

Gender Pay Gap Employer Statement



At PerthRadClinic Limited (PRC), we are committed to ensuring we maintain and further develop a diverse, equitable and inclusive workplace which fosters belonging and where all our team members are valued, recognised, rewarded and compensated fairly and equitably, regardless of gender.

We acknowledge and recognise gender pay gaps have a detrimental impact on equality and will continue to take proactive steps to address and eliminate these disparities should they arise.

Our commitment involves the following actions:

1. **Transparent Pay Practices:** We ensure equity in our compensation structure, conducting regular pay equity analysis to identify and rectify any gender-based disparities. We are focused on ensuring equal pay for those in like-for-like roles as part of our annual remuneration review process.
2. **Equal Opportunities:** We provide equal opportunities for career growth, professional development and promotions, based solely on merit and qualifications, free from gender bias.
3. **Supportive Policies:** Continuously reviewing and refining our policies and procedures to ensure they promote fairness and equity in all aspects of employment, including hiring, salary reviews, and benefits.
5. **Accountability and Measurement:** Understanding our data, implementing measurable goals and holding ourselves accountable by regularly evaluating our progress towards closing our gender pay gap.
6. **Celebration and Collaboration:** We have regular celebration and awareness raising activities celebrating diversity and wellbeing.
7. **Inclusive Culture:** Cultivating an inclusive culture that values diverse perspectives, where all employees feel heard, respected, and empowered to contribute their best. We have flexible work offerings such as remote work, flexible hours, job-sharing, part time employment and school-hours-friendly rosters – we continue to assess our current approach to flexibility and wellbeing to identify further ways we can create a broader range of flexible work experiences for our team members.

This commitment is an ongoing journey, and we acknowledge that effort and collaboration are essential for making meaningful change and to sustain progress. We aspire to be a workplace where every team member, irrespective of gender, feels valued and fairly compensated for their contributions.

Key Findings – 2023-2024 Gender Pay Gap Analysis

All Employees Gender Pay Gap

PRC has calculated the gender pay gap for our workforce as a whole using the WGEA Pay Gap Calculator.

The gender pay gap is largely driven by our radiologists and nuclear medicine physicians, our most highly compensated group of employees. 73% of our radiologist population are men and 27% are women, which is reflective of the significant gender imbalance within the global radiology profession, and consistent with gender data from the Royal Australia New Zealand College of Radiologists.

Commentary

It is important to note that 76% of PRC's workforce is female. PRC understands the importance of diversity within leadership and has a gender-balanced executive team. Our supervisor and manager cohorts reflect our whole of workforce gender makeup, with the majority being women. Our technical and clerical pay rate structure establishes rates of pay based on role, qualifications, and experience over time, not on gender. For the remaining employees in support and enabling function roles (finance, IT, human resources, safety and wellbeing etc), remuneration is based on the role, industry remuneration benchmarks, qualifications, and experience, not on gender.

There is currently a worldwide shortage of radiologists, and this creates a significant challenge when seeking to recruit female radiologists as they are under-represented in the international talent pool.

PRC has reviewed the gender pay gap for like-for-like roles, and has determined there are negligible differences, indicating an equitable approach to remuneration.

Efforts and Strategies

PRC is committed to preventing gender pay gaps. Several strategies and initiatives have been implemented, including:

Attraction of Female Radiologist Talent: Seeking to further improve our female radiologist representation within PRC through several strategies and initiatives:

- We have worked to develop a radiologist talent pipeline that is gender-balanced, which over-represents female radiologists compared to the talent market.
- We have introduced flexible work practices with a view to attracting more female radiologist talent and ensuring retention of our existing talent.
- Introduced Employer Funded Parental Leave for Doctors of 8 weeks for both parents.
- We showcase gender diversity amongst our recently appointed radiologists, creating role models for future talent.

Diversity and Inclusion: Implementing initiatives/processes to foster a more inclusive workplace, such as:

- Promoting diversity in hiring and leadership, including a gender-balanced Executive team;
- The implementation of purchased leave to allow flexibility, rest and recreation, and the management of family responsibilities for our workforce;
- The implementation of an industry-leading (15 weeks) employer funded paid parental leave offering (for non-doctor team members) for both parents; and
- A myriad of flexible work offerings available including part time work, job sharing, remote work, and school hours shift lengths.
- Implementation of training initiatives aimed at further promoting a more inclusive workplace, including Respect@Work training, webinar training initiatives focused on LGBTIQ+ awareness and family and domestic violence,
- Continuing to promote various DEI initiatives including wellness programs and celebrating key DEI dates including International Women's Day, Harmony Day and RUOK Day.

Career Development Opportunities: Introducing career development programs that facilitate career growth for our employees, irrespective of gender, including;

- The ongoing promotion of our PRC Indigenous Scholarship offering;
- Ongoing support of our Medical Imaging, Sonography and Nuclear Medicine Scholarship for existing PRC employees to study medical imaging, sonography and nuclear medicine;
- Flexible work whilst studying radiology-related fields;
- Practical placements for students studying radiology-related fields;
- Sub-specialty Fellowships for radiologists;
- Plentiful internal placements to upskill in CT, MRI and sonography;
- Training to support management pathways;
- A significant program of Continuing Medical Education (CME);
- Financial support to attend conferences and courses;
- Rollout of the ongoing PRC Leadership Academy, designed to equip new and aspiring leaders with tools and knowledge to lead successful, inclusive teams; and
- Knowledge-building training such as Respect@Work training, webinar training initiatives focused on LGBTIQ+ awareness and family and domestic violence.

Conclusion

Reducing the gender pay gap can be a challenging but critical objective. By acknowledging all existing disparities, implementing targeted strategies as required, and fostering an inclusive workplace culture, we aim to maintain a fair and equitable environment where all employees are valued equally for their contributions.

Dated: 28 February 2025

Rebecca Banks
Chief Executive Officer
PerthRadClinic Ltd