

Commonwealth public sector gender equality reporting

Understanding your Executive Summary
and Industry Benchmark Report



28 May 2024

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Acknowledgment of Country

In the spirit of reconciliation, the Workplace Gender Equality Agency acknowledges the Traditional Custodians of the country throughout Australia and their connections to the land, sea and community. We pay our respects to their Elders past and present and extend that respect to all **Aboriginal and Torres Strait Islander** peoples today.

Agenda



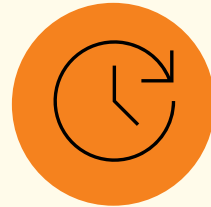
The Commonwealth public sector reporting program and your reports



Your Executive Summary



Your Industry Benchmark Report



Where to next?



Q&A

The Commonwealth public sector reporting program and your reports

Mary Wooldridge – CEO, WGEA



Key dates



**Sept-Oct
2023**

Commonwealth public sector employers with 100 or more employees submit their gender equality reports to WGEA for the first time.

**May
2024**

Executive Summaries and Industry Benchmark Reports available for download.

**June
2024**

Commonwealth Public Sector Scorecard released.

**Sept-Oct
2024**

Next Commonwealth public sector reporting period (for the 2023 reporting year).

2025

WGEA publishes employer gender pay gaps for all Commonwealth public sector employers, online.

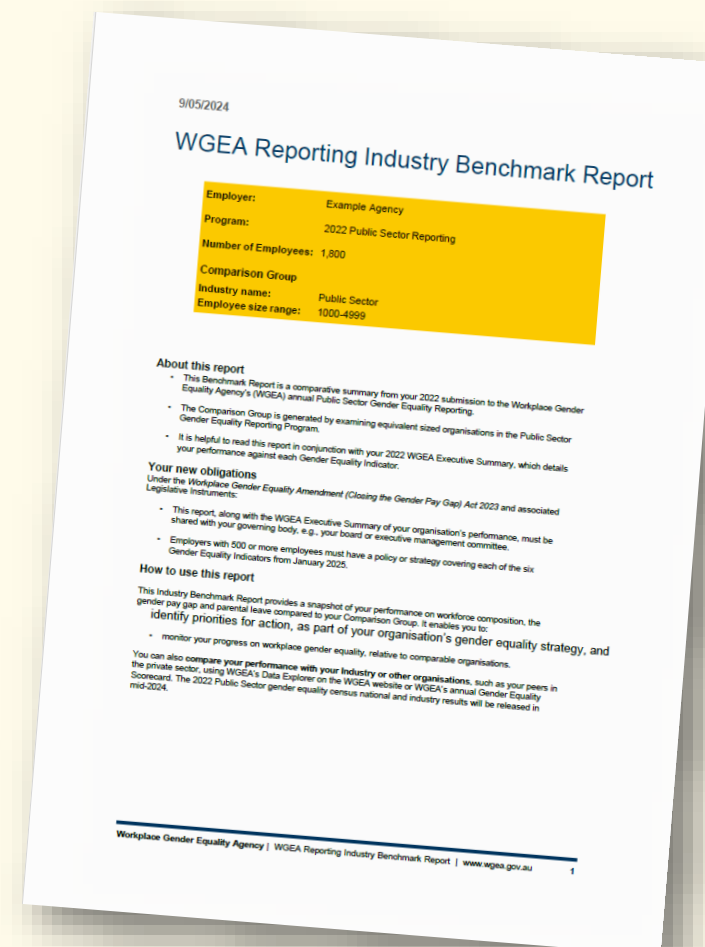
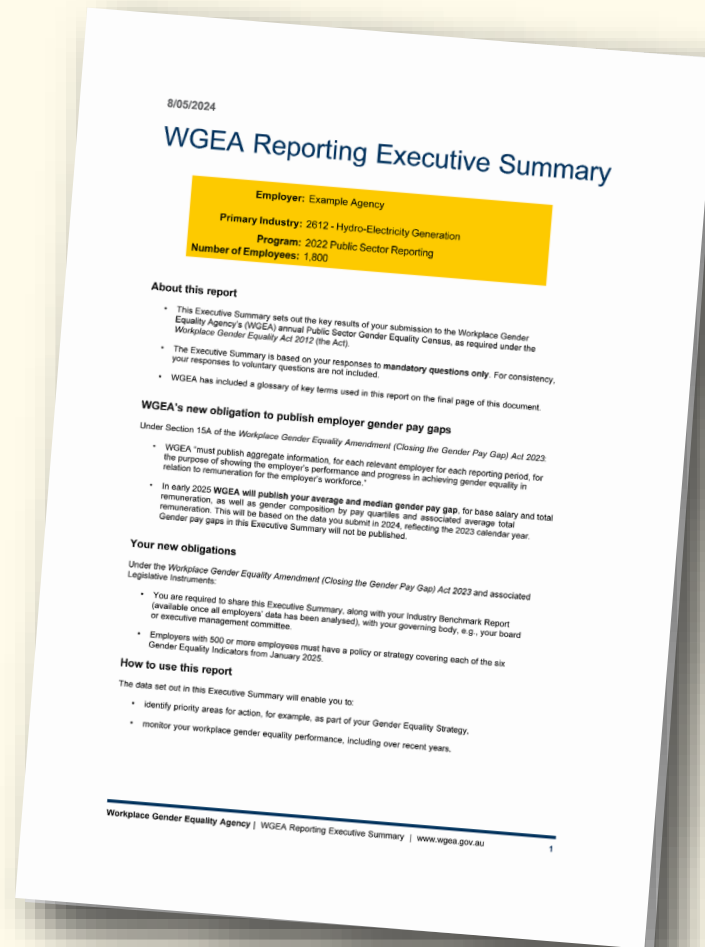
Feedback and improvements, following survey

We will:

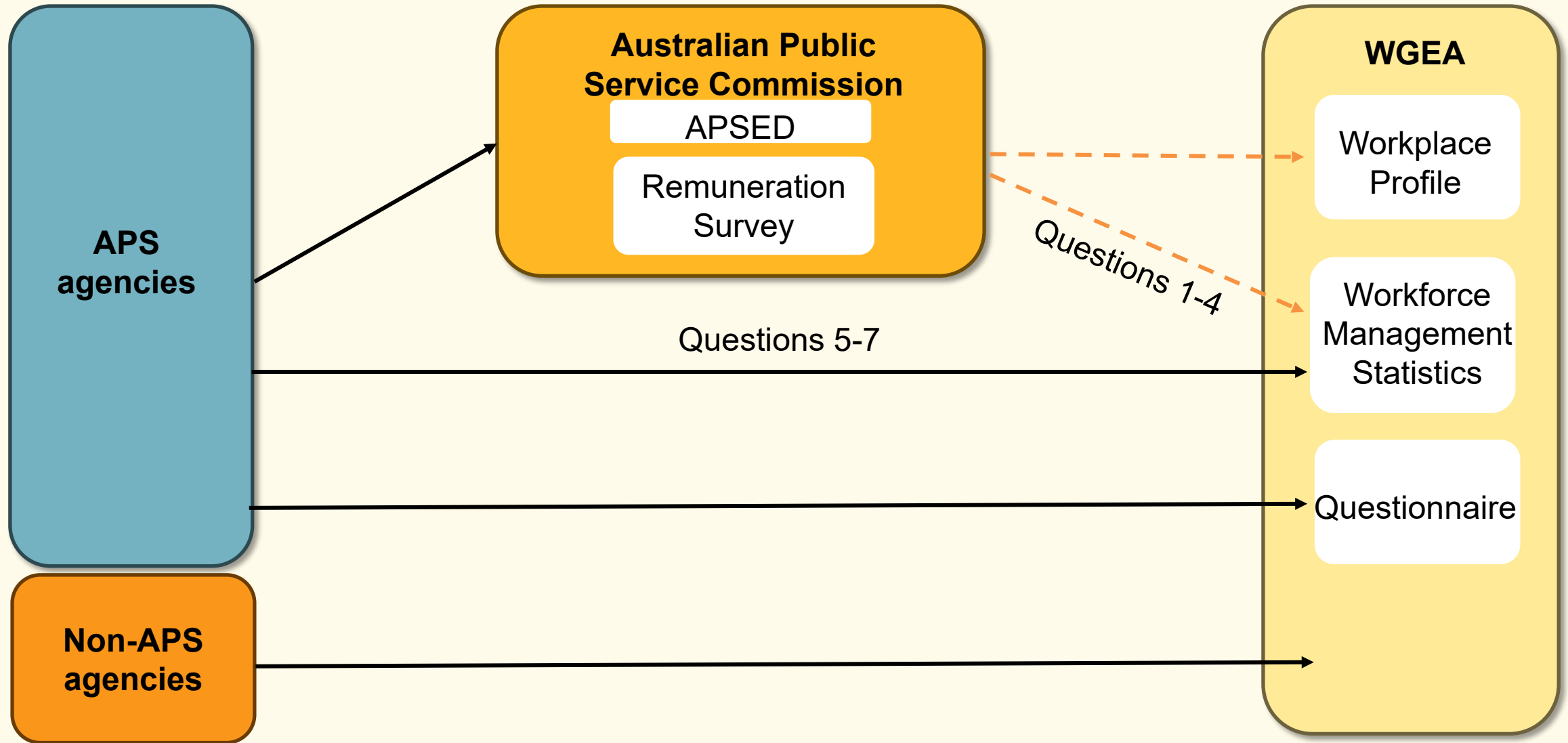
- make it clearer in webinars and education materials what is specific to the private and public sector
- replace Reporting Summary with Executive Summary and make it available at the time of reporting
- provide a dedicated service to the public sector to answer enquiries in a timelier manner, and call you back when you request
- work with the APSC to improve the data transfer functionality and
- ensure any technical issues experienced are fixed as a priority.



