

WGEA Employer Statement

Each year, the Workplace Gender Equality Agency (WGEA) publishes gender pay gap information to support transparency and drive improved understanding of workforce participation and representation across Australian organisations.

Helping Hand welcomes this reporting as an opportunity to strengthen organisational insight and inform strategic workforce planning. As a not-for-profit aged care provider employing more than 2,400 people, we operate within a sector characterised by high female participation and regulated pay structures, which shape gender pay gap outcomes differently from many other industries.

2024-2025 reporting period

For the 2024–25 reporting period, Helping Hand recorded a gender pay gap of 4.8% in favour of men, compared with an industry average of 2.7%. The result reflects workforce distribution across occupational levels and leadership representation rather than differences in pay for comparable work. It also remains within WGEA's recognised optimal range, acknowledging the influence

of workforce movement and structural dynamics. Gender pay gap reporting highlights broader organisational patterns that inform where capability pathways, participation opportunities and leadership representation can continue to evolve. Helping Hand views this insight as central to strengthening workforce sustainability and organisational capability.

Our priorities

Through the development of our Diversity, Inclusion and Belonging Strategy 2026–2030, we are embedding long-term structural approaches rather than short-term interventions. Our priorities include:

- ✓ strengthening gender representation across leadership pipelines
- ✓ improving workforce participation flexibility
- ✓ enhancing progression and development pathways
- ✓ maintaining robust remuneration governance
- ✓ using data and analytics to guide evidence-based action

Helping Hand remains committed to creating a workplace where opportunity, participation and recognition are equitable, supporting a workforce that reflects and serves the communities in which we operate.



Helping Hand