicial and Other Legal Professionals nec	271299	1		
2713	Solicitors	2713			
	271311 Solicitor	271311			
272	Social and Welfare Professionals	272			
2721	Counsellors	2721			
	272111 Careers Counsellor	272111			
	272112 Drug and Alcohol Counsellor	272112			
	272113 Family and Marriage Counsellor	272113			
	272114 Rehabilitation Counsellor	272114			
	272115 Student Counsellor	272115			
	272199 Counsellors nec	272199			
2722	Ministers of Religion	2722			
	272211 Minister of Religion	272211			
2723	Psychologists	2723			
	272311 Clinical Psychologist	272311			
	272312 Educational Psychologist	272312			
	272313 Organisational Psychologist	272313			
	272314 Psychotherapist	272314			
	272399 Psychologists nec	272399			

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2724	Social Professionals	2724			
272411	Historian	272411			
272412	Interpreter	272412			
272413	Translator	272413			
272414	Archaeologist	272414			
272499	Social Professionals nec	272499			
2725	Social Workers	2725			
272511	Social Worker	272511			
2726	Welfare, Recreation and Community Arts Workers	2726			
272611	Community Arts Worker	272611			
272612	Recreation Officer \ Recreation Coordinator	272612			
272613	Welfare Worker	272613			
3	TECHNICIANS AND TRADES WORKERS	3	25	68	
31	Engineering, ICT and Science Technicians	31	25	68	
311	Agricultural, Medical and Science Technicians	311	25	67	
3111	Agricultural Technicians	3111			
311111	Agricultural Technician	311111			
3112	Medical Technicians	3112			
311211	Anaesthetic Technician	311211			
311212	Cardiac Technician	311212			
311213	Medical Laboratory Technician	311213			
311214	Operating Theatre Technician	311214			
311215	Pharmacy Technician	311215			
311216	Pathology Collector \ Phlebotomist	311216			
311299	Medical Technicians nec	311299			
3113	Primary Products Inspectors	3113	25	66	
311311	Fisheries Officer	311311	25	66	
311312	Meat Inspector	311312			
311313	Quarantine Officer	311313			
311399	Primary Products Inspectors nec	311399			
3114	Science Technicians	3114		1	
311411	Chemistry Technician	311411			
311412	Earth Science Technician	311412			
311413	Life Science Technician	311413		1	
311414	School Laboratory Technician	311414			
311415	Hydrographer	311415			
311499	Science Technicians nec	311499			
312	Building and Engineering Technicians	312			
3121	Architectural, Building and Surveying Technicians	3121			
312111	Architectural Draftsperson	312111			
312112	Building Associate	312112			
312113	Building Inspector	312113			
312114	Construction Estimator	312114			
312115	Plumbing Inspector	312115			
312116	Surveying or Spatial Science Technician	312116			
312199	Architectural, Building and Surveying Technicians nec	312199			
3122	Civil Engineering Draftspersons and Technicians	3122			
312211	Civil Engineering Draftsperson	312211			
312212	Civil Engineering Technician	312212			
3123	Electrical Engineering Draftspersons and Technicians	3123			
312311	Electrical Engineering Draftsperson	312311			
312312	Electrical Engineering Technician	312312			
3124	Electronic Engineering Draftspersons and Technicians	3124			
312411	Electronic Engineering Draftsperson	312411			
312412	Electronic Engineering Technician	312412			
3125	Mechanical Engineering Draftspersons and Technicians	3125			
312511	Mechanical Engineering Draftsperson	312511			
312512	Mechanical Engineering Technician	312512			
3126	Safety Inspectors	3126			
312611	Safety Inspector	312611			
3129	Other Building and Engineering Technicians	3129			
312911	Maintenance Planner	312911			
312912	Metallurgical or Materials Technician	312912			
312913	Mine Deputy	312913			
312999	Building and Engineering Technicians nec	312999			
313	ICT and Telecommunications Technicians	313		1	
3131	ICT Support Technicians	3131		1	
313111	Hardware Technician	313111			
313112	ICT Customer Support Officer	313112			
313113	Web Administrator	313113		1	
313199	ICT Support Technicians nec	313199			
3132	Telecommunications Technical Specialists	3132			
313211	Radiocommunications Technician	313211			
313212	Telecommunications Field Engineer	313212			
313213	Telecommunications Network Planner	313213			
313214	Telecommunications Technical Officer or Technologist	313214			
32	Automotive and Engineering Trades Workers	32			
321	Automotive Electricians and Mechanics	321			
3211	Automotive Electricians	3211			
321111	Automotive Electrician	321111			
3212	Motor Mechanics	3212			
321211	Motor Mechanic (General)	321211			
321212	Diesel Motor Mechanic	321212			
321213	Motorcycle Mechanic	321213			
321214	Small Engine Mechanic	321214			
322	Fabrication Engineering Trades Workers	322			
3221	Metal Casting, Forging and Finishing Trades Workers	3221			
322111	Blacksmith	322111			
322112	Electroplater	322112			
322113	Farrier	322113			
322114	Metal Casting Trades Worker	322114			
322115	Metal Polisher	322115			
3222	Sheetmetal Trades Workers	3222			
322211	Sheetmetal Trades Worker	322211			
3223	Structural Steel and Welding Trades Workers	3223			
322311	Metal Fabricator	322311			