Executive Summary and Industry Benchmark Report



Where does the data come from?



Sharing your reports with your governing body

- It is a **statutory requirement** that you share the Executive Summary and Industry Benchmark Report with your board or governing body as soon as practicable after receiving the documents.
- In the absence of a board, a governing body is the group with **primary responsibility for your governance**.
- You will be **required to confirm** that you shared your reports with your governing body when you next report to WGEA.
- While not a statutory requirement, you are **encouraged to inform your portfolio/Shareholder Minister** ahead of the Public Sector Scorecard release.



Executive Summary

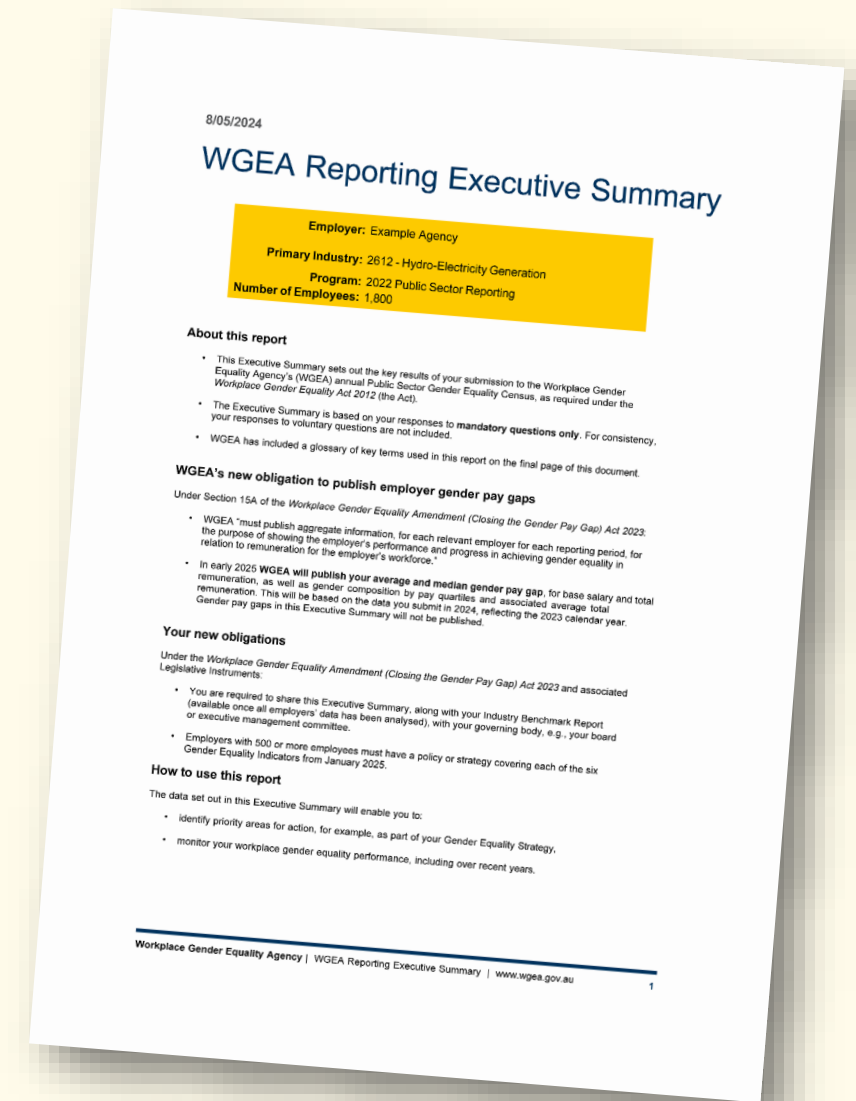


Diana Labiris – Education Manager, WGEA

Executive Summary

Your Executive Summary includes:

