



Public report

2019-20

Submitted by

Legal Name:

The Royal Australasian College Of Physicians





Organisation and contact details

Submitting organisation details	Legal name	The Royal Australasian College Of Physicians
	ABN	90270343237
	ANZSIC	P Education and Training 8219 Adult, Community and Other Education n.e.c.
	Business/trading name/s	The Royal Australasian College Of Physicians
	ASX code (if applicable)	
	Postal address	145 Macquarie Street SYDNEY NSW 2000 AUSTRALIA
	Organisation phone number	(02) 9256 5444
Reporting structure	Number of employees covered by this report	442

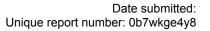




Workplace profile

Manager

Managar accumational actoroxica	Departing level to CEO	Employment status		N	o. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
		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	4	3	7
		Full-time contract	0	0	0
Key management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	1	0	1
		Casual	0	0	0
		Full-time permanent	11	6	17
		Full-time contract	0	1	1
Other executives/General managers	-2	Part-time permanent	2	0	2
		Part-time contract	1	0	1
		Casual	0	0	0
		Full-time permanent	34	13	47
		Full-time contract	5	1	6
Other managers	-3	Part-time permanent	3	0	3
		Part-time contract	2	0	2
		Casual	1	0	1
Grand total: all managers			64	26	90



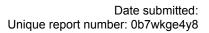




Workplace profile

Non-manager

Non manager accumptional estagerica	Employment status	No. of employees (excluding gra	aduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total ampleyage
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	47	14	0	0	0	0	61
	Full-time contract	22	11	0	0	0	0	33
Professionals	Part-time permanent	8	2	0	0	0	0	10
	Part-time contract	4	2	0	0	0	0	6
	Casual	5	2	0	0	0	0	7
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	105	11	0	0	0	0	116
	Full-time contract	40	5	0	0	0	0	45
Clerical and administrative	Part-time permanent	24	1	0	0	0	0	25
	Part-time contract	10	1	0	0	0	0	11
	Casual	26	5	0	0	0	0	31
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0







Non manager equipational estageries	Employment status	No. of employees (excluding gra	aduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	М	F	M	F	М	Total employees
	Full-time permanent	0	1	0	0	0	0	1
	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	6	0	0	0	0	6
	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		291	61	0	0	0	0	352





Reporting questionnaire

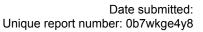
Gender equality indicator 1: Gender composition of workforce

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

NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2019 to 31 March 2020. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

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





1.4

Promotions



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





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

	Mana	igers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	0	3	1
Permanent/ongoing part-time employees	1	0	2	0
Fixed-term contract full-time employees	0	1	1	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	15	8
Number of appointments made to NON-MANAGER roles (including promotions)	111	19

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

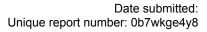
	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	3	0	22	5
Permanent/ongoing part-time employees	2	0	3	2
Fixed-term contract full-time employees	0	0	10	2
Fixed-term contract part-time employees	0	0	3	0
Casual employees	0	0	1	0

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

Gender equality indicator 2: Gender composition of governing bodies

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

- 2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.
 - 2.1 Please answer the following questions relating to each governing body covered in this report.



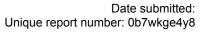




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

	RACP		
2.1b.1	What gender is the Chair on this gover Chair at your last meeting)?	ning body (if the role of the Chair rota	ites, enter the gender of the
		Female	Male
	Number	0	1
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	s)?
		Female	Male
	Number	4	5
2.1d.1	Has a target been set to increase the re	epresentation of women on this gover	ning body?
2.1g.1	☐ Currently under development,☐ Insufficient resources/expertise	nder balance (e.g. 40% women/40% men please enter date this is due to be comple ening body/board appointments (provide	eted
2.2	Do you have a formal selection policy organisations covered in this report? Yes (select all applicable answers) Policy Strategy No (you may specify why no formal se	election policy or formal selection strategy	y is in place)
	☐ Insufficient resources/expertise		
2.3	Does your organisation operate as a p "incorporated" entity - Pty Ltd, Ltd or I ☐ Yes ☐ No		our organisation is an







2.5	If your organisation would like to provide additional information relating to gender equality indicator 2
	please do so below.

