



VincentCare Victoria – Workplace Gender Equality Agency (WGEA) Employer Statement

Reporting Period: 2022 - 2023

Our Commitment to Diversity

The principles of social justice are core tenets within VincentCare Victoria’s mission. We aim to treat every individual with dignity and respect, regardless of their cultural background, ethnicity, gender identity, sexual orientation, religion or ability. Our organisation is made up of a network of people from diverse backgrounds, and we deeply value the experience, knowledge, perspectives and ideas that they bring.

The various experiences, knowledges and ideas of our employees prompt us to consider new pathways and build inclusive practices for the clients we support. As such, we recognise that diversity in our workforce is essential. Therefore, nurturing diversity, inclusion and equity in our workforce is a vital commitment to VincentCare Victoria.

The Gender Pay Gap

The Workplace Gender Equality Agency (WGEA) gender pay gap data provides us with some insights on how our organisation is performing in regards to six Gender Equality Indicators. These indicators mark the current gender equity climate of our workforce. More importantly, it marks the key areas we can place our focus on when building improvement strategies.

Table 1 below shows VincentCare Victoria’s mean and median gender pay gap figures. A positive percentage indicates that average earnings are skewed in favour of men. A negative percentage indicates averages earnings are skewed in favour of women.

Comparison of the 2021-2022 data and the 2022-2023 data reveals that improvements have been made in closing the gap.

Table. 1 VincentCare Victoria’s Mean and Median Gender Pay Gap:

All Employees	2021-2022	2022-2023
Average (mean) total remuneration	4.8%	1.4%
Median Total Remuneration	0.0%	-1.2%
Average (mean) base salary	4.8%	1.4%
Median base salary	0.0%	-1.2%

Table 2 listed below further indicates that the gender pay gap is closing across all roles in the organization.

The aspiration is to remove the gender pay gap in favour of men and women. As such, a GPG closer to zero is the ideal. Across all variations of managerial and non-managerial roles, the 2022-2023 gender pay data is closer to 0% than the figures from 2020-2021. Furthermore, data indicates that average earnings are in favour of women in several occupational groups in our organisation.



Table 2. Breakdown of Gender Pay Gap in Manager and Non-Manager Roles

Roles	2020-2021	2022-2023
All Managers	22.2%	2.2%
Senior Managers	4.6%	-6.3%
Other Managers	10.1%	0.4%
Overall Non-Managers	0.0%	-0.2%
Professionals	17.7%	2.9%
Community and Personal Service	-5.2%	6.8%

Understanding the Gap

Our 2022-2023 data shows improvements on many of the Gender Equality Indicators. Our median and mean figures are closer to the target of 0%, alongside managerial workforce composition results. This progress indicates that VincentCare Victoria is securing recruitment, retention and growth strategies that build further opportunities and results for women.

It is also important to note, in addition to factors like organisational action and gender, average earnings and pay gaps are influenced by factors such as industry, work availability, legislation and Modern Awards.

Key Points:

Our Gender Pay Gap is Improving:

Comparison of our 2022-2023 gender pay gap data and the data collected from previous years indicates that the gender pay gap is closer to the target of 0%. Average (mean) total remuneration and median total remuneration has improved from 4.8% and 0.0% respectively in 2021-2022 to 1.4% and -1.2% in 2022-2023.

Average Earnings per Role are Balancing between Genders:

The breakdown of gender pay gaps across occupational roles reveals that the average earnings per role is balancing between women and men as our scores move closer to the aspirational 0. These improvements are largely influenced by the Modern Award that most of our roles are classified under. The Modern Award classification levels assign objective salary ranges for each role based off the role's responsibilities. This assists VincentCare in adhering to its 'same role, same requirements, same pay' framework, which prevents pay gap discrepancies.

More opportunities for women in managerial positions:

We are pleased to note that the percentage of women being appointed to managerial positions is increasing per year. In 2020-2021, 60% of managerial in the workforce were women. This increased to 63% in 2021-2022 and 64% in 2022-2023. Although incremental, this increase indicates that we are taking the right steps developing comprehensive growth strategies and opportunities for leadership for women in our organisation. Furthermore, this improvement, and the fact that 71% of our workforce is composed of women, suggests that our current recruitment and employer value propositions is appealing to women.



We still have work to do:

The improvements in several gender equality indicators for 2022-2023 suggest that VincentCare Victoria is closing the gender pay gap. We still need to retain our focus in keeping this progress on track. Our average (mean) total remuneration and base salary are still in positive percentiles. To ensure true equity and balance across gender identities in our organisation, we are committed to closing this percentage to 0%.

Our Actions to Close the Gap:

VincentCare Victoria is committed to further improving our workspace to make it an organisation where diversity, equity and inclusion can flourish. We want to continue being an ideal employer for women, and we endeavour to address the gender pay gap to achieve gender equity and equality across our organisation.

To continue our work in closing the gap, we have identified key actions – and have begun enacting upon them:

Continuing to Provide Opportunities for Women in Leadership:

Data indicates that more women are currently being appointed to managerial positions within VincentCare. To further encourage this, we will continue to undertake work to create more opportunities for women to be recruited or promoted into leadership roles.

We have set up workshops and workplace conversations to encourage the next generation of female leadership, which has helped foster further appointments for women in our organisation.

Our Own Gender Pay Gap Audit:

In addition to the Gender Pay Gap reporting facilitated by WGEA, VincentCare Victoria also plans to conduct annual internal audits on employee salaries and gender pay gaps in order to ensure salary benchmarks are equal across roles, understand and address any variation data, and anticipate changes that might occur. This, in turn, will allow us to create more robust and long-term oriented strategies to set up strategic measures that will prevent gender pay gap influences.

Through these actions, VincentCare Victoria plans to further improve our practices and set up procedures to achieve gender equality across all levels of the organisation. This will foster a culture of growth, opportunity, and diversity.

Continuing to Expand our Flexible and Family-Friendly Policies for all Employees:

Recently, we have undertaken a comprehensive review of our organisation's leave policies. We have expanded access for maternal, parental and carer's leave.

Conclusion:

VincentCare Victoria plans to further review and improve our practices and procedures in our aim to achieve gender equality across all levels of the organisation. This will foster a culture of inclusivity, growth and diversity. This will, in turn, help our mission to provide inclusive support and advocacy to anyone who needs it.