



Public report

2019-20

Submitted by

Legal Name: Transdev Australasia Pty Ltd





Organisation and contact details

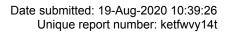
Submitting organisation details	Legal name	Transdev Australasia Pty Ltd		
	ABN	40079303816		
	ANZSIC	I Transport, Postal and Warehousing 4622 Urban Bus Transport (Including Tramway)		
	Business/trading name/s	Transdev Australasia Pty Ltd		
	ASX code (if applicable)			
	Postal address	GPO Box 5092		
		MELBOURNE VIC 3000		
		AUSTRALIA		
	Organisation phone number	(03) 8681 7500		
Reporting structure	Ultimate parent	Transdev Australasia Pty Ltd		
	Number of employees covered by this report	5,590		





All organisations covered by this report

Legal name	Business/trading name/s
Transdev Australasia Pty Ltd	Transdev Australasia Pty Ltd
Transdev Maintenance Services Pty Ltd.	
Transdev Sydney Pty Ltd	
Transdev NSW South Pty Ltd	
Transdev Queensland Pty Ltd	
Transdev WA Pty Ltd	
Transdev Brisbane Ferries Pty Ltd	
Transdev NSW Pty Ltd	Shorelink
Transdev Sydney Ferries Pty Ltd	Harbour City Ferries
Transdev Melbourne Pty Ltd	



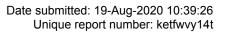




Workplace profile

Manager

Manager acquiretional actorogram	Departing level to CEO	Employment status	No. of e		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	0	0
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	2	1	3
		Full-time contract	0	8	8
Key management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	4	12	16
		Full-time contract	0	0	0
Other executives/General managers		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	16	43	59
		Full-time contract	0	3	3
Senior Managers	-3	Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	34	115	149
		Full-time contract	3	1	4
Other managers	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			60	184	244



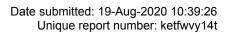




Workplace profile

Non-manager

Non-recorded and actional actions	Completion and status	No. of employees (exclud	ding graduates and apprentices)	No. of graduate	es (if applicable)	No. of apprent	ices (if applicable)	Total amenia va aa
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	64	83	3	4	0	0	154
	Full-time contract	5	4	0	0	0	0	9
Professionals	Part-time permanent	8	0	0	0	0	0	8
	Part-time contract	2	0	0	0	0	0	2
	Casual	2	5	0	0	0	0	7
	Full-time permanent	6	228	0	0	0	2	236
	Full-time contract	0	0	0	0	0	5	5
Technicians and trade	Part-time permanent	0	3	0	0	0	0	3
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	1	0	0	0	0	2
	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	102	137	4	0	0	0	243
	Full-time contract	7	2	0	0	0	0	9
Clerical and administrative	Part-time permanent	17	10	0	0	0	0	27
	Part-time contract	1	0	0	0	0	0	1
	Casual	64	68	0	0	0	0	132
	Full-time permanent	18	8	0	0	0	0	26
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	10	3	0	0	0	0	13
	Part-time contract	0	0	0	0	0	0	0
	Casual	14	11	0	0	0	0	25
	Full-time permanent	198	2,412	0	0	0	0	2,610
	Full-time contract	2	2	0	0	0	0	4
Machinery operators and drivers	Part-time permanent	11	66	0	0	0	0	77
	Part-time contract	0	3	0	0	0	0	3
	Casual	56	486	0	0	0	0	542







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
Non-manager occupational categories	Employment status	F	M	F	М	F	M	rotal employees
	Full-time permanent	75	520	0	0	1	9	605
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	92	260	0	0	0	0	352
	Part-time contract	0	0	0	0	0	0	0
	Casual	41	129	0	0	0	0	170
	Full-time permanent	19	40	0	0	0	0	59
	Full-time contract	1	0	0	0	0	0	1
Others	Part-time permanent	5	3	0	0	0	0	8
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	12	0	0	0	0	13
Grand total: all non-managers		822	4,496	7	4	1	16	5,346





Reporting questionnaire

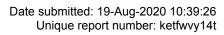
Gender equality indicator 1: Gender composition of workforce

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 Later 2021 □ 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	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	6	13	9	18
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	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)	6	56
Number of appointments made to NON-MANAGER roles (including promotions)	183	488

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

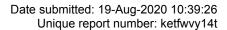
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	13	24	80	388
Permanent/ongoing part-time employees	0	0	19	51
Fixed-term contract full-time employees	0	2	4	2
Fixed-term contract part-time employees	0	0	2	0
Casual employees	0	0	34	156

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.





