



Gender Pay Gap Employer Statement

Treasury supports the Workplace Gender Equality Agency (WGEA) public sector reporting program in promoting transparency and accountability in workplace gender equality.

The 2025 Gender Pay Gap Employer Statement (the Statement) was endorsed by Treasury's Secretary, Jenny Wilkinson in February 2026.

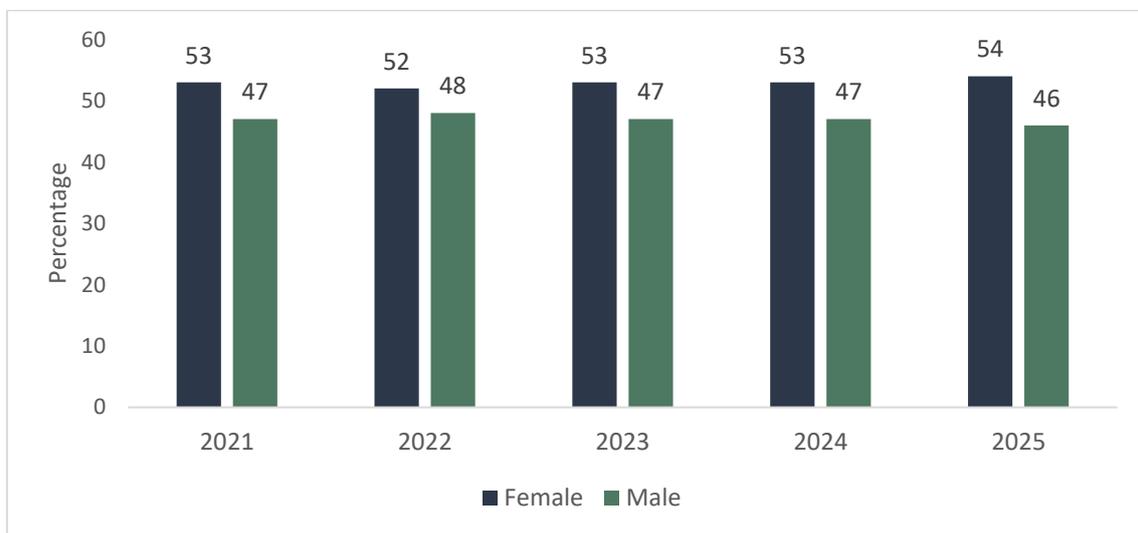
This Statement reaffirms Treasury's commitment to a fair, inclusive and respectful workplace where all employees have equitable access to opportunities and outcomes.

2025 Gender Pay Gap Employer Statement

Treasury is committed to fostering a trusted, responsive and ethical workforce. This commitment reflects Treasury’s ongoing dedication to ensuring employees are treated fairly, equitably and with respect.

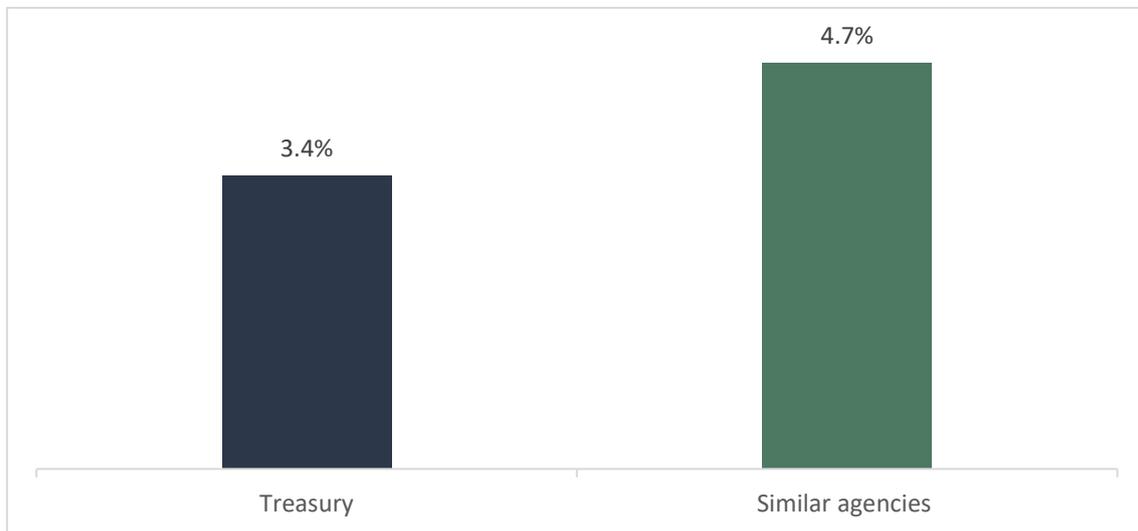
Our female representation has been sustained over time and this continued in 2025 at 54 per cent as outlined in Chart 1. At Treasury, we are also proud to have continued to achieve gender balance at the Senior Executive Service (SES) level, with women comprising 53 per cent of this cohort as of December 2025.

Chart 1: Treasury’s gender profile



As of 31 December 2024, the Workplace Gender Equality Agency (WGEA) calculated Treasury’s average total remuneration gender pay gap at **3.4 per cent** – this is **1.3 percentage points** better than comparable agencies of similar size (1,000 to 4,999 employees), reflecting Treasury’s strong performance, represented in Chart 2. The 2024 outcome is broadly similar to the 2023 outcome, after controlling for the change in the calculation methodology.

Chart 2: Treasury compared to other agencies of similar size
(1,000 to 4,999 employees)



Through sustained action, we will work to improve our performance against the 6 gender equality indicators under the [Workplace Gender Equality Act 2012](#), guided by Treasury's *Strategic Workforce Plan*. Gender equity is embedded as business as usual into our policies, practices and culture, ultimately ensuring equal access to opportunities, leadership and career development. Our commitment to action continues to build a diverse and inclusive workforce reflecting the community we serve and empowering all employees to reach their full potential.