

Gender impact assessments

Table 1 - Gender impact assessments progress							
Required	Required	Required	Required	Required	Required	Recommended	Recommended
Title	Subject	Description	Status	Confirm if actions taken	Describe actions taken	Confirm intersectionality considered	Explain intersectional lens applied
<p>What is the title of the policy, program or service that was the subject of the GIA?</p> <p>Please use one row for each GIA completed. When reporting on multiple actions taken, include this information in the relevant single cell.</p>	<p>Was the subject of the GIA a policy, program or service?</p> <p>For definitions of policies, programs and services, please refer to the guidance materials at Appendix A: Glossary of terms.</p> <p>Use the drop-down menu in the cell to select your answer.</p>	<p>Provide a description of the policy, program or service subject to the GIA.</p>	<p>Was the policy, program or service new, or up for review?</p> <p>Use the drop-down menu in the cell to select your answer.</p>	<p>Were actions taken to develop or vary the policy, program or service to meet the needs of people of different genders, address gender inequality and promote gender equality as a result of the GIA?</p> <p>Use the drop-down menu in the cell to indicate whether or not actions were taken as a result of the GIA.</p>	<p>Describe the actions taken to develop or vary the policy, program or service to meet the needs of people of different genders, address gender inequality and promote gender equality.</p> <p>When reporting on multiple actions taken, include this information in one cell. You can press alt+enter to include new lines.</p>	<p>Was it considered that gender inequality may be compounded by disadvantage or discrimination that people may experience on the basis of intersectionality?</p> <p>Use the drop-down menu in the cell to select your answer.</p>	<p>Explain how an intersectional lens was applied while completing the GIA.</p> <p>If this was not done, explain why this was not practicable.</p>
Transition Care Program	Program	Provision of 24 hour support and care to patients who have moved out of the hospital environment however unable to be at home due to continuing care requirements. This program transitions patients from a hospital to home via another 24 hour facility (Aged Care provider). Key issues in GIA focused on patients' accommodation requirements and use of bathroom facilities which are usually shared with other patients and sometimes residents of the facility.	For Review	Yes	Every attempt is made to accommodate a patients' preferences for single rooms with their own bathroom in the aged care facility. Relevant stakeholders will continue to consult with patients about their needs and the potential for sharing bathrooms.	Yes	Considerations given to varying abilities and cultural backgrounds and whether there is access to appropriate facilities and resources as part of the program. For example, rooms and public areas in the facility designed to support varying physical abilities (e.g. wheelchair access); areas required to support faith/prayer; single room non-sharing bathrooms may be requested by patients who do not wish to share with other genders.
Mental Health Inpatient Unit	Service	Onsite facility to deliver mental health services. GIA addressed how to improve the gender sensitivity of the physical space in the Mental Health Inpatient Unit by increasing gender separation of the intensive care shared space.	For Review	Yes	In the process to redesign the physical space, consideration will be given to gender diversity to accommodate larger sectioned areas for different genders. Further, areas for male and female patients may be allocated swipe cards to gain access to different areas. Finally, there is a recommendation to increase the size of the Mental Health Aboriginal workforce to be equally male and female so they can support and care for Aboriginal consumers/patients of different genders who access the service.	Yes	This promotes gender equality and takes an intersectional approach by also considering the aspect of cultural influences and whether genders should be interacting in such close proximity in an environment where there are existing psycho-social concerns. For example, with the significant proportion of Aboriginal consumers/patients who utilise this space, consideration is given to the cultural sensitivity of exposure to men's and women's business across genders.
Gender Neutral Bathrooms	Service	Review of the building facilities in terms of availability of unisex toilets and change room facilities for gender diverse staff and consumers within the health service.	For Review	Yes	Consultation meetings occurred via HR Business Partners and Managers as well as via internal LGBTQIA+ Allyship Network. The Allyship Network also acts as a 'voice' for staff, consumers and the public. Review of feedback captured via the VPSC People Matter Survey and Australian Workplace Equality Index survey supported the research and recommendations of the GIA. A small group of bathroom facilities within the health service were identified to be converted into gender neutral bathrooms. New signage was applied and communication provided to staff and patients about the unisex/gender neutral accessible bathroom facilities.	Yes	Considerations given to varying abilities, for example ensuring communication and signage for gender neutral bathroom is appropriate for visually impaired consumers. In addition, bathrooms must be accessible for those in wheelchairs. Further, gender neutral bathrooms must be in areas suitable for all staff and consumers to access, without requiring the need for special security clearance. In addition, bathrooms are located in areas supported by surveillance (exterior to bathroom) to monitor and ensure safety of all users. The safety of those using the gender neutral bathrooms was also considered. I.e. doors are lockable for those using the bathrooms as a change room.
Body Worn Cameras	Policy	Implementation of body worn cameras by the Security Team staff at the hospital. Recording is activated by Security Guards during an incident involving a patient, visitor, member of the public which involves misconduct, assault and verbal aggression. Purpose of body worn cameras is to provide a safer working environment for all employees during code grey/blacks or violent or non-compliant behaviour incidents.	New	No action taken	No changes were required as a result of the GIA. Policy already considers the use of body worn cameras in line with current workplace surveillance policy. Further, policy meets legislative obligations stated in Privacy and Protection Act 2004 (Vic); Health Records Act 2001 (Vic); Surveillance Devices Act 1999 (Vic); Health Services Act 1988 (Vic) EBA; Victorian Health Department recommendation 4485AS - Security Within a Health Facility.	Yes	Recommendation made to ensure the use of body worn cameras is clearly communicated via various means (verbally, written, non-verbally). This approach considers diverse multi-cultural backgrounds and where English is a second language. As this GIA was completed retrospectively (i.e. after the implementation of the policy), further consideration and discussion with stakeholders may be required on perspectives of the security guards' appearance. For example, exploring perceptions of safety and how effectively the body worn cameras contributes to a secure environment, using a trauma informed approach.

Table 2.1 - Strategies and measures progress

Required Strategies and measures	Required Status	Required Status description	Recommended Evaluation of success	Recommended Timeline	Recommended Responsible	Recommended Relevant indicator(s)						
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<p>List your organisation's strategies and measures. Include one strategy or measure per row.</p> <p>These are the planned actions that you have outlined in your GEAP to promote gender equality in your workplace.</p>	<p>Assign each strategy or measure a status from the following list:</p> <ul style="list-style-type: none"> • 'Complete' indicates that all planned activities related to this strategy or measure have been finalised. • 'In progress' indicates that the activities under this strategy or measure are progressing but not yet complete. • 'Ongoing' indicates that the activities under this strategy or measure do not have an end-date and will be addressed on a continual basis. • 'Not started' indicates that the planned activities related to this strategy or measure have not yet commenced, including those that are intended to commence in future years. This should include strategies or measures that have been delayed. • 'Void' indicates that this strategy or measure appeared in your defined entity's GEAP, but has since been cancelled. 	<p>Describe your progress in implementing each strategy or measure in your GEAP.</p> <p>In particular, you need to explain:</p> <ul style="list-style-type: none"> • Why you have selected that status from the drop-down menu; and • Whether the status indicates any delay or change from what was planned in your GEAP and if so, the reason for this change. 	<p>Evaluating the success of each of your strategies or measures may include:</p> <ul style="list-style-type: none"> • tracking against pre-identified success markers. These markers may have been specified in your GEAP. • other evaluation markers that may not have been specified in your GEAP, such as participation levels, outcomes, or changes resulting from the strategy or measure. • other ways the strategy or measure has contributed to promoting gender equality in your defined entity. 	<p>If your GEAP included a timeline for action or implementation for your strategies and measures, include this timeline below.</p> <p>If you did not include a timeline in your GEAP, we highly recommend you do so in this progress report by including a timeline below.</p>	<p>Include the role or team responsible for implementing of each strategy or measure.</p>	<p>Identify one or more indicators for each strategy or measure that the action was designed to address.</p> <p>See the Indicators key to the right of this table for a description of each workplace gender equality indicator.</p>						
Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Create a gender equality policy. Specifics to include reference to pay equity, zero tolerance for sexual harassment, the availability of flexible working options, equal opportunity for recruitment, promotions, internal appointment and also development opportunities	Complete	Gender Equality Policy developed then reviewed and endorsed by the People, Culture and Wellbeing Committee 13/10/2022.	Policy has enabled clear and consistent communication to managers and staff regarding obligations and entitlements to address gender equality across the organisation. Policy is published in a central online location for all staff and used as a reference material for all relevant discussions. 2023 People Matter Survey results against all indicators reveals there is an opportunity to provide clearer communication to staff on issues affecting gender and this will be addressed through training to Managers on the Gender Equality Policy.	Was due 31/5/2022, slight delay to complete task by Oct 2022 due to postponed meeting.	Learning and Organisational Development Team.							X
Target specific cohorts as part of recruitment and secondment arrangements if required. Measured by HR Metrics monthly Report.	Not started			Jan-23	Learning and Organisational Development Team; HR Business Partners							X
Create an internal awareness campaign to help people understand the gendered segregation of occupations within the workplace, workforce and industry and the impact gender stereotypes can have on decisions about role type and level	Not started			Jan-23	Learning and Organisational Development Team; HR Business Partners							X
Create an annual report to continue to monitor gendered workforce segregation. Report this to the Board and review it annually	In progress	Regular reports are provided to the Board regarding the GEAP Actions. While this does not specifically address workforce segregation, the Board is actively informed of the GEAP's progress.		Jan-24	Learning and Organisational Development Team; HR Business Partners; Executive Director People, Culture and Wellbeing							X
Amend the Terms of Reference (where needed) to reflect a clear policy and process guidelines around recruitment to governing body members and include actions that would reduce any barriers to the recruitment of diverse applicants.	Complete	Equal Employment Opportunity Policy approved by People, Culture and Wellbeing Committee 13/10/2022.	Research into MBPH Board Composition Guidelines has been completed to understand Board Recruitment and Induction process. The Board Administration Procedure, approved by the Board, provides evidence to support clear guidelines around gender composition of governing bodies.	Oct-22	Learning and Organisational Development Team; Office of the CEO Strategy and Governance positions.		X					
Establish data capture process to record staff 'participation in governing body' for future reporting.	Complete	Rather than conducting an organisation-wide survey (as originally planned), this data will be captured manually. This will be an annual process conducted by the L&OD Team to undertake audit of committee composition and provide report to relevant stakeholders, such as PCW Committee and Executive Team.	Strategy has prompted evaluation of current data capture process with a plan to research and improve methods for reporting governing body participation. Data has provided useful insights for analysis and discussion by senior leadership and relevance governance structures.	Dec 2022 original deadline, due to L&OD workforce shortages and other priorities, this was completed in September 2023.	Learning and Organisational Development Team.		X					
Establish targets for the gender composition of members of each of the MBPH governing bodies (if required) considering the results of the workplace gender audit.	Not started		CGEPS website indicates target of 50% women in Boards	July 2024.	Learning and Organisational Development Team; Office of the CEO Strategy and Governance positions		X					
Create annual report of composition of committees by gender. Consider ratio to reflect 50/50 ideal or ratio reflective of gender makeup of MBPH (at least 30/70 balance)	Complete	Manual process of research and auditing composition of all governing bodies, i.e. Committees, across organisation.	Strategy has prompted evaluation of current data capture process with a plan to research and improve methods for reporting governing body participation. Data has provided useful insights for analysis and discussion by senior leadership and relevance governance structures.	June 2023, completed September 2023.	Learning and Organisational Development Team		X					
Add relevant data elements to Masterfile data for future reporting needs (including level below CEO; gender identification options)	Complete	Level below CEO detail as been added to PayGlobal (Payroll) system. Gender Values have been updated in PayGlobal to Unknown/Male/Female/Non-binary/Self described/Other/Prefer not to say.	This strategy has been the catalyst to evaluate and improve the quality of data captured to improve ongoing progress reporting to the CGEPS and organisational key stakeholders.	Jul-22	Learning and Organisational Development Team; Payroll Team	X						

Indicators key

1. Gender composition of all levels of the workforce.
2. Gender composition of governing bodies.
3. Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender.
- Sexual harassment in the workplace
4. Recruitment and promotion practices in the workplace.
5. Availability and utilisation of terms, conditions and practices relating to:
 - family violence leave
 - flexible working arrangements
 - working arrangements supporting employees with family or caring responsibilities
6. Gendered segregation within the workplace
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Learning Needs analysis for leaders and employees re gender bias and gender- based development needs, develop and implement training.	Complete	Established LGBTQIA+ internal Allyship network; Pride in Diversity training resources; continue to share industry training opportunities. 1/6/23 ACON PID Foundations of LGBTQ+ Inclusion eLearning module available in GOLD - to be released officially. Confirmed to deliver rollout of Gender Equality Awareness Training to Managers in early 2024.	The learning needs analysis has broadened beyond initial survey format and is now an ongoing topic of regular conversations within the effective HR Business Partnership model with Managers across the organisation. This has provided valuable insights as to if/when training gender-based development training is required to be arranged.	August 2022 original timeframe however has been extended into late 2023.	Learning and Organisational Development Team; HR Business Partners	X						
Highlight areas for improved gender composition/balance at all levels of the workforce considering the results of the workplace gender audit, People Matter Survey Results and employee consultation.	In progress	Ongoing review of HR metrics data; internal staff survey/check-in results; results from the People Matter Survey; and employee consultation.	Ongoing	Extended beyond initial deadline of Dec 2022 to July 2024.	Learning and Organisational Development Team; HR Business Partners	X						
Report gender composition findings and targets back to the Board annually and identify areas of focus.	Not started			Extended beyond initial deadline of Dec 2022 to July 2024.	Learning and Organisational Development Team; HR Business Partners; Executive Director People, Culture and Wellbeing	X						
For targeted areas identify and implement recruitment and advancement strategies, such as: mentoring, scholarships, development and education pathways, secondment opportunities (linked to MBPH Learning and Organisational Development Strategy)	Not started	Reliant on above action's progress (row 21).		Extended beyond initial deadline Jan 2023 to September 2024.	Learning and Organisational Development Team; HR Business Partners	X						
Create annual report of base pay and actual pay (including superannuation and over award payments) by craft group, gender and award/seniority level as at June each year. Report this to the Executive Team and review it annually. Report should include pay increases awarded and gender comparison of pay when recruiting and offer made.	In progress	The Remuneration Committee has been established. A new report will be created to provide to the Remuneration Committee which integrates considerations for gender bias. Work will commence in early 2024 to review the Terms of Reference for the Remuneration Committee to ensure comprehensive coverage of gender bias issues.		Extended beyond initial deadline of Dec 2022 to July 2024.	Learning and Organisational Development Team; HR Business Partners; Executive Director People, Culture and Wellbeing			X				
Highlight any immediate areas of concern and address individual discrepancies where required	Not started	Reliant on above action's progress (row 23).		Extended beyond initial deadline of Dec 2022 to July 2024.	Learning and Organisational Development Team; HR Business Partners			X				
Focus on gender composition and pay equity – targets set	Not started	The CGEPS has not set gender composition targets nor provided guidance of same.		Extended beyond initial deadline of Dec 2022 to July 2024.	Learning and Organisational Development Team; HR Business Partners			X				
Records of complaints by gender will also be kept as data needed for future audits	Complete	HR Workforce Metrics tracker updated to include sexual harassment complaints by gender. The complaint is added to the tracker when/if it is founded. Initially gender will be limited to male/female until Pay Global data fields are established and existing staff update employee details.	Strategy has prompted evaluation of current data capture process with a plan to research and improve methods for reporting governing body participation. Data has provided useful insights for analysis and discussion by relevant internal stakeholders and easily accessible for future audits to CGEPS	Sep-22	HR Business Partners				X			

Indicators key

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Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Bullying, Harassment and Discrimination complaints will be reported to the Board quarterly and People and Culture Committee as a standing workplace health and safety agenda item.	Complete	Workplace Bullying data is captured in HR Metrics. Reported at PM&I Committee and PCW Committee by HR Manager as part of PCW Metrics. Reported to Board quarterly in PCW Metrics and annually through People Matters Survey results.	Strategy has prompted evaluation of current data capture process with a plan to research and improve methods for reporting governing body participation. Data has provided useful insights for analysis and discussion by relevant internal stakeholders and easily accessible for future audits to CGEPS	Oct-22	HR Business Partners; Executive Director People, Culture and Wellbeing				X			
Provide greater encouragement to report by providing quarterly report to all employees of numbers of complaints (by gender) and action taken (de-identified)	In progress	Requires further discussion with HR re feasibility due to confidential nature of complaints and existing process of sharing of reports through People Matter Survey (captured by gender). Reported at PM&I Committee and PCW Committee by HR Manager as part of PCW Metrics (as a total, not by gender due to limitations of PayGlobal payroll system). 1/6/23 Progress Audit Guidance released mid May states only formal sexual harassment complaints are to be included in Progress report, this data is captured in HR metrics.	Ongoing, however initial review highlights issues regarding reporting still exist and warrants further work, such as education to staff. Consideration will be given to integrating this information in the planned Know Better, Be Better campaign, as it could serve as a valuable platform to share data and provide deeper meaning. Leveraging the campaign may enhance the visibility and understanding of efforts to address gender bias.	Initial deadline Oct 2022 extended to April 2024.	Learning and Organisational Development Team; HR Business Partners				X			
The Harassment policy will be expanded to include bullying and discrimination.	Complete	Draft BHD policy shared with stakeholders for review by 31/3/23. 09/05 Policy shared with stakeholders for review then endorsement at PC&W Committee. 1/6/23 Policy not tabled at Committee due to volume of other policies on agenda. Policy ready for out of session endorsement. August 2023 policy approved by PCW via out of session endorsement	Policy has enabled clear and consistent communication to managers and staff regarding obligations and entitlements to address issues of harassment across the organisation. Policy is published in a central online location for all staff and used as a reference material for all relevant discussions.	Oct 2022 original deadline, completed August 2023.	Learning and Organisational Development Team				X			
An equal opportunity policy for the workforce will be reviewed and updated as required.	Complete	1st draft completed May 2022. Distributed to P&C Committee members for their review and feedback prior to meeting on 20/09/22 - meeting postponed. For endorsement at P&C Committee meeting 13/10/22.	Policy has enabled clear and consistent communication to managers and staff regarding rights and responsibilities to address issues of equal employment across the organisation. Policy is published in a central online location for all staff and used as a reference material for all relevant discussions.	Sep-22	Learning and Organisational Development Team				X			
MBPH will establish a zero-tolerance approach to sexual harassment, including reporting options being highlighted to all staff.	Ongoing	Reporting options will be highlighted to staff with the implementation of revised BHD Policy and include in HR Heartbeat education session. Workplace Grievance Policy revised and shared with stakeholders for review then endorsement at PC&W Committee on the 16th May 2023. Policy review incorporates amended legislation requiring organisations have a 'positive duty'. August 2023 Workplace Grievances Policy approved by PCW Committee in July, uploaded to Prompt.	New Policy has enabled clear and consistent communication to managers and staff regarding obligations to identifying and addressing harassment. Policy is published in a central online location for all staff and used as a reference material for all relevant discussions, however staff may require further education on reporting mechanisms.	Oct 2022 original deadline, completed July 2023.	Learning and Organisational Development Team; HR Business Partners				X			
Build a culture of checking in consistently to ensure that staff making complaints or disclosures are supported, that issues raised are always taken seriously and dealt with appropriately and effectively. (captured in Manager 1:1 Check Ins and measured through metrics and regular staff feedback)	Ongoing	Topic added to Manager training via Heartbeat leadership program covering HR Processes/Policies and Performance and Disciplinary process. Continue to reinforce through regular messaging from Executive Leadership team and updates to Manager 1:1 Check in conversation templates. Will add to 2024 PCW Strategy for leadership development and Know Better, Be Better campaign. The organisations has successfully implemented a new debriefing model for incidents, and our Workplace Health and Safety (WHS) team diligently conducts daily reviews of VHIMS (Riskman) to ensure swift follow-up on incidents, placing high priority on employee safety and well-being. The HR team consistently offers support to staff members, guiding them on finding policies and reporting instances of misconduct. We have adopted a risk-oriented approach, conducting comprehensive reviews of matters and providing relevant support to employees while prioritising their safety. Time limits outlined in policies ensure that matters are addressed promptly and thoroughly, promoting proper resolution.	Data reveals an opportunity to continue to address through better support for managers and regular and consistent messaging to staff using a variety of mechanisms.	Dec 2023 extended to Dec 2024	Learning and Organisational Development Team; HR Business Partners				X			

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Review gender composition of all levels by area for the Executive to align on areas of focus for improvement when recruiting	Not started			Jan 2023 extended to July 2024	Learning and Organisational Development Team.					X		
Set targets for recruitment of diverse candidates at specific levels for Admin Officers and Medical Officers	Not started			Jan 2023 extended to July 2024	Learning and Organisational Development Team.					X		
Update reporting mechanisms to show recruitment, promotions, career development and (on job) training opportunities, higher duties, internal secondments by gender and level from CEO	In progress	Ongoing revisions to HR metrics and Payroll systems data. Data is reported to the Board on a quarterly basis, and work will continue to refine quality of data to highlight gender equality issues.	Early implementation reveals insights into better quality data to analyse and inform decision making	Jan 2023 extended to July 2024	Learning and Organisational Development Team.					X		
Start to record and report promotions, career development and (on job) training opportunities, higher duties, internal secondments by gender and level from CEO. Include this reporting in the People & Culture Committee reporting	In progress	Ongoing revisions to HR metrics and Payroll systems data	Early implementation reveals insights into better quality data to analyse and inform decision making	Jan 2023 extended to July 2024	Learning and Organisational Development Team.					X		
Review recruitment processes to ensure gender diversity in candidates. For example, through reviewing language in job descriptions, composition of interview panels, shortlisting, and appointment processes	Complete	Revised Recruitment policy includes references to composition of the selection, interview panel. Policy reviewed by ACON in December 2022. Policy endorsed by PCW Committee and released via Prompt.	Policy has enabled clear and consistent communication to managers and staff regarding towards recruitment processes. Policy is published in a central online location for all staff and used as a reference material for all relevant discussions. Although we have updated the policy, it appears that our Heartbeat frontline leadership training focused on recruitment might not explicitly cover topics related to gender diversity. It is suggested that incorporating discussions on gender diversity within the training is crucial. The policy is a foundational step, and enhancing the training content will contribute significantly to addressing biases effectively.	Jan-23	Learning and Organisational Development Team.					X		
Communicate a transparent process for secondment and acting opportunities.	Complete	Development of new Succession Planning Policy & Procedure. Endorsed by the PCW Committee.	The Policy has enabled clear and consistent communication to managers and staff regarding towards succession planning processes. Policy is published in a central online location for all staff and used as a reference material for all relevant discussions. While the policy has been implemented, it's noted that there hasn't been training provided to managers on its utilisation. Additionally, the scheduled succession planning process by HR in 2024 is pending. Consideration should be given to making these actions ongoing, ensuring continual training for managers and timely commencement of critical processes like succession planning for sustained effectiveness.	Jan-23	Learning and Organisational Development Team.					X		
Managers who recruit to pass quiz/ undertake training to reduce risk of unfair bias	In progress	Planned Gender Equality training for Managers in early 2024. Pre-event quiz will be distributed to Managers to assess their level of understanding regarding their responsibilities towards Gender Equality and possibly DEI more broadly.	Ongoing	Jan 2023 extended to March 2024	Learning and Organisational Development Team.					X		
Leverage role models to provide Career progression examples, mentoring and training pathways	Not started			Jun-24	Learning and Organisational Development Team; internal stakeholders identified.					X		

Indicators key

1. Gender composition of all levels of the workforce.
2. Gender composition of governing bodies.
3. Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender.
Sexual harassment in the workplace
4. Recruitment and promotion practices in the workplace.
5. Availability and utilisation of terms, conditions and practices relating to:
- family violence leave
- flexible working arrangements
- working arrangements supporting employees with family or caring responsibilities
6. Gendered segregation within the workplace
- 7.

Table 2.1 - Strategies and measures progress												
Required Strategies and measures	Required Status	Required Status description	Recommended Evaluation of success	Recommended Timeline	Recommended Responsible	Recommended						
						Relevant indicator(s)						
						1	2	3	4	5	6	7
<p>List your organisation's strategies and measures. Include one strategy or measure per row.</p> <p>These are the planned actions that you have outlined in your GEAP to promote gender equality in your workplace.</p>	<p>Assign each strategy or measure a status from the following list:</p> <ul style="list-style-type: none">• 'Complete' indicates that all planned activities related to this strategy or measure have been finalised.• 'In progress' indicates that the activities under this strategy or measure are progressing but not yet complete.• 'Ongoing' indicates that the activities under this strategy or measure do not have an end-date and will be addressed on a continual basis.• 'Not started' indicates that the planned activities related to this strategy or measure have not yet commenced, including those that are intended to commence in future years. This should include strategies or measures that have been delayed.• 'Void' indicates that this strategy or measure appeared in your defined entity's GEAP, but has since been cancelled.	<p>Describe your progress in implementing each strategy or measure in your GEAP.</p> <p>In particular, you need to explain:</p> <ul style="list-style-type: none">• Why you have selected that status from the drop-down menu; and• Whether the status indicates any delay or change from what was planned in your GEAP and if so, the reason for this change.	<p>Evaluating the success of each of your strategies or measures may include:</p> <ul style="list-style-type: none">• tracking against pre-identified success markers. These markers may have been specified in your GEAP.• other evaluation markers that may not have been specified in your GEAP, such as participation levels, outcomes, or changes resulting from the strategy or measure.• other ways the strategy or measure has contributed to promoting gender equality in your defined entity.	<p>If your GEAP included a timeline for action or implementation for your strategies and measures, include this timeline below.</p> <p>If you did not include a timeline in your GEAP, we highly recommend you do so in this progress report by including a timeline below.</p>	<p>Include the role or team responsible for implementing of each strategy or measure.</p>	<p>Identify one or more indicators for each strategy or measure that the action was designed to address.</p> <p>See the Indicators key to the right of this table for a description of each workplace gender equality indicator.</p>						
Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Develop reporting of Leave taken – including accessing family violence leave and carers leave and departure during parental leave	In progress	HR Workforce Metrics updated to capture carers leave, personal leave and resignations during parental leave by gender. Family Violence leave requires manual data capture due to confidentiality of reporting. Family Violence Policy needs updating. Termination Form has been revised to include changes to capture departures during parental leave. Review/update HR metrics covering departures; carer's leave by gender and access to the Welfare Fund.	Strategy has provided opportunity to review and improve the quality of data captured. Ongoing this will provide useful insights for decision making and informing strategic objectives for People, Culture and Wellbeing team.	Oct 2022 extended to June 2024	Learning and Organisational Development Team; HR Business Partners						X	
Expand the flexible working policy to include: Variations to working days (e.g. working part-time and job-sharing); Variations to working hours (e.g. working 8am to 4pm, instead of 9am to 5pm); Working condensed hours (e.g. working a full week in a shorter number of days, as long as Award/Agreement provisions for overtime are not contravened); Working from home on set days and/or hours	Complete	Review of policy in line with new EAs and govt. updates to legislation. Flexible Working Policy revised and shared with stakeholders for review then endorsement at PC&W Committee. A new Working from Home policy/form is now under development.	Policy has enabled clear and consistent communication to managers and staff regarding towards recruitment processes. Policy is published in a central online location for all staff and used as a reference material for all relevant discussions.	Nov 2022 extended to January 2024	Learning and Organisational Development Team; HR Business Partners						X	
As new or replacement roles arise, include a process to consider how the role may be performed flexibly	In progress	Process to be included in policy. March 2023 review New Employee Advise form, to ensure flexible work options considered/included. May 2023 Review Recruitment and Selection Policy to see if this is referenced. Mid 2023 To raise with HR for input. In addition, given the importance of flexible work as a workforce strategy, exploring potential links between these initiatives could enhance overall organisational effectiveness.	Ongoing	Nov 2022 extended to March 2024	Learning and Organisational Development Team; HR Business Partners						X	
Include flexibility options in job ads, e.g. job sharing	In progress	09/05/23 Review Recruitment and Selection Policy to see if this is referenced. 1/6/23 To raise with HR for input.	Ongoing	Nov 2022 extended to March 2024	Learning and Organisational Development Team; HR Business Partners						X	
Communicate with hiring managers regarding the benefits and options for flexible working arrangements	In progress	Include in HR's Heartbeat sessions Promote with Managers with rollout of revised policy and include in HR-Manager 1:1 meetings. New Policy should also be promoted with all staff.	Ongoing	Nov 2022 extended to March 2024	Learning and Organisational Development Team; HR Business Partners						X	
Continue to record and report flexible working arrangements, and type, by gender	Complete	HR Workforce Metrics tracker updated to include Flexible work requests by gender. Initially gender will be limited to male/female until Pay Global data fields established and existing staff update employee details - aim to capture breakdown of all genders. Data on Gender for new employees is captured at recruitment and revised Employee Details Form, however existing employees have not been surveyed to capture this information. Therefore gender data is largely male and female on Pay global at present. Records including approved / non approved FWA can be captured in Industrial Tracker and/or flexibility could be tracked via the number of variations to increase/decrease hours (recorded in recruitment tracker). August 2023 - updated Forms designed and approved by HR Team.	Better quality data captured to provide useful insights for analysis and to inform decision making.		Learning and Organisational Development Team; HR Business Partners						X	
Review parental leave policies to ensure gender neutral and do not discourage a particular gender from taking up parental leave	In progress	As per AWEI Bronze submission address LGBTQ employees. 1/6/23 review of Policy commenced and new legislation requirements included - currently with other stakeholders in HR to review and complete	Ongoing	30-Sep-2022	Learning and Organisational Development Team; HR Business Partners						X	
Encourage and track leave for culturally significant events	Complete	HR Workforce Metrics tracker updated to include Culturally significant events/ceremonial leave by gender. Initially gender will be limited to male/female until Pay Global data fields established and existing staff update employee details.	Better quality data captured to provide useful insights for analysis and to inform decision making.	31-Oct-2022	Learning and Organisational Development Team; HR Business Partners						X	
Ensure there are processes in place to encourage people of all genders to take carers leave as required	Not started	Plan to include reference in personal leave policy. As per AWEI Bronze submission address LGBTQ employees.		30-Sep-2022	Learning and Organisational Development Team; HR Business Partners						X	
				Oct 2022 extended to September 2024	Learning and Organisational Development Team; HR Business Partners							

Indicators key	
1.	Gender composition of all levels of the workforce.
2.	Gender composition of governing bodies.
3.	Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender.
	Sexual harassment in the workplace
4.	Recruitment and promotion practices in the workplace.
5.	Availability and utilisation of terms, conditions and practices relating to:
6.	- family violence leave
	- flexible working arrangements
	- working arrangements supporting employees with family or caring responsibilities
	Gendered segregation within the workplace
7.	

Table 2.1 - Strategies and measures progress

Required Strategies and measures	Required Status	Required Status description	Recommended Evaluation of success	Recommended Timeline	Recommended Responsible	Recommended Relevant indicator(s)						
						1	2	3	4	5	6	7
<p>List your organisation's strategies and measures. Include one strategy or measure per row.</p> <p>These are the planned actions that you have outlined in your GEAP to promote gender equality in your workplace.</p>	<p>Assign each strategy or measure a status from the following list:</p> <ul style="list-style-type: none"> • 'Complete' indicates that all planned activities related to this strategy or measure have been finalised. • 'In progress' indicates that the activities under this strategy or measure are progressing but not yet complete. • 'Ongoing' indicates that the activities under this strategy or measure do not have an end-date and will be addressed on a continual basis. • 'Not started' indicates that the planned activities related to this strategy or measure have not yet commenced, including those that are intended to commence in future years. This should include strategies or measures that have been delayed. • 'Void' indicates that this strategy or measure appeared in your defined entity's GEAP, but has since been cancelled. 	<p>Describe your progress in implementing each strategy or measure in your GEAP.</p> <p>In particular, you need to explain:</p> <ul style="list-style-type: none"> • Why you have selected that status from the drop-down menu; and • Whether the status indicates any delay or change from what was planned in your GEAP and if so, the reason for this change. 	<p>Evaluating the success of each of your strategies or measures may include:</p> <ul style="list-style-type: none"> • tracking against pre-identified success markers. These markers may have been specified in your GEAP. • other evaluation markers that may not have been specified in your GEAP, such as participation levels, outcomes, or changes resulting from the strategy or measure. • other ways the strategy or measure has contributed to promoting gender equality in your defined entity. 	<p>If your GEAP included a timeline for action or implementation for your strategies and measures, include this timeline below.</p> <p>If you did not include a timeline in your GEAP, we highly recommend you do so in this progress report by including a timeline below.</p>	<p>Include the role or team responsible for implementing of each strategy or measure.</p>	<p>Identify one or more indicators for each strategy or measure that the action was designed to address.</p> <p>See the Indicators key to the right of this table for a description of each workplace gender equality indicator.</p>						
Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Broaden understanding of paternity leave, messaging to not stigmatise through resources and training sessions	Not started	Plan to include in Heartbeat training sessions with release of new Parental Leave policy - refer to action related to Parental leave policy for further information.		Oct 2022 extended to September 2024	Learning and Organisational Development Team; HR Business Partners						X	
Pilot flexible work approaches with a team (and the people who roster)	Not started			Oct 2022 extended to September 2024	Learning and Organisational Development Team; HR Business Partners						X	
Set up flexible options for working from home, e.g. Telehealth	In progress	WFH Policy is required - this is referenced in the Flexible Working Policy. Requirement for WFH / Flexible Working Policy under-development by HR.	Ongoing	Jun 2023 extended to March 2024	Learning and Organisational Development Team; HR Business Partners						X	

Indicators key						
1.	Gender composition of all levels of the workforce.					
2.	Gender composition of governing bodies.					
3.	Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender.					
	Sexual harassment in the workplace					
4.	Recruitment and promotion practices in the workplace.					
5.	Availability and utilisation of terms, conditions and practices relating to:					
6.	<ul style="list-style-type: none"> - family violence leave - flexible working arrangements - working arrangements supporting employees with family or caring responsibilities 					
	Gendered segregation within the workplace					
7.						

