

Pay Equity Audit Report 2011

Public Sector Workforce



Premier
& Cabinet

Pay Equity Audit Report 2011

Executive Summary

An audit of pay rates in the NSW public service was undertaken by Public Sector Workforce (PSW).

The purpose of the audit was to investigate whether there was a gender pay gap and to identify and provide a detailed analysis of any discrepancies between the pay rates of men in the public service and women in the public service.

The audit was undertaken in relation to the approximately 66,000 employees in the NSW public service, which is a subset of the NSW public sector (approx. 322,500 employees).

Women comprised 54.0 per cent of NSW public service employees in 2010 compared to 53.3 per cent in 2007. The net increase in women employed in the NSW public service was 1,609 between 2007 and 2010. The corresponding net increase in men employed in the NSW public service was 522. The ratio of the increase in women to the increase in men was 3:1.

All references to numbers of employees in this report are headcount numbers.

The audit was project managed by PSW Industrial Relations and was overseen by a Steering Committee comprising representatives from public service agencies. An expert consultant, Mr Tim Sowerbutts, Q Social Research Consultants Pty Ltd, was engaged to analyse the data and to assist in preparing this report.

The pay gap is a measure of how much women earn (on average) as a proportion of how much men earn (on average). The calculation of the pay gap for the NSW public service was based on the current salaries of employees (excluding allowances and other pay components), which were the most reliable data available to this project.

To gain insights as to trends, the 2010 data were compared to 2007 data.

The gender pay gap for the NSW public service in 2010 was 6.7 per cent

- In 2010, the average salary for women was 93.3 per cent of the average salary for men. This means that the pay gap for the NSW public service was 6.7 per cent.
- The pay gap was larger in 2007, at 10.4 per cent. Accordingly, the NSW public service pay gap has decreased 3.7 percentage points over the three year period 2007 to 2010.

- The pay gap for the NSW public service is significantly lower than for the NSW workforce, which the Australian Bureau of Statistics (ABS) reports as 14.8 per cent in 2007 and 15.0 per cent in 2010¹. Some caution is appropriate in making direct comparisons between the ABS pay gap and that of the NSW public service, as there are differences in the measures of pay used in the calculations.
- The reduction of the pay gap for the NSW public service between 2007 and 2010 (3.7 percentage points) is substantial in a context where the ABS results for the NSW workforce show the pay gap increased and where the national pay gap has historically been decreasing at the rate of around only one percentage point per decade.
- Factors contributing to the reduction in pay gap include:
 - women are accessing part-time work at higher salary levels
 - women are increasingly represented in more senior roles
 - women are earning salaries more equal to those of men in the senior employment levels.

Women are accessing part-time work at higher salary levels

- The average salaries for women working part-time increased by approximately 3 per cent more than can be accounted for by award based pay increases occurring between 2007 and 2010. This means that women are accessing part-time work at higher salary levels.
- The average salaries for women in part-time employment were greater than for men in part-time employment in both 2007 and in 2010, which resulted in negative pay gaps.
- In 2007, the average salary for women working permanent part-time was 17.1 per cent greater than for men working permanent part-time. In 2010, this difference was substantially greater; the average salary for women working permanent part-time was 29.6 per cent greater than for men working permanent part-time. This means that women are accessing part-time work at substantially higher salary levels than men in part-time employment.
- In 2010, the average salary for women in temporary part-time employment was 5.1 per cent greater than for men in temporary part-time employment.

The proportion of women in more senior roles is increasing

- In 2007, 32.2 per cent of all women worked in the salary ranges above Clerk Grade 6 (equivalent). This increased to 36.0 per cent in 2010. This means that the proportion of all women employed at middle and senior level is increasing. Three specific results follow:
 - Women working at a salary level equivalent to Clerk Grade 9-12 comprised 43.6 per cent of employees in that group in 2007, increasing by 3.5 percentage points to 47.1 per cent in 2010.

1 Australian Bureau of Statistics Average Weekly Earnings Australia, cat no. 6302.0, table 11A

- Women working at a salary level equivalent to Senior Officer 3 comprised 27.4 per cent of employees in that group in 2007, increasing by 9.0 percentage points to 36.4 per cent in 2010.
- Women working at senior employment levels, including the Senior Executive Service (SES) and other senior contract employees (excluding Senior Officers), comprised 29.8 per cent of employees in that group in 2007, increasing by 4.3 percentage points to 34.1 per cent in 2010.

Women at senior levels are closing the pay gap

The pay gap for women working at the senior employment levels decreased significantly between 2007 and 2010. Two specific results follow:

- The average salary for women in the Senior Officer group was greater than for men in 2010. The pay gap for this group reduced from 2.4 per cent in 2007 to -0.5 per cent in 2010.
- The pay gap for women working in other senior employment levels, including the SES and other senior contract employees (excluding Senior Officers), reduced from 6.8 per cent in 2007 to 4.0 per cent in 2010.

Relative to the gender pay gap data and trends of other jurisdictions, the substantial reduction in the gender pay gap of 3.7 percentage points over the relatively short time between 2007 and 2010 is a remarkable result and a strong trend toward a decreasing gender pay gap in the NSW public service.

Public Sector Workforce
Department of Premier and Cabinet.

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1. Introduction

An audit of pay rates in the NSW public service was undertaken by Public Sector Workforce (PSW).

2. Purpose of the Audit

The purpose of the audit was to investigate whether there was a gender pay gap and to identify and provide a detailed analysis of any discrepancies between pay rates of men in the public service and women in the public service.

3. Project Management and Scope

The audit was project managed by Industrial Relations, Public Sector Workforce and was overseen by a Steering Committee of the Department of Premier and Cabinet. The Steering Committee comprised the following representatives:

- Public Sector Workforce (Chair)
- Industrial Relations Unit (Project Management and Secretariat)
- Workforce Information Unit, Public Sector Workforce (data provision)
- Policy & Strategy Unit, Public Sector Workforce
- NSW Industrial Relations, Department of Services, Technology and Administration
- NSW Treasury
- Office for Women's Policy, Department of Premier & Cabinet
- Department of Human Services
- Communities NSW
- External Expert Consultant (Mr Tim Sowerbutts, Q Social Research Consultants Pty Ltd)

The Premier's announcement and the terms of reference for the project (Appendix A) specified that the audit focus on the NSW public service.

The NSW public service is a subset of the NSW public sector and comprises those employees appointed/employed as officers, temporary employees and casuals under Chapter 2 of the Public Sector Employment and Management Act 2002 (PSEM Act). They are employed in the Principal Departments or 21 Other Agencies in the Public Service - see Schedule 1, Part 1 of the PSEM Act.

Occupational groupings within the public service include clerical and administrative officers, managers (including those who are SES and Senior Officers), correctional officers, child protection caseworkers and

disability support workers. Occupational groupings that are excluded from the audit include police, teachers, fire fighters and nurses².

The public service comprises approximately 66,000 employees and makes up approximately 20 per cent of employees in the public sector (approx. total 322,500).

2 A small subset of nurses do work in the NSW public service within the Department of Family and Community Services.

4. Methodology

4.1 Definition of Pay Gap

Gender Pay Gap: the percentage gap between the average pay for men and the average pay for women for a defined period.

The gender pay gap formula is:

$$1 - \frac{\text{Average pay women}}{\text{Average pay men}} \times 100$$

The gap can be positive or negative:

- If the average salary of men is more than the average salary of women, the pay gap will be a positive number.
- If the average salary of men is less than the average salary of women, the pay gap will be a negative number.

4.2 Data source: Workforce Profile database

The data source for this project is the NSW Workforce Profile database. Details of this collection can be obtained from www.dpc.nsw.gov.au.

Data were selected from the Workforce Profile database for two annual reference periods ending June 2007 and June 2010. The selection of these two reference periods allowed the identification of trends and the strengths of those trends.

4.3 Measures of Pay

After considering the various data categories available to this project, 'Current Salary at end of census period' was chosen as the most reliable. Current Salary does not include allowances or overtime.

On the data available, overtime information has been 'annualised' and may be overstated. However, there is no evidence that this distortion applied to one gender more than to the other. The average annualised overtime amount for all men was approximately double the amount for women in 2010 (\$1,877 compared to \$905).

4.4 Analysis

The analytic approach taken in this report was based on a series of univariate analyses, each looking at the effect of the explanatory factors. A multivariate statistical study was out of scope for this report.

5. Findings

In 2010 the NSW public service employed 65,807 employees (headcount), 54.0 per cent (35,560) of whom were women. That represented an increase in the proportion of women compared with 2007 when it was 53.3 per cent.

In this report, all references to numbers of employees will be headcount numbers, not full-time-equivalent numbers.

The net increase in women employees was 1609 between 2007 and 2010. The corresponding net increase of men was 522. The ratio of the increase in women to the increase in men was 3:1.

The pay gap between the average salaries of men and women decreased by 3.7 percentage points over the three year period 2007 to 2010, from 10.4 per cent to 6.7 per cent.

The national pay gap has historically been decreasing at the rate of around one percentage point per decade³. In this context, the change in the NSW public service pay gap is a significant result.

This report also considers the pay gap within other categories:

- 5.1 Age
- 5.2 Employment Status
- 5.3 Agency
- 5.4 Occupation
- 5.5 Distribution across Salary Bands and Seniority
- 5.6 Aboriginal and Torres Strait Islander (ATSI)
- 5.7 Disability
- 5.8 First Language other than English

The data relied upon for each section are available in the Appendices.

³ Australian Bureau of Statistics Average Weekly Earnings Australia, cat no. 6302.0

5.1 Age

Figure 1 demonstrates that the pay gap increased with age up to the age of 64 for both 2007 and 2010.

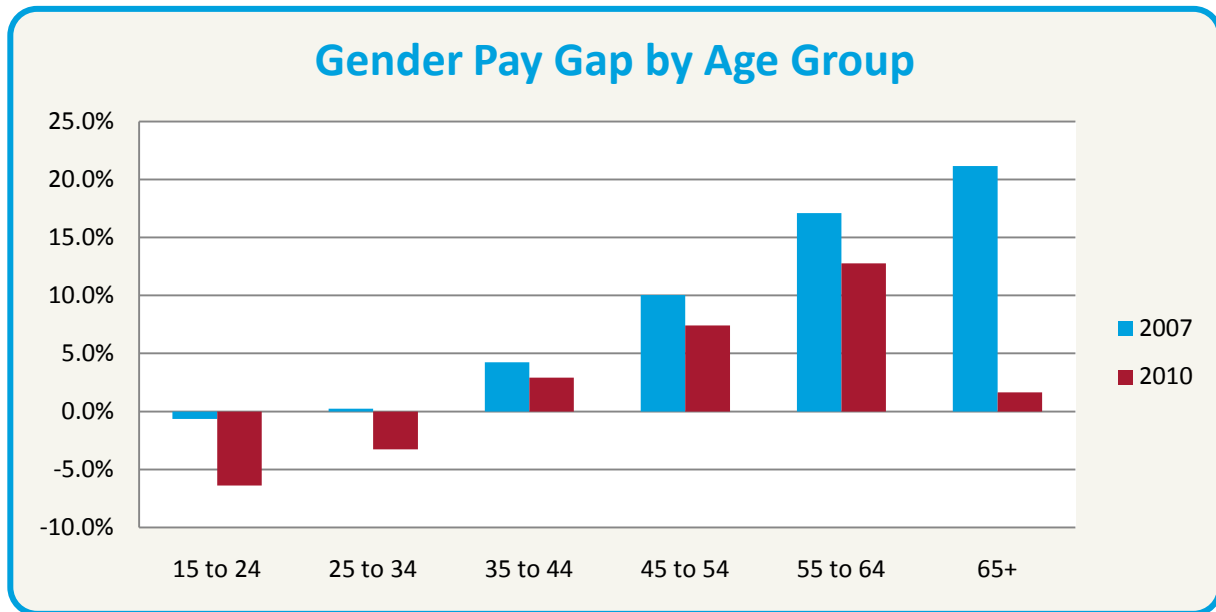


Figure 1

For the 65+ age group, there was a large decrease in the gender pay gap from 21.1 per cent in 2007 to 1.6 per cent in 2010.

The biggest gender pay gap by age in 2010 was for the 55 to 64 age group, where it was 12.8 per cent.

For the youngest age group (15-24 years), the pay gap was -6.4 per cent in 2010, which means that the average salary for young women was higher than for young men.

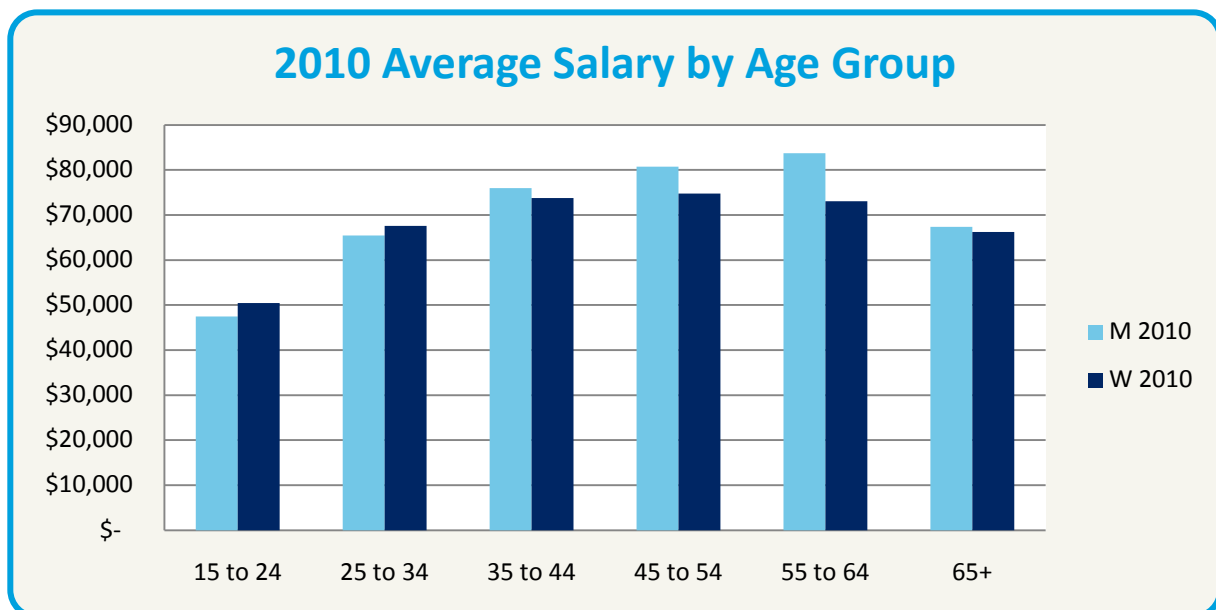


Figure 2

Figure 2 shows that women have a higher average salary than men up to the age of 35 and that men have a higher average salary than women thereafter.

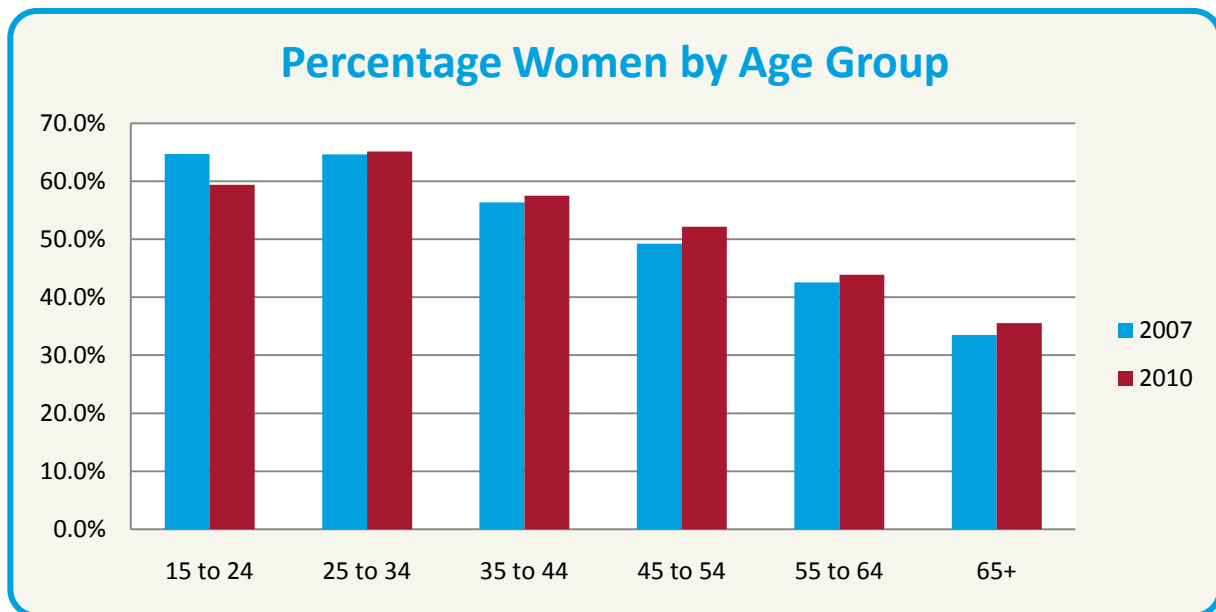


Figure 3

Figure 3 shows that the number of women as a percentage of each age band generally decreases with age. In 2010, approximately 65 per cent of employees aged 25 – 34 were women whereas approximately 44 per cent of employees aged 55 to 64 were women.

