

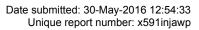




2015-16 public report form submitted by Great Lakes Community Resources Inc to the Workplace Gender Equality Agency

Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	Great Lakes Community Resources Inc 90746695414 9559 Other Interest Group Services n.e.c.
Organisation details	Trading name/s ASX code (if relevant)	·
	Postal address	PO Box 250 TUNCURRY NSW 2428 AUSTRALIA
	Organisation phone number	02 6555 8922
Reporting structure	Number of employees covered in this report submission Other organisations reported on in this	154







Workplace profile Manager

Manager equipational actagories	Deporting level to CEO	Employment status		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees		
		Full-time permanent	0	0	0		
		Full-time contract	0	0	0		
CEO/Head of Business in Australia	0	Part-time permanent	0	1	1		
		Part-time contract	0 0 0 0 0 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0				
	Full-time permanent						
		Full-time permanent	0	1	1		
		Full-time contract	0	0	0		
Other executives/General managers	-1	Part-time permanent	1	0	1		
·		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	0	1	1		
			0	0	0		
	-1	4					
		Part-time contract	e contract 0 0 0 e permanent 4 0 4 e contract 0 0 0				
Carian Managan		Casual	0	0	0		
Senior Managers		Full-time permanent	0	1	1		
			0	0	0		
	-2	0					
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	2	2	4		
		Full-time contract	0	0	0		
Other managers	-2	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Grand total: all managers	-		7	6	13		





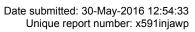
Non-manager

Non-manager occupational	Employment	No. of employees (ex appre	cluding graduates and ntices)	No. of gr appli	aduates (if cable)	No. of application	prentices (if icable)	Total
categories	status	F	М	F	M	F	М	employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	2	0	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	4	0	0	0	0	5
	Full-time permanent	0	1	0	0	0	0	1
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	1	0	0	0	0	1
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	17	4	0	0	0	0	21
	Part-time contract	0	0	0	0	0	0	0
	Casual	14	5	0	0	0	0	19
	Full-time permanent	2	0	0	0	0	0	2
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	2	2	0	0	0	0	4
	Part-time contract	0	0	0	0	0	0	0
	Casual	6	1	0	0	0	0	7
	Full-time permanent	0	0	0	0	0	0	0
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0





Non-manager occupational categories	Employment status		cluding graduates and ntices)		aduates (if icable)		prentices (if icable)	Total employees	
categories		F	M	F	М	F	М	employees	
	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	1	9	0	0	0	0	10	
	Full-time contract	0	0	0	0	0	0	0	
Labourers	Part-time permanent	0	5	0	0	0	0	5	
	Part-time contract	0	0	0	0	0	0	0	
	Casual	20	43	0	0	0	0	63	
	Full-time permanent	0	0	0	0	0	1	1	
	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		65	75	0	0	0	1	141	



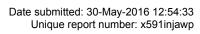




Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

1 Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:
1.1 Recruitment? ☐ 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
1.2 Retention? 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
1.3 Performance management processes? 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
1.4 Promotions? 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
1.5 Talent identification/identification of high potentials? ☐ 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
1.6 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)





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

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

Organisational culture is strongly committed to the achievement of Gender Equality, particularly in regards to promotion, succession planning, equal pay and training and development. Policies and Procedures to further reinforce this culture are under development

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		agers
	Female	Male	Female	Male
NUMBER of appointments made	3	0	36	42

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.)

No cell should be left blank, please enter '0' (zero) where there is no data.

	Managers		Non-man	agers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	1	1	0	0
Permanent/ongoing part-time employees	2	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
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.)

No cell should be left blank, please enter '0' (zero) where there is no data.





	Managers		Non-mar	agers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	0	0	0
Permanent/ongoing part-time employees	2	0	1	2
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	1

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

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
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		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	Great Lakes Community Resources Incorporated	1	1	7	3	0	
02							
03							
04							
05							
06							
07							
80							
09							
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
25							





26				
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28				
29				
30				

30											
	If a target relating to the representation of women has not been set for any of the governing bodies listed above, you may specify why below: Governing body/board has gender balance (e.g. 40% women/40% men/20% either) Currently under development Insufficient human resources staff Don't have expertise Do not have control over governing body/board appointments (provide details why):										
\boxtimes (or the Boa				Aboriginal represe east 30% from ead					
	y/board membe ′es (you can se ⊠ Standald □ Policy is □ Standald	rs for ALL lect policy one policy containe one strate	organisa and/or si d within a gy	tions cove	ered in this i tions) icy	selection strategy report?	y for governing				
	No, in place for s No, currently un No, insufficient h	der develonuman res	opment sources st	aff		intments (provide	details why):				
	No, don't have e No, not a priority No, other (provid	, ·):								
		structure				ion if your organis tity (ie Pty Ltd, Ltd					

Please enter the total number of female and male equity partners (excluding the managing partner) in the following table against the relevant WGEA standardised manager definitions. Non-equity (salaried) partners need to be included in your workplace profile.

Details of your managing partner should be included separately in the CEO row of your workplace profile.

NB: Please ensure that the composition of your governing body/board (which may include all or some of your equity partners below) is also entered in question 2.1.

	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who ARE key management				
personnel (KMPs) (excluding your managing				

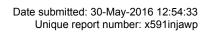




	Full- time females	Part- time females	Full- time males	Part- time males
partner)				
Equity partners who are "Other executives/General managers"				
Equity partners who are "Senior managers"				
Equity partners who are "Other managers"				

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
3 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 rateNo, 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 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 priority No, other (provide details): Where employees or Managers are paid above Award, they are benchmarked against similar salary positions with consideration given to gender pay equity. Formal strategy under development.
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): 	
4.01 Should you wish to provide details on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like, organisation-wide), please do so below: As part of the Performance Management Committee led by the Board, the salaries of Managers with like-for-like responsibilities was undertaken to analyse any gender remuneration gaps	
4.1 Were any actions taken as a result of your gender remuneration gap analysis? ☐ Yes - please indicate what actions were taken (more than one option can be selected): ☐ Created a pay equity strategy or action plan ☐ Identified cause/s of the gaps	
 ☑ Reviewed remuneration decision-making processes ☐ Analysed commencement salaries by gender to ensure there are no pay gaps ☐ Analysed performance ratings to ensure there is no gender bias (including unconscious bias) ☐ Analysed performance pay to ensure there is no gender bias (including 	
unconscious bias) Trained people-managers in addressing gender bias (including unconscious bias) Set targets to reduce any like-for-like gaps Set targets to reduce any organisation-wide gaps Reported pay equity metrics (including gender pay gaps) to the governing	
body/board	
 ☐ 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 ☐ Corrected like-for-like gaps 	
 ☐ Conducted a gender-based job evaluation process ☑ Implemented other changes (provide details): Committed to the development of salary bands and associated responsibilities to better guide decision-making in salary reviews to avoid future gender remuneration gaps 	
□ No	
☐ No unexplainable or unjustifiable gaps identified ☐ No, currently under development	
No, insufficient human resources staff	
No, don't have expertiseNo, salaries set by awards or industrial agreements	
☐ No, non-award employees are paid market rate	
No, unable to address cause/s of gaps (provide details why):	
☐ 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 care indicate how employer funded paid parental leave.)	ary
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	2
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, other (provide details):	
Employees are encouraged to use any Personal Leave entitlements towards extensio in Maternity Leave	ns
6 Do you provide employer funded paid parental leave for SECONDARY CARERS,	in
addition to any government funded parental leave scheme for secondary carers?	
Yes, one week or greater (please go to 6.1)	
Yes, less than one week (please go to 6.2)	
No 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, other (provide details):	

7 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 is to include employees still on parental leave who commenced this leave in another reporting period)?

No cell should be left blank, please enter '0' (zero) where there is no data.

	Primary care	r's leave	Secondary carer's leave			
	Female	Male	Female	Male		
Managers	2	0	0	1		
Non-managers	0	0	0	1		

8 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'.



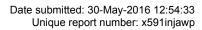


'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

No cell should be left blank, please enter '0' (zero) where there is no data.

	Female	Male
Managers	0	0
Non-managers	0	0

9 Do you have a formal policy and/or formal strategy on flexible working arrangemer Yes (you can select policy and/or strategy options)	nts?
Standalone policy	
□ Policy is contained within another policy □ Standalone strategy	
☐ Standalone strategy☐ Strategy is contained within another strategy	
No, currently under development	
No, insufficient human resources staff	
No, included in workplace agreement	
No, don't have expertise	
No, don't offer flexible arrangementsNo, not a priority	
No, other (provide details):	
Do you have a formal policy and/or formal strategy to support employees with family	ily
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 expertiseNo, 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)?	
□ No □ No ourrently under development	
No, currently under developmentNo, insufficient human resources staff	
No, don't have expertise	
No, not a priority	
No, other (provide details):	
Flexible return to work strategies including working from home and child friendly	
workplaces	
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):
The Association has community services section where employees will be referred for advice and support if need identified however no formal policy in place
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)
☐ 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
☐ Flexible working arrangements
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 development
☐ No, insufficient human resources staff
No, not aware of the need
□ No, don't have expertise
No, not a priorityNo, other (provide details):
L 140, 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):

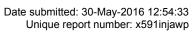
		Mana	agers	·	Non-managers			
	Female		Male		Female		Male	
	Formal Informal		Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours		\square		\boxtimes		\square		
of work								
Compressed				\boxtimes		\boxtimes		
working weeks								





	Managers				Non-managers				
	Female Ma			ale				lale	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal	
Time-in-lieu									
Telecommuting									
Part-time work									
Job sharing									
Carer's leave									
Purchased leave									
Unpaid leave							\boxtimes		
 14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below: Support to work from home 14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below: Currently under development Insufficient human resources staff Don't have expertise Not a priority Other (provide details): Organisational Culture does not support purchased leave, we would be as flexible as possible with using leave entitlements and unpaid leave if required 14.3 Should you wish to provide additional information on any of your responses under gender equality indicator 4, please do so below: 									
Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace									
Have you consulted with employees on issues concerning gender equality in your workplace? Yes No No, not needed (provide details why): No, insufficient human resources staff No, don't have expertise No, not a priority									
No, other (pro However we report and ar	ovide detai are lookin	ig forward t				ır first Gend	der Equali	ty	
15.3 Should you wish to provide additional information on any of your responses under gender equality indicator 5, please do so below:									

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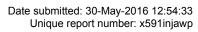




Gender equality indicator 6: Sex-based harassment and discrimination

Do you have a formal policy and/ or formal strategy on sex-based r	narassment and
discrimination prevention?	
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):	
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-base	ed harassment and
discrimination prevention?	
Yes - please indicate how often this training is provided ('At induction' A	ND 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):	
Executive Officer delivers directly with Managers on an ongoing	g basis. Skill and
knowledge in this area is reviewed at Annual Performance Rev	
conducted as needed	3
□ 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 re	sponses under
gender equality indicator 6, please do so below:	
Othor	
Other	

Should you wish to provide details of any initiatives that you feel are particularly 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.
- 3. 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 46.8% females and 53.2% males.

Promotions

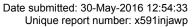
- 2. 75.0% of employees awarded promotions were women and 25.0% were men
 - 75.0% of all manager promotions were awarded to women
 - ii. 0.0% of all non-manager promotions were awarded to women.
- 3. 24.7% of your workforce was part-time and 50.0% of promotions were awarded to part-time employees.

Resignations

- 4. 50.0% of employees who resigned were women and 50.0% were men
 - . 100.0% of all managers who resigned were women
 - . 25.0% of all non-managers who resigned were women.
- 24.7% of your workforce was part-time and 83.3% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 0.0% 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
- iii. 0.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- iv. 0.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.







Notification and access

List of employee organisations Australian Services Union (ASU)

CEO sign off confirmation

Name of CEO or equivalent John Weate

Confirmation CEO has signed the report

Yes

CEO Signature: Date: 31 May 2016