Resourcing your GEAP

Table 2.2 - Allocation of resources to implement the strategies and measures in your GEAP

Recommended

You might consider some or all of the following, in addition to any other aspects you consider relevant:

- Who implements the strategies and measures in your GEAP? What role do they perform at what level in your defined entity?
- How many staff members/FTE are allocated to implementing the strategies and measures?
- Was enough resourcing allocated to successfully implement your strategies and measures? If not, how will this be addressed?

Your Comments

Learning and Organisational Development Manager (2 Levels below CEO); Learning and Organisational Development Coordinator (3 Levels below CEO); Workplace Trainer and Career Advisor (3 Levels below CEO); Payroll Manager (2 levels below CEO) and Executive Director People Culture and Wellbeing (1 level below CEO).

GEAP strategies and measures shared across the five staff (mixed Part-Time & Full Time positions) in addition to BAU workload.

It's important to acknowledge the involvement of the Payroll Manager, who provides essential data, and the HR support that plays a role in various initiatives such as policy reviews and delivery of training programs to address GEAP topics. Considering the collective effort, the overall organisational commitment is more realistically estimated at 0.6 to 0.8FTE.

Due to lack of budget, GEAP strategies and measures will continue to be addressed via multiple staff on top of normal work duties.

Organisation will consider the possibility of seeking funding for additional headcount to resource a standalone position responsible for entire diversity and inclusion portfolio.

It is worth noting that the time and resources taken to complete the GEAP Progress Report has significantly impacted the organisation's ability to deliver the GEAP Actions, with a interruption of 6 months to address the implementation of the GEAP.

