

Appendix B: Workforce profile and gender pay gap

Figure B1: Profile of VAGO employees as at 30 June 2024

As at June 2024	All employees		Ongoing			Fixed term and casual	
	Number (headcount)	Full-time equivalent	Full time (headcount)	Part time (headcount)	Full-time equivalent	Number (headcount)	Full-time equivalent
Gender							
Men	92	90.5	64	4	67	24	23.5
Women	123	118.5	89	15	101.2	19	17.3
Self-described	3	3	3	-	3	-	-
Age							
15–24	15	13.4	11	1	11.8	3	1.6
25–34	87	86.1	74	5	78.1	8	8.0
35–44	69	66.4	45	9	52	15	14.4
45–54	33	32.4	17	2	18.6	14	13.8
Over 55	14	13.7	9	2	10.7	3	3.0
Classification							
VPS 1	-	-	-	-	-	-	-
VPS 2	12	10.6	9	-	9.0	3	1.6
VPS 3	48	47.2	41	3	43.2	4	4.0
VPS 4	34	33.3	26	3	28.3	5	5.0
VPS 5	47	45.8	39	6	43.8	2	2.0
VPS 6	51	49.3	39	7	44.9	5	4.4
Senior technical specialists	2	2	2	-	2	-	-
Executives	23	22.8	-	-	-	23	22.8
Auditor-General	1	1	-	-	-	1	1
Total employees	218	212	156	190	171.2	43	40.8

Note: Workforce profile data excludes inactive employees, employees on long term unpaid leave or those on external secondment.

Figure B2: Profile of VAGO employees as at 30 June 2023

As at 30 June 2023	All employees		Ongoing			Fixed-term and casual	
	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						
Men	77	187.21	134	23	151.11	39	36.1
Women	115						
Self-described	2						
Prefer not to say	2						
Age							
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
Classification							
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
Total employees	196	187.21	134	23	151.11	39	36.1

How we calculate the gender pay gap

This year we calculated our gender pay gap using both the median (middle) and mean (average) base 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 because CEO salaries may be much larger than other employees.

Given the small size of our organisation, we have excluded the Auditor-General's salary from our mean and median pay gap calculations for the purposes of our annual report to provide a more accurate representation of the gap in salaries between our men and women employees.

We calculate the median pay gap by ranking men and women 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 of the middle-paid man's salary.

The average (or mean) pay gap is more easily 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 of the average salary paid to men.

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, and excluded casual employees from our calculations.

Figure B3: Comparing median and mean gender pay gaps from last 3 years

Date	Average (mean) gender pay gap	Median gender pay gap
30 June 2024	6.7% in favour of men	1.4% in favour of men
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

Note: We calculated our gender pay gaps based on the mean and median FTE base salaries of men and women. We only included staff who identify as men and women 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: $((\text{mean FTE base salary for men} - \text{mean FTE base salary for women}) / \text{mean FTE base salary for men}) * 100$.

Pay gap across VAGO's business units

Figure B4: Gender pay gap on 30 June 2024 in VAGO's business units

Business unit	Average (mean) gender pay gap	Median gender pay gap
Financial audit	2.6% in favour of men	No pay gap
Parliamentary reports and services	9.9% in favour of men	8.2% in favour of men
Office of the Auditor-General	27.5% in favour of men	27.5% in favour of women
Corporate services	15.3% in favour of men	16.2% in favour of men

Note: See the note for Figure B3 explaining how we calculated the mean and median gender pay gaps.

Source: VAGO.