



Public report

2018-19

Submitted by

Legal Name: The University of Adelaide





Organisation and contact details

Submitting organisation details	Legal name	The University of Adelaide			
	ABN	61249878937			
	ANZSIC	P Education and Training 8102 Higher Education			
	Business/trading name/s				
	ASX code (if applicable)				
	Postal address	The University of Adelaide North Terrace UNIVERSITY OF ADELAIDE SA 5005 AUSTRALIA			
	Organisation phone number	0883134492			
Reporting structure	Number of employees covered by this report	4,350			





Date submitted: Unique report number: azeoptj8n1

Workplace profile

Manager

				S	No of employees
Manager occupational categories	Reporting level to CEO	Employment status			Total amplaces
				N	l otal employees
		Full-time permanent	0	0	0
		Full-time contract	0	1	
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	1	0	
		Full-time contract	ļ	,	2
Key management personnel	7	Part-time permanent	0	0	.0
		Part-time contract	0	2	2
		Casual	0	0	0
		Full-time permanent	17	17	34
		Full-time contract	10	22	32
Other executives/General managers	-5	Part-time permanent	0	2	2
		Part-time contract	0	2	2
		Casual	0	0	0
		Full-time permanent	5	3	8
		Full-time contract	9	19	25
Senior Managers	ማ	Part-time permanent	0	0	0
		Part-time contract	2	2	
		Casual	0	0	
		Full-time permanent	108	176	284
		Full-time contract	23	24	47
Other managers	4	Part-time permanent	10	7	17
		Part-time contract	7	13	20
		Casual	0	0	0
Grand total: all managers			190	291	481



Workplace profile

Non-manager

Non-manager occupational categories	Employmont etatus	No. of employees (excluding graduates and apprentices)	graduates and apprentices)	No. of graduates (if applicable)	(if applicable)	No. of apprentices (if applicable)	(if applicable)	
	_		M	H. H.	M	E	Σ	l otal employees
	Full-time permanent	195	318	0	0	0	0	513
	Full-time contract	182	335	0	0	0	0	517
Professionals	Part-time permanent	55	31	0	0	0	0	98
	Part-time contract	193	152	0	0	0	0	345
	Casual	147	164	0	0	0	0	311
	Full-time permanent	0	3	0	0	0	0	3
	Full-time contract	0	1	0	0	0	0	
Technicians and trade	Part-time permanent	0	Į.	0	0	0	0	
	Part-time contract	2	<u>.</u>	0	0	0	0	m
	Casual	0	0	0	0	0	0	0
	Full-time permanent	3	7	0	0	0	0	10
	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 contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	298	315	0	0	0	0	913
	Full-time contract	264	186	0	0	0	0	450
Clerical and administrative	Part-time permanent	217	24	0	0	0	0	241
	Part-time contract	245	52	0	0	0	0	297
	Casual	94	83	0	0	0	0	177
	Full-time permanent	0	0	0	0	0	0	0
Yes it is seen a	Full-time contract	0	0	0	0	0	0	0
Sales	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	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	0



Date submitted: Unique report number: azeoptj8n1

North Consideration reported aciv	Employment of the	No. of employees (excluding g	ig graduates and apprentices)	No. of graduates ((if applicable)	No. of apprentices	(if applicable)	1
Not ritialiaget occupational categories Employment status	Employment status		M	4	Σ	L	Σ	l otal employees
	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	ı	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	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
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	0	0
Grand total: all non-managers		2,195	1,674	0	0	0	0	3,869





Reporting questionnaire

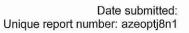
Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2018 to 31 March 2019. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- · If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority
1.2	Retention
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.3	Performance management processes
	 Yes (select all applicable answers) Policy Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority







1.4	Promotions
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.5	Talent identification/identification of high potentials
	 Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.6	Succession planning
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.7	Training and development
	 Yes (select all applicable answers) □ Policy ☑ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 ✓ Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.9	Gender equality overall
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	10	13	26	13
Permanent/ongoing part-time employees	0	0	6	0
Fixed-term contract full-time employees	1	2	11	10
Fixed-term contract part-time employees	0	1	1	2
Casual employees	0	0	0	0

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	30	42
Number of appointments made to NON-MANAGER roles (including promotions)	780	592

