

Commonwealth Public Sector Reporting Industry Benchmark Report Guide


May 2024


The Industry Benchmark Report(s) compares your results to the results of other your peers in the Commonwealth public sector. The data relates to the reporting year 2022. This guide is to help you understand the data in your Industry Benchmark Report.

Data transfer from the Australian Public Service Commission

Your agency may have enabled some data to be transferred automatically from the Australian Public Service Commission (APSC) to WGEA. This includes all data which would otherwise come from the [Workplace Profile](#), as well as data that would come from questions 1-4 of the [Workforce Management Statistics](#). All agencies (regardless of whether they had their data transferred) would have completed the [Reporting Questionnaire](#) and questions 5-7 of the Workforce Management Statistics. Please note that remuneration data for casual employees is not included in the data transferred by the APSC.

Key

 1 Where your data comes from and how it's calculated.

 Suggested educational resources.

WGEA Reporting Industry Benchmark Report

Employer: Example Agency
Program: 2022 Public Sector Reporting
Number of Employees: 1,800

Comparison Group

Industry name: Public Sector
Employee size range: 1000-4999

About this report

- This Benchmark Report is a comparative summary from your 2022 submission to the Workplace Gender Equality Agency's (WGEA) annual Public Sector Gender Equality Reporting.
- The Comparison Group is generated by examining equivalent sized organisations in the Public Sector Gender Equality Reporting Program.
- It is helpful to read this report in conjunction with your 2022 WGEA Executive Summary, which details your performance against each Gender Equality Indicator.

Your new 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 or executive management committee.
- Employers with 500 or more employees must have a policy or strategy covering each of the six Gender Equality Indicators from January 2025.

How to use this report

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

1

Your **Comparison Group** includes other Commonwealth public sector agencies within the same **Employee size range**.

Gender Pay Gap (GPG) 1

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.

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.

Your Gender Pay Gap comparison

Your average total remuneration GPG is **3.5%** and the GPG for all employees in the **Comparison Group** is **8.9%**. 2

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

Your gender pay gap compared to the Comparison Group

	Your organisation GPG	Comparison Group's GPG
Average (mean) total remuneration	3.8%	8.9%
Median total remuneration	5.4%	12.6%
Average (mean) base salary	2.3%	6.8%
Median base salary	4.8%	5.4%

3 4

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Note:

- Part-time/casuals/part-year employees are annualised to full-time equivalent.
- The 2022 gender pay gap calculation does not include voluntary salary data submitted for CEO, Head of Business(es), and Casual managers. It also excludes employees who did not receive any payment during the reporting period.
- For APS organisations who used the APSC data transfer, all casual employees have been excluded from GPG calculation.
- Employees identified as non-binary are excluded while the Agency establishes the baseline level for this new information.

1 The remuneration data used to calculate **Your Gender Pay Gap**, including your **average and median gender pay gap**, is either transferred by the APSC or reported to WGEA directly through your [Workplace Profile](#). The gender pay gap is calculated this way:

$$\frac{(\text{Average/median remuneration of men} - \text{Average/median remuneration of women})}{\text{Average/median remuneration of men}} \times 100$$

2 Your **Comparison Group GPG** is the average of the total remuneration of all employees in Comparison Group employers.

3 The **Average** is calculated by adding up all of the salaries and dividing this total by the number of employees. The **Median** is calculated by taking the “middle” value, the value for which half of the employee’s salaries are larger and half are smaller.

