

2020 - 21 Compliance Program

Submitted by:

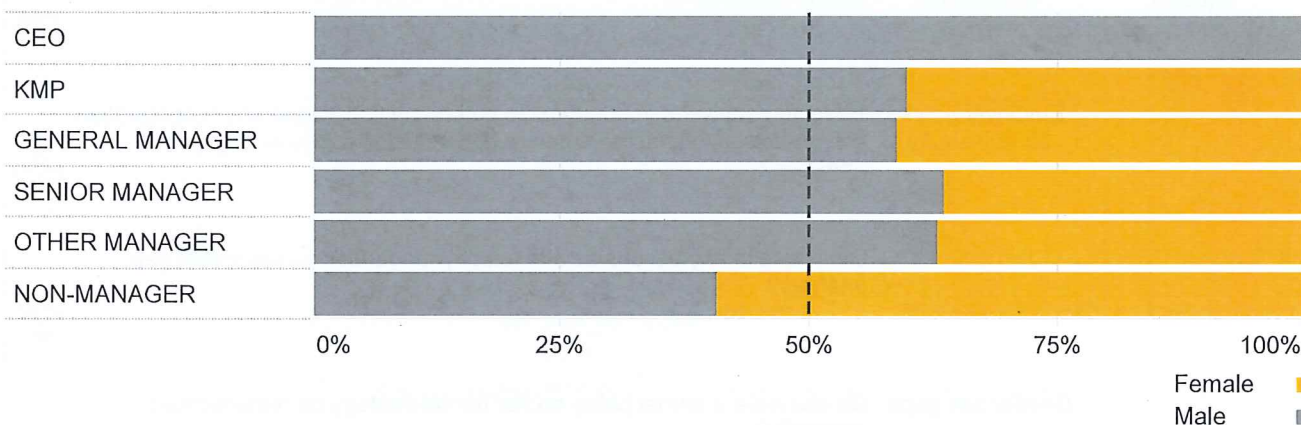
The University Of Adelaide
(ABN:61249878937)



Insights at a glance

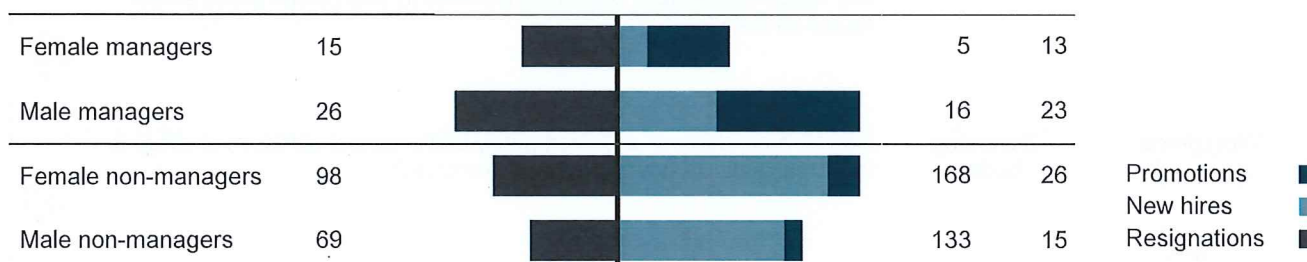
This report summarises your organisation's responses to the 2020 - 2021 Compliance Reporting program. It demonstrates how your organisation is tracking. Please review the Report prior to approving your submission in the WGEA Portal. Full responses can be found in the Appendix.

Workforce gender composition



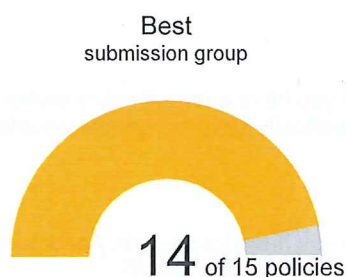
Employee recruitment and retention

Total number of employees promoted, appointed, and resigned by gender.



Gender equality policies, strategies and actions

Total number of recommended gender equality policies, strategies and actions in your organisations.








Questionnaire overview for best performing submission group

This section summarises your responses to the 'yes/no' questions in the Questionnaire for your Best performing submission group.

Section	Category	Question	Yes No
Action on gender equality	Employee consultation	Have you consulted with employees on issues concerning gender equality in your workplace?	<input checked="" type="radio"/>
	Employer action on pay equity	Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?	<input checked="" type="radio"/>
		Did you take any actions as a result of your gender remuneration gap analysis?	<input checked="" type="radio"/>
	Gender pay gaps	Do you have a formal policy and/or formal strategy on remuneration generally?	<input checked="" type="radio"/>
		Are specific pay equity objectives included in your formal policy and/or formal strategy?	<input checked="" type="radio"/>
Workplace overview	Governing bodies	Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	<input checked="" type="radio"/>
		Does this organisation have a governing body?	<input checked="" type="radio"/>
		Has a target been set to increase the representation of women on this governing body?	<input type="radio"/>
	Policies and strategies	Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?	<input checked="" type="radio"/>
		Do you have formal policy and/or formal strategy in place that support gender equality overall?	<input checked="" type="radio"/>

Questionnaire overview for best performing submission group

This section summarises your responses to the 'yes/no' questions in the Questionnaire for your Best performing submission group.

Section	Category	Question	Yes No
Employee work/life balance	Flexible working	Do you have a formal policy and/or formal strategy on flexible working arrangements?	
1 of 1			
Employee support	Family or domestic violence	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?	
4 of 4			
	Paid parental leave	Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?	
	Sex-based harassment and discrimination	Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?	
	Support for carers	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?	

Section	Category	Question	Yes	No
Section 1: General Information	Demographics	1.1 Are you currently employed full-time?	15	5
		1.2 Are you currently employed part-time?	10	10
	Workplace	1.3 Do you work in a university setting?	25	5
		1.4 Do you work in a non-university setting?	10	10
	Gender	1.5 Are you male?	15	15
		1.6 Are you female?	10	10
	Age	1.7 Are you aged 18-24?	5	15
		1.8 Are you aged 25-34?	10	10
	Education	1.9 Do you have a degree or higher qualification?	20	10
		1.10 Do you have a diploma or certificate?	10	10
Section 2: Workplace Gender Equality	Equality	2.1 Is your workplace gender equal?	15	10
		2.2 Is your workplace not gender equal?	10	10
	Pay	2.3 Do you receive equal pay for equal work?	20	10
		2.4 Do you not receive equal pay for equal work?	10	10
	Benefits	2.5 Do you receive equal benefits for equal work?	15	10
		2.6 Do you not receive equal benefits for equal work?	10	10
	Promotion	2.7 Do you have equal opportunities for promotion?	20	10
		2.8 Do you not have equal opportunities for promotion?	10	10
	Harassment	2.9 Have you experienced workplace harassment?	15	10
		2.10 Have you not experienced workplace harassment?	10	10
Section 3: Future Outlook	Future	3.1 Do you expect your workplace to become more gender equal?	20	10
		3.2 Do you not expect your workplace to become more gender equal?	10	10
	Pay	3.3 Do you expect to receive equal pay for equal work?	20	10
		3.4 Do you not expect to receive equal pay for equal work?	10	10
	Benefits	3.5 Do you expect to receive equal benefits for equal work?	15	10
		3.6 Do you not expect to receive equal benefits for equal work?	10	10
	Promotion	3.7 Do you expect to have equal opportunities for promotion?	20	10
		3.8 Do you not expect to have equal opportunities for promotion?	10	10
	Harassment	3.9 Do you expect to experience workplace harassment?	15	10
		3.10 Do you not expect to experience workplace harassment?	10	10

Section	Category	Question	Yes No
<p data-bbox="933 616 1332 705">Professor Peter Hoj AC Vice-Chancellor and President</p> <p data-bbox="662 996 1189 1086">12 June 2021</p>			

CEO Sign-off

I, the CEO, confirms the content of the workplace gender equality compliance submission is accurate and I approve its submission to WGEA

Name of CEO/Head of Business

Professor Peter Høj AC
Vice-Chancellor and President

CEO/head of business signature



15 June 2021

Appendix

The full details of your responses to each component of the compliance reporting program are available to review and download below. To access these, you will need to log in to the WGEA Portal using your myGovID.

1. CEO Pro Forma for Corporate Group without Confidential Section
<https://client-portal.wgea.gov.au/s/ceo-reports?report=CEO+Pro+Forma+for+Corporate+Group+without+Confidential+Section+%28Compliance%29>
2. Questionnaire for Submission Group
<https://client-portal.wgea.gov.au/s/ceo-reports?report=Questionnaire+for+Submission+Group+%28Compliance%29>
3. Workplace Profile Table for Corporate Group
<https://client-portal.wgea.gov.au/s/ceo-reports?report=Workplace+Profile+Table+for+Corporate+Group+%28Compliance%29>
4. Workforce Management Statistics Table for Corporate Group
<https://client-portal.wgea.gov.au/s/ceo-reports?report=Workforce+Management+Statistics+Table+for+Corporate+Group+%28Compliance%29>
5. CEO Pro Forma for Corporate Group with Confidential Section
<https://client-portal.wgea.gov.au/s/ceo-reports?report=CEO+Pro+Forma+for+Corporate+Group+with+Confidential+Section+%28Compliance%29>
6. Workplace Profile Confidential Table for Corporate Group
<https://client-portal.wgea.gov.au/s/ceo-reports?report=Workplace+Profile+Confidential+Table+for+Corporate+Group+%28Compliance%29>

#Workplace overview

Policies and strategies

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

...Recruitment	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Retention	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Performance management processes	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Promotions	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Talent identification/identification of high potentials	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Succession planning	No(<i>Select all that apply</i>)
...Training and development	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Key performance indicators for managers relating to gender equality	Yes(<i>Select all that apply</i>)
...Yes	Strategy

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(*Select all that apply*)

...Yes	Policy Strategy
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3: If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

The Dornwell Framework 2020-2022 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. The University's gender equity aim is at least 40% of academic roles being held by women and working towards approximately 50%. The University has been accredited the Athena Swan Bronze Award, the only level of accreditation presently available in Australia.

Governing bodies

The University Of Adelaide

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	University Council
1.2: What type of governing body does this organisation have?	Council
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female (F)	1
...Male (M)	0
...Gender X	0
...Members	
...Female (F)	7
...Male (M)	7
...Gender X	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
10.6: What is the percentage (%) target?	
10.7: What year is the target to be reached (select the last day of the target year)?	
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

#Action on gender equality

Gender pay gaps

1: Do you have a formal policy and/or formal strategy on remuneration generally?

Yes(Select all that apply)

...Yes

Policy
Strategy

1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?

Yes(Select all that apply)

...Yes

To achieve gender pay equity
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 reviews)
To be transparent about pay scales and/or salary bands
To implement and/or maintain a transparent and rigorous performance assessment process

2: Did your organisation receive JobKeeper payments?

No

3: What was the snapshot date used for your Workplace Profile?

31-Mar-2021

4: If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes(Provide further details on the most recent gender remuneration gap analysis that was undertaken.)

1.1: When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

Yes(Select all that apply)

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

.. Yes

Analysed commencement salaries by gender to ensure there are no pay gaps
Reported pay equity metrics (including gender pay gaps) to the governing body
Reported pay equity metrics (including gender pay gaps) to the executive

	Reported pay equity metrics (including gender pay gaps) to all employees
1.3: 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)	<p>The report includes the following comparisons:</p> <ul style="list-style-type: none"> · Organisation-wide · By level · Like for like · Starting step

2: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace?
Yes(*Provide further details on the employee consultation process.*)

1.1: How did you consult employees?	Survey Consultative committee or group Focus groups
1.2: Who did you consult?	ALL staff
...Other (provide details)	

2: If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

#Employee work/life balance

Flexible working

1: Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes(*Select all that apply*)

...Yes	Policy
...A business case for flexibility has been established and endorsed at the leadership level	Yes
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	Yes
...Targets have been set for engagement in flexible work	Yes
...Targets have been set for men's engagement in flexible work	No(<i>Select all that apply</i>)
...Leaders are held accountable for improving workplace flexibility	No(<i>Select all that apply</i>)
...Manager training on flexible working is provided throughout the organisation	Yes
...Employee training is provided throughout the organisation	Yes
...Team-based training is provided throughout the organisation	No(<i>Select all that apply</i>)
...Employees are surveyed on whether they have sufficient flexibility	Yes
...The organisation's approach to flexibility is integrated into client conversations	No(<i>Select all that apply</i>)
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	No(<i>Select all that apply</i>)
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	No(<i>Select all that apply</i>)
...Other (provide details)	No

2: Do you offer any of the following flexible working options to MANAGERS in your workplace?

