

6/11/2024

WGEA Reporting Executive Summary

Employer: Hunter Primary Care Ltd

Primary Industry: 8511 - General Practice Medical Services

Program: 2023 - 24 Gender Equality Reporting

Number of Employees: 477

About this report

- This Executive Summary sets out the key results of your submission to the Workplace Gender Equality Agency's (WGEA) annual Gender Equality Census, as required under the *Workplace Gender Equality Act 2012* (the Act).
- The Executive Summary is based on your responses to **mandatory questions only**. For consistency, your responses to voluntary questions are not included.
- WGEA has included a glossary of key terms used in this report on the final page of this document.

WGEA's obligation to publish employer gender pay gaps

Under Section 15A of the Act:

- WGEA "must publish aggregate information, for each relevant employer for each reporting period, for the purpose of showing the employer's performance and progress in achieving gender equality in relation to remuneration for the employer's workforce."
- Therefore, **WGEA will publish your average (mean) and median gender pay gap**, for base salary and total remuneration, as well as gender composition by pay quartiles and associated average total remuneration, **as set out in this Executive Summary**.
- This information will be published on www.wgea.gov.au.
- You can provide a link to an 'Employer Statement' that helps explain your gender pay gap and what you are doing to drive gender equality. WGEA will publish this link alongside your gender pay gap information.

Your obligations

Under the Act and *Workplace Gender Equality (Gender Equality Standards) Instrument 2023*:

- You are required to share this Executive Summary, along with your Industry Benchmark Report (available once all employers' data has been analysed), with your governing body, e.g., your Board.
- Employers with 500 or more employees must have a policy or strategy which covers each of the six Gender Equality Indicators.

How to use this report

The data set out in this Executive Summary will enable you to:

- identify priority areas for action, for example, as part of your Gender Equality Strategy,
- monitor your workplace gender equality performance, including over recent years.

Gender Pay Gap

What is the gender pay gap?

The gender pay gap is the difference in average earnings between women and men in the workforce.

It is not to be confused with women and men being paid the same for the same, or comparable, job. This is equal pay and has been a legal requirement since 1969.

The gender pay gap is a useful proxy for measuring and tracking gender equality across a nation, industry or within an organisation. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

Why is there a gender pay gap?

The gender pay gap is the consequence of a range of societal, industrial and organisational factors that combine to reduce a person's earning capacity. It begins at the point of recruitment and often becomes entrenched as people move through their careers.

Gender-based discrimination and bias in the workforce can be direct or indirect. Direct examples include sexual harassment and unequal pay. Often it is the indirect forms of discrimination that limit earning ability – particularly for women - including biases in progression and promotion opportunities.

What can employers do to close the gender pay gap?

The gender pay gap, gender composition and average total remuneration by pay quartiles for employers with 100 or more employees is now on the public record¹.

Employers should be aiming to create a gender equal environment for all their employees. The timeline for closing the gender pay gap will be different for every employer, depending on internal and external factors. The measure of success is whether an employer demonstrates authenticity, commitment and improvement.

The first step in improving your gender pay gap is to conduct your own pay gap analysis and understand the size of the gender pay gap and its causes.

Get future ready. Be proactive about what your organisation is doing to create equal opportunities for all employees and authorise and enable a work environment that prioritises gender quality as a core part of your business strategy and operations.

¹ For the first release of employer gender pay gaps in 2024, WGEA published, by submission group, employer gender pay gaps by median and gender composition and average total remuneration by pay quartiles. This information is now published by 'relevant employer' and with the reporting of CEO, head of business and casual manager remuneration, average (mean) employer gender pay gaps will be published as well.

Your Gender Pay Gap

Your average total remuneration gender pay gap is **43.3%** and the median is **70.0%**.

A positive percentage indicates men are paid more on average than women in your organisation. A negative percentage indicates women are paid more on average than men.

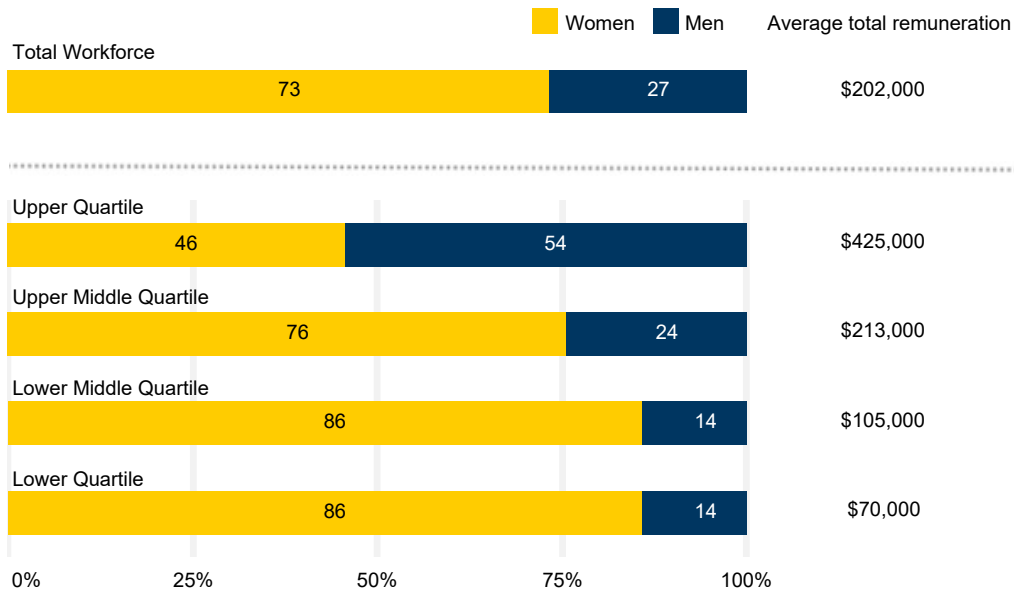
Your gender pay gap over time

All employees	2021-22	2022-23	2023-24
Average (mean) total remuneration	45.8%	44.6%	43.3%
Median total remuneration	73.7%	73.1%	70.0%
Average (mean) base salary	48.4%	44.6%	42.8%
Median base salary	78.2%	73.1%	69.8%

- Note: Shaded numbers represent the Gender Pay Gaps that will be published, along with the gender composition and average total remuneration by pay quartile chart below.
- Part-time/casuals/part-year employees are annualised to full-time equivalent. Employees who did not receive any payment during the reporting period are excluded.
- The gender pay gap calculation does not include voluntary data submitted for overseas reporting managers (OSM). For reporting periods prior to 2023-24, the calculation also excludes salaries for CEOs, Heads of Business (HOB), and casually employed managers.
- Employees identified as non-binary are not included while the Agency establishes the baseline level for this new information.

Gender composition by pay quartile

The chart below divides the total remuneration full-time equivalent pay of all employees into four equal quartiles. A disproportionate concentration of men in the upper quartiles and/or of women in the lower quartiles can drive a positive gender pay gap.



Note:

- Total remuneration for part-time/casual/part-year employees is converted to annualised, full-time equivalent amounts. The gender composition and average total remuneration calculations do not include voluntary data submitted for overseas reporting managers (OSM).
- The average total remuneration is rounded to the nearest \$1,000.

Gender Equality Indicators

WGEA collects data on six Gender Equality Indicators (GEIs) to support employers to assess and drive gender equality in their workplaces. The GEIs represent the key areas where workplace gender inequality persists and where progress towards gender equality can be achieved through focussed action.

GEI 1 – Workforce Composition

Your policy / strategy

You have a formal policy or strategy that supports gender equality in the workplace.

YES

WGEA's research with Bankwest Curtin Economic Centre (BCEC) has shown that greater gender diversity in leadership delivers better company performance, productivity and profitability. Further, increasing the representation of women in executive leadership roles is associated with declining organisational gender pay gaps.

Your workforce composition by role

A concentration of one gender in lower-paid roles and the other in more senior and highly-paid roles can increase your gender pay gap; so, too can a gender imbalance in management.

	Key Management Personnel (KMPs)		Managers		Non-Management	
	Women	Men	Women	Men	Women	Men
2021-22	33%	67%	80%	20%	67%	33%
2022-23		100%	78%	22%	69%	31%
2023-24		100%	79%	21%	73%	27%

Your workforce composition by employment status

Part-time and casual roles are often lower paid. An imbalance in the composition of employees in these roles can be a driver of the gender pay gap.

	Full-time	Part-time	Casual
Female manager	48%	52%	
Male manager	57%	43%	
Female non-manager	15%	49%	36%
Male non-manager	18%	8%	75%

Employee movement: manager and non-manager appointments (including promotion) by gender

Gender biases are often present at each stage of the employment cycle. Women are also more likely to work part-time, and there are fewer management and leadership roles available on a part-time or flexible basis. Tracking men's and women's career progression can identify points where pay gaps emerge and inform action.

	Female		Male	
	Number	Percent	Number	Percent
Appointments to manager roles (incl promotions)	27	87%	4	13%
Appointments to non-manager roles (incl promotions)	324	91%	34	9%

Some organisations set recruitment, appointment and promotions targets to address gender imbalance in workforce composition or set targets for women in leadership.

Actions Taken

Your organisation sets targets to address gender equality in your workplace	<input type="text" value="NO"/>
If so, the targets relate to:	
Reducing the organisation-wide gender pay gap	<input type="text" value="N/A"/>
Increasing the number of women in management positions	<input type="text" value="N/A"/>
Increasing the number of women in KMP positions	<input type="text" value="N/A"/>
Increasing the number of women in male-dominated roles	<input type="text" value="N/A"/>
Increasing the number of men in female-dominated roles	<input type="text" value="N/A"/>
Increasing the number of men taking parental leave	<input type="text" value="N/A"/>
Increasing the number of men utilising flexible working arrangements	<input type="text" value="N/A"/>
Having a gender/balanced governing body (at least 40% men and 40% women)	<input type="text" value="N/A"/>

Some organisations set recruitment, appointment and promotions targets to address gender imbalance in workforce composition or set targets for women in leadership.

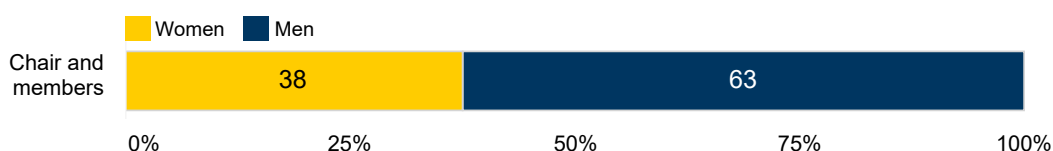
GEI 2 – Gender composition of the governing body

According to WGEA and BCEC’s 2020 Gender Equity Insights Report, a more balanced gender composition of a governing body has been shown to have positive effects on workplace gender equality outcomes and improved company performance. Women holding 20% or more board seats is shown to be more effective in achieving this benefit.

Your policy / strategy

You have a formal policy or strategy to support and achieve gender equality in the governing body.

Gender composition of your governing body



Note: If you have more than one governing body in your submission group, this chart represents aggregate composition of all your unique governing bodies.

Some organisations set targets to increase representation of women on their governing body

GEI 3 – Equal remuneration between women and men

Organisations that analyse the drivers of their gender pay gap, monitor their gaps and take action to address them are more successful in reducing their gender pay gaps.

Your policy / strategy

You have a policy or strategy for equal remuneration between women and men

Action taken

You have analysed your payroll to determine if there are any remuneration gaps between women and men (e.g., conducted a by-level or gender pay gap analysis)

If yes, when was the most recent gender remuneration gap analysis done?

Was any action taken as a result of your analysis?

Guidance on conducting a pay gap analysis is available on WGEA’s website - www.wgea.gov.au.

GEI 4 – Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities.

When employee benefits are accessible and utilised equitably by men and women, it leads to a more gender-equal workplace culture, increased productivity, reduced absenteeism, and increased retention.

Research has also shown that you can reduce your gender pay gap by fostering more gender equal uptake of parental leave and flexible working arrangements.

Your policy / strategy

You have a policy or strategy for flexible working arrangements.	<input type="checkbox"/> YES
Metrics on the use of, and/or the impact of, flexibility measures are reported to your governing body.	<input type="checkbox"/> N/A
You have a policy or strategy to support employees with family or caring responsibilities	<input type="checkbox"/> YES
You provide employer-funded parental leave	<input type="checkbox"/> YES
If so:	
weeks of paid parental leave provided	<input type="checkbox"/> 14
superannuation is paid on parental leave	<input type="checkbox"/> YES

Parental leave taken - proportion of all leave taken

	Women	Men
Primary carer's leave	87%	13%

Some organisations monitor the number of men and women taking up flexible work and parental leave options as part of monitoring equitable treatment of employees.

