

# Gender Pay Gap Report 2022/23

## Our Commitment to Gender Equity

Menzies School of Health Research (Menzies) is committed to paying all staff a fair wage and providing opportunities for career development.

Gender equity is a crucial issue for Menzies. Women make up 78% of the Menzies workforce in Australia. Menzies is proud of its efforts to achieve strong representation of women in research and organisational leadership.

Menzies has a continuing strategic focus on enhancing representation of women in senior Academic roles. Since 2021, the proportion of senior Academics at Level D and E who are Women has risen from 52% to 57%.

In 2024, Menzies commits to undertake an analysis of our payroll data to inform the development of actions to address the Gender Pay Gap (GPG).

## Our Key Data

### Total workforce gender composition

78% (Women) 22% (Men)

### Key management personnel

67% (Women) 33% (Men)

### All managers

61% (Women) 39% (Men)

### Board representation

33% (Women) 67% (Men)

## 2022/23 Gender Pay Gap (GPG)

	Menzies	Industry*	National
Median Base Salary GPG	12.5%	20.9%	14.5%
Median Total Remuneration GPG	14.8%	21.9%	19.0%

**Note:** The gender pay gap reflects the difference between the remuneration of women and men across the organisation. It does not represent differences in pay between women and men in the same roles.

\* Comparison Industry: Professional, Scientific and Technical Services (except computer system design and related) 250-499 employees

## Gender composition by pay quartile

Quartile (total remuneration)	Menzies (Women)	Menzies (Men)	Industry (Women)	Industry (Men)
Upper	62%	38%	34%	66%
Upper middle	81%	19%	46%	54%
Lower middle	85%	15%	57%	43%
Lower	86%	14%	57%	43%

## Key Messages

- Menzies will act to reduce its GPG.
- To implement effective strategies, Menzies needs to better understand the factors contributing to our GPG.
- Menzies has a higher proportion of women across all pay quartiles than our industry average.

## Actions Planned

Menzies will:

- Undertake a payroll analysis and develop specific actions to address the GPG.
- Continue to increase the representation of women in senior roles.
- Develop leadership capability amongst our staff.
- Continue education and training initiatives to support a harassment-free and respectful workplace environment.