



Gender Pay Gap – Employer Statement

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Introduction

About us

The Australian and New Zealand College of Anaesthetists (ANZCA) is one of the largest specialist medical colleges in Australia and New Zealand, and the region's foremost authority on anaesthesia, pain medicine and perioperative medicine.

We're responsible for training, assessing, and setting standards for all specialist anaesthetists and specialist pain medicine physicians wishing to practice in Australia and New Zealand.

As a proudly bi-national college, we offer our training, research, and lifelong learning programs on both sides of the Tasman, and work closely with the governments, healthcare services, and communities in each country on a wide range of issues. We also play a significant role in advancing global health.

Our college is governed by the ANZCA Council which, with the support of the FPM Board, the New Zealand National Committee, Australian regional committees, and a number of specialist committees, sets our strategic direction and ensures we achieve our objectives.

Our People

Our college staff are based at our headquarters in Melbourne, our New Zealand office in Wellington, and our regional offices in Sydney, Brisbane, Adelaide, Perth, Canberra and Hobart.

We employ 166 people with diverse roles in education, training and assessment, membership services, events management, knowledge resources and corporate support services.

We strive to recruit and retain talented people, but believe it is more than just knowledge and skills, it is the person behind the role that makes ANZCA a workplace to be proud of.

Everyone's contribution plays an important part whether you are an exams coordinator, curriculum developer, policy officer, project manager, membership service advisor or a member of our finance team. We recognise that having a diverse workforce makes us stronger when we combine a wide range of different knowledge, experience, and perspectives.

Gender is one aspect of striving for a diverse workforce and this has always been a focus for ANZCA along with providing a fair and equitable environment for everyone.

At ANZCA, as of 31st March 2023, our workforce is made up of 76% females and 24% males and we acknowledge that there are actions we can take to address this imbalance. We are committed to continually reviewing our approach to hiring, developing, and supporting our staff with the goal of creating an inclusive environment where people have purposeful work, feel valued and connected, and are challenged and inspired to grow.

We embrace and value the diverse society we live within and recruit, develop, support all staff without regard to race, colour, national origin, religion, disability, gender, gender identity or expression, sexual orientation, or age.

What is the gender pay gap?

Under the *Workplace Gender Equality Amendment (Closing the Gender Pay Gap) 2023* and associated legislative instruments, organisations with more than 100 employees are required to have their gender pay gap published by the Workplace Gender Equality Agency (WGEA) along with an Industry Benchmark Report and Executive Summary provided to their governing body.

The gender pay gap is the difference in average earnings between women and men in the workforce. **It is different from equal pay**, which is ensuring that males and females receive equal pay and benefits for doing similar work or work of equal value.

At ANZCA, we do not have an equal pay issue, as we ensure that everyone is paid the same for broadly similar work or work of equal value.

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.

The gender pay gap is calculated as follows:

$$\frac{(\text{Average remuneration of men} - \text{average remuneration of women})}{\text{Average remuneration of men}} \times 100$$

Our Gender Pay Gap figures 2022 - 23

Our average total remuneration GPG is **18.7%** and the median is **19%**.

A positive percentage indicates men are paid more on average than women in an organisation. A negative percentage indicates women are paid more on average than men.

Our gender pay gap over time

Our gender pay gap has reduced significantly over recent years, potentially due to our growth, natural turnover, recruitment of new staff, increased flexible work practices and more opportunity for staff promotions and transfers in the last 3 years. This movement has allowed us to address some of the drivers behind our gender pay gap.

All employees	2020-21	2021-22	2022-23
Median total remuneration	28.4%	21.8%	19%
Median base salary	28.7%	21.8%	19%

Gender composition by pay quartile

Our total workforce is 76% female and 24% male. Based on this overall gender composition, a dissimilar proportion of males versus females in the upper and lower pay quartiles will have an unfavourable impact on our gender pay gap result. Males are a low proportion of the overall workforce but a much higher relative proportion in senior roles with higher salaries.

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Female	56%	85%	88%	76%
Male	44%	15%	12%	24%

Workforce Composition by Role

Our gender pay gap could be driven by the higher proportion of males in management roles compared to the overall female/male composition of the entire organisation. Whilst it is pleasing to see a high majority of females in management overall, we will continue to monitor the composition of males and females at the KMP level (our Executive Leadership Team).

	Key Management Personnel	Managers	Non-Managers
Female	56%	85%	88%
Male	44%	15%	12%

Workforce Composition by Employment Status

According to WGEA, typically, part-time and casual roles are lower paid. A review of our remuneration practice has confirmed our part time staff are not paid lower than full time staff on a pro rata basis. Casual roles are generally lower skilled positions and therefore lower paid. Given the high proportion of females in casual positions (invigilators) this could lead to an unfavourable impact on our gender pay gap.

	Full-time	Part-time	Casual
Female	68%	91%	75%
Male	32%	9%	25%

Staff Appointments

From our results, we know we are hiring more females than males during the last reporting period and almost an equal number filling full-time and part-time roles. This leads us to consider the position and pay level that our new employees are occupying to ensure the remuneration practice and decision making between part-time roles versus full-time is not inequitable.

	Full-time	Part-time	Casual
Female	17	15	3
Male	5	1	1

Staff Promotions

Whilst we have had a high number of internal movements implemented for example, secondments, transfers, flexible working arrangements and higher duties assignments, we have had fewer staff promotions this reporting period. We anticipate the next reporting period will include a higher number of staff promotions and indicate any gender disparities in this area, if applicable.

	Full-time	Part-time
Female	1	1
Male	1	-

Gender Composition of Governing Body

Our governing body (Chair and members) are 60% female and 40% male. A balanced gender composition of a governing body has shown to have broader effects on equality outcomes and an organisation's performance.

What do our gender pay gap figures say about us?

Our organisation is a not for profit, membership-based organisation with a core focus on education, training and assessment and providing continuing professional development opportunities for our members. Core activities focus on coordination, administration and running of committees to deliver on projects in partnership with our volunteer workforce.

Our paid workforce is heavily female dominated with the highest proportion of females filling the clerical and administrative roles (88%). Professional females account for 73% of professional staff and 63% of managers are female. The proportion of females to males reduces moving up the hierarchy of the organisation.

In addition, most of our part-time roles (91%) and casual roles (75%) are occupied by females. One societal factor could be that traditionally females have occupied clerical and administrative roles after finishing their education or taken on part-time roles to balance primary caring responsibilities at home, until there is a future opportunity to focus on a career. At ANZCA, our remuneration evaluation and analysis use full-time equivalent salaries and market data, therefore we do not believe our remuneration strategy or proportion of part-time roles and their associated remuneration level is a driver of our gender pay gap figure.

Within our workforce, we have high number of females in the executive (60% female), senior leadership team (82% female) and operational lead roles (65% female) and have

worked to put flexible working practices in place, for example, job sharing, hybrid working, offering part-time roles or compressed working weeks to support retaining our staff with primary caring responsibilities.

What is ANZCA doing to address its Gender Pay Gap?

We are committed to reducing our gender pay gap, however we feel that it is important to acknowledge that the pay gap cannot be closed overnight.

A key factor in this will be a need to have a greater proportion of males in our workforce overall and potentially enter our workforce in the lower pay quartiles or professional and/or clerical and administrative roles. Within our industry sector, these types of roles are occupied by females as are our part-time roles. We will continue to identify where we can source and support suitable male and female applicants for our full-time and part-time professional, administrative and clerical roles.

We will continue to develop our recruitment strategy to support the above and include work on our Employee Value Proposition (EVP) to understand our workforce further around recruitment and retention. This will include consulting with focus groups exploring why our staff work for and stay with ANZCA. This will be in addition to our current methods of consultation with staff via manager one on one meetings, team meetings, staff surveys and interviews.

Another key factor is the proportion of males within our General Manager Executive category, and consideration will be given to how these roles are either recruited for, defined and opportunities for suitable successors identified. Otherwise, and encouragingly we have a significant proportion of females represented within our governing body, executive team and senior leadership team overall.

We will look at personal development and career progression plans that aim to promote talented females within our organisation, as well as identifying opportunities to hire new male talent into our organisation at every opportunity.

We have changed our policy and practice on flexible working with all staff being eligible to request a flexible working request regardless of personal circumstances. We have provided hybrid working arrangements to suit individuals and allow for inclusivity and a more diverse workforce overall.

We have made changes to our parental leave policy eliminating primary and secondary carer status and allowing males and females access to our parental leave and pay offerings. In addition, these staff continue to be paid superannuation throughout their parental leave period and on the unpaid portion of their leave. We hope to see a continued uptake of our parental leave benefits by both female and male staff.

Remuneration is determined by role and closing the pay gap will require a long-term view. We will continue to regularly monitor and carry out salary reviews and benchmarking across roles to ensure we pay equitable salaries irrespective of gender.

We recognise the importance that our Senior Leadership team play in influencing our culture and drive for equity in all that we do. We have recently identified and refreshed our college values in line with our learning culture, to allow for clarity and understanding around our core values and desired behaviours, that will promote support for equitable practices.

In addition to the above activities, we will continue to participate in appropriate networks and forums focussed on diversity, equity and inclusion in its broadest possible meaning.

We will share our Gender Pay Gap results with all staff, inviting them to both contribute thoughts and suggestions on what we can do to improve our approach to address our gender pay gap.

Declaration

This is our ANZCA report for the snapshot date of 31st March 2023 and the figures set out above have been calculated as required using the Workplace Equality Act 2012 (the Act.)

I, Nigel Fidgeon, CEO, ANZCA confirm that the information in this statement is accurate.



Date: 21/02/2024