2021 - 22 Compliance Program

Submitted by:

**Charles Sturt University
(ABN:83878708551)**

#Workplace overview

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

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

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 men taking parental leave

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

Charles Sturt has various policies relating to gender equity, including, but not limited to: Balancing Work, Study and Caring Responsibilities; Breastfeeding; Childcare on Campus; Children in the Workplace; Communicating Without Bias; Family-Related Leave; Remote Work; Flexible Working; Allowance for Dependent Care Expenses (while traveling on University Business) and Recruitment for Targeting Women to Senior positions.

During 2020, gender equity was a key consideration during Sustainable Futures and the Organisational Reviews. Work also progress on the Workplace Gender Equity Strategy 2018-2022 and the Athena SWAN Project.

Charles Sturt was proud to receive the Workplace Gender Equality Agency Employer of Choice Citation for the third consecutive year in March 2022. This has resulted in improved conditions relating to parental leave, both primary and partner (secondary carers) leave. We continue to participate in external accreditation processes such as the Times Higher Education Impact Rankings.

Charles Sturt became a Women in STEM Decadal Plan Champion; Supported the Women's Agenda launch of a dedicated Women's Health News Hub; Held the second 'Dean's Leadership Lunch' hosted by Faculty of Science Executive Dean, Professor Megan Smith; and rolled out Share the Dignity Machines to end period poverty on key campuses.

Charles Sturt will continue to embed gender equity across the University and into everyday operations.

Governing bodies

Charles Sturt University

1: Does this organisation have a governing body?	Yes(*Provide further details on the governing body(ies) and its composition*)
1.1: What is the name of your governing body?	Charles Sturt 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	1
…Male	0
…Non-binary	0
…Members	
…Female	10
…Male	0
…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(*Select all that apply*)
	Strategy
1.5: Has a target been set to increase the representation of women on this governing body?	No(*Select all that apply*)
	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(*Select all that apply.*)
	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.

Both the Chair and Deputy Chair of the Charles Sturt University Council are female.

The Workplace Gender Equity Strategy 2018-2022 contains the following strategy item: *Ensure gender representation for CSU Management, Academic, Governance and other University Committees* with the measure of success being: *Gender composition for University committees to be balanced with a 20% variance*

#Action on gender equality

Gender pay gaps

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

No(*Select all that apply*)

…No	Salaries set by awards/industrial or workplace agreements

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.

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? .. Yes	Set targets to reduce any organisation-wide gap Reported pay equity metrics (including gender pay gaps) to the governing body Reported pay equity metrics (including gender pay gaps) to the executive Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) externally Trained people-managers in addressing gender bias (including unconscious bias)
	A specific item within the Athena SWAN Action Plan is currently working to identify the reasons

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)	contributing to the pay gap, including: Undertake gender remuneration analysis at the organisational unit/departmental level, consulting staff to understand the personal value placed on part-time employment and examining the effect of starting step on pay gap. A report and recommendations submitted to Equity & Diversity Committee which reports directly to the Vice-Chancellor.

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?

> No

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?	Survey
1.2: Who did you consult?	Other (provide details)
…Other (provide details)	Randomly selected pulse survey

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

> No

…No	Other(*Provide details*)
…Other	This will be considered in the upcoming development of the Equity, Diversity and Inclusion Strategy.

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

> 16-Aug-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.

> We regularly do pulse surveys of our staff to spot check issues of concern, which identifies areas of concern for staff and managers. The favourable result from the Pulse Surveys conducted was: "*My immediate supervisor/manager genuinely supports equality between genders.*" – 77%

In 2022, the full comprehensive Your Voice Staff Survey will be conducted across the University to ensure effective employee consultation on a range of issues, including gender equality.

#Flexible work

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

Yes(*Select all that apply*)	
…Yes	Policy
…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	Yes
…Targets have been set for men's engagement in flexible work	Yes
…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	No(*Select all that apply*)
…No	Currently under development(*Select the estimated completion date.*)
…Currently under development	20-Dec-2023
…The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	No(*Select all that apply*)
…No	Not a priority
…Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	No(*Select all that apply*)
…No	Insufficient resources/expertise

…Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	No(*Select all that apply*)
…No	Not aware of the need
…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(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Informal options are available
…Compressed working weeks	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Time-in-lieu	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Informal options are available
…Telecommuting (e.g. working from home)	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Part-time work	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Job sharing	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Carer's leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Purchased leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Unpaid leave	Yes(*Select one option only*)

…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal 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(*Select one option only*)
.. Flexible hours of work	
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Compressed working weeks	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Time-in-lieu	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Telecommuting (e.g. working from home)	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Part-time work	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Job sharing	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Carer's leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available

…Purchased leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Unpaid leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available

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

Don't know / Not applicable

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?

Not applicable

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.

Flexible working arrangements offered at Charles Sturt University are the same for managers and non-managers, however, there is variation in formal and informal options available.

