

Vasey RSL Care

Gender Pay Gap Employer Statement

22 February 2024

Our Commitment to Equality

Vasey RSL Care is committed to creating and maintaining a safe and productive work environment where people are treated fairly, with dignity and respect. This includes our commitment to gender equality through creating a workplace where all genders are welcomed and valued for their contribution.

Vasey RSL Care is committed to timely and accurate reporting to the Workplace Gender Equality Agency (WGEA) each year, as we are proud of having a long history of providing equal pay for equal work. Our remuneration is determined by our Enterprise Agreements, relevant Awards and market comparison, and never based on gender.

We are proud to have a gender balance in senior and management roles that is significantly better than industry average, while the proportion of women and men in non-management roles is on par with industry outcomes. As with most organisations in the healthcare sector, Vasey RSL Care has a care workforce with a large proportion of workers who identify as female.

Vasey RSL Care's 2023 Gender Pay Gap

The gender pay gap is the measure of the difference between the average total earnings of men and women within an organisation.

The median gender pay gap

Vasey RSL Care's median gender pay gap as at 31 March 2023 was 3.7% in favour of male employees, meaning that the mid-range remuneration amongst male employees was 3.7% higher than the mid-range remuneration amongst female employees.

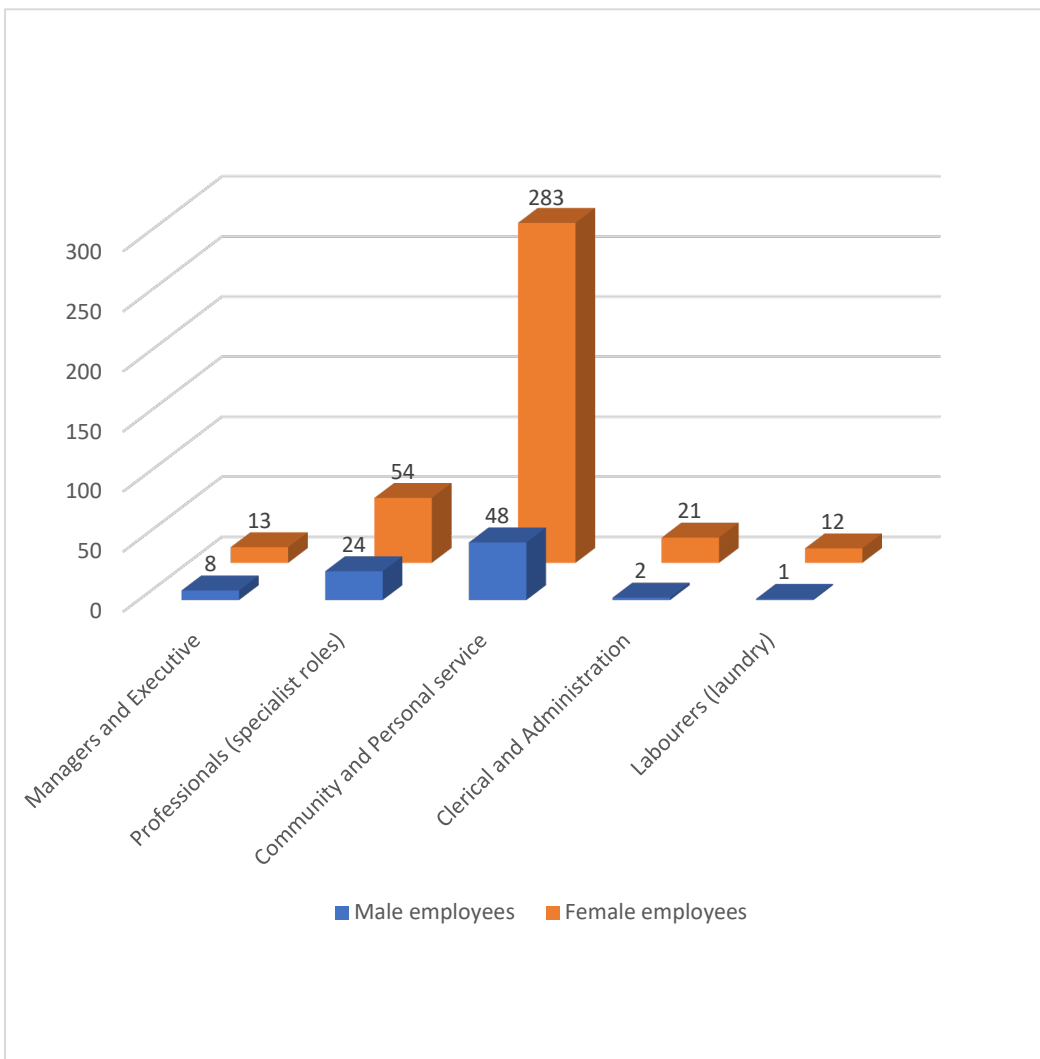
The reason for this gender pay gap is due to the two medians that are being compared. The median remuneration for male employees represents an employee who has attained a Certificate IV qualification, whereas the median remuneration for female employees represents an employee who has attained a Certificate III qualification. Vasey RSL Care's Enterprise Agreement recognises higher levels of training with slightly higher remuneration, irrespective of gender. As such, comparing the median remuneration for male employees with the median remuneration for female employees in this case has resulted in a comparison of remuneration for employees holding two different qualifications and being remunerated to reflect those different levels of training.