1.12 How many employees resigned during the reporting period against each category below?

	Mana	gers	Non-ma	Non-managers	
	Female	Male	Female	Male	
Permanent/ongoing full-time employees	12	21	40	25	
Permanent/ongoing part-time employees	2	0	11	3	
Fixed-term contract full-time employees	12	19	48	52	
Fixed-term contract part-time employees	6	2	29	17	
Casual employees	0	0	7	2	

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

The "Dornwell Framework 2016-2018" outlines the University's gender equity strategy. This strategy is reviewed annually to maintain specific focus on strengthening leadership accountability, building an empowered workforce, and growing and strengthening the talent pipeline. Annual Action Plans are implemented to complement the strategy.

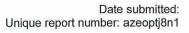
50% women across academic roles by 2022.

The University, offers the "Adelaide Women" leadership development program every 2 years to women with the potential and willingness to move into senior leadership roles.

Special consideration within the Academic Promotions Procedure enables assessment of achievement relative to opportunity. This is particularly relevant for staff who have taken extended leave, i.e. parental leave.

The Academic Women's Forum organise annual promotion workshops for academic women.

Participation in SAGE Athena Swan accreditation process



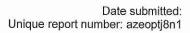




Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

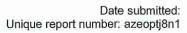
board	of directors, trustees, con	orting on will have a governing body. In the nmittee of management, council or other governing body for your Australian entity,	governing authority of the employe
2.1	Please answer the follow	ing questions relating to each governing b	oody covered in this report.
	Note: If this report covers organisation before proc	s more than one organisation, the question eeding to question 2.2.	ns below will be repeated for each
		verning body is the same as your parent e the numerical details of your parent entit	
2.1a.1	Organisation name?		
	University of Adelaide Cou	ncil	
2.1b.1	How many Chairs on this	governing body?	
		Famala	Molo
2.1c.1	Number How many other member	Female 0 s are on this governing body (excluding the	Male 1 he Chair/s)?
2.1c.1		0	1
2.1c.1		os are on this governing body (excluding t	1 he Chair/s)?
	How many other member Number Has a target been set to i Yes No (you may specify wh Governing body, Currently under Insufficient reson Do not have con The "Constitutic Currently there five are elected, a person is app	res are on this governing body (excluding the same on this governing body (excluding the same of the s	he Chair/s)? Male 8 Shis governing body? M/40% men/20% either) So be completed So (provide details why): Pelaide Act 1971" allows for 12-16 mend (only five currently), three are ex off etermining the appointed members - 10 must recognise that the Council is, a







	2.2	Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report?
		 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy
		 No (you may specify why no formal selection policy or formal selection strategy is in place) ☐ In place for some governing bodies ☐ Currently under development, please enter date this is due to be completed
		 ☐ Insufficient resources/expertise ☐ Do not have control over governing body appointments (provide details why) ☐ Not a priority ☐ Other (provide details):
	2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
		☐ Yes ☑ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
Ger	nder	equality indicator 3: Equal remuneration between women and men
Equal gende	remune r equali	eration between women and men is a key component of improving women's economic security and progressing ty.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Yes	s (select all applicable answers) ☑ Policy ☑ Strategy
	□No	(you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise
		□ Salaries set by awards/industrial or workplace agreements □ Non-award employees paid market rate □ Not a priority □ Other (provide details):
	3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
		 ✓ Yes (provide details in question 3.2 below) ☐ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) ☐ Currently under development, please enter date this is due to be completed ☐ Salaries set by awards/industrial or workplace agreements ☐ Insufficient resources/expertise ☐ Non-award employees paid market rate ☐ Not a priority
		Other (provide details):
	3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
		☑ To achieve gender pay equity





4.



	 ☑ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews) ☑ To be transparent about pay scales and/or salary bands ☐ To ensure managers are held accountable for pay equity outcomes ☐ To implement and/or maintain a transparent and rigorous performance assessment process ☐ Other (provide details):
Have cond	you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
⊠ Y€	es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years
	☐ More than 2 years ago but less than 4 years ago ☐ Other (provide details):
	o (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise ☐ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
IS roc	ications) ☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and ther for discretion in pay changes (because pay increases can occur with some discretion such as performance
asses	ssments) Non-award employees paid market rate
	☐ Not a priority ☐ Other (provide details):
	Other (provide details).
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	☑ Yes – indicate what actions were taken (select all applicable answers)
	☐ 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 pay to ensure there is no gender bias (including 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
	Reported pay equity metrics (including gender pay gaps) to the governing body
	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 (you may specify why no actions were taken resulting from your remuneration gap analysis)
	No unexplainable or unjustifiable gaps identified
	☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
	☐ Insumment resources/expense ☐ Salaries set by awards/industrial or workplace agreements
	☐ Non-award employees are paid market rate
	☐ Unable to address cause/s of gaps (provide details why):☐ Not a priority





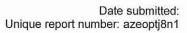
4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

89% of our workforce are paid exactly in accordance with the Enterprise.

