



**Australian Government**



**Workplace  
Gender Equality  
Agency**



# 2022 - 23 Gender Equality Reporting

## Submitted By:

Monash University 12377614012

# #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

Policy; Strategy

**Retention:** Yes

Strategy

**Performance management processes:** Yes

Policy

**Promotions:** Yes.

Policy; Strategy

**Talent identification/identification of high potentials:** YesStrategy

**Succession planning:** Yes

Strategy

**Training and development:** Yes

Policy; Strategy

**Key performance indicators for managers relating to gender equality:** YesStrategy

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

YesPolicy; Strategy

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

Monash University aspires to be the international higher education leader in gender equity. The University's commitment to gender equality spans more than three decades. We foster an inclusive organisational culture in which staff of all genders, of diverse cultural backgrounds, faiths and heritages participate equally, and are recognised equally at all levels, notably senior levels. Our Environmental Social and Governance Statement articulates the commitment to intensify our focus on eliminating systemic barriers to professional advancement in order to achieve parity in senior roles, as well as salary parity across the University.

Monash University Gender Equality Action Plan 2022-2025 promotes the University's longstanding commitment to gender equality and sets out a range of tangible actions across seven priority areas: i) recruitment; ii) career progression, promotion and development; iii) gender composition at all levels of our workforce; iv) gendered work segregation; v) workplace support, leave and flexibility; vi) workplace culture, leadership and diversity; vii) gender pay equity.

Objectives of the Action Plan seek to address gender inequalities for all staff, eliminate the systemic barriers to professional development, career advancement, and to achieve gender and salary parity in senior roles, as well as towards a deep and broad inclusiveness University wide.

In 2022, Monash University launched a new ambitious Framework to guide equity,

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diversity and inclusion practice aimed at advancing and celebrating the Inclusive goal of Monash's strategic Plan 2030. The Equity Diversity and Equity Framework 2022-2030 is grounded in an intersectional lens that seeks to address the transformative effects of compounding discrimination by examining the diverse realities of the Monash community.

## Governing Bodies

**Organisation:** Monash University

**1.Name of the governing body:** Monash University Council

**2.Type of the governing body:** Council

**Number of governing body chair and member by gender:**

|               |                        |                      |                        |
|---------------|------------------------|----------------------|------------------------|
| <b>Chair</b>  | <b>Female (F)</b><br>0 | <b>Male (M)</b><br>1 | <b>Non-Binary</b><br>0 |
| <b>Member</b> | <b>Female (F)</b><br>8 | <b>Male (M)</b><br>6 | <b>Non-Binary</b><br>0 |

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 50

**6.2 Year of target to be reached:** 2023-12-31

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

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

Council is responsible for the overall governance of the University. It is specifically accountable to the relevant State and Commonwealth Ministries for the fulfillment of the University's role in the Australian community.

Monash University has gender balanced membership of its governing body with 57.1% of women among members. We recognise that diversity in decision-making is

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necessary in leading Monash's diverse community. The University follows the Victorian Board Appointment and Remuneration Guidelines that state that no less than 50% of new appointments to paid Victorian Government Boards must be women. Gender composition of the University's governing body is closely monitored (and reported) with ongoing gender diversity targets in place. Our commitment to gender equality is articulated in the University's Gender Equality Action Plan 2022-2025, which includes reporting gender audit results, and progress against key gender equity indicators, to the governing body and senior leadership.

# #Action on gender equality

## Gender Pay Gaps

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

Yes

Policy; Strategy

- 1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

Yes

To achieve gender pay equity; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To be transparent about pay scales and/or salary bands; To ensure managers are held accountable for pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process

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

2023-03-31

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 equality

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

- 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

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); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); 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); Corrected like-for-like gaps

### 1.3 What type of gender remuneration gap analysis has been undertaken?

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

Monash University is committed to closing the organisation-wide gender pay gap through targeted actions and initiatives, and report on progress towards our gender equity and pay equity targets. This commitment to take action is articulated in the University's Gender Equality Action Plan 2022-2025, as well as our Environmental, Social and Governance Statement which states our goals to achieve parity in senior roles as well as salary parity across the organisation.

We seek to understand the drivers of gender inequality and work to eliminate gender bias in pay decisions across the University. To reduce gender pay gaps, we adopt a multi-faceted approach that addresses women's under-representation in senior roles, promotes workplace flexibility, career building opportunities, provides parental and caregiving leave and other support for staff of all genders, as well as implements strategies to mitigate the effects of unconscious bias.

The Selection and Remuneration Committee of Council engages independent, external remuneration specialists to undertake regular gender pay gap analysis for senior staff.

## Employee Consultation

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

Yes

##### 1.1 How did you consult employees?

Consultative committee or group; Focus groups; Exit interviews; Survey

## 1.2 Who did you consult?

ALL staff

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

Yes

Strategy

### 3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Shareholder:

### 4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

No

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

During the reporting period, Monash University consulted employees on gender equality matters through Gender Equality Focus Groups, as well as events hosted as part of the University's annual Equity, Diversity and Inclusion week. A panel event held in September 2022 "Accelerating progress against gender equity" featured executive staff as panelists, and the Provost and Senior Vice-President as Master of Ceremony. The panel event facilitated a discussion around the leading causes of gender disparities in senior academic roles, and audience members were able to ask questions, and voice their suggestions to senior leadership.

Additionally, employees were consulted on the development of the Monash University Gender Equality Action Plan 2022-2025. Consultations were held in a range of formats and informed the development of actions across multiple areas of focus, including recruitment, promotion, development, flexible work and culture. Throughout our consultation activities, we sought to understand lived experiences and perspectives of people from diverse backgrounds, in order to listen more effectively to marginalised groups that may be more adversely affected, and how we can further remove barriers to equality.

Targeted focus groups with employees were held in 2022 to gain deeper insights into their experiences and perceptions of equity in the University's promotion practices. This helped inform the development of recommendations that were presented to the senior leadership, followed by a bespoke survey on gender equality matters for members of promotion committees.

# #Flexible Work

## Flexible Working

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

Yes

Policy; Strategy

- 1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

Yes

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

Yes

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Other



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**Other:** Consultation findings provide evidence that employees are satisfied with the workplace flexibility provided.

**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**

Yes

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**

Yes

**Leaders are held accountable for improving workplace flexibility**

Yes

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

Yes

**Targets have been set for men's engagement in flexible work**

No

Other

**Other:** Our data show that men's engagement in flexible work is high.

**Team-based training is provided throughout the organisation**

Yes

**Other:** No

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

**Carer's leave:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Compressed working weeks:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Flexible hours of work:** Yes

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SAME options for women and men Formal options are available; Informal options are available

**Job sharing:** Yes

SAME options for women and men

Formal options are available

**Part-time work:** Yes

SAME options for women and men Formal options are available

**Purchased leave:** Yes

SAME options for women and men Formal options are available

**Remote working/working from home:** Yes

SAME options for women and men

**Time-in-lieu:** Yes

SAME options for women and men

Formal options are available; Informal options are available

**Unpaid leave:** Yes

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

**5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

Yes, women and men

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

Monash University recognises workplace flexibility as one of the key enablers of gender equality. Through relevant policies, procedures, toolkits, training and other programs designed to support staff in workplace flexibility, the University demonstrates leading practice.

The University's Working from Home Procedure (Hybrid Work) seeks to support staff who wish to work from home, including a hybrid working model. Flexible Work Guidelines are available to support flexible work arrangements at Monash. Flex at Monash website provides additional and tailored support for staff and supervisors in successfully working from home, managing remote/hybrid teams and staying connected.

The University consulted with employees on their satisfaction with flexible work arrangements and published key findings on Flex at Monash (externally facing web page). Utilisation of flexible work arrangements is monitored and reported to senior leaders. HR works with leaders across the organisation to promote workplace flexibility. In 2022-23 reporting period, 91% of staff accessed flexible working options (92.3% of women and 89.1% of men).

# #Employee Support

## Paid Parental leave

1. **Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**

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

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

We recognise that paid parental leave, caregiving leave and other support for staff who are parents and carers, represent impactful strategies in reducing gender pay gaps, retaining employees and improving job satisfaction through enhanced ability to balance work aspirations and life commitments. Monash University proactively supports staff with family and caregiving responsibilities and promotes equal opportunity and equity in employment.

Expectant parents have access to paid leave to attend prenatal medical visits associated with pregnancy. This leave provision is uncapped and is available to staff of all genders, including partners. The University further provides generous parental leave entitlements to care for newborn, adopted children, or children received through a permanent care order.

In addition to our paid parental leave to expectant and new parents, the University offers a range of benefits to support employees during pregnancy, breastfeeding, provision of on-site childcare centres (Monash University was the first university in Victoria to open its on-campus childcare in 1967. The centre still operates today), on-site school holiday programs, access to free professional counselling services as well as interactive workshops and resources for parents.

