



THE UNIVERSITY
of ADELAIDE



PAY EQUITY REPORT 2020

1. Introduction

The University of Adelaide is a talent organisation. While remuneration is not the only consideration in attracting and retaining staff, it is a key consideration, and the University is committed to providing guidance to decision makers for determining appropriate, fair and equitable remuneration decisions to achieve pay equity for like roles across the University.

The Workforce Gender Equality Act (WGEA) defines Pay Equity as “ensuring women and men performing the same role are paid the same amount, and women and men performing different work or equal or comparable value are paid equitably”. In practical terms, best practice employers will ensure that women and men performing the same work are paid the same amount.

Having completed analysis of the University’s salary data, using the WGEA Framework and the University’s own pay equity framework, the University is confident that there is no evidence of a systemic gender pay gap as there is no discernible trend; though this will continue to be monitored in future reports.

The University’s *Dornwell Action Plan* commits the University to annual monitoring and reporting on pay equity. The annual reporting framework consists of:

- An annual report to the Vice-Chancellor’s Executive;
- An annual report to the University Council (through the People and Culture Committee); and,
- This summary report to staff.

The following scale has been used for the traffic light pay gap reporting throughout this report:

- Acceptable gap - less than 3% difference between the pay of women and men (shown in green);
- Gap requiring attention - 3-10% difference between the pay of women and men (shown in amber);
- Significant gap of concern - more than 10% difference between the pay of women and men (shown in red).

2. WGEA Pay Equity Framework

WGEA is an Australian Government statutory agency charged with promoting and improving gender equality in Australian workplaces and is responsible for administering the *Workplace Gender Equality Act 2012(Cth)*. Like all large employers, the University is required to report various gender equity data to the WGEA annually.

2.1 Organisation-wide gender pay gap

The organisation-wide pay gap is defined as the difference between the average remuneration of women and the average remuneration of men across the whole organisation.

The University's organisation-wide pay gap for all academic and professional staff as follows:

Average FTE Total Remuneration by Gender					
Classification	Female %	Female Total REM - Average	Male %	Male Total REM - Average	Percentage Difference
Academic	31.81%	\$ 149,986	59.40%	\$ 171,084	-14.07%
Professional	68.19%	\$ 104,007	40.06%	\$ 119,907	-15.29%

The total average gap is consistent with the gap for 2018 and 2019. As noted in previous reporting this organisation-wide pay gap reflects that there is a higher ratio of men than women in senior academic and professional positions.

2.2 By-level pay gaps defined as pay gaps

More meaningful than the organisation-wide measure is WGEA's *by-level pay gap* measure, which is defined as the gap in pay between women and men doing the same or comparable work. This gap is analysed, by comparing similar responsibilities, typically at the same level in the organisational hierarchy.

As the University's classification framework defines comparable work, it is the basis for analysis of by-level pay gaps at each classification level as follows:

University of Adelaide					
Classification	Female %	Female Total REM - Average	Male %	Male Total REM - Average	Percentage Difference
HEO 2 Security	0.09%	\$ 89,573.00	0.18%	\$ 87,680.00	2.11%
HEO 2	0.14%	\$ 63,340.00	0.18%	\$ 61,927.00	2.23%
HEO 3 Security	0.05%	\$ 100,237.00	0.18%	\$ 100,237.00	0.00%
HEO 3	3.46%	\$ 71,160.00	1.20%	\$ 70,949.00	0.30%
HEO 4	10.90%	\$ 79,191.00	3.55%	\$ 81,450.00	-2.85%
HEO 5	14.77%	\$ 90,525.00	5.83%	\$ 89,875.00	0.72%
HEO 5/6	0.74%	\$ 99,225.00	0.18%	\$ 98,014.00	1.22%
HEO 6	12.51%	\$ 99,009.00	6.01%	\$ 98,478.00	0.54%
HEO 7	13.39%	\$ 112,318.00	7.64%	\$ 113,203.00	-0.79%
HEO 8	7.20%	\$ 126,369.00	8.48%	\$ 128,818.00	-1.94%
HEO 9	3.74%	\$ 145,876.00	4.21%	\$ 147,785.00	-1.31%
HEO 10	1.39%	\$ 167,469.00	2.47%	\$ 164,638.00	1.69%
Level A (Associate Lecturer)	7.99%	\$ 103,371.00	11.06%	\$ 104,311.00	-0.91%
Level B (Lecturer)	8.86%	\$ 129,991	13.29%	\$ 130,165	-0.13%
Level B (Lecturer) - Clinical	1.39%	\$ 163,732	1.44%	\$ 162,072	1.01%
Level C (Senior Lecturer)	6.79%	\$ 157,962	11.30%	\$ 158,659	-0.44%
Level C (Senior Lecturer) - Clinical	1.02%	\$ 187,793	1.80%	\$ 194,651	-3.65%
Level D (Associate Professor)	2.54%	\$ 183,523	7.94%	\$ 188,600	-2.77%
Level D (Associate Professor) - Clinical	0.37%	\$ 219,918	0.84%	\$ 252,903	-15.00%
Level E (Professor)	2.31%	\$ 227,110	10.28%	\$ 235,929	-3.88%
Level E (Professor) - Clinical	0.37%	\$ 264,268	1.92%	\$ 274,841	-4.00%