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

5.	A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.								
	Do yo men,	Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, 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 ☐ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks ☐ As a lump sum payment (paid pre- or post- parental leave, or a combination) ☐ No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please indicate how employer funded paid parental leave is provided to women ONLY): ☐ By paying the gap between the employee's salary and the government's paid parental leave scheme ☐ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks ☐ As a lump sum payment (paid pre- or post- parental leave, or a combination) ☐ No, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded parental leave is provided to men ONLY): ☐ By paying the gap between the employee's salary and the government's paid parental leave scheme ☐ By paying the employee's full salary (in addition to the government's paid parental leave scheme ☐ By paying the employee's full pay for 12 weeks or half pay for 24 weeks ☐ As a lump sum payment (paid pre- or post- parental leave, or a combination) ☐ No, not available (you may specify why this leave is not provided) ☐ Currently under developme								
	5.1		PLOYER FUNDED paid parenta ovided (e.g. based on length o ployees:						
		26							
5a.	carers	s e.g. eligibility period, w	to provide additional informatinere applicable the maximum not place, please do so below.						
	5.2	CARERS?	total workforce has access to	AN 985					
		In your calculation	on, you MUST INCLUDE CASUA	LS when working out the p	roportion.				
		□ <10%							







		☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80% ☑ 81-90% ☐ 91-99% ☐ 100%
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers: ☑ Adoption ☑ Surrogacy
		Stillbirth Stillbirth
		CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the try carer.
	Do yo wome	ou provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?
	☐ No	s, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave), we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (you may specify why employer funded paid parental leave for secondary carers is not paid) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
	6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
		10
a.		r organisation would like to provide additional information on your paid parental leave for SECONDARY RS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	6.2	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. <10% 10-20% 21-30% 31-40% 41-50% 51-60% 61-70% 71-80% 81-90% 91-99% 100%

Please indicate whether your employer funded paid parental leave for secondary carers covers:

6.3





\boxtimes	Adoption
\times	Surrogacy
	Stillbirth

 How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	7	0	0	6

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary ca	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male	
Non-managers	137	0	0	47	

- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where
 annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	2	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	
Non-managers	11	3

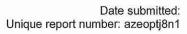
9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?				
	⊠ Policy				
	☐ Strategy				

□ Strategy
□ No (you may specify why no formal policy or formal strategy is in place)
□ Currently under development, please enter date this is due to be completed
□ Insufficient resources/expertise
□ Don't offer flexible arrangements
□ Not a priority

10. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

✓ Yes (select all applicable answers)✓ Policy

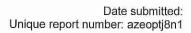
Other (provide details):







□No	 Strategy (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Included in award/industrial or workplace agreement □ Not a priority □ Other (provide details):
	u offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	s (you may specify why non-leave based measures are not in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
11.1	Please select what support mechanisms are in place and if they are available at all worksites. • Where only one worksite exists, for example a head-office, select "Available at all worksites".
	Employer subsidised childcare
	☐ 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
	Do yo (eg, ei ⊠ Ye. □ No







12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domes violence?	tic
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy 	
	 No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise 	
	 ☐ Included in award/industrial or workplace agreements ☐ Not aware of the need ☐ Not a priority ☐ Other (please provide details): 	
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?	
	 ✓ Yes (select all applicable answers) ✓ Employee assistance program (including access to a psychologist, chaplain or counsellor) ☐ Training of key personnel 	
	 ☐ Hairling of key personner ☐ 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 ☒ Confidentiality of matters disclosed 	
	 ☐ 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 	
	 ☐ Provision of financial support (e.g. advance bonus payment or advanced pay) ☐ Offer change of office location ☐ Emergency accommodation assistance ☒ Access to medical services (e.g. doctor or nurse) 	
	☐ Other (provide details): ☐ No (you may specify why no other support mechanisms are in place)	
	 ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise 	
	☐ Not aware of the need ☐ Not a priority ☐ Other (provide details):	
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men?	
	 flexible hours of work compressed working weeks 	
	• time-in-lieu	
	 telecommuting part-time work 	
	• job sharing	
	• carer's leave	
	 purchased leave unpaid leave. 	
	Options may be offered both formally and/or informally. For example, if time-in-lieu is available to women formally but to men informally, you would select NO.	
	 ✓ Yes, the option/s in place are available to both women and men. ✓ No, some/all options are not available to both women AND men. 	
	14.1 Which options from the list below are available? Please tick the related checkboxes	

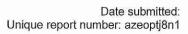
Unticked checkboxes mean this option is NOT available to your employees.





	Managers		Non-managers	
	Formal	Informal	Formal	Informal
Flexible hours of work			\boxtimes	
Compressed working weeks			\boxtimes	
Time-in-lieu				
Telecommuting			\boxtimes	
Part-time work			\boxtimes	
Job sharing		\boxtimes		
Carer's leave				
Purchased leave			\boxtimes	
Unpaid leave				

		Carer's leave	\bowtie		\bowtie			
		Purchased leave	\boxtimes		\boxtimes			
		Unpaid leave	\boxtimes		\boxtimes			
	14.3	You may specify why any of the above option	is are NOT av	ailable to your e	mployees.			
		☐ Currently under development, please enter da ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):	ate this is due	to be completed				
	14.4	If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:						
		equality indicator 5: Consult ing gender equality in the w			ees on i	ssues		
This ge concer	ender e ning ge	quality indicator seeks information on what consul ander equality in the workplace.	tation occurs b	etween employe	rs and employe	es on issues		
15.	Have	you consulted with employees on issues conce	erning gender	equality in you	r workplace?			
	 ✓ Yes ☐ No (you may specify why you have not consulted with employees on gender equality) ☐ Not needed (provide details why): ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details): 							
	15.1	How did you consult with employees on issue	es concerning	gender equality	in your work	place?		
 ☑ Survey ☑ Consultative committee or group ☑ Focus groups ☐ Exit interviews ☐ Performance discussions ☑ Other (provide details): SAGE Action plan consultation process 								
	15.2	Who did you consult?						
		☐ All staff ☐ Women only ☐ Men only						







		 ☐ Human resources managers ☐ Management ☐ Employee representative group(s) ☐ Diversity committee or equivalent ☐ Women and men who have resigned while on parental leave ☐ Other (provide details): 					
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.					
		- A - A - A - A - A - A - A - A - A - A					
Gei	nder	equality indicator 6: Sex-based harassment and discrimination					
partic	ipation.	n of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.					
16.	6. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination preven						
		s (select all applicable answers) ☑ Policy ☐ Strategy					
	∐No	(you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):					
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?					
		 ✓ Yes ☐ No (you may specify why a grievance process is not included) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details): 					
17.	Do you provide training for all managers on sex-based harassment and discrimination prevention?						
	⊠ Yes	s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units					
	□ No	☐ Other (provide details): (you may specify why this training is not provided) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):					
	17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:					





Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, 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

1. the gender composition of your workforce overall is 54.8% females and 45.2% males.

Promotions

- 2. 57.3% of employees awarded promotions were women and 42.7% were men
 - 40.7% of all manager promotions were awarded to women
 - ii. 63.8% of all non-manager promotions were awarded to women.
- 3. 23,5% of your workforce was part-time and 10.4% of promotions were awarded to part-time employees.

Resignations

- 4. 54.2% of employees who resigned were women and 45.8% were men
 - 43.2% of all managers who resigned were women
 - 57.7% of all non-managers who resigned were women.
- 23.5% of your workforce was part-time and 22.7% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 9.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 5.7% of all men who utilised parental leave ceased employment before returning to work
- iii. 100.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- 78.6% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access

List of employee organisations:							

CEO sign off confirmation

Name of CEO or equivalent: Professor Mike Brooks	Confirmation CEO has signed the report:		
Professor mike Brooks Acking Vice-Chancellora Piesda	Poto		
CEO signature:	17/6/19		