

Employer statement

Royal Rehab Group is committed to equality and fostering a workplace where everyone can thrive - ensuring fairness, opportunity, and respect for all.

Pay equity is a key pillar of our commitment to equality.

Gender Pay Gap

Nationally, WGEA reports the average gender pay gap is 12.1% - men earn 12.1% more than women for doing the same job.

The gender pay gap for average total remuneration at Royal Rehab Group is 5%.

While a 5% gender pay gap sits within the optimal target range set by the Workplace Gender Equality Agency (WGEA), we believe that any gender pay gap, no matter how small, is too much.

Our Commitment

Royal Rehab Group remains committed to closing the gender pay gap and achieving gender pay parity. We recognise the impact of even minor pay disparities on women in our workforce.

Our focus is on continuous improvement - ensuring that pay parity is not just an aspiration, but a reality for all Royal Rehab Group employees.

Women's representation is consistent across Royal Rehab Group:

- 70% of the Royal Rehab Group workforce are women, consistent with the Health Care & Social Assistance industry sector.
- 70% of women hold management roles, leadership appointments, and part-time positions.
- 74% of women are in the upper quartile of pay, consistent with the industry benchmark of 74%.