

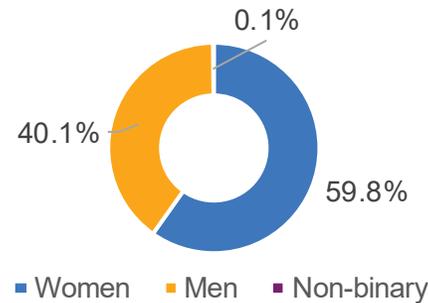
# Gender Pay Gap Employer Statement

The Australian Digital Health Agency (the Agency) is committed to fostering a workplace that provides equal opportunity, fair treatment and respectful working environments for every member of our workforce, regardless of gender.

## Our 2024 gender representation

### Our workforce gender data

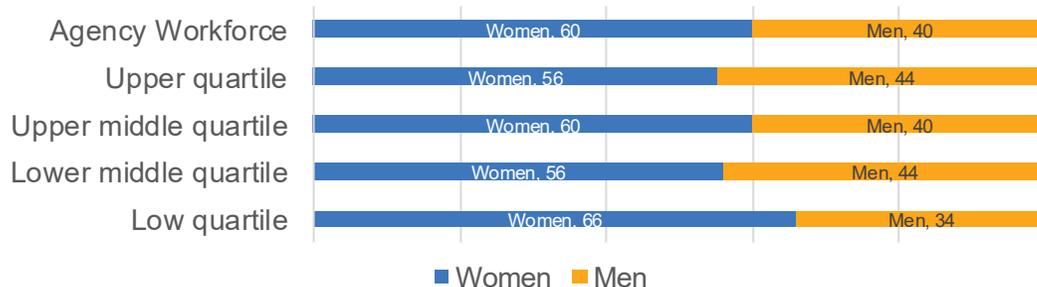
Women make up	59.8%
Men make up	40.1%
Non-binary people make up	0.1%



### Our workforce gender data

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 comparative Australian Public Service (APS) agencies and well within the target range of ±5% set by the Workplace Gender Equality Agency.

### Our 2024 WGEA gender breakdown by pay quartile



### Gender Balanced Workforce

- ✓ Women represented 60% of the Agency workforce in 2024. By pay quartile, women represented 56% of both the upper quartile and lower-middle quartile, 60% of the upper-middle quartile and 66% of the lower quartile. WGEA consider balanced to be +/-10%.

### Recent actions

- ✓ Embedded flexible working arrangements
- ✓ Maintained merit based and transparent recruitment and selection practices
- ✓ Refined remuneration processes
- ✓ Strengthened leave entitlements
- ✓ Provided accessible learning and development opportunities
- ✓ Invested in safe, respectful and inclusive workplace culture

### Planned actions

- Introduce targeted follow up actions each year to address any emerging disparities
- Explore mechanisms to reduce gender bias if identified
- Undertake annual gender pay gap assessments to identify emerging disparities
- Monitor gender representation across roles and levels and identify targeted strategies where underrepresentation persists