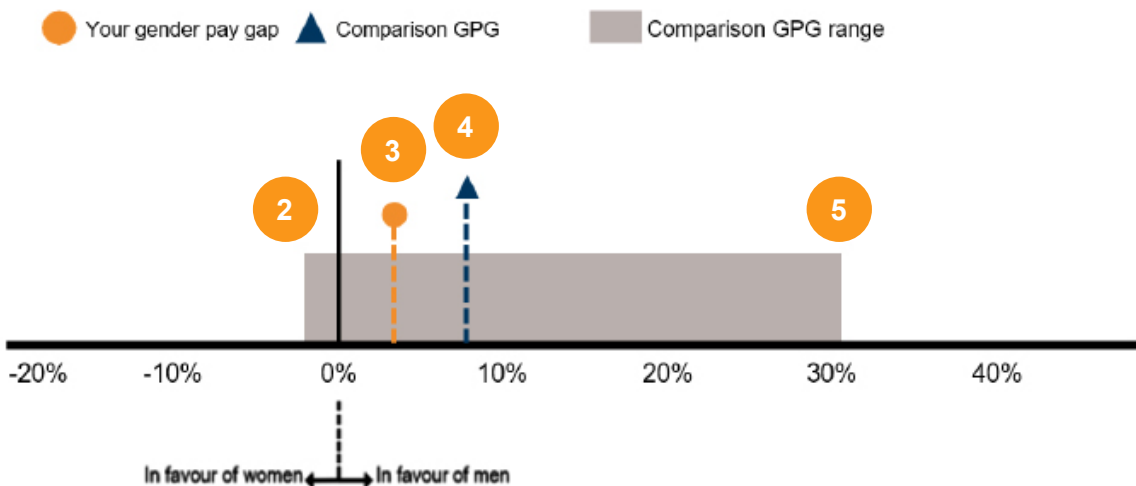
4 **Total remuneration** includes Base salary plus other payments such as, allowances, bonus pay, cashed-out annual leave and overtime.

5 Part-time and casual salaries and salaries for full-time employees who worked part of the year are [annualised and converted to full-time equivalent earnings](#).

For information on calculating gender pay gaps, see the [Gender Pay Gap Technical Guide](#).

Your GPG relative to other employers 1

The chart below shows the median gender pay gap and the range of gender pay gaps for the employers in your Comparison Group, compared to your gender pay gap.



- 1 The data under **Your GPG relative to other employers** is either transferred by the APSC or reported to WGEA directly through your [Workplace Profile](#).
- 2 This is the lowest employer gender pay gap in your Comparison group.
- 3 **Your average total remuneration pay gap** - Employers should strive for a 0% gap, but anything between -5% and 5% is considered within the target range.
- 4 **Comparison GPG** - This is the median of all average total remuneration employer gender pay gaps in your Comparison Group.
- 5 The highest employer gender pay gap in your Comparison Group.

i For help understanding the drivers of your agency's gender pay gap across occupational groups, see the [Gender Pay Gap Analysis Guide](#).

Gender pay gap by occupational group 1

The chart below shows:

- your average total remuneration gender pay gap for manager category and non-manager occupations;
- how your gender pay gap compares with the Comparison Group average GPG, for those categories/occupations; and
- the average 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 better than the average for the Comparison Group. Red boxes indicate your gender pay gap is equal to or worse than the average for the Comparison Group.

Indicates your GPG is further from zero than the average for the comparison group.

Indicates your GPG is closer to zero than the average for the comparison group.

Managers 2

Roles	2022	Comparison Group GPG for 2022
All Managers	2.4%	7 %
Key Management Personnel	-5.5%	2.3 % 3
Other Executives/General Managers	-2.2%	7.9 %
Senior Managers	-3.0%	4.6 %
Other Managers	0.5%	9.3 %

1 The data under **Gender pay gap by occupational group** is either transferred by the APSC or reported to WGEA directly through your [Workplace Profile](#).

2 For information on how APS classifications are aligned to WGEA manager and non-manager categories, see **Key Terms and Definitions** on the last page of your Industry Benchmark Report.

3 The red boxes show where your gender pay gap is further from 0% than the average for your Comparison Group. In this example, -5.5% is further from 0% than 2.3%, which is why it is highlighted in red. The objective is to be as close to 0 as possible.