...Flexible hours of work Yes(*Select one option only*)

...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Time-in-lieu	No(<i>You may specify why the above option is not available to your employees.</i>)
...Telecommuting (e.g. working from home)	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Part-time work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Job sharing	No(<i>You may specify why the above option is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	Requests are considered on case by case basis
...Carer's leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Purchased leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Unpaid leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available

3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

No	
3.1: You need to indicate which of the following flexible working options are available to NON-MANAGERS in your workplace.	Yes(<i>Select one option only</i>)

.. Flexible hours of work	
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Time-in-lieu	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Telecommuting (e.g. working from home)	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Part-time work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Job sharing	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Carer's leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Purchased leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Unpaid leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available

4: Were managers in your organisation allowed to make INFORMAL flexible working arrangements with their team members in response to the COVID-19 pandemic?

Yes, ALL managers

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce compared to pre-COVID-19?

Yes, for both women and men

6: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave (using the primary/secondary carer definition)

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes(<i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i>)
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	Women only
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Adoption Birth Stillbirth
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	Yes, on employer funded parental leave
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	14
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	51-60%
1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes(<i>Please indicate how employer funded paid parental leave is provided to the secondary carers.</i>)
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption Surrogacy
1.2.c: How do you pay employer funded paid parental leave to secondary carers?	Paying the employee's full salary

1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	Yes, on employer funded parental leave
1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?	1
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	90-100%

2: If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

The University provides paid parental leave for men in case of adoption.

Support for carers

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

Yes(Select all that apply)

...Yes

Policy

2: Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

...Employer subsidised childcare	Yes(Please indicate the availability of this support mechanism.)
...Yes	Available at ALL worksites
...On-site childcare	Yes(Please indicate the availability of this support mechanism.)
...Yes	Available at SOME worksites
...Breastfeeding facilities	Yes(Please indicate the availability of this support mechanism.)
...Yes	Available at SOME worksites
...Childcare referral services	No(You may specify why the above support mechanism is not available to your employees.)
...Internal support networks for parents	No(You may specify why the above support mechanism is not available to your employees.)
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No(You may specify why the above support mechanism is not available to your employees.)
...Information packs for new parents and/or those with elder care responsibilities	Yes(Please indicate the availability of this support mechanism.)
...Yes	Available at ALL worksites
...Referral services to support employees with family and/or caring responsibilities	Yes(Please indicate the availability of this support mechanism.)

...Yes	Available at ALL worksites
...Targeted communication mechanisms (e.g. intranet/forums)	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Support in securing school holiday care	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Coaching for employees on returning to work from parental leave	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Parenting workshops targeting mothers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Parenting workshops targeting fathers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Other (provide details)	No

3: If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(*Select all that apply*)

...Yes	Policy
1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?	Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

...All managers	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction
...All employees	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

Family or domestic violence

1: Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes(*Select all that apply*)

...Yes	Policy
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2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

--	--

...Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
...Training of key personnel	No(<i>Select all that apply</i>)
...A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
...Workplace safety planning	No(<i>Select all that apply</i>)
...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes
...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	No(<i>Select all that apply</i>)
...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	No(<i>Select all that apply</i>)
...Access to unpaid leave	Yes
...Confidentiality of matters disclosed	Yes
...Referral of employees to appropriate domestic violence support services for expert advice	Yes
...Protection from any adverse action or discrimination based on the disclosure of domestic violence	No(<i>Select all that apply</i>)
...Flexible working arrangements	Yes
...Provision of financial support (e.g. advance bonus payment or advanced pay)	No(<i>Select all that apply</i>)
...Offer change of office location	No(<i>Select all that apply</i>)
...Emergency accommodation assistance	No(<i>Select all that apply</i>)
...Access to medical services (e.g. doctor or nurse)	Yes
...Other (provide details)	No(<i>Select all that apply</i>)

3: If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below.

Workplace Profile Table

Industry: Tertiary Education

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	113	196	0	0	309
	Full-time contract	43	68	0	0	111
	Part-time permanent	10	12	0	0	22
	Part-time contract	11	21	0	0	32
Professionals	Full-time permanent	182	260	0	0	442
	Full-time contract	173	293	0	0	466
	Part-time permanent	54	31	0	0	85
	Part-time contract	220	166	0	0	386
	Casual	141	79	0	0	220
Community And Personal Service Workers	Full-time permanent	2	5	0	0	7
Clerical And Administrative Workers	Full-time permanent	592	328	0	0	920
	Full-time contract	219	133	0	0	352
	Part-time permanent	192	21	0	0	213
	Part-time contract	233	51	0	0	284
	Casual	208	271	0	0	480

* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Gender X

Workplace Profile Table

Industry: Tertiary Education

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time contract	0	1	1
KMP	-1	Full-time contract	1	2	3
		Part-time permanent	0	1	1
		Part-time contract	1	0	1
GM	-2	Full-time permanent	10	13	23
		Full-time contract	14	17	31
		Part-time permanent	0	2	2
		Part-time contract	1	4	5
SM	-3	Full-time permanent	2	0	2
		Full-time contract	9	16	25
		Part-time permanent	0	1	1
		Part-time contract	1	4	5
OM	-4	Full-time permanent	101	183	284
		Full-time contract	19	32	51
		Part-time permanent	10	8	18
		Part-time contract	8	13	21

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	8	17	25
			Non-managers	11	8	19
		Fixed-Term Contract	Managers	2	3	5
			Non-managers	8	7	15
	Part-time	Permanent	Managers	3	1	4
			Non-managers	2	0	2
		Fixed-Term Contract	Managers	0	2	2
			Non-managers	5	0	5
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	8	11	19
			Managers	16	9	25
		Fixed-Term Contract	CEO, KMPs, and HOBs	8	6	14
			Managers	47	33	80
	Part-time	Permanent	Managers	3		3
		Fixed-Term Contract	CEO, KMPs, and HOBs	10	6	16
			Managers	33	7	40
	N/A	Casual	Non-managers	185	184	370
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers		3	3
			Non-managers	4	3	7
		Fixed-Term Contract	CEO, KMPs, and HOBs		1	1
			Managers	1	4	5
		Non-managers		45	72	117
	Part-time	Permanent	Managers	1		1
			Non-managers	1	1	2
		Fixed-Term Contract	CEO, KMPs, and HOBs	1	2	3
			Managers	2	6	8
		Non-managers		109	50	159
	N/A	Casual	Non-managers	9	7	16

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Ty..	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	6	12	18
			Non-managers	29	25	54
		Fixed-Term Contract	CEO, KMPs, and HOBs		2	2
			Managers	5	10	15
			Non-managers	34	30	64
	Part-time	Permanent	Managers		1	1
			Non-managers	8	6	14
		Fixed-Term Contract	Managers	4	1	5
			Non-managers	25	8	34
	N/A	Casual	Non-managers	1		1
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	3	1	4
			Non-managers	94		94
		Fixed-Term Contract	Non-managers	37		37
	Part-time	Permanent	Non-managers	10		10
		Fixed-Term Contract	Non-managers	22		22
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		3	3
			Non-managers	1	25	26
		Fixed-Term Contract	CEO, KMPs, and HOBs		1	1
			Managers		1	1
			Non-managers	3	21	24
	Part-time	Fixed-Term Contract	Non-managers	2	7	9

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Ty..	Employment Type	Manager Categ..	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commence..	Full-time	Permanent	Non-managers	2	1	3
		Fixed-Term Contract	Managers		1	1
			Non-managers	1	2	3
	Part-time	Fixed-Term Contract	Non-managers	2	1	3

* Total employees includes Gender X