



Date Created: 18-05-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 18-05-2023

2022 - 23 Gender Equality Reporting

Submitted By:

Ausgrid Management Pty Ltd 83615449548

#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

Policy; Strategy

Performance management processes: Yes

Policy; Strategy

Promotions: Yes.

Policy; Strategy

Talent identification/identification of high potentials: Yes Strategy

Succession planning: Yes

Strategy

Training and development: Yes

Policy; Strategy

Key performance indicators for managers relating to gender equality: Yes Strategy

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

Yes Policy; Strategy

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

<p>Ausgrid continues to work towards gender targets to triple the number of women in frontline roles and to achieve 25% female people leaders by 2025. Currently we are sitting at 19.9% female people leaders and 3.2% of women in frontline roles. In 2022, Ausgrid focused on early careers to increase the number of women in opportunities to build a gender balanced talent pipeline. We had double the amount of women apprentices, with 49% of the cohort being female. Our graduate intake was 30% women and internships were 75% women. Ausgrid has employed a Manager, Inclusion and Diversity to focus on increasing intersectional representation of women in the workplace. Our talent Acquisition team are also working on a First Nations Employment Strategy that includes increasing opportunities for Aboriginal and Torres Strait Islander women in Ausgrid's workforce. We also partner with Work180 for gender equality initiatives. As part of our Inclusion and Diversity Action Plan, many actions focus on gender equality at Ausgrid, including conducting further Listen and Learn sessions focused on gender, develop a strategy for young women in STEM to build engineering pipeline, and to rectify women's PPE related issues.</p>

Governing Bodies

Organisation: Ausgrid Management Pty Ltd

1.Name of the governing body: Ausgrid Operator Partnership

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
	1	0	0
Member	Female (F)	Male (M)	Non-Binary
	3	6	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:

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

Selected value:

Do not have control over governing body/appointments

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.

#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

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

Analysed performance pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Reported pay equity metrics (including gender pay gaps) externally; Trained people-managers in addressing gender bias (including unconscious bias)

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

<p>We have used WEGAs gender pay gap calculator to analyse our gender remuneration differentials across the entire organisation, job families, job levels, tenure and location.</p>

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

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

Other

Other: Ausgrid consults heavily with our Employee Resource Groups on an 'as-needs' basis to consult with on specific gender-related issues. We have a specific gender focused group, and to ensure an intersectional lens is applied to the work we do.

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 Industry Benchmark reports with the governing body?

No

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

<p>Inclusion and Diversity data and progress reporting is shared with the governing body (Ausgrid's Board) every six months, including progress on gender equality initiatives. This progress is also shared bi-monthly directly with the CEO through the Inclusion and Diversity Council forum. Next reporting cycle we plan to include the WGEA report to the Board for clearer transparency.</p>

#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

No

Other

Other:

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

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

Other

Other: Feedback has been provided from our employees about flexible working through our engagement survey. From this feedback, an action in the Inclusion and Diversity Plan is to actively promote flexible working and part time options for roles across Ausgrid.

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

Yes

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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

Other

Other: Discussions were had with management about returning to the office post COVID and a decision was made to return to the office 3 days a week. A large proportion of our workforce are field based and therefore do not have the option of working from home.

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

Yes

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

No

Other

Other:

Team-based training is provided throughout the organisation

Yes

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: Yes

SAME options for women and men Formal options are available

Flexible hours of work: Yes

SAME options for women and men Formal options are available

Job sharing: Yes

SAME options for women and men

Formal options are available

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: No

Other

Other: This need has not been expressed by our employees.

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

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.**

<p>Ausgrid has implemented a hybrid working approach for all office-based employees. This allows employees to work in a hybrid way combining office and remote working. Feedback from employees has indicated this has created a level of flexibility that contributes to work /life balance and particularly assists those with caregiving responsibilities, to manage their obligations.Actions in the Inclusion and Diversity Action Plan to ensure flexible work practices include ensuring inclusion translates for employees without children or caring responsibilities, exploring innovative flexible work practices for field roles that support employees and deliver organisational outcomes and exploring the best way to address difficulties some women face in returning from parental leave.</p>

#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.

Support for carers

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

Yes

Policy; Strategy

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

- 2.1. Employer subsidised childcare

No

Not a priority

- 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

Other

Other: This need has not been expressed by our employees

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

No

Currently under development

Estimated Completion Date:

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

Yes

Available at ALL worksites

- 2.7. Internal support networks for parents

Yes

Available at SOME worksites

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

No

Currently under development

Estimated Completion Date: 2023-09-30

2.9. Parenting workshops targeting fathers

No

Currently under development

Estimated Completion Date:

2.10. Parenting workshops targeting mothers

No

Currently under development

Estimated Completion Date: 2023-07-01

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

Yes

Available at ALL worksites

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; Strategy

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

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.

<p>To take a proactive stance on sexual harassment and inappropriate workplace behaviours, Ausgrid has set up a Respectful Workplaces working group consisting of HR People partners, Heads of functions, Safety and Wellbeing and Inclusion and Diversity Managers. This group will meet bi-monthly to ensure risk assessment and initiatives resulting in these progresses.</p>

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; Strategy

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

Yes

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)

Yes

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)

Yes

Is the leave period unlimited?

No

Number of Days:

20

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

Yes

Is the leave period unlimited?

No

Number of days:

20

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

No

Other

Provide Details: If 20 allocated days leave is used, unpaid leave is available on an as-needs basis

Access to unpaid leave

Yes

Is the leave period unlimited?

Yes

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