



BHN EMPLOYER STATEMENT - WGEA GENDER PAY GAP ANALYSIS

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Background Information

In February 2023, the Government unveiled a new strategy to tackle Australia's gender pay gap with the announcement of the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023. The bill, passed in March 2023, requires some Australian employers to publicly share the extent of pay inequality within their organisations.

On 27 February 2024, the Workplace Gender Equality Agency (WGEA) will publish the gender pay gaps for every Australian employer with 100 or more employees, for the reporting period 1 April 2022 - 31 March 2023.

Each employer will have the opportunity to provide an Employer Statement that gives context to their gender pay gap results. Publishing employer gender pay gaps is a critical part of legislative action aimed to close the gender pay gap.

What is a gender pay gap? It is the same as equal pay?

A gender pay gap is the difference in average earnings between women and men in the workforce. Gender pay gaps are not a comparison of like roles. Instead, they show the difference between the average pay of women and men across organisations, industries and the workforce as a whole.

It is not the same as equal pay. Equal pay is where women and men are paid the same for the same role or a comparable role.

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

In 2023, the WGEA average total remuneration gender pay gap was 21.7%. This means that women in Australia are earning, on average, \$26,393 less than men a year.

BHN's Approach

BHN's ambition for our workforce is to reflect the clients and communities we serve. A diverse, inclusive workplace allows us to serve our clients better, contributing to the success of our business, helping us contribute to a more equal society.

Achieving our ambition depends on analysing data to understand where we stand, and using that understanding to inform targeted, consistent actions to drive improvements. Pay gap data is a fundamental part of the picture.

It is important to confirm that BHN do not pay people differently based on their gender.

BHN's Gender Pay Gap (GPG) Results

A positive percentage indicates men are paid more on average than women.

For the 1 April 2022 - 31 March 2023 reporting period, each legacy campus submitted their own WGEA report, and each had a different industry comparison group:

	CONNECT HEALTH CAMPUS	INDUSTRY COMPARISON: Hospitals (Except Psychiatric Hospitals)
Average total remuneration GPG	24.5%	6.2%
Median total remuneration	11.9%	1.2%
Average (mean) base salary	23.9%	5.6%
Median base salary	9.8%	1.5%

	CENTRAL BAYSIDE CAMPUS	INDUSTRY COMPARISON: Other Allied Health Services
Average total remuneration GPG	10.2%	14.8%
Median total remuneration	6.1%	5.3%
Average base salary	11.1%	15.3%
Median base salary	4.4%	5.0%

	STAR HEALTH CAMPUS	INDUSTRY COMPARISON: Other Health Care Services
Average total remuneration GPG	5.5%	14.2%
Median total remuneration	0.0%	2.4%
Average base salary	5.1%	11.7%
Median base salary	0.0%	7.8%

Explanation

A disproportionate concentration of men in higher paid, senior positions and women in lower paid roles can drive a positive gender pay gap.

BHN's makeup of male/female ratios in certain roles is likely to have an impact on the overall % gender pay gap. An example of this would be a male in a specialist role being paid an above Award rate.

Differences in the industry comparison group types may also impact on the data shown.

For Connect Health, women are under-represented in the upper two pay quartiles, and over-represented in the lower two pay quartiles, which can both contribute to a gender pay gap that favours men.

For example, women made up 78% of Connect's total workforce, but accounted for only 63% of the upper quartile, and almost all (97%) of the lower quartile.

Women were also under-represented in Key Management Personnel and manager roles, which may have driven a gender pay gap in favour of men.

Next Steps

BHN recognises that overcoming the barriers standing in the way of a more equal workplace will take time and persistence. We have the right plan to drive this change now and over the long term and we remain committed to working towards a diverse workforce at every level.

Our aspiration is to move the gender pay gap closer to zero across all areas.

BHN will develop a policy or strategy for each of the following gender equality indicators:

- Gender composition of the workforce.
- Gender composition of governing bodies.
- Equal remuneration between women and men.
- Availability and utility of employment terms, [flexible working arrangements](#), support for family and [carer's responsibilities](#).
- Consultation with employees on gender equality in the workplace.
- [Sexual harassment](#), harassment on the ground of sex or discrimination.

For the 1 April 2023 - 31 March 2024 reporting period, BHN will report as a new organisation, using one agreed industry comparison group.

For this year's report, a People & Culture Working Group will be established to:

- review BHN remuneration data, classification levels and position type groupings to ensure data integrity and consistency in interpretation and application of grouping types.
- compare this year's data to last years to better understand and explain any gender pay gaps, which will be the focus of a wider BHN remuneration and classification review.
- conduct a gender pay gap analysis to better understand our gender pay gap.