We have a flexible return to work arrangement in place for parents transitioning from parental leave. While on unpaid parental leave, we also facilitate staff transitioning back to work with up to 10 “keeping in touch” paid days. Extension of unpaid parental leave request is also available for a further up to 12 months. Our easy-to-read Guide for Expectant and New Parents communicates all available support and leave entitlements for staff, and includes suggestions for supervisors on how to support staff before, during and after a period of parental leave.

## Support for carers

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

Yes

Policy; Strategy

**2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?**

**2.1. Employer subsidised childcare**

Yes

Available at ALL worksites

**2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)**

No

Other

**Other:** Incorporated as a component of paid parental leave entitlements.

**2.3. Breastfeeding facilities**

Yes

Available at ALL worksites

**2.4. Childcare referral services**

Yes

Available at ALL worksites

**2.5. Coaching for employees on returning to work from parental leave**

Yes

Available at ALL worksites

**2.6. Targeted communication mechanisms (e.g. intranet/forums)**

Yes

Available at ALL worksites

**2.7. Internal support networks for parents**

Yes

Available at ALL worksites

**2.8. Information packs for new parents and/or those with elder care responsibilities**

Yes

Available at ALL worksites

**2.9. Parenting workshops targeting fathers**

Yes

Available at ALL worksites

**2.10. Parenting workshops targeting mothers**

Yes

Available at ALL worksites

**2.11. Referral services to support employees with family and/or caring responsibilities**

Yes

Available at ALL worksites

**2.12. Support in securing school holiday care**

Yes

Available at SOME worksites

**2.13. On-site childcare**

Yes

Available at SOME worksites

**2.14. Other details: Yes**

Available at ALL worksites

**Provide Details:** "Parents at Monash" employee network.

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

Support for parents and carers forms a pillar of the University's Workplace Gender Equality Strategy and associated Action Plan.

Across eight different work locations at Monash Australia, the university established 22 parenting rooms available to employees and visitors. This is in addition to parenting facilities managed by individual departments for their own staff.

Employees who continue to breastfeed on their return to work may also request a Mobile Breastfeeding Support Kit. This is in recognition that the location of our parenting facilities may not always meet their requirements to regularly express breast milk in privacy during working hours. The Mobile Breastfeeding Kit has a number of available components that can be delivered to the employee's office (or building) including an armchair with footrest, bar fridge to store breast milk, privacy screen and a lockable cabinet to store items such as breast pumps. Monash are also in the process of updating terminology to be more inclusive, to Mobile Breastfeeding Support Kit.

The University uses 'Workplace' as an online communication platform, which includes an employee group dedicated to those who identify as parents - Parents at Monash. This channel enables targeted communication to provide support and disseminate relevant information including training.

Monash also has a program supporting the career progression of early to mid-career high potential academic women with carer responsibilities and assists the university in fostering talent and progressing gender equity in senior roles within the academy. By providing funding at a critical time in the careers of academic women, this

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flagship gender equity initiative aims to reduce the impact of career breaks and/or caring responsibilities on academic success, and ensure retention of talent. Grant awardees receive funds to support a range of academic activities so that they can maintain or enhance the momentum of their productivity and strengthen their academic profile. Staff are also offered the opportunity to participate in professional career coaching to assist them with their long-term career planning.

## Sexual harassment, harassment on the grounds of sex or discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?

Yes

Policy; Strategy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

Yes

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

All Non-Managers

Yes

Voluntary question: All Non-Managers

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

Monash University demonstrates leading practice in building and maintaining a culture based on integrity and respect and setting standards of the highest professional behaviours. To create the professional and supportive environment in which employees can thrive, Monash University prohibits all forms of unacceptable behaviour, bullying, discrimination, harassment (including racial, religious and sexual harassment) and stalking. All members of the University, including bystanders who observe such behaviour are strongly encouraged to report such conduct.

Victimisation of persons who raise a concern will not be tolerated.

The University has policy and procedures dealing with each of these matters,

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including how to make a report of concerning behaviour: i) Integrity and Respect Policy; ii) Behaviours in the Workplace Procedure; iii) Resolution of unacceptable behaviour and discrimination Procedure; iv) Staff/Student Personal Relationship Procedure; v) Equal Opportunity Policy.

