

Workplace Gender Equality Indicators

Table 3 - Workplace gender equality indicators progress			Recommended							Recommended
Required	Required	Required	Factors							Factors discussion
Indicator	Confirm if progress made	Progress description	a	b	c	d	e	f	g	Factors discussion
This column contains the seven workplace gender equality indicators. Complete the required fields, and you are encouraged to complete the recommended columns, to the right of each indicator.	Indicate whether your organisation has made progress in relation to the workplace gender equality indicators. Use the drop-down menu in the cell to select 'yes' or 'no'.	Demonstrate your progress in relation to each workplace gender equality indicator. In this column, please explain why you believe changes in your data do or do not represent progress against each indicator. Refer explicitly to quantitative changes in the data between your previous workplace gender audit and your progress audit. If you wish, you may also make reference to any strategy or measure from your GEAP that supported, or was designed to support, progress against that indicator.	Indicate below whether or not one of these factors has affected your organisation's progress against each indicator. You are encouraged to reference these factors in your discussion in column L. See the Factors key to the right of this table for a description of each factor.							If you have selected 'yes' to any of the factors in the recommended columns to the left, you are encouraged to complete this column. This column allows you to discuss each factor that has affected your organisation's progress in relation to any of the workplace gender equality indicators.
Gender composition of all levels of the workforce	No	As a female dominated industry, we tend to have an uneven composition of more women than men. Our 2021 data had an overall composition of 91% women and 9% men. In 2023, this has slightly increased the divide to 92% women and 8% men. Full Time employment for women has drastically increased from 50% to 81%, and males dropping from 50% to 19%.	No	Yes	No	No	No	No	No	Healthcare, specifically nursing in hospitals is a predominately female dominated industry.
Gender composition of governing bodies	Yes	The balance has levelled out in 2023 with the composition being 57% women and 43% man, compared to the 2021 results of 71% women, and 29% man.	No	No	No	No	No	No	No	n/a
Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender	Yes	The Median base salary pay gap has increased from 2021. This has a lot to do with the composition of our workforce relative to the industry. The median base salary pay gap has risen from 0% to -2.2% or for every \$100 paid to a man, \$102 was paid to a woman.	No	No	No	No	No	No	No	
Sexual harassment in the workplace	No	We have seen an increase in reported instances of Sexual Harassment from our People Matter Survey. When drilling down on these instances, it has been found they are related to instances of inappropriate sexual conduct from residents in our Aged Care facility.	No	Yes	No	No	No	No	Yes	The data behind the increase in sexual harassment is based around resident behaviours within our Aged Care facility. KDH have worked closely with the ANMF to provide safety to our staff in these instances and provide detailed instruction and strategies to attempt to mitigate instance of sexual harassment occurring. KDH have also ensured that staff are aware of what constitutes sexual harassment and encourage staff to report ANY instance that relates to the definition of sexual harassment.
Recruitment and promotion practices in the workplace	Yes	In 2021, we were unable to pull this data from our system. Whilst we haven't got it to the level that we intend to, we have been able to understand recruitment and promotion practices based on diversity and gender. In the next audit, we anticipate more detail and the ability to report on the different values at a much higher level.	No	No	No	Yes	No	No	Yes	A lot of work has been done to update the system to capture reporting on different values. Fine tuning and increased reporting on values will be at a higher level in the next audit.
Availability and utilisation of terms, conditions and practices relating to: family violence leave; and flexible working arrangements; and working arrangements supporting employees with family or caring responsibilities	Yes	No data was available for 2021, data for 2023 has been collected for carers leave and family violence leave. Next audit we will have full data available for flexible working options.	No	No	No	Yes	No	No	No	Additional resources will be allocated to ensure that the data is captured and the pay system is upgraded.
Gendered segregation within the workplace	Yes	Leadership positions have seen a decrease in males and increase in women.	No	No	No	No	No	No	No	

Factors key:
a. The size of the defined entity, including the defined entity's number of employees.
b. The nature and circumstances of the defined entity, including any barriers to making progress.
c. Requirements that apply to the defined entity under any other Act, including an Act of the Commonwealth.
d. The defined entity's resources.
e. The defined entity's operational priorities and competing operational obligations.
f. The practicability and cost to the defined entity of making progress.
g. Genuine attempts made by the defined entity to make progress.

Example(s)

Indicator	Confirm if progress made	Progress description	Factors							Factors discussion
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Example 1: Recruitment and promotion practices in the workplace	Yes	<p>Recruitment In our 2021 audit, women represented only 35% of new recruits in the year to 30 June 2021. In our 2023 progress audit, this rose 6% to 41%. In 2021, of the women we recruited, 17% were employed on a full-time permanent basis, 14% on a part-time permanent basis and 69% on fixed-term contracts. In 2023, 22% of women recruited were employed on a full-time permanent basis, 20% on a part-time permanent basis and 58% on fixed-term contracts. We were not able to collect non-binary or gender diverse data in 2021. Our employee and payroll systems have since been updated to collect improved gender-diverse data. This has been achieved through the implementation of strategy 5.2 under our 2021 Gender Equality Action Plan (GEAP). Embed inclusive practices into our HR electronic systems. For example, offering a range of gender selection options. As such, in 2023, our data showed that 2% of new recruits identified as non-binary or gender diverse. Our organisation argues that these figures, in conjunction with successful implementation of relevant GEAP strategies, contribute to progress against Indicator 5. Not only have we been able to notably increase our recruitment of women and gender diverse employees, but we have also been able to offer these new recruits more attractive contract conditions. Stable contracts will also support us to retain employees of all genders and move towards a more gender-balanced workforce in the future.</p> <p>Promotions Our 2021 audit showed that 25% of promotions in the 12 months to 30 June 2021 were awarded to women. These promotions occurred in the lower and middle levels of the organisation only, and not within the executive leadership team. Our 2023 progress audit showed that 30% of all promotions were awarded to women, an increase of 5%. Of these, 10% occurred in the higher levels of the organisation and were ongoing permanent roles.</p> <p>Our organisation historically has a very stable executive leadership team where roles tend to be longer-term contracts or ongoing positions, with few exits. We are pleased to see promotion at the higher level of our organisation into ongoing positions for women.</p> <p>In 2021, we were not able to collect promotion data for non-binary or gender-diverse employees. In 2023, our updated systems allowed us to collect this data. However, there were no promotions awarded to this staff cohort.</p> <p>We believe that a significant aspect of our success in increasing the proportion of promotions awarded to women has been our focus on improving secondment and higher duties opportunities for women and gender-diverse employees. The proportion of secondments awarded to women increased by 5% and the proportion of higher duties by 6% between our 2021 workplace gender audit and our 2023 progress audit. Data on higher duties opportunities for gender diverse and non-binary employees was not collected in 2021, therefore there is no measured change in the data.</p> <p>We consider these improvements, while small, to demonstrate measurable progress against the workplace gender equality indicator 'recruitment and promotion practices in the workplace'. We also believe the uptake in career development opportunities for women and resulting increase in women's share of promotions demonstrates that our strategic approach is effective. We hope to see similar improvements for gender diverse employees reflected in our 2025 data.</p>	No	Yes	No	No	No	No	Yes	<p>As a largely male-dominated industry we recognise we have started from a lower baseline for this indicator and there is further to go. Despite this, we have made genuine efforts to attract and recruit a more gender diverse workforce by implementing the strategies identified in our GEAP, in particular, strategy 5.2: Embed inclusive practices into our HR electronic systems. For example, offering a range of gender selection options.</p> <p>We note that we are two years into the four-year GEAP implementation period, and as such have not fully implemented all GEAP strategies. The majority of our strategies against this indicator remain in early implementation stage.</p> <p>We believe our genuine efforts to implement strategies against this indicator and measurable progress arising from the data, demonstrate progress against indicator 5.</p>
Example 2: Sexual harassment in the workplace	No	<p>Our 2021 Employee Experience Survey data showed that 7% of women and 4% of men who responded to the survey had experienced sexual harassment in the workplace, and of those 9% of women and 6% of men made a formal complaint. In 2023, our Employee Experience Survey data showed that 9% of women and 6% of men who responded to the survey reported having experienced sexual harassment in the workplace, an increase of 2% from 2021 for both cohorts. Of those, 9% of women and 10% of men indicated that they had made a formal complaint.</p> <p>Our 2023 Employee Experience Survey also indicated that women with disability were overrepresented among those who reported experiencing sexual harassment. We have initiated a review process to consider how we might address this between now and the 2025 reporting cycle.</p> <p>No respondents in our 2021 Employee Experience Survey identified as gender diverse. We also didn't record any formal sexual harassment complaints in our 2021 workforce reporting data from employees of self-described gender. In our 2023 employee experience survey, 2% of respondents identified as non-binary or gender diverse. Of this cohort, 10% indicated experience of sexual harassment, with 50% of this group indicating that they had made a formal complaint.