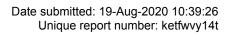


Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

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.

2.1a.1	Organisation name? Transdev Australasia Pty Ltd							
2.1b.1	What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gender of the Chair at your last meeting)?							
		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	1	4					
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 erning body/board appointments (provide	eted					
2.1a.2	Organisation name?							
	Transdev NSW South Pty Ltd							
2.1b.2	How many Chairs on this governing bo	-						
	Niversia	Female	Male					
	Number	0	1					
2.1c.2	How many other members are on this	governing body (excluding the Chair/s	s)?					
		Female	Male					
	Number	1	2					

2.1d.2 Has a target been set to increase the representation of women on this governing body?

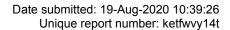






	 Yes No (you may specify why a target has not been set) ☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Do not have control over governing body/board appointments (provide details why): ☐ Not a priority ☐ Other (provide details): 							
2.1g.2	Are you reporting on any other organis	sations in this report?						
	⊠ Yes □ No							
2.1a.3	Organisation name?							
	Transdev Sydney Pty Ltd							
2.1b.3	How many Chairs on this governing bo	ody?						
		Female	Male					
	Number	0	1					
2.1c.3	How many other members are on this governing body (excluding the Chair/s)?							
	Number	Female 1	Male 2					
	Number	1						
2.1d.3	3 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): ☐ Not a priority ☐ Other (provide details):							
2.1g.3	Are you reporting on any other organis	sations in this report?						
	⊠ Yes □ No							
2.1a.4	Organisation name?							
	Transdev WA Pty Ltd	Transdev WA Pty Ltd						
2.1b.4	How many Chairs on this governing bo	ody?						
		Female	Male					
	Number	0	1					

2.1c.4 How many other members are on this governing body (excluding the Chair/s)?





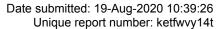


	Female	Male
Number	1	2
1d.4 Has a target been set to increase the re ☐ Yes ☐ No (you may specify why a target has		ning body?
☐ Governing body/board has ger☐ Currently under development,☐ Insufficient resources/expertise	nder balance (e.g. 40% women/40% mer please enter date this is due to be complete.	leted
1g.4 Are you reporting on any other organis	sations in this report?	
□ No		
1a.5 Organisation name?		
Transdev Queensland Pty Ltd		
1b.5 How many Chairs on this governing bo	- -	
Newstree	Female	Male
Number	0	1
1c.5 How many other members are on this	governing body (excluding the Chair/s Female	Male 2
		'
☐ Currently under development,☑ Insufficient resources/expertise	not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be compl	n/20% either) leted

⊠ Yes □ No

Transdev Brisbane Ferries Pty Ltd

2.1a.6 Organisation name?







2.1b.6	How man	y Chairs	on this	governi	ng	body	?
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	Female	Male
Number	0	1

2.1c.6 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	1	1

2.1d.6	Has a target	t been set to	increase the	epresentation	of women	on this	governing	body	٧?
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 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% eith 	er)
Currently under development, please enter date this is due to be completed	U .,
□ Do not have control over governing body/board appointments (provide details wh	y):
☐ Not a priority	
☐ Other (provide details):	
Are you reporting on any other organisations in this report?	

2.1g.6

\boxtimes	Yes
	No

2.1a.7 Organisation name?

Transdev Melbourne Pty Ltd

2.1b.7 How many Chairs on this governing body?

	Female	Male
Number	0	1

2.1c.7 How many other members are on this governing body (excluding the Chair/s)?

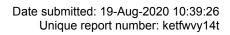
	Female	Male
Number	1	3

2.1d.7 Has a target been set to increase the representation of women on this governing body?

ither)
why):

2.1g.7 Are you reporting on any other organisations in this report?

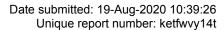
\boxtimes	Yes
П	No







2.1a.8	Organisation name?						
	Transdev Sydney Ferries P	y Ltd					
2.1b.8	How many Chairs on this governing body?						
		Fen	nale	Male			
	Number	0		1			
2.1c.8	How many other members	are on this governing body (ex	ccluding the Chair/	s)?			
		Fen	nale	Male			
	Number	1		1			
2.1d.8	Has a target been set to in	crease the representation of w	omen on this gove	rning body?			
	☐ Currently under o	poard has gender balance (e.g. 40 levelopment, please enter date th rces/expertise rol over governing body/board ap	is is due to be comp	pleted			
2.1g.8	Are you reporting on any	Are you reporting on any other organisations in this report?					
	☐ Yes ⊠ No						
2.2	Do you have a formal sele organisations covered in		ction strategy for g	overning body members for AL			
	✓ 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) ☐ Not a priority 						
	Other (provide de	etails):					
2.3		perate as a partnership structur v Ltd, Ltd or Inc; or an "unincor		your organisation is an			
	☐ Yes ⊠ No						
2.5	If your organisation would please do so below.	l like to provide additional infor	mation relating to	gender equality indicator 2,			



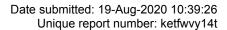




Gender equality indicator 3: Equal remuneration between women and men

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

3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Yes	s (select all applicable answers)
	□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?
	5.1	 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):
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. icted a gender pay gap analysis)?
	⊠ Yes	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):
	room f	(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 or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or eations)
		☐ 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 sments) ☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):







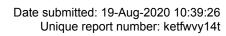
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaker
	(for example like-for-like and/or organisation-wide).

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 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 ☐ Corrected like-for-like gaps ☐ 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 □ Solarios set by gwards/industrial or workplace agreements
 ☐ 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 please do so below:

Gen S with

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.

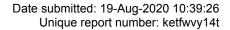
5.	A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.
	Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government 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)







	time of paid p	the how employer funded 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), 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 Government scheme is sufficient 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:
		12
5a.	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. <10%
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:
		 ☑ Adoption ☑ Surrogacy ☑ Stillbirth
6.		ECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the try 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	es b, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) b, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY b (you may specify why employer funded paid parental leave for secondary carers is not paid)





6a.

7.

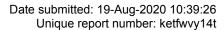


Mana	gers	2	0	0	2
M==		Female	Male	Female	Male
		Primary care	's leave	Secondary ca	arer's leave
		ERS have taken parenta parental leave, regardle			and/or unpaid)? Include
6.3	_	ate whether your emplo	yer funded paid p	arental leave for second	dary carers covers:
	RS e.g. eligibi What proport CARERS?	lity period, other arrangetion of your total workfur calculation, you MUS 0% 20% 30% 40% 50% 60% 70% 80% 99%	gements you may orce has access t	have in place etc, pleas	e do so below. parental leave for SECONDARY
If you	10 r organisation	would like to provide a	additional informa	tion on your paid parent	tal leave for SECONDARY
6.1		eave are provided (e.g.			NDARY CARERS? If different IIMUM number of days provided
	☐ Insufficient		se enter date this is	s due to be completed	

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	16	17	0	63

- 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 exite	ed the organisation	n for whatever	r reason, includ	ng
resigi	nations, redundancies	and dismissals.					

	Female	Male
Managers	0	0

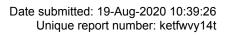
- How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from 8.1 parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example,
 - where annual leave or any other paid 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	3	5

