



Gender Pay Gap Employer Statement

Our 2024 Gender Pay Gap Employer Statement

Treasury is dedicated to maintaining an inclusive and diverse workplace. We value employees' contributions and aim to promote transparency and equality. Our analysis of the gender pay gap will help focus efforts to drive lasting change in gender equality.

As at 31 December 2023, Treasury had a gender pay gap of 2.9 per cent – a 1.4 per cent reduction from the previous year – based on the earnings of substantive APS employees. This excluded the earnings of:

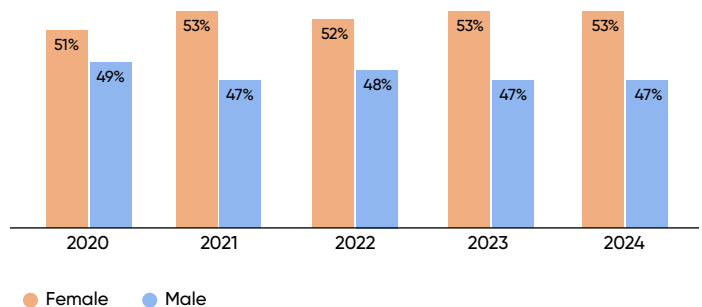
- the Secretary
- casual employees
- contractors
- labour-hire staff
- statutory appointees
- employees on long-term leave.

This result highlights our progress in gender equality and sets a new benchmark for the future. While there is still work to be done, understanding disparities helps us improve our strategies for providing equal opportunities for all employees.

Treasury incorporates gender equality into all core initiatives under our Strategic Workforce Plan, ensuring a renewed focus on gender equality in every action. We will work closely with the Gender Equality Committee and the Progressing Women Initiative network to understand and address the factors contributing to gender pay gaps. By engaging with our employees and networks, we can identify challenges and take targeted actions informed by their experiences. This approach ensures our efforts are effective and grounded in real experiences, building a strong foundation for closing the gender pay gap.

Treasury's gender profile

Chart 1: Treasury's gender profile



As at 31 December 2024, the proportion of women at the Senior Executive Service (SES) level increased to 51 per cent, a 1 per cent increase since 2023. Gender balance at the SES level continued to be maintained throughout 2024 and continues to be a focus going forward.

Looking Forward

Treasury's Strategic Workforce Plan focuses on 4 priorities that will guide our efforts to ensure fairness and equality for all employees. These priorities include:

- **Knowing our workforce** – We aim to strengthen our understanding of our workforce by leveraging diverse perspectives from a range of individuals, enabling us to respond more effectively to challenges and deliver better outcomes.
- **Attracting our workforce** – We strive to cultivate diversity within our workforce and position ourselves as an employer of choice, attracting top talent from all backgrounds.
- **Retaining our workforce** – We prioritise career and development opportunities for all employees, building a strong talent pipeline that supports individuals of all genders.
- **Optimising our workforce** – We are committed to continually improving our processes and practices, ensuring inclusion is embedded into our everyday actions and decisions.

The Strategic Workforce Plan, bolstered by our [Inclusion and Diversity Strategy 2023–28](#), will guide us in taking meaningful action to address existing gender pay gap disparities by continuing to prioritise the [6 gender equality indicators](#) in the *Workplace Gender Equality Act 2012*.