# Appendix 2: Workforce data

The comparative workforce data and executive officer data provided in this appendix are based on the following definitions:

* For DPC, an executive officer and member of the Senior Executive Service (SES) is defined as a person employed as an executive under Part 3 of the Public Administration Act.
* For a portfolio entity, an executive is defined as a person employed as an executive under Part 3 of the Public Administration Act or a person to whom the Victorian Government’s Public Entity Executive Remuneration Policy applies.
* The definition of an executive officer does not include a statutory office holder or an accountable officer, unless otherwise stated.
* Accountable officers include the DPC Secretary and administrative office heads.

The following tables disclose the headcount and full-time staff equivalent (FTE) of all active public service employees of DPC, the Office of the Chief Parliamentary Counsel, the Office of the Governor, and DPC staff supporting the Yoorrook Justice Commission.

Staff supporting the Yoorrook Justice Commission are employed by DPC. For reporting purposes Yoorrook Justice Commission staff are disclosed in a separate comparative workforce data table. In all other disclosures Yoorrook Justice Commission staff and executives are included in DPC data tables.

All figures in the tables reflect employment levels in the last full pay period of June 2024 and June 2023. Employees have been correctly classified in workforce data collections by the VPSC, which have been used to prepare this workforce data disclosure.

The following portfolio entities sit within DPC’s portfolio. The heads of these entities are public service body heads who employ public service employees independent of DPC’s Secretary. These entities are required to produce their own annual reports; therefore employee numbers are published in their annual reports:

* Victorian Electoral Commission
* Victorian Public Sector Commission
* VITS LanguageLoop.

## Comparative workforce data

**Details of DPC employment levels in 2024 and 2023**

|  | | June 2024 | | | | | | | June 2023 | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | All employees | | Ongoing[[1]](#footnote-2) | | | Fixed-term and casual[[2]](#footnote-3) | | All employees | | Ongoing | | | Fixed-term and casual | |
|  | | Number (headcount) | FTE | Full-time (headcount) | Part-time (headcount) | FTE | Number (headcount) | FTE | Number (headcount) | FTE | Full-time (headcount) | Part-time (headcount) | FTE | Number (headcount) | FTE |
| Demographic data | **Gender** | | | | | | | | | | | | | | |
| Men | 195 | 190 | 137 | 13 | 147 | 45 | 43 | 182 | 178 | 125 | 14 | 135 | 43 | 42 |
| Women | 418 | 399 | 250 | 65 | 299 | 103 | 100 | 376 | 357 | 207 | 59 | 250 | 110 | 108 |
| Self-described | 3 | 3 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | - | 1 | 1 | 1 | 1 |
| **Age** | | | | | | | | | | | | | | |
| 15–24 | 23 | 22 | 18 | 1 | 18 | 4 | 4 | 15 | 14 | 8 | 1 | 8 | 6 | 6 |
| 25–34 | 237 | 232 | 155 | 17 | 168 | 65 | 64 | 218 | 213 | 136 | 11 | 143 | 71 | 70 |
| 35–44 | 207 | 198 | 123 | 35 | 151 | 49 | 47 | 197 | 187 | 107 | 38 | 137 | 52 | 51 |
| 45–54 | 109 | 104 | 73 | 16 | 84 | 20 | 20 | 94 | 88 | 61 | 19 | 74 | 14 | 14 |
| 55–64 | 32 | 29 | 16 | 6 | 20 | 10 | 9 | 34 | 32 | 20 | 5 | 23 | 9 | 9 |
| 65+ | 8 | 6 | 3 | 4 | 6 | 1 | 0 | 2 | 2 | - | - | - | 2 | 2 |
| Classification data | **VPS Grades 1–6** | **544** | **521** | **333** | **72** | **386** | **139** | **135** | **492** | **471** | **279** | **66** | **326** | **147** | **144** |
| VPS 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| VPS 2 | 13 | 13 | 13 | - | 13 | - | - | 6 | 5 | 5 | 1 | 5 | - | - |
| VPS 3 | 41 | 40 | 33 | 3 | 35 | 5 | 5 | 42 | 40 | 25 | 6 | 29 | 11 | 11 |
| VPS 4 | 171 | 167 | 98 | 14 | 109 | 59 | 58 | 143 | 139 | 85 | 8 | 90 | 50 | 49 |
| VPS 5 | 197 | 187 | 118 | 32 | 141 | 47 | 46 | 170 | 163 | 97 | 24 | 115 | 49 | 48 |
| VPS 6[[3]](#footnote-4) | 122 | 115 | 71 | 23 | 88 | 28 | 26 | 131 | 123 | 67 | 27 | 87 | 37 | 36 |
| **Senior employees** | **72** | **71** | **55** | **7** | **61** | **10** | **9** | **68** | **66** | **53** | **8** | **59** | **7** | **7** |
| STS | 12 | 12 | 9 | 1 | 10 | 2 | 2 | 11 | 11 | 7 | 1 | 8 | 3 | 3 |
| Executives | 59 | 58 | 45 | 6 | 50 | 8 | 7 | 56 | 55 | 45 | 7 | 51 | 4 | 4 |
| Secretary | 1 | 1 | 1 | - | 1 | - | - | 1 | 1 | 1 | - | 1 | - | - |
| Total employees | 616 | 592 | 388 | 79 | 447 | 149 | 144 | 560 | 537 | 332 | 74 | 386 | 154 | 151 |

**Legend:** FTE: full-time equivalent; STS: senior technical specialists.

Some FTE totals may not add due to rounding.

The following table discloses the annualised total salary for senior employees of DPC, categorised by classification. The salary amount is reported as the full-time annualised salary. This table includes Yoorrook Justice Commission staff. A table is also provided separately for DPC’s administrative offices.

#### Annualised total salary, by $20,000 bands, for executives and other senior non-executive staff — DPC

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Income band (salary)[[4]](#footnote-5) | Executives | STS | PS | SMA | SRA | Other |
| < $160,000 |  |  |  |  |  |  |
| $160,000–$179,999 |  | 1 |  |  |  |  |
| $180,000–$199,999 | 16 | 3 |  |  |  |  |
| $200,000–$219,999 | 20 | 4 |  |  |  |  |
| $220,000–$239,999 | 5 | 3 |  |  |  |  |
| $240,000–$259,999 | 9 | 1 |  |  |  |  |
| $260,000–$279,999 | 4 |  |  |  |  |  |
| $280,000–$299,999 | 4 |  |  |  |  |  |
| $300,000–$319,999 | 1 |  |  |  |  |  |
| $320,000–$339,999 |  |  |  |  |  |  |
| $340,000–$359,999 | 1 |  |  |  |  |  |
| $360,000–$379,999 |  |  |  |  |  |  |
| $380,000–$399,999 | 1 |  |  |  |  |  |
| $400,000–$419,999 |  |  |  |  |  |  |
| $420,000–$439,999 | 2 |  |  |  |  |  |
| $440,000–$459,999 | 1 |  |  |  |  |  |
| $460,000–$479,999 | 1 |  |  |  |  |  |
| $480,000–$499,999 |  |  |  |  |  |  |
| > $500,000 | 1 |  |  |  |  |  |
| Total | 66 | 12 |  |  |  |  |

**Legend**: STS: senior technical specialists; PS: principal scientists; SMA: senior medical advisers; SRA: senior regulatory analysts.

Notes:

* The salaries reported above are for the full financial year, at a 1-FTE rate, and exclude superannuation.
* The Secretary has been reported in the ‘Executives’ column for this table.
* Six executives supporting the Yoorrook Justice Commission are included in this table.

### Details of the Office of the Chief Parliamentary Counsel employment levels in 2024 and 2023

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | June 2024 | | | | | | | June 2023 | | | | | | |
| **All employees** | | **Ongoing** | | | **Fixed-term and casual** | | **All employees** | | **Ongoing** | | | **Fixed-term and casual** | |
| **Number (headcount)** | **FTE** | **Full-time (headcount)** | **Part-time (headcount)** | **FTE** | **Number (headcount)** | **FTE** | **Number (headcount)** | **FTE** | **Full-time (headcount)** | **Part-time (headcount)** | **FTE** | **Number (headcount)** | **FTE** |
| Demographic data | **Gender** | | | | | | | | | | | | | | |
| Men | 12 | 12 | 9 | 2 | 11 | 1 | 1 | 11 | 11 | 9 | 2 | 11 | - | - |
| Women | 31 | 26 | 16 | 14 | 26 | 1 | 1 | 32 | 27 | 17 | 13 | 26 | 2 | 2 |
| Self-described | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **Age** | | | | | | | | | | | | | | |
| 15–24 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 25–34 | 10 | 10 | 8 | 1 | 9 | 1 | 1 | 9 | 9 | 8 | - | 8 | 1 | 1 |
| 35–44 | 15 | 13 | 7 | 8 | 13 | - | - | 15 | 13 | 8 | 7 | 13 | - | - |
| 45–54 | 11 | 10 | 7 | 4 | 10 | - | - | 11 | 9 | 5 | 6 | 9 | - | - |
| 55–64 | 5 | 4 | 3 | 2 | 4 | - | - | 6 | 6 | 5 | 1 | 6 | - | - |
| 65+ | 2 | 1 | - | 1 | 1 | 1 | 1 | 2 | 1 | - | 1 | 1 | 1 | 1 |
| Classification data | **VPS Grades 1-6** | **24** | **21** | **13** | **10** | **20** | **1** | **1** | **22** | **19** | **14** | **7** | **18** | **1** | **1** |
| VPS 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| VPS 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| VPS 3 | 6 | 6 | 3 | 2 | 5 | 1 | 1 | 7 | 6 | 3 | 3 | 5 | 1 | 1 |
| VPS 4 | 6 | 4 | 2 | 4 | 4 | - | - | 7 | 5 | 4 | 3 | 5 | - | - |
| VPS 5 | 6 | 6 | 6 | - | 6 | - | - | 4 | 4 | 4 | - | 4 | - | - |
| VPS 6 | 6 | 5 | 2 | 4 | 5 | - | - | 4 | 4 | 3 | 1 | 4 | - | - |
| **Senior employees** | **7** | **6** | **5** | **1** | **6** | **1** | **1** | **7** | **6** | **5** | **1** | **6** | **1** | **1** |
| STS | 3 | 2 | 1 | 1 | 2 | 1 | 1 | 3 | 2 | 1 | 1 | 2 | 1 | 1 |
| Executives | 3 | 3 | 3 | - | 3 | - | - | 3 | 3 | 3 | - | 3 | - | - |
| Administrative office head | 1 | 1 | 1 | - | 1 | - | - | 1 | 1 | 1 | - | 1 | - | - |
| **Other** | **12** | **11** | **7** | **5** | **11** | **-** | **-** | **14** | **12** | **7** | **7** | **12** | **-** | **-** |
| Legal officers | 12 | 11 | 7 | 5 | 11 | - | - | 14 | 12 | 7 | 7 | 12 | - | - |
| Total employees | 43 | 38 | 25 | 16 | 36 | 2 | 2 | 43 | 38 | 26 | 15 | 36 | 2 | 2 |

**Legend:** FTE: full-time equivalent; STS: senior technical specialists.

Some FTE totals may not add due to rounding.

#### Annualised total salary, by $20,000 bands, for executives and other senior non-executive staff — Office of the Chief Parliamentary Counsel

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Income band (salary) | Executives | STS | PS | SMA | SRA | Other |
| < $160,000 |  |  |  |  |  |  |
| $160,000–$179,999 |  | 1 |  |  |  |  |
| $180,000–$199,999 | 1 |  |  |  |  |  |
| $200,000–$219,999 |  |  |  |  |  |  |
| $220,000–$239,999 |  |  |  |  |  |  |
| $240,000–$259,999 | 1 | 2[[5]](#footnote-6) |  |  |  |  |
| $260,000–$279,999 |  |  |  |  |  |  |
| $280,000–$299,999 |  |  |  |  |  |  |
| $300,000–$319,999 | 1 |  |  |  |  |  |
| $320,000–$339,999 |  |  |  |  |  |  |
| $340,000–$359,999 |  |  |  |  |  |  |
| $360,000–$379,999 |  |  |  |  |  |  |
| $380,000–$399,999 |  |  |  |  |  |  |
| $400,000–$419,999 | 1 |  |  |  |  |  |
| $420,000–$439,999 |  |  |  |  |  |  |
| $440,000–$459,999 |  |  |  |  |  |  |
| $460,000–$479,999 |  |  |  |  |  |  |
| $480,000–$499,999 |  |  |  |  |  |  |
| > $500,000 |  |  |  |  |  |  |
| Total | 4 | 3 |  |  |  |  |

**Legend:** STS: senior technical specialists; PS: principal scientists; SMA: senior medical advisers; SRA: senior regulatory analysts.

Notes:

* The salaries reported above are for the full financial year, at a 1-FTE rate, and exclude superannuation.
* The administrative office head has been reported in the ‘Executives’ column for this table.

### Details of the Office of the Governor employment levels in 2024 and 2023

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | June 2024 | | | | | | | June 2023 | | | | | | |
| **All employees** | | **Ongoing** | | | **Fixed-term and casual** | | **All employees** | | **Ongoing** | | | **Fixed-term and casual** | |
| **Number (headcount)** | **FTE** | **Full-time (headcount)** | **Part-time (headcount)** | **FTE** | **Number (headcount)** | **FTE** | **Number (headcount)** | **FTE** | **Full-time (headcount)** | **Part-time (headcount)** | **FTE** | **Number (headcount)** | **FTE** |
| Demographic data | **Gender** | | | | | | | | | | | | | | |
| Men | 30 | 27 | 23 | 1 | 24 | 6 | 3 | 28 | 26 | 21 | 1 | 22 | 6 | 5 |
| Women | 23 | 20 | 12 | 7 | 16 | 4 | 4 | 27 | 23 | 12 | 8 | 17 | 7 | 6 |
| Self-described | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **Age** | | | | | | | | | | | | | | |
| 15–24 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 25–34 | 11 | 11 | 5 | - | 5 | 6 | 6 | 10 | 10 | 4 | - | 4 | 6 | 6 |
| 35–44 | 11 | 10 | 7 | 2 | 9 | 2 | 1 | 13 | 12 | 8 | 2 | 9 | 3 | 2 |
| 45–54 | 13 | 12 | 12 | - | 12 | 1 | 0 | 17 | 16 | 13 | 2 | 14 | 2 | 1 |
| 55–64 | 15 | 12 | 9 | 5 | 12 | 1 | 0 | 12 | 10 | 7 | 4 | 10 | 1 | 0 |
| 65+ | 3 | 2 | 2 | 1 | 2 | - | - | 3 | 2 | 1 | 1 | 1 | 1 | 1 |
| Classification data | **VPS Grades 1-6** | **50** | **44** | **32** | **8** | **37** | **10** | **7** | **52** | **46** | **30** | **9** | **36** | **13** | **11** |
| VPS 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| VPS 2 | 16 | 12 | 10 | 3 | 12 | 3 | 1 | 21 | 17 | 9 | 4 | 11 | 8 | 6 |
| VPS 3 | 13 | 12 | 9 | 3 | 11 | 1 | 1 | 12 | 11 | 9 | 3 | 11 | - | - |
| VPS 4 | 14 | 13 | 8 | 2 | 9 | 4 | 4 | 13 | 12 | 7 | 2 | 8 | 4 | 4 |
| VPS 5 | 7 | 7 | 5 | - | 5 | 2 | 2 | 6 | 6 | 5 | - | 5 | 1 | 1 |
| VPS 6 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **Senior employees** | **3** | **3** | **3** | **-** | **3** | **-** | **-** | **3** | **3** | **3** | **-** | **3** | **-** | **-** |
| STS | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Executives | 2 | 2 | 2 | - | 2 | - | - | 2 | 2 | 2 | - | 2 | - | - |
| Administrative office head | 1 | 1 | 1 | - | 1 | - | - | 1 | 1 | 1 | - | 1 | - | - |
| Total employees | 53 | 47 | 35 | 8 | 40 | 10 | 7 | 55 | 49 | 33 | 9 | 39 | 13 | 11 |

