

# Preparing for publishing Commonwealth public sector gender pay gaps

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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.

# What we will cover today



**Publishing the  
Public Sector  
Gender Pay Gap  
2025**



**Take Action!  
The role  
and purpose  
of Employer  
Statement**



**Building an  
Employer Statement  
with Impact**



**Questions  
and  
Support**

# Gender equality leadership

Your Gender Pay Gap and composition quartile information was provided in the Executive Summary.

The combination of pay and workforce composition data in your Executive Summary helps give direction on what could be driving your gender pay gap.

CEO/Department head must share your Executive Summary and Industry Benchmark Report with your Governing body/Board as soon as practicable.

Your Employer Statement and Action Plan could be sent together with the Executive Summary and Industry Benchmark Report to the Governing Body/Board

# Commonwealth public sector gender pay gaps

**When will WGEA publish my result?**

The first set of WGEA gender pay gaps for public sector will be published in **April 2025**.

**What is the relevant time period?**

Results relate to your workforce in **the 2023 reporting period** (1 January – 31 December 2023).

**Where will GPGs be published?**

**Data Explorer** on the WGEA website: [www.wgea.gov.au/data-explorer](http://www.wgea.gov.au/data-explorer) and in the upcoming **Commonwealth Public Sector Scorecard**.

# What WGEA will publish in April 2025

Base salary and total remuneration **median gender pay gaps**

Gender composition per pay quartile

Gender pay gaps for **each relevant employer** (a Commonwealth public sector employer with 100 or more employees)

An **Employer Statement** link

Employer results for all six gender equality indicators and aggregate results for the sector

# What can you do to prepare for publishing?



Review your Executive Summary and Industry Benchmark Report



Ensure your CEO/Secretary has provided these reports to your governing body



Consider sharing your results with your minister



Familiarise yourself with WGEA's Data Explorer



Analyse your data to find the drivers of your gender pay gap



Consider your long-term action plan and prepare your Employer Statement



Develop tailored resources to support your internal and external communications



Australian Government



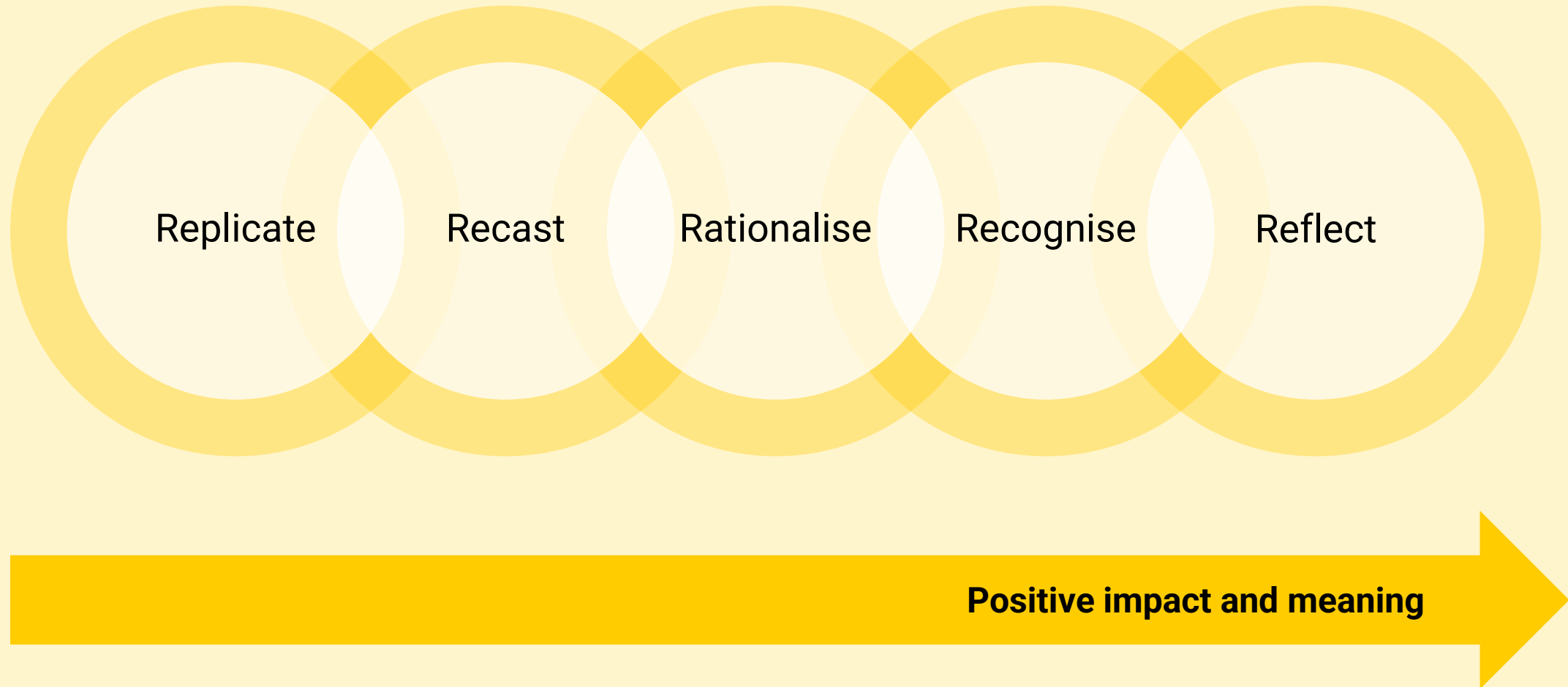
Workplace  
Gender Equality  
Agency

# Effective Employer Statements





# 1 in 5 employers uploaded an Employer Statement in 2024



# Key insights

## Timing

- start early
- plan backwards
- anticipate sign off process.

## Meaning

- add analysis and intervention planning
- summarise progress and actions in ways that matter for your agency.

## Attention

- engage Governing Body / Board and Executives in progress, data and plans
- invite input as well as authorisation of forward plans.

# Timing



**Now**

**By 27 March 2025**

# Meaning



1. Draw on your gender pay gap analysis to develop and inform your action plan - including purposeful metrics and key messages.



2. Align your action plan with your broader Agency goals and strategies and any relevant APS workforce goals



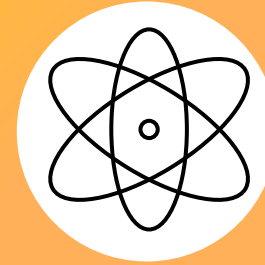
3. Make explicit links in your statement to the insights in your Executive Summary and Industry Benchmark Report



4. Present Employer Statement as a key part of your external employer value proposition

# Attention

Identify **key stakeholders** and audiences. What is their 'stake'?



Use opportunity to build **knowledge** and **understanding** on GPG and its levers.



Connect action to **employer value proposition** and in context of public **service**.



Move narrative from compliance to **innovation** and **contemporary practices** that strengthen existing progress.



# WGEA Support for taking action



## Webinar recordings

**Understanding your Executive  
Summary and Industry  
Benchmark Report**



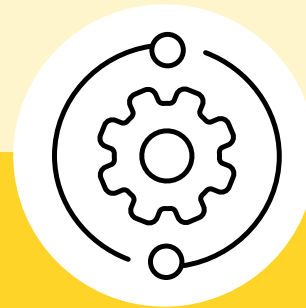
## Masterclasses

**Gender Pay Gap Analysis**

12<sup>th</sup> February 2pm

**Gender Equality  
Action Planning**

18<sup>th</sup> February 2.30pm



## Tools & Resources

- Public sector Industry Benchmark Report Guide
- Action Planning Tool
- Action Plan Playbook
- Gender Equality Indicators Policy Guidance
- Online Learning Modules.



## Tailored Advice

**Expert Advisory  
Service**

Mon | Tues | Thurs  
afternoons

**Go to "Take action" page on the WGEA website to access tools and register for Masterclass and Advisory Services**

# Take Action

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## **This week**

Start your organisation's gender pay gap analysis

**Book Gender Pay Gap Analysis Masterclass**

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## **This month**

Engage in evidence informed gender equality action planning

**Book Gender Equality Action Planning Masterclass**

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## **By March**

Share your Employer Statement with governing body and/or authorising executives in advance of uploading your link

**Book Capacity Building Advisory session**

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