

Workplace Gender Equality Agency

2021–22 Compliance Program

Submission approval

I, the CEO (or equivalent), confirm that the data provided in the 2021-22 Compliance Program submission is complete and correct, as reported in the full data appendices:

- Public Workplace Profile
- Public Workforce Management Statistics
- Public Questionnaire
- Confidential Data.

I approve the submission of this data to WGEA.

I also confirm that the organisation/s covered by this submission will meet the notification and access requirements as detailed below.

Name of CEO (or equivalent)

CORNELUS WILHELMUS BRUYN

CEO (or equivalent) signature



Date of signature

23 June 2022

What next?

The contact nominated for the submission of this report must complete the declaration and consent process in the WGEA Portal. The Agency does not require physical evidence of the CEO's signature.

To comply with the notification and access requirements, your organisation/s must:

- inform its employees and members or shareholders that it has lodged its report with the Agency and advise how the public data may be accessed
- provide access to the public data to employees and members or shareholders
- inform employee organisations with members in its workplace that the report has been lodged
- inform its employees and those employee organisations with members in its workplace of the opportunity to comment on the report to the employer or the Agency.

For more information on the notification and access requirements, read [here](#).



Workplace Profile Table

Industry: Heavy and Civil Engineering Construction

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	114	606	0	0	720
	Full-time contract	1	4	0	0	5
	Part-time permanent	12	6	0	0	18
	Part-time contract	1	0	0	0	1
	Casual	0	5	0	0	5
Professionals	Full-time permanent	91	290	15	4	400
	Full-time contract	2	6	0	0	8
	Part-time permanent	9	2	1	0	12
	Part-time contract	1	0	0	0	1
	Casual	3	19	0	0	22
Technicians And Trades Workers	Full-time permanent	45	437	22	113	617
	Full-time contract	1	5	0	3	9
	Part-time permanent	5	0	1	0	6
	Casual	0	7	14	53	74
Clerical And Administrative Workers	Full-time permanent	235	94	3	8	340
	Full-time contract	15	9	1	0	25
	Part-time permanent	40	3	0	0	43
	Part-time contract	0	1	1	0	2
	Casual	18	8	0	0	26
Machinery Operators And Drivers	Full-time permanent	18	318	0	0	336
	Full-time contract	0	4	0	0	4
	Casual	7	38	0	0	45
Labourers	Full-time permanent	62	1,212	0	0	1,274
	Full-time contract	2	54	0	0	56
	Part-time permanent	2	4	0	0	6
	Casual	9	80	0	0	89
Other	Full-time permanent	52	209	0	0	261
	Full-time contract	2	6	0	0	8
	Part-time permanent	3	0	0	0	3
	Casual	0	2	0	0	2

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

** Total employees includes Gender X

Workplace Profile Table

Industry: Heavy and Civil Engineering Construction

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
HOB		Full-time permanent	1	13	14
		Part-time permanent	0	1	1
		Part-time contract	1	0	1
SM		Full-time permanent	8	40	48
		Part-time permanent	0	2	2
		Part-time contract	1	0	1
OM		Full-time permanent	105	553	658
		Full-time contract	1	4	5
		Part-time permanent	12	3	15
		Casual	0	5	5

* Total employees includes Gender X

Workplace Profile Table

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

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	Part-time permanent	9	2	1	0	12
	Part-time contract	1	0	0	0	1
	Casual	3	19	0	0	22
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	Full-time contract	1	5	0	3	9
	Part-time permanent	5	0	1	0	6
	Casual	0	7	14	53	74
Clerical And Administrative Workers	Full-time permanent	235	94	3	8	340
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	Part-time contract	0	1	1	0	2
	Casual	18	8	0	0	26
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	Full-time contract	0	4	0	0	4
	Casual	7	38	0	0	45
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	Full-time contract	2	54	0	0	56
	Part-time permanent	2	4	0	0	6
	Casual	9	80	0	0	89
Other	Full-time permanent	52	209	0	0	261
	Full-time contract	2	6	0	0	8
	Part-time permanent	3	0	0	0	3
	Casual	0	2	0	0	2

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** Total employees includes Gender X

Workplace Profile Table

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Heavy and Civil Engineering Construction

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	1	20	21
			Non-managers	13	60	73
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers		1	1
	Full-time	Permanent	Managers	10	59	69
			Non-managers	43	230	273
		Fixed-Term Contract	Managers	1		1
			Non-managers	5	8	13
	Part-time	Permanent	Non-managers	3		3
		Fixed-Term Contract	Managers	1		1
			Non-managers		2	2
2. How many employees (including partners with an employment contract) were internally appointed?	N/A	Casual	Managers		1	1
			Non-managers	1	11	12
		Permanent	CEO, KMPs, and HOBs		1	1
			Managers	15	71	86
			Non-managers	203	793	996
		Fixed-Term Contract	Managers		2	2
			Non-managers	14	43	57
	Part-time	Permanent	Managers	2		2
			Non-managers	10	2	12
		Fixed-Term Contract	Managers	1		1
			Non-managers	3		3
		Casual	Managers		1	1
			Non-managers	31	106	137

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Heavy and Civil Engineering Construction

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	15	47	62
			Non-managers	84	386	470
	Fixed-Term Contract		Managers		2	2
			Non-managers	4	24	28
	Part-time	Permanent	Managers	2		2
			Non-managers	9	1	10
	N/A	Casual	Non-managers	15	33	48
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	2		2
			Non-managers	22		22
	Part-time	Permanent	Managers	1		1
			Non-managers	17		17
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		24	24
			Non-managers		65	65

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Heavy and Civil Engineering Construction

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Non-managers	5	5

* Total employees includes Gender X

Workforce Management Statistics Table

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Workforce Management Statistics Table

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Workforce Management Statistics Table

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	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers		1	1
	Full-time	Permanent	Managers	10	59	69
			Non-managers	43	230	273
		Fixed-Term Contract	Managers	1		1
			Non-managers	5	8	13
	Part-time	Permanent	Non-managers	3		3
		Fixed-Term Contract	Managers	1		1
			Non-managers		2	2
2. How many employees (including partners with an employment contract) were internally appointed?	N/A	Casual	Managers		1	1
			Non-managers	1	11	12
		Permanent	CEO, KMPs, and HOBs		1	1
			Managers	15	71	86
			Non-managers	203	793	996
		Fixed-Term Contract	Managers		2	2
			Non-managers	14	43	57
	Part-time	Permanent	Managers	2		2
			Non-managers	10	2	12
		Fixed-Term Contract	Managers	1		1
			Non-managers	3		3
		Casual	Managers		1	1
			Non-managers	31	106	137

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Heavy and Civil Engineering Construction

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
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	N/A	Casual	Non-managers	15	33	48
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	2		2
			Non-managers	22		22
	Part-time	Permanent	Managers	1		1
			Non-managers	17		17
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		24	24
			Non-managers		65	65

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Heavy and Civil Engineering Construction

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7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Non-managers	5	5

* Total employees includes Gender X

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* Total employees includes Gender X



2021 - 22 Gender Equality Reporting

Submitted by:

Fulton Hogan Industries Pty Ltd
(ABN:54000538689)

Fulton Hogan Construction Pty Ltd
(ABN:46010240758)

Fulton Hogan Transport Pty Ltd
(ABN:60136583045)

Fulton Hogan Australia Pty Ltd
(ABN:42135849115)

Fulton Hogan Quarries Pty Ltd
(ABN:16004475076)

**FULTON HOGAN AUSTRALIA
(MANAGEMENT) PTY LTD
(ABN:66637368088)**

**CITYWIDE ASPHALT GROUP (AUS) PTY
LTD (ABN:19608698700)**

Date: 2022-07-06

#Workplace overview

Policies and strategies

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

...Recruitment	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Retention	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Performance management processes	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Promotions	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Talent identification/identification of high potentials	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Succession planning	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Training and development	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Key performance indicators for managers relating to gender equality	Yes(<i>Select all that apply</i>)
...Yes	Strategy

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(*Select all that apply*)

...Yes Policy

3: Does your organisation have any of the following targets to address gender equality in your workplace?

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

Governing bodies

Fulton Hogan Industries Pty Ltd

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing	

body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Overseas ultimate parent organisation
1.1.a: Has the information on the overseas ultimate parent's governing body already been provided in this submission or in another submission?	No
1.1.a.1: What is the name of your governing body?	Fulton Hogan Board of Directors
1.1.a.2: What type of governing body does this organisation have?	Board of directors
	0
	1
	0
	1
	8
	0
1.1.a.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No(<i>Select all that apply.</i>)
	Other (provide details)
	Whilst Fulton Hogan does not have a formal selection policy or selection strategy for board of directors, we undertake a thorough process when selecting members, and are mindful of ensuring there is strong representation of diverse perspectives and experiences across our board. We value both diversity and inclusion, and see this as critical for delivering our core purpose of creating, connecting and caring for communities.
1.1.a.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply.</i>)
	Other (provide details)

	Whilst no formal target of female representation has been set for our board, our focus is on ensuring we have diverse representation across gender, geographies, experiences and skill-sets to effectively govern the business from board level.
1.1.a.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Other (provide details) Whilst Fulton Hogan does not have a formal selection policy or selection strategy for board of directors, we undertake a thorough process when selecting members, and are mindful of ensuring there is strong representation of diverse perspectives and experiences across our board. We value both diversity and inclusion, and see this as critical for delivering our core purpose of creating, connecting and caring for communities.

Fulton Hogan Construction Pty Ltd

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Overseas ultimate parent organisation
1.1.a: Has the information on the overseas ultimate parent's governing body already been provided in this submission or in another submission?	Yes(<i>Please specify which organisation this was reported under:</i>)
	Fulton Hogan Industries Pty Ltd

Fulton Hogan Transport Pty Ltd

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing	

body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
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1.1.a: Has the information on the overseas ultimate parent's governing body already been provided in this submission or in another submission?	Yes(<i>Please specify which organisation this was reported under:</i>)
	Fulton Hogan Industries Pty Ltd

Fulton Hogan Australia Pty Ltd

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
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1.1.a: Has the information on the overseas ultimate parent's governing body already been provided in this submission or in another submission?	Yes(<i>Please specify which organisation this was reported under:</i>)
	Fulton Hogan Industries Pty Ltd

Fulton Hogan Quarries Pty Ltd

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing	

body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Overseas ultimate parent organisation
1.1.a: Has the information on the overseas ultimate parent's governing body already been provided in this submission or in another submission?	Yes(<i>Please specify which organisation this was reported under:</i>)
	Fulton Hogan Industries Pty Ltd

FULTON HOGAN AUSTRALIA (MANAGEMENT) PTY LTD

1: Does this organisation have a governing body?	No
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1.1.a: Has the information on the overseas ultimate parent's governing body already been provided in this submission or in another submission?	Yes(<i>Please specify which organisation this was reported under:</i>)
	Fulton Hogan Industries Pty Ltd

CITYWIDE ASPHALT GROUP (AUS) PTY LTD

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1.1.a: Has the information on the overseas ultimate parent's governing body already been provided in this submission or in another submission?	Yes(<i>Please specify which organisation this was reported under:)</i>
	Fulton Hogan Industries Pty Ltd

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

#Action on gender equality

Gender pay gaps

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

Yes(*Select all that apply*)

...Yes	Policy
1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?	Yes(<i>Select all that apply</i>) To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews) To implement and/or maintain a transparent and rigorous performance assessment process To ensure managers are held accountable for pay equity outcomes
...Yes	

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

31-Mar-2022

Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

No(*Select all that apply*)

...No	Other (provide details)
...Other (provide details)	Fulton Hogan has a large blue collar, male dominated workforce who are covered by Enterprise Agreements, which ensure there is gender parity in the remuneration based on job classifications. For salaried staff, we have recently implemented a new remuneration framework (job profiles and pay bands) which allows for gender based remuneration analysis based on compa-ratios in like-for-like roles. We have also implemented a new HR information system (Workday) which provides greater transparency and reporting capability, so that we can use the insights to inform action where required.

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

Employee consultation

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

Yes(*Provide further details on the employee consultation process.*)

1.1: How did you consult employees?	Survey Consultative committee or group Exit interviews Performance discussions
1.2: Who did you consult?	ALL staff

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

No

...No	Other(<i>Provide details</i>)
...Other	While Fulton Hogan does not have a formal policy or strategy in place, we have formal mechanisms, such as the annual employee engagement survey, to allow consultation with employees as well as capturing employee feedback on many topics including gender equality.

3: On what date did your organisation share your previous year's public reports with employees?

1-Sep-2021

4: Does your organisation have shareholders?

Yes

4.1: On what date did your organisation share your previous year's public reports with shareholders?	27-Oct-2021
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5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

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

#Flexible work

Flexible working

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

Yes(*Select all that apply*)

...Yes	Policy
...A business case for flexibility has been established and endorsed at the leadership level	Yes
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	Yes
...Targets have been set for engagement in flexible work	No(<i>Select all that apply</i>)
...No	Not aware of the need
...Targets have been set for men's engagement in flexible work	No(<i>Select all that apply</i>)
...No	Not aware of the need
...Leaders are held accountable for improving workplace flexibility	No(<i>Select all that apply</i>)
...No	Not aware of the need
...Manager training on flexible working is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Policy guidelines are clearly published on the internal intranet site.
...Employee training is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Policy guidelines are clearly published on the internal intranet site.
...Team-based training is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Policy guidelines are clearly published on the internal intranet site.
...Employees are surveyed on whether they have sufficient flexibility	Yes

...The organisation's approach to flexibility is integrated into client conversations	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Where required for tendering purposes Fulton Hogan is transparent around flexibility practices with clients.
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	The flexibility policy was recently implemented in February 2022, therefore it is too soon to undertake evaluation.
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	The flexibility policy was recently implemented in February 2022, therefore it is too soon to undertake evaluation.
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	The flexibility policy was recently implemented in February 2022, therefore it is too soon to undertake evaluation.

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

...Flexible hours of work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Informal options are available Formal options are available
...Compressed working weeks	No(<i>You may specify why the above option is not available to your employees.</i>)
...No	Not aware of the need
...Time-in-lieu	No(<i>You may specify why the above option is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	Employees do not receive time off in lieu unless their enterprise agreement allows for it explicitly
...Telecommuting (e.g. working from home)	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)

...SAME options for women and men	Formal options are available Informal options are available
...Part-time work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Job sharing	No(<i>You may specify why the above option is not available to your employees.</i>)
...No	Not aware of the need
...Carer's leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Purchased leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...Unpaid leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available

3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

Yes, for both women and men

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

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

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes (<i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i>)	
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender *Changed to all	
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption	* Removed stillbirth and added details in notes
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary	
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	Yes, on employer funded parental leave	
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	18	
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	91-100%	* Changed to 100%
1.1.g: Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	Yes	
1.1.g.1: How long is the qualifying period?	12	
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes	
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 6 months	
.. Yes		

1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes (Please indicate how employer funded paid parental leave is provided to the secondary carers.)
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender *Changed to all
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption
1.2.c: How do you pay employer funded paid parental leave to secondary carers?	Paying the employee's full salary
1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	Yes, on employer funded parental leave
1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?	2
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	90-100% *Changed to 100%
1.2.g: Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	Yes
1.2.g.1: How long is the qualifying period?	12
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 6 months
.. Yes	

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

Please note, stillbirth leave is offered to female primary carers only and is paid at the full entitlement of 18 weeks. *Updated details

Support for carers

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

Yes(Select all that apply)

...Yes

Policy

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

...Employer subsidised childcare	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not aware of the need
...On-site childcare	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not aware of the need
...Breastfeeding facilities	Yes(Please indicate the availability of this support mechanism.)
...Yes	Available at SOME worksites
...Childcare referral services	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not aware of the need
...Internal support networks for parents	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not aware of the need
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not aware of the need
...Information packs for new parents and/or those with elder care responsibilities	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not aware of the need
...Referral services to support employees with family and/or caring responsibilities	Yes(Please indicate the availability of this support mechanism.)
...Yes	Available at ALL worksites
...Targeted communication mechanisms (e.g. intranet/forums)	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not aware of the need
...Support in securing school holiday care	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not aware of the need
...Coaching for employees on returning to work from paid parental leave	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not aware of the need
...Parenting workshops targeting mothers	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not aware of the need

...Parenting workshops targeting fathers	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not aware of the need
...Other (provide details)	No

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

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(*Select all that apply*)

...Yes	Policy
1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?	Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

...All managers	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction Every three years or more
...Other (provide details)	And at other times as required
...All employees	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction Every three years or more

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

Family or domestic violence

1: Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes(*Select all that apply*)

...Yes	Policy
2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?	
...Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
...Training of key personnel	No(<i>Select all that apply</i>)
...No	Other (provide details)
	While we do not provide training of key personnel, HR would support the appropriate

...Other (provide details)	key personnel should an employee require this assistance.
...A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
...Workplace safety planning	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	We would look to support an employee in this situation on a case by case basis.
...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(<i>Is the leave period unlimited?</i>)
...Yes	No
: How many days of paid domestic violence leave (contained in an enterprise/workplace agreement) are provided?	5
...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(<i>Is the leave period unlimited?</i>)
...Yes	No
...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	Yes(<i>Is the leave period unlimited?</i>)
...Yes	No
: How many days of paid domestic violence leave (not contained in an enterprise/workplace agreement) are provided?	5
...Access to unpaid leave	Yes(<i>Is the leave period unlimited?</i>)
...Yes	No
: How many days of unpaid domestic violence leave are provided?	5
...Confidentiality of matters disclosed	Yes
...Referral of employees to appropriate domestic violence support services for expert advice	Yes
...Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
...Flexible working arrangements	Yes
...Provision of financial support (e.g. advance bonus payment or advanced pay)	No(<i>Select all that apply</i>)
...No	Other (provide details)
	Discretion would be applied on a case by case

...Other (provide details)	basis.
...Offer change of office location	Yes
...Emergency accommodation assistance	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Discretion would be applied on a case by case basis.
...Access to medical services (e.g. doctor or nurse)	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Discretion would be applied on a case by case basis.
...Other (provide details)	No

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