



Annual report

2014-2015



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An electronic copy of this report is available at

www.wgea.gov.au/sites/default/files/wgea_annual_report_14_15.pdf

30 October 2015

Senator the Hon Michaelia Cash
Minister for Employment
Minister for Women
Minister Assisting the Prime Minister for the Public Service
Parliament House
Canberra ACT 2600

I have pleasure in presenting to you the annual report of the Workplace Gender Equality Agency for the 2014–15 year.

The report has been prepared in accordance with Part III, subsection 12(1) of the *Workplace Gender Equality Act 2012*.

The report also contains the financial statements for the year ended 30 June 2015, as required by section 34(1) of the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*.

This annual report covers the period from 1 July 2014 to 30 June 2015, and also includes the Agency's most current report assessment data from compliance reports for the 1 April 2014 to 31 March 2015 reporting period.

Yours sincerely



Libby Lyons
Director

Reader's guide

This report informs the Minister for Employment, Parliament, relevant employers and the public about the performance of the Workplace Gender Equality Agency in 2014–15.

This report has been prepared according to parliamentary reporting requirements.

The year in review

Profiles the Agency's year and includes a review by the Director.

Agency overview

Provides an overview of the Agency and its functions, and a profile of the organisations that report to the Agency.

Report on performance

Provides specific information on the Agency's performance in 2014–15.

Management and accountability

Provides information on the Agency's human resource management, financial management, purchasing, consultants, contract management and other management areas.

Financial statements

Contains the Agency's audited financial statements for 1 July 2014 to 30 June 2015.

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Glossary and acronyms

ABS	Australian Bureau of Statistics
The Act	<i>Workplace Gender Equality Act 2012</i>
Agency	Workplace Gender Equality Agency
ANZSIC	Australian and New Zealand Standard Industrial Classification
APS	Australian Public Service
ASX	Australian Securities Exchange
Benchmarks	Standard educational measures in relation to reporting matters
Financial year 2014–15	1 July 2014 to 30 June 2015
FOI Act	<i>Freedom of Information Act 1982</i>
Gender equality indicators	Defined in section 3 of the <i>Workplace Gender Equality Act 2012</i>
ICT	Information and communication technology
IPS	Information Publication Scheme
IT	Information technology
Legislative instrument	<i>The Workplace Gender Equality (Matters in relation to Gender Equality Indicators) Instrument 2013 (No. 1)</i>
PAES	Portfolio Additional Estimates Statements
PBS	Portfolio Budget Statement
Relevant organisations	Employers that are covered under the <i>Workplace Gender Equality Act 2012</i>
Reporting organisations	Relevant employers that submit reports to the Agency, sometimes on behalf of other entities within their corporate structure.
Reporting period	1 April 2014 to 31 March 2015
WGEA	Workplace Gender Equality Agency
WH&S	Work, health and safety

2014–15: The year in review

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Review by the Director

2014–15 was a milestone year for the Agency, with the release of the first comprehensive set of data on workplace gender equality in Australia.



The data covers over one-third of employees in Australia and provides compelling insights confirming the stubborn persistence of gender pay gaps across industries and management levels and the concentration of women in lower-paying occupations and industries.

The first year of data gives us a yardstick against which to measure future progress and performance on workplace gender equality in Australia.

The collection, analysis and release of this data are a major achievement with the potential to drive significant social and economic change.

It could not have happened without the vision and stamina of the Agency's first director Helen Conway. Helen painstakingly built the foundations on which the Agency now operates; developing the regulatory and organisational systems to facilitate the collection of the data and winning support and respect from across the business community. I stepped into the role in March and was immediately conscious of Helen's impressive legacy.

The data collected and published by the Agency puts Australia ahead of the pack on workplace gender equity reporting. Our dataset paints a comprehensive picture of workplace gender equality and positions Australia as a leader in this emerging area. The UK has announced plans to move to compulsory reporting on gender pay for large



The collection, analysis and release of this data are a major achievement with the potential to drive significant social and economic change.

organisations and the Agency has been approached by other governments and organisations around the world for our insights.

The data is critical for understanding gender issues at work. It helps us articulate and understand the problems we face, providing the necessary evidence that gender inequality is entrenched in our workplaces. But its real value is in driving change.

We are seeing a surge in employers embracing measures identified by the Agency as enhancing gender equality. Employers are increasingly conducting their own pay equity analyses and implementing flexible working policies that allow people to progress their careers while also meeting their caring responsibilities.

2014–15 marked the second year of full reporting under the *Workplace Gender Equality Act 2012* and as the years pass this resource will offer a powerful measure of progress over time.

I thank Agency staff for their commitment and hard work during 2014–15. As I write this forward, the second year of data is being prepared for public release. Momentum around workplace gender equality is building, with a growing acceptance that it is time for change. The Agency is well placed to help drive that change, but it is employers who must do the work on the ground if we are to really stamp out workplace gender inequality. I urge all employers to use the Agency's tools and insights and consider how they can make a difference.



Louise McSorley
Acting Director



40%
of reporting
organisations

downloaded their benchmark report
as at 30 June 2015.



4 million
employees in Australia

are covered by the data.



76
organisations

were awarded the inaugural WGEA
Employer of Choice for Gender
Equality citation.



17.6%
increase

in the number of employers
conducting a pay gap analysis.

Highlights

World-leading dataset launched

On 25 November 2014 the Agency released the inaugural findings from data provided by more than 11,000 Australian employers in 2013–14.

This world-leading dataset provides Australia with the most comprehensive picture of workplace gender equality ever seen.

The Agency generated a summary report of the results, *Australia's gender equality scorecard*, and developed an interactive data explorer of the aggregated dataset for use by academics and researchers, as well as business and industry groups, policy makers and employees.

The data revealed an overall gender pay gap of 24.7% (on total remuneration) in favour of men and a stark gender imbalance in senior management positions.

Benchmark reports released

In December 2014, the Agency released the first customised, confidential benchmark reports to reporting organisations covering the 2013–14 reporting period. This benchmarking data is the first of its kind in Australia and the reports allow employers to assess their gender performance against their peers, identify areas for improvement and track the effectiveness of their gender equality strategies over time.

The reports are a powerful business intelligence tool, providing the evidence base around the state of gender equality in individual organisations. As of 30 June 2015, nearly 40% of reporting organisations had downloaded their benchmark reports.

Public campaigns

The Agency launched two of its biggest public-facing campaigns during the year, focusing on pay equity and workplace flexibility.

The Agency's pay equity campaign, *In Your Hands*, launched in September 2014 and focused on educating employers and managers about gender bias and the potential for gender pay gaps in organisations. It encouraged organisations to conduct a payroll analysis to determine if and where gender pay gaps exist. This campaign contributed to a 17.6% increase in the number of employers conducting a pay gap analysis between the 2013–14 and 2014–15 reporting periods.

In April 2015 the Agency supported the launch of a workplace flexibility campaign called *The Equilibrium Man Challenge*. The Challenge is a micro-documentary series that follows the lives of a group of men as they negotiate and move to formal flexible working arrangements.

WGEA Employer of Choice for Gender Equality

Seventy-six organisations were awarded the inaugural WGEA Employer of Choice for Gender Equality citation in 2014.

The citation was developed in consultation with previous citation holders and serves as a comprehensive roadmap for change, guiding employers on how to develop leading workplaces that maximise the full potential of female and male talent.

The citation is aligned with reporting requirements under the *Workplace Gender Equality Act 2012* and reflects the change in focus of the legislation to promote and improve gender equality outcomes for both women and men.

A list of the 76 organisations awarded the citation in 2014 can be found in Appendix 5.

Snapshot of reporting organisations

As at 30 September 2015, 4,686 reports had been assessed as compliant for the 2014–15 reporting period. These employers represented 4,003,811 employees, approximately 40% of employees in Australia.

