2020 - 21 Compliance Program

Submitted by:

**Charles Sturt University
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#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 Strategy
…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: 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 second year running, and work is progressing on the 2021-22 submission. We also ranked 6th in gender equality and 4th in reducing inequalities in 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 inaugural 'Dean's Leadership Lunch' hosted by Faculty of Science Executive Dean, Professor Megan Smith; and ran a pilot of a 'Gender Parity of Presenters Guidelines' in the Faculty of Science.

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 (F)	1
…Male (M)	0
…Gender X	0
…Members	
…Female (F)	7
…Male (M)	7
…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(*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)

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.

#Action on gender equality

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

Yes(*Select all that apply*)	
…Yes	Policy
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) Other (provide details)
…Other (provide details)	Remuneration is set by the Enterprise Agreement based on a specific classification system. Job evaluation processes are non-discriminatory (applied the position not the incumbent). Salary progression through increments is automatic unless performance is unsatisfactory (managed by another specific process). Academic Promotion procedures and outcomes are reviewed regularly for gender bias with the inclusion of merit relative to opportunity principles. Analysis of gender salary differentials is undertaken annually and strategies are introduced to address the pay equity gap (such as leadership development for women programs and search plan aimed at attracting qualified women to apply for vacant senior positions).

2: Did your organisation receive JobKeeper payments?

No

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

18-Mar-2021

4: 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*

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	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) Implemented other changes (provide details):
…Implemented other changes (provide details):	A specific item within the Athena SWAN Action Plan are currently working to identify the reasons 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: 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?

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

1.1: How did you consult employees?	Survey
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.

The favourable results from the Charles Sturt Your Voice Staff Survey 2019 relating to gender equality were: My immediate supervisor genuinely supports equality between genders - 85% / At CSU gender-based harassment and sexual harassment is not tolerated - 86% / CSU has systems, programs and/or practices in place to prevent gender discrimination - 82% / Individuals of all genders are recognised equally for their contribution - 79% / CSU is committed to achieving a gender diverse workforce - 83%. Charles Sturt University is looking at introducing 'pulse surveys' to staff throughout the year, with a longer Your Voice Survey to be conducted in the future.

#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
…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(*Select all that apply*)
…No	Not aware of the need
…Targets have been set for men's engagement in flexible work	No(*Select all that apply*)
…No	Not aware of the need
…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(*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	Currently under development(*Select the estimated completion date.*)

…Currently under development	16-Dec-2021
…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	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
…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

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

Yes

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.

The favourable results from the Charles Sturt Your Voice Staff Survey 2019 relating to flexibility were: I have the flexibility I need to manage work and other commitments - 77% and I have a say about my work conditions - 63%

#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(*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?	71-80%
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?	1
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	70-80%

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.

Eligibility period is 40 weeks of continuous service immediately prior to the expected date of birth. Up to 26 weeks' paid leave is available as follows: 6 weeks' paid maternity leave (or 12 weeks at ½ pay) available only to an employee who gives birth to a child. 20 weeks' paid primary carer leave (or 40 weeks at ½ pay) available to an employee who takes on the role of primary carer following the birth or adoption of a child.

Secondary carers are eligible for a total of 8 weeks (paid and unpaid) leave

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 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.

The favourable results from the Charles Sturt Your Voice Survey 2019 relating to support were: I am able to meet my family responsibilities while still doing what is expected of me at work - 68%, I maintain a good balance between work and other aspects of my life - 65%, and I have the flexibility I need to manage work and other commitments - 77%

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

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.

Charles Sturt University has a zero-tolerance policy towards any kind of sexual misconduct, extending on work already done, we wanted to educate and empower our students and our communities to put it into practice too. The result is Subject Zero, an integrated approach that addresses the problem from a bold new perspective: transforming sexual conduct into a university subject with zero tolerance for failure.

The national program was launched by renaming O Week to Zero Week and installing a series of interactive posters on-campus and online. Each poster is linked to a tutorial, teaching students how to: report sexual misconduct, start a confidential conversation with a specialist counsellor, be safe on campus, get consent, and call out harassment.

Charles Sturt University's Interim Vice-Chancellor Professor John Germov says: "In the coming year we will launch a range of initiatives, all part of Subject Zero, to ensure all our students understand the university's zero-tolerance policy. We want our students to be confident of putting this into practice and to know where to get further help, information, or report incidents."

Charles Sturt University and the Australian National University are also participating in the National Student Safety Survey pilot. This is part of our ongoing commitment to building safer communities and our commitment to zero tolerance of gender-based harassment and discrimination, sexual harassment, and bullying.