- **Key results** from your submission to WGEA
 - Your **gender pay gap**
 - Your **gender composition by pay quartile**
 - Your data relating to the **6 Gender Equality Indicators**, including whether you have policies in place
- Why the information is important and how you can use it to **take action on gender equality**



Your gender pay gap

Your Gender Pay Gap

Your average total remuneration gender pay gap is **28.5%** and the median is **37.6%**.

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.

All employees	2022
Average (mean) total remuneration	28.5%
Median total remuneration	37.6%
Average (mean) base salary	24.4%
Median base salary	33.2%

- Your gender pay gap is calculated this way:

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

- A positive percentage indicates that men are paid more on average/median than women in your organisation.

Why is the WGEA gender pay gap different to APSC gender pay gap?

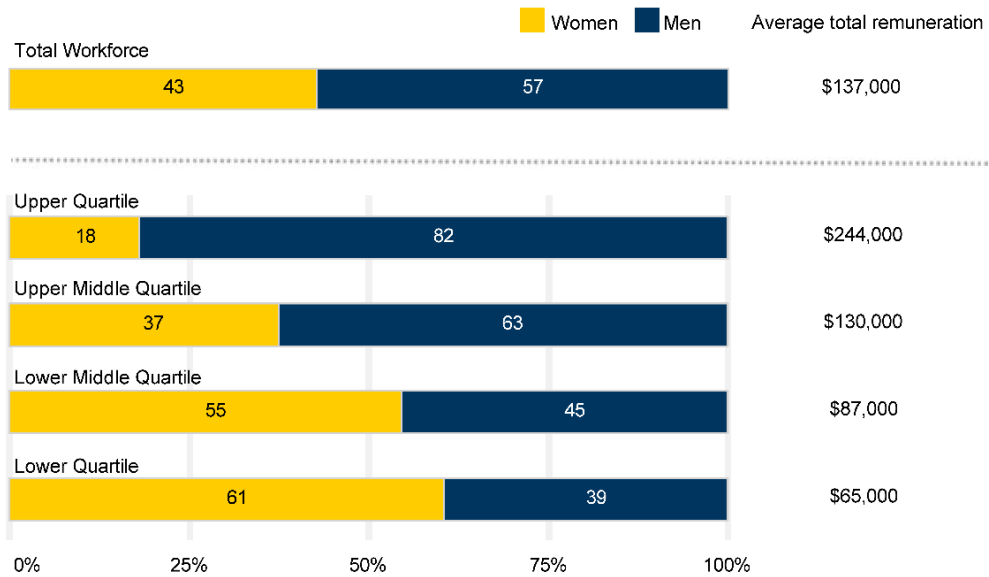
Both datasets include full-time and part-time earnings, annualised to full-time equivalent earnings.

The APSC gender pay gap	WGEA gender pay gap
Includes all Australian Public Sector employees	Includes Commonwealth public sector employees
Calculated using base salary	Is calculated using total remuneration Including superannuation, overtime, bonuses, and other additional payments
Excludes remuneration of CEOs and casual employees	Excludes remuneration of CEOs, casual managers, and APS casual employees (where the APSC data transfer was used)

Gender composition by pay quartile

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.



What?

This chart divides your workforce into four equal quartiles of employees. The number in each quartile represents the **percentage of employees in that quartile by gender.**