</p> <p>We note that these figures represent an increase in anonymous self-reporting of sexual harassment. This is concerning, as anonymous reporting tends to be more accurate than formal incident reporting processes.</p> <p>In analysing our 2021 and 2023 audit data, we found that our workforce reporting shows minimal change in terms of outcomes for formal complaints of sexual harassment. In 2021, our audit data showed that no outcome was reached for 70% of matters where the complainant was a woman, and 50% of matters where the complainant was a man. In 2023, our progress audit showed that of the incidents of sexual harassment reported by women, no outcome was reached for 65% of matters. This figure was 40% for men. We did not collect data on gender diverse and non-binary employees in 2021, nor their experience of sexual harassment. Our 2023 progress audit showed that of the incidents of sexual harassment reported by gender diverse and non-binary employees, no outcome was reached for 67% of matters.</p> <p>The enduring high levels of formal complaints with no outcome across our 2021 and 2023 audit data suggests that we have work to do in effectively and efficiently resolving sexual harassment complaints. The lack of outcomes for incidents of this type may contribute to our lack of progress in reducing sexual harassment. As a result of this analysis, we are reviewing our GEAP strategies and measures to consider how we might better respond to, and therefore hopefully reduce, sexual harassment in our organisation.</p> <p>We consider that the anonymous nature of the Employee Experience Survey data provides an accurate representation of sexual harassment. The increased sexual harassment reported via the Employee Experience Survey data indicates 'no progress' was made by our organisation against this indicator.</p>	No	No	No	Yes	Yes	No	No	<p>(e) Competing priorities and operational obligations Our organisation is a metro health service. During the recent covid-19 pandemic, Victoria's public health system experienced unprecedented demand. In particular, rates of access to ICU and ventilation increased dramatically. As such, our organisation prioritised its public-facing service delivery. We directed the majority of our stretched resources externally to enable high-quality public health care. Demand outstripped supply, and already-stretched resources were directed to keeping ICU and general wards staffed. As a result, we were not able to deliver comprehensive in-person bespoke staff training in relation to sexual harassment, so instead delivered a low-cost e-learning module. We also lacked the resources to comprehensively review our internal sexual harassment processes.</p> <p>(d) Resources As described cell D9, our resources were significantly stretched due to an increase in demand for ICU services during the covid-19 pandemic. Competing priorities reduced the resources available for internal-facing programs, such as comprehensive sexual harassment training delivery and process review.</p> <p>For this reason, we focused on low-cost strategies and measures in our GEAP, including delivering a sexual harassment e-learning module, circulating internal communications campaigns and encouraging staff to undertake the Employee Experience Survey. Our communications campaign focused on drawing attention to existing sexual harassment policies including how the organisation will respond.</p>

Strategies and measures

Table 2.1 - Strategies and measures progress												
Required Strategies and measures	Required Status	Required Status description	Recommended Evaluation of success	Recommended Timeline	Recommended Responsible	Recommended Relevant indicator(s)						
						1	2	3	4	5	6	7
<p>List your organisation's strategies and measures. Include one strategy or measure per row.</p> <p>These are the planned actions that you have outlined in your GEAP to promote gender equality in your workplace.</p>	<p>Assign each strategy or measure a status from the following list:</p> <ul style="list-style-type: none"> • 'Complete' indicates that all planned activities related to this strategy or measure have been finalised. • 'In progress' indicates that the activities under this strategy or measure are progressing but not yet complete. • 'Ongoing' indicates that the activities under this strategy or measure do not have an end-date and will be addressed on a continual basis. • 'Not started' indicates that the planned activities related to this strategy or measure have not yet commenced, including those that are intended to commence in future years. This should include strategies or measures that have been delayed. • 'Void' indicates that this strategy or measure appeared in your defined entity's GEAP, but has since been cancelled. 	<p>Describe your progress in implementing each strategy or measure in your GEAP.</p> <p>In particular, you need to explain:</p> <ul style="list-style-type: none"> • Why you have selected that status from the drop-down menu; and • Whether the status indicates any delay or change from what was planned in your GEAP and if so, the reason for this change. 	<p>Evaluating the success of each of your strategies or measures may include:</p> <ul style="list-style-type: none"> • tracking against pre-identified success markers. These markers may have been specified in your GEAP. • other evaluation markers that may not have been specified in your GEAP, such as participation levels, outcomes, or changes resulting from the strategy or measure. • other ways the strategy or measure has contributed to promoting gender equality in your defined entity. 	<p>If your GEAP included a timeline for action or implementation for your strategies and measures, include this timeline below.</p> <p>If you did not include a timeline in your GEAP, we highly recommend you do so in this progress report by including a timeline below.</p>	<p>Include the role or team responsible for implementing of each strategy or measure.</p>	<p>Identify one or more indicators for each strategy or measure that the action was designed to address.</p> <p>See the Indicators key to the right of this table for a description of each workplace gender equality indicator.</p>						
