

# Gender Pay Gap Statement



## Employer statement

As an organisation, we are committed to building an inclusive and equitable workplace, recognising and respecting the diversity of our employees, customers and the communities in which we serve.

We support WGEA's publication of gender pay gaps as part of efforts to advance gender equality. Monitoring and addressing our gender pay gap is an important cornerstone of our overall approach to improving women's representation in our Aviation Rescue and Fire Fighting (ARFF) and Air Traffic Control (ATC) workforces, as well as in leadership positions.



Airservices Australia is committed to building an inclusive and equitable workplace.

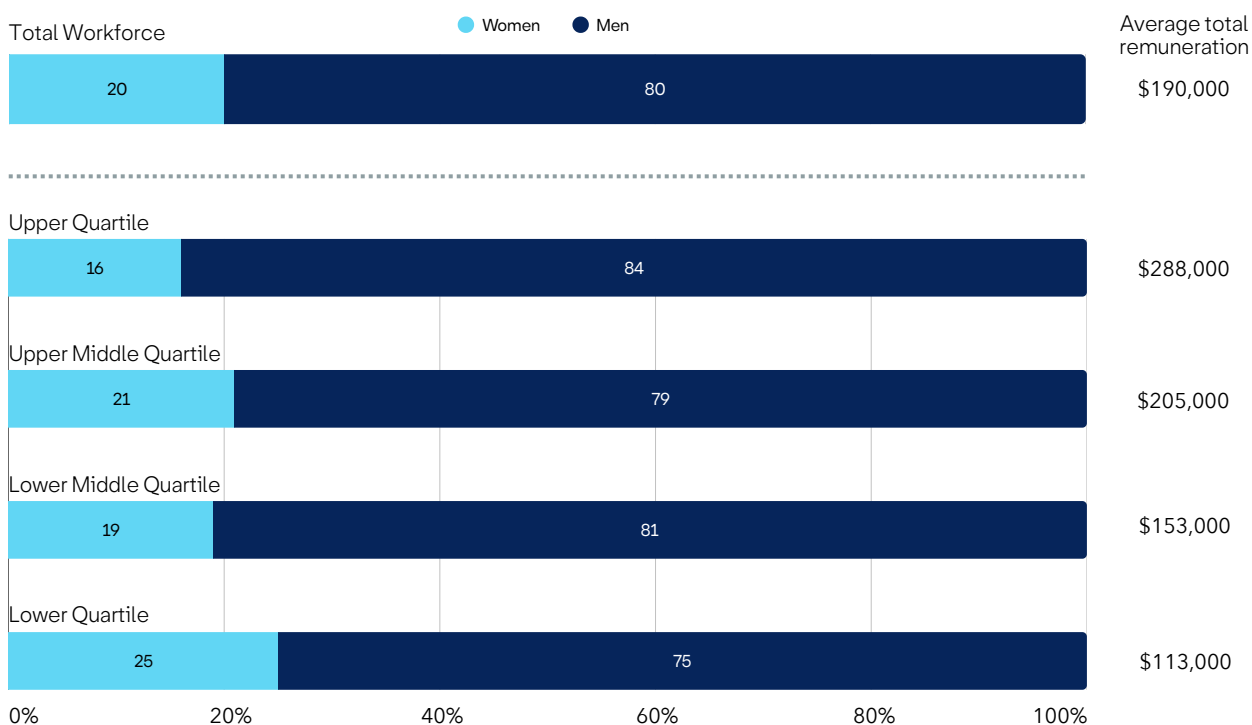
## Airservices' 2023 gender pay gap

The results of our 2023 pay data submission to the Workplace Gender Equality Agency (WGEA) demonstrates that our gender pay gap (GPG) has decreased overall since 2022. The median total remuneration GPG reduced from 13.4% (in 2022) to 6.6% in 2023. Although this reduction shows progress, there is still work to do.

This was despite the median base salary GPG moving from 4.4% in favour of men in 2022 to 2.7% in favour of women in 2023. The discrepancy is a result of lower representation of women in operational areas of our workforce such as ARFF and ATC, which typically incur overtime, boosting total remuneration for those roles.

<b>Median total remuneration</b>	6.6%
<b>Median base salary</b>	-2.7%

Please refer to [Workplace Gender Equality Agency Australia](#) for definitions and calculations.



### Note:

- Total remuneration for part-time/casuals/part-year employees is converted to full-time equivalent amounts. Average total remuneration does not include voluntary salary data submitted for CEOs and casual managers.
- The average total remuneration is rounded to the nearest \$1,000.

## Looking ahead

While we have made progress in closing the gender pay gap in our organisation, there is more to do, and we are committed to continuous improvement in our approach to gender equality.

Our Gender Equality Action Plan (GEAP) includes bold actions to increase female participation in our workforce, elevate the employee experience of our female colleagues and regularly review pay data.

We will continue to report transparently to the Workplace Gender Equality Agency on an annual basis in addition to regular reporting of GEAP progress to the Executive Committee and Board. Long term, the Board and Executive are committed to ensuring gender equity on pay.

**Rob Sharp**  
CEO Airservices Australia



## Key terms and definitions

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### **Base salary**

An employee's regular salary, excluding superannuation, overtime, bonuses and other additional payments.

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### **Gender pay gap analysis**

An analysis of what is driving an organisation's gender pay gaps, looking at workforce composition by gender, representation in more senior and highly paid roles.

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### **Median gender pay gap**

The median is the value that falls exactly in the middle of a set of numbers when arranged from smallest to largest. The median gender pay gap is the difference between the median of what a man is paid and the median of what a woman is paid within an organisation.

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### **Total remuneration**

Includes all remuneration for an employee, including superannuation, overtime, bonuses and other additional payments.

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