



## Standing Committee on Justice and Community Safety

### Inquiry into Annual and Financial Reports 2022-2023

#### ANSWER TO QUESTION TAKEN ON NOTICE

Asked by Mr James Milligan MLA on 23 November 2023: Danielle Krajina took on notice the following question(s):

Reference: Hansard [uncorrected] proof transcript [23 November 2023] [PAGE 36-7]

In relation to:

**MR MILLIGAN:** Yes, thank you. Page 166 it states that the gender pay gap is at 17.3, giving the appearance that the female workforce is paid more than the male workforce; however, on page 172 table 64, the truth is that this measure is based on the difference in pay of judicial officials. Now, if you take that out of this employment, then the total is very different. So what is evident on this table is that there is a massive 7.9 per cent gender pay gap for ambos, though the numbers employed are most equivalent—you know, we have got 135 females and 15 males. So can you explain why you have decided to report it in this way, given the very false or misleading truth?

**Mr Gentleman:** We might have to ask our officials in JACS to—

**Mr Phillips:** Whether Ms Krajina might be able to assist, who is online?

**Ms Krajina:** Yes, certainly. Good morning everyone. Look, I acknowledge the privilege statement and my name is Daniele Krajina. I am the Chief Operating Officer, Justice and Community Safety. The data as presented is actually produced as part of the State of the Service report, so it is a way of representing gender pay gap classification across the service. So it is not meant to be misleading in any way; it is the standard way of reporting.

**MR MILLIGAN:** So in what way are women officers paid more than males in the ambulance service?

**Ms Krajina:** There may be other considerations within that data and I can take that on notice, if that would be helpful, to determine what the differences are. Because it may be we have a number of ambulance officers who are part-time, who have been on maternity leave; there could be a range of contributing factors.

**MR MILLIGAN:** Yes, okay. And then it appears that there is also a pay gap between fire and

rescue officers of 4.8 per cent.

**Ms Krajina:** I could take that one on notice as well. That may also have to do with the levels of those officers and as you are probably aware, we are certainly supporting more females coming into those workforces, which will have an impact over time.

Mr Gentleman: The answer to the Member's question is as follows:

Table 64 of the Annual Report showed the average annual salary of female Ambulance Officers (\$91,249) was lower than male Ambulance Officers (\$99,109) by 7.9 per cent, and average annual salary of female Fire and Rescue Officers (\$88,028) was lower than male Fire and Rescue Officers (\$92,452) by 4.8 per cent.

The reasons for this variation include:

- Shorter length of service – as of June 2023, 55 per cent of female Ambulance Officers and 48 per cent of female Fire and Rescue Officers had less than five years of service resulting in salary paid at lower classification levels and increment points.
- Gender representation at senior levels – as of June 2023, 4 per cent of female Fire and Rescue Officer were paid at FB7 and FB8 classification levels, compared to 7 per cent of male Officers; in addition to the actual number of male Officers being significantly more than female Officers at these classification levels.

Approved for circulation to the Standing Committee on Justice and Community Safety

Signature: 

Date: 6/12/2023

By the Minister for Police and Emergency Services, Mick Gentleman MLA