



Employer Statement on Gender Pay Equity

28 February 2025

Introduction

At Grand Pacific Health (GPH), we are a for-purpose provider of high-quality, inclusive and equitable mental health, primary and integrated healthcare for local communities across NSW and the ACT. Our multidisciplinary team, of more than 400 professional clinicians, nurses, and social, support, and peer workers, live and work in the communities they support, ensuring a deep understanding of local needs.

At GPH we are committed to fostering a workplace that reflects the diverse cultures and life experiences of the communities we serve. Our values include authenticity, which means creating a safe space for everyone to be their true selves, embracing diversity, and ensuring all employees feel valued and respected. We are dedicated to gender pay equity and supporting all individuals to thrive.

2023-24 Results

Our latest gender pay gap data shows an improvement compared to the 2022-23 results, in particular the Median total remuneration gender pay gap result of -0.6%:

All employees	2022/23	2023/24
Average (mean) total remuneration gender pay gap	20.0%	15.5%
Median total remuneration gender pay gap	10.8%	-0.6%

Note: 2022/23 data is based on the 12 months to 31/12/22; 2023/24 data is based on the 12 months to 31/3/24.

We have also continued to see strong career progression for women with 70% of promotions to management positions awarded to women and 81% of promotions to non-management positions awarded to women. 80% of our key personnel positions are women and 60% of GPH's governing body are women.

We are encouraged with the progress made through our dedicated efforts over the past year, we recognise that achieving gender pay equity is an ongoing commitment.

Understanding the Gender Pay Gap

It is important to note that GPH does not pay men and women differently for the same work. The gender pay gap measures the overall difference in earnings between all men and all women across the organisation. Contributing factors include:

- A higher proportion of women in part-time employment: 21% of women compared to 10% of men in manager roles and 64% of women compared to 53% of men in non-manager roles.



- A larger proportion of women in early-career roles which has an impact of the gender pay gap.
- A higher proportion of men in traditionally higher-paid roles/sectors within the organisation. Women represent 78% of our total workforce. Women have a reasonably balanced representation across all pay quartiles however there is a lower representation of women in the highest pay quartile (72%) which has an impact the gender pay gap.

Progress in Gender Pay Equity

Since our last report, we have implemented several initiatives to improve gender pay equity, including:

- Developing a Remuneration Policy with gender pay equity principles.
- Progressing our Remuneration Framework, including a structured framework for Peer Workers and Support Workers, with further development planned for 2025-26.
- Regularly reviewing pay ranges and making adjustments to ensure fair and equitable remuneration.

Looking Ahead

In 2025-26, we will continue to refine and enhance our approach to gender pay equity through:

- Further development of our Remuneration Framework, including Mental Health Clinicians.
- Continuing to conduct regular pay equity reviews and taking action where needed.
- Expanding flexible work and leave options to support gender equity.
- Reviewing management salaries with a gender lens, in addition to ensuring competitiveness.
- Monitoring our recruitment practices for gender equity.

Our Commitment

While we have made positive progress, there is still more work to be done. Closing the gender pay gap is an ongoing journey, and we remain dedicated to understanding the key drivers, identifying opportunities for improvement, and taking meaningful action to improve and sustain gender pay equity for our organisation.