2022–23 Workplace Gender Equality Report

atturra

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Workplace Profile Table

Industry: All Industries

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	18	46	0	0	64
	Full-time contract	0	1	0	0	1
	Part-time permanent	3	1	0	0	4
	Casual	2	1	0	0	3
Professionals	Full-time permanent	143	299	1	9	454
	Full-time contract	1	3	1	5	10
	Part-time permanent	28	7	0	0	35
	Casual	10	26	0	0	36
Clerical And Administrative Workers	Full-time permanent	4	2	0	0	6
	Full-time contract	1	0	0	0	1
	Part-time permanent	3	0	0	0	3
	Casual	1	0	0	0	1
Labourers	Casual	1	0	0	0	1

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

** Total employees includes Non-binary

Workplace Profile Table

Industry: All Industries

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	2	2	4
	Casual	2	1	3
HOB	Full-time permanent	0	4	4
GM	Full-time permanent	2	5	7
SM	Full-time permanent	4	21	25
	Part-time permanent	1	0	1
OM	Full-time permanent	10	13	23
	Full-time contract	0	1	1
	Part-time permanent	2	1	3

* Total employees includes Non-binary

Workplace Profile Table

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

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	7	10	0	0	17
	Full-time contract	0	1	0	0	1
Professionals	Full-time permanent	15	31	1	2	49
	Full-time contract	0	3	1	5	9
	Part-time permanent	2	0	0	0	2
	Casual	0	6	0	0	6

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

** Total employees includes Non-binary

Workplace Profile Table

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

Manager category	Employment status	No. of employees		
		F	M	Total*
HOB	Full-time permanent	0	1	1
GM	Full-time permanent	1	1	2
SM	Full-time permanent	1	4	5
OM	Full-time permanent	5	4	9
	Full-time contract	0	1	1

* Total employees includes Non-binary

Workplace Profile Table

Industry: Computer System Design and Related Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	11	36	0	0	47
	Part-time permanent	3	1	0	0	4
	Casual	2	1	0	0	3
Professionals	Full-time permanent	126	268	0	7	403
	Part-time permanent	25	7	0	0	32
	Casual	10	14	0	0	24
Clerical And Administrative Workers	Full-time permanent	4	2	0	0	6
	Full-time contract	1	0	0	0	1
	Part-time permanent	3	0	0	0	3
	Casual	1	0	0	0	1
Labourers	Casual	1	0	0	0	1

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

** Total employees includes Non-binary

Workplace Profile Table

Industry: Computer System Design and Related Services

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	2	2	4
	Casual	2	1	3
HOB	Full-time permanent	0	3	3
GM	Full-time permanent	1	4	5
SM	Full-time permanent	3	17	20
	Part-time permanent	1	0	1
OM	Full-time permanent	5	9	14
	Part-time permanent	2	1	3

* Total employees includes Non-binary

Workplace Profile Table

Industry: Administrative Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Professionals	Full-time permanent	2	0	0	0	2
	Full-time contract	1	0	0	0	1
	Part-time permanent	1	0	0	0	1
	Casual	0	6	0	0	6

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

** Total employees includes Non-binary

Workplace Profile Table

Industry: Administrative Services

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	2	4	6
			Non-managers	19	41	61
	Part-time	Permanent	Non-managers	2		2
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers	2	5	7
	Part-time	Permanent	Non-managers	2		2
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	1	2
			Managers	1	6	7
			Non-managers	82	122	205
		Fixed-Term Contract	Non-managers	2	7	9
	Part-time	Permanent	Non-managers	10	2	12
		Fixed-Term Contract	Non-managers		1	1
	N/A	Casual	Non-managers	5	6	11

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: All Industries

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		3	3
			Managers	2	6	8
			Non-managers	37	75	112
	Part-time	Permanent	Non-managers	5	1	6
	N/A	Casual	Non-managers	1		1
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	7		7
	Part-time	Permanent	Managers	1		1
			Non-managers	2		2
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	1	1	2

* Total employees includes Non-binary

Workforce Management Statistics Table

* Total employees includes Non-binary

Workforce Management Statistics Table

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

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers		1	1
			Non-managers	4	14	18
	Part-time	Permanent	Non-managers	1		1
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	1		1
			Non-managers	10	17	27
		Fixed-Term Contract	Non-managers		7	7

* Total employees includes Non-binary

Workforce Management Statistics Table

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

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	Managers		3	3
			Non-managers	9	13	22

* Total employees includes Non-binary

Workforce Management Statistics Table

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Computer System Design and Related Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	2	3	5
			Non-managers	15	27	43
	Part-time	Permanent	Non-managers	1		1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers	2	5	7
	Part-time	Permanent	Non-managers	2		2
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	1	2
			Managers		6	6
			Non-managers	72	105	178
		Fixed-Term Contract	Non-managers	2		2
	Part-time	Permanent	Non-managers	10	1	11
		Fixed-Term Contract	Non-managers		1	1
	N/A	Casual	Non-managers	5	6	11

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Computer System Design and Related Services

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		3	3
			Managers	2	3	5
			Non-managers	27	56	83
	Part-time	Permanent	Non-managers	5	1	6
	N/A	Casual	Non-managers	1		1
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	7		7
	Part-time	Permanent	Managers	1		1
			Non-managers	2		2
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	1	1	2

* Total employees includes Non-binary

Workforce Management Statistics Table

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Administrative Services

Question	Contract Type	Employment Type	Manager Category	Male	Total*
3. How many employees (including partners with an employment contract) were externally appointed?	Part-time	Permanent	Non-managers	1	1

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Administrative Services

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	Non-managers	1	6	7

* Total employees includes Non-binary

Workforce Management Statistics Table

* Total employees includes Non-binary

Australian Government

Workplace
Gender Equality
Agency

2022 - 23 Gender Equality Reporting

Submitted By:

Hammond Street Developments Pty Ltd 32074649595

Galaxy 42 Pty. Ltd. 82167654382

FTS Resourcing Pty Limited 85133048290

Anatas Pty Ltd 46133185458

Veritec Pty Ltd 21166493394

SME Gateway Pty Ltd 51106981560

Hayes Information Systems And Communications Pty Ltd 96169127824

Noetic Solutions Pty Ltd 87098132024

Atturra Limited 34654662638

Mentum Systems Pty Ltd 30156123723

Kettering Professional Services Pty Ltd 42114612001

ATTURRA PERSONNEL PTY LTD 95652098489

#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

   Policy

   Retention: Yes
   Strategy
   Performance management processes: No
   Not a priority
   Promotions: Yes.
   Policy
   Talent identification/identification of high potentials: NoCurrently under development
   Estimated Completion Date: 2024-02-28

   Succession planning: No
   Not a priority

Training and development: No
Other
Other: Our learning and Development approach is not yet uniform across the whole corporate group. When it is we will ensure gender equity is built in
Key performance indicators for managers relating to gender equality: NoNot a priority

2. **Do you have a formal policy and/or formal strategy in place that supports gender equality overall?**
YesPolicy; Strategy

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

Governing Bodies

Organisation: Atturra Limited
1.Name of the governing body: Atturra Limited Board
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair		
Female (F)	**Male (M)**	**Non-Binary**
0	1	0
Member		
Female (F)	**Male (M)**	**Non-Binary**
1	2	0

4.Formal section policy and/or strategy: Yes
Selected value: Policy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:
6.2 Year of target to be reached:

Selected value:
Not a priority

Other value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?
Yes
Selected value: Policy

Organisation: SME Gateway Pty Ltd
1.Name of the governing body: SME Gateway Board
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair		
Female (F)	**Male (M)**	**Non-Binary**
1	0	0
Member		
Female (F)	**Male (M)**	**Non-Binary**
0	3	0

4.Formal section policy and/or strategy: No
Selected value: Not a priority

6. Target set to increase the representation of women: No

    6.1 Percentage (%) of target:
    6.2 Year of target to be reached:

Selected value:
Not a priority

Other value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?
No
Selected value: Not a priority

Organisation: Hammond Street Developments Pty Ltd

1.Name of the governing body: Atturra Limited Board

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair		
Female (F)	**Male (M)**	**Non-Binary**
0	1	0
Member		
Female (F)	**Male (M)**	**Non-Binary**
1	2	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: No

    6.1 Percentage (%) of target:

    6.2 Year of target to be reached:

Selected value:

Not a priority

Other value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?
Yes
Selected value: Policy

Organisation: Galaxy 42 Pty. Ltd.
1.Name of the governing body: Atturra Limited Board
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair

	Female (F)	Male (M)	Non-Binary
	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	1	2	0

4.Formal section policy and/or strategy: Yes
Selected value: Policy

6. Target set to increase the representation of women: No

> **6.1 Percentage (%) of target:**
> **6.2 Year of target to be reached:**

Selected value:
Not a priority

Other value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?
Yes
Selected value: Policy