The average (mean) gender pay gap

Vasey RSL Care's average gender pay gap as at 31 March 2023 was 12.1%, meaning that the average total remuneration for a male employee was 12.1% higher than the average total remuneration for a female employee.

This gender pay gap outcome is not a result of equal pay issues. Vasey RSL Care takes a gender-neutral approach to pay across all levels of the organisation. Our gender pay gap is caused by the distribution of male employees compared to female employees within the organisation.

As is indicated in the chart below, a total of 32 males (39% of male employees) held management, executive or professional (specialist) positions, compared to a total of 67 females (17% of female employees) who held these senior roles. Remuneration for management, executive and professional (specialist) positions recognises that these positions hold senior responsibilities in the organisation. Even though the gender balance in these higher paid positions favours female employees, because the number of male employees in these roles as a proportion of the male workforce in the organisation is higher than the number of females in these roles as a proportion of the female workforce in the organisation, this results in the average total remuneration per head calculating as a higher average for males.



This gender pay gap outcome does not reflect a problem with equal pay, but does reflect the nature of gender distribution within an aged care workforce due to fewer males than females training to enter community services, personal care, nursing or clerical professions.

Despite this, we are pleased to have 48 males out of a total of 331 in caring roles and we continue to work to increase this proportion.

Vasey RSL Care's approach to gender equality

Vasey RSL Care works to promote gender equality across all aspects of the organisation through a raft of policies:

- **Gender balance** – Vasey RSL Care monitors gender balance across our teams and aims to achieve an appropriate gender balance. We are proud to have a better-than-industry gender balance across our management and professional (specialist) positions, and to be aligned with the industry for all other positions.
- **Recruitment** – Vasey RSL Care uses skills and values assessments for selecting the right employees for our teams, and recruitment decisions are not driven by gender. All selection panels have a minimum of two representatives, including a Human Resources professional, to ensure considered and fair candidate selection.
- **Remuneration** – Remuneration is gender-neutral and is determined by our Enterprise Agreements, relevant Awards and market comparison. Vasey RSL Care undertakes benchmarking to ensure remuneration remains competitive with the market for the skills we require to meet our residents', clients' and participants' needs.
- **Parental leave** – Vasey RSL Care offers 8 weeks paid parental leave with superannuation to all employees with more than 12 months service.
- **Flexible work arrangements** – Vasey RSL Care's flexible work arrangements are available and promoted to all employees, irrespective of gender.
- **Employee benefits** – All employees can equally take advantage of our salary packaging options, our health and wellbeing program and our recognition program as just some of the benefits of being part of the Vasey RSL Care team.
- **Career development** – Learning and development sessions are offered to all employees, with mandatory and optional training opportunities available. Study scholarships, study loans and study leave are offered to assist with professional growth.
- **Career advancement** – Job opportunities are promoted internally to provide every employee the chance to express interest in career advancement or a career change within the organisation.
- **A welcoming workplace culture** – Our teams are friendly, warm and kind. We are proud of our impressive average employee tenure and low turnover, which demonstrate that our staff find the work they do with their team to be very rewarding.
- **Valuing diversity** – Vasey RSL Care recognises that we can provide better care and services through a diverse workforce. We are proud that our team is reflective of the diverse community that we service and that together we create an environment of equity and inclusion.

Summary

Vasey RSL Care is pleased with the WGEA report and that our policies are resulting in a continually improving gender equality across the organisation. We will continue to maintain our efforts to improve gender balance and to monitor our processes.