



Public report

2017-18

Submitted by

Legal Name: Racing Victoria





Organisation and contact details

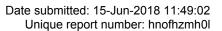
Submitting organisation details	Legal name	Racing Victoria			
	ABN	88096917930			
		R Arts and Recreation Services			
	ANZSIC	9121 Horse and Dog Racing Administration and Track Operation			
	Business/trading name/s	Racing Victoria Limited			
	ASX code (if applicable)				
	Postal address	400 Epsom Rd			
		FLEMINGTON VIC 3031			
		AUSTRALIA			
	Organisation phone number	0392584603			
Reporting structure	Ultimate parent	Racing Victoria			
	Number of employees covered by this report	321			





All organisations covered by this report

Legal name	Business/trading name/s
Racing Victoria	Racing Victoria Limited
Australian Racing Museum Limited	



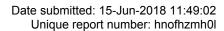




Workplace profile

Manager

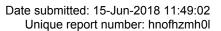
Manager assumptional actions in	Demonting level to CEO	Constant of the constant of th		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М			
		Full-time permanent	0	1	1		
		Full-time contract	0	0	0		
	0	Part-time permanent	0	0	0		
		Full-time permanent 0 1 1 1 Full-time contract 0 0 0					
		Casual	0 1 1 0 0 0				
y management personnel		Full-time permanent	1	4	5		
		Full-time contract	0	0	0		
Key management personnel	-1	Part-time permanent	0	0	0		
			0	0	0		
			0	0	0		
		Full-time permanent	2	5	7		
			0	2	2		
Senior Managers	-2		0	0	0		
		Part-time contract	0	0	0		
			0	0	0		
		Full-time permanent	1	2	3		
			0	0	0		
	-3	Part-time permanent	0	0	0		
			0	0	0		
		Casual	0	0	0		
		Full-time permanent	0	5	5		
			0	0	0		
	-2	Part-time permanent	0	0	0		
			0	0	0		
Oth an arrange and		Casual	0	0	0		
Other managers		Full-time permanent	5	8	13		
		Full-time contract	0	0	0		
	-3	Part-time permanent	1	0	1		
		Part-time contract	0	0	0		
		Casual	0	0	0		







Manager occupational categories	Departing level to CEO	Employment status	No. of employees			
ivianagei occupational categories	Reporting level to CEO Employment status	F	М	Total employees		
	Full-tim -4 Part-tin Part-tin	Full-time permanent	1	0	1	
		Full-time contract	0	0	0	
		Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers				27	39	



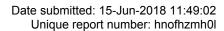




Workplace profile

Non-manager

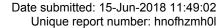
Non manager appunational actorogrica	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ameniavasa
Non-manager occupational categories	Employment status	F	M	F	М	F	F M Introduces 0 0 49 0 0 0 49 0 0 0 1 0 0 0 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	
Professionals Technicians and trade Community and personal service Clerical and administrative	Full-time permanent	7	42	0	0	0	0	49
	Full-time contract	1	0	0	0	0	0	1
	Part-time permanent	2	2	0	0	0	0	4
	Part-time contract	0	0	0	0	0	0	0
	Casual	5	17	0	0	0	0	22
Professionals Fechnicians and trade Focumulation is a service in the service in the service is a service in the service in the service is a service in the serv	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	1	0	0	0	0	0	1
	Part-time permanent	2	1	0	0	0	0	3
	Part-time contract	0	0	0	0	0	0	0
	Casual	25	134	0	0	0	0	159
Community and personal service	Full-time permanent	16	7	0	0	0	0	23
	Full-time contract	0	0	0	0	0	0	0
	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	1	0	0	0	0	0	1
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	2	1	0	0	0	0	3
	Part-time contract	0	0	0	0	0	0	0
I Clerical and administrative I (I	Casual	10	6	0	0	0	0	16
	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
Sales	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 (exclud	ing graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ampleyage	
Labourers	Employment status	F	M	F	М	F	М	l otal employees	
	Full-time permanent	0	0	0	0	0	0	0	
Labourers	Full-time contract	0	0	0	0	0	0	0	
	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	Grand total: all non-managers		210	0	0	0	0	282	







Reporting questionnaire

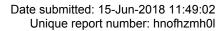
Gender equality indicator 1: Gender composition of workforce

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 2017 to 31 March 2018. (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





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	0	1	5	5
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	1

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

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

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	1	5
Number of appointments made to NON-MANAGER roles (including promotions)	36	42

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

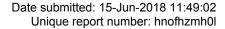
	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	2	12	4
Permanent/ongoing part-time employees	0	0	1	1
Fixed-term contract full-time employees	0	0	1	0
Fixed-term contract part-time employees	0	0	1	0
Casual employees	0	0	8	13

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	g to each go	overning bod	y covered in this repor	t.
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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.

