

Gateway Health – Gender Pay Gap Statement

Workforce Composition

On the snapshot date, the workforce comprised 82% female and 18% male employees, representing a one-percentage-point shift from female to male year-on-year. This gender distribution aligns with trends in the social assistance services industry, which is predominantly female, with 72% of workers identifying as women (WGEA Reporting Industry Benchmark Report, 2024).



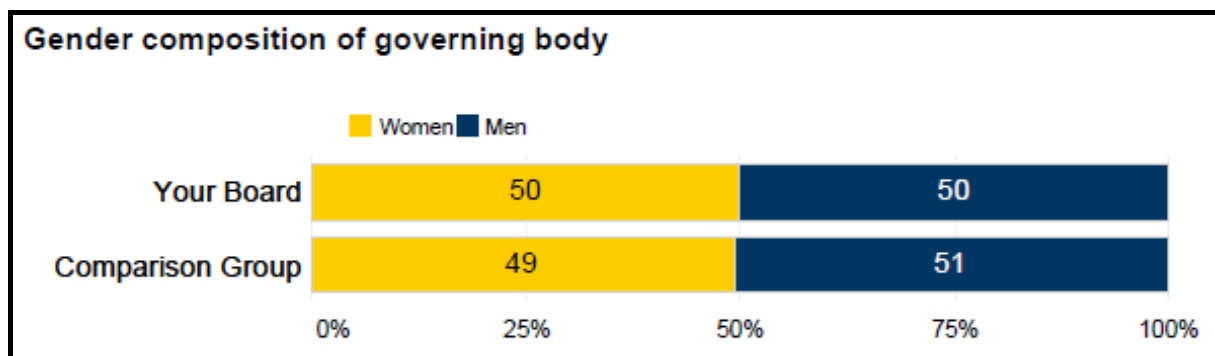
With 82% of our workforce being female, Gateway Health demonstrates strong female representation across all levels of the organisation, as well as across various employment statuses.

Gender composition by role

The following table shows the proportion of women and men in your workforce by manager/non-manager role compared with all employees in your Comparison Group.

	Your workforce		Comparison Group	
	Women	Men	Women	Male
Key Management Personnel (KMPs)	75%	25%	63%	37%
Managers	85%	15%	71%	29%
Non-Managers	82%	18%	72%	28%

Workplace Gender Equality Agency | WGEA Reporting Industry Benchmark Report | www.wgea.gov.au



Gender Pay Gap

Gateway Health’s mean gender pay gap has reduced to 2.0%, a significant improvement from last year’s 5.4%, reflecting progress in closing the gender pay gap. This improvement is attributed to implementing the Gender Equity Commitments outlined in last year’s Employer Statement. A key initiative was the review and alignment of management contracts with appropriate EBA classifications, consistent with all other positions at Gateway Health. This process ensured that

salaries are determined by standardised classifications rather than individual negotiations, removing potential gender-based disparities.

Additionally, this review contributed to a shift in Gateway Health's median pay gap, moving from -1.9% last year to -6.4% in favour of females. This outcome is indicative of our predominantly female workforce, a characteristic reflective of broader industry trends.

Gender Equity Commitment

Gateway Health will continue their long-term commitment to reducing the gender pay equity gap. Measures we have put in place to improve gender pay equity and will continue to review 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).
- 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.



Trent Dean
Chief Executive Officer
Gateway Health