As part of our commitment to Universities Australia's Respect. Now. Always. campaign, Monash University developed and launched Respect at Monash online training module for both staff and students which is mandatory to complete. Further underpinning this commitment, and expanding on Monash's Respect.Now.Always. initiative is the University's NSSS Action Plan which contributes to a larger effort to improve safety, respect and equity within our communities. The Action Plan sets out four key priority areas that guide our collective efforts to prevent sexual and gender-based violence: i) fostering safe and respectful spaces; ii) awareness raising; iii) governance, coordination, support structure and system development; iv) capacity building.

Monash University also created a "Culture of Respect" website with relevant resources for staff, and how to report unacceptable workplace behaviour. This can be also submitted anonymously or staff can include their contact details if they wish or call for a confidential discussion.

## 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

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?**

**A domestic violence clause is in an enterprise agreement or workplace agreement**

Yes

**Confidentiality of matters disclosed**

Yes

**Protection from any adverse action or discrimination based on the disclosure of domestic violence**

Yes

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**Employee assistance program (including access to psychologist, chaplain or counsellor)**

Yes

**Emergency accommodation assistance**

Yes

**Provision of financial support (e.g. advance bonus payment or advanced pay)**

Yes

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

**Access to medical services (e.g. doctor or nurse)**

Yes

**Training of key personnel**

Yes

**Referral of employees to appropriate domestic violence support services for expert advice**

Yes

**Workplace safety planning**

Yes

**Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**



Yes

**Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

Yes

**Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

Yes

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

Yes

**Provide Details: Yes**

Support is also available to employees who are providing care or support to a family member who is experiencing family violence. Access to confidential, professional counselling and support is available also to employees' immediate family members.

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

Monash University was awarded \$8.67 million from the Victorian Government for critical research, the creation of workforce pathways and better legal support for family violence victim-survivors. The program led by the Monash Gender and Family Violence Prevention Centre seeks to provide Victorian family violence victim-survivors with better access to employment opportunities and establish industry partnerships to enhance gender equality across workplaces state-wide. The University has a central point of enquiry for expert advice, support, intervention, investigation and risk management to reduce the risk of inappropriate, concerning or threatening behaviours including family and interpersonal violence. Our Family Violence Support Procedure articulates the commitment to providing support to staff who experience family violence. It also sets out the process for staff to access

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leave for absences due to family violence and/or flexible work arrangements. The amount of paid Family Violence leave is unlimited. Monash further provides access to Family Violence Contact Officers in Safer Community Unit and in Human Resources who can provide advice and referrals in relation to leave, flexible work, additional safety/security arrangements, safe accommodation and counselling.

# 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            | 8      | 4     | 12     |
|   |               |                     | Non-managers        | 116    | 112   | 228    |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 3      | 1     | 4      |
|   |               |                     | Managers            | 3      | 3     | 6      |
|   |               |                     | Non-managers        | 54     | 58    | 112    |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0     | 0      |
|   |               |                     | Managers            | 0      | 1     | 1      |
|   |               |                     | Non-managers        | 25     | 6     | 31     |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0     | 0      |
|   |               |                     | Managers            | 1      | 0     | 1      |
|   |               |                     | Non-managers        | 28     | 6     | 34     |
|   | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0     | 0      |
|   |               |                     | Managers            | 0      | 0     | 0      |
|   |               |                     | Non-managers        | 5      | 4     | 9      |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0     | 0      |
|   |               |                     | Managers            | 0      | 2     | 2      |
|   |               |                     | Non-managers        | 361    | 192   | 555    |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 2      | 2     | 4      |
|   |               |                     | Managers            | 23     | 6     | 29     |
|   |               |                     | Non-managers        | 264    | 204   | 468    |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0     | 0      |
|   |               |                     | Managers            | 0      | 0     | 0      |
|   |               |                     | Non-managers        | 65     | 10    | 75     |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0     | 0      |
|   |               |                     | Managers            | 1      | 0     | 1      |
|   |               |                     | Non-managers        | 223    | 111   | 334    |
|   | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0     | 0      |
|   |               |                     | Managers            | 0      | 0     | 0      |
|   |               |                     | Non-managers        | 1,261  | 919   | 2,185  |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0     | 0      |
|   |               |                     | Managers            | 0      | 2     | 2      |
|   |               |                     | Non-managers        | 186    | 122   | 309    |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 5      | 4     | 10     |
|   |               |                     | Managers            | 8      | 8     | 19     |
|   |               |                     | Non-managers        | 259    | 212   | 473    |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0     | 0      |
|   |               |                     | Managers            | 0      | 0     | 0      |
|   |               |                     | Non-managers        | 27     | 4     | 32     |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0     | 0      |
|   |               |                     | Managers            | 2      | 0     | 2      |
|   |               |                     | Non-managers        | 135    | 41    | 176    |
|   | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0     | 0      |
|   |               |                     | Managers            | 1      | 2     | 3      |
|   |               |                     | Non-managers        | 2,049  | 1,679 | 3,738  |

\* Total employees includes Non-binary

# 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            | 1      | 0    | 1      |
|  |               |                     | Non-managers        | 177    | 114  | 292    |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 6      | 3    | 9      |
|  |               |                     | Managers            | 10     | 12   | 23     |
|  |               |                     | Non-managers        | 148    | 137  | 287    |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 44     | 11   | 55     |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 1      | 0    | 1      |
|  |               |                     | Managers            | 3      | 0    | 3      |
|  |               |                     | Non-managers        | 124    | 38   | 162    |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 134    | 91   | 225    |
| 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            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 148    | 12   | 160    |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 2      | 0    | 2      |
|  |               |                     | Non-managers        | 94     | 0    | 94     |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 51     | 0    | 51     |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 2      | 0    | 2      |
|  |               |                     | Non-managers        | 52     | 0    | 52     |
|  | 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      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 60   | 60     |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 46   | 46     |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 1    | 1      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 1    | 1      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 6    | 6      |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Non-binary

# 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        | 5      | 0    | 5      |
|   | 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            | 1      | 0    | 1      |
|   |               |                     | Non-managers        | 3      | 0    | 3      |

\* Total employees includes Non-binary

# 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 | 61               | 92    | 0  | 0 | 153               |
|  | Full-time contract  | 184              | 197   | 0  | 0 | 385               |
|  | Part-time permanent | 7                | 4     | 0  | 0 | 11                |
|  | Part-time contract  | 14               | 9     | 0  | 0 | 23                |
| Professionals                          | Full-time permanent | 1,930            | 1,579 | 0  | 0 | 3,515             |
|  | Full-time contract  | 1,007            | 956   | 0  | 0 | 1,965             |
|  | Part-time permanent | 525              | 97    | 0  | 0 | 623               |
|  | Part-time contract  | 657              | 328   | 0  | 0 | 986               |
|  | Casual              | 1,751            | 1,331 | 0  | 0 | 3,085             |
| Technicians And Trades Workers         | Full-time permanent | 85               | 76    | 0  | 0 | 161               |
|  | Full-time contract  | 144              | 135   | 0  | 0 | 279               |
|  | Part-time permanent | 34               | 10    | 0  | 0 | 44                |
|  | Part-time contract  | 98               | 14    | 0  | 0 | 112               |
|  | Casual              | 296              | 231   | 0  | 0 | 528               |
| Community And Personal Service Workers | Full-time permanent | 52               | 36    | 0  | 0 | 88                |
|  | Full-time contract  | 8                | 2     | 0  | 0 | 10                |
|  | Part-time permanent | 22               | 2     | 0  | 0 | 24                |
|  | Part-time contract  | 10               | 5     | 0  | 0 | 15                |
|  | Casual              | 61               | 40    | 0  | 0 | 101               |
| Clerical And Administrative Workers    | Full-time permanent | 94               | 8     | 0  | 0 | 102               |
|  | Full-time contract  | 16               | 1     | 0  | 0 | 17                |
|  | Part-time permanent | 23               | 2     | 0  | 0 | 25                |
|  | Part-time contract  | 24               | 9     | 0  | 0 | 33                |
|  | Casual              | 119              | 72    | 0  | 0 | 191               |

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

\*\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Tertiary Education

| Manager category | Employment status   | No. of employees |    |        |
|------------------|---------------------|------------------|----|--------|
|                  |                     | F                | M  | Total* |
| CEO              | Full-time contract  | 1                | 0  | 1      |
| KMP              | Full-time contract  | 3                | 3  | 6      |
| GM               | Full-time permanent | 2                | 2  | 4      |
|                  | Full-time contract  | 10               | 24 | 34     |
|                  | Part-time contract  | 0                | 2  | 2      |
| SM               | Full-time permanent | 56               | 90 | 146    |
|                  | Full-time contract  | 51               | 72 | 124    |
|                  | Part-time permanent | 7                | 4  | 11     |
|                  | Part-time contract  | 2                | 3  | 5      |
| OM               | Full-time permanent | 3                | 0  | 3      |
|                  | Full-time contract  | 119              | 98 | 220    |
|                  | Part-time contract  | 12               | 4  | 16     |

\* Total employees includes Non-binary