

Gender Pay Gap Report 2022/23

At WEHI, we are committed to providing all staff with equal opportunities and fair remuneration, regardless of gender.

We recognise that gender pay gaps are driven by gender bias and sex-based discrimination, and the historical and systemic undervaluing of work traditionally associated with women.

We are committed to monitoring and addressing how these underlying gender inequities manifest within WEHI to create pay gap disparities.

WEHI's mean and median gender pay gap data for 2022/23 highlights that the actions we have taken are effective.

Significant progress has been made in reducing WEHI's gender pay gap over the last 3 years.

This is, in large part, due to an increase in women holding senior roles and a more gender-balanced distribution of staff in entry-level and mid-level positions.

Our key data

Our overall gender distribution

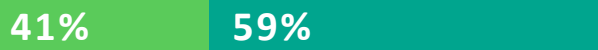


Gender composition by key areas

EXECUTIVE



SCIENTIFIC STAFF



PROFESSIONAL SERVICES



Industry Comparison

	2022/23
Median <small>(Total remuneration)</small>	29.3%
Median <small>(Base salary)</small>	27.4%

Our pay gap

	2020/21	2021/22	2022/23
Median <small>(Total remuneration)</small>	5.9%	5.6%	3.5%
Median <small>(Base salary)</small>	3.4%	3.4%	2.2%

Gender composition by pay quartile

Mean <small>(Total remuneration)</small>	Men <small>(WEHI)</small>	Women <small>(WEHI)</small>	Men <small>(Industry)</small>	Women <small>(Industry)</small>
Upper	49	51	68	32
Upper Middle	35	65	59	41
Lower Middle	29	71	53	47
Lower	39	61	49	51

Key points

- WEHI has a significantly lower median total remuneration gender pay gap than the industry: Industry 29.3%; WEHI 3.5%.
- WEHI's remaining pay gap is due to the following factors:
 - A higher proportion of women in lower and lower middle pay quartiles.
 - A predominance of men in higher paid positions within certain job groups and positions, despite there being an almost equal distribution of women and men in the upper quartile.

What have we done so far to reduce our pay gap?

- Introduced Career Planning and Development Plans to standardise how career development and performance is supported and managed.
- Promoted flexible working through an updated Flexibility at WEHI policy and supporting Flex @ WEHI resource hub.
- Revised and streamlined the promotions process for Laboratory Heads seeking reappointment.
- Created a standardised procedure to facilitate a fair and transparent promotion process from Academic Level A to B.
- Delivered a "Career development networking series" with WEHI's Gender Equality Committee.

What's in our action plan?

- Ensure a clear and consistent approach to pay by implementing a remuneration policy.
- Review our parental leave policy to align WEHI's approach with current best practice recommendations.
- Continue participating in the SAGE Athena Swan Program for gender equity, diversity and inclusion.
- Launch leadership principles and leadership programs to set the foundation for leadership expectations.
- Undertake a review of the institute's recruitment and selection policy to ensure fair and transparent recruitment and selection strategies.
- Continued focus on gender balance in faculty appointments (shortlisting and panel).