

WGEA Employer Statement

1. Overall Approach

Introduction

Capitol Health’s commitment is to facilitate a diverse and inclusive workplace in which everyone is treated fairly and with respect, and that reflects the diverse communities we serve.

Core to this commitment is to provide equitable opportunities for all team members to contribute, develop and succeed. Capitol Health is very focused on driving equitable outcomes for its workforce, and closing the gender pay gap is key to this focus.

Progress is evident over the past three years with a reduction in the gender pay gap year on year.

However there is more work to be done and as we head into our new company strategy in FY25, the focus on gender equality will continue.

Approach to driving Diversity and Inclusion

Key to the Diversity and Inclusion framework has been the implementation of key initiatives and programs for flexible working, parental leave, talent acquisition and reward.

This work has contributed to improving gender equality at Capitol Health as evidenced by improved WGEA outcomes.

2. Gender pay gap and organisational context

Organisation and Workforce

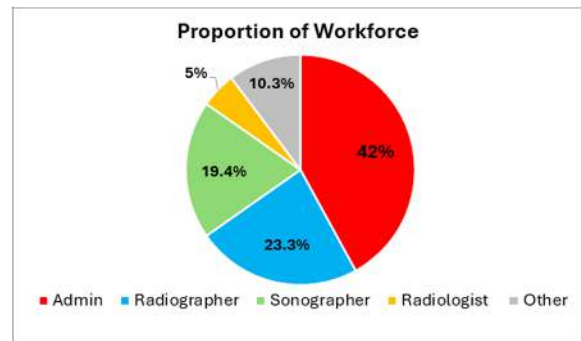
Capitol Health is a private radiology company, operating in Victoria, Western Australia, South Australia and Tasmania. Capitol Health has approximately 70 clinics

across these geographies and provide imaging services to the communities in which it operates.

In the 2022-23 reporting period, Capitol Health was staffed by over 1200 administration staff, imaging professionals (including radiographers and sonographers), radiologists and a support office comprising Finance, Human Resources, Operations, Marketing, IT and Compliance functions.

The workforce composition for the reporting period was as follows:

Table 1: Workforce Composition 2022-23.



As per Table 1, the predominant employee group is administrative and clerical, which includes Office Supervisors and Receptionists at 42% of total workforce.

Radiographers and Sonographers follow as the second and third largest employee groups at 23.3% and 19.4% respectively. The Radiologist/Clinician group represents 5% of the total workforce.

Of the total workforce, approximately 78% are women.

Gender Pay Gap

The gender pay gap is the difference in earnings between women and men in the workforce.

The Median employer gender pay gap is calculated by

taking the middle figure in a list of employees' wages when the list is ordered from smallest to largest.

It is important to note, the gender pay gap is not the difference between what women and men are being paid for the same, or comparable, job. This is equal pay. Capitol Health champions equal pay within like for like roles.

Capitol Health's median total remuneration gender pay gap for the 2022-23 reporting period was 39.6% compared to the industry gap of 26.8%.

The gender pay gap indicates men are paid more on average than women across the organisation.

Importantly, Capitol Health's gender pay gap has reduced year on year.

3. Gender pay gap drivers

Average remuneration by key roles

An analysis of average remuneration across key roles/categories reveal:

- Higher proportion of administration/clerical roles than any other role type in the organisation. Specifically, these positions represent 42% of the total workforce (refer Table 1).
- Administration/clerical roles are lower paid compared with professional, management, senior management and executive roles.
- Administration/clerical roles are predominantly occupied by women with 94% representation.
- Radiologist/Specialist roles are predominantly staffed by men, representing 61% of the total radiologist workforce at Capitol Health.
- Whilst doctors represent approximately 5% of the total workforce for the reporting period, the higher proportion at the highest remuneration levels in the company has a very significant impact on the total gender pay gap.

Capitol Health's gender pay gap is therefore underpinned by:

- a higher proportion of women in the lower paid roles (Administration/Clerical).
- a high proportion of men in Radiologists/Specialist roles.

4. Actions and strategies

Over the past 4 years of Capitol Health's strategic plan, we have been committed to building a better place to work and becoming a destination employer. This ambition is driving significant progress with the aim to:

1. Recruit, develop and retain the best clinical, technical and support staff.
2. Develop organisational capability and improve operational efficiency.
3. Create an environment of wellness, inclusion and sustainability.

The pillars underpinning our strategy of Talent Acquisition and Retention; Reward and Performance; Organisational Capability; and Workplace and Environment have led to a new employee value proposition and cultural change, developing a workplace that is inclusive and where opportunities exist for all team members.

The focus on diversity and inclusion has been key to this change and brought about significant progress in recruitment, remuneration and benefits, career progression, learning and development, and talent and leadership.

Progress of policy and practice in these areas has contributed to significant progress against the WGEA Gender Equity Indicators which have helped Capitol Health to assess and drive gender equality in the workforce.

There is more work to do and as Capitol Health develops its new strategy from FY25 its focus on gender equality will continue.