2020 - 21 Compliance Program

Submitted by:

Integrated Clinical Oncology Network Pty Ltd (ABN:61151293891)

Icon Holdings Services Pty Ltd (ABN:15159761841)

Cancer Care Sa Pty Ltd (ABN:76110166991)

Haematology & Oncology Clinics Of Australia Pty Ltd (ABN:73010977698)

Epic Pharmacy Management Pty Ltd (ABN:37074849693)

Slade Pharmacy Management Pty Ltd (ABN:32606897750)

Slade Health Pty Ltd (ABN:59151218978)

The Trustee For Tabitha Pharmacy (Qld) Unit Trust (ABN:48559557421)

ASHFORD CANCER CENTRE RESEARCH PTY LTD (ABN:19096419411)

ICON INSTITUTE OF INNOVATION AND RESEARCH PTY LTD (ABN:47105129860)

Icon Consolidated Holdings Pty Limited (ABN:49168535082)

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

…Recruitment	Yes(*Select all that apply*)
…Yes	Policy
…Retention	No(*Select all that apply*)
…No	Other (please provide)
…Currently under development	
…Other (please provide)	No specific policy available, although, the Recruitment Policy does outline that all appointments are on a merit based system. Formal programs have been designed and launched for leadership training that include recruitment, retention, talent identification and growth and succession planning. HR Business Partner engagement is also in place for workforce and succession planning.
…Performance management processes	Yes(*Select all that apply*)
…Yes	Policy Strategy
…Promotions	Yes(*Select all that apply*)
…Yes	Strategy
…Talent identification/identification of high potentials	No(*Select all that apply*)
…No	Other (please provide)
…Currently under development	
…Other (please provide)	No formal policy in place however included in Recruitment, Selection and Probity Policy. Formal programs have been designed and launched for leadership training that include recruitment, retention, talent identification and growth and succession planning. HR Business Partner engagement is also in place for workforce and succession planning.
…Succession planning	No(*Select all that apply*)
…No	Other (please provide)
	Whilst no formal policy is currently in place, the development of Icon's diversity and inclusion strategy launched 2021. A proposed

…Other (please provide)	governance structure will lead and champion diversity and inclusive initiatives including the formation of Employee led Inclusion Groups to champion and influence policies, processes and systems from the perspective of diverse groups, including gender equality.
…Training and development	Yes(*Select all that apply*)
…Yes	Policy
…Key performance indicators for managers relating to gender equality	No(*Select all that apply*)
…No	Other (please specify)
…Currently under development	
…Other (please specify)	A review into KPI's relating to gender equality will form a part of the overall Diversity and Inclusion Framework currently being rolled out.

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

Governing bodies

Integrated Clinical Oncology Network Pty Ltd

1: Does this organisation have a governing body?	Yes(*Provide further details on the governing body(ies) and its composition*)
1.1: What is the name of your governing body?	Icon Group Board
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
…Chairs	
…Female (F)	
…Male (M)	1
…Gender X	0
…Members	
…Female (F)	2
…Male (M)	7
…Gender X	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No(*Select all that apply*)
1.5: Has a target been set to increase the	

representation of women on this governing body?	No(*Select all that apply*)
10.6: What is the percentage (%) target?	
10.7: What year is the target to be reached (select the last day of the target year)?	
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	

Icon Holdings Services Pty Ltd

1: Does this organisation have a governing body?	Yes, same as local ultimate parent organisation(*The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.*)
1.1: What is the name of your governing body?	
1.2: What type of governing body does this organisation have?	
1.3: How many members are on the governing body and who holds the predominant Chair position?	
…Chairs	
…Female (F)	
…Male (M)	
…Gender X	
…Members	
…Female (F)	
…Male (M)	
…Gender X	
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	
1.5: Has a target been set to increase the representation of women on this governing body?	
10.6: What is the percentage (%) target?	
10.7: What year is the target to be reached (select the last day of the target year)?	
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

Cancer Care Sa Pty Ltd

	Yes, same as local ultimate parent organisation(*The local ultimate parent's governing body details must be reported against the local*

1: Does this organisation have a governing body?	*ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.*)
1.1: What is the name of your governing body?	
1.2: What type of governing body does this organisation have?	
1.3: How many members are on the governing body and who holds the predominant Chair position?	
…Chairs	
…Female (F)	
…Male (M)	
…Gender X	
…Members	
…Female (F)	
…Male (M)	
…Gender X	
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	
1.5: Has a target been set to increase the representation of women on this governing body?	
10.6: What is the percentage (%) target?	
10.7: What year is the target to be reached (select the last day of the target year)?	
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

Haematology & Oncology Clinics Of Australia Pty Ltd

1: Does this organisation have a governing body?	Yes, same as local ultimate parent organisation(*The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.*)
1.1: What is the name of your governing body?	
1.2: What type of governing body does this organisation have?	
1.3: How many members are on the governing body and who holds the predominant Chair position?	
…Chairs	

…Female (F)	
…Male (M)	
…Gender X	
…Members	
…Female (F)	
…Male (M)	
…Gender X	
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	
1.5: Has a target been set to increase the representation of women on this governing body?	
10.6: What is the percentage (%) target?	
10.7: What year is the target to be reached (select the last day of the target year)?	
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

Epic Pharmacy Management Pty Ltd

1: Does this organisation have a governing body?	Yes, same as local ultimate parent organisation(*The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.*)
1.1: What is the name of your governing body?	
1.2: What type of governing body does this organisation have?	
1.3: How many members are on the governing body and who holds the predominant Chair position?	
…Chairs	
…Female (F)	
…Male (M)	
…Gender X	
…Members	
…Female (F)	
…Male (M)	
…Gender X	
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	

1.5: Has a target been set to increase the representation of women on this governing body?	
10.6: What is the percentage (%) target?	
10.7: What year is the target to be reached (select the last day of the target year)?	
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

Slade Pharmacy Management Pty Ltd

1: Does this organisation have a governing body?	Yes, same as local ultimate parent organisation(*The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.*)
1.1: What is the name of your governing body?	
1.2: What type of governing body does this organisation have?	
1.3: How many members are on the governing body and who holds the predominant Chair position?	
…Chairs	
…Female (F)	
…Male (M)	
…Gender X	
…Members	
…Female (F)	
…Male (M)	
…Gender X	
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	
1.5: Has a target been set to increase the representation of women on this governing body?	
10.6: What is the percentage (%) target?	
10.7: What year is the target to be reached (select the last day of the target year)?	
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

Slade Health Pty Ltd

	Yes, same as local ultimate parent organisation(*The local ultimate parent's governing body*

1: Does this organisation have a governing body?	*details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.)*
1.1: What is the name of your governing body?	
1.2: What type of governing body does this organisation have?	
1.3: How many members are on the governing body and who holds the predominant Chair position?	
…Chairs	
…Female (F)	
…Male (M)	
…Gender X	
…Members	
…Female (F)	
…Male (M)	
…Gender X	
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	
1.5: Has a target been set to increase the representation of women on this governing body?	
10.6: What is the percentage (%) target?	
10.7: What year is the target to be reached (select the last day of the target year)?	
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

The Trustee For Tabitha Pharmacy (Qld) Unit Trust

1: Does this organisation have a governing body?	Yes, same as local ultimate parent organisation(*The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.)*
1.1: What is the name of your governing body?	
1.2: What type of governing body does this organisation have?	
1.3: How many members are on the governing body and who holds the predominant Chair position?	

…Chairs	
…Female (F)	
…Male (M)	
…Gender X	
…Members	
…Female (F)	
…Male (M)	
…Gender X	
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	
1.5: Has a target been set to increase the representation of women on this governing body?	
10.6: What is the percentage (%) target?	
10.7: What year is the target to be reached (select the last day of the target year)?	
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