5.2 Employment status

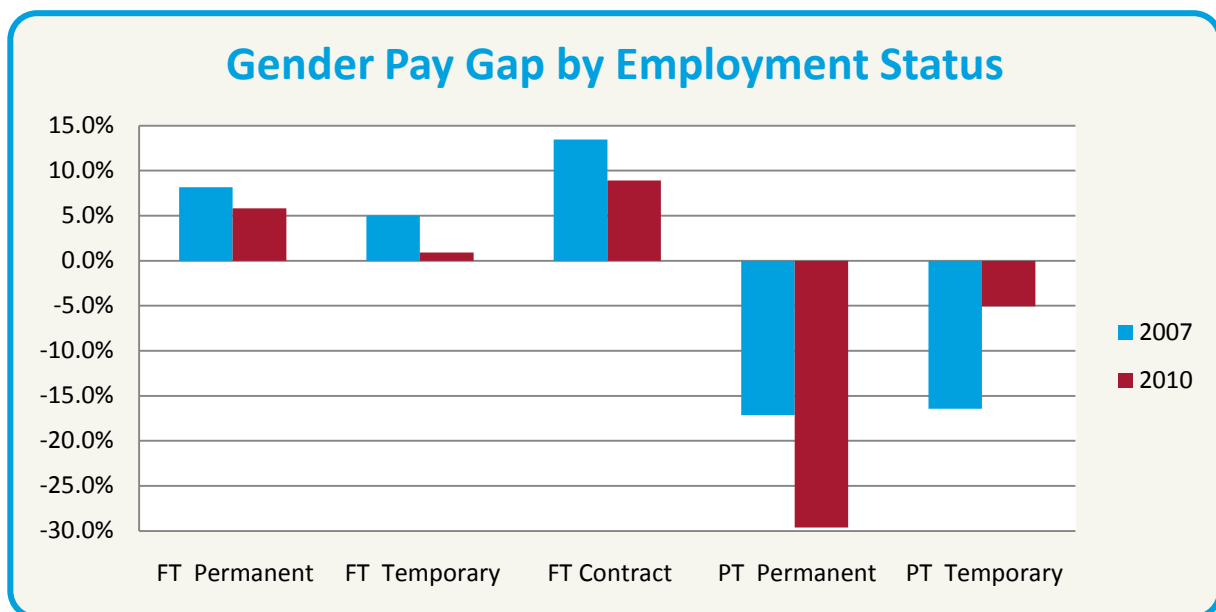


Figure 4

Figure 4 shows that the pay gap for all categories of employment status reduced between 2007 and 2010, except for temporary part-time employees.

The number of women working in permanent part-time and temporary part-time positions increased by 14.5 percentage points in 2010 compared with 2007.

The average salaries for women working part-time increased by approximately 3 per cent more than can be accounted for by award based pay increases occurring between 2007 and 2010. This means that women are accessing part-time work at higher salary levels.

In 2007 and 2010, the average salaries of women in part-time employment (both permanent and temporary) were greater than for men in part-time employment, which results in negative pay gaps.

In 2007, the average salary for women working permanent part-time was 17.1 per cent greater than for men working permanent part-time. In 2010, this difference was substantially greater at 29.6 per cent.

In 2010, the average salary for women in temporary part-time employment was 5.1 per cent greater than for men.

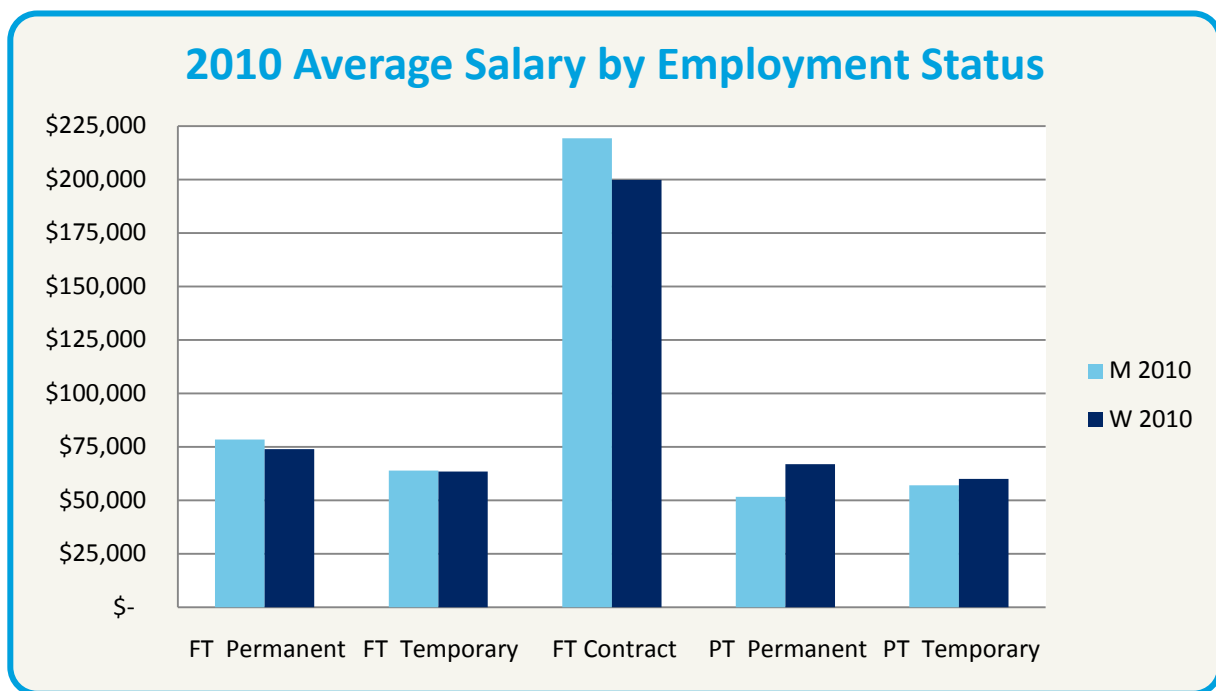


Figure 5

Figure 5 shows the significantly different pay outcomes for different employment status categories.

The “contract” category includes SES staff as well as other staff on contract, which explains why the average is so much greater than the other categories.

The average salaries of men in full-time employment categories (both permanent and temporary) were higher than for women in full-time employment, whereas this is reversed for all part-time employment, where the average salary of women is higher than for men.

5.3 Agency

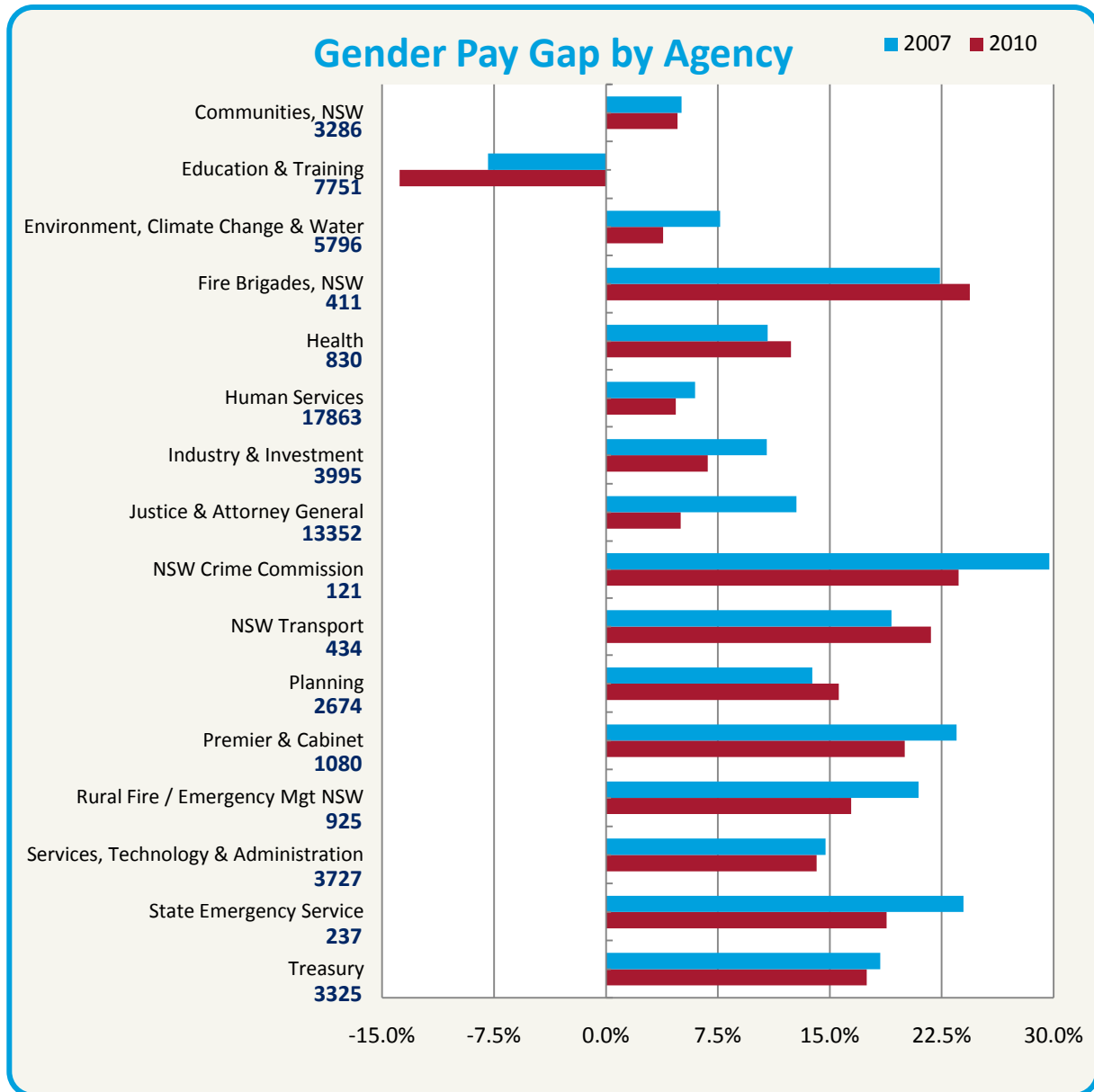


Figure 6

Figure 6 shows the gender pay gap by agency. Only the public service employees within each agency are included in this report. In some agencies, the number of public service employees is a very small proportion of the total number of employees, for example, teaching staff employed by Education and Training are not included in the public service.

Figure 6 shows that the larger agencies employing public service employees generally had the smallest pay gaps. Six of the eight agencies that each employed 3,280 public service employees or more had a pay gap in 2010 of 7.6 per cent or less. Agencies with fewer public service employees are more susceptible to internal sub-groups of employees significantly impacting upon the agency pay gap.

Twelve of the sixteen agencies reported decreased pay gaps in 2010 compared with 2007.

There are substantial differences in pay gap between the agencies. In 2010, while eight of the agencies reported a pay gap of greater than 15.0 per cent, Education & Training reported a pay gap of -13.8 per cent.

The negative pay gap for Education and Training partly reflects a concentration of men in lower-paid occupational groups, such as handypersons and livestock workers. The detail of occupations can be seen in the Table at Appendix D, Occupation by Agency for 2010.

The figure for the Crime Commission should be treated with caution as there were less than 120 employees.

5.4 Occupation

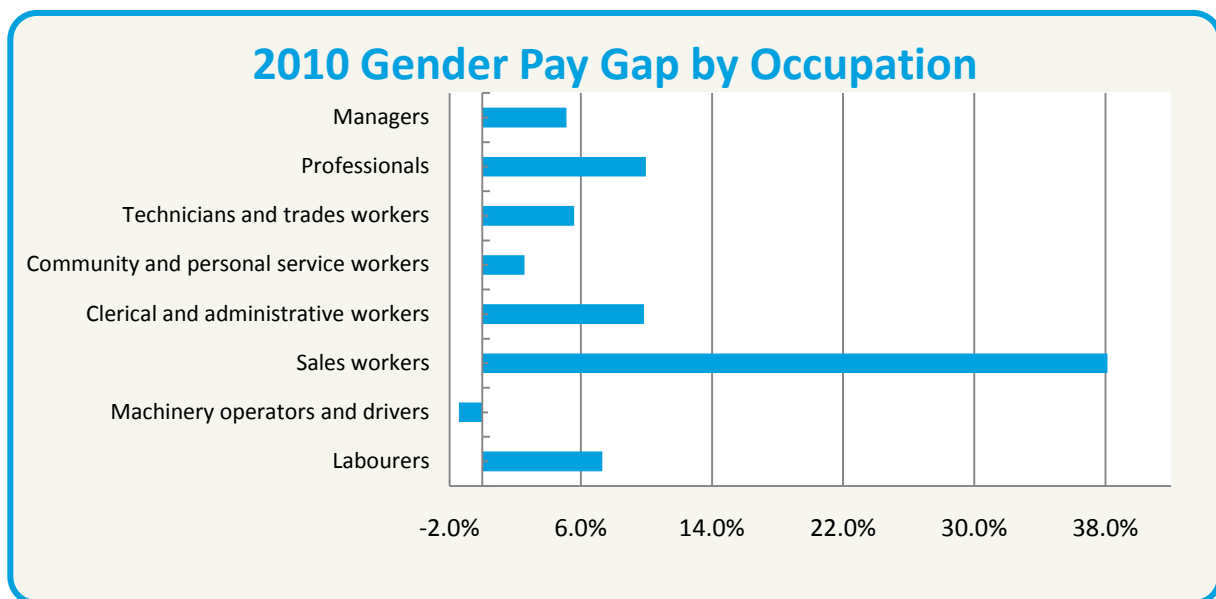


Figure 7

Figure 7 shows public service employees divided into eight main ANZSCO groups for 2010. Comparable data were not available for 2007.

The gender pay gap for these groups varied between -1.4 per cent and 38.1 per cent. The highest and lowest pay gap figures are associated with the two smallest groups (machinery operators and drivers and sales workers). If these groups are excluded, the gender pay gaps range between 2.6 per cent and 10.0 per cent.

The ANZSCO major groups are high level codes and do not provide much detail. There is a detailed table at Appendix D, providing ANZSCO codes by agency.

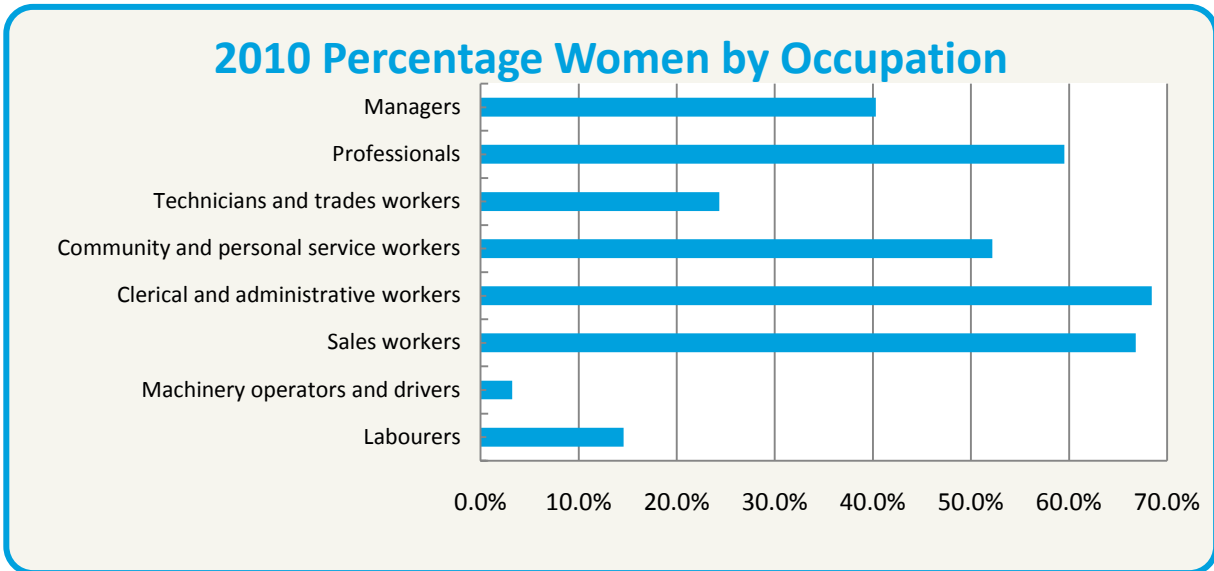


Figure 8

Figure 8 shows the gender representation for some occupations. Women make up 59.5 per cent of professionals, 14.6 per cent of labourers and 40.0 per cent of managers.

5.5 Distribution across Salary Bands and Seniority Type

Figures 9 and 10 show the distribution of all men and all women employed in the public service across the various salary bands in 2007 and 2010 respectively.

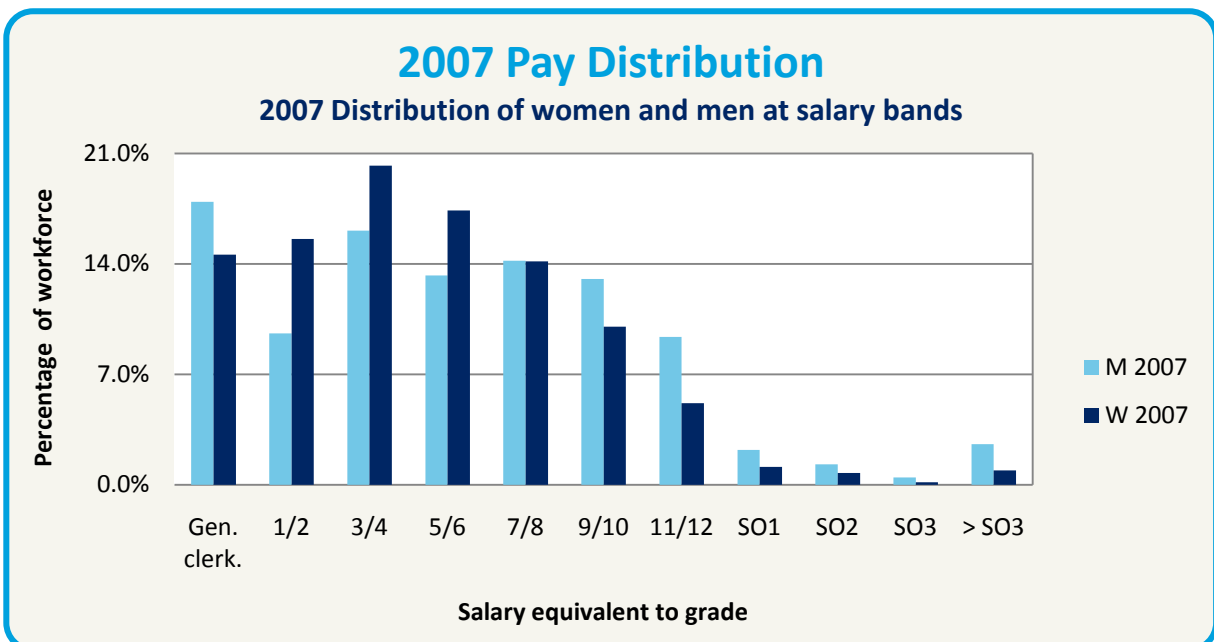


Figure 9

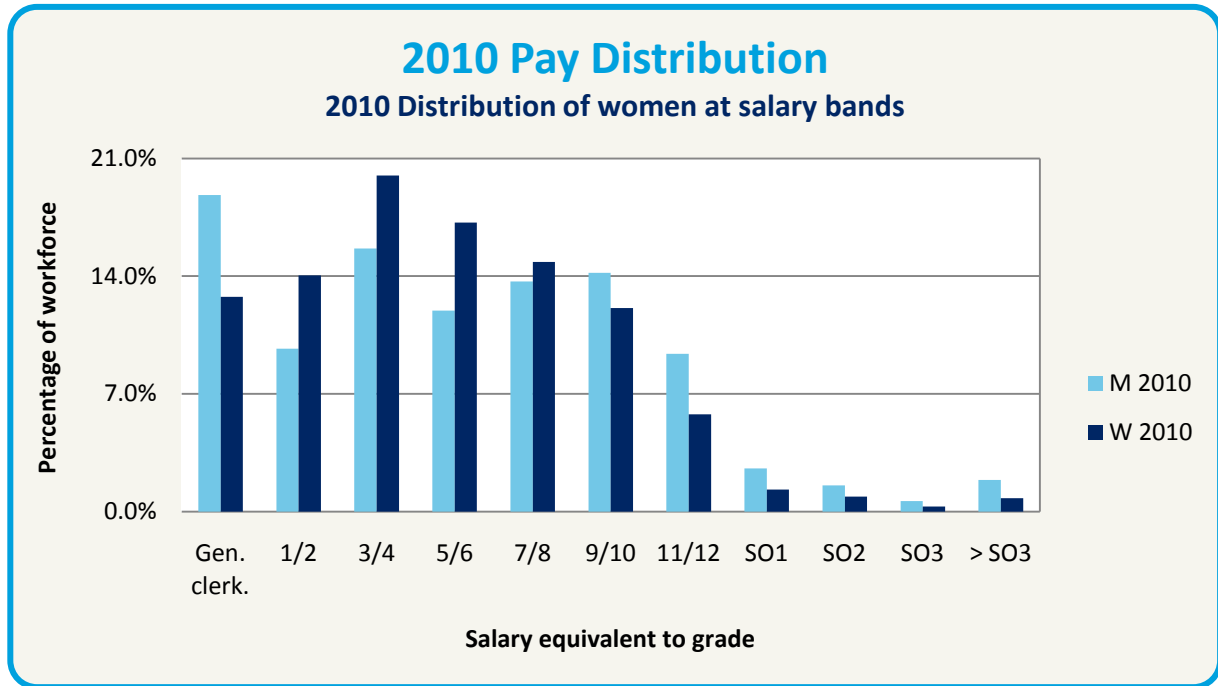


Figure 10

Figure 10 shows that 64.0 per cent of all women worked in the salary range up to Clerk Grade 6 compared with 56.1 per cent of all men in 2010. This differential roughly equalised at the salary range for Clerk Grade 7/8, where 14.8 per cent of all women and 13.7 per cent of all men worked. The proportion of men employed above Clerk Grade 7/8 was 30.2 per cent, compared with 21.2 per cent of women.

If considered from the perspective of the proportion of women in each salary range, there has been some strong growth areas for the representation of women.

Between 2007 and 2010, the percentage of all women working in each salary range equivalent to:

- Senior Officer 1 increased by 0.7 percent
- Senior Officer 2 increased by 1.0 percent
- Senior Officer 3 increased by 9.0 percent (from 27.4 per cent in 2007 to 36.4 per cent in 2010)
- Above Senior Officer 3 increased by 4.6 percent.

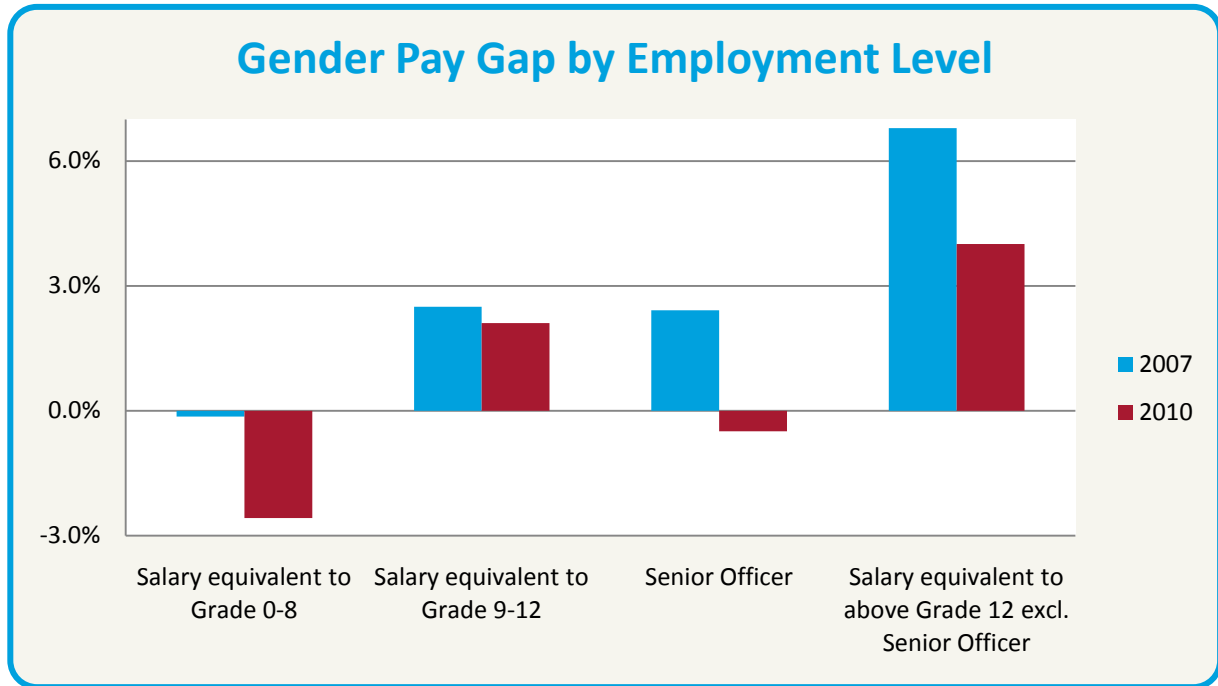


Figure 11

Figure 11 shows that in 2007 there was a clear trend for the pay gap to be greater at more senior employment levels: for below Grade 8, -0.1 per cent and for salaries above Grade 12 (excluding only Senior Officers), 6.8 per cent. In 2010, the pay gap decreased for all employment levels compared to 2007.

In 2010, women’s average salary was higher than men’s (a pay gap of -2.6 per cent) at employment levels at Grade 8 and below. At the highest paid employment level, men’s average salary is higher than women’s (a pay gap of +4.0 per cent).

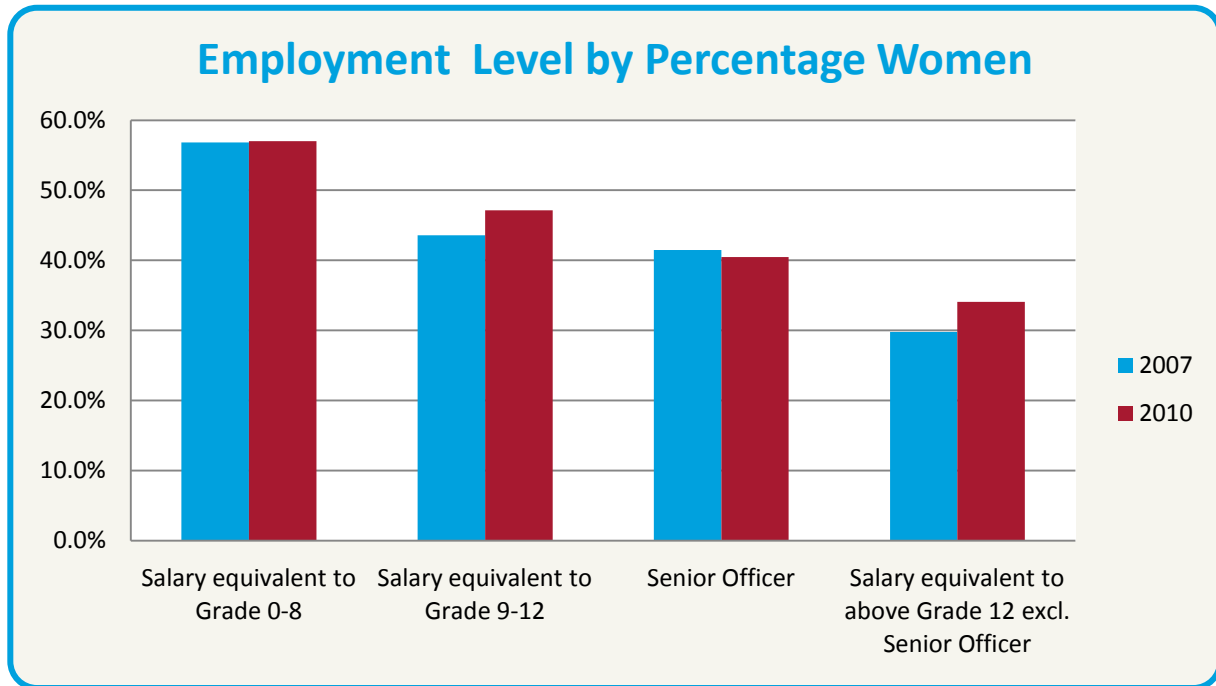


Figure 12

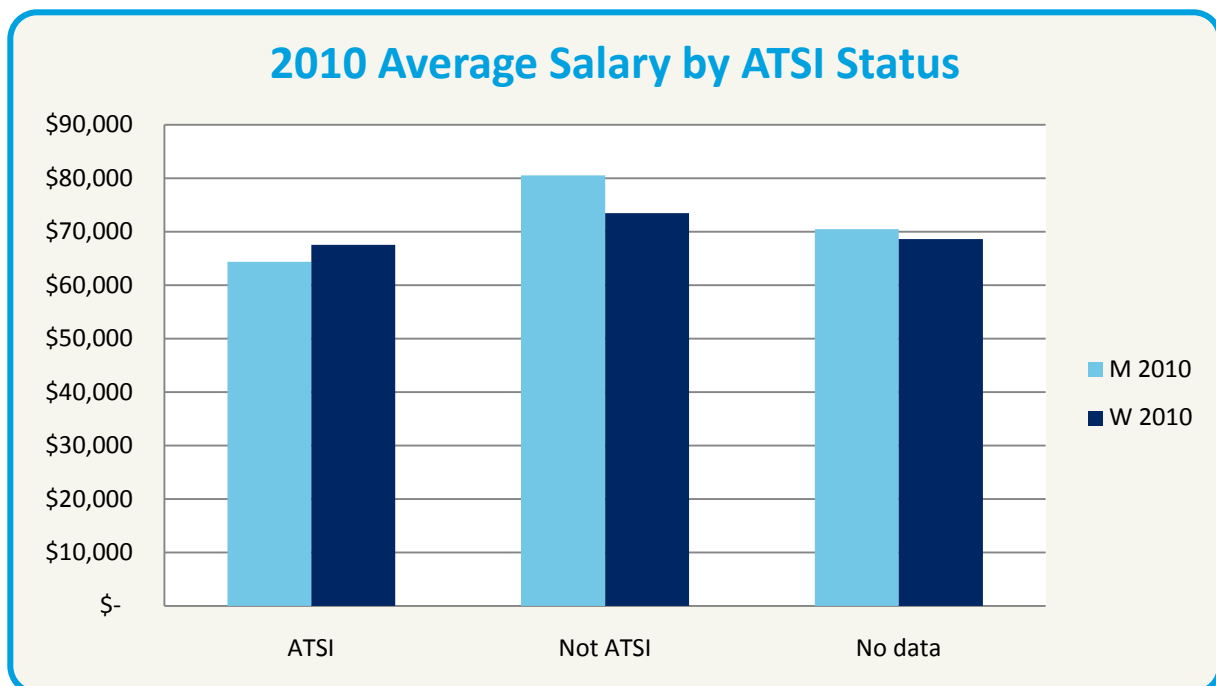
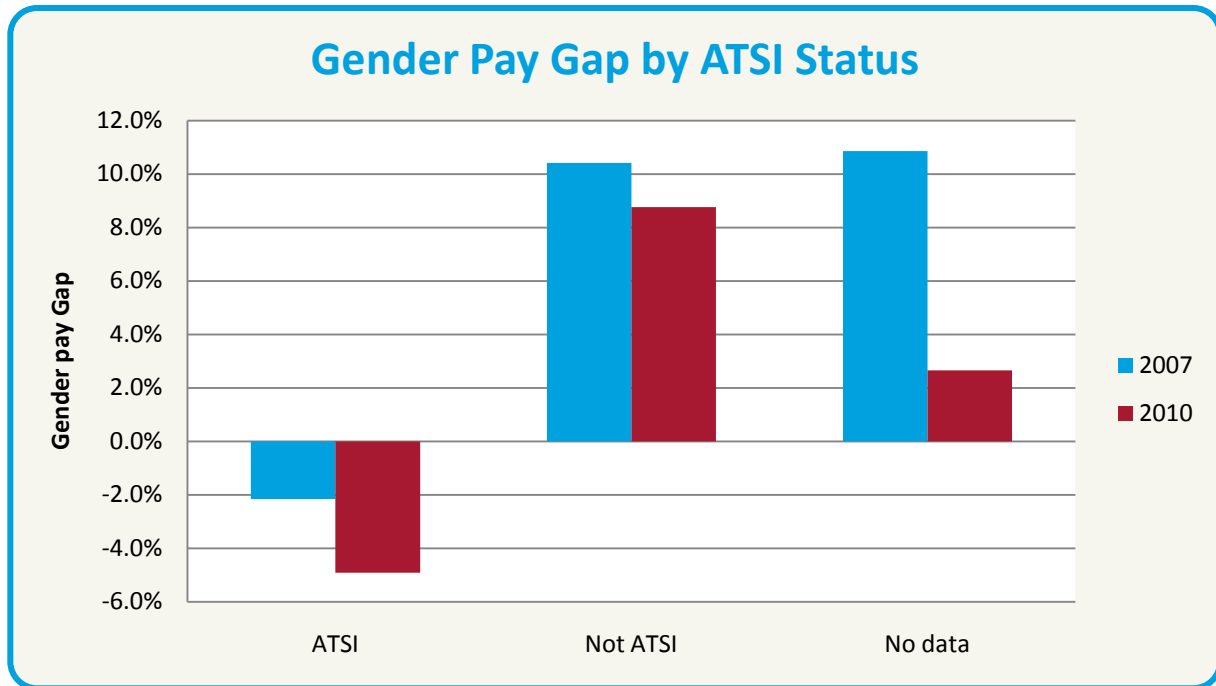
Figure 12 shows that as employment level increases, the representation of women within each group decreases.

Senior Officers

The workforce information data allowed the Senior Officer group to be identified separately from all other employment categories. Senior Officers have different conditions of employment compared to other employees paid similar and higher rates (above Clerk Grade 12 rates), such as SES.

For the Senior Officer group, the average salary of women was greater than the average salary of men (a pay gap of -0.5 per cent). In 2010, 1.7 per cent of all women were employed as Senior Officers, compared with 2.9 per cent of all men (a ratio of 1 to 1.7). For non-Senior Officers paid above the Clerk Grade 12 rate, the difference is greater, with 1.7 per cent of all women and 3.8 per cent of all men comprising the group (a ratio of 1 to 2.24).

5.6 Aboriginal and Torres Strait Islander (ATSI)

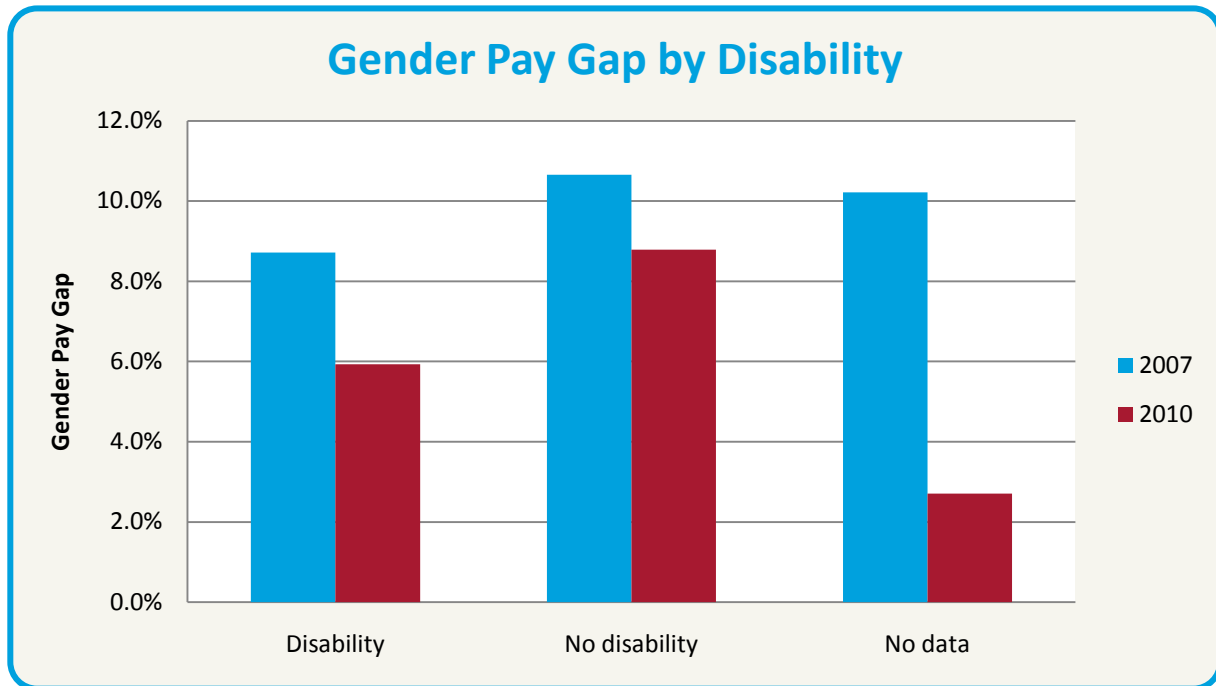


In 2007, women identifying as Aboriginal or Torres Strait Islander had an average salary that was greater than for men identifying as Aboriginal or Torres Strait Islander with a pay gap of -2.2 per cent. The gender pay gap within this group widened in favour of women’s salaries in 2010, to a gender pay gap of -4.9%. The change in pay gap is consistent with the overall trend for the public service.

The average salary of Aboriginal or Torres Strait Islander women is 94.0 per cent of the average salary of all women . The average salary of Aboriginal or Torres Strait Islander men is 84.0 per cent of the average salary of all men .

In 2010, 35.0 per cent of all women and 32.5 per cent of all men did not indicate whether they identify as Aboriginal or Torres Strait Islander.

5.7 Disability

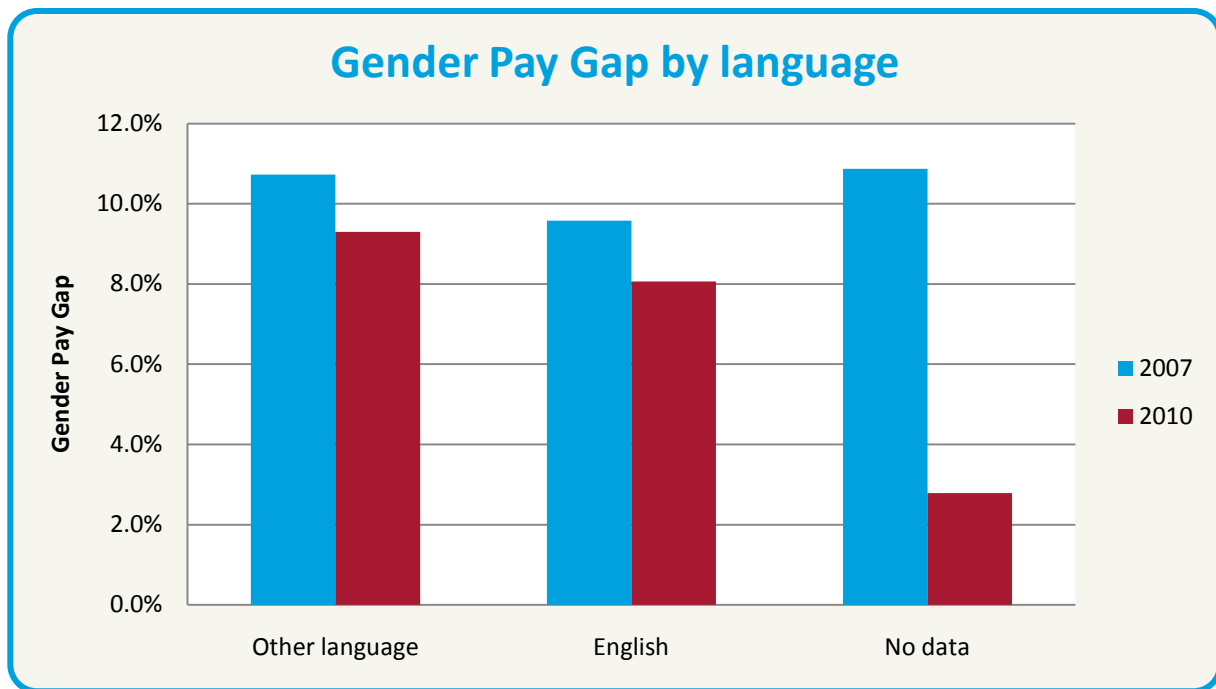


The pay gap between women who identified as having a disability and men who identified as having a disability was 8.7 per cent in 2007 and 5.9 per cent in 2010. The change in pay gap is consistent with the overall trend for the public service.

The average salary of women with a disability is the same as the average salary of all women. The average salary of men with a disability is 99.5 per cent of the average salary of all men.

In 2010, 36.9 per cent of all women and 35.4 per cent of all men did not indicate whether they have a disability.

5.8 First Language other than English

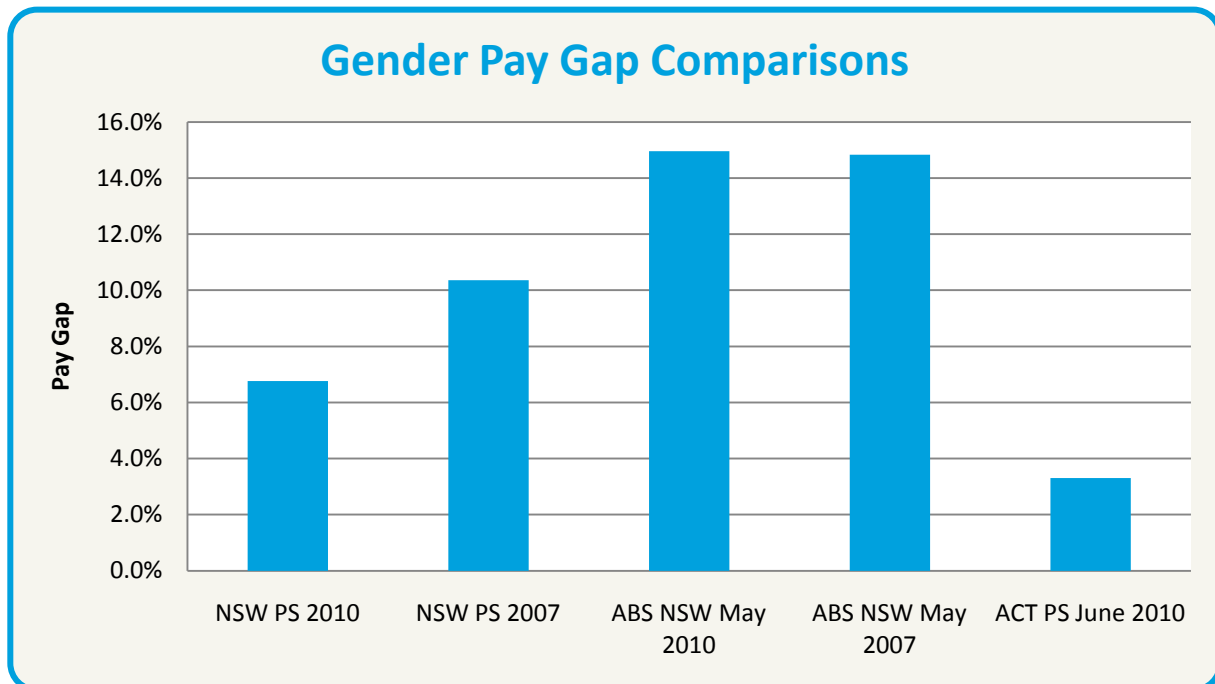


The pay gap between the average salary of women who identified as having a first language other than English and the average salary of men who identified as having a first language other than English was 10.7 per cent in 2007 and 9.3 per cent in 2010. The change in pay gap is consistent with the overall trend for the public service.

The average salary of women with a first language other than English is 98.0 per cent of the average salary of all women in the public service. The average salary of men with a first language other than English is the same as the average salary of all men in the public service.

In 2010, 36.4 per cent of all women and 34.5 per cent of all men did not indicate whether they had a first language other than English.

6. Comparisons with NSW generally and the ACT public service



The pay gap in NSW reflects all sectors of the NSW economy, include ordinary time allowances and penalty rates, but exclude 'juniors' (employees who are aged 20 years or below).

The NSW May 2007 gender pay gap was 14.8 per cent and increased to 15.0 per cent in May 2010.

The NSW public service gender pay gap results are based on 'Current Salary', which does not include ordinary time allowances and penalty rates, but does include juniors.

The gender pay gap for the NSW public service was 10.4 per cent in 2007 and reduced to 6.7 per cent in 2010.

Some caution is appropriate in making direct comparisons between the ABS pay gap and that of the NSW public service, as there are differences in the measures of pay used in the calculations and the population.

If juniors are excluded from the NSW public service result so as to improve the comparability of NSW public service results to ABS results, the 2010 pay gap would be 6.8 per cent, as shown in the above graph. [Note that the other graphs in this report rely on a 6.7 per cent pay gap for 2010.]

The only other relevant and recent public sector gender pay gap result is the ACT public service result, which was 3.3 per cent for 2010. The ACT methodology is similar to that applied in this report in that salary is used, excluding allowances and penalty rates.

7. Appendices

- Appendix A Terms of Reference
- Appendix B Table: Salary of Current Position, no overtime, no allowances, by year
- Appendix C Table: Salary of Current Position, no overtime, no allowances, by year, by Salary Equivalent
- Appendix D Table: Occupation by Agency for 2010
- Appendix E Table: Salary Rates

Background facts

NSW Public Service

- 60 per cent of all employees are women;
- 32 per cent of Senior Executives and Chief Executives are women; and
- 37 per cent of Board positions are occupied by women – a 20 per cent increase since 1995.

Top 200 Australian Stock Exchange companies:

- 2 per cent of CEOs are women;
- 10.7 per cent of Executive Managers are women; and
- 49 per cent had at least one woman on their board.

State Parliament

- 28.9 per cent of NSW parliamentarians are women; and
- 30.4 per cent of the NSW Cabinet are women.
- NSW is roughly on par with the Australian average, where 30.8% of the Federal and State and Territory Parliamentarians are women.

Pay Equity

- In 2009 for full time workers before overtime and bonuses, women earned 17.5 per cent less than men.
- In total pay packets, the gap between men and women doubled – with women earning 35 per cent less than men.
- Women's superannuation balances are only 51.4 per cent of their male counterparts and as a result of this gap, women are more likely than men to experience financial hardship and poverty.

Education

- Women's achievements in the 2009 NSW Higher School Certificate included:
 - 55 per cent of students on the Distinguished Achievers list
 - 66 per cent of First in Course awards
 - 55 per cent of high achieving All-Rounders
- 2008 Department of Education, Employment and Workplace Relations Higher Education Statistics show: 59% of graduates were women.

NSW Public Service Pay Equity Audit Steering Committee

Terms of Reference

Preamble

The Premier advised that an audit would be conducted of pay rates of the NSW Public Service to identify and provide a detailed analysis of any discrepancies between pay rates of men and women public service employees. The pay equity audit will investigate whether there is a gender pay gap.

This Steering Committee is established to oversee the analysis and review the findings of the audit that will be undertaken, in collaboration with an expert consultant.

