



# Workplace Gender Equality Agency (WGEA) Employer Statement 2023

10 July 2025

We are committed to collaborating with the Workplace Gender Equality Agency (WGEA) to promote and improve gender equality in the workplace, with alignment to [Workplace Gender Equality Act 2012](#) and the response to the Respect@Work report (2021).

Whilst the department continues to see progress, there is still more to achieve.

1. The department's average total remuneration gender pay gap was 2.8% and the median was 4.8%. Whilst this indicates men are paid more on average than women in our department, the result is a 1% improvement when compared to the 2022 report and remains within the target range set by WGEA.
2. The Industry Benchmark Report indicates our average total remuneration gender pay gap was 2.8% compared to 4.8% for other employers of the same size.
3. Our uptake of parental leave by 30% of men is significantly higher than the 7% in the comparison group, demonstrating a positive shift toward greater work life balance and shared caregiving responsibilities.
4. The gender composition of our governing bodies shows 40% of members were women, a 2% improvement since 2022.
5. Our Gender Equality Action Plan outlines our commitment to achieving gender equality and achieving an inclusive and diverse workforce where everyone feels valued and supported.
6. Following the release of these reports, our Gender Equality Action Plan is being updated and will include revised initiatives to increase representation of women on governing bodies and undertake a gender pay gap analysis to support equal remuneration between women and men.
7. The department's Gender Equality Action Plan will also incorporate initiatives from the *APS Gender Equality Strategy 2021 – 2026*.