



# Workplace Gender Equality Report

2022 - 2023



# REPORTING OVERVIEW

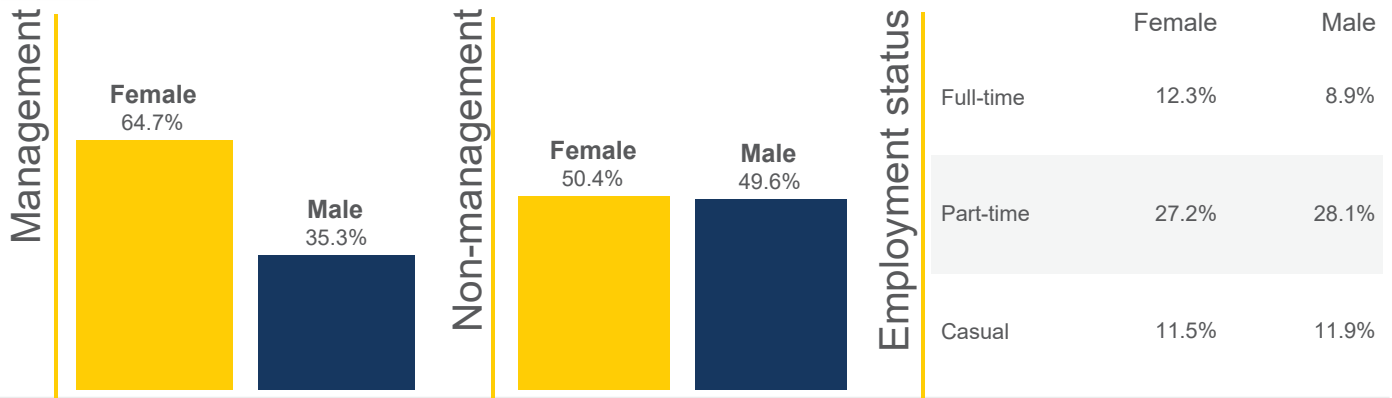
Westhaven Ltd 22-23  
764 employees

This Reporting Overview summarises your organisation's responses in the 2022 - 2023 Gender Equality Report, submitted in accordance with the Workplace Gender Equality Act 2012, against key areas where workplace gender inequality persists. The Gender Strategy Toolkit ([www.wgea.gov.au/tools/gender-strategy-toolkit](http://www.wgea.gov.au/tools/gender-strategy-toolkit)) provides comprehensive guidance to support organisations to take action on workplace gender equality.



## Workforce composition

Women are often underrepresented in leadership roles and overrepresented in lower-level roles.



## Employee growth\* and promotion by gender

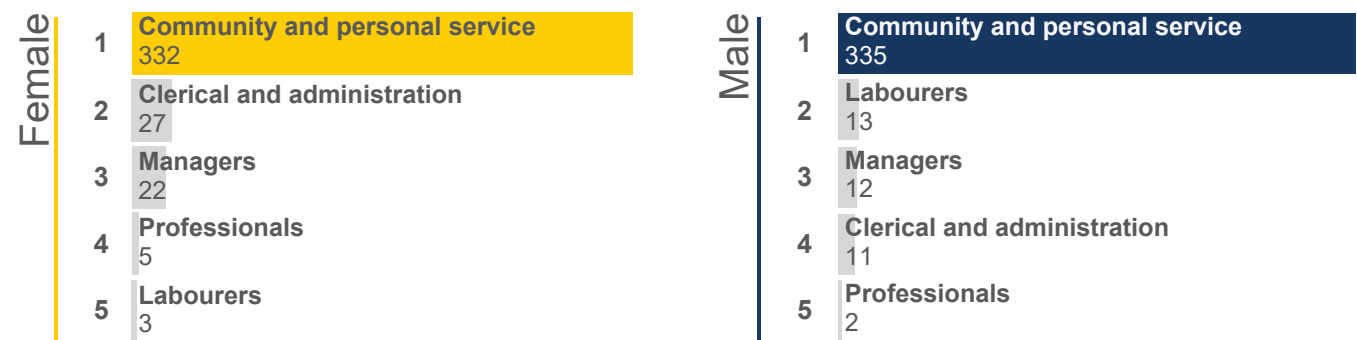


Westhaven Ltd 22-23 reported an overall growth in employee numbers for the reporting period.

