

2020 - 21 Compliance Program

Submitted by:

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#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 |
| ...Retention | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Performance management processes | No(<i>Select all that apply</i>) |
| ...No | Insufficient resources/expertise |
| ...Promotions | Yes(<i>Select all that apply</i>) |
| ...Yes | Policy |
| ...Talent identification/identification of high potentials | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Succession planning | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Training and development | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Key performance indicators for managers relating to gender equality | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 31-Jul-2022 |

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

| | |
|-------------------------------------|--------------------|
| Yes(<i>Select all that apply</i>) | |
| ...Yes | Policy Strategy |

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

Governing bodies

Federation University Australia

| | |
|--|--|
| 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? | Federation 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) | |
| ...Male (M) | 1 |
| ...Gender X | 0 |
| ...Members | |
| ...Female (F) | 8 |
| ...Male (M) | 6 |
| ...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>) |
| | Strategy |
| 1.5: Has a target been set to increase the representation of women on this governing body? | No(<i>Select all that apply</i>) |
| | Governing body has gender balance (i.e. 40% women / 40% men / 20% either) |

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

Strategy

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

No(*Select all that apply*)

...No

Salaries set by awards/industrial or workplace agreements

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?

Identified cause/s of the gaps
Reviewed remuneration decision-making processes
Reported pay equity metrics (including gender pay gaps) to the executive
Trained people-managers in addressing gender bias (including unconscious bias)
Implemented other changes (provide details):

.. Yes

...Implemented other changes (provide details):

Conducted recruitment for two women-only executive positions using special measures under the Equal Opportunity Act 2010 (Vic).

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)

Organisational-wide pay gap analysis

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?

Focus groups

1.2: Who did you consult?

Management

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 Strategy |
|--|---|
| ...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 | No(<i>Select all that apply</i>) |
| ...No | Not aware of the need |
| ...Targets have been set for men's engagement in flexible work | No(<i>Select all that apply</i>) |
| ...No | Not a priority |
| ...Leaders are held accountable for improving workplace flexibility | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 31-Jul-2022 |
| ...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>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 31-Dec-2021 |
| ...Employees are surveyed on whether they have sufficient flexibility | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 31-Dec-2021 |

| | |
|---|-----|
| ...The organisation's approach to flexibility is integrated into client conversations | Yes |
| ...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement) | Yes |
| ...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 | Yes |
| ...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(<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 |
| ...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 Informal 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 |
| ...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?

Yes

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: | Birth Adoption 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? | 1 |
| 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 |
| 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? | 2 |
| 1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals? | 80-90% |

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.

For employees with 12 months service, maternity leave entitlement is 14 weeks plus return to work bonus equivalent of 12 weeks salary. Where there is less than 12 months service, the entitlement is pro-rata of 14 weeks for each completed month of service. The minimum would be one week.

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 Strategy |
|--------|--------------------|

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

| | |
|---|---|
| ...Employer subsidised childcare | No(You may specify why the above support mechanism is not available to your employees.) |
| ...No | Insufficient resources/expertise |
| ...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.) |
| ...No | Insufficient resources/expertise |
| ...Internal support networks for parents | No(You may specify why the above support mechanism is not available to your employees.) |
| ...No | Insufficient resources/expertise |
| ...Return to work bonus (only select if this bonus is not the balance of paid parental leave) | Yes(Please indicate the availability of this support mechanism.) |

| | |
|--|--|
| ...Yes | Available at ALL worksites |
| ...Information packs for new parents and/or those with elder care responsibilities | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Insufficient resources/expertise |
| ...Referral services to support employees with family and/or caring responsibilities | Yes(<i>Please indicate the availability of this support mechanism.</i>) |
| ...Yes | Available at ALL worksites |
| ...Targeted communication mechanisms (e.g. intranet/forums) | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Insufficient resources/expertise |
| ...Support in securing school holiday care | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Insufficient resources/expertise |
| ...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>) |
| ...No | Insufficient resources/expertise |
| ...Parenting workshops targeting mothers | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Parenting workshops targeting fathers | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...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 Every one-to-two years |
| ...All employees | Yes(<i>Please indicate how often is this training provided (select all that apply):</i>) |
| | |

| | |
|--------|--|
| ...Yes | At induction Every one-to-two years |
|--------|--|

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(<i>Select all that apply</i>) | |
| ...Yes | Policy |

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>) |
| ...No | Other (provide details) |
| ...Other (provide details) | A webinar was offered to all staff across the organisation on family violence |
| ...A domestic violence clause is in an enterprise agreement or workplace agreement | Yes |
| ...Workplace safety planning | Yes |
| ...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>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Additional leave-with-pay provisions are available upon application and contained the workplace agreement. |
| ...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Paid leave is available |
| ...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 | Yes |
| ...Flexible working arrangements | Yes |
| ...Provision of financial support (e.g. advance bonus payment or advanced pay) | No(<i>Select all that apply</i>) |
| ...No | Insufficient resources/expertise |
| ...Offer change of office location | Yes |
| ...Emergency accommodation assistance | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Although not in the procedure, staff would be supported to secure emergency accommodation where required. |
| ...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 | 52 | 46 | 0 | 0 | 98 |
| | Full-time contract | 23 | 32 | 0 | 0 | 55 |
| | Part-time permanent | 8 | 0 | 0 | 0 | 8 |
| | Part-time contract | 3 | 1 | 0 | 0 | 4 |
| Professionals | Full-time permanent | 316 | 290 | 0 | 0 | 606 |
| | Full-time contract | 42 | 53 | 0 | 0 | 95 |
| | Part-time permanent | 146 | 30 | 0 | 0 | 176 |
| | Part-time contract | 41 | 11 | 0 | 0 | 52 |
| | Casual | 175 | 105 | 0 | 0 | 280 |
| Technicians And Trades Workers | Full-time permanent | 5 | 16 | 0 | 0 | 21 |
| | Part-time permanent | 14 | 13 | 0 | 0 | 27 |
| | Casual | 7 | 4 | 0 | 0 | 11 |
| Community And Personal Service Workers | Full-time permanent | 22 | 7 | 0 | 0 | 29 |
| | Full-time contract | 5 | 4 | 0 | 0 | 9 |
| | Part-time permanent | 29 | 1 | 0 | 0 | 30 |
| | Part-time contract | 1 | 0 | 0 | 0 | 1 |
| | Casual | 43 | 18 | 0 | 0 | 61 |
| Clerical And Administrative Workers | Full-time permanent | 53 | 5 | 0 | 0 | 58 |
| | Full-time contract | 4 | 3 | 0 | 1 | 8 |
| | Part-time permanent | 54 | 2 | 0 | 0 | 56 |
| | Part-time contract | 9 | 1 | 0 | 0 | 10 |
| | Casual | 111 | 30 | 0 | 0 | 141 |

* Categorized 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 | 4 | 5 |
| GM | -1 | Full-time contract | 1 | 1 | 2 |
| | | Part-time contract | 1 | 0 | 1 |
| | -2 | Full-time permanent | 1 | 1 | 2 |
| | | Full-time contract | 10 | 7 | 17 |
| | | Part-time contract | 0 | 1 | 1 |
| | -3 | Full-time permanent | 2 | 5 | 7 |
| Full-time contract | | 1 | 1 | 2 | |
| SM | -2 | Full-time permanent | 5 | 3 | 8 |
| | | Full-time contract | 5 | 3 | 8 |
| | -3 | Full-time permanent | 17 | 14 | 31 |
| | | Full-time contract | 3 | 6 | 9 |
| | | Part-time permanent | 1 | 0 | 1 |
| -4 | Full-time permanent | 2 | 3 | 5 | |
| OM | -2 | Full-time permanent | 3 | 1 | 4 |
| | -3 | Full-time permanent | 6 | 11 | 17 |
| | | Full-time contract | 2 | 5 | 7 |
| | | Part-time permanent | 4 | 0 | 4 |
| | | Part-time contract | 1 | 0 | 1 |
| | -4 | Full-time permanent | 13 | 6 | 19 |
| | | Full-time contract | 0 | 2 | 2 |
| | | Part-time permanent | 2 | 0 | 2 |
| | | Part-time contract | 1 | 0 | 1 |
| | -5 | Full-time permanent | 3 | 2 | 5 |
| Full-time contract | | 0 | 2 | 2 | |
| Part-time permanent | | 1 | 0 | 1 | |

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Tertiary Education

| Question | Contract Type | Employment Type | Manager Category | Female | Male | Total* |
|---|---------------|---------------------|---------------------|--------|------|--------|
| 1. How many employees were promoted? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 5 | 0 | 5 |
| | | | Non-managers | 10 | 10 | 20 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 1 | 1 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 3 | 0 | 3 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 6 | 1 | 7 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 6 | 6 | 12 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 9 | 0 | 9 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 16 | 5 | 21 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 1 | 0 | 1 |
| | | | Non-managers | 10 | 11 | 21 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 1 | 2 | 3 |
| | | | Managers | 4 | 4 | 8 |
| | | | Non-managers | 11 | 10 | 21 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 5 | 0 | 5 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 1 | 0 | 1 |
| | | | Non-managers | 2 | 0 | 2 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Tertiary Education

| Question | Contract Type | Employment Type | Manager Category | Female | Male | Total* |
|--|---------------|---------------------|---------------------|--------|------|--------|
| 4. How many employees (including partners with an employment contract) voluntarily resigned? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 1 | 1 | 2 |
| | | | Non-managers | 14 | 7 | 21 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 1 | 0 | 1 |
| | | | Managers | 0 | 5 | 5 |
| | | | Non-managers | 3 | 8 | 11 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 19 | 3 | 22 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 1 | 0 | 1 |
| | | | Non-managers | 9 | 4 | 13 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| 5. How many employees have taken primary carer's parental leave (paid and/or unpaid)? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 1 | | 1 |
| | | | Non-managers | 11 | 0 | 11 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 2 | | 2 |
| | | | Non-managers | 25 | 0 | 25 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 2 | | 2 |
| | | | Non-managers | 4 | 0 | 4 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| 6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 1 | 1 |
| | | | Non-managers | 0 | 7 | 7 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 2 | 2 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Tertiary Education

| Question | Contract Type | Employment Type | Manager Category | Female | Male | Total* |
|---|---------------|---------------------|---------------------|--------|------|--------|
| 7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 1 | 0 | 1 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |

* Total employees includes Gender X