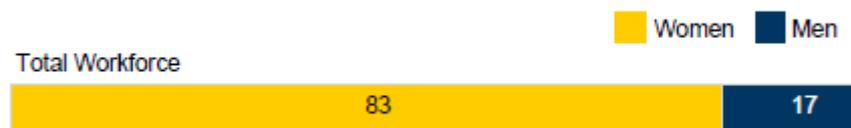


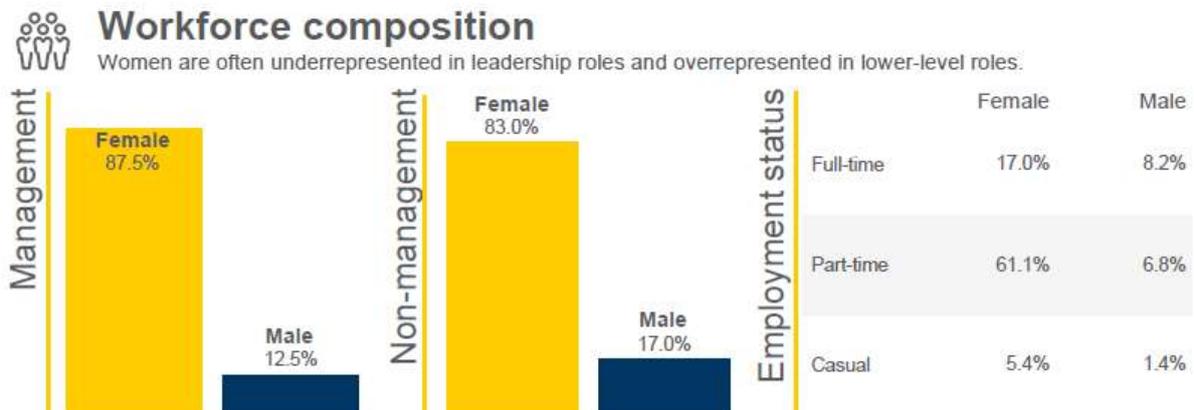
Gateway Health – Gender Pay Gap Statement

Workforce Composition

On the snapshot date, the gender split was 83% female and 17% male. A predominately female workforce is reflective of the social assistance services industry, where 72% of workers are female (WGEA Reporting Industry Benchmark Report, 2023).



Due to the fact that our workforce is made up of 83% female, Gateway Health workforce composition has high female representation at all levels of the organisation along with representation across employment status's.



Gender Pay Gap

Gateway Health's mean gender pay gap is 5.4%. This is a result of the highest paid employees within the organisation being males in management roles and medical practitioner roles along with male duty worker staff working unsocial and long hours that attracts a higher pay rate.

Gateway Health's median average of -1.9% presents a lower pay gap between female and male, in favour of female. This pay gap is more representative of the fact that all our positions except for management are paid to an EBA or Award and not based on a gender negotiating a better pay for oneself.

Gender Equity Commitment

Gateway Health has had a long-term commitment to reducing the gender pay equity gap. Some of the measures we have put in place to improve gender pay equity over time include:

- Undertaking comprehensive annual gender pay equity audits and reporting to WGEA
- Promoting workplace flexibility and supporting our staff in meeting their personal and work priorities
- Facilitating training options for staff on the potential impacts of unconscious bias
- Encourage career development across genders and seniority levels of the organisation through a combination of professional development plans and professional development offerings.
- Ensure EBA and Award entitlements are adhered to in relation to pay increments along with providing equitable progression for male and female with policies in place that support gender equality (e.g. flexible working and maternity, paternity leave and domestic violence leave).
- Review Management contracts and align with appropriate EBA Classifications in line with all other positions at Gateway Health.
- Recruitment and selection procedure is designed to ensure that the most suitable candidate is chosen for the job, and that all applicants receive fair and equitable treatment during the recruitment and selection process.
- Interviews are structured with same questions asked of all candidates, answers are graded based on the criteria.
- Adopting a values-based approach to candidate selection: we're interested in finding the right people for our organisation, valuing lived experience just as much as qualifications and industry experience.
- Constantly review our recruitment and employment policies to ensure they are non-discriminatory.

Gateway Health believes in diversity, inclusion and equality, and are committed to providing a work environment where individuals feel safe, accepted, affirmed and celebrated. This includes encouraging representatives of and being responsive to all different backgrounds, abilities and identities, where everyone has an equal chance to success. Decisions relating to pay and recruitment are fair and equal and employee remuneration is based on the position's classification grading prior to going out to recruitment. This is set by our internal Remuneration Committee in line with our Enterprise Bargaining Agreements and Awards that we pay our staff to.

I confirm that the published information in relation to the gender pay gap is accurate.



Tracy McCrohan
CEO