

# ForHealth Group 2022-23 Gender Pay Gap Employer Statement

24 January 2024

Under the Workplace Gender Equality Act 2012 (WGEA Act) employers with a workforce of 100 or more employees will have their gender pay gap published. We encourage this transparency and its objective of working towards a fairer and more equitable Australia.

The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, regardless of their role or seniority.

At ForHealth we are proud that our Full-time workforce is 80% Female and we have 65% Female Managers. We encourage, value, and leverage the diversity of individuals, perspectives, and experiences to achieve maximum business performance. It is critical to our success that we have a workforce as diverse as the patients, professionals, and communities we serve.

## GEI 1 – Workforce Composition

The Workplace Gender Equality Agency (WGEA) collects data on six Gender Equality Indicators (GEIs) to support employers to assess and drive gender equality in their workplaces. The GEIs represent the key areas where workplace gender inequality persists and where progress towards gender equality can be achieved through focussed action.

FHG's workforce composition by role:

	Key Management Personnel (KMPs)		Managers		Non-Management	
	Women	Men	Women	Men	Women	Men
<b>2021-22</b>	60%	40%	65%	35%	88%	12%
<b>2022-23</b>	63%	38%	66%	35%	88%	12%

FHG's workforce composition by employment status:

	Full-Time	Part-Time	Casual
<b>Female</b>	80%	82%	90%
<b>Male</b>	20%	18%	10%

## Our Gender Pay Gap

FHG's median total remuneration gender pay gap is 25.2%. The below table shows our overall median gender pay gap for the past two (2) years:

All employees	2021-22	2022-23	Industry Comparison
<b>Median total remuneration</b>	14.5%	25.2%	25.6%
<b>Median base salary</b>	14.5%	25.2%	26.8%

### Note:

- Part-time/casuals/part-year employees are annualised to full-time equivalent
- The 2022-23 gender pay gap calculation does not include voluntary salary data submitted for CEO, Head of Business(es), Overseas managers and casual managers. It also excludes employees who did not receive any payment during the reporting period
- Comparison group: 8511 - General Practice Medical Service

## Factors affecting our Gender Pay Gap

Unfortunately, the way the Gender Pay Gap is calculated results in an Average and Median gap that we do not believe is representative of the reality at ForHealth.

For a period in 2021-22 and 2022-23, ForHealth employed a General Practitioner (GP) at each Medical Centre for a few hours per month to provide Clinical Governance. Given there are many more Male vs. Female GPs in this country, when their salary is extrapolated to a full time basis, the result will drastically skew the pay gap outcome.

As of 2024, the organisation has decided to centralise the Clinical Governance role to a few full time GPs with an appropriate mix of Male and Females, hence we expect the pay gap numbers to significantly decrease at the time of the next report.

## Action Plan

At FHG we take seriously our commitment to making our Medical and Dental Centres a place where women want to work and feel valued. This is highlighted by some initiatives that we have already put in place:

- Introduction of our Remuneration Framework and relevant policies, which is governed by our Remuneration Committee
- Launch of our Employee Recognition Program
- Creation of the 'Culture Club'
- Implementation of a new Human Capital Management (HCM) system to provide more accurate and transparent employee data including remuneration

Meaningful changes take time, and our goal is to achieve gender equality across all levels of our organisation without compromising our core values. Our mission is to empower independent health practitioners to provide quality, accessible healthcare for all Australians. We passionately believe every Australian has the right to high quality healthcare, wherever they are, and no matter their financial circumstances. We are proud to be an industry leader in accessible healthcare, and our on the journey to become an industry leader in the gender pay gap.

Analysis of our gender pay gap figures has helped us to better understand the gap. We would like to reiterate that we don't pay employees differently based on their gender. The gender gap is caused by FHG employing General Practitioners, who are typically male on a very part time basis, however when extrapolated to a full-time role, their pay distorts the pay gap analysis.

ForHealth Group provided this Employer Statement voluntarily. There is no legal requirement to do so, however we wanted to be transparent and provide context and background into the data used for our 2022-23 WGEA report.