



Australian Government



Workplace
Gender Equality
Agency

2021 - 22 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	Strategy
...Performance management processes	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...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	Strategy
...Succession planning	Yes(<i>Select all that apply</i>)
...Yes	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	Strategy

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

Yes(*Select all that apply*)

...Yes	Policy Strategy
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3: Does your organisation have any of the following targets to address gender equality in your workplace?

- Reduce the gender pay gap
- Increase the number of women in leadership positions
- Increase the number of women in male-dominated roles

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

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	
...Male	1
...Non-binary	0
...Members	
...Female	8
...Male	6
...Non-binary	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)
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes(<i>Select all that apply.</i>)
	Policy Strategy
1.1.a.3: How many members are on the governing body and who holds the predominant Chair position?	

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

#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 implement and/or maintain a transparent and rigorous performance assessment process

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

31-Mar-2022

3: Does your organisation publish its organisation-wide gender pay gap?

Yes(*Select all that apply.*)

...Yes

Shared internally with governing body members
Shared internally with employees

4: Do you give WGEA permission to publicly publish your organisation-wide gender pay gap?

Yes

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

The University remains committed to closing the gender pay gap. We have set a target of 7.4% organisation wide GPG by the end of 2022 as we continue to work towards our aim of achieving pay equity.

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(<i>Select all that apply</i>)
1.2: Did you take any actions as a result of your gender remuneration gap analysis?	<ul style="list-style-type: none"> Created a pay equity strategy or action plan Identified cause/s of the gaps Reviewed remuneration decision-making processes Analysed performance pay to ensure there is no gender bias (including unconscious bias) Set targets to reduce any organisation-wide gap
.. Yes	<ul style="list-style-type: none"> 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 Trained people-managers in addressing gender bias (including unconscious bias) Corrected like-for-like gaps
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: For organisations with partnership structures: Have you undertaken a gender remuneration gap analysis ('gender pay gap analysis') in the current reporting period to determine if there are any remuneration gaps between women partners and men partners in your organisation?

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

Employee consultation

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

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

1.1: How did you consult employees?	<ul style="list-style-type: none"> Survey Consultative committee or group Focus groups Exit interviews Performance discussions
1.2: Who did you consult?	<ul style="list-style-type: none"> ALL staff Diversity committee or equivalent

Employee representative group(s)

2: Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

Yes(Select all that apply.)

...Yes

Policy
Strategy

3: On what date did your organisation share your previous year's public reports with employees?

1-Nov-2021

4: Does your organisation have shareholders?

No

5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

No

6: 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 Curtin's work in relation to gender equity relates to our commitment to the Athena SWAN initiative. A key principle of the Athena Swan model is the development of specific solutions and actions through a consultative working group model. This enables Curtin to continually gather feedback and insight into the lived experience of staff so that we can continue to enable cultural and systemic change. Curtin also has an active Gender Research Network which runs a monthly seminar program, open to all staff. Seminar topics cover policy, strategy and practice through a range of lenses, including gender equity in the workplace and gender equity in leadership.

#Flexible work

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	Not a priority
...Targets have been set for men's engagement in flexible work	No (<i>Select all that apply</i>)
...No	Not a priority
...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	No (<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	The University does not have a focus on training for teams, however Managers are encouraged to talk to their teams about flexible working and have access to a range of guidelines and learning. People and Culture can provide support and training to teams as required.
...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	1-Mar-2023
...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	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	1-Mar-2023
...Other (provide details)	xxx
...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	Not a priority
...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>)
...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

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: Has your organisation implemented an 'all roles flex' approach to flexible work?

No

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

Don't know / Not applicable

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

Employee performance is measured by performance and not presenteeism

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

#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?	14
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	51-60%
1.1.g: Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	Yes
1.1.g.1: How long is the qualifying period?	12
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 12 months

.. Yes	
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%
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 12 months
.. Yes	

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.

The University is currently renegotiating its Enterprise Agreement. Parental leave provisions included in the Enterprise Agreement are being closely assessed to ensure they reflect the University's commitment to gender equity, diversity and inclusion.

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*)

Included in award/industrial or workplace

...No	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(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...On-site childcare	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at SOME worksites
...Breastfeeding facilities	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at SOME worksites
...Childcare referral services	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Internal support networks for parents	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...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)	The University gives priority to funding 26 weeks full paid parental leave entitlement.
...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 paid parental leave	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...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
	No(<i>You may specify why the above support</i>

...Parenting workshops targeting fathers	<i>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 offers various options and arrangements to accommodate individual staff members when taking parental leave. 52 weeks of Parental Leave is available and allows for various ways for payment to be made 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 and Culture 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*.

In May 2021, the Curtin Academic Carer Support Scheme was launched, an Athena Swan initiative, to provide financial assistance to enable academics who have carer responsibilities or who require a carer themselves, to participate in activities that significantly contribute to their career development. Carer responsibilities include care for a dependent child/children or for a dependent relative with special needs. All academic staff are eligible to apply, and applications will be accepted at any time throughout the year.

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	Strategy
1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Curtin has a general Discrimination and Harassment Policy which includes information on how to raise a complaint, following Curtin's Complaints Procedures. Curtin's Integrity and

Standards Unit manage complaints, including those related to the Sex Discrimination Act 1984 Cth

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

...All managers	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction Every three years or more
...All employees	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...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 enables direct contact with the Safer Communities Team. They support 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.

Additionally, Curtin has commenced a review of the reporting and monitoring framework available for reporting and disclosures, as well as leader resources to support awareness of sexual assault and sexual harassment, gendered violence and respectful relationships.

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

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
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...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-2022
...Workplace safety planning	Yes
...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Under the University's Enterprise Agreement, staff may be granted special personal leave where all accrued personal leave has been exhausted. The circumstances listed include attending matters related to family or domestic violence. Special personal leave has been and is utilised for matters related to family and domestic violence and employees are fully supported in accessing this leave.
...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(<i>Is the leave period unlimited?</i>)
...Yes	No
...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	No(<i>Select all that apply</i>)
...No	Not a priority
...Other (provide details)	
...Access to unpaid leave	Yes(<i>Is the leave period unlimited?</i>)
...Yes	No
: How many days of unpaid domestic violence leave are provided?	0
...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 University has comprehensive supports available to staff impacted by family and domestic violence including paid leave, emergency accommodation options, specialist response support through the Curtin Safer Community Team and safe alternate workspace options. Specific FDV online and face-to-face training is delivered by staff with lived experience of family and domestic violence.

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.

#Diversity and inclusion

Voluntary section

1: Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes (Select all that is covered.)

...Yes	Aboriginal and/or Torres Strait Islander identity Cultural and/or language and/or race/ethnicity background Disability and/or accessibility Sexual orientation Gender identity
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2: Do you collect data on whether employees identify as Aboriginal and/or Torres Strait Islander?

Yes

...If this data can be shared and is not confidential, please complete the below table:	
...Aboriginal and/or Torres Strait Islander Managers .. Female	8
...Aboriginal and/or Torres Strait Islander Managers .. Male	4
...Aboriginal and/or Torres Strait Islander Managers .. Non-binary	0
...Aboriginal and/or Torres Strait Islander Non-managers .. Female	84
...Aboriginal and/or Torres Strait Islander Non-managers .. Male	33
...Aboriginal and/or Torres Strait Islander Non-managers .. Non-binary	1

3: Do you currently collect data on any of the following dimensions of employees' identities?

Cultural and/or language and/or race/ethnicity background
Disability
Gender identity
Other

...Other	When staff join the university they complete an Equal Employment Opportunity questionnaire which requests information on how they identify in the categories of; Cultural and/or language and/or race/ethnicity background, disability, gender and LGBTIQ+. Completion of these questions is optional. This information informs reports on the diverse profile of our workforce and treated with complete confidentiality.
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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	198	261	0	0	459
	Full-time contract	66	93	0	0	159
	Part-time permanent	46	27	0	0	73
	Part-time contract	23	34	0	0	57
	Casual	1	0	0	0	1
Professionals	Full-time permanent	473	493	0	0	969
	Full-time contract	236	272	0	0	509
	Part-time permanent	229	41	0	0	270
	Part-time contract	228	82	0	0	311
	Casual	1,307	744	0	0	2,059
Technicians And Trades Workers	Full-time permanent	0	11	0	0	11
Clerical And Administrative Workers	Full-time permanent	228	87	0	0	315
	Full-time contract	107	53	0	0	160
	Part-time permanent	114	6	0	0	121
	Part-time contract	65	21	0	0	86
	Casual	623	388	0	0	1,016

* 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	1	0	1
KMP	-1	Full-time contract	2	7	9
		Full-time permanent	3	2	5
	-2	Full-time contract	0	3	3
GM	-1	Full-time contract	1	0	1
		Full-time permanent	7	1	8
	-2	Full-time contract	12	15	27
		Part-time contract	1	0	1
		Full-time permanent	4	9	13
	-3	Full-time contract	3	3	6
		Part-time permanent	0	1	1
Full-time permanent		19	16	35	
SM	-3	Full-time contract	11	8	19
		Part-time permanent	8	5	13
		Part-time contract	1	5	6
		Casual	1	0	1
		Full-time permanent	35	111	146
	-4	Full-time contract	10	16	26
		Part-time permanent	15	13	28
		Part-time contract	5	12	17
		Full-time permanent	2	10	12
	-5	Full-time contract	2	5	7
		Part-time permanent	0	1	1
		Part-time contract	0	3	3
		Full-time permanent	1	0	1
	-6	Full-time permanent	1	0	1
	OM	-2	Full-time permanent	1	0
Full-time permanent			22	13	35
-3		Full-time contract	0	3	3
		Part-time permanent	3	1	4
		Part-time contract	3	0	3
		Full-time permanent	83	67	150
-4		Full-time contract	15	17	32
		Part-time permanent	19	4	23
		Part-time contract	7	12	19
		Full-time permanent	20	32	52
-5		Full-time contract	9	15	24
		Part-time permanent	1	2	3
		Part-time contract	6	2	8
		Full-time permanent	1	0	1
-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	6	7	13
			Non-managers	21	37	58
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	2	2
			Non-managers	7	12	19
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	4	1	5
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	3	0	3
	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	1	1	2
			Managers	18	8	26
			Non-managers	86	39	125
		Fixed-Term Contract	CEO, KMPs, and HOBs	3	2	5
			Managers	13	12	25
			Non-managers	120	90	210
	Part-time	Permanent	CEO, KMPs, and HOBs	1	0	1
			Managers	1	1	2
			Non-managers	28	3	31
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	4	9	13
			Non-managers	118	45	164
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	542	332	879
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	2	0	2
			Managers	8	11	19
			Non-managers	31	21	53
		Fixed-Term Contract	CEO, KMPs, and HOBs	1	3	4
			Managers	5	6	11
			Non-managers	71	41	112
	Part-time	Permanent	CEO, KMPs, and HOBs	0	1	1
			Managers	2	0	2
			Non-managers	3	1	4
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	7	3	10
			Non-managers	35	9	44
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	438	259	702

* 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	2	1	3
			Managers	21	16	37
			Non-managers	59	44	103
		Fixed-Term Contract	CEO, KMPs, and HOBs	2	4	6
			Managers	11	5	16
			Non-managers	70	46	116
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	32	3	35
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	1	1
			Managers	3	2	5
			Non-managers	44	10	54
	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	23	20	43
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	16	5	21
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	10	0	10
			Non-managers	70	0	70
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	18	4	22
	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	1	1
			Non-managers	1	11	12
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	2	2
			Non-managers	0	7	7
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			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	2	0	2
			Non-managers	2	2	4
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	3	6
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	5	0	5
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	2	3

* Total employees includes Gender X

Workplace Gender Equality Agency 2021–22 Compliance Program Submission approval

I, the CEO (or equivalent), confirm that the data provided in the 2021-22 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 Jeremy Kilburn

CEO (or equivalent) signature



Date of signature

25 May 2022

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](#).

