



2013-14 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	130





Workplace profile Manager

Manager occupational categories	Reporting level to CEO	Employment status		No. of employees			
			F	M	Total employees		
CEO/Head of Business in Australia	0	Full-time permanent	0	0	0		
		Full-time contract	0	1	1		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Key management personnel	-1	Full-time permanent	0	0	0		
		Full-time contract	4	0	4		
		Part-time permanent	0	0	0		
		Part-time contract	1	1	2		
		Casual	0	0	0		
Senior Managers	-2	Full-time permanent	1	1	2		
		Full-time contract	3	7	10		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Grand total: all managers	_		9	10	19		





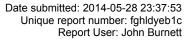
Non-manager

Non-manager occupational categories	Employment status		cluding graduates and ntices)	No. of gr appli	aduates (if cable)	No. of app appli	Total employees	
		F	M	F	M	F	M	, ,
Professionals	Full-time	4	10	0	0	0	0	14
	permanent							
	Full-time contract	1	2	0	0	0	0	3
	Part-time	7	4	0	0	0	0	11
	permanent							
	Part-time	1	0	0	0	0	0	1
	contract							
	Casual	1	0	0	0	0	0	1
Technicians and trade	Full-time permanent	0	1	0	0	0	0	1
	Full-time contract	0	0	0	0	0	0	0
	Part-time	0	1	0	0	0	0	1
	permanent							
	Part-time	0	0	0	0	0	0	0
	contract			_				
	Casual	0	0	0	0	0	0	0
Community and personal service	Full-time permanent	6	14	0	0	0	0	20
Service	Full-time contract	0	1	0	0	0	0	1
	Part-time	12	3	0	0	0	0	15
	permanent							
	Part-time	5	0	0	0	0	0	5
	contract						<u> </u>	
	Casual	1	1	0	0	0	0	2
Clerical and administrative	Full-time permanent	4	4	0	0	0	0	8
	Full-time contract	2	1	0	0	0	0	3
	Part-time	5	4	0	0	0	0	9
	permanent							
	Part-time contract	0	0	0	0	0	0	0
	Casual	9	7	0	0	0	0	16
Sales	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0





Non-manager occupational categories	Employment status		cluding graduates and ntices)	No. of gr appl	aduates (if icable)	No. of application	Total employees	
		F	M	F	M	F	М	
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Machinery operators and drivers	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	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
Labourers	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	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
Others	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	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		58	53	0	0	0	0	111







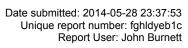
1.5

Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

1 SUPPC	Do you have formal policies or formal strategies in place that SPECIFICALLY DRT GENDER EQUALITY in relation to:
☐ No, ☐ No,	Recruitment? Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority
1.2 Yes No No, No,	Retention? Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise
 No, 1.3 Yes No No, No, No, No, 	Performance management processes? Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise
1.4 Yes No No, No, No, No,	Promotions? Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority

Talent identification/identification of high potentials?







Yes	·
	 ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.6 ⊠ Yes	Succession planning?
	 ☐ Standalone policy ☐ Policy is contained within another policy ☑ Standalone strategy ☐ Strategy is contained within another strategy
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.7 ⊠ Yes	Training and development?
⊠ res	☐ Standalone policy ☑ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
□ No	currently under development
☐ No, ☐ No,	insufficient human resources staff don't have expertise not a priority
1.8 ⊠ Yes	Resignations?
<u> </u>	☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.9 ☐ Yes	Key performance indicators for managers relating to gender equality?
	☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.10	Gender equality overall?





⊠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, 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:
Gender equality indicator 2: Gender composition of governing bodies
Does your organisation, or any organisation you are reporting on, have a governing body/board? (If you answered no, you will only be required to answer question 2.4, if applicable) ☐ Yes ☐ No
2.1 Please complete the table below. List the names of organisations on whose

2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, also indicate the gender composition of that governing body/board; and where in place, include what gender composition target has been set 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 future date in the format of YYYY in the ' Year to be reached' column.

	Organisation name	Chairperson			Board members		Year to be reached
		F	М	F	М		
1	ACON Health Ltd		1	3	11	0	
2							
3							
4							
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 2.2 For any governing bodies/boards where gender composition targets have not beer 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 Don't have control over board appointments (provide details why):
☐ Not a priority☐ Other (provide details):
2.3 Do you have a formal selection policy or formal selection strategy for governing body/board members for ALL organisations covered in this report? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, in place for some governing bodies No, currently under development No, insufficient human resources staff No, do not have control over board appointments (provide details why):
 No, don't have expertise No, not a priority No, other (provide details):

2.4 If your organisation, or any organisation you are reporting on, is a partnership please enter the total number of male and female EQUITY PARTNERS in the following table (if your managing partner is also an equity partner enter those details separately in the relevant row





below). If you have a separate governing body/board of directors, please enter its composition in 2.1

	F	M
Managing partner		
Other equity partners		

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):
3.2 If you answered yes to question 3.1, please provide details on what gender pay equity objectives are included in your formal policy or formal strategy, and include timeframes for achieving these objectives:
4 Has a gender remuneration gap analysis been undertaken? Yes - please indicate when this analysis was most recently undetaken 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 set by awards or industrial agreements No, non-award employees paid market rate No, not a priority No, other (provide details):
Gender equality indicator 4: Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities
5 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,☐ No,☐ No,		an resources staff neme is sufficient to implement				
5.1 provide 18	Please indicated for primary ca		eks of employ	er funded paid parer	ntal leave that are	
	5.2 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 leave 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 parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater Yes, less than one week 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) Please indicate the number of weeks of employer funded parental leave that are						
2	d for secondary		agoro, and for	nale and male non-m	nanagara haya	
,		paid and/or unpaid	d) during the la	ast reporting period?		
		Primary care Female	r's leave Male	Secondary ca Female	rer's leave Male	
N	lanagers	0	0	0	0	
Non	ı-managers	1	0	0	0	
8 leave?			oforce has acc	ess to employer fund		
%	Primar	ry carer's leave		Secondary carer's 100	leave	
/0				100		
9 □ Yes	Standalone Policy is col	policy ntained within anot	her policy	on flexible working a	rrangements?	





 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 caring responsibilities? ☐ 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, not a priority No, other (provide details):
Do you have any non-leave based measures to support employees with family and caring responsibilities? ☐ Yes ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority ☐ No, other (provide details):
11.3 Please provide details of any other non-leave based measures that are in place and at which worksites they are available:
Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? ☐ 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, not aware of the need No, don't have expertise No, not a priority No, 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: ✓ Employee assistance program ✓ Access to leave ✓ Training of human resources (or other) staff ✓ 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): 								
Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):								
indicates that a po	articulai ei		agers	illion or pra	Clice is no		anagers	
	Fei	male	_	ale	Non-managers Female Male			
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours of work	\boxtimes		\boxtimes				\boxtimes	
Compressed working weeks								
Time-in-lieu	\boxtimes		\boxtimes		\boxtimes		\boxtimes	
Telecommuting								
Part-time work	\boxtimes				\boxtimes			
Job sharing								
Carer's leave					\boxtimes			
Purchased leave					\boxtimes			
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: 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):								

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





workplace? Yes No, not needed (provide details why):
 No, insufficient human resources staff No, don't have expertise No, not a priority No, 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 What categories of employees did you consult? ☐ All staff ☐ Women only ☐ Men only ☐ Human resources managers ☐ Management ☐ Employee representative group(s) ☐ Diversity committee or equivalent ☐ Other (provide details):
Gender equality indicator 6: Sex-based harassment and discrimination
16 Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention? ⊠ 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, not a priority No, 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





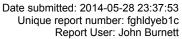
	t a priority ner (provide details):
discrimina Yes - p	oes your workplace provide training for all managers on sex-based harassment and ation prevention? blease indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years Varies across business units Other (provide details):
☐ No, ins ☐ No, do ☐ No, no	rrently under development sufficient human resources staff on't have expertise t a priority ner (provide details):

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. (Please note that any information you provide here will appear in your public report)

All staff, not just managers, receive training in preventing sexual harassment.

19 You may provide additional details on any information provided in the report below.







Notification and access

List of employee organisations

CEO sign off confirmation

Name of CEO or equivalent	Nicolas Parkhill
Confirmation CEO has signed the report	Yes