



# Gender Pay Gap Report 24/25

As a leading medical research institute, we recognise our responsibility to ensure that our systems and practices actively support gender equity across both scientific and professional roles. Our commitment to closing the gender pay gap (gpg) extends to all women, men and gender diverse employees. This work is grounded in transparency, accountability, and a focus on addressing underlying systemic barriers.

While WEHI continues to perform strongly compared with national and industry benchmarks, we acknowledge that pay gap movements can fluctuate slightly from year to year due to shifts in leadership roles, variations in the mix of scientific and professional positions, and changes in the distribution of senior roles. We monitor these trends closely and use the insights to refine and strengthen our equity initiatives.

Over the next three years, WEHI will build on our existing foundation by setting clear gender equality targets under the Workplace Gender Equality Act. These targets will provide measurable expectations, increase accountability, and guide the next phase of our progress.

## Our key data

### Overall gender distribution



### Gender composition by key areas

#### EXECUTIVE



#### SCIENTIFIC STAFF



#### PROFESSIONAL SERVICES



### Industry Comparison

	24/25
Median (Total remuneration)	16.7%
Median (Base salary)	13.6%
Average (Total remuneration)	15.1%
Average (Base salary)	12.8%

### Our pay gap

	22/23	23/24	24/25
Median (Total remuneration)	3.5%	4.5%	4.2%
Median (Base salary)	2.2%	1.7%	2.0%
Average (Total remuneration)	9.2%	8.7%	10.0%
Average (Base salary)	7.3%	7.0%	8.8%

## Gender composition by pay quartile

Mean (Total remuneration)	Men (WEHI)	Women (WEHI)	Men (Industry)	Women (Industry)
Upper	47	53	73	27
Upper Middle	40	60	66	34
Lower Middle	30	70	53	47
Lower	36	64	41	59

### Key points

- WEHI's median total remuneration gpg (4.2%) is significantly lower than the Industry Benchmark of 16.7%.
- The lower median gpg (4.2%) reflects comparatively similar salaries between men and women across WEHI. The higher average/mean total remuneration gpg (10%) is larger because:
  - Within a relatively small group there is a higher representation of men in high-earning senior scientific and leadership positions, despite an almost equal gender distribution in the upper pay quartile; and
  - There is an over-representation of women in lower middle and lower pay quartiles, including scientific support roles where women hold 70% of positions.

### Closing the Gender Pay Gap – Our Focus Areas

- Continue to apply remuneration guidelines and conduct annual pay gap analyses to understand key drivers.
- Review and strengthen inclusive recruitment, promotion and development practices to mitigate bias through good job and process design, monitoring applications, shortlists, and selection outcomes to ensure equitable career pathways to senior leadership.
- Apply a gender equity and diversity lens in the review and update of the WEHI Enterprise Agreement.
- Continue to normalise flexible work arrangements through our Flexibility at WEHI policy and the Flex @ WEHI resource hub, promoting the availability of parental leave for men and improving facilities and support for employees with carer responsibilities.
- Further develop inclusive leadership capability - WEHI recognises that intersecting identities such as race, disability, age, sexuality, and cultural background intersect to influence pay outcomes. Equipping leaders to understand and respond to these intersectional dynamics fosters equitable decision-making and drives sustainable progress towards closing the gender pay gap for all.