

Administrative Review Tribunal (formerly Administrative Appeals Tribunal) Workplace Gender Equality Agency (WGEA) Employer Statement 2023 Reporting Period

WGEA 2023 reporting period

Following the abolishment of the Administrative Appeals Tribunal (AAT) and establishment of the Administrative Review Tribunal (ART) on 14 October 2024, the AAT workforce transitioned to the ART and for this reason the ART has responsibility for reporting the AAT's WGEA results.

For the 2023 WGEA reporting period, the AAT had a median gender pay gap for its employees of 4.8%. This is primarily driven by a lower representation of women in senior executive roles and a higher representation of women in lower paid, non-management category roles. This also reflects the broader workforce composition across the APS where an over-representation of women in lower APS pay bands/quartiles is contributing to more gender inequality across the APS.

The ART Workplace Diversity Plan 2020–2025, aims to support gender equality and the advancement of women. In 2023, the AAT's SES representation was 33% female and 67% male. At the end of 2024, that representation had increased to 45% female and 55% male at the ART. Overall, the ART's workforce has a higher composition of female employees in manager positions of 58% compared to 42% male and in non-manager positions the composition is 67% female and 33% male.

Our gender equality commitments

We remain committed to implementing effective strategies over time to support gender equality in leadership positions and addressing the drivers of the gender pay gap. We are working on this in several ways:

- Providing support for parents and carers, regardless of gender, including flexible ways of working, generous parental leave entitlements and non-leave-based support.
- Ensuring our policies and procedures are consistent and equitable across the Agency, for all staff, to maximise employee engagement.
- Promote training courses such as Staff Leadership and Mentoring programs, APS Academy Gender Awareness Foundations, and mandatory training for all new managers for Sexual and Gender Based Harassment Awareness.
- Establishment of the ART's National Diversity Committee who will aim to foster a diverse workforce and create a respectful, psychologically safe and inclusive workforce where everyone can contribute.
- Development of a new Workplace Diversity Plan that will include strategies to further support gender equality in leadership positions beyond 2025.

More information

[!\[\]\(cf531ed27e91483460120fcc057b3901_img.jpg\) Workplace Diversity Plan](#)

Contact us

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