Pay Equity

Quarterly Update – Q4, 2023

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Quarterly Update

In addition to the University's commitment to annually monitoring pay equity, this report provides a quarterly analysis of the University's remuneration data across the key analysis categories (as described in Appendix A).

Detailed analysis provided in Appendix B includes an update on the gender pay difference as at 31 December 2023 and quarterly changes and trends in 2023.

This report and future quarterly analysis will inform remuneration related decisions to support the achievement of a more equitable gender pay gap across the University of Adelaide.

1. Organisation-Wide Gender Pay

(Refer Appendix B: Table 1.1 and charts 1.1, 1.2 & 1.3)

The overall organisation-wide gender pay gap has remained outside the acceptable tolerance level during 2023. Notwithstanding this, there have been quarter on quarter reductions resulting in a 1.3 percentage points reduction in the pay equity gap between quarter one and quarter four. Whilst there was a significant reduction in quarter two across professional roles, the pay equity gap increased by 0.7 percentage points between quarter two and quarter four. A contributing factor to this was the increase in males occupying roles within the higher HEO levels (Levels 7, 8, 9 and 10).

2. By-Level Gender Pay

(Refer Appendix B: Table 2.1 and chart 2.1)

The by-level gender pay gap across all classifications continues to be within acceptable tolerance levels. Across the 21 classifications, 5 out of 9 Academic classifications and 6 out of 11 Professional classifications moved to an improved equity position. There were 9 out of the 21 classifications that have moved towards a less equitable position.

These changes are predominately a result of staff movement in or out of roles.

3. Like-for-Like Job Gender Pay

(Refer Appendix B: Tables 3.1, 3.2 and Charts 3.1, 3.2, & 3.3)

The like-for-like gender pay gap continues to be within acceptable tolerance levels for most of the selected samples.

The Divisional Analysis includes two new samples this quarter, providing a wider analysis across the division. The additional samples include staff within the HEO9 level for ITDS and Infrastructure.

Three of the four Divisional samples are within tolerance. There has been a significant improvement in the Finance HEO7 sample since the first quarter and a widening of the pay equity gap in favour of females by 0.3 percentage points in the ITDS HEO8 sample since the first quarter.

The Faculty Analysis demonstrates an improvement in the pay equity gap across four of the six samples since the first quarter. Both Teaching Only Level B (Associate Lecturer) and Teaching and Research Level D (Associate Professor) samples have widened since the first quarter.

4. Academic STEMM and Non-STEMM Like-for-Like Gender Pay

(Refer Appendix B: Table 4.1 and charts 4.1, 4.2)

The Academic STEMM and Non-STEMM pay gap continues to be within acceptable tolerance levels with three out of the six samples demonstrating a reduction in the pay gap since the first quarter.

5. Starting Salaries

(Refer Appendix B: Table 5.1 and charts 5.1, 5.2)

The percentage of male and female Academics starting on a salary above the 1st classification step has increased by 0.4 and 5 percentage points respectively since the first quarter. The overall difference in favour of male Academics has reduced by 4.6 percentage points.

The percentage of male and female Professionals starting on a salary above the 1st classification step has decreased by 8.3 and 3.1 percentage points respectively since the first quarter. The overall difference in favour of female Professionals has increased by 5.2 percentage points since the first quarter. This reflects that the number of female Professionals starting on a salary above the 1st classification step has grown at a greater rate than the number of males over the 2023 year.

6. Non-Standard Pay

(Refer Appendix B: Table 6.1 and chart 6.1)

The percentage of females in Academic roles on agreed salaries and/or receiving loadings has decreased since the first quarter whereas the percentage of males in Academic roles on agreed salaries and/or loadings has increased. This has resulted in an overall difference in favour of males increasing by 0.6 percentage points.

The percentage of females in Professional roles on agreed salaries and/or receiving loadings has decreased slightly since the first quarter whereas the percentage of males in Professional roles on agreed salaries and/or receiving loadings has remained the same.

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Appendix A

A.1 Analysis Categories

WGEA Categories

1. **By-Level Gender Gap Analysis** provides the percentage difference in Total Remuneration between females and males performing the same work or different work of equal or comparable value. For Professional roles this covers roles between HEO2 and HEO10 levels and for Academic roles this covers roles between Levels A to E as classified under the University's Enterprise Agreement.
2. **Like-for-Like Job Gender Gap Analysis** provides the percentage difference in Total Remuneration between females and males performing work of the same value. This has been measured using a sample of staff within the Faculty of SET and ABLE (Academic staff) and Division of University Operations (Professional staff).
3. **Organisation-Wide Gender Pay Gap Analysis** measures the percentage difference between the average remuneration of all females and the average remuneration of all males across the University.

University of Adelaide Categories

1. **Academic STEMM and Non-STEMM Like-for-Like Roles.** Aligned to the 2019 work prepared for the SAGE Athena Swan accreditation this analysis provides the percentage difference in Total Remuneration between females and males performing work of the same value across STEMM and Non-STEMM related roles.
2. **Starting Salaries Analysis** provides a comparison of the starting salaries for males and females for appointments made with a starting at that is greater than step 1 as classified in the University's Enterprise Agreement. This analysis helps inform gender differences in the By-level-gap analysis outcome.
3. **Non-Standard Pay Analysis** provides the percentage of females and males receiving additional remuneration (above the EA classification) in the form of agreed salary.
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A.2 Pay Gap Descriptors

Percentage difference

A positive percentage difference indicates a pay gap in favour of males, whereas a negative percentage difference indicates a pay gap in favour of females.

Tolerance indicators

Tolerance indicator	Description	Range
Green	Acceptable	Less than 3%
Amber	Requires attention	3% < 10%
Red	Concern	10% or greater

Appendix B

Point in time data used for this analysis is effective as of 31 December 2023.

B.1 Organisation-Wide Gender Pay Gap Analysis

Table 1.1 - Organisation-Wide Gender Pay Gap.

Q4 Average Total Remuneration by Gender					
Classification	Female Headcount	Female Total Remuneration - Average	Male Headcount	Male Total Remuneration - Average	Percentage Difference
Academic	812	$163,340	1037	$181,660	10.1%
Professional	1444	$117,347	723	$132,168	11.2%
Total Average	2256	$133,901	1760	$161,329	17.0%

Chart 1.1 - Organisation-Wide Pay Gap Quarterly Comparison
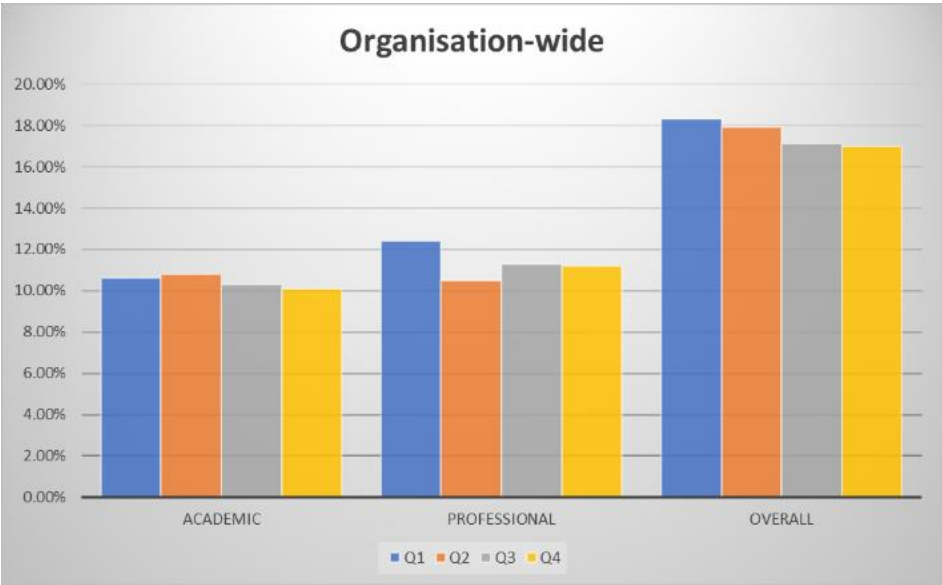
Chart 1.2 - Academic Profile Quarterly Comparison
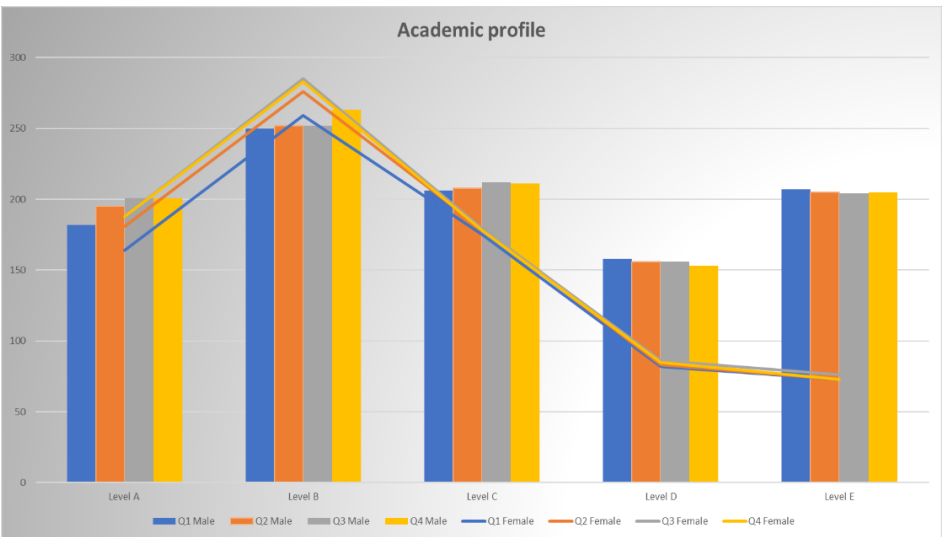
Chart 1.3 - Professional Profile Quarterly Comparison

