



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

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

We employ 180 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 2024, 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

Our average total remuneration GPG is **19.6%** and the median is **22.2**.

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 growth, natural turnover, recruitment of new staff, increased flexible work practices and more opportunity for staff promotions and transfers in the last 4 years has allowed us to address some of the drivers behind our gender pay gap. Change in reporting rules (inclusion of CEO salary) and an increase in staff whilst maintaining the same proportion of males versus females in 2023-24, has led to a higher GPG based on median remuneration.

All employees	2020-21	2021-22	2022-23	2023-24
Median total remuneration	28.4%	21.8%	19%	22.2%
Median base salary	28.7%	21.8%	19%	22.5%

Gender composition by pay quartile

Our total workforce has increased from 166 to 180 staff since the last reporting period; however, our overall staff population remains at 76% female and 24% male. There is an unfavourable impact on our gender pay gap result based on our overall gender composition and a dissimilar proportion of males versus females in the upper and lower pay quartiles.

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	58%	82%	89%	73%
Male	42%	18%	11%	27%

Workforce Composition by Role 2023 - 24

Our gender pay gap can be driven by the higher proportion of males in management roles compared to the overall female/male composition of the entire organisation. At the snapshot reporting date of March 2024, we have seen an increase in the proportion of females at the Executive level and a proportional increase in males in other management roles compared with March 2023 figures.

Whilst it is pleasing to see a high majority of females in governance and management overall we will continue to monitor the composition of males and females at all levels of management.

	Key Management Personnel	Managers	Non-Managers
Female	67%	61%	80%
Male	33%	39%	20%

Workforce Composition by Employment Status 2023 - 24

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, for roles that are of broadly similar work and equal value. However, according to WGEA, typically, part-time and casual roles (generally lower skilled positions) are lower paid. The high proportion of female non-managers in part-time and casual positions could lead to an unfavourable impact on our gender pay gap.

	Full-time	Part-time	Casual
Female manager	80%	20%	
Male manager	94%	6%	

	Full-time	Part-time	Casual
Female non-manager	42%	42%	15%
Male non-manager	71%	7%	21%

Staff Appointments 2023 - 2024

From our results, we know we have hired more females than males during the reporting period and more female candidates are recruited into part-time and casual positions comparatively. According to WGEA, part-time and casual roles tend to be lower paid due to a lower complexity of skills required. These results could be driving an unfavourable gender pay gap. Our employee numbers have increased from 166 to 180 and we have maintained the same proportion of females and males since the last reporting period. This suggests we have a continued sourcing issue around attracting males to our organisation, particularly at the lower pay quartile levels.

	Full-time	Part-time	Casual
Female	20	9	6
Male	10	-	3

Staff Promotions 2023 - 2024

During the reporting period we have maintained a high number of flexible working arrangements, implemented higher duties assignments where required and had two staff promotions. Two female staff were promoted into part-time roles (one a management role), that suggests our practices do not disadvantage those females wanting to progress within the organisation and maintain flexibility.

	Full-time	Part-time
Female	-	2
Male	-	-

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 (89%). Professional females account for 77% of professional staff and 61% of managers are female. The proportion of females to males reduces moving up the hierarchy of the organisation contributing to our gender pay gap

Our organisation is gender imbalanced, and we could conclude we have a sourcing issue when attracting male candidates to our organisation.

In addition, a greater proportion of our part-time roles and casual roles are occupied by females. We have previously concluded this may be due to females traditionally occupying clerical and administrative roles, pursuing roles in the not for profit sector or taking on part-time roles to balance primary caring responsibilities at home, until there is a future opportunity to focus on 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.

Our support of structured workforce flexibly for example, job sharing, hybrid working, offering part-time roles or compressed working weeks to support retaining our staff with primary caring responsibilities has attracted and retained staff in recent years

Overall, our figures tell us that the main drivers of our Gender Pay Gap are a high female population, a greater concentration of male staff in the higher pay quartiles of the organisation and a greater proportion of females relative to males in part-time and casual roles.

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. In 2025 we will place a greater focus on identifying where we can source and support suitable male and female applicants for our full-time and part-time professional, administrative and clerical roles.

In 2025, we are launching our Employee Value Proposition (EVP) project to understand our workforce further around recruitment and retention and to explore specifically our perceived sourcing issue of male applicants. 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.

We have recently implemented a new human resources information system that supports the creation of personal development plans and succession planning more broadly across the college.

We will continue to provide flexible working arrangements with all staff eligible to request a flexible working request regardless of personal circumstances. We will continue to provide hybrid working arrangements to suit individuals and allow for inclusivity and a more diverse workforce overall.

Our parental leave policy allows for males and females to access to our parental leave and pay offerings regardless of primary or secondary carer status. 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.

Our college has developed a position statement with its members on Diversity, Equity and Inclusion (DEI), and will be developing a DEI road map and action plan in 2025. The plan will include deliverables for staff internally and our members externally incorporating Gender Equity. The Leadership Team will play a key role in its implementation, supported by attending recent training on inclusive leadership.

In addition, the college will continue to partner with other medical colleges where possible and 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 2024 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: 28/01/2025