



Australian Submarine Agency - APS WGEA Gender Pay Gap Employer Statement for 2024 Reporting Period

People are the lifeblood of the Australian Submarine Agency (ASA). Attracting and retaining the best people while valuing the unique knowledge, experience, contributions and needs of every employee, is critical to delivering on the Agency's [purpose](#).

The establishment of the ASA in July 2023 marked a pivotal moment in Australia's defence capability. Since the ASA's inception, we have built solid foundations upon which we continue to shape the Agency's identity and culture. As the ASA's workforce evolves, so too does our commitment to advancing gender equality and providing a psychologically safe and inclusive environment.

This Employer Statement relates to the ASA's submission to the Workplace Gender Equality Agency (WGEA) for the 2024 reporting period and provides context on efforts to address the Agency's gender pay gap. The ASA is required to report on the Australian Public Service (APS) workforce segment only. The ASA data does not include the Australian Defence Force (ADF) as these personnel are not employees as per the definition in the *Workplace Gender Equality Act 2012*.

For the reporting period of 1 January to 31 December 2024, the ASA comprised 53% women and 47% men. Overall, female representation was higher across all levels, with females holding 53% of managerial positions compared to 47% for males, and 52% of non-managerial positions compared to 48% for men.

As at 31 December 2024, the average total remuneration gender pay gap for ASA - APS employees was 6.0 per cent, compared to the national average of 21.1 per cent. The average base salary gender pay gap for ASA employees was 5.4 per cent, compared to the national average of 15.7 per cent.

Gender Pay Gap

Average Total Remuneration	2023	2024
ASA – APS Employees	7.3 %	6.0 %
National Private Sector – Employees	21.8 %	21.1 %
Average Base Salary	2023	2024
ASA – APS Employees	6.6 %	5.4 %
National Private Sector – Employees	16.7 %	15.7 %

The ASA has comparatively reduced the gender pay gap based on (1) the national average and (2) the Agency's previous year data. The ASA is progressively moving towards the gender pay gap target range of -5 per cent to +5 per cent.

The ASA is committed to progressing initiatives to better understand trends and to track progress against key metrics. We are committed to ensure women continue to be represented through our mentoring and training programs; offering flexible working arrangements and supporting employees with caring responsibilities.

The ASA continues to invest in moving the culture of the Agency forward through the implementation of the 2025 ASA People & Culture Plan, Employee Value Proposition and future Diversity & Inclusion Strategy.

The ASA recognises that achieving gender pay equity takes time. Focused and sustained effort will support the elimination of barriers to drive full and equal participation across the workforce. It's about creating an inclusive and respectful workplace that values individual's contributions so everyone can thrive.

