



Workplace Gender Equality Agency Gender Pay Gap Employer Statement 2025

Hearing Australia is committed to fostering an inclusive and equitable workplace where all employees are valued and rewarded fairly. As part of our dedication to transparency and equality, we have conducted an analysis of our gender pay gap. We are committed to continuing to address the balance within the organisation and to build on the progress made to date.

Hearing Australia had a median base salary gender pay gap of 8.5 per cent at the time of the report. This excludes earnings of:

- the Managing Director
- contractors
- statutory appointments
- employees on long-term leave
- labour-hire staff.

Gender Pay Gap Analysis

Hearing Australia is positioned as a Commonwealth Corporate Entity that competes in the market with private sector employees. As a comparison, larger Hearing Health focussed organisations, and our industry competitors, have total gender pay gaps that range from 25 per cent to 33 per cent.

Hearing Australia's 2023 median base salary gap was 8.5 per cent across our organisation and a total remuneration gap of 18.1 per cent. Internal analysis in March 2025 using Hearing Australia's six employee job families within our new Enterprise Agreement has shown a total gap of 2 per cent of individuals holding the same roles.

Gender Profile

As of 20 March 2025, our workforce offers significant flexibility for employees, with a high number of part time roles. These are overwhelmingly held by female employees at Hearing Australia as described in the table below.

	Full-Time	Part-Time	Casual
Female Managers	91%	9%	0%
Male Managers	96%	4%	0%
Female non-managers	51%	43%	6%
Male non-managers	86%	10%	4%

Hearing Australia has had strong representation of women in our workforce for decades. We are pleased to note that in the past 12 months, over half of all appointments or promotions into managerial positions have been female employees. This has had an impact on the two per cent reduction in the overall pay gap in 12 months.

Appointments to Manager & Non-Manager roles FY24	Female		Male	
	Number	%	Number	%
Appointments to manager roles (incl. promotions)	14	58%	10	42%
Appointments to non-manager roles (incl. promotions)	285	83%	59	17%

Our Commitment

Hearing Australia is committed to taking action to address existing gender pay gap disparities. This is illustrated in the following ways:

- Regularly reviewing and analysing our remuneration practices to identify and address any disparities.
- Developing Hearing Australia's Diversity and Inclusion Strategy in FY25/26.
- Fostering a culture of inclusivity and respect, where diversity is celebrated, and all employees feel valued.
- Diverse workforce - we cultivate diversity within our workforce and focus on our people's career development.
- Strong leadership - our leaders at all levels advocate and take accountability for inclusion and diversity.
- Good governance - we work together to promote inclusion and diversity, with clear roles and governance.

By taking these steps, we aim to create a workplace where all employees are rewarded equitably for their contributions, reinforcing our commitment to gender equality.

*Note: The data presented above reflects our organisation's status as of 20 March 2025.