Note: Academic classifications including 'Clinical' are those paid salaries for clinical responsibilities in accordance with the Enterprise Agreement.

This year's report includes, for the first time, a breakdown of Levels B to E for academic staff who are paid salaries for clinical responsibilities.

The significant gap of 15% at Level D clinical arises entirely because of a small number of male staff who are paid salaries under an agreement with SA Health and funded by SA Health.

In 2019 the University prepared for the SAGE Athena Swan accreditation and as part of the application further analysis was undertaken to consider like-for-like jobs for academics in STEM and non-STEM areas. This analysis has continued for 2020 as follows:

ACADEMIC STAFF					
STEMM					
Classification	Female Headcount	Female Total REM	Male Headcount	Male Total REM	Percentage Difference
Level B (Associate Lecturer)	154	\$ 129,926	172	\$ 129,370	0.43%
Level B (Associate Lecturer) – Clinical	30	\$ 163,732	24	\$ 162,072	1.01%
Level D (Associate Professor)	35	\$ 182,623	97	\$ 187,065	-2.43%
Level D (Associate Professor) - Clinical	8	\$ 219,918	14	\$ 252,903	-15.00%
NON-STEMM					
Classification	Female Headcount	Female Total REM	Male Headcount	Male Total REM	Percentage Difference
Level B (Associate Lecturer)	38	\$ 130,258	49	\$ 132,959	-2.07%
Level D (Associate Professor)	20	\$ 185,097	35	\$ 192,854	-4.19%

As with the by-level pay gap analysis for the University, there is a gap at Level D.