Table 1: Reporting organisations by industry

	Number of reporting organisations	Number of employees	% Women	% Men
Agriculture, Forestry and Fishing	46	25,082	34.4	65.6
Mining	169	178,130	16.0	84.0
Manufacturing	663	368,325	26.6	73.4
Electricity, Gas, Water and Waste Services	54	47,834	25.4	74.6
Construction	203	134,207	16.1	83.9
Wholesale Trade	223	107,791	35.7	64.3
Retail Trade	315	656,164	58.4	41.6
Accommodation and Food Services	259	180,854	51.5	48.5
Transport, Postal and Warehousing	196	210,052	26.0	74.0
Information Media and Telecommunications	126	131,803	39.2	60.8
Financial and Insurance Services	240	275,676	56.0	44.0
Rental, Hiring and Real Estate Services	72	36,450	43.5	56.5
Professional, Scientific and Technical Services	475	293,345	39.0	61.0
Administrative and Support Services	240	215,929	44.6	55.4
Public Administration and Safety	19	25,247	20.2	79.8
Education and Training	520	399,714	62.7	37.3
Health Care and Social Assistance	617	564,156	80.4	19.6
Arts and Recreation Services	99	93,854	50.7	49.3
Other Services	150	59,198	46.4	53.6
All reporting organisations	4,686	4,003,811	48.8	51.2

Table 2: Reporting organisations by size

Organisation size	Number of reporting organisations
0–249	2,192
250–499	1,095
500–999	657
1000 – 4999	615
5000+	127
Total	4,686

Detailed statistics on the 2014–15 reporting period results are available at data.wgea.gov.au

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About the Agency

The Workplace Gender Equality Agency is an Australian Government statutory agency charged with promoting and improving gender equality in Australian workplaces.

The Agency administers the *Workplace Gender Equality Act 2012*.

Our vision

The Agency's vision is for women and men to be equally represented, valued and rewarded in the workplace.

Our values

Lead

The Agency proactively drives positive gender equality outcomes by developing best-practice solutions and inspiring change.

Innovate

The Agency explores, embraces and creates new ways to address gender equality by operating with rigour, flexibility and creativity.

Collaborate

The Agency engages all team members and stakeholders in a respectful and inclusive manner to foster successful partnerships.

Our strategic priorities

The Agency's strategic priorities until the year ending 30 June 2015 were:

- ➔ position the Agency as the leader in the workplace gender equality space
- ➔ proactively support and add value to employers as they seek to achieve gender equality in their workplaces
- ➔ collaborate strategically with other organisations to advance workplace gender equality
- ➔ ensure the Agency's ongoing sustainability.

Our functions

The *Workplace Gender Equality Act 2012* outlines our functions as follows:

- ➔ advise and assist employers in promoting and improving gender equality in the workplace
- ➔ develop, in consultation with relevant employers and employee organisations, benchmarks in relation to gender equality indicators
- ➔ issue guidelines to assist relevant employers to achieve the purposes of the Act
- ➔ review compliance with the Act by relevant employers, review public reports lodged by relevant employers and deal with those reports in accordance with the Act
- ➔ collect and analyse information provided by relevant employers under the Act to assist the Agency to advise the Minister in relation to legislative instruments made under the Act
- ➔ undertake research, educational programs and other programs to promote and improve gender equality in the workplace
- ➔ work with employers to maximise the effectiveness of the administration of the Act, including by minimising the regulatory burden on employers
- ➔ promote and contribute to understanding and acceptance, and public discussion, of gender equality in the workplace
- ➔ review the effectiveness of the Act in achieving its purposes
- ➔ report to the Minister on such matters in relation to gender equality in the workplace as the Agency thinks fit.

About the Agency

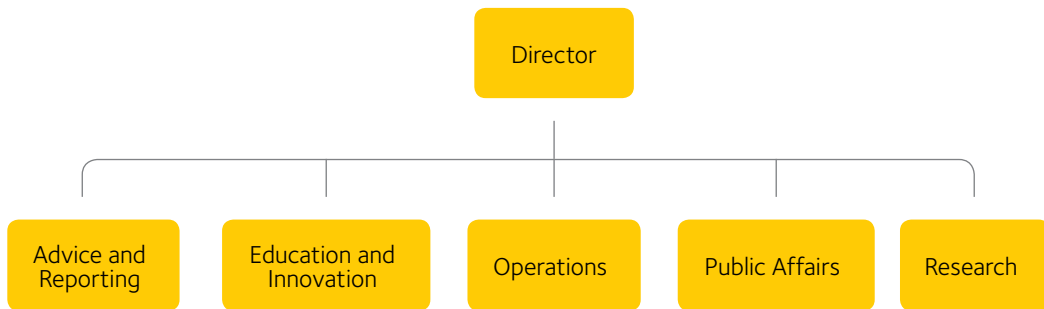
Organisational structure

The Governor-General of Australia appoints the Director of the Agency who has the management of the Agency. Helen Conway was appointed and held the position of Director from 27 April 2011 to 6 March 2015. On 7 March 2015 Louise McSorley was appointed as Acting Director. Libby Lyons was appointed as Director of the Agency for a five-year term on 17 September 2015, commencing 19 October 2015.

The Agency was divided into five business units:

- ➔ Advice and Reporting
- ➔ Education and Innovation
- ➔ Operations
- ➔ Public Affairs
- ➔ Research

Figure 1: Organisational structure of the Agency



Workforce

As at 30 June 2015, the Agency employed 29 people, comprising 21 full-time and 8 part-time employees. A breakdown of employees by location, gender and classification is provided on page 100. More information on the management of human resources, and particular developments during 2014–15, is provided on pages 33–35.

Director

2015 saw a change in leadership in the Agency.

Helen Conway

(Retired 6 March 2015)

Prior to joining the Agency, Helen Conway spent more than 30 years working in the private sector. Following 10 years in private practice as a lawyer, Helen held various executive positions in the corporate sector, covering the insurance, transport, energy, retail and construction industries.

Louise McSorley

(7 March 2015 – 18 October 2015)

Louise McSorley is a lawyer and was previously a senior Australian government public servant, having held leadership roles in labour relations law and industry engagement. She successfully implemented Australia's first demand led seasonal labour migration program, bringing workers from Pacific Island countries to fill vacancies in Australian horticulture.

Libby Lyons

(Commenced 19 October 2015)

Prior to joining the Agency, Libby Lyons held senior management roles across the corporate and government sectors in the energy, resources and telecommunications industries. Libby started her working life as a primary school teacher and so has experience in working in both female and male dominated industries and understands first hand that a more diverse work group makes for better decision-making and organisational performance.

Outcome and program structure

For 2014-15, the Agency had the same KPIs against its outcome as in 2013-14. The KPIs are aligned with the *Workplace Gender Equality Act 2012*.

Outcome

Promote and improve gender equality in Australian workplaces including through the provision of advice and assistance to employers and the assessment and measurement of workplace gender data.

Key performance indicators

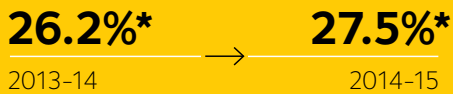
The Agency's performance in 2014-15 is measured against four KPIs:

- ➔ percentage of women in leadership including governing board members, key management personnel (KMP) and other managers
- ➔ percentage of employers conducting gender remuneration gap analyses
- ➔ percentage of employers with a strategy or policy to support employees with family and caring responsibilities
- ➔ number of visits to the Agency website.

Performance trends over time

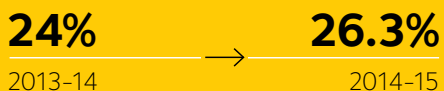
The Agency collected time-series data for the first time in 2014-15, showing improvements across KPIs. For more detail, see Results against outcome and program structure on pp 18-19.

Percentage of women in leadership



(*Top three levels of management (CEO, KMP and Other executive/ General Managers)

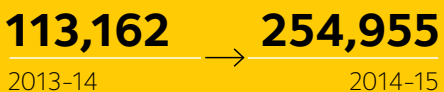
Employers conducting gender remuneration gap analyses



Employers with a strategy or policy to support employees with family or caring responsibilities

