



For Official Use Only

s. 22(1)(a)(ii)

Meeting

s. 22(1)(a)(ii)

Friday, 21 June 2019

s. 22(1)(a)(ii)

Agenda Item	Topic	Cleared by
7	Gender equality and inclusiveness options	A/g FAS People Division

s. 22(1)(a)(ii)

5. Highlighting individual success stories to staff and encouraging SES leaders to be proactive and open to managing differently, including more flexibly, must be embraced. Male employees in Home Affairs earn on average 1.1% more than female employees. The statistics suggest we have a proud story to tell and a positive base to build from. In contrast, Australian Public Service (APS) wide efforts to close the gender pay gap currently stand at 8.4% across all APS employees and an overall full-time gender pay gap of 14.1% (for Australia).

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s. 22(1)(a)(ii)

DISCUSSION

5. The GEAP and *People Strategy 2025* outline priorities and initiatives that will continue to ensure any gender based pay gap continues to narrow over time.

s. 22(1)(a)(ii)

s. 47C(1)

6. This paper proposes a **number of policy changes** to support gender inclusiveness. Closing the pay gap,

s. 22(1)(a)(ii)

Gender pay gap s. 47C(1)

10. Understanding the drivers of the gender pay gap is complex. They include a broad range of factors, like skills, level of educational attainment, on-the-job training and accreditation, work experience, and tenure.

11. According to the WGEA, research shows the main factors contributing to the gender pay gap are:

- discrimination and bias in hiring and pay decisions
- women and men working in different industries and different jobs, with female-dominated industries and jobs attracting lower wages
- women's disproportionate share of unpaid caring and domestic work

- lack of workplace flexibility to accommodate caring and other responsibilities, especially in senior roles
- women's greater time out of the workforce impacting career progression and opportunities.

12. There is an opportunity for Home Affairs to lead on reform in relation to gender related matters in the APS. This will ensure it plays its part in addressing any such factors or perceptions in Home Affairs.

s. 22(1)(a)(ii)

30. Analysis on the gender pay gap is one such metric that should be analysed more carefully for the Department.
31. The latest APS Remuneration Report (2017 from the APSC) shows that for the APS, the average Base Salary for male APS employees (\$94,428) was higher than for females APS employees (\$86,529). This represents a gender pay gap of 8.4% across all APS employees.
32. Comparable statistics for Home Affairs shows a 1.1% pay gap in the Average Base Salaries of male employees compared to female employees. This is a decrease of one percentage point from the previous year's result of 2.0%. It is worth noting, that this may be too simplistic when we compare the Department with the former Australian Customs and Border Protection Service (ACBPS). Higher salary ranges from the then ACBPS (where men predominate) has temporarily skewed departmental results (where more staff were women on lower ranges). This will be redressed over time, as a result of the WD, with women progressing through ranges while men at the top of the increment range, retain current levels.
33. Comparable remuneration data for SES employees shows a relatively modest gender pay gap when comparing average salaries (in favour of males) of 1.6%. At the individual SES band level the gender pay gap is 5.3% for SES Band 1s and 4.6% for SES Band 2s. However, at the SES Band 3 level, the gender pay gap is 2.8% in favour of female SES employees.
34. These results suggest that overall the Home Affairs' gender pay gap results are relatively small or closing and compare favourably to the APS.