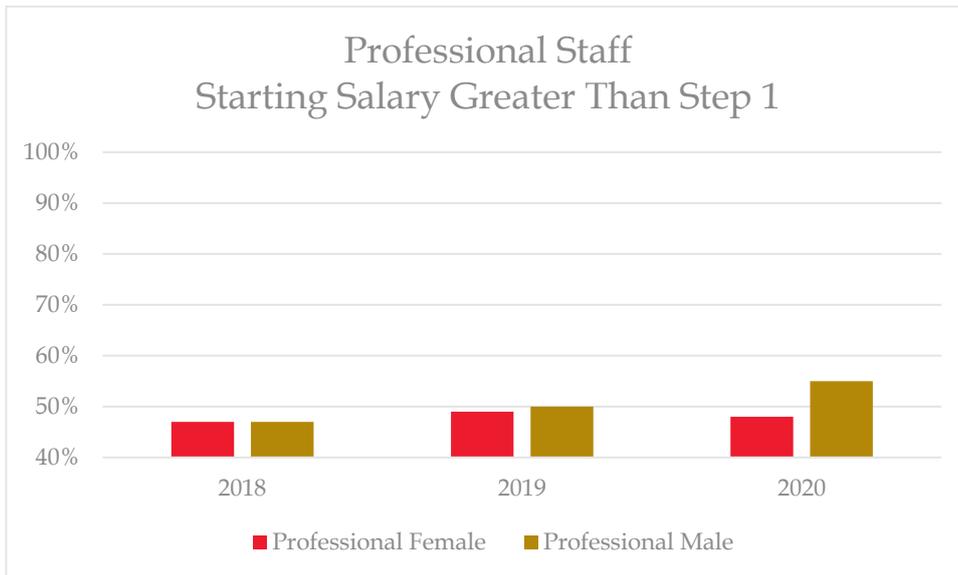
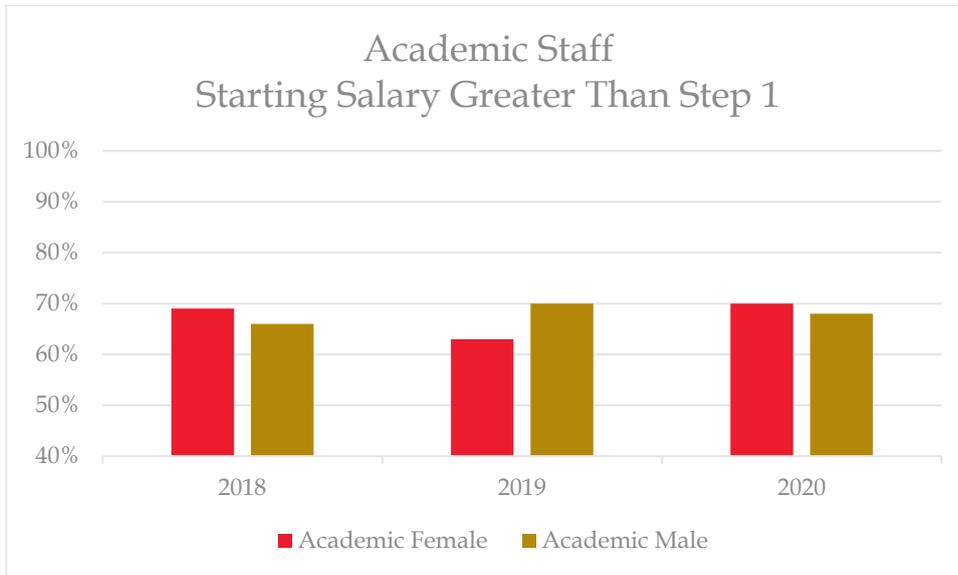
3. The University of Adelaide Pay Equity Framework

In addition to analysing gender pay outcomes by applying the WGEA pay equity framework, the University has also considered alternative approaches to analysing pay equity that may be more meaningful.

Unlike the private sector, a significant portion of University staff salaries (89.4%) fall entirely within the EA salary bands for their classification. By definition, for these fixed-term and continuing staff, there is no pay differential between women and men, unless discretion over starting salary steps within each classification band are biased toward or against women or men.

3.1 Starting Salary Analysis

The University's analysis of starting salaries since 2018 show between 60% to 70% of academic staff commence on a step greater than step 1 within their classifications. For Professional staff the range is between 45% to 55% as follows:



This will be the subject of further analysis as part of the next pay equity review to better understand the reasons for the gap in 2020.

3.2 Non-standard Pay

Though a significant portion of staff are paid exactly in accordance with the EA, outside of key leader roles, just over 7% of staff receive additional remuneration in the form of agreed salary, allowances or loadings. This is distributed among women and men as follows:

Agreed Salary and Loadings						
Classification	Female Headcount	Number of Female staff paid above EA	% of Female Staff paid above EA	Male Headcount	Number of Male staff paid above EA	% of Male Staff paid above EA
Academic	701	32	4.56%	1027	87	8.47%
Professional	1503	77	5.12%	702	67	9.54%
Total	2204	109	4.95%	1729	154	8.91%

In 2020 there has been a decrease in the percentage of female staff paid agreed salary and loadings for academics of 1.66% and professionals of 1.27%. While for males there has been an increase for academics of 0.67% and professionals of 1.19%.

This will be the subject of further analysis as part of the next pay equity review to better understand the reasons for the gaps.

ENDS