Roles and Responsibilities

- Approve the methodology that will be used to determine whether there is a gender pay gap;
- Oversee and, where necessary, direct the activities of the audit;
- Liaison with stakeholders;
- Identify barriers that might prevent timelines being met;
- Oversee and advise on the draft Final Report that will provide a detailed analysis of the data including significant results, trends and divergence from averages;
- Consider and may recommend whether any further areas for investigation are required once the results of the audit are established.
- Provide a Report to the Premier by 11 February 2011.

Meetings

Meetings will be held every month, with additional meetings as required.

Reporting

The Steering Committee will report to the Director-General, Department Premier & Cabinet and the Premier on the progress of the audit including presentation of the Final Report.

Chair and Secretariat

The Steering Committee will be chaired by the Public Sector Workforce (PSW). Secretariat support will be provided by the PSW Industrial Relations Unit.

Confidentiality and conflict of interest

All members must protect and maintain the confidentiality of information until such time as this information is officially released for public distribution.

Membership

- Public Sector Workforce (Chair)
- Industrial Relations Unit, Public Sector Workforce (Secretariat)
- Workforce Information Unit, Public Sector Workforce
- Policy & Strategy Unit, Public Sector Workforce
- NSW Industrial Relations
- NSW Treasury
- Office for Women's Policy, Department of Premier & Cabinet
- Department of Human Services
- Communities NSW
- External Expert Consultant

Appendix B

Salary of current position no overtime, no allowances by Year

	Year:	Female avg	Female count:	Female % of popn:	Male avg	Male count:	Male % of popn.:	% Female	Pay Gap
ALL									
TOTAL	2007	\$62,088	33,951	100.0%	\$69,298	29,725	100.0%	53.3%	10.4%
	2010	\$71,573	35,560	100.0%	\$76,742	30,247	100.0%	54.0%	6.7%
Age Group									
15 to 24	2007	\$45,021	1,577	4.6%	\$44,739	862	2.9%	64.7%	-0.6%
	2010	\$50,467	1,339	3.8%	\$47,439	915	3.0%	59.4%	-6.4%
25 to 34	2007	\$58,665	8,140	24.0%	\$58,809	4,454	15.0%	64.6%	0.2%
	2010	\$67,576	7,827	22.0%	\$65,442	4,195	13.9%	65.1%	-3.3%
35 to 44	2007	\$63,442	9,544	28.1%	\$66,244	7,401	24.9%	56.3%	4.2%
	2010	\$73,773	9,683	27.2%	\$75,988	7,160	23.7%	57.5%	2.9%
45 to 54	2007	\$65,711	9,621	28.3%	\$73,030	9,914	33.4%	49.3%	10.0%
	2010	\$74,773	10,291	28.9%	\$80,754	9,440	31.2%	52.2%	7.4%
55 to 64	2007	\$63,630	4,673	13.8%	\$76,746	6,314	21.2%	42.5%	17.1%
	2010	\$73,047	5,820	16.4%	\$83,731	7,452	24.6%	43.9%	12.8%
65+	2007	\$61,305	391	1.2%	\$77,743	776	2.6%	33.5%	21.1%
	2010	\$66,248	592	1.7%	\$67,356	1,074	3.6%	35.5%	1.6%
No data	2007	\$81,943	5	0.0%	\$49,388	4	0.0%	55.6%	-65.9%
	2010	\$55,972	8	0.0%	\$52,296	11	0.0%	42.1%	-7.0%
Emp status									
FT Permanent	2007	\$64,397	21,635	63.7%	\$70,122	23,390	78.7%	48.1%	8.2%
	2010	\$73,910	22,609	63.6%	\$78,489	22,928	75.8%	49.6%	5.8%
FT Temporary	2007	\$54,762	5,049	14.9%	\$57,640	3,118	10.5%	61.8%	5.0%
	2010	\$63,419	4,857	13.7%	\$64,001	3,597	11.9%	57.5%	0.9%
FT Contract	2007	\$168,068	256	0.8%	\$194,215	504	1.7%	33.7%	13.5%
	2010	\$199,778	254	0.7%	\$219,279	457	1.5%	35.7%	8.9%
PT Permanent	2007	\$58,099	4,634	13.6%	\$49,600	1,176	4.0%	79.8%	-17.1%
	2010	\$66,918	5,536	15.6%	\$51,628	2,117	7.0%	72.3%	-29.6%
PT Temporary	2007	\$52,037	1,942	5.7%	\$44,694	1,254	4.2%	60.8%	-16.4%
	2010	\$60,003	1,992	5.6%	\$57,118	854	2.8%	70.0%	-5.1%
PT Contract	2007	\$136,857	12	0.0%	\$146,314	3	0.0%	80.0%	6.5%
	2010	\$110,387	20	0.1%	\$88,779	6	0.0%	76.9%	-24.3%
Other Permanent	2007	\$69,841	44	0.1%	\$84,807	20	0.1%	68.8%	17.6%
Other Temporary	2007	\$52,520	37	0.1%	\$44,121	5	0.0%	88.1%	-19.0%
	2010	\$46,462	3	0.0%	\$53,375	5	0.0%	37.5%	13.0%
Other unspec.	2007	\$53,385	342	1.0%	\$99,597	255	0.9%	57.3%	46.4%
	2010	\$79,597	289	0.8%	\$114,252	283	0.9%	50.5%	30.3%

Pay Gap is (1 -Avg Female pay/Avg Male pay) as a %

%Female is (Count Females / Count Persons) as a % ie Row%

Female (Male) % of popn. is Female(Male) count for that row / Female (male) count for TOTAL population ie Col %

Appendix B

Salary of current position no overtime, no allowances by Year

	Year:	Female avg	Female count:	Female % of popn:	Male avg	Male count:	Male % of popn.:	% Female	Pay Gap
FT PT									
Full-time	2007	\$63,423	27,248	80.3%	\$70,892	27,212	91.5%	50.0%	10.5%
	2010	\$73,264	27,974	78.7%	\$79,210	27,229	90.0%	50.7%	7.5%
Part-time	2007	\$56,461	6,615	19.5%	\$47,196	2,435	8.2%	73.1%	-19.6%
	2010	\$65,293	7,580	21.3%	\$53,248	2,988	9.9%	71.7%	-22.6%
No data	2007	\$71,723	88	0.3%	\$203,158	78	0.3%	53.0%	64.7%
	2010	\$120,761	6	0.0%	\$176,911	30	0.1%	16.7%	31.7%
Agency cluster									
Communities, NSW	2007	\$62,787	1,755	5.2%	\$66,140	1,466	4.9%	54.5%	5.1%
	2010	\$71,045	1,806	5.1%	\$74,618	1,480	4.9%	55.0%	4.8%
Education & Training	2007	\$63,432	2,950	8.7%	\$58,787	3,720	12.5%	44.2%	-7.9%
	2010	\$73,097	3,238	9.1%	\$64,212	4,513	14.9%	41.8%	-13.8%
Environment, Climate Change & Water	2007	\$65,164	2,482	7.3%	\$70,557	3,362	11.3%	42.5%	7.6%
	2010	\$75,345	2,470	6.9%	\$78,340	3,326	11.0%	42.6%	3.8%
Fire Brigades, NSW	2007	\$60,756	205	0.6%	\$78,275	201	0.7%	50.5%	22.4%
	2010	\$69,776	205	0.6%	\$92,289	206	0.7%	49.9%	24.4%
Health	2007	\$79,628	508	1.5%	\$89,310	300	1.0%	62.9%	10.8%
	2010	\$93,463	525	1.5%	\$106,684	305	1.0%	63.3%	12.4%
Human Services	2007	\$58,337	11,464	33.8%	\$62,042	5,015	16.9%	69.6%	6.0%
	2010	\$67,587	12,508	35.2%	\$70,900	5,355	17.7%	70.0%	4.7%
Industry & Investment	2007	\$60,321	1,682	5.0%	\$67,609	2,509	8.4%	40.1%	10.8%
	2010	\$73,882	1,666	4.7%	\$79,289	2,329	7.7%	41.7%	6.8%
Justice & Attorney General	2007	\$61,737	7,150	21.1%	\$70,773	6,995	23.5%	50.5%	12.8%
	2010	\$70,148	6,900	19.4%	\$73,853	6,452	21.3%	51.7%	5.0%
NSW Crime Commission	2007	\$62,556	56	0.2%	\$89,005	53	0.2%	51.4%	29.7%
	2010	\$76,111	62	0.2%	\$99,655	59	0.2%	51.2%	23.6%
NSW Transport	2007	\$77,099	164	0.5%	\$95,340	178	0.6%	48.0%	19.1%
	2010	\$94,576	229	0.6%	\$120,911	205	0.7%	52.8%	21.8%
Planning	2007	\$67,017	1,087	3.2%	\$77,777	1,532	5.2%	41.5%	13.8%
	2010	\$77,679	1,180	3.3%	\$92,049	1,494	4.9%	44.1%	15.6%
Premier & Cabinet	2007	\$78,141	688	2.0%	\$102,152	379	1.3%	64.5%	23.5%
	2010	\$88,287	697	2.0%	\$110,399	383	1.3%	64.5%	20.0%
Rural Fire Service, incl. Emergency Management NSW	2007	\$57,556	281	0.8%	\$72,801	501	1.7%	35.9%	20.9%
	2010	\$66,337	335	0.9%	\$79,380	590	2.0%	36.2%	16.4%
Services, Technology & Administration	2007	\$65,320	1,606	4.7%	\$76,599	2,097	7.1%	43.4%	14.7%
	2010	\$74,146	1,660	4.7%	\$86,341	2,067	6.8%	44.5%	14.1%
State Emergency Service	2007	\$54,782	101	0.3%	\$72,048	85	0.3%	54.3%	24.0%
	2010	\$64,618	120	0.3%	\$79,595	117	0.4%	50.6%	18.8%
Treasury	2007	\$64,881	1,772	5.2%	\$79,500	1,332	4.5%	57.1%	18.4%
	2010	\$74,294	1,959	5.5%	\$90,019	1,366	4.5%	58.9%	17.5%

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%Female is (Count Females / Count Persons) as a % ie Row%

Female (Male) % of popn. is Female(Male) count for that row / Female (male) count for TOTAL population ie Col %

Appendix B

Salary of current position no overtime, no allowances by Year

	Year:	Female avg	Female count:	Female % of popn:	Male avg	Male count:	Male % of popn.:	% Female	Pay Gap
Occupation									
Clerical and administrative workers	2010	\$63,359	13,592	38.2%	\$70,278	6,267	20.7%	68.4%	9.8%
Community and personal service workers	2010	\$56,053	5,963	16.8%	\$57,533	5,461	18.1%	52.2%	2.6%
Labourers	2010	\$41,989	636	1.8%	\$45,301	3,721	12.3%	14.6%	7.3%
Machinery operators and drivers	2010	\$54,140	8	0.0%	\$53,375	240	0.8%	3.2%	-1.4%
Managers	2010	\$120,893	2,471	6.9%	\$127,418	3,662	12.1%	40.3%	5.1%
Professionals	2010	\$81,035	11,822	33.2%	\$90,013	8,039	26.6%	59.5%	10.0%
Sales workers	2010	\$49,441	177	0.5%	\$79,896	88	0.3%	66.8%	38.1%
Technicians and trades workers	2010	\$64,085	891	2.5%	\$67,883	2,769	9.2%	24.3%	5.6%
Salary Band									
01: Clerk General scale	2007	\$38,373	4,953	14.6%	\$38,887	5,326	17.9%	48.2%	1.3%
	2010	\$42,588	4,540	12.8%	\$43,290	5,692	18.8%	44.4%	1.6%
02: Salary equiv.... Clerk 1/2	2007	\$47,078	5,287	15.6%	\$46,911	2,851	9.6%	65.0%	-0.4%
	2010	\$53,252	4,992	14.0%	\$52,977	2,932	9.7%	63.0%	-0.5%
03: Salary equiv.... Clerk 3/4	2007	\$53,019	6,868	20.2%	\$53,393	4,787	16.1%	58.9%	0.7%
	2010	\$59,864	7,106	20.0%	\$60,156	4,735	15.7%	60.0%	0.5%
04: Salary equiv.... Clerk 5/6	2007	\$62,392	5,900	17.4%	\$62,772	3,941	13.3%	60.0%	0.6%
	2010	\$70,454	6,111	17.2%	\$70,689	3,614	11.9%	62.8%	0.3%
05: Salary equiv.... Clerk 7/8	2007	\$71,040	4,802	14.1%	\$71,875	4,221	14.2%	53.2%	1.2%
	2010	\$79,777	5,276	14.8%	\$80,417	4,138	13.7%	56.0%	0.8%
06: Salary equiv.... Clerk 9/10	2007	\$81,108	3,400	10.0%	\$82,081	3,877	13.0%	46.7%	1.2%
	2010	\$91,313	4,305	12.1%	\$92,185	4,293	14.2%	50.1%	0.9%
07: Salary equiv.... Clerk 11/12	2007	\$96,441	1,752	5.2%	\$97,505	2,782	9.4%	38.6%	1.1%
	2010	\$109,034	2,056	5.8%	\$109,638	2,840	9.4%	42.0%	0.6%
08: Salary equiv....S01	2007	\$120,016	381	1.1%	\$120,365	654	2.2%	36.8%	0.3%
	2010	\$135,789	465	1.3%	\$136,012	776	2.6%	37.5%	0.2%
09: Salary equiv....S02	2007	\$131,318	249	0.7%	\$132,002	385	1.3%	39.3%	0.5%
	2010	\$148,372	318	0.9%	\$148,274	471	1.6%	40.3%	-0.1%
10: Salary equiv....S03	2007	\$146,243	52	0.2%	\$147,105	138	0.5%	27.4%	0.6%
	2010	\$165,930	108	0.3%	\$165,544	189	0.6%	36.4%	-0.2%
11:Salary equiv....above S03	2007	\$211,225	307	0.9%	\$227,192	763	2.6%	28.7%	7.0%
	2010	\$224,681	283	0.8%	\$233,900	567	1.9%	33.3%	3.9%

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Appendix B

Salary of current position no overtime, no allowances by Year

	Year:	Female avg	Female count:	Female % of popn:	Male avg	Male count:	Male % of popn.:	% Female	Pay Gap
Employment level									
1 Salary equiv to Grade 0-8	2007	\$54,377	27,796	81.9%	\$54,302	21,117	71.0%	56.8%	-0.1%
	2010	\$61,944	28,023	78.8%	\$60,386	21,110	69.8%	57.0%	-2.6%
2 Salary equivalent to Grade 9-12	2007	\$86,298	5,135	15.1%	\$88,510	6,643	22.3%	43.6%	2.5%
	2010	\$97,024	6,354	17.9%	\$99,113	7,124	23.6%	47.1%	2.1%
3: Senior Officer	2007	\$124,440	466	1.4%	\$127,521	658	2.2%	41.5%	2.4%
	2010	\$146,703	594	1.7%	\$145,978	874	2.9%	40.5%	-0.5%
4: Salary equivalent to above Grade 12 excl. Senior Officer	2007	\$172,101	554	1.6%	\$184,636	1,307	4.4%	29.8%	6.8%
	2010	\$179,350	589	1.7%	\$186,832	1,139	3.8%	34.1%	4.0%
ATSI									
1: ATSI	2007	\$60,182	806	2.4%	\$58,915	751	2.5%	51.8%	-2.2%
	2010	\$67,547	1,068	3.0%	\$64,387	937	3.1%	53.3%	-4.9%
2: Not ATSI	2007	\$63,346	19,912	58.6%	\$70,715	18,087	60.8%	52.4%	10.4%
	2010	\$73,444	22,062	62.0%	\$80,494	19,490	64.4%	53.1%	8.8%
3: No data	2007	\$60,311	13,233	39.0%	\$67,662	10,887	36.6%	54.9%	10.9%
	2010	\$68,597	12,430	35.0%	\$70,474	9,820	32.5%	55.9%	2.7%
Language									
1: Other language	2007	\$61,111	3,773	11.1%	\$68,458	2,806	9.4%	57.3%	10.7%
	2010	\$69,877	4,374	12.3%	\$77,039	3,264	10.8%	57.3%	9.3%
2: English	2007	\$64,394	16,373	48.2%	\$71,217	15,526	52.2%	51.3%	9.6%
	2010	\$74,058	18,230	51.3%	\$80,551	16,540	54.7%	52.4%	8.1%
3: No data	2007	\$59,620	13,805	40.7%	\$66,890	11,393	38.3%	54.8%	10.9%
	2010	\$68,649	12,956	36.4%	\$70,616	10,443	34.5%	55.4%	2.8%
Disability									
1: Disability	2007	\$62,291	1,305	3.8%	\$68,242	1,624	5.5%	44.6%	8.7%
	2010	\$71,818	1,168	3.3%	\$76,348	1,440	4.8%	44.8%	5.9%
2: No disability	2007	\$63,802	19,307	56.9%	\$71,409	16,677	56.1%	53.7%	10.7%
	2010	\$73,456	21,288	59.9%	\$80,533	18,086	59.8%	54.1%	8.8%
3: No data	2007	\$59,588	13,339	39.3%	\$66,367	11,424	38.4%	53.9%	10.2%
	2010	\$68,491	13,104	36.9%	\$70,400	10,721	35.4%	55.0%	2.7%