The president is male. The president elect is female.

Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

⊠ Ye	es (select all applicable answers) Policy
□ No	☐ Strategy (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
	 Yes (provide details in question 3.2 below) No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) □ Currently under development, please enter date this is due to be completed □ Salaries set by awards/industrial or workplace agreements □ Insufficient resources/expertise □ Non-award employees paid market rate
	☐ Not a priority ☐ Other (provide details):
	☐ Not a priority
cond	Not a priority Other (provide details): you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)? ss - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years
Cond ☐ Ye	Not a priority Other (provide details): you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)? ss - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): yo (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed
cond ☐ Ye	Not a priority Other (provide details): you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)? ss - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): yo (you may specify why you have not analysed your payroll for gender remuneration gaps)
Cond ☐ Ye ☐ No room qualifi	Other (provide details): you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)? ss - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): You may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or

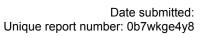




Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

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

	er responsibility for the day-to-day care of a child. ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
time of indications of time of paid p	Iss. (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 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) We offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please the how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of 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) We offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded parental leave is provided to men ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of 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) Cover 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) Cover which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks Cover which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks Cover which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks Cover which it is paid. For example, full pay for 12 weeks or half pay for 24
5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
	12
carer	r organisation would like to provide additional information on your paid parental leave for primary s e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.
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.







		☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☐ 91-99% ☐ 100%
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:
6.		CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the rry carer.
		ou provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?
	☐ No	we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (you may specify why employer funded paid parental leave for secondary carers is not paid) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
	6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
6a.		20 r organisation would like to provide additional information on your paid parental leave for SECONDARY ERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
		☐ <10% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☑ 61-70% ☐ 71-80% ☐ 91-99% ☐ 100%
	6.3	Please indicate whether your employer funded paid parental leave for secondary carers covers:
		☑ Adoption☐ Surrogacy☐ Stillbirth





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

	Primary carer's leave		Secondary carer's leave		
	Female	Male	Female	Male	
Managers	1	0	0	0	

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

	Primary carer	's leave	Secondary care	r's leave
	Female	Male	Female	Male
Non-managers	23	0	0	0

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

	Female	Male
Managers	0	0

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

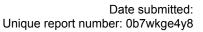
	Female	Male
Non-managers	1	0

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

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

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

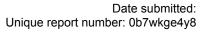
\boxtimes	Yes (select all applicable answers)
	Policy
	☐ Strategy
	No (you may specify why no formal policy or formal strategy is in place)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise







		☐ Included in award/industrial or workplace agreement
		Not a priority
		Other (provide details):
11.		u offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	✓ Yes	
	☐ No	(you may specify why non-leave based measures are not in place)
		☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
		☐ Not a priority
		Other (provide details):
	11.1	Please select what support mechanisms are in place and if they are available at all worksites. • Where only one worksite exists, for example a head-office, select "Available at all worksites".
		□ Employer subsidiced shildeers
		☐ Employer subsidised childcare ☐ Available at some worksites only
		Available at 30th worksites
		☐ On-site childcare
		Available at some worksites only
		Available at all worksites
		Breastfeeding facilities
		☐ Available at some worksites only ☑ Available at all worksites
		Childcare referral services
		☐ Available at some worksites only
		Available at all worksites
		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
		☐ Information packs to support new parents and/or those with elder care responsibilities
		☐ Available at some worksites only☐ Available at all worksites
		Referral services to support employees with family and/or caring responsibilities
		Available at some worksites only
		Available at all worksites
		Targeted communication mechanisms, for example intranet/ forums
		☐ Available at some worksites only☐ Available at all worksites
		Support in securing school holiday care
		Available at some worksites only
		☐ Available at all worksites
		Coaching for employees on returning to work from parental leave
		Available at some worksites only
		☐ Available at all worksites ☐ Parenting workshops targeting mothers
		Available at some worksites only
		Available at 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
12.	Do yo violen	u have a formal policy and/or formal strategy to support employees who are experiencing family or domestic ce?
	⊠ Ye:	s (select all applicable answers)