ASHFORD CANCER CENTRE RESEARCH PTY LTD

1: Does this organisation have a governing body?	Yes, same as local ultimate parent organisation(*The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.*)
1.1: What is the name of your governing body?	
1.2: What type of governing body does this organisation have?	
1.3: How many members are on the governing body and who holds the predominant Chair position?	
…Chairs	
…Female (F)	
…Male (M)	
…Gender X	
…Members	
…Female (F)	
…Male (M)	
…Gender X	
1.4: Do you have a formal selection policy and/or formal selection strategy for this	

organisation's governing body members?	
1.5: Has a target been set to increase the representation of women on this governing body?	
10.6: What is the percentage (%) target?	
10.7: What year is the target to be reached (select the last day of the target year)?	
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

ICON INSTITUTE OF INNOVATION AND RESEARCH PTY LTD

1: Does this organisation have a governing body?	Yes, same as local ultimate parent organisation(*The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.*)
1.1: What is the name of your governing body?	
1.2: What type of governing body does this organisation have?	
1.3: How many members are on the governing body and who holds the predominant Chair position?	
…Chairs	
…Female (F)	
…Male (M)	
…Gender X	
…Members	
…Female (F)	
…Male (M)	
…Gender X	
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	
1.5: Has a target been set to increase the representation of women on this governing body?	
10.6: What is the percentage (%) target?	
10.7: What year is the target to be reached (select the last day of the target year)?	
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

Icon Consolidated Holdings Pty Limited

1: Does this organisation have a governing body?	Yes, same as local ultimate parent organisation(*The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.*)
1.1: What is the name of your governing body?	
1.2: What type of governing body does this organisation have?	
1.3: How many members are on the governing body and who holds the predominant Chair position?	
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…Female (F)	
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…Gender X	
…Members	
…Female (F)	
…Male (M)	
…Gender X	
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	
1.5: Has a target been set to increase the representation of women on this governing body?	
10.6: What is the percentage (%) target?	
10.7: What year is the target to be reached (select the last day of the target year)?	
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

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?	No(*Select all that apply*)
…No	Salaries set by awards/industrial or workplace agreements Non-award employees paid market rate

2: Did your organisation receive JobKeeper payments?

No

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

31-Mar-2021

4: If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

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	Salaries set by awards/industrial or workplace agreements Non-award employees paid market rate Other (provide details)
…Currently under development	
…Other (provide details)	Partial review conducted annually as part of remuneration review process for employees not under an Enterprise Agreement, with the aim that when the organisation has a single HRIS that this will become a part of the remuneration framework (which has been delayed in it's implementation) with better access to data.

2: 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?

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

1.1: How did you consult employees?	Survey Other (provide details)
…Other (provide details)	Feedback from leaders and employees through informal channels. Pulse surveys across the organisation run over 2021-2020 will also have diversity and inclusion questions.
1.2: Who did you consult?	ALL staff

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

#Employee work/life balance

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	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	In some parts of the organisation - corporate services areas this is a true statement however operational requirements for clinical areas do not allow for this flexibility with patient care being the most important element.
…Flexible working is promoted throughout the organisation	Yes
…Targets have been set for engagement in flexible work	Yes
…Targets have been set for men's engagement in flexible work	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	Targets are for all however based on business areas and operational needs
…Leaders are held accountable for improving workplace flexibility	Yes
…Manager training on flexible working is provided throughout the organisation	Yes
…Employee training is provided throughout the organisation	Yes
…Team-based training is provided throughout the organisation	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	Training is provided at the individual level and accessible remotely
…Employees are surveyed on whether they have sufficient flexibility	No(*Select all that apply*)
…No	Other (provide details)

…Other (provide details)	Policy was reviewed and 'Flexibility @ Icon' initiative launched in Nov 2020 - this is a question that will be considered for future surveys.
…The organisation's approach to flexibility is integrated into client conversations	No(*Select all that apply*)
…No	Not a priority
…The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	This will occur - with the review of Flexibility Policy and launch of the new initiative, however it is still early in the collection of this data and initial uptake.
…Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	Not sufficient data yet.
…Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	Not sufficient data yet.

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

…Flexible hours of work	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Compressed working weeks	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Time-in-lieu	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Telecommuting (e.g. working from home)	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available

…Part-time work	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Job sharing	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Carer's leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Purchased leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Unpaid leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…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: Were managers in your organisation allowed to make INFORMAL flexible working arrangements with their team members in response to the COVID-19 pandemic?

Yes, ALL managers

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce compared to pre-COVID-19?

Yes, for both women and men

6: If your organisation would like to provide additional information relating to flexible working and gender equality in 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 (without using the primary/secondary carer definition)

1.1: Please indicate whether your employer-funded paid parental leave is available to:	All, regardless of gender
1.2: Please indicate whether your employer-funded paid parental leave covers:	Birth Adoption Surrogacy Stillbirth
1.3: How do you pay employer funded paid parental leave?	Paying the employee's full salary
1.4: Do you pay superannuation contribution to your carers while they are on parental leave?	Yes, on employer funded parental leave
1.5: How many weeks (minimum) of employer funded paid parental leave is provided?	10
1.6: What proportion of your total workforce has access to employer funded paid parental leave, including casuals?	91-100%

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.

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	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at SOME worksites
…On-site childcare	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Insufficient resources/expertise

…Breastfeeding facilities	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at SOME worksites
…Childcare referral services	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at SOME worksites
…Internal support networks for parents	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at SOME worksites
…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 a priority
…Information packs for new parents and/or those with elder care responsibilities	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…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 a priority
…Support in securing school holiday care	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Insufficient resources/expertise
…Coaching for employees on returning to work from parental leave	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at SOME worksites
…Parenting workshops targeting mothers	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Insufficient resources/expertise
…Parenting workshops targeting fathers	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Insufficient resources/expertise
…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 harasssment 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(*Please indicate how often is this training provided (select all that apply):*)
…Yes	At induction Other (provide details)
…Other (provide details)	As part of the Leadership Program for all managers, and also as part of an e-module for mandatory Group Policy compliance training for all employees and managers.
…All employees	Yes(*Please indicate how often is this training provided (select all that apply):*)
…Yes	At induction Other (provide details)
…Other (provide details)	As part of an e-module for mandatory Group Policy compliance training for all employees

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	Yes
…A domestic violence clause is in an enterprise agreement or workplace agreement	No(*Select all that apply*)
…No	Not a priority
…Other (provide details)	With a variety of industrial instruments
…Workplace safety planning	Yes
…Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	No(*Select all that apply*)
…No	Not a priority

…Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes
…Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	No(*Select all that apply*)
…No	Not a priority
…Access to unpaid leave	Yes
…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)	Yes
…Offer change of office location	Yes
…Emergency accommodation assistance	No(*Select all that apply*)
…No	Insufficient resources/expertise
…Access to medical services (e.g. doctor or nurse)	Yes
…Other (provide details)	No(*Select all that apply*)

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

Workforce Management Statistics Table

Industry: *

Question	Contract Ty..	Employment Type	Manager Categ..	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	2		2
			Non-managers	13	6	19
	Part-time	Permanent	Non-managers	1		1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	13	2	15
			Non-managers	43	23	66
		Fixed-Term Contract	Managers	3		3
			Non-managers	4	2	6
	Part-time	Permanent	Managers	4		4
			Non-managers	29		29
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	2	3	5
			Non-managers	50	27	77
		Fixed-Term Contract	Managers	4	2	6
			Non-managers	24	26	50
	Part-time	Permanent	Non-managers	45	6	51
		Fixed-Term Contract	Non-managers	30	3	33
	N/A	Casual	Non-managers	68	17	85

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: *

Question	Contract Ty..	Employment Type	Manager Categ..	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	7		7
			Non-managers	67	25	92
		Fixed-Term Contract	Managers		1	1
			Non-managers	17	9	26
	Part-time	Permanent	Non-managers	56	8	64
		Fixed-Term Contract	Non-managers	20	1	21
	N/A	Casual	Non-managers	57	15	72
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	7	1	8
			Non-managers	35		35
	Part-time	Permanent	Managers	5		5
			Non-managers	25		25
	N/A	Casual	Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		4	4
			Non-managers		7	7
		Fixed-Term Contract	Non-managers		1	1
	Part-time	Permanent	Non-managers		1	1

