

Employer Statement

At the National Emergency Management Agency (NEMA), we believe that a diverse and inclusive workforce promotes innovation, success and a sense of belonging. We are committed to fostering a workplace where all our employees have equal opportunities to thrive, ensuring equal pay for equal work, irrespective of gender.

As part of NEMA's efforts to promote transparency within the agency, we have analysed our gender pay gap data and are proud to announce that NEMA has achieved pay parity as our pay and conditions are based on levels, not gender.

As of 31 December 2024, NEMA has strong representation across our staffing cohorts of employees who identify as women including:

- 40% of our Senior Leadership Team (Senior Executive Service Bands 2 and 3).
- 66% of our managers spanning Executive Level 1 to Senior Executive Service Band 1.
- 61% of our APS levels.

While we celebrate this achievement, we understand that maintaining gender pay parity is an ongoing commitment and we will continue to focus our efforts on the following:

- Implementing unbiased and equal recruitment opportunities for all employees.
- Providing equal opportunities for career advancement including learning opportunities to all our employees.
- Fostering an inclusive culture where every staff member feels valued and empowered.
- Providing multiple channels and platforms for staff to raise their concerns and raise awareness around gender equality.
- Providing equal opportunities for staff to support their flexible work arrangements.
- Supporting all employees regardless of their gender in accessing parental or carer's leave.
- Further development of policies that strengthen our commitment to equal opportunities available within the workforce.

As we develop, lead and coordinate Australia's connected and collaborative approach to emergency management, it is essential for women to lead change and to be represented in disaster and crisis mitigation, preparedness, response and recovery efforts. Our aim is for all our employees to have equal opportunities for leadership and advisory positions where they can empower not only their teams but also their communities.

NEMA is committed to reviewing its progress in line with the Workforce Gender Equality Agency (WGEA) reporting periods and to cultivate strategies that continue to provide our employees with equal opportunities and pay conditions.