Strategy 1.1 Promote and provide education and support to all stakeholders around the key principles of achieving gender equality	Ongoing	All staff have completed the Strengthening Hospital Response to Family Violence (SHRFV) training via the Kineo portal annually along with MARAM and Information Sharing and Child Information Sharing Schemes. All staff that attend the bi-annual KDH Professional Development day will listen to a talk in SHRFV and MARAM, as well as sessions on Kerang District Health's Gender Equality Action Plan and how we are working towards embedding the principles. Kerang District Health are also looking at providing education on the appropriate use of gender neutral and inclusive language across the organisation at the upcoming 2024 Professional Development Days.	100% participation has been achieved through the e-learning modules. 100% participation rate has been achieved through the Professional Development Days.	There has been no timeline assigned to this strategy as this is an ongoing process. Every year we will commit to including accessible and informative information about the key principles of achieving gender equality.	Executive and Managers	X	X	X	X	X	X	X
Strategy 1.2 Embed gender equality in our recruitment, remuneration and promotion processes, and support women and men to utilise flexible work options without penalty.	Complete	The Recruitment, Selection and Appointment of Staff policy has been updated to highlight that all appointments of new staff and internal promotions will be merit based, which is appointment based on qualifications, experience and skills in line with the key selection criteria and position description. The Flexible Workplace Arrangements policy has been updated and all staff made aware of the process and their entitlements. All onboarding documents have been updated to include specific values as outlined in the gender pay audit to ensure we are capturing data. The payroll system has been upgraded to ensure that this data then flowed into our system to allow for easy reporting and access to this information.	All new staff and contract variations now provide gender and diversity specific information, allowing the organisation to extract key data to understand the metrics and then return, ensure that our actions for promoting gender equality and diversity are working.	This has been completed, however, not until 2023. We have had to do manual workings to ascertain a lot of our data prior to this, but are really happy with the availability and accuracy of data moving forward.	People and Culture	X	X	X		X	X	X
Strategy 1.3 Appropriate use of gender neutral and inclusive language and diverse images in all of KDH policies, procedures and communications	Not started	Kerang District Health are yet to complete gender impact assessments that will ensure appropriate use of gender neutral and inclusive language and diverse images in all of KDH policies, procedures and communications. Kerang District Health are also looking at providing education on the appropriate use of gender neutral and inclusive language across the organisation at the upcoming 2024 Professional Development Days.	GIA's are regularly completed, and policies are assessed for appropriate use of gender neutral and inclusive language and images. All key stakeholders and staff of Kerang District Health have access to education about the appropriate use of gender neutral and inclusive language.	KDH will set a timeline to get this process started in the next month, and then this process will become ongoing.	Executive, Quality and Risk, People and Culture					X	X	X
Strategy 1.4 Leadership commitment to gender and intersectional equality	In progress	Our Executive team is made up of 4 Women and 1 Man, which has never been the case and has historically been male dominated. This is also the case for our Governing Body, the Directors. This equality message that this send is extremely powerful for women in leadership roles. All leadership continue to actively promote commitment to gender and intersectional equality by ensuring that it is a topic of discussion and front of mind. KDH leaders will continue to promote a strong commitment	Leaders are actively promoting a commitment to gender and intersectional equality	Ongoing.	Executive	X	X	X		X	X	X
Strategy 1.5 Leadership commitment to cultural safety.	Complete	All Executive and Senior Leaders have completed a cultural safety and critical consciousness course through Weentihunga	All Executive and Senior Leaders have completed the course and embed learnings into everyday practice	Complete	Executive and Senior Leaders			X	X	X	X	X
Strategy 1.6 Develop and provide professional development on gender, intersectionality and inclusion.	Not started											

Indicators key	
1.	Gender composition of all levels of the workforce.
2.	Gender composition of governing bodies.
3.	Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender.
	Sexual harassment in the workplace
4.	Recruitment and promotion practices in the workplace.
5.	Availability and utilisation of terms, conditions and practices relating to: <ul style="list-style-type: none"> - family violence leave - flexible working arrangements - working arrangements supporting employees with family or caring responsibilities
	Gendered segregation within the workplace
7.	

Strategy 1.7 Maintain a workplace free from sexual harassment, bullying and discrimination.	Ongoing	Significant work has been completed to ensure that staff are aware of and understand bullying, discrimination and harassment. The Bullying, Discrimination and Harassment policy has been updated and reviewed, education has been provided to all staff on identifying instances of bullying, discrimination and harassment as well as reporting these instances. People and Culture team members have undertaken Investigation training to ensure that processes are carried out according to best practice and legislative requirements. All staff and leaders are required to undertake mandatory online learning on bullying, discrimination and harassment bi-annually, and regular sessions are held focusing on our 'Above and Below the Line' behaviour framework. A sexual harassment module for all staff has been added onto eLearning this year for all staff. Kerang District Health has a Zero tolerance to any instances of Harassment, bullying and discrimination. This is outlined in our Harassment, Bullying and Discrimination Policy	Progress is tracked through our People Matter Survey which is conducted annually. KDH have shown a progressive improvement on bullying rates since 2021, improving by a significant 22%. All data is tabled and reviewed at the highest level of governance - the board.	Education on Bullying, discrimination and harassment is completed bi-annually.	Education, People and Culture					X			X		
Strategy 2.1 Ensure that our services are equipped to respond effectively to violence against women and family violence	Ongoing	KDH Policy on Family Violence - Assessment and Response is the protocol that has been developed to support KDH staff who are associated with the clinical care of patients/clients, with instructions for the assessment and response to family violence. Review of this policy to ensure it is equipped to help staff responded effectively.													
Strategy 2.2 Encourage help seeking and provide accessible information about family violence.	Ongoing	KDH promotes and celebrates the 16 days of Activism against Gender-Based Violence. We launched the 16 days in 2023, advertised around the hospital and promoted every day on our Facebook profile. Staff are educated on our MARAM Policy and Information Sharing and Child Information Charing Schemes. KDH has regular contact with The Orange Door, who provide us with resources and tools about accessing information. Representatives from The Orange Door are setting up regular instances to providing information to our People and Culture team, as well as our clinical teams to update resources, information and answer any questions.	Information on family violence is accessible and up to date. Information is given in a timely and appropriate manner.	Ongoing.	Director of Clinical Services and People and Culture					X			X		
Strategy 3.1 Introduce and strengthen our capacity to apply an intersectional lens to inform policies, plans, programs and engagement through routine gender impact assessments.	In progress	KDH have started developing a checklist for all staff who create or update policies, procedures and services to ensure they can identify if a gender impact assessment is required. A gender impact assessment tool has been created to ensure that all policies, procedures and services are reviewed and researched to a high standard and that intersectional questions are being prompted.	Gender Impact Assessments are completed on all new services, policies, procedures and significant changes	One month for first GIA and then ongoing	Executive, Quality and Risk, People and Culture				X			X	X	X	X
Strategy 3.2 Develop a monitoring an evaluation framework with clear evaluation points.	Not started	Kerang District Health are yet to develop a monitoring and review framework and identify committee and staff forums to report evaluation of information. KDH will continue to progress with this to ensure we are reaching targets that we set within the Gender Equality Action Plan.	A succinct monitoring and review framework is developed and reported to the highest level of governance. Issues are identified and rectified.	3 months	People and Culture	X	X	X	X	X	X	X	X	X	X
Strategy 4.1 Ensure people with a disability, low health literacy and low socio-economics can easily access information, services and facilities.	Ongoing	KDH staff have access to translation services for people where english is not their first language. KDH is fully accessible for patients with disabilities. We have ramps available, level flooring, lifts, accessible Wheelchairs at our front entrance and Disable access toilets.	Regular audits, feedback is attained and recorded on the monitoring and review framework	3 months	People and Culture				X			X	X		