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Hospitals

Question	Contract Ty..	Employment..	Manager Categ..	Female	Total*
7. How many employees ce..	Full-time	Permanent	Non-managers	2	2

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Other Store-Based Retailing

Question	Contract Ty..	Employment Type	Manager Categ..	Female	Male	Total*
1. How many employees w..	Full-time	Permanent	Non-managers	4	2	6
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	3	1	4
			Non-managers	13	9	22
		Fixed-Term Contract	Non-managers	1		1
	Part-time	Permanent	Non-managers	12		12
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers		1	1
			Non-managers	20	10	30
		Fixed-Term Contract	Non-managers	11	8	19
	Part-time	Permanent	Non-managers	2	4	6
	N/A	Casual	Non-managers	12	12	24

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Other Store-Based Retailing

Question	Contract Ty..	Employment..	Manager Categ..	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Non-managers	18	14	32
		Fixed-Term Contract	Managers		1	1
			Non-managers	1	2	3
	Part-time	Permanent	Non-managers	9	5	14
	N/A	Casual	Non-managers	2	7	9
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	1		1
			Non-managers	10		10
	Part-time	Permanent	Non-managers	4		4
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		3	3
			Non-managers		2	2
	Part-time	Permanent	Non-managers		1	1

* Total employees includes Gender X

Workforce Management Statistics Table

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Professional, Scientific and Technical Services (Except Computer System Design and Related

Question	Contract Ty..	Employment Type	Manager Categ..	Female	Male	Total*
1. How many employees w..	Full-time	Permanent	Non-managers	3	2	5
2. How many employees (including partners with an ..	Full-time	Permanent	Non-managers	8		8
		Fixed-Term Contract	Non-managers	1		1
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	2		2
			Non-managers	6		6
		Fixed-Term Contract	Non-managers	1	1	2
	Part-time	Fixed-Term Contract	Non-managers	4		4
	N/A	Casual	Non-managers	2	1	3

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Professional, Scientific and Technical Services (Except Computer System Design and Related

Question	Contract Ty..	Employment Type	Manager Categ..	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Non-managers	2	2	4
	Part-time	Permanent	Non-managers	3	1	4
		Fixed-Term Contract	Non-managers	1		1
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	1		1
			Non-managers	3		3
	Part-time	Permanent	Non-managers	1		1

* Total employees includes Gender X

Workforce Management Statistics Table

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Administrative Services

Question	Contract Ty..	Employment..	Manager Categ..	Female	Total*
1. How many employees were promoted?	Full-time	Permanent	Non-managers	1	1
	Part-time	Permanent	Non-managers	1	1

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Administrative Services

Question	Contract Ty..	Employment..	Manager Ca..	Female	Total*
5. How many employees have taken primary carer's ..	Full-time	Permanent	Managers	1	1
	Part-time	Permanent	Managers	1	1

* Total employees includes Gender X

Workforce Management Statistics Table

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Hospitals

Question	Contract Ty..	Employment Type	Manager Categ..	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	2		2
			Non-managers	5	2	7
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	10	1	11
			Non-managers	22	14	36
		Fixed-Term Contract	Managers	3		3
			Non-managers	2	2	4
	Part-time	Permanent	Managers	4		4
			Non-managers	17		17
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers		2	2
			Non-managers	24	17	41
		Fixed-Term Contract	Managers	4	2	6
			Non-managers	12	17	29
	Part-time	Permanent	Non-managers	43	2	45
		Fixed-Term Contract	Non-managers	26	3	29
	N/A	Casual	Non-managers	54	4	58

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Hospitals

Question	Contract Ty..	Employment Type	Manager Categ..	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	7		7
			Non-managers	47	9	56
		Fixed-Term Contract	Non-managers	16	7	23
	Part-time	Permanent	Non-managers	44	2	46
		Fixed-Term Contract	Non-managers	19	1	20
	N/A	Casual	Non-managers	55	8	63
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	4	1	5
			Non-managers	22		22
	Part-time	Permanent	Managers	4		4
			Non-managers	20		20
	N/A	Casual	Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1
			Non-managers		5	5
		Fixed-Term Contract	Non-managers		1	1