	 ☑ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreements ☐ Not aware of the need ☐ Not a priority ☐ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	Employee assistance program (including access to a psychologist, chaplain or counsellor)
	☐ Training of key personnel ☐ A domestic violence clause is in an enterprise agreement or workplace agreement
	☐ Workplace safety planning
	 Access to paid domestic violence leave (contained in an enterprise/workplace agreement) Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)
	☐ Access to dripaid 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
	☑ Protection from any adverse action or discrimination based on the disclosure of domestic violence
	⊠ Flexible working arrangements □ Provision of financial support (e.g. advance bonus payment or advanced pay) □
	☐ Offer change of office location
	Emergency accommodation assistance
	☐ Access to medical services (e.g. doctor or nurse) ☐ Other (provide details):
	☐ No (you may specify why no other support mechanisms are in place)
	☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
	☐ Not aware of the need
	☐ Not a priority
	Other (provide details):
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men?
	 flexible hours of work compressed working weeks
	• time-in-lieu
	• telecommuting
	 part-time work job sharing
	• carer's leave
	purchased leave
	 unpaid leave. Options may be offered both formally and/or informally.
	For example, if time-in-lieu is available to women formally but to men informally, you would select NO.
	☑ Yes, the option/s in place are available to both women and men.☑ No, some/all options are not available to both women AND men.
	 14.1 Which options from the list below are available? Please tick the related checkboxes. Unticked checkboxes mean this option is NOT available to your employees.





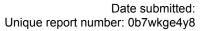
	Mar	nagers	Non-managers				
	Formal	Informal	Formal	Informal			
Flexible hours of work			\boxtimes				
Compressed working weeks							
Time-in-lieu							
Telecommuting	\boxtimes		\boxtimes				
Part-time work		\boxtimes		\boxtimes			
Job sharing		\boxtimes		\boxtimes			
Carer's leave							
Purchased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

		Carer's leave	\boxtimes		\boxtimes			
		Purchased leave	\boxtimes		\boxtimes			
		Unpaid leave	\boxtimes		\boxtimes			
	14.3	You may specify why any of the above option	ıs are NOT av	ailable to your e	employees.			
		☐ Currently under development, please enter de ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):	ate this is due	to be completed				
	14.4 If your organisation would like to provide additional information relating to gender equality indicator 4 please do so below:							
Can	d a	aguality indicator E. Canaul	tation w	th ample		laarraa		
		equality indicator 5: Consul			ees on	issues		
cond	cern	ing gender equality in the w	orkplace	9				
		quality indicator seeks information on what consulnder equality in the workplace.	Itation occurs b	oetween employe	ers and employ	ees on issues		
15.	Have y	ou consulted with employees on issues conc	erning gende	r equality in you	ır workplace?			
	□Yes							
		(you may specify why you have not consulted with	h employees o	n gender equality	y)			
	 Not needed (provide details why): ☐ Insufficient resources/expertise ☐ Not a priority 							
		Other (provide details):						
	15.3	If your organisation would like to provide add please do so below.	litional inform	nation relating to	o gender equa	lity indicator 5,		

Gender equality indicator 6: Sex-based harassment and discrimination

The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

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







		s (select all applicable answers) Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):	
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy? Yes No (you may specify why a grievance process is not included) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):	
17.	Do you provide training for all managers on sex-based harassment and discrimination prevention?		
		s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): (you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):	
	17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:	

Other

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

(As with all questions in this questionnaire, information you provide here will appear in your public report.)





Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. 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 80.3% females and 19.7% males.

Promotions

- 2. 81.8% of employees awarded promotions were women and 18.2% were men
 - i. 75.0% of all manager promotions were awarded to women
 - ii. 85.7% of all non-manager promotions were awarded to women.
- 3. 13.8% of your workforce was part-time and 27.3% of promotions were awarded to part-time employees.

Resignations

- 4. 83.0% of employees who resigned were women and 17.0% were men
 - i. 100.0% of all managers who resigned were women
 - ii. 81.2% of all non-managers who resigned were women.
- 13.8% of your workforce was part-time and 18.9% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 4.2% of all women who utilised parental leave ceased employment before returning to work
- ii. N/A men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

CEO sign off confirmation

Name of CEO or equivalent:	Confirmation CEO has signed the report:
Peter McIntyre	
CEO signature:	Date:
Philesop	30 July 2020