



8th February 2024

**EMPLOYER STATEMENT
2022 – 2023 GENDER EQUALITY REPORTING**

Submission Group

The Roman Catholic Trust Corporation For The Diocese of Cairns submitted the 2022 – 2023 Gender Equality Reporting for the following submission group:

Roman Catholic Trust Corporation For The Diocese Of Cairns
ABN: - 50681607010

Roman Catholic Trust Corporation For The Diocese Of Cairns
Trading Name: - Catholic Early Learning and Care
ABN: - 91473691625

The Roman Catholic Trust Corporation For The Diocese Of Cairns
Trading Name: - Centacare Cairns
ABN: - 12506083505

Collectively the group consisted of 344 employees which included Religious Clergy within the Diocese of Cairns. Services provided by the Diocese within the submission group include human services, childcare, pastoral care, religious, outreach and other central services.

Gender Composition of the Governing Body

The Roman Catholic Trust Corporation for the Diocese of Cairns (“RCTC”) is incorporated pursuant to letters patent issued under the Religious, Educational and Charitable Institutions Act 1861. The RCTC’s purpose is to carry out the mission and objectives of the Catholic Diocese of Cairns (“Diocese”). The position of sole trustee is the Bishop of Cairns, or in an absence, his delegate.

Supporting the governing structure of the RCTC, whose sole trustee is the Bishop of Cairns or his delegate, are diocesan governance bodies who together are responsible for the oversight of operations and ensuring that the organisation is achieving its purpose in a way that meets our ethical, legal, and financial obligations.

Councils, Boards and Committees are appointed by the Bishop or his delegate together with the Governance Selection Committee, whose role it is to provide expert advice and assistance. They do not act as representatives of the diocese constituency or Agency. However, they perform a central role of leading the strategic planning and policy development for the delivery of key services and functions.

Consequently, the gender composition of the governing body is 100% male, being that the sole trustee is the Bishop of Cairns or his delegate. However, we are proud to state that the gender composition of the Councils, Boards and Committees is 58% male and 42% female. Members come from diverse backgrounds and with a wide range of skills and expertise to positively contribute to the governance structure.

Gender Pay Gap -8.7%

Our gender pay gap for the 2022 -2023 reporting period was -8.7%. A negative percentage indicates women are paid more on average than men. Of key significance is that our leadership largely comprises of women at 82%, with the percentage far exceeding the industry comparison group of 48%. We acknowledge that part of the submission group were male Religious Clergy who receive a stipend and the part-time and casual employees' incomes are annualised to full-time equivalent. We also acknowledge that the workforce composition is largely women and a higher than industry comparison of women in casual and part-time positions. Through mechanisms provided by the National Employment Standards (NES), casual employees have a right to access a pathway to permanent full-time or part-time employment where the criteria has been met or where there is mutual agreement. The submission group actively ensures compliance with NES and monitors eligibility for casual conversion.

6 Gender Equality Indicators

This year we are working towards strengthening our commitment to Workplace Gender Equality and meeting the requirements of the *Workplace Gender Equality Act 2012*. A Diocesan Workplace Strategy responding to the 6 Gender Equality Indicators is in development which will outline the key actions for combatting gender inequality and hold the organisation to account by setting measurable objectives for progress in 2024 and into the future.

Yours sincerely,



Andrea Fogarty
Chief Operating Officer / Financial Administrator
Diocese of Cairns