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Appendix C

Salary of current position no overtime, no allowances by Year

Pay gap	Year	Females							Males											
		avg pay	N	Gen 1-2	Grade 3-6	Grade 7-10	Grade 11-12	SES Total	avg pay	N	Gen 1-2	Grade 3-6	Grade 7-10	Grade 11-12	SES Total					
TOTAL																				
All	10.4% 2007	\$62,088	33951	30.2%	37.6%	24.2%	5.2%	2.0%	0.9%	100.0%	\$69,298	29725	27.5%	29.4%	27.2%	9.4%	4.0%	2.6%	100.0%	
	6.7% 2010	\$71,573	35560	26.8%	37.2%	26.9%	5.8%	2.5%	0.8%	100.0%	\$76,742	30247	28.5%	27.6%	27.9%	9.4%	4.7%	1.9%	100.0%	
Age group																				
15 to 24	-0.6% 2007	\$45,021	1577	62.9%	34.5%	2.5%	0.0%	0.1%	0.0%	100.0%	\$44,739	862	69.6%	25.3%	4.2%	0.6%	0.3%	0.0%	100.0%	
	-6.4% 2010	\$50,467	1339	63.2%	34.1%	2.5%	0.1%	0.0%	0.1%	100.0%	\$47,439	915	74.2%	22.1%	3.4%	0.1%	0.1%	0.1%	100.0%	
25 to 34	0.2% 2007	\$58,665	8140	27.4%	44.9%	24.6%	2.7%	0.4%	0.1%	100.0%	\$58,809	4454	33.4%	38.0%	24.0%	3.5%	0.9%	0.2%	100.0%	
	-3.3% 2010	\$67,576	7827	23.2%	45.9%	27.5%	2.9%	0.5%	0.0%	100.0%	\$65,442	4195	33.7%	38.0%	23.7%	3.5%	0.9%	0.1%	100.0%	
35 to 44	4.2% 2007	\$63,442	9544	27.5%	35.6%	27.5%	6.6%	2.2%	0.6%	100.0%	\$66,244	7401	24.1%	33.4%	30.3%	8.1%	3.3%	0.9%	100.0%	
	2.9% 2010	\$73,773	9683	23.1%	35.3%	31.1%	7.1%	2.8%	0.6%	100.0%	\$75,988	7160	23.0%	32.0%	31.7%	8.3%	4.0%	1.1%	100.0%	
45 to 54	10.0% 2007	\$65,711	9621	27.8%	35.6%	25.0%	6.7%	3.3%	1.7%	100.0%	\$73,030	9914	22.6%	27.4%	29.7%	12.0%	5.5%	2.7%	100.0%	
	7.4% 2010	\$74,773	10291	26.3%	33.9%	27.5%	7.3%	3.6%	1.4%	100.0%	\$80,754	9440	24.7%	25.6%	30.2%	11.4%	5.8%	2.2%	100.0%	
55 to 64	17.1% 2007	\$63,630	4673	33.5%	34.5%	22.5%	5.3%	2.6%	1.6%	100.0%	\$76,746	6314	26.2%	23.6%	27.0%	12.7%	5.3%	5.3%	100.0%	
	12.8% 2010	\$73,047	5820	29.3%	35.1%	24.5%	6.3%	3.5%	1.2%	100.0%	\$83,731	7452	26.4%	22.0%	28.3%	13.1%	7.0%	3.2%	100.0%	
65+	21.1% 2007	\$61,305	391	39.1%	33.5%	22.3%	3.1%	0.0%	2.0%	100.0%	\$77,743	776	52.3%	18.2%	13.7%	3.4%	1.4%	11.1%	100.0%	
	1.6% 2010	\$66,248	592	37.2%	36.5%	21.6%	3.7%	0.2%	0.8%	100.0%	\$67,356	1074	53.9%	18.6%	16.6%	4.8%	3.4%	2.6%	100.0%	
No data	-65.9% 2007	\$81,943	5	40.0%	20.0%	20.0%	0.0%	0.0%	20.0%	100.0%	\$49,388	4	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	100.0%	
	-7.0% 2010	\$55,972	8	50.0%	25.0%	25.0%	0.0%	0.0%	0.0%	100.0%	\$52,296	11	81.8%	9.1%	0.0%	9.1%	0.0%	0.0%	100.0%	

Note: The ranges are defined by salary points not employment category. Percentages are based on row totals

Appendix C

Salary of current position no overtime, no allowances by Year

Emp Status	Pay gap	Year	Females										Males									
			Salary equivalent ranges					Salary equivalent ranges					Salary equivalent ranges					Salary equivalent ranges				
			avg pay	N	Grade Gen 1-2	Grade 7-10	Grade 11-12	SO	SES	Total	avg pay	N	Grade Gen 1-2	Grade 7-10	Grade 11-12	SO	SES	Total				
FT Permanent	8.2%	2007	\$64,397	21635	22.9%	40.4%	27.2%	6.3%	2.6%	0.4%	100.0%	\$70,122	23390	20.8%	32.0%	30.5%	11.0%	4.6%	1.1%	100.0%		
	5.8%	2010	\$73,910	22609	19.8%	39.6%	30.2%	7.1%	3.2%	0.1%	100.0%	\$78,489	22928	20.0%	30.6%	32.0%	11.4%	5.7%	0.2%	100.0%		
FT Temporary	5.0%	2007	\$54,762	5049	42.6%	35.8%	17.5%	3.1%	1.0%	0.1%	100.0%	\$57,640	3118	41.5%	29.6%	21.3%	5.4%	2.1%	0.2%	100.0%		
	0.9%	2010	\$63,419	4857	36.7%	38.3%	20.7%	3.4%	0.9%	0.0%	100.0%	\$64,001	3597	43.4%	28.2%	21.5%	4.8%	1.9%	0.2%	100.0%		
FT Contract	13.5%	2007	\$168,068	256	5.5%	8.2%	5.1%	2.0%	4.7%	74.6%	100.0%	\$194,215	504	2.0%	3.0%	1.4%	3.0%	5.4%	85.3%	100.0%		
	8.9%	2010	\$199,778	254	4.7%	5.5%	3.5%	2.0%	5.5%	78.7%	100.0%	\$219,279	457	1.5%	3.9%	2.0%	2.8%	4.4%	85.3%	100.0%		
Full-time	10.5%	2007	\$63,423	27248	26.7%	39.3%	24.9%	5.6%	2.3%	1.1%	100.0%	\$70,892	27212	23.3%	31.1%	28.7%	10.1%	4.3%	2.6%	100.0%		
	7.5%	2010	\$73,264	27974	22.8%	39.2%	28.0%	6.3%	2.8%	0.9%	100.0%	\$79,210	27229	23.1%	29.7%	29.8%	10.3%	5.1%	2.0%	100.0%		
Part-time	-19.6%	2007	\$56,461	6615	44.3%	30.6%	21.0%	3.2%	0.7%	0.2%	100.0%	\$47,196	2435	75.5%	10.9%	11.7%	1.2%	0.6%	0.1%	100.0%		
	-22.6%	2010	\$65,293	7580	41.6%	29.9%	22.9%	3.8%	1.5%	0.2%	100.0%	\$53,248	2988	77.6%	9.0%	10.2%	1.6%	1.3%	0.3%	100.0%		
PT Permanent	-17.1%	2007	\$58,099	4634	40.3%	31.1%	24.0%	3.7%	0.8%	0.2%	100.0%	\$49,600	1176	69.5%	12.0%	16.2%	1.6%	0.6%	0.1%	100.0%		
	-29.6%	2010	\$66,918	5536	36.9%	31.7%	25.5%	4.5%	1.4%	0.0%	100.0%	\$51,628	2117	80.8%	7.0%	10.2%	1.5%	0.5%	0.0%	100.0%		
PT Temporary	-16.4%	2007	\$52,037	1942	54.1%	29.1%	14.3%	2.0%	0.5%	0.0%	100.0%	\$44,694	1254	81.3%	9.7%	7.6%	0.8%	0.6%	0.0%	100.0%		
	-5.1%	2010	\$60,003	1992	55.0%	24.8%	16.1%	1.8%	1.9%	0.4%	100.0%	\$57,118	854	69.9%	14.1%	10.4%	1.4%	3.4%	0.8%	100.0%		
PT Contract	6.5%	2007	\$136,857	12	16.7%	8.3%	0.0%	8.3%	8.3%	58.3%	100.0%	\$146,314	3	0.0%	33.3%	0.0%	33.3%	0.0%	33.3%	100.0%		
	-24.3%	2010	\$110,387	20	15.0%	35.0%	15.0%	10.0%	5.0%	20.0%	100.0%	\$88,779	6	33.3%	0.0%	0.0%	66.7%	0.0%	0.0%	100.0%		
No data	64.7%	2007	\$71,723	88	33.0%	29.5%	17.0%	6.8%	9.1%	4.5%	100.0%	\$203,158	78	6.4%	7.7%	2.6%	10.3%	5.1%	67.9%	100.0%		
	31.7%	2010	\$120,761	6	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%	\$176,911	30	13.3%	0.0%	3.3%	0.0%	0.0%	83.3%	100.0%		
Other Permanent	17.6%	2007	\$69,841	44	11.4%	45.5%	18.2%	11.4%	13.6%	0.0%	100.0%	\$84,807	20	5.0%	25.0%	10.0%	40.0%	20.0%	0.0%	100.0%		
	-19.0%	2007	\$52,520	37	64.9%	13.5%	18.9%	2.7%	0.0%	0.0%	100.0%	\$44,121	5	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	100.0%		
Other Temporary	13.0%	2010	\$46,462	3	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	\$53,375	5	80.0%	0.0%	20.0%	0.0%	0.0%	0.0%	100.0%		
Other unspec.	46.4%	2007	\$53,385	342	48.0%	45.9%	3.2%	0.9%	0.6%	1.5%	100.0%	\$99,597	255	61.6%	9.8%	1.6%	0.0%	0.0%	27.1%	100.0%		
	30.3%	2010	\$79,597	289	37.4%	43.9%	4.8%	0.7%	0.7%	12.5%	100.0%	\$114,252	283	53.7%	7.1%	0.4%	0.0%	0.0%	38.9%	100.0%		

Note: The ranges are defined by salary points not employment category. Percentages are based on row totals

Appendix C

Salary of current position no overtime, no allowances by Year

Cluster	Pay gap	Year	Females					Males												
			avg pay	N	Grade Gen 1-2	Grade 7-10	Grade 11-12	SO	SES	Total	avg pay	N	Grade Gen 1-2	Grade 7-10	Grade 11-12	SO	SES	Total		
Communities, NSW	5.1%	2007	\$62,787	1755	28.3%	36.5%	26.2%	6.7%	1.6%	0.8%	100.0%	\$66,140	1466	28.9%	30.6%	27.3%	8.2%	3.5%	1.6%	100.0%
	4.8%	2010	\$71,045	1806	29.0%	35.7%	25.0%	6.6%	2.5%	1.3%	100.0%	\$74,618	1480	29.7%	28.5%	28.0%	8.5%	4.1%	1.2%	100.0%
Education & Training	-7.9%	2007	\$63,432	2950	32.5%	33.9%	22.8%	5.9%	3.6%	1.2%	100.0%	\$58,787	3720	54.7%	16.2%	17.9%	5.3%	4.0%	2.0%	100.0%
	-13.8%	2010	\$73,097	3238	34.0%	29.9%	23.2%	6.5%	5.1%	1.4%	100.0%	\$64,212	4513	60.7%	12.3%	15.6%	5.5%	4.5%	1.6%	100.0%
Environment, Climate Change & Water	7.6%	2007	\$65,164	2482	21.6%	34.0%	35.6%	6.7%	1.9%	0.2%	100.0%	\$70,557	3362	26.6%	16.9%	38.0%	14.3%	3.2%	1.0%	100.0%
	3.8%	2010	\$75,345	2470	17.5%	33.8%	39.6%	7.3%	1.4%	0.4%	100.0%	\$78,340	3326	28.4%	15.8%	38.4%	13.7%	3.1%	0.7%	100.0%
Fire Brigades, NSW	22.4%	2007	\$60,756	205	22.0%	50.7%	20.5%	2.9%	2.9%	1.0%	100.0%	\$78,275	201	15.9%	24.4%	39.3%	12.4%	2.5%	5.5%	100.0%
	24.4%	2010	\$69,776	205	18.0%	44.4%	31.2%	3.4%	2.4%	0.5%	100.0%	\$92,289	206	6.8%	27.2%	42.7%	14.1%	3.4%	5.8%	100.0%
Health	10.8%	2007	\$79,628	508	5.7%	21.1%	48.4%	17.9%	5.3%	1.6%	100.0%	\$89,310	300	3.3%	11.7%	47.0%	24.7%	10.3%	3.0%	100.0%
	12.4%	2010	\$93,463	525	3.6%	20.8%	51.2%	16.6%	5.0%	2.9%	100.0%	\$106,684	305	3.0%	10.5%	46.9%	21.3%	11.8%	6.6%	100.0%
Human Services	6.0%	2007	\$58,337	11464	36.2%	35.6%	22.4%	3.6%	1.7%	0.5%	100.0%	\$62,042	5015	37.0%	28.4%	24.6%	6.0%	3.0%	0.9%	100.0%
	4.7%	2010	\$67,587	12508	32.2%	35.9%	25.5%	4.3%	1.8%	0.4%	100.0%	\$70,900	5355	36.9%	27.4%	24.7%	6.2%	3.9%	0.9%	100.0%
Industry & Investment	10.8%	2007	\$60,321	1682	37.7%	29.8%	24.4%	5.8%	1.6%	0.7%	100.0%	\$67,609	2509	31.4%	22.2%	29.5%	11.8%	4.1%	1.0%	100.0%
	6.8%	2010	\$73,882	1666	27.3%	31.8%	29.0%	8.6%	2.5%	0.8%	100.0%	\$79,289	2329	31.6%	15.5%	32.8%	13.4%	5.7%	1.0%	100.0%
Justice & Attorney General	12.8%	2007	\$61,737	7150	32.7%	41.5%	19.5%	3.9%	0.9%	1.5%	100.0%	\$70,773	6995	20.7%	48.6%	17.8%	5.3%	2.5%	5.0%	100.0%
	5.0%	2010	\$70,148	6900	28.3%	41.9%	22.6%	4.7%	1.6%	0.9%	100.0%	\$73,853	6452	17.9%	52.1%	19.1%	5.3%	3.2%	2.3%	100.0%
NSW Crime Commission	29.7%	2007	\$62,556	56	26.8%	41.1%	21.4%	5.4%	3.6%	1.8%	100.0%	\$89,005	53	18.9%	28.3%	13.2%	18.9%	9.4%	11.3%	100.0%
	23.6%	2010	\$76,111	62	25.8%	37.1%	21.0%	11.3%	3.2%	1.6%	100.0%	\$99,655	59	15.3%	30.5%	13.6%	27.1%	5.1%	8.5%	100.0%
NSW Transport	19.1%	2007	\$77,099	164	3.7%	46.3%	32.3%	7.9%	6.7%	3.0%	100.0%	\$95,340	178	0.6%	21.3%	28.7%	27.5%	16.9%	5.1%	100.0%
	21.8%	2010	\$94,576	229	4.4%	37.1%	33.2%	9.2%	9.2%	7.0%	100.0%	\$120,911	205	1.0%	16.1%	27.3%	21.5%	20.0%	14.1%	100.0%
Planning	13.8%	2007	\$67,017	1087	20.0%	42.9%	26.1%	7.1%	3.4%	0.6%	100.0%	\$77,777	1532	14.4%	25.8%	34.7%	15.9%	6.9%	2.3%	100.0%
	15.6%	2010	\$77,679	1180	14.8%	35.1%	36.9%	7.9%	4.4%	0.9%	100.0%	\$92,049	1494	8.6%	18.7%	45.2%	15.8%	9.1%	2.6%	100.0%
Premier & Cabinet	23.5%	2007	\$78,141	688	8.4%	29.8%	38.2%	14.1%	6.5%	2.9%	100.0%	\$102,152	379	4.0%	13.5%	43.5%	15.6%	11.6%	11.9%	100.0%
	20.0%	2010	\$88,287	697	7.0%	31.1%	39.7%	11.5%	8.0%	2.6%	100.0%	\$110,399	383	2.1%	17.0%	43.1%	17.0%	12.8%	8.1%	100.0%
Rural Fire Service, incl. Emergency Management NSW	20.9%	2007	\$57,556	281	37.7%	39.9%	20.3%	1.8%	0.0%	0.4%	100.0%	\$72,801	501	5.6%	37.3%	46.7%	6.2%	2.6%	1.6%	100.0%