Leadership behaviour is key to normalising taking parental leave and flexible work. Research has found that when the majority of more senior employees work flexibly, flexibility stigma is reduced.

GEI 5 – Consultation with employees on issues concerning gender equality in the workplace

Employee consultation can provide valuable insights into workplace gender equality experiences, priorities, and potential actions, as well as contributing to employee engagement. Employers making the fastest progress on workplace gender equality are more likely to involve their workforce in the formulation of gender equality policies and strategies.

Your policy / strategy

You have a policy or strategy for consultation with employees about gender equality	<input type="checkbox"/> YES
You have consulted with employees on issues concerning gender equality in your workplace during the reporting period	<input type="checkbox"/> YES

Many organisations find employee network groups, which bring employees with shared characteristics such as gender, race, cultural heritage, sexual orientation, age and disability together, provide valuable insights on workplace gender equality. They can also act as a sounding board for testing and improving proposed strategies and interventions.

GEI 6 – Sexual harassment, harassment on the grounds of sex or discrimination

Employers have a positive duty of care to prevent and address sexual harassment or sex discrimination under the *Respect at Work Act 2022*. Creating safe, respectful and more equitable workplaces can also protect your organisations' own productivity, culture and reputation.

Implementing formal policies or strategies and providing relevant education and training can protect employees.

Your policy / strategy

You have a formal policy and/or strategy on the prevention and response to sexual harassment or discrimination? YES

Actions taken

You collect data on sexual harassment in your workplace YES

Your organisation reports on sexual harassment to the governing body and management YES

Your workplace health and safety risk management process includes:

Identification and assessment of the specific workplace and industry risks of sexual harassment YES

Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable YES

Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment YES

Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share a premises with) YES

Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions YES

Identification, assessment and control measures in place to manage the risk of vicarious trauma to responding staff NO

Many organisations find that anonymous surveys of their workforce yield more reliable insights on the prevalence of sexual harassment than is offered by their formal reporting mechanisms.

Key terms and definitions:

Base salary: is an employee's regular salary, excluding superannuation, overtime, bonuses and other additional payments.

Gender pay gap analysis: an analysis of what is driving an organisation's gender pay gaps, looking at workforce composition by gender, representation in more senior and highly paid roles, etc.

Median gender pay gap: is the middle value after sorting the gender pay of organisations in the comparison group from lowest to highest. If the number of comparison groups is an even number, the median is the average of the two middle values.

Relevant Employer: is a private sector employer, higher education employer or commonwealth company or entity that is an employer of 100 or more employees in Australia.

Submission Group: is a group of legal entities from the same corporate group that have similar gender equality policies and strategies and therefore choose to report to WGEA as one group.

Total remuneration: this includes all remuneration for an employee, including superannuation, overtime, bonuses and other additional payments.

WGEA Reporting Industry Benchmark Report

Employer: Hunter Primary Care Ltd
ABN: 27061783015
Program: 2023 - 24 Gender Equality Reporting
Number of Employees: 477

Comparison Group
Industry name: 8511 - General Practice Medical Services
Employee range: 250-499

About this report

- This Industry Benchmark Report is a comparative summary from your 2023-24 submission to the Workplace Gender Equality Agency's (WGEA) annual Gender Equality Reporting.
- The Comparison Group is generated by a combination of the Australian and New Zealand Standard Industrial Classification (ANZSIC) industry class and similar sized employers. ANZSIC is the national framework for classifying industries according to the primary activities of employers.
- If there are fewer than 5 employers in your ANZSIC class, your Comparison Group comprises similar sized employers in your Industry division.
- It is helpful to read this report in conjunction with your 2023-24 WGEA Executive Summary, which details your performance against each Gender Equality Indicator.

Your obligations

Under the *Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023* and associated Legislative Instruments:

- This report, along with the WGEA Executive Summary of your organisation's performance, must be shared with your governing body, e.g., your board, as soon as practicable.
- Employers with 500 or more employees must have a policy or strategy covering each of the six Gender Equality Indicators.

How to use this report

This Industry Benchmark Report provides a snapshot of your performance on workforce composition, the gender pay gap, parental leave and targeted actions your organisation is taking on gender equality compared to your Comparison Group. It enables you to:

- identify priorities for action, as part of your organisation's gender equality strategy, and
- monitor your progress on workplace gender equality, relative to comparable employers.

You can also **compare your performance with your industry or other employers**, such as specific industry peers, using WGEA's Data Explorer on the WGEA website or WGEA's annual Gender Equality Scorecard. The 2023-24 gender equality census national and industry results will be released in late 2024.

Gender Pay Gap (GPG)

What is the gender pay gap?

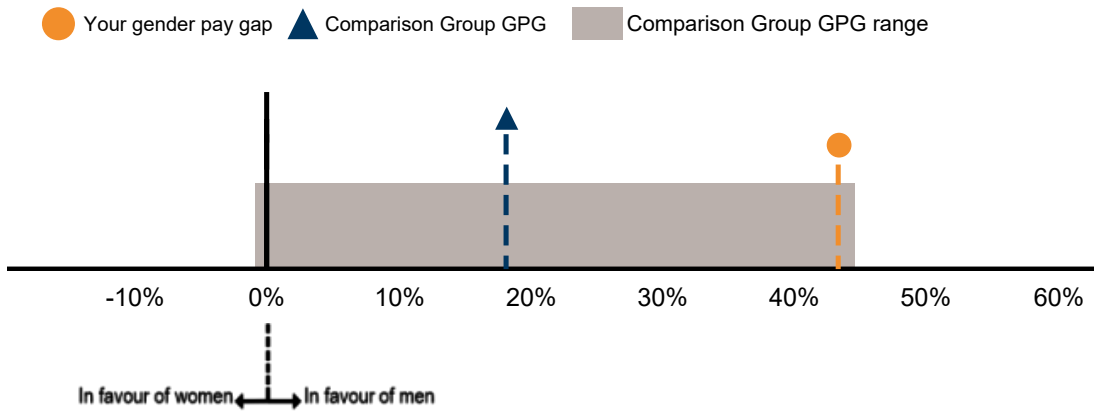
The gender pay gap is the difference in average earnings between women and men in the workforce. It is not to be confused with people being paid the same for the same, or comparable, job – this is equal pay.

The gender pay gap is a useful proxy for measuring and tracking gender equality across a nation, in an industry or within an employer. Closing the gender pay gap is important for Australia’s economic future and reflects our aspiration to be an equal and fair society for all.

Your Gender Pay Gap compared to other employers

Your average total remuneration GPG is **43.3%** and the mid-point of all employer GPGs in the Comparison Group is **18.1%**. This is represented in the chart and table below, along with the range of all employer gender pay gaps in your Comparison Group.

A positive percentage indicates men are paid more than women. A negative percentage indicates women are paid more than men.



	Your organisation	Comparison Group
Average total remuneration	43.3%	18.1%
Median total remuneration	70.0%	17.3%
Average base salary	42.8%	17.0%
Median base salary	69.8%	11.1%

Note:

- Part-time/casuals/part-year employees are annualised to full-time equivalent. Employees who did not receive any payment during the reporting period are excluded.

Gender pay gap by occupational group, over time

The chart below shows:

- your average total remuneration gender pay gap for manager category and non-manager occupations over the last 3 years;
- how your gender pay gap compares with the mid-point employer gender pay gap in the Comparison Group, for those categories/occupations; and
- the mid-point employer gender pay gap for your Comparison Group in the most recent year.

The aspiration is to remove the gender pay gap in favour of men or women, so for the purposes of this table, a GPG closer to zero is considered better.

Green boxes indicate your gender pay gap is equal to or better than the mid-point employer GPG for the Comparison Group. Red boxes indicate your gender pay gap is worse than the mid-point employer GPG for the Comparison Group.

Indicates your GPG is further from zero than the mid-point employer GPG for the comparison group.

Indicates your GPG is equal or closer to zero than the mid-point employer GPG for the comparison group.

Managers

Roles	2023 - 24	Comparison Group GPG for 2023 - 24
All Managers	25.8%	23.3 %
Key Management Personnel	-36.3%	-8.2 %
Senior Managers	26.4%	25 %
Other Managers	5.5%	5.6 %

Non-Managers

Roles	2021 - 22	2022 - 23	2023 - 24	Comparison Group GPG for 2023 - 24
All Non-Managers	45.5%	44.8%	43.7%	15.6 %
Professionals			38.0%	12.2 %

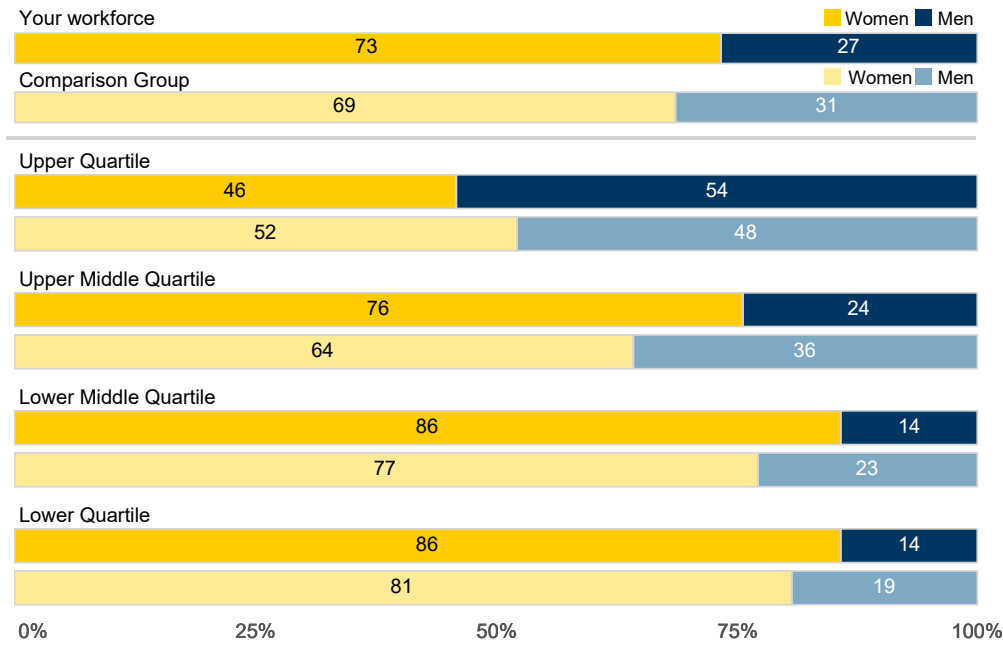
Note:

- Roles are not shown if there is only one gender represented in that role.
- Blank squares are shown when no one is reported in that role for that reporting year.
- NP is shown when data is not publishable for that role for confidentiality reasons.
- In 2023-24 CEO and HOB remuneration has been included in the Key Management Personnel and All managers categories.

Gender composition by pay quartile

The chart below divides your workforce into four equal quartiles of employees by total remuneration full-time equivalent pay. The number in each pay quartile represents the proportion of employees of each gender. Your workforce is shown in the top bar, with darker shading. The gender composition of all employees in your Comparison Group for each quartile is shown in the second bar with lighter shading.

A disproportionate concentration of men in the upper quartiles and/or women in the lower quartiles can drive a positive gender pay gap.



Note:

- Total remuneration for part-time/casual/part-year employees is converted to annualised, full-time equivalent amounts.

Gender Equality Indicators

WGEA collects data on six Gender Equality Indicators (GEIs) to support employers to assess and drive gender equality in their workplaces. The GEIs represent the key areas where workplace gender inequality persists and where progress towards gender equality can be achieved through focussed action.

The data in this section of the report makes comparisons for GEI 1 – Workforce composition, GEI 2 – Gender balance of governing bodies, GEI 4 where it relates to parental leave and targeted actions your organisation is taking on gender equality across all GEIs. The data on these GEIs for your organisation compared to employers in your Comparison Group is selected because of the significant effect these GEIs have on the gender pay gap.

Workforce Composition

Gender segregation remains persistent in Australia, by industry, occupation and management category. This disparity can be a key driver of your gender pay gap.

Gender composition by role

The following table shows the proportion of women and men in your workforce by manager/non-manager role compared with all employees in your Comparison Group.

	Your workforce		Comparison Group	
	Women	Men	Women	Male
Key Management Personnel (KMPs)	0%	100%	34%	66%
Managers	79%	21%	62%	38%
Non-Managers	73%	27%	69%	31%

Workforce gender composition by employment status

Part-time and casual roles are often lower paid. An imbalance in the composition of employees in these roles can be a significant driver of the gender pay gap.

The following table shows the proportion of women and men who work full-time, part-time and casually in your organisation compared with all employees in your Comparison Group.

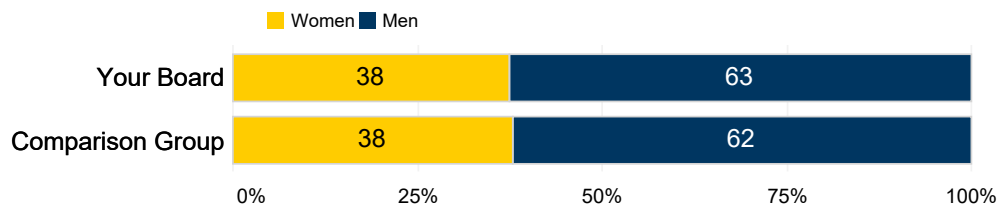
	Your workforce				Comparison Group			
	Women manager	Men manager	Women non-manager	Men non-manager	Women manager	Men manager	Women non-manager	Men non-manager
Full-time	48%	57%	15%	18%	81%	94%	35%	59%
Part-time	52%	43%	49%	8%	19%	6%	40%	17%
Casual	0%	0%	36%	75%	0%	0%	25%	24%

Gender composition of the governing body

A more balanced gender composition of a governing body has been shown to have broader effects on workplace gender equality outcomes and improved company performance.

The following chart shows the gender split of all members of your board or governing body (Chair and Members) compared to your Comparison Group.

Gender composition of governing body



Note: If you have more than one governing body in your submission group, this represents the aggregate composition of all your unique governing bodies. The comparison group draws on all the unique governing bodies in the comparison group.

Parental Leave policies

When employee benefits are accessible and utilised equitably by men and women, it leads to a more gender-equal workplace culture, increased productivity, reduced absenteeism, and increased retention.

More gender equal uptake of parental leave can also reduce your gender pay gap.

Comparative paid parental leave policies

The following table shows the details of your parental leave policy against those of your Comparison Group. It shows the proportion of employers in your Comparison Group offering paid parental leave and paying superannuation on it, as well as the mid-point for employers of weeks of paid parental leave offered.

Policy Area	Your Organisation	Comparison Group
Offer Paid Parental Leave	Y	92%
Average Weeks offered	14.0	12.0
Superannuation Paid on paid parental leave	Y	55%

Uptake of parental leave

The following table shows the uptake of primary carer's leave (including parental leave offered to all genders without using the primary/secondary definition) by women and men in your organisation, compared to the mid-point for employers of women and men employees taking this leave in your Comparison Group.

	Your Workforce		Comparison Group	
	Women	Male	Women	Male
Primary carer's leave	87%	13%	91%	9%

Actions Taken

Employers that take action to improve workplace gender equality are often more profitable and productive.

The following table shows what actions your organisation is taking compared to the proportion of employers in your Comparison Group also taking this action.

	Your Organisation	Comparison Group
Set targets to address gender equality in the workplace	N	17%
Analysed pay roll to determine if there are any remuneration gaps between women and men (e.g., conducted a by-level or gender pay gap analysis)	Y	58%
Collect data on sexual harassment in your workplace	Y	75%
Report on sexual harassment to the governing body and management	Y	75%

Key terms and definitions:

Average gender pay gap: is the difference in average earnings between women and men in the workforce. The average is calculated by adding up a list of employees' wages and dividing by the number of employees.

Base salary: is an employee's regular salary excluding superannuation, overtime, bonuses and other additional payments.

Comparison group gender pay gap: is the mid-point after sorting the average/median base salary/total remuneration gender pay gaps of employers in the comparison group from lowest to highest. If the number of employers is an even number, the mid-point is the average of the two middle values.

Median gender pay gap: is the difference between the median of what a man is paid and the median of what a woman is paid in an organisation. The median is found by lining up the pay of every man in the business in order of smallest to largest and finding the mid-point. The same is done for the pay of women in that business.

Total remuneration: includes all remuneration for an employee, including base salary, superannuation, overtime, bonuses and other additional payments.