

2020 - 21 Compliance Program

Submitted by:

**Regional Express Holdings Limited
(ABN:18099547270)**

Pel-Air Aviation Pty Ltd (ABN:47002858013)

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Aapa Victoria Pty Ltd (ABN:48118837586)

**REX AIRLINES PTY LTD
(ABN:58642400048)**



#Workplace overview

Policies and strategies

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

...Recruitment	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Retention	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Performance management processes	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Promotions	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Talent identification/identification of high potentials	No(<i>Select all that apply</i>)
...No	Other (please provide)
...Other (please provide)	Processes for Occupations in Agreements exist in this area and in specific roles through management heirarchy in approvals
...Succession planning	No(<i>Select all that apply</i>)
...No	Other (please provide)
...Other (please provide)	Currently no need
...Training and development	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Key performance indicators for managers relating to gender equality	No(<i>Select all that apply</i>)
...No	Other (please specify)
...Other (please specify)	Based on merit

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

No(<i>Select all that apply</i>)	
...No	Other (provide details)
...Other (provide details)	No formal policy, however processes support equal opportunity

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

Governing bodies

Regional Express Holdings Limited

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Regional Express Holdings Ltd
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female (F)	0
...Male (M)	1
...Gender X	0
...Members	
...Female (F)	0
...Male (M)	6
...Gender X	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
	Policy
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Other (provide details)
	Selection of Board Members based on Merit

Pel-Air Aviation Pty Ltd

Australian Airline Pilot Academy Pty Ltd

Aapa Victoria Pty Ltd

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2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

#Action on gender equality

Gender pay gaps

1: Do you have a formal policy and/or formal strategy on remuneration generally?

No(Select all that apply)

...No

Salaries set by awards/industrial or workplace agreements
Non-award employees paid market rate

2: Did your organisation receive JobKeeper payments?

Yes

2.1: Please indicate which months in the reporting period your organisation received JobKeeper payments:

Yes

.. April 2020

...May 2020

Yes

...June 2020

Yes

...July 2020

Yes

...August 2020

Yes

...September 2020

Yes

...October 2020

Yes

...November 2020

Yes

...December 2020

Yes

...January 2021

Yes

...February 2021

Yes

...March 2021

Yes

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

28-Mar-2021

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

Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

No(Select all that apply)

...No

Salaries set by awards/industrial or workplace agreements
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) Non-award employees paid market rate
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2: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace?
Yes(*Provide further details on the employee consultation process.*)

1.1: How did you consult employees?	Exit interviews Other (provide details)
...Other (provide details)	With discussions with individual employees
1.2: Who did you consult?	Management Other (provide details)
...Other (provide details)	Employees through reviews as well as specific occupations

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

#Employee work/life balance

Flexible working

1: Do you have a formal policy and/or formal strategy on flexible working arrangements?

No(*Select all that apply*)

...No

Other (provide details)

...Other (provide details)

Fair Work Provisions followed

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

...Flexible hours of work

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Formal options are available

...Compressed working weeks

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Formal options are available

...Time-in-lieu

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Formal options are available

...Telecommuting (e.g. working from home)

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Formal options are available

...Part-time work

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Formal options are available

...Job sharing

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Formal options are available

...Carer's leave

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Formal options are available

...Purchased leave

No(*You may specify why the above option is not available to your employees.*)

...No	Other (provide details)
...Other (provide details)	Offer to go into negative annual leave up to 76 hours
...Unpaid leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available

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

Yes

4: Were managers in your organisation allowed to make INFORMAL flexible working arrangements with their team members in response to the COVID-19 pandemic?

Yes, ALL managers

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

No

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

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave (using the primary/secondary carer definition)

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes(<i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i>)
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	No
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	6
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	91-100%
1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	No(<i>You may specify why employer funded paid parental leave for secondary carers is not available.</i>)
...No	Government scheme is sufficient
...Other (provide details)	

2: If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

Support for carers

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

No(*Select all that apply*)

...No	Other (provide details)
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...Other (provide details)	We have some formal and Informal policy on flexible work arrangements exists, including working from home, compressed work weeks, job share and part time hours. The company has an internal process for standing roster requests and shift swaps to assist with family commitments.
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2: Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

...Employer subsidised childcare	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Other (provide details)	
...On-site childcare	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	No appropriate space or facilities for on site childcare
...Breastfeeding facilities	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	No formal designated space, however lockable rooms available to ensure privacy that are close to amenities
...Childcare referral services	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not aware of the need
...Internal support networks for parents	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not aware of the need
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	Parental leave is paid
...Information packs for new parents and/or those with elder care responsibilities	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	Not considered as yet
...Referral services to support employees with family and/or caring responsibilities	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	Not considered as yet

...Targeted communication mechanisms (e.g. intranet/forums)	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not aware of the need
...Support in securing school holiday care	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not aware of the need
...Coaching for employees on returning to work from parental leave	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	In touch days utilised to transition employees back to work
...Parenting workshops targeting mothers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not aware of the need
...Parenting workshops targeting fathers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not aware of the need
...Other (provide details)	No

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

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(*Select all that apply*)

...Yes	Policy
1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?	Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

...All managers	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction Other (provide details)
...Other (provide details)	Individual coaching
...All employees	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction Every one-to-two years

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

Family or domestic violence

1: Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes(*Select all that apply*)

...Yes

Policy

2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

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

Yes

...Training of key personnel

No(*Select all that apply*)

...No

Other (provide details)

...Other (provide details)

Currently considering

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

No(*Select all that apply*)

...No

Other (provide details)

...Currently under development

...Other (provide details)

Provided for in Company Policy

...Workplace safety planning

No(*Select all that apply*)

...No

Not aware of the need

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

No(*Select all that apply*)

...No

Other (provide details)

...Other (provide details)

unpaid provided

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

No(*Select all that apply*)

...No

Other (provide details)

...Other (provide details)

Is provided for in the Company Policy

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

Yes

...Access to unpaid leave

Yes

...Confidentiality of matters disclosed

Yes

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

Yes

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

Yes

...Flexible working arrangements

No(*Select all that apply*)

...No	Other (provide details)
...Other (provide details)	No specific policy but considered
...Provision of financial support (e.g. advance bonus payment or advanced pay)	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	No specific policy but is considered
...Offer change of office location	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	No specific policy but considered
...Emergency accommodation assistance	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	No specific policy but considered
...Access to medical services (e.g. doctor or nurse)	No(<i>Select all that apply</i>)
...No	Not aware of the need
...Other (provide details)	No(<i>Select all that apply</i>)

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

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	20	52	0	0	72
	Full-time contract	0	2	0	0	2
	Part-time permanent	2	0	0	0	2
Professionals	Full-time permanent	32	364	0	0	396
	Full-time contract	2	46	0	0	48
	Part-time permanent	11	4	0	0	15
	Casual	0	8	0	0	8
Technicians And Trades Workers	Full-time permanent	5	112	0	18	135
	Full-time contract	1	1	0	0	2
	Part-time permanent	0	1	0	0	1
	Casual	2	9	0	0	11
Community And Personal Service Workers	Full-time permanent	150	30	0	0	180
	Full-time contract	2	0	0	0	2
	Part-time permanent	19	0	0	0	19
Clerical And Administrative Workers	Full-time permanent	52	26	0	0	78
	Full-time contract	10	5	0	0	15
	Part-time permanent	78	33	0	0	111
	Part-time contract	1	2	0	0	3
	Casual	10	0	0	0	10
Machinery Operators And Drivers	Full-time permanent	4	45	0	0	49
	Part-time permanent	4	81	0	0	85
	Part-time contract	0	1	0	0	1
	Casual	0	5	0	0	5
Labourers	Full-time permanent	2	1	0	0	3

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

** Total employees includes Gender X

Workplace Profile Table

Industry: All Industries

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time permanent	0	1	1
KMP	-1	Full-time permanent	0	5	5
KMP/HOB	1	Full-time permanent	0	1	1
HOB	-1	Full-time permanent	0	1	1
GM	-1	Full-time permanent	0	2	2
	-2	Full-time permanent	2	5	7
SM	-2	Full-time permanent	2	5	7
	-3	Full-time permanent	0	2	2
		Full-time contract	0	1	1
OM	-2	Full-time permanent	6	15	21
		Full-time contract	0	1	1
		Part-time permanent	1	0	1
	-3	Full-time permanent	9	11	20
		Part-time permanent	1	0	1
	-4	Full-time permanent	1	4	5

* Total employees includes Gender X

Workplace Profile Table

Industry: Air and Space Transport

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	19	49	0	0	68
	Full-time contract	0	2	0	0	2
	Part-time permanent	2	0	0	0	2
Professionals	Full-time permanent	26	338	0	0	364
	Full-time contract	2	46	0	0	48
	Part-time permanent	9	3	0	0	12
	Casual	0	4	0	0	4
Technicians And Trades Workers	Full-time permanent	2	110	0	18	130
	Full-time contract	1	1	0	0	2
	Part-time permanent	0	1	0	0	1
	Casual	1	9	0	0	10
Community And Personal Service Workers	Full-time permanent	150	30	0	0	180
	Full-time contract	2	0	0	0	2
	Part-time permanent	19	0	0	0	19
Clerical And Administrative Workers	Full-time permanent	50	22	0	0	72
	Full-time contract	10	5	0	0	15
	Part-time permanent	77	33	0	0	110
	Part-time contract	1	2	0	0	3
	Casual	9	0	0	0	9
Machinery Operators And Drivers	Full-time permanent	4	45	0	0	49
	Part-time permanent	4	81	0	0	85
	Part-time contract	0	1	0	0	1
	Casual	0	5	0	0	5

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

** Total employees includes Gender X

Workplace Profile Table

Industry: Air and Space Transport

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time permanent	0	1	1
KMP	-1	Full-time permanent	0	5	5
KMP/HOB	1	Full-time permanent	0	1	1
HOB	-1	Full-time permanent	0	1	1
GM	-1	Full-time permanent	0	2	2
	-2	Full-time permanent	2	5	7
SM	-2	Full-time permanent	2	4	6
	-3	Full-time permanent	0	2	2
		Full-time contract	0	1	1
OM	-2	Full-time permanent	6	14	20
		Full-time contract	0	1	1
		Part-time permanent	1	0	1
	-3	Full-time permanent	8	11	19
		Part-time permanent	1	0	1
	-4	Full-time permanent	1	3	4

* Total employees includes Gender X

Workplace Profile Table

Industry: Tertiary Education

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	1	2	0	0	3
Professionals	Full-time permanent	4	9	0	0	13
	Part-time permanent	2	1	0	0	3
	Casual	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	3	1	0	0	4
	Casual	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	1	0	0	0	1
Labourers	Full-time permanent	1	1	0	0	2

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

** Total employees includes Gender X

Workplace Profile Table

Industry: Tertiary Education

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

* Total employees includes Gender X

Workplace Profile Table

Industry: Adult, Community and Other Education

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	0	1	0	0	1
Professionals	Full-time permanent	2	17	0	0	19
	Casual	0	3	0	0	3
Technicians And Trades Workers	Full-time permanent	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	1	4	0	0	5
	Part-time permanent	1	0	0	0	1
	Casual	1	0	0	0	1
Labourers	Full-time permanent	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 Gender X

Workplace Profile Table

Industry: Adult, Community and Other Education

			No. of employees		
Manager category	Level to CEO	Employment status	F	M	Total*
OM	-2	Full-time permanent	0	1	1

* Total employees includes Gender X

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	12	18	30
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	2		2
			Non-managers	1	1	2
		Fixed-Term Contract	Non-managers	2	1	3
	Part-time	Fixed-Term Contract	Non-managers		1	1
	N/A	Casual	Non-managers		5	5
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	2	8	10
			Non-managers	64	56	120
		Fixed-Term Contract	Managers		1	1
			Non-managers	22	70	92
	Part-time	Permanent	Non-managers	26	33	59
		Fixed-Term Contract	Non-managers	1	43	44
	N/A	Casual	Non-managers	5	5	10

* Total employees includes Gender X

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	Managers	1	2	3
			Non-managers	23	35	58
		Fixed-Term Contract	Non-managers	11	8	19
	Part-time	Permanent	Non-managers	8	19	27
		Fixed-Term Contract	Non-managers	2	1	3
	N/A	Casual	Non-managers		2	2
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	16	7	23
	Part-time	Permanent	Non-managers	14		14
	N/A	Casual	Non-managers	2		2
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1
			Non-managers		16	16

* Total employees includes Gender X

Workforce Management Statistics Table

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Air and Space Transport

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	12	17	29
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	2		2
			Non-managers	1	1	2
		Fixed-Term Contract	Non-managers	2	1	3
	Part-time	Fixed-Term Contract	Non-managers		1	1
	N/A	Casual	Non-managers		5	5
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	2	8	10
			Non-managers	64	56	120
		Fixed-Term Contract	Managers		1	1
			Non-managers	22	70	92
	Part-time	Permanent	Non-managers	26	33	59
		Fixed-Term Contract	Non-managers	1	43	44
	N/A	Casual	Non-managers	4	3	7

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Air and Space Transport

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	1	2	3
			Non-managers	22	31	53
		Fixed-Term Contract	Non-managers	11	8	19
	Part-time	Permanent	Non-managers	8	19	27
		Fixed-Term Contract	Non-managers	2	1	3
	N/A	Casual	Non-managers		2	2
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	16	7	23
	Part-time	Permanent	Non-managers	14		14
	N/A	Casual	Non-managers	2		2
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1
			Non-managers		16	16

* Total employees includes Gender X

Workforce Management Statistics Table

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Type	Employment Type	Manager Category	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	1	1
			Non-managers	1	1

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Type	Employment Type	Manager Category	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Non-managers	3	3

* Total employees includes Gender X

Workforce Management Statistics Table

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Adult, Community and Other Education

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
3. How many employees (including partners with an employment contract) were externally appointed?	N/A	Casual	Non-managers	1	2	3

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Adult, Community and Other Education

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Non-managers	1	1	2

* Total employees includes Gender X

Workforce Management Statistics Table

* Total employees includes Gender X

Workplace Gender Equality Agency

2020–21 Compliance Program

Submission approval

I, the CEO (or equivalent), confirm that the data provided in the 2020-21 Compliance Program submission is complete and correct, as reported in the full data appendices:

- Appendix: Workplace Profile
- Appendix: Workforce Management Statistics
- Appendix: Questionnaire
- Appendix: Confidential Data.

I approve the submission of this data to WGEA.

I also confirm that the organisation/s covered by this submission will meet the notification and access requirements as detailed below.

Name of CEO (or equivalent)

Neville Howell

CEO (or equivalent) signature



Date of signature

25/08/2021

What next?

The contact nominated for the submission of this report must complete the declaration and consent process in the WGEA Portal. The Agency does not require physical evidence of the CEO's signature.

To comply with the notification and access requirements, your organisation/s must:

- inform its employees and members or shareholders that it has lodged its report with the Agency and advise how the public data may be accessed
- provide access to the public data to employees and members or shareholders
- inform employee organisations with members in its workplace that the report has been lodged
- inform its employees and those employee organisations with members in its workplace of the opportunity to comment on the report to the employer or the Agency.

For more information on the notification and access requirements, read [here](#).