Note: The ranges are defined by salary points not employment category. Percentages are based on row totals

Appendix C

Salary of current position no overtime, no allowances by Year

	Pay gap	Year	Females					Males												
			avg pay	N	Gen 1-2	Grade 3-6	Grade 7-10	Grade 11-12	SO	SES	Total	avg pay	N	Gen 1-2	Grade 3-6	Grade 7-10	Grade 11-12	SO	SES	Total
Rural Fire Service, incl. Emergency Management NSW	16.4%	2010	\$66,337	335	39.1%	37.3%	20.0%	2.4%	0.6%	0.6%	100.0%	\$79,380	590	14.1%	34.4%	41.5%	5.8%	3.1%	1.2%	100.0%
Services, Technology & Administration	14.7%	2007	\$65,320	1606	23.2%	41.4%	25.1%	6.4%	2.9%	0.9%	100.0%	\$76,599	2097	13.9%	27.5%	34.6%	15.5%	6.3%	2.1%	100.0%
State Emergency Service	14.1%	2010	\$74,146	1660	20.5%	42.1%	27.2%	6.0%	3.6%	0.6%	100.0%	\$86,341	2067	14.2%	27.2%	33.9%	15.1%	7.3%	2.3%	100.0%
Treasury	18.8%	2007	\$54,782	101	20.8%	66.3%	12.9%	0.0%	0.0%	0.0%	100.0%	\$72,048	85	5.9%	40.0%	45.9%	4.7%	2.4%	1.2%	100.0%
	18.8%	2010	\$64,618	120	19.2%	62.5%	18.3%	0.0%	0.0%	0.0%	100.0%	\$79,595	117	7.7%	40.2%	45.3%	3.4%	2.6%	0.9%	100.0%
	18.4%	2007	\$64,881	1772	14.8%	51.0%	24.9%	6.5%	1.9%	1.0%	100.0%	\$79,500	1332	8.7%	25.9%	42.4%	14.3%	5.6%	3.1%	100.0%
	17.5%	2010	\$74,294	1959	12.0%	52.0%	25.5%	7.2%	2.5%	0.8%	100.0%	\$90,019	1366	5.8%	26.2%	42.9%	16.3%	5.9%	2.9%	100.0%

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Appendix C

Salary of current position no overtime, no allowances by Year

	Pay gap	Year	Females					Males												
			avg pay	N	Grade Gen 1-2	Grade 7-10	Grade 11-12	SO	SES	Total	avg pay	N	Grade Gen 1-2	Grade 7-10	Grade 11-12	SO	SES	Total		
Occup																				
Arts and media professionals	4.1%	2010	\$77,505	83	8.4%	39.8%	48.2%	2.4%	0.0%	1.2%	100.0%	\$80,794	61	4.9%	29.5%	59.0%	3.3%	3.3%	0.0%	100.0%
Automotive and engineering trades workers	-22.6%	2010	\$64,528	3	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	\$52,616	100	61.0%	37.0%	2.0%	0.0%	0.0%	0.0%	100.0%
Business, human resource and marketing professionals	6.7%	2010	\$85,732	3733	5.9%	18.6%	58.8%	14.0%	2.4%	0.3%	100.0%	\$91,921	2429	2.6%	14.9%	56.2%	20.1%	5.8%	0.4%	100.0%
Carers and aides	14.9%	2010	\$41,857	682	96.6%	3.4%	0.0%	0.0%	0.0%	0.0%	100.0%	\$49,185	593	97.5%	2.5%	0.0%	0.0%	0.0%	0.0%	100.0%
Chief executives, general managers and legislators	5.8%	2010	\$211,195	142	0.7%	0.0%	0.0%	2.1%	35.2%	62.0%	100.0%	\$224,289	296	0.0%	0.3%	0.3%	2.4%	30.1%	66.9%	100.0%
Cleaners and laundry workers	2.4%	2010	\$38,886	315	99.7%	0.3%	0.0%	0.0%	0.0%	0.0%	100.0%	\$39,825	95	96.8%	3.2%	0.0%	0.0%	0.0%	0.0%	100.0%
Clerical and office support workers	5.5%	2010	\$56,532	1242	56.5%	41.1%	2.3%	0.0%	0.0%	0.0%	100.0%	\$59,844	411	43.6%	44.0%	12.2%	0.2%	0.0%	0.0%	100.0%
Construction and mining labourers		2010		0								\$47,844	19	73.7%	26.3%	0.0%	0.0%	0.0%	0.0%	100.0%
Construction trades workers	-14.7%	2010	\$58,756	4	50.0%	25.0%	25.0%	0.0%	0.0%	0.0%	100.0%	\$51,216	173	72.8%	23.1%	4.0%	0.0%	0.0%	0.0%	100.0%
Design, engineering, science and transport professionals	8.5%	2010	\$80,406	1655	8.8%	26.3%	56.0%	7.2%	1.3%	0.5%	100.0%	\$87,843	2628	5.9%	14.0%	57.4%	19.2%	3.1%	0.4%	100.0%
Education professionals	3.9%	2010	\$86,360	424	2.8%	15.1%	64.2%	11.1%	6.1%	0.7%	100.0%	\$89,828	241	2.1%	16.6%	60.2%	10.4%	8.3%	2.5%	100.0%
Electrotechnology and telecommunications trades workers		2010		0								\$57,906	51	45.1%	47.1%	7.8%	0.0%	0.0%	0.0%	100.0%
Engineering, ICT and science technicians	9.3%	2010	\$67,036	645	17.8%	57.8%	22.6%	1.6%	0.2%	0.0%	100.0%	\$73,871	1706	9.3%	51.3%	35.2%	2.8%	1.4%	0.0%	100.0%

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Appendix C

Salary of current position no overtime, no allowances by Year

	Pay gap	Year	Females					Males												
			avg pay	N	Grade Gen 1-2	Grade 7-10	Grade 11-12	SO	SES	Total	avg pay	N	Grade Gen 1-2	Grade 7-10	Grade 11-12	SO	SES	Total		
Farm, forestry and garden workers	1.2%	2010	\$45,552	123	98.4%	0.8%	0.8%	0.0%	0.0%	0.0%	0.0%	100.0%	\$46,108	841	98.5%	1.4%	0.1%	0.0%	0.0%	100.0%
Farmers and farm managers	7.3%	2010	\$60,532	3	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	\$65,304	31	9.7%	74.2%	16.1%	0.0%	0.0%	100.0%
Food preparation assistants	4.8%	2010	\$39,024	50	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	\$41,001	48	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Food trades workers	13.0%	2010	\$40,462	33	97.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	\$46,530	38	97.4%	2.6%	0.0%	0.0%	0.0%	100.0%
General clerical workers	-3.5%	2010	\$57,335	4916	53.0%	40.9%	5.6%	0.4%	0.0%	0.0%	0.0%	100.0%	\$55,399	1412	62.3%	29.5%	6.9%	0.6%	0.6%	100.0%
Health and welfare support workers	-0.2%	2010	\$58,385	4228	50.3%	38.8%	10.9%	0.0%	0.0%	0.0%	0.0%	100.0%	\$58,244	1964	50.9%	37.5%	11.6%	0.1%	0.0%	100.0%
Health professionals	1.9%	2010	\$70,889	999	10.9%	63.3%	23.7%	1.7%	0.4%	0.0%	0.0%	100.0%	\$72,294	301	13.0%	53.8%	27.6%	4.3%	1.3%	100.0%
Hospitality workers	12.1%	2010	\$37,523	35	94.3%	5.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	\$42,684	7	85.7%	14.3%	0.0%	0.0%	0.0%	100.0%
Hospitality, retail and service managers	8.9%	2010	\$82,612	248	5.2%	31.9%	46.8%	10.9%	4.8%	0.4%	0.0%	100.0%	\$90,695	257	5.8%	15.2%	57.2%	13.6%	8.2%	100.0%
ICT professionals	5.1%	2010	\$84,381	366	2.2%	17.8%	71.0%	8.2%	0.8%	0.0%	0.0%	100.0%	\$88,883	861	0.3%	11.4%	71.7%	14.6%	1.9%	100.0%
Inquiry clerks and receptionists	1.6%	2010	\$60,281	1398	32.4%	60.4%	6.9%	0.3%	0.0%	0.0%	0.0%	100.0%	\$61,250	490	31.2%	58.6%	10.0%	0.0%	0.2%	100.0%
Legal, social and welfare professionals	17.1%	2010	\$78,944	4562	1.1%	43.6%	47.5%	5.6%	1.2%	1.0%	100.0%	\$95,269	1518	1.2%	30.7%	45.1%	11.5%	3.6%	100.0%	
Machine and stationary plant operators		2010	0	0									\$48,253	23	78.3%	21.7%	0.0%	0.0%	0.0%	100.0%
Mobile plant operators		2010	0	0									\$42,955	36	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Numerical clerks	9.5%	2010	\$62,368	1006	32.4%	56.4%	10.7%	0.5%	0.0%	0.0%	100.0%	\$68,898	369	18.2%	55.0%	24.4%	1.6%	0.8%	100.0%	
Office managers and program administrators	7.2%	2010	\$79,996	2320	2.9%	34.1%	55.9%	5.9%	1.1%	0.1%	100.0%	\$86,175	1889	1.6%	22.7%	59.6%	13.1%	2.6%	100.0%	
Other clerical and administrative workers	8.8%	2010	\$64,107	1953	25.8%	55.6%	17.2%	1.0%	0.3%	0.1%	100.0%	\$70,294	1655	22.8%	39.3%	35.2%	2.2%	0.4%	100.0%	

Note: The ranges are defined by salary points not employment category. Percentages are based on row totals

Appendix C

Salary of current position no overtime, no allowances by Year

	Pay gap	Year	Females					Males											
			avg pay	N	Grade Gen 1-2	Grade 7-10	Grade 11-12	SO	SES	Total	avg pay	N	Grade Gen 1-2	Grade 7-10	Grade 11-12	SO	SES	Total	
Other labourers	-2.9%	2010	\$46,634	148	91.2%	6.1%	2.0%	0.7%	0.0%	100.0%	\$45,301	2718	96.4%	3.6%	0.1%	0.0%	0.0%	100.0%	
Other technicians and trades workers	3.8%	2010	\$61,206	150	22.0%	76.7%	1.3%	0.0%	0.0%	100.0%	\$63,612	557	14.2%	83.3%	2.3%	0.2%	0.0%	100.0%	
Personal assistants and secretaries	9.1%	2010	\$67,756	757	13.2%	71.6%	14.0%	0.9%	0.1%	100.0%	\$74,559	41	7.3%	75.6%	9.8%	0.0%	4.9%	2.4%	100.0%
Protective service workers	1.8%	2010	\$58,071	697	27.7%	70.7%	1.6%	0.0%	0.0%	100.0%	\$59,158	2668	18.5%	79.0%	2.4%	0.1%	0.0%	100.0%	
Road and rail drivers	-13.5%	2010	\$65,593	2	50.0%	0.0%	50.0%	0.0%	0.0%	100.0%	\$57,812	129	70.5%	0.0%	26.4%	3.1%	0.0%	0.0%	100.0%
Sales assistants and salespersons	18.1%	2010	\$35,223	74	97.3%	1.4%	1.4%	0.0%	0.0%	100.0%	\$43,015	4	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Sales representatives and agents	14.7%	2010	\$78,714	36	8.3%	50.0%	30.6%	5.6%	5.6%	100.0%	\$92,279	62	1.6%	29.0%	45.2%	17.7%	3.2%	3.2%	100.0%
Sales support workers	4.4%	2010	\$49,417	67	88.1%	10.4%	1.5%	0.0%	0.0%	100.0%	\$51,705	22	72.7%	22.7%	4.5%	0.0%	0.0%	0.0%	100.0%
Skilled animal and horticultural workers	2.2%	2010	\$52,089	56	82.1%	16.1%	0.0%	1.8%	0.0%	100.0%	\$53,260	144	71.5%	19.4%	8.3%	0.7%	0.0%	0.0%	100.0%
Specialist managers	2.0%	2010	\$119,378	2078	0.2%	3.5%	22.2%	39.5%	28.6%	100.0%	\$121,794	3078	0.3%	1.1%	26.7%	35.5%	29.6%	6.9%	100.0%
Sports and personal service workers	2.6%	2010	\$53,146	321	64.2%	30.2%	5.6%	0.0%	0.0%	100.0%	\$54,590	229	62.9%	26.6%	9.2%	0.9%	0.4%	0.0%	100.0%
Storepersons	2.9%	2010	\$50,322	6	83.3%	16.7%	0.0%	0.0%	0.0%	100.0%	\$51,849	52	90.4%	7.7%	1.9%	0.0%	0.0%	0.0%	100.0%

Note: The ranges are defined by salary points not employment category. Percentages are based on row totals

