

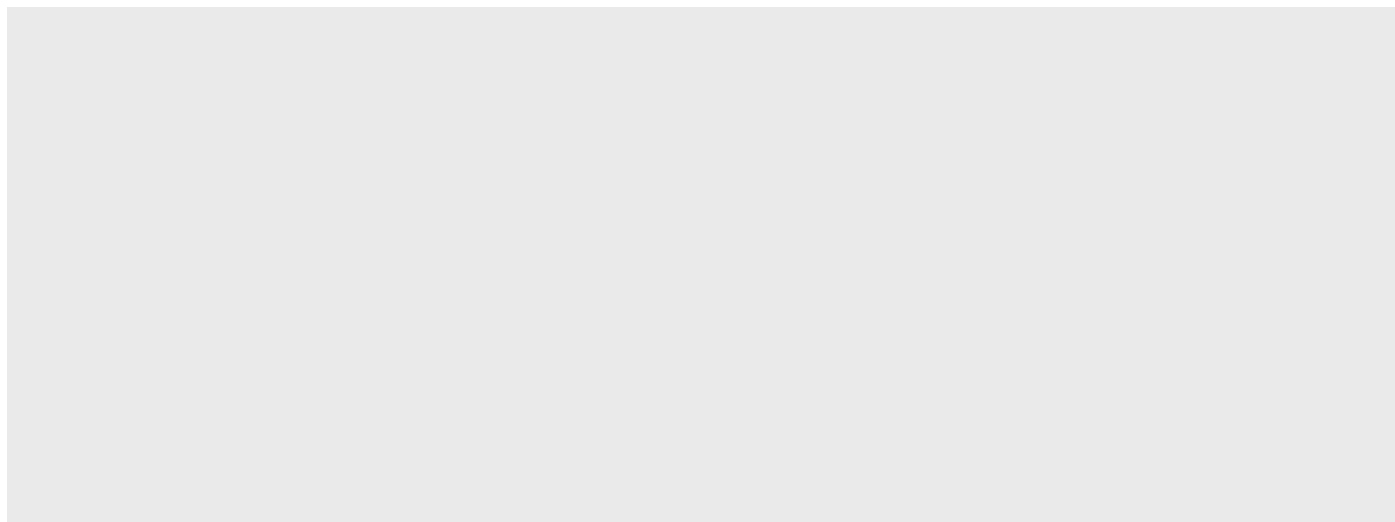
2021 - 22 Compliance Program

Submitted by:

**University Of New South Wales
(ABN:57195873179)**

Date: 2022-06-02

1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No(<i>Select all that apply</i>)
	Other (provide details)
	The University of New South Wales By-Laws set out details regarding nomination of ministerially appointed members and council appointed members. The By-Laws also set out details regarding eligibility of elected members. For more information: https://legislation.nsw.gov.au/view/whole/html/infor
1.5: Has a target been set to increase the	



#Action on gender equality

Gender pay gaps

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

Yes(*Select all that apply*)

...Yes

Strategy

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

Yes(*Select all that apply*)

...Yes

To achieve gender pay equity
To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews)
To be transparent about pay scales and/or salary bands
To implement and/or maintain a transparent and rigorous performance assessment process

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

31-Mar-2022

3: Does your organisation publish its organisation-wide gender pay gap?

Yes(*Select all that apply.*)

...Yes

Shared internally with governing body members

4: Do you give WGEA permission to publicly publish your organisation-wide gender pay gap?

No

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

1. UNSW undertakes regular and comprehensive pay reviews, minimum every two years, reporting to EDI Board and Management Board against Council gender equity targets.

2. UNSW undertakes a regular annual bonus review by gender coinciding with the bonus payment cycle, with aims for gender equity in average bonus percentage outcomes.

3. UNSW prepares regular gender pay equity progress reports by faculty and division, which are cascaded to Deans/Division Leads (as appropriate) and nominated key stakeholders.

4. UNSW has guidelines for achievement "relative to opportunity and performance evidence" for academic promotion (ROPE).

Employer action on pay equity

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

#Flexible work

Flexible working

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

Yes (*Select all that apply*)

...Yes	Policy
...A business case for flexibility has been established and endorsed at the leadership level	Yes
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	Yes
...Targets have been set for engagement in flexible work	No (<i>Select all that apply</i>)
...Targets have been set for men's engagement in flexible work	No (<i>Select all that apply</i>)
...Leaders are held accountable for improving workplace flexibility	Yes
...Manager training on flexible working is provided throughout the organisation	No (<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	UNSW has had Flexible Work guidelines available to staff since 2019, which includes an online Flexible Work Toolkit for staff and their managers to refer to in their discussions regarding flexible work arrangements.
...Employee training is provided throughout the organisation	No (<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Staff have a right to request flexible work arrangements under the terms of the UNSW Sydney Enterprise Agreements for both academic and professional staff. UNSW has also had Flexible Work guidelines available to staff since 2019, which includes an online Flexible Work Toolkit for staff and their managers to refer to in their discussions regarding flexible work arrangements.
...Team-based training is provided throughout the organisation	No (<i>Select all that apply</i>)
...No	Other (provide details)

...Other (provide details)	UNSW has had Flexible Work guidelines available to staff since 2019, which includes an online Flexible Work Toolkit for staff and their managers to refer to in their discussions regarding flexible work arrangements.
...Employees are surveyed on whether they have sufficient flexibility	Yes
...The organisation's approach to flexibility is integrated into client conversations	Yes
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	No(<i>Select all that apply</i>)
...No	Other (provide details) Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	30-Apr-2023
...Other (provide details)	30-Apr-2023
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	No(<i>Select all that apply</i>)
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	No(<i>Select all that apply</i>)
...Other (provide details)	No
2: Do you offer any of the following flexible working options to MANAGERS in your workplace?	
...Flexible hours of work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Time-in-lieu	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Telecommuting (e.g. working from home)	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available

As a result, the Standards and Resources on Flexible Work at UNSW underwent a significant consultation and review with a new Flexible Work Policy and accompanying toolkits were launched in February 2022. The need for consideration of personal circumstances and flexibility was also embedded in the Relative to Opportunity for Performance Evaluation (ROPE) Guidelines for academic promotion.

Key actions taken by UNSW include:

- Adopting a 'flex first' approach to work and reduce the approval process for employees utilising flexible working arrangements
- Providing staff with resources and guidelines e.g., Working from home during COVID-19, Being an Inclusive Manager during COVID-19, Safe Remote Working Checklist, Return to Campus – Manager's Guide, Tops for Accessible Meetings, good practice for running hybrid meetings, regularly updated online resources and protocols for working from campus
- Participated in the Covid-19 Home Working by University Staff Survey (CHUSS) in 2020-21, and 2021-22

Cognisant that the pivot to online working impacted women disproportionately, particularly women with families with children learning at home; closed childcare centres, caring for others) UNSW has continued to offer additional supports such as:

- A dedicated 'Your wellbeing during COVID-19' website
- Online and webinar resources on working from home, wellbeing guide, building resilience, preventing fatigue, managing work and family in a new work environment
- Resources such as 'Working from home in a crisis' for women in the Academic and Professional Women in Leadership groups workshops for preparing for parental leave and planning to return to work continued however were delivered online.
- Confidential arrangements for staff experiencing domestic and family violence to allow them to continue working on campus during COVID-19 lock-down

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

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

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes (<i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i>)
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption Surrogacy Stillbirth
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	Yes, on employer funded parental leave
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	14
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	71-80%
1.1.g: Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	No
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 12 months
.. Yes	

10. An Employee Assistance Program providing confidential counselling, coaching and well-being service free for all staff and their immediate family members (Benestar)

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 (*Select all that apply*)

...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?

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

Yes

...Training of key personnel

Yes

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

Yes

...Workplace safety planning

Yes

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

Yes (*Is the leave period unlimited?*)

...Yes

No

: How many days of paid domestic violence leave (contained in an enterprise/workplace agreement) are provided?

20

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

Yes (*Is the leave period unlimited?*)

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

No (*Select all that apply*)

...No

Other (provide details)

...Other (provide details)

Domestic violence leave is contained in an enterprise agreement.

...Access to unpaid leave

Yes (*Is the leave period unlimited?*)

...Confidentiality of matters disclosed

Yes

There are also provisions for staff supporting a person experiencing domestic violence within the Enterprise Agreements, in which an employee who is supporting a person experiencing domestic violence, and who requires time off work for that purpose, may request unpaid leave and/or may access Personal Leave or Witness Leave, depending on the specific circumstances.

