



# Gender Pay Gap – Employer Statement

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## **Introduction**

### About us

The Australian and New Zealand College of Anaesthetists (ANZCA) is one of the largest specialist medical colleges in Australia and New Zealand, and the region's foremost authority on anaesthesia, pain medicine and perioperative medicine.

We're responsible for training, assessing, and setting standards for all specialist anaesthetists and specialist pain medicine physicians wishing to practice in Australia and New Zealand.

As a proudly bi-national college, we offer our training, research, and lifelong learning programs on both sides of the Tasman, and work closely with the governments, healthcare services, and communities in each country on a wide range of issues. We also play a significant role in advancing global health.

Our college is governed by the ANZCA Council which, with the support of the FPM Board, the New Zealand National Committee, Australian regional committees, and several specialist committees, sets our strategic direction and ensures we achieve our objectives.

### Our people

The majority of college staff are based in our Melbourne office, with the remainder in the New Zealand national office in Wellington, and our regional offices in Sydney, Brisbane, Adelaide, Perth, Canberra and Hobart.

We employ 194 people with diverse roles in education, training and assessment, membership services, events management, knowledge resources and corporate support services.

We strive to recruit and retain talented people, but believe it is more than just knowledge and skills, it is the person behind the role that makes ANZCA a workplace to be proud of.

Everyone's contribution plays an important part whether you are an exams coordinator, curriculum developer, policy officer, project manager, membership service advisor or a member of our finance team. We recognise that having a diverse workforce makes us stronger when we combine a wide range of different knowledge, experience, and perspectives.

Gender is one aspect of striving for a diverse workforce, and this has always been a focus for ANZCA along with providing a fair and equitable environment for all people who contribute to the college.

As of 31<sup>st</sup> March 2025, ANZCA's workforce was made up of 74% females and 26% males, and we acknowledge that there are actions we can take to address this imbalance. We are committed to continually reviewing our approach to hiring, developing, and supporting our staff with the goal of creating an inclusive environment where people have purposeful work, feel valued and connected, and are challenged and inspired to grow.

We embrace and value the diverse society we live within and recruit, develop and support all staff without regard to race, colour, national origin, religion, disability, gender, gender identity or expression, sexual orientation, or age.

## What is the gender pay gap?

Under the *Workplace Gender Equality Amendment (Closing the Gender Pay Gap) 2023* and associated legislative instruments, organisations with more than 100 employees are required to have their gender pay gap published by the Workplace Gender Equality Agency (WGEA) along with an Industry Benchmark Report and Executive Summary provided to their governing body.

The gender pay gap is the difference in average earnings between women and men in the workforce. **It is different from equal pay**, which is ensuring that males and females receive equal pay and benefits for doing similar work or work of equal value.

**At ANZCA, equal pay is not an issue, as we ensure that everyone is paid the same for broadly similar work or work of equal value.**

Closing the gender pay gap is important for Australia’s economic future and reflects our aspiration to be an equal and fair society for all.

The gender pay gap is calculated as follows:

$$\frac{(\text{Average remuneration of men} - \text{average remuneration of women})}{\text{Average remuneration of men}} \times 100$$

## Our Gender Pay Gap figures

Our average total remuneration GPG is **15.2%** and the median is **20.0%**.

A positive percentage indicates men are paid more on average than women in an organisation. A negative percentage indicates women are paid more on average than men.

### Our gender pay gap over time

Our growth, natural turnover, recruitment of new staff, increased flexible work practices and more opportunity for staff promotions and transfers in the last 5 years has allowed us to address some of the drivers behind our gender pay gap.

Change in reporting rules (inclusion of CEO salary) in 2023-24 has meant we can only truly compare our progress with the last reporting period. It is positive to see that our gender pay gap has reduced even with the inclusion of our CEO’s remuneration. We believe the reduced pay gap and difference to last year’s figures are due to an increase in the number of females at the key management personnel (KMP) level.

All employees	2020-21	2021-22	2022-23	2023-24	2024-25
Median total remuneration	28.4%	21.8%	19%	22.2%	15.2%
Median base salary	28.7%	21.8%	19%	22.5%	20.0%

### Gender composition by pay quartile

Our total workforce has increased from 180 to 194 staff since the last reporting period. Our overall staff population has adjusted minimally from 76% female, 24% male to 74% female

and 26% male. An unfavourable impact remains with our gender pay gap result based on our overall gender composition and a dissimilar proportion of males versus females in the upper and lower pay quartiles. Males are a low proportion of the overall workforce but a much higher relative proportion in senior roles with higher salaries.

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
<b>Female</b>	56%	83%	83%	74%
<b>Male</b>	44%	17%	17%	26%

### Workforce composition by role 2024 - 25

Our gender pay gap can be driven by the higher proportion of males in management roles compared to the overall female/male composition of the entire organisation. At the snapshot reporting date of March 2025, we have seen an increase in the proportion of females at the Executive level (Key management personnel) and no change in proportion of males in other management roles compared with March 2024 figures. These statistics support the gradual closing of the gender pay gap we see in this reporting period, and it is a positive outcome that there remains a high majority of females in governance and management.

Overall, we will continue to monitor this positive trend and the composition of males and females at all levels of management.

	Key Management Personnel	Managers	Non-Managers
<b>Female</b>	71%	61%	80%
<b>Male</b>	29%	39%	20%

### Workforce composition by employment status 2024 - 25

A review of our remuneration practice has confirmed our part time staff are not paid lower than full time staff on a pro rata basis, for roles that are of broadly similar work and equal value. However, according to WGEA, typically, part-time and casual roles (generally lower skilled positions) are lower paid. The high proportion of female non-managers in part-time and casual positions could lead to an unfavourable impact on our gender pay gap.

