



THE UNIVERSITY  
*of* ADELAIDE

# Pay Equity Report 2023

**make  
history.**

## 1. Executive Summary

In line with the University's commitment to annually monitoring pay equity, this report provides an analysis of the University's remuneration data, as at 3 February 2023, and is aligned to the [Workplace Gender Equality Agency \(WGEA\) recommended approach](#) (outlined in Appendix A) and the Workplace Gender Equality Act 2012.

The analysis indicates that the University's gender pay equity is within acceptable tolerance levels when taking into consideration factors such as movement in gender distribution across classification levels resulting from new hires, terminations, internal appointments and step increments.

Key findings are detailed below, and are further supported by the analysis detailed in Appendix B.

## 2. WGEA Analysis Categories

The **By-Level-gap** analysis for Professional levels between HEO2 and HEO10 and Academic Levels A to E, which provides the percentage difference in Total Remuneration between females and males performing the same work or different work of equal or comparable value is generally within the acceptable tolerance of less than 3%. Year on year movements of average pay across this cohort are impacted by new hires, terminations and step increments within each classification level.

The **Like-for-Like gap** analysis which provides the percentage difference in Total Remuneration between females and males performing work of the same value has been measured using a sample of staff within the Faculty of SET and ABLE (Academic staff) and Division of University Operations (Professional staff).

The analysis of Academic roles demonstrates that five (5) of the six (6) comparisons are within the acceptable tolerance levels. The appointment of three (3) females at step 1 of the Level D (Associate Professor) level has resulted in the average pay for males increasing from 1.6% to 8.8% greater than the average pay for females.

The analysis of Professional roles demonstrates that the comparison between females and males performing work at HEO7 is within tolerance and females at the HEO8 level are currently earning, on average, 3.4% more than their male counterparts.

The **Organisation-Wide Gender Pay gap** analysis which measures the percentage difference between the average remuneration of females and the average remuneration of males across the University indicate that, on average, males continue to earn greater than 10% more than females. This is due to the greater ratio of males when compared to females in senior Academic roles and a greater ratio of females when compared to males in less senior Professional roles.

## 3. Supporting Analysis

Further analysis was conducted to inform and provide insight into the WGEA recommended analysis. This included the following:

**Academic STEMM and Non-STEMM Like-for-Like roles** - Aligned to the 2019 work prepared for the SAGE Athena Swan accreditation this analysis demonstrates acceptable pay equity tolerance levels across academic STEMM and Non-STEMM related Like-for-Like roles. However, the level D (Associate Professor) Non-STEMM category has seen an increase in the pay equity gap, in favour of males from 2.9% to 4.2%.

**Starting Salaries** - An analysis of starting salaries for the last three (3) years shows comparable starting salaries for males and females starting at a salary greater than step 1.

**Non-Standard Pay** - Analysis of the percentage of females receiving additional remuneration (to the EA classification) in the form of agreed salary, when compared to males, indicates that there are 54% more males than females earning above the EA classification pay level. Given there is only 6% of all employees earning above the EA Classification level, this will not have a significant influence on the overall pay equity results.

**Key Leader Salaries** - Analysis of key leader salaries demonstrates a significant decrease in the pay equity gap across Professional roles from 14.4% to 8.7% since the last report conducted on 31 March 2022. Contributing to this improvement is the appointment of females into key leadership roles. Across Academic roles, however, the pay equity gap has increased from 2.2% to 6.7%. This is due to an increase in average pay for males, driven predominately by a significant movement of individuals into and out of this cohort and key leader appointments on a high remuneration package.

**Attachments:**

- Appendix A - Pay Equity Obligations
- Appendix B - Pay Equity Analysis

# Appendix A

## Pay Equity Obligations

### **FWO and WGEA**

The [Fair Work Ombudsman](#) and the [Workplace Gender Equality Agency \(WGEA\)](#) define gender pay equity as females and males receiving equal pay for work of equal or comparable value. In practical terms, best practice employers will ensure females and males performing the same work are paid the same amount.

The University, like all large employers, are required to report various gender equity data to the [WGEA](#) annually. The 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. The Agency uses the reporting data to develop educational Competitor Analysis Benchmark Reports based on [six gender equality indicators](#) including [equal remuneration between females and males](#).

The WGEA encourages organisations to analyse their pay data in the following ways to uncover different pay equity issues:

- **By-Level gaps** – Pay gaps between women and men doing the same or comparable work (comparing responsibilities, typically the same level in the organisational hierarchy. For example comparing groupings of levels such as key management personnel, managers or professionals).
- **Like-for-Like gaps** – Pay gaps between women and men undertaking work of equal or comparable value (comparing jobs at the same performance standard. For example comparing two individuals performing the same role).
- **Organisational-Wide (or department-wide)** – Gender pay gap which is the difference between the average remuneration of women and the average remuneration of men across the whole organisation (or department).

### **Relevant Excerpt from the Dornwell (SAGE Athena Swan) Action Plan**

Action 2.6. Conduct a further investigation of pay gaps by grade/level, contract function and by STEMM and non-STEMM.

In addition, under the [Dornwell Framework](#), and the [Dornwell \(SAGE Athena Swan\) Action Plan](#), the University has committed to annually monitoring pay equity. The results are shared through:

1. This annual report to the Vice-Chancellor's Executive.
2. An annual report to the University Council (through the People & Culture Committee).
3. This summary report to staff.

Noting the Dornwell (SAGE Athena Swan) Action Plan came to an end in December 2022, it is still intended that the University continues this commitment by sharing pay equity reporting each year.

### **Tolerance Ranges**

A traffic light reporting system has been used throughout this report, as follows:

1. Green: an acceptable gap - <3% difference between the pay of females and males.
2. Amber: a gap requiring attention - 3-10% difference between the pay of females and males.
3. Red: a significant gap of concern - >10% difference between the pay of females and males.

## Appendix B

### Pay Equity Analysis

Point in time data used for this analysis, is effective as at 3 February 2023.

#### WGEA analysis categories

#### By-Level gender pay gap analysis

The By-Level gender pay gap measure provides the percentage difference in Total Remuneration between females and males performing the same work or different work of equal or comparable value. This gap is analysed by comparing females and males by classification as defined in the University's classification framework.

| Total Remuneration Average by Classification |                  |                                     |                |                                   |                       |
|--|------------------|-------------------------------------|----------------|-----------------------------------|-----------------------|
| Classification                               | Female Headcount | Female Total Remuneration - Average | Male Headcount | Male Total Remuneration - Average | Percentage Difference |
| HEO 2 Security                               | *                | *                                   | *              | *                                 | 3.0%                  |
| HEO 2  | *                | *                                   | *              | *                                 | 6.1%                  |
| HEO 3 Security                               | *                | *                                   | *              | *                                 | 0.0%                  |
| HEO 3  | 49               | \$74,302                            | 7              | \$74,807                          | 0.7%                  |
| HEO 4  | 164              | \$83,159                            | 47             | \$82,734                          | -0.5%                 |
| HEO 5  | 270              | \$93,958                            | 101            | \$93,569                          | -0.4%                 |
| HEO 5/6                                      | 9                | \$105,936                           | 3              | \$97,644                          | -8.5%                 |
| HEO 6  | 282              | \$102,744                           | 116            | \$102,822                         | 0.1%                  |
| HEO 7  | 240              | \$115,872                           | 110            | \$116,715                         | 0.7%                  |
| HEO 8  | 172              | \$130,309                           | 128            | \$132,541                         | 1.7%                  |
| HEO 9  | 88               | \$150,849                           | 79             | \$153,285                         | 1.6%                  |
| HEO 10                                       | 39               | \$173,007                           | 41             | \$174,880                         | 1.1%                  |
| Level A (Associate Lecturer)                 | 164              | \$110,547                           | 182            | \$112,571                         | 1.8%                  |
| Level B (Associate Lecturer)                 | 229              | \$133,382                           | 234            | \$134,238                         | 0.6%                  |
| Level B (Associate Lecturer) - Clinical      | 30               | \$170,380                           | 16             | \$175,188                         | 2.7%                  |
| Level C (Senior Lecturer)                    | 155              | \$162,227                           | 183            | \$164,486                         | 1.4%                  |
| Level C (Senior Lecturer) - Clinical         | 20               | \$201,186                           | 23             | \$204,124                         | 1.4%                  |
| Level D (Associate Professor)                | 73               | \$191,447                           | 137            | \$196,925                         | 2.8%                  |
| Level D (Associate Professor) - Clinical     | 9                | \$230,617                           | 21             | \$232,284                         | 0.7%                  |
| Level E (Professor)                          | 65               | \$267,061                           | 181            | \$266,577                         | -0.2%                 |
| Level E (Professor) - Clinical               | 8                | \$302,482                           | 26             | \$286,984                         | -5.4%                 |

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

\* data is suppressed to protect confidentiality

At Level B (Associate Lecturer) – Clinical the gap in favour of males has reduced from 3% to 2.7%. This is a further reduction from 2021 from 3.69%. There still remains a gap at this level as there are more males paid at the highest step and more females paid at the lower steps.

At Level D (Associate Professor) the gap has increased in favour of males by 1.3%. The four highest paid staff at this level are male and the five lowest paid are female.

At Level E (Professor) – Clinical the gap is now in favour of females by 5.4%. In 2022, the gap was in favour of males by 2.1%.

## Like-for-Like job gender pay gap analysis

The Like-for-Like job gender pay gap measure provides a detailed analysis of the pay gap between females and males undertaking work of same value. This gap is analysed by comparing job to job within the same Faculty/Division at the same performance standard.

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. This year's analysis is as follows:

| 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)      | 18               | \$134,201                           | 20             | \$135,566                         | 1.0%                  |
| Level D (Associate Professor)     | 5                | \$181,372                           | 3              | \$198,928                         | 8.8%                  |
| Teaching & Research               |                  |                                     |                |                                   |                       |
| Classification                    | Female Headcount | Female Total Remuneration - Average | Male Headcount | Male Total Remuneration - Average | Percentage Difference |
| Level B (Associate Lecturer)      | 41               | \$135,175                           | 54             | \$137,148                         | 1.4%                  |
| Level D (Associate Professor)     | 35               | \$192,731                           | 100            | \$196,591                         | 2.0%                  |
| Research Only                     |                  |                                     |                |                                   |                       |
| Classification                    | Female Headcount | Female Total Remuneration - Average | Male Headcount | Male Total Remuneration - Average | Percentage Difference |
| Level B (Associate Lecturer)      | 61               | \$131,649                           | 101            | \$132,993                         | 1.0%                  |
| Level D (Associate Professor)     | 4                | \$196,669                           | 15             | \$198,658                         | 1.0%                  |

The gap in favour of males at Level B (Associate Lecturer) for Teaching Only has reduced from 3.3% to 1% in 2023. In 2022 five males were the highest paid and this has reduced to three. The two male staff who were previously at this level were promoted to Level C (Senior Lecturer) in 2023.

The gap in favour of males at Level D (Associate Professor) has increased from 1.6% to 8.8%. This is a result of three (3) newly appointed females in 2023, all of who are currently at step 1 of the salary range.

| Division Analysis – Professional staff |                  |                                     |                |                                   |                       |
|--|------------------|-------------------------------------|----------------|-----------------------------------|-----------------------|
| Classification                         | Female Headcount | Female Total Remuneration - Average | Male Headcount | Male Total Remuneration - Average | Percentage Difference |
| HEO 7                                  | 14               | \$112,622                           | 3              | \$115,347                         | 2.4%                  |
| Classification                         | Female Headcount | Female Total Remuneration - Average | Male Headcount | Male Total Remuneration - Average | Percentage Difference |
| HEO 8                                  | 10               | \$140,040                           | 42             | \$135,515                         | -3.4%                 |

In the Like-for-Like analysis of Professional staff at HEO7 and HEO8 within selected Branches, the gap has slightly increased to 2.4% in favour of males at HEO7. The four highest paid staff at this level are male and this has not changed since 2022.

The gap at HEO8 remains in favour of females and has increased slightly to 3.4%. The highest paid in this group is female.

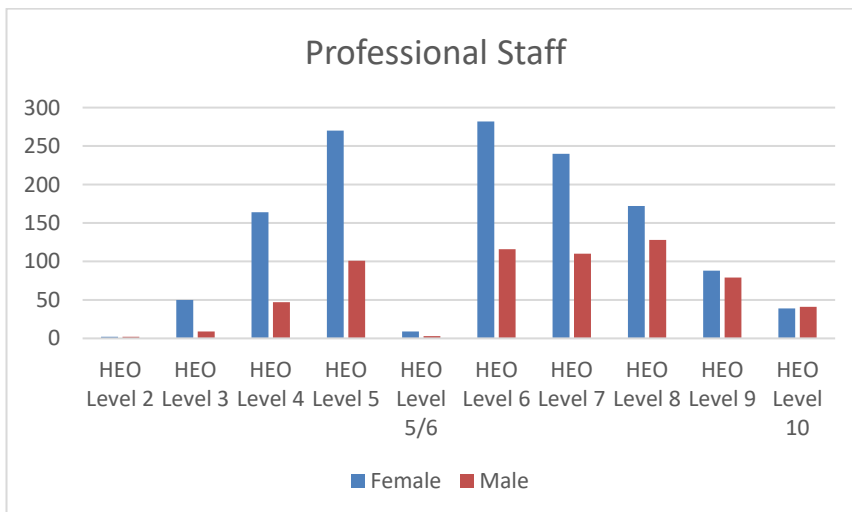
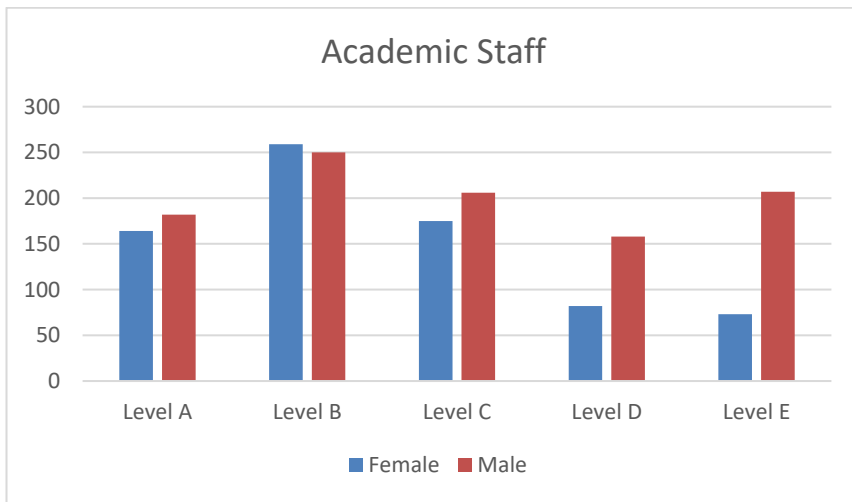
## Organisation-Wide Gender Pay Gap Analysis

The Organisation-Wide gender pay gap is defined as the difference between the average remuneration of females and the average remuneration of males across the whole organisation.

The University’s organisation-wide gender pay gap for all Academic and Professional staff is as follows:

| Average FTE Total Remuneration by Gender |                  |                                     |                |                                   |                       |
|--|------------------|-------------------------------------|----------------|-----------------------------------|-----------------------|
| Classification                           | Female Headcount | Female Total Remuneration - Average | Male Headcount | Male Total Remuneration - Average | Percentage Difference |
| Academic                                 | 756              | \$157,659                           | 1008           | \$176,318                         | 10.6%                 |
| Professional                             | 1347             | \$111,258                           | 672            | \$127,024                         | 12.4%                 |
| Total Average                            | 2103             | \$127,939                           | 1680           | \$156,600                         | 18.3%                 |

There has been negligible change in the pay equity gap from an organisation-wide perspective. This continues to be driven by the higher ratio of academic males in Levels C, D & E roles and the higher ratio of professional females within HEO3 to HEO7 roles, as demonstrated in the following graphs.



## Academic STEMM and Non-STEMM Like-for-Like roles

Additional analysis has been undertaken which aligns to the 2019 work prepared for the SAGE Athena Swan accreditation. This encompasses Like-for-Like jobs for academics in STEMM and non-STEMM areas, as follows:

| ACADEMIC STAFF                           |                  |                           |                |                         |                       |
|--|------------------|---------------------------|----------------|-------------------------|-----------------------|
| STEMM                                    |                  |                           |                |                         |                       |
| Classification                           | Female Headcount | Female Total Remuneration | Male Headcount | Male Total Remuneration | Percentage Difference |
| Level B (Associate Lecturer)             | 177              | \$133,348                 | 188            | \$133,833               | 0.4%                  |
| Level B (Associate Lecturer) - Clinical  | 30               | \$170,380                 | 16             | \$175,188               | 2.7%                  |
| Level D (Associate Professor)            | 51               | \$192,085                 | 99             | \$196,409               | 2.2%                  |
| Level D (Associate Professor) - Clinical | 9                | \$230,617                 | 20             | \$230,756               | 0.1%                  |
| NON-STEMM                                |                  |                           |                |                         |                       |
| Classification                           | Female Headcount | Female Total Remuneration | Male Headcount | Male Total Remuneration | Percentage Difference |
| Level B (Associate Lecturer)             | 52               | \$133,497                 | 46             | \$135,895               | 1.8%                  |
| Level D (Associate Professor)            | 22               | \$189,969                 | 38             | \$198,268               | 4.2%                  |

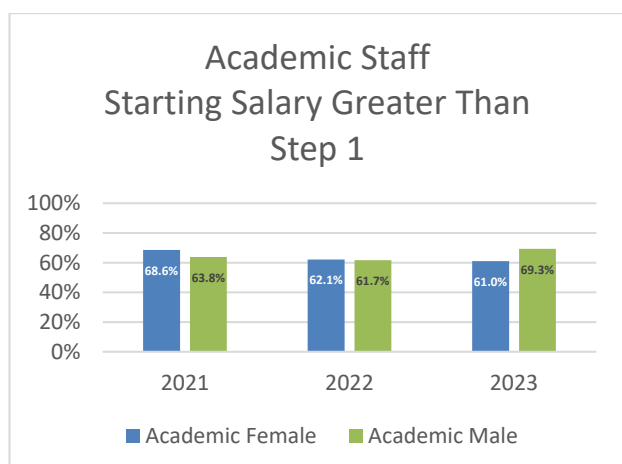
Mirroring the By-Level gender pay gap analysis at Level B (Associate Lecturer) – Clinical, the STEMM gap has reduced in favour of females, from 3% to 2.7%.

At Level D (Associate Professor) the Non-STEMM gap has increased in favour of males by 1.2%, which is similar to the By-Level gap analysis for this level.

## Starting Salaries Analysis

Unlike the private sector, a significant portion of University staff salaries (92%) fall entirely within the EA salary bands for their classification. For these fixed-term and continuing staff, there is no pay differential between females and males, unless discretion over starting salary steps within each classification band is exercised and results in a bias toward or against females or males.

An analysis of starting salaries for the last three (3) years shows comparable starting salaries for Academic males and females, starting at a salary greater than step 1, remain within 60% to 70%. For Professional staff, over the same three (3) year duration, there has been an increase in the number of females starting above step 1 and a decrease in males. This is demonstrated in the following graphs.





## Non-Standard Pay

Approximately 6% of staff receive additional remuneration (to the EA classification) in the form of agreed salary, allowances or loadings. This has remained steady since 2022, and is distributed among females and males 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                   | 756              | 44                                   | 5.8%                            | 1008           | 80                                 | 7.9%                          |
| Professional               | 1347             | 58                                   | 4.3%                            | 672            | 77                                 | 11.5%                         |
| <b>Total</b>               | 2103             | 102                                  | 4.9%                            | 1680           | 157                                | 9.3%                          |

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.

Compared to 2022, overall the percentage of female staff has decreased and male staff have increased. For females there has been an increase for Academics but a decrease for Professional staff. For males there has been an increase for both Academic and Professional staff.

ENDS