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People Culture and Safety Committee (PCSC) Meeting Paper

MEETING DATE	s. 22(1)(a)(ii) LEAD	FAS PD
CSUBJECT	Gender Pay Gap	

Recommendations

It is recommended that the Committee:

- Note the findings of the Home Affairs Gender Pay Gap Deep (GPG) Dive; and
- Agree the proposed actions to improve Home Affairs' GPG.

Purpose/ Key Discussion Points

- At the July PCSC meeting, People Division advised that the Department's median remuneration in 2023 was determined by the Workplace Gender Equality Agency (WGEA) to be 9.3% in favour of men.
- A Deep Dive analysis has since been conducted to identify core drivers and areas where effort should be focused to reduce the Department's GPG to the accepted levels of +/- 5%.
- The Deep Dive utilised the 2024 APSC Remuneration Report data as the 2023 findings were subject to the Workforce Determination in place at that time. The 2024 data was more appropriate given the implementation of the Enterprise Agreement.
- The Deep Dive result now confirms the Department's GPG for 2024 will be 7.2%, a reduction of 2.1% on 2023 results.

Critical Issues

- The Deep Dive of the 2024 salary, recruitment processes and market research are detailed in **Attachment A** with key findings such as:
 - The GPG for the Departments base salaries is 0% and only when shift penalties payments, allowances and overtime are added that the GPG increases to 7.2%. The 0% base salary variance is based on the median salary across all levels. This shows a median base salary for all male (6,859) and females (7,867) of \$87,572.
 - The Departments GPG by APS level is within acceptable parameters except for APS 3 level (10.3% in favour of men) and EL 2 level (5.6% in favour of men).
 - GPG by Group shows five Groups with a GPG in favour of men and one in favour of women. There are five other Groups that do fall within recommended allowances. Please note these Groups are based on the organisational structure in place in 2024. Work is underway to align the 2024 data to the new structure.
 - Potential areas impacting GPG, and requiring action have been identified as:
 - Penalty payments – 7.9% in favour of men; and
 - Higher Duties Allowance (HDA) – 51.1% in favour of men.

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Additional Data

7. The “time spent in a role” is a complex analysis and difficult to extract due to the large amount of data however, the 2024 calendar year table shows gender breakdown at each Pay Scale Group which provides some clarity around potential areas of concern.

Pay Scale Group	No. Female	No. Male	Total	Female %
Graduates	s. 47F(1)			49%
APS 1				20%
APS 2				45%
APS 3				44%
APS 4				58%
APS 5				55%
APS 6				57%
EXEC 1				53%
EXEC 2				54%
SES Band 1, 2 & 3				48%
Total				53%

8. The 2024 calendar year provides some information potentially impacting the GPG, including:
- Of the 3,033 staff receiving shift penalties, 35% are female;
 - In the marine crew area specifically, of the 567 staff only 10% are female; and
 - In ABF (National Operations Group) of the 1,863 staff only 36% are female.

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9. In terms of internal promotions for financial year 2024 – 2025 the data below shows more females (57%) have been promoted than males across the majority of pay scale groups.

Pay Scale Group	Female	Male	% Female	% Male
APS 2	s. 47F(1)			67%
APS 3				0%
APS 4				45%
APS 5				43%
APS 6				40%
EXEC 1				44%
EXEC 2				41%
SES BND1				17%
SES BND3				0%
Total				

10. Data from the Australian Bureau of Statistics and the Australian Taxation Office highlights that skills shortages and top paying professions may influence the Department’s GPG.

11. Overall, there are 46 job roles universally where GPG is in favour of men and 30 in favour of women.

Risks and Opportunities

12. WGEA determines GPG utilising Australian Bureau of Statistics data which when provided by the Department does not include gender, APS level or a breakdown of allowances. It is unclear how WGEA incorporates gender and other data to determine the GPG. This may result in WGEA determining a different GPG to the Department’s calculations. Further discussion with WGEA on this matter will be undertaken during the current reporting phase (2024 Reporting commenced in September and will be published by WGEA in March 2026).

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Attachment

Attachment A: Analysis of 2024 Pay data

Responsible Officer: Tiffany Blight, First Assistant Secretary, People Division
Date Approved: DD September 2025
Consultation: Gender Diversity Champions, Department of Defence, Department of Health, Disability and Aged Care, WGEA (Attendance at Reporting Workshops)

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Gender Pay Gap (GPG) Analysis (based on 2024 APSC Renumeration data)

Department

0% GPG on base salary

On total pay (including allowances etc)
GPG 7.2% in favour of men

GPG has been calculated using base salary plus any allowances, overtime, penalties and IFA's. This is a **reduction of 2.1%** from 2023 results. **GPG against base salaries is 0%.**

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Influencing factors



Hardship and Difficult Environment
97.6% in favour of men

Additional Responsibilities Pay
51.1% in favour of men

Hours of Duty
27.4% in favour of men

IFA
9.3% in favour of men

Shift Penalties
7.9% in favour of men

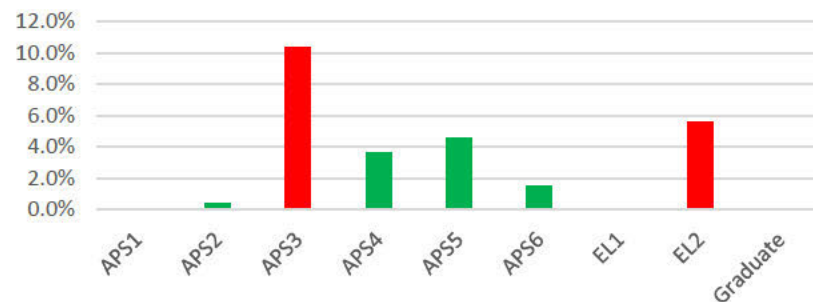
Market Related
6.2% in favour of men

Geographic/Locality
20.5% in favour of men



Personal Benefits
42.4% in favour of women

GPG by APS level



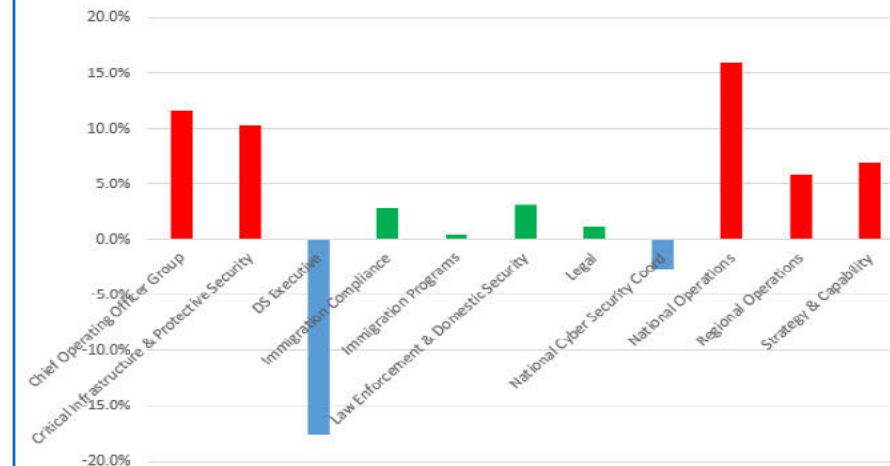
Job roles play a part in our GPG. There are **46** roles with a GPG in favour of men and **30** in favour of women

(see next page)

Red = In favour of men
Blue = In favour of women
Green = within recommended levels

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GPG By Group



Note: Data used is based on 2024 structure. Best attempts have been made to realign data with the September 2025 structure

Gender Pay Gap (GPG) Analysis

(based on 2024 APSC Renumeration data)

Analysis by job Role



Potential influences driving the GPG

Bureau of Statistics data for 2024 shows that there were national skills shortages across many professions (included in the tables).

ATO list of top 15 highest paid jobs for 2024 includes:

- Medical Practitioners
- Judicial or other legal professionals
- CEO or Managing Director
- Financial Investment Advisor/Manager
- ICT managers
- Enterprise software architect/manager
- Computing professionals

Potential DHA Roles where GPG is in favour of men

- Marine Engineers
- ICT (Digital investigators, systems administrators etc.)
- Cyber Security
- Investigators
- Border Enforcement Officers

Potential DHA Roles where GPG is in favour of women

- Administrative Support
- Program Delivery
- Governance Officers
- Quality Assurance Officers
- Cancellation Assessment Officers

Influencing factors

Department

Document 1.1

GPG on base salary is 0%. It is only when allowances, penalties and other payments are added that it increases to **7.2%** in favour of men

Within recommended levels

Overtime GPG 0.5% in favour of women



■ Women ■ Men

Expense Allowance 0%



■ Women ■ Men

IFA 1.1% in favour of men



■ Women ■ Men

GPG in favour of men

Hardship and Difficult Environment Allowances
97.6% in favour of men



■ Women ■ Men

184 women & 800 Men. Recipients work predominantly in National & Regional Operations. Highest branch is Marine Deployment & Support Branch

PLEASE SEE FOOTNOTE BELOW

Hours of duty
27.4% in favour of men



■ Women ■ Men

2944 women & 2965 Men. Recipients work predominantly across Immigration, National & Regional Operations. Highest branch is Marine Deployment & Support Branch

Geographic/Locality Allowance
20.5% in favour of men



■ Women ■ Men

415 women & 520 Men. Recipients work predominantly across Immigration & Regional Operations.

Shift Penalties
7.9% in favour of men



■ Women ■ Men

1210 women & 1612 Men. APS 2 (28%), 4 (7%) and 6 (23%) have GPG in favour of men. Marine Crew APS 1-6 have a GPG of 5.4% in favour of men. There are no women receiving the allowance within Marine crew at EL levels.

Market Related Allowance
6.2% in favour of men



■ Women ■ Men

75 women & 76 Men. Predominantly at the more senior levels (APS 6 – EL) from COO and Immigration Groups.

GPG in favour of women

Personal Benefits Allowance
42.4% in favour of women



■ Women ■ Men

120 women & 149 Men. Predominantly at the more senior levels (APS 6 – EL) from Immigration, National and Regional Operations.

Footnote: The Hardship & Difficult Environment Allowance reported amount of 97.6% is the difference between the Male (\$46,066.05) and Female (\$1092.85) median amounts $((\$46,066.05 - \$1092.85) / \$46,066.05)$. This is the same methodology used for all reported amounts on this Influencing Factors page.

Note: An explanation of allowances is on page 6

Explanation of allowances as per APSC Renumeration reporting

Hardship & Difficult Environment allowance	Hours of Duty	Geographic/ locality	Shift Penalties	Market Related	Personal Benefits	Expense
The total amount paid to the employee for Hardship and difficult environment allowances, including: Site, Hardship, Antarctic, Diving, Duty at Sea, Field Work, Flying Disability, Hardship, Inspection Certifying Dangerous Goods, Magazine (Ammunition) Allowance, Marine Crew Accommodation, Multiple Division Site, Self-Contained Breathing Apparatus Allowance, Site Allowance, Sleepover, Southern Ocean Deployability, Southern Ocean Operations Training, Spray Equipment Operation, Task Loading Allowance, Wharf Allowance, Working Conditions Allowance, Attraction Allowance.	The total amount paid to the employee for hours of duty allowances, including: DLO, Executive Level Time Off In Lieu (TOIL), Long Hours, Field Work, Meal, Irregular On-Call, On-call Shipping Incidents Response Coordinators, Restriction, Shift Duty Crib, Technology Services Monitoring, Composite Shift Penalties, Shift (where paid as an allowance i.e. commuted).	The total amount paid to the employee for geographic/locality allowances, including: Child, District, Disturbance/Relocation, Geographical Rent Assistance, Isolated Establishment Allowance (IEA), Leave Fare, Post, Posting Termination Compensation, Remote Localities Assistance, Remote Locality Dependent, Rent Subsidy, Cost of Living.	The total amount of shift penalty payments the employee received in the calendar year.	The annualised FTE market related allowance paid to the employee for recruitment/retention for a specific job. i.e. we need to pay more to get people to work in this area/job.	Provide the description of the total of all other monetary and non-monetary benefits provided at the employer's expense to or on behalf of an employee as a personal benefit only and not classified elsewhere. Do not include any salary sacrifice benefits. Examples include telephones for private use, study (where it is not linked to a business need), gym memberships, reimbursement of non-business expenses, children's school fees, personal computer leases, on-site child care facilities, attraction benefits, household insurances, professional payments, Qantas club membership and eye glasses.	The total amount paid to the employee for expense allowances, including: Clothing, Equipment, Fuel, Home Computer, Home Phone, Home Office, Home Equipment, Home Fridge, Kilometre Allowance, Mobile Phone, Motor Vehicle, Shoe, Stocking, Tool, Vehicle. Evidence-based reimbursements are not to be included.