We regularly do pulse surveys of our staff to spot check issues of concern, which identifies areas of concern for staff and managers including workloads and flexible working conditions. The favourable result from the Pulse Surveys conducted was: "*I have the flexibility I need to manage work and other commitments.*" - 76%

In 2022, the full comprehensive Your Voice Staff Survey will be conducted across the University to ensure effective employee consultation on a range of issues, including flexible working and gender equality. Additionally, the University have committed to working parties on both academic and general/professional staff workloads. There will be university wide consultation through surveys, as well as broad representation across the university on the actual working parties. A key issue in this project will be ensuring that staff have manageable workloads, appropriate work/life balance and access to flexible working conditions. The survey results will be analysed by attributes such as management level and gender. The Executive Leadership Team requested options for flexible working arrangements post COVID-19. This is being prepared and will incorporate feedback received from staff consultation currently underway. Options will be finalised in Q2, 2022.

#Employee support

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(*Please indicate how employer funded paid parental leave is provided to the primary carers.*)
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?	2
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	61-70%
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?	10
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 24 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(*Please indicate how employer funded paid parental leave is provided to the secondary carers.*)
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?	2
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	70-80%
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 6 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.

An employee who has more than 40 weeks of continuous service immediately prior to the expected date of birth is entitled to paid parental leave. The employee is entitled to six weeks of paid maternity leave (or 12 weeks at ½ pay) and 20 weeks (or 40 weeks at ½ pay) of paid Primary Carer Parental Leave A to an employee who takes on the role of primary carer following the birth or adoption of a child.

An employee who has 40 weeks or less of continuous service immediately prior to the expected date of birth is entitled to six weeks (or 12 weeks at ½ pay) of paid Maternity Leave and two weeks (or 4 weeks at ½ pay) of Primary Carer Parental Leave B. Primary

Carer Parental Leave B must be completed within eight weeks of the date of birth or adoption.

Partner leave (also known as secondary carers leave): An employee whose current partner gives birth to or adopts a child for whom the employee has parental responsibilities is entitled to up to four weeks of paid partner leave.

If an employee takes concurrent parental leave under the University's special leave provisions, their entitlement to partner leave will be reduced by the amount of special leave taken.

Partner leave must be completed within 12 weeks of the date of birth or adoption of the child. In exceptional circumstances, the employee's supervisor may agree to a later completion date provided it is within 26 weeks of the date of birth or adoption.

Support for carers

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

Yes(*Select all that apply*)	
…Yes	Policy

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	Insufficient resources/expertise
…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 ALL worksites
…Childcare referral services	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Insufficient resources/expertise
…Internal support networks for parents	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Insufficient resources/expertise Not aware of the need
…Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Not aware of the need Not a priority

…Information packs for new parents and/or those with elder care responsibilities	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Referral services to support employees with family and/or caring responsibilities	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Targeted communication mechanisms (e.g. intranet/forums)	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at SOME worksites
…Support in securing school holiday care	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Insufficient resources/expertise
…Coaching for employees on returning to work from paid parental leave	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Insufficient resources/expertise
…Parenting workshops targeting mothers	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Insufficient resources/expertise
…Parenting workshops targeting fathers	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Insufficient resources/expertise
…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.

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Sex-based harassment and discrimination

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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
1.1: Do you provide a grievance process in any sex-based harasssment 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 Other (provide details)
…Other (provide details)	The Division of People and Culture provides specific training on request around respectful and positive workplace behavior and communication. Included within this training is

	the legislation and organisational procedures for harassment and discrimination prevention.
…All employees	Yes(*Please indicate how often is this training provided (select all that apply):*)
…Yes	At induction Varies across business units

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

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

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	Yes
…Workplace safety planning	No(*Select all that apply*)
…Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(*Is the leave period unlimited?*)
…Yes	No
: How many days of paid domestic violence leave (contained in an enterprise/workplace agreement) are provided?	15
…Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	No(*Select all that apply*)
…Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	No(*Select all that apply*)
…Access to unpaid leave	Yes(*Is the leave period unlimited?*)
…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)	No(*Select all that apply*)
…No	Insufficient resources/expertise
…Offer change of office location	Yes
…Emergency accommodation assistance	No(*Select all that apply*)
…No	Insufficient resources/expertise
…Access to medical services (e.g. doctor or nurse)	Yes
…Other (provide details)	No

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

An employee experiencing domestic violence or an employee who is supporting a member of their immediate family experiencing domestic violence may use up to 15 days of domestic violence leave per annum to access medical, legal and support services as necessary.

The employee may be required to furnish evidence to support any period of absence on family or domestic violence grounds exceeding three days.

The entitlement for a part-time employee shall be calculated on the appropriate fraction of the entitlement for a full-time employee.

Employees appointed after 1 January of a calendar year shall have their entitlement for that year calculated by multiplying the number of whole months remaining in the calendar year by the annual entitlement and dividing that result by 12. This entitlement is available from the commencement of the employee's employment.

