



# Inquiry into annual and financial reports 2024–2025

## Answer to question taken on notice

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Asked by: Fiona Carrick MLA

Addressed to: Minister for the Public Service

Redirected to: Treasurer

In relation to: Public Service and Treasury executive level diversity initiatives

Hearing: 13 November 2025

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Transcript provided: 20 November 2025

Answer Due: 27 November 2025

UPT p 7

**MS CARRICK:** It is true, there are some pockets where women are higher percentage than males in the executive stream. But I was just wondering, treasury is a really important one. Do you have any initiatives in place to increase diversity at the executive level in the treasury stream? Like, do you work with the treasury undersecretary to help balance that one up a bit?

**Mr Wright:** So Ms Carrick, there was some work conducted, I think, about 12 to 18 months ago in the treasury stream, but it is probably a question for CMTEDD Corporate, who are not here for this particular hearing, but I will take that on notice, and we might be able to come back to you with that. I do understand there was some work done there.

**MS CARRICK:** Okay. Thank you.

**Chris Steel MLA:** The answer to the Member's question is as follows:

Following the appointment of the new Deputy Under Treasurer and the Commissioner for Revenue, Treasury now has equal gender representation in the Senior Executive ranks for our Executive Group Manager cohort and above.

More focus continues to be required in Treasury and is a priority of the Under Treasurer and Deputy Under Treasurer, building on work to date in the ongoing 'Women in Treasury' project.

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Treasury established the 'Women in Treasury' project in recent years, with several forums conducted into the drivers of the senior level gender imbalance. Several priorities were identified, including the following:

1. The need for visible role models in senior executive roles;
2. mentorship opportunities;
3. better explanation of career opportunities, including better communication on acting opportunities and decision making around outcomes;
4. job design that recognises staffing needs and flexibility; and
5. recognition of a diversity of leadership skills in recruitment.

While some positive progress has been made at the senior levels, the next steps in our project will be developing further actions in response the range of feedback from earlier forums.

Approved for circulation to the Standing Committee on Public Accounts and Administration

Signature:



By the Treasurer, Chris Steel MLA

Date:

1/12/25