

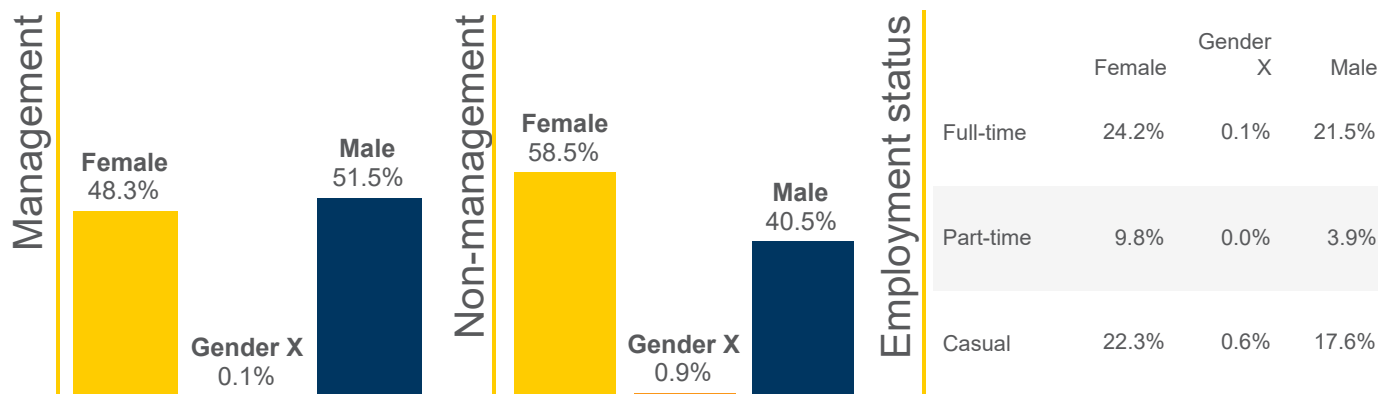
INSIGHTS at a glance

The University of Queensland - 2021-22
14,006 employees

This report summarises your organisation's responses to the 2021 - 2022 Compliance Reporting program. It demonstrates how your organisation is tracking.



Workforce composition



Employee growth and promotion

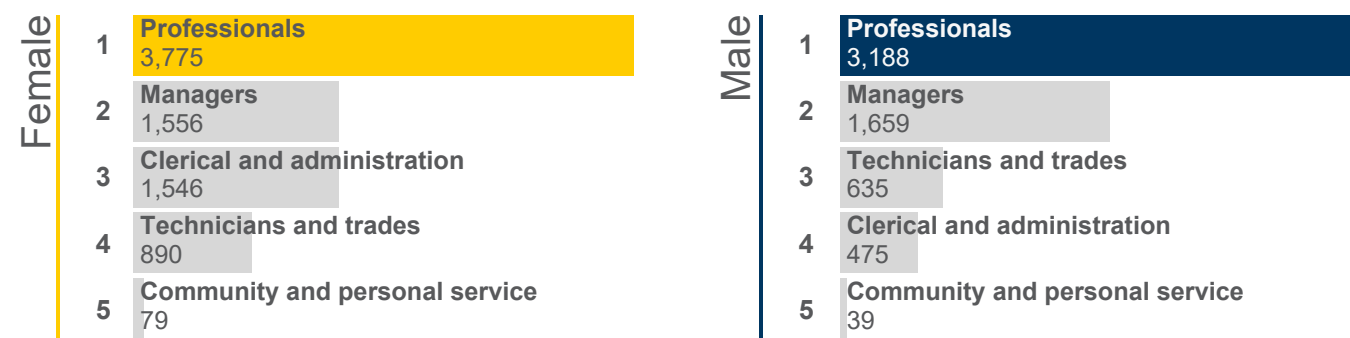


The University of Queensland reported an overall growth in employee numbers for the reporting period.

| Category | Female | Change | Male | Change | Gender X | Change |
|---------------------|--------|--------|-------|--------|----------|--------|
| Growth | | | | | | |
| Female managers | -2 | ⬇️ | 2 | ⬆️ | 0 | ➡️ |
| Female non-managers | 2,420 | ⬆️ | 1,700 | ⬆️ | 14 | ⬆️ |
| Promotion | | | | | | |
| Female managers | 90 | | 73 | | 0 | |
| Female non-managers | 444 | | 233 | | 2 | |



Top occupations by gender



Note: employee growth is external appointments minus resignations

Workplace Gender Equality Agency CEO Submission Summary

QUESTIONNAIRE overview

The University of Queensland - 2021-22

14,006 employees

This section summarises your responses to the 'yes/no' questions in the questionnaire.



Workplace overview

Yes

formal policy and/or strategy in place to support gender equality overall

Yes

formal policy or strategy in key performance indicators for managers relating to gender equality

Yes

formal policy or strategy in recruitment

Yes

formal policy or strategy in promotions



Action on gender equity

Yes

specific pay equity objectives included in your formal policy and/or formal strategy

Yes

formal policy and/or strategy on remuneration generally

Yes

analysis of payroll to determine if there are any remuneration gaps between women and men



Employee support

Yes

formal policy and/or strategy to support employees experiencing family or domestic violence

Yes

provision of employer funded paid parental leave, regardless of carer's status and in addition to any government funded parental leave scheme

Yes

formal policy and/or strategy on sex-based harassment and discrimination prevention



Flexible work

Yes

formal policy and/or strategy on flexible working arrangements



Governing body

Yes

governing body for this organisation

Yes

formal selection policy and/or strategy for governing body members

Yes

target set to increase representation of women on the governing body*

* Some companies may not have a target for Board composition if the Board is currently gender balanced

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)

Deborah Terry

CEO (or equivalent) signature

[Handwritten signature]

Date of signature

7/10/22

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](#).



Australian Government



Workplace
Gender Equality
Agency

2021 - 22 Compliance Program

Submitted by:

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

Date: 2022-06-01

#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(<i>Select the estimated completion date.</i>) |
| ...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: Does your organisation have any of the following targets to address gender equality in your workplace?

- Reduce the gender pay gap
- Increase the number of women in male-dominated roles
- Increase the number of women in leadership positions

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

We are in the process of drafting an Organisational Culture and Inclusion Strategy which seeks to increase the numbers of underrepresented genders across different fields

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? | Board of directors |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | 1 |
| ...Non-binary | |
| ...Members | |
| ...Female | 11 |
| ...Male | 8 |
| ...Non-binary | 1 |
| 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>) |
| | Policy |
| 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 |
| 1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body? | No |
| | Other (provide details) |
| 1.1.a.3: How many members are on the governing body and who holds the predominant Chair position? | |

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

31-Mar-2022

3: Does your organisation publish its organisation-wide gender pay gap?

Yes(*Select all that apply.*)

...Yes

Shared internally with employees
Shared internally with governing body members
Shared externally

4: Do you give WGEA permission to publicly publish your organisation-wide gender pay gap?

Yes

5: 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*)

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

| | |
|--|---|
| 1.2: Did you take any actions as a result of your gender remuneration gap analysis? | 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): | Provided 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: For organisations with partnership structures: Have you undertaken a gender remuneration gap analysis ('gender pay gap analysis') in the current reporting period to determine if there are any remuneration gaps between women partners and men partners in your organisation?

No

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

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

Yes(Select all that apply.)

| | |
|--------|----------|
| ...Yes | Strategy |
|--------|----------|

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

2-Dec-2021

4: Does your organisation have shareholders?

No

5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

Yes

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 | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 31-Oct-2022 |
| ...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 | 31-Oct-2022 |
| ...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 | 31-Oct-2022 |
| ...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 | 31-Oct-2022 |
| ...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 | 31-Oct-2022 |
| ...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 | 31-Oct-2022 |
| ...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 | 31-Oct-2022 |
| ...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 | Not aware of the need Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 31-Oct-2022 |
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel | Yes |
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body | Yes |

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

No

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?

Employee performance is measured by performance and not presenteeism

...Other

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 |
| 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? | 61-70% |
| 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 12 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(<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? | 60-70% |
| 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 12 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.

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 paid 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(<i>Select all that apply</i>) | |
| ...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(<i>Select all that apply</i>) | |
| ...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(<i>Is the leave period unlimited?</i>) |
| ...Yes | Yes |
| ...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) | Yes(<i>Is the leave period unlimited?</i>) |
| ...Yes | Yes |
| ...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) Not aware of the need |
| ...Other (provide details) | All leave provisions are contained in the EA |
| ...Access to unpaid leave | Yes(<i>Is the leave period unlimited?</i>) |
| ...Yes | 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 |

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

#Diversity and inclusion

Voluntary section

1: Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes (Select all that is covered.)

...Yes

Aboriginal and/or Torres Strait Islander identity
Cultural and/or language and/or race/ethnicity background
Disability and/or accessibility
Sexual orientation
Gender identity
Age

2: Do you collect data on whether employees identify as Aboriginal and/or Torres Strait Islander?

