



Public report

2016-17

Submitted by

Legal Name: GR Engineering Services Ltd





Organisation and contact details

Submitting organisation details	Legal name	GR Engineering Services Ltd
	ABN	12121542738
	ANZSIC	E Construction 3109 Other Heavy and Civil Engineering Construction
	Business/trading name/s	
	ASX code (if applicable)	GNG
	Postal address	179 Great Eastern Highway BELMONT WA 6104 Australia
	Organisation phone number	(08) 6272 6000
Reporting structure	Number of employees covered by this report	405





Workplace profile

Manager

Manager equipational actorists	Departing 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	1	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	-1	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	0	4	4		
		Full-time contract	0	0	0		
Other executives/General managers	-1	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	2	11	13		
		Full-time contract	0	0	0		
Senior Managers	-2	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	3	22	25		
		Full-time contract	0	0	0		
Other managers	-3	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Grand total: all managers			5	47	52		

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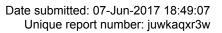


Workplace profile

Non-manager

Non manager appunational estagarias	Employment status	No. of employees (exclud	ing graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	18	85	0	0	0	0	103
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	3	30	0	1	0	0	34
	Full-time permanent	5	151	0	0	0	1	157
	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	2	24	0	0	0	0	26
	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	0	0	0	0	0	0	0
Community and personal service	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	16	2	0	0	0	0	18
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	3	0	0	0	0	0	3
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	0	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
Sales	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
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

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Non manager equipational estageries	Employment status	No. of employees (exclud	ing graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	0	2	0	0	0	0	2
	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	6	0	0	0	0	6
	Full-time permanent	0	2	0	0	0	0	2
	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		49	302	0	1	0	1	353

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Reporting questionnaire

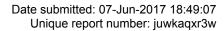
Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act means the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2016 to 31 March 2017. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment
	 Yes (select all applicable answers) ☑ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.2	Retention
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.3	Performance management processes
	 Yes (select all applicable answers) □ Policy ☑ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority





1.4

Promotions



 Yes (select all applicable answers)
Talent identification/identification of high potentials
 Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
Succession planning
 Yes (select all applicable answers) □ Policy ☑ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
Training and development
 Yes (select all applicable answers)
Key performance indicators for managers relating to gender equality
 Yes (select all applicable answers) □ Policy □ Strategy No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
Gender equality overall
 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise





1.10 How many new appointments were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)? IMPORTANT: this should incorporate appointments from both external and internal sources (including all promotions).

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	0	9
Number of appointments made to NON-MANAGER roles (including promotions)	14	86

1.11 How many employees were promoted during the reporting period against each category below? IMPORTANT: Because promotions are included in the number of appointments in Q1.10, the number of promotions should never exceed appointments.

	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	4	0	0
Permanent/ongoing part-time employees	0	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

1.12 How many employees resigned during the reporting period against each category below?

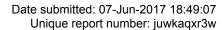
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	6	4	16
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	4	6	16

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

- 2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.
 - 2.1 Please answer the following questions relating to each governing body covered in this report.
 Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

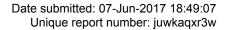






If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

2.1a.1	Organisation name?		
	GR Engineering Services Limited		
2.1b.1	How many Chairs on this governing be	ody?	
		Female	Male
	Number	0	1
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	s)?
		Female	Male
	Number	0	5
	☐ Currently under development,☐ Insufficient resources/expertise	nder balance (e.g. 40% women/40% men please enter date this is due to be compl	eted
2.1e.1	What is the percentage (%) target?		
	15		
2.1f.1	What year is the target to be reached?		
	2020		
2.1g.1	Are you reporting on any other organia	sations in this report?	
	☐ Yes ⊠ No		
2.2	Do you have a formal selection policy for ALL organisations covered in this		overning body members
	✓ Yes (select all applicable answers)✓ Policy✓ Strategy		
	☐ No (you may specify why no formal se☐ In place for some governing both		
	☐ Insufficient resources/expertise	please enter date this is due to be comple rning body appointments (provide details	







	2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
		☐ Yes ☑ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
Ger	der	equality indicator 3: Equal remuneration between women and men
	remune r equalit	ration between women and men is a key component of improving women's economic security and progressing y.
3.	Do you	u have a formal policy and/or formal strategy on remuneration generally?
	☐ Yes	s (select all applicable answers)
	⊠ No	 Strategy (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Salaries set by awards/industrial or workplace agreements □ Non-award employees paid market rate □ Not a priority □ Other (provide details):
4.		ou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. cted a gender pay gap analysis)?
	No No room for qualified IS room	s - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or actions) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there in for discretion in pay changes (because pay increases can occur with some discretion such as performance
	assess	ments) ☑ Non-award employees paid market rate □ Not a priority □ Other (provide details):
	4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities





This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

			PRIMARY CARERS that is cheme for primary carers?	available for women AN
☐ By paying ☐ By paying time over which it is ☐ As a lump ☐ No, we offer paid indicate how employ ☐ By paying ☐ By paying time over which it is ☐ As a lump ☐ No, we offer paid paid parental leave is ☐ By paying ☐ By paying time over which it is ☐ As a lump ☐ No, not available ☐ Currently ☐ Insufficien ☐ Governme ☐ Not a prio	the gap between the emithe employee's full salar paid. For example, full paid sum payment (paid preparental leave for primarer funded paid parental let the gap between the emithe employee's full salar paid. For example, full paid sum payment (paid preparental leave for primares provided to men ONLY the gap between the emithe employee's full salar paid. For example, full paid for example, full paid the employee's full salar paid. For example, full paid paid for example, full paid paid for example, full paid preference when the emit resources/expertise ent scheme is sufficient	ployee's salary and y (in addition to the ay for 12 weeks or h or post- parental le y carers that is avaeave is provided to ployee's salary and y (in addition to the ay for 12 weeks or h or post- parental le y carers that is ava): uployee's salary and y (in addition to the ay for 12 weeks or h or post- parental le say for 12 weeks or h or post- parental le say for 12 weeks or h or post- parental le s leave is not provides	ave, or a combination) ilable to women ONLY (e.g. r women ONLY): I the government's paid parel government's paid scheme) alf pay for 24 weeks ave, or a combination) ilable to men ONLY. (Please I the government's paid parel government's paid scheme) alf pay for 24 weeks ave, or a combination) ded)	ntal leave scheme regardless of the period of maternity leave). (Please ntal leave scheme regardless of the period of indicate how employer fur ntal leave scheme
	ARER" is a member of a	a couple or a singl	e carer, REGARDLESS OF	GENDER, who is not the
primary carer. Do you provide EM	PLOYER FUNDED paid	parental leave for	e carer, REGARDLESS OF SECONDARY CARERS that e scheme for secondary car	it is available for men an
primary carer. Do you provide EM women, in addition Yes No, we offer paid No, we offer paid No (you may speed Currently Insufficien Government Not a prior	PLOYER FUNDED paid to any government fun parental leave for SECO parental leave for SECO cify why employer funder under development, pleast resources/expertise ent scheme is sufficient	parental leave for ided parental leave NDARY CARERS to NDARY CARERS to it paid parental leave	SECONDARY CARERS that is available to men ONLY hat is available to women ON e for secondary carers is not	at is available for men ar rers? ((e.g. paternity leave) NLY
primary carer. Do you provide EM women, in addition Yes No, we offer paid No, we offer paid Currently Insufficien Governme Not a prio Other (pro	PLOYER FUNDED paid to any government fun parental leave for SECO parental leave for SECO cify why employer funded under development, pleast resources/expertise ent scheme is sufficient rity ovide details):	parental leave for ded parental leave NDARY CARERS to NDARY CARERS to paid parental leave see enter date this is	SECONDARY CARERS that is scheme for secondary can hat is available to men ONL's hat is available to women ON e for secondary carers is not a due to be completed	at is available for men ar rers? ((e.g. paternity leave) NLY paid)
primary carer. Do you provide EM women, in addition Yes No, we offer paid No, we offer paid Currently Insufficien Governme Not a prio Other (pro	PLOYER FUNDED paid to any government fun parental leave for SECO parental leave for SECO cify why employer funder under development, pleat resources/expertise ent scheme is sufficient rity ovide details): ERS have taken parent parental leave, regardle	parental leave for ded parental leave NDARY CARERS to NDARY CARERS to depart parental leave se enter date this is	SECONDARY CARERS that is available to men ONLY hat is available to women ONe for secondary carers is not adue to be completed.	at is available for men an rers? ((e.g. paternity leave) NLY paid)
primary carer. Do you provide EM women, in addition Yes No, we offer paid No, we offer paid Currently Insufficien Governme Not a prio Other (pro	PLOYER FUNDED paid to any government fun parental leave for SECO parental leave for SECO cify why employer funded under development, pleast resources/expertise ent scheme is sufficient rity poide details): ERS have taken parent	parental leave for ded parental leave NDARY CARERS to NDARY CARERS to depart parental leave se enter date this is	SECONDARY CARERS that is scheme for secondary can hat is available to men ONL's hat is available to women ON e for secondary carers is not a due to be completed	at is available for men ar rers? ((e.g. paternity leave) NLY paid)

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.





