

## 2024 GENDER PAY GAP EMPLOYER STATEMENT

Hunter Primary Care is committed to achieving gender pay equality. This commitment is outlined in our Gender Pay Equity Commitment Policy and 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.

At the time of reporting, our management team was led by a female CEO and three of our five senior leadership positions were occupied by females.

The published gender pay gap (GPG) is skewed considerably by the unique 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 477, however:
  - of that number, 170 employees (or 35.6% 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 approx. 6. The GP workforce is 48% female and 52% male;
  - Male GPs represent > 50% of the total male workforce, and
  - the FTE for the balance of the Hunter Primary Care workforce (307 employees or 64% of the total workforce) was 179; 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.

The data in the following table demonstrates the impact of the high number of GPs in our workforce on our overall GPG:

Domain	Head Count	FTE	Average GPG	Median GPG
All Staff	477	190.5	43.3%	70.0%
All Staff ex GPs	307	184.5	-61.4%	-13.6%
GPs	170	6.0	-0.5%	3.6%

These adjusted GPG calculations reflect the female-dominant nature of our health workforce and 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)

*We listen. Care. Connect.*

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