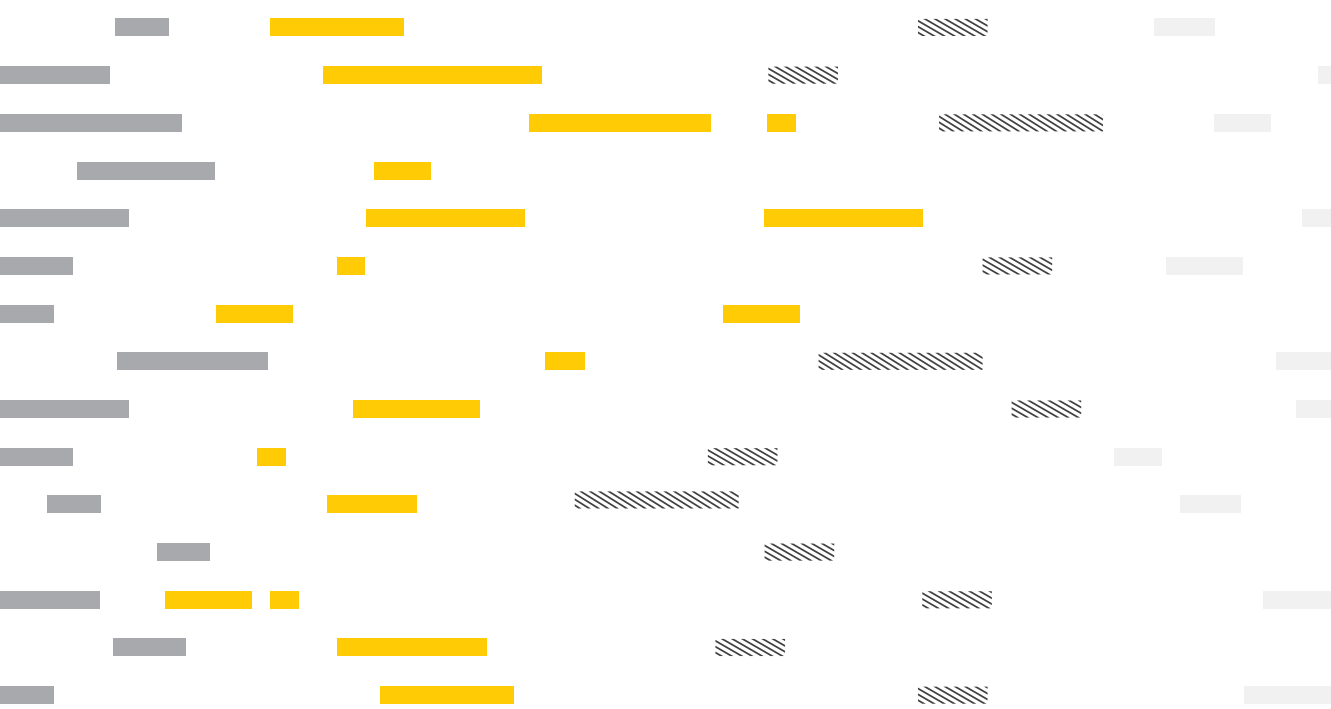


Visits to Agency website



Report on performance

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Results against outcome and program structure

Table 3: KPI – percentage of women in leadership including governing board members, key management personnel (KMP) and other managers

KPI	2013-14	2014-15 budget	2014-15 actual
Percentage of women in leadership in relevant employers			
Governing board members	23.7	23.7	23.6
Key Management Personnel (KMP)*	26.1	26.1	27.4
Other managers**	36.8	36.8	37.4

* Key Management Personnel refers to persons with authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity, in accordance with Australian Accounting Standards Board AASB124.

** Other managers combines Other executives/General managers, Senior managers and Other managers, as reported in the workplace profiles submitted by reporting organisations.

There was a measurable increase in the percentage of women in KMP and ‘other’ management roles over the past 12 months, while the percentage of women on governing boards stagnated. Despite some improvement, the figures highlight that women remain under-represented in management ranks relative to the entire workforce and that the proportion of women in management decreases in higher levels of management.

Table 4: KPI – percentage of relevant employers that have conducted gender remuneration gap analyses

KPI	2013-14	2014-15 budget	2014-15 actual
Percentage of relevant employers that have conducted gender remuneration gap analyses	24	24	26.3

There was an increase in the percentage of employers that have conducted pay gap analyses between 2014 and 2015, reflecting a growing awareness about gender pay gaps. Of the 1,229 organisations that reported in 2015 a gender pay gap analysis was conducted, over half took action.

Table 5: KPI – percentage of relevant employers with a strategy or policy to support employees with family or caring responsibilities

KPI	2013-14	2014-15 budget	2014-15 actual
Percentage of relevant employers with a strategy or policy to support employees with family or caring responsibilities	55.1	55.1	57.8

There has been a measurable increase in employers recognising the need to have formal policies or strategies in place to support employees with family and caring responsibilities. Support for employees with family or caring responsibilities is a critical driver of workplace gender equality.

Table 6: KPI – number of visits to the Agency website

KPI	2013-14	2014-15 revised budget	2014-15 actual
Number of visits to Agency website	133,162	200,000	254,955

The Agency has considerably exceeded its budget for visits to the website, with popular items including resources specific to reporting, such as the reference guide and indicative format of the reporting questionnaire. The Agency's gender pay gap fact sheet and workplace statistics at a glance fact sheet are also extremely popular. The website continues to be a growing public-face for the Agency as not only the gateway to reporting, but also the destination for all toolkits, resources and information to help organisations develop gender equality strategies.

Table 7: Program deliverables

Deliverables	2014-15 estimated	Performance
Education		
Education participants	1,351	528
Educational resources available on the Agency website	60	54
Benchmarks developed	43	43
Understanding and acceptance and public discussion		
Speeches and events delivered	52	45
Employer of choice organisations	80	76
Compliance		
Employers registered with the Agency as relevant employers	11,700	12,229
Employer reviews conducted	-	11
Reporting by Agency		
Biennial report to the Minister	-	-

Report on performance

A summary of the Agency's performance against the legislative functions and powers relevant during the 2014-15 year is provided below.



Reporting

23,240

23,240 downloads of reporting related resources

26

reporting workshops held around the country

10,017

10,017 public reports downloaded from website

The Agency collects comprehensive and standardised data from reporting organisations against six gender equality indicators via an online portal. In 2015, the requirement for relevant employers to meet minimum standards came into effect and those organisations with 500 or more employees in their corporate structure had their performance measured against four options related to one minimum standard.

The data collected from employers feeds into customised and confidential benchmark reports that are distributed to compliant reporting organisations later in the calendar year.

Supporting employers

The Agency continued with its commitment to provide ongoing advice, education and support for relevant employers. This resulted in a series of information sessions, workshops and teleconferences to equip employers with the information required to enable them to report to the Agency and comply with the *Workplace Gender Equality Act 2012* (Act). Twenty reporting information sessions were conducted in Adelaide, Brisbane, Melbourne, Perth and Sydney. A further three information sessions were hosted by third parties and three workshops specific to software developers were hosted by the Australian Tax Office. In total, three hundred and thirty people participated in the series of information sessions on reporting to the Agency for the 2014-15 reporting period.

In addition, the Agency provided targeted educational assistance on pay equity and understanding an organisation's benchmark report. The workshops on pay equity were delivered to 138 participants and the workshops on understanding benchmark reports had 59 participants.

The Agency developed online resources to assist employers to report, including guidelines, videos and e-learning modules. The most downloaded reporting resources on the website were the 2014-15 reporting reference guide, which was downloaded 5,711 times and the workplace profile worksheets, which were downloaded 6,391 times.

In addition, the Agency provided tailored telephone advice and support to employers.

Reviewing compliance

The Agency may review an organisation's compliance with the Act. This year, reviews were focused on maintaining data quality and where applicable, responding to comments received from employees or employee organisations concerning an organisation's compliance report. Where the Agency identified anomalies, outliers, or suspected errors in reports, reporting organisations were asked to confirm the data was accurate, or correct their data. This process was critical to ensure the integrity of the benchmark dataset.

Comments

The Act provides for employees and employee organisations with members in an employer's workplace to comment to the employer, or to the Agency, on the accuracy of the employer's report. As at 30 September 2015, the Agency

had received 25 comments from employees and two comments were received from employee organisations. Of the 25 employee comments received, 14 separate comments were submitted by one employee in relation to different aspects of their organisation's report. Where information was provided in accordance with the Agency's policy on comments, the Agency either responded directly to the person making the comment or liaised with the organisation directly to verify the content of their report.

WGEA Employer of Choice for Gender Equality citation

On 12 November 2014, the Agency announced the inaugural list of successful applicants for its flagship recognition program: the WGEA Employer of Choice for Gender Equality citation. The citation recognises employers that are compliant with the Act and leading the way in improving gender equality outcomes through leading practice initiatives. The WGEA Employer of Choice for Gender Equality citation delivers a significant competitive advantage to successful applicants in differentiating their employer brand, and attracting and retaining top talent. The eligibility criteria were developed in consultation with existing citation holders, academics and industry associations and the resulting criteria are sympathetic to commercial realities while raising the expected level of gender equality performance.

EOCGE 2014 recipients are listed in Appendix 5.

Report on performance



Education and Innovation

The Agency developed an innovative suite of tools to deliver its education program, including e-learning modules, short films and animations, workshops, industry roundtables and online resources. Our program focused on three key areas:

1. Understanding workplace gender equality

The Agency developed two eLearning modules focused on understanding workplace gender equality. These modules – ‘what is workplace gender equality?’ and ‘elevate the conversation on gender equality?’ – were loaded on to the website in November 2014 and received 424 and 121 registrations respectively.