Category	Female	Male
Growth		
Female managers	2	-1
Female non-managers	68	102
Promotion		
Female managers	9	2
Female non-managers	15	9



## Top occupations by gender



\*Employee growth equals external appointments minus resignations

# QUESTIONNAIRE OVERVIEW

Westhaven Ltd 22-23  
764 employees

This section summarises your organisation's gender equality policies and practices. More than 80% of employers have policies and practices in recruitment, training and development and performance management, as primary areas where unconscious biases might occur.



## Gender equality

**No**  
formal policy and/or strategy in place to support gender equality overall

**No**  
formal policy or strategy in key performance indicators for managers relating to gender equality

**Yes**  
formal policy or strategy in recruitment

**No**  
formal policy or strategy in promotions



## Gender pay equity

**No**  
formal policy and/or strategy on remuneration generally

**Yes**  
analysis of payroll to determine if there are any remuneration gaps between women and men



## Employee support

**Yes**  
formal policy and/or strategy to support employees experiencing family or domestic violence



## Flexible work

**Yes**  
formal policy and/or strategy on flexible working arrangements



## Governing body

**Yes**  
governing body for this organisation

**No**  
formal selection policy and/or strategy for governing body members

\* Some companies may not have a target for Board composition if the Board is currently gender balanced

# GENDER PAY GAP SUMMARY

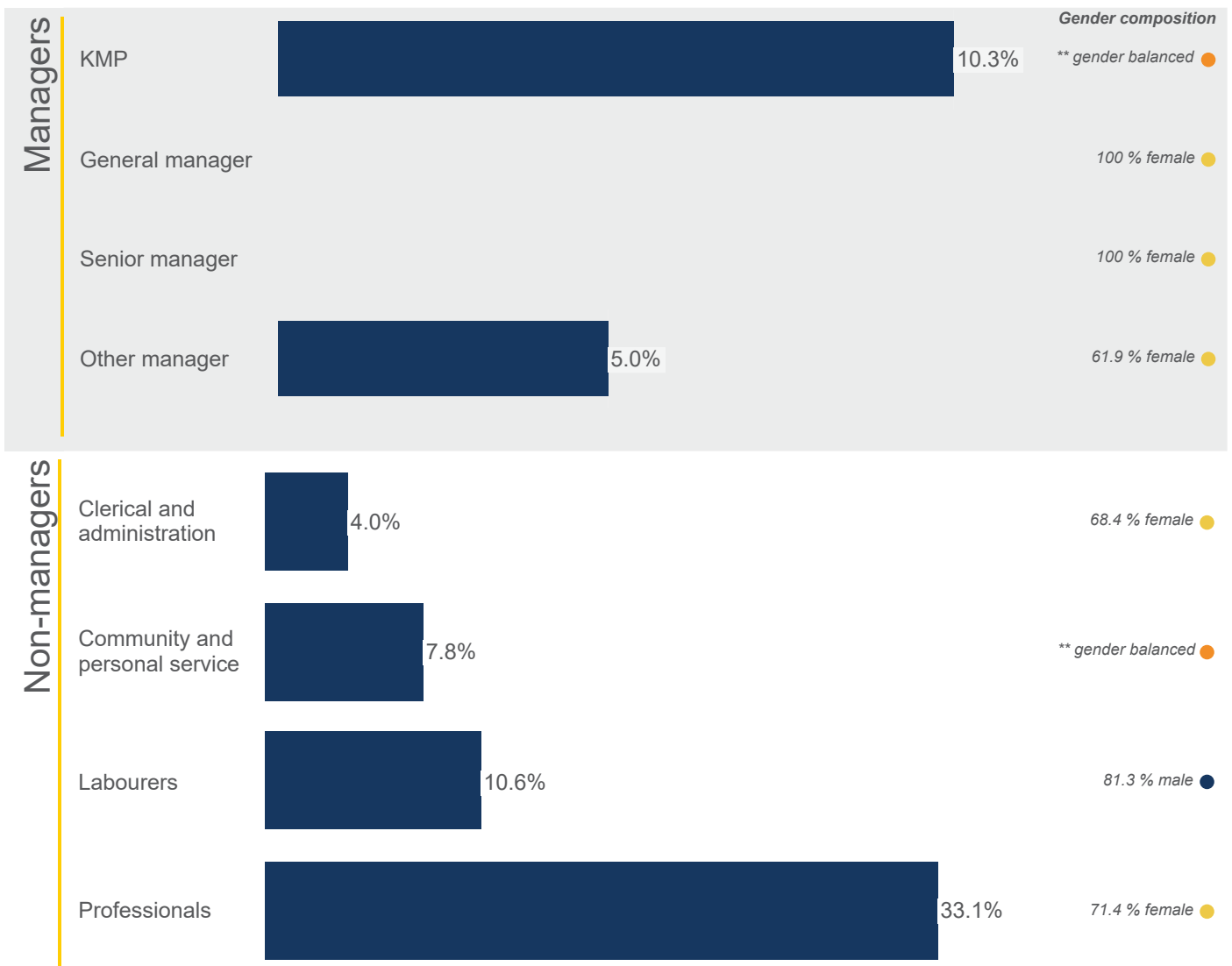
Westhaven Ltd 22-23  
764 employees

## Gender pay gap

The gender pay gap is a measure of how we value the contribution of men and women in the workforce. Men are twice as likely to be in the top earning bracket and women are 1.5 times more likely to be in the lowest.

Your gender pay gap\* is calculated using the salary and remuneration data you provided. Percentages greater than 0% represent a pay gap in favour of men. Tools are available to help you understand and take action on drivers of your organisation's gender pay gap at [www.wgea.gov.au/take-action](http://www.wgea.gov.au/take-action).

Organisation-wide gender pay gap for total remuneration: **4.7%\***.  
Pay gap favours men



\* The gender pay gap excludes:

- salary data submitted voluntarily for your CEO, Head of Business(es), and Overseas Managers.
- employees who did not receive any payment during the reporting period
- gender X, while the Workforces Gender Equality Agency establishes the baseline levels for this new data point.

For more information, visit <https://www.wgea.gov.au/the-gender-pay-gap>

\*\* Gender balanced occupational groups is when no gender exceeds 60% of the headcount for the occupational group



Date Created: 03-07-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**





Date Created: 03-07-2023

## Submitted By:

Westhaven Limited 56000543046

# #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; Strategy

**Retention:** Yes

Strategy

**Performance management processes:** Yes

Policy

**Promotions:** No.

Currently under development

**Estimated Completion Date:** 30/03/2024

**Talent identification/identification of high potentials:** NoCurrently under development

**Estimated Completion Date:** 30/03/2024

**Succession planning:** Yes

Strategy

**Training and development:** Yes

Policy; Strategy

**Key performance indicators for managers relating to gender equality:** NoOther

**Other:** Gender representation at management level is positive

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

NoOther

**Other:** Forecasted for 2024/2025

3. Does your organisation have any of the following targets to address gender equality in your workplace?

To have a gender balanced governing body (at least 40% men and 40% women)

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:** Westhaven Limited

**1.Name of the governing body:** Westhaven 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
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	0	1	0
<b>Member</b>			
	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	3	3	0

**4. Formal section policy and/or strategy:** No

**Selected value:** Do not have control over governing body/appointments

**Details why there is no control over governing body/appointments:** It is in the governing bodies constitution.

**5. Does this organisation's governing body have limits on the terms of its Chair and/or Members:**No

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

**Selected value:** Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

**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:** Other

**Other value:** Parity already exists

**8. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?**

No

Other

**Provide Details:** No formal policy. An informal approach that lived experience of disability is highly regarded.

**9. Do you collect data on any of the following dimensions of the identities of members of this organisation's governing body?**



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

# #Action on gender equality

## Gender Pay Gaps

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

No

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?

31/03/2023

3. *Voluntary question:* Does your organisation publish its organisation-wide gender pay gap?

Yes

Shared internally with governing body members

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

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)?

Yes

- 1.1 When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

**1.2 Did you take any actions as a result of your gender remuneration gap analysis?**

Yes

Identified cause/s of the gaps; Reviewed remuneration decision-making processes

**1.3 What type of gender remuneration gap analysis has been undertaken?**

A like-for-like gap analysis; A by-level gap analysis

- 2. For organisations with partnership structures: Have you undertaken a gender remuneration gap analysis ('gender pay gap analysis') in the current reporting period to determine if there are any remuneration gaps between women partners and men partners in your organisation?.**
- 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?**  
No/Not a priority
- 2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?**  
No
- 3. On what date did your organisation share your last year's public reports with employees and shareholders?**  
**Employees:**  
  
**Shareholder:**  
Yes  
**Date:**11/08/2022
- 4. Have you shared previous Executive Summary and Industry Benchmark reports with the governing body?**  
Yes

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

# #Flexible Work

## Flexible Working

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

Yes

Policy

- 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**

No

**Employee training is provided throughout the organisation**

No

Not a priority

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

No

Not a priority

**Flexible working is promoted throughout the organisation**

Yes

**Targets have been set for engagement in flexible work**

No

Not a priority

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

No

Not a priority

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

No

Not a priority

**Leaders are held accountable for improving workplace flexibility**

No

Not a priority

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

No

Currently under development

**Estimated Completion Date:** 2024-03-31

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

No

**Team-based training is provided throughout the organisation**

No

**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 Informal options are available

**Compressed working weeks:** No

Not a priority

**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

Informal options are available

**Part-time work:** Yes

SAME options for women and men Informal options are available

**Purchased leave:** No

Not a priority

**Remote working/working from home:** Yes

SAME options for women and men Formal options are available

**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

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

Yes

**4. Voluntary question: Has your organisation implemented an 'all roles flex' approach to flexible work?**

No

**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

**6. Voluntary question: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?**

**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?**

No

Not a priority; Other

**Other:**

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

## Support for carers

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

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

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

No

Not a priority

**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

**Other:** Support is provided to any employees returning to work after long term absence by their direct supervisor/manager.

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

Yes

Available at ALL worksites

**2.7. Internal support networks for parents**

No

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

No

**2.9. Parenting workshops targeting fathers**

No

**2.10. Parenting workshops targeting mothers**

No

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

No

**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.**

## Other leave measures

- 1. Voluntary question: Do you provide employees paid leave for any of the following (in addition to personal/sick leave)?**

## Sexual harassment, harassment on the grounds of sex and 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 and discrimination?**

Yes  
Policy

**1.1 Voluntary question: Is this a standalone policy or strategy?**

**1.2 Voluntary question: How frequently is the policy and/or strategy reviewed and approved by the governing body or the CEO or equivalent?**

Reviewed by the governing body

Reviewed by the CEO

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

Yes

**1.4 Voluntary question: Does your policy and/or strategy include any of the following?**

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

**All Managers:**

Yes

At induction

Other

**Provide Details:** Periodically

**Voluntary question: All Non-Managers**

**Voluntary question: Governing Body**

**Voluntary question: Other people in the workplace(e.g. contractors, consultants, volunteers, interns)**

Yes

At induction



**2.1 Voluntary question: Does the training delivered to the above groups include any of the following?**

**3. Voluntary question: Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?**

**Members of the governing body**

**Chief Executive Officer or equivalent**

**4. Voluntary question: Does your workplace health and safety risk management process include any of the following?**

**4.1 Voluntary question: What actions/responses have been put in place as part of your risk management process?**

**5. Voluntary question: From the following list, what do you provide to support workers involved in and affected by sexual harassment?**

**6. Voluntary question: From the following list, what options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?**

**7. Voluntary question: Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?**

**7.1 Voluntary question: Has your organisation reported prevalence data publicly during the reporting period?**

**8. Voluntary question: Does your organisation report on sexual harassment to the governing body and management (CEO, KMP, HOB) and how frequently?**  
**Governing Body:**

**Management:**

**8.1 Voluntary question: Do your reports on sexual harassment to governing body and management include any of the following?**

**9. If your organisation would like to provide additional information relating to measures to prevent and respond 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)**

Yes

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

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

No

**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

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

Yes

**Is the leave period unlimited?**

No

**How many days are provided?** 10

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

Yes

**Is the leave period unlimited?**

Yes

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

Yes

**Other: No**

**Provide Details:**

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

# #Diversity and Inclusion

## Voluntary Section

1. Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?
2. Voluntary question : Does your organisation collect data on any of the following dimensions of employees' identities?

Date Created: 03-07-2023

**3. Voluntary question: Do you collect data on whether employees identify as Aboriginal and/or Torres Strait Islander?**



Date Created: 03-07-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**





Date Created: 03-07-2023

# 2022 - 23 Gender Equality Reporting

## Submitted By:

Westhaven Limited 56000543046

# #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; Strategy

**Retention:** Yes

Strategy

**Performance management processes:** Yes

Policy

**Promotions:** No.

Currently under development

**Estimated Completion Date:** 2024-03-30

**Talent identification/identification of high potentials:** NoCurrently under development

**Estimated Completion Date:** 2024-03-30

**Succession planning:** Yes

Strategy

**Training and development:** Yes

Policy; Strategy

**Key performance indicators for managers relating to gender equality:** NoOther

**Other:** Gender representation at management level is positive

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

NoOther

**Other:** Forecasted for 2024/2025

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:** Westhaven Limited

**1.Name of the governing body:** Westhaven Board

**2.Type of the governing body:** Board of Directors

**Number of governing body chair and member by gender:**

Chair
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	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 3	<b>Male (M)</b> 3	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy:** No

**Selected value:** Do not have control over governing body/appointments

**Details why there is no control over governing body/appointments:** It is in the governing bodies constitution.

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

**Selected value:** Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

**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:** Other

**Other value:** Parity already exists

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

# #Action on gender equality

## Gender Pay Gaps

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

No

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?**  
31/03/2023
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

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)?**  
Yes
  - 1.1 **When was the most recent gender remuneration gap analysis undertaken?**  
Within the last 12 months
  - 1.2 **Did you take any actions as a result of your gender remuneration gap analysis?**  
Yes  
Identified cause/s of the gaps; Reviewed remuneration decision-making processes
  - 1.3 **What type of gender remuneration gap analysis has been undertaken?**  
A like-for-like gap analysis; A by-level gap analysis
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?**  
NoNot a priority
2. **Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?**  
No
3. **On what date did your organisation share your last year's public reports with employees and shareholders?**  
Employees:

**Shareholder:**

Yes

Date:11/08/2022

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

Yes

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

# #Flexible Work

## Flexible Working

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

Yes

Policy

- 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**

No

Not a priority

**Employee training is provided throughout the organisation**

No

Not a priority

Date Created: 03-07-2023

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

No

Not a priority

**Flexible working is promoted throughout the organisation**

Yes

**Targets have been set for engagement in flexible work**

No

Not a priority

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

No

Not a priority

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

No

Not a priority

**Leaders are held accountable for improving workplace flexibility**

No

Not a priority

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

No

Currently under development

**Estimated Completion Date:** 2024-03-31

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

No

Not a priority

**Team-based training is provided throughout the organisation**

No

Not a priority

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 Informal options are available

**Compressed working weeks:** No

Not a priority

**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

Informal options are available

**Part-time work:** Yes

SAME options for women and men Informal options are available

**Purchased leave:** No

Not a priority

**Remote working/working from home:** Yes

SAME options for women and men Formal options are available

**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

**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?

No

Not a priority; Other

**Other:** We aim to undertake exploratory work 2024/2025 as to whether we can offer employer funded parental leave

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

## Support for carers

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

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

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

No

Not a priority

- 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

**Other:** Support is provided to any employees returning to work after long term absence by their direct supervisor/manager.

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

Yes

Available at ALL worksites

**2.7. Internal support networks for parents**

No

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

No

**2.9. Parenting workshops targeting fathers**

No

**2.10. Parenting workshops targeting mothers**

No

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

No

**2.12. Support in securing school holiday care**

No

**2.13. On-site childcare**

No

**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 Managers:**

Yes

At induction

Other

**Provide Details:** Periodically

**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



Date Created: 03-07-2023

**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)**

Yes

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

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

No

**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

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

Yes

**Is the leave period unlimited?**

No

**How many days are provided?** 10

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

Yes

**Is the leave period unlimited?**

Yes

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

Yes

**Other:** No

**Provide Details:**

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