

# Appendix B:

## Workforce profile and gender pay gap

**Figure B1:** Profile of VAGO employees as of 30 June 2025

As of June 2025	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
<b>Gender</b>							
Men	88	87.6	60	2	61.6	26	26
Women	119	114.6	87	16	99.0	16	15.6
Self-described	1	1.0	1	-	1.0	-	-
Prefer not to say	1	1.0	1	-	1.0	-	-
<b>Age</b>							
15–24	7	7.0	5	1	6.0	1	1
25–34	79	77.7	66	4	68.7	9	9
35–44	70	67.1	46	11	54.3	13	12.8
45–54	40	39.6	22	1	22.8	17	16.8
Over 55	13	12.8	10	1	10.8	2	2
<b>Classification</b>							
VPS 1	-	-	-	-	-	-	-
VPS 2	4	4.0	4	-	4.0	-	-
VPS 3	45	44.2	32	3	34.2	10	10
VPS 4	38	37.4	33	1	33.6	4	3.8
VPS 5	49	46.2	37	10	44.2	2	2
VPS 6	48	47.5	41	4	44.5	3	3
Senior technical specialists	2	2.0	2	-	2.0	-	-
Executives	22	21.8	-	-	-	22	21.8
Auditor-General	1	1.0	-	-	-	1	1
<b>Total employees</b>	<b>209</b>	<b>204.1</b>	<b>149</b>	<b>18</b>	<b>162.5</b>	<b>42</b>	<b>41.6</b>

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

Source: VAGO.

### How we calculate the gender pay gap

In line with the requirements of the Workplace Gender Equality Agency, this year we calculated our gender pay gap using both the median (middle) and mean (average) base salaries of men and women. Given the small size of our organisation, we have, however, 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.

The median pay gap is calculated 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 calculated 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) extrapolated salaries for our part-time staff, consistent with the approach of the Workplace Gender Equality Agency and excluded casual employees from our calculations.

**Figure B2:** Comparing median and mean gender pay gaps from the last 3 years

Date	Average (mean) gender pay gap	Median gender pay gap
30 June 2025	10.9% in favour of men	4.1% in favour of men
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

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

### Pay gap across VAGO's business units

**Figure B3:** Gender pay gap on 30 June 2025 in VAGO's business units

Business unit	Average (mean) gender pay gap	Median gender pay gap
FA	2.4% in favour of women	9% in favour of women
PRS	20.6% in favour of men	24.5% in favour of men
Office of the Auditor-General	35.7% in favour of men	7% in favour of women
Corporate Services	18.4% in favour of men	16.8% in favour of men

Note: See the note for Figure B2 explaining how we calculated the mean and median gender pay gaps.

Source: VAGO.