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11 August 2023

CERTIFICATE OF COMPLIANCE WITH THE WORKPLACE GENDER EQUALITY ACT 2012

I am pleased to advise that Resthaven Incorporated (ABN: 79976580833) is **compliant** with the *Workplace Gender Equality Act 2012* (Act) for the 2022-23 reporting period.

This certificate forms your **notice of compliance with the Act** until replaced with a new certificate of compliance for the next reporting period.

A handwritten signature in black ink that reads "Mary Wooldridge".

Mary Wooldridge
Chief Executive Officer

Workplace Profile Table

Industry: Residential Care Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	51	17	0	0	68
	Full-time contract	1	0	0	0	1
	Part-time permanent	4	0	0	0	4
	Part-time contract	1	0	0	0	1
Professionals	Full-time permanent	88	21	0	0	109
	Full-time contract	2	2	0	0	4
	Part-time permanent	167	27	0	0	194
	Part-time contract	2	1	0	0	3
	Casual	50	5	0	0	55
Technicians And Trades Workers	Full-time permanent	6	18	0	0	24
	Full-time contract	1	1	0	0	2
	Part-time permanent	6	9	0	0	15
	Casual	1	3	0	0	4
Community And Personal Service Workers	Full-time permanent	91	16	0	0	107
	Full-time contract	17	1	0	0	18
	Part-time permanent	1,074	190	0	0	1,264
	Part-time contract	8	1	0	0	9
	Casual	803	179	0	0	982
Clerical And Administrative Workers	Full-time permanent	111	19	0	0	130
	Full-time contract	17	2	0	0	19
	Part-time permanent	82	5	0	0	87
	Part-time contract	8	1	0	0	9
	Casual	3	2	0	0	5
Labourers	Full-time permanent	0	17	0	0	17
	Part-time permanent	0	4	0	0	4

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

** Total employees includes Non-binary

Workplace Profile Table

Industry: Residential Care Services

		No. of employees		
Manager category	Employment status	F	M	Total*
CEO	Full-time permanent	0	1	1
GM	Full-time permanent	4	1	5
SM	Full-time permanent	7	4	11
OM	Full-time permanent	40	11	51
	Full-time contract	1	0	1
	Part-time permanent	4	0	4
	Part-time contract	1	0	1

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Residential Care Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	2	0	2
			Managers	1	1	2
			Non-managers	36	6	42
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	8	4	12
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	42	3	45
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	0	2
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	24	2	26
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	4	0	4
			Non-managers	23	5	28
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	5	0	5
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	36	8	44
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	0	2
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	31	7	38
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1
			Managers	8	1	9
			Non-managers	89	27	116
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	33	6	39
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	298	84	382
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	17	3	20
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	557	166	723

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Residential Care Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	1	2	3
			Managers	4	1	5
			Non-managers	84	22	106
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	19	6	25
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	254	37	291
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	12	0	12
	N/A	Casual	CEO, KMPs, and HOBs	1	0	1
			Managers	0	0	0
			Non-managers	442	146	588
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	6	0	6
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	5	0	5
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	63	0	63
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	13	0	13
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	0	2	2
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	6	6
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Residential Care Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	4	0	4
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

WGEA Reporting Industry Benchmark Report

Submission Group

Name: Resthaven Incorporated 22-23

Program: 2022 - 23 Gender Equality Reporting

Number of Employees: 3,135

Comparison Group

Industry name: 8601 - Aged Care Residential Services

Employee range: 1000-4999

About this report

- This Industry Benchmark Report is a comparative summary from your 2022-23 submission to the Workplace Gender Equality Agency's (WGEA) annual Gender Equality Reporting.
- The Industry Comparison Group is generated by a combination of the Australian and New Zealand Standard Industrial Classification (ANZSIC) industry class and equivalent sized organisations. ANZSIC is the national framework for classifying industries according to the primary activities of organisations.
- If there are fewer than 5 employers in your ANZSIC class, your Industry Comparison Group comprises employers in your Industry division and equivalent sized organisations.
- It is helpful to read this report in conjunction with your 2022-23 WGEA Executive Summary, which details your performance against each Gender Equality Indicator.
- Your Submission Group is determined by your management and may include a number of entities in your corporate structure.

Your new obligations

Under the *Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023* and associated Legislative Instruments:

- This report, along with the WGEA Executive Summary of your organisation's performance, must be shared with your governing body, e.g., your board.
- Employers with 500 or more employees must have a policy or strategy covering each of the six Gender Equality Indicators from April 2024.

How to use this report

This Industry Benchmark Report provides a snapshot of your performance on workforce composition, the gender pay gap and parental leave compared to your Industry Comparison Group. It enables you to:

- identify priorities for action, as part of your organisation's gender equality strategy, and
- monitor your progress on workplace gender equality, relative to comparable organisations.

You can also **compare your performance with your industry or other organisations**, such as specific industry peers, using WGEA's Data Explorer on the WGEA website or WGEA's annual Gender Equality Scorecard. The 2022-23 gender equality census national and industry results will be released in late 2023.

Gender Pay Gap (GPG)

What is the gender pay gap?

The gender pay gap is the difference in average earnings between women and men in the workforce. It is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay.

The gender pay gap is a useful proxy for measuring and tracking gender equality across a nation, industry or within an organisation. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

Your Gender Pay Gap comparison

Your average total remuneration GPG is **0.5%** and the Industry Comparison Group is **5.1%**.

A positive percentage indicates men are paid more on average than women. A negative percentage indicates women are paid more on average than men.

Your gender pay gap compared to the Industry Comparison Group

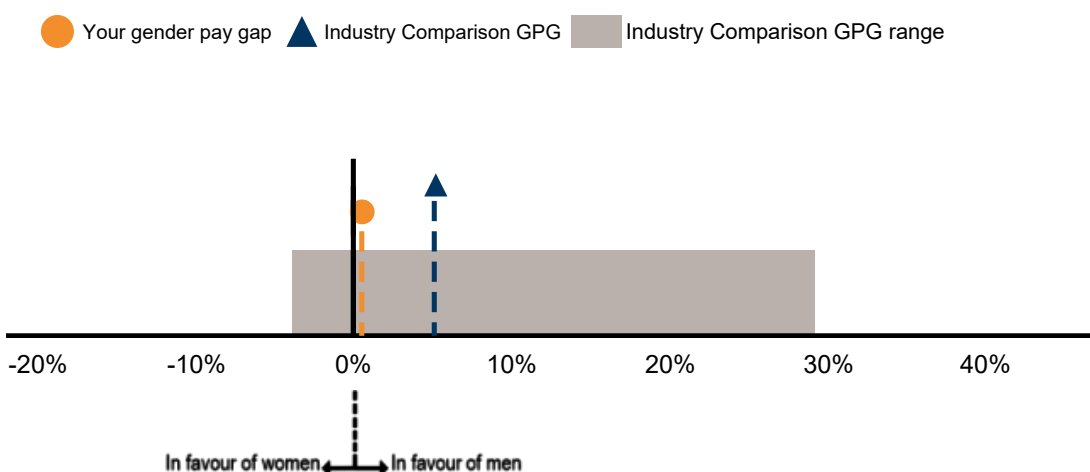
	Your organisation	Industry Comparison
Average (mean) total remuneration	0.5%	5.1%
Median total remuneration	0.8%	2.6%
Average (mean) base salary	0.2%	5.4%
Median base salary	0.5%	4.4%

Note:

- Part-time/casuals/part-year employees are annualised to full-time equivalent.
- The 2022-23 gender pay gap calculation does not include voluntary salary data submitted for CEO, Head of Business(es), Overseas managers and Casual managers. It also excludes employees who did not receive any payment during the reporting period.
- Employees identified as non-binary are excluded while the Agency establishes the baseline level for this new information.

Your GPG relative to other employers

The chart below shows the average and the range of gender pay gaps for your Industry Comparison Group compared to your gender pay gap.



Gender pay gap by occupational group, over time

The chart below shows:

- your average total remuneration gender pay gap for manager category and non-manager occupations over the last 3 years;
- how your gender pay gap compares with the Industry Comparison Group average GPG, for those categories/occupations; and
- the average gender pay gap for your Industry Comparison Group in the most recent year.

The aspiration is to remove the gender pay gap in favour of men or women, so for the purposes of this table, a GPG closer to zero is considered better.

Green boxes indicate your gender pay gap is better than the average for the Industry Comparison Group. Red boxes indicate your gender pay gap is equal to or worse than the average for the Industry Comparison Group.

Indicates your GPG is further from zero than the average for the industry comparison group.

Indicates your GPG is closer to zero than the average for the industry comparison group.

Managers

Roles	2020 - 21	2021 - 22	2022 - 23	Industry Comparison Group GPG for 2022 - 23
All Managers	-0.3%	-11.9%	2.8%	13.4 %
Key Management Personnel	15.0%	10.5%		
Other Executives/General Managers			13.0%	19 %
Senior Managers	-1.4%	-9.9%	-9.3%	7 %
Other Managers	-6.3%	-13.6%	0.3%	3.8 %

Non-Managers

Roles	2020 - 21	2021 - 22	2022 - 23	Industry Comparison Group GPG for 2022 - 23
Overall Non-Managers	0.5%	5.3%	-0.4%	1 %
Professionals	-0.6%	-35.8%	-0.8%	2.6 %
Technicians and Trade	1.9%	55.0%	2.2%	12.2 %
Community and Personal Service	1.1%	4.7%	1.4%	-0.3 %
Clerical and Administrative	17.5%	12.8%	0.3%	8.2 %

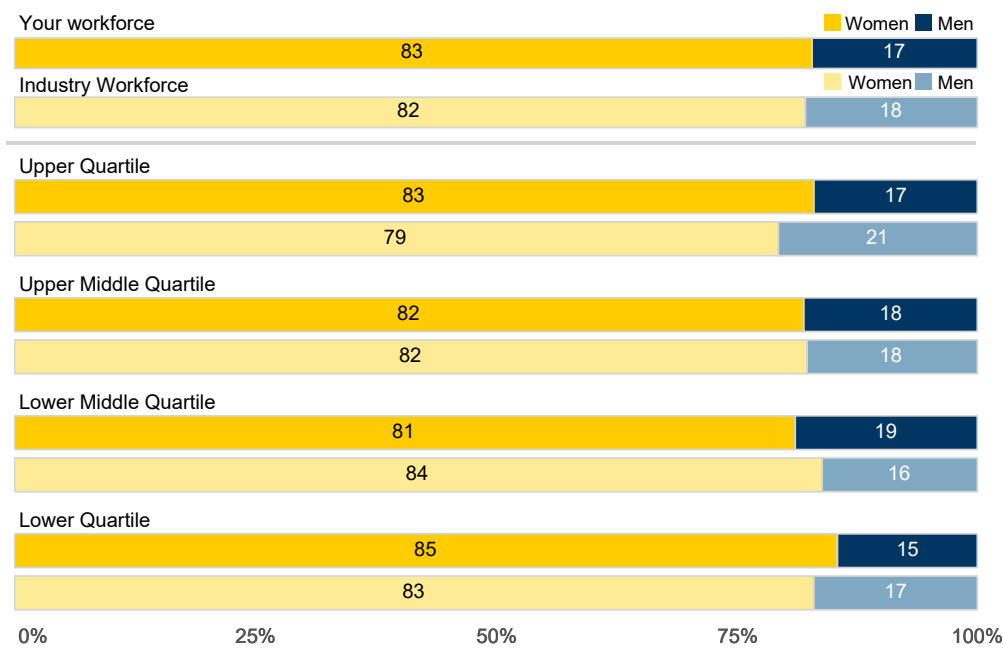
Note:

- Roles are not shown if there is only one gender represented in that role.
- Blank squares are shown when the role is not available in that reporting year.

Gender composition by pay quartile

The chart below divides your workforce into four equal quartiles of employees by total remuneration full-time equivalent pay. The number in each pay quartile represents the proportion of employees of each gender. Your workforce is shown in the top bar, with darker shading. The Industry Comparison Group gender composition for each quartile is shown in the second bar with lighter shading.

A disproportionate concentration of men in the upper quartiles and/or women in the lower quartiles can drive a positive gender pay gap.



Gender Equality Indicators

WGEA collects data on six Gender Equality Indicators (GEIs) to support employers to assess and drive gender equality in their workplaces. The GEIs represent the key areas where workplace gender inequality persists and where progress towards gender equality can be achieved through focussed action.

The data in this section of the report makes comparisons for GEI 1 – Workforce composition, GEI 2 – Gender balance of governing bodies and GEI 4 where it relates to parental leave. The data on these GEIs for your organisation compared to your Industry Comparison Group is selected because of the significant affect these GEIs have on the gender pay gap.

Workforce Composition

Gender segregation remains persistent in Australia, by industry, occupation and management category. This disparity can be a key driver of your gender pay gap.

Gender composition by role

The following table shows the proportion of women and men in your workforce by manager/non-manager role compared to your Industry Comparison Group.

	Your workforce		Industry Comparison Group	
	Women	Male	Women	Men
Managers	77%	23%	70%	30%
Non-Managers	83%	17%	83%	17%

Workforce gender composition by employment status

Part-time and casual roles are often lower paid. An imbalance in the composition of employees in these roles can be a significant driver of the gender pay gap.

The following table shows the proportion of women and men who work full-time, part-time and casually in your organisation compared with your Industry Comparison Group.

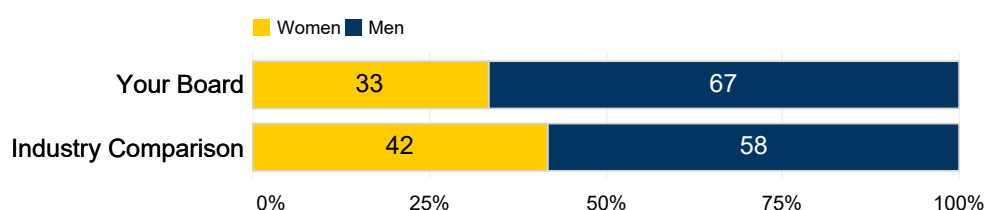
	Your workforce		Industry Comparison Group	
	Women	Male	Women	Men
Full-time	77%	23%	71%	29%
Part-time	85%	15%	85%	15%
Casual	82%	18%	82%	18%

Gender composition of the governing body

A more balanced gender composition of a governing body has been shown to have broader effects on workplace gender equality outcomes and improved company performance.

The following chart shows the gender split of all members of your board(s) or governing body(ies) (Chair and Members) compared to your Industry Comparison Group.

Gender composition of governing bodies



Note: If you have more than one governing body in your submission group, this represents the aggregate composition of all your unique governing bodies. The industry comparison group draws on all the unique governing bodies in the comparison group.

Parental Leave policies

When employee benefits are accessible and utilised equitably by men and women, it leads to a more gender-equal workplace culture, increased productivity, reduced absenteeism, and increased retention.

More gender equal uptake of parental leave can also reduce your gender pay gap.

Comparative paid parental leave policies

The following table shows the details of your parental leave policy against that of your Industry Comparison Group.

Policy Area	Your Organisation	Industry Comparison
Offer Paid Parental Leave	Y	88%
Average Weeks offered	6.0	8.6
Superannuation Paid	N	74%

Key terms and definitions:

Base salary: is an employee's regular salary excluding superannuation, overtime, bonuses and other additional payments.

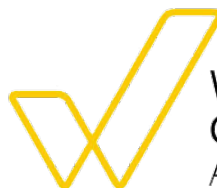
Median gender pay gap: is the middle value after sorting the gender pay of organisations in the comparison group from lowest to highest. If the number of comparison groups is an even number, the median is the average of the two middle values.

Submission group: is a group of legal entities from the same corporate group that have similar gender equality policies and strategies and therefore choose to report to WGEA as one group.

Total remuneration: includes all remuneration for an employee, including base salary, superannuation, overtime, bonuses and other additional payments.



Australian Government



**Workplace
Gender Equality
Agency**



2022 - 23 Gender Equality Reporting

Submitted By:

Resthaven Incorporated 79976580833

#Workplace Overview

Policies and Strategies

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

Recruitment: Yes

Policy

Retention: Yes

Strategy

Performance management processes: Yes

Policy

Promotions: Yes.

Policy

Talent identification/identification of high potentials: YesStrategy

Succession planning: Yes

Strategy

Training and development: Yes

Policy; Strategy

Key performance indicators for managers relating to gender equality: NoNot aware of the need

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

YesPolicy

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

Governing Bodies

Organisation: Resthaven Incorporated

1.Name of the governing body: Resthaven Incorporated Board

2.Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	3	5	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

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

Selected value:

Other

Other value: Equal representation of male and female

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

No

Selected value: Not aware of the need

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

Whilst the distribution of gender was in favour for Male at the snap shot date (31/03/2023), the composition is now 5 male and 5 female board members.

#Action on gender equality

Gender Pay Gaps

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

Yes

Policy; Strategy

1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

No Salaries set by awards/industrial or workplace agreements; Non-award employees paid market rate

2. What was the snapshot date used for your Workplace Profile?

2023-03-31

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

Employer action on pay equality

Date Created: 30-05-2023

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

Non-award employees paid market rateSalaries for SOME 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)

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

1.1 How did you consult employees?

Consultative committee or group; Focus groups; Exit interviews; Survey;
Performance discussions

1.2 Who did you consult?

ALL staff

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No

Not aware of the need

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Shareholder:

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

No

Date Created: 30-05-2023

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

The Board are provided detailed reports on gender equity along with many other diversity metrics. The information that is provided in the Executive Summary and Benchmark reports are shared through other reporting mechanisms.

#Flexible Work

Flexible Working

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

Yes

Policy; Strategy

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

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

Yes

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

Yes

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

No

Not aware of the need

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

Yes

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Not aware of the need

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

No

Not aware of the need

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel

Yes

Leaders are held accountable for improving workplace flexibility

No

Not aware of the need

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

No

Not aware of the need

Targets have been set for men's engagement in flexible work

No

Not aware of the need

Team-based training is provided throughout the organisation

No

Not aware of the need

Other: No

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

Carer's leave: Yes

SAME options for women and men Formal options are available

Compressed working weeks: Yes

SAME options for women and men Informal options are available

Date Created: 30-05-2023

Flexible hours of work: Yes

SAME options for women and men Formal options are available; Informal options are available

Job sharing: Yes

SAME options for women and men

Formal options are available; Informal options are available

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: Yes

SAME options for women and men Informal options are available

Remote working/working from home: Yes

SAME options for women and men

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes

SAME options for women and men Formal options are available; Informal options are available

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

Yes

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

Yes, women and men

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

#Employee Support

Paid Parental leave

1. **Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**

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

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

Paid partner leave must be taken immediately upon the birth or adoption of the child

Support for carers

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

Yes

Policy

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

- 2.1. Employer subsidised childcare

No

Not aware of the need

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

No

Not aware of the need

- 2.3. Breastfeeding facilities

Yes

Available at SOME worksites

- 2.4. Childcare referral services

No

Not aware of the need

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

No

Not aware of the need

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

Yes

Available at ALL worksites

- 2.7. Internal support networks for parents

No

Not aware of the need

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

Yes

Available at ALL worksites

- 2.9. Parenting workshops targeting fathers

No

Not aware of the need

2.10. Parenting workshops targeting mothers

No

Not aware of the need

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

Yes

Available at SOME worksites

2.12. Support in securing school holiday care

No

Not aware of the need

2.13. On-site childcare

No

Not aware of the need

2.14. Other details: No

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

Sexual harassment, harassment on the grounds of sex or discrimination

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

Yes

Policy

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

Yes

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

All Non-Managers

Yes

Voluntary question: All Non-Managers

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

Family or domestic violence

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

Yes

Policy

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

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

Yes

Confidentiality of matters disclosed

Yes

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

Yes

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

Yes

Emergency accommodation assistance

No

Not aware of the need

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

No

Not aware of the need

Flexible working arrangements

Yes

Offer change of office location

Yes

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

No

Not aware of the need

Training of key personnel

Yes

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

Yes

Workplace safety planning

Yes

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

No

Currently under development

Estimated Completion Date:

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

Yes

Is the leave period unlimited?

No

Number of days:

10

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

Yes

Date Created: 30-05-2023

Is the leave period unlimited?

No

Number of Days:

5

Access to unpaid leave

Yes

Is the leave period unlimited?

No

Number of days:

20

Provide Details: No

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