

WGEA Employer Statement 2024-2025



Commitment to Gender Equality

As a provider of excellence in the provision of healthcare to rural and remote Queensland communities, the Royal Flying Doctor Service of Australia (Queensland Section) (RFDS) recognises the importance of fostering gender equality.

RFDS aims to create an organisation that not only recognises the unique contributions of every individual and actively works to eliminate gender disparities, ensuring a workplace that is fair, inclusive, and supportive for all.

Progress towards Gender Equality

In the 2024-25 Reporting Period, RFDS made progress in reducing the organisation's average (mean) total remuneration. The RFDS is pleased to see a **reduction of 4.8%** since the 2021 – 22 reporting period. Whilst RFDS also achieved a reduction in overall average (mean) base salary and median base salary, the exception was median total remuneration, which has increased in both 2022-23 and 2024-25 reporting period.

| All employees | 2021-22 | 2022-23 | 2023-24 | 2024-25 |
|-----------------------------------|---------|---------|---------|---------|
| Average (mean) total remuneration | 29.0% | 28.4% | 24.7% | 24.2% |
| Median total remuneration | 21.2% | 23.5% | 19.9% | 24.0% |
| Average (mean) base salary | 30.9% | 30.1% | 25.0% | 25.0% |
| Median base salary | 20.9% | 16.8% | 14.0% | 13.9% |

Average gender pay gap: the difference in average earnings between women and men in the workforce. The average is calculated by adding up a list of employees' wages and dividing by the number of employees.

Median gender pay gap: the difference between the median of what a man is paid and the median of what a woman is paid in an employer. The median is found by lining up the pay of every man in the business in order of smallest to largest and finding the mid-point. The same is done for the pay of women in that business.

Key Insights & Analysis

Whilst the gender pay gap at RFDS is shaped by a range of factors, a concentration of one gender in lower-paid roles and the other in more senior or highly paid roles can increase the gender pay gap, is one of the key factors in driving the current RFDS gender pay gap.

RFDS experiences differences in gender representation across several occupational groups. In roles such as Medical Officer – Aeromedical and Pilots, men represent a higher proportion of the workforce, comprising approximately 61% and 94% respectively. These roles are crucial to RFDS operations and generally attract higher remuneration due to skill requirements, responsibility and market conditions.

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Most Medical Officers are engaged on part-time arrangements. As workforce data is reported on a full-time equivalent (FTE) basis, this can influence how representation is reflected when compared to individual headcount.

Conversely, the Nursing workforce, which is a critical element to the operational delivery of the RFDS is predominantly female, with women accounting for 84% of these roles. Nursing positions represent a significant proportion of RFDS' overall workforce and are generally remunerated at lower levels than some other operational roles. This trend is reflective of a broader industry-wide pattern where caring and clinical support roles are more commonly occupied by women.

Overall women represent 58% of the RFDS workforce. Within Key Management Personnel, males represent 61%, whereas at the management level there is a more balanced representation with women holding 49% of management positions. (Key Management Personnel are represented by Board and Executive positions at RFDS)

Actions and Monitoring progress

The RFDS will continue to focus on fostering a diverse and transparent environment in order to make meaningful progress against the overall Gender Pay Gap. Key initiatives and practices that the RFDS implement to address gender pay drivers, include:

- Maintaining and improving a culture that values diversity and inclusion, where gender equity is seen as integral to the organisations success.
- Conducting an annual gender pay gap analysis to better understand the organisations position and associated drivers.
- Applying Korn Ferry position grading methodology against non-award and award-based positions and utilizing relevant survey data to inform remuneration practices.
- Continuing to classify most positions against RFDS Enterprise Agreements in a consistent manner and ensure that bargaining processes encourage diversity and equity.
- Continuing to implement recruitment strategies designed not only to attract diverse talent but to ensure the workforce reflects the diversity of the communities it serves.
 - RFDS also acknowledges that as part of this, it is important to enable open discussions about remuneration and ensure that negotiation processes do not inadvertently perpetuate gender biases.
- Reviewing internal policies and procedures ensuring compliance in maintained, promoting fairness, and fostering a positive workplace culture.
- Continuing to offer a range of flexible work options including remote work and part-time arrangements in support of RFDS employees.