

Gender Pay Gap Employer Statement



At Services Australia we aim to create a workplace which provides equal opportunity and advancement in employment regardless of gender, where workplace flexibility arrangements support staff to balance work, family and caring responsibilities.



We're committed to improving gender equality in our workplace to support improved business decision making, merit and performance.

Our Gender Pay Gap Employer Statement

As at 31 December 2023, Services Australia has the following gender pay gaps:

- Our median total remuneration gender pay gap remains at 3.1%.
- Our median base salary gender pay gap is currently 0.0%, a reduction from 5.9% the previous year.

These results are considered neutral gender pay gaps, meaning the median gender pay gap sits within and including +/-5%. WGEA considers this the target range.

Our commitment to gender equality

Services Australia is committed to continuing to better understand and track any identified gender pay gap and track progress made against key metrics of workplace gender equality.

This includes:

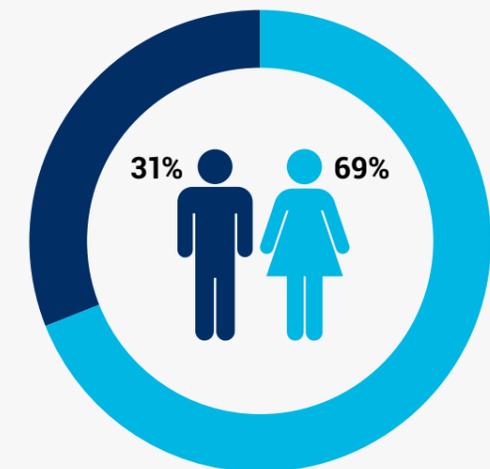
- developing a new Workplace Inclusion, Diversity & Belonging Strategy 2025 to 2028, with a focus on gender equality
- conducting an annual pay gap analysis to better track progress and review our commitment to the 6 Gender Equality Indicators (GEIs)
- analysing data to address trends where there is gender imbalance in underrepresented roles
- maintaining our best practice accreditation as a breastfeeding friendly workplace
- supporting parents returning to work, finding a balance between work and family responsibilities and progressing their careers
- offering a range of flexible work options including remote work, part-time arrangements and job sharing in support of work-life balance for staff with caring responsibilities
- developing a Positive Duty Prevention and Response Plan to outline workplace expectations and legal obligations in the prevention of sexual harassment and sex discrimination, as well as identifying opportunities for continuous improvement
- providing education and resources on superannuation, targeting entry level staff and staff who plan to have breaks in service.

Taking these steps allows us to create a fair, inclusive and supportive workplace for everyone.

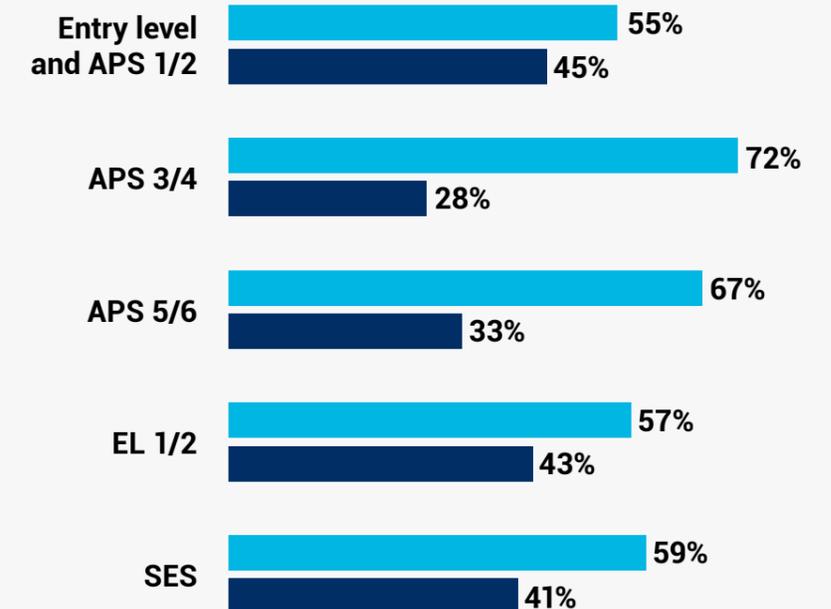
Our gender representation

Our workforce gender data

Women make up 69%
Men represent 31%



Our gender workforce data across different classification levels.



Data as at 28 February 2025