Professional profile

B.2 By-Level Gender Pay Gap Analysis

Table 2.1 – Q4 Total Remuneration Average by Classification

Q4 Total Remuneration Average by Classification					
Classification	Female Headcount	Female Total Remuneration -Average	Male Headcount	Male Total Remuneration - Average	Pay Gap
HEO 2 Security	0		2	$93,031	0.0%
HEO 2	0		1	$72,138	0.0%
HEO 3 Security	1	$108,133	0		0.0%
HEO 3	49	$77,267	5	$76,092	-1.5%
HEO 4	145	$87,166	40	$86,581	-0.7%
HEO 5	274	$98,082	116	$97,052	-1.1%
HEO 5/6	8	$110,777	3	$102,430	-8.1%
HEO 6	315	$107,196	141	$107,428	0.3%
HEO 7	259	$121,494	118	$121,644	0.1%
HEO 8	194	$136,506	124	$138,371	1.3%
HEO 9	102	$156,491	79	$159,600	1.9%
HEO 10	43	$179,946	47	$181,307	0.8%
Level A (Associate Lecturer)	188	$116,485	201	$117,974	1.3%
Level B (Associate Lecturer)	253	$139,891	245	$140,038	0.1%
Level B (Associate Lecturer) - Clinical	30	$178,900	18	$181,876	1.6%
Level C (Senior Lecturer)	159	$169,569	187	$170,838	0.7%
Level C (Senior Lecturer) - Clinical	19	$212,989	24	$213,193	0.1%
Level D (Associate Professor)	75	$200,523	133	$207,589	3.4%
Level D (Associate Professor) - Clinical	10	$241,178	20	$243,263	0.9%
Level E (Professor)	65	$280,373	180	$274,948	-2.0%
Level E (Professor) - Clinical	8	$316,336	25	$299,640	-5.6%

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

Chart 2.1 – By-Level Gender Pay Gap Quarterly Comparison
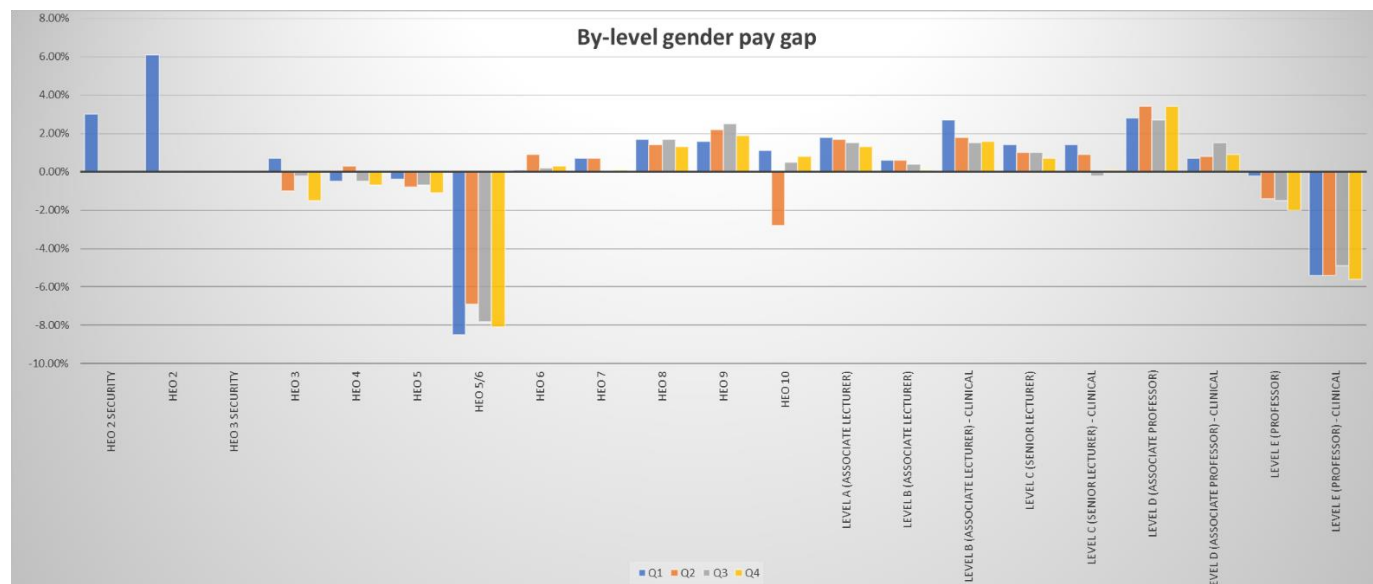
B.3 Like-for-Like Job Gender Pay Gap Analysis

For this annual pay equity report, a sample of levels of staff for one faculty (Academic staff) and one Division (Professional staff) has been selected for a like-for-like job pay review.

Table 3.1 – Q4 Faculty Analysis (Academic staff)

Q4 Faculty Analysis (Academic staff)					
Teaching Only					
Classification	**Female Headcount**	**Female Total Remuneration - Average**	**Male Headcount**	**Male Total Remuneration - Average**	**Percentage Difference**
Level B (Associate Lecturer)	16	$137,775	13	$141,182	2.4%
Level D (Associate Professor)	5	$188,990	3	$206,891	8.7%
Teaching & Research					
Classification	**Female Headcount**	**Female Total Remuneration - Average**	**Male Headcount**	**Male Total Remuneration - Average**	**Percentage Difference**
Level B (Associate Lecturer)	55	$142,462	64	$141,881	-0.4%
Level D (Associate Professor)	36	$201,091	100	$205,536	2.2%
Research Only					
Classification	**Female Headcount**	**Female Total Remuneration - Average**	**Male Headcount**	**Male Total Remuneration - Average**	**Percentage Difference**
Level B (Associate Lecturer)	69	$138,059	109	$138,791	0.5%
Level D (Associate Professor)	4	$211,691	11	$210,761	-0.4%

Chart 3.1 – Teaching only Quarterly Comparison
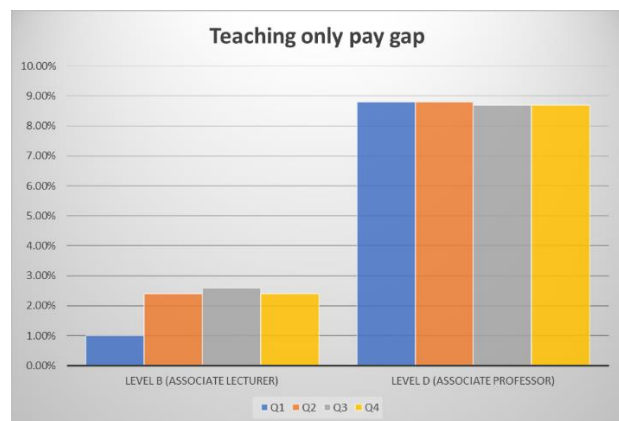

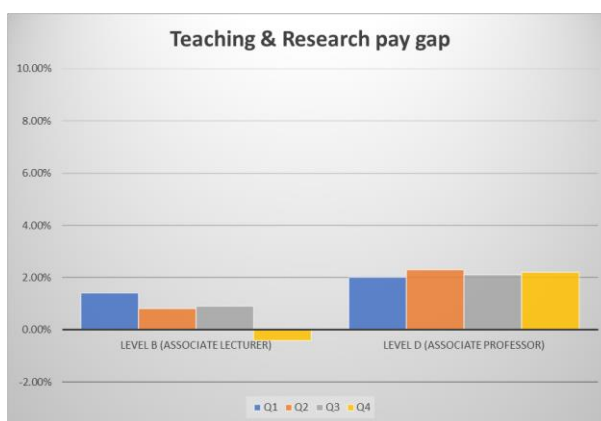Chart 3.2 - Teaching and Research Quarterly Comparison

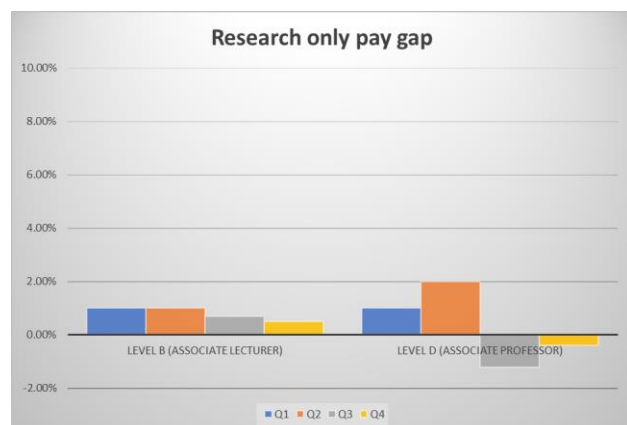Chart 3.3 - Research only Quarterly Comparison

Table 3.2 - Q4 Divisional Analysis (Professional staff).

Q4 Division Analysis – Professional staff					
Finance					
Classification	Female Headcount	Female Total Remuneration - Average	Male Headcount	Male Total Remuneration - Average	Percentage Difference
HEO 7	12	$119,819	5	$118,390	-1.2%
ITDS					
Classification	Female Headcount	Female Total Remuneration - Average	Male Headcount	Male Total Remuneration - Average	Percentage Difference
HEO 8	9	$146,530	42	$141,357	-3.7%
HEO 9	8	$158,600	25	$161,586	1.9%
Infrastructure					
Classification	Female Headcount	Female Total Remuneration - Average	Male Headcount	Male Total Remuneration - Average	Percentage Difference
HEO 9	7	$155,286	7	$155,960	0.4%

B.4 Academic STEMM and Non-STEMM Like-for-Like Roles

Table 4.1 – Academic STEMM & Non-STEMM Like-for-Like Roles Gender Pay Gap.

Q4 - ACADEMIC STAFF					
STEMM					
Classification	Female Headcount	Female Total Remuneration	Male Headcount	Male Total Remuneration	Percentage Difference
Level B (Associate Lecturer)	192	$139,821	196	$139,473	-0.2%
Level B (Associate Lecturer) - Clinical	30	$178,900	18	$181,876	1.6%
Level D (Associate Professor)	53	$200,243	97	$205,435	2.5%
Level D (Associate Professor) - Clinical	10	$241,178	18	$242,510	0.5%
NON-STEMM					
Classification	Female Headcount	Female Total Remuneration	Male Headcount	Male Total Remuneration	Percentage Difference
Level B (Associate Lecturer)	61	$140,114	49	$142,295	1.5%
Level D (Associate Professor)	22	$201,198	36	$213,392	5.7%