322312	Pressure Welder	322312			
322313	Welder (First Class) (Aus) \ Welder (NZ)	322313			
323	Mechanical Engineering Trades Workers	323			
3231	Aircraft Maintenance Engineers	3231			
323111	Aircraft Maintenance Engineer (Avionics)	323111			
323112	Aircraft Maintenance Engineer (Mechanical)	323112			
323113	Aircraft Maintenance Engineer (Structures)	323113			

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3232	Metal Fitters and Machinists	3232			
	323211 Fitter (General)	323211			
	323212 Fitter and Turner	323212			
	323213 Fitter-Welder	323213			
	323214 Metal Machinist (First Class)	323214			
	323215 Textile, Clothing and Footwear Mechanic	323215			
	323299 Metal Fitters and Machinists nec	323299			
3233	Precision Metal Trades Workers	3233			
	323311 Engraver	323311			
	323312 Gunsmith	323312			
	323313 Locksmith	323313			
	323314 Precision Instrument Maker and Repairer	323314			
	323315 Saw Maker and Repairer	323315			
	323316 Watch and Clock Maker and Repairer	323316			
3234	Toolmakers and Engineering Patternmakers	3234			
	323411 Engineering Patternmaker	323411			
	323412 Toolmaker	323412			
324	Panelbeaters, and Vehicle Body Builders, Trimmers and Painters	324			
	3241 Panelbeaters	3241			
	324111 Panelbeater	324111			
	3242 Vehicle Body Builders and Trimmers	3242			
	324211 Vehicle Body Builder	324211			
	324212 Vehicle Trimmer	324212			
	3243 Vehicle Painters	3243			
	324311 Vehicle Painter	324311			
33	Construction Trades Workers	33			
	331 Bricklayers, and Carpenters and Joiners	331			
	3311 Bricklayers and Stonemasons	3311			
	331111 Bricklayer	331111			
	331112 Stonemason	331112			
	3312 Carpenters and Joiners	3312			
	331211 Carpenter and Joiner	331211			
	331212 Carpenter	331212			
	331213 Joiner	331213			
	332 Floor Finishers and Painting Trades Workers	332			
	3321 Floor Finishers	3321			
	332111 Floor Finisher	332111			
	3322 Painting Trades Workers	3322			
	332211 Painting Trades Worker	332211			
	333 Glaziers, Plasterers and Tilers	333			
	3331 Glaziers	3331			
	333111 Glazier	333111			
	3332 Plasterers	3332			
	333211 Fibrous Plasterer	333211			
	333212 Solid Plasterer	333212			
	3333 Roof Tilers	3333			
	333311 Roof Tiler	333311			
	3334 Wall and Floor Tilers	3334			
	333411 Wall and Floor Tiler	333411			
	334 Plumbers	334			
	3341 Plumbers	3341			
	334111 Plumber (General)	334111			
	334112 Airconditioning and Mechanical Services Plumber	334112			
	334113 Drainer \ Drainlayer	334113			
	334114 Gasfitter	334114			
	334115 Roof Plumber	334115			
34	Electrotechnology and Telecommunications Trades Workers	34			
	341 Electricians	341			
	3411 Electricians	3411			
	341111 Electrician (General)	341111			
	341112 Electrician (Special Class)	341112			
	341113 Lift Mechanic	341113			
	342 Electronics and Telecommunications Trades Workers	342			
	3421 Airconditioning and Refrigeration Mechanics	3421			
	342111 Airconditioning and Refrigeration Mechanic	342111			
	3422 Electrical Distribution Trades Workers	3422			
	342211 Electrical Linesworker \ Electrical Line Mechanic	342211			
	342212 Technical Cable Jointer	342212			
	3423 Electronics Trades Workers	3423			
	342311 Business Machine Mechanic	342311			
	342312 Communications Operator	342312			
	342313 Electronic Equipment Trades Worker	342313			
	342314 Electronic Instrument Trades Worker (General)	342314			
	342315 Electronic Instrument Trades Worker (Special Class)	342315			
	3424 Telecommunications Trades Workers	3424			
	342411 Cabler (Data and Telecommunications)	342411			
	342412 Telecommunications Cable Jointer	342412			
	342413 Telecommunications Linesworker \ Telecommunications Line Mechanic	342413			
	342414 Telecommunications Technician	342414			
35	Food Trades Workers	35			
	351 Food Trades Workers	351			
	3511 Bakers and Pastrycooks	3511			
	351111 Baker	351111			
	351112 Pastrycook	351112			
	3512 Butchers and Smallgoods Makers	3512			
	351211 Butcher or Smallgoods Maker	351211			
	3513 Chefs	3513			
	351311 Chef	351311			
	3514 Cooks	3514			
	351411 Cook	351411			
36	Skilled Animal and Horticultural Workers	36			
	361 Animal Attendants and Trainers, and Shearers	361			
	3611 Animal Attendants and Trainers	3611			
	361111 Dog Handler or Trainer	361111			
	361112 Horse Trainer	361112			
	361113 Pet Groomer	361113			
	361114 Zookeeper	361114			
	361115 Kennel Hand	361115			
	361199 Animal Attendants and Trainers nec	361199			
	3612 Shearers	3612			
	361211 Shearer	361211			
	3613 Veterinary Nurses	3613			
	361311 Veterinary Nurse	361311			

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362	Horticultural Trades Workers	362			
3621	Florists	3621			
362111	Florist	362111			
3622	Gardeners	3622			
362211	Gardener (General)	362211			
362212	Arborist	362212			
362213	Landscape Gardener	362213			
3623	Greenkeepers	3623			
362311	Greenkeeper	362311			
3624	Nurserypersons	3624			
362411	Nurseryperson	362411			
39	Other Technicians and Trades Workers	39			
391	Hairdressers	391			