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

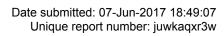
- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Females	Males
Managers	0	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	0	0

9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	Yes (select all applicable answers)
	☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ 31/12/2017
	 ☐ Insufficient resources/expertise ☐ Don't offer flexible arrangements ☐ Not a priority ☐ Other (provide details):
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy
	 No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise
	 ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
11.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?
	☐ Yes ☐ No (you may specify why non-leave based measures are not in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise







	☐ Not a priority ☐ Other (provide details):
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	 Yes (select all applicable answers) Policy Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreements Not aware of the need Not a priority Other (please provide details):
13.	We do however provide access to an EAP provider who can support employees with issues outside of work Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	Yes (select all applicable answers) 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 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 Flexible working arrangements Provision of 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 (you may specify why no other support mechanisms are in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not aware of the need Not a priority Other (provide details):
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men? • flexible hours of work • compressed working weeks • time-in-lieu • telecommuting • part-time work • job sharing • carer's leave • purchased leave • unpaid leave. Options may be offered both formally and/or informally. For example, if time-in-lieu is available to women formally but to men informally, you would select NO.



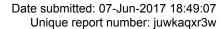


- Which options from the list below are available? Please tick the related checkboxes.
 Unticked checkboxes mean this option is NOT available to your employees.

	Mar	Managers		Non-managers	
	Formal	Informal	Formal	Informal	
Flexible hours of work		\boxtimes	\boxtimes	\boxtimes	
Compressed working weeks	\boxtimes	\boxtimes	\boxtimes		
Time-in-lieu			\boxtimes		
Telecommuting					
Part-time work	\boxtimes	\boxtimes	\boxtimes	\boxtimes	
Job sharing					
Carer's leave	\boxtimes	\boxtimes	\boxtimes		
Purchased leave					
Unpaid leave	\boxtimes	\boxtimes	\boxtimes		

		Carer's leave	\boxtimes	\boxtimes	\boxtimes	
		Purchased leave				
		Unpaid leave	\boxtimes	\boxtimes	\boxtimes	
	14.3	You may specify why any of the above option	ns are NOT av	ailable to your e	employees.	
		☐ Currently under development, please enter da ☐ Insufficient resources/expertise ☐ Not a priority ☑ Other (provide details): Requests for telecommuting, job sharing, pure		·	d on a case by	r case basis
	14.4	If your organisation would like to provide add please do so below:	ditional inform	nation relating to	o gender equa	lity indicator 4,
	nder equality indicator 5: Consultation with employees on issues cerning gender equality in the workplace					
		quality indicator seeks information on what consunder equality in the workplace.	Itation occurs t	oetween employe	ers and employ	rees on issues
15.	Have y	you consulted with employees on issues conc	erning gende	r equality in you	ır workplace?	
	 Yes No (you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details): 					
	15.3	If your organisation would like to provide add please do so below.	litional inform	ation relating to	o gender equa	llity indicator 5,

Gender equality indicator 6: Sex-based harassment and discrimination







The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

6.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Ye:	s (select all applicable answers) Policy Strategy
	□No	(you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		 Yes No (you may specify why a grievance process is not included) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority □ Other (provide details):
7 .	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
	⊠ Yes	s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details):
	□No	(you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
	17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, 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 13.3% females and 86.7% males.

Promotions

- 2. 0.0% of employees awarded promotions were women and 100.0% were men
 - i. 0.0% of all manager promotions were awarded to women
 - ii. 0.0% of all non-manager promotions were awarded to women.
- 3. 1.0% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 19.2% of employees who resigned were women and 80.8% were men
 - i. 0.0% of all managers who resigned were women
 - ii. 23.8% of all non-managers who resigned were women.
- 5. 1.0% of your workforce was part-time and 0.0% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

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

Notification and access						
List of employee organisations:						
Nil						
CEO sign off confirmation						
Name of CEO or equivalent:	Confirmation CEO has signed the report:					
Geoff Jones						
CEO signature:	Date:					