	Full-time	Part-time	Casual
<b>Female manager</b>	67%	33%	0%

	Full-time	Part-time	Casual
<b>Male manager</b>	94%	6%	0%
<b>Female non-manager</b>	44%	39%	17%
<b>Male non-manager</b>	67%	6%	27%

### Staff appointments 2024 - 2025

ANZCA has hired more females than males during the reporting period and more female candidates are recruited into part-time and casual positions comparatively. According to WGEA, part-time and casual roles tend to be lower paid due to a lower complexity of skills required. These results could be driving an unfavourable gender pay gap. Our employee numbers have increased from 180 to 194 and we have maintained a similar proportion of females and males since the last reporting period. This suggests we have a continued sourcing issue around attracting males to our organisation, particularly at the lower pay quartile levels.

	Full-time	Part-time	Casual
<b>Female</b>	21	9	14
<b>Male</b>	5	-	5

### Staff promotions 2024 - 2025

During the reporting period we have maintained a high number of flexible working arrangements to maintain our talented workforce and promoted six female staff, four of those into management roles. One female was promoted into a part-time role.

Over the last five years the organisation has grown and restructured in some areas with opportunities for staff to move into leadership roles. Four of those females promoted were long-standing employees that have taken advantage of these opportunities and the growth of the college. The driver to reduce our gender pay gap will be where promotions are made from manager roles to key management personnel levels, that is Executive level positions.

	Full-time	Part-time
<b>Female</b>	5	1
<b>Male</b>	-	-

## Gender composition of governing body

Our governing body (Chair and members) are 46% female and 54% male. A balanced gender composition of a governing body has shown to have broader effects on equality outcomes and an organisation's performance.

## **What do our gender pay gap figures say about us?**

Our organisation is a not for profit, membership-based organisation with a core focus on education, training and assessment and providing continuing professional development opportunities for our members. Core activities focus on coordination, administration and running of committees to deliver on projects in partnership with our volunteer workforce.

Our paid workforce is heavily female dominated with the highest proportion of females filling the clerical and administrative roles (78%). Professional females account for 76% of professional staff and 61% of managers are female. The proportion of females to males reduces moving up the hierarchy of the organisation contributing to our gender pay gap

Our organisation is gender imbalanced, and we could conclude we have a sourcing issue when attracting male candidates to our organisation.

In addition, a greater proportion of our part-time roles and casual roles are occupied by females. We have previously concluded this may be due to females traditionally occupying clerical and administrative roles, pursuing roles in the not-for-profit sector or taking on part-time roles to balance primary caring responsibilities at home, until there is a future opportunity to focus on career.

At ANZCA, our remuneration evaluation, "like for like" pay audits and general pay analysis, uses full-time equivalent salaries and market data, therefore we do not believe our remuneration strategy or proportion of part-time roles and their associated remuneration level is a driver of our gender pay gap figure.

Our support of structured workforce flexibly for example, job sharing, hybrid working, offering part-time roles or compressed working weeks to support retaining our staff with primary caring responsibilities has attracted and retained staff in recent years

Overall, our figures tell us that the main drivers of our Gender Pay Gap are a high female employee population, a greater concentration of male staff in the higher pay quartiles of the organisation and a greater proportion of females relative to males in part-time and casual roles.

## **What is ANZCA doing to address its Gender Pay Gap?**

We are committed to reducing our gender pay gap and acknowledge that this will take time.

A key factor will be the need to have a greater proportion of males in our workforce overall and in the lower pay quartiles or professional, clerical and administrative roles. Within our industry sector, these types of roles are occupied by females as are our part-time roles. In 2026 we will focus on identifying where we can source and support suitable male and female applicants for our full-time and part-time professional, administrative and clerical roles.

In 2026, we are continuing with our Employee Value Proposition (EVP) project to understand our workforce further around recruitment and retention and to explore specifically our perceived sourcing issue of male applicants. This will include consulting with focus groups exploring why our staff work for and stay with ANZCA. This will be in

addition to our current methods of consultation with staff via manager one on one meetings, team meetings, staff surveys and interviews.

Our human resources information system supports the creation of personal development plans and succession planning across the college, to support the decision-making process around staff movements.

We will continue to provide flexible working arrangements with all staff eligible to make a request regardless of personal circumstances. We will continue to provide hybrid working arrangements to suit individuals and allow for inclusivity and a more diverse workforce overall.

Our parental leave policy allows for males and females to access our parental leave and pay offerings regardless of primary or secondary carer status. These staff continue to be paid superannuation throughout their parental leave period and on the unpaid portion of their leave. We hope to see a continued uptake of our parental leave benefits by both female and male staff.

Remuneration is determined by role and closing the pay gap will require a long-term view. We will continue to regularly monitor and carry out salary reviews, "like for like" pay audits and benchmarking across roles to ensure we pay equitable salaries irrespective of gender.

Our college has developed a position statement with its members on Diversity, Equity and Inclusion (DEI). Our DEI road map was developed in 2025 with the action plan to be implemented in 2026. The plan will include deliverables for staff internally and our members externally incorporating Gender Equity. The Leadership Team will play a key role in its implementation, supported by attending recent training on inclusive leadership.

In addition, the college will continue to partner with other medical colleges where possible and participate in appropriate networks and forums focussed on diversity, equity and inclusion in its broadest possible meaning.

We will share our Gender Pay Gap results with all staff, inviting them to both contribute thoughts and suggestions on what we can do to improve our approach to address our gender pay gap.

## **Declaration**

This is our ANZCA report for the snapshot date of 31<sup>st</sup> March 2025 and the figures set out above have been calculated as required using the Workplace Equality Act 2012 (the Act.)

I, Lance Emerson, CEO, ANZCA confirm that the information in this statement is accurate.



Date: 23/02/2026