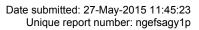




2014-15 public report form submitted by ACON Health Limited to the Workplace Gender Equality Agency

Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	ACON Health Limited 38136883915 9559 Other Interest Group Services n.e.c.
Organisation details	Trading name/s ASX code (if relevant)	ACON
	Postal address	414 Elizabeth Street SURRY HILLS NSW 2010 Australia
	Organisation phone number	(02) 9206 2000
Reporting structure	Number of employees covered in this report submission Other organisations reported on in this	155







Workplace profile Manager

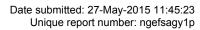
Manager occupational categories	Reporting level to CEO	Employment status		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees		
		Full-time permanent	0	0	0		
		Full-time contract	0	1	1		
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	0	0	0		
	-1	Full-time contract	3	0	3		
Key management personnel		Part-time permanent	0	0	0		
		Part-time contract	1	1	2		
		Casual	0	0	0		
		Full-time permanent	0	1	1		
		Full-time contract	5	9	14		
Senior Managers	-2	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Grand total: all managers	9	12	21				





Non-manager

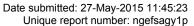
Non-manager occupational Employmer categories status		No. of employees (ex appre	No. of gr appli	aduates (if cable)	No. of apprentices (if applicable)		Total	
categories	status	F	M	F	M	F	М	employees
Professionals Technicians and trade	Full-time permanent	6	15	0	0	0	0	21
	Full-time contract	0	3	0	0	0	0	3
Professionals	Part-time permanent	7	5	0	0	0	0	12
	Part-time contract	4	0	0	0	0	0	4
	Casual	1	2	0	0	0	0	3
	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	6	14	0	0	0	0	20
	Full-time contract	1	3	0	0	0	0	4
Community and personal service	Part-time permanent	8	3	0	0	0	0	11
	Part-time contract	3	0	0	0	0	0	3
Community and personal service	Casual	13	18	0	0	0	0	31
	Full-time permanent	2	2	0	0	0	0	4
	Full-time contract	0	2	0	0	0	0	2
Clerical and administrative	Part-time permanent	2	4	0	0	0	0	6
	Part-time contract	0	2	0	0	0	0	2
	Casual	2	6	0	0	0	0	8
	Full-time permanent	0	0	0	0	0	0	0
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0







Non-manager occupational	Employment status		cluding graduates and ntices)		aduates (if icable)	No. of apprentices (if applicable)		Total employees
Categories		F	M	F	М	F	М	employees
	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
	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
Part- Casular	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		55	79	0	0	0	0	134







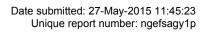
Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

Note: Additional help can be accessed by hovering your cursor over question text.

1 Do you have formal policies or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:

1.1 Recruitment? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.2 Retention? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.3 Performance management processes? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.4 Promotions? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority







 1.5 Talent identification/identification of high potentials? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.6 Succession planning? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.7 Training and development? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No
 No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.8 Resignations? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.9 Key performance indicators for managers relating to gender equality? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority





 ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy
Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:
1.12 Should you wish to provide additional information on any of your responses under Gender equality indicator 1, please do so below:
Gender equality indicator 2: Gender composition of governing bodies
 Does your organisation, or any organisation you are reporting on, have a governing body/board? ☑ Yes ☐ No
2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, enter the gender

include what percentage target has been set relating to the representation of women, and the year the target is to be reached.

IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition NUMBERS of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number

from 0-100 in the '% Target' column and a date in the format of YYYY in the 'Year to be

composition (in numbers, not percentages) of that governing body/board; and where in place,

reached' column.

Organisation		Gender and NUMBER (NOT percentage) of chairperson/s		NUMB percei othe	der and ER (NOT ntage) of r board mbers	% target for representation of women on each board	Year to be reached
	name	F	M	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)
1	ACON Health Ltd	0	1	3	11	0	
2							
3							
4							





	Organisation name	Gender and NUMBER (NOT percentage) of chairperson/s		NUMBER NUMBER (NOT percentage) of other board			Year to be reached
		F	M	F	М	enter a percentage number from 0-100)	format; if no target has been set, leave blank)
5							,
6							
7							
8							
9							
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
25							
26							
27							
28							
29							





Organisation		Gender and NUMBER (NOT percentage) of chairperson/s		NUMB percei othe	der and ER (NOT ntage) of r board mbers	% target for representation of women on each board	Year to be reached
	name	F	M	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)
30							

									leave	e Dialik)
20										
30										
tick	If you have organisation lis the box confirm /es, the data pr	ted as ha	aving a go s an accu	overning b rate NUM	oody/ 1BEF	board i k, and N	in th	e table in o	question 2 NTAGE.	
	2.2 For any governing bodies/boards where a target relating to the representation of women has not been set, you may specify why below: Governing body has gender balance (e.g. 40% women/40% men/20% either) Currently under development Insufficient human resources staff Don't have expertise Do not have control over board appointments (provide details why):									
	Not a priority Other (provide d	letails):								
	☐ Policy is ☐ Standal ☐ Strategy	ers for AL one police one strate	L organis y ed within egy ained with verning be lopment esources s over board	ations co another p in anothe odies	vered policy r stra	d in this	s rep	oort?		erning
fema Deta worl	Partnership rporated entity ale and male ed ails of your man oplace profile. If position in ques	(i.e. Pty l quity part laging pa f you hav	Ltd, Ltd oi ners (exc irtner sho re a separ	r Inc)). Fo luding the uld be inc	or par e mar clude	tnershi naging d sepai body/b	ps, part rate ooar	please ent ner) in the ly in the Cl d of directo	er the tota following EO row of ors, pleas	al number of table. your e enter its
						Full- time femal)	Part- time females	Full- time males	Part- time males
E p	Equity partners ersonnel (KMPs	who AREs) (exclud	E key mar	nagement managin	; g					

Page	9	of	1	6



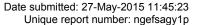


Full- time females	Part- time females	Full- time males	Part- time males
	time	time time	time time time

2.5 Should you wish to provide additional information on any of your responses under Gender equality indicator 2, please do so below:

Gender equality indicator 3: Equal remuneration between women and men
3 Do you have a formal policy or strategy on remuneration generally?☐ Yes
Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No
 No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise
 No, salaries set by awards or industrial agreements No, non-award employees paid market rate No, not a priority No, other (provide details):
4 Has a gender remuneration gap analysis been undertaken? Yes. When was the most recent gender remuneration gap analysis undertaken? Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details):
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications) No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) No, non-award employees are paid market rate No, not a priority No, other (provide details):

4.2 Should you wish to provide additional information on any of your responses under Gender equality indicator 3, please do so below:







Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers?	
Yes No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement No, not a priority No, other (provide details):	
5.1 Please indicate the number of weeks of employer funded parental leave that are provided for primary carers. 18	
How is employer funded paid parental leave provided to the primary carer? By paying the gap between the employee's salary and the government's paid parental eave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks	
As a lump sum payment (paid pre- or post- parental leave, or a combination) Do you provide employer funded paid parental leave for SECONDARY CARERS, is addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater Yes, less than one week No	in
No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement No, not a priority No, other (provide details):	
3.1 Please indicate the number of weeks of employer funded parental leave that are	

7 How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period?

Primary carer's leave Secondary carer's leave
Female Male Female Male

Managers

O 0 0 0

2

provided for secondary carers.

Non-managers

8 What proportion of your total workforce has access to employer funded paid parental leave?

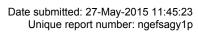
0

0

	Primary carer's leave	Secondary carer's leave
%	100	100

9 Do you have a formal policy or formal strategy on flexible working arrangements?

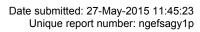
0







\boxtimes Yes	
	Standalone policy
	☐ Policy is contained within another policy
	☐ Standalone strategy
	☐ Strategy is contained within another strategy
☐ No	
☐ No,	currently under development
☐ No,	insufficient human resources staff
☐ No,	included in workplace agreement
☐ No,	don't have expertise
☐ No,	don't offer flexible arrangements
☐ No,	not a priority
☐ No,	other (provide details):
10	Do you have a formal policy or formal strategy to support employees with family and
	responsibilities?
Yes	
	Standalone policy
	Policy is contained within another policy
	Standalone strategy
	Strategy is contained within another strategy
∐ No	
	currently under development
=	insufficient human resources staff
	included in workplace agreement
	don't have expertise
	don't offer flexible arrangements
	not a priority
∐ No,	other (provide details):
11	Do you have any non-leave based measures to support employees with family and
caring i	responsibilities?
Yes	
$oxed{\boxtimes}$ No	
☐ No,	currently under development
☐ No,	insufficient human resources staff
☐ No,	don't have expertise
	not a priority
☐ No,	other (provide details):
12	Do you have a formal policy or formal strategy to support employees who are
	encing family or domestic violence?
⊠ Yes	
	☐ Standalone policy
	Policy is contained within another policy
	Standalone strategy
	Strategy is contained within another strategy
□No	
_	currently under development
	insufficient human resources staff
=	included in workplace agreement
	not aware of the need
_	don't have expertise
	not a priority
	other (provide details):

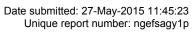






Other than a policy or strategy, do you have any measures to support employees who are experiencing family or domestic violence? ☐ Yes - please indicate the type of measures in place (more than one option can be selected): ☐ Employee assistance program ☐ Access to leave ☐ Training of human resources (or other) staff ☐ Referral to support services ☐ Other (provide details): ☐ No								
 No, currently under development No, insufficient human resources staff No, not aware of the need No, don't have expertise No, not a priority No, other (provide details): 								
14 Please ti conditions or pra indicates that a p	ctices are	available to employmen	o your em t term, co	ployees (pl	lease note	not in place	cking a bo	
	For	Mana male	agers	ale	For	Non-ma nale		ale
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours of work								
Compressed working weeks								
Time-in-lieu								
Telecommuting		\boxtimes		\boxtimes		\boxtimes		\boxtimes
Part-time work								
Job sharing								
Carer's leave	\boxtimes				\boxtimes		\boxtimes	
Purchased leave								
Unpaid leave								
14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below: Additional personal leave is available to employees with a chronic health condition. 14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below: Currently under development Insufficient human resources staff Don't have expertise Not a priority Other (provide details):								

14.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 4, please do so below:

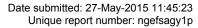






Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

workpla ⊠ Yes	Have you consulted with employees on issues concerning gender equality in your ce?
☐ No ☐ No, r	not needed (provide details why):
☐ No, o	insufficient human resources staff don't have expertise not a priority other (provide details):
workpla Surv Cons Focu Exit	How did you consult with employees on issues concerning gender equality in your ce (more than one option can be selected)? ey sultative committee or group is groups interviews ormance discussions er (provide details):
All st Wor Men Hum Man: Emp Dive Wor	nen only
	Should you wish to provide additional information on any of your responses under equality indicator 5, please do so below:
Gender	equality indicator 6: Sex-based harassment and discrimination
	Do you have a formal policy or formal strategy on sex-based harassment and nation prevention? Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
☐ No, i ☐ No, i	currently under development insufficient human resources staff included in workplace agreement don't have expertise



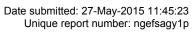




No, not a priorityNo, other (provide details):
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy? ☐ Yes ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority ☐ No, other (provide details):
17 Does your workplace provide training for all managers on sex-based harassment and discrimination prevention? ☑ Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected): ☑ At induction ☐ At least annually ☑ Every one-to-two years ☐ Every three years or more ☐ Varies across business units ☐ Other (provide details):
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):
17.1 Should you wish to provide additional information on any of your responses under Gender equality indicator 6, please do so below: All staff, not just managers, received training in EEO, and prevention of bullying and sexual harassment.

Other

Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)







Notification and access

List of employee organisations	ASU
CEO sign off confirmation	
Name of CEO or equivalent	Nicolas Parkhill
Confirmation CEO has signed the report	Yes
CEO Signature:	Date: