

UnitingCare Queensland Gender Pay Gap Employer Statement

UnitingCare Queensland is committed to creating a fair and equitable work environment where all employees are valued for their contributions and rewarded fairly, regardless of gender. Recognising the impact of gender pay gaps on equality, we will continue to be proactive in addressing any disparities that may occur.

Gender Pay Gap is not the same as equal pay. Gender pay gap is not a comparison of like roles. Instead, it shows the difference between the average or median pay of women and men across organisations, industries and the workforce as a whole. Whereas equal pay is where women and men are paid the same for performing the same role or different work of equal or comparable value.

Our Commitment to Achieving Gender Equality

We are committed to:

- providing equal pay for work of equal or comparable value
- narrowing any gender pay gap
- removing any barriers to the full and equal participation of everyone, regardless of gender
- providing access to leadership roles, regardless of gender
- eliminating discrimination on the basis of gender, particularly in relation to family and caring responsibilities.

A commitment to gender equality is at the core of our goal to make a meaningful difference for our communities and people we serve.

This is the first time that the Women Gender Equality Agency (WGEA) has published our Gender Pay Gap results, however as an organisation we have always been dedicated to closing any identified gap, believing there should be no gender pay variance that cannot be explained by skills, expertise or performance, when comparing 'like' roles at the same level.

The vast majority of our employees are paid under Enterprise Agreement instruments which places all employees doing similar roles on the same pay level, regardless of gender. For the 10% of our employees not covered by Enterprise Agreements, we have a remuneration framework for salaried employees, which provides a structured approach to assessing roles which are then categorised into banding levels. Remuneration is determined based on the level of the role as well as considering experience, skills, performance, and occupational market rates. As part of the annual remuneration review process for salaried employees detailed pay analysis is completed considering performance outcomes, to identify and rectify any gender-based disparities.

Our Workforce Composition by Gender

Our workforce composition is 79% women and 21% men. We value all employees and prioritise initiatives to support women, recognising their significant representation in our workforce.

As of February 2024, our workforce composition for these Leadership group by gender is as follows:

- UnitingCare Board (Female = 63%, Male = 37%)
- UnitingCare Executive Leadership Team (Female = 56%, Male = 44%)

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Our Gender Pay Gap

UnitingCare Queensland submits our de-identified employee pay data to WGEA in May each year. From 2024, WGEA published our median gender pay gap, which is the difference between the average earnings of women and men.

WGEA uses a definition of the gender pay gap that focuses on average and median earnings. WGEA acknowledges that this means that the 'gender pay gap' and 'equal pay' are different concepts and WGEA explains that 'gender pay gaps are not a comparison of like roles'. WGEA define the gender pay gap as a percentage or a dollar figure that shows the difference between the earnings of women and men. 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.

Using WGEA's definitions and methodology, in the year to 31 March 2023, UnitingCare's employee median pay gap reflects a "favours men" result in Corporate, and a "favours women" result in UnitingCare Health. For UnitingCare Community and BlueCare, we were within range. An interpretation of these results can be found below.

The table below shows a breakdown of median Gender Pay Gap (GPG) by each UnitingCare entity for the WGEA 2022-2023 reporting period.

	UnitingCare Queensland (Corporate)	UnitingCare Community	UnitingCare Health	BlueCare
2022-23 Median GPG	19.00%	-2.40%	-23.20%	1.30%
Industry GPG Comparison	2.20%	-1.40%	-8.20%	1.70%
Female Workforce Composition	71%	72%	78%	85%

Interpretation Notes:

- WGEA publishes results for each of our employing entities separately; there is no overall UnitingCare result
- A (-) negative result reflects the gender pay gap favours women
- A (+) positive result reflects the gender pay gap favours men
- WGEA recommends that while organisations should strive for a 0% gap, anything between -5% and 5% can be considered acceptable performance.

Gender Pay Gap Drivers by UnitingCare Entity

UnitingCare Queensland (Corporate) - favours men result

The median difference in Corporate positively favours men with a result of 19.00%. Detailed internal analysis has identified that no significant gender pay gap exists that can't be explained by performance, skills, experience, or market forces resulting in premiums being applied to critical skills.

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Importantly, our reported Corporate gender pay gap in the WGEA report arises from the broad categorisation of managerial and professional roles. In contrast, our remuneration framework ensures we are comparing like for like roles, thereby reducing the opportunity to inequitable gender pay outcomes.

The Corporate gap is specifically influenced by two key factors:

1. Proportionally, we currently have more females in clerical/administrative or lower level professional roles; and
2. Market forces driving higher remuneration for certain roles are currently predominantly held by men.

UnitingCare Health (Hospitals) - favours women result

The median difference in our UnitingCare Hospitals positively favours women with a result of -23.2%. This is due to having a higher proportion of women in the senior professional clinical and medical roles within our hospitals. The majority of employees in our hospitals are covered by Enterprise Agreements regulates gender pay equity. For salaried employees in our hospitals, all gender pay gaps can be explained by performance, skills and experience.

UnitingCare Community and BlueCare – no significant gap exists

WGEA defines acceptable GPG performance as within –5% and +5%. As the results, our UnitingCare Community and BlueCare businesses are within the acceptable range.

Actions and Strategies

UnitingCare Queensland pledges to take proactive measures in addressing gender equality issues, resulting in a gender pay gap that can't be reasonably and legitimately explained.

Through good remuneration systems, processes and policy, we are committed to ensuring UnitingCare is and remains a great place to work.