

## **MOIRA Gender Pay Gap Statement – Libby Kelly, Chief People Officer – MOIRA**

At MOIRA we are committed to cultivating a workplace that values diversity, equity, and inclusion. We recognise the importance of collecting and reporting on data that drives gender equality, and we acknowledge and seek to address the gender pay gap within our organisation.

**Factors contributing to the gender pay gap at MOIRA:** We think it's important to clarify that we don't pay people differently based on their gender at MOIRA.

Across all Occupational Roles at non manager level the gender pay gap is slightly in favor of women at -5% or less.

Across Occupational Roles at manager level the gender pay gap is less than +/- 3% for Executives/General Managers, Senior Managers and Other Managers. In the Senior Leader and Other Managers categories this reflects a significant improvement from the previous reporting period, due to increased women in senior leadership roles and organisational changes made to facilitate the establishment of our new Allied Health business.

The MOIRA Board is gender balanced (40% female: 40% male: 20% either), with a male Chair and female Vice Chair.

As an organisation that operates within the female – dominated sector of Health Care and Social Assistance the gender composition of the workforce is predominantly female. When we look at the gender composition by pay quartile, the ratio of women to men generally remains consistent, with an increased percentage of women within the lower middle quartile.

The median total remuneration gender pay gap at MOIRA is 1%. A contributing factor to the higher average total remuneration gender pay gap at MOIRA is the size of our organization (around 150 heads) and the limited number of roles at Senior Executive level (Key Management Personnel (KMP) and Head Of Business (HOB) classifications). At MOIRA there is only one reportable Senior executive role in these categories, and this is currently filled by a male. Due to the nature of this role and its responsibilities, it is remunerated differently to other general and senior managers, and this has a significant impact on the overall average pay gap. In addition, MOIRA's workforce grew in the reporting period. As many new roles were at entry level, this contributed to an increase in the scale of the remuneration difference between the highest and lowest paid roles.

**Proactive measures to address the gender pay gap:** MOIRA is committed to proactively addressing and minimising gender pay gaps and creating a diverse and inclusive workplace. We have introduced an inclusive parental leave policy, with an increased number of men accessing this new entitlement. Our school holiday work from home program provides inclusive options for working parents, and our on-going hybrid work arrangements and flexible working policy provide a level of flexibility that is meaningful to all employees. Changing attitudes about the distribution of work at home and in the workplace is a key driver for achieving gender equality and we hope to see an increase in males accessing the flexible options in greater numbers over time.

We will continue to invest in emerging leaders from within MOIRA to ensure progression pathways for women into senior leadership, and explore ways to attract and retain talent, including increasing the number of men in the workforce in non-manager roles.

In 2024/25 we are committed to building on our I'm Taking this Seriously (ITS) workforce approach which recognises that employees are key contributors to work design and that the benefits and obligations of workplace flexibility are shared – in effect, we all take it seriously. Initiatives include strengthening our approach and offering to those returning from parental leave and ensuring we are delivering, at best practice, on our positive duty of care to prevent and address sexual harassment or sex discrimination.

**Employee Engagement:** MOIRA team members continue to provide overwhelmingly positive feedback regarding the culture, flexibility and leadership at MOIRA. In our most recent engagement survey:

- 98% recommend MOIRA as a great place to work.
- 96% express trust in the senior leadership of MOIRA
- 96% could think of at least three benefits offered at MOIRA that contribute positively to their working life:  
and
- 99% believe that benefits offer equitable access to care and support across the team member population.

**Commitment to gender equality:** MOIRA is dedicated to fostering an environment where every employee is valued, respected, and remunerated fairly, irrespective of gender. We will continue to assess and evolve our policies to ensure this goal is achieved.

# MOIRA

**By investing in our people and our culture, we are better able to deliver on our vision that people choose what creates their best future.**

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