Chart 4.1 – STEMM Pay Gap Quarterly Comparison

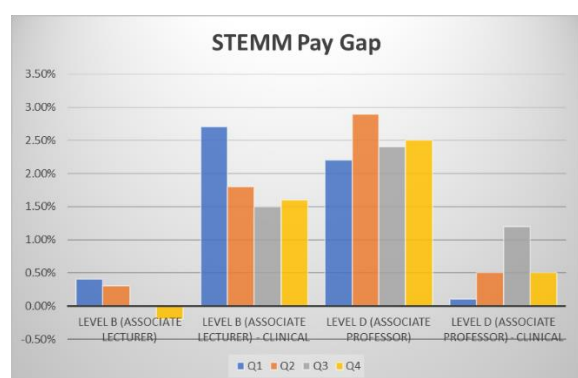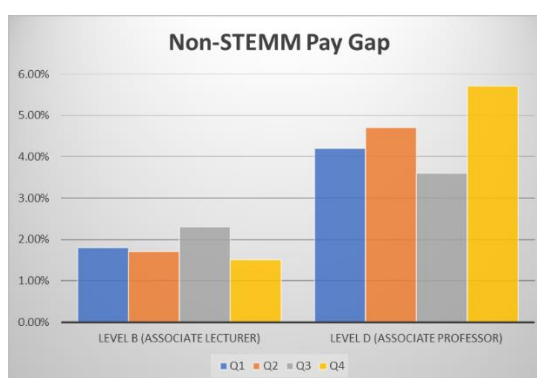Chart 4.2 – Non-STEMM Pay Gap Quarterly Comparison

B.5 Starting Salaries Analysis

Table 5.1 – Starting Salaries Above Step 1 (Academic & Professional)

Q4 % of staff with starting salaries above step 1 by gender				
Classification	Number of New Starters	Female	Male	Percentage point difference
Academic	291	64.6%	72.8%	8.2
Professional	401	56.5%	41.7%	-14.8

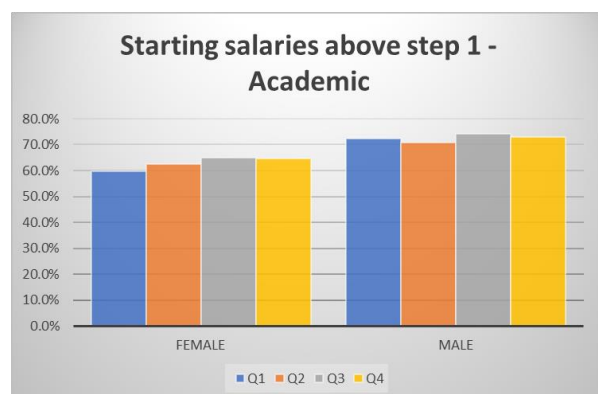Chart 5.1 – Starting Salaries Above Step 1 Quarterly Comparison – Academic.

Chart 5.2 – Starting Salaries Above Step 1 Quarterly Comparison – Professional.

B.6 Non-Standard Pay

Approximately 6% of staff receive additional remuneration (to the EA classification) in the form of agreed salary, allowances, or loadings.

Table 6.1- Agreed Salary and Loadings Gender Pay Gap.

Q4 - 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	812	45	5.5%	1037	85	8.2%
Professional	1444	60	4.2%	723	83	11.5%
Total	2256	105	4.7%	1760	168	9.5%

Note: this analysis excludes approximately 1% of staff whose salaries are grandfathered, who are paid in accordance with SA Health, or who are recognised globally as Highly Cited Researchers.

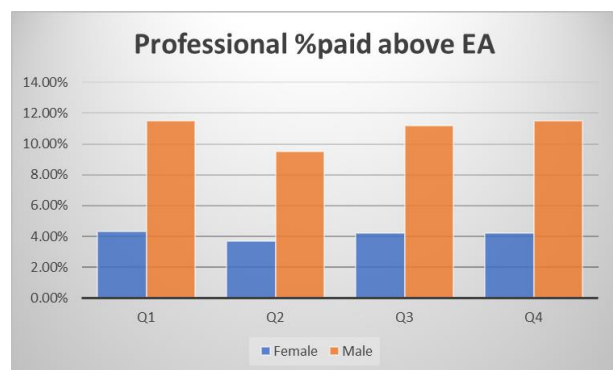Chart 6.1 – Agreed Salary and Loadings Quarterly Comparison - Professionals.

Chart 6.2 – Agreed Salary and Loadings Quarterly Comparison - Academic