



Public report

2019-20

Submitted by

Legal Name: Idameneo (No. 789) Ltd







Organisation and contact details

Submitting organisation details	Legal name	Idameneo (No. 789) Ltd					
	ABN	56004073410					
	ANZSIC	M Professional, Scientific and Technical Services 6961 Corporate Head Office Management Services					
	Business/trading name/s						
	ASX code (if applicable)						
	Postal address	P.O. Box 509					
		ST LEONARDS NSW 2065					
		AUSTRALIA					
	Organisation phone number	0435961830					
Reporting structure	Ultimate parent	Healius Limited					
	Number of employees covered by this report	255					





All organisations covered by this report

Legal name	Business/trading name/s
Idameneo (No. 789) Ltd	
Healius Limited	Healius Limited





Workplace profile

Manager

Managan assurational astagania	Department level to CEO	Francisco estatatos		N	o. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	2	3
Vay managament naraannal		Full-time contract	0	0	0
Key management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-1	Full-time permanent	0	0	0
		Full-time contract	0	0	0
		Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	0	3	3
		Full-time contract	0	0	0
Other executives/General managers		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	0	1
		Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	1	Full-time permanent	2	5	7
		Full-time contract	0	0	0
Senior Managers	-2	Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0





Manager acquiretional actorories	Departing level to CEO	Employment status		N	o. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	4	9	13
		Full-time contract	0	0	0
	-3	Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-3	Full-time permanent	2	7	9
		Full-time contract	0	1	1
		Part-time permanent	1	0	1
		Part-time contract	1	0	1
		Casual	0	0	0
	-4	Full-time permanent	17	14	31
		Full-time contract	0	0	0
Other managers		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	3	6
		Full-time contract	2	3	5
	-5	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			37	49	86

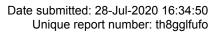




Workplace profile

Non-manager

Non manager equipational estagaries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total amenia va aa
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	35	40	0	0	0	0	75
	Full-time contract	8	9	0	0	0	0	17
Professionals	Part-time permanent	9	1	0	0	0	0	10
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	0	0	0	0	0	1
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	1	0	0	0	0	1
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	1	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	36	11	0	0	0	0	47
	Full-time contract	6	6	0	0	0	0	12
Clerical and administrative	Part-time permanent	0	1	0	0	0	0	1
	Part-time contract	1	1	0	0	0	0	2
	Casual	1	1	0	0	0	0	2
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0







Non manager equipational estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
Non-manager occupational categories	Employment status	F	M	F	M	F	М	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		97	72	0	0	0	0	169





Reporting questionnaire

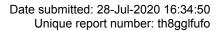
Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2019 to 31 March 2020. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment Yes (select all applicable answers) Policy Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed
1.2	☐ Insufficient resources/expertise ☐ Not a priority Retention
	 Yes (select all applicable answers) □ Policy □ Strategy No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed This is not finalised. Due for completion early 2021 □ Insufficient resources/expertise □ Not a priority
1.3	Performance management processes
	 Yes (select all applicable answers) ☑ Policy ☑ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority







1.4	Promotions
	 Yes (select all applicable answers) Policy Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Not finalised. Due to exceptional circumstances of 2020 this is a work in progress. Insufficient resources/expertise Not a priority
1.5	Talent identification/identification of high potentials
	 Yes (select all applicable answers) ☑ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.6	Succession planning
	 Yes (select all applicable answers) □ Policy □ Strategy No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed 2021 □ Insufficient resources/expertise □ Not a priority
1.7	Training and development
	 Yes (select all applicable answers) Policy Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) ☑ Currently under development, please enter date this is due to be completed This is not finalised. Our values incorporate the essential behaviours linked to gender equality. These values are used as modifiers and have a greater impact on their pay. ☐ Insufficient resources/expertise ☐ Not a priority
1.9	Gender equality overall
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy





☐ No (you may specify why no formal policy or formal strategy is in place)	
Currently under development, please enter date this is due to be complete	d
☐ Insufficient resources/expertise	
☐ Not a priority	

1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	6	5	1
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	13	27
Number of appointments made to NON-MANAGER roles (including promotions)	43	37

1.12 How many employees resigned during the reporting period against each category below?

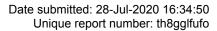
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	9	16	22	13
Permanent/ongoing part-time employees	2	0	3	1
Fixed-term contract full-time employees	0	3	12	11
Fixed-term contract part-time employees	0	0	1	0
Casual employees	0	0	1	0

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

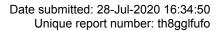
2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.