Yes

...If this data can be shared and is not confidential, please complete the below table:

...Aboriginal and/or Torres Strait Islander Managers .. Female

20

...Aboriginal and/or Torres Strait Islander Managers .. Male

10

...Aboriginal and/or Torres Strait Islander Non-managers .. Female

85

...Aboriginal and/or Torres Strait Islander Non-managers .. Male

39

...Aboriginal and/or Torres Strait Islander Non-managers .. Non-binary

1

3: Do you currently collect data on any of the following dimensions of employees' identities?

Cultural and/or language and/or race/ethnicity background
Disability
Gender identity

Workforce Management Statistics Table

Industry: Tertiary Education

| Question | Contract Type | Employment Type | Manager Category | Female | Male | Total* |
|---|---------------|---------------------|---------------------|--------|-------|--------|
| 1. How many employees were promoted? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 43 | 39 | 82 |
| | | | Non-managers | 193 | 121 | 316 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 1 | 1 |
| | | | Managers | 30 | 15 | 45 |
| | | | Non-managers | 164 | 97 | 261 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 5 | 4 | 9 |
| | | | Non-managers | 39 | 2 | 41 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 12 | 14 | 26 |
| | | | Non-managers | 48 | 13 | 61 |
| | 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 | 50 | 56 | 106 |
| | | | Non-managers | 325 | 176 | 503 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 44 | 30 | 74 |
| | | | Non-managers | 340 | 258 | 601 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 4 | 12 | 16 |
| | | | Non-managers | 69 | 8 | 77 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 21 | 30 | 51 |
| | | | Non-managers | 224 | 91 | 315 |
| | 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 | 14 | 11 | 25 |
| | | | Non-managers | 139 | 84 | 223 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 20 | 22 | 42 |
| | | | Non-managers | 497 | 352 | 850 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 3 | 1 | 4 |
| | | | Non-managers | 18 | 3 | 21 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 15 | 13 | 29 |
| | | | Non-managers | 244 | 109 | 354 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 2,256 | 1,624 | 3,896 |

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Tertiary Education

| 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 | 0 | 0 | 0 |
| | | | Managers | 19 | 16 | 35 |
| | | | Non-managers | 102 | 74 | 177 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 27 | 19 | 46 |
| | | | Non-managers | 229 | 214 | 443 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 3 | 2 | 5 |
| | | | Non-managers | 35 | 3 | 38 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 5 | 8 | 14 |
| | | | Non-managers | 133 | 46 | 179 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 235 | 135 | 373 |
| 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 | 27 | 11 | 38 |
| | | | Non-managers | 103 | 7 | 110 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 14 | 1 | 15 |
| | | | Non-managers | 72 | 11 | 83 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 8 | 0 | 8 |
| | | | Non-managers | 45 | 2 | 47 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 8 | 0 | 8 |
| | | | Non-managers | 32 | 3 | 35 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| 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 | 10 | 10 |
| | | | Non-managers | 0 | 24 | 24 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 10 | 10 |
| | | | Non-managers | 1 | 47 | 48 |
| | 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 | 2 | 2 |
| | | | Non-managers | 0 | 2 | 2 |
| | 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 Type | Employment Type | 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 | 2 | 1 | 3 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 1 | 0 | 1 |
| | | | Non-managers | 2 | 2 | 4 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 1 | 0 | 1 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 2 | 0 | 2 |

* 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 | 634 | 735 | 0 | 0 | 1,372 |
| | Full-time contract | 497 | 605 | 0 | 0 | 1,103 |
| | Part-time permanent | 113 | 81 | 0 | 0 | 194 |
| | Part-time contract | 296 | 232 | 0 | 0 | 528 |
| | Casual | 16 | 6 | 0 | 0 | 22 |
| Professionals | Full-time permanent | 458 | 405 | 0 | 0 | 864 |
| | Full-time contract | 605 | 665 | 0 | 0 | 1,273 |
| | Part-time permanent | 128 | 25 | 0 | 0 | 153 |
| | Part-time contract | 343 | 132 | 0 | 0 | 477 |
| | Casual | 2,241 | 1,961 | 0 | 0 | 4,268 |
| Technicians And Trades Workers | Full-time permanent | 111 | 142 | 0 | 0 | 254 |
| | Full-time contract | 173 | 140 | 0 | 0 | 314 |
| | Part-time permanent | 29 | 14 | 0 | 0 | 44 |
| | Part-time contract | 117 | 35 | 0 | 0 | 152 |
| | Casual | 460 | 304 | 0 | 0 | 773 |
| Community And Personal Service Workers | Full-time permanent | 0 | 1 | 0 | 0 | 1 |
| | Full-time contract | 4 | 4 | 0 | 0 | 8 |
| | Part-time contract | 0 | 1 | 0 | 0 | 1 |
| | Casual | 75 | 33 | 0 | 0 | 109 |
| Clerical And Administrative Workers | Full-time permanent | 597 | 220 | 0 | 0 | 819 |
| | Full-time contract | 297 | 82 | 1 | 0 | 382 |
| | Part-time permanent | 178 | 21 | 0 | 0 | 200 |
| | Part-time contract | 151 | 11 | 0 | 0 | 162 |
| | Casual | 322 | 141 | 0 | 0 | 475 |
| Machinery Operators And Drivers | Full-time permanent | 6 | 11 | 0 | 0 | 17 |
| | Full-time contract | 0 | 4 | 0 | 0 | 4 |
| | Part-time permanent | 1 | 1 | 0 | 0 | 2 |
| | Casual | 1 | 8 | 0 | 0 | 9 |
| Labourers | Full-time contract | 2 | 0 | 0 | 0 | 2 |
| | Part-time permanent | 11 | 0 | 0 | 0 | 11 |
| | Casual | 4 | 9 | 0 | 0 | 13 |

* 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 permanent | 1 | 1 | 2 |
| | | Full-time contract | 3 | 7 | 10 |
| | | Part-time contract | 0 | 1 | 1 |
| | -3 | Full-time contract | 1 | 0 | 1 |
| GM | -1 | Full-time contract | 2 | 0 | 2 |
| | -2 | Full-time permanent | 0 | 2 | 2 |
| | | Full-time contract | 6 | 8 | 14 |
| | | Part-time contract | 0 | 1 | 1 |
| SM | -1 | Full-time permanent | 1 | 0 | 1 |
| | -2 | Full-time permanent | 1 | 2 | 3 |
| | | Full-time contract | 7 | 5 | 12 |
| | -3 | Full-time permanent | 21 | 25 | 46 |
| | | Full-time contract | 43 | 49 | 93 |
| | | Part-time permanent | 0 | 3 | 3 |
| | | Part-time contract | 11 | 12 | 23 |
| | -4 | Full-time permanent | 25 | 28 | 55 |
| | | Full-time contract | 25 | 25 | 50 |
| | | Part-time permanent | 3 | 1 | 4 |
| | | Part-time contract | 5 | 7 | 12 |
| | -5 | Full-time permanent | 1 | 0 | 1 |
| | | Full-time contract | 1 | 1 | 2 |
| | | Part-time contract | 1 | 1 | 2 |
| | OM | -1 | Full-time permanent | 0 | 1 |
| -2 | | Full-time permanent | 6 | 2 | 8 |
| | | Full-time contract | 2 | 1 | 3 |
| | | Part-time contract | 1 | 0 | 1 |
| -3 | | Full-time permanent | 31 | 14 | 45 |
| | | Full-time contract | 42 | 52 | 94 |
| | | Part-time permanent | 8 | 7 | 15 |
| | | Part-time contract | 11 | 18 | 29 |
| -4 | | Full-time permanent | 266 | 369 | 635 |
| | | Full-time contract | 171 | 213 | 384 |
| | | Part-time permanent | 36 | 38 | 74 |
| | | Part-time contract | 79 | 69 | 148 |
| -5 | | Full-time permanent | 220 | 223 | 444 |
| | | Full-time contract | 157 | 197 | 354 |
| | | Part-time permanent | 50 | 16 | 66 |
| | | Part-time contract | 129 | 74 | 203 |
| -6 | | Full-time permanent | 60 | 67 | 127 |
| | | Full-time contract | 26 | 37 | 63 |
| | | Part-time permanent | 13 | 11 | 24 |
| | | Part-time contract | 46 | 41 | 87 |
| -7 | | Full-time permanent | 1 | 0 | 1 |
| | | Full-time contract | 8 | 6 | 14 |
| | | Part-time permanent | 1 | 3 | 4 |
| | | Part-time contract | 13 | 8 | 21 |
| -8 | | Part-time permanent | 1 | 2 | 3 |
| | | Full-time permanent | 0 | 1 | 1 |
| | | Part-time permanent | 1 | 0 | 1 |
| | | | Casual | 16 | 6 |

* Total employees includes Gender X