

# Appendix A: Workforce profile and gender pay gap

Profile of VAGO employees as at 30 June 2023

As at 30 June 2023	<i>All employees</i>		<i>Ongoing</i>			<i>Fixed-term and casual</i>	
	Number (headcount)	Full-time equivalent	Full-time (headcount)	Part-time (headcount)	Full-time equivalent	Number (headcount)	Full-time equivalent
<b>Gender</b>	To protect our employees' privacy, we have chosen not to publish a detailed breakdown of some data.						
Women	115						
Men	77						
Self-described	2	187.21	134	23	151.11	39	36.1
Prefer not to say	2						
<b>Age</b>							
15-24	15	14.2	11	-	11	43	3.2
25-34	76	74.29	60	7	65.29	9	9
35-44	61	57.62	40	11	48.02	10	9.6
45-54	29	28.4	15	3	17.4	11	11
Over 55	15	12.7	8	2	9.4	5	3.3
<b>Classification</b>							
VPS 1	-	-	-	-	-	-	-
VPS 2	9	8.6	6	-	6	3	2.6
VPS 3	46	44.2	33	3	35.2	10	9
VPS 4	28	26.69	22	3	24.09	3	2.6
VPS 5	50	47.43	39	10	46.43	1	1
VPS 6	36	33.48	28	6	32.58	2	0.9
Senior Technical Specialists	2	2	2	-	2	-	-
Executives	24	23.8	4	1	4.8	19	19
Auditor-General	1	1	-	-	-	1	1
<b>Total employees</b>	<b>196</b>	<b>187.21</b>	<b>134</b>	<b>23</b>	<b>151.11</b>	<b>39</b>	<b>36.1</b>

Profile of VAGO employees as at 30 June 2022

As at 30 June 2022	<i>All employees</i>		<i>Ongoing</i>			<i>Fixed-term and casual</i>	
	Number (headcount)	Full-time equivalent	Full-time (headcount)	Part-time (headcount)	Full-time equivalent	Number (headcount)	Full-time equivalent
Gender	To protect our employees' privacy, we have chosen not to publish a detailed breakdown of some data.						
Women	107						
Men	83	172.97	132	17	144.97	29	28
Self-described	1						
<b>Age</b>							
15-24	11	10.80	9	1	9.80	1	1.00
25-34	65	64.20	60	3	62.20	2	2.00
35-44	53	50.77	37	7	42.37	9	8.40
45-54	33	32.00	17	4	20.20	12	11.80
55-64	13	12.20	7	2	8.40	4	3.80
Over 64	3	3.0	2	-	2.00	1	1.00
<b>Classification</b>							
VPS 1	1	1.00	-	-	-	1	1.00
VPS 2	4	4.00	4	-	4.00	-	-
VPS 3	37	36.60	33	2	34.60	2	2.00
VPS 4	30	29.00	25	1	25.60	4	3.40
VPS 5	45	42.87	37	8	42.87	-	-
VPS 6	34	32.70	26	6	30.90	2	1.80
Senior Technical Specialists	2	2.00	2	-	2.00	-	-
Executives	24	23.80	5	-	5.00	19	18.80
Auditor-General	1	1.00	-	-	-	1	1.00
<b>Total Employees</b>	<b>178</b>	<b>172.97</b>	<b>132</b>	<b>17</b>	<b>144.97</b>	<b>29</b>	<b>28.0</b>

## Audit service provider panel members

---

BDO Audit

---

Crowe Audit Australia

---

Deloitte Touche Tohmatsu

---

Ernst & Young

---

HLB Mann Judd

---

Johnsons MME Audit & Assurance Services

---

KPMG

---

RSD

---

RSM Audit

---

## How we calculate the gender pay gap

This year we calculated our gender pay gap using both the median (middle) and mean (average) salaries of men and women. From 2023-24 the Workplace Gender Equality Agency (WGEA) requires all employers to report the median as well as the mean gender pay gap. They must also include CEO remuneration in their reporting to WGEA, which is likely to skew mean gender pay gaps, as CEO salaries may be much larger than other employees, and almost 80 per cent of CEOs are men.

We calculate the median pay gap by ranking male and female employees from the lowest to highest paid, and taking the salary of the person in the middle. We then find the difference between the middle paid man and the middle paid woman and express this as a percentage.

The average (or mean) pay gap is more influenced by staff who have higher salaries. We calculate the average pay gap by finding the difference between the average salary paid to men and the average salary paid to women, and expressing this as a percentage.

We also calculated our gender pay gap using the full-time equivalent (FTE) salaries for our part-time staff, consistent with the approach of the WGEA. This is a change from our reporting in previous years, which used actual salaries of part-time staff. We have recalculated our pay gaps from 2021-22 and 2020-21 to be consistent, which is why the results are different to what we reported previously.

## Comparing median and mean gender pay gaps from past 3 years

### Gender pay gap at VAGO

Date	Average (mean) gender pay gap	Median gender pay gap
30 June 2023	3.0% in favour of men	No pay gap
30 June 2022	0.3% in favour of men	12.4% in favour of women
30 June 2021	3.2% in favour of women	4.2% in favour of women

Note: We calculated our gender pay gaps based on the mean and median full time equivalent (FTE) base salary of men and women. We include staff who identify as men and women only because the number of employees with a self described or undisclosed gender identity is too small to analyse. We excluded inactive staff, casual staff and the Auditor-General.

The formulas we used were:

Median gender pay gap:  $((\text{Median FTE base salary for men} - \text{Median FTE base salary for women}) / \text{Median FTE base salary for men}) * 100$ .

Mean gender pay gap:  $((\text{Mean FTE base salary for men} - \text{Mean FTE base salary for women}) / \text{Mean FTE base salary for men}) * 100$ .

The mean pay gaps in 2020-21 and 2021-22 are different to what we have reported in previous annual reports. This is because we have re-calculated them using the same formula for consistency.

Source: VAGO.

## Pay gap across VAGO's business units

Gender pay gap on 30 June 2023 in VAGO's business units

Business unit	Average (mean) gender pay gap	Median gender pay gap
Financial Audit	3.7% in favour of men	14% in favour of men
Performance Audit	2.4% in favour of men	2.6% in favour of men
Office of the Auditor-General	10.5% in favour of men	4.1% in favour of women
Corporate Services	0.3% in favour of women	8.3% in favour of men

Note: See notes for Figure 1 explain how we calculated the mean and median gender pay gaps.  
Source: VAGO.