

Gender Pay Gap Employer Statement

At Southern Cross Care NSW & ACT (SCC), we are dedicated to fostering an inclusive and equitable workplace where all individuals are valued and compensated fairly, irrespective of their gender. We are committed to taking proactive measures to identify and eliminate these disparities should they emerge.

SCC commits to undertake the following initiatives:

Transparent Compensation Practices: We will work to maintain transparency in our compensation framework, regularly reviewing it to detect and address any discrepancies in pay based on gender.

Equal Opportunities: We offer equal opportunities for career advancement, professional growth, and promotions, solely determined by merit and qualifications, without any influence of gender bias.

Education and Training: We commit to providing continuous training and educational initiatives to increase awareness of gender biases, empowering our employees to identify and address these issues within our workplace.

Supportive Policies: We consistently evaluate and enhance our policies and procedures to uphold fairness and equity across all facets of employment, encompassing recruitment, salary evaluations, and benefits.

Accountability and Measurement: We are committed to establishing measurable goals and holding ourselves accountable by consistently assessing our progress in closing any gender pay disparity.

Inclusive Culture: We are dedicated to fostering an inclusive culture that appreciates diverse viewpoints, ensuring every employee feels valued, respected, and empowered to contribute their best.

This commitment is an ongoing journey, and we recognise that effort and collaboration are essential for making meaningful change and sustaining progress. Our aspiration is to create a workplace where every individual, irrespective of gender, feels valued and fairly compensated for their contributions.

Key Findings – 2022-2023 Gender Pay Gap Analysis

Overall Gender Pay Gap: The average total remuneration gender pay gap across the company is 2.5%, indicating that, on average, men earn 2.5% more than women in our organisation. The industry comparison is 2.6%.

It is important to note that 90% of employees are remunerated through SCC's Enterprise Agreement, which sets rates of pay based on role and experience, not on gender. For the remaining employees not specifically employed under the SCC Enterprise Agreement, remuneration is based on the role, industry remuneration benchmarks, qualifications, and experience, not on gender.

The recruitment process does not focus on the gender of candidates.

SCC has a workforce consisting of 83% females and 17% males. In our recruitment efforts, we focus on workers, skills, experience, and alignment with our HEART values. Our experience indicates that more women are applying for work. We are committed to having an employee base that can deliver high-quality support services, not a workforce built on gender balance objectives – it is about the right workforce to deliver our essential services and support to those in our care.

Conclusion: Reducing the gender pay gap can be a complex but critical objective. By acknowledging all existing disparities, implementing targeted strategies as required, and fostering an inclusive workplace culture, we aim to maintain a fair and equitable environment where all employees are valued equally for their contributions.