

# 2020 - 21 Compliance Program

Submitted by:

**Curtin University (ABN:99143842569)**



# #Workplace overview

## Policies and strategies

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

...Recruitment	Yes( <i>Select all that apply</i> )
...Yes	Policy Strategy
...Retention	Yes( <i>Select all that apply</i> )
...Yes	Policy
...Performance management processes	Yes( <i>Select all that apply</i> )
...Yes	Policy
...Promotions	Yes( <i>Select all that apply</i> )
...Yes	Policy Strategy
...Talent identification/identification of high potentials	Yes( <i>Select all that apply</i> )
...Yes	Policy Strategy
...Succession planning	Yes( <i>Select all that apply</i> )
...Yes	Policy Strategy
...Training and development	Yes( <i>Select all that apply</i> )
...Yes	Policy Strategy
...Key performance indicators for managers relating to gender equality	Yes( <i>Select all that apply</i> )
...Yes	Policy Strategy

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

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

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

Curtin University is strongly committed to gender equality and this is reflected in our Diversity & Equity Strategy and in a range of policies. We currently have Athena SWAN Bronze Accreditation and we are working towards Silver Accreditation. In addition, we are currently the only University in Australia to receive accreditation as an Inclusive Employer by the Diversity Council of Australia.

## Governing bodies

### Curtin University

1: Does this organisation have a governing body?	Yes( <i>Provide further details on the governing body(ies) and its composition</i> )
1.1: What is the name of your governing body?	Curtin University Council
1.2: What type of governing body does this organisation have?	Council
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female (F)	0
...Male (M)	1
...Gender X	0
...Members	
...Female (F)	6
...Male (M)	8
...Gender X	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes( <i>Select all that apply</i> )
	Policy
1.5: Has a target been set to increase the representation of women on this governing body?	No( <i>Select all that apply</i> )
	Governing body has gender balance (i.e. 40% women / 40% men / 20% either)

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

As at 31 March 2021, 42.85% of the Members of the Curtin University Council are Women and this reflects our broader commitment to gender equality. However, with the appointment of a Female Vice-Chancellor, who replaces our Male Interim Vice-Chancellor, 50% of the Curtin Council are now Women.

# #Action on gender equality

## Gender pay gaps

1: Do you have a formal policy and/or formal strategy on remuneration generally?

Yes(Select all that apply)

...Yes	Policy Strategy
1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?	Yes(Select all that apply)
...Yes	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 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)
...Other (provide details)	Conduct a formal jobs evaluation to ensure jobs are fully and fairly described without gender bias

2: Did your organisation receive JobKeeper payments?

No

3: What was the snapshot date used for your Workplace Profile?

31-Mar-2021

4: If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

*Curtin University is pleased to report that we currently have a gender pay gap of 9.4% which is well below the industry average of 11.8% for the Education and Training Sector as at November 2020. Notwithstanding this, the University has a target of 7.4% by the end of 2022 as we continue to work towards our aim of achieving gender pay equality. Curtin was the first WA University to become a signatory on the Australian Higher Education Joint Sector Position Statement on 'Preserving Gender Equity as a Higher Education Priority During and After COVID-19'. The statement was prepared by a group of university equity representatives, and commits signatories to maintain gender diversity initiatives and focus during and after the COVID-19 crisis*

## Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes(Provide further details on the most recent gender remuneration gap analysis that was undertaken.)

1.1: When was the most recent gender remuneration gap analysis undertaken? Within the last 12 months

1.2: Did you take any actions as a result of your gender remuneration gap analysis? Yes(Select all that apply)

1.2: Did you take any actions as a result of your gender remuneration gap analysis?  
 Identified cause/s of the gaps  
 Reviewed remuneration decision-making processes  
 Analysed commencement salaries by gender to ensure there are no pay gaps  
 Analysed performance pay to ensure there is no gender bias (including unconscious bias)  
 Set targets to reduce any organisation-wide gap

.. Yes  
 Reported pay equity metrics (including gender pay gaps) to the governing body  
 Reported pay equity metrics (including gender pay gaps) to the executive  
 Trained people-managers in addressing gender bias (including unconscious bias)  
 Corrected like-for-like gaps  
 Conducted a gender-based job evaluation process

1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)  
 Using data analytics we have reviewed 'like for like' roles using a work value points metric to ensure that like for like roles outside of our Enterprise Agreement have been remunerated equitably outside of any market loading or individual specific requirements. For roles not covered by a work value points metric they are governed by our Enterprise Agreement where work activity is measured and aligned based on level for both academic and professional staff to ensure organisation wide and like for like equity.

