

GENDER SALARY PATTERNS AT JCU

May 2025

Academic and Professional Staff at JCU

JCU applies a consistent base salary framework for academic and professional staff. Observed differences in average and median salaries by gender are therefore driven by individual salary loadings and gender representation across seniority levels, not by underlying pay scales.

Academic Staff

Among academic staff, the average salary for men is \$153,974, compared to \$138,741 for women — a difference of \$15,233. The median gap is narrower, with men earning \$129,608 and women \$123,991. These figures are shaped by both discretionary loadings and the structural overrepresentation of men at senior academic levels.

An expanded analysis reveals deeper differences in loading patterns with 19 male academic staff received loadings (6.85% of male academics), with an average loading percentage of 14.7%, while 11 female academic staff received loadings (2.85% of female academics) with an average of 8.4%. This confirms that men are not only given access to loadings more frequently but also at substantially higher rates.

However, loadings alone do not fully account for the observed disparity. A key structural factor is the distribution of staff by academic level. At Level E (Professor), there are nearly twice as many men (52) as women (27). These senior levels command the highest base salaries and are also the most likely to attract substantial loadings. This imbalance in representation is a major driver of the average salary gap, compounding the effects of discretionary payments.

- Average Renumeration pay gap for Academic staff of 9.9%
- Median Renumeration pay gap for Academic staff of 4.3%

Professional Staff

Among professional staff, average male salaries are also higher — \$101,588 compared to \$95,108 for women — but the dynamics differ markedly from the academic cohort. Notably, the median salary for women is actually higher than for men: \$97,802 versus \$94,375. This suggests overall a more equitable distribution of both classification levels and loadings.

In this group, 24 women received loadings (4.01% of female professional staff), with an average percentage of 8.4%. Nineteen men received loadings (7.03% of male professional staff) averaging 12.3%). Loadings for men are again larger on average and while more professional women than professional men receive them, men are still more likely to be paid a loading.

Representation also plays a critical role here. Women outnumber men across most higher-level HEWL classifications (Levels 8–10), helping to explain the favourable position of women in median salary. While some high-value loadings elevate the male average, the broader participation of women at senior levels ensures more balanced salary outcomes overall.

- Average Remuneration pay gap for Professional staff is 6.4%
- Median Remuneration pay gap for Professional staff is -3.5%

Conclusion

This updated analysis confirms that salary differences at JCU are not driven by base pay, but by access to and value of loadings, and structural differences in representation. Among academic staff, higher-value loadings and more men at senior levels reinforce the gender pay gap. Among professional staff, broader representation and access to loadings among women results in more balanced outcomes.

To support fairness and inclusion, JCU should:

- Maintain visibility over loading allocations, and
- support pathways for gender-balanced promotion to senior roles.
- support retention of women in senior academic roles

Loading Percentages by Gender and Staff Type

Table: Loading Summary

Staff Type	Gender	Staff Count	Avg Loading %
Academic	Female	11	8.4%
Academic	Male	19	14.7%
Professional	Female	24	7.2%
Professional	Male	19	8.4%

Appendix A: Academic Staff Salary Table

Level and Step	Av Female Salary	n	Av Male Salary	n
AC-A				
20	\$79,999	2		
30	\$84,091	2		
40	\$88,184	1		
50	\$91,506	4	\$91,506	1
60	\$94,830	2	\$94,830	1
70	\$98,155	1	\$98,155	1
80	\$101,478	3	\$101,478	4
AC-B				
10	\$106,594	13	\$106,594	4
20	\$110,704	19	\$110,433	7
30	\$114,264	25	\$114,264	8
40	\$118,672	28	\$118,103	3
50	\$121,937	10	\$121,937	9
60	\$126,045	60	\$125,960	32
AC-C				
10	\$129,608	20	\$129,608	13
20	\$133,813	17	\$133,447	11
30	\$137,501	18	\$137,279	7
40	\$141,117	22	\$144,215	10
50	\$144,946	5	\$144,946	7
60	\$149,612	52	\$149,347	44
AC-D				
10	\$155,181	9	\$156,600	6
20	\$160,291	13	\$160,291	14
30	\$165,407	4	\$165,407	14
40	\$171,099	38	\$172,520	29
AC-E				
10	\$199,349	27	\$206,159	52
		395		277

Salary = Salary & Loadings

Appendix B: Professional Staff Salary Table

Level and Step	Av Female Salary	n	Av Male Salary	n
HEWL02				
30	\$59,563	1	\$59,563	1
HEWL03				
10	\$60,134	2		
20			\$62,420	1
40			\$67,266	7
HEWL04				
10	\$68,695	11	\$68,695	4
20	\$70,123	10	\$70,123	2
30	\$71,549	2		
40	\$72,974	25	\$72,974	8
HEWL05				
10	\$74,402	31	\$74,402	12
20	\$77,823	32	\$77,823	11
30	\$81,252	23	\$81,252	4
40	\$84,513	115	\$84,389	11
HEWL06				
10	\$85,817	27	\$85,817	11
20	\$88,098	23	\$88,098	16
30	\$90,382	21	\$90,382	8
40	\$93,101	66	\$92,949	35
HEWL07				
10	\$94,375	14	\$94,375	9
20	\$97,802	20	\$97,802	13
30	\$101,223	10	\$101,223	9
40	\$104,460	28	\$104,606	31
HEWL08				
10	\$105,791	7	\$105,791	5
20	\$111,617	11	\$110,926	5
30	\$116,062	13	\$116,062	5
40	\$121,565	55	\$124,626	28
HEWL09				
10	\$122,945	6	\$122,945	3
20	\$126,882	6	\$125,189	3
30	\$127,472	2	\$129,959	2
40	\$131,506	11	\$131,154	11
HEWL10				
A	\$136,636	11	\$131,470	5
B	\$152,952	11	\$154,090	2
HEWL10C				
10	\$157,312	1		
30	\$182,481	1		
40	\$198,355	2	\$208,070	8
		598		270

Salary = Salary & Loadings

Executive-Level Staff at JCU

This analysis reviews salary and loading data for 43 executive-level staff at JCU, spanning classifications from HEWL10C to AC-E and Senior BAND roles. The Vice Chancellor is excluded from this analysis.

Gender Distribution and Salaries

The executive cohort includes 16 women and 27 men.

- Average salaries are higher for women at \$274,630 compared to \$250,936 for men.
- Median salaries show a similar pattern, with women earning \$270,573 and men \$249,326.

These figures reflect the presence of women in several of the top-salaried roles (e.g., Senior BAND3) and suggest that at the executive level, base salary parity is structurally built in through the use of defined salary bands.

Loading Usage

Only 3 women and 4 men in this group received an identifiable salary loading.

- Female executives averaged a loading of 8.8%
- Male executives averaged a higher loading of 13.8%

Although the sample of staff receiving loadings is small, the data suggest a pattern similar to that observed across broader university staffing — namely, that men who receive loadings often receive them at higher percentages than women.

Observations

- The average gender pay gap at executive is -9.44%, the median is -8.52%, with women earning more on average and at the median.
- Loading percentages slightly favour men in magnitude, though not in frequency.
- The small number of loadings applied suggests most executives are remunerated at the fixed band level without significant discretionary variance.

Conclusion

At the executive level JCU demonstrates strong structural equity in base salaries. Ongoing monitoring of loading patterns is recommended, especially as discretionary elements have the potential to reintroduce gender-based disparities if left unchecked.

Representation of women at executive level needs to be carefully monitored over time. JCU currently has 37% women, when the target range is between 40 – 60% of women or men.