

## 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:

**Focus on Managerial Roles:** We will develop targeted actions and refine our practices to reduce the gender pay gap in managerial roles.

**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.

**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 – 2023-2024 Gender Pay Gap Analysis

SSC Gender Pay Gap-Published ( Executive report)			
All Employees	2021-22	2022-2023	2023-2024
Average (mean) Total Remuneration	7.50%	6.00%	5.40%
Median Total Remuneration	3.00%	2.50%	1.20%

**Overall Gender Pay Gap:** As can be seen, SCC’s average total remuneration gender pay gap across the organisation has been reducing year on year, meaning SCC is closing its gender pay gap. The pay gap in 2023-24 was 5.40%, indicating that, on average, men earned 5.40% more than women in the organisation. The industry comparison for 2023-24 is 3.30%. It is important to note that 95.70% 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, but rather on their experience, skills and alignment with our HEART values. SCC has a workforce consisting of 79.74% females and 18.66% males. 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.