



2013-14 public report form submitted by Energetics Pty Ltd to the Workplace Gender Equality Agency

Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	Energetics Pty Ltd 67001204039 6962 Management Advice and Related Consulting Services
Organisation details	Trading name/s ASX code (if relevant)	
	Postal address	PO Box 294, NORTH SYDNEY, NSW,2059,Australia
	Organisation phone number	(02) 9929 3911
Reporting structure	Number of employees covered in this report submission Other organisations reported on in this	79





Workplace profile Manager

Manager occupational categories	Reporting level to CEO	Employment status		No. of employees			
			F	М	Total employees		
CEO/Head of Business in Australia	0	Full-time permanent	0	1	1		
		Full-time contract	0	0	0		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Key management personnel	-1	Full-time permanent	0	4	4		
		Full-time contract	0	0	0		
		Part-time permanent	1	1	2		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Senior Managers	-2	Full-time permanent	2	9	11		
		Full-time contract	0	0	0		
		Part-time permanent	2	0	2		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Other managers	-2	Full-time permanent	1	2	3		
		Full-time contract	0	0	0		
		Part-time permanent	2	0	2		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Grand total: all managers			8	17	25		



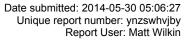
Non-manager

Non-manager occupational categories	Employment status	No. of employees (exappre	cluding graduates and ntices)		aduates (if icable)	No. of application	Total employees	
		F	M	F	М	F	M	
Professionals	Full-time permanent	14	19	0	0	0	0	33
	Full-time contract	1	2	0	0	0	0	3
	Part-time permanent	5	5	0	0	0	0	10
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Technicians and trade	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Community and personal service	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Clerical and administrative	Full-time permanent	0	1	0	0	0	0	1
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	5	0	0	0	0	0	5
	Part-time contract	2	0	0	0	0	0	2
	Casual	0	0	0	0	0	0	0
Sales	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0





Non-manager occupational categories	Employment status		cluding graduates and ntices)	No. of gr appl	aduates (if icable)	No. of application	Total employees	
		F	M	F	М	F	M	
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Machinery operators and drivers	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Labourers	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Others	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		27	27	0	0	0	0	54







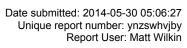
1.5

Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

1 SUPPC	Do you have formal policies or formal strategies in place that SPECIFICALLY DRT GENDER EQUALITY in relation to:
☐ No, ☐ No,	Recruitment? Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority
1.2 ⊠ Yes	Retention? Standalone policy Policy is contained within another policy Standalone strategy
☐ No, ☐ No,	Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority
☐ No, ☐ No,	Performance management processes? Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority
No,	Promotions? ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise
	not a priority

Talent identification/identification of high potentials?







× Yes	: ☐ Standalone policy
_	 □ Policy is contained within another policy □ Standalone strategy ☑ Strategy is contained within another strategy
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.6 ⊠ Yes	Succession planning?
□ No	 ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☑ Strategy is contained within another strategy
No, No, No,	currently under development insufficient human resources staff don't have expertise not a priority
1.7 ⊠ Yes	Training and development?
	 ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☑ Strategy is contained within another strategy
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.8 □ Yes	Resignations?
	☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.9 □ Yes	Key performance indicators for managers relating to gender equality?
	 ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.10	Gender equality overall?

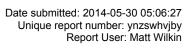




× Yes	
	 ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☑ Strategy is contained within another strategy
No, i	currently under development insufficient human resources staff don't have expertise not a priority
support One of	You may provide details of other formal policies or formal strategies that specifically gender equality that may be in place: the four themes of our strategy is People and Culture and within this is an initiative ecifically addresses gender equality.
Gender	equality indicator 2: Gender composition of governing bodies
2 body/bo applicat ☑ Yes ☑ No	Does your organisation, or any organisation you are reporting on, have a governing pard? (If you answered no, you will only be required to answer question 2.4, if pole)
2.1	Please complete the table below. List the names of organisations on whose

2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, also indicate the gender composition of that governing body/board; and where in place, include what gender composition target has been set and the year the target is to be reached. IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition numbers of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the '% Target' column and a future date in the format of YYYY in the 'Year to be reached' column.

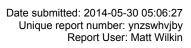
COIG	Organisation name	Chairperson		Board members		% Target	Year to be reached
		F	М	F	М	J	
1	Energetics	0	1	0	3	0	
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	For any governing you may specify why soverning body has gourrently under development human resover the expertise yon't have control over	below: ender b pment ources	alance (staff	e.g 40%	women/4	0% men/20 ⁰	rgets have not been % either)
\boxtimes C	lot a priority other (provide details) of the 4 executives here control over those	nave be		n place b	y the maj	or sharehold	der therefore we have
Y NNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNN	☐ Standalone po☐ Policy is conta☐ Standalone str☐ Strategy is cor	ALL org licy ined wi ategy tained governity velopm resourd over to	anisation thin ano within a ng bodie ent ces staff	ns cover ther polic nother st	ed in this by rategy	report?	

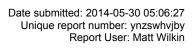




2.4 If your organisation, or any organisation you are reporting on, is a partnership please enter the total number of male and female EQUITY PARTNERS in the following table (if your managing partner is also an equity partner enter those details separately in the relevant row below). If you have a separate governing body/board of directors, please enter its composition in 2.1

	F	M
Managing partner		
Other equity partners	_	

Gender equality indicator 3: Equal remuneration between women and men
3 Do you have a formal policy or strategy on remuneration generally?☒ Yes
☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☑ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, salaries set by awards or industrial agreements
No non-award employees paid market rate No, not a priority No, other (provide details):
3.1 Are specific gender pay equity objectives included in your formal policy or formal strategy? Yes
 No No, currently under development No, insufficient human resources staff No, don't have expertise
 No, salaries set by awards or industrial agreements No, non-award employees paid market rate No, not a priority No, other (provide details):
4 Has a gender remuneration gap analysis been undertaken? ☐ Yes - please indicate when this analysis was most recently undetaken ☐ Within last 12 months ☐ Within last 1-2 years ☐ More than 2 years ago but less than 4 years ago ☐ Other (provide details):
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees paid market rate No, not a priority
No, other (provide details):







Were any actions taken as a result of your gender remuneration gap analysis? Yes - please indicate what actions were taken: ☐ Identified cause/s of the gaps ☐ Created an action plan to address causes ☐ Reviewed remuneration decision-making processes ☐ Reviewed individual remuneration outcomes ☐ Conducted a gender-based job evaluation process ☐ Implemented other changes (provide details):
No No gaps identified No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees paid market rate No, unable to address cause/s of gaps (provide details why):
☐ No, not a priority ☐ No, other (provide details):
Gender equality indicator 4: Availability and utility of employment terms, conditions and bractices relating to flexible working arrangements for employess and to working arrangements supporting employees with family or caring responsibilities
Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers? Yes No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement No, not a priority No, other (provide details):
Please indicate the number of weeks of employer funded paid parental leave that are provided for primary carers.
How is employer funded paid parental leave provided to the primary carer? By paying the gap between the employee's salary and the government's paid parental
eave scheme ☐ By paying the employee's full salary (in addition to the government's paid scheme) regardless of the period of time over which it is paid for example, full pay for 12 weeks or hal bay for 24 weeks) ☑ As a lump sum payment (paid pre- or post- parental leave, or a combination)
Do you provide employer funded parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater Yes, less than one week No No, currently being considered





No, insufficient hum No, government scl No, don't know how No, not a priority No, other (provide of	neme is sufficient to implement			
6.1 Please indicate provided for secondary 6	e the number of we carers.	eks of employ	er funded parenta	ıl leave that are
7 How many fem utilised parental leave		d) during the la	st reporting period	d?
	Primary care Female	r's leave Male	Secondary Female	carer's leave Male
Managers	1			
Non-managers	1			
8 What proportion leave?	n of your total work	oforce has acc	ess to employer fu	unded paid parental
Prima %	ry carer's leave 94		Secondary care 94	r's leave
	ntained within anot strategy contained within ar development nan resources staff kplace agreement ertise ole arrangements details): orking policy by preelp employees man	her policy nother strategy	, we encourage fle	xible working
caring responsibilities? Yes Standalone Policy is co Standalone Strategy is No No, currently under No, insufficient hum No, included in worl No, don't have expe	policy ntained within anot strategy contained within ar development nan resources staff kplace agreement ertise	her policy		ees with family and
No, other (provide of	iotanoj.			





we have flexible working policy by precedent in that we encourage flexible working arrangements to help employees manage their family and caring responsibilities

caring responsibilities?
 No No, currently under development No, insufficient human resources staff
No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):
11.1 To understand where these measures are available, do you have other worksites in addition to your head office? ☑ Yes
□ No
 11.2 Please indicate what measures are in place and in which worksites they are available (if you do not have multiple worksites, you would select 'Head office only'): Employer subsidised childcare Head office only
☐ Other worksites only☐ Head office and some other worksites☐ All worksites including head office
☐ On-site childcare
☐ Head office only☐ Other worksites only
☐ Head office and some other worksites
All worksites including head office
☐ Breastfeeding facilities
Head office only
☐ Other worksites only ☐ Head office and some other worksites
☐ All worksites including head office
Childcare referral services
☐ Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office
 ☐ Internal support network for parents ☐ Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
Return to work bonus
Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office
 ☐ Information packs to support new parents and/or those with elder care responsibilities ☐ Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
Referral services to support employees with family and/or caring responsibilities
Head office only
Other worksites only
☐ Head office and some other worksites





☐ All worksites including head office ☐ Targeted communication mechanisms, for example intranet/forums ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office ☑ None of the above, please complete question 11.3 below
Please provide details of any other non-leave based measures that are in place and at which worksites they are available: staff are mostly able to manage their own work such that they can fit their work around family and caring responsibilities and commitments.
Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise No, not a priority No, other (provide details):
Other than a policy or strategy, do you have any measures to support employees who are experiencing family or domestic violence? Yes - please indicate the type of measures in place: Employee assistance program Access to leave Training of human resources (or other) staff Other (provide details):
No No, currently under development No, insufficient human resources staff No, not aware of the need No, don't have expertise No, not a priority No, other (provide details):

Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):

	Managers				Non-managers				
	Fer	male	Male		Female		Male		
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal	
Flexible hours of work									
Compressed working weeks									
Time-in-lieu			\boxtimes						





 \boxtimes

								_
Telecommuting		\boxtimes				\boxtimes		
Part-time work								
Job sharing								
Carer's leave					\boxtimes		\boxtimes	
Purchased leave								
Unpaid leave					\boxtimes		\boxtimes	Ī
14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below: there are no current job sharing arrangements but have been in the past and they were forma arrangements. They would be considered if requested at all levels. 14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below? Currently under development Insufficient human resources staff Don't have expertise Not a priority Other (provide details):								
	Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace							
Have you consulted with employees on issues concerning gender equality in your workplace? ☐ Yes ☐ No ☐ No, not needed (provide details why):								
 No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details): 								
15.1 How did you consult with employees on issues concerning gender equality in your workplace? ☐ Survey ☐ Consultative committee or group ☐ Focus groups ☐ Exit interviews ☐ Performance discussions ☐ Other (provide details):								
15.2 What categories of employees did you consult? ☐ All staff ☐ Women only ☐ Men only ☐ Human resources managers								





☐ Management ☐ Employee representative group(s) ☐ Diversity committee or equivalent ☐ Other (provide details):
Gender equality indicator 6: Sex-based harassment and discrimination
Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention? ⊠ Yes
 ∑ Standalone policy ☐ Policy is contained within another policy
☐ Standalone strategy
☐ Strategy is contained within another strategy ☐ No
☐ No, currently under development ☐ No, insufficient human resources staff
No, included in workplace agreement No, don't have expertise
No, not a priority
No, other (provide details):
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy? ☑ Yes ☐ No
☐ No, currently under development ☐ No, insufficient human resources staff
No, don't have expertise
No, not a priorityNo, other (provide details):
47 5
Does your workplace provide training for all managers on sex-based harassment and discrimination prevention?
✓ Yes - please indicate how often this training is provided:✓ At induction
☐ At least annually ☑ Every one-to-two years
☐ Every three years
☐ Varies across business units☐ Other (provide details):
□ No □ No, currently under development
No, insufficient human resources staff
No, don't have expertiseNo, not a priority
No, other (provide details):
Other
Out of

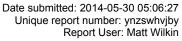




Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (Please note that any information you provide here will appear in your public report)

Our annual staff survey results are analysed by an external party to ensure that there are no deteriorating trends in job satisfaction or employee well being/engagement either in the company as a whole or within any subsets (eg by gender). In the past year this highlighted a need for additional leadership training for some women in the company. This focused primarily on resilience and was addressed by engaging an expert in the field. The outcomes were beneficial both to the group involved, their peers and the whole organisation. In the most recent survey, completed in December 2013 showed improvement in their areas which gave rise to these concerns and therefore the training was deemed a success.

19 You may provide additional details on any information provided in the report below.







Notification and access

List of employee organisations

CEO sign off confirmation

Name of CEO or equivalent	Tony Cooper
Confirmation CEO has signed the report	Yes