2: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Any anomalies identified above were reviewed and explained. There were no significant unexplainable inequities.

**Employee consultation**

1: Have you consulted with employees on issues concerning gender equality in your workplace?

Yes(Provide further details on the employee consultation process.)

1.1: How did you consult employees?	Survey Consultative committee or group Exit interviews Performance discussions
1.2: Who did you consult?	ALL staff

2: If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

Much of the focus of Curtin's work in relation to gender equality relates to our commitment to the Athena SWAN initiative. We are currently reviewing existing actions and developing new initiatives as we work towards Silver accreditation. The Working Group which has been established to guide that work has representatives from Diversity and Equity Committees in the four Faculties plus other representatives from the Research Office and other Business Units. The Working Group has been consulting with colleagues from those different areas as these new initiatives are developed and they will continue to do that as we develop specific actions going forward. All Staff have been invited to submit an Expression of Interest to be a Member of one of the 5 Working Groups which have been developed to finalise the specific actions and initiatives in relation to the five selected focus areas.

The Office of Strategy and Planning and People and Culture Branch have also consulted with key stakeholders in relation to the targets for the Council Diversity and Inclusion Scorecard, which includes Measures relating to Staff Gender balance and pay equity

# #Employee work/life balance

## Flexible working

1: Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes (*Select all that apply*)

...Yes	Policy Strategy
...A business case for flexibility has been established and endorsed at the leadership level	Yes
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	Yes
...Targets have been set for engagement in flexible work	No ( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	Flexible working is explicitly referenced in the Staff Agreement which covers more than 98% of our workforce
...Targets have been set for men's engagement in flexible work	No ( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	Flexible working is explicitly referenced in the Staff Agreement which covers more than 98% of our workforce
...Leaders are held accountable for improving workplace flexibility	Yes
...Manager training on flexible working is provided throughout the organisation	Yes
...Employee training is provided throughout the organisation	Yes
...Team-based training is provided throughout the organisation	Yes
...Employees are surveyed on whether they have sufficient flexibility	Yes
...The organisation's approach to flexibility is integrated into client conversations	Yes
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	No ( <i>Select all that apply</i> )

...No	Currently under development( <i>Select the estimated completion date.</i> )
...Currently under development	31-Dec-2021
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	No( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	We do not collect sufficient data or the systems capability relating to Staff use of flexible work options
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	No( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	Curtin collects limited data relating to the use of the range of workplace flexibility options available to Staff. We believe that this is consistent with the spirit of “flexibility” which we promote. Instead, we ask Staff a question in our annual survey about whether they have the flexibility they need to manage work and other commitments. In the most recent survey in 2020, 76% of Staff either Agreed or Strongly Agreed with this statement. This data is reported to Council.
...Other (provide details)	No

2: Do you offer any of the following flexible working options to MANAGERS in your workplace?

...Flexible hours of work	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available Informal options are available
...Time-in-lieu	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Informal options are available
...Telecommuting (e.g. working from home)	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
	Formal options are available



...SAME options for women and men	Informal options are available
...Part-time work	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available
...Job sharing	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available
...Carer's leave	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available
...Purchased leave	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available
...Unpaid leave	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available

3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

No	
3.1: You need to indicate which of the following flexible working options are available to NON-MANAGERS in your workplace.	Yes( <i>Select one option only</i> )
.. Flexible hours of work	
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available Informal options are available
...Time-in-lieu	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available Informal options are available

...Telecommuting (e.g. working from home)	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available Informal options are available
...Part-time work	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available
...Job sharing	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available
...Carer's leave	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available
...Purchased leave	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available
...Unpaid leave	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available

4: Were managers in your organisation allowed to make INFORMAL flexible working arrangements with their team members in response to the COVID-19 pandemic?

Yes, ALL managers

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce compared to pre-COVID-19?

Don't know / Not applicable

6: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

*As indicated earlier, Curtin is currently developing new actions as part of our commitment to Silver accreditation under the Athena SWAN initiative. Workplace flexibility and gender equality are important aspects of those new initiatives. Since the COVID-19 Pandemic significant flexibility was available to Staff across the University at a local level but as indicated in our response to earlier questions, we do not capture detailed information about the extent to which Staff use the various flexible working options available to them.*

# #Employee support

## Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave (using the primary/secondary carer definition)

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes( <i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i> )
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption Surrogacy Stillbirth
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	Yes, on employer funded parental leave
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	3
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	51-60%
1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes( <i>Please indicate how employer funded paid parental leave is provided to the secondary carers.</i> )
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption Surrogacy Stillbirth
1.2.c: How do you pay employer funded paid parental leave to secondary carers?	Paying the employee's full salary

1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	Yes, on employer funded parental leave
1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?	3
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	50-60%

2: If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

*Whilst our response to Questions in relation to the minimum number of weeks available for parental leave is technically correct in that 15 days Paid Parental Leave is provided to Partners who are Non-Primary Caregivers, this only applies to a small percentage of our workforce. The majority of our Fixed-Term and Continuing Staff receive payments up to 26 weeks of Paid Parental Leave.*

## Support for carers

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

No(Select all that apply)

...No	Included in award/industrial or workplace agreement
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2: Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

...Employer subsidised childcare	No(You may specify why the above support mechanism is not available to your employees.)
...No	Other (provide details)
...Other (provide details)	The majority of Staff work on Campus with access to childcare facilities
...On-site childcare	Yes(Please indicate the availability of this support mechanism.)
...Yes	Available at SOME worksites
...Breastfeeding facilities	Yes(Please indicate the availability of this support mechanism.)
...Yes	Available at SOME worksites
...Childcare referral services	Yes(Please indicate the availability of this support mechanism.)
...Yes	Available at SOME worksites
...Internal support networks for parents	No(You may specify why the above support mechanism is not available to your employees.)

...No	Other (provide details)
...Other (provide details)	Informal networks are in place and People and Culture provide support for these arrangements
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Other (provide details)
...Other (provide details)	Feedback from Parents is that they prefer payment whilst they are on Leave, so Paid Parental Leave is our Priority
...Information packs for new parents and/or those with elder care responsibilities	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
...Referral services to support employees with family and/or caring responsibilities	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
...Targeted communication mechanisms (e.g. intranet/forums)	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
...Support in securing school holiday care	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at SOME worksites
...Coaching for employees on returning to work from parental leave	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
...Parenting workshops targeting mothers	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Not a priority
...Parenting workshops targeting fathers	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Not a priority
...Other (provide details)	No

3: If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Curtin is committed to being a family friendly workplace and offers various options and arrangements to accommodate individual staff members when taking parental leave. 52 weeks of Parental Leave is offered and allows for various ways for payment and personal leave to be incorporated ie 26 weeks payment maybe taken at half-pay and / or in conjunction with accrued annual leave and/or long service leave, a request to extend leave is also available. Flexibility is also offered when returning to work with start and finish times, including hours of work.

Whilst staff are encouraged to discuss options with their Manager, People Capability Consultants are available to assist with a Return-to-Work plan for the staff member. In addition, staff have access to a comprehensive employee assistance program to promote and support the wellbeing of our staff. The University has developed simple accessible guidelines to inform both staff and managers of considerations and options available such as; *Flexible Work Arrangements, Keeping and Touch, Working Remotely* and a *Parenting Booklet*.

## Sex-based harassment and discrimination

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

Yes(*Select all that apply*)

...Yes

Policy  
Strategy

1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?

Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

...All managers

Yes(*Please indicate how often is this training provided (select all that apply):*)

...Yes

At induction  
Every three years or more

...All employees

Yes(*Please indicate how often is this training provided (select all that apply):*)

...Yes

At induction  
Every three years or more

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

Curtin is committed to providing a safe working and learning environment for our Staff and Students and have a zero-tolerance approach to sexual assault and sexual harassment. We strongly support the Respect, Now, Always Program which was initiated by Universities Australia. Curtin has an active Respect, Now, Always Committee with representatives from Staff and Students and this Committee meets regularly to monitor progress and to ensure continuous improvement in our processes, procedures and education programs.

The Curtin Safer Communities Team provide a range of support for Staff and Students to ensure a safe and secure environment on Campus. Services include security escorts and courtesy rides, particularly at night; a smartphone Safe Zone Security App, which will enable direct contact with the Safer Communities Team and advice about your exact location; Male and Female Staff to support anyone in the Curtin community if they wish to report physical or sexual assault (including events in the past); and secure swipe card access to buildings on Campus.

## Family or domestic violence

1: Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes(*Select all that apply*)

...Yes	Policy Strategy
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2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

...Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
...Training of key personnel	Yes
...A domestic violence clause is in an enterprise agreement or workplace agreement	No( <i>Select all that apply</i> )
...No	Currently under development( <i>Select the estimated completion date.</i> )
...Currently under development	31-Dec-2021
...Workplace safety planning	Yes
...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes
...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes
...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	No( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	As per note above, we have formal arrangements in our Staff Workplace Agreement
...Access to unpaid leave	Yes
...Confidentiality of matters disclosed	Yes
...Referral of employees to appropriate domestic violence support services for expert advice	Yes
...Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
...Flexible working arrangements	Yes
...Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
...Offer change of office location	Yes
...Emergency accommodation assistance	Yes

...Access to medical services (e.g. doctor or nurse)	Yes
...Other (provide details)	Yes
...Yes	Staff are able to access paid leave (personal, annual, carer's compassionate or long service leave), if necessary in advance, to deal with matters arising from or as a result of experiencing the effects of family and domestic violence – for themselves or to care or support a member of their immediate family or household

3: If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below.

Curtin developed "It's Your Business", a Family and Domestic Violence Training for Managers in 2019 and ran a successful Pilot Program. The Program is designed to create awareness of Family and Domestic Violence and familiarise Managers and Leaders with the excellent services and support that Curtin can provide to Staff, who experience Family and/or Domestic Violence. The Pilot Program Review endorsed the continuation of the Program and its delivery to all Staff.



# Workplace Profile Table

Industry: Tertiary Education

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	200	262	0	0	462
	Full-time contract	71	87	0	0	158
	Part-time permanent	45	21	0	0	66
	Part-time contract	21	30	0	0	51
	Casual	1	0	0	0	1
Professionals	Full-time permanent	457	501	0	0	959
	Full-time contract	230	279	0	0	510
	Part-time permanent	226	27	0	0	253
	Part-time contract	173	67	0	0	241
	Casual	1,224	841	0	0	2,070
Technicians And Trades Workers	Full-time permanent	0	11	0	0	11
Clerical And Administrative Workers	Full-time permanent	241	93	0	0	334
	Full-time contract	104	43	0	0	147
	Part-time permanent	108	3	0	0	112
	Part-time contract	62	9	0	0	71
	Casual	582	342	0	0	925

\* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Gender X

# Workplace Profile Table

Industry: Tertiary Education

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time contract	0	1	1
KMP	-1	Full-time permanent	1	0	1
		Full-time contract	2	5	7
KMP/HOB	-2	Full-time contract	0	1	1
		Full-time permanent	3	3	6
HOB	-2	Full-time permanent	2	0	2
		Full-time contract	7	13	20
		Part-time contract	2	0	2
	-3	Full-time permanent	8	10	18
Full-time contract		9	5	14	
GM	-1	Full-time contract	1	0	1
	-2	Full-time permanent	1	0	1
		Full-time contract	1	1	2
	-4	Full-time contract	0	1	1
SM	-2	Full-time permanent	4	0	4
		Full-time contract	1	1	2
		Part-time permanent	2	0	2
	-3	Full-time permanent	16	16	32
		Full-time contract	12	10	22
		Part-time permanent	7	4	11
		Part-time contract	2	4	6
	-4	Full-time permanent	44	110	154
		Full-time contract	7	11	18
		Part-time permanent	13	9	22
		Part-time contract	6	13	19
	-5	Full-time permanent	1	9	10
		Full-time contract	3	5	8
		Part-time permanent	0	1	1
		Part-time contract	0	2	2
	-6	Full-time permanent	1	0	1
OM	-2	Full-time permanent	1	0	1
	-3	Full-time permanent	14	6	20
		Part-time permanent	0	1	1
		Part-time contract	1	0	1
	-4	Full-time permanent	82	70	152
		Full-time contract	20	20	40
		Part-time permanent	21	5	26
		Part-time contract	9	10	19
	-5	Full-time permanent	21	38	59
		Full-time contract	8	9	17
		Part-time permanent	2	1	3
		Part-time contract	1	1	2
	-6	Full-time permanent	1	0	1
	-7	Full-time contract	0	1	1

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*	
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	14	21	35	
			Non-managers	21	12	33	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	3	1	4	
			Non-managers	2	8	10	
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	4	1	5	
			Non-managers	15	1	16	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	2	2	
			Non-managers	5	2	7	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	14	6	20	
			Non-managers	34	23	57	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	1	1	
			Managers	15	8	23	
			Non-managers	97	82	179	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	2	2	4
				Non-managers	5	1	6
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	3	9	12	
			Non-managers	53	23	76	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	1	0	1	
			Non-managers	428	292	722	
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	4	4	8	
			Non-managers	8	13	21	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	4	5	9	
			Non-managers	46	36	83	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	2	0	2
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	1	3	4	
			Non-managers	16	4	20	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	263	205	468	

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*	
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1	
			Managers	11	17	28	
			Non-managers	32	25	57	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	2	6	8	
			Non-managers	44	24	68	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	2	3	5
				Non-managers	34	5	39
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	3	5	8	
			Non-managers	34	9	43	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	7	2	9	
			Non-managers	22	10	32	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	18	5	23	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	10	0	10
				Non-managers	71	1	72
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	4	0	4	
			Non-managers	16	0	16	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	3	3	
			Non-managers	0	26	26	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	19	19	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	1	1
				Non-managers	0	0	0
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	4	4	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	5	1	6
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	5	1	6
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	9	0	9
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	1	1	2

\* Total employees includes Gender X

# Workplace Gender Equality Agency 2020–21 Compliance Program Submission approval

I, the CEO (or equivalent), confirm that the data provided in the 2020-21 Compliance Program submission is complete and correct, as reported in the full data appendices:

- Public Workplace Profile
- Public Workforce Management Statistics
- Public Questionnaire
- Confidential Data.

I approve the submission of this data to WGEA.

I also confirm that the organisation/s covered by this submission will meet the notification and access requirements as detailed below.

Name of CEO (or equivalent)

Professor Harlene Hayne

CEO (or equivalent) signature

Harlene Hayne

Date of signature

11 August 2021

## What next?

The contact nominated for the submission of this report must complete the declaration and consent process in the WGEA Portal. The Agency does not require physical evidence of the CEO's signature.

To comply with the notification and access requirements, your organisation/s must:

- inform its employees and members or shareholders that it has lodged its report with the Agency and advise how the public data may be accessed
- provide access to the public data to employees and members or shareholders
- inform employee organisations with members in its workplace that the report has been lodged
- inform its employees and those employee organisations with members in its workplace of the opportunity to comment on the report to the employer or the Agency.

For more information on the notification and access requirements, read [here](#).