



# 2015-16 public report form submitted by Burswood Resort (Management) Limited to the Workplace Gender Equality Agency

## Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	Burswood Resort (Management) Limited 68009396945 9201 Casino Operation
Organisation details	Trading name/s ASX code (if relevant)	Crown Perth
	Postal address	PO Box 500
		VICTORIA PARK WA 6979
		AUSTRALIA
	Organisation	(08) 9362 7777
	phone number	
Reporting	Ultimate parent	Crown Resorts Limited
structure	Number of employees covered in this report	4,483
	submission	
	Other	
	organisations reported on in this	
	report	



# Workplace profile Manager

Manager occupational categories	Reporting level to CEO	Employment status		No.	No. of employees
			4	Σ	Total employees
		Full-time permanent	0	1	
		Full-time contract	0	0	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	9	9
		Full-time contract	0	0	0
Key management personnel	Γ-	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	1	
		Full-time contract	0	0	0
	7	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	4	11	15
		Full-time contract	0	0	0
	-5	Part-time permanent	1	0	1
		Part-time contract	0	0	0
Other executives/General managers		Casual	0	0	0
		Full-time permanent	1	0	
		Full-time contract	0	0	0
	ဇှ	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	1	
		Full-time contract	0	0	0
	4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	8	7	15
		Full-time contract	0	0	0
Senior Managers	-2	Part-time permanent	1 1	0	
		Part-time contract	0	0	0
		Casual	0	0	0

Page 2 of 22



Manager occupational categories	Reporting level to CEO	Employment total		No.	No. of employees
		Limpioyinerit status	F	M	Total employees
		Full-time permanent	1	2	80
		Full-time contract	0	0	0
	۴-	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	5	7
		Full-time contract	0	0	0
	4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	12	15
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	4	4
		Full-time permanent	22	39	61
		Full-time contract	0	0	0
	۴-	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Other managers		Casual	0	0	0
		Full-time permanent	9	38	44
		Full-time contract	0	0	0
	4	Part-time permanent	0	2	2
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	16	21
		Full-time contract	0	0	0
	÷	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			54	150	204

Page 3 of 22



Non-manager

#### Total employees 1,234 1,533 No. of apprentices (if applicable) Σ No. of graduates (if applicable) No. of employees (excluding graduates and Σ apprentices) Full-time permanent Full-time contract permanent Full-time contract Full-time contract Full-time contract Full-time contract Employment status Full-time permanent Part-time permanent permanent Part-time contract Part-time permanent permanent permanent permanent permanent Part-time Part-time Part-time Part-time Part-time Full-time Part-time Full-time Full-time contract contract Casual contract Casual Casual Casual Non-manager occupational Clerical and administrative Community and personal service Technicians and trade categories Professionals Sales



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 apprentic applicable)	No. of apprentices (if applicable)	Total
20106010	Column		M	Э	W	l d	Σ	employees
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	0	0	0	0	0	2
	Full-time permanent	1	23	0	0	0	0	24
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	2	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	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	2	9	0	0	19	15	42
	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		1,930	2,315	0	0	19	15	4.279

Page 5 of 22

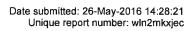




## Reporting questionnaire

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





Standalone policy
Policy is contained within another policy
☐ Standalone 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:

Australian Resorts CEO Barry Felstead is part of The CEOs for Gender Equity initiative in Western Australia. The initiative was prompted by the Equal Opportunity Commission in 2012 to grow awareness of gender inequality and the ramifications of its existence, plus set an example for other heads of organisations who want to bring about change within their organisations.

The CEOs for Gender Equity initiative focuses on the three key areas of education, workplace flexibility and women in leadership.

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.

Managers Non-managers
Female Male Female Male

NUMBER of appointments made

Number 1 5 417 456

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.

	Manag	ers	Non-mar	agers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	1	5	18	36
Permanent/ongoing part-time employees	0	0	6	3
Fixed-term contract full-time employees	1	1	3	4
Fixed-term contract part-time employees	0	0	1	1
Casual employees	0	0	7	4

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.

	Manag	gers	Non-mar	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	4	6	44	78
Permanent/ongoing part-time employees	0	0	138	151
Fixed-term contract full-time employees	1	0	5	13
Fixed-term contract part-time employees	0	0	17	28
Casual employees	0	0	222	201

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)		NUMBE gove body membe	der and R of other erning /board ers (NOT entage)	% target for representation of women on each governing body/board (enter 0 if no	Year to be reached
		F (Chair)	M (Chair)	F	M	target has been set, or enter a % between 1- 100)	format; if no target has been set; leave blank)
01	Crown Limited	0	1	2	8	0	
02							
03							
04							
05							
06							
07							
08							
09							
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							





	Organisation	NUME chairpe (N	er and BER of erson/s OT ntage)	NUMBE gov body membe	der and IR of other erning //board ers (NOT entage)	% target for representation of women on each governing body/board	Year to be reached
	name	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)
24							
25							
26							
27							
28							
29							
30							

If a target relating to the representation of women has not been set for any of the overning 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):	
Not a priority Other (provide details): Crown Resorts set a target of at least 2 female board members and this was achieved 2013.	in
Do you have a formal selection policy and/or formal selection strategy for governing ody/board members for ALL organisations covered in this report?  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, in place for some governing bodies/boards No, currently under development No, insufficient human resources staff No, do not have control over governing body/board appointments (provide details why):	
No, don't have expertise No, not a priority No, other (provide details):	





Partnership structures only: (only answer this question if your organisation operates under a partnership structure, ie is NOT an incorporated entity (ie Pty Ltd, Ltd or Inc), or an unincorporated entity).

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.

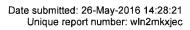
	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are "Other executives/General managers"				
Equity partners who are "Senior managers"				
Equity partners who are "Other managers"				

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

No, non-award employees are paid market rate

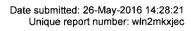
Do you have a formal policy and/or formal strategy on remuneration generally? Yes (you can select policy and/or strategy options) ☐ Standalone policy Policy is contained within another policy ☐ Strategy is contained within another strategy No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, 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 No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements







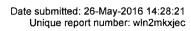
<ul><li>☐ No, not a priority</li><li>☐ No, other (provide details);</li></ul>
3.2 You have answered yes to question 3.1. Please indicate whether your formal policy or formal strategy includes the following gender pay equity objectives (more than one option can be selected):  To achieve gender pay equity 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 pay 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 Other (Please provide details in question 3.3 below)
3.3 Provide details of other gender pay equity objectives that are included in your formal policy or formal strategy including timeframes for achieving these objectives: Crown has committed to conducting a review on an annual basis of the remuneration for key roles within the group to ascertain the existence of any gender pay gaps and to implement action plans to address any such gaps. Crown will continue to monitor and maintain vigilance in gender pay equity and focus on ensuring female representation in all areas of the business, including areas where the market attracts a high salary.
Crown Resorts has a combination of employees paid by Awards, Enterprise Agreements or non-Award and non-Enterprise Agreement employees who are paid at the 50th percentile of the market rate. There are also formal and defined procedures for remuneration practise, and full documentation on all decisions.
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, 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:
<ul> <li>4.1 Were any actions taken as a result of your gender remuneration gap analysis?</li> <li>☐ Yes - please indicate what actions were taken (more than one option can be selected):</li> <li>☐ Created a pay equity strategy or action plan</li> </ul>







☐ 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)
<ul> <li>☐ Trained people-managers in addressing gender bias (including unconscious bias)</li> <li>☐ Set targets to reduce any like-for-like gaps</li> <li>☐ Set targets to reduce any organisation-wide gaps</li> </ul>
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):
<ul> <li>No</li> <li>No unexplainable or unjustifiable gaps identified</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> </ul>
<ul> <li>No, salaries set by awards or industrial agreements</li> <li>No, non-award employees are paid market rate</li> <li>No, unable to address cause/s of gaps (provide details why):</li> </ul>
<ul><li>No, not a priority</li><li>No, other (provide details):</li></ul>
<ul> <li>4.2 Should you wish to provide additional information on any of your responses under gender equality indicator 3, please do so below: Crown's Australian Resorts Classification Framework was completed in FY15 to optimise our approach to pay decisions, and to harmonise the distinction between career and salary levels across our properties. The new framework provides: <ul> <li>A rigorous framework that delivers a defensible pay outcome.</li> <li>A consistent application of logic recognising relativities across positions to ensure the establishment and maintenance of internal pay equity, ensuring like for like and level by level consistency.</li> <li>A system which not only supports pay outcomes, but also identifies career, training and associated development pathways within Crown</li> </ul> </li> </ul>
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)







<ul> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, included in workplace agreement</li> <li>No, don't have expertise</li> <li>No, don't offer flexible arrangements</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>
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 ☐ 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 (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
<ul> <li>□ 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).</li> <li>□ Available at some worksites only</li> <li>□ Available at all worksites</li> <li>□ Information packs to support new parents and/or those with elder care responsibilities</li> </ul>





NA NA

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):	
Do you provide employer funded paid parental leave addition to any government funded parental leave scheme for Yes, one week or greater (please go to 6.1) Yes, less than one week (please go to 6.2) 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):	

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 carer's leave		Secondary carer's leave		
	Female	Male	Female	Male	
Managers	2	0	0	0	
Non-managers	60	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.

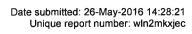
	Female	Male
Managers	0	0
Non-managers	0	0

9	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	(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	<b>0,</b>





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
<ul> <li>☐ Available at some worksites only</li> <li>☐ Available at all worksites</li> </ul>
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
Za resident and an accept product of the second resident
11.2 Please provide details of any other non-leave based measures that are in place and
whether they are available at all worksites.
Crown Perth has an Employee Assistance Program which provides a free counselling support
service to employees.
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):
Tho, 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







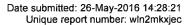
<ul> <li>☐ Confidentiality of matters disclosed</li> <li>☐ Referral of employees to appropriate domestic violence support services for</li> <li>expert advice</li> <li>☐ Protection from any adverse action or discrimination based on the disclosure of</li> <li>domestic violence</li> <li>☐ Flexible working arrangements</li> <li>☐ Provide financial support (e.g. advance bonus payment or advanced pay)</li> <li>☐ Offer change of office location</li> <li>☐ Emergency accommodation assistance</li> <li>☐ Access to medical services (e.g. doctor or nurse)</li> <li>☐ Other (provide details):</li> </ul>								
	nt human e of the ne e expertis rity ovide deta ck the che	resources sed ed ils): eckboxes ir	ı the table					
conditions or pra indicates that a p								X
		Mana	agers	Land II.		Non-ma	anagers	Taras 1
		nale Informal	Formal	ale Informal		nale Informal	Formal	ale Informal
Flexible hours of work		$\boxtimes$						
Compressed working weeks								
Time-in-lieu		$\boxtimes$						
Telecommuting		$\boxtimes$		$\boxtimes$		$\boxtimes$		
Part-time work			$\boxtimes$		$\boxtimes$		$\boxtimes$	
Job sharing			$\boxtimes$		$\boxtimes$		$\boxtimes$	
Carer's leave					$\boxtimes$		$\boxtimes$	
Purchased leave								
Unpaid leave	$\boxtimes$		$\boxtimes$		$\boxtimes$			(**************************************
your employees,	mploymer by of the cer develop man reso pertise	nt terms, co ategories li oment	ails of tho	se below:	are not a	vailable to y		le to





14.3 Should you wish to provide additional information on any of your responses under gender equality indicator 4, please do so below:

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):	
<ul> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>	
15.1 How did you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)?  ☐ Survey ☐ Consultative committee or group ☐ Focus groups ☐ Exit interviews ☐ Performance discussions ☐ Other (provide details):	
15.2 Please indicate what categories of employees you consulted.  All staff  Women only  Men only  Human resources managers  Management  Employee representative group(s)  Diversity committee or equivalent  Women and men who have resigned while on parental leave  Other (provide details):	
15.3 Should you wish to provide additional information on any of your responses under gender equality indicator 5, please do so below:	
Gender equality indicator 6: Sex-based harassment and discrimination	
Do you have a formal policy and/ or formal strategy on sex-based harassment and discrimination prevention?  ☐ 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, currently under development	







<ul> <li>No, insufficient human resources staff</li> <li>No, included in workplace agreement</li> <li>No, don't have expertise</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>
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):
17 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):
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>
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 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 44.7% females and 55.3% males.

#### **Promotions**

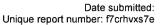
- 2. 40.7% of employees awarded promotions were women and 59.3% were men
  - i. 25.0% of all manager promotions were awarded to women
  - ii. 42,2% of all non-manager promotions were awarded to women.
- 3. 35.9% of your workforce was part-time and 12.1% of promotions were awarded to part-time employees.

#### Resignations

- 4. 47.5% of employees who resigned were women and 52.5% were men
  - i. 45.5% of all managers who resigned were women
  - 47.5% of all non-managers who resigned were women.
- 35.9% of your workforce was part-time and 36.8% 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
- 0.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- 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

Electrical Trades Union Construction Forestry Mining and Energy Union United Voice Media Entertainment and Arts Alliance Plumbing Trades Employees Union

**CEO** sign off confirmation

Name of CEO or equivalent BARRY FELSTEAD

Confirmation CEO has signed the report

Yes

Date: 26/5/16.

**CEO Signature:**