35. The gender pay gap measure used in the APS Remuneration Report is based on the standard approach endorsed by the Workplace Gender Equality Agency (WGEA). It is calculated as the difference between men's and women's Average Base Salary expressed as a percentage of men's earnings (or vice versa as in the case of the SES Band 3 mentioned above). The Departmental statistics mentioned above are based on the raw survey data provided by the Department to the APSC to inform the report. The departmental gender pay gap calculations are consistent with the methodology used in the report.
36. A 2016 KPMG Report (*She's Price(d)less: The economics of the gender pay gap*) acknowledges that the gender pay gap is an imperfect measure and the difficulties of landing on a single figure that captures the scope and complexity of workplace gender inequality. Nevertheless, the gender pay gap is seen as an important measure and a powerful symbol of driving and measuring culture change on gender and work. s. 47C(1)
37. The Australian Federal Police (AFP) conducted a pay gap analysis to better understand the nature and extent of gender pay inequality within the AFP. On average, there is a salary gender pay gap (favouring men) of 2.3%. As with the Department, this is low in comparison to both the National and APS average, however to identify key areas affecting gender equality within the AFP workforce, an AFP Gender Pay Gap Report was undertaken in 2017-18.
38. Recommendation from this report will inform the AFP's 2018-19 Gender Pay Gap Report in an effort to raise awareness, provide more training and guidance around pay equity, and remove gender bias that prevents access to some discretionary payments.
39. A similar approach could be considered by Home Affairs to contribute to ongoing monitoring but, at face value, detailed analysis seems unnecessary.
40. Monitoring and evaluating workforce data more closely of course guides how we improve our policies and ensures we are responsive to changing workforce needs. Diversity metrics are already being presented biannually to the People Committee. The release of the 2019 APS Employee Census and departmental Staff Survey (twice a year), will also help to evaluate our progress, especially as we lead up to the next round of enterprise bargaining.

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Sensitive

Background points for Deputy Secretary Executive Group's participation in the EL Conference Diversity Panel on Tuesday 26 March.

- **Caveat:** the methodology used to measure the gender pay gap in this brief is consistent with that used by the Workplace Gender Equality Agency (WGEA), the Australian Public Service Commission (APSC) and many other organisations when looking at this issue. Our strong view is that it is too simplistic and in our context disregards relevant factors such as the application of shift penalties, and the time away from work as part of leave arrangements and the differential impact this may have on different genders. Nevertheless, it provides a basis for comparison. First Assistant Secretary, People Division, has asked that a paper be prepared for Executive Operations Committee (EOC) which will include our own analysis to address this issue.
- Australia's latest gender pay gap statistics provided by the WGEA show an overall full-time gender pay gap of 14.1%.
- The latest APS Remuneration Report (2017 from the APSC) shows that for the APS, the average Base Salary for male APS employees (\$94,428) was higher than for females APS employees (\$86,529). This represents a gender pay gap of 8.4% across all APS employees.
- Comparable statistics for the Department of Home Affairs shows a 1.1% pay gap in the Average Base Salaries of male employees compared to female employees. The average Base Salary for male Home Affairs employees (\$79,528) was higher than for female Home Affairs employees (\$78,666). This is a decrease of one percentage point from the previous year's Departmental result where the pay gap was 2%.
- Comparable remuneration data for Departmental SES employees also shows a relatively modest gender pay gap when comparing average salaries (in favour of males) of 1.6%. At the individual SES band level the gender pay gap is 5.3% for SES Band 1s and 4.6% for SES Band 2. However, at the SES Band 3, the gender pay gap is 2.8% in favour of female SES employees.
- These results suggest that overall the Department's gender pay gap results are relatively small, compare favourably to the APS as a whole and are trending in the right direction.
- The gender pay gap measure used in the APS Remuneration Report is based on the standard approach endorsed by the WGEA. It is calculated as the difference between men's and women's Average Base Salary expressed as a percentage of men's earnings (or vis versa as in the case of the SES Band level 3 mentioned above). The Departmental statistics mentioned above are based on the raw survey data provided by the Department to the APSC to inform the report. The Departmental gender pay gap calculations are consistent with the methodology used in the report.
- A 2016 KPMG Report (*She's Price(d)less: The economics of the gender pay gap*) acknowledges that the gender pay gap is an imperfect measure and the difficulties of landing on a single figure that captures

the scope and complexity of workplace gender inequality. Nevertheless, the gender pay gap is seen as an important measure and a powerful symbol of this issue.

- Understanding the drivers of the gender pay gap is complex. They include a broad range of factors, including aspects like skills, the level of educational attainment, on-the-job training and accreditation, work experience, and tenure (source: *KPMG She's Price(d)less: The economics of the gender pay gap*).
- According to the WGEA, research shows the main factors contributing to the gender pay gap are:
 - discrimination and bias in hiring and pay decisions
 - women and men working in different industries and different jobs, with female-dominated industries and jobs attracting lower wages
 - women's disproportionate share of unpaid caring and domestic work
 - lack of workplace flexibility to accommodate caring and other responsibilities, especially in senior roles
 - women's greater time out of the workforce impacting career progression and opportunities.
- The Department's gender classification profile is set down in the People Strategy 2025 (page 5) and shows a strong representation of women at the Executive and Senior Executive classification levels.
- It is expected that the range of priorities and initiatives in the Department's Gender Equality Action Plan 2017-20 and People Strategy 2025 aimed at improving gender equality will help ensure that gender based pay gaps continue to narrow overtime.

From: s. 22(1)(a)(ii)
To: s. 22(1)(a)(ii)
Subject: FW: Report on Gender Disparity in The Department of Home Affairs - Response by COB Friday 15 March for Deputy Noble request for statistics - women earning less than men in the Department of Home Affairs [DLM=For-Official-Use-Only]
Date: Wednesday, 25 September 2019 12:33:03 PM
Attachments: [Data for s. 22\(1\) Women earning less than men in the Dept. of Home Affairs.xlsx](#)

For-Official-Use-Only

Not sure if this is helpful, s. 22(1)

For-Official-Use-Only

From: Workforce Reporting s. 47E(d)
Sent: Thursday, 14 March 2019 3 05 PM
To: s. 22(1)(a)(ii) >
Cc: s. 22(1)(a)(ii)
Subject: Report on Gender Disparity in The Department of Home Affairs - Response by COB Friday 15 March for Deputy Noble request for statistics - women earning less than men in the Department of Home Affairs [DLM=For-Official-Use-Only]

For-Official-Use-Only

Good afternoon s. 22(1)(a)

As per your discussion with s. 22(1)(a)(ii), I have prepared the data tables using raw data from the 2017 Remuneration Survey for the Department of Home Affairs

Average base salary for all staff	79,076.36
Average base salary for all staff, excluding SES	77,812.43
Average base salary for SES only	206,661.31

	Male	Female	Total
Average base salary	79,527.65	78,681.49	79,082.61
All staff	476,529,694.00	523,074,550.00	999,604,244.00
All staff excluding SES	462,168,874.00	511,809,367.00	973,978,241.00
SES only	14,360,820.00	11,265,183.00	25,626,003.00

This data is purely based on the data in the "2017 Remuneration Survey Report – Department of Home Affairs" sent to APSC in April 2018

If you need the working or the raw data used to produce this report let me know

If you contacted Workforce Reporting Services with a request or enquiry, and your query has been fulfilled, please take 2 minutes to provide feedback on your recent experience with us. [Click here](#) to complete our short client feedback survey.

Kind regards,

s. 22(1)(a)(ii)
Workforce Reporting Services
People Services Branch | People Division |
Corporate & Enabling Group
Department of Home Affairs
Contact: 1300 793 883 or visit [MyHR](#)
E s. 47E(d)

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From: s. 22(1)(a)(ii)
Sent: Thursday, 14 March 2019 1:41 PM
To: s. 47E(d)
Subject: FW: Workforce Reporting Enquiry RE: For action - Response by COB Friday 15 March for Deputy Noble request for statistics - women earning less than men in the Department of Home Affairs [DLM=For-Official-Use-Only]

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H: s. 22(1)(a)(ii)

As discussed please see set requirements from s. 22(1). We will use source data from the 2017 Remuneration Report

If you contacted Workforce Reporting Services with a request or enquiry, and your query has been fulfilled, please take 2 minutes to provide feedback on your recent experience with us. [Click here](#) to complete our short client feedback survey.

Kind regards,

s. 22(1)(a)(ii)
Workforce Reporting Analyst | Workforce Reporting Services Section
People Services Branch | People Division
Corporate & Enabling Group
Department of Home Affairs

For inquiries:
Contact: 1300 793 883 or visit [MyHR](#)
Email s. 47E(d)

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From: S. 22(1)(a)(ii)
Sent: Thursday, 14 March 2019 1:36 PM
To: S. 22(1)(a)(ii)
Cc: S. 22(1)(a)(ii)
Subject: RE: Workforce Reporting Enquiry RE: For action - Response by COB Friday 15 March for Deputy Noble request for statistics - women earning less than men in the Department of Home Affairs [DLM=For-Official-Use-Only]

For-Official-Use-Only

H: S. 22(1)(a)(ii)

Following our chat and one with S. 22(1)(a) too (thank you both for your time), using the raw data from the 2017 Remuneration Report can you please run a report with the data split by gender on:

- Average base salary for all staff
- Average base salary for all staff excluding SES
- Average base salary for SES only.

This information I would like presented in a table as follows:

Average base salary	Male	Female	Total
All staff			
All staff excluding SES			
SES only			

We will use this information with a statement (along the lines below) to support it

People Division is unable to locate statistics in a report that demonstrate women are getting paid less than men in the Department of Home Affairs.

The Australian Public Service Commission (APSC) provided a tailored 2017 Remuneration Survey Report (the Report) for the Department of Home Affairs (based on Departmental data) in the middle of 2018, but the published statistics are only broken down by classification, not gender.

Department data used for the Report shows

Please note that as I will be on leave tomorrow, please send your response with a cc to S. 22(1)(a)(ii)

Thank you again for your help

Kind regards,

S. 22(1)(a)

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From: S. 22(1)(a)
Sent: Thursday, 14 March 2019 10:59 AM
To: S. 22(1)(a)(ii)
Cc: S. 22(1)(a)(ii)
Subject: Workforce Reporting Enquiry RE: For action - Response by COB Friday 15 March for Deputy Noble request for statistics - women earning less than men in the Department of Home Affairs [DLM=For-Official-Use-Only]

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H: S. 22(1)(a)(ii)

I tried returning your call but unfortunately could not reach you. Thank you for calling me.

In relation to my request below, Denise Burton provided the following information (see italic text below), which may help

"The APSC supplied a tailored 2017 Remuneration Survey Report for the Department of Home Affairs (based on our input) in the middle of 2018, but the published stats are only broken down by classification, not gender.

My rough check of our 2017 Rem Survey raw data (including SES) shows about 1% gap in base salary (down from 2% in 2016). You could ask S. 22(1)(a)(ii) in Workforce Reporting Services for an official number for 2017 (latest available)."

I don't know if you have access to SES pay data but I understand there was a slight pay discrepancy between men and women in the SES in 2016. A 2016 Gender Deep Dive identified that there was a pay disparity between male SES Band 1 staff who earned on average 4.07 per cent more per annum than their female counterparts and male SES Band 2 staff earned on average 2.98 per cent more than their female counterparts.

Hope that helps. Happy to discuss.

Kind regards,

S. 22(1)(a)

For-Official-Use-Only

From: S. 22(1)(a)
Sent: Wednesday, 13 March 2019 4:52 PM
To: S. 22(1)(a)(ii)
Cc: S. 22(1)(a)(ii)
Subject: For action - Response by COB Friday 15 March for Deputy Noble request for statistics - women earning less than men in the Department of Home Affairs [DLM=For-Official-Use-Only]

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Dear s. 22(1)(a)(ii),

I send this request to you in the hope you may be able to provide information relevant to a request from Deputy Noble

Action

Deputy Noble has requested statistics on pay for women and men in the Department, in particular, any pay disparity. She seeks this information to inform her participation in the diversity panel at the upcoming EL conference on 26 March.

Deputy Noble's Office suggests (see original email below) that information may exist to support that *women are getting paid less than men* in the Department of Home Affairs.

I am trying to locate the source of this information to provide to Deputy Noble. Hence, if you know of the possible source, can you please let me know. I also seek any information you have on the broader issue of remuneration and gender in the Department.

I am aware information may potentially be located in the Department's Employer Remuneration Survey Report which is completed as a part of the APS Remuneration Report. Further, Individual Flexibility Arrangements (for example at SES level, contractors?) and outcomes of the Workplace Determination are likely relevant too.

Due date for response – Friday 15 March 2019

As FAS PD has requested the response by COB Wednesday 20 March, your reply is sought by no later than COB this Friday, 15 March. Please note, as I will be out of the office at this time and in the week ahead, please ensure you send your response to s. 22(1)(a)(ii).

Thank you for your assistance. I do appreciate it.