A further five days may be granted in special circumstances on application to a Director in the Division of People and Culture.

On the 14th July 2021, Charles Sturt held a seminar on *Violence against Women in Regional and Rural Areas.* The presenters of the seminar were practitioners and advocates from regional and rural areas. Over 120 participants from all across Australia, academic institutions as well as community organisations. News article: https://news.csu.edu.au/in-brief/webinar-will-tackle-violence-against-women-in-regional-australia / Recording: https://www.youtube.com/watch?v=oDoFx-N2jlI

#Diversity and inclusion

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 Disability and/or accessibility

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	3
…Aboriginal and/or Torres Strait Islander Managers .. Male	1
…Aboriginal and/or Torres Strait Islander Managers .. Non-binary	0
…Aboriginal and/or Torres Strait Islander Non-managers .. Female	80
…Aboriginal and/or Torres Strait Islander Non-managers .. Male	23
…Aboriginal and/or Torres Strait Islander Non-managers .. Non-binary	0

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

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	75	52	0	0	127
	Full-time contract	55	51	0	0	106
	Part-time permanent	13	2	0	0	15
	Part-time contract	3	5	0	0	8
	Casual	1	0	0	0	1
Professionals	Full-time permanent	324	296	0	0	622
	Full-time contract	100	82	0	0	183
	Part-time permanent	104	30	0	0	134
	Part-time contract	76	35	0	0	111
	Casual	545	297	0	0	843
Technicians And Trades Workers	Full-time permanent	42	64	0	0	106
	Full-time contract	4	6	0	0	10
	Part-time permanent	13	0	0	0	13
	Part-time contract	1	1	0	0	2
	Casual	5	5	0	0	10
Community And Personal Service Workers	Full-time permanent	49	8	0	0	57
	Full-time contract	8	6	0	0	14
	Part-time permanent	27	0	0	0	27
	Part-time contract	3	0	0	0	3
	Casual	22	3	0	0	25
Clerical And Administrative Workers	Full-time permanent	241	28	0	0	269
	Full-time contract	52	14	0	0	66
	Part-time permanent	74	6	0	0	80
	Part-time contract	42	2	0	0	44
	Casual	285	113	0	0	399
Sales Workers	Full-time permanent	4	0	0	0	4
Labourers	Full-time permanent	0	9	0	0	9
	Part-time permanent	0	1	0	0	1

* Categorised 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	2	4
	-2	Full-time contract	1	2	3
GM	-1	Part-time permanent	1	0	1
		Part-time contract	1	0	1
	-2	Full-time contract	5	9	14
		Part-time contract	0	1	1
	-5	Full-time contract	0	1	1
SM	-1	Full-time contract	2	1	3
	-2	Full-time contract	3	2	5
	-3	Full-time permanent	1	2	3
		Full-time contract	25	11	36
		Part-time permanent	1	0	1
		Part-time contract	1	1	2
	-4	Full-time contract	5	9	14
	-5	Full-time permanent	0	1	1
		Full-time contract	0	1	1
OM	-2	Full-time permanent	5	1	6
		Full-time contract	1	0	1
		Part-time permanent	0	1	1
	-3	Full-time permanent	18	6	24
		Full-time contract	6	3	9
		Part-time permanent	1	0	1
		Part-time contract	0	1	1
	-4	Full-time permanent	44	34	78
		Full-time contract	3	5	8
		Part-time permanent	9	1	10
		Part-time contract	1	2	3
		Casual	1	0	1
	-5	Full-time permanent	6	7	13
		Full-time contract	1	5	6
		Part-time permanent	1	0	1
	-6	Full-time permanent	1	1	2

* 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	1	0	1
			Non-managers	25	14	39
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	3	1	4
			Non-managers	1	0	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	4	0	4
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	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	24	8	32
			Non-managers	112	29	141
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	1	1
			Managers	13	21	34
			Non-managers	26	13	40
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	24	3	27
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	5	2	7
			Non-managers	21	11	32
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	124	42	167
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	3	6
			Non-managers	82	37	120
		Fixed-Term Contract	CEO, KMPs, and HOBs	1	1	2
			Managers	12	9	21
			Non-managers	60	26	86
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	21	1	22
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	56	8	64
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	1,475	768	2,250

* 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	0	0	0
			Managers	11	5	16
			Non-managers	61	35	96
		Fixed-Term Contract	CEO, KMPs, and HOBs	1	1	2
			Managers	10	6	16
			Non-managers	27	16	43
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	21	2	23
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	17	9	26
	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	5	0	5
			Non-managers	24	2	26
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	10	1	11
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	0	3
			Non-managers	11	0	11
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	5	0	5
	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	0	4	4
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	0	4	4
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	0	1	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	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	2	0	2
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	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	0	0
			Non-managers	1	0	1

* Total employees includes Gender X