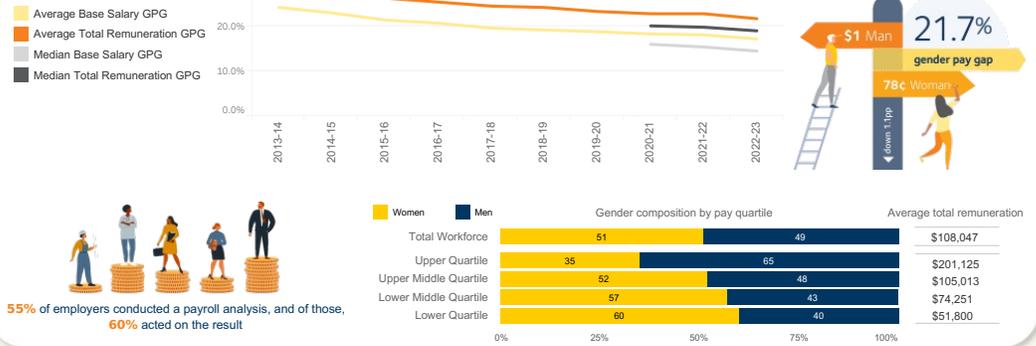
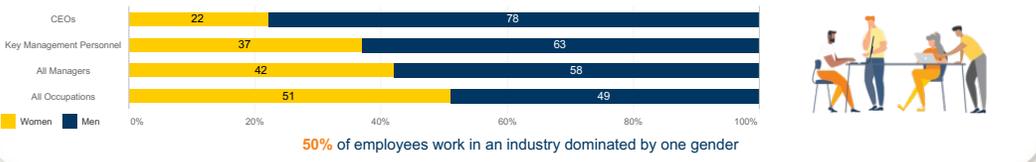


# The National Picture

## Equal Remuneration: The Gender Pay Gap



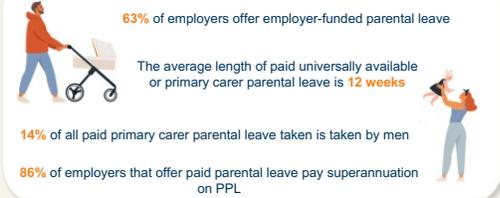
## Workforce Composition



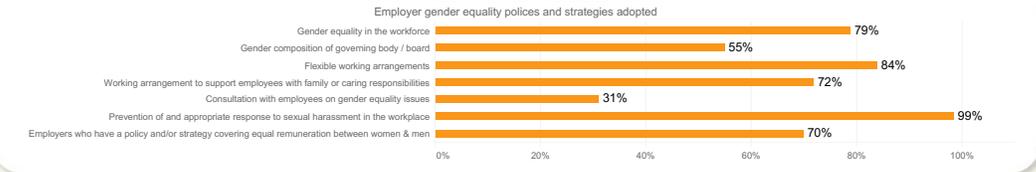
## Boards and Governing Bodies



## Paid Parental Leave



## Employer Policies and Strategies



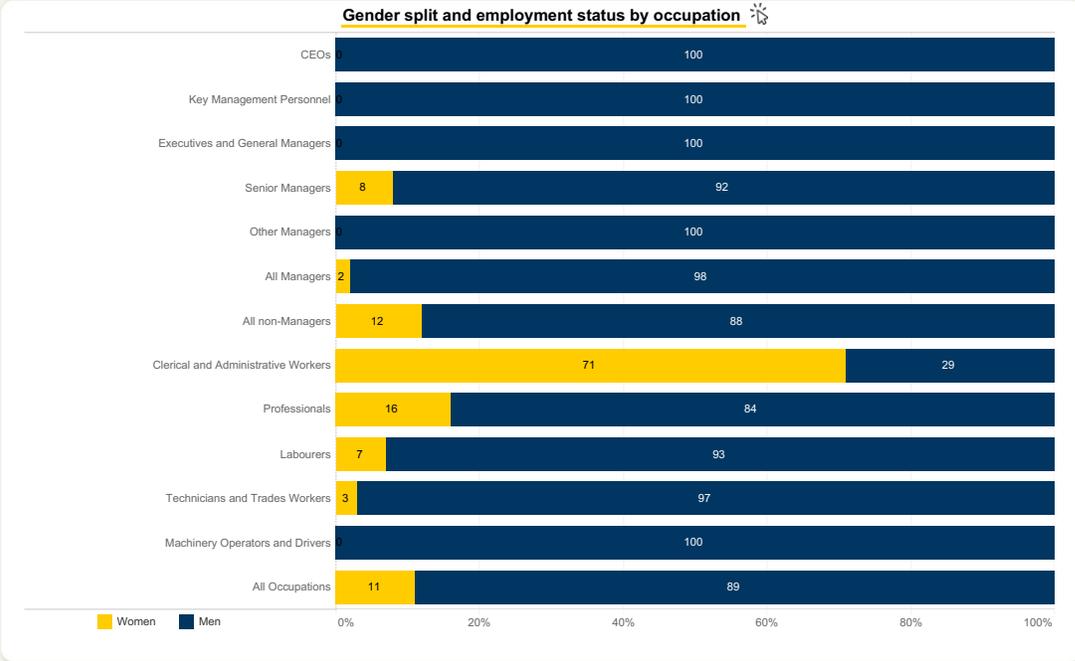
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# GR Engineering Services Ltd (12121542738)

- Overview
  - Industry Results
  - Employer Results**
- Select Employer:  
GR Engineering Services Ltd (12..)
- The current selection is within:  
Division: Professional, Scientific and Technical Services (M)  
Subdivision: Professional, Scientific and Technical Services (Except Computer System Design and Related) (69)  
Employer Size: 500-999 employees
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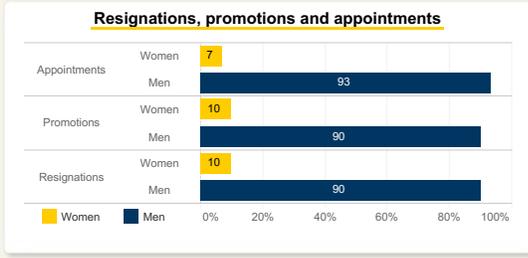
- Equal Remuneration: The Gender Pay Gap
- Workforce Composition**
- Boards and Governing Bodies
- Flexible Work, Parental Leave and Domestic Violence Support
- Employee Consultation
- Sex Based Harassment and Discrimination



### Employer action on workforce composition

There were **563** employees in this submission

**Yes** this employer does have a formal policy/strategy in place that supports gender equality



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## GR Engineering Services Ltd (12121542738)

Equal Remuneration:  
The Gender Pay Gap

Workforce Composition

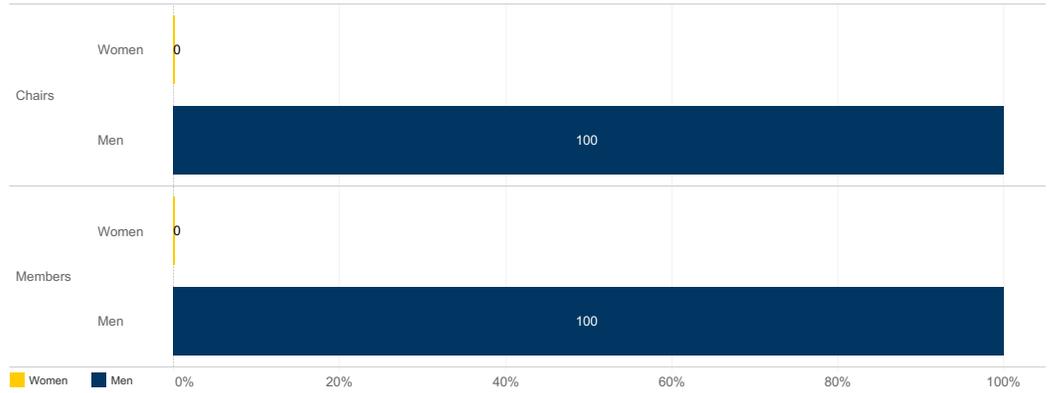
Boards and Governing Bodies

Flexible Work, Parental Leave and  
Domestic Violence Support

Employee Consultation

Sex Based Harassment  
and Discrimination

### Gender split of board members and chairs



### Employer action on board gender equality



this employer does have a formal policy and/or formal strategy in place to support gender equality in the composition of their governing bodies



this employer does have a target set to increase the representation of women on their governing bodies



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Gender pay gaps

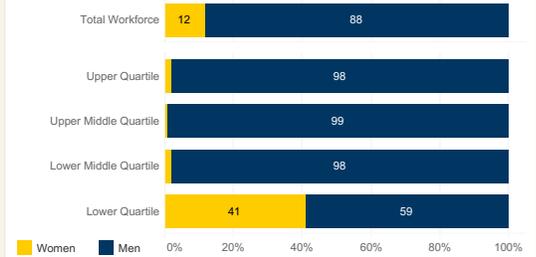
Median Base Salary Gender Pay Gap 23.2%

Median Total Remuneration Gender Pay Gap 39.8%

Optional Employer Statement

Disclaimer

Gender composition by pay quartile



Employer gender pay gap policies

No this employer does not have a policy for equal remuneration

Employer gender pay gap policy inclusions

Employer action on gender pay gaps

No this employer did not undertake a payroll analysis

Actions taken following a gender pay gap analysis

Follow



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**Flexible working**

**Types of flexible work offered**

Carer's leave	Yes
Compressed working weeks	Yes
Flexible hours of work	Yes
Job sharing	Yes
Part-time work	Yes
Purchased leave	No
Time-in-lieu	Yes
Unpaid leave	Yes
Working from home	Yes

Yes this organisation does have a policy for flexible work

**Flexible work policy inclusions**

A business case for flexibility has been established and endorsed at the leadership level	No
Employee training is provided throughout the organisation	Yes
Employees are surveyed on whether they have sufficient flexibility	No
Flexible working is promoted throughout the organisation	Yes
Leaders are held accountable for improving workplace flexibility	Yes
Leaders are visible role models of flexible working	Yes

**Parental leave**

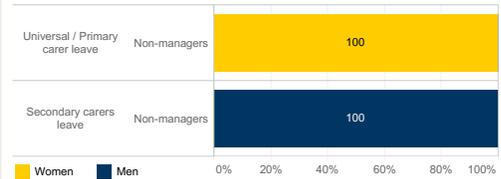
**Type of parental leave offered**

Primary/Secondary Carer Leave	Yes
-------------------------------	-----

**Employer-funded parental leave policies**

Primary carers	
Average number of months to qualify	12.0
Minimum number of weeks provided	18.0
Superannuation contribution made	No

**Gender split of parental leave taken**



**Domestic violence support**

No this organisation does not have a policy for domestic violence support

**Domestic violence support employer policy inclusions**

A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	Yes
Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes
Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	Yes

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## GR Engineering Services Ltd (12121542738)

Equal Remuneration:  
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### Employee consultation

**No** this employer reported they did not consult employees on gender equality in the workplace

Who employers consulted

How employers consulted

Follow



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Sex based harrassment and discrimination



this employer has a formal policy and/or formal strategy on sex-based harassment and discrimination prevention



this employer does provide a grievance process in their policy and/or strategy



this employer does provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to all managers

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Choose Selections:  
National

Select Question Category:  
3. Equal remuneration: the ge..

Select Reporting Year:  
2022-23

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### 3. Equal remuneration: the gender pay gap

Primary Measure	Secondary Measure	National
Policy or strategy on equal remuneration?		70%
Conducted a remuneration gap analysis?		55%
Taken actions as a result of remuneration gap analysis?		60%
Average base salary gender pay gap	All employees	17.2%
Average total remuneration gender pay gap	All employees	21.7%
Median base salary gender pay gap	All employees	14.5%
Median total remuneration gender pay gap	All employees	19.0%
Percentage of total workforce	Women	51%
	Men	49%
Percentage of upper quartile (total remuneration)	Women	35%
	Men	65%
Percentage of upper-middle quartile (total remuneration)	Women	52%
	Men	48%
Percentage of lower-middle quartile (total remuneration)	Women	57%
	Men	43%
Percentage of lower quartile (total remuneration)	Women	60%
	Men	40%

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**Choose Question Categories:**  
3. Equal remuneration: the gender ..

**Select Industries/ Employers:**  
National

**Select Reporting Year:**  
2022-23

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Reporting Year	Division	Subdivision	Submission Group Size	Industry/ Organisation	Gender Equality Indicator	Question	Identifier
2022-23	All divisions	All subdivisions	All employer sizes	National	3. Equal remuneration: the gender pay gap	Policy or strategy on equal remuneration?	70%
						Conducted a remuneration gap analysis?	55%
						Taken actions as a result of remuneration gap analysis?	60%
						Average base salary gender pay gap	All employees 17.2%
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						Percentage of total workforce	Women 51%
							Men 49%
						Percentage of upper quartile (total remuneration)	Women 35%
							Men 65%
						Percentage of upper-middle quartile (total remuneration)	Women 52%
							Men 48%
						Percentage of lower-middle quartile (total remuneration)	Women 57%
							Men 43%
						Percentage of lower quartile (total remuneration)	Women 60%
							Men 40%

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