

2023 GENDER PAY GAP EMPLOYER STATEMENT

Hunter Primary Care is committed to achieving gender pay equality. This commitment is evidenced by the opportunities afforded to all employees, irrespective of gender and employment status, for appointment to senior roles, professional development and access to flexible working arrangements such as variations to hours of work, part time employment and working from home. Gender neutral paid parental leave is also available.

Our management team is led by a female CEO and three of our five senior leadership positions are occupied by females.

The published gender pay gap (GPG) using the WGEA methodology for Hunter Primary Care is 73.1%. However this figure is skewed considerably by the makeup of our workforce and the methodology of the WGEA calculation and reporting. It also does not properly reflect Hunter Primary Care's commitment to gender pay equality.

Relevantly:

- The GPG calculation using the WGEA methodology is based upon headcount;
- At the time of the GPG survey, Hunter Primary Care had a headcount of 461, however:
 - of that number, 173 employees (or 37.5% of the workforce) were GPs engaged on a casual basis in the GP Access service working on average one shift (four hours) per month. The full time equivalent (FTE) for the GP workforce amounted to 6. The GP workforce is 45% female and 55% male; and
 - the FTE for the balance of the Hunter Primary Care workforce (288 employees or 62.5% of the total workforce) was 176; and
- Because the WGEA calculation methodology relies on annualised full time salaries, the relatively high annualised GP salaries are over-represented in the calculation which then skews the overall result.

When our workforce demographic is separated:

- the GPG calculation for our workforce excluding the GPs is 2%; and
- the GPG calculation for our GP workforce is 0%.

These adjusted GPG calculations reflect Hunter Primary Care's ongoing commitment to gender pay equity through ensuring that opportunities such as professional development and promotion, access to flexible working arrangements and paid parental leave continue to be available to all staff irrespective of gender identity. We commit to consulting with our staff through the Staff Consultative Group in relation to the gender pay gap to identify any areas for improvement.

Attachments:

- Executive Summary (Gender Equality Reporting)
- Industry Benchmarking Report – Submission Group (1)