



Public report

2018-19

Submitted by

Legal Name: Stockdale Personnel Pty Ltd







Organisation and contact details

tockdale Personnel Pty Ltd
0098046854
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tockdale Personnel
O Box 2109
reston DC VIC 3072
USTRALIA
488805627
nner Northern Group Training Limited
82





All organisations covered by this report

	12 July 20 Jul	
Legal name	Business/trading name/s	
Stockdale Personnel Pty Ltd	Stockdale Personnel	
Susan Rogan Child Care Services Pty Ltd	Rogan Family Care	
Capricornia Training Company Ltd	Capricornia Training Company Ltd	
Jane Devereux Pty Ltd	Devereux Recruitment	



Workplace profile

Manager

Manager occupational categories	Deport of layer principle	sitets tacking		Section 1	No. of employees
manager occapational categories	Capoliling level to CEO	Cilipioyillerit status	Н	M	Total employees
		Full-time permanent	0	2	2
		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	1	2	3
		Full-time contract	0	0	0
Other managers	7-	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			1	4	5



Workplace profile

Non-manager

Notice of anitonism and animal	Employment of other	No. of employees (excluding	es (excluding graduates and apprentices)	No. of graduates (if	applicable)	No. of apprentices	es (if applicable)	
tori manager occupational categories	Limpioyine it status	±	M	1	Σ	4	Σ	l otal employees
	Full-time permanent	0	9	0	0	0	0	9
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	2	12	0	0	0	14
	Full-time permanent	0	0	0	0	0	က	က
	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	5	59	0	0	0	0	64
	Full-time permanent	1	0	0	0	0	0	1
	Full-time contract	1	1	0	0	0	0	2
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	112	20	0	0	0	0	132
	Full-time permanent	2	0	0	0	0	0	2
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	4	0	0	0	0	0	4
	Part-time contract	0	0	0	0	0	0	0
	Casual	17	9	0	0	0	0	23
	Full-time permanent	0		0	0	0	0	1
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	0 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	4	4
	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	5	96	0	0	0	0	101

Date submitted: Unique report number: unvprkpfdd



		No. of employees (excluding	graduates and apprentices)	No. of graduates (if	f applicable)	No. of apprentices	(if applicable)	
Non-manager occupational categories	Employment status		Σ	F	Σ	F	Σ	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	62	184	0	0	0	0	263
	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	29	28	0	0	0	0	57
Grand total: all non-managers		255	403	12	0	0		677





Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

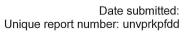
This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, 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:

Recruitment

- 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 2018 to 31 March 2019. (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.
- Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

	Reduction
	 ✓ 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 March 2020 □ 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 February 2020 ☐ 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 October 2019





☐ 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	agers	Non-mar	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	0	0	0
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 (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	2
Number of appointments made to NON-MANAGER roles (including promotions)	5	1

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

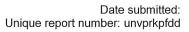
	Mana	gers	Non-ma	Non-managers	
	Female	Male	Female	Male	
Permanent/ongoing full-time employees	3	1	1	1	
Permanent/ongoing part-time employees	0	0	2	1	
Fixed-term contract full-time employees	0	0	3	0	
Fixed-term contract part-time employees	0	0	1	0	
Casual employees	1	0	0	0	

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.

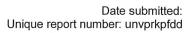
2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity,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







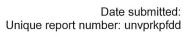
2.1	Please answer the following questions	s relating to each governing body cov	ered in this report.			
	Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2. If your organisation's governing body is the same 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?					
	Stockdale Personnel Pty Ltd,					
2.1b.1	.1 How many Chairs on this governing body?					
		Female	Male			
	Number	0	1			
2.1d.1	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 comp	n/20% either) leted			
2.1g.1	.1 Are you reporting on any other organisations in this report? ☑ Yes ☐ No					
2.1a.2	Organisation name?					
	Capricornia Trading Company Ltd					
2.1b.2	How many Chairs on this governing bo	ody?				
		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	2 Has a target been set to increase the r	epresentation of women on this gove	rning body?
	☐ Currently under development,☐ Insufficient resources/expertise	nder balance (e.g. 40% women/40% me please enter date this is due to be comp	eleted
2.1g.2	Are you reporting on any other organis	sations in this report?	
	⊠ Yes □ No		
2.1a.3	Organisation name?		
	Susan Rogan Child Care Services Pty Ltd	d	
2.1b.3	How many Chairs on this governing be	ody?	
		Female	Male
	Number	0	1
2.1c.3	How many other members are on this	governing body (excluding the Chair/s	s)?
	Number	1	2
2.1d.3	☐ Currently under development,☐ Insufficient resources/expertise	not been set) der balance (e.g. 40% women/40% mer please enter date this is due to be comp	n/20% either) leted
2.1g.3	Are you reporting on any other organis	sations in this report?	
	☐ Yes ⊠ No		
2.2	Do you have a formal selection policy organisations covered in this report?	and/or formal selection strategy for go	overning body members for ALL
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ☐ No (you may specify why no formal se ☐ In place for some governing both 		1







☐ Insufficient resources/expertise

		 □ Do not have control over governing body appointments (provide details why) □ 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.
Ge	nder	equality indicator 3: Equal remuneration between women and men
	l remun er equal	eration between women and men is a key component of improving women's economic security and progressing ity.
3.	Do yo	ou have a formal policy and/or formal strategy on remuneration generally?
	☐ Ye	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):
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
	⊠ Ye	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):
	□No	☐ Currently 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)
	IS roo	Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there m for discretion in pay changes (because pay increases can occur with some discretion such as performance
	asses	sments) ☐ Non-award employees paid market rate ☐ Not a priority
	4.01	Other (provide details): 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).





	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)
	4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
This in employ support to com	dicator ment to ting em bine pa	equality indicator 4: Flexible working and support for employees nily and caring responsibilities will enable the collection and use of information from relevant employers about the availability and utility of the erms, conditions and practices relating to flexible working arrangements for employees and to working arrangements ployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men id work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental ality and to maximising Australia's skilled workforce.
to gon	aor oqu	and to maximoning reactions workeree.
5.		IMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having r responsibility for the day-to-day care of a child.
		u provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND naddition to any government funded parental leave scheme for primary carers?
	time ov	s. (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 ver 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 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 ver 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)





	☐ By paying☐ By paying☐ By paying over which it is p☐ As a lump	the gap betweethe employee baid. For exan sum payment	d's full salary ople, full pay t (paid pre- c	oloyee's sal / (in addition y for 12 wee or post- par	n to the eks or h ental le	governm alf pay fo ave, or a	r 24 weeks		ave scheme rdless of the period c
⊠ No	o, not available (Currently to Insufficient Governme Not a prior Other (pro	inder develop t resources/ex nt scheme is ity	ment, pleas pertise				e completed		
	ECONDARY CA	RER" is a m	ember of a	couple or	a singl	e carer, I	REGARDLESS OF	GENE	DER, who is not the
							DARY CARERS that for secondary ca		vailable for men an
							ilable to women Of		
⊠ No	o (you may spec Currently u Insufficient Governme Not a prior	ify why emplo inder develop resources/ex nt scheme is s ity vide details):	oyer funded ment, pleas opertise sufficient en parental	paid parent e enter dat l I leave dur	tal leave e this is ing the	e for second due to be reporting	ondary carers is not	paid)	npaid)? Include
⊠ No	o (you may spec Currently u Insufficient Governme Not a prior Other (pro	ify why emplo inder develop resources/ex nt scheme is ity vide details): ERS have tak arental leave	oyer funded ment, pleas spertise sufficient en parental e, regardles	paid parent e enter dat I leave dur ss of when	tal leave e this is ing the it com	e for second due to be reporting	ondary carers is not e completed	paid) I/or ur	

- 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.

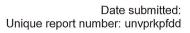




• 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	0	0

9.	Do yo	ou have a formal policy and/or formal strategy on flexible working arrangements?
	☐ Ye	ss (select all applicable answers) Policy Strategy
	⊠ No	y (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):
		informal as required
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):
		done informally
11.		ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye	
		(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 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
	 ☐ 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 all worksites ☐ Roaching for employees on returning to work from parental leave
	☐ Parenting workshops targeting mothers ☐ Available at some worksites only ☐ Available at all worksites ☐ Parenting workshops targeting fathers
	 ☐ Parenting workshops targeting fathers ☐ Available at some worksites only ☐ Available at all worksites ☐ None of the above, please complete question 11.2 below
	There 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):
	No (you may specify why no other support mechanisms are in place)☐ Currently under development, please enter date this is due to be completed

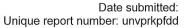


14.



	☐ Insufficient resources/expertise ☐ Not aware of the need ☐ Not a priority ☐ Other (provide details):				
AND Option Option For ex	e any of the following options are available in men? flexible hours of work compressed working weeks time-in-lieu telecommuting part-time work job sharing carer's leave purchased leave unpaid leave. Ins may be offered both formally and/or inform example, if time-in-lieu is available to women for es, the option/s in place are available to both women on, some/all options are not available to both women	nally. ormally but to r			
14.1	Which options from the list below are available Unticked checkboxes mean this option				
		Man	agers	Non-ma	anagers
		Formal	Informal	Formal	Informal
	Flexible hours of work				
	Compressed working weeks				
	Time-in-lieu				
	Telecommuting				
	Part-time work			\boxtimes	
	Job sharing			\boxtimes	
	Carer's leave	\boxtimes		\boxtimes	
	Purchased leave				
	Unpaid leave				
14.3	You may specify why any of the above option Currently under development, please enter d Insufficient resources/expertise Not a priority Other (provide details): As we operate as a Labour Hire/Group Train employees who do not operate within our builisted	ate this is due	to be completed	e to offer these	
14.4	If your organisation would like to provide adoptease do so below:	ditional inform	nation relating to	gender equa	lity indicator 4,

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.

15.	Have	you consulted with employees on issues concerning gender equality in your workplace?
	⊠ Ye	s (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):
	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): All non labour hire apprentices and trainees
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
he p	reventic	equality indicator 6: Sex-based harassment and discrimination 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.
6.	Do yo	u 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):





	10.1	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 39.3% females and 60.7% males.

Promotions

- 2. 0.0% of employees awarded promotions were women and 0.0% were men
 - . 0.0% of all manager promotions were awarded to women
 - ii. 0.0% of all non-manager promotions were awarded to women.
- 3. 0.6% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 78.6% of employees who resigned were women and 21.4% were men
 - i. 80.0% of all managers who resigned were women
 - ii. 77.8% of all non-managers who resigned were women.
- 5. 0.6% of your workforce was part-time and 28.6% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

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

Notification and access List of employee organisations: CEO sign off confirmation Name of CEO or equivalent: Confirmation CEO has signed the report: Poul Bottern CEO signature: Date: 31 May 2019