

# Gender Pay Gap Employer Statement

This statement explains the National Disability Insurance Agency (NDIA) data provided to the Workplace Gender Equality Agency (WGEA) for the 2023-24 reporting period. The report reflects on gender pay data from 2023.

The NDIA is committed to the inclusion of everyone who works at, or comes in contact with, our Agency. We want our people to feel included, valued, and respected.

As part of the Australian Public Service (APS), the NDIA is categorised under WGEA's Public Sector Reporting in the 'Other Social Assistance Services' sub-section. Consistent with APS-wide trends, the NDIA workforce shows a strong representation of women. At the time of the 2023-24 reporting, 74% of our workforce were women and 26% were men.

Although the current legislation does not require reporting on other gender identities, we support the suggested changes that aim to make data collection more inclusive of gender diversity.

Despite strong female representation, the Agency's mean gender pay gap based on the 2023 data was 2.9%. This is an improvement from 2022 reporting, which was 4.4%.

We are committed to addressing this gap to uphold fairness and equality for all employees, regardless of their gender identity, and are actively working towards this.

## Key Achievements and initiatives

A significant achievement since the 2023-24 reporting period was reaching (and exceeding) our target of 50% female representation at senior executive staff (SES) level. This goal was part of our overarching Inclusion and Diversity Framework. In February 2025, female representation in the SES cohort was 61%.

The NDIA is advancing transparency and fairness in remuneration decisions by strengthening decision-making frameworks, improving consistency, and enhancing communication, alongside a strong commitment to eliminating any gender pay gap.

The [NDIA Enterprise Agreement 2024-27](#) included conditions such as:

- consistent and secure flexible working arrangements
- improved parental leave entitlements including additional leave and flexibility for both primary and secondary care givers, and the removal of a qualifying period.
- Respect at Work; a new clause that sets principles and consultation requirements for a safe, respectful, and inclusive workplace.
- providing an additional 10 days of personal and carer's leave
- support for lactating and breastfeeding
- employer super contributions will be paid on periods of unpaid leave up to 52 weeks.
- recognising a holistic approach to be taken to support the employee appropriate for their circumstances in situations of family and domestic violence
- support for additional family care arrangements where leave has been cancelled or directed to work outside a pattern of ordinary hours.

## Future Plans

We have been consulting with staff across the Agency to develop our inaugural Gender Equality Action Plan, with a focus on ensuring we deliver gender equity as much as gender equality. We are on track to launch this in September 2025. Actions in this plan include steps for NDIA to promote and action the Australian Public Service Commission's (APSC) circular on menopause and perimenopause, and to progress being recognised as a menopause, breast feeding and endometriosis friendly workplace.

The Agency is committed to improving outcomes for our female and gender diverse participants, their families, carers, and communities.