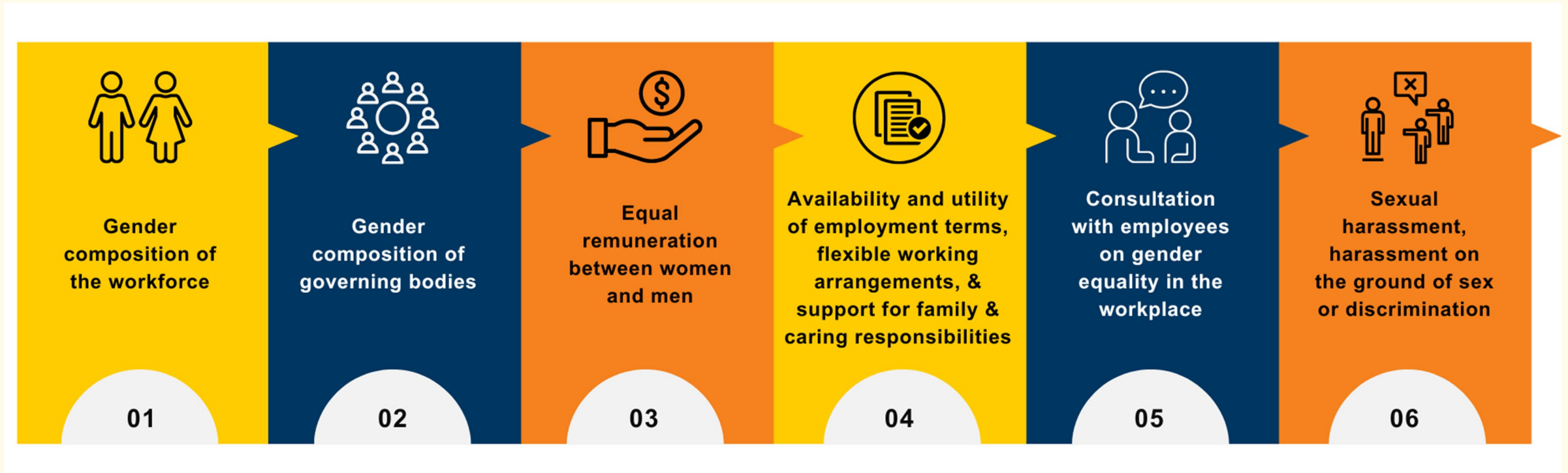
Why?

A disproportionate number of men in the upper quartiles, or women in the lower quartiles, can **drive a gender pay gap.**

Where does the data come from?

The data is reported to WGEA through your **Workplace Profile**. If you used the APSC data transfer, the data comes from your 2022 Remuneration Report to the APSC.

The 6 Gender Equality Indicators (GEIs)



Comparing APS Classifications and WGEA manager categories

- **APS Classifications are aligned to WGEA manager categories**, for the purposes of consistent reporting.
- For information on how APS Classifications are aligned to WGEA manager categories, see the **Key terms and definitions** at the end of the report, also shown here:

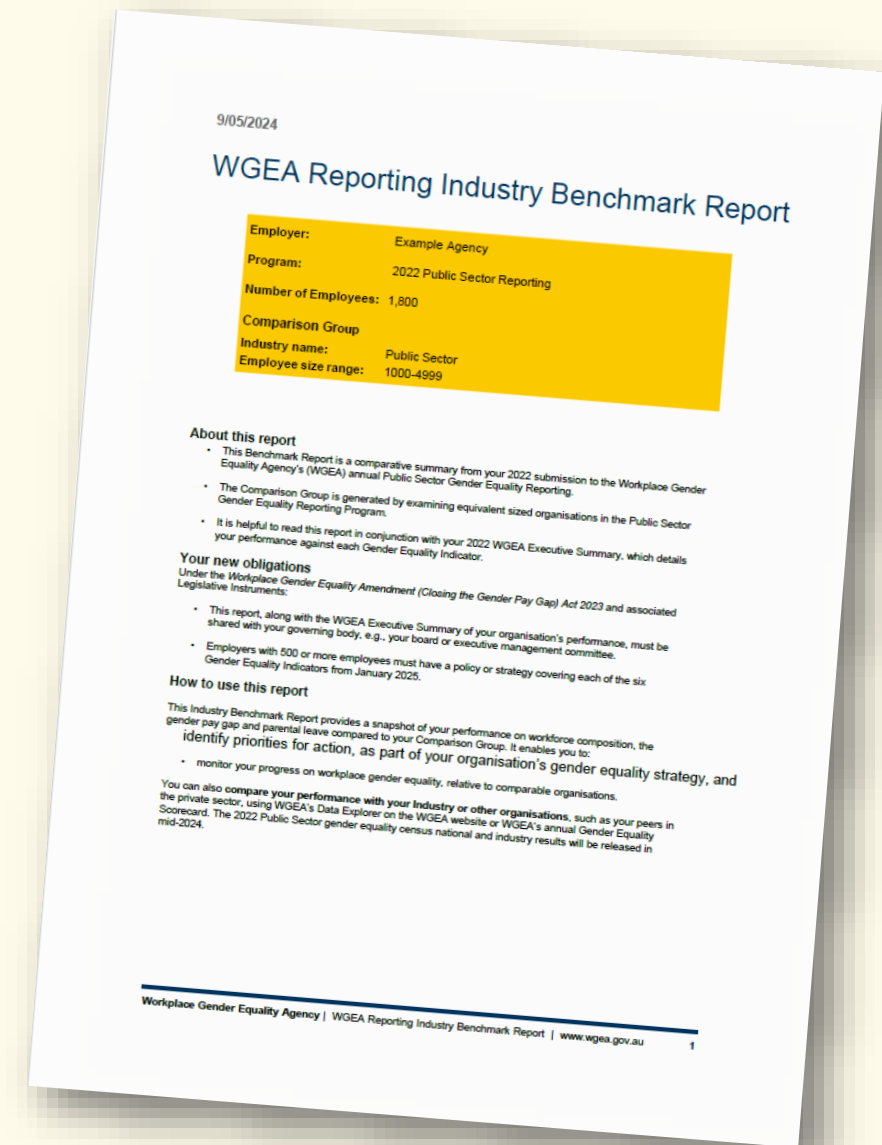
APS Classification	WGEA manager category
APS Trainee APS Graduate	Non-manager
APS Level 1 APS Level 2 APS Level 3 APS Level 4 APS Level 5 APS Level 6	Non-manager
Executive Level 1	Other managers
Executive Level 2	Senior managers
Senior Executive Band 1 (or equivalent)	Executive and general managers
Senior Executive Band 2 (or equivalent)	Key management personnel
Senior Executive Band 3 (or equivalent)	Key management personnel
Agency Head	Chief Executive Officer or equivalent

