

2024–2025 GENDER PAY GAP EMPLOYER STATEMENT

Hunter Primary Care remains committed to achieving gender pay equality and fostering a workplace culture that provides equal opportunity for all employees, regardless of gender identity or employment status.

This commitment is formally outlined in our Gender Pay Equity Commitment Policy, which supports fairness, equality, and opportunity for all employees.

Hunter Primary Care is committed to ensuring employees receive equal compensation for equal work, irrespective of gender, and to maintaining transparency in compensation practices so employees understand how salaries and remuneration outcomes are determined.

This commitment is demonstrated through the opportunities afforded to all employees, regardless of gender identity 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.

Leadership and Workforce Representation

At the time of reporting, Hunter Primary Care continues to demonstrate strong female representation in leadership roles. WGEA reporting shows that women represent:

- 75% of CEO/Head of Business/Key Management Personnel roles
- 76% of manager roles
- 74% of non-manager roles

Gender Pay Gap Results (2024–25 Reporting Period)

The published WGEA results for the 2024–25 reporting period indicate that Hunter Primary Care's:

- Average total remuneration gender pay gap is 45.8%
- Median total remuneration gender pay gap is 67.8%
- Average base salary gender pay gap is 46.3%
- Median base salary gender pay gap is 68.7%

This represents a slight increase in the average total remuneration gender pay gap compared with the prior reporting period (43.3% in 2023–24 to 45.8% in 2024–25).

Workforce Composition Impacts WGEA Gender Pay Gap Reporting

Hunter Primary Care recognises that the published gender pay gap is influenced by the unique structure of our workforce and the WGEA reporting methodology.

As outlined in our previous Employer Statements, Hunter Primary Care had a significant cohort of General Practitioners engaged on a casual basis within the GP Access service,

many of whom work a limited number of shifts. Under the WGEA reporting methodology, remuneration is annualised to full-time equivalent values, which can result in the relatively high annualised GP salaries being overrepresented and skewing the overall gender pay gap result.

Gender Distribution by Pay Quartile

WGEA reporting indicates that men remain disproportionately represented in the highest pay quartile. While women comprise 74% of the total workforce, the upper quartile which is largely made up of our casual GP workforce comprises 53% men and 47% women. This discrete concentration materially inflates average male earnings and consequently generates an overall gender pay gap than would otherwise be observed across our primary workforce.

The WGEA gender pay gap is an organisation wide, aggregate measure that compares the average or median earnings of women and men, influenced by workforce composition as well as pay. As a result, a very small cohort of highly paid casual employees can disproportionately affect the overall figure, even where the core workforce has a relatively low gender pay gap and strong pay equity in like for like roles. Within our GP cohort, the gender pay gap sits at 4.2% and in all other staff it sits at 10.9%, however as a combined aggregate measure this gap is dramatically skewed as outlined above.

Commitment to Action and Continuous Improvement

Hunter Primary Care is committed to ensuring gender pay equity is actively monitored and addressed. In accordance with our Gender Pay Equity Commitment Policy, Hunter Primary Care will:

- regularly review and update position descriptions to ensure role accuracy
- conduct periodic remuneration and compensation reviews to identify and address any gender-based pay disparities
- provide training to employees involved in remuneration decisions to reduce unconscious bias
- encourage open communication and provide channels for employees to raise remuneration concerns
- take prompt and fair corrective action where pay disparities are identified.

Hunter Primary Care holds leadership accountable for the implementation and success of gender pay equity practices across the organisation.

Additionally, the People & Culture team supports pay equity by reviewing salary decisions, ensuring position descriptions and classifications remain appropriate under the Enterprise Agreement, and ensuring employees have access to information regarding classifications and remuneration.



Hunter Primary Care remains committed to ongoing staff consultation regarding gender equality matters. WGEA reporting confirms that Hunter Primary Care has consulted with employees on gender equality issues during the reporting period.

Hunter Primary Care will continue to consult with employees through the Staff Consultative Group to review gender pay gap outcomes and identify opportunities for improvement, ensuring we maintain fairness, equity and transparency across our workforce.