



VICTORIA POLICE

EQUAL,  
SAFE &  
STRONG

# 2023 Workforce Gender Audit: Data Summary Report

The state of gender equality in Victoria Police

The *Equal, Safe & Strong Victoria Police Gender Equality Action Plan 2022-2024* (the action plan) is the first action plan to implement the *Equal, Safe & Strong Victoria Police Gender Equality Strategy 2020-2030* (the strategy).

The Equal, Safe & Strong strategy demonstrates Victoria Police's commitment to achieving sustainable gender equality within our workforce by 2030, for the benefit of our people and the community.

To read *Equal, Safe & Strong Victoria Police Gender Equality Strategy 2020-2030* and *Equal, Safe & Strong Victoria Police Gender Equality Action Plan 2022-2024* visit [police.vic.gov.au](https://police.vic.gov.au)

Consistent with the Gender Equality Act relevant information is available at [genderequalitycommission.vic.gov.au](https://genderequalitycommission.vic.gov.au)

## Acknowledgement statement

### Acknowledgement of country

Victoria Police respectfully acknowledges the Traditional Owners of the country throughout Victoria. We pay our respects to Elders, past and present and continue to recognise and embrace that fact that Aboriginal People are connected to the older continuous history.

### Aboriginal acknowledgement

Victoria Police proudly acknowledges Victorian Aboriginal People as the first peoples and Traditional Owners, Custodians and caretakers of the land and water on which we rely. We acknowledge and respect that Aboriginal communities are steeped in traditions and customs built on incredibly disciplined social and cultural obligations. These social and cultural obligations have sustained up to 65,000 years of existence.

We acknowledge the ongoing leadership role of our Aboriginal employees and the Aboriginal community on gender equality. In the spirit of self-determination, Victoria Police acknowledges our First Peoples; Aboriginal Victorians who are best placed to determine a culturally appropriate path to gender equality in their workplaces and communities.

## Contents

Acknowledgement statement .....	2
Introduction .....	4
Indicator 1: Gender composition at all levels of the workforce.....	5
Indicator 2: Gender composition of the governing body .....	9
Indicator 3: Gender pay equity .....	10
Indicator 4: Workplace sexual harassment.....	13
Indicator 5: Recruitment and promotion.....	15
Indicator 6: Leave and Flexibility .....	19
Indicator 7: Gendered work segregation.....	23
Data Commentary .....	24

## Introduction

Victoria Police is a defined entity under the *Gender Equality Act 2020* and is required to submit a progress report concerning gender equality to the Commissioner every two years.

This data summary report includes data collected in the 2023 Workplace Gender Audit and the 2023 People Matter Survey. All data presented in this report excludes personal and potentially identifying information.

Victoria Police conducted a Workplace Gender Audit in 2021 and again in 2023 to meet reporting obligations to the Commission for Gender Equality in the Public Sector and demonstrate progress against the seven workplace gender equality indicators identified in the *Gender Equality Act 2020*.

Victoria Police audit data is provided on three distinct employee cohorts: Police Officers, Victorian Public Service employees (VPS) and Protective Services Officers (PSOs). Police Custody Officers (PCO), Medical Officers (MO), and Forensic Officers (FO) have been included in the VPS workforce for the purposes of the audit.

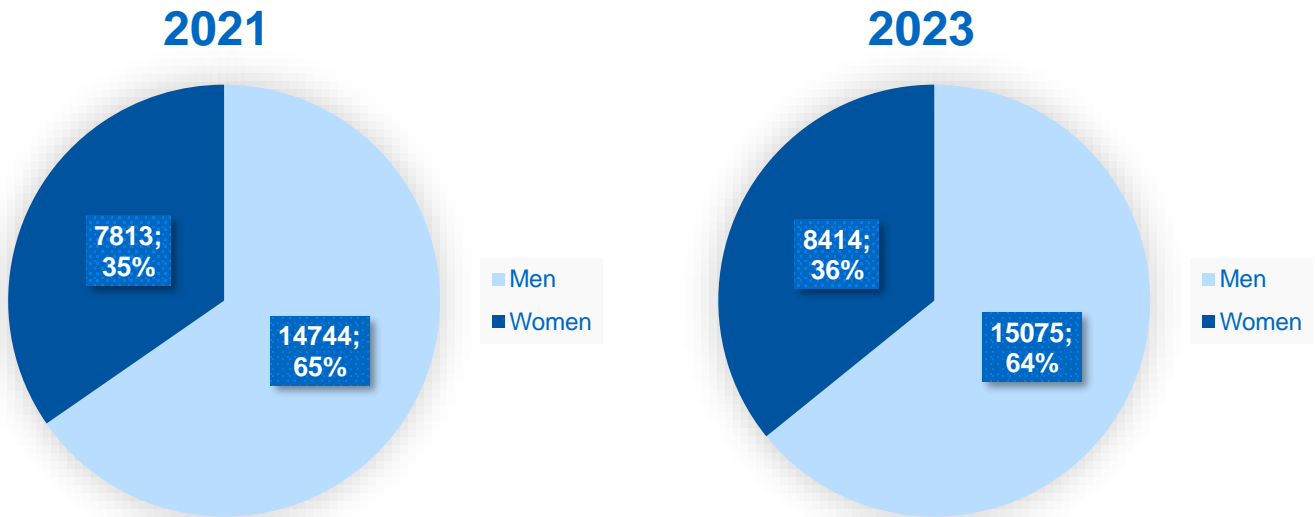
2021 Audit data was run as at 30.06.2021 for the reporting period 01.07.2020 – 30.06.2021.

2023 Audit data was run as at 30.06.2023 for the reporting period 01.07.2022 – 30.06.2023.

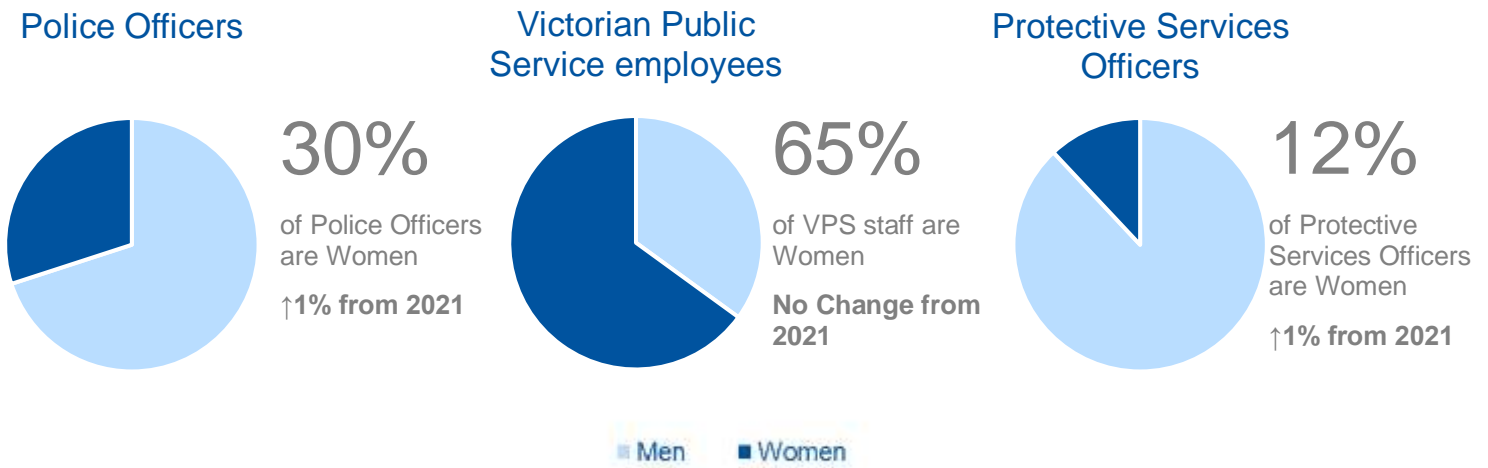
In 2023, 8,090 Victoria Police employees (36 per cent of eligible employees) completed the People Matter Survey.

Data for employees who do not identify as either man or woman has been captured as part of the Workplace Gender Audit, however, as employees of 'self-described' gender represent <0.5% of the organisation they have not been included in the findings of this report.

Indicator 1: Gender composition at all levels of the workforce

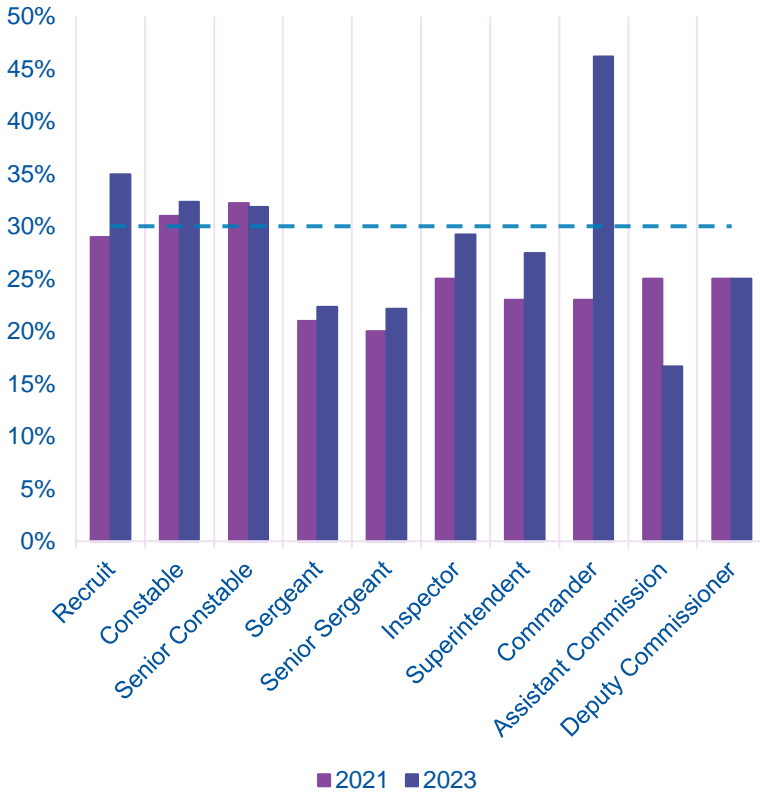


2023 gender composition by workforce

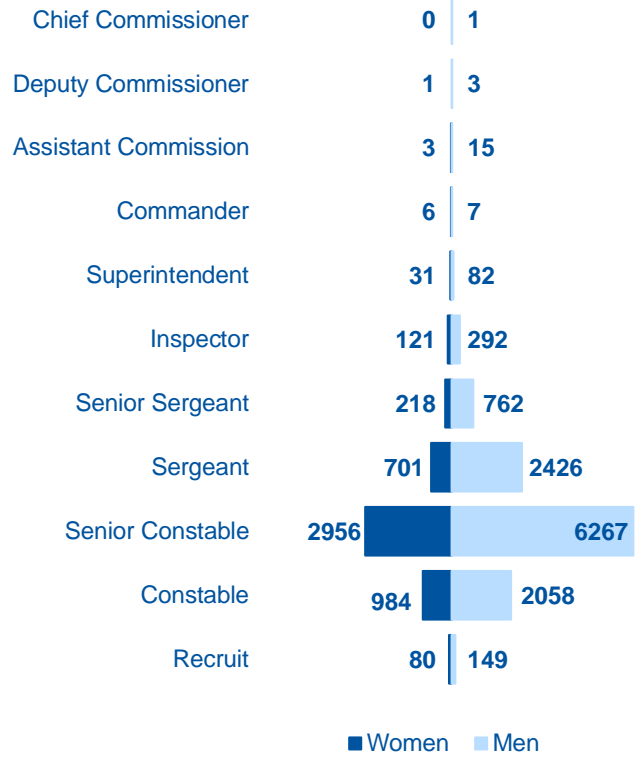


### Gender composition by rank

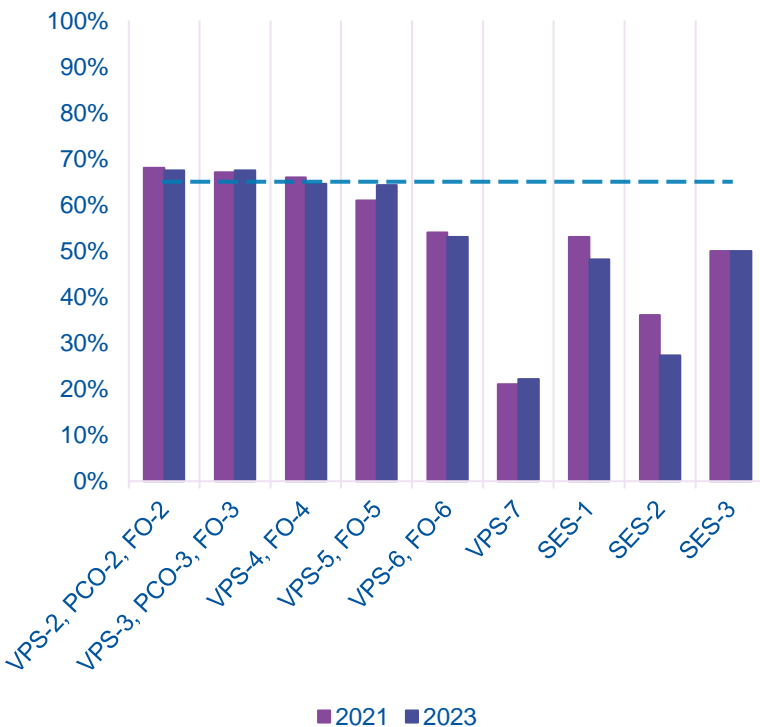
% of Police Officers that are women by rank



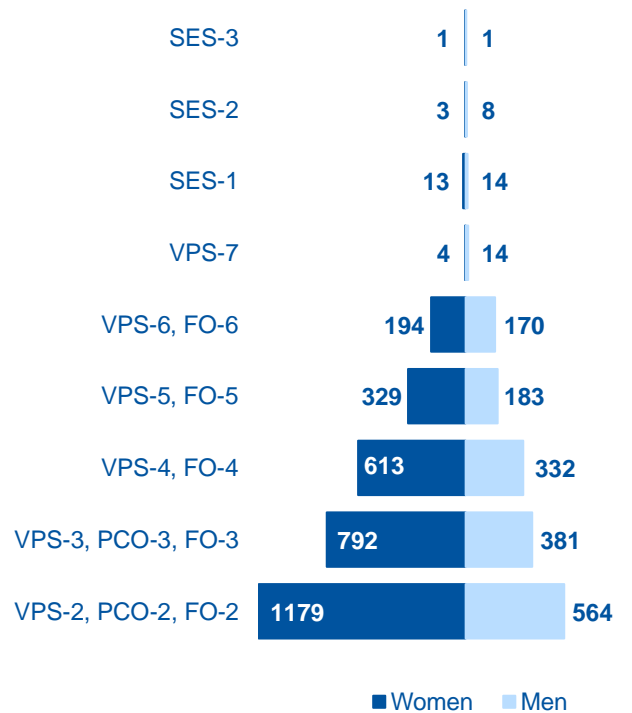
Employee headcount (2023)



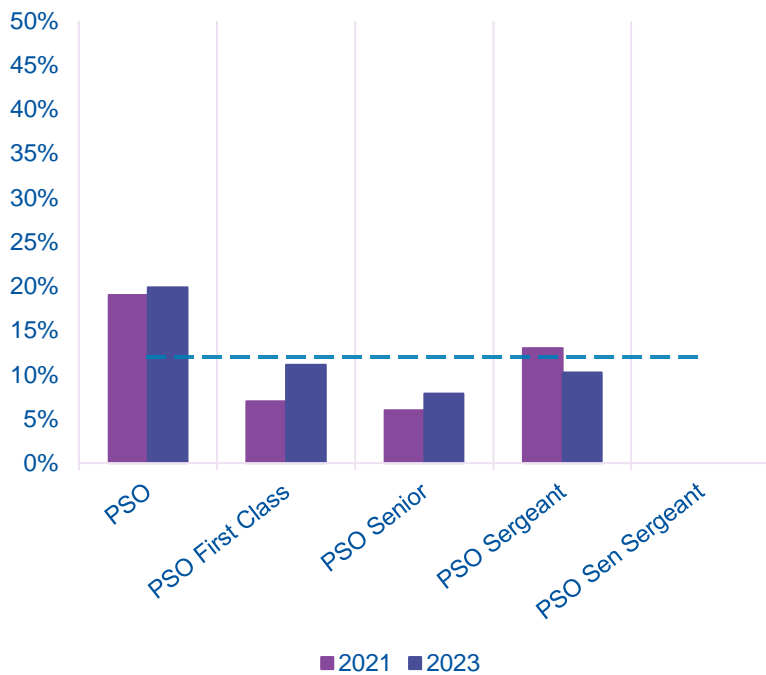
% of VPS employees that are women by rank



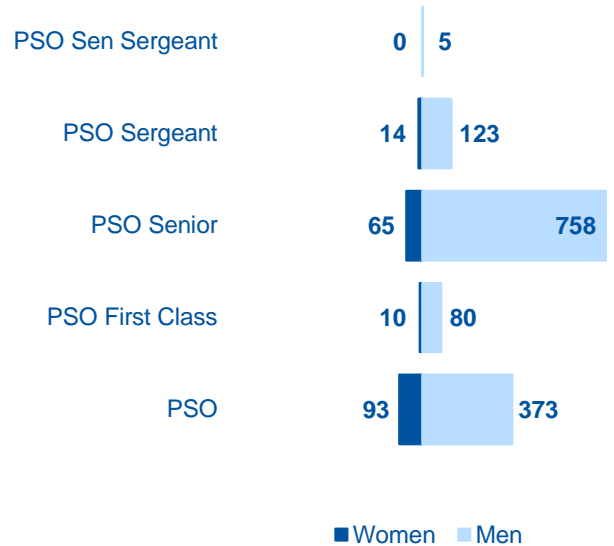
Employee headcount (2023)



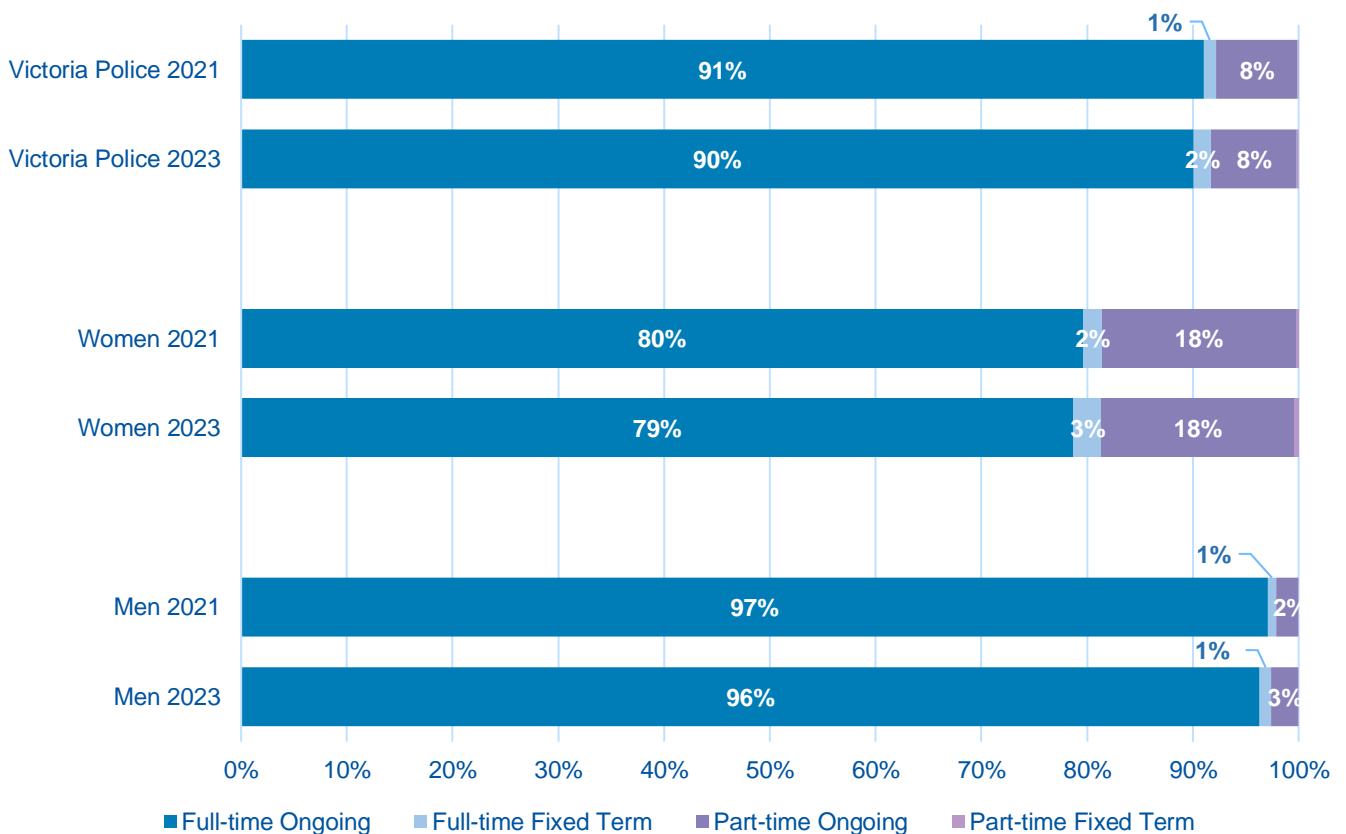
% of Protective Services Officers that are women by rank



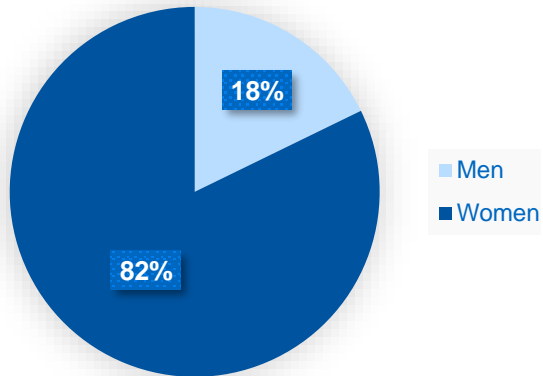
Employee headcount (2023)



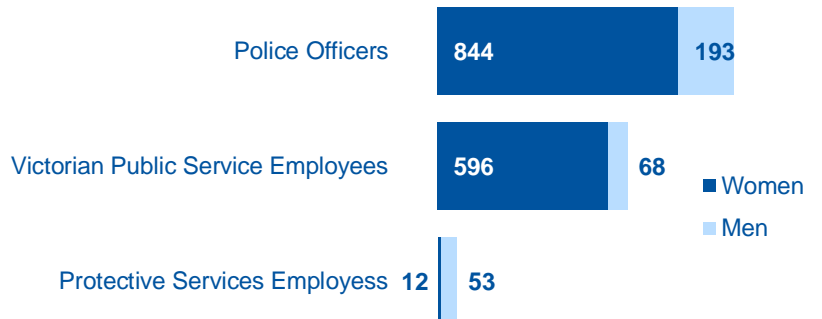
Employment basis



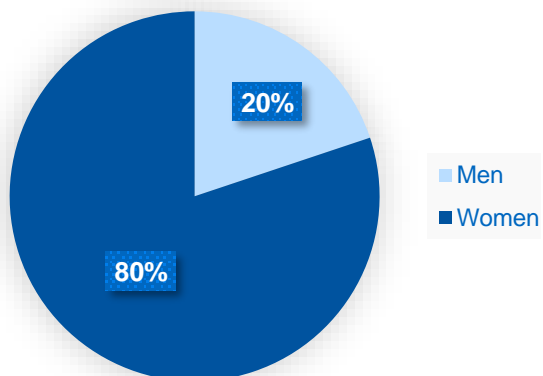
Part-time employees by gender (2021)



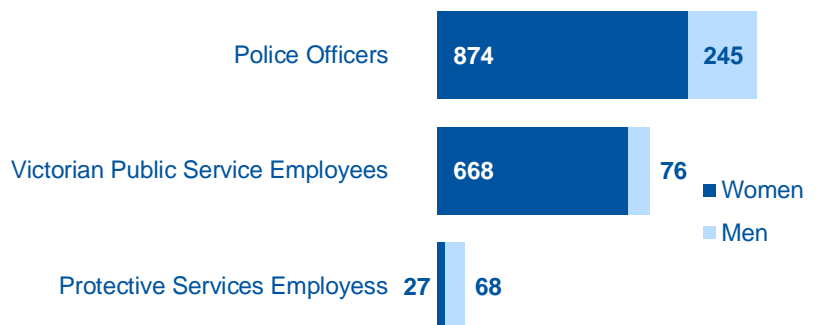
Part-time employees by workforce (2021)



Part-time employees by gender (2023)



Part-time employees by workforce (2023)

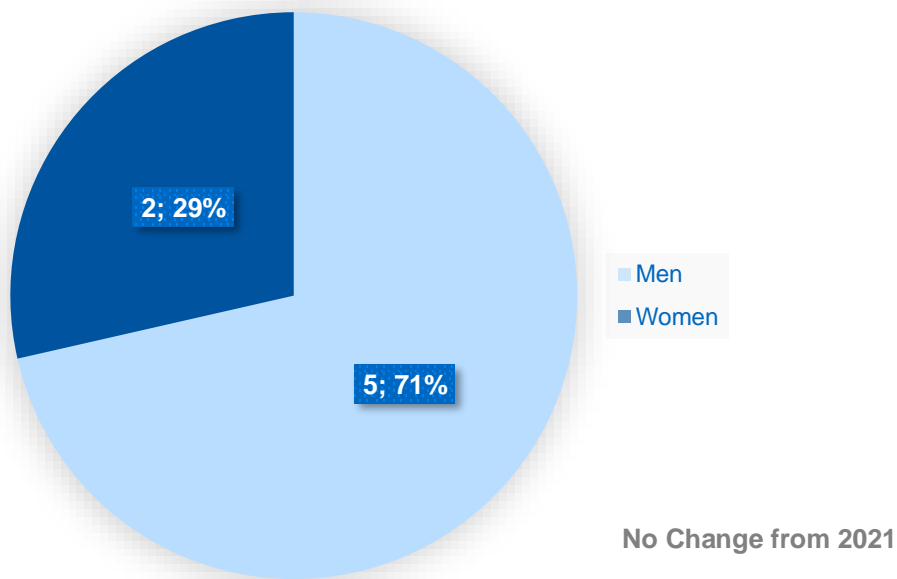




## Indicator 2: Gender composition of the governing body

### Governing body gender composition

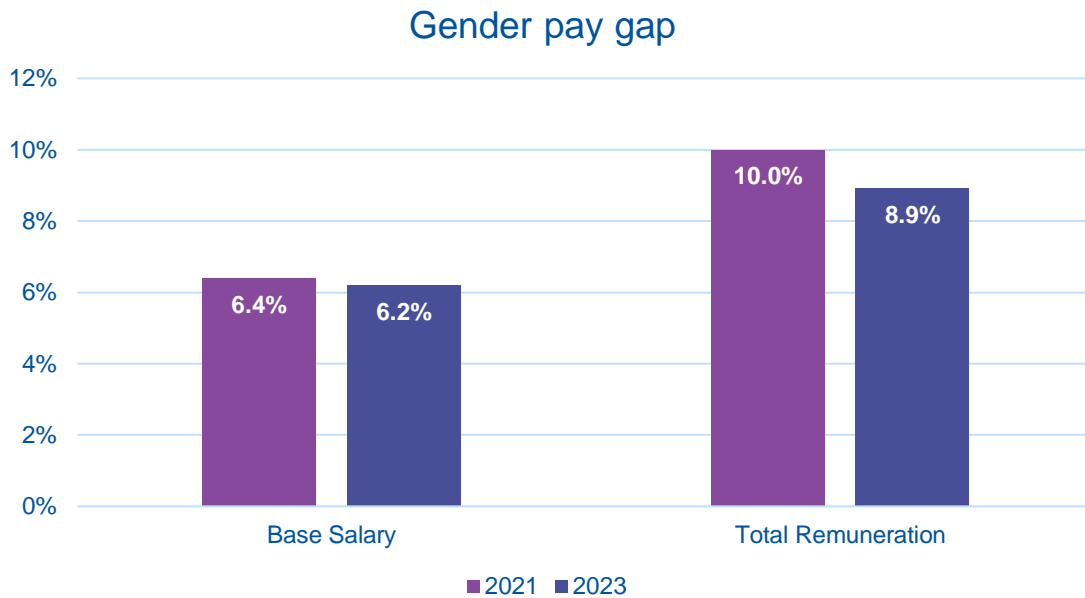
'Governing Body' defined at Victoria Police as Executive Command (Chief Commissioner, Deputy Commissioners, Deputy Secretaries)



### Indicator 3: Gender pay equity

#### Gender pay gap

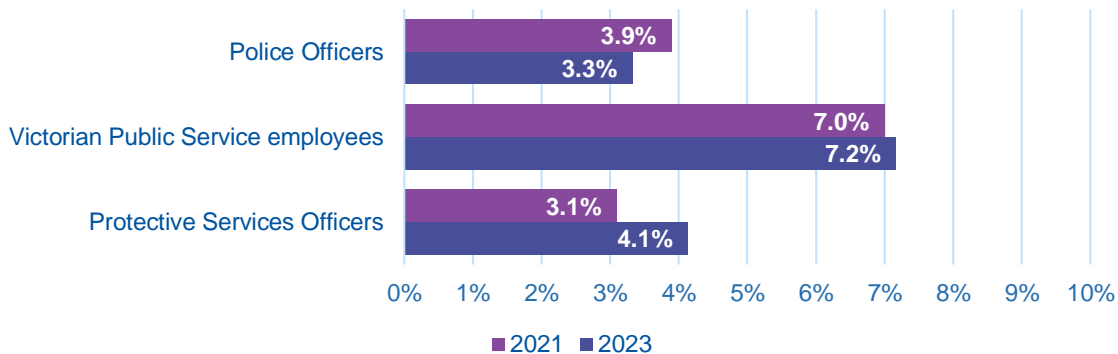
Gender Pay Gap is reported as the average full year earnings of female employees expressed as a percentage of male employees, where a positive percentage indicates lower average earning by women and a negative percentage indicates higher average earning by women.



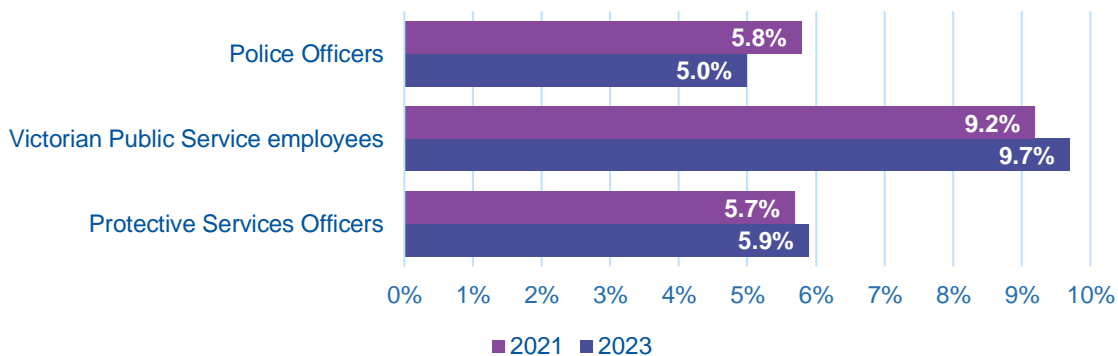
**Base Salary** refers to an employee’s full-time equivalent base rate of pay as at the 30.06.2023 (excludes employees who were not active on this date). A pay gap in Base Salary is influenced by how women are represented in higher and lower paying roles, time at rank, and salary band progression.

**Total Remuneration** looks at Base Salary + extra salary payments made in the reporting period (01.07.2022 – 30.06.2023). A pay gap in Total Remuneration is influenced by allowances, overtime, higher duties, and bonuses.

### Base salary pay gap by workforce



### Total remuneration pay gap by workforce



### Pay gap by rank

#### Police Officers

	Pay Gap on Base Salary	Change on 2021	Pay Gap on Total Remuneration	Change on 2021
Deputy Commissioner	-4.4%	-0.3%	-2.4%	-1.6%
Assistant Commission	-1.6%	-3.5%	-0.7%	-4.4%
Commander	0.4%	-0.4%	0.7%	-0.6%
Superintendent	5.0%	-1.4%	4.2%	-1.7%
Inspector	1.9%	-0.8%	2.7%	+0.1%
Senior Sergeant	1.5%	+0.3%	1.8%	-1.3%
Sergeant	1.1%	-0.4%	2.0%	-0.7%
Senior Constable	-0.1%	-0.5%	2.7%	+1.0%
Constable	0.7%	+0.3%	1.7%	+0.1%
Recruit	0.0%	0.0%	-1.4%	-0.9%

### Victorian Public Service employees

	Pay Gap on Base Salary	Change on 2021	Pay Gap on Total Remuneration	Change on 2021
SES-3	-4.1%	-4.4%	-4.1%	-0.5%
SES-2	-0.9%	-1.5%	-0.6%	-1.4%
SES-1	4.3%	+2.3%	3.7%	+2.4%
VPS7	4.7%	-4.3%	3.2%	-4.9%
VPS6	2.6%	-1.1%	3.7%	+1.1%
VPS5	2.3%	+1.1%	1.9%	+1.5%
FO-5	0.2%	0.0%	-1.0%	-0.2%
VPS4	0.6%	+0.3%	1.3%	+1.3%
FO-4	0.2%	0.0%	-0.4%	-1.3%
VPS3	0.2%	-0.1%	2.3%	-0.3%
PCO3	0.0%	-0.8%	2.5%	+0.8%
FO-3	0.4%	-0.4%	1.4%	0.0%
VPS2	-3.1%	+0.3%	-0.1%	-0.3%
PCO2	-0.1%	-0.6%	3.7%	+1.7%
FO-2	0.5%	0.0%	1.2%	-0.8%

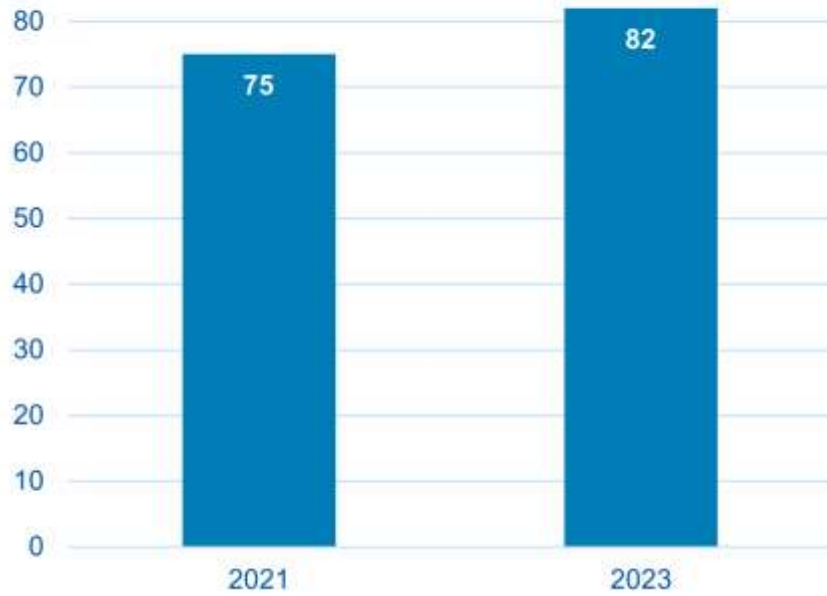
### Protective Services Officers

	Pay Gap on Base Salary	Change on 2021	Pay Gap on Total Remuneration	Change on 2021
PSO Sergeant	-0.2%	+0.1%	3.1%	+2.8%
PSO Senior	2.4%	+2.3%	4.3%	+0.1%
PSO First Class	2.1%	+1.3%	4.1%	-1.5%
PSO	0.2%	-0.2%	0.8%	-1.3%

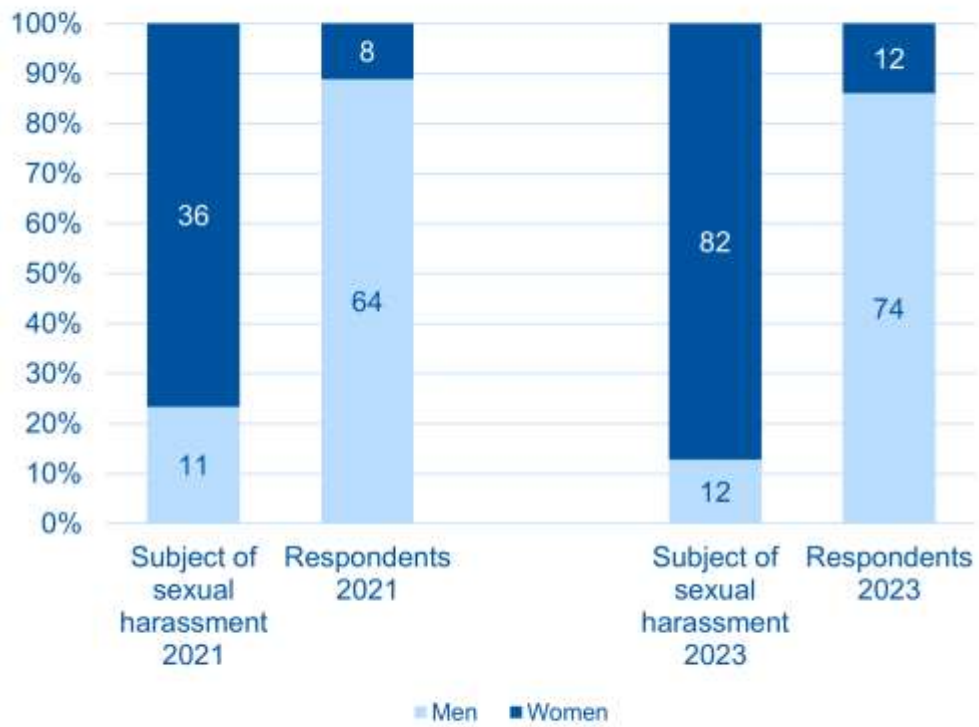
\*Change on 2021 expressed as the amount pay gap has moved closer to or further from 0%, regardless of whether pay gap favours men or women.

## Indicator 4: Workplace sexual harassment

Reported sexual harassment complaints



Sexual harassment complaints gender breakdown



In the 2023 People Matter Survey,



reported experiencing sexual harassment at work in the last 12 months.

Of those who reported experiencing sexual harassment,



submitted a formal complaint.

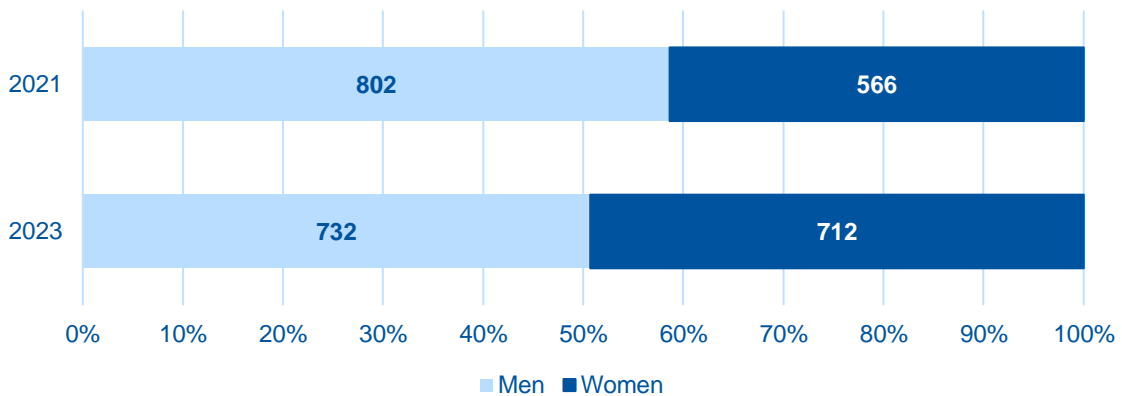
The top three reasons for not submitting a formal complaint were:

I believed there would be negative consequences for my reputation	55%	↑ <b>14%</b> from 2021
I didn't think it would make a difference	55%	↑ <b>19%</b> from 2021
I believed there would be negative consequences for my career	45%	↑ <b>16%</b> from 2021

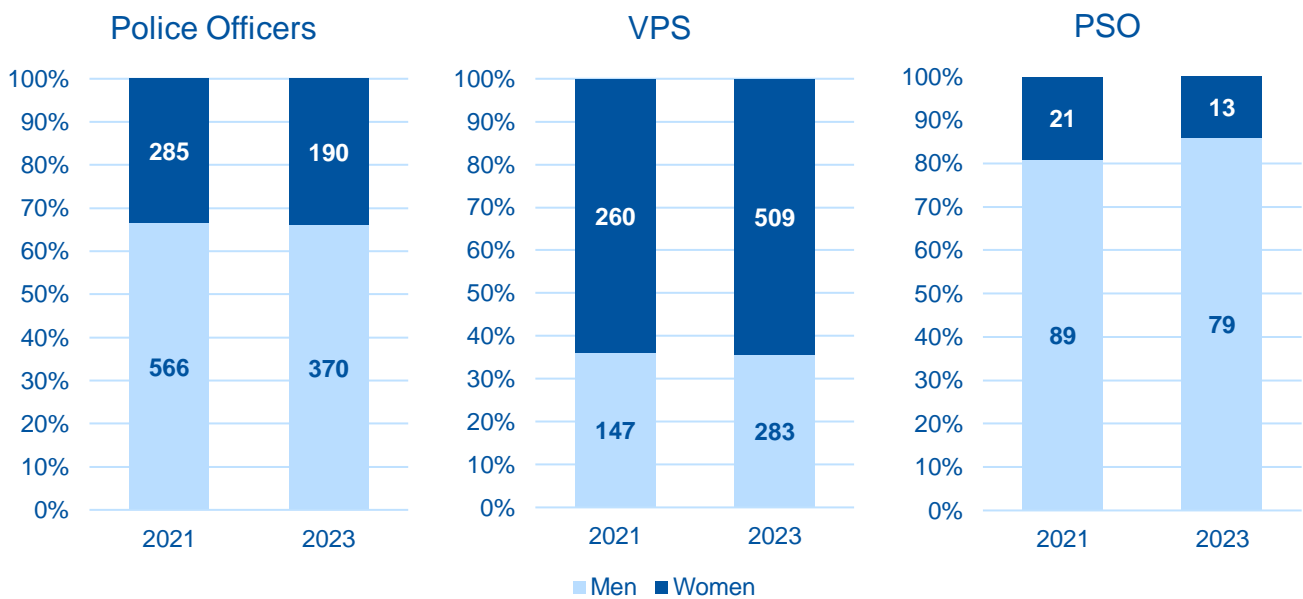
## Indicator 5: Recruitment and promotion

### Gender composition of new staff recruited

Recruited staff by gender

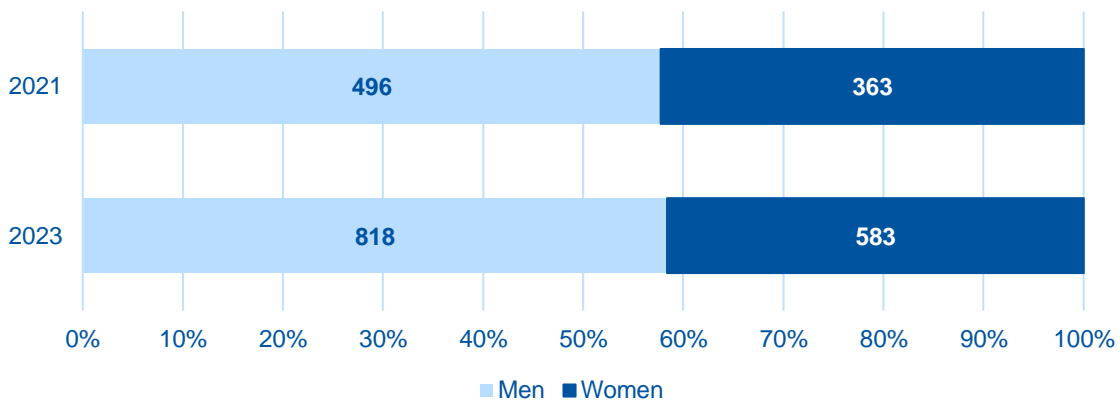


### Recruited staff by workforce

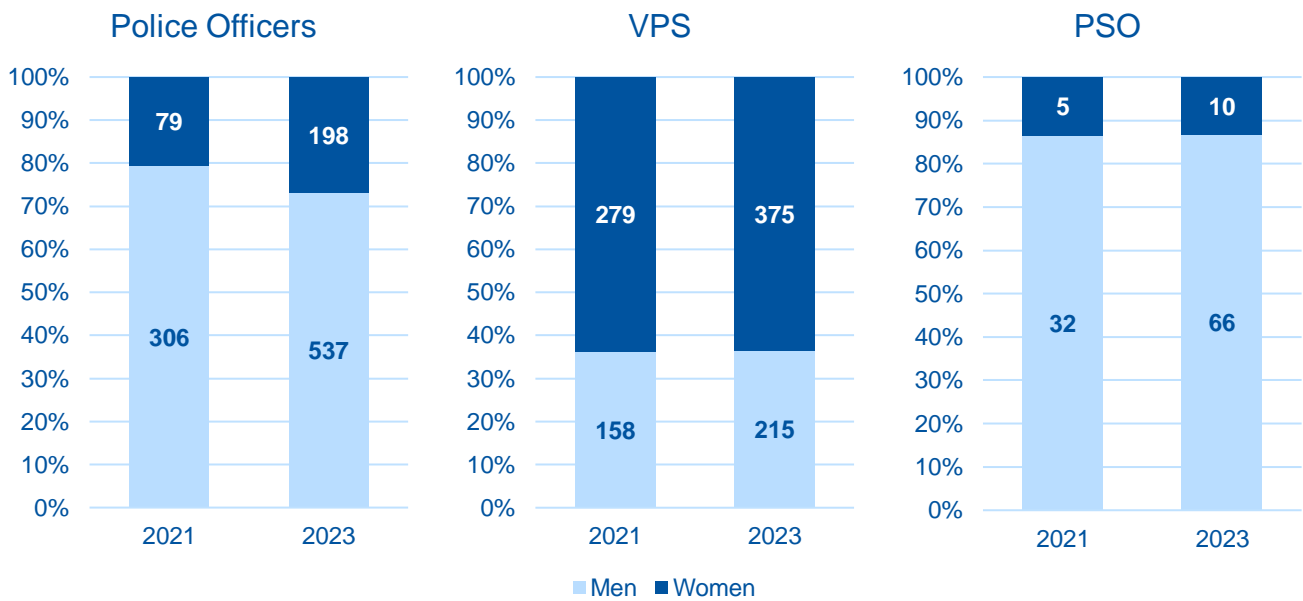


### Gender composition of staff who exited the organisation

Exits by gender

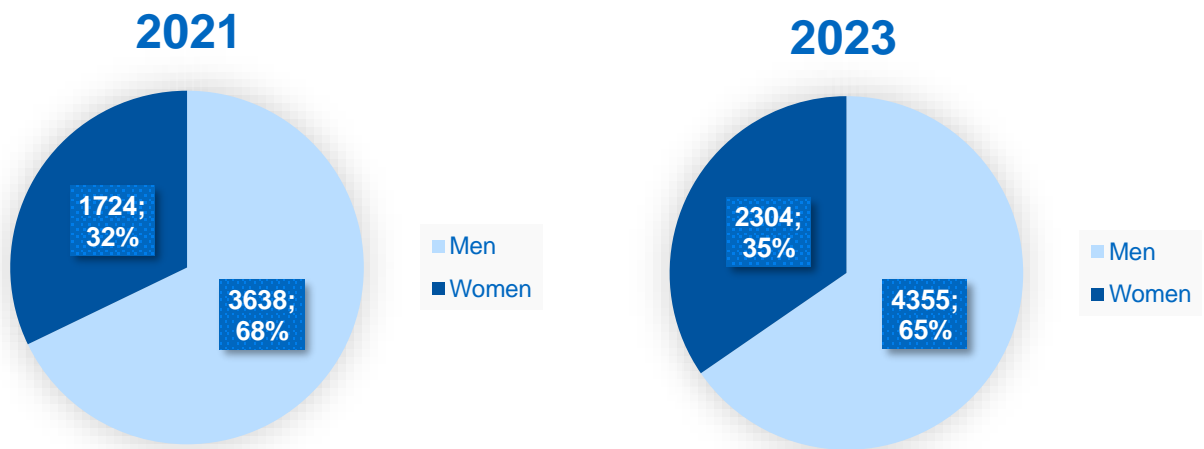


### Exits by workforce

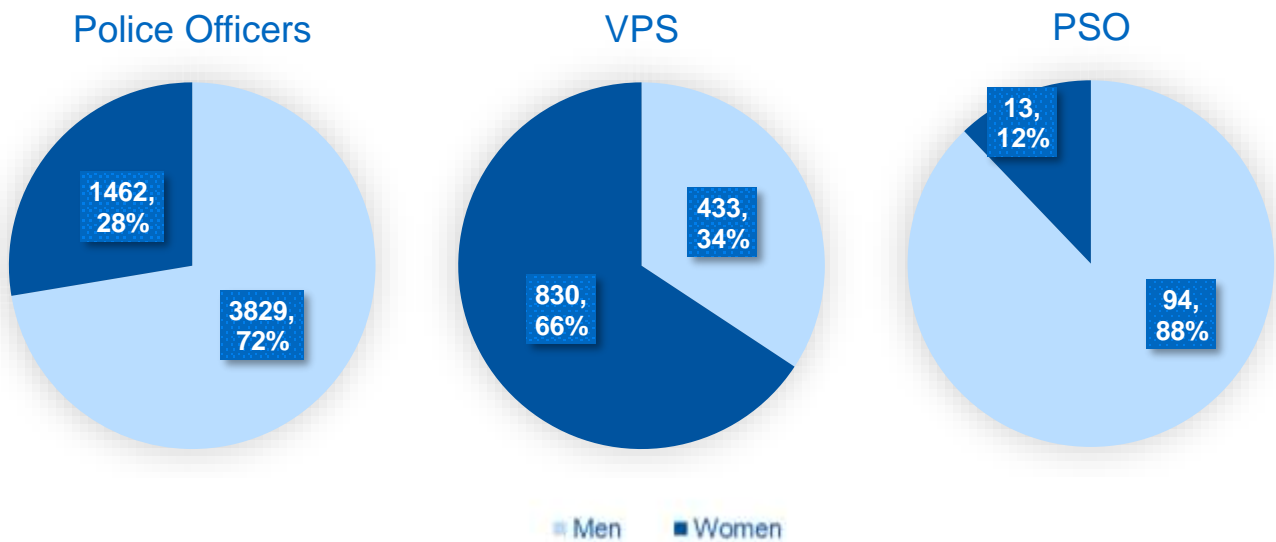




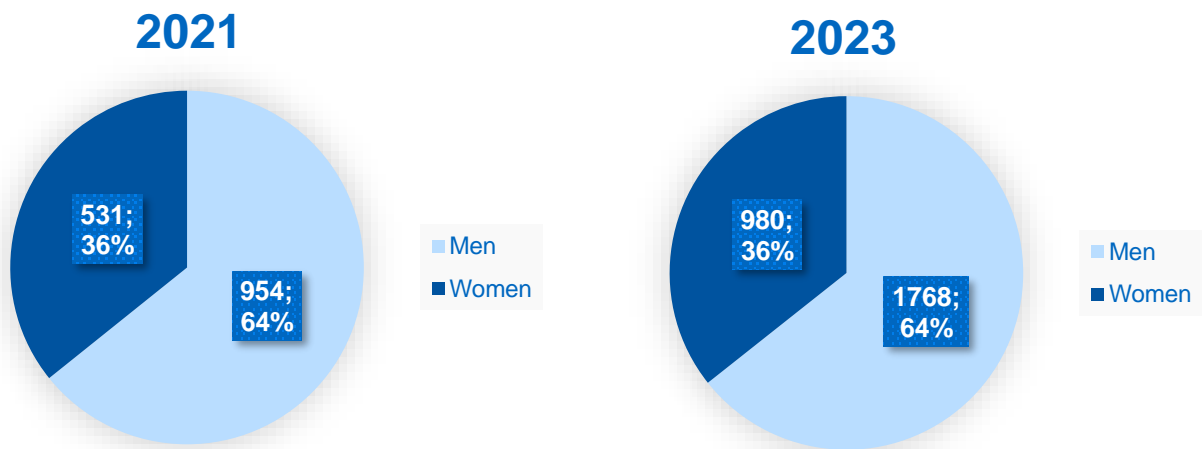
Gender composition of staff who performed higher duties



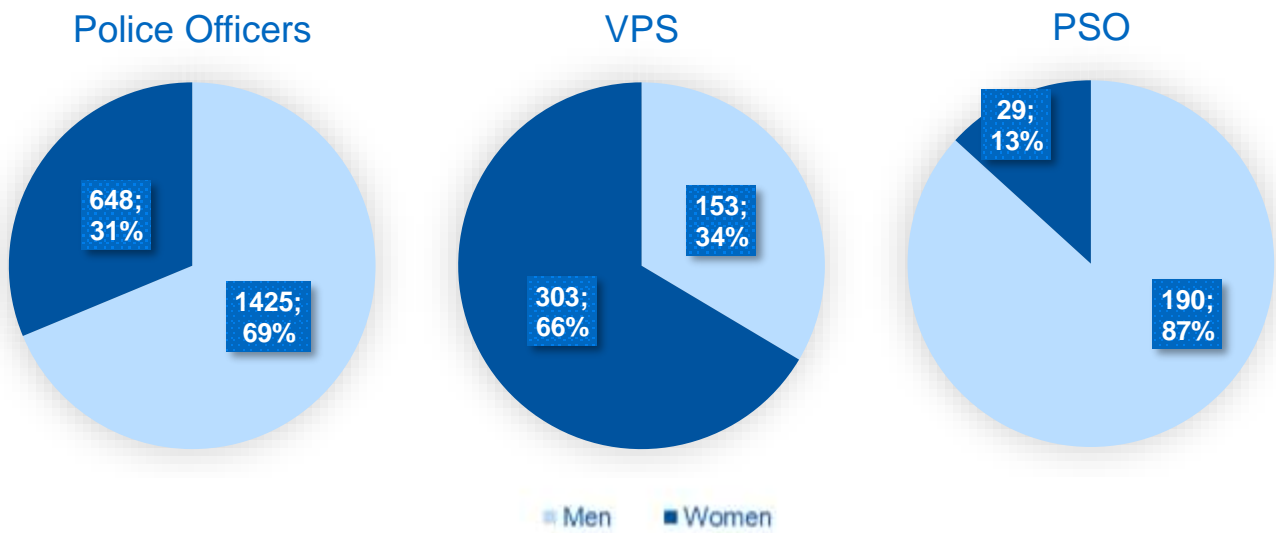
Higher duties by workforce (2023)



Gender composition of promotions

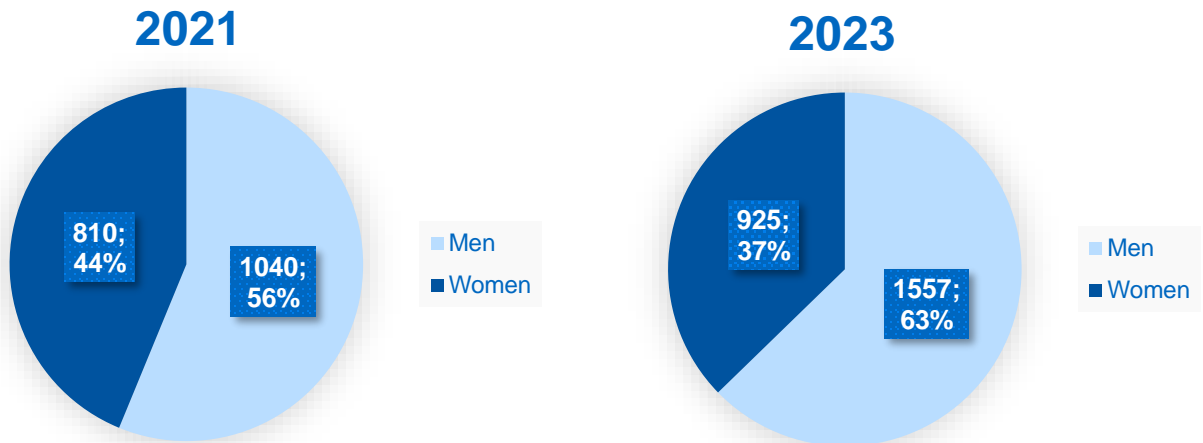


Promotions by workforce (2023)

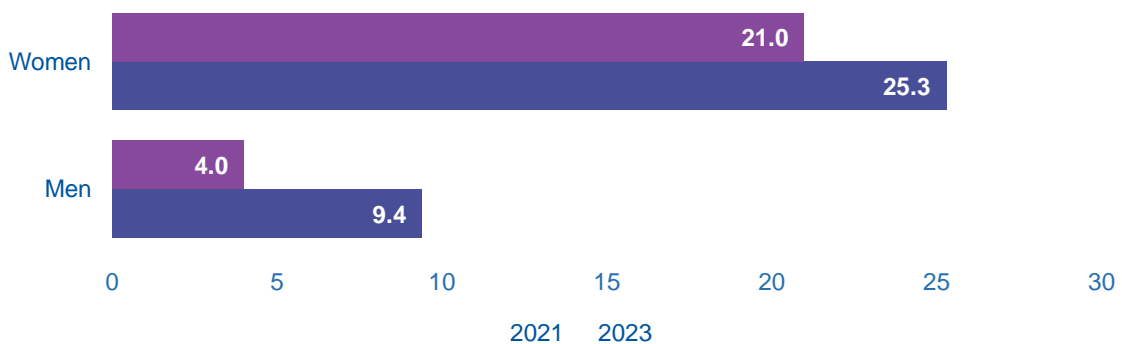


## Indicator 6: Leave and Flexibility

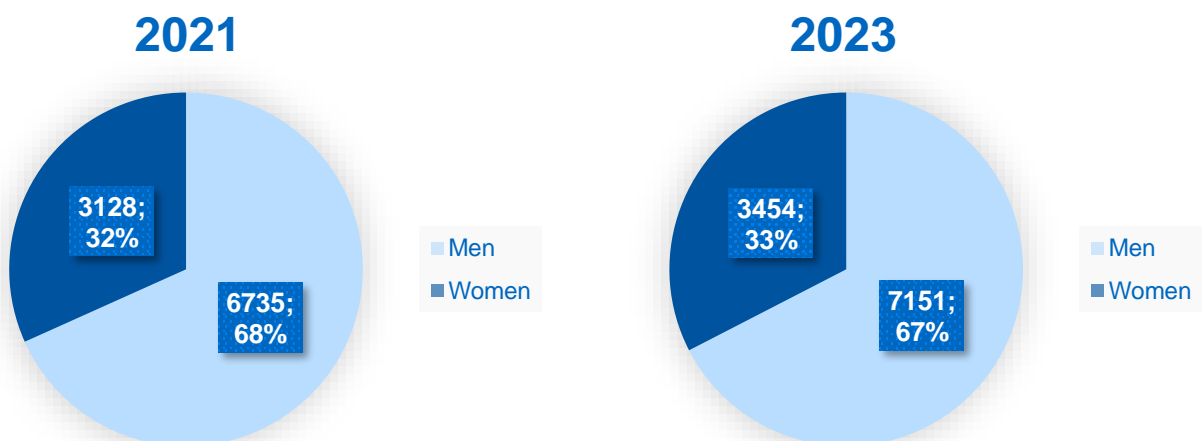
### Gender composition of who accessed parental leave



### Average weeks of parental leave taken

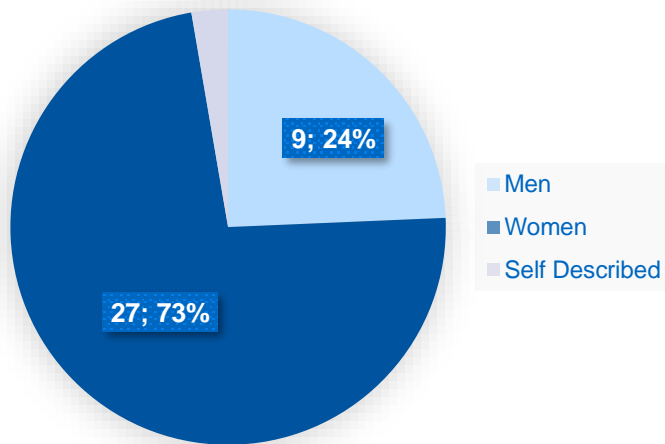


### Gender composition of people who accessed carers leave



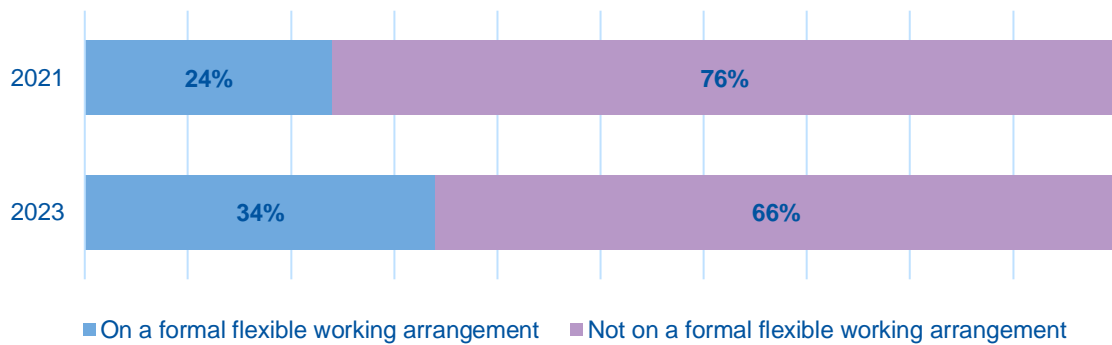
## Family violence leave applications

2023

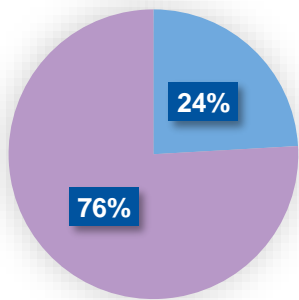


\*Family violence leave data not provided in 2021. Data is based on the date the applications for family violence leave are received by Workplace Relations, and not the date of the incidence of family violence.

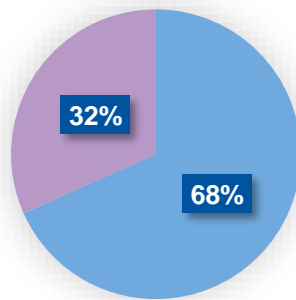
### Flexible work



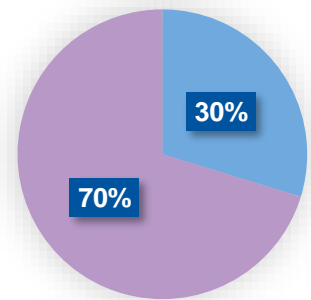
### Police Officers



### VPS



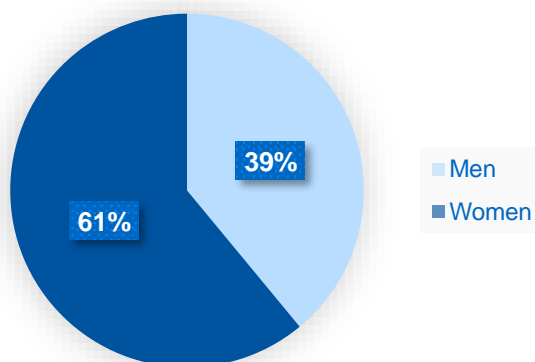
### PSO



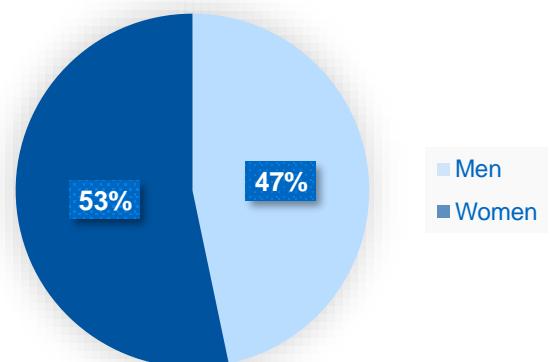
Not on a formal flexible working arrangement    On a formal flexible working arrangement

### Gender composition of people who are on a formal flexible work arrangement

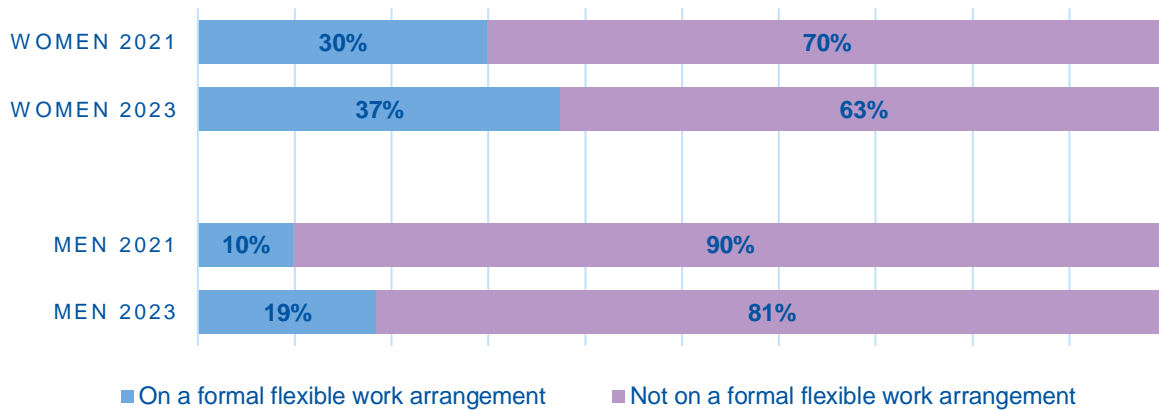
2021



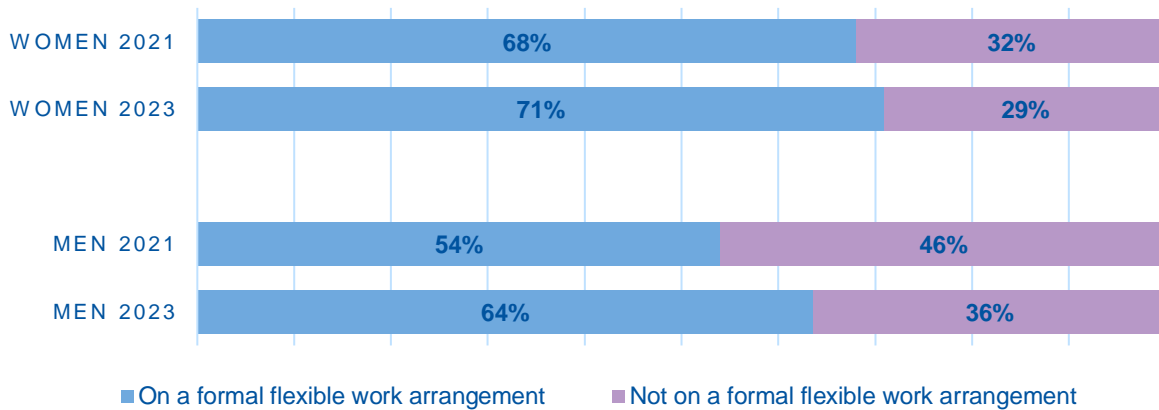
2023



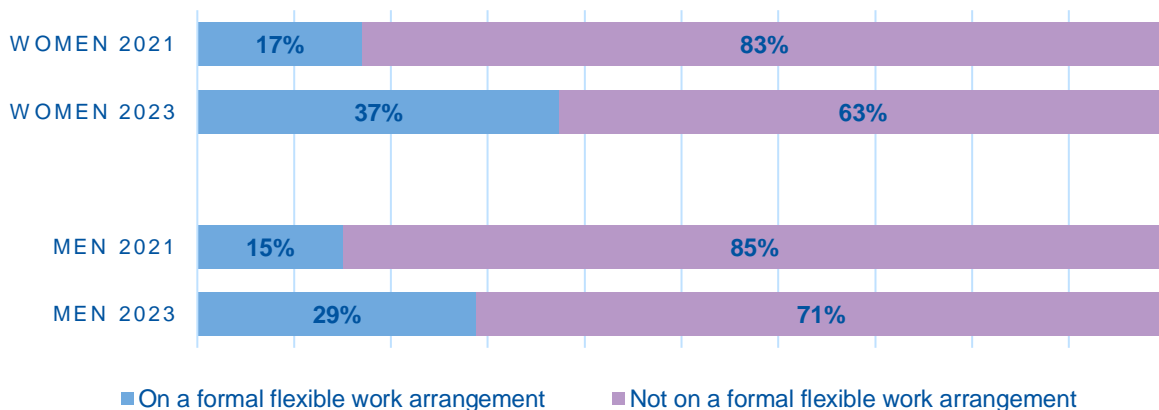
### Police Officers



### VPS



### PSO



\* Flexible work arrangements include: working more hours over fewer days, flexible start and finish times, working remotely on days chosen by the employee, working part-time during hours or days chosen by the employee, shift swap, job sharing, study leave, purchased leave, using leave to work flexible hours

\*\*Excludes Part-time or remote working arrangements that are mandated or instigated by the employer

## Indicator 7: Gendered work segregation

### Occupational segregation (ANZSCO)



Occupations at Victoria Police with the lowest representation of women*	% Women
Security Officers and Guards	15%
ICT Customer Support Officer	29%
Police Officer	29%
Commissioned Police Officer	29%
Detective	32%
Police (not further defined)	33%
ICT Project Manager	30%
ICT Managers	40%
Finance Manager	43%
Corporate Services Manager	47%

Occupations at Victoria Police with the highest representation of women*	% Women
Personal Assistant	89%
Clinical Psychologist	85%
Human Resource Adviser	81%
General Clerk	80%
Clerical and Office Support Workers	73%
Practice Managers	70%
Human Resource Clerk	70%
Natural and Physical Science Professionals	69%
Program or Project Administrator	69%
Communications Operator	66%

\*Excludes occupations with fewer than 30 employees

## Data Commentary

<p>Actions taken to prevent future sexual harassment</p>	<ul style="list-style-type: none"> <li>• Improved complaints processes</li> <li>• Leadership communication</li> <li>• Staff training</li> </ul>
<p>Other actions taken to prevent future sexual harassment</p>	<ul style="list-style-type: none"> <li>• Ongoing support of the Restorative Engagement and Redress Scheme and engagement with Victoria Police Senior Representatives to capture information about prevention of gendered harm in the workplace.</li> <li>• Development of new Health Safety and Wellbeing Strategy inclusive of ‘positive duty’ obligations (under development during reporting period, to be launched in 2024)</li> </ul>
<p>Gender data commentary</p>	<ul style="list-style-type: none"> <li>• Due to low numbers of employees who identify as ‘Self Described’, it is difficult to draw meaningful analysis for this cohort in comparison to employees who identify as ‘Men’ and ‘Women’ and have therefore not been included in the majority of visualisations included in this report. Data for self-described employees is still provided to the Commission for analysis.</li> </ul>
<p>Remuneration data commentary</p>	<ul style="list-style-type: none"> <li>• Due to complexity of superannuation plan for sworn members, superannuation data for Victoria Police cannot be adequately analysed within the parameters of the data request from the Commission and has therefore been excluded from Commission reporting. A bespoke study will be required to investigate how superannuation affects pay gap at Victoria Police.</li> <li>• The Commission asked for allowances data to be analysed by identifying allowances by             <ul style="list-style-type: none"> <li>○ If the size of a payment depends on the number of hours an employee works (pro-rata), convert it to an annualised full-time equivalent amount</li> <li>○ If a payment is the same fixed amount regardless of the number of hours an employee works, use the actual amount paid</li> </ul> </li> </ul> <p>Victoria Police systems does not currently have an adequate solution to provide data to these specifications and ‘actuals’ have been provided for all allowance types. This means pay gap on total remuneration will likely be marginally inflated</p>



	<p>compared to other defined entities as a portion of this measure will be influenced by the over representation of women in part-time employment.</p> <ul style="list-style-type: none"> <li>• In 2021 remuneration data was provided to the Commission under different parameters. To allow for a consistent comparison, 2021 data has been re-run with the same parameters as the 2023 data. All 2021 remuneration data referenced in this report refers to this updated data set and not what is published in the 2021 Workforce Gender Audit.</li> </ul>
Sexual harassment data commentary	<ul style="list-style-type: none"> <li>• De-identified sexual harassment data has been provided by Professional Standards Command and is not cross referenced with workforce data for privacy reasons. Complainant attributional/demographic information is not collected by Professional Standards Command and cannot be provided on sexual harassment data at this time.</li> </ul>
Family violence leave data commentary	<ul style="list-style-type: none"> <li>• Family Violence Leave data is held by Workforce Relations Division and not recorded centrally for privacy reasons. A breakdown of family violence leave takers by gender has been provided, but no other attributional/demographic information can be provided at this time</li> </ul>

Authorised and published by Victoria Police:  
Victoria Police Centre  
311 Spencer Street, Docklands VIC 3008  
[police.vic.gov.au](http://police.vic.gov.au)

Original design by Bite Visual Communications Group  
Published by Victoria Police September 2024

**Accessibility**

This document can be found on our website [police.vic.gov.au](http://police.vic.gov.au).

© State of Victoria (Victoria Police) 2024

This publication is copyright. No part may be reproduced by any process except in accordance with the provisions of the Copyright Act 1968.

This publication may be helpful to you, but the State of Victoria and its employees do not guarantee it is without flaw of any kind or is wholly appropriate for your particular purpose. It therefore disclaims all liability for any error, or loss or other consequences from you relying on any information in it.