



Inquiry into annual and financial reports 2024–2025

Answer to question taken on notice

Asked by: Mr Ed Cocks MLA

Addressed to: Minister for the Public Service

In relation to: Public Service and Pay Gap Levers

Hearing: 13 November 2025

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Transcript provided: 20 November 2025

Answer Due: 27 November 2025

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MR COCKS: I am very interested in looking at the data that drives what shifts the pay gap. Table, was it, 8.4, headcount by age group, gender and average length of service, you see that females outnumber males in every one of those categories. Have you done any analysis around the impact of workforce distribution across both age and employment bands to see what the impact of that is on what levers can be moved for the gender pay gap?

Mr Wright: Sorry, Mr Cocks, which page were you referring to in the State of the Service(?)...(indistinct)...[1.22.57]

MR COCKS: That is page 52.

Mr Wright: Thank you.

Ms O'Neill: No, I do not believe we have that data to hand for the question. I will take that on notice so that if I have that not at my fingertips, I can provide it to the committee. Thanks, Mr Cocks.

MR COCKS: Yes. It would be useful to understand to what extent demographic factors are influencing changes versus proactive steps in in other policy spaces. Thank you

Rachel Stephen-Smith MLA - The answer to the Member's question is as follows:

ACT Public Service (ACTPS) workforce data analysis was a key component in the development of the ACTPS Gender Equity Strategy 2024–2029 (the Strategy).

The Office of Industrial Relations and Workforce Strategy (OIRWS) conducted a workforce gender equity impact assessment using the [Our Watch Workplace Equality and Respect Standards](#) as benchmark. The review covered career trajectories, pay, demographic factors (including age and employment bands), and policy settings.

The results of the assessment showed that both demographic and policy factors influence the ACTPS gender pay gap. For example, increased representation of women in the Senior Executive Service has reduced the gender pay gap over the last 10 years. At the same time, policy settings such as the ACTPS's industrial frameworks and flexible working conditions have provided a strong foundation for gender equity in the ACTPS.

While age and employment distribution shape pay gap trends, no precise attribution was provided across these factors. The assessment affirmed that demographic influences operate alongside industrial frameworks, flexible work conditions, and progressive workplace cultures.

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

Signature:



Date:

30 / 11 / 25

By the Minister for The Public Service, Rachel Stephen-Smith MLA