Strategy 4.2 Ensure our services are welcoming for our diverse consumers.	Ongoing	KDH displays First Nation and LGBTQI+ flags on all entrances, website, advertising of positions vacant and our signatures on every email.	Regular audits, feedback is attained and recorded on the monitoring and review framework	3 months	People and Culture				X			X	X		
Strategy 4.3 KDH provides safe and inclusive spaces for our diverse community.	Ongoing	KDH provides all inpatients and residents in our acute ward and aged care home with the safety of private bathrooms in each room. KDH has safe spaces for staff to access if they are feeling unsafe at work. KDH has many spaces available like well maintained and private gardens. KDH has a purpose built Koori garden where our First Nations patients and residents can spend time reconnecting with country.	Regular audits, feedback is attained and recorded on the monitoring and review framework	3 months	People and Culture				X			X	X		
Strategy 4.4 KDH celebrates diversity and celebrates LGBTI+ and disability-related events.	Ongoing	KDH celebrates many significant days throughout the year including International Day Against LGBTQIA+Discrimination in May, International Women's Day and many more. We have developed a calendar of events for 12 month periods to ensure that all culturally significant days are celebrated and recognised.	Regular audits, feedback is attained and recorded on the monitoring and review framework	3 months	People and Culture				X			X	X		

IMPORTANT: When inserting new row(s) to this table, please ensure they are inserted above these two black rows.

Example(s)

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	Relevant indicator(s)						
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<p>Example: Address gaps identified in collecting intersectional data as part of employee and payroll systems</p>	<p>Complete</p>	<p>This strategy was implemented in March 2023. A payroll systems firm was engaged to upgrade our systems to support the collection of intersectional data in relation to sexual orientation, race, Aboriginality, religion, ethnicity, disability and gender identity. We have now begun collecting intersectional data and addressing the gaps identified in our 2021 audit.</p>	<p>Although originally anticipated for implementation in 2022, delays meant this strategy was implemented in March 2023. Intersectional data is being collected as part of new recruitments and promotions, and voluntary updates by existing staff. New intersectional data as part of our 2023 progress audit and future GEAPs will enable us to better understand intersectional gender equality in our organisation and areas for improvement.</p>	<p>2022</p>	<p>People and Culture Corporate Support</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p></p>	<p>X</p>	<p>X</p>	<p>X</p>
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			<p>Factors key:</p> <p>a. The size of the defined entity, including the defined entity's number of employees.</p> <p>b. The nature and circumstances of the defined entity, including any barriers to making progress.</p> <p>c. Requirements that apply to the defined entity under any other Act, including an Act of the Commonwealth.</p> <p>d. The defined entity's resources.</p> <p>e. The defined entity's operational priorities and competing operational obligations.</p> <p>f. The practicability and cost to the defined entity of making progress.</p> <p>g. Genuine attempts made by the defined entity to make progress.</p>							
Gender composition of all levels of the workforce	No	As a female dominated industry, we tend to have an uneven composition of more women than men. Our 2021 data had an overall composition of 91% women and 9% men. In 2023, this has slightly increased the divide to 92% women and 8% men. Full Time employment for women has drastically increased from 50% to 81%, and males dropping from 50% to 19%.	No	Yes	No	No	No	No	No	Healthcare, specifically nursing in hospitals is a predominately female dominated industry.
Gender composition of governing bodies	Yes	The balance has levelled out in 2023 with the composition being 57% women and 43% man, compared to the 2021 results of 71% women, and 29% man.	No	No	No	No	No	No	No	n/a
Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender	Yes	The Median base salary pay gap has increased from 2021. This has a lot to do with the composition of our workforce relative to the industry. The median base salary pay gap has risen from 0% to -2.2% or for every \$100 paid to a man, \$102 was paid to a woman.	No	No	No	No	No	No	No	
Sexual harassment in the workplace	No	We have seen an increase in reported instances of Sexual Harassment from our People Matter Survey. When drilling down on these instances, it has been found they are related to instances of inappropriate sexual conduct from residents in our Aged Care facility.	No	Yes	No	No	No	No	Yes	The data behind the increase in sexual harassment is based around resident behaviours within our Aged Care facility. KDH have worked closely with the ANMF to provide safety to our staff in these instances and provide detailed instruction and strategies to attempt to mitigate instance of sexual harassment occurring. KDH have also ensured that staff are aware of what constitutes sexual harassment and encourage staff to report ANY instance that relates to the definition of sexual harassment.
Recruitment and promotion practices in the workplace	Yes	In 2021, we were unable to pull this data from our system. Whilst we haven't got it to the level that we intend to, we have been able to understand recruitment and promotion practices based on diversity and gender. In the next audit, we anticipate more detail and the ability to report on the different values at a much higher level.	No	No	No	Yes	No	No	Yes	A lot of work has been done to update the system to capture reporting on different values. Fine tuning and increased reporting on values will be at a higher level in the next audit.
Availability and utilisation of terms, conditions and practices relating to family violence leave; and flexible working arrangements; and working arrangements supporting employees with family or caring responsibilities	Yes	No data was available for 2021, data for 2023 has been collected for carers leave and family violence leave. Next audit we will have full data available for flexible working options.	No	No	No	Yes	No	No	No	Additional resources will be allocated to ensure that the data is captured and the pay system is upgraded.
Gendered segregation within the workplace	Yes	Leadership positions have seen a decrease in males and increase in women.	No	No	No	No	No	No	No	

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Indicator	Confirm if progress made	Progress description	Factors							Factors discussion
			a	b	c	d	e	f	g	
Example 1: Recruitment and promotion practices in the workplace	Yes	<p>Recruitment</p> <p>In our 2021 audit, women represented only 35% of new recruits in the year to 30 June 2021. In our 2023 progress audit, this rose 6% to 41%.</p> <p>In 2021, of the women we recruited, 17% were employed on a full-time permanent basis, 14% on a part-time permanent basis and 69% on fixed-term contracts. In 2023, 22% of women recruited were employed on a full-time permanent basis, 20% on a part-time permanent basis and 58% on fixed-term contracts.</p> <p>We were not able to collect non-binary or gender diverse data in 2021. Our employee and payroll systems have since been updated to collect improved gender-diverse data. This has been achieved through the implementation of strategy 5.2 under our 2021 Gender Equality Action Plan (GEAP). Embed inclusive practices into our HR electronic systems. For example, offering a range of gender selection options. As such, in 2023, our data showed that 2% of new recruits identified as non-binary or gender diverse.</p> <p>Our organisation argues that these figures, in conjunction with successful implementation of relevant GEAP strategies, contribute to progress against Indicator 5. Not only have we been able to notably increase our recruitment of women and gender diverse employees, but we have also been able to offer these new recruits more attractive contract conditions. Stable contracts will also support us to retain employees of all genders and move towards a more gender-balanced workforce in the future.</p> <p>Promotions</p> <p>Our 2021 audit showed that 25% of promotions in the 12 months to 30 June 2021 were awarded to women. These promotions occurred in the lower and middle levels of the organisation only, and not within the executive leadership team. Our 2023 progress audit showed that 30% of all promotions were awarded to women, an increase of 5%. Of these, 10% occurred in the higher levels of the organisation and were ongoing permanent roles.</p> <p>Our organisation historically has a very stable executive leadership team where roles tend to be longer-term contracts or ongoing positions, with few exits. We are pleased to see promotion at the higher level of our organisation into ongoing positions for women.</p> <p>In 2021, we were not able to collect promotion data for non-binary or gender-diverse employees. In 2023, our updated systems allowed us to collect this data. However, there were no promotions awarded to this staff cohort.</p> <p>We believe that a significant aspect of our success in increasing the proportion of promotions awarded to women has been our focus on improving secondment and higher duties opportunities for women and gender-diverse employees. The proportion of secondments awarded to women increased by 5% and the proportion of higher duties by 6% between our 2021 workplace gender audit and our 2023 progress audit. Data on higher duties opportunities for gender diverse and non-binary employees was not collected in 2021, therefore there is no measured change in the data.</p> <p>We consider these improvements, while small, to demonstrate measurable progress against the workplace gender equality indicator 'recruitment and promotion practices in the workplace'. We also believe the uptick in career development opportunities for women and resulting increase in women's share of promotions demonstrates that our strategic approach is effective. We hope to see similar improvements for gender diverse employees reflected in our 2025 data.</p>	No	Yes	No	No	No	No	Yes	<p>As a largely male-dominated industry we recognise we have started from a lower baseline for this indicator and there is further to go. Despite this, we have made genuine efforts to attract and recruit a more gender diverse workforce by implementing the strategies identified in our GEAP, in particular, strategy 5.2: Embed inclusive practices into our HR electronic systems. For example, offering a range of gender selection options.</p> <p>We note that we are two years into the four-year GEAP implementation period, and as such have not fully implemented all GEAP strategies. The majority of our strategies against this indicator remain in early implementation stage.</p> <p>We believe our genuine efforts to implement strategies against this indicator and measurable progress arising from the data, demonstrate progress against indicator 5.</p>
Example 2: Sexual harassment in the workplace	No	<p>Our 2021 Employee Experience Survey data showed that 7% of women and 4% of men who responded to the survey had experienced sexual harassment in the workplace, and of those 9% of women and 6% of men made a formal complaint. In 2023, our Employee Experience Survey data showed that 9% of women and 6% of men who responded to the survey reported having experienced sexual harassment in the workplace, an increase of 2% from 2021 for both cohorts. Of those, 9% of women and 10% of men indicated that they had made a formal complaint.</p> <p>Our 2023 Employee Experience Survey also indicated that women with disability were overrepresented among those who reported experiencing sexual harassment. We have initiated a review process to consider how we might address this between now and the 2025 reporting cycle.</p> <p>No respondents in our 2021 Employee Experience Survey identified as gender diverse. We also didn't record any formal sexual harassment complaints in our 2021 workforce reporting data from employees of self-described gender. In our 2023 employee experience survey, 2% of respondents identified as non-binary or gender diverse. Of this cohort, 10% indicated experience of sexual harassment, with 50% of this group indicating that they had made a formal complaint.</p> <p>We note that these figures represent an increase in anonymous self-reporting of sexual harassment. This is concerning, as anonymous reporting tends to be more accurate than formal incident reporting processes.</p> <p>In analysing our 2021 and 2023 audit data, we found that our workforce reporting shows minimal change in terms of outcomes for formal complaints of sexual harassment. In 2021, our audit data showed that no outcome was reached for 70% of matters where the complainant was a woman, and 50% of matters where the complainant was a man. In 2023, our progress audit showed that of the incidents of sexual harassment reported by women, no outcome was reached for 65% of matters. This figure was 40% for men. We did not collect data on gender diverse and non-binary employees in 2021, nor their experience of sexual harassment. Our 2023 progress audit showed that of the incidents of sexual harassment reported by gender diverse and non-binary employees, no outcome was reached for 67% of matters.</p> <p>The enduring high levels of formal complaints with no outcome across our 2021 and 2023 audit data suggests that we have work to do in effectively and efficiently resolving sexual harassment complaints. The lack of outcomes for incidents of this type may contribute to our lack of progress in reducing sexual harassment. As a result of this analysis, we are reviewing our GEAP strategies and measures to consider how we might better respond to, and therefore hopefully reduce, sexual harassment in our organisation.</p> <p>We consider that the anonymous nature of the Employee Experience Survey data provides an accurate representation of sexual harassment. The increased sexual harassment reported via the Employee Experience Survey data indicates 'no progress' was made by our organisation against this indicator.</p>	No	No	No	Yes	Yes	No	No	<p>(e) Competing priorities and operational obligations</p> <p>Our organisation is a metro health service. During the recent covid-19 pandemic, Victoria's public health system experienced unprecedented demand. In particular, rates of access to ICU and ventilation increased dramatically. As such, our organisation prioritised its public-facing service delivery. We directed the majority of our stretched resources externally to enable high-quality public health care. Demand outstripped supply, and already-stretched resources were directed to keeping ICU and general wards staffed. As a result, we were not able to deliver comprehensive in-person bespoke staff training in relation to sexual harassment, so instead delivered a low-cost e-learning module. We also lacked the resources to comprehensively review our internal sexual harassment processes.</p> <p>(d) Resources</p> <p>As described cell D9, our resources were significantly stretched due to an increase in demand for ICU services during the covid-19 pandemic. Competing priorities reduced the resources available for internal-facing programs, such as comprehensive sexual harassment training delivery and process review.</p> <p>For this reason, we focused on low-cost strategies and measures in our GEAP, including delivering a sexual harassment e-learning module, circulating internal communications campaigns and encouraging staff to undertake the Employee Experience Survey. Our communications campaign focused on drawing attention to existing sexual harassment policies including how the organisation will respond.</p>