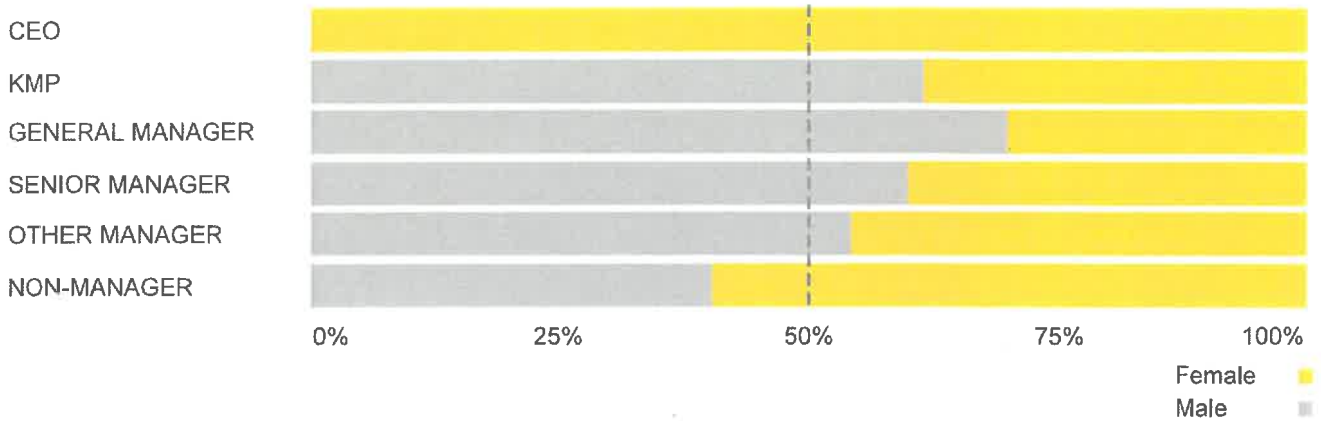


Insights at a glance

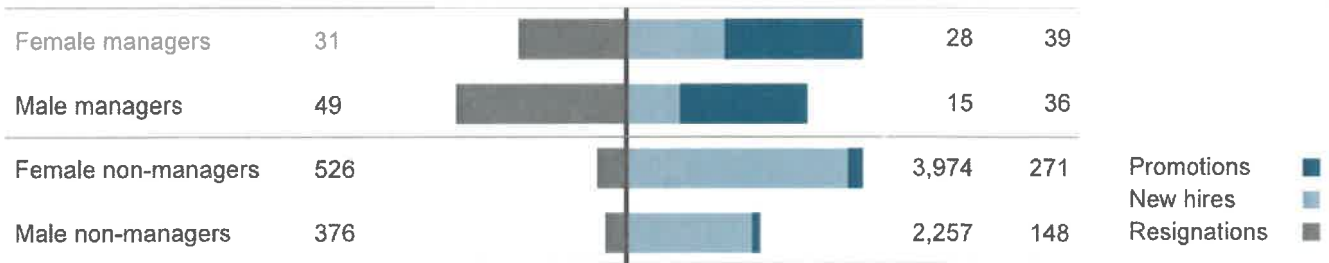
This report summarises your organisation's responses to the 2020 - 2021 Compliance Reporting program. It demonstrates how your organisation is tracking. Please review the Report prior to approving your submission in the WGEA Portal. Full responses can be found in the Appendix.

Workforce gender composition



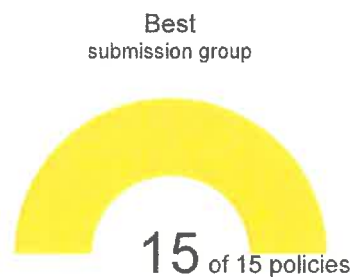
Employee recruitment and retention

Total number of employees promoted, appointed, and resigned by gender.



Gender equality policies, strategies and actions

Total number of recommended gender equality policies, strategies and actions in your organisations.



Questionnaire overview for best performing submission group

This section summarises your responses to the 'yes/no' questions in the Questionnaire for your Best performing submission group.

Section	Category	Question	Yes No
Action on gender equality 5 of 5	Employee consultation	Have you consulted with employees on issues concerning gender equality in your workplace?	<input checked="" type="radio"/>
	Employer action on pay equity	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)?	<input checked="" type="radio"/>
		Did you take any actions as a result of your gender remuneration gap analysis?	<input checked="" type="radio"/>
	Gender pay gaps	Do you have a formal policy and/or formal strategy on remuneration generally?	<input checked="" type="radio"/>
		Are specific pay equity objectives included in your formal policy and/or formal strategy?	<input checked="" type="radio"/>
Workplace overview 5 of 5	Governing bodies	Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	<input checked="" type="radio"/>
		Does this organisation have a governing body?	<input checked="" type="radio"/>
	Policies and strategies	Has a target been set to increase the representation of women on this governing body?	<input checked="" type="radio"/>
		Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?	<input checked="" type="radio"/>
		Do you have formal policy and/or formal strategy in place that support gender equality overall?	<input checked="" type="radio"/>

Questionnaire overview for best performing submission group

This section summarises your responses to the 'yes/no' questions in the Questionnaire for your Best performing submission group.

Section	Category	Question	Yes No
Employee work/life balance	Flexible working	Do you have a formal policy and/or formal strategy on flexible working arrangements?	<input checked="" type="radio"/>
1 of 1			
Employee support	Family or domestic violence	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?	<input checked="" type="radio"/>
4 of 4			
	Paid parental leave	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?	<input checked="" type="radio"/>
	Sex-based harassment and discrimination	Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?	<input checked="" type="radio"/>
	Support for carers	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?	<input checked="" type="radio"/>

CEO Sign-off

I, the CEO, confirm the content of the workplace gender equality compliance submission is accurate and I approve its submission to WGEA

Name of CEO/Head of Business

Professor Deborah Terry AO
Vice-Chancellor and President

The University of Queensland

CEO/head of business signature



Appendix

The full details of your responses to each component of the compliance reporting program are available to review and download below. To access these, you will need to log in to the WGEA Portal using your myGovID.

1. CEO Pro Forma for Corporate Group without Confidential Section
<https://client-portal.wgea.gov.au/s/ceo-reports?report=CEO+Pro+Forma+for+Corporate+Group+without+Confidential+Section+%28Compliance%29>
2. Questionnaire for Submission Group
<https://client-portal.wgea.gov.au/s/ceo-reports?report=Questionnaire+for+Submission+Group+%28Compliance%29>
3. Workplace Profile Table for Corporate Group
<https://client-portal.wgea.gov.au/s/ceo-reports?report=Workplace+Profile+Table+for+Corporate+Group+%28Compliance%29>
4. Workforce Management Statistics Table for Corporate Group
<https://client-portal.wgea.gov.au/s/ceo-reports?report=Workforce+Management+Statistics+Table+for+Corporate+Group+%28Compliance%29>
5. CEO Pro Forma for Corporate Group with Confidential Section
<https://client-portal.wgea.gov.au/s/ceo-reports?report=CEO+Pro+Forma+for+Corporate+Group+with+Confidential+Section+%28Compliance%29>
6. Workplace Profile Confidential Table for Corporate Group
<https://client-portal.wgea.gov.au/s/ceo-reports?report=Workplace+Profile+Confidential+Table+for+Corporate+Group+%28Compliance%29>

2020 - 21 Compliance Program

Submitted by:

**The University Of Queensland
(ABN:63942912684)**



#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	Policy Strategy
...Retention	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Performance management processes	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Promotions	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Talent identification/identification of high potentials	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Succession planning	No(<i>Select all that apply</i>)
...No	Other (please provide)
...Currently under development	
...Other (please provide)	Under consideration
...Training and development	Yes(<i>Select all that apply</i>)
...Yes	Policy
...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 Strategy
--------	--------------------

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

Governing bodies

The University Of Queensland

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
--	--

1.1: What is the name of your governing body?	The University of Queensland Senate
1.2: What type of governing body does this organisation have?	Other governing body/authority (provide details)
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female (F)	0
...Male (M)	1
...Gender X	0
...Members	
...Female (F)	11
...Male (M)	9
...Gender X	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
1.5: Has a target been set to increase the representation of women on this governing body?	Yes(<i>Provide further details on your target</i>)
10.6: What is the percentage (%) target?	50.00%
10.7: What year is the target to be reached (select the last day of the target year)?	31-Dec-2022
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	

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

Strategy

1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?