2.1a.1 Org	anisation	name?
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Racing Victoria Board Australian Racing Museum Board

2.1b.1 How many Chairs on this governing body?

	Female	Male
Number	0	1

2.1c.1 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	2	5

2.1d.1 Has a target been set to increase the representation of women on this governing body?

☐ Yes
No (you may specify why a target has not been set)
☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☑ Do not have control over governing body/board appointments (provide details why):
The power to appoint the Board was transferred to the Minister on 10 August 2017 by way of ar
amendment of the Racing Victoria Constitution
☐ Not a priority
☐ Other (provide details):

2.1g.1 Are you reporting on any other organisations in this report?

\boxtimes	Yes
	Nο

2.1a.2 Organisation name?

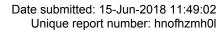
Australian Racing Museum Board

2.1b.2 How many Chairs on this governing body?

	Female	Male
Number	0	1

2.1c.2 How many other members are on this governing body (excluding the Chair/s)?

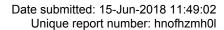
	Female	Male
Number	2	2







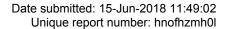
	2.1d.2	Has a target been set to increase the representation of women on this governing body?
		☐ Yes ☐ No (you may specify why a target has not been set) ☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/experting body/board appointments (provide details why):
		 □ Do not have control over governing body/board appointments (provide details why): □ Not a priority □ Other (provide details):
	2.1g.2	Are you reporting on any other organisations in this report?
		☐ Yes ☑ No
	2.2	Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report?
		☐ Yes (select all applicable answers) ☐ Policy
		☐ Strategy ☐ No (you may specify why no formal selection policy or formal selection strategy is in place)
		☐ In place for some governing bodies ☐ Currently under development, please enter date this is due to be completed
		 ☐ Insufficient resources/expertise ☐ Do not have control over governing body appointments (provide details why) Victorian Government appointed Board - Minister for Racing
		☐ Not a priority ☐ Other (provide details):
	2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
		☐ Yes ☑ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
		The Victorian Government, through the Racing Minister will appoint a new Racing Victoria Board by July 2017. Expectation that appointments will now follow the Victorian government guidelines on appointments. In the reporting period, the RV Board implemented gender targets.
Gei	nder	equality indicator 3: Equal remuneration between women and men
	remune er equali	ration between women and men is a key component of improving women's economic security and progressing ty.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Yes	s (select all applicable answers) ☐ Policy
	□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):
3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
	 ☑ To achieve gender pay equity ☑ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews) ☑ To be transparent about pay scales and/or salary bands ☑ To ensure managers are held accountable for pay equity outcomes ☑ To implement and/or maintain a transparent and rigorous performance assessment process ☑ Other (provide details):
	you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
□ No	s - 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): (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 cations) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there in for discretion in pay changes (because pay increases can occur with some discretion such as performance sements) Non-award employees paid market rate Not a priority Other (provide details):
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide). Organisation-wide an smore recently a specific piece of work has been conducted on senior management pay equity.
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	 ✓ Yes – indicate what actions were taken (select all applicable answers) ✓ Created a pay equity strategy or action plan ✓ Identified cause/s of the gaps ✓ Reviewed remuneration decision-making processes ✓ Analysed commencement salaries by gender to ensure there are no pay gaps





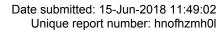


☐ Analysed performance ratings to ensure there is no gender bias (including unconscious bias)		
☐ Analysed performance pay to ensure there is no gender bias (including unconscious bias)		
☑ Trained people-managers in addressing gender bias (including unconscious bias)		
☐ Set targets to reduce any like-for-like gaps		
☐ Set targets to reduce any organisation-wide gaps		
☐ Reported pay equity metrics (including gender pay gaps) to the governing body		
Reported pay equity metrics (including gender pay gaps) to the executive		
Reported pay equity metrics (including gender pay gaps) to all employees		
Reported pay equity metrics (including gender pay gaps) externally		
Conducted a gender-based job evaluation process		
☐ Implemented other changes (provide details):		
No (you may specify why no actions were taken resulting from your remuneration gap analysis)		
No unexplainable or unjustifiable gaps identified		
Currently under development, please enter date this is due to be completed		
☐ Insufficient resources/expertise		
Salaries set by awards/industrial or workplace agreements		
☐ Non-award employees are paid market rate		
Unable to address cause/s of gaps (provide details why):		
☐ Not a priority		
☐ Other (provide details):		
If your organisation would like to provide additional information relating to gender equality indicator 3,		
please do so below:		

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 fundamentated to gender equality and to maximising Australia's skilled workforce.

to cor	nbine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental ander equality and to maximising Australia's skilled workforce.
5.	A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.
	Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?
	Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please indicate how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) No, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded paid 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 time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) No, not available (you may specify why this leave is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise







		Not a priority Other (provide details):
	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:
		6
5a. If your organisation would like to provide additional information on your paid parental leave for carers e.g. eligibility period, where applicable the maximum number of weeks provided, and carrangements you may have in place, please do so below.		
		ployee must have at lease 12 months of continuous employment to be eligible for employer paid al leave
	5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY
	0.2	CARERS?
		In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
		☐ <10% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☑ 41-50%
		☐ 51-60% ☐ 61-70% ☐ 71-80%
		□ 81-90% □ 91-99%
		100%
6.		CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ry carer.
		u provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and n, 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:
		10
6a.		r organisation would like to provide additional information on your paid parental leave for SECONDARY RS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
		ployee must have at lease 12 months of continuous employment to be eligible for employer paid al leave

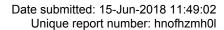


8.

9.



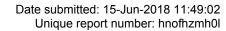
	RERS? In your	_			ccess to employ	-	-	
ow many	<100 10-2 21-3 31-4 41-5 51-6 61-7 71-8 91-9 1000	20% 80% 40% 50% 50% 70% 80% 99%	ken narental	I leave dur	ing the reportir	ng period (pa	aid and/or u	npaid)? Include
		arental leav	e, regardles	s of when	it commenced.			
	-		rimary carer'		_		ry carer's lea	
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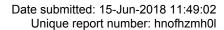
		 ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Don't offer flexible arrangements ☐ Not a priority ☐ Other (provide details):
	9.1	You may indicate which of the following are included in your flexible working arrangements strategy:
		A business case for flexibility has been established and endorsed at the leadership level Leaders are visible role models of flexible working Flexible working is promoted throughout the organisation Targets have been set for engagement in flexible work Targets have been set for men's engagement in flexible work Leaders are held accountable for improving workplace flexibility Manager training on flexible working is provided throughout the organisation Employee training is provided throughout the organisation Team-based training is provided throughout the organisation Employees are surveyed on whether they have sufficient flexibility The organisation's approach to flexibility is integrated into client conversations The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement) Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body
10.	Do yo	ou have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	⊠ 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 agreement Not a priority Other (provide details):
11.		ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye □ 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 subsidised childcare
		☐ Available at some worksites only
		☐ Available at all worksites ☐ On-site childcare
		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 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 Available at some worksites only Available at lall 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 you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence? Yes (select all applicable answers) Policy Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreements Not aware of the need Not a priority Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 ✓ Yes (select all applicable answers) ☑ Employee assistance program (including access to a psychologist, chaplain or counsellor) ☐ Training of key personnel ☐ A domestic violence clause is in an enterprise agreement or workplace agreement ☑ Workplace safety planning ☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to unpaid leave ☐ Confidentiality of matters disclosed ☐ Referral of employees to appropriate domestic violence support services for expert advice ☐ Protection from any adverse action or discrimination based on the disclosure of domestic violence ☐ Flexible working arrangements ☐ Provision of financial support (e.g. advance bonus payment or advanced pay) ☐ Offer change of office location ☐ Emergency accommodation assistance ☐ Access to medical services (e.g. doctor or nurse) ☐ Other (provide details): Personal security experts/consultants

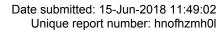






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Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

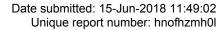






This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

5.	Have	you consulted with employees on issues concerning gender equality in your workplace?
	⊠ Ye □ No	(you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Insufficient resources/expertise
		☐ Not a priority ☐ Other (provide details):
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		 Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details):
		"Respectful Workplaces" workshops
	15.2	Who did you consult?
		 All staff Women only Men only Human resources managers Management Employee representative group(s) Diversity committee or equivalent Women and men who have resigned while on parental leave Other (provide details):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Ger	nder	equality indicator 6: Sex-based harassment and discrimination
artici	ipation.	on of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ 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 agreement ☐ Not a priority ☐ Other (provide details):





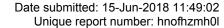


	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		 Yes No (you may specify why a grievance process is not included) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority □ Other (provide details):
17.	Do yo	u 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 26.2% females and 73.8% males.

Promotions

- 2. 41.7% of employees awarded promotions were women and 58.3% were men
 - i. 0.0% of all manager promotions were awarded to women
 - ii. 45.5% of all non-manager promotions were awarded to women.
- 3. 3.7% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 53.5% of employees who resigned were women and 46.5% were men
 - i. 0.0% of all managers who resigned were women
 - ii. 56.1% of all non-managers who resigned were women.
- 5. 3.7% of your workforce was part-time and 7.0% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 0.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all 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. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: Australian Workers Union CEO sign off confirmation Name of CEO or equivalent: Giles Thompson CEO signature: Date: