



Australian Digital Health Agency Employer Gender Equality Statement

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Our commitment

The Australian Digital Health Agency is committed to advancing gender equality by ensuring that employees of all genders have equitable access to the conditions, support and opportunities they need to contribute meaningfully to our work.

We recognise that employees have varying needs, preferences and circumstances, and that contribution can be enabled in a variety of ways. Our focus is on creating an environment where these enablers are accessible to everyone, so every staff member can contribute their strengths and deliver meaningful impact to the Agency's work.

We will continue to monitor and understand our gender pay gap, maintain fairness and transparency across our employment practices and support a safe, respectful and inclusive culture where gender is never a barrier to participation.

Recent actions

The Agency has continued to strengthen gender equality by improving the conditions and supports that enable people to participate fully in our work.

We have embedded flexible working arrangements that help people to balance work and personal responsibilities, reflecting APS wide commitments to flexibility as a driver of gender equality.

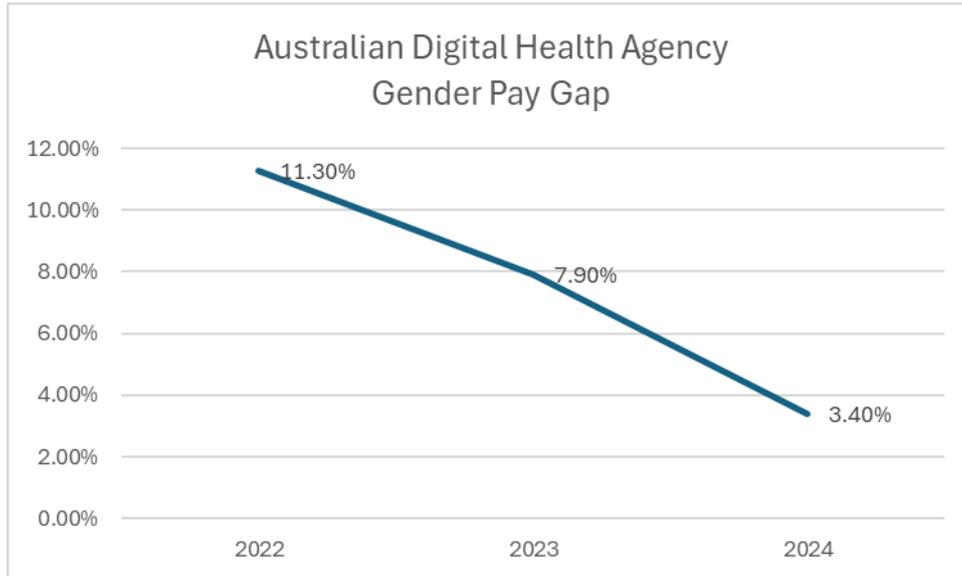
Our deep focus on modern, merit-based recruitment and selection practices is designed not only to ensure transparency and fairness but also to rigorously test any biases in hiring and development opportunities. Recent process refinements further ensure promotion of equity and consistency, supported by guidance that encourages equal pay for work of equal or comparable value. Leave entitlements, including parental leave and family-related supports, have been strengthened to ensure all employees, regardless of gender, can access the time they need at different stages of their lives and careers.

We have also focused on providing learning and development opportunities that are accessible and encourage ongoing capability building, recognising that equitable access to professional growth is central to a gender inclusive workforce.

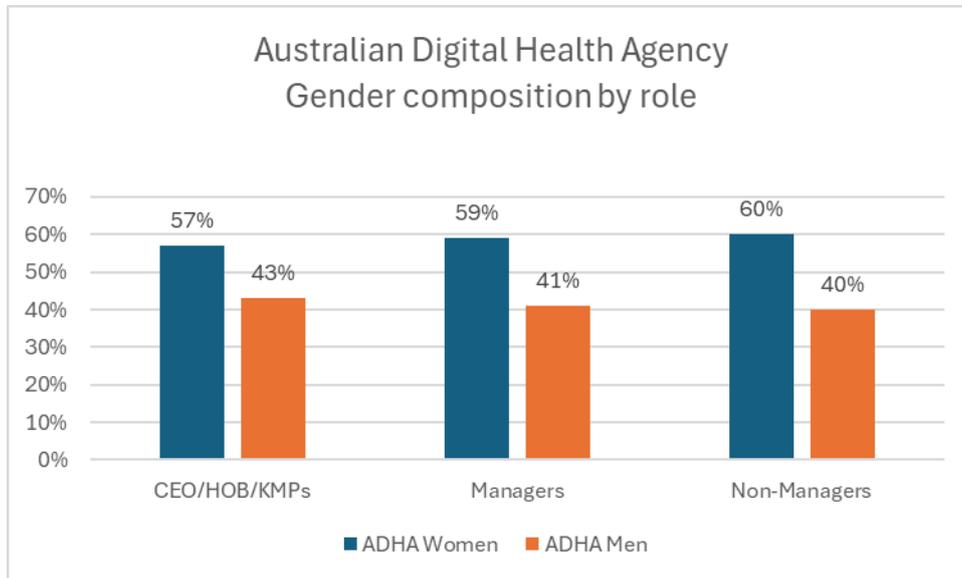
In parallel, we continue to invest in a safe, respectful and inclusive workplace culture, informed by APS initiatives to prevent harassment, discrimination and gender-based harm. These efforts help ensure that gender is never a barrier to contribution, and that all

employees have equitable access to the conditions, resources and support needed to thrive in ways that align with their needs, preferences and circumstances.

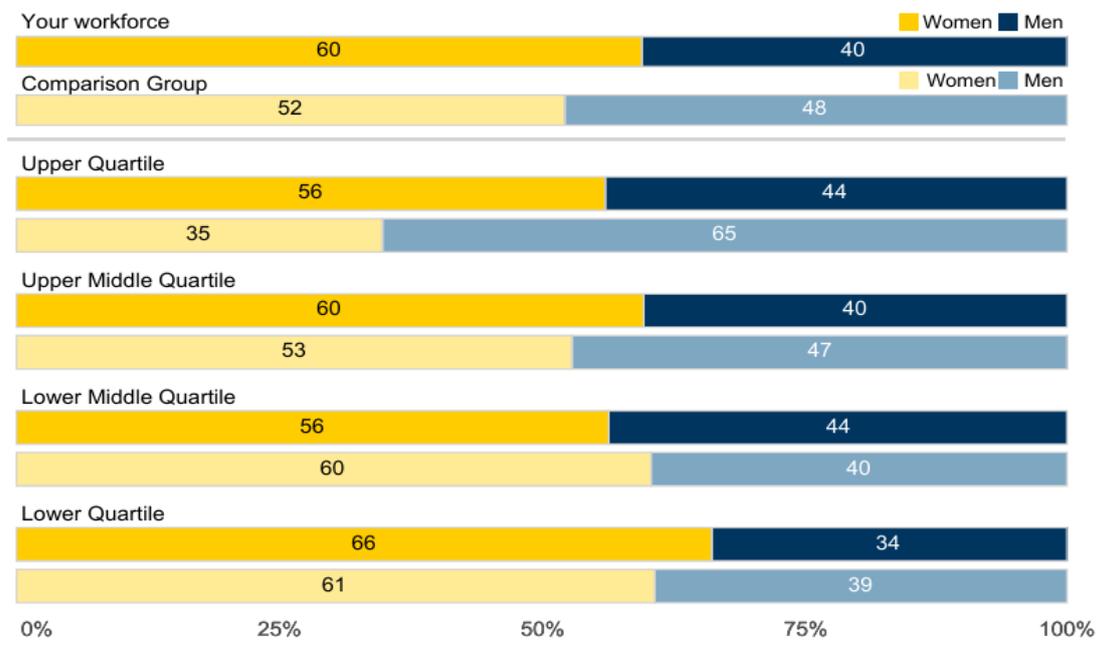
The Agency's average total remuneration gender pay gap has decreased from 11.3% in 2022 to 3.4% in 2024. This is 3.8 percentage points lower than comparable Australian Public Service (APS) agencies. While it is within the target range of $\pm 5\%$ set by the Workplace Gender Equality Agency the Agency continues to strive for further reductions.



At the Agency women comprise 57% of the CEO/HOB/KMP role, 59% of managers and 60% of non-managers.



The Agency's workforce is comparatively balanced: women are more represented (60%) in the upper middle and (66%) in the lower pay quartiles, compared with 56% in the upper quartile. Further focus will be on areas, role types or capabilities where there might be an imbalance.



Agency Actions

Action	Measure of Success
Maintain flexible work options by ensuring equitable access for all genders	Uptake of flexible work is consistent across genders, with no negative impact on development, performance or opportunities.
Conduct an annual gender pay gap analysis and introduce targeted follow-up actions each year to address emerging disparities	Year-on-year improvement or stable neutral-range results in gender pay gap metrics, with no unexplained pay discrepancies identified
Maintain merit-based, unbiased recruitment and selection processes, and explore mechanisms to reduce gender bias (e.g., structured scoring, clearer role expectations)	Recruitment outcomes show balanced gender representation in shortlisting and appointments, with consistent use of transparent, bias-resistant selection methods and continuous improvement across all areas.
Maintain equitable remuneration practices and undertake periodic gender-equity checks to ensure equal pay for work of equal or comparable value	Regular remuneration reviews confirm equity, and any identified discrepancies are promptly addressed.
Maintain parental leave and return-to-work support for employees of all genders, while increasing awareness and uptake to reduce uneven impacts of caring responsibilities	Increased uptake of parental leave by all genders, strong return-to-work rates, and positive feedback from employees accessing these supports
Maintain accessible learning and development opportunities and continue to expand capability-building pathways for all employees, regardless of working pattern or gender	Participation in learning and development is equitable across genders and work patterns, with improved access reported by employees with caring responsibilities
Maintain a respectful, inclusive workplace culture by ensuring all employees have access to tools, resources and training that prevent discrimination, harassment and gender-based harm	Positive culture and inclusion results in employee surveys, and reduced incidents or reports of gender-based harm or discrimination
Monitor gender representation across roles and levels and identify targeted strategies where underrepresentation persists	While gender representation across roles and levels is strong, measurable steps are made in role types where there may be an imbalance, with changes tracked and monitored.