Appendix C

Salary of current position no overtime, no allowances by Year

Employment level	Pay gap	Year	Females							Males										
			avg pay	N	Salary equivalent ranges			SES	SO	SES	Total	avg pay	N	Salary equivalent ranges			SES	SO	SES	Total
					Grade 1-2	Grade 3-6	Grade 7-10							Grade 11-12	Grade 1-2	Grade 3-6				
Employment level																				
1: Salary equiv to Grade 0-8	-0.1%	2007	\$54,377	27796	36.8%	45.9%	17.3%	0.0%	0.0%	0.0%	0.0%	100.0%	\$54,302	21117	38.7%	41.3%	20.0%	0.0%	0.0%	100.0%
2: Salary equivalent to Grade 9-12	-2.6%	2010	\$61,944	28023	34.0%	47.2%	18.8%	0.0%	0.0%	0.0%	100.0%	\$60,386	21110	40.9%	39.5%	19.6%	0.0%	0.0%	0.0%	100.0%
3: Senior Officer	2.5%	2007	\$86,298	5135	0.0%	0.0%	66.1%	33.9%	0.0%	0.0%	100.0%	\$88,510	6643	0.0%	0.0%	58.3%	41.7%	0.0%	0.0%	100.0%
4: Salary equivalent to above Grade 12 excl. Senior Officer	2.1%	2010	\$97,024	6354	0.0%	0.0%	67.7%	32.3%	0.0%	0.0%	100.0%	\$99,113	7124	0.0%	0.0%	60.3%	39.7%	0.0%	0.0%	100.0%
	2.4%	2007	\$124,440	466	0.4%	1.5%	2.6%	2.1%	92.1%	1.3%	100.0%	\$127,521	658	0.3%	0.6%	1.2%	1.7%	94.1%	2.1%	100.0%
	-0.5%	2010	\$146,703	594	0.0%	0.0%	0.5%	1.0%	94.3%	4.2%	100.0%	\$145,978	874	0.0%	0.1%	0.0%	1.0%	95.3%	3.5%	100.0%
	6.8%	2007	\$172,101	554	0.0%	0.0%	0.0%	0.0%	45.7%	54.3%	100.0%	\$184,636	1307	0.0%	0.0%	0.0%	0.0%	42.7%	57.3%	100.0%
	4.0%	2010	\$179,350	589	0.0%	0.0%	0.0%	0.0%	56.2%	43.8%	100.0%	\$186,832	1139	0.0%	0.0%	0.0%	0.0%	52.9%	47.1%	100.0%
ATSI																				
1: ATSI	-2.2%	2007	\$60,182	806	23.8%	44.7%	27.2%	3.2%	0.7%	0.4%	100.0%	\$58,915	751	34.9%	37.4%	21.2%	4.5%	0.9%	1.1%	100.0%
	-4.9%	2010	\$67,547	1068	25.7%	43.2%	26.3%	3.3%	1.1%	0.5%	100.0%	\$64,387	937	39.3%	33.1%	22.4%	3.5%	1.1%	0.6%	100.0%
2: Not ATSI	10.4%	2007	\$63,346	19912	26.7%	38.2%	26.3%	6.1%	2.0%	0.6%	100.0%	\$70,715	18087	20.6%	31.0%	30.9%	11.3%	4.6%	1.6%	100.0%
	8.8%	2010	\$73,444	22062	23.7%	37.4%	28.7%	6.7%	2.7%	0.8%	100.0%	\$80,494	19490	21.5%	28.6%	31.3%	11.2%	5.5%	1.9%	100.0%
3: No data	10.9%	2007	\$60,311	13233	35.7%	36.3%	20.7%	3.8%	2.0%	1.5%	100.0%	\$67,662	10887	38.5%	26.0%	21.6%	6.4%	3.2%	4.3%	100.0%
	2.7%	2010	\$68,597	12430	32.4%	36.3%	23.9%	4.4%	2.2%	0.9%	100.0%	\$70,474	9820	41.4%	25.1%	21.5%	6.3%	3.6%	2.0%	100.0%
Lang																				
1: Other language	10.7%	2007	\$61,111	3773	28.4%	41.5%	24.3%	4.3%	1.1%	0.4%	100.0%	\$68,458	2806	18.4%	33.8%	34.6%	9.6%	2.9%	0.7%	100.0%
	9.3%	2010	\$69,877	4374	25.8%	40.9%	27.2%	4.6%	1.3%	0.3%	100.0%	\$77,039	3264	20.8%	30.5%	34.0%	10.4%	3.6%	0.7%	100.0%
2: English	9.6%	2007	\$64,394	16373	24.9%	37.8%	27.5%	6.6%	2.4%	0.7%	100.0%	\$71,217	15526	20.9%	30.2%	30.7%	11.4%	4.9%	1.8%	100.0%
	8.1%	2010	\$74,058	18230	23.4%	36.6%	29.1%	7.0%	3.1%	0.9%	100.0%	\$80,551	16540	22.3%	28.5%	30.4%	11.0%	5.7%	2.1%	100.0%
3: No data	10.9%	2007	\$59,620	13805	36.8%	36.3%	20.1%	3.7%	1.8%	1.2%	100.0%	\$66,890	11393	38.7%	27.2%	20.7%	6.5%	2.9%	4.1%	100.0%
	2.8%	2010	\$68,649	12956	32.0%	36.8%	23.9%	4.5%	2.1%	0.8%	100.0%	\$70,616	10443	40.7%	25.3%	21.9%	6.6%	3.5%	1.9%	100.0%

Note: The ranges are defined by salary points not employment category. Percentages are based on row totals

Appendix C

Salary of current position no overtime, no allowances by Year

	Pay gap	Year	Females						Males											
			avg pay	N	Grade Gen 1-2	Grade 7-10	Grade 11-12	SO	SES	Total	avg pay	N	Grade Gen 1-2	Grade 7-10	Grade 11-12	SO	SES	Total		
Disability																				
1: Disability	8.7%	2007	\$62,291	1305	28.7%	37.6%	26.4%	5.1%	1.8%	0.4%	100.0%	\$68,242	1624	23.7%	32.0%	29.6%	10.0%	3.2%	1.4%	100.0%
	5.9%	2010	\$71,818	1168	28.1%	35.4%	28.3%	5.0%	2.6%	0.7%	100.0%	\$76,348	1440	24.4%	31.1%	29.9%	9.6%	3.9%	1.0%	100.0%
2: No disability	10.7%	2007	\$63,802	19307	25.6%	38.2%	27.1%	6.3%	2.2%	0.6%	100.0%	\$71,409	16677	19.6%	30.3%	32.1%	11.6%	4.7%	1.7%	100.0%
	8.8%	2010	\$73,456	21288	23.8%	37.0%	28.8%	6.8%	2.8%	0.8%	100.0%	\$80,533	18086	22.5%	27.0%	31.6%	11.3%	5.6%	1.9%	100.0%
3: No data	10.2%	2007	\$59,588	13339	36.9%	36.7%	19.7%	3.5%	1.8%	1.4%	100.0%	\$66,367	11424	39.6%	27.6%	19.8%	6.0%	3.0%	4.1%	100.0%
	2.7%	2010	\$68,491	13104	31.5%	37.7%	23.7%	4.2%	2.1%	0.8%	100.0%	\$70,400	10721	39.1%	28.2%	21.2%	6.1%	3.5%	1.9%	100.0%

Note: The ranges are defined by salary points not employment category. Percentages are based on row totals

Occupation by Agency

emp_occ_sub_anzsco	Sex	Communities , NSW	Education & Training	Environment, Climate Change & Water	Fire Brigades, NSW	Health	Human Services	Industry & Investment	Justice & Attorney General	NSW Crime Commission	NSW Transport
Arts and media professionals	Female	36	7	10	1	1		11			
Arts and media professionals	Male	27	11	9	2			7			
Automotive and engineering trades workers	Female		1								
Automotive and engineering trades workers	Male	11		14	23		5	32			
Business, human resource and marketing professionals	Female	357	536	206	30	222	916	211	366	25	32
Business, human resource and marketing professionals	Male	162	279	160	24	122	412	175	217	34	29
Carers and aides	Female	2	47				634				
Carers and aides	Male		32				562				
Chief executives, general managers and legislators	Female	19	7	7		1	28	12	30		2
Chief executives, general managers and legislators	Male	21	13	22	7	5	40	16	60		4
Cleaners and laundry workers	Female	2	9				301	2	1		
Cleaners and laundry workers	Male		2				92			1	
Clerical and office support workers	Female	19	11	28	1	3	400	20	88	2	1
Clerical and office support workers	Male	14	7	21	3	11	44	9	45	1	
Construction and mining labourers	Male										
Construction trades workers	Female	1									
Construction trades workers	Male	31		14			35	1			
Design, engineering, science and transport professionals	Female	99	17	881	1		26	253	5		9
Design, engineering, science and transport professionals	Male	63	13	1248	5		25	582	8		13
Education professionals	Female	27	194	18	8			16	150		
Education professionals	Male	14	90	2	4			23	99		
Electrotechnology and telecommunications trades workers	Male	17		4	8		8				
Engineering, ict and science technicians	Female	62	97	96	4		56	206	29	1	1
Engineering, ict and science technicians	Male	87	282	178	10	2	274	409	65	3	8
Farm, forestry and garden workers	Female	1	21	6			5	88			
Farm, forestry and garden workers	Male	4	263	20			11	464			
Farmers and farm managers	Female		1					2			

Occupation by Agency

emp_occ_sub_anzsco	Sex	Communities , NSW	Education & Training	Environment, Climate Change & Water	Fire Brigades, NSW	Health	Human Services	Industry & Investment	Justice & Attorney General	NSW Crime Commission	NSW Transport
Farmers and farm managers	Male		1					30			
Food preparation assistants	Female	7	7				20	15	1		
Food preparation assistants	Male	13	12	1			18	4			
Food trades workers	Female		14				17	1	1		
Food trades workers	Male		4				33		1		
General clerical workers	Female	168	646	513	82	66	551	280	1663	1	40
General clerical workers	Male	40	557	74	5	14	98	23	352	1	5
Health and welfare support workers	Female						3695	5	501		
Health and welfare support workers	Male						1658	4	295		
Health professionals	Female	10	11	6	10	20	916	4	11		
Health professionals	Male	15	7	2	3	11	243	1	7		
Hospitality workers	Female	7	26								
Hospitality workers	Male	4	2								
Hospitality, retail and service managers	Female	76	6	12	1	2	55	8	22		5
Hospitality, retail and service managers	Male	68	5	5	6	1	64	5	27		
ICT professionals	Female	22	72	14	7	12	79	25	30		3
ICT professionals	Male	53	218	32	31	20	113	38	78	6	15
Inquiry clerks and receptionists	Female	68	30	4	4	21	195	58	199		1
Inquiry clerks and receptionists	Male	14	7	1	1	2	51	13	90		3
Legal, social and welfare professionals	Female	20	48	41		12	3161	20	1156	9	4
Legal, social and welfare professionals	Male	13	21	27	1	6	729	9	627	5	5
Machine and stationary plant operators	Male	2		20					1		
Mobile plant operators	Male							36			
Numerical clerks	Female	39	422	49	10	7	156	68	112	3	4
Numerical clerks	Male	16	93	16	11	6	62	21	55	1	1
Office managers and program administrators	Female	128	294	140	13	76	483	147	270	8	68
Office managers and program administrators	Male	92	262	120	23	44	263	88	107	1	41
Other clerical and administrative workers	Female	128	249	22	15	12	140	22	920	9	15
Other clerical and administrative workers	Male	127	63	36	11	6	48	29	627	1	22
Other labourers	Female	4	87	49							
Other labourers	Male	35	1874	763			8	25	2		
Other technicians and trades workers	Female	77	7	1	1		5	9	36		
Other technicians and trades workers	Male	77	3	3	1		32	11	399		

Occupation by Agency

emp_occ_sub_anzsco	Sex	Communities , NSW	Education & Training	Environment, Climate Change & Water	Fire Brigades, NSW	Health	Human Services	Industry & Investment	Justice & Attorney General	NSW Crime Commission	NSW Transport
Personal assistants and secretaries	Female	45	68	39	5	26	116	43	228		16
Personal assistants and secretaries	Male	2	3	2	1	3	3		22		
Protective service workers	Female	17	2		1				677	1	
Protective service workers	Male	129	23				2		2512	1	2
Road and rail drivers	Female							1			
Road and rail drivers	Male	1		1	7		32	19	14		
Sales assistants and salespersons	Female	10	64								
Sales assistants and salespersons	Male	2	1	1							
Sales representatives and agents	Female	1	10		1	1		1	1		
Sales representatives and agents	Male	1	27	1	2				1		2
Sales support workers	Female	27	11	14		1			12		
Sales support workers	Male	13	4			1			1		
Skilled animal and horticultural workers	Female	9		46			1				
Skilled animal and horticultural workers	Male	20	3	112			6	3			
Specialist managers	Female	158	239	152	11	45	575	138	402	3	29
Specialist managers	Male	157	343	370	17	53	386	248	691	4	55
Sports and personal service workers	Female	163		117					31		
Sports and personal service workers	Male	129		50					44		
Storepersons	Female						1	1	4		
Storepersons	Male	7	7				3	4	28		

Occupation by Agency

emp_occ_sub_anzsco	Planning	Premier & Cabinet	Rural Fire Service, incl_ Management NSW	Services, Technology & Administration	State Emergency Service	Treasury
Arts and media professionals		13		2		2
Arts and media professionals	1	3				1
Automotive and engineering trades workers			2			
Automotive and engineering trades workers	4		11			
Business, human resource and marketing professionals	88	227	35	178	17	305
Business, human resource and marketing professionals	130	121	77	116	39	335
Carers and aides						
Carers and aides						
Chief executives, general managers and legislators	11	8		10		7
Chief executives, general managers and legislators	31	14	1	36	2	24
Cleaners and laundry workers						
Cleaners and laundry workers						
Clerical and office support workers	8	27	113	76	1	448
Clerical and office support workers	15	10	13	43		175
Construction and mining labourers	6			13		
Construction trades workers				3		
Construction trades workers				93		
Design, engineering, science and transport professionals	221	3	6	130	1	5
Design, engineering, science and transport professionals	337		17	288		31
Education professionals			6	5	3	
Education professionals			6	2	1	
Electrotechnology and telecommunications trades workers	2			12		
Engineering, ict and science technicians	31	1	2	48	5	8
Engineering, ict and science technicians	101	5	13	225	17	32
Farm, forestry and garden workers	2		1			
Farm, forestry and garden workers	26		54			
Farmers and farm managers						

Occupation by Agency

emp_occ_sub_anzsco	Planning	Premier & Cabinet	Rural Fire Service, incl_ Emergency Management NSW	Services, Technology & Administration	State Emergency Service	Treasury
Farmers and farm managers						
Food preparation assistants						
Food preparation assistants						
Food trades workers						
Food trades workers						
General clerical workers	295	82	26	250	39	234
General clerical workers	94	18	3	64	2	68
Health and welfare support workers		2				35
Health and welfare support workers						9
Health professionals	2		2	4	1	5
Health professionals	4			5	1	2
Hospitality workers	2	1				
Hospitality workers		1				
Hospitality, retail and service managers	11	10	1	29		10
Hospitality, retail and service managers	26	6	1	36		7
ICT professionals	9	4	7	32	1	50
ICT professionals	58	14	9	76	5	98
Inquiry clerks and receptionists	27	20	6	392	14	364
Inquiry clerks and receptionists	17	4	11	159	8	113
Legal, social and welfare professionals	35	21		23		29
Legal, social and welfare professionals	29	17	1	17	1	16
Machine and stationary plant operators				1		
Mobile plant operators						
Numerical clerks	20	3	7	83	6	25
Numerical clerks	15	4	2	53	1	13
Office managers and program administrators	135	173	54	163	20	155
Office managers and program administrators	179	64	82	398	11	117
Other clerical and administrative workers	137	9	46	103	7	134
Other clerical and administrative workers	158	3	192	139	1	196
Other labourers	8					
Other labourers	12			6		
Other technicians and trades workers	11	1		1		1
Other technicians and trades workers	28			4		

Occupation by Agency

emp_occ_sub_anzsco	Planning	Premier & Cabinet	Rural Fire Service, incl_ Emergency Management NSW	Services, Technology & Administration	State Emergency Service	Treasury
Personal assistants and secretaries	26	30	12	45	2	60
Personal assistants and secretaries		3		3		
Protective service workers						
Protective service workers	1					
Road and rail drivers		1				
Road and rail drivers		40		15		
Sales assistants and salespersons						
Sales assistants and salespersons						
Sales representatives and agents	17			4		
Sales representatives and agents	24			4		
Sales support workers	2			1		
Sales support workers	2			1		
Skilled animal and horticultural workers						
Skilled animal and horticultural workers						
Specialist managers	75	63	10	86	3	95
Specialist managers	192	58	96	261	26	133
Sports and personal service workers	10					
Sports and personal service workers	6					
Storepersons						
Storepersons			1			2

Appendix E

			CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2004) AWARD Bottom of Form	CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2008) AWARD
PART B MONETARY RATES			Crown Employees (Administrative and Clerical Officers - Salaries 2003) Award	Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007
Classification and Grade		Abbrev.	Rate applies 1 July 2006 to 30 June 2007	Rate applies 1 July 2009 to 30 June 2010
Clerk	General Scale	Gen. Clerk	\$26,014 to \$44,538	\$29,262 to \$50,100
Clerk	Grade 1/2	1/2	\$44,538 to \$49,792	\$50,100 to \$56,009
Clerk	Grade 3/4	3/4	\$49,792 to \$58,777	\$56,009 to \$66,116
Clerk	Grade 5/6	5/6	\$58,777 to \$66,796	\$66,116 to \$75,137
Clerk	Grade 7/8	7/8	\$66,796 to \$76,142	\$75,137 to \$85,650
Clerk	Grade 9/10	9/10	\$76,142 to \$88,066	\$85,650 to \$99,063
Clerk	Grade 11/12	11/12	\$88,066 to \$101,849	\$99,063 to \$114,566

			Crown Employees (Senior Officers Salaries 2004) Award	Crown Employees (Senior Officers Salaries) Award 2007
PART B MONETARY RATES			Crown Employees (Senior Officers Salaries 2004) Award	Crown Employees (Senior Officers Salaries) Award 2007
Classification and Grade		Abbrev.	Rate applies 1 July 2006 to 30 June 2007	Rate applies 1 July 2009 to 30 June 2010
Senior Officers	Grade 1	SO1	\$113,961 to \$124,873	\$128,190 to \$140,466
Senior Officers	Grade 2	SO2	\$124,873 to \$138,152	\$140,466 to \$155,402
Senior Officers	Grade 3	SO3	\$138,152 to \$151,650	\$155,402 to \$170,586