Organisation: FTS Resourcing Pty Limited
1.Name of the governing body: Atturra Limited Board
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair			
	Female (F)	Male (M)	Non-Binary
	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	1	2	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: No

      6.1 Percentage (%) of target:

      6.2 Year of target to be reached:

Selected value:

Not a priority

Other value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?
Yes
Selected value: Policy

Organisation: Anatas Pty Ltd
1.Name of the governing body: Atturra Limited Board
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair		
Female (F)	**Male (M)**	**Non-Binary**
0	1	0
Member		
Female (F)	**Male (M)**	**Non-Binary**
1	2	0

4.Formal section policy and/or strategy: Yes
Selected value: Policy

6. Target set to increase the representation of women: No

      6.1 Percentage (%) of target:

      6.2 Year of target to be reached:

Selected value:

Not a priority

Other value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?
Yes
Selected value: Policy

Organisation: Veritec Pty Ltd
1.Name of the governing body: Atturra Limited Board
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair		
Female (F)	**Male (M)**	**Non-Binary**
0	1	0
Member		
Female (F)	**Male (M)**	**Non-Binary**
1	2	0

4.Formal section policy and/or strategy: Yes
Selected value: Policy

6. Target set to increase the representation of women: No

    6.1 Percentage (%) of target:
    6.2 Year of target to be reached:

Selected value:

Not a priority

Other value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?
Yes

Selected value: Policy

Organisation: Hayes Information Systems And Communications Pty Ltd
1.Name of the governing body: Atturra Limited Board
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair		
Female (F)	**Male (M)**	**Non-Binary**
0	1	0
Member		
Female (F)	**Male (M)**	**Non-Binary**
1	2	0

4.Formal section policy and/or strategy: Yes
Selected value: Policy

6. Target set to increase the representation of women: No

      6.1 Percentage (%) of target:
      6.2 Year of target to be reached:

Selected value:
Not a priority

Other value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?
Yes

Selected value: Policy

Organisation: Noetic Solutions Pty Ltd
1.Name of the governing body: Atturra Limited Board

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair		
Female (F)	**Male (M)**	**Non-Binary**
0	1	0
Member		
Female (F)	**Male (M)**	**Non-Binary**
1	2	0

4.Formal section policy and/or strategy: Yes
Selected value: Policy

6. Target set to increase the representation of women: No

      6.1 Percentage (%) of target:
      6.2 Year of target to be reached:

Selected value:
Not a priority

Other value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?
Yes
Selected value: Policy

Organisation: Mentum Systems Pty Ltd
1.Name of the governing body: Atturra Limited Board
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair		
Female (F)	**Male (M)**	**Non-Binary**

0	1	0

Member		
Female (F)	**Male (M)**	**Non-Binary**
1	2	0

4.Formal section policy and/or strategy: Yes
Selected value: Policy

6. Target set to increase the representation of women: No

      6.1 Percentage (%) of target:
      6.2 Year of target to be reached:

Selected value:
Not a priority

Other value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?
Yes
Selected value: Policy

Organisation: Kettering Professional Services Pty Ltd
1.Name of the governing body: Atturra Limited Board
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair		
Female (F)	**Male (M)**	**Non-Binary**
0	1	0
Member		
Female (F)	**Male (M)**	**Non-Binary**
1	2	0

4.Formal section policy and/or strategy: Yes
Selected value: Policy

6. Target set to increase the representation of women: No

      6.1 Percentage (%) of target:

      6.2 Year of target to be reached:

Selected value:

Not a priority

Other value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?
Yes
Selected value: Policy

Organisation: ATTURRA PERSONNEL PTY LTD
1.Name of the governing body: Atturra Limited Board
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair		
Female (F)	**Male (M)**	**Non-Binary**
0	1	0
Member		
Female (F)	**Male (M)**	**Non-Binary**
1	2	0

4.Formal section policy and/or strategy: Yes
Selected value: Policy

6. Target set to increase the representation of women: No

      6.1 Percentage (%) of target:

      6.2 Year of target to be reached:

Selected value:

Not a priority

Other value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?
Yes
Selected value: Policy

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please 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

   Policy

   1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?
   No Not a priority

2. **What was the snapshot date used for your Workplace Profile?**
   31/12/2022

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

Employer action on pay equality

1. **Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?**
   No

Salaries for SOME employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (for example because pay increases can occur with some discretion such as performance assessments)Insufficient resources/expertise

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?**
    NoOther

    Other Details: We have undertaken consultation with a small group relating to gender for the LGBTQI+ community. We would like to expand these consultation discussions

2. **Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?**
    No
    Not a priority

3. **On what date did your organisation share your last year's public reports with employees and shareholders?**
    Employees:
    Yes
    Date:20/07/2022

    Shareholder:
    Yes
    Date:20/07/2022

4. **Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?**
    No

5. **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

   Policy

   1.1. **Please indicate which of the following are included in your flexible working arrangements strategy or policy:**

   A business case for flexibility has been established and endorsed at the leadership level

   No

   Not aware of the need

   The organisation's approach to flexibility is integrated into client conversations

   Yes

   Employees are surveyed on whether they have sufficient flexibility

   Yes

   Employee training is provided throughout the organisation

   No

   Not a priority

   The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

   No

   Not a priority

   Flexible working is promoted throughout the organisation

   No

   Not a priority

   Targets have been set for engagement in flexible work

   No

   Not a priority

   Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

   No

   Not aware of the need

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel
No
Not aware of the need

Leaders are held accountable for improving workplace flexibility
No
Not a priority

Leaders are visible role models of flexible working
Yes

Manager training on flexible working is provided throughout the organisation
No
Not a priority

Targets have been set for men's engagement in flexible work
No
Not a priority

Team-based training is provided throughout the organisation
No
Not a priority

Other: No

2. **Do you offer any of the following flexible working options to MANAGERS in your workplace?**
Carer's leave: Yes
SAME options for women and menInformal options are available

Compressed working weeks: No
Not a priority
Flexible hours of work: Yes
SAME options for women and menFormal options are available; Informal options are available
Job sharing: Yes
SAME options for women and men

Informal options are available
Part-time work: Yes
SAME options for women and menInformal options are available

Purchased leave: Yes

SAME options for women and menFormal options are available
Remote working/working from home: Yes
SAME options for women and men
Time-in-lieu: Yes
SAME options for women and men

Informal options are available

Unpaid leave: Yes
SAME options for women and menFormal options are available

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

5. **Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**
   Yes, women and men

7. **If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

#Employee Support

Paid Parental leave

1. **Do you provide employer-funded paid parental leave 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
      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?**
         As a lump sum payment
      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?
7

1.1.f. What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?
81-90%

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
How long is the qualifying period (in months)?
1

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
Within 12 months

1.2. Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?
Yes

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?
As a lump sum payment

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?
1

1.2.f. What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?
81-90%

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

How long is the qualifying period (in months)?

1

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

Within 12 months

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.

Re question 1.1 c, Atturra pays company paid parental leave (Primary) of half pay for 14 weeks. (The closest answer was 'lump sum payment')

Re question 1.2 c, Atturra pays company paid parental leave (Secondary) of half pay for 2 weeks.

Support for carers

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

   Yes

   Policy

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

   2.1. **Employer subsidised childcare**

   No

   2.2. **Return to work bonus (only select if this bonus is not the balance of paid parental leave)**

   No

   Not aware of the need

   2.3. **Breastfeeding facilities**

   No

   Not aware of the need

   2.4. **Childcare referral services**

   No

   Not aware of the need

   2.5. **Coaching for employees on returning to work from parental leave**

   No

2.6. **Targeted communication mechanisms (e.g. intranet/forums)**

No

2.7. **Internal support networks for parents**

No

2.8. **Information packs for new parents and/or those with elder care responsibilities**

No

2.9. **Parenting workshops targeting fathers**

No

2.10. **Parenting workshops targeting mothers**

No

2.11. **Referral services to support employees with family and/or caring responsibilities**

No

2.12. **Support in securing school holiday care**

No

2.13. **On-site childcare**

No

2.14. **Other details:** No

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

Sexual harassment, harassment on the grounds of sex or discrimination

1. **Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?**

Yes

Policy

1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

Yes

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?
All Managers:

Yes

At induction

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or 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

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?
A domestic violence clause is in an enterprise agreement or workplace agreement

No

Not aware of the need

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

No

Not aware of the need

Provision of financial support (e.g. advance bonus payment or advanced pay)

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

Access to medical services (e.g. doctor or nurse)

No

Insufficient resources/expertise

Training of key personnel

No

Insufficient resources/expertise

Referral of employees to appropriate domestic violence support services for expert advice

Yes

Workplace safety planning

No

Insufficient resources/expertise

Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

How may days are provided?

10

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

How may days are provided?   10

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

No

Not aware of the need

Access to unpaid leave

Yes

Is the leave period unlimited?

No

How may days are provided?

5

Other: No

Provide Details:

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