

Gender Pay Gap Report 23/24

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.

We acknowledge and expect minor shifts in our gender pay gap may occur due to both external and internal structural changes such as changes in leadership structure, role distribution and workforce composition.

WEHI's gender pay gap data for 23/24 reflects the positive impact of our continued efforts over the past few years as evidenced by our consistently low gender pay gap.

Our key data

Our overall gender distribution



Gender composition by key areas

EXECUTIVE



SCIENTIFIC STAFF



PROFESSIONAL SERVICES



Industry Comparison

	23/24
Median (Total remuneration)	16.0%
Median (Base salary)	14.8%

Our pay gap

	20/21	21/22	22/23	23/24
Median (Total remuneration)	5.9%	5.6%	3.5%	4.5%
Median (Base salary)	3.4%	3.4%	2.2%	1.7%

Gender composition by pay quartile

Mean (Total remuneration)	Men (WEHI)	Women (WEHI)	Men (Industry)	Women (Industry)
Upper	47	53	74	26
Upper Middle	37	63	66	34
Lower Middle	32	68	56	44
Lower	41	59	43	57

Key points

- WEHI has a significantly lower median total remuneration gender pay gap than the industry: Industry 16.0% ; WEHI 4.5%.
- WEHI's remaining pay gap is due to the following factors:
 - A higher proportion of women in lower middle and lower 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 will we do to maintain/reduce our gender pay gap?

- Continue to conduct pay gap analysis to understand the drivers to improve and maintain pay equity.
- Normalising flexible work arrangements – providing choices and promoting flexible working through our Flexibility at WEHI policy and supporting Flex @ WEHI resource hub.
- Ensure a clear and consistent approach to pay by implementing remuneration guidelines.
- Continue participating in the SAGE Athena Swan Program for gender equity, diversity and inclusion.
- Continued focus on gender balance in faculty appointments (shortlisting and panel).
- Ensure WEHI has inclusive recruitment and promotion strategies by monitoring and reviewing data on who is applying and receiving interviews to ensure equity
- Valuing different leadership styles and ensuring leadership positions are equally valued and respected
- Apply a gender equity and diversity lens to the review and update of the WEHI Enterprise Agreement.