



Gender Pay Gap Statement – Reporting year 2022/2023

The Workplace Gender Equity Amendment (Closing the Gender Pay Gap) Act 2023 requires the Workplace Gender Equality Agency (WGEA) to publish employer gender pay gaps.

The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings between women and men in the workforce, regardless of their role or seniority. It is not to be confused with women and men being paid the same for the same, or comparable, job. This is equal pay and has been a legal requirement since 1969.

The gender pay gap is measuring and tracking gender equality across a nation, industry or within an organisation. 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.

At Relationships Australia Tasmania (RA Tas), we are committed to gender equality and encourage and value diversity of people, perspectives and experiences. It is critical to our success that we have a workforce that is as diverse as the clients and communities we serve.

Our engaged and inclusive teams encourage people to share their diverse insights, perspectives, and opinions to help drive innovative solutions that support all Tasmanians.

Overall approach

The RA Tas commitment to gender equity is demonstrated through the establishment of the Gender Equity Champions Group (GECG). The GECG have taken a formal approach, planning their work to ensure that RA Tas is committed to and working towards the Our Watch Respect and Equality Standards.

Our Watch work to embed gender equality and prevent violence against women, where we live, learn, work and socialize.

The Our Watch Respect and Equality Standards support the GECG to set goals to embed equality and respect in RA Tas systems and processes. Following are the 5 standards and their associated elements:

1. Commitment: securing the commitment of leaders and staff
 2. Conditions: ensure conditions support gender equality
 3. Culture: reject sexist and discriminatory culture
 4. Support: support staff and stakeholders who experience violence
 5. Business: integrate gender equality into your core business
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A key activity for the GECG has been to map our existing policies, procedures, practice systems and processes to the standards set in the Our Watch Equality and Respect and develop and implement an action plan.

Your gender pay gap and organisational context.

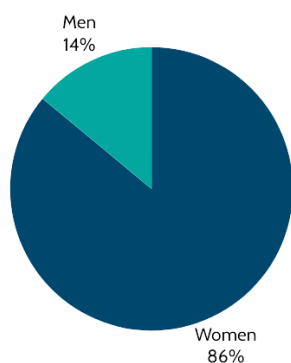
WGEA's gender pay gap calculation includes the remuneration of all RA Tas staff including full-time, part-time and casual employees, those on parental leave. Total remuneration includes wage payment, superannuation, allowances, employer funded parental leave and other leave payments. For the purposes of the calculation earnings of part-time and casual employees have been annualized, which means taking their actual earnings and converting these to the amount they would have earned if they worked full-time hours for the full year.

The below table shows RA Tas' overall median and mean gender pay gap.

When comparing this data to reporting across the three reporting periods you can see that we have made improvements in closing the pay gap. The RA Tas gender pay gap indicates that on average we pay men 2.5% more than women.

| | 2022-23 | 2021-22 | 2020-21 |
|--------------------|---------|---------|---------|
| | Median | Median | Median |
| Total Remuneration | 2.5% | 4.6% | 4.6% |
| Base Salary | 2.5% | 4.6% | 4.6% |

The RA Tas workforce composition is detailed in the tables below, with an average total remuneration of \$90,000:



| | Full-time | Part-time | Casual |
|-------|-----------|-----------|--------|
| Women | 77% | 89% | 95% |
| Men | 23% | 11% | 5% |

The following table outlines workforce composition by role:

| | Key Management Personnel | | Managers | | Non-Management | |
|-----------|--------------------------|-----|----------|-----|----------------|-----|
| | Women | Men | Women | Men | Women | Men |
| 2022 -23 | 50% | 50% | 62% | 38% | 88% | 12% |
| 2021 - 22 | | | 69% | 31% | 86% | 14% |
| 2020 - 21 | | | 71% | 29% | 87% | 13% |

The following table outlines the proportion of women and men in terms of total remuneration into four quartiles:

| | 2022-23 | |
|--------------|---------|-----|
| | Women | Men |
| Upper | 82% | 18% |
| Upper Middle | 85% | 15% |
| Lower Middle | 84% | 16% |
| Lower | 94% | 6% |

Gender pay gap drivers

Analysis of our gender pay gap figures has helped us understand that we have a gender pay gap.

We have a higher proportion of women in part-time and casual roles, as well as in non-management roles.

While the median gender pay gap has reduced, in part as a result of the market loading applied to roles that are predominately (88%) held by women.

Actions and strategies

- The composition of the RA Tas Board in this reporting period was 63% women and 38% men. By 31 December 2023 RA Tas will have a formal policy and/or strategy that supports gender equality in the composition of the RA Tas governing body.
 - Women are more likely to work part-time, and request flexible work arrangements, RA Tas is committed to and commenced a review of the Flexible Work Arrangements Policy. The staff, client and stakeholder data will be finalized 31 December 2023
 - RA Tas is committed to undertaking a review of our staff spaces to determine multipurpose access of our spaces ie: for breastfeeding etc. This will be completed by 30 June 2024
 - RA Tas is committed to resourcing and supporting the work of the Gender Equity Champions Group to meet the Our Watch Respect and Equality Standards.
 - RA Tas is committed to further analysis of our Gender Pay Gap and developing practical solutions.
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