



WGEA STATEMENT 2024

Greenacres Gender Pay Gap

Your average total remuneration gender pay gap is **-59.7%** and the median is **-302.4%**.

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

Your gender pay gap over time

All employees	2020-21	2021-22	2022-23
Average (mean) total remuneration	-52.8%	-55.7%	-59.7%
Median total remuneration	-329%	-323.1%	-302.4%
Average (mean) base salary	-55.6%	-57.4%	-59.1%
Median base salary	-353%	-290.4%	-290.3%

Greenacres aims to fulfil its obligations under the Workplace Gender Equality Act 2012 by developing and implementing a workplace program to eliminate discrimination and contribute to gender equality in employment and the workplace.

Greenacres aims to:

- promote and improve gender equality (including equal remuneration between women and men) in employment and the workplace,
- support employers to remove barriers to the full and equal participation of women in the workforce, in recognition of the disadvantaged position of women in relation to employment matters,
- promote, amongst employers, the elimination of discrimination based on gender in relation to employment matters (including in relation to family and caring responsibilities),
- foster workplace consultation between employers and employees on issues concerning gender equality in employment and in the workplace, and
- improve the productivity and competitiveness of Australian businesses through the advancement of gender equality in employment and in the workplace.



Greenacres employs a unique workforce where almost half of our employees are people with disability who work in supported employment. Our supported employment provides opportunities for people with disability to develop skills, achieve qualifications and employment outcomes that meet an individual's goals. We are committed to breaking down barriers, advocating for people with disability to exercise choice and control and creating safe and inclusive communities where people with disability not only feel they belong, but where they can flourish and thrive.

Under the Supported Employment Services Award 2020, some employees are paid at a lower rate (less than the minimum wage, Grade A and B under the award). All will use the Commonwealth administered Supported Wage System (SWS). Our unique supported employment workforce has skewed Greenacres Gender pay gap statistics to be considerably favourable to women. This is because the majority of Greenacres' highest paid staff are female and the majority of Greenacres' supported employees are male. We can confirm that all supported employees and staff (except Executive Officers) are paid under an award and our Executive Officers are paid equally.