The favourable results from the Charles Sturt Your Voice Staff Survey 2019 relating to gender equality indicator 6 were: My immediate supervisor genuinely supports equality between genders - 85% and At CSU gender-based harassment and sexual harassment is not tolerated - 86%.

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*)
…No	Insufficient resources/expertise
…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(*Select all that apply*)
…No	Insufficient resources/expertise
…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)	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(*Select all that apply*)

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

Charles Sturt University offers

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	48	46	0	0	94
	Full-time contract	50	42	0	0	92
	Part-time permanent	6	2	0	0	8
	Part-time contract	6	1	0	0	7
	Casual	1	0	0	0	1
Professionals	Full-time permanent	320	289	0	0	610
	Full-time contract	101	92	0	0	194
	Part-time permanent	91	30	0	0	121
	Part-time contract	74	33	0	0	107
	Casual	596	306	0	0	902
Technicians And Trades Workers	Full-time permanent	32	52	0	0	84
	Full-time contract	7	6	0	0	13
	Part-time permanent	14	2	0	0	16
	Part-time contract	3	1	0	0	4
	Casual	2	3	0	0	5
Community And Personal Service Workers	Full-time permanent	41	9	0	0	50
	Full-time contract	6	1	0	0	7
	Part-time permanent	19	0	0	0	19
	Part-time contract	3	1	0	0	4
	Casual	3	0	0	0	3
Clerical And Administrative Workers	Full-time permanent	228	34	0	0	262
	Full-time contract	57	21	0	0	78
	Part-time permanent	88	5	0	0	93
	Part-time contract	32	3	0	0	35
	Casual	305	114	0	0	419
Sales Workers	Full-time permanent	4	1	0	0	5
Labourers	Full-time permanent	1	14	0	0	15
	Part-time permanent	0	1	0	0	1
	Part-time contract	1	0	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	0	1	1
KMP	-1	Full-time contract	3	2	5
GM	-2	Full-time contract	6	8	14
	-3	Part-time contract	1	0	1
SM	-1	Full-time contract	2	0	2
		Part-time contract	1	0	1
	-2	Full-time contract	4	2	6
	-3	Full-time permanent	2	0	2
		Full-time contract	16	14	30
		Part-time contract	1	1	2
	-4	Full-time permanent	0	1	1
		Full-time contract	10	13	23
		Part-time permanent	0	1	1
	-5	Full-time permanent	0	1	1
OM	-1	Full-time permanent	0	1	1
	-2	Full-time permanent	6	2	8
		Full-time contract	2	2	4
		Part-time permanent	0	1	1
	-3	Full-time permanent	24	9	33
		Full-time contract	9	0	9
		Part-time contract	2	0	2
		Casual	1	0	1
	-4	Full-time permanent	39	30	69
		Full-time contract	7	4	11
		Part-time permanent	8	0	8
		Part-time contract	2	1	3
	-5	Full-time permanent	4	8	12
		Full-time contract	1	1	2
		Part-time permanent	1	0	1
		Part-time contract	1	0	1
	-6	Full-time permanent	1	1	2
		Part-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	0	0	0
			Non-managers	12	15	27
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	4	4	8
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	1	3
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	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	6	1	7
			Non-managers	36	25	61
		Fixed-Term Contract	CEO, KMPs, and HOBs	1	3	4
			Managers	5	5	10
			Non-managers	25	9	34
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	9	1	10
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	12	4	16
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	128	42	170
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	2	5
			Non-managers	13	16	29
		Fixed-Term Contract	CEO, KMPs, and HOBs	1	3	4
			Managers	3	4	7
			Non-managers	31	12	43
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	8	1	9
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	34	18	52
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	1,252	683	1,935

* 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	7	12	19
			Non-managers	92	77	169
		Fixed-Term Contract	CEO, KMPs, and HOBs	1	1	2
			Managers	4	9	13
			Non-managers	38	14	52
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	40	7	47
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	19	5	24
	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	2	0	2
			Non-managers	25	1	26
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	15	2	17
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	17	0	17
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	4	1	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	9	9
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	4	4
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	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	1	0	1
		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	2	0	2
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* 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
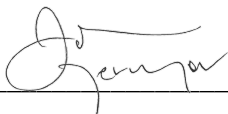→ Public Questionnaire
→ Confidential Data.

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 John Germov
_____

CEO (or equivalent) signature

_____

Date of signature

10/08/2021
_____

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.