

# Gender Pay Gap Statement

2026



# Our Gender Pay Gap Statement

We are committed to building an inclusive and equitable workplace which reflects the diversity of our employees, customers and communities in which we serve.

We welcome WGEA's publication of gender pay gaps (GPG) as part of broader efforts to advance gender equality. Monitoring and addressing our GPG is a key priority in our Gender Equality Action Plan.

We remain focussed on closing the gender pay gap at all levels of our organisation, including in our Aviation Rescue and Fire Fighting services (ARFF) and Air Traffic Management workforces, as well as in leadership positions.

## Airservices 2024 gender pay gap

Our submission to the Workplace Gender Equality Agency (WGEA) shows that for the 2024 calendar year we had:

- A median base salary gender pay gap of 1.5% in favour of women.
- A median total remuneration gender pay gap of 10.5% in favour of men.

Our median base salary GPG has closed by 1.2% since 2023 (2.7% in favour of women). This moves us closer to the WGEA target of 0% and remains within the recommended GPG range (+/- 5%).

The median total remuneration data indicates that while overall the organisation's GPG has decreased since 2022 (13.4%), there has been an increase since 2023 (6.6%). This indicates that overall remuneration outcomes remained higher for men than women during 2024.

# Understanding our data

The gender pay gap does not indicate that women are paid less than men for performing the same roles. At Airservices, our GPG is primarily driven by workforce composition across the organisation.

<b>Median total remuneration</b>	10.5%
<b>Median base salary</b>	-1.5%

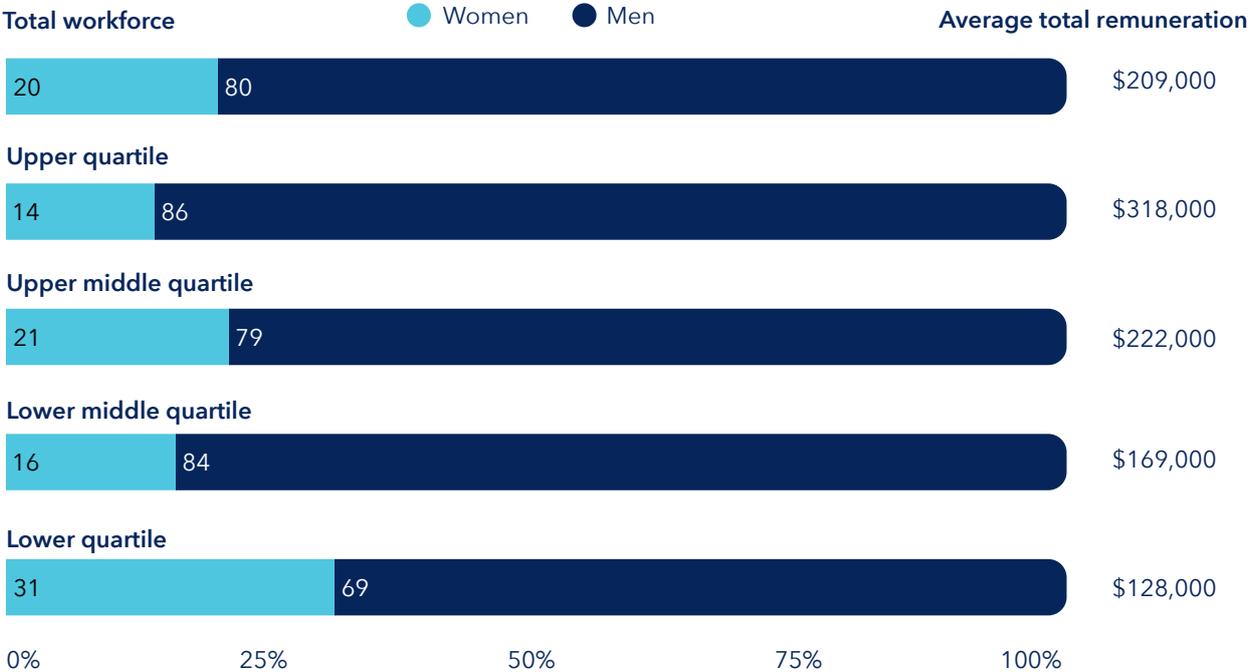
In line with the aviation industry more broadly, men continue to hold a higher proportion of operational roles overall, including positions in higher paid roles such as air traffic control (ATC) and engineering.

Our 2024 representation of women within our ARFF and ATC workforce stood at 5% and 16% respectively.

While the median base pay gap currently favours women, overtime payments are a key contributor to the total remuneration gap.

*Note: A positive percentage indicates men are paid more on average than women. A negative percentage indicates women are paid more on average than men.*

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



Note: The average total remuneration is rounded to the nearest \$1,000.

# Our commitment to gender equality

We recognise that reducing the gender pay gap requires long-term, sustained action. We remain committed to increasing women's representation across all parts of our workforce, particularly in operational roles, and to ensuring fair, transparent and equitable pay outcomes.

Our Gender Equality Action Plan (GEAP) includes a number of actions to address the drivers of our GPG, including:

- Targeted attraction, engagement, development and retention of women in operational and leadership roles
- Continuous monitoring of our gender pay gap and related financial and non-financial incentives to ensure equality, equity and meritocracy are at the core of our reward and recognition processes
- Employee consultation on gender equality issues.

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. The Board and Executive are committed to ensuring gender equity on pay in the long term.



**Rob Sharp**  
Chief Executive Officer  
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, etc.

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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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