



Date Created: 08-05-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 08-05-2023

2022 - 23 Gender Equality Reporting

Submitted By:

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#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

Strategy

Retention: No

Not a priority

Performance management processes: Yes

Strategy

Promotions: Yes.

Strategy

Talent identification/identification of high potentials: YesStrategy

Succession planning: Yes

Strategy

Training and development: Yes

Strategy

Key performance indicators for managers relating to gender equality: NoNot a priority

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

YesStrategy

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

<p>People are paid according to the role/function they execute. No gender bias delineates any person within our company from doing a role that they are suited to and qualified for and they are paid appropriately to the role/function whether male or female. </p>

Governing Bodies

Organisation: Pax Australia Pty Limited

1.Name of the governing body: Pax Australia Pty Ltd

2.Type of the governing body: Management committee

Number of governing body chair and member by gender:

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

Female (F)	Male (M)	Non-Binary
5	6	0

4. Formal section policy and/or strategy: Yes

Selected value: Strategy

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

Selected value:

Other

Other value: Our strategy is to have equal representation on this management committee

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?

Yes

Selected value: Strategy

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

<p>The company is run by an executive committee consisting of Managers in the business. The committee has 6 males and 5 females. the executive committee makes all the decisions governing the business. </p>

#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?

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 ensure managers are held accountable for pay equity outcomes

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.

<p>No gender analysis is undertaken because there is no difference in our pay structure for any position based on a person's gender whatsoever. </p>

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?

No

No unexplained or unjustifiable gaps identified

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

<p>All pay structures are geared around job function level and grading irrelevant to gender or any other identity. </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.

<p>Any functioning manager, male or female is paid at the rate of the function determine using AIM salary scale and the Pax Internal Banding System by Job Function. This is not based on nor influenced by gender whatsoever. Our weekly paid employees are based on scale within our enterprise agreement.</p><p>There is no delineation based entirely on function/role undertaken and all inherent responsibilities associated to that function.</p>

Employee Consultation

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

NoOther

Other Details:We have a majority female employee base and have done so for in excess of 40 years. We are considered an EEO employer where everyone is considered on their merit and the best fit for the function is accorded based on a multitude of factors not

gender.

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

No

Not a priority

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

Employees:

Shareholder:

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

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.

<p>There are no differences in our pay structures for any position based on a person's gender.</p>

#Flexible Work

Flexible Working

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

No

Other

Other: Requests for flexible working arrangements are considered on a case by case basis.

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

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SAME options for women and men Informal options are available

Job sharing: No

Not a priority

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

Time-in-lieu: Yes

SAME options for women and men

Informal options are available

Unpaid leave: Yes

SAME options for women and men Informal options are available

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

No

3.1. You need to indicate which of the following flexible working options are available to NON-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: No

Not a priority

Part-time work: Yes

SAME options for women and men

Informal options are available

Purchased leave: No

Not a priority

Telecommuting (e.g. working from home):No

Time-in-lieu: No

Not a priority

Unpaid leave: Yes

SAME options for women and men

Informal options are available

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>Within our EBA we provide for "baby leave" and pay for the shift on the day of birth if an employee absents for this purpose. </p><p>
</p><p>There must continue to be sensible limits against realistic considerations as to what can be catered to given we are a contract manufacturing firm withing a shrinking manufacturing segment. </p><p>
</p><p>We see many if these "leave" options as being neither affordable, not sustainable nor can be sensibly or reasonable implemented within our business model.</p>

#Employee Support

Paid Parental leave

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

No

Government scheme is sufficient

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

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**

No

Not a priority

- 2.4. Childcare referral services**

No

Not a priority

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

No

Not a priority

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

No

Not a priority

- 2.7. Internal support networks for parents**

No

Not a priority

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

No

Not a priority

- 2.9. Parenting workshops targeting fathers**

No

Not a priority

- 2.10. Parenting workshops targeting mothers**

No

Not a priority

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

No

Not a priority

2.12. Support in securing school holiday care

No

Not a priority

2.13. On-site childcare

No

Not a priority

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.

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

No

Not a priority

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:

10

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

No

Not a priority

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

Provide Details: Yes

Executive approval for beyond the 10 days in the EBA is at the approval of the CEO and HR.

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

<p>We have always worked with any individual who has had exposure to this issue and we take into account their individual particular circumstances, irrespective of their position within the company. We sponsor the local chapter of Anglicare crisis centre because it is both moral and responsible for us to do so in a means of supporting the community (including employees) not because there is a policy in place. It is as simple as being part of the local community to assist where a need is defined. </p>