Workplace Gender Equality Indicators

Table 3 - Workplace gender equality indicators progress			Recommended							Factors key: a. The size of the defined entity, including the defined entity's number of employees. b. The nature and circumstances of the defined entity, including any barriers to making progress. c. Requirements that apply to the defined entity under any other Act, including an Act of the Commonwealth. d. The defined entity's resources. e. The defined entity's operational priorities and competing operational obligations. f. The practicability and cost to the defined entity of making progress. g. Genuine attempts made by the defined entity to make progress.
Required	Required	Required	Factors							
Indicator	Confirm if progress made	Progress description	a	b	c	d	e	f	g	
This column contains the seven workplace gender equality indicators. Complete the 'required' fields, and you are encouraged to complete the 'recommended' columns, to the right of each indicator.	Indicate whether your organisation has made progress in relation to the workplace gender equality indicators. Use the drop-down menu in the cell to select 'yes' or 'no'.	Demonstrate your progress in relation to each workplace gender equality indicator. In this column, please explain why you believe changes in your data do or do not represent progress against each indicator. Refer explicitly to quantitative changes in the data between your previous workplace gender audit and your progress audit. If you wish, you may also make reference to any strategy or measure from your GEAP that supported, or was designed to support, progress against that indicator.	Indicate below whether or not one of these factors has affected your organisation's progress against each indicator. You are encouraged to reference these factors in your discussion in column L. See the Factors key to the right of this table for a description of each factor.							If you have selected 'yes' to any of the factors in the recommended columns to the left, you are encouraged to complete this column. This column allows you to discuss each factor that has affected your organisation's progress in relation to any of the workplace gender equality indicators.
Indicator	Confirm if progress made	Progress description	a	b	c	d	e	f	g	Factors discussion
Gender composition of all levels of the workforce	Yes	In 2021, the workforce data highlighted a significant difference in the ratio of female to males, with overall workforce composition 77% female, 23% male. In 2023, there has been a slight change in the overall workforce composition, showing 75% female, 25% male. This was most likely due to an increase in the proportion of males at three levels below the CEO, and also greater proportion of males on full-time contracts. Roles at this level are middle managers and also senior doctors. Workforce data continues to show a mostly female workforce at 4 levels below the CEO, reflective of the Nursing roles at this level in a traditionally female-dominated profession. Data within both 2021 and 2023 reports do not recognise 'self described' gender. In 2021, all members of the Executive Leadership team, that is 1 level below CEO, were on full-time contracts. In 2023 this level now displays a positive shift towards female staff now on permanent part-time contracts. Interesting to note that there are no males on part time contracts (ongoing and fixed term) at two levels below CEO, that is middle manager positions. At the middle manager level, gender composition has remained fairly consistent with a dominant female workforce on part-time contracts (ongoing and fixed term). In 2023, three levels below the CEO reveals an increase in the proportion of female staff on Casual contracts at 75%, compared to 46% in 2021. It is worth noting that a large majority data was previously unavailable, for example in 2021 gender composition of the workforce related to Aboriginality previously was not captured. Overall, there is a steady rate of composition of females at all levels and employment basis between 2021 and 2023.	No	No	No	Yes	No	Yes	No	d) The organisation's resources in terms of capturing data is limited by the availability of suitable IT systems. f) Progress is limited by the available talent pool in the sub-regional area for which this organisation is located.
Gender composition of governing bodies	Yes	In 2021, the composition of the governing body, the Board, was 40% female and 60% male. In 2023, the gender composition of the governing body was 44% female and 56% male. For both sets of data, a female chair was the head of the governing body. In addition to the data captured for the Reporting Platform which showed only board gender composition, further analysis of the gender composition of governing bodies as at June 2023 was undertaken to extend into the other aspects of governance across this organisation. This includes data analysis of the various operational and clinical committees. Interesting to note that of the 22 committees in place across the organisation, 18 committees showed a higher proportion of female to male committee members. Further, there was a slightly higher ratio of female committee chairs (12) to male committee chairs (10). Finally, it is worth noting that an intersectional lens was not applied during the initial data in 2021. While some measures have been implemented to improve the data capture around intersectionality, there is no clear picture displaying the diversity of the governing bodies, in terms of Aboriginality, age, disability, cultural identity, religion and sexual orientation.	No	No	Yes	No	No	No	No	c) Guidelines stating requirements for gender composition of Boards recommended by the VIC Department of Health
Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender	Yes	In 2021, the mean total remuneration gap was 29.7%, which reduced in 2023 to 26.9%. The biggest shift was noticed in the group of staff with full-time fixed term contracts as there was previously a pay gap of 40.9% in 2021, which reduced to a 29.3% pay gap in 2023. The mean total remuneration pay gap by Level of CEO and gender remained fairly consistent from 2021 data to 2023 data, with the Level 1 below CEO and Level 4 below CEO both showing a pay gap in favour of females. The mean base salary pay gap has decreased from 30.4% in 2021, to 27.5% in 2023. In 2021, the biggest pay gap was observed for those staff on full time fixed term contracts at 41.9%, followed by Casual staff at 37.3%. During 2021, the Level 3 below CEO staff cohort showed the highest mean base salary pay gap at 41.7%, while those 1 Level below the CEO showed a pay gap in favour of females at 11.9%. In 2023, there was a slight difference in terms of the biggest mean base salary pay gap. This time showing those holding part-time fixed term contracts a 12.6% gap in favour of females. In 2023, the highest mean base salary pay gap was noticed in those 3 levels below CEO with a 37.7% pay gap. Once again, the 1 level below CEO showed a mean based salary pay gap in favour of females at 14.8%. Notably, the median total remuneration gap increased across the two data periods. In 2021, the median total remuneration gap was 3.9% and then in 2023 the median total remuneration gap was 6.1%. However, it is also interesting to observe that the median base salary pay gap in 2021 was 3.9%, which then decreased to 2.0% in 2023. This highlights a difference in the pay gap for annualised base salary and total remuneration in 2023, which did not previously exist in 2021.	No	No	No	No	No	Yes	No	f) The practicability and cost to the defined entity of making progress can be hampered due to the availability of workforce talent and possible flow-on effects to number of fixed term contracts issued to staff, for example hard-to-fill positions in the clinical workforce.
Sexual harassment in the workplace	Yes	Workforce Data Measures In the 2021 workplace data audit, there were two sexual harassment complaints made by one woman and one man. In both incidents, the respondent's relationship to the complainant was a colleague, and both incidents were handled internally with an agreement to stop the behaviour. There is no available data to understand the overall complainant's satisfaction with how the matter was handled, however the organisational policy strictly adheres to appropriate timeframes for resolving such matters. In the 2023 workplace data audit, there were no formal sexual harassment claims made by staff during the reporting period 1 July 2022 - 30 June 2023. Employee Experience Survey Results In 2021, 10% of total staff surveyed had experienced sexual harassment at work during the last 12 months. 11% of this figure was women who had experienced sexual harassment and 6% men. There was no data captured to reveal who behaved that way and sexually harassed staff in the survey, however industrial relations data does provide notice of formal complaints made as above. Women who experienced sexual harassment stated the behaviours were mostly sexually suggestive comments, intrusive questions about their private life or comments about their physical appearance. Women dealt with the matters by telling the person the behaviour was not OK, and only told HR in 3% of cases. Formal complaints were rarely submitted and 41% of women thought it would not make a difference. 3% of women who had experienced sexual harassment also had caring responsibilities for children or those with a medical condition. No data was captured to understand the satisfaction levels for how the formal complaints were handled. In 2023, 10% of total staff surveyed had experienced sexual harassment at work during the last 12 months. Of this number, 12% women, 7% men, 5% preferred not to state their gender/non-binary/use a different term. This shows gradual progress in terms of staff feeling comfortable to identify as a gender other than a woman or man. However, no data is available to reveal how this staff cohort experienced sexual harassment and they how they dealt with the sexual harassment. Interestingly, in 2023, women who experienced sexual harassment stated that in 55% of cases this was due to the behaviour of a client/patient, followed 38% caused by colleagues. Similarly to 2021 data, women mostly dealt with the matter by telling the person the behaviour was not OK (50% of cases), and only 2% told HR. Formal complaints were not submitted by women because they didn't think it was serious enough (52%) and didn't think it would make a difference (31%). Interestingly, when men experienced sexual harassment, 60% told a colleague, and 10% told HR. There is no data captured to understand why men did not submit a formal complaint. In summary, the differences in number of formal complaints submitted in workforce data with proportion of survey respondents who have reported witnessing or experiencing sexual harassment, shows that there still remains barriers and lack of willingness (or understanding) to use formal sexual harassment complaints processes.	No	No	No	Yes	No	No	Yes	d) and g) There is still work to be done to address understanding complainant's satisfaction with how matters are handled. There are further strategies against this indicator which remain in early implementation stage, for example providing education to staff on how to identify and respond to inappropriate behaviours in the workplace. The organisation's progress in this indicator has also been hampered due to limited staff resources (e.g. to provide training on sexual harassment topics) however has made minor progress towards addressing sexual harassment in the workplace.

Workplace Gender Equality Indicators

Table 3 - Workplace gender equality indicators progress			Recommended							Recommended		Factors key: a. The size of the defined entity, including the defined entity's number of employees. b. The nature and circumstances of the defined entity, including any barriers to making progress. c. Requirements that apply to the defined entity under any other Act, including an Act of the Commonwealth. d. The defined entity's resources. e. The defined entity's operational priorities and competing operational obligations. f. The practicability and cost to the defined entity of making progress. g. Genuine attempts made by the defined entity to make progress.
Required	Required	Required	Factors							Factors discussion		
Indicator	Confirm if progress made	Progress description	a	b	c	d	e	f	g	Factors discussion		
This column contains the seven workplace gender equality indicators. Complete the 'required' fields, and you are encouraged to complete the 'recommended' columns, to the right of each indicator.	Indicate whether your organisation has made progress in relation to the workplace gender equality indicators. Use the drop-down menu in the cell to select 'yes' or 'no.'	Demonstrate your progress in relation to each workplace gender equality indicator. In this column, please explain why you believe changes in your data do or do not represent progress against each indicator. Refer explicitly to quantitative changes in the data between your previous workplace gender audit and your progress audit. If you wish, you may also make reference to any strategy or measure from your GEAP that supported, or was designed to support, progress against that indicator.	Indicate below whether or not one of these factors has affected your organisation's progress against each indicator. You are encouraged to reference these factors in your discussion in column L. See the Factors key to the right of this table for a description of each factor.							If you have selected 'yes' to any of the factors in the recommended columns to the left, you are encouraged to complete this column. This column allows you to discuss each factor that has affected your organisation's progress in relation to any of the workplace gender equality indicators.		
Indicator	Confirm if progress made	Progress description	a	b	c	d	e	f	g	Factors discussion		
Recruitment and promotion practices in the workplace	Yes	<p>Recruitment</p> <p>In our 2021 audit, women represented 66% of new recruits. This increased in 2023 as women represented 70% of new recruits. In 2021 women comprised 65% of Exits and then in 2023 women comprised 72% Exits. In 2021, 50% of women agreed they believe the recruitment processes in the organisation are fair. In 2023, 68% of women agreed they believe the recruitment processes in the organisation are fair. We were not able to collect non-binary or gender diverse data in the 2021 workforce data audit. We have made updates to our HR and Payroll processes and systems to improve the quality of the data, for example by offering various gender options to select in recruitment and onboarding Forms.</p> <p>Higher Duties, Promotions and Secondments</p> <p>In 2021, 80% of higher duties work arrangements were awarded to women and this decreased in 2023 to 50% of higher duties work arrangements awarded to women. Permanent promotions in 2021 were 100% comprised of women and this decreased to 77% in 2023. Internal secondments also decreased across the two reporting periods. In 2021, women comprised 81% of internal secondments and then in 2023 women comprised 57% internal secondments.</p> <p>In 2021, 44% of women surveyed agreed that they have an equal chance at promotion in the organisation. This figure increased in 2023, with 55% of women surveyed agreeing they have an equal chance at promotion in the organisation. In conclusion, the findings highlight both areas of improvement and challenges, suggesting a need for targeted efforts to address the observed declines in higher duties, promotions, and secondments for women.</p> <p>Career Development and Training opportunities</p> <p>This figure remained fairly consistent across the two periods and also closely aligned to the overall gender composition of the workforce. In 2021, 74% of career development and training opportunities were for women, and then 73% in 2023. Satisfaction with the way learning and development needs were addressed in the last 12 months has increased from 2021 (50% of women satisfied) to 2023 (64% of women satisfied).</p> <p>While small changes, we consider that overall the organisation has made improvements to demonstrate measurable progress against the workplace gender equality indicator 5 'recruitment and promotion practices in the workplace'.</p>	No	No	No	No	No	No	Yes	g) There is work still to be done across the organisation to implement career development and promotion practices, and the majority of our strategies against this indicator remain in early implementation stage.		
Availability and utilisation of terms, conditions and practices relating to: - family violence leave; and - flexible working arrangements; and - working arrangements supporting employees with family or caring responsibilities	Yes	<p>Family Violence Leave</p> <p>In the 2021 reporting period, 6 Women (0 Men) took family violence leave, and In the 2023 reporting period, 10 Women (0 Men) took family violence leave. Employee experience data in 2021 revealed that 73% of women and 71% of men surveyed agreed that their organisation would support them if they needed to take family violence leave. This saw a positive increase in 2023, with 89% of women and 79% of men agreeing that their organisation would support them if they needed to take family violence leave.</p> <p>Parental Leave</p> <p>In 2021, Women comprised 88% of parental leave takers, with an average of 48.8 weeks of parental leave taken by Women. In 2023 the gender composition of parental leave takers was similar at 87% comprised of Women, however there was a significant decrease in the average weeks of parental leave taken by women was 11.4 weeks.</p> <p>Carers Leave</p> <p>In 2021, 155 Women and 33 Men took Carers Leave. This number increased significantly in 2023, with 301 Women and 68 Men taking Carers Leave during the reporting period.</p> <p>In 2021, 53% of women and 62% of men agreed there is a positive culture in relation to those who have caring responsibilities. Data in 2023 was not captured as the employee experience survey did not ask for responses to this question.</p> <p>Formal Flexible Working Arrangements</p> <p>Data relating to flexible work arrangements was not formally captured for the 2021 workplace data audit. In 2021, 48% of women and 51% of men agreed using flexible working arrangements was not a barrier to success. In 2021, 57% of women and 58% of men were confident that if they requested a flexible work arrangement, it would be given due consideration. In 2023, 70% of women and 76% of men are confident that if they requested a flexible work arrangement, it would be given due consideration. Further, in 2023, 81% of women and 82% of men agree their manager supports working flexibly. In 2023, most flexible work arrangements exist to accommodate caring responsibilities, especially for childcare requirements. Further, only 6% of formal flexible work arrangements are for Men.</p>	No	No	No	No	Yes	No	Yes	e) The organisation's priorities have demonstrated a strong focus on employee wellbeing initiatives, particularly during the pandemic. For example, there has been a shift towards enabling more flexible work arrangements to address staff burnout and support work/life balance. g) The organisation has made genuine attempts to create and review internal policies and procedures and to provide education to Managers and staff on the different types of leave available to staff.		
Gendered segregation within the workplace	Yes	<p>Workforce Data Measures</p> <p>In both the 2021 and 2023 workforce data reporting periods, the gender composition of employees per ANZSCO code was over-represented by women in the majority of occupational groupings. This aligns with traditional gender stereotypes for caring and administrative roles and is reflected in the workforce data for this health service organisation. There was no significant change in the gender composition of individual occupational groups overall, however a very slight decrease in the proportion of women noticed across all occupations from 2021 to 2023, with the exception of 'Machinery Operators and Drivers'. This workforce cohort in 2021 saw 0% comprised of women, with an increase in 2023 to 25% of this workforce cohort comprised of women.</p> <p>There was a decrease in the proportion of Managers who are women, from 67% in 2021 to 56% in 2023.</p> <p>Interestingly, there was a slight increase in the proportion of men in 'Community and Personal Service Worker' roles and 'Clerical and Administrative Worker' roles, however still an notable proportion of women (over three quarters) have held the majority of these positions across the two reporting periods.</p> <p>Employee Experience Data</p> <p>In 2021, 75% of women agreed they felt culturally safe at work. In 2023, 84% of women agreed they felt culturally safe at work.</p> <p>In 2021, 63% of those who prefer not to say their gender felt culturally safe at work. In 2023, 73% of those who identify as a different gender/non-binary/prefer not to say agreed they felt culturally safe at work.</p> <p>In 2021, 34% of those who prefer not to say their gender experienced bullying in the last 12 months. In 2023, 22% of this staff cohort experienced bullying in the last 12 months.</p> <p>In 2021, 23% of women and 17% of men experienced bullying, while in 2023 17% of women and 12% of men experienced bullying.</p> <p>In 2021, 80% of women and 71% of men agreed that work is allocated fairly, regardless of gender. In 2023, 81% of women and 79% of men agreed that work is allocated fairly regardless of gender.</p> <p>In 2021, 71% of staff who prefer not to say their gender agree that work is allocated fairly (regardless of gender) , while only 59% different genders/non-binary/prefer not to say agreed that work is allocated fairly regardless of gender.</p> <p>We consider that overall the has been progress against this indicator for women, however acknowledge there is still improvement required to address the employee experience for those who identify as other genders in the workplace.</p>	No	No	No	Yes	No	Yes	Yes	d) Limitations in data analysis and comparisons as 2021 audit or employee experience data did not capture as many 'genders'. f) and g) The majority of strategies against this indicator remain in early implementation stage. The practicability of making progress against this indicator is also limited by availability of trained employees of other genders.		