Legend: FTE: full-time equivalent; STS: senior technical specialists.

Some FTE totals may not add due to rounding.

#### Annualised total salary, by $20,000 bands, for executives and other senior non-executive staff — Office of the Governor

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Income band (salary) | Executives | STS | PS | SMA | SRA | Other |
| < $160,000 |  |  |  |  |  |  |
| $160,000–$179,999 |  |  |  |  |  |  |
| $180,000–$199,999 | 1 |  |  |  |  |  |
| $200,000–$219,999 |  |  |  |  |  |  |
| $220,000–$239,999 | 1 |  |  |  |  |  |
| $240,000–$259,999 |  |  |  |  |  |  |
| $260,000–$279,999 |  |  |  |  |  |  |
| $280,000–$299,999 |  |  |  |  |  |  |
| $300,000–$319,999 |  |  |  |  |  |  |
| $320,000–$339,999 |  |  |  |  |  |  |
| $340,000–$359,999 |  |  |  |  |  |  |
| $360,000–$379,999 | 1 |  |  |  |  |  |
| $380,000–$399,999 |  |  |  |  |  |  |
| $400,000–$419,999 |  |  |  |  |  |  |
| $420,000–$439,999 |  |  |  |  |  |  |
| $440,000–$459,999 |  |  |  |  |  |  |
| $460,000–$479,999 |  |  |  |  |  |  |
| $480,000–$499,999 |  |  |  |  |  |  |
| > $500,000 |  |  |  |  |  |  |
| Total | 3 |  |  |  |  |  |

Legend: STS: senior technical specialists; PS: principal scientists; SMA: senior medical advisers; SRA: senior regulatory analysts.

Notes:

* The salaries reported above are for the full financial year, at a 1-FTE rate, and exclude superannuation.
* The administrative office head has been reported in the ‘Executives’ column for this table.
* There were no senior employees employed on a part-time basis.

### Details of the Yoorrook Justice Commission employment levels in 2024 and 2023

This table captures DPC employees supporting the Yoorrook Justice Commission, Victoria’s formal truth-telling process into historical and ongoing injustices experienced by First Peoples in Victoria.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | June 2024 | | | | | | | June 2023[[6]](#footnote-7) | | | | | | |
| **All employees** | | **Ongoing** | | | **Fixed-term and casual** | | **All employees** | | **Ongoing** | | | **Fixed-term and casual** | |
| Number (headcount) | FTE | Full-time (headcount) | Part-time (headcount) | FTE | Number (headcount) | FTE | Number (headcount) | FTE | Full-time (headcount) | Part-time (headcount) | FTE | Number (headcount) | FTE |
| Demographic data | **Gender** | | | | | | | | | | | | | | |
| Men | 11 | 11 | - | - | - | 11 | 11 | 13 | 13 | - | - | - | 13 | 13 |
| Women | 23 | 21 | - | - | - | 23 | 21 | 23 | 22 | - | - | - | 23 | 22 |
| Self-described | 1 | 1 | - | - | - | 1 | 1 | - | - | - | - | - | - | - |
| **Age** | | | | | | | | | | | | | | |
| 15–24 | 1 | 0 | - | - | - | 1 | 0 | - | - | - | - | - | - | - |
| 25–34 | 9 | 8 | - | - | - | 9 | 8 | 7 | 7 | - | - | - | 7 | 7 |
| 35–44 | 16 | 16 | - | - | - | 16 | 16 | 17 | 17 | - | - | - | 17 | 17 |
| 45–54 | 5 | 5 | - | - | - | 5 | 5 | 8 | 7 | - | - | - | 8 | 7 |
| 55–64 | 2 | 2 | - | - | - | 2 | 2 | 3 | 3 | - | - | - | 3 | 3 |
| 65+ | 2 | 2 | - | - | - | 2 | 2 | 1 | 1 | - | - | - | 1 | 1 |
| Classification data | **VPS Grades 1-6** | **29** | **27** | **-** | **-** | **-** | **29** | **27** | **31** | **30** | **-** | **-** | **-** | **31** | **30** |
| VPS 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| VPS 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| VPS 3 | 5 | 3 | - | - | - | 5 | 3 | 2 | 2 | - | - | - | 2 | 2 |
| VPS 4 | 10 | 10 | - | - | - | 10 | 10 | 13 | 12 | - | - | - | 13 | 12 |
| VPS 5 | 8 | 8 | - | - | - | 8 | 8 | 6 | 6 | - | - | - | 6 | 6 |
| VPS 6 | 6 | 6 | - | - | - | 6 | 6 | 10 | 10 | - | - | - | 10 | 10 |
| **Senior employees** | **6** | **6** | **-** | **-** | **-** | **6** | **6** | **5** | **5** | **-** | **-** | **-** | **5** | **5** |
| STS | - | - | - | - | - | - | - | 1 | 1 | - | - | - | 1 | 1 |
| Executives | 6 | 6 | - | - | - | 6 | 6 | 4 | 4 | - | - | - | 4 | 4 |
| Total employees | 35 | 33 | - | - | - | 35 | 33 | 36 | 35 | - | - | - | 36 | 35 |

Legend: FTE: full-time equivalent; STS: senior technical specialists.

1. During 2023–24 DPC’s ongoing employment levels increased. Effective from 1 February 2024, the Multicultural Affairs function transferred from DFFH to DPC, which contributed to DPC’s increase in ongoing employment levels. DPC also employed additional ongoing staff during the year to support the delivery of Aboriginal Affairs initiatives announced in the 2023–24 State Budget (refer 2023/24 *Budget Paper No. 3: Service Delivery*, pages 3–5). The Victorian Independent Remuneration Tribunal and Industrial Relations Victoria transferred from DPC to DTF effective 1 February 2024. This FTE decrease was offset by factors contributing to DPC’s FTE increase over the reporting period, which are noted above. [↑](#footnote-ref-2)
2. During 2023–24 DPC’s fixed-term employment levels decreased, partly due to fixed-term contracts ending. Fixed-term employment levels also decreased due to the transfer of Industrial Relations Victoria and the Victorian Independent Remuneration Tribunal from DPC to DTF. This transfer was made effective from 1 February 2024 as part of machinery of government changes. [↑](#footnote-ref-3)
3. At of 30 June 2024, one VPS Grade 6 employee was acting as an Executive under long-term acting arrangements. There were 8 VPS Grade 6 employees acting as an executive under long-term acting arrangements as at the end of June 2023**.** [↑](#footnote-ref-4)
4. There are ten employees employed on a part-time basis, including five at a 0.8 FTE rate and five at a 0.9 FTE rate [↑](#footnote-ref-5)
5. There are 2 employees employed on a part-time basis at a 0.5 FTE and a 0.7 FTE rate, respectively. [↑](#footnote-ref-6)
6. June 2023 figures have been updated to reflect all Executives in the fixed-term employment category. [↑](#footnote-ref-7)