3911	Hairdressers	3911			
391111	Hairdresser	391111			
392	Printing Trades Workers	392			
3921	Print Finishers and Screen Printers	3921			
392111	Print Finisher	392111			
392112	Screen Printer	392112			
3922	Graphic Pre-press Trades Workers	3922			
392211	Graphic Pre-press Trades Worker	392211			
3923	Printers	3923			
392311	Printing Machinist	392311			
392312	Small Offset Printer	392312			
393	Textile, Clothing and Footwear Trades Workers	393			
3931	Canvas and Leather Goods Makers	3931			
393111	Canvas Goods Fabricator	393111			
393112	Leather Goods Maker	393112			
393113	Sail Maker	393113			
393114	Shoemaker	393114			
3932	Clothing Trades Workers	3932			
393211	Apparel Cutter	393211			
393212	Clothing Patternmaker	393212			
393213	Dressmaker or Tailor	393213			
393299	Clothing Trades Workers nec	393299			
3933	Upholsterers	3933			
393311	Upholsterer	393311			
394	Wood Trades Workers	394			
3941	Cabinetmakers	3941			
394111	Cabinetmaker	394111			
3942	Wood Machinists and Other Wood Trades Workers	3942			
394211	Furniture Finisher	394211			
394212	Picture Framer	394212			
394213	Wood Machinist	394213			
394214	Wood Turner	394214			
394299	Wood Machinists and Other Wood Trades Workers nec	394299			
399	Miscellaneous Technicians and Trades Workers	399			
3991	Boat Builders and Shipwrights	3991			
399111	Boat Builder and Repairer	399111			
399112	Shipwright	399112			
3992	Chemical, Gas, Petroleum and Power Generation Plant Operators	3992			
399211	Chemical Plant Operator	399211			
399212	Gas or Petroleum Operator	399212			
399213	Power Generation Plant Operator	399213			
3993	Gallery, Library and Museum Technicians	3993			
399311	Gallery or Museum Technician	399311			
399312	Library Technician	399312			
3994	Jewellers	3994			
399411	Jeweller	399411			
3995	Performing Arts Technicians	3995			
399511	Broadcast Transmitter Operator	399511			
399512	Camera Operator (Film, Television or Video)	399512			
399513	Light Technician	399513			
399514	Make Up Artist	399514			
399515	Musical Instrument Maker or Repairer	399515			
399516	Sound Technician	399516			
399517	Television Equipment Operator	399517			
399599	Performing Arts Technicians nec	399599			
3996	Signwriters	3996			
399611	Signwriter	399611			
3999	Other Miscellaneous Technicians and Trades Workers	3999			
399911	Diver	399911			
399912	Interior Decorator	399912			
399913	Optical Dispenser \ Dispensing Optician	399913			
399914	Optical Mechanic	399914			
399915	Photographer's Assistant	399915			
399916	Plastics Technician	399916			
399917	Wool Classer	399917			
399918	Fire Protection Equipment Technician	399918			
399999	Technicians and Trades Workers nec	399999			
4	COMMUNITY AND PERSONAL SERVICE WORKERS	4			
41	Health and Welfare Support Workers	41			
411	Health and Welfare Support Workers	411			
4111	Ambulance Officers and Paramedics	4111			
411111	Ambulance Officer	411111			
411112	Intensive Care Ambulance Paramedic (Aus) \ Ambulance Paramedic (N)	411112			
4112	Dental Hygienists, Technicians and Therapists	4112			
411211	Dental Hygienist	411211			
411212	Dental Prosthetist	411212			
411213	Dental Technician	411213			
411214	Dental Therapist	411214			
4113	Diversional Therapists	4113			
411311	Diversional Therapist	411311			
4114	Enrolled and Mothercraft Nurses	4114			
411411	Enrolled Nurse	411411			
411412	Mothercraft Nurse	411412			
4115	Indigenous Health Workers	4115			
411511	Aboriginal and Torres Strait Islander Health Worker	411511			
411512	Kaiawhina (Hauora) (Maori Health Assistant)	411512			
4116	Massage Therapists	4116			
411611	Massage Therapist	411611			
4117	Welfare Support Workers	4117			
411711	Community Worker	411711			
411712	Disabilities Services Officer	411712			
411713	Family Support Worker	411713			
411714	Parole or Probation Officer	411714			
411715	Residential Care Officer	411715			
411716	Youth Worker	411716			

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42	Carers and Aides		42			
421	Child Carers		421			
4211	Child Carers		4211			
	421111	Child Care Worker	421111			
	421112	Family Day Care Worker	421112			
	421113	Nanny	421113			
	421114	Out of School Hours Care Worker	421114			
422	Education Aides		422			
4221	Education Aides		4221			
	422111	Aboriginal and Torres Strait Islander Education Worker	422111			
	422112	Integration Aide	422112			
	422113	Kaiawhina Kohanga Reo (Maori Language Nest Assistant)	422113			
	422114	Kaiawhina Kura Kaupapa Maori (Maori-medium School Assistant)	422114			
	422115	Preschool Aide	422115			
	422116	Teachers' Aide	422116			
423	Personal Carers and Assistants		423			
4231	Aged and Disabled Carers		4231			
	423111	Aged or Disabled Carer	423111			
4232	Dental Assistants		4232			
	423211	Dental Assistant	423211			
4233	Nursing Support and Personal Care Workers		4233			
	423311	Hospital Orderly	423311			
	423312	Nursing Support Worker	423312			
	423313	Personal Care Assistant	423313			
	423314	Therapy Aide	423314			
4234	Special Care Workers		4234			