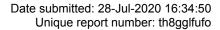
2.1	Please answer the following questions	relating to each governing body cov	vered in this report.
	Note: If this report covers more than o organisation before proceeding to que		v will be repeated for each
	If your organisation's governing body organisation's name BUT the numerical		
2.1a.1	Organisation name?		
	Healius Pty Ltd		
2.1b.1	What gender is the Chair on this gover Chair at your last meeting)?	ning body (if the role of the Chair ro	tates, enter the gender of the
		Female	Male
	Number	0	1
2.1c.1	How many other members are on this	governing body (excluding the Chair	r/s)?
		Female	Male
	Number	2	3
	Currently under development, Insufficient resources/expertise Do not have control over gover Not a priority Other (provide details): Healius' Board of Directors is policy. In addition they set and Board's People and Governan relation to: initiatives to suppo gender diversity, particularly a objectives in relation to diversi Governance Committee ensur suitably qualified and experier	nder balance (e.g. 40% women/40% me please enter date this is due to be come rring body/board appointments (provide responsible for establishing and monitod review the measurable objectives that ace Committee is responsible for making and encourage diversity throughout het Board level; and annual assessment of ty. When identifying candidates for Boares that internal and external assessment of the promote equality and gender diversity promote equality and gender diversity.	pleted e details why): ring the overall diversity strategy and address gender diversity. The grecommendations to the Board in Healius; objectives for addressing of effectiveness of measurable and vacancies, the People and ints of potential candidates includes a part of the interview and selection
2.1g.1	Are you reporting on any other organis	sations in this report?	
	☐ Yes ⊠ No		
2.2	Do you have a formal selection policy organisations covered in this report?	and/or formal selection strategy for (governing body members for ALL
	☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy		
	No (you may specify why no formal se☐ In place for some governing both		gy is in place)







		Lurrently under development, please enter date this is due to be completed Healius' new operating model delayed implementation. New due date for FY2021 Insufficient resources/expertise Do not have control over governing body appointments (provide details why) Not a priority
		Other (provide details):
	2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
		☐ Yes ☑ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
Car	adar	equality indicator 2. Equal remuneration between woman and man
		equality indicator 3: Equal remuneration between women and men
	remune er equali	eration between women and men is a key component of improving women's economic security and progressing ty.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Ye	s (select all applicable answers) ☑ Policy
	□ No	□ Strategy (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise
		☐ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees paid market rate ☐ Not a priority
		Other (provide details):
	3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
		 ☐ Yes (provide details in question 3.2 below) ☑ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) ☐ Currently under development, please enter date this is due to be completed ☐ Salaries set by awards/industrial or workplace agreements
		 ☐ Insufficient resources/expertise ☑ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e.
	☐ Ye	s - the most recent gender remuneration gap analysis was undertaken:
		☐ Within last 12 months ☐ Within last 1-2 years ☐ More than 2 years ago but less than 4 years ago
	⊠ No	☐ Other (provide details): (you may specify why you have not analysed your payroll for gender remuneration gaps)
	<u> </u>	☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise







	qualifi IS roo	☐ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or cations) ☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there m for discretion in pay changes (because pay increases can occur with some discretion such as performance sments)
		 Non-award employees paid market rate Not a priority Other (provide details):
	4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
		At the senior management level, the People and Governance Committee is responsible for making recommendations to the Board about recruitment, remuneration, retention, and termination policies for senior executives. The Committee engages independent external consultants in relation to the remuneration arrangements of Healius' senior management. It is Healius' policy that compensation should be pitched at or about the market median, with performance aligned reward delivering third quartile total reward outcome on achieving stretch performance hurdles. Healius' senior executive incentive plan aims to align the remuneration of senior executives with shareholder value, encourage ongoing and sustained workplace performance, assist in retaining the skills and experience of key executives, link senior executive remuneration to the achievement of performance criteria and conditions over an extended period, and provide opportunities for senior executives to share in the growth and value of Healius. It is Healius' policy to compensate all employees equally, irrespective of gender, on the basis of an individual's role, classification, skills and experience. The majority of employees (casuals, part-time, full-time) are paid under an award or enterprise agreement. For other roles, the policy is to pay in-line with role type, skills and experience, irrespective of gender.
		equality indicator 4: Flexible working and support for employees nily and caring responsibilities
employ support to com	yment f rting er ibine pa	will enable the collection and use of information from relevant employers about the availability and utility of erms, conditions and practices relating to flexible working arrangements for employees and to working arrangements apployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men aid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental ality and to maximising Australia's skilled workforce.
5.		RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having er responsibility for the day-to-day care of a child.
		u provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
	☐ Ye	s. (Please indicate how employer funded paid parental leave is provided to the primary carer):

By paying the gap between the employee's salary and the government's paid parental leave scheme

By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of

By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of

☐ By paying the gap between the employee's salary and the government's paid parental leave scheme ☐ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of

☐ No, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded

No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please

☐ By paying the gap between the employee's salary and the government's paid parental leave scheme

time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks

time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks

time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks

☑ No, not available (you may specify why this leave is not provided)

indicate how employer funded paid parental leave is provided to women ONLY):

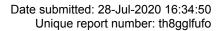
paid parental leave is provided to men ONLY):

As a lump sum payment (paid pre- or post- parental leave, or a combination)

As a lump sum payment (paid pre- or post- parental leave, or a combination)

☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)

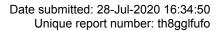
☐ Currently under development, please enter date this is due to be completed







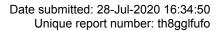
⊠ Other (pr Parental	nent scheme is sufficie iority rovide details): I leave in our corporate	e division is cur			
primary carer. Do you provide EN women, in addition Yes No, we offer paid No, we offer paid	MPLOYER FUNDED p n to any government	paid parental le funded paren ECONDARY CA ECONDARY CA	eave for SE tal leave sc ARERS that ARERS that	CONDARY CARERS heme for secondary is available to men Of is available to women	JLY (e.g. paternity leave) ONLY
Currently Insufficie Governm Not a pri Other (pi	y under development, pent resources/expertise nent scheme is sufficie iority rovide details):	please enter da ent	ate this is du	e to be completed porting period (paid a	and/or unpaid)? Include
	Primary o	carer's leave		Secondary ca	ırer's leave
	Female	Ma	le	Female	Male
Managers	0	0	0		0
	ployees still on parer				eriod (paid and/or unpai
iliciade em		Primary care	er's leave	Secon	darv carer's leave
include em		Primary care	er's leave Male	Secon Female	dary carer's leave
Non-manag	ers 4	-			
Non-manag How many MANAG leave, regardless of linclude tho annual leave or an 'Ceased em	GERS, during the rep of when the leave cor ose where parental lea ny other paid or unpa	Female orting period, mmenced? ave was taken id leave is als	Male 0 ceased em continuous o taken at t	Female 0 ployment before retules sly with any other lead hat time.	Male
Non-manag How many MANAG leave, regardless of linclude tho annual leave or an 'Ceased em	GERS, during the rep of when the leave cor ose where parental lea ny other paid or unpa nployment' means an	Female orting period, mmenced? ave was taken id leave is als	Male 0 ceased em continuous o taken at t	Female 0 ployment before retuined by with any other lead that time. organisation for what	Male 0 urning to work from pare
Non-manag How many MANAG leave, regardless of linclude tho annual leave or an 'Ceased em	GERS, during the rep of when the leave cor ose where parental lea ny other paid or unpa nployment' means an	Female orting period, mmenced? ave was taken id leave is als	Male 0 ceased em continuous o taken at to	Female 0 ployment before retuined by with any other lead that time. organisation for what	Male 0 urning to work from parente type. For example, whatever reason, including
Non-manag How many MANAG leave, regardless of the include inc	GERS, during the rep of when the leave con ose where parental lea ny other paid or unpa nployment' means an undancies and dismis NON-MANAGERS, du ave, regardless of wh ude those where pare ual leave or any other	orting period, mmenced? ave was taken id leave is als yone who has sals.	ceased em continuous o taken at tis exited the Fema rting period commenced s taken con id leave is a	ployment before retusly with any other lead hat time. organisation for what lead to the lead of the le	Male 0 Irning to work from pareleve type. For example, whatever reason, including Male It before returning to work ther leave type. For example, where the teave type. For example, which is the teave type.
Non-manag How many MANAG leave, regardless of the include inc	GERS, during the rep of when the leave cor ose where parental lea ny other paid or unpa nployment' means an undancies and dismis NON-MANAGERS, du ave, regardless of wh ude those where pare ual leave or any other ased employment' me	orting period, mmenced? ave was taken id leave is als yone who has sals.	ceased em continuous o taken at tis exited the Fema rting period commenced s taken con id leave is a	ployment before retusly with any other lead hat time. organisation for what lead to the lead of the le	Male 0 Irning to work from parelive type. For example, whatever reason, including Male It before returning to work ther leave type. For example,







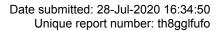
ð.	ро ус	ou nave a formal policy and/or formal strategy on flexible working arrangements?
	☐ Ye	s (select all applicable answers) Policy Strategy
	⊠ No	y (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Don't offer flexible arrangements
		 Not a priority ✓ Other (provide details): Arrangements for integrating and implementing flexible working arrangements vary across Healius' business units according to the composition of its workforce and operational requirements. Many of our services are provided every day of the year, including public holidays and over extended hours, such operations lending
	_	themselves to flexible working arrangements
10.	Do yo	ou have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	⊠ Ye	s (select all applicable answers) ☑ Policy ☑ Strategy
	□ No	you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise
		☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
11.		ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye	
	∐ No	y (you may specify why non-leave based measures are not in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority
		Other (provide details):
	11.1	Please select what support mechanisms are in place and if they are available at all worksites. • Where only one worksite exists, for example a head-office, select "Available at all worksites".
		☐ Employer subsidised childcare ☐ Available at some worksites only ☐ Available at all worksites
		☐ On-site childcare ☐ Available at some worksites only ☐ Available at all worksites
		 ☑ Breastfeeding facilities ☑ Available at some worksites only ☐ Available at all worksites
		☐ Childcare referral services ☐ Available at some worksites only
		☐ Available at all worksites ☐ Internal support networks for parents ☐ Available at some worksites only
		☐ Available at all worksites ☐ Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave when an employee returns from leave)
		 ☐ Available at some worksites only ☐ Available at all worksites ☐ Information packs to support new parents and/or those with elder care responsibilities
		☐ Available at some worksites only☐ Available at all worksites







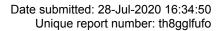
	Referral services to support employees with family and/or caring responsibilities Available at some worksites only Available at some worksites only Available at some worksites only Available at ll worksites Support in securing school holiday care Available at some worksites only Available at all worksites Coaching for employees on returning to work from parental leave Available at some worksites only Available at all worksites Parenting workshops targeting mothers Available at all worksites Parenting workshops targeting fathers Available at some worksites only Available at some worksites only Available at all worksites None of the above, please complete question 11.2 below
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Included in award/industrial or workplace agreements □ Not aware of the need □ Not a priority □ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 Yes (select all applicable answers) Employee assistance program (including access to a psychologist, chaplain or counsellor) Training of key personnel A domestic violence clause is in an enterprise agreement or workplace agreement Workplace safety planning Access to paid domestic violence leave (contained in an enterprise/workplace agreement) Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) Access to unpaid leave Confidentiality of matters disclosed Referral of employees to appropriate domestic violence support services for expert advice Protection from any adverse action or discrimination based on the disclosure of domestic violence Flexible working arrangements Provision of financial support (e.g. advance bonus payment or advanced pay) Offer change of office location Emergency accommodation assistance Access to medical services (e.g. doctor or nurse) Other (provide details): No (you may specify why no other support mechanisms are in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):







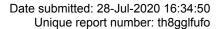
•	flexible hours of work							
_	compressed working weeks							
•	time-in-lieu telecommuting							
•	part-time work							
•	job sharing							
•	carer's leave purchased leave							
•	unpaid leave.							
	ptions may be offered both formally and/or informally. or example, if time-in-lieu is available to women formally but to men informally, you would select NO.							
	✓ Yes, the option/s in place are available to both women and men.✓ No, some/all options are not available to both women AND men.							
14.1	Which options from the list below are available? Please tick the related checkboxes. Unticked checkboxes mean this option is NOT available to your employees.							
		Man	agers	Non-m	anagers			
		Formal	Informal	Formal	Informa			
	Flexible hours of work		\boxtimes					
	Compressed working weeks							
	Time-in-lieu							
	Telecommuting							
	Part-time work							
	Job sharing							
	Carer's leave							
	Purchased leave							
	Unpaid leave							
14.3	You may specify why any of the above option Currently under development, please enter of Insufficient resources/expertise Not a priority Other (provide details): NA		_	employees.				
14.3	☐ Currently under development, please enter of Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):	date this is due	to be completed		ality indicat			
^{14.4}	□ Currently under development, please enter on Insufficient resources/expertise □ Not a priority □ Other (provide details): NA If your organisation would like to provide adplease do so below: equality indicator 5: Consu	date this is due	to be completed	o gender equa				
^{14.4} ider ceri	Currently under development, please enter or Insufficient resources/expertise Not a priority Other (provide details): NA If your organisation would like to provide adplease do so below: equality indicator 5: Consuming gender equality in the vening gender equality gender e	date this is due	to be completed nation relating to	o gender equa	issues			
14.4 Ider Cerr	□ Currently under development, please enter on Insufficient resources/expertise □ Not a priority □ Other (provide details): NA If your organisation would like to provide adplease do so below: equality indicator 5: Consu	date this is due	to be completed nation relating to	o gender equa	issues			







		Not needed (provide details why):
		Insufficient resources/expertise
		□ Not a priority
		Other (provide details):
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		□ Survey
		Consultative committee or group
		☐ Focus groups
		☐ Exit interviews
		☐ Performance discussions
		Other (provide details):
	15.2	Who did you consult?
		☐ Women only
		☐ Men only
		Human resources managers
		Management
		Employee representative group(s)
		Diversity committee or equivalent
		Women and men who have resigned while on parental leave
		Other (provide details):
	45.0	Management of the control of the con
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5,
		please do so below.
Ger	nder	equality indicator 6: Sex-based harassment and discrimination
		on of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace
		Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy
and w	hether t	training of managers on SBH is in place.
16.	Do yo	ou have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	•	. , , , , , , , , , , , , , , , , , , ,
	⊠ Ye	s (select all applicable answers)
		□ Policy
		☐ Strategy
	☐ No	(<u>yo</u> u may specify why no formal policy or formal strategy is in place)
		Currently under development, please enter date this is due to be completed
		Insufficient resources/expertise
		Included in award/industrial or workplace agreement
		Not a priority
		Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal
		policy and/or formal strategy?
		⊠Yes
		No (you may specify why a grievance process is not included)
		Currently under development, please enter date this is due to be completed
		☐ Insufficient resources/expertise
		☐ Not a priority
		Other (provide details):







17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
	_	s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): (you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
	17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:
		Healius is committed to fostering an organisational environment that is free from unlawful workplace harassment, victimisation, vilification, consistent with our values, standards of professional conduct, and legislative requirements. Sexual harassment (including non-sexual or sexually-related behaviours that offend, humiliate or intimidate) is unacceptable behaviour and will not be tolerated by Healius under any circumstances. We understand that sexual harassment can take many forms. Managers are responsible for monitoring the workplace environment to ensure that our policies are being complied with, for modelling

Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

appropriate behaviour, treating complaints seriously and escalating them. Healius has an independent hotline to escalate issues relating to workplace sex-based harassment and discrimination. Policy breaches will be fully investigated and may result in disciplinary action, including termination of employment or engagement.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)





Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 52.5% females and 47.5% males.

Promotions

- 2. 50.0% of employees awarded promotions were women and 50.0% were men
 - i. 25.0% of all manager promotions were awarded to women
 - ii. 83.3% of all non-manager promotions were awarded to women.
- 3. 7.5% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 53.2% of employees who resigned were women and 46.8% were men
 - i. 36.7% of all managers who resigned were women
 - ii. 60.9% of all non-managers who resigned were women.
- 5. 7.5% of your workforce was part-time and 7.4% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- . 0.0% of all women who utilised parental leave ceased employment before returning to work
- ii. N/A men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: Healius' employees will be informed via the intranet (PRIME). CEO sign off confirmation Name of CEO or equivalent: Malcolm Parmenter CEO signature: Date: