

# THE CRAM FOUNDATION GENDER PAY GAP STATEMENT 2022/2023 REPORTING PERIOD

**CRAM** SITS WITHIN THE HEALTH CARE AND SOCIAL ASSISTANCE CATEGORY AND HAS A NEUTRAL GENDER PAY GAP (-5 AND +5%) BASED ON ONE ADMINISTRATION POSITION LOCATED IN OUR FINANCE TEAM.



## EMPLOYMENT

CRAM EMPLOYS NEARLY **250 STAFF** ACROSS THE ILLAWARRA AND SHOALHAVEN REGIONS OF NSW, MANY IN CASUAL OR PART TIME EMPLOYMENT.

**250**  
STAFF



### TOTAL WORKFORCE

**77.7%**

CRAM'S STAFF IDENTIFY AS FEMALE



### SENIOR LEADERSHIP

**68.4%**

CRAM'S SENIOR LEADERSHIP FEMALE

**22.3%**

CRAM'S STAFF IDENTIFY AS MALE

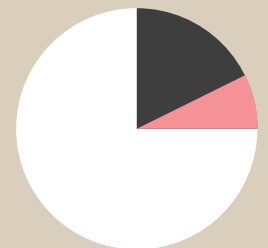


**31.6%**

CRAM'S SENIOR LEADERSHIP MALE

### OUR CASUAL WORKFORCE EQUATES TO

**15.3%** TOTAL WORKFORCE



**9.3%** IDENTIFY AS FEMALE



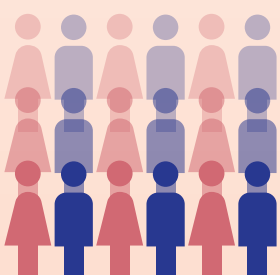
**92%**

OF CRAM'S STAFF ARE COVERED BY AN INDUSTRIAL AWARD.

**8%**

OF CRAM'S STAFF ARE UNDERPINNED BY AN AWARD WITH SALARIES THAT ARE ABOVE THE AWARD RATE.

## Gender pay gap – What's the answer?



**CRAM** RECOGNISE THE COMPLEXITY OF AN ISSUE THAT MUST BE GIVEN THE TIME AND RESOURCES IT DESERVES. WE WELCOME THE RELEASE OF THE GENDER PAY GAP FIGURES AND LOOK FORWARD TO A FRANK AND HONEST CONVERSATION ABOUT PARITY FOR WOMEN IN OUR INDUSTRY AND MANY OTHERS.

**THE CRAM FOUNDATION**

Supporting people with disabilities