



Our 2023-24 Gender Pay Gap Employer Statement

The department aims to set the standard, as a model employer, to attract, grow and retain a diverse and inclusive workforce that reflects the Australian community we serve.

We are committed to gender equality and providing diverse and equal opportunities and outcomes for all genders.

Our workplace diversity program is established through our Diversity and Inclusion Action Plan. The plan identifies the priority actions that we are taking to foster a safe, fair and inclusive environment for everyone.

Our Gender Profile

Gender Pay Gap

On 31 December 2023, our gender pay gap data indicated the actions we have taken to address gender equity and equality have made a significant impact on closing our gender pay gap. We have seen improvements from both the 2022 data and in comparison to other public sector agencies.

The table below shows our 2023 gender gap pay results compared to our 2022 results and our 2023 comparison group (other public sector agencies).

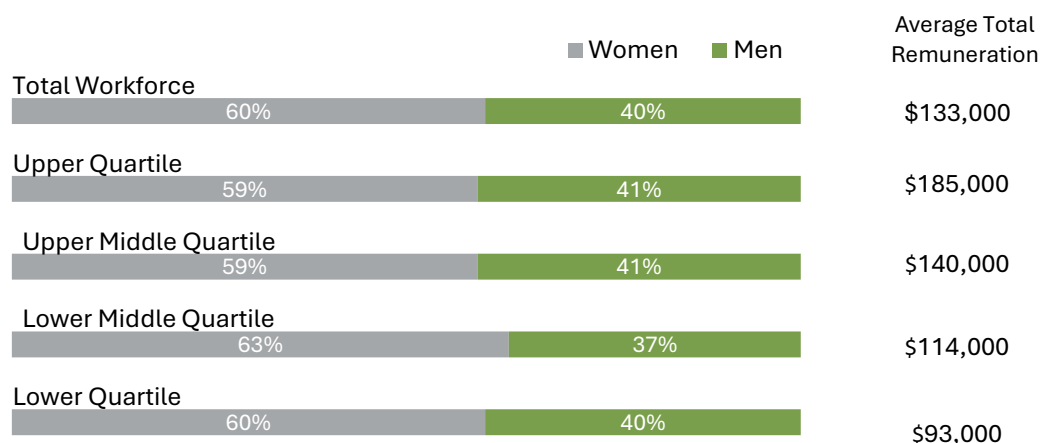
Gender Pay Gap Measure	2022	2023	Comparison Group 2023
Average total remuneration	1.5%	0.2%	3.6%
Median total remuneration	8.2%	3.1%	1.9%
Average base salary	0.9%	-0.3%	3.0%
Median base salary	10.6%	0.0%	0.0%
Key management personnel	2.4%	-4.8%	-2.0%

Note: A positive percentage indicates that men are paid more than women. A negative percentage indicates that women are paid more than men.

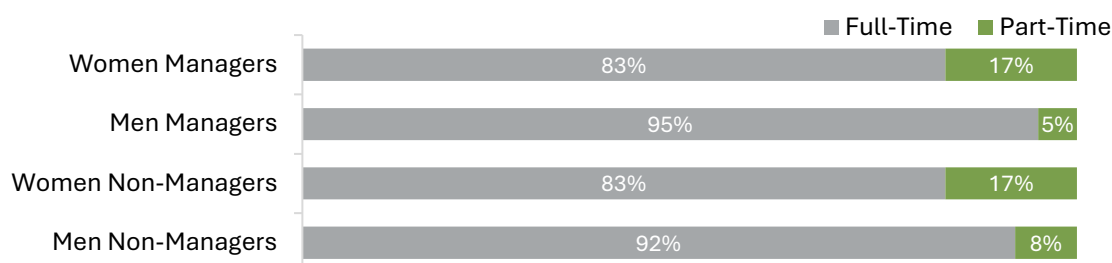
Workforce Composition

As of 31 December 2023, we employed 3,916 APS employees, with women comprising approximately 60% of the total workforce and men contributing to 40%. A small number of our employees identify as non-binary.

Although women make up the majority of our workforce across all levels, the data in the table below shows the distribution of women is slightly skewed towards the lower pay quartiles, while the distribution of men is slightly skewed towards the higher pay quartiles.



In 2023, there was a notably higher rate of women employed in the department on a part-time basis compared to men (17% of women in manager roles compared to 5% men, and 17% of women in non-manager roles compared to 8% men). Part-time roles are often lower paid so an imbalance in the composition of employees in these roles can be a driver of the gender pay gap.



Future Steps

Our gender pay gap results demonstrate significant progress, but we have more work to do. Here are some of the actions we are taking to address our gender pay gap disparities:

- Increasing representation of men in the lower and lower middle pay quartiles.
- Increasing representation of women in Information, Communications and Technology (ICT).
- Increasing representation of men in administrative roles.
- Introducing gender representation targets for governing Boards and Committees (at least 40% men and 40% women).
- Promoting flexible working arrangements and employer-funded parental leave for staff of all genders.
- Introducing policies to address each of the six gender equality indicators under the *Workplace Gender Equality Act 2012*.
- Developing an equal remuneration policy supporting gender equality in the workplace.