

# Qantas Cabin Crew (UK) Limited Gender Pay Gap Report 2022



This report covers the statutory gender pay gap reporting for Qantas Cabin Crew UK (QCCUK).

QCCUK are a wholly owned subsidiary and labour provider for Qantas Airways.

## How is the gender pay gap reported?

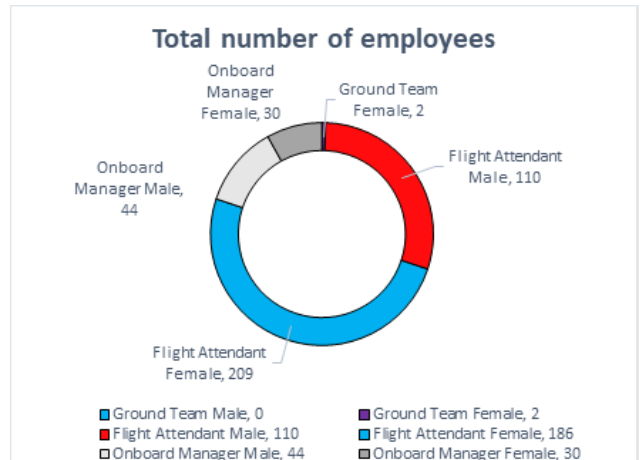
Gender pay gap legislation requires employers with more than 250 employees in the UK to publish a gender pay gap report. Employers are required to report and publish specific figures based on a snapshot of pay data as of 5 April each year.

The calculation of the figures is explained below:

- The **mean pay gap** is the difference between male and female employees' average hourly pay.
- The **median pay gap** is the midpoint in the range of all employees' average hourly earnings (i.e. all rates of pay are ordered from highest to lowest and the median pay gap is the middle pay).
- The **bonus pay gap** is the difference between the average bonus payments to male and female employees.

team comprises of two areas, our cabin crew and our ground team. Together, QCCUK aim to provide a safe, and inclusive workplace that acknowledges and celebrates diversity.

## Total number of employees



## Our 2022 Gender Pay Gap

The median pay gap on the relevant reporting date stands at 1.62%. The mean gender pay gap figure is slightly higher standing at 5.34%.

	% Difference 2021	
Mean	5.34%	-0.33%
Median	1.62%	+1.62%

## Pay and bonus data

The table below displays the gender disparity percentage in relation to bonus pay.

Pay rates for cabin crew are collectively negotiated and agreed, this ensures transparency and equality across basic and variable pay rates for every employee covered.

Bonus Recipients	
Female	0.46%
Male	0.0%

Bonus payment differences	
Mean	N/A
Median	N/A



## Our people

At Qantas Cabin Crew UK (QCCUK), we focus on people, culture and leadership. Our vision is to enable people to be and to do their best in a safe and inclusive culture. The Qantas Cabin Crew UK



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No bonuses were paid to crew at the relevant time of reporting.

## The Gender Pay Gap at QCCUK

The median gap of 1.62% at QCCUK is lower than the 2022 median gender pay gap reported for all UK employees of 14.9%\*. This is also lower than the Median pay gap of 4.4% reported in the 2019 Gender Pay Gap report, which was the last report that was not significantly impacted by the COVID 19 pandemic.

There is a marginally lower percentage of female leadership in our onboard management team. As shown above, in the total number of employees table, at the time of reporting 40.54% of onboard managers were Female and 59.4% were Male.

Salaries are paid in-line with our Collective Agreement which provides a standardised pay scale with annual uplifts per year of service. A lower representation of Females in management roles who have shorter lengths of service vs a higher proportion of Males with longer tenure in the management offers explanation to the Gender pay gap at QCCUK.

### Pay Quartiles

Women Men

Top quartile (highest paid)



Upper middle quartile



Lower middle quartile



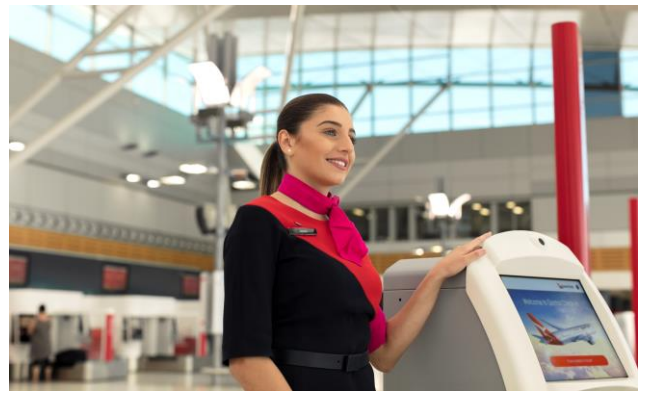
Lower quartile (lowest paid)



While QCCUK have a gender pay gap, the top pay quartile is evenly split. This is an improvement on the previous years figures.

As mentioned above, the majority of employees are female but more males with longer service operate in management positions. Of the limited ground staff at the time of reporting, all are women explaining the higher representation in upper and upper middle quartiles.

## Our focus on the future



Inclusive leadership and recruitment initiatives have since launched at group level. The gender gap in our onboard management team is narrowing as a result. QCCUK remains committed to delivering on development programs to support inclusive leadership and recruitment practices and offering transparency on these practices.

I confirm the data reported is accurate:

Kath Gregory, Manager Cabin Crew UK

\*National average sourced from Office of National Statistics, published 26 Oct 2022

