

# Gender Pay Gap Report 2023

Qantas Cabin Crew [UK] Limited



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# Our Business

Qantas Cabin Crew [UK] Limited ("QCCUK") are a wholly owned subsidiary of Qantas Airways. QCCUK provide labour for Qantas Airways, the national carrier of Australia.

Our workforce is predominantly made up of cabin crew, who operate as Flight Attendants, Business and First-Class Flight Attendants and On-Board Managers. QCCUK also has a ground management team who are based in Heathrow Airport.

At QCCUK, we aim to create and cultivate a culture of inclusivity, and this is, in part, achieved by offering flexible working where our operation allows. As we offer flexible work wherever possible, this can result in one group or another working higher hours and in turn, receiving higher wages.



## Reporting

This report is written in line with reporting requirements under Employment Equality Regulations 2010 (Gender Pay Gap Information 2017), which requires employers of greater than 250 employees to report on their Gender Pay gap. Published in 2024, the report is on the Gender Pay Gap in QCCUK from the snapshot date of 05<sup>th</sup> April 2023.

**Mean hourly pay gap** – The difference between male and female employee’s average hourly pay.

**Median hourly rate of pay** - 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).

**Differential mean bonuses** - the difference between the average bonus payments to male and female employees.

**Differential median bonus** – the mid-point of the range of difference in bonuses

**Proportion of Men vs Women paid bonuses** – How many men and women were paid bonuses



## Our 2023 Gender Pay Gap

		% Difference 2022
<b>Mean</b>	11.82%	+6.48%
<b>Median</b>	4.76%	+3.14%

The median pay gap on the relevant reporting date stands at 4.76%. The mean gender pay gap is higher, standing at 11.82%

QCCUK has a marginally higher percentage of males working in onboard managerial positions. However, on the snapshot date, a higher percentage of females worked in ground management positions.

In the business, 45% of managers are female and 55% are male.

As outlined earlier in the report, we aim to offer flexible working where we can. We receive a significantly higher proportion of applications for flexible working from females in the business.

On the snapshot date, 13% of the female workforce were working reduced hours, compared to 3% of males. As pay is pro-rated, this can affect our gender pay gap.



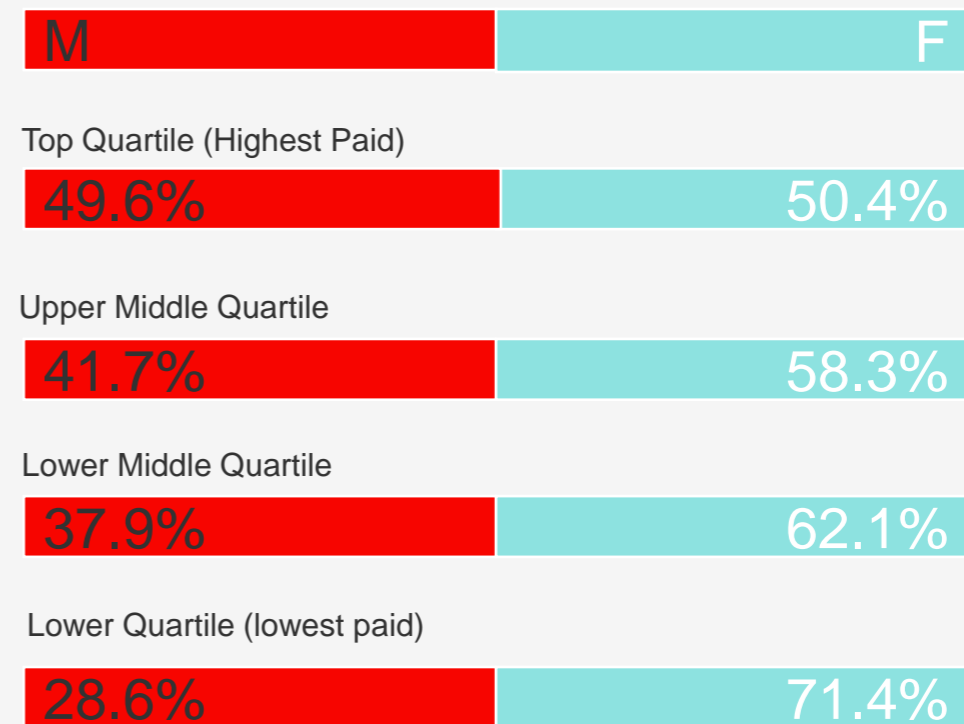
## Bonus Data

The table below displays the gender disparity in relation to bonus pay. On the date in question for the reporting year there was no reportable gender gap for employees receiving a bonus.

As there is no gender gap in relation to bonuses, there is no mean or median bonus gap, or the mean and median gap is 0.

Bonus Recipients %	
Female	100%
Male	100%

## Quartiles



# Future Focus

On the snapshot date, our gender pay gap for all employees stood lower than the national average of 14.3%\*

Salaries for our cabin crew are transparent and paid in-line with our Collective Agreement, offering an annual uplift to all employees covered by the agreement. Additional increments are awarded for length of tenure. The gender pay gap at QCCUK can, in large part, be explained by the difference in part-time versus full-time workers. We will continue to offer this to employees where we can and view this practice as an enabler for greater diversity in the workforce through accessibility.

In terms of positions, we are committed to transparent and fair recruitment, and this is reflected in our internal recruitment policies with gender equal recruitment panels where possible.

Cultural inclusion and diversity initiatives are in place at group level with gender targets set for Senior Leadership Roles to establish gender balance and representation and all levels.

\*National Average sourced from the Office of National Statistics, published November 2023

I confirm the data reported is accurate:



Sven Sharpe, Manager Cabin Crew UK

