

slattery

# Workplace Gender Equality Agency Data Employer Statement

Slattery Australia Pty Ltd

2024



## Employer Statement

Slattery Australia has a diverse and inclusive culture that recognises the positive impact of balanced representation. This is supported by the following priorities:

- Increased representation of women in our talent pipeline.
- An inclusive culture which is based on flexible work practices.
- Programs and policies which create a work environment where structural and cultural barriers to employment for all genders are minimised.

Our remuneration practices are designed to foster a pay for performance culture that is aligned with the quality of work performed in comparable and like-for-like positions. Equitable pay for all genders accounts for experience, skills and education, and the application of these in work.

In comparing gender data from the Australian Institute of Quantity Surveyors (AIQS) and Slattery, it shows women represent:

- AIQS Associate grade membership **18%** compared to Slattery technical staff **38%**
- AIQS Student grade membership **24%** compared to Slattery students **62%**
- AIQS Fellow grade membership **6%** compared to Slattery Directors **22%**

At all levels, women at Slattery represent at least double the AIQS membership reflecting the programs and policies Slattery have embraced over many years.

The development of our Graduate Program together with a focus on inclusive recruitment practices has ensured that we have a high participation of women in entry positions. Our current graduate cohort men / women representation is 22:78. This program is supported by a student feeder program, with 63% women employed in our most recent cohort.

Our gender pay gap is influenced by the high number of men throughout the organisation and in particular, at senior positions, directly impacting the overall average remuneration. This is a challenge for the construction industry in Australia, with women making up only 15% of the workforce. Slattery have adopted some aggressive practices to increase the number of women and achieve a gender balanced workforce, but this has resulted in an increase to our pay gap over the short to medium term. We are focused on addressing this balance through our talent management processes.

“  
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Image credit:  
Jack Lovel

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