

# Gender Pay Gap Employer Statement

At Neami, we are committed to fostering an equitable and inclusive workplace where all individuals are valued and compensated fairly, regardless of gender. Neami recognises that the existence of gender pay gaps can have a detrimental impact on equality and commits to taking proactive steps to address and eliminate any inequities.

Neami recognises that closing the gender pay gap is a critical objective requiring ongoing commitment and that continuous monitoring is required to ensure that every individual, irrespective of gender, is equally valued for their contributions. By continuing to implement and support fostering an inclusive workplace culture, we aim to maintain a fair and equitable environment where all employees are valued equally for their contributions.

Our commitment involves, but is not limited to, the following actions:

## – **Transparent Position Classifications and Remuneration Practices:**

Neami ensures transparency in both our position classification and remuneration structures. With the exception of our Medical Practitioner and Executive staff, all positions within Neami are classified in accordance with the documented classification structures set out in the applicable industrial instrument or Neami's established Senior Manager and Specialist Remuneration Structure as applicable.

Neami ensures that equal remuneration practices are applied to all roles based on the transparent position classification structures. Neami's remuneration structures for Enterprise Agreement and Award-covered positions are directly aligned to the applicable industrial instrument.

Where remuneration differences apply within a classification level, this movement is due to band increases. These are attributable to factors such as the incumbent's length of service in the position (annual incremental band increase) and/or due to factors such as the incumbent's level of experience and qualifications.

Neami's remuneration for Senior Management and Specialist positions is determined by an established Senior Manager and Specialist classification and remuneration structure. This is reviewed annually in line with market rates and industry benchmarking, taking into consideration factors such as complexity, responsibility, accountability, and technical skill requirements.

## – **Equal Opportunities:**

Neami provides equal opportunities for career growth with both internal and external professional development opportunities, based solely on merit and qualifications free from gender bias.

– **Workplace Flexibility:**

Neami provides and supports all employees, irrespective of gender and position, to access flexible working arrangements wherever reasonably practicable via Neami's Work Flexibility procedures and the ability to access multiple forms of above-Award leave entitlements.

– **Inclusive Workplace Policies:**

Neami commits to regularly reviewing and refining our workplace policies, where required, to ensure that they continue to promote equity for all employees in all aspects of their employment.

– **Professional Development and Training:**

Neami provides online training and education programs to raise awareness of equity, diversity and inclusion that empower our employees to recognise and address these issues within our workplace.

– **Fostering an Inclusive Culture:**

Neami is working continuously to provide and maintain an inclusive workplace that values all individuals and the diverse perspectives they bring, and a workplace culture in which all employees feel heard, respected, and empowered to contribute their best.

– **Accountability:**

Neami will hold ourselves accountable for providing and promoting equal remuneration practices for all roles based on the transparent position classification structures.

## Key Findings – 2022-2023 Gender Pay Gap Analysis

Neami's median total remuneration gender pay gap is -2.6% compared with the industry comparison group's figure of -1.4%. 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.

### Staff Demographics:

Neami's Governing Body comprises of a balanced gender representation.

Neami's gender pay gap for Senior Managers and Community and Personal Service staff is -1.3% and -1.5% respectively which reflects a gap that is better than the average for the industry comparison group.

For the 'All Managers' and 'Other Executives/General Manager' categories Neami's gender pay gap is 8.7% (compared to the industry comparison group of 11.7%) and 4.9% (compared to the industry comparison group of 8.7%) respectively, which reflects that we are closer to the desired 0% than most other organisations in our comparison group.

## Efforts and Strategies

Neami is committed to preventing gender pay gaps and we have several strategies and initiatives that have been implemented and will continue to be reviewed and refined, including:

**Workplace flexibility practices and employment conditions** that are accessible by all staff to actively support them with balancing their work, personal needs and family commitments subject to reasonable business needs.

Neami recognises that at different life stages staff may wish to balance their work and outside interests by using flexible work practices. These may be related to managing family or carer responsibilities, managing individual health, wellbeing, taking time off to pursue further education and other personal commitments.

Neami also recognises that through the course of employment, those interests or needs may vary, and the type of flexibility desired may also vary. Neami is committed to promoting values and attitudes that genuinely recognise and respond to the unique needs of each employee and their own personal circumstances.

**Provision of above-Award entitlements for staff** including Paid Parental Leave, Paid Partner Leave, payment of superannuation on all Parental Leave (paid and unpaid) up to 12 months, additional Carers and Compassionate Leave, Wellness Leave, Paid Family and Domestic Violence Leave, Paid Gender Affirmation Leave and Paid Study Leave.

**Equal access to internal and external professional and career development activities** for all employees irrespective of gender. This includes access to higher duties appointments, access to secondment opportunities and provision of clinical and peer supervision (as applicable to the role).

**Transparent and merit-based recruitment practices** free from any form of bias. This includes ensuring that position descriptions, selection criteria and advertisements use gender-neutral terms, unless a minority or disadvantaged group is to be targeted.

**Transparent position classification and remuneration practices** in which positions are classified in accordance with the applicable industrial instrument or remuneration structure.

**Diversity and Inclusion Processes** that aim to increase awareness and prevent any form of harassment or discrimination in the workplace.

**Employee Value Proposition** that seeks to define the essence of Neami and captures what our staff see as being the most valuable and rewarding aspects of working with us. This includes the ways we support people, our impact, our values and our organisational culture. A copy of Neami's Employee Value Proposition Statement which further can be found here: [Careers - Neami National](#)