

## WGEA Employer Statement

Program: 2024-25 Gender Equality Reporting

Number of Employees: 228

Published: February 2026

Australian-owned and operated since 2006, with offices in Canberra, Sydney and Brisbane our award-winning expertise lies in connecting top talent with Government and private sector clients nationwide.

### Statement

Whizdom is committed to gender equality and closing our gender pay gap over time. As an Australian-owned recruitment and professional services organisation focused on ICT and government capability, we recognise our responsibility to drive meaningful progress through transparency, evidence-informed action, and positive industry influence.

Our long-term goal is to:

- Reduce our gender pay gap over time
- Improve representation for women across our contractor and internal workforce
- Positively influence gender equality practices within the wider ICT, recruitment and government contracting ecosystem.

### Action Plan

#### 1. Progress on Our Gender Pay Gap (three-year view)

Whizdom's gender pay gap continues to reflect both improvements and fluctuations driven by our workforce composition, especially within the ICT contractor market.

All employees	2022-23	2023-24	2024-25
Average (mean) total remuneration	48.3%	35.3%	37.4%
Median total remuneration	58.8%	48.4%	49.3%
Average (mean) base salary	49.9%	36.9%	39.7%
Median base salary	63.1%	48.4%	56.1%

These results reflect the influence of our contractor workforce composition, and shifts in the broader ICT labour market year-to-year.

#### 2. Relevant Insights & Actions from Gender Pay Gap Analysis

##### 2a. Contributing Factors to Whizdom's Gender Pay Gap

Whizdom's gender pay gap is primarily shaped by:

- gender imbalance typical of the wider ICT talent market
- client-directed engagement processes for contractor roles

These factors align with national and industry-wide ICT workforce trends and affect the distribution of men and women across high-demand, higher-paid technical roles.

##### 2b. Workforce Composition (Contractors vs Permanent)

Whizdom provide skilled professional contractors to clients via casual agreements. Our commitment to inclusivity extends to our casual employees, who are integral members of our workforce.

Our 2024–25 workforce (228 people) consists of:

	Permanent		Contractor
	Full-time	Part-time	Casual
Female	20 (66.67%)	6 (100%)	25 (13.02%)
Male	10 (33.33%)		167 (86.98%)

**Key Insight:** A higher proportion of men in contractor ICT roles — where clients determine final placement decisions and roles tend to be more highly paid — continues to be a key driver of our gender pay gap.

### 2c. Change from Last Year

Year	Contractors	Permanent Employees
2023-24	190	30
2024-25	192	36

Contractor numbers remained consistent, with a slight increase. Internal headcount grew, improving gender representation within our permanent team.

### 2d. Whizdom’s Actions

Over the past three years, Whizdom has taken practical steps to strengthen equitable recruitment internally and across the ICT market, including:

- **Embedding DE&I commitments in tenders and client engagements**, promoting transparent and fair recruitment practices.
- **Delivering ongoing internal training** to ensure our recruitment team applies consistent, unbiased and gender-aware candidate sourcing processes.
- **Running biannual Words of Whizdom events**, showcasing women leaders, supporting mentoring and upskilling, and amplifying women’s visibility within the ICT ecosystem.
- **Sharing WGEA results, gender insights and compliance information** openly with clients to support informed workforce planning.
- **Active industry leadership**, including our COO serving on the APSCo Board and Whizdom’s membership with APSCo and RCSA, contributing to higher ethical and inclusive standards across the sector.

### 3. Key Actions & Commitments

Whizdom have set targeted, measurable actions to influence equitable recruitment both internally and across ICT markets.

**Target 1:** Increase the number of training sessions for internal staff, focusing on gender-balanced recruitment by January 2027.

Supporting Actions:

- Ongoing recruitment team upskilling
- Embedding equitable hiring practices
- Reinforcing unbiased shortlisting guidance

**Target 2:** Host two client education sessions annually highlighting workplace gender equality, inclusive recruitment, and women’s career pathways in ICT.

**Supporting Actions:**

- We deliver client focused events that promote gender equality by creating a space for women to share insights, build confidence, and strengthen professional networks.
- Our events provide a platform for women leaders to share lived experience, helping clients and industry partners understand the value of inclusive leadership and diverse teams.
- The intimate format encourages open dialogue and networking, enabling attendees to exchange perspectives that influence their workplaces and decision-making.

**Target 3:** Whizdom will continue to:

- Include our gender equality, EEO, D&I and ISO9001 commitments in all tender submissions
- Incorporate gender equality talking points into all client briefings and panel discussions.

We openly reference our EEO Policy, D&I Policy, Code of Conduct, and other frameworks aligned to our ISO9001-certified quality system as evidence of structured, fair, and unbiased processes.

### **Governance & Endorsement**

This Employer Statement is formally endorsed by:

- John McCluskey, Managing Director
- Kay Eriksson, Chief Operating Officer

Kay Eriksson also serves on the APSCo Board of Directors, reflecting Whizdom's broader industry leadership and advocacy for equitable recruitment practices.

Whizdom is an active member of APSCo and RCSA. We share our WGEA Executive Summary, Industry Benchmark results, gender pay gap analysis, and this Employer Statement with our Executive Team to support informed decision-making. We also publish our Employer Statement through the WGEA portal and actively support transparency by sharing relevant information with clients.

### **Conclusion**

Whizdom is committed to reducing our gender pay gap, strengthening representation, and influencing equitable recruitment practices across our client and industry networks. By combining transparency, partnership, and targeted action, we continue to support a more inclusive, equitable ICT workforce for the future.