



## 2015-16 public report form submitted by Flinders University to the Workplace Gender Equality Agency

#### Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	Flinders University 65542596200 8102 Higher Education	
Organisation details	Trading name/s ASX code (if relevant) Postal address Organisation phone number	GPO Box 2100 ADELAIDE SA 5001 Australia (08) 8201 3911	
Reporting structure	Number of employees covered in this report submission Other organisations reported on in this report	5,090	



# Workplace profile Manager

Manager prosition indicates				No	No of employees
manager occupational categories	Repoliting level to CEO	Employment status	L.	M	Total employees
		Full-time permanent	0	0	0
		Full-time contract	0	_	
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	0	0
		Full-time contract	4	7	2011
Key management personnel	<u>\</u>	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	5	2
		Full-time contract	10	22	32
Other executives/General managers	-2	Part-time permanent	1	0	
	Ř	Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	19	45	64
		Full-time contract	25	33	28
Senior Managers	ę-	Part-time permanent	2	5	7
		Part-time contract	4	12	16
		Casual	1	0	
		Full-time permanent	105	131	236
		Full-time contract	43	30	73
Other managers	4-	Part-time permanent	27	8	35
		Part-time contract	22	11	33
		Casual	23	3	26
Grand total: all managers			286	313	299





Date submitted: Unique report number: bhj5q6cgxo

# Non-manager

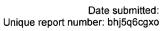
Non-manager occupational	Employment	No. of employees (ex appre	No. of employees (excluding graduates and apprentices)	No. of gra	No. of graduates (if applicable)	No. of appli	No. of apprentices (if applicable)	Total
categories	status	Part I Fall Line	M	ET A	M	F	M	employees
	Full-time	231	173	0	0	0	0	404
	Full-time contract	130	94	0	0	0	0	224
Professionals	Part-time permanent	80	15	0	0	0	0	95
	Part-time contract	142	58	0	0	0	0	200
	Casual	1,151	629	0	0	0	0	1,810
	Full-time	1	17	0	0	0	0	18
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	2	2	0	0	0	0	6
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	256	109	0	0	0	0	365
	Full-time contract	111	29	0	0	0	0	140
Clerical and administrative	Part-time permanent	151	17	0	0	0	0	168
	Part-time contract	131	15	0	0	0	0	146
	Casual	643	569	0	0	0	0	912
	Full-time permanent	0	0	0	0	0	0	0
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time	0	0	0	0	0	0	0



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kplace	der Equ	JC
Wor	<u> </u>	Age

Non-manager occupational	Employment	No. of employees (ex appre	No. of employees (excluding graduates and apprentices)	No. of gr appli	No. of graduates (if applicable)	No. of app	No. of apprentices (if applicable)	Total
categories	Sidius	E	Σ	4	Ψ		M	employees
	Part-time contract	0	0	0	0	. 0	0	0
	Casual	0	0	0	0	0	c	C
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	O
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	O	C
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	C
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	٥	C
Grand total: all non-managers		3,029	1,462	0	0	0	0	4.491





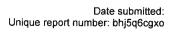




#### Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

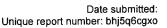
1 Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:
1.1 Recruitment?  ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
1.2 Retention?  ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No
No, currently under development  No, insufficient human resources staff  No, don't have expertise  No, not a priority
1.3 Performance management processes?  ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
1.4 Promotions?  ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
<ul><li>1.5 Talent identification/identification of high potentials?</li><li>☑ Yes (you can select policy and/or strategy options)</li></ul>







☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No
<ul> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
1.6 Succession planning?  ☐ Yes (you can select policy and/or strategy options)  ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
1.7 Training and development?  ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
1.8 Resignations?  ☐ Yes (you can select policy and/or strategy options)  ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
1.9 Key performance indicators for managers relating to gender equality?  Yes (you can select policy and/or strategy options)  Standalone policy  Policy is contained within another policy  Standalone strategy  Strategy is contained within another strategy
□ No □ No, currently under development □ No, insufficient human resources staff □ No, don't have expertise □ No, not a priority
1.10 Gender equality overall? ☑ Yes (you can select policy and/or strategy options)







list upon commencing employment)
Equal Opportunity Contact Officer Network

Standalone policy
Noticy is contained within another policy
☐ Standalone strategy
Strategy is contained within another strategy
□ No
No, currently under development
No, insufficient human resources staff
No, don't have expertise
No, not a priority
1.11 You may provide details of other formal policies or formal strategies that specifically
support gender equality that may be in place:
Policy on Gender on Committees
Women on Campus webpages
Accreditation by Australian Breastfeeding Association
Maternity Leave Forums
Regular Maternity Leave Questionnaires to returning Maternity Leavers
Flexible Employment Practices Discussion Tool
Return to Work Provisions (Financial support)
Pregnancy and Parenting Online Community (web-based discussion forum and networking
opportunities)
FlindersWIN (women's email listserver - all women staff are automatically subscribed to this

Equal Opportunity and Diversity Committee, chaired by Executive Dean, reporting to the Vice-Chancellor (CEO)

1.12 In the table below, please provide the NUMBER of new appointments made during the reporting period (by gender and manager/non-manager categories). This should include

the reporting period (by gender and manager/non-manager categories). This should include appointments from both external and internal sources such that if an existing employee is appointed to another role within the organisation (promotion or not), they would need to be included.

All appointments need to be included regardless of how they were made, for example through recruitment exercises, cold canvassing, previously-submitted resumes.

Manag	jers	Non-man	agers
Female	Male	Female	Male
44	28	298	102
	Manaç Female 44	Managers Female Male 44 28	Managers Non-man Female Male Female 44 28 298

1.13 In the table below, please provide the NUMBER of employees who were awarded promotions during the reporting period (by gender, employment status and manager/non-manager categories).

('Promotion' means where a person has advanced or been raised to a higher office or rank on an ongoing basis. Temporary higher duties are not considered a promotion. This does not typically include movement within a salary band unless it involves a move to higher office or rank.)

No cell should be left blank, please enter '0' (zero) where there is no data.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	12	12	16	8
Permanent/ongoing part-time employees	0	0	3	0
Fixed-term contract full-time employees	4	2	1	3
Fixed-term contract part-time employees	0	0	4	0





	Manag	iers	Non-mar	nagers
	Female	Male	Female	Male
Casual employees	0	0	0	0

1.14 In the table below, please provide the NUMBER of employees who have resigned during the reporting period (by gender, employment status, and manager/non-manager categories).

('Resigned' refers to employees who have given up their employment voluntarily, not those who are subject to employer-initiated terminations or redundancies.)

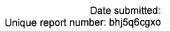
No cell should be left blank, please enter '0' (zero) where there is no data.

	Manag	gers	Non-mai	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	10	15	22	17
Permanent/ongoing part-time employees	1	2	17	8
Fixed-term contract full-time employees	5	9	23	15
Fixed-term contract part-time employees	3	2	28	7
Casual employees	0	0	0	0

1.15 Should you wish to provide additional information on any of your responses under gender equality indicator 1, please do so below:

Gender equality indicator 2: Gender composition of governing bodies

- Your organisation, or organisations you are reporting on, will have a governing body/board as defined in the Workplace Gender Equality Act 2012 (Act). (In the Act, a governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer".) For the purposes of reporting under the Act, this question relates to the ultimate or 'highest' governing body for your organisation. NB: if your governing body/board is located overseas, it still needs to be included.
- o For private or publicly listed companies, you will have one or more directors or a board of directors.
- o For trusts, the trustee is the governing body/board.
- o For partnerships, the governing body/board is likely to comprise all or some (if elected) partners.
- o For organisations whose governing body/board is the same as their parent entity's governing body/board, it is still deemed to have a governing body/board.
- o For religious structures, you may have a canonical advisor, bishop or archbishop.
- o For other structures that do not fall into any of the above categories, your committee of management would be considered your governing body/board.
- 2.1 Please complete the table below, ensuring data entered is based on the instructions in each column header. For each organisation, enter the number of women and men on that governing body/board (not percentage). If a target has been set to increase the







representation of women on any of the governing bodies listed, please indicate the % target and the year it is to be reached.

If your organisation's governing body/board is the same as your parent entity's governing body/board, you will need to enter your organisation's name but the details of your parent entity's governing body/board in the table below.

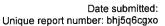
enti	ty's governing b	ody/board	in the tal	ole below.	e poet	% target for	1001-01	
	Organisation	Gender and NUMBER of chairperson/s (NOT percentage)		Gender and NUMBER of other governing body/board members (NOT percentage)		representation of women on each governing body/board	Year to be reached	
	name	F (Chair)	M (Chair)	on F	M	(enter 0 if no target has been set, or enter a % between 1- 100)	(in YYYY format if no target has been set, leave blank)	
01	Flinders University	0	1	10	8	0		
02								
03								
04								
05								
06								
07								
08								
09								
10								
11								
12								
13								
14								
15								
16								
17								
18								
19								
20								





,	Organisation	Gender and NUMBER of chairperson/s (NOT percentage)		Gender and NUMBER of other governing body/board members (NOT percentage)		% target for representation of women on each governing body/board	Year to be reached
	name	F (Chair)	M (Chair)	F	M	(enter 0 if no target has been set, or enter a % between 1- 100)	(in YYYY format if no target has been set leave blank)
21							
22							
23							
24							
25							
26							
27							
28							
29							
30							

If a target relating to the representation of women has not been set for any of the overning bodies listed above, you may specify why below:  Governing body/board has gender balance (e.g. 40% women/40% men/20% either)  Currently under development  Insufficient human resources staff  Don't have expertise  Do not have control over governing body/board appointments (provide details why):	ıe
Not a priority Other (provide details):	
.3 Do you have a formal selection policy and/or formal selection strategy for gover ody/board members for ALL organisations covered in this report?  Yes (you can select policy and/or strategy options)  Standalone policy  Policy is contained within another policy  Standalone strategy  Strategy is contained within another strategy  No  No, in place for some governing bodies/boards  No, currently under development  No, insufficient human resources staff  No, do not have control over governing body/board appointments (provide details where the provide details where the provided details and the provided details where the provided details where the provided details and the provided details where the provided details and the provided details where the provided details and the provided	
No, don't have expertise No, not a priority	







No, other (provide d	etails)	:
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2.4 Partnership structures only: (only answer this question if your organisation operates under a partnership structure, ie is NOT an incorporated entity (ie Pty Ltd, Ltd or Inc), or an unincorporated entity).

Please enter the total number of female and male equity partners (excluding the managing partner) in the following table against the relevant WGEA standardised manager definitions. Non-equity (salaried) partners need to be included in your workplace profile.

Details of your managing partner should be included separately in the CEO row of your workplace profile.

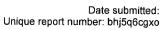
NB: Please ensure that the composition of your governing body/board (which may include all or some of your equity partners below) is also entered in question 2.1.

or some or your equity partitions seem, is uned and	full- time females	Part- time females	Full- time males	Part- time males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are "Other executives/General managers"				
Equity partners who are "Senior managers"				
Equity partners who are "Other managers"				

2.5 Should you wish to provide additional information on any of your responses under gender equality indicator 2, please do so below:

Gender equality indicator 3: Equal remuneration between women and men

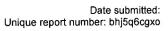
3 ⊠ Yes	Do you have a formal policy and/or formal strategy on remuneration generally?  (you can select policy and/or strategy options)  Standalone policy  Policy is contained within another policy  Standalone strategy  Strategy is contained within another strategy
No, No, No, No, No, No,	currently under development insufficient human resources staff included in workplace agreement don't have expertise salaries set by awards or industrial agreements non-award employees paid market rate not a priority other (provide details):
☐ No ☐ No,	Are specific gender pay equity objectives included in your formal policy and/or formal /? (provide details in questions 3.2 and/or 3.3 below) currently under development insufficient human resources staff







<ul> <li>No, don't have expertise</li> <li>No, salaries set by awards or industrial agreements</li> <li>No, non-award employees are paid market rate</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>
Has a gender remuneration gap analysis been undertaken? (This is a payroll analysis to determine whether there are any gaps between what women and men are paid.)  Yes. When was the most recent gender remuneration gap analysis undertaken?  Within last 12 months  Within last 1-2 years  More than 2 years ago but less than 4 years ago  Other (provide details):
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)</li> <li>No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)</li> <li>No, non-award employees are paid market rate</li> <li>No, other (provide details):</li> </ul>
4.01 Should you wish to provide details on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like, organisation-wide), please do so below: Organisation-wide By staff classification
4.1 Were any actions taken as a result of your gender remuneration gap analysis?  ☐ Yes - please indicate what actions were taken (more than one option can be selected): ☐ Created a pay equity strategy or action plan ☐ Identified cause/s of the gaps ☐ Reviewed remuneration decision-making processes ☐ Analysed commencement salaries by gender to ensure there are no pay gaps ☐ Analysed performance ratings to ensure there is no gender bias (including
unconscious bias)  Analysed performance ratings to ensure there is no gender bias (including unconscious bias)
unconscious bias)  Trained people-managers in addressing gender bias (including unconscious bias)  Set targets to reduce any like-for-like gaps  Set targets to reduce any organisation-wide gaps  Reported pay equity metrics (including gender pay gaps) to the governing
body/board  Reported pay equity metrics (including gender pay gaps) to the executive Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) externally Corrected like-for-like gaps Conducted a gender-based job evaluation process Implemented other changes (provide details):
No     No unexplainable or unjustifiable gaps identified







<ul> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, salaries set by awards or industrial agreements</li> <li>No, non-award employees are paid market rate</li> <li>No, unable to address cause/s of gaps (provide details why):</li> </ul>
<ul><li>No, not a priority</li><li>No, other (provide details):</li></ul>
4.2 Should you wish to provide additional information on any of your responses under gender equality indicator 3, please do so below:
Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities
Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers?  Yes. (Please indicate how employer funded paid parental leave is provided to the primary
carer):  By paying the gap between the employee's salary and the government's paid parental leave scheme
weeks or half pay for 24 weeks  ☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)  ☐ No
<ul> <li>No, currently being considered</li> <li>No, insufficient human resources staff</li> <li>No, government scheme is sufficient</li> <li>No, don't know how to implement</li> <li>No, not a priority</li> </ul>
No, other (provide details):
<ul><li>5.1 Please indicate the MINIMUM number of weeks of EMPLOYER FUNDED paid parental leave that is provided for primary carers.</li><li>18</li></ul>
Optional: If you wish to provide additional details on the eligibility period/s and the maximum number of paid parental leave offered to primary carers, please do so below:
5.1a What is the eligibility period for employees to access the MINIMUM amount of employer funded paid parental leave (ie how long do employees need to be employed to access this MINIMUM amount - in months)?
5.1b If you offer different amounts of employer funded paid parental leave, what is the MAXIMUM number of weeks of employer funded paid parental leave that is provided for primary carers (in weeks)?
5.1c What is the eligibility period for employees to access the MAXIMUM amount of employer funded paid parental leave (ie how long do employees need to be employed to access this MAXIMUM amount – in months)?





5.2 What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS? In your calculation, you must include casuals when working out the proportion. For example, if ALL employees have access to employer funded paid parental leave for PRIMARY CARERS, including casuals, you would enter 100%. If casuals do not have access to this leave, your figure would always be less than 100%.

You may enter a number that represents the actual percentage of employees, or round the number to the nearest 10th percentile, e.g. if 23.4% enter 20; if 45.7% enter 50).

	Primary carer's leave
Percentage:	50
Do you provide employer faddition to any government funded Yes, one week or greater (pleas Yes, less than one week (pleas No No, currently being considered No, insufficient human resource No, government scheme is suffi No, don't know how to impleme No, not a priority No, other (provide details):	es stafficient

- 6.1 Please indicate the number of weeks of employer funded paid parental leave that is provided for secondary carers.
- 6.3 What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS? In your calculation, you must include casuals when working out the proportion. For example, if ALL employees have access to employer funded paid parental leave for SECONDARY CARERS, including casuals, you would enter 100%. If casuals do not have access to this leave, your figure would always be less than 100%.

Please enter a whole number that represents the percentage of employees to the nearest 10th percentile, (e.g. if 23.4% enter 20; if 45.7% enter 50).

Secondary carer's leave
50

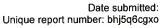
How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period (this is to include employees still on parental leave who commenced this leave in another reporting period)?

No cell should be left blank, please enter '0' (zero) where there is no data.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	7	0	0	2
Non-managers	93	0	0	14

Provide the NUMBER of employees who, during the reporting period, ceased employment during, or at the end of, parental leave (by gender and manager/non-manager categories).

This includes employees on parental leave that had commenced in another reporting period. Include situations where the parental leave was taken continuously with any other leave type.



0





For example, a person may have utilised paid/unpaid parental leave, annual leave or other unpaid leave during a single block of 'parental leave'.

'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

0

No cell should be left blank, please enter '0' (zero) where there is no data.

Managers

Non-managers	9	0
9 Do you have a formal policy and/or formal yes (you can select policy and/or strategy Standalone policy Policy is contained within another Standalone strategy Strategy is contained within another No.  No. No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, don't offer flexible arrangements No, not a priority No, other (provide details):	options)	orking arrangements?
10 · Do you have a formal policy and/or for caring responsibilities?  ☑ Yes (you can select policy and/or strategy ☐ Policy is contained within another ☐ Standalone strategy ☐ Strategy is contained within another ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, included in workplace agreement ☐ No, don't have expertise	options)	mployees with family

11 carin	Do you have any non-leave based ng responsibilities (e.g. employer-subsid	neasures to suppor ised childcare, brea	t employee astfeeding f	s with family or acilities, referra
servi	ces)?			
⊠ Y€				
□N	0			
□N	o, currently under development			
□N	o, insufficient human resources staff			
=	· ·			

No, not a priority No, other (provide details):

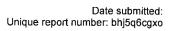
No, don't have expertise

No, not a priority

No, other (provide details):

Please indicate what measures are in place and if they are available at all worksites (where only one worksite exists, for example a head-office, please select "Available at all worksites"):

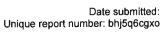
referral







☐ Employer subsidised childcare
Available at some worksites only
Available at all worksites
☑ On-site childcare
Available at all worksites
□ Breastfeeding facilities
Available at some worksites only
Available at all worksites
☐ Childcare referral services
Available at some worksites only
Available at all worksites
☐ Available at all worksites ☐ Internal support networks for parents
Available at some worksites only
Available at all worksites
Return to work bonus (only select this option if the return to work bonus is NOT the
balance of paid parental leave when an employee returns from leave).
Available at some worksites only
Available at all worksites
Information packs to support new parents and/or those with elder care responsibilities
Available at some worksites only
⊠ Available at all worksites
Referral services to support employees with family and/or caring responsibilities
☐ Available at some worksites only
Available at all worksites
☐ Targeted communication mechanisms, for example intranet/ forums
Available at some worksites only
Available at all worksites
☐ Support in securing school holiday care
Available at some worksites only
Available at all worksites
☐ Coaching for employees on returning to work from parental leave
Available at some worksites only
Available at all worksites
☐ Parenting workshops targeting mothers
Available at some worksites only
Available at some worksites  Available at all worksites
Parenting workshops targeting fathers
Available at some worksites only
☐ Available at all worksites
None of the above, please complete question 11.2 below
11.2 Please provide details of any other non-leave based measures that are in place and
whether they are available at all worksites.
Pregnancy and Parenting Online Community is available at all worksites
Maternity Leave Forums take place twice yearly at Head office, but arrangements can be
made for workshops at other sites - staff of all genders are welcome, including supervisors
Do you have a formal policy and/or formal strategy to support employees who are
experiencing family or domestic violence?
Yes (you can select policy and/or strategy options)
Standalone policy
Policy is contained within another policy
Standalone strategy
☐ Strategy is contained within another strategy
No
No, currently under development
☐ No, insufficient human resources staff
☐ No. included in workplace agreement
☐ No, included in workplace agreement
☐ No, not aware of the need







No, don't have expertise
No, not a priority
No, other (please provide details):
Other than a policy and/or strategy, do you have any measures to support employees
who are experiencing family or domestic violence?
∑ Yes - please indicate the type of measures in place (more than one option can be
selected):
Employee assistance program (including access to a psychologist, chaplain or
counsellor)
☐ Training of key personnel
A domestic violence clause is in an enterprise agreement or workplace agreement
☐ Workplace safety planning
Access to paid domestic violence leave (contained in an enterprise/workplace
agreement)
Access to unpaid domestic violence leave (contained in an enterprise/workplace
agreement)
Access to paid domestic violence leave (not contained in an enterprise/workplace
agreement)
Access to unpaid leave
☐ Access to display leave
Referral of employees to appropriate domestic violence support services for
expert advice
Protection from any adverse action or discrimination based on the disclosure of
domestic violence
☐ Flexible working arrangements
☐ Provide financial support (e.g. advance bonus payment or advanced pay)
☐ Provide infancial support (e.g. advance bonds payment or advanced pay)  ☐ Offer change of office location
Emergency accommodation assistance
Access to medical services (e.g. doctor or nurse)
Other (provide details):
F7.u
□ No
No, currently under development
No, insufficient human resources staff
No, not aware of the need
No, don't have expertise
No, not a priority
☐ No, other (provide details):

Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):

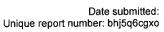
	Managers				Non-managers			
	Fer	nale			Female		Male	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours of work	$\boxtimes$							
Compressed working weeks	$\boxtimes$	$\boxtimes$						
Time-in-lieu								$\boxtimes$
Telecommuting								
Part-time work			$\boxtimes$				M	
Job sharing		$\boxtimes$			$\boxtimes$	×	×	×





	- E 1 , # 1	Man	agers		Non-managers			
	Fe	male	Male		Female		Male	
	Formal	Informal	Formal	Formal Informal		Informat	Formal	Informal
Carer's leave				$\boxtimes$		$\boxtimes$		$\boxtimes$
Purchased leave				$\boxtimes$	$\boxtimes$			$\boxtimes$
Unpaid leave	×		$\boxtimes$	$\boxtimes$		$\boxtimes$		

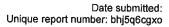
leave	L.S							
Unpaid leave	$\boxtimes$		$\boxtimes$					
14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below: Conversion of Full-time Appointments to Part-time for Staff members 55 years and over Policy on Academic Staff Absences Special Paid Leave Study Assistance, Staff Conference and Study Tours for Professional Staff Outside Studies Scheme and Overseas Conference Scheme for Academic Staff								
14.2 Where en employees for an Currently under Insufficient hu Don't have ex Not a priority Other (provide	ly of the ca er develop man reson pertise	ategories li: oment	nditions o sted abov	r practices e, you may	are not av	vailable to y vhy below:	our/	
14.3 Should you gender equality in	ou wish to adicator 4,	provide ac please do	lditional ir so below:	formation o	on any of	your respor	nses unde	∍r
Gender equality in equality in the wo	ndicator 5 rkplace	: Consultat	ion with e	mployees o	n issues o	concerning	gender	
15 Have you workplace?  ☑ Yes ☐ No ☐ No, not neede				issues con	cerning g	ender equa	ılity in you	ır
No, insufficient     No, don't have     No, not a prior     No, other (prov	expertise ity	•	taff					
15.1 How did y workplace (more t ⊠ Survey ☐ Consultative or ☐ Focus groups ☐ Exit interviews ☐ Performance d ☐ Other (provide	than one of the ommittee	option can l	loyees on be selecte	issues con	cerning g	ender equa	ility in you	ır
15.2 Please inc ⊠ All staff	dicate wha	at categorie	s of empl	oyees you	consulted	e:		







<ul> <li>Women only</li> <li>Men only</li> <li>Human resources managers</li> <li>Management</li> <li>Employee representative group(s)</li> <li>Diversity committee or equivalent</li> <li>Women and men who have resigned while on parental leave</li> <li>Other (provide details):</li> </ul>
15.3 Should you wish to provide additional information on any of your responses under gender equality indicator 5, please do so below:
Gender equality indicator 6: Sex-based harassment and discrimination
Do you have a formal policy and/ or formal strategy on sex-based harassment and discrimination prevention?  Yes (you can select policy and/or strategy options)  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy  No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, not a priority
No, other (provide details):  16.1 Do you include a grievance process in any sex-based harassment and discrimination
prevention policy and/or strategy?  Yes  No  No, currently under development  No, insufficient human resources staff  No, don't have expertise  No, not a priority  No, other (provide details):
Does your workplace provide training for all managers on sex-based harassment and discrimination prevention?  ☐ Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected):  ☐ At induction ☐ At least annually ☐ Every one-to-two years ☐ Every three years or more ☐ Varies across business units ☐ Other (provide details):
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> </ul>





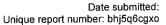


gender equality indicator 6, please do so below:

	not a priority other (provide details):
17.1	Should you wish to provide additional information on any of your responses under

#### Other

Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)







## Gender composition proportions in your workplace

#### Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press Submit at step 6 on the reporting page in the
  portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions
  will only reflect the data contained in the report.
- If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed Re-submit at step 6 on the reporting page.

#### Based upon your workplace profile and reporting questionnaire responses:

#### Gender composition of workforce

the gender composition of your workforce overall is 65.1% females and 34.9% males.

#### **Promotions**

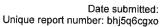
- 2. 0.0% of employees awarded promotions were women and 0.0% were men
  - i. 0.0% of all manager promotions were awarded to women
  - ii. 0.0% of all non-manager promotions were awarded to women.
- 3. 13.8% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

#### Resignations

- 4. 0.0% of employees who resigned were women and 0.0% were men
  - 0.0% of all managers who resigned were women
  - 0.0% of all non-managers who resigned were women.
- 5. 13.8% of your workforce was part-time and 0.0% of resignations were part-time employees.

#### Employees who ceased employment before returning to work from parental leave

- i. N/A women who utilised parental leave and ceased employment before returning to work
  - N/A men who utilised parental leave and ceased employment before returning to work
- N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.







#### Notification and access

List of employee organisations

National Tertiary Education Union Community and Public Sector Union Australian Manufacturing Workers Union

#### **CEO** sign off confirmation

R. Saint

Name of CEO or equivalent

Confirmation CEO has signed the report

CEO Signature:

Golin J Stirling

Yes

Professor Robert saint Acting Vice-chancellor

ate: 🙎