	423411	Child or Youth Residential Care Assistant	423411			
	423412	Hostel Parent	423412			
	423413	Refuge Worker	423413			
43	Hospitality Workers		43			
431	Hospitality Workers		431			
4311	Bar Attendants and Baristas		4311			
	431111	Bar Attendant	431111			
	431112	Barista	431112			
4312	Cafe Workers		4312			
	431211	Cafe Worker	431211			
4313	Gaming Workers		4313			
	431311	Gaming Worker	431311			
4314	Hotel Service Managers		4314			
	431411	Hotel Service Manager	431411			
4315	Waiters		4315			
	431511	Waiter	431511			
4319	Other Hospitality Workers		4319			
	431911	Bar Useful or Busser	431911			
	431912	Doorperson or Luggage Porter	431912			
	431999	Hospitality Workers nec	431999			
44	Protective Service Workers		44			
441	Defence Force Members, Fire Fighters and Police		441			
4411	Defence Force Members - Other Ranks		4411			
	441111	Defence Force Member - Other Ranks	441111			
4412	Fire and Emergency Workers		4412			
	441211	Emergency Service Worker	441211			
	441212	Fire Fighter	441212			
4413	Police		4413			
	441311	Detective	441311			
	441312	Police Officer	441312			
442	Prison and Security Officers		442			
4421	Prison Officers		4421			
	442111	Prison Officer	442111			
4422	Security Officers and Guards		4422			
	442211	Alarm, Security or Surveillance Monitor	442211			
	442212	Armoured Car Escort	442212			
	442213	Crowd Controller	442213			
	442214	Private Investigator	442214			
	442215	Retail Loss Prevention Officer	442215			
	442216	Security Consultant	442216			
	442217	Security Officer	442217			
	442299	Security Officers and Guards nec	442299			
45	Sports and Personal Service Workers		45			
451	Personal Service and Travel Workers		451			
4511	Beauty Therapists		4511			
	451111	Beauty Therapist	451111			
4512	Driving Instructors		4512			
	451211	Driving Instructor	451211			
4513	Funeral Workers		4513			
	451311	Funeral Director	451311			
	451399	Funeral Workers nec	451399			
4514	Gallery, Museum and Tour Guides		4514			
	451411	Gallery or Museum Guide	451411			
	451412	Tour Guide	451412			
4515	Personal Care Consultants		4515			
	451511	Natural Remedy Consultant	451511			
	451512	Weight Loss Consultant	451512			
	451513	Herbalist (Western)	451513			
4516	Tourism and Travel Advisers		4516			
	451611	Tourist Information Officer	451611			
	451612	Travel Consultant	451612			
4517	Travel Attendants		4517			
	451711	Flight Attendant	451711			
	451799	Travel Attendants nec	451799			
4518	Other Personal Service Workers		4518			
	451811	Civil Celebrant	451811			
	451812	Hair or Beauty Salon Assistant	451812			
	451813	Sex Worker or Escort	451813			
	451814	Body Artist	451814			
	451815	First Aid Trainer	451815			
	451816	Religious Assistant	451816			
	451899	Personal Service Workers nec	451899			

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452	Sports and Fitness Workers	452			
4521	Fitness Instructors	4521			
	452111 Fitness Instructor	452111			
4522	Outdoor Adventure Guides	4522			
	452211 Bungy Jump Master	452211			
	452212 Fishing Guide	452212			
	452213 Hunting Guide	452213			
	452214 Mountain or Glacier Guide	452214			
	452215 Outdoor Adventure Instructor	452215			
	452216 Trekking Guide	452216			
	452217 Whitewater Rafting Guide	452217			
	452299 Outdoor Adventure Guides nec	452299			
4523	Sports Coaches, Instructors and Officials	4523			
	452311 Diving Instructor (Open Water)	452311			
	452312 Gymnastics Coach or Instructor	452312			
	452313 Horse Riding Coach or Instructor	452313			
	452314 Snowsport Instructor	452314			
	452315 Swimming Coach or Instructor	452315			
	452316 Tennis Coach	452316			
	452317 Other Sports Coach or Instructor	452317			
	452318 Dog or Horse Racing Official	452318			
	452321 Sports Development Officer	452321			
	452322 Sports Umpire	452322			
	452323 Other Sports Official	452323			
4524	Sportspersons	4524			
	452411 Footballer	452411			
	452412 Golfer	452412			
	452413 Jockey	452413			
	452414 Lifeguard	452414			
	452499 Sportspersons nec	452499			
5	CLERICAL AND ADMINISTRATIVE WORKERS	5	19	19	
51	Office Managers and Program Administrators	51	7	10	
511	Contract, Program and Project Administrators	511	7	10	
	5111 Contract, Program and Project Administrators	5111	7	10	
	511111 Contract Administrator	511111			
	511112 Program or Project Administrator	511112	7	10	
512	Office and Practice Managers	512			
	5121 Office Managers	5121			
	512111 Office Manager	512111			
	5122 Practice Managers	5122			
	512211 Health Practice Manager	512211			
	512299 Practice Managers nec	512299			
52	Personal Assistants and Secretaries	52		1	
521	Personal Assistants and Secretaries	521		1	
	5211 Personal Assistants	5211		1	
	521111 Personal Assistant	521111		1	
	5212 Secretaries	5212			
	521211 Secretary (General)	521211			
	521212 Legal Secretary	521212			
53	General Clerical Workers	53			
531	General Clerks	531			
	5311 General Clerks	5311			
	531111 General Clerk	531111			
532	Keyboard Operators	532			
	5321 Keyboard Operators	5321			
	532111 Data Entry Operator	532111			
	532112 Machine Shorthand Reporter	532112			
	532113 Word Processing Operator	532113			
54	Inquiry Clerks and Receptionists	54		1	
541	Call or Contact Centre Information Clerks	541		1	
	5411 Call or Contact Centre Workers	5411		1	
	541111 Call or Contact Centre Team Leader	541111		1	
	541112 Call or Contact Centre Operator	541112			
	5412 Information Officers	5412			
	541211 Information Officer	541211			
542	Receptionists	542			
	5421 Receptionists	5421			
	542111 Receptionist (General)	542111			
	542112 Admissions Clerk	542112			
	542113 Hotel or Motel Receptionist	542113			
	542114 Medical Receptionist	542114			
55	Numerical Clerks	55	1		
551	Accounting Clerks and Bookkeepers	551	1		
	5511 Accounting Clerks	5511	1		
	551111 Accounts Clerk	551111		1	
	551112 Cost Clerk	551112			
	5512 Bookkeepers	5512			
	551211 Bookkeeper	551211			
	5513 Payroll Clerks	5513			
	551311 Payroll Clerk	551311			
552	Financial and Insurance Clerks	552			
	5521 Bank Workers	5521			
	552111 Bank Worker	552111			
	5522 Credit and Loans Officers (Aus) \ Finance Clerks (NZ)	5522			
	552211 Credit or Loans Officer (Aus) \ Finance Clerk (NZ)	552211			
	5523 Insurance, Money Market and Statistical Clerks	5523			
	552311 Bookmaker	552311			
	552312 Insurance Consultant	552312			
	552313 Money Market Clerk	552313			
	552314 Statistical Clerk	552314			

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56	Clerical and Office Support Workers	56	7	1
561	Clerical and Office Support Workers	561	7	1
5611	Betting Clerks	5611		
	561111 Betting Agency Counter Clerk	561111		
	561112 Bookmaker's Clerk	561112		
	561113 Telephone Betting Clerk	561113		
	561199 Betting Clerks nec	561199		
5612	Couriers and Postal Deliverers	5612		
	561211 Courier	561211		
	561212 Postal Delivery Officer	561212		
5613	Filing and Registry Clerks	5613	1	
	561311 Filing or Registry Clerk	561311	1	
5614	Mail Sorters	5614		
	561411 Mail Clerk	561411		
	561412 Postal Sorting Officer	561412		
5615	Survey Interviewers	5615		
	561511 Survey Interviewer	561511		
5616	Switchboard Operators	5616		
	561611 Switchboard Operator	561611		
5619	Other Clerical and Office Support Workers	5619	6	1
	561911 Classified Advertising Clerk	561911		
	561912 Meter Reader	561912		
	561913 Parking Inspector	561913		
	561999 Clerical and Office Support Workers nec	561999	6	1
59	Other Clerical and Administrative Workers	59	4	6
591	Logistics Clerks	591		
5911	Purchasing and Supply Logistics Clerks	5911		
	591111 code retired (ANZSCO Revision 1)	591111		
	591112 Production Clerk	591112		
	591113 Purchasing Officer	591113		
	591114 code retired (ANZSCO Revision 1)	591114		
	591115 Stock Clerk	591115		
	591116 Warehouse Administrator	591116		
	591117 Order Clerk	591117		
5912	Transport and Despatch Clerks	5912		
	591211 Despatching and Receiving Clerk	591211		
	591212 Import-Export Clerk	591212		
599	Miscellaneous Clerical and Administrative Workers	599	4	6
5991	Conveyancers and Legal Executives	5991		
	599111 Conveyancer	599111		
	599112 Legal Executive	599112		
5992	Court and Legal Clerks	5992		
	599211 Clerk of Court	599211		
	599212 Court Bailiff or Sheriff (Aus) \ Court Collections Officer (NZ)	599212		
	599213 Court Orderly (Aus) \ Court Registry Officer (NZ)	599213		
	599214 Law Clerk	599214		
	599215 Trust Officer	599215		
5993	Debt Collectors	5993		
	599311 Debt Collector	599311		
5994	Human Resource Clerks	5994		
	599411 Human Resource Clerk	599411		
5995	Inspectors and Regulatory Officers	5995	4	6
	599511 Customs Officer	599511		
	599512 Immigration Officer	599512		
	599513 Motor Vehicle Licence Examiner	599513		
	599514 Noxious Weeds and Pest Inspector	599514		
	599515 Social Security Assessor	599515		
	599516 Taxation Inspector	599516		
	599517 Train Examiner	599517		
	599518 Transport Operations Inspector	599518		
	599521 Water Inspector	599521		
	599599 Inspectors and Regulatory Officers nec	599599	3	6
5996	Insurance Investigators, Loss Adjusters and Risk Surveyors	5996		
	599611 Insurance Investigator	599611		
	599612 Insurance Loss Adjuster	599612		
	599613 Insurance Risk Surveyor	599613		
5997	Library Assistants	5997		
	599711 Library Assistant	599711		
5999	Other Miscellaneous Clerical and Administrative Workers	5999		
	599911 code retired (ANZSCO Revision 1)	599911		
	599912 Production Assistant (Film, Television, Radio or Stage)	599912		
	599913 Proof Reader	599913		
	599914 Radio Despatcher	599914		
	599915 Clinical Coder	599915		
	599916 Facilities Administrator	599916		
	599999 Clerical and Administrative Workers nec	599999		
6	SALES WORKERS	6		
61	Sales Representatives and Agents	61		
611	Insurance Agents and Sales Representatives	611		
6111	Auctioneers, and Stock and Station Agents	6111		
	611111 Auctioneer	611111		
	611112 Stock and Station Agent	611112		
6112	Insurance Agents	6112		
	611211 Insurance Agent	611211		
6113	Sales Representatives	6113		
	611311 Sales Representative (Building and Plumbing Supplies)	611311		
	611312 Sales Representative (Business Services)	611312		
	611313 Sales Representative (Motor Vehicle Parts and Accessories)	611313		
	611314 Sales Representative (Personal and Household Goods)	611314		
	611399 Sales Representatives nec	611399		
612	Real Estate Sales Agents	612		
6121	Real Estate Sales Agents	6121		
	612111 Business Broker	612111		
	612112 Property Manager	612112		
	612113 Real Estate Agency Principal \ Real Estate Agency Licensee	612113		
	612114 Real Estate Agent	612114		
	612115 Real Estate Representative	612115		

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62	Sales Assistants and Salespersons	62			
621	Sales Assistants and Salespersons	621			
6211	Sales Assistants (General)	6211			
	621111 Sales Assistant (General)	621111			
6212	ICT Sales Assistants	6212			
	621211 ICT Sales Assistant	621211			
6213	Motor Vehicle and Vehicle Parts Salespersons	6213			
	621311 Motor Vehicle or Caravan Salesperson	621311			
	621312 Motor Vehicle Parts Interpreter \ Automotive Parts Salesperson	621312			
6214	Pharmacy Sales Assistants	6214			
	621411 Pharmacy Sales Assistant	621411			
6215	Retail Supervisors	6215			
	621511 Retail Supervisor	621511			
6216	Service Station Attendants	6216			
	621611 Service Station Attendant	621611			
6217	Street Vendors and Related Salespersons	6217			
	621711 Cash Van Salesperson	621711			
	621712 Door-to-door Salesperson	621712			
	621713 Street Vendor	621713			
6219	Other Sales Assistants and Salespersons	6219			
	621911 Materials Recycler	621911			
	621912 Rental Salesperson	621912			
	621999 Sales Assistants and Salespersons nec	621999			
63	Sales Support Workers	63			
631	Checkout Operators and Office Cashiers	631			
	6311 Checkout Operators and Office Cashiers	6311			
	631111 Checkout Operator	631111			
	631112 Office Cashier	631112			
639	Miscellaneous Sales Support Workers	639			
6391	Models and Sales Demonstrators	6391			
	639111 Model	639111			
	639112 Sales Demonstrator	639112			
6392	Retail and Wool Buyers	6392			
	639211 Retail Buyer	639211			
	639212 Wool Buyer	639212			
6393	Telemarketers	6393			
	639311 Telemarketer	639311			
6394	Ticket Salespersons	6394			
	639411 Ticket Seller	639411			
	639412 Transport Conductor	639412			
6395	Visual Merchandisers	6395			
	639511 Visual Merchandiser	639511			
6399	Other Sales Support Workers	6399			
	639911 Other Sales Support Worker	639911			
7	MACHINERY OPERATORS AND DRIVERS	7			
71	Machine and Stationary Plant Operators	71			
711	Machine Operators	711			
7111	Clay, Concrete, Glass and Stone Processing Machine Operators	7111			
	711111 Clay Products Machine Operator	711111			
	711112 Concrete Products Machine Operator	711112			
	711113 Glass Production Machine Operator	711113			
	711114 Stone Processing Machine Operator	711114			
	711199 Clay, Concrete, Glass and Stone Processing Machine Operators nec	711199			
7112	Industrial Spraypainters	7112			
	711211 Industrial Spraypainter	711211			
7113	Paper and Wood Processing Machine Operators	7113			
	711311 Paper Products Machine Operator	711311			
	711312 code retired (ANZSCO Revision 1)	711312			
	711313 Sawmilling Operator	711313			
	711314 Other Wood Processing Machine Operator	711314			
7114	Photographic Developers and Printers	7114			
	711411 Photographic Developer and Printer	711411			
7115	Plastics and Rubber Production Machine Operators	7115			
	711511 Plastic Cablemaking Machine Operator	711511			
	711512 Plastic Compounding and Reclamation Machine Operator	711512			
	711513 Plastics Fabricator or Welder	711513			
	711514 Plastics Production Machine Operator (General)	711514			
	711515 Reinforced Plastic and Composite Production Worker	711515			
	711516 Rubber Production Machine Operator	711516			
	711599 Plastics and Rubber Production Machine Operators nec	711599			
7116	Sewing Machinists	7116			
	711611 Sewing Machinist	711611			
7117	Textile and Footwear Production Machine Operators	7117			
	711711 Footwear Production Machine Operator	711711			
	711712 Hide and Skin Processing Machine Operator	711712			
	711713 Knitting Machine Operator	711713			
	711714 Textile Dyeing and Finishing Machine Operator	711714			
	711715 Weaving Machine Operator	711715			
	711716 Yarn Carding and Spinning Machine Operator	711716			
	711799 Textile and Footwear Production Machine Operators nec	711799			
7119	Other Machine Operators	7119			
	711911 Chemical Production Machine Operator	711911			
	711912 Motion Picture Projectionist	711912			
	711913 Sand Blaster	711913			
	711914 Sterilisation Technician	711914			
	711999 Machine Operators nec	711999			
712	Stationary Plant Operators	712			
7121	Crane, Hoist and Lift Operators	7121			
	712111 Crane, Hoist or Lift Operator	712111			
7122	Drillers, Miners and Shot Firers	7122			
	712211 Driller	712211			
	712212 Miner	712212			
	712213 Shot Firer	712213			
7123	Engineering Production Workers	7123			
	712311 Engineering Production Worker	712311			
7129	Other Stationary Plant Operators	7129			
	712911 Boiler or Engine Operator	712911			
	712912 Bulk Materials Handling Plant Operator	712912			
	712913 Cement Production Plant Operator	712913			
	712914 Concrete Batching Plant Operator	712914			
	712915 Concrete Pump Operator	712915			
	712916 Paper and Pulp Mill Operator	712916			
	712917 Railway Signal Operator	712917			
	712918 Train Controller	712918			
	712921 Waste Water or Water Plant Operator	712921			
	712922 Weighbridge Operator	712922			
	712999 Stationary Plant Operators nec	712999			

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72	Mobile Plant Operators		72			
721	Mobile Plant Operators		721			
7211	Agricultural, Forestry and Horticultural Plant Operators		7211			
721111	Agricultural and Horticultural Mobile Plant Operator		721111			
721112	Logging Plant Operator		721112			
7212	Earthmoving Plant Operators		7212			
721211	Earthmoving Plant Operator (General)		721211			
721212	Backhoe Operator		721212			
721213	Bulldozer Operator		721213			
721214	Excavator Operator		721214			
721215	Grader Operator		721215			
721216	Loader Operator		721216			
7213	Forklift Drivers		7213			
721311	Forklift Driver		721311			
7219	Other Mobile Plant Operators		7219			
721911	Aircraft Baggage Handler and Airline Ground Crew		721911			
721912	Linemaker		721912			
721913	Paving Plant Operator		721913			
721914	Railway Track Plant Operator		721914			
721915	Road Roller Operator		721915			
721916	Streetsweeper Operator		721916			
721999	Mobile Plant Operators nec		721999			
73	Road and Rail Drivers		73			
731	Automobile, Bus and Rail Drivers		731			
7311	Automobile Drivers		7311			
731111	Chauffeur		731111			
731112	Taxi Driver		731112			
731199	Automobile Drivers nec		731199			
7312	Bus and Coach Drivers		7312			
731211	Bus Driver		731211			
731212	Charter and Tour Bus Driver		731212			
731213	Passenger Coach Driver		731213			
7313	Train and Tram Drivers		7313			
731311	Train Driver		731311			
731312	Tram Driver		731312			
732	Delivery Drivers		732			
7321	Delivery Drivers		7321			
732111	Delivery Driver		732111			
733	Truck Drivers		733			
7331	Truck Drivers		7331			
733111	Truck Driver (General)		733111			
733112	Aircraft Refueller		733112			
733113	Furniture Removalist		733113			
733114	Tanker Driver		733114			
733115	Tow Truck Driver		733115			
74	Storepersons		74			
741	Storepersons		741			
7411	Storepersons		7411			
741111	Storeperson		741111			
8	LABOURERS		8		4	
81	Cleaners and Laundry Workers		81			
811	Cleaners and Laundry Workers		811			
8111	Car Detailers		8111			
811111	Car Detailer		811111			
8112	Commercial Cleaners		8112			
811211	Commercial Cleaner		811211			
8113	Domestic Cleaners		8113			
811311	Domestic Cleaner		811311			
8114	Housekeepers		8114			
811411	Commercial Housekeeper		811411			
811412	Domestic Housekeeper		811412			
8115	Laundry Workers		8115			
811511	Laundry Worker (General)		811511			
811512	Drycleaner		811512			
811513	Ironer or Presser		811513			
8116	Other Cleaners		8116			
811611	Carpet Cleaner		811611			
811612	Window Cleaner		811612			
811699	Cleaners nec		811699			
82	Construction and Mining Labourers		82			
821	Construction and Mining Labourers		821			
8211	Building and Plumbing Labourers		8211			
821111	Builder's Labourer		821111			
821112	Drainage, Sewerage and Stormwater Labourer		821112			
821113	Earthmoving Labourer		821113			
821114	Plumber's Assistant		821114			
8212	Concreters		8212			
821211	Concreter		821211			
8213	Fencers		8213			
821311	Fencer		821311			
8214	Insulation and Home Improvement Installers		8214			
821411	Building Insulation Installer		821411			
821412	Home Improvement Installer		821412			
8215	Paving and Surfacing Labourers		8215			
821511	Paving and Surfacing Labourer		821511			
8216	Railway Track Workers		8216			
821611	Railway Track Worker		821611			
8217	Structural Steel Construction Workers		8217			
821711	Construction Rigger		821711			
821712	Scaffolder		821712			
821713	Steel Fixer		821713			
821714	Structural Steel Erector		821714			
8219	Other Construction and Mining Labourers		8219			
821911	Crane Chaser		821911			
821912	Driller's Assistant		821912			
821913	Lagger		821913			
821914	Mining Support Worker		821914			
821915	Surveyor's Assistant		821915			

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83	Factory Process Workers		83		
831	Food Process Workers		831		
8311	Food and Drink Factory Workers		8311		
831111	Baking Factory Worker		831111		
831112	Brewery Worker		831112		
831113	Confectionery Maker		831113		
831114	Dairy Products Maker		831114		
831115	Fruit and Vegetable Factory Worker		831115		
831116	Grain Mill Worker		831116		
831117	Sugar Mill Worker		831117		
831118	Winery Cellar Hand		831118		
831199	Food and Drink Factory Workers nec		831199		
8312	Meat Boners and Slicers, and Slaughterers		8312		
831211	Meat Boner and Slicer		831211		
831212	Slaughterer		831212		
8313	Meat, Poultry and Seafood Process Workers		8313		
831311	Meat Process Worker		831311		
831312	Poultry Process Worker		831312		
831313	Seafood Process Worker		831313		
832	Packers and Product Assemblers		832		
8321	Packers		8321		
832111	Chocolate Packer		832111		
832112	Container Filler		832112		
832113	Fruit and Vegetable Packer		832113		
832114	Meat Packer		832114		
832115	Seafood Packer		832115		
832199	Packers nec		832199		
8322	Product Assemblers		8322		
832211	Product Assembler		832211		
839	Miscellaneous Factory Process Workers		839		
8391	Metal Engineering Process Workers		8391		
839111	Metal Engineering Process Worker		839111		
8392	Plastics and Rubber Factory Workers		8392		
839211	Plastics Factory Worker		839211		
839212	Rubber Factory Worker		839212		
8393	Product Quality Controllers		8393		
839311	Product Examiner		839311		
839312	Product Grader		839312		
839313	Product Tester		839313		
8394	Timber and Wood Process Workers		8394		
839411	Paper and Pulp Mill Worker		839411		
839412	Sawmill or Timber Yard Worker		839412		
839413	Wood and Wood Products Factory Worker		839413		
8399	Other Factory Process Workers		8399		
839911	Cement and Concrete Plant Worker		839911		
839912	Chemical Plant Worker		839912		
839913	Clay Processing Factory Worker		839913		
839914	Fabric and Textile Factory Worker		839914		
839915	Footwear Factory Worker		839915		
839916	Glass Processing Worker		839916		
839917	Hide and Skin Processing Worker		839917		
839918	Recycling Worker		839918		
839999	Factory Process Workers nec		839999		
84	Farm, Forestry and Garden Workers		84		4
841	Farm, Forestry and Garden Workers		841		4
8411	Aquaculture Workers		8411		4
841111	Aquaculture Worker		841111		4
8412	Crop Farm Workers		8412		
841211	Fruit or Nut Farm Worker		841211		
841212	Fruit or Nut Picker		841212		
841213	Grain, Oilseed or Pasture Farm Worker (Aus) \ Field Crop Farm Worker (NZ)		841213		
841214	Vegetable Farm Worker (Aus) \ Market Garden Worker (NZ)		841214		
841215	Vegetable Picker		841215		
841216	Vineyard Worker		841216		
841217	Mushroom Picker		841217		
841299	Crop Farm Workers nec		841299		
8413	Forestry and Logging Workers		8413		
841311	Forestry Worker		841311		
841312	Logging Assistant		841312		
841313	Tree Faller		841313		
8414	Garden and Nursery Labourers		8414		
841411	Garden Labourer		841411		
841412	Horticultural Nursery Assistant		841412		
8415	Livestock Farm Workers		8415		
841511	Beef Cattle Farm Worker		841511		
841512	Dairy Cattle Farm Worker		841512		
841513	Mixed Livestock Farm Worker		841513		
841514	Poultry Farm Worker		841514		
841515	Sheep Farm Worker		841515		
841516	Stablehand		841516		
841517	Wool Handler		841517		
841599	Livestock Farm Workers nec		841599		
8416	Mixed Crop and Livestock Farm Workers		8416		
841611	Mixed Crop and Livestock Farm Worker		841611		
8419	Other Farm, Forestry and Garden Workers		8419		
841911	Hunter-Trapper		841911		
841912	code retired (ANZSCO Revision 1)		841912		
841913	Pest Controller		841913		
841999	Farm, Forestry and Garden Workers nec		841999		
85	Food Preparation Assistants		85		
851	Food Preparation Assistants		851		
8511	Fast Food Cooks		8511		
851111	Fast Food Cook		851111		
8512	Food Trades Assistants		8512		
851211	Pastrycook's Assistant		851211		
851299	Food Trades Assistants nec		851299		
8513	Kitchenhands		8513		
851311	Kitchenhand		851311		
89	Other Labourers		89		
891	Freight Handlers and Shelf Fillers		891		
8911	Freight and Furniture Handlers		8911		
891111	Freight Handler (Rail or Road)		891111		
891112	Truck Driver's Offsider		891112		
891113	Waterside Worker		891113		
8912	Shelf Fillers		8912		
891211	Shelf Filler		891211		

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899	Miscellaneous Labourers		899			
8991	Caretakers		8991			
	899111 Caretaker		899111			
8992	Deck and Fishing Hands		8992			
	899211 Deck Hand		899211			
	899212 Fishing Hand		899212			
8993	Handypersons		8993			
	899311 Handyperson		899311			
8994	Motor Vehicle Parts and Accessories Fitters		8994			
	899411 Motor Vehicle Parts and Accessories Fitter (General)		899411			
	899412 Autoglazier		899412			
	899413 Exhaust and Muffler Repairer		899413			
	899414 Radiator Repairer		899414			
	899415 Tyre Fitter		899415			
8995	Printing Assistants and Table Workers		8995			
	899511 Printer's Assistant		899511			
	899512 Printing Table Worker		899512			
8996	Recycling and Rubbish Collectors		8996			
	899611 Recycling or Rubbish Collector		899611			
8997	Vending Machine Attendants		8997			
	899711 Vending Machine Attendant		899711			
8999	Other Miscellaneous Labourers		8999			
	899911 Bicycle Mechanic		899911			
	899912 Car Park Attendant		899912			
	899913 Crossing Supervisor		899913			
	899914 Electrical or Telecommunications Trades Assistant		899914			
	899915 Leaflet or Newspaper Deliverer		899915			
	899916 Mechanic's Assistant		899916			
	899917 Railways Assistant		899917			
	899918 Sign Erector		899918			
	899921 Ticket Collector or Usher		899921			
	899922 Trolley Collector		899922			
	899923 Road Traffic Controller		899923			
	899999 Labourers nec		899999			



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