	Non-managers	3	5
Do y	ou have a formal policy and/or for	mal strategy on flexible working ar	rangements?
⊠∨	es (select all applicable answers)		
	Policy		
	⊠ Strategy	lieu enferment strete en in in alexa)	
ШΝ	o (you may specify why no formal po	please enter date this is due to be cor	mpleted
	☐ Insufficient resources/expertise		
	☐ Don't offer flexible arrangemer☐ Not a priority	ıts	
	☐ Other (provide details):		
9.1	You may indicate which of the f	ollowing are included in your flexib	ole working arrangements strategy:
		as been established and endorsed at	the leadership level
	Leaders are visible role modelsFlexible working is promoted the		
	☐ Targets have been set for eng		
	☐ Targets have been set for men	i's engagement in flexible work	
	☐ Leaders are held accountable	for improving workplace flexibility orking is provided throughout the orga	pication
	⊠ Employee training is provided		iiiisatioii
	☐ Team-based training is provide		
		hether they have sufficient flexibility of lexibility is integrated into client conv	versations
		uated (eg reduced absenteeism, incre	
			eported to key management personne
	☐ Metrics on the use of, and/or tr	ne impact of, flexibility measures are re	eported to the governing body
Do y	ou have a formal policy and/or for	mal strategy to support employees	with family or caring responsibilities
⊠ Y	es (select all applicable answers)		
	☑ Policy☐ Strategy		
□N	o (you may specify why no formal po	olicy or formal strategy is in place)	
	Currently under development,	please enter date this is due to be cor	mpleted
	☐ Insufficient resources/expertise		
	☐ Included in award/industrial or☐ Not a priority	workplace agreement	
	Other (provide details):		

11. Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?

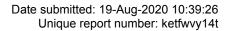






⊠ Yes	
☐ No	(you may specify why non-leave based measures are not in place)
	Currently under development, please enter date this is due to be completed
	Insufficient resources/expertise
	Not a priority
	Other (provide details):
11.1	Please select what support mechanisms are in place and if they are available at all worksites.
	 Where only one worksite exists, for example a head-office, select "Available at all worksites".
	□ Carata and additional abilities a
	☐ Employer subsidised childcare ☐ Available at some worksites only
	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 all worksites
	☐ Internal support networks for parents ☐ Available at some worksites only
	Available at some 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 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 some 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
	Mone of the above, please complete question 11.2 below
Do voi	u have a formal policy and/or formal strategy to support employees who are experiencing family or domestic
violen	
⊠ Yes	s (select all applicable answers)
50	⊠ 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

12.







	☐ 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)
	☐ Employee assistance program (including access to a psychologist, chaptain 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)
	☐ 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):
	 No (you may specify why no other support mechanisms are in place) ☐ Currently under development, please enter date this is due to be completed
	☐ 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.
	M Yes the entire /s in place are excitable to both warmen and man
	✓ 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.
	Tro, somerali optione are not avaliable to both women AND IIIell.
	AAA MARSIN AR CAN CAN CAN CONTROL PART IN TANK AND AN AR

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

	Job sharing				\boxtimes
	Carer's leave	\boxtimes		\boxtimes	
	Purchased leave				
	Unpaid leave		\boxtimes		\boxtimes
14.3	You may specify why any of the above option	ns are NOT av	ailable to your e	employees.	
 ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details): 					
14.4	14.4 If your organisation would like to provide additional information relating to gender equality indicate please do so below:			lity indicator 4,	
Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace					
	equality indicator seeks information on what consu gender equality in the workplace.	Itation occurs t	oetween employe	ers and employ	ees on issues
15. Have	e you consulted with employees on issues cond	erning gende	r equality in you	ır workplace?	
□ Y ⊠ N	lo (you may specify why you have not consulted wit lo (you may specify why you have not consulted wit lo Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details): Planned for 2021	h employees o	n gender equalit	y)	
15.3	If your organisation would like to provide add please do so below.	ditional 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.

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





		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.	⊠ Yes	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 15.9% females and 84.1% males.

Promotions

- 2. 32.6% of employees awarded promotions were women and 67.4% were men
 - i. 31.6% of all manager promotions were awarded to women
 - ii. 33.3% of all non-manager promotions were awarded to women.
- 3. 8.9% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 19.6% of employees who resigned were women and 80.4% were men
 - i. 33.3% of all managers who resigned were women
 - ii. 18.9% of all non-managers who resigned were women.
- 5. 8.9% of your workforce was part-time and 9.3% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 16.7% of all women who utilised parental leave ceased employment before returning to work
- ii. 6.1% 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. 37.5% 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:
Luke Agati	
CEO signature:	Date: