



# Maari Ma Health Aboriginal Corporation

ABN 39 056 645 930

ICN 2570

## COMMITMENT TO GENDER EQUALITY AT

### MAARI MA HEALTH ABORIGINAL CORPORATION

Maari Ma Health Aboriginal Corporation is an Aboriginal community controlled regional health service providing health, social and community programs and services to benefit Aboriginal people in far west NSW. We are a small-medium sized organisation of more than 120 staff, of whom more than 60% are Aboriginal and/or Torres Strait Islander.

Maari Ma is committed to providing a safe and welcoming work environment for all. We have an enterprise agreement which does not allow for gender pay disparity across the full spectrum of roles within the organisation. Our Code of Conduct and other policies do not allow for discrimination of any sort.

The majority of Maari Ma's activities are in the area of health care, early childhood education and development, and support for young families. Across Australia, these industries and activities are largely undertaken by women and this is the case at Maari Ma with almost 80% of our staff female.

The range of salaries for both men and women were the same, that is, we had both males and females paid at the lowest level as well as at the highest level.

Across our organisation, the average female salary (of 93 women) was \$101,614.

Across our organisation, the average male salary (of 25 men) was \$153,316.

As an organisation of more than 100 staff, Maari Ma is required to report our staff gender and annualised pay rates to the Workplace Gender Equality Agency (WGEA). The WGEA is an Australian Government statutory agency created by the Workplace Gender Equality Act 2012. Its purpose is to promote and improve gender equality in the workplace. Maari Ma reports all salaries as annualised (that is, part-time staff are reported as full time equivalents) for the purpose of comparison with other industries and organisations. Maari Ma's results are compared to other health services in a 'comparable industry grouping' (Australian Bureau of Statistics (ABS) Group 8599 – Other Health Care Services <250 employees).

The Gender Pay Gap is calculated as

$$\frac{\text{Av male remuneration} - \text{Av female remuneration}}{\text{Av male remuneration}} \times 100$$

Our payroll snapshot date is in March. We report in June.

Our 2022/23 gender pay gap was 31%, that is, male employees at Maari Ma are paid on average 31% more than female employees.

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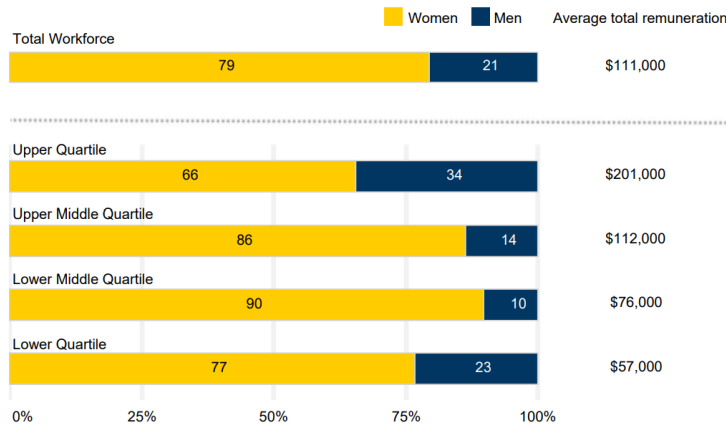
We acknowledge the contribution made by our primary funding bodies, the Department of Health and Aged Care and NSW Ministry of Health

	Average	Median
Maari Ma	31%	25%
Comparable industry group	23%	17%

The following diagram from our WGEA report for 22/23 breaks this down further:

### Gender composition by pay quartile

The chart below divides the total remuneration full-time equivalent pay of all employees into four equal quartiles. A disproportionate concentration of men in the upper quartiles and/or of women in the lower quartiles can drive a positive gender pay gap.

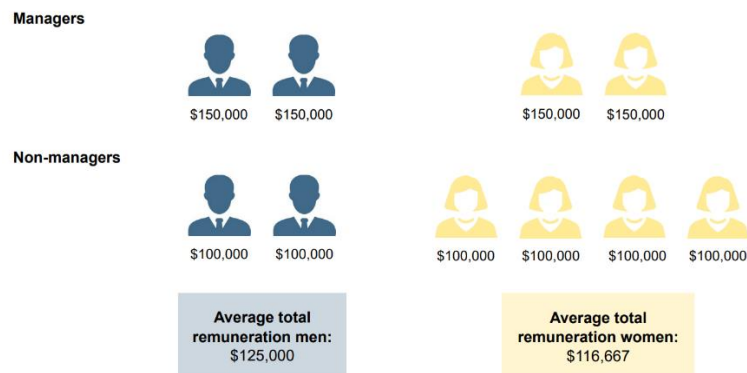


- Note:
- Part-time/casuals/part-year employees are annualised to full-time equivalent for average total remuneration and does not include voluntary salary data submitted for CEO, Head of Business(es), Overseas managers and casual managers.
  - The average total remuneration is rounded to the nearest \$1,000.

The WGEA has analysed the pay gaps in many industries for the factors that drive pay gaps. The ones that appear to be relevant to Maari Ma are:

More men in leadership roles, more women in junior roles: Senior roles tend to be paid more, so when there is a gender imbalance in senior roles, this can drive gender pay gaps. In Australia, women are under-represented in leadership and management; however in Maari Ma, we have approx. 9 men and 12 women in leadership/management roles. As the quartile diagram above shows, while men in Maari Ma make up 21% of the workforce, they are 34% of the upper salary quartile.

The following from WGEA illustrates this issue:



Employer gender pay gap for this sample: 6.7%

More men in higher paid jobs; more women in lower paid jobs: We have 9 males in leadership/manager roles (out of 25 males) – that is, 36% of men. We have 12 females in leadership/manager roles (out of 93 females) – that is, 13% of women.

Unequal participation in part-time work: Industries like ours, predominantly healthcare, with high levels of women's representation are found to have significantly higher proportions of part-time and casual workers. It is also true that more senior (and higher paid) roles are less often available as part-time roles, so women who prioritise working part-time may exclude themselves from these roles. This may be contributing to Maari Ma's gender pay gap: while we have a similar proportion of male and female part-time workers compared to the proportion working full-time, given the smaller number of men in these part-time roles this further contributes to our gender pay gap.

Maari Ma is proud of our flexible work environment and our willingness to work with staff to adapt to their changing life circumstances, particularly as it relates to caring roles outside the workplace, for children and parents. For instance, we are proposing to improve the leave available to both parents after a birth or adoption. We are open to suggestions from our staff to make further adjustments that will close the gender pay gap. We will continue to respond to the needs of our workers whilst remaining a trusted organisation to our clients and communities and an employer of choice in far west NSW.