Yes(*Select all that apply*)

...Yes

To be transparent about pay scales and/or salary bands
To ensure managers are held accountable for pay equity outcomes

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)?

Yes(*Provide further details on the most recent gender remuneration gap analysis that was undertaken.*)

1.1: When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

Yes(*Select all that apply*)

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

Created a pay equity strategy or action plan
Identified cause/s of the gaps
Reviewed remuneration decision-making processes
Analysed commencement salaries by gender to ensure there are no pay gaps
Analysed performance pay to ensure there is no gender bias (including unconscious bias)
Set targets to reduce any organisation-wide gap

.. Yes

Reported pay equity metrics (including gender pay gaps) to the governing body
Reported pay equity metrics (including gender

	pay gaps) to the executive Trained people-managers in addressing gender bias (including unconscious bias) Implemented other changes (provide details):
...Implemented other changes (provide details):	Published guides to pay equity and negotiation for staff and supervisors
1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)	Organisation wide and like-for-like comparisons undertaken. Analysis of performance bonuses and salary loadings also conducted.

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?	Consultative committee or group Exit interviews Other (provide details)
...Other (provide details)	All staff forum
1.2: Who did you consult?	ALL staff
...Other (provide details)	Staff who resigned

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

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	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	10-Oct-2021
...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	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	10-Oct-2021
...Targets have been set for men's engagement in flexible work	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	10-Oct-2021
...Leaders are held accountable for improving workplace flexibility	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	10-Oct-2021
...Manager training on flexible working is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	10-Oct-2021
...Employee training is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)

...Currently under development	10-Oct-2021
...Team-based training is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	10-Oct-2021
...Employees are surveyed on whether they have sufficient flexibility	Yes
...The organisation's approach to flexibility is integrated into client conversations	Yes
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	10-Oct-2021
...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	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	10-Oct-2021
...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	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	10-Oct-2021

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	Formal options are available Informal options are available
...Compressed working weeks	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
...Time-in-lieu	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

...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	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
...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>)
...SAME options for women and men	Formal options are available
...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: Were managers in your organisation allowed to make INFORMAL flexible working arrangements with their team members in response to the COVID-19 pandemic?

Yes, SOME 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 (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
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption Surrogacy
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?	14
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	51-60%
1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes(<i>Please indicate how employer funded paid parental leave is provided to the secondary carers.</i>)
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption Surrogacy
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?	50-60%

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	No (<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	Fringe benefits tax makes it cost prohibitive
...On-site childcare	Yes (<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at SOME worksites
...Breastfeeding facilities	Yes (<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at SOME worksites
...Childcare referral services	No (<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	Multiple childcare options available on major campus locations
...Internal support networks for parents	Yes (<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No (<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not aware of the need
...Information packs for new parents and/or those with elder care responsibilities	Yes (<i>Please indicate the availability of this support mechanism.</i>)

...Yes	Available at ALL worksites
...Referral services to support employees with family and/or caring responsibilities	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Targeted communication mechanisms (e.g. intranet/forums)	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Support in securing school holiday care	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not aware of the need
...Coaching for employees on returning to work from parental leave	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	Under consideration
...Parenting workshops targeting mothers	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at SOME worksites
...Parenting workshops targeting fathers	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at SOME worksites
...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 one-to-two years
...All employees	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction Every one-to-two years

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	Yes
...Workplace safety planning	Yes
...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes
...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	Other (provide details)
...Other (provide details)	All leave provisions are covered in the EA
...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	Yes
...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: Tertiary Education

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*	
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	22	12	35	
			Non-managers	100	48	149	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	14	18	32	
			Non-managers	132	76	210	
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	1	3	4	
			Non-managers	14	5	20	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	1	3	4	
			Non-managers	21	19	40	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	10	12	22	
			Non-managers	97	51	148	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	15	19	34	
			Non-managers	117	106	224	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	1	0	1
				Non-managers	35	6	41
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	2	4	6	
			Non-managers	49	25	76	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	5	1	6	
			Non-managers	49	42	91	
		Fixed-Term Contract	CEO, KMPs, and HOBs	1	0	1	
			Managers	19	11	30	
			Non-managers	360	344	710	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	7	3	10
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	3	3	6	
			Non-managers	258	115	388	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	2,643	1,753	5,032	

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*	
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	21	28	49	
			Non-managers	181	182	363	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	2	2	
			Managers	7	14	21	
			Non-managers	127	120	249	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	3	3
				Non-managers	88	17	106
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	3	2	5	
			Non-managers	81	37	123	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	31	20	61	
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	9	1	10	
			Non-managers	121	15	137	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	3	0	3	
			Non-managers	93	9	102	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	1	1
				Non-managers	86	0	86
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	1	0	1	
			Non-managers	55	1	59	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	2	0	2	
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	4	4	
			Non-managers	1	49	50	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	5	5	
			Non-managers	0	52	53	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	0	2	2
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	3	3	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	10		10
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	7	1	8
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2		2
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	12		12

* Total employees includes Gender X

Workplace Profile Table

Industry: Tertiary Education

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	186	261	0	0	449
	Full-time contract	156	241	0	0	398
	Part-time permanent	18	23	0	0	41
	Part-time contract	42	43	0	0	85
Professionals	Full-time permanent	988	845	0	0	1,841
	Full-time contract	943	1,009	0	0	1,963
	Part-time permanent	273	75	0	0	350
	Part-time contract	571	276	0	0	870
	Casual	1,331	1,197	0	0	2,997
Technicians And Trades Workers	Full-time permanent	64	153	0	0	217
	Full-time contract	66	49	0	0	115
	Part-time permanent	19	9	0	0	28
	Part-time contract	26	3	0	0	30
	Casual	21	17	0	0	39
Community And Personal Service Workers	Full-time permanent	4	31	0	0	35
	Full-time contract	3	14	0	0	17
	Part-time permanent	0	1	0	0	1
	Part-time contract	0	1	0	0	1
	Casual	17	24	0	0	41
Clerical And Administrative Workers	Full-time permanent	432	132	0	0	566
	Full-time contract	232	97	1	1	333
	Part-time permanent	134	20	0	0	156
	Part-time contract	132	28	0	0	163
	Casual	569	322	0	0	938
Labourers	Full-time permanent	8	26	0	0	34
	Full-time contract	4	5	0	0	9
	Part-time permanent	8	0	0	0	8
	Casual	15	18	0	0	35

* Categorized 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: Tertiary Education

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time contract	1	0	1
KMP	-1	Full-time contract	2	4	6
	-2	Full-time contract	3	4	7
GM	-2	Full-time permanent	0	2	2
		Full-time contract	10	15	25
	-3	Full-time permanent	5	4	9
		Full-time contract	6	16	22
		Part-time contract	0	5	5
	-4	Full-time permanent	2	7	9
		Full-time contract	1	10	11
		Part-time permanent	0	2	2
		Part-time contract	1	2	3
	-5	Full-time permanent	3	2	5
SM	-1	Full-time permanent	1	0	1
	-2	Full-time permanent	1	3	4
		Full-time contract	3	1	4
	-3	Full-time permanent	13	16	29
		Full-time contract	52	74	127
		Part-time permanent	0	3	3
		Part-time contract	8	10	18
	-4	Full-time permanent	35	74	110
		Full-time contract	30	50	80
		Part-time permanent	3	8	11
		Part-time contract	6	6	12
	-5	Full-time permanent	10	8	18
		Full-time contract	3	6	9
		Part-time permanent	3	0	3
		Part-time contract	5	2	7
	-6	Full-time permanent	1	0	1
Full-time contract		0	2	2	
OM	-2	Full-time permanent	1	0	1
	-3	Full-time permanent	9	11	20
		Full-time contract	5	13	18
		Part-time permanent	0	1	1
		Part-time contract	7	4	11
	-4	Full-time permanent	80	94	175
		Full-time contract	28	37	65
		Part-time permanent	9	9	18
		Part-time contract	9	10	19
	-5	Full-time permanent	23	39	62
		Full-time contract	11	9	20
		Part-time permanent	1	0	1
		Part-time contract	6	4	10
	-6	Full-time permanent	2	1	3
		Full-time contract	1	0	1
		Part-time permanent	2	0	2

* Total employees includes Gender X