



2015-16 public report form submitted by Hunter Primary Care Ltd to the Workplace Gender Equality Agency

Organisation and contact details

Organisation registration	Legal name ABN	Hunter Primary Care Ltd 27061783015
J	ANZSIC	8599 Other Health Care Services n.e.c.
Organisation details	Trading name/s	Hunter Primary Care Ltd, GP Access After Hours, Hunter Partners in Recovery, headspace Newcastle
	ASX code (if relevant)	
	Postal address	PO Box 572 NEWCASTLE NSW 2300
,	Organisation phone number	AUSTRALIA (02) 4925 2259
Reporting structure	Number of employees covered in this report submission	430
	Other organisations reported on in this report	



Workplace profile Manager

managa occapatorial categories	Oro of lovel sent toward			N	No. of employees
	OEO or level to OEO	Employment status	ш	Σ	Total employees
		Full-time permanent	0	0	0
)	Full-time contract	0	-	
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	-	
N accommendation and the controlled on the contr	3	Full-time contract	0	1	
Key management personnel	7	Part-time permanent	1	0	
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	0	
9		Full-time contract	1	1	2
Other executives/General managers	-7	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	1	2
	9	Full-time contract	2	0	2
Senior Managers	-2	Part-time permanent	2	0	2
		Part-time contract	1	0	
		Casual	0	0	0
		Full-time permanent	0	-	
	40.0	Full-time contract	-	0	
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Other managers		Casual	0	0	0
		Full-time permanent	2	0	2
		Full-time contract	0	0	0
	ကု	Part-time permanent	8	1	
		Part-time contract	3	0	3
		Casual	0	0	0
Grand total: all managers			23	7	30





Non-manager

employees Ø No. of apprentices (if applicable) No. of graduates (if applicable) No. of employees (excluding graduates and Ξ Σ N က apprentices) O u. permanent Full-time contract Full-time contract permanent Full-time contract Full-time contract Full-time contract Part-time Employment status permanent Part-time contract permanent Part-time contract Part-time permanent permanent permanent permanent permanent permanent Part-time contract Part-time Part-time Part-time Part-time Full-time Full-time Full-time Full-time Full-time contract Casual Casual Casual Casual Non-manager occupational Clerical and administrative Community and personal service Technicians and trade categories Professionals Sales

	Ayjent
1	Workplace Gender Er Agency
	8

Date submitted: 20-Apr-2016 16:39:32 Unique report number: 1x3kqcusfk

Non-manager occupational	Employment	No. of employees (excluding apprentices)	No. of employees (excluding graduates and apprentices)	No. of gr appli	No. of graduates (if applicable)	No. of app appli	No. of apprentices (if applicable)	Total
categories	status	E	M	Ь	Σ	Н	M	employees
1	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		237	163	0	0	0	0	400



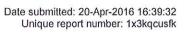




Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

	have formal policies and/or formal strategies DER EQUALITY in relation to:	s in place that SPECIFICALLY
☐ Stand ⊠ Policy ☐ Stand	nent? select policy and/or strategy options) dalone policy v is contained within another policy dalone strategy egy is contained within another strategy	
☐ No ☐ No, currently t	under development nt human resources staff e expertise	
☐ Stand ☐ Policy ☐ Stand	n? select policy and/or strategy options) lalone policy is contained within another policy lalone strategy egy is contained within another strategy	
No, currently u		
Yes (you can Stand Policy Stand Strate	ance management processes? select policy and/or strategy options) dalone policy v is contained within another policy dalone strategy egy is contained within another strategy under development at human resources staff	
No, not a prior 1.4 Promotio ☐ Yes (you can ☐ Stand ☐ Policy ☐ Stand	rity	
☐ No ☐ No, currently u	under development nt human resources staff e expertise	
	entification/identification of high potentials? select policy and/or strategy options)	







 ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy
☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise
 No, not a priority 1.6 Succession planning? ✓ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy □ No
No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.7 Training and development? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.8 Resignations? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.9 Key performance indicators for managers relating to gender equality? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.10 Gender equality overall? ⊠ Yes (you can select policy and/or strategy options)





☑ Policy is contained within another policy
☐ Standalone strategy
Strategy is contained within another strategy
□ No
No, currently under development
No, insufficient human resources staff
No, don't have expertise
☐ No, not a priority
☐ No, not a priority

1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:

The Equal Employment Opportunity policy specifically provides for equality in the workplace for all groups, including gender.

1.12 In the table below, please provide the NUMBER of new appointments made during the reporting period (by gender and manager/non-manager categories). This should include appointments from both external and internal sources such that if an existing employee is appointed to another role within the organisation (promotion or not), they would need to be included.

All appointments need to be included regardless of how they were made, for example through

recruitment exercises, cold canvassing, previously-submitted resumes.

	Manag	Managers Female Male		Non-managers	
	Female	Male	Female	Male	
NUMBER of appointments made	8	3	31	6	

1.13 In the table below, please provide the NUMBER of employees who were awarded promotions during the reporting period (by gender, employment status and manager/non-manager categories).

('Promotion' means where a person has advanced or been raised to a higher office or rank on an ongoing basis. Temporary higher duties are not considered a promotion. This does not typically include movement within a salary band unless it involves a move to higher office or

rank.)

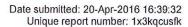
Λ.)	Manag	gers	Non-mar	Non-managers	
	Female	Male	Female	Male	
Permanent/ongoing full-time employees	0	1	0	0	
Permanent/ongoing part-time employees	1	0	5	1	
Fixed-term contract full-time employees	2	1	0	0	
Fixed-term contract part-time employees	4	0	2	1	
Casual employees	0	0	0	0	

1.14 In the table below, please provide the NUMBER of employees who have resigned during the reporting period (by gender, employment status, and manager/non-manager categories).

('Resigned' refers to employees who have given up their employment voluntarily, not those

who are subject to employer-initiated terminations or redundancies.)

	Manag	gers	Non-mar	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	1	5	1	2







	Manag	gers	Non-mar	nagers
	Female	Male	Female	Male
Permanent/ongoing part-time employees	1	0	14	0
Fixed-term contract full-time employees	0	0	2	2
Fixed-term contract part-time employees	0	0	9	0
Casual employees	0	0	9	1

1.15 Should you wish to provide additional information on any of your responses under gender equality indicator 1, please do so below:

Resignations were higher than normal during this period due to major organisational change and new opportunities with the newly formed Hunter New England Central Coast Primary Health Network.

Gender equality indicator 2: Gender composition of governing bodies

- Your organisation, or organisations you are reporting on, will have a governing body/board as defined in the Workplace Gender Equality Act 2012 (Act). (In the Act, a governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer".) For the purposes of reporting under the Act, this question relates to the ultimate or 'highest' governing body for your organisation. NB: if your governing body/board is located overseas, it still needs to be included.
- o For private or publicly listed companies, you will have one or more directors or a board of directors.
- o For trusts, the trustee is the governing body/board.
- o For partnerships, the governing body/board is likely to comprise all or some (if elected) partners.
- o For organisations whose governing body/board is the same as their parent entity's governing body/board, it is still deemed to have a governing body/board.
- o For religious structures, you may have a canonical advisor, bishop or archbishop.
- o For other structures that do not fall into any of the above categories, your committee of management would be considered your governing body/board.
- 2.1 Please complete the table below, ensuring data entered is based on the instructions in each column header. For each organisation, enter the number of women and men on that governing body/board (not percentage). If a target has been set to increase the representation of women on any of the governing bodies listed, please indicate the % target and the year it is to be reached.

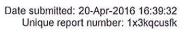
If your organisation's governing body/board is the same as your parent entity's governing body/board, you will need to enter your organisation's name but the details of your parent entity's governing body/board in the table below.

Organisation name	Gender and NUMBER of chairperson/s (NOT percentage)	Gender and NUMBER of other governing body/board members (NOT percentage)	% target for representation of women on each governing body/board	Year to be reached
----------------------	---	---	---	--------------------





		F (Chair)	M (Chair)	F	M	(enter 0 if no target has been set, or enter a % between 1- 100)	(in YYYY format; if no target has been set, leave blank)
01	Hunter Primary Care Ltd	0	1	1	6	0	
02							
03	71			- (-			
04							
05							
06							
07							
08						74	
09				3			
10						8	
11							
12							
13							
14							
15					1		
16							
17							
18							
19							
20							
21							
22						pk!	
23							
24							
25							
26							







27				
28				
29				
30				

29								
30								
	If a target reprining bodies lise. Governing bodies lise. Governing body. Currently under nsufficient huma bon't have experies on the have con 50% of board is based on specification a priority. Other (provide decease)	sted above /board has developm an resourd rtise trol over of member fic skills.	e, you ma s gender l ent ces staff governing	y specify v balance (e body/boar	vhy below: .g. 40% wo [.] d appointm	men/40% m	nen/20% e	either) why):
□ Ý	☐ Standald	rs for ALL lect policy one policy contained one strated is contain some gove der develd uman res	organisa and/or st d within angy ned within erning boo opment ources sta	tions cove rategy opt nother poli another s dies/board	red in this r ions) cy trategy s	eport?		
\square N	lo, don't have e lo, not a priority lo, other (provid		:					
	Partnership er a partnership corporated entit	structure,						
partr	se enter the tota er) in the follow equity (salaried	ing table	against th	ie relevant	WGEA sta	ndardised n	nanager o	
	ils of your mana place profile.	aging part	ner shoul	d be includ	led separat	ely in the Cl	EO row of	f your
NB: I or so	Please ensure t me of your equ	hat the co ity partner	mpositior rs below)	n of your g	ered in que	stion 2.1.		
					Full- time females	Part- time females	Full- time males	Part- time males
	quity partners wersonnel (KMPs)							

 <u> </u>	

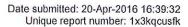




	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who are "Other executives/General managers"				Y .
Equity partners who are "Senior managers"				
Equity partners who are "Other managers"				

2.5 Should you wish to provide additional information on any of your responses under gender equality indicator 2, please do so below:

Gender equality indicator 3: Equal remuneration between women and men
 Do you have a formal policy and/or formal strategy on remuneration generally? ✓ Yes (you can select policy and/or strategy options) ✓ Standalone policy
 □ Policy is contained within another policy □ Standalone strategy □ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, included in workplace agreement
 No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees paid market rate No, not a priority
No, other (provide details):
3.1 Are specific gender pay equity objectives included in your formal policy and/or formal strategy? ☐ Yes (provide details in questions 3.2 and/or 3.3 below) ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, salaries set by awards or industrial agreements ☐ No, non-award employees are paid market rate
No, not a priorityNo, other (provide details):
Has a gender remuneration gap analysis been undertaken? (This is a payroll analysis to determine whether there are any gaps between what women and men are paid.) Yes. When was the most recent gender remuneration gap analysis undertaken? Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details):
 No No, currently under development No, insufficient human resources staff No, don't have expertise







 No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications) No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) No, non-award employees are paid market rate No, not a priority No, other (provide details):
4.2 Should you wish to provide additional information on any of your responses under gender equality indicator 3, please do so below:
Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities
Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers? ☑ Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer):
☐ By paying the gap between the employee's salary and the government's paid
parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination)
□ No □ No, currently being considered
 No, insufficient human resources staff No, government scheme is sufficient
□ No, don't know how to implement □ No, not a priority □ No, ether (provide details):
☐ No, other (provide details):
5.1 Please indicate the MINIMUM number of weeks of EMPLOYER FUNDED paid parental leave that is provided for primary carers.12
Optional: If you wish to provide additional details on the eligibility period/s and the maximum number of paid parental leave offered to primary carers, please do so below:
5.1a What is the eligibility period for employees to access the MINIMUM amount of employer funded paid parental leave (ie how long do employees need to be employed to access this MINIMUM amount - in months)?
5.1b If you offer different amounts of employer funded paid parental leave, what is the MAXIMUM number of weeks of employer funded paid parental leave that is provided for primary carers (in weeks)?
5.1c What is the eligibility period for employees to access the MAXIMUM amount of employer funded paid parental leave (ie how long do employees need to be employed to access this MAXIMUM amount – in months)?





5.2 What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS? In your calculation, you must include casuals when working out the proportion. For example, if ALL employees have access to employer funded paid parental leave for PRIMARY CARERS, including casuals, you would enter 100%. If casuals do not have access to this leave, your figure would always be less than 100%.

Please enter a whole number that represents the percentage of employees to the nearest 10th percentile, e.g. if 23.4% enter 20; if 45.7% enter 50).

	Primary carer's leave
Percentage:	40

Yes	Do you provide employer funded paid parental leave for SECO note to any government funded parental leave scheme for secondary, one week or greater (please go to 6.1), less than one week (please go to 6.2)	NDA ry ca	ARY Carers?	CARI	ERS, ir
☐ No, ☐ No, ☐ No,	currently being considered insufficient human resources staff government scheme is sufficient don't know how to implement				
☐ No,	not a priority other (provide details):				

- 6.1 Please indicate the number of weeks of employer funded paid parental leave that is provided for secondary carers.
- 6.3 What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS? In your calculation, you must include casuals when working out the proportion. For example, if ALL employees have access to employer funded paid parental leave for SECONDARY CARERS, including casuals, you would enter 100%. If casuals do not have access to this leave, your figure would always be less than 100%.

Please enter a whole number that represents the percentage of employees to the nearest 10th percentile, (e.g. if 23.4% enter 20; if 45.7% enter 50).

	Secondary carer's leave
Percentage:	40

How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period? (This number reflects the total number of employees in these categories that have taken this leave for ALL the organisations included in your report.)

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	0	0	0	0
Non-managers	5	0	0	1

Provide the NUMBER of employees who, during the reporting period, ceased employment during, or at the end of, parental leave (by gender and manager/non-manager categories).

This includes employees on parental leave that had commenced in another reporting period. Include situations where the parental leave was taken continuously with any other leave type.



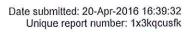


For example, a person may have utilised paid/unpaid parental leave, annual leave or other unpaid leave during a single block of 'parental leave'.

'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	0	0
Non-managers	3	0

Do you have a formal policy and/or formal strategy on flexible working arrangements? Yes (you can select policy and/or strategy options)
Standalone policy
Policy is contained within another policy
 ☐ Standalone strategy ☐ Strategy is contained within another strategy
No
No, currently under development
No, insufficient human resources staff
No, included in workplace agreement
No, don't have expertise
No, don't offer flexible arrangements
No, not a priority
No, other (provide details):
Do you have a formal policy and/or formal strategy to support employees with family
or caring responsibilities?
Yes (you can select policy and/or strategy options)
Standalone policy
☑ Policy is contained within another policy ☐ Standalone strategy
Strategy is contained within another strategy
□ No
No, currently under development
No, insufficient human resources staff
No, included in workplace agreement
No, don't have expertise
No, not a priority
No, other (provide details):
Do you have any non-leave based measures to support employees with family or
caring responsibilities (e.g. employer-subsidised childcare, breastfeeding facilities, referral
services)?
⊠ Yes
 □ No □ No, currently under development
☐ No, insufficient human resources staff
No, don't have expertise
No, not a priority
☐ No, other (provide details):
11.1 Please indicate what measures are in place and if they are available at all worksites
11.1 Please indicate what measures are in place and if they are available at all worksites (where only one worksite exists, for example a head-office, please select "Available at all
worksites"):
Employer subsidised childcare
Available at some worksites only







Available at all worksites
On-site childcare
Available at some worksites only
Available at all worksites
☐ Breastfeeding facilities
Available at some worksites only
Available at all worksites
Childcare referral services
Available at some worksites only
Available at all worksites
☐ Internal support networks for parents
Available at some worksites only
Available at all worksites
Return to work bonus (only select this option if the return to work bonus is NOT the
balance of paid parental leave when an employee returns from leave).
Available at some worksites only
Available at all worksites
☐ Information packs to support new parents and/or those with elder care responsibilities
Available at some worksites only
Available at all worksites
Referral services to support employees with family and/or caring responsibilities
Available at some worksites only
Available at all worksites
Targeted communication mechanisms, for example intranet/ forums
Available at some worksites only
Available at all worksites
Support in securing school holiday care
Available at some worksites only
Available at all worksites
Coaching for employees on returning to work from parental leave
☐ Available at some worksites only
Available at all worksites
Parenting workshops targeting mothers
Available at some worksites only
Available at all worksites
Parenting workshops targeting fathers
Available at some worksites only
Available at all worksites
None of the above, please complete question 11.2 below
11.2 Please provide details of any other non-leave based measures that are in place and
whether they are available at all worksites.
Flexible working arrangements to allow employees to manage their family and work
responsibilities in a way that meets individual needs.
Toponoisimiles in a way that mosts marriada mosts.
Do you have a formal policy and/or formal strategy to support employees who are
experiencing family or domestic violence?
Yes (you can select policy and/or strategy options)
Standalone policy
Policy is contained within another policy
Standalone strategy
☐ Strategy is contained within another strategy
No
No, currently under development
No, insufficient human resources staff
No, included in workplace agreement
No, not aware of the need
No, don't have expertise
No, not a priority
No, other (please provide details):





Other than a policy and/or strategy, do you have any measures to support employees who are experiencing family or domestic violence? Yes - please indicate the type of measures in place (more than one option can be
selected):
Employee assistance program (including access to a psychologist, chaplain or
counsellor)
 ☐ Training of key personnel ☐ A domestic violence clause is in an enterprise agreement or workplace agreement ☐ Workplace safety planning
Access to paid domestic violence leave (contained in an enterprise/workplace
agreement)
Access to unpaid domestic violence leave (contained in an enterprise/workplace
agreement)
Access to paid domestic violence leave (not contained in an enterprise/workplace
agreement)
Access to unpaid leave
Confidentiality of matters disclosed
Referral of employees to appropriate domestic violence support services for expert advice
Protection from any adverse action or discrimination based on the disclosure of
domestic violence
 □ Provide financial support (e.g. advance bonus payment or advanced pay) □ Offer change of office location
Emergency accommodation assistance
☐ Access to medical services (e.g. doctor or nurse)☐ Other (provide details):
No
No, currently under developmentNo, insufficient human resources staff
No, not aware of the need
No, don't have expertise
No, not a priority
No, other (provide details):

Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):

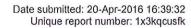
	Managers				Non-managers				
	Fei	nale	M	ale	Female		Male		
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal	
Flexible hours of work			\boxtimes				\boxtimes		
Compressed working weeks		\boxtimes							
Time-in-lieu		\boxtimes							
Telecommuting						\boxtimes			
Part-time work	\boxtimes		\boxtimes		\boxtimes		\boxtimes		
Job sharing			\boxtimes				\boxtimes		
Carer's leave	\boxtimes						\boxtimes		
Purchased									





☐ No ☐ No, currently under development

	Managers				Non-managers				
		Female Male Formal Informal Formal Informal		Female Male Formal Informal Formal Information					
leave	гоппа	monnai	Formal	IIIIOIIIIai	Formal	mormai	1 Office	IIIIOIII	
Unpaid leave			\boxtimes						
your employees, Hunter Primary 0 staff who are und	you may Care providergoing a mploymer by of the cler develop	provide det des a very my persona nt terms, co ategories li oment	ails of the supportival difficultions	e work envi ies. or practices	ronment a	and flexibilit	y is afford		
☐ Don't have ex☐ Not a priority ☐ Other (provid Employment currently be	cpertise e details): conditions	s are conta	ined with	in enterprise	e agreem	ents which	are not		
14.3 Should y gender equality i				information v:	on any of	your respo	nses und	er	
Gender equality equality in the we		5: Consultat	ion with e	employees	on issues	concerning	gender		
15 Have yo workplace? ☐ Yes ☐ No ☐ No, not neede				n issues cor	ncerning (gender equ	ality in yo	ur	
☐ No, insufficier ☐ No, don't hav ☐ No, not a pric ☒ No, other (pro	nt human i e expertise rity ovide detai	resources s e ils):	staff	reements al	re renego	tiated.			
15.3 Should y gender equality i				nformation v:	on any of	your respo	nses und	er	
Gender equality	indicator 6	: Sex-base	d harass	ment and d	iscriminat	ion			
discrimination pr ☑ Yes (you can ☐ Stand ☑ Police ☐ Stand	evention? select pol lalone poli is contain lalone stra	icy and/or s icy ned within a	strategy c	olicy	y on sex-	based hara	ssment a	nd	







 No, insufficient human resources staff No, included in workplace agreement
No, don't have expertise
No, not a priority
No, other (provide details):
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy and/or strategy?
∑ Yes
□ No
No, currently under development
No, insufficient human resources staff
No, don't have expertise
No, not a priority
No, other (provide details):
Does your workplace provide training for all managers on sex-based harassment and discrimination prevention?
 ✓ Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected): ✓ At induction
☐ At least annually ☐ Every one-to-two years
Every three years or more
☐ Varies across business units
Other (provide details):
□No
No, currently under development
No, insufficient human resources staff
No, don't have expertise
No, not a priority
☐ No, other (provide details):
17.1 Should you wish to provide additional information on any of your responses under gender equality indicator 6, please do so below:
Other

Should you wish to provide details of any initiatives that you feel are particularly 18 outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)





Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press Submit at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed Re-submit at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 60.5% females and 39.5% males.

Promotions

- 2. 77.8% of employees awarded promotions were women and 22.2% were men
 - 77.8% of all manager promotions were awarded to women
 - ii. 77.8% of all non-manager promotions were awarded to women.
- 3. 31.2% of your workforce was part-time and 77.8% of promotions were awarded to part-time employees.

Resignations

- 4. 78.7% of employees who resigned were women and 21.3% were men
 - i. 28.6% of all managers who resigned were women
 - ii. 87.5% of all non-managers who resigned were women.
- 31.2% of your workforce was part-time and 51.1% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 60.0% of all women who utilised parental leave and ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave and ceased employment before returning to work
- N/A managers who utilised parental leave and ceased employment before returning to work were women
- 50.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.





Notification and access

List of employee organisations

NSW Nurses and Midwives Association Health Services Union

CEO sign off confirmation

Name of CEO or equivalent

Kevin Sweeney

Confirmation CEO has signed the report

Yes

CEO Signature:

Date: