



Gender Equality Employer Statement

Our purpose

The National Disability Insurance Scheme (NDIS) Quality and Safeguards Commission (the NDIS Commission) is responsible for upholding the rights of NDIS participants, to elevate quality and safety and enable consumer independence.

We embrace our passion for a common purpose and commitment to workforce diversity, inclusion, wellbeing (both physical and psychological) and meaning into every aspect of work every day. The diversity of skills and perspectives in our community is key to our effectiveness. Our workforce is diverse and strengthened by the valuable knowledge and experience we offer. We embrace and celebrate our differences, foster resilience and value the importance of connecting wellbeing, contribution and work.

Our commitment

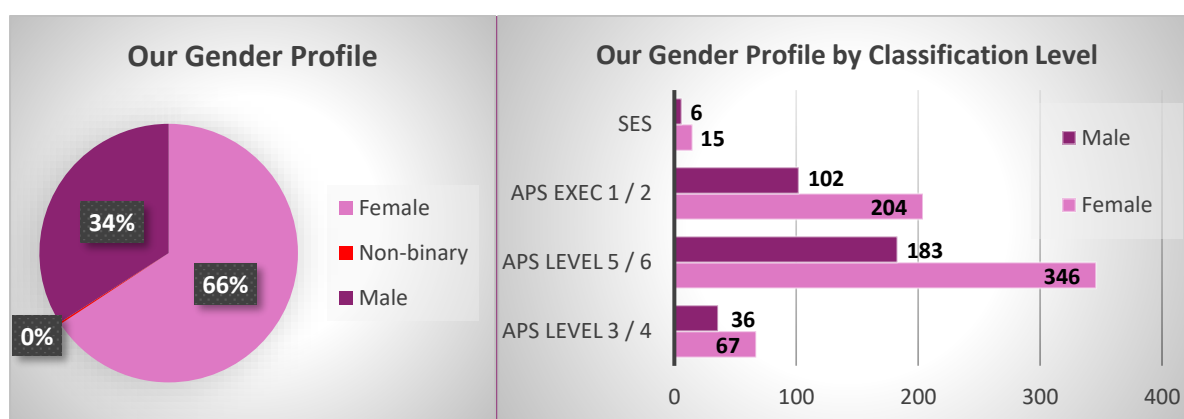
We are committed to fostering a workplace culture that supports and promotes equality of opportunity, regardless of gender and aim to create a gender-equal environment for all employees.

What we are doing to achieve gender equality

- Identifying areas of need and/or underrepresentation, setting gender equality targets and conducting annual gender pay gap analysis to review and track progress.
- Embedding terms and conditions of employment, prescribed under the *NDIS Quality and Safeguards Commission Enterprise Agreement 2024 to 2027*, into work practices that support gender equality, including:
 - Flexible working arrangements
 - Flextime and time off in lieu (of overtime) – TOIL
 - Part-time employment
 - Hybrid and remote work
 - Paid parental leave
 - Family and domestic violence support
 - Lactation and breastfeeding support
 - Prevention of bullying and harassment, including sexual harassment.
- Continuing to implement and evaluate strategies identified in the NDIS Commission's *Workforce Plan 2023-2028*. The Plan considers key workforce investments around priority areas of growth, performance, capability, wellbeing, and inclusion and diversity - identifying opportunities to respond to our emerging needs, so that the organisation is well-positioned to respond early.

- We have a positive duty under the *Sex Discrimination Act 1984* to eliminate, as far as possible, the following unlawful behaviours from occurring, which we actively address in our policies and procedures:
 - discrimination on the ground of sex in a work context
 - sexual harassment in connection with work
 - sex-based harassment in connection with work
 - conduct creating a workplace environment that is hostile on the ground of sex, and
 - related acts of victimisation.
- We established an Inclusion Team in 2025 for the purpose of developing and delivering on diversity, access and inclusion strategies and initiatives at the NDIS Commission, including gender equality and the intersectionality of people with disability.
- We recognise that women with disability are represented at all levels across the NDIS Commission bringing valuable experience and insight to our work. We know that when we understand intersectionality and learn from lived experience, we can better identify and remove barriers and uphold our commitment to equality, inclusion and human rights.

Our gender profile in 2024



Our Gender Pay Gap

- The NDIS Commission's **average** total remuneration gender pay gap at **31 December 2024** was **0.8%** (in favour of men) - an increase from 0.1% in 2023.
- Our **median** total remuneration gender pay gap is **0.0%** - a decrease from 0.3% in 2023.
- Gender pay gaps within and including +/-5% are considered **neutral** by the Workplace Gender Equality Agency (WGEA). We are well within the target range and taking action to ensure there is gender equality at all levels of the organisation.