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Hospitals

Question	Contract Ty..	Employment..	Manager Categ..	Female	Total*
7. How many employees ce..	Full-time	Permanent	Non-managers	2	2

* Total employees includes Gender X

Workforce Management Statistics Table

* Total employees includes Gender X

Workforce Management Statistics Table

* Total employees includes Gender X

Workforce Management Statistics Table

* Total employees includes Gender X

Workplace Profile Table

Industry: *

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	81	60	0	0	141
	Full-time contract	8	3	0	0	11
	Part-time permanent	14	2	0	0	16
	Part-time contract	1	0	0	0	1
Professionals	Full-time permanent	279	147	0	0	426
	Full-time contract	26	27	0	0	53
	Part-time permanent	249	20	0	0	269
	Part-time contract	14	3	0	0	17
	Casual	67	7	0	0	74
Technicians And Trades Workers	Full-time permanent	87	87	0	0	174
	Full-time contract	11	9	0	0	20
	Part-time permanent	31	23	0	0	54
	Casual	20	22	0	0	42
Community And Personal Service Workers	Full-time permanent	4	1	0	0	5
	Part-time permanent	20	1	0	0	21
	Part-time contract	1	0	0	0	1
	Casual	8	0	0	0	8
Clerical And Administrative Workers	Full-time permanent	120	35	0	0	155
	Full-time contract	6	1	0	0	7
	Part-time permanent	116	11	0	0	127
	Part-time contract	5	1	0	0	6
	Casual	31	12	0	0	43
Labourers	Full-time permanent	0	8	0	0	8
	Full-time contract	0	1	0	0	1
	Part-time permanent	1	2	0	0	3
	Casual	0	1	0	0	1
	Casual	0	1	0	0	1

* 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: *

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time permanent	0	1	1
KMP	-1	Full-time permanent	0	4	4
		Part-time permanent	0	1	1
GM	-1	Full-time permanent	2	0	2
		Part-time permanent	1	0	1
	-2	Full-time permanent	4	7	11
		Part-time permanent	1	0	1
	-3	Full-time permanent	1	0	1
SM	-1	Full-time permanent	0	1	1
		Part-time permanent	1	0	1
	-2	Full-time permanent	12	8	20
		Full-time contract	1	0	1
	-3	Full-time permanent	15	16	31
		Part-time permanent	3	1	4
	-4	Part-time permanent	1	0	1
OM	-2	Full-time permanent	5	0	5
	-3	Full-time permanent	23	18	41
		Full-time contract	5	1	6
		Part-time permanent	5	0	5
	-4	Full-time permanent	49	23	72
		Full-time contract	2	3	5
		Part-time permanent	14	0	14
		Part-time contract	1	0	1
	-5	Full-time permanent	11	12	23
		Full-time contract	2	0	2
		Part-time permanent	3	0	3
	-6	Full-time permanent	3	5	8

* Total employees includes Gender X

Workplace Profile Table

Industry: Other Store-Based Retailing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	9	13	0	0	22
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	56	22	0	0	78
	Full-time contract	5	3	0	0	8
	Part-time permanent	15	4	0	0	19
	Casual	3	2	0	0	5
Technicians And Trades Workers	Full-time permanent	87	87	0	0	174
	Full-time contract	11	9	0	0	20
	Part-time permanent	31	23	0	0	54
	Casual	20	22	0	0	42
Community And Personal Service Workers	Part-time permanent	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	3	23	0	0	26
	Part-time permanent	2	9	0	0	11
	Part-time contract	0	1	0	0	1
	Casual	4	8	0	0	12
Labourers	Full-time permanent	0	8	0	0	8
	Full-time contract	0	1	0	0	1
	Part-time permanent	1	2	0	0	3
	Casual	0	1	0	0	1

* 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: Other Store-Based Retailing

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
KMP	-1	Full-time permanent	0	1	1
GM	-2	Full-time permanent	2	1	3
SM	-3	Full-time permanent	2	7	9
OM	-3	Full-time permanent	0	1	1
		Part-time permanent	1	0	1
	-4	Full-time permanent	6	5	11
	-5	Full-time permanent	8	10	18
		Part-time permanent	1	0	1
	-6	Full-time permanent	3	5	8

* Total employees includes Gender X

Workplace Profile Table

Industry: Professional, Scientific and Technical Services (Except Computer System Design and Related

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	10	6	0	0	16
	Part-time permanent	2	0	0	0	2
Professionals	Full-time permanent	26	3	0	0	29
	Full-time contract	2	1	0	0	3
	Part-time permanent	19	0	0	0	19
	Part-time contract	2	0	0	0	2
	Casual	2	1	0	0	3
Clerical And Administrative Workers	Full-time permanent	3	1	0	0	4
	Part-time permanent	2	0	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: Professional, Scientific and Technical Services (Except Computer System Design and Related

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
KMP	-1	Full-time permanent	0	1	1
GM	-2	Full-time permanent	0	2	2
SM	-2	Full-time permanent	1	0	1
	-3	Full-time permanent	7	3	10
		Part-time permanent	3	0	3
OM	-3	Full-time permanent	3	0	3
	-4	Part-time permanent	1	0	1
	-5	Full-time permanent	1	0	1
		Part-time permanent	1	0	1

* Total employees includes Gender X

Workplace Profile Table

Industry: Administrative Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	5	3	0	0	8
	Part-time permanent	1	0	0	0	1
Professionals	Part-time permanent	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	3	1	0	0	4

* 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: Administrative Services

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
GM	-2	Full-time permanent	0	1	1
	-3	Full-time permanent	1	0	1
SM	-3	Full-time permanent	3	2	5
	-4	Part-time permanent	1	0	1
OM	-3	Full-time permanent	0	1	1
	-4	Full-time permanent	1	0	1

* Total employees includes Gender X

Workplace Profile Table

Industry: Hospitals

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	57	38	0	0	95
	Full-time contract	8	3	0	0	11
	Part-time permanent	10	2	0	0	12
	Part-time contract	1	0	0	0	1
Professionals	Full-time permanent	197	122	0	0	319
	Full-time contract	19	23	0	0	42
	Part-time permanent	214	16	0	0	230
	Part-time contract	12	3	0	0	15
	Casual	62	4	0	0	66
Community And Personal Service Workers	Full-time permanent	4	1	0	0	5
	Part-time permanent	20	0	0	0	20
	Part-time contract	1	0	0	0	1
	Casual	8	0	0	0	8
Clerical And Administrative Workers	Full-time permanent	111	10	0	0	121
	Full-time contract	6	1	0	0	7
	Part-time permanent	112	2	0	0	114
	Part-time contract	5	0	0	0	5
	Casual	27	4	0	0	31
	Casual	0	1	0	0	1

* 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: Hospitals

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time permanent	0	1	1
KMP	-1	Full-time permanent	0	2	2
		Part-time permanent	0	1	1
GM	-1	Full-time permanent	2	0	2
		Part-time permanent	1	0	1
	-2	Full-time permanent	2	3	5
		Part-time permanent	1	0	1
SM	-1	Full-time permanent	0	1	1
		Part-time permanent	1	0	1
	-2	Full-time permanent	11	8	19
		Full-time contract	1	0	1
	-3	Full-time permanent	3	4	7
		Part-time permanent	0	1	1
OM	-2	Full-time permanent	5	0	5
	-3	Full-time permanent	20	16	36
		Full-time contract	5	1	6
		Part-time permanent	4	0	4
	-4	Full-time permanent	42	18	60
		Full-time contract	2	3	5
		Part-time permanent	13	0	13
		Part-time contract	1	0	1
	-5	Full-time permanent	2	2	4
		Full-time contract	2	0	2
		Part-time permanent	1	0	1

* 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)
** Total employees includes Gender X

Workplace Profile Table

* Total employees includes Gender X

Workplace Gender Equality Agency
2020–21 Compliance Program
Submission approval

I, the CEO (or equivalent), confirm that the data provided in the 2020-21 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)

MARK MIDDLETON

CEO (or equivalent) signature

Date of signature

12/7/2021

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.