Industry Benchmark Report



Industry Benchmark Report

- Compares your results to the results of other employers in a **‘Comparison Group’**.
- Your Comparison Group includes other Commonwealth public sector agencies within the **same employee size range**.



Your gender pay gap compared to all *employees* in your Comparison Group

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

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%

What?

Your **Comparison Group's GPG** is the average/median of the total remuneration/base salary of all *employees* in Comparison Group employers.

Why?

Comparing your GPG to that of other comparable agencies can help you to monitor your progress on workplace gender equality and identify priority areas for action.

Where does the data come from?

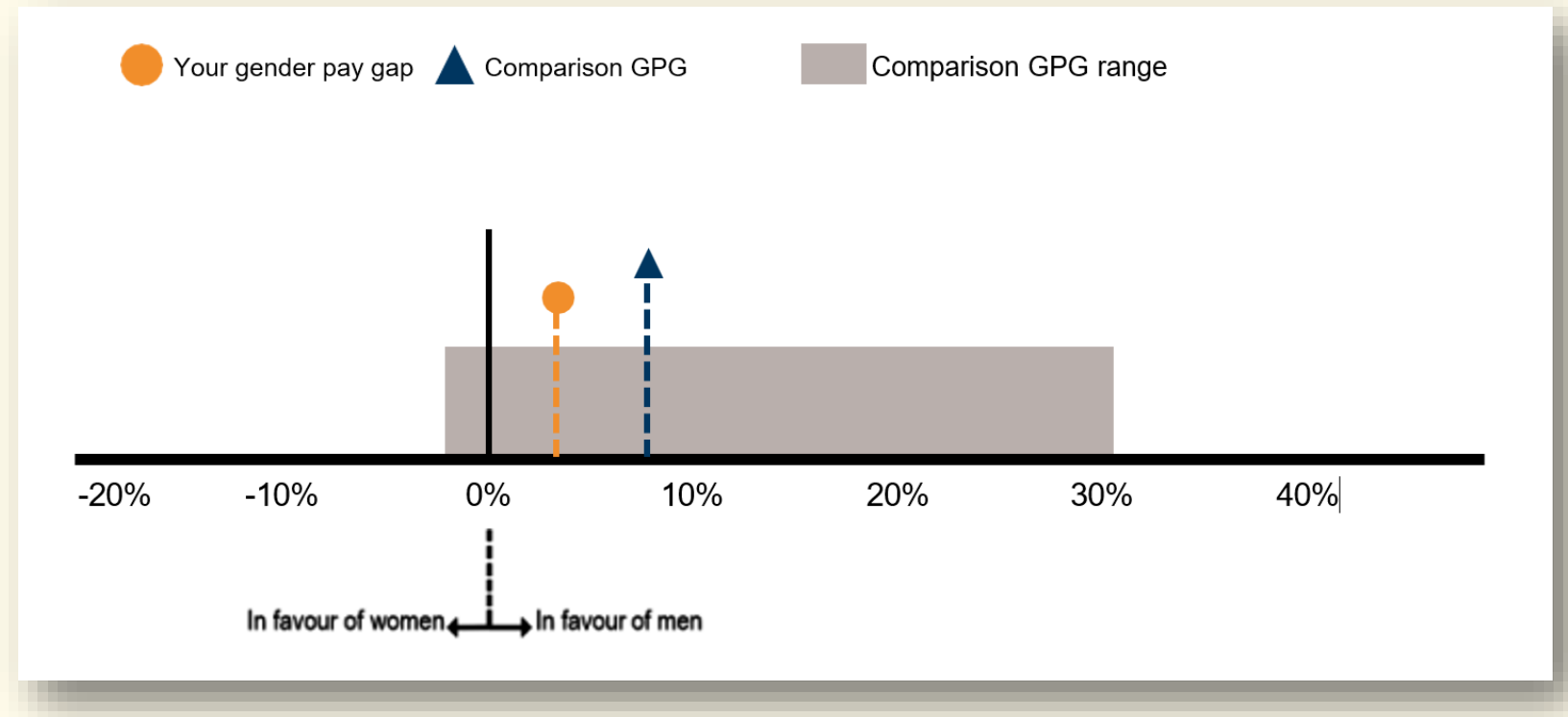
The data is reported to WGEA through your **Workplace Profile**. If you used the APSC data transfer, the data comes from your 2022 Remuneration Report to the

APSC.

Your gender pay gap compared to all *employers* in your Comparison Group

Your gender pay gap: This is your average total remuneration gender pay gap.

Comparison GPG: This is the median of all average total remuneration *employer* gender pay gaps in your Comparison Group.

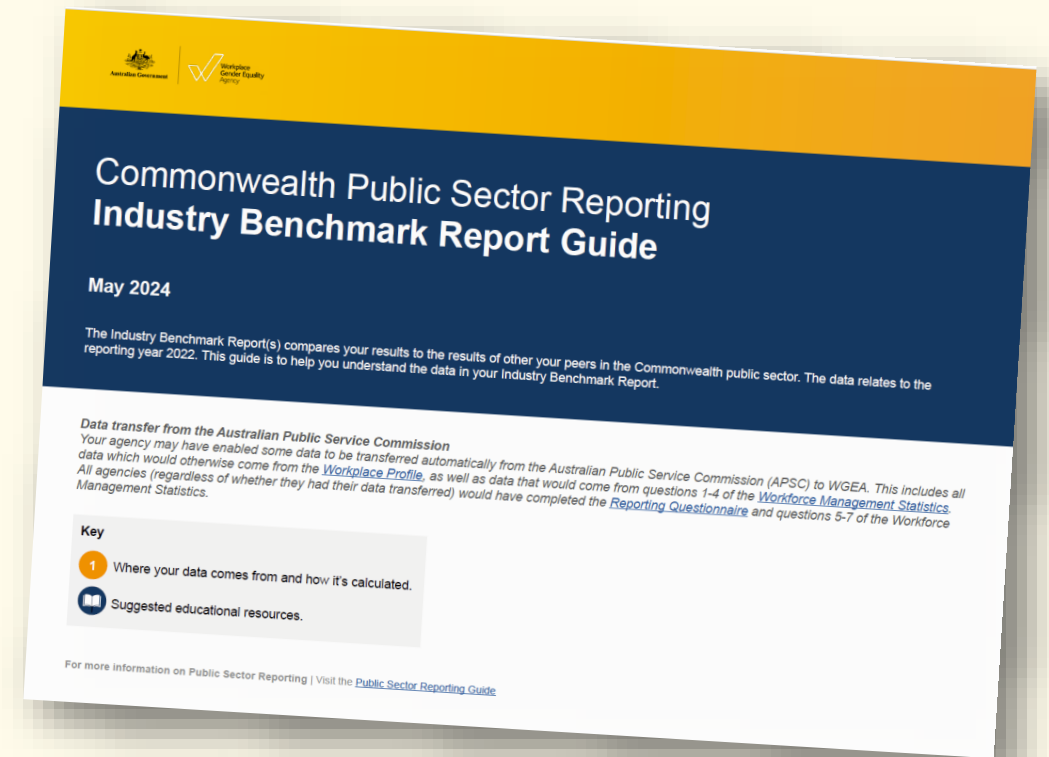
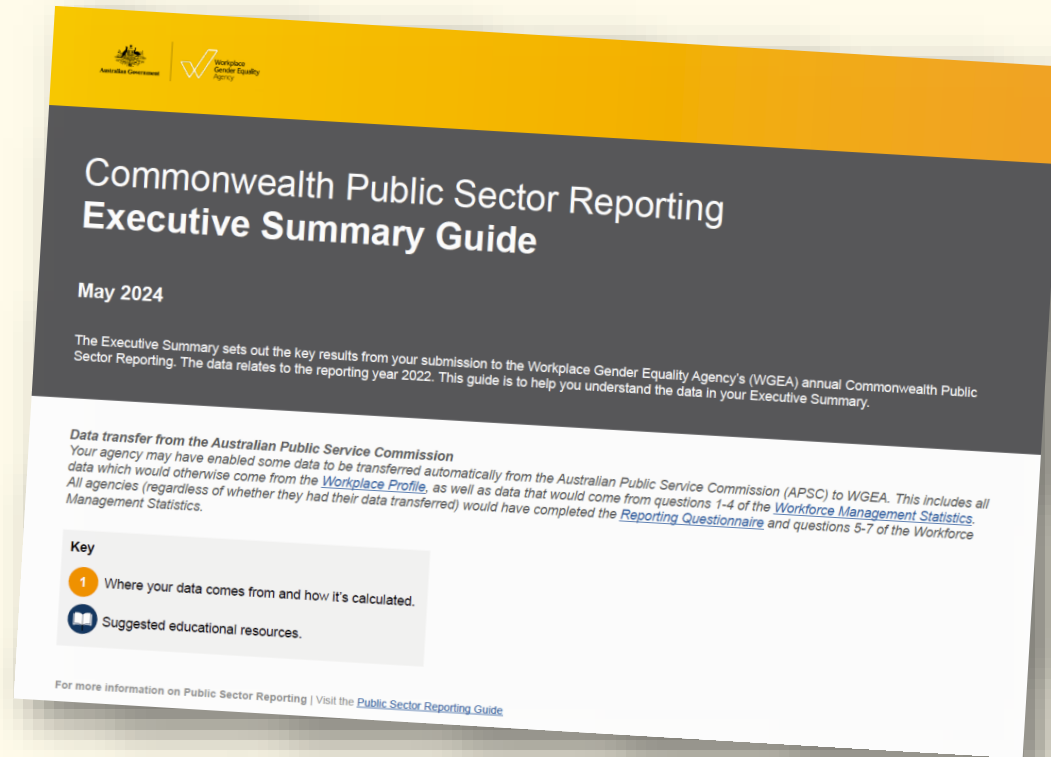


Gender pay gap by occupational group

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

- The **red boxes** highlight where your gender pay gap is further from 0% than the average for your Comparison Group, making it an area for you to take action.
- 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.**
- The data is reported to WGEA through your **Workplace Profile**. If you used the APSC data transfer, the data comes from your 2022 Remuneration Report to the APSC.

More information about your reports



Where to next?



**Penelope Cottrill, Executive Manager, Education
and Research, WGEA**

Undertaking a gender pay gap analysis

- 1 Women and men paid differently for equal or comparable work (unequal pay)
- 2 More men in leadership roles, more women in more junior roles
- 3 More men in higher-paid jobs, women in lower-paid jobs
- 4 Unequal participation in part-time work
- 5 Inequality in employee movements



Releasing your data: Commonwealth Public Sector Scorecard and Data Explorer

- The **Commonwealth Public Sector Scorecard** will be released publicly in **mid-June**. It will provide an in-depth look at the **aggregate data** for the whole Commonwealth public sector.
- In June, employer data will also be released on **WGEA's Data Explorer** employer results page. Data will include:
 - Workforce and governing body composition
 - Resignations, promotions and appointments trends
 - Actions to promote gender equality
 - Uptake of parental leave
- **Data will not include your agency's gender pay gap.**



Reporting for the 2023 year

- Reporting for the 2023 year will take place from **September to October 2024**.
- Data will be transferred from the APSC or reported directly to WGEA, again.
- Employer gender pay gaps calculated from this data will be published in early 2025.
- We will host another webinar, ahead of the reporting period, to take you through changes to reporting since the last round.





Q&A

28 May 2024



Thank you

28 May 2024
✉ support@wgea.gov.au

in Workplace Gender Equality Agency

@ wgeagency

X @WGEAgency