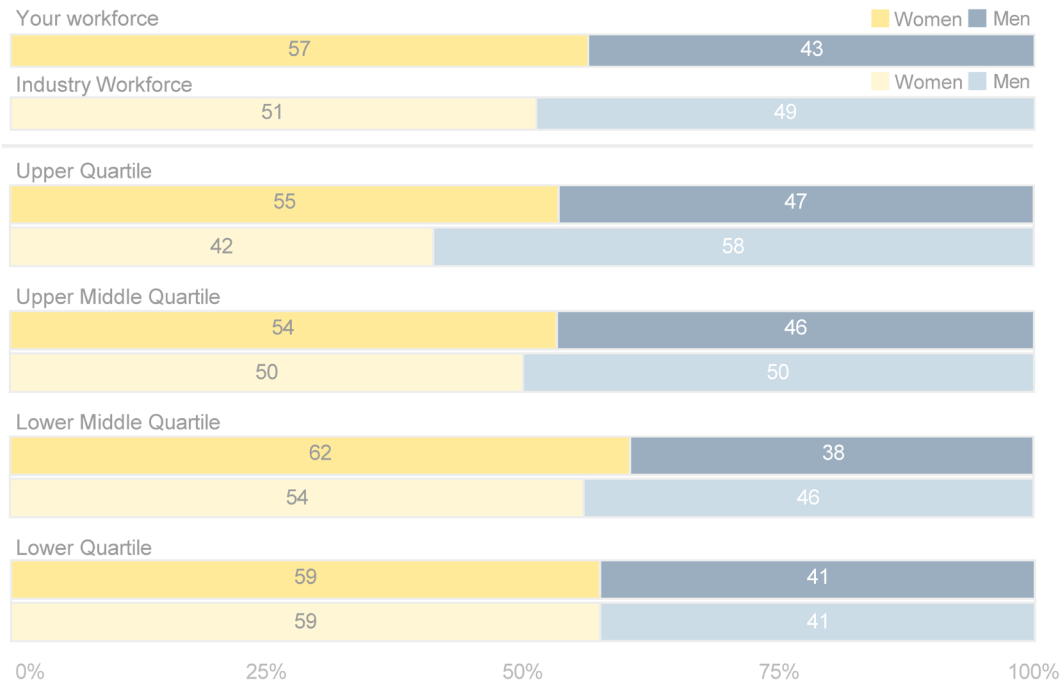


For help understanding the drivers of your agency's gender pay gap across occupational groups, see the [Gender Pay Gap Analysis Guide](#).

Gender composition by pay quartile 1

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 Comparison Group gender composition 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.



1

The data under **Gender composition by pay quartile** is either transferred by the APSC or reported to WGEA directly through your [Workplace Profile](#).



For information on how gender composition quartiles are calculated, see the [Gender Pay Gap Technical Guide](#).



For help writing a workforce composition policy/strategy, see the [Employer guidance on developing policies and strategies for the 6 Gender Equality Indicators](#).

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 and GEI 4 where it relates to parental leave. The data on these GEIs for your organisation compared to your Comparison Group is selected because of the significant effect these GEIs have on the gender pay gap.

Workforce Composition 1

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 to your Comparison Group.

	Your workforce		Comparison Group	
	Women	Men	Women	Men
Key Management Personnel (KMPs)	35%	65%	49%	51%
Managers	53%	47%	54%	46%
Non-Managers	50%	50%	52%	48%

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1 The data under **Workforce Composition** is either transferred by the APSC or reported to WGEA directly through your [Workplace Profile](#).

2 For information on how APS classifications are aligned to WGEA manager and non-manager categories, see **Key Terms and Definitions** on the last page of your Industry Benchmark Report.

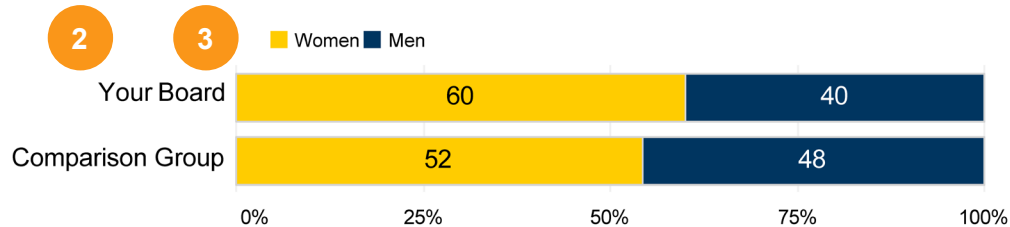
For more information about the Gender Equality Indicators, see [What are the 6 Gender Equality Indicators?](#)

Gender composition of the governing body 1

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(s) or governing body(ies) (Chair and Members) compared to your Comparison Group.

Gender composition of governing bodies



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 4

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 that of your Comparison Group.

Policy Area	Your Organisation	Comparison Group
Offer Paid Parental Leave	Y	100%
Average Weeks offered	4.0	13.5
Superannuation Paid	Y	100%

1 The data under **Gender composition by governing body** is reported to WGEA through your [Reporting Questionnaire](#).

2 The figure captures the aggregate gender composition of all governing bodies for this employer, reported on to WGEA.

3 The ratio of **Women** and **Men** shown in the figure does not include non-binary employees.

4 The data under **Parental leave policies** is reported to WGEA through your [Reporting Questionnaire](#).