With thanks and kind regards,

s. 22(1)

s. 22(1)(a)(ii)

Assistant Director | People Capability Strategy Section
People Strategy | People Division
Corporate and Enabling Group
Department of Home Affairs

For inquiries:-

Intranet: visit [MyHR](#)

Phone: 1300 793 883, select Option 1 and follow the prompts

or Official Use Only

From: s. 22(1)(a)(ii)
Date: Wednesday, 13 March 2019 at 11:45:35 am
To: "Diversity" s. 47E(d); s. 22(1)(a)(ii) >
Cc: "Abby WHITING" s. 22(1)(a)(ii); Murali VENUGOPAL s. 22(1)(a)(ii)
s. 22(1)(a)(ii)
s. 22(1)(a)(ii)
Subject: For Action: Request for statistics - women earning less than men in the Department of Home Affairs [DLM=For-Official-Use-Only]

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Hi All,

FAS PD has requested a strategy view point in relation to this tasking. Due to this, s. 22(1)(a)(ii) branch will take point and seek input from your team.

s. 22(1) – please bring to s. 22(1)(a)(ii) attention and note the deadline in the below email to FAS PD.

Thanks

s. 22(1)(a)(ii)

Executive Officer – People Division
Department of Home Affairs
15301 | 6 Chan Street, Belconnen, ACT 2616
t: s. 22(1)(a)(ii) m: s. 22(1)(a)(ii)
e: s. 22(1)(a)(ii)

Visit [MyHR](#) for your direct access to HR Information.

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From: s. 22(1)(a)(ii)
Sent: Wednesday, 13 March 2019 9:50 AM
To: Diversity s. 47E(d)
Cc: Abby WHITING s. 22(1)(a)(ii); Murali VENUGOPAL s. 22(1)(a)(ii)
s. 22(1)(a)(ii)
Subject: For Action: Request for statistics - women earning less than men in the Department of Home Affairs [DLM=For-Official-Use-Only]
Importance: High

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Hi Team,

Please see below request from Deputy Noble's office in relation to the EL Conference and the Diversity Panel.

Noting the date of the Conference, please prepare and have for FAS clearance **by no later than Wednesday 20 March 2019**.

s. 22(1)(a)(ii) will provide you with Abby's clearance requirements.

Regards,

s. 22(1)(a)(ii)

Executive Officer – People Division
Department of Home Affairs
15301 | 6 Chan Street, Belconnen, ACT 2616

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t s. 22(1)(a)(i) m s. 22(1)(a)(ii)
s. 22(1)(a)(ii)

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From: s. 22(1)(a)(i) >
Sent: Wednesday, 13 March 2019 8:17 AM
To: s. 22(1)(a)(ii)
Cc: s. 22(1)(a)(ii)
Subject: Request for statistics - women earning less than men in the Department of Home Affairs [DLM=For-Official-Use-Only]

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Good morning s. 22(1)(a)

I was hoping you might be able to help locate some statistics in support of Rachel's participation in the diversity panel at the EL conference

Rachel has mentioned there are some stats (maybe NGS or APSC) that show that women are getting paid less than men in our department

Grateful if you're able to locate the statistics and send them through at your earliest convenience

Thanks very much for your assistance – happy to discuss

Kind regards

s. 22(1)(a)(ii)
Executive Officer to Rachel Noble PSM, Deputy Secretary Executive
Department of Home Affairs
P: s. 22(1)(a)(ii) M: s. 22(1)(a)(ii)
Email: s. 22(1)(a)(i) [@homeaffairs.gov.au](mailto:s.22(1)(a)(i)@homeaffairs.gov.au)

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Data for Women Earning less than men in the Dept of Home Affairs

· Average base salary for all staff	79,076.36
· Average base salary for all staff, excluding SES	77,812.43
· Average base salary for SES only.	206,661.31

This information I would like presented in a table as follows:

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2. RE the gender pay gap - the CPSU letter says the gender pay gap is 14% for women but can we please provide our Department's stats on this?

Response:

- Male employees in Home Affairs earn on average 1.1% more than female employees. In contrast, Australian Public Service (APS) wide efforts to close the gender pay gap currently stand at 8.4% across all APS employees and an overall full-time gender pay gap of 14.1% (for Australia).

Author:	Robyn Miller, Workplace Relations & WHS Assurance, s. 22(1)(a)(ii)
Cleared by:	Pablo Carpay, s. 22(1)(a)(ii)
Through Deputy Secretary:	Cheryl-anne Moy, COO, s. 22(1)(a)(ii)
Attachment A	Original Tasking
Attachment B	Draft Response letter to any campaign emails received by the Secretary.

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