





2015-16 public report form submitted by Federation University Australia to the Workplace Gender Equality Agency

Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	Federation University Australia 51818692256 8102 Higher Education
Organisation details	Trading name/s ASX code (if relevant)	Federation University Australia
	Postal address	Equity and Equal Opportunity PO Box 663 BALLARAT VIC 3353 AUSTRALIA
	Organisation phone number	0353279357
Reporting structure	Number of employees covered in this report submission Other organisations reported on in this report	1,811





Workplace profile Manager

Manager accompational automotion	Deporting level to CEO	Francis in and status		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees		
		Full-time permanent	0	0	0		
		Full-time contract	0	1	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	0	0	0		
Key management personnel		Full-time contract	1	5	6		
	-1	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	1	5	6		
Other executives/General managers	-2	Full-time contract	7	12	19		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
	-3	Full-time permanent	1	0	1		
		Full-time contract	0	0	0		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	3	3	6		
		Full-time contract	2	0	2		
	-2	Part-time permanent	0	1	1		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	32	21	53		
		Full-time contract	3	9	12		
Senior Managers	-3	Part-time permanent	3	0	3		
•		Part-time contract	1	0	1		
		Casual	0	0	0		
		Full-time permanent	5	6	11		
		Full-time contract	1	3	4		
	-4	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		





Manager occupational categories	Reporting level to CEO	Employment status		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees		
		Full-time permanent	0	0	0		
		Full-time contract	0	0	0		
	-5	Part-time permanent	0	0	0		
		Part-time contract	0	1	1		
		Casual	0	0	0		
		Full-time permanent	0	0	0		
		Full-time contract	0	1	1		
	-2	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
	-3	Full-time permanent	15	8	23		
		Full-time contract	4	4	8		
		Part-time permanent	3	2	5		
		Part-time contract	3	0	3		
Other		Casual	0	0	0		
Other managers		Full-time permanent	6	9	15		
		Full-time contract	0	1	1		
	-4	Part-time permanent	3	0	3		
		Part-time contract	3	0	3		
		Casual	0	0	0		
		Full-time permanent	0	2	2		
		Full-time contract	0	1	1		
	-5	Part-time permanent	1	0	1		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Grand total: all managers			98	95	193		





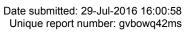
Non-manager

Non-manager occupational	Employment	No. of employees (exclu apprentic		No. of gr appli	aduates (if icable)	No. of ap	prentices (if icable)	Total
categories	status	F	М	F	М	F	М	employees
	Full-time permanent	255	262	0	0	0	0	517
	Full-time contract	46	41	0	0	0	0	87
Professionals	Part-time permanent	142	26	0	0	0	0	168
	Part-time contract	47	17	0	0	0	0	64
	Casual	151	110	0	0	0	0	261
	Full-time permanent	4	20	0	0	0	0	24
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	12	18	0	0	0	0	30
	Part-time contract	0	0	0	0	0	0	0
	Casual	6	4	0	0	0	0	10
	Full-time permanent	10	3	0	0	0	0	13
	Full-time contract	10	0	0	0	0	0	10
Community and personal service	Part-time permanent	8	0	0	0	0	0	8
	Part-time contract	8	2	0	0	0	0	10
	Casual	38	12	0	0	0	0	50
	Full-time permanent	52	6	0	0	0	0	58
	Full-time contract	14	2	0	0	0	0	16
Clerical and administrative	Part-time permanent	61	3	0	0	0	0	64
	Part-time contract	21	2	0	0	0	0	23
	Casual	148	57	0	0	0	0	205
	Full-time permanent	0	0	0	0	0	0	0
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0





Non-manager occupational categories	Employment status	No. of employees (exclu apprentic		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees	
outogonios		F	M	F	M	F	М	employees	
	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	
	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	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		1,033	585	0	0	0	0	1,618	



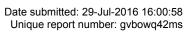




Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

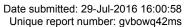
1 Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:
1.1 Recruitment? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained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







☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy
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
 No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
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
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
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
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
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)







Standalone policy
□ Policy is contained within another policy
☐ Standalone strategy
Strategy is contained within another strategy
□ No
□ 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:
- 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 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.

	Managers		Non-man	agers
	Female	Male	Female	Male
NUMBER of appointments made	8	13	86	50

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.

	Managers		Non-man	agers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	1	5	7
Permanent/ongoing part-time employees	0	0	2	0
Fixed-term contract full-time employees	1	0	3	0
Fixed-term contract part-time employees	0	0	0	0
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.

•	Managers		Non-managers		
	Female	Male	Female	Male	





	Managers		Non-mar	agers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	1	0	12	13
Permanent/ongoing part-time employees	0	0	7	5
Fixed-term contract full-time employees	2	2	9	5
Fixed-term contract part-time employees	0	0	7	2
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: In relation to 1.14, data is not collected on casual employee resignations

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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.

Organisation name Gender (NO)	R of governing body/board T	% target for representation of women on each governing body/board	Year to be reached
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		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)
01	Federation University Australia	0	1	6	6	0	
02							
03							
04							
05							
06							
07							
08							
09							
10							
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30							
	erning bodies lis Governing body Currently under nsufficient huma Don't have expe	sted above /board ha: developm an resourd ertise	e, you ma s gender lent ces staff	y specify v balance (e	why below: e.g. 40% wo	as not been set for omen/40% men/20 nents (provide det	9% either)
_	lot a priority Other (provide d	letails):					
⊠ Ý □ N □ N	//board membe ′es (you can se ☐ Standald ☐ Policy is ☑ Standald	rs for ALL lect policy one policy contained one strate vis contained some gover der develo	organisa y and/or s d within a gy ned withir erning bo opment	itions cover trategy op nother pol n another s dies/board	ered in this i tions) icy strategy	selection strategy report?	/ for governing
	lo, do not have lo, don't have e		er goverı	ning body/	board appo	intments (provide	details why):
□ N	lo, don't have e lo, not a priority lo, other (provid	,):				
2.4	Partnership	structure	s only: (o	nly answe	r this quest	ion if your organis	ation operates

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.

	Full-	Part-	Full-	Part-
	time	time	time	time
	females	females	males	males
Equity partners who ARE key management				
personnel (KMPs) (excluding your managing				
partner)				
Equity partners who are "Other				

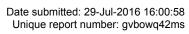




	Full- time females	Part- time females	Full- time males	Part- time males
executives/General managers"				
Equity partners who are "Senior managers"				
Equity partners who are "Other managers"				

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

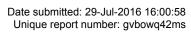
Gender equality indicator 3: Equal remuneration between women and men
Do you have a formal policy and/or formal strategy on remuneration generally? Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Strategy is contained within another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







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) 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) No, non-award employees are paid market rate No, not a priority
No, other (provide details):
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:
 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 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/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 No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees are paid market rate No, unable to address cause/s of gaps (provide details why):
☐ No, not a priority☐ No, other (provide details):
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						
☑ 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)						
NoNo, currently being considered						
☐ No, insufficient human resources staff ☐ No, government scheme is sufficient						
☐ No, don't know how to implement						
No, not a priorityNo, other (provide details):						
 5.1 Please indicate the MINIMUM number of weeks of EMPLOYER FUNDED paid parental leave that is provided for primary carers. 1 						
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)? 26						
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)? 12						
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: 70						
Do you provide employer funded paid parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater (please go to 6.1) Yes, less than one week (please go to 6.2) No No, currently being considered No, insufficient human resources staff						





☐ No,	government scheme is sufficient
☐ No,	don't know how to implement
☐ No,	not a priority
☐ No,	other (provide details):

- 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).

Con personal, (c.g. ii = c. i / c. c.	Secondary carer's leave
Percentage:	70

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 care	r's leave	Secondary carer's leave		
	Female	Male	Female	Male	
Managers	4	0	0	4	
Non-managers	35	0	0	13	

8 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).

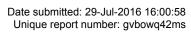
This includes employees on parental leave that had commenced in another reporting period. Include situations where the parental leave was taken continuously with any other leave type. For example, a person may have utilised paid/unpaid parental leave, annual leave or other unpaid leave during a single block of 'parental leave'.

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

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

	Female	Male
Managers	0	0
Non-managers	0	0

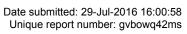
9	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	(you can select policy and/or strategy options)
	Standalone policy
	Policy is contained within another policy
	Standalone strategy
	Strategy is contained within another strategy
☐ No	,







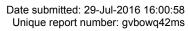
□ No, currently under development □
☐ No, insufficient human resources staff
No, included in workplace agreement
No, don't have expertise
No, don't offer flexible arrangements
No, not a priority
No, other (provide details):
10 Do you have a formal policy and/or formal strategy to support employees with family
or caring responsibilities? ⊠ Yes (you can select policy and/or strategy options)
Standalone policy
 ☑ Standard Policy ☑ Policy is contained within another policy
☐ Standalone strategy
☐ Strategy is contained within another strategy
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):
Do you have any non-leave based measures to support employees with family or
caring responsibilities (e.g. employer-subsidised childcare, breastfeeding facilities, referral
services)?
∑ Yes
□ No
No, currently under development
No, insufficient human resources staff
No, don't have expertise
No, not a priority
No, other (provide details):
11.1 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"):
☐ Employer subsidised childcare
Available at some worksites only
Available at all worksites
☐ On-site childcare
oxtimes Available at some worksites only
Available at all worksites
☐ Breastfeeding facilities
Available at all worksites
Childcare referral services
Available at some worksites only
☐ 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
T THROTHAROU DACKS TO SUDDON NEW DATENTS AND/OF MOSE WITH EIGEL CARE TESDONSIDIINES







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
☐ Parenting workshops targeting mothers
Available at some worksites only
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.
40 Daniel Branco a famoral dell'en and Van famoral atrata moto account annulla constitue and
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 □ Oten delay a set of a set
☐ Standalone strategy
☐ Strategy is contained within another strategy
□ No
No, currently under development
No, insufficient human resources staff
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
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



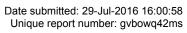




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No No, currently No, insufficier No, not aware No, don't have No, not a prio No, other (pro	nt human i e of the ne e expertise rity ovide detai	resources s ed e		below to ir	adioato wh	sigh omploy	ymant tarn	20
conditions or pra	ctices are	available to	o your em	ployees (p	lease note	that not ti	cking a bo	
•	particular employment term, condition or practice is not in place): Managers Non-managers					-1-		
	Formal	nale Informal	Formal	ale Informal	Formal	male Informal	Formal	ale Informal
Flexible hours of work								
Compressed working weeks								
Time-in-lieu			\boxtimes				\boxtimes	
Telecommuting								
Part-time work								
Job sharing								
Carer's leave								
Purchased leave								
Unpaid leave								
your employees,	mploymer ny of the c er develop man reso pertise	provide det nt terms, co ategories li oment	ails of tho enditions of sted abov	or practices	are not a	vailable to		le to

14.3 Should you wish to provide additional information on any of your responses under gender equality indicator 4, please do so below:

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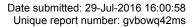






Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

15 Have you consulted with employees on issue workplace? ☑ Yes ☐ No	s concerning gender equality in your
No, not needed (provide details why):No, insufficient human resources staff	
No, don't have expertiseNo, not a priorityNo, other (provide details):	
15.1 How did you consult with employees on issue workplace (more than one option can be selected)?	es concerning gender equality in your
Consultative committee or group Focus groups Exit interviews	
 □ Exit interviews □ Performance discussions □ Other (provide details): □ Through a range of measures including with union domestic violence leave in enterprise agreement; □ Committee's development and monitoring of Fedutopic-based discussions eg on a women's mentor key staff. 	through the Social Inclusion Jni's Social Inclusion Plan; informal
15.2 Please indicate what categories of employees 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 pare Other (provide details): ad hoc consultation with various staff depending of 	
15.3 Should you wish to provide additional informagender equality indicator 5, please do so below:	
Gender equality indicator 6: Sex-based harassment a	nd discrimination
16 Do you have a formal policy and/ or formal stradiscrimination 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 strate	







 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):
17 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):
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):
17.1 Should you wish to provide additional information on any of your responses under gender equality indicator 6, please do so below:

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

1. the gender composition of your workforce overall is 62.5% females and 37.5% males.

Promotions

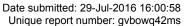
- 2. 61.9% of employees awarded promotions were women and 38.1% were men
 - . 75.0% of all manager promotions were awarded to women
 - ii. 58.8% of all non-manager promotions were awarded to women.
- 3. 21.4% of your workforce was part-time and 9.5% of promotions were awarded to part-time employees.

Resignations

- 4. 58.5% of employees who resigned were women and 41.5% were men
 - . 60.0% of all managers who resigned were women
 - . 58.3% of all non-managers who resigned were women.
- 21.4% of your workforce was part-time and 32.3% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 0.0% of all women who utilised parental leave and ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave and ceased employment before returning to work
- iii. 0.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- iv. 0.0% of all 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; Australian Education Union, Australian Workers Union; United Voice

CEO sign off confirmation

Name of CEO or equivalent

Professor David Battersby

Confirmation CEO has signed the report

Yes

CEO Signature:

1 August 2016

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