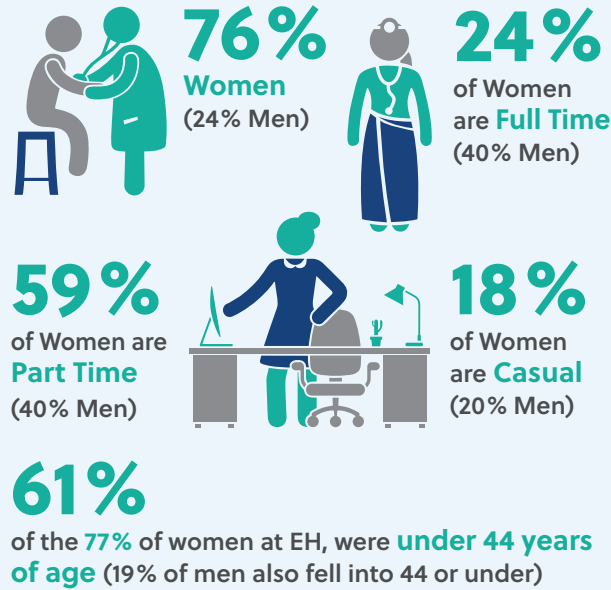


Gender Equality Audit Insights 2022-2023

The Gender Workforce Progress Audit Insights was carried out to provide insight on how Eastern Health systems, structures, policies and practices are performing in promoting workplace gender equality. The progress results provide Eastern Health data to map progress and identify improvement opportunities and challenges to address.

Data based on activity/usage derived from the period 1/7/2022 – 30/6/2023.

Workforce Composition



At 'Level -2 to the CEO', ratio of men to women is almost equal despite women making up close to 80% of EH workforce.

Identify as Aboriginal and/or Torres Strait Islander



Allied Health Workforce

18% of our total workforce. **79%** of Allied Health employees are women.



20% of our total workforce. **46%** of medical employees are women.

Non Clinical Workforce

19% of our total workforce. **75%** of Non Clinical employees are women.

Nursing and Midwifery

43% of our total workforce. **89%** of nursing and midwifery employees are women.

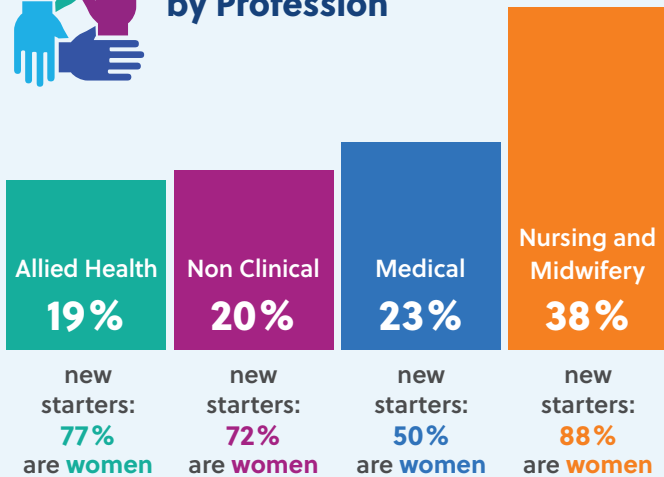
Intersectionality Data

Commenced collecting demographic information from new employees since April 2023, with **27%** completion rate.

Remuneration

Gender pay gap at Eastern Health is **36%**.

% of Recruited by Profession



Flexible working Conditions

24% of EH employees used Study or Purchased leave, of them

18% were **women** and **6%** were **men**

Sexual Harassment

<5 sexual harassments reported over '22-'23

Career Development

8.8% of total workforce accessed career development opportunities, of these,

73% were **women** and **26.8%** **men**

It is acknowledged that the data and employee details are reflective of extracts from the HR Systems at Eastern Health - the intent is to provide insight into what is recorded, how it is recorded and where there are data gaps. The Audit aligns with our commitment to the Gender Equality Act 2022 to help implement Eastern Health's Gender Equality Action Plan 2021 aimed at improving gender equality across our workplace.