

# WGEA EMPLOYMENT PAY GAP STATEMENT

## **OUR COMMITMENT**

At Jones Radiology, fostering an inclusive workplace where all employees can thrive is paramount. Our commitment to gender equality is reflected in both the WGEA Report findings and our internal initiatives.

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# GENDER EQUALITY STATEMENT

The Jones Radiology WGEA survey results for the 2022/23 reporting period in Australia indicate a positive trend in overall gender equality.

Jones Radiology acknowledges the significance of gender equality and is dedicated to cultivating an inclusive workplace culture. While our industry tends to be female dominated in administrative roles, we are actively working to enhance female representation in technical and leadership positions.

Our emphasis on development and internal promotions aims to ensure future female representation in higher-paid roles.

## IN 2023

### 79%

**of promotions in  
our manager group  
were female**



### 84%

**of appointments in our  
non-manager group  
were female**



**Despite the gender wage gap our competency-based pay classification structure guarantees equal hourly rates regardless of gender.**

# OUR PROGRESS



## Leadership Representation

We've made significant progress in increasing the representation of women in leadership positions, with a 30% increase compared to last year. However, achieving a balanced gender distribution at mid and senior levels of leadership remains a priority.



## Pay Equity

In 2022 our gender pay gap was 25.3% this has narrowed by 4% compared to last year, with our 2023 gender pay gap reported at 21.4%. Despite this progress, there's still work to be done, especially considering that 94% of women are in the lowest pay quartile and 74% in the highest, which contributes to the current pay gap.



## Supporting Parenthood

Enhancing Employee Benefits and Flexibility: 45 women took primary parental leave in 2023, with enhanced Keeping in Touch days and flexible rosters, we continue to support our staff when they become parents.

# OUR APPROACH

## Our approach to the Gender Equality Indicators



### Gender composition of the workforce

We are improving recruitment practices to enhance diversity. Recruitment focus and training to ensure unbiased decision-making processes.



### Gender composition of governing bodies

Currently Jones has 40% women on its governing body, in comparison to the 34% national average as published by WGEA.



### Equal remuneration between women & men

Ongoing review of our competency based pay classification structure ensures fair employment offers.



### Flexible working arrangements

Jones offers excellent flexibility and support for employees at all life stages. With a significant part time workforce and shift patterns to accommodate requirements.



### Consultation with employees

We value employee feedback through annual engagement surveys and an open and inclusive work environment. We continue to promote and support diversity, inclusion, and wellbeing initiatives.



### Sex-based harassment and discrimination

Policy enhancements ensure awareness of rights and obligations. We are refreshing educational offerings to support the Respect at Work legislative changes.

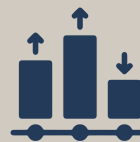
**Jones Radiology remains steadfast in its commitment to gender equality and will continue to champion initiatives that foster an inclusive and fair workplace for all employees.**

# OUR CONTINUED FOCUS



## Leadership Development

Ongoing efforts to further develop and support women into senior leadership roles. 30 of the 34 current 'Leadership at Jones' development program participants are female.



## Closing the Gender Pay Gap

Addressing the gender pay gap remains a priority. We will review and adjust our promotion and development policies to ensure fairness and transparency in compensation practices. Achieving a more balanced gender distribution across all pay quartiles will contribute to this goal.

## UPDATES TO POLICIES

- Internal Complaints and Grievances
- Sexual Harassment Policy
- Work from Home Policy
- Bullying and Harassment
- Family and Domestic Violence
- Flexible Working Policy

The positive improvements indicated by the 2022/23 WGEA survey reflect Jones' commitment to gender equality. We acknowledge the current initiatives and the identified areas for improvement, which will guide our future actions. We remain dedicated to fostering an inclusive workplace where all employees can thrive.

We will continue to analyse and enhance our diversity and inclusion initiatives. For us, the benefits extend to the work we do, the communities impact as well as benefiting our employees and patient outcomes.