The Agency also collaborated with The Australian Institute of Management (AIM) to develop a checklist for AIM courses to be reviewed with a ‘gender lens’, and where relevant, establish gender equality as a specific learning outcome, separate from diversity.

2. Legislation, reporting and compliance

The Agency delivered a national reporting workshop series that achieved a 100% satisfaction rating from participants. It also included a review of two e-learning modules, a series of short films, and a number of resources that were available for download on the Agency’s website.



3. Managing and improving workplace gender equality

In collaboration with Diversity Partners, the Agency developed and launched the 'Gender Strategy Toolkit'. As at 30 June 2015, the toolkit had been downloaded 1,662 times. It enables employers to diagnose performance, set goals and build a comprehensive gender equality strategy mapped to the gender equality indicators, benchmark reports, and the WGEA Employer of Choice for Gender Equality criteria.

The toolkit was also used by the Centre for Workplace Leadership, in collaboration with the Agency, to develop case studies of 10 organisations and provides tailored recommendations on how to take a more strategic approach to gender equality.

On 30 September 2014, the Agency launched a suite of pay equity toolkits as part of the Agency's *In Your Hands* campaign. The toolkits aim to help organisations identify gender pay gaps and their causes and develop a strategy for addressing pay equity. The resources have been downloaded more than 4,400 times, and the animation accompanying has been viewed more than 10,500 times.

In May 2015, the Agency launched a series of educational resources to help organisations with their flexibility strategy. The toolkits were developed to address a range of stakeholders, including CEOs and Directors, as well as employees, managers and diversity practitioners. As at 30 June 2015, the combined flexibility resources have been downloaded more than 1,200 times.

100%

satisfaction rating for reporting workshops

1,662

downloads of gender strategy toolkit

10,868

views of pay equity animation

4,485

downloads of pay equity tools and resources

Report on performance

The Agency contributed to a range of research initiatives being undertaken by various academic and government institutions, including:

- collaborating on a three year Australian Research Council funded research project 'Retiring Well: Work, care, retirement and health', conducted through the Centre for Work + Life at the University of South Australia.
- collaborating with researchers from the Copenhagen Business School and Sydney University on a project to explore the factors that influence the prevalence of women on boards of ASX listed companies, using the Agency's full suite of Census of Women in Leadership data.
- participating in the steering committee for the Fair Work Commission Pay Equity Unit's 'Australian Workplace Relations Survey (AWRS)', and attended the AWRS conference in June 2014.
- collaborating with researchers from the Curtin Bankwest Centre for Economics on a range of analyses on the new reporting dataset.
- responding to 77 external requests for information and data.
- creating an 'academic hub' on the WGEA website to facilitate the sharing of research and avoid duplication of research efforts by academics engaged in the gender equality field.



Research

5,922

unique views of the data explorer

3,052

downloads of gender equality scorecard

40%

of reporting organisations downloaded a benchmark report

2.2 M

employees covered in the downloaded benchmark reports

#1

World-leading dataset that is the most comprehensive picture of gender equality released

Reporting dataset

The Agency's 2013-14 dataset, the first of its kind from the Agency, was released on 25 November 2014 at an event hosted by the Australian British Chamber of Commerce in Sydney.

The key results were also profiled in a top-line report – *Australia's gender equality scorecard* – and an interactive data explorer was developed to enable a wide variety of stakeholders including industry groups, peak bodies, media, academics and the general public to easily access the non-confidential aspects of the data. Additional data – the gender pay gap data for full-time managers broken down by management levels and non-manager occupations – was added to the tool in February 2015. As at 30 June 2015, the data explorer has had 5,922 unique visitors.

The Data Explorer was developed by specialist provider Flinklabs and the content was developed in collaboration with the WGEA Data Consultation Group. Members of the data consultation group are listed at Appendix 2.

The WGEA dataset was also made available through data.gov.au.



Industry benchmarks

In December 2014, customised benchmark reports were made available to reporting organisations for download from the Agency's online portal.

The reports are structured around the six gender equality indicators (GEIs) and contain approximately 38 individual benchmarks representing performance for a specific reporting matter.

This benchmarking data is the first of its kind in Australia and allows employers to assess their gender performance against their peers, identify areas for improvement and track the effectiveness of their gender equality strategies over time.

Six thousand reports, covering 2.2 million employees, were downloaded in the first year.

Supporting material to help employers access and understand their benchmark reports were also developed, including an insights guide, technical manual, workshops and gender strategy toolkit.

WGEA protocol on sharing reporting data

WGEA is committed to making the data it collects as accessible and usable as possible, subject to the relevant legislation and Agency policies.

In February 2015 the Agency formalised this intention by publishing the protocol on sharing reporting data on the Agency website.

Report on performance



Public Affairs

45

public speaking events by Agency staff

254,955

unique visits to Agency website

621

media mentions, 99% positive or neutral

85

Australian leaders signed on as Pay Equity Ambassadors

72,298

views of pay equity campaign video

Promoting gender equality in the workplace

The Agency is required to promote and contribute to understanding and acceptance, and public discussion, of gender equality in the workplace. These goals are achieved through media, speaking and online engagement with key stakeholders, organisations and the general public, as well as through public-facing campaigns.

In the 2014-15 year the Agency issued eight media releases and achieved 621 media mentions. Over 99% of all media coverage was either positive or neutral.

Speaking engagements continue to be an important platform for driving public discussion, with the Agency's executives and other staff speaking at 45 events. A full list of speaking engagements is available at Appendix 3.

The Agency's website helps promote gender equality through practical educational materials and tools, case studies, research and news. Between July 2014 and June 2015, the website received just over 350,000 visits, with more than 250,000 unique visits. The highest number of unique visitors – 38,782 – occurred in May 2015.

In 2014 the Agency launched its Facebook page, which aims to expand the reach of the Agency's interaction with the general public and provide a platform for continued engagement and education on gender equality in the workplace. The Agency also continued to manage and grow its already established platforms – Twitter, LinkedIn and YouTube – to promote the Agency's messages as widely as possible.

The Agency distributes an eNewsletter to reporting organisations, stakeholders and general subscribers to promote Agency content, drive traffic to its website, and inform interested parties of the latest gender equality news, events and research. The number of subscribers increased approximately 20% to almost 9,500 and the open rate remained steady at 40%.

Public campaigns

In 2014-15 the Agency launched two of its biggest public-facing campaigns, focusing on pay equity and workplace flexibility.

The Agency's pay equity campaign, *In Your Hands*, launched at the end of September 2014 and focused on educating organisations about gender bias and the potential for gender pay gaps in organisations. It encouraged organisations to conduct a payroll analysis to determine if and where gender pay gaps exist and take action to correct issues. A range of free tools were developed to provide practical guidance to employers.

As part of the campaign the Agency encouraged Australian CEOs to become Pay Equity Ambassadors and publicly champion the pay equity cause with 85 CEOs signing a Pay Equity Pledge as of 30 September 2015. A number of CEO roundtables with Ambassadors were also run to support the Agency's ongoing efforts to educate and inspire leaders to tackle gender equality issues.

A campaign video and website were also created and as at 30 June 2015 the video had been watched more than 70,000 times and the pay equity toolkits had been downloaded almost 4,500

times. Official supporters comprising business, industry and professional peak bodies alongside gender advocates were also recruited to help spread the campaign message and promote the educational tools.

Reporting data suggests the campaign has had an impact with a 17.6% increase in the number of employers conducting a payroll analysis in the 12 months since the campaign was launched.

In April 2015 the Agency participated in the launch of a workplace flexibility campaign called *The Equilibrium Man Challenge* in partnership with Mirvac, Telstra, Corrs Chambers Westgarth and Diversity Council Australia. The Challenge is a micro-documentary series that follows the lives of a group of men as they negotiate and move to formal flexible working arrangements. A range of tools were developed to help organisations, managers and employees adopt a strategic approach to flexibility. A Cheer Squad of employers and other supporting organisations has also been rallied to promote the content and run events to educate the business community and public about the benefits of flexible working.

The campaign aims to shift attitudes and encourage behaviours that transform the way Australians work, and embrace flexibility as the smart way to drive productivity and performance outcomes for business while also enabling gender equality. As at 30 June 2015, the campaign had generated more than 1,200 downloads of the flexibility toolkits and more than 20,000 visits to the campaign website.

Financial performance

The total appropriation for the Agency in 2014–15 was \$5,026,000

Expenditure in 2014–15 increased by 3.5% from the previous financial year to \$5,877,329 largely due to increased ICT maintenance and support costs and the development and delivery of additional tools and educational materials.

Expenditure on suppliers was \$2,015,429 or 34% of total expenses and included:

- ➔ ICT services costs
- ➔ lease costs associated with premises and other goods and services
- ➔ costs associated with the development, design and delivery of tools and education materials
- ➔ travel costs
- ➔ legal services costs.

Table 8: Summary resource table by outcome

	(1) Budget** 2014-15 \$'000	(2) Actual** expenses 2014-15 \$'000	Variation (2)-(1) \$'000	Budget*** 2015-16 \$'000
Total price of departmental program	5,717	5,877	160	5,698
Revenue from Government				
(Appropriation) Prior year Departmental	1,804			742
(Appropriation) for Departmental outputs	5,026			5,132
(Appropriation) for Departmental capital budget				
(Appropriation) for equity injections				
Revenue from other sources	300			100
Total resourcing	7,130			5,974
Average staffing levels [ASL]	29			29

* As per 2014–15 Portfolio Budget Statements

** As per the Agency's audited financial statements

*** As per 2015–16 Portfolio Budget Statements

Management and accountability

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Service charter

The Agency's service charter outlines its service standards to clients and the general public. It also provides details on how to contact the Agency and how to provide feedback.

Of the 17,461 enquiries received between July 2014 and June 2015, 12 calls were referred to other agencies as the Agency could not assist with the enquiry, and 8,639 calls related to rights and obligations under the *Workplace Gender Equality Act 2012* and how the Agency could provide assistance to meet those obligations. A further 2,808 sought assistance with using the online reporting portal and accessing benchmark reports. The remainder of the enquiries were largely from relevant employers that were updating their details.

The service charter is available on the Agency's website at: www.wgea.gov.au/sites/default/files/WGEA_service_charter.docx

Corporate governance

During the 2014–15 year, the Agency operated under the *Public Governance, Performance and Accountability Act 2013*. The Director is the accountable authority of the Agency.

Executive management

As at the 30 June 2015 the Executive was made up of five Executive Manager positions reporting to the Director:

- ➔ **Advice and Reporting Executive Manager**
– Vanessa Paterson
- ➔ **Education and Innovation Executive Manager**
– Role Vacant
- ➔ **Operations Executive Manager**
– Julienne Clifford
- ➔ **Public Affairs Executive Manager**
– Yolanda Beattie
- ➔ **Research Executive Manager**
– Olivia Jenkins and Carla Harris (job-share)

Fraud control and risk management

During the financial year 2014–15, the Agency did not identify any fraud.

The Fraud Control Plan is part of the Agency's induction program.

The Agency's Risk Management Policy, Fraud Control Plan, Business Continuity Plan and associated Risk Registers were reviewed with oversight by the Audit Committee.

The Agency has taken all reasonable measures to minimise the incidence of fraud by ensuring appropriate fraud prevention, detection, investigation and reporting procedures and processes are in place to meet its specific needs.

The Agency integrates risk management strategies into business planning and incorporates the identification of risks and risk treatments into strategic planning.

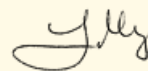
Ethical standards

The Agency is committed to the Australian Public Service (APS) Values and Code of Conduct. The Agency staff induction program draws attention to the APS Values and Code of Conduct, and these values are incorporated into the Agency's daily management and operations.

Certification of fraud control arrangements

I, Louise McSorley, certify that I am satisfied that for the financial year 2014–15 the Agency, in compliance the section 10 of the *Public Governance, Performance and Accountability Rule 2014*, has:

- ➔ prepared fraud risk assessments and a fraud control plan
- ➔ put in place appropriate fraud prevention, detection, investigation and reporting procedures and processes that meet the specific needs of the Agency.



Louise McSorley
Acting Director

17 September 2015

External scrutiny

Developments in external scrutiny

The Agency is subject to an annual statutory audit performed by the Australian National Audit Office. The outcomes of the 2014–15 audit were presented to the Audit Committee.

The committee is chaired by an external member.

The members of the Audit Committee are:

- ➔ Heather Watson (Chair)
- ➔ Sean Van Gorp
- ➔ Vanessa Paterson

The role and responsibilities of the Audit Committee are set and in its Charter.

In broad terms, the role of the Audit Committee is to provide independent assurance and assistance to the Director on the Agency’s risk control and compliance framework and its financial statement responsibilities.

The Agency is scrutinised by Parliament through its established committee processes and parliamentary questions on notice. There have been no significant developments in the external scrutiny process since the previous reporting period.

Judicial decisions and reports

The Agency was not subject to any judicial or administrative tribunal decisions in 2014–15.

Reports by the Auditor-General, a parliamentary committee or the Commonwealth Ombudsman

The Agency was not the subject of reports on operations by the Auditor-General (other than the report on financial statements), a parliamentary committee or the Commonwealth Ombudsman in 2014–15.

Human resources management

Assessment of effectiveness

The Agency has operated successfully under our current organisational and staffing structure. During 2014–15, the Agency continued to review and revise our people management policies as well as procedures, systems and documentation to reflect contemporary better practice in support of the Agency's strategic priorities.

A continuing strategic priority for the Agency in 2014–15 was optimising the capabilities of its staff members. Work is continuing in the Agency to create a flexible workforce through cross-Agency project team work. Further progress in this area will be made following the implementation of a workforce planning process including more work on the identification of existing and required skill sets.

Effects of enterprise or collective bargaining

The Agency Enterprise Agreement 2012–14 commenced on 3 April 2012 and has a nominal expiry date of 30 June 2014.

Employees received two wage increases over the two-year and three-month duration of the Agency Enterprise Agreement. The first increase of 4 per cent took effect on 3 April 2012. The second increase of 2.4 per cent took effect on 3 April 2013. The number of increment points reduced to a total of three for each APS classification level, effective 3 April 2013.

Negotiations for a new enterprise agreement are in progress.

The number of employees covered by the Agency Enterprise Agreement and the salary ranges available for APS employees by classification structure are outlined in Appendix 7.

Non-salary benefits

The Agency provides the following non-salary benefits to its employees:

- a health and wellbeing provision of \$900 each financial year to help meet the costs of activities and/or equipment that helps them maintain their health and fitness
- access to salary packaging for a vehicle or laptop
- salary packaging of supplementary superannuation contributions.

Superannuation

The Agency pays employer superannuation contributions on behalf of employees during periods of unpaid leave for maternity or primary carer's leave. The contributions are made for a period equal to a maximum of 52 weeks from the commencement of paid maternity or primary carer's leave.

Flexible work practices

The Agency helps employees balance their work and personal lives by offering telecommuting arrangements, flex-time and part-time work, and providing purchased leave, access to two paid volunteer days per year and other arrangements.

Human resources management

Capability development

We promote and support the development of our workforce to ensure the Agency has the capability to respond to the challenges of the changing workplace and deliver the Agency’s strategic priorities.

In 2014–15, a total of \$53,260 was spent on training and development activities to develop the capability of our workforce.

Development opportunities and increased skills were provided through extension projects, formal training and temporary transfers to higher duties. The Agency encouraged employees to attend conferences, seminars and other events, in addition to structured external training. In-house seminars were held for all employees to promote discussion and enhance understanding of issues impacting on gender equality. Knowledge experts were brought in to present on key issues such as pay equity and workplace diversity.

All employees received targeted training and development, including courses on project management, education tools, computer software skills and legislative obligations ensuring we can provide accurate information, advice and education on reporting compliance matters and gender equality initiatives.

The Agency also continues to support formal study through its Study Assistance Policy with four employees undertaking formal accredited courses.

Staffing and remuneration

The following tables provide a comparison of the Agency’s staffing profile as at 30 June 2015 and 30 June 2014.

Table 9: General staffing profile – 30 June 2015

Band	Ongoing	Non-ongoing	F/T	P/T	Men	Women	Employees under Public Service Act 1999	Location
PEO	1	0	1	0	0	1	1	Sydney
EL 1 and 2	6	2	5	3	0	8	8	Sydney
APS Level 5 and 6	14	4	13	5	2	16	18	Sydney
APS Level 2 to 4	1	1	2	0	0	2	2	Sydney
APS Level 1	0	0	0	0	0	0	0	
Total	22	7	21	8	2	27	29	Sydney

Table 10: General staffing profile – 30 June 2014

Band	Ongoing	Non-ongoing	F/T	P/T	Men	Women	Employees under Public Service Act 1999	Location
PEO	1	0	1	0	0	1	1	Sydney
EL 1 and 2	8	1	6	3	0	9	9	Sydney
APS Level 5 and 6	13	5	13	5	3	15	18	Sydney
APS Level 2 to 4	2	2	3	1	0	4	4	Sydney
APS Level 1	0	0	0	0	0	0	0	
Total	24	8	23	9	3	29	32	Sydney

Performance pay

Eligible employees who have reached the top of their salary band may receive a bonus payment of 1.5% if they achieve a performance rating of fully effective or above. Table 11 outlines performance payment information for the 2014 performance cycle.

Table 11: Performance pay – 2014

Level	Number	Aggregated amount	Average	Minimum	Maximum
EL 1 and 2	6	\$10,155	\$1,692	\$1,273	\$1,921
APS Level 2 to 6	16	\$17,635	\$1,102	\$ 807	\$1,274
Total	22	\$27,790			

Other management and accountability information

Asset management

The Agency maintains a detailed and effective assets register. A revaluation of non-financial assets was undertaken by an independent valuer as at 30 June 2015.

Purchasing

The Agency ensures that all purchasing is handled in accordance with the Commonwealth Procurement Rules as detailed in the Agency's Accountable Authority Instructions and Financial Rules, and is in keeping with the principles of ethical, efficient, effective and economical use of Commonwealth resources.

The Agency publishes planned procurements on AusTender in accordance with the requirements of the Commonwealth Procurement Rules. All procurements in excess of \$10,000 are regularly recorded on AusTender.

The Agency has access to whole-of-government purchasing arrangements in a range of areas, including information and communications technology, travel and accommodation.

The Agency supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website:

www.finance.gov.au/procurement/statistics-on-commonwealth-purchasing-contracts/

Consultants

The Agency adheres to the Commonwealth Procurement Rules and the Accountable Authority Instructions when engaging consultants and entering into contractual arrangements.

The Agency's annual reports contain information about actual expenditure on contracts for consultancies. Information on the value of contracts and consultancies is available on the AusTender website at www.tenders.gov.au.

During the 2014-15 financial year, the Agency entered into three new consultancy contracts involving a total expenditure of \$44,000. In addition, one ongoing consultancy contract was active during 2014-15, involving a total actual expenditure of \$7,500.

Australian National Audit Office access clauses

The Agency did not enter into any contracts of \$100,000 or more in 2014-15 that did not provide for the Auditor-General to have access to the contractor's premises.

Exempt contracts

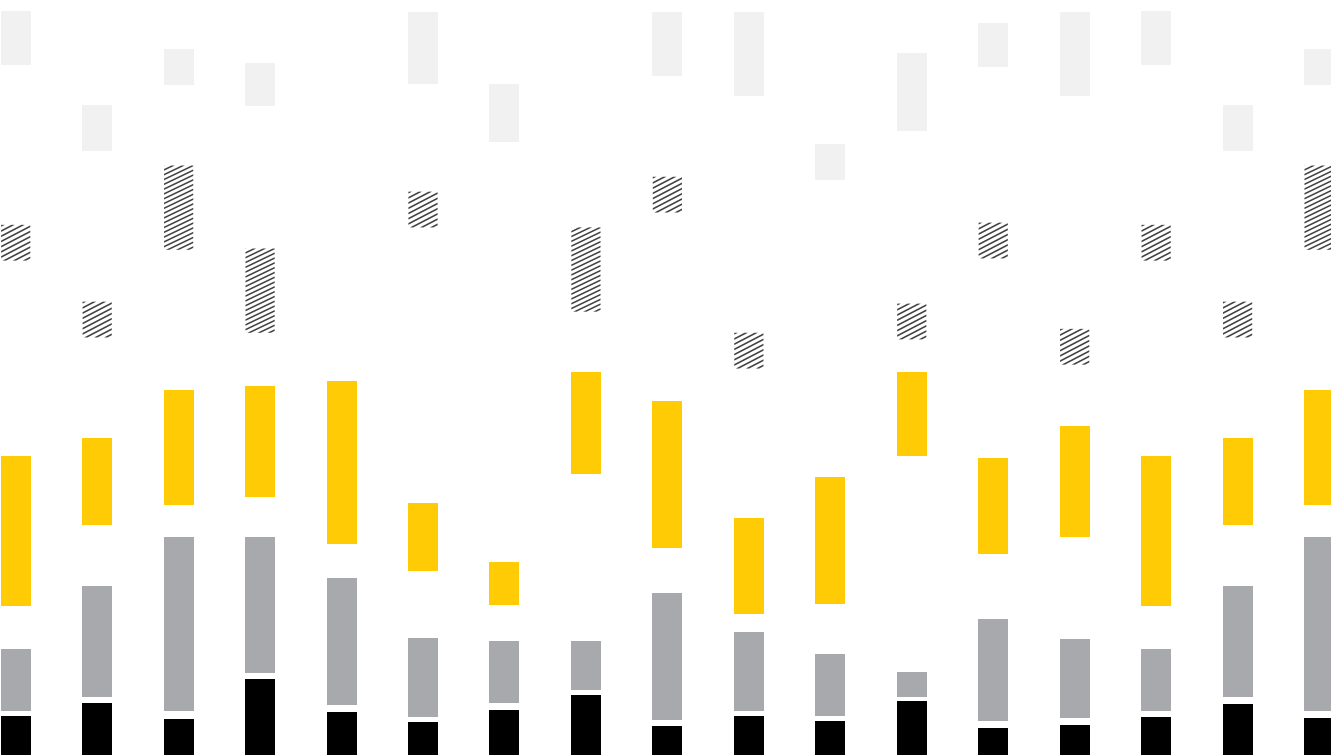
The Agency has not exempted any contracts from being published on AusTender.

Other mandatory information

Other mandatory information is provided in Appendix 8.

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Independent auditor's report



INDEPENDENT AUDITOR'S REPORT

To the Minister for Employment

I have audited the accompanying annual financial statements of the Workplace Gender Equality Agencies for the year ended 30 June 2015, which comprise:

- Statement by the Acting Director and Operations Executive Manager;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement;
- Schedule of Commitments;
- Schedule of Contingencies; and
- Notes comprising a Summary of Significant Accounting Policies and other explanatory information.

Accountable Authority's Responsibility for the Financial Statements

The Acting Director of the Workplace Gender Equality Agency is responsible under the *Public Governance, Performance and Accountability Act 2013* for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards and the rules made under that Act. The Acting Director is also responsible for such internal control as is necessary to enable the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on the financial statements based on my audit. I have conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. These auditing standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not

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for the purpose of expressing an opinion on the effectiveness of the Workplace Gender Equality Agency's internal control. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates made by the Acting Director of the Workplace Gender Equality Agency, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Independence

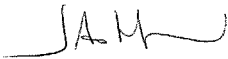
In conducting my audit, I have followed the independence requirements of the Australian National Audit Office, which incorporate the requirements of the Australian accounting profession.

Opinion

In my opinion, the financial statements of the Workplace Gender Equality Agency:

- (a) comply with Australian Accounting Standards and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Workplace Gender Equality Agency as at 30 June 2015 and its financial performance and cash flows for the year then ended.

Australian National Audit Office



Jocelyn Ashford
A/g Group Executive Director
Delegate of the Auditor-General
Canberra
17 September 2015

Statement by the Director and Operations Executive Manager

In our opinion, the attached financial statements for the year ended 30 June 2015 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Workplace Gender Equality Agency will be able to pay its debts as and when they fall due.



Louise McSorley
Acting Director
17 September 2015



Julienne Clifford
Operations Executive Manager
17 September 2015

Financial statements

Statement of Comprehensive Income for Workplace Gender Equality Agency

for the year ended 30 June 2015

	Notes	2015 (\$)	2014 (\$)
NET COST OF SERVICES			
EXPENSES			
Employee benefits	4A	3,200,317	3,272,033
Suppliers	4B	2,015,429	1,990,582
Depreciation and amortisation	4C	649,632	405,495
Finance costs - unwinding of discount		11,951	10,681
Total expenses		5,877,329	5,678,791
LESS:			
OWN-SOURCE INCOME			
Own-source revenue			
Sale of goods and rendering of services - external parties	5A	189,891	42,352
Total own-source revenue		189,891	42,352
Other Revenue			
Resources free of charge	5B	128,193	157,944
Total Other Revenue		128,193	157,944
Total own-source income		318,084	200,296
Net cost of (contribution by) services		5,559,245	5,478,495
Revenue from Government Departmental annual appropriation		5,008,000	5,073,000
Total comprehensive income (loss)	5C	(551,245)	(405,495)

The above statement should be read in conjunction with the accompanying notes.

Financial statements

Statement of Financial Position for Workplace Gender Equality Agency

as at 30 June 2015

	Notes	2015 (\$)	2014 (\$)
ASSETS			
Financial Assets			
Cash and cash equivalents	1.11	216,179	182,297
Trade and other receivables	7A	765,639	943,554
Total financial assets		981,818	1,125,851
Non-Financial Assets			
Land and buildings	8A	538,015	778,085
Property, plant and equipment	8B	203,237	283,165
Intangibles	8D	2,030,226	1,899,288
Prepayments	8F	7,260	5,584
Total non-financial assets		2,778,738	2,966,122
Total assets		3,760,556	4,091,973
LIABILITIES			
Payables			
Suppliers - external parties	1.13	4,735	13,597
Other payables	9A	380,195	193,467
Total payables		384,930	207,064
Provisions			
Employee provisions	10A	419,564	379,087
Provision for restoration obligation	10B	401,174	399,689
Total provisions		820,738	778,776
Total liabilities		1,205,668	985,840
Net assets		2,554,888	3,106,133
EQUITY			
Contributed equity		3,659,000	3,659,000
Reserves		-	-
Accumulated Deficit		(1,104,112)	(552,867)
Total equity		2,554,888	3,106,133

The above statement should be read in conjunction with the accompanying notes.

Statement of Changes in Equity for Workplace Gender Equality Agency

for the year ended 30 June 2015

	Retained earnings		Asset revaluation surplus		Contributed equity/ capital		Total equity	
	2015 (\$)	2014 (\$)	2015 (\$)	2014 (\$)	2015 (\$)	2014 (\$)	2015 (\$)	2014 (\$)
Opening balance								
Balance carried forward from previous period	(552,867)	(187,415)		40,043	3,659,000	3,659,000	3,106,133	3,511,628
Adjustment for re-evaluation	-	-	-	-	-	-	-	-
Adjusted opening balance	(552,867)	(187,415)		40,043	3,659,000	3,659,000	3,106,133	3,511,628
Comprehensive income								
Other comprehensive income	-	-	-	-	-	-	-	-
Surplus (deficit) for the period	(551,245)	(405,495)	-	-	-	-	(551,245)	(405,495)
Total comprehensive income	(551,245)	(405,495)					(551,245)	(405,495)
Contributions by owner								
Equity injections - appropriations	-	-	-	-	-	-	-	-
Departmental capital budget	-	-	-	-	-	-	-	-
Sub-total transactions with owners								
Transfers between equity components	-	40,043	-	(40,043)	-	-	-	-
Closing balance as at 30 June 2015	(1,104,112)	(552,867)					2,554,888	3,106,133

The above statement should be read in conjunction with the accompanying notes.

Financial statements

Cash Flow Statement for Workplace Gender Equality Agency

for the year ended 30 June 2015

	Notes	2015 (\$)	2014 (\$)
OPERATING ACTIVITIES			
Cash received			
Departmental annual appropriation		5,181,805	5,670,857
Sales of goods and rendering of services		210,470	44,061
Net GST received		175,195	314,903
Total cash received		5,567,470	6,029,821
Cash used			
Employees		3,149,173	3,305,057
Suppliers		1,913,375	2,245,456
Total cash used		5,062,548	5,550,513
Net cash from (used by) operating activities	11	504,922	479,308
INVESTING ACTIVITIES			
Cash used			
Purchase of property, plant and equipment		2,862	1,451,188
Purchase of intangibles		468,178	-
Total cash used		471,040	1,451,188
Net cash from (used by) investing activities		(471,040)	(1,451,188)
FINANCING ACTIVITIES			
Cash received			
Contributed equity		-	903,000
Net cash from (used by) financing activities		-	903,000
Net increase (decrease) in cash held		33,882	(68,880)
Cash and cash equivalents at the beginning of the reporting period		182,297	251,177
Cash and cash equivalents at the end of the reporting period		216,179	182,297

The above statement should be read in conjunction with the accompanying notes.

Schedule of Commitments for Workplace Gender Equality Agency

as at 30 June 2015

	2015 (\$)	2014 (\$)
BY TYPE		
Commitments receivable		
Net GST recoverable on operating leases	101,403	138,208
Net GST recoverable on other commitments	78,668	21,250
Total commitments receivable	180,071	159,458
Commitments payable		
Capital commitments		
Intangibles	54,750	55,496
Total capital commitments	54,750	55,496
Other commitments		
Operating leases	1,115,431	1,520,285
Project costs	-	157,000
Other	865,353	-
Total other commitments	1,980,784	1,677,285
Total commitments payable	2,035,534	1,732,781
Net commitments by type	1,855,463	1,573,323
BY MATURITY		
Commitments receivable		
Operating lease income		
Within 1 year	38,976	36,805
Between 1 to 5 years	62,427	101,403
Over five years	-	-
Total operating lease income	101,403	138,208
Other commitments receivable		
Within 1 year	36,600	21,250
Between 1 to 5 years	42,068	-
Total other commitments receivable	78,668	21,250
Total commitments receivable	180,071	159,458

Financial statements

	2015 (\$)	2014 (\$)
Commitments payable		
Capital commitments		
One year or less	54,750	55,496
From one to five years	-	-
Over five years	-	-
Total capital commitments	54,750	55,496
Operating lease commitments		
Within 1 year	428,737	404,854
From 1 to 5 years	686,694	1,115,431
Total operating lease commitments	1,115,431	1,520,285
Other commitments		
Within 1 year	366,000	157,000
Between 1 to 5 years	420,685	-
Over five years	-	-
Total other commitments	786,685	157,000
Total commitments payable	1,956,866	1,732,781
Net commitments by maturity	1,776,795	1,573,323

Note: Commitments are GST inclusive where relevant.

Operating leases are effectively non-cancellable and comprise a lease for office accommodation.

Lease for office accommodation

Lease payments are subject to an increase of 4% per annum as per lease agreement.

The lease term is 5 years with no option to extend. The lease expires in December 2017.

The above schedule should be read in conjunction with the accompanying notes.

There were no capital commitments in relation to land and buildings and property, plant and equipment.

Schedule of Contingencies for Workplace Gender Equality Agency

as at 30 June 2015

There are no contingent liabilities or assets as at 30 June 2015.

The above schedule should be read in conjunction with the accompanying notes.

Notes to financial statements

Note 1: Summary of Significant Accounting Policies

1.1 Objectives of the Workplace Gender Equality Agency

The Workplace Gender Equality Agency (the Agency) is an Australian Government controlled entity. It is a not-for-profit entity.

WGEA is chartered through the *Workplace Gender Equality Act 2012* with both regulatory and educative functions and responsibilities.

The continued existence of the Agency in its present form and with its present programs is dependent on Government policy and on continuing funding by Parliament for WGEA's administration and programs.

The Agency's planned outcome is to promote and improve gender equality in Australian workplaces including through the provision of advice and assistance to employers and the assessment and measurement of workplace gender data.

1.2 Basis of Preparation of the Financial Statements

The financial statements are general purpose financial statements and are required by Section 42 of the *Public Governance, Performance and Accountability Act 2013*.

The financial statements have been prepared in accordance with:

- a) Financial Reporting Rule (FRR) for reporting periods ending on or after 1 July 2014; and
- b) Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position.

The financial statements are presented in Australian dollars and values are rounded to the nearest dollar.

The Australian Government continues to have regard to developments in case law, including the High Court's most recent decision on Commonwealth expenditure in *Williams v Commonwealth [2014] HCA 23*, as they contribute to the larger body of law relevant to the development of Commonwealth programs. In accordance with its general practice, the Government will continue to monitor and assess risk and decide on any appropriate actions to respond to risks of expenditure not being consistent with constitutional or other legal requirements.

1.3 Significant Accounting Judgments and Estimates

In the process of applying the accounting policies listed in this note, the Agency has made the following judgements that have the most significant impact on the amounts recorded in the financial statements:

- ➔ *Intangibles*
Internally developed software in Note 8 includes capitalised employee benefits of \$84,858. The employee benefits capitalised are based on the time of employees that can be quantified.
- ➔ *Amortisation of Intangibles*
Refer note 1.17 for the useful life selected for Intangible assets.

Notes to financial statements

No other accounting assumptions and estimates have been identified that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

1.4 New Australian Accounting Standards

Adoption of New Australian Accounting Standard Requirements

The Agency has elected to apply AASB 2015-7 *Amendments to Australian Accounting Standards – Fair Value Disclosures of Not-for-Profit Public Sector Entities* for this financial year, even though the Standard is not required to be applied until annual reporting periods beginning on or after 1 July 2016. AASB 2015-7 provides relief from disclosing quantitative information about significant unobservable inputs used in fair value, where property, plant and equipment is held for its current service potential rather than to generate future net cash inflows.

AASB 1055 *Budgetary Reporting* applies to reporting periods commencing on or after 1 July 2014 and requires the Agency to disclose budgeted information, presented to Parliament in the Portfolio Budget Statements. The Agency is also required to provide explanations of significant variances between budgeted and actual amounts. The required disclosures have been included at Note 17.

Future Australian Accounting Standard Requirements

No new or revised pronouncements were issued by the Australian Accounting Standards Board prior to the finalisation of the financial statements which are expected to have a material financial impact on the Agency in future reporting periods.

As a not-for-profit public sector entity, the Agency is currently exempt from the

requirements of AASB 124 *Related Party Disclosures*. For reporting periods commencing on or after 1 January 2015, AASB 124 will be extended to apply to all not-for-profit public sector entities and the Agency will be required to disclose any related party transactions in accordance with the revised standard. Disclosure of comparative information is not required in the first year of application.

1.5 Revenue

Revenue from the sale of goods is recognised when:

- a) the risks and rewards of ownership have been transferred to the buyer;
- b) the entity retains no managerial involvement or effective control over the goods;
- c) the revenue and transaction costs incurred can be reliably measured; and
- d) it is probable that the economic benefits associated with the transaction will flow to the entity.

Revenue from rendering of services is recognised by reference to the stage of completion of contracts at the reporting date. The revenue is recognised when:

- a) the amount of revenue, stage of completion and transaction costs incurred can be reliably measured; and
- b) the probable economic benefits associated with the transaction will flow to the entity.

The stage of completion of contracts at the reporting date is determined by reference to services performed to date as a percentage of total services to be performed.

Receivables for goods and services, which have 30 day terms, are recognised at the nominal amounts due less any impairment allowance account. Collectability of debts is reviewed at end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

Resources Received Free of Charge

Resources received free of charge are recorded as either revenue or gains depending on their nature. Resources received free of charge are recognised as revenue when and only when a fair value can be reliably determined and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense.

Contributions of assets at no cost of acquisition or for nominal consideration are recognised as gains at their fair value when the asset qualifies for recognition, unless received from another Government agency or authority as a consequence of a restructuring of administrative arrangements.

Revenue from Government

Funding received or receivable from non-corporate Commonwealth entities (appropriated to the non-corporate Commonwealth entity as a corporate Commonwealth entity payment item for payment to this entity) is recognised as Revenue from Government unless they are in the nature of an equity injection or a loan.

1.6 Gains

Resources Received Free of Charge

Resources received free of charge are recognised as gains when, and only when, a fair value can be reliably determined and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense.

Resources received free of charge are recorded as either revenue or gains depending on their nature.

Contributions of assets at no cost of acquisition or for nominal consideration are recognised as gains at their fair value when the asset qualifies for recognition, unless received from another Government entity as a consequence of a restructuring of administrative arrangements.

1.7 Transactions with the Government as Owner

There have been no equity injections, restructuring of administrative arrangements or other distributions to owners.

1.8 Employee benefits

Liabilities for 'short-term employee benefits' (as defined in AASB 119 *Employee Benefits*) and termination benefits due within twelve months of the end of the reporting period are measured at their nominal amounts.

Leave

The liability for employee benefits includes provision for annual leave and long service leave. No provision has been made for sick leave as all sick leave is non-vesting and the average sick leave taken in future years by employees of the entity is estimated to be less than the annual entitlement for sick leave.

The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the entity's employer superannuation contribution rates, to the extent that the leave is likely to be taken during service rather than paid out on termination.

Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Notes to financial statements

Superannuation

The Agency's staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS) or the PSS accumulation plan (PSSap).

The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme.

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.

The Agency makes employer contributions to the employees' superannuation schemes at rates determined by the Entity's Enterprise Agreement. The entity accounts for the contributions as if they were contributions to defined contribution plans.

The liability for superannuation recognised as at 30 June represents outstanding contributions for the final fortnight of the year.

1.9 Leases

A distinction is made between finance leases and operating leases. Finance leases effectively transfer from the lessor to the lessee substantially all the risks and rewards incidental to ownership of leased assets. An operating lease is a lease that is not a finance lease. In operating leases, the lessor effectively retains substantially all such risks and benefits.

Where an asset is acquired by means of a finance lease, the asset is capitalised at either the fair value of the lease property or, if lower, the present value of minimum lease payments at the inception of the contract and a liability is recognised at the same time and for the same amount.

The discount rate used is the interest rate implicit in the lease. Leased assets are amortised over the period of the lease. Lease payments are allocated between the principal component and the interest expense.

Operating lease payments are expensed on a straight-line basis which is representative of the pattern of benefits derived from the leased assets.

1.10 Fair Value Measurement

The Agency deems transfers between levels of the fair value hierarchy to have occurred at the end of the reporting period.

1.11 Cash

Cash is recognised at its nominal amount. Cash and cash equivalents include:

- a) cash on hand;
- b) demand deposits in bank accounts with an original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value;

1.12 Financial assets

WGEA's financial assets comprise 'receivables' only. Financial assets are recognised and derecognised upon 'trade date'.

The classification depends on the nature and purpose of the financial assets and is determined at the time of initial recognition.

Receivables

Trade receivables and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'receivables'. They are included in current assets, except for maturities greater than 12 months after the balance sheet date. These are classified as non-current assets. Receivables are measured at amortised cost using the effective interest method less impairment.

Impairment of Financial Assets

Financial assets are assessed for impairment at the end of each reporting period.

If there is objective evidence that an impairment loss has been incurred for receivables, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the asset's original interest rate. The carrying amount is reduced by way of an allowance account. The loss is recognised in the Statement of Comprehensive Income.

1.13 Financial Liabilities

WGEA's financial liabilities comprise 'supplier and other payables'. Financial liabilities are recognised and derecognised upon 'trade date'.

Supplier and other payables

Supplier and other payables are recognised at amortised amounts. Liabilities are recognised to the extent that the goods or services have been received, even if they have not yet been invoiced. Settlement was usually made within 30 days.

1.14 Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the relevant schedules and notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

1.15 Acquisition of Assets

Purchases of non-financial assets are initially recognised at cost in the Statement of Financial Position, except for purchases costing less than \$2,000 (2014: \$2,000), which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total). The asset threshold was last revised on 1 July 1996. The new threshold has been set at a level so that resources continue to be devoted to managing the Agency's strategic assets. Assets below the increased asset threshold currently recorded on the asset register will be written off at the expiration of their useful lives.

The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Financial assets are initially measured at their fair value.

Notes to financial statements

1.16 Property, Plant and Equipment

Revaluations

Following initial recognition at cost, leasehold improvements and plant and equipment are carried at fair value. Carrying amounts are reviewed every year to determine if an independent valuation is required. The regularity of independent valuations depend upon the volatility of movements in market values for the relevant assets.

Revaluation adjustments were made on a class basis. Any revaluation increment was credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets were recognised directly in the surplus/deficit except to the extent that they reversed a previous revaluation increment for that class. Upon revaluation, any accumulated depreciation is eliminated against the gross carrying amount of the asset.

Depreciation

Depreciable plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the Agency, using in all cases, the straight-line method of depreciation. Leasehold improvements are depreciated over the lesser of the estimated useful life of the improvement or the lease term.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	2015	2014
Leasehold improvements	Lease term	Lease term
Plant and equipment	3–9 years	3–9 years

Impairment

All assets were assessed for impairment at 30 June 2015. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

1.17 Intangibles

The Agency's intangibles comprise internally developed software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.

Software is amortised on a straight-line basis over its anticipated useful life. The useful lives of the Agency's software are 5 years (2012: 5 years).

All software assets were assessed for indications of impairment as at 30 June 2015.

1.18 Taxation

WGEA is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except:

- a) where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- b) for receivables and payables.

Note 2: Events After the Reporting Period

The Workplace Gender Equality Agency had no events after the reporting period.

Note 3: Net Cash Appropriation Arrangements

	2015 (\$)	2014 (\$)
Total comprehensive income (loss) less depreciation/amortisation expenses previously funded through revenue appropriations¹	98,387	-
Plus: depreciation/amortisation expenses previously funded through revenue appropriation	(649,632)	(405,495)
Total comprehensive income (loss) - as per the Statement of Comprehensive Income	(551,245