



Chartered Accountants ANZ (CA ANZ) pay gap statement

Pay equity is a strategic priority for both our organisation and our profession

Addressing the gender pay gap is key to enabling gender equity and strengthening social and economic outcomes for women. This is why pay equity is a critical component of both our own organisation's Diversity, Equity and Inclusion (DEI) strategy, as well the advocacy we undertake on behalf of the entire accounting profession and our members.

CA ANZ's commitment to narrowing its organisational gender pay gap was confirmed in 2021 when we introduced regular measuring, tracking and deep diving into causes. Narrowing the gender pay gap was embedded as a strategic priority for our organisation and has remained a Key Performance Indicator for our Executive Team since that time.

As a result of this commitment, we have seen a gradual narrowing of both the mean and median pay gaps for our organisation.

Understanding CA ANZ's organisational pay gap

In 2022-23 CA ANZ recorded a median pay gap of 0 per cent for base salary and 0.05 per cent for total remuneration. The mean pay gap for the same period is 17.3 per cent for base salary and 17.1 per cent for total remuneration.

CA ANZ employs more women than men in all role categories (Key Management Personnel, management and non-management) and employment categories (full-time, part-time and casual). We also promote more women than men into manager and non-manager roles.

However, we also see a higher proportion of women in more junior roles in our organisation compared to men which drives our pay gap. With our workforce composition heavily skewed towards women, even minor employee movements, particularly related to men, can have a noticeable impact on our pay gap.

This is because the movement in one man's salary has a greater impact on the average salary of all men given we employ a much smaller pool of men compared to women. Conversely, movement in one woman's salary has far less impact on the average salary of women given the large numbers of women we employ.

Actions and strategies

Under the 'Inclusive Careers' pillar of our organisation's strategy, we strive to deliver activities that enable equitable and inclusive career paths for all our people. An example of this meaningful activity is our relaunched parental leave policy in 2022 which removed the distinction between primary and secondary caregivers so that any

parent receives 18 weeks of employer funded pay and ensures that superannuation and KiwiSaver (for our New Zealand employees) is paid during unpaid parental leave.

Other activities within our multi-factorial program of work include:

- Investing in career pathways for women from individual contributors into leadership roles.
- Balancing the hiring of women and men into lower-paying roles.
- Paying attention to the representation of women and men in both leadership and non-leadership positions and any pay variances.
- Continuing our strategy of retaining key talent, including a gendered intervention focus to address any systemic barriers faced by women.

Diversity, equity and inclusion is a key element of the [advocacy and policy objectives](#) we pursue on behalf of our members. This includes producing the Australian and New Zealand accounting profession's annual [Remuneration Survey](#), which provides important insights into the gender pay gap in both countries, and providing our members with critical resources to help them reduce their organisational gaps such as the CA ANZ [Narrowing your Gender Pay Gap Playbook](#) published in 2022. It is also a key topic area in many of our communications with members, including articles in our flagship magazine *Acuity*, and in our various webinars and sharing knowledge sessions.

As well as closing the gender pay gap, we also advocate the Federal, State and Territory Governments to prioritise a range of measures that increase and support the paid workforce participation of women, Aboriginal and Torres Strait Islanders and other underrepresented groups. We also publicly support the recommendations contained in the Australian Human Right's Commission's Respect@Work report and have taken action to implement the changes within our organisation and share the resources provided on the Respect@Work website, giving all members access to meaningful resources for safer workplaces.

We recognise the similarity of the challenge for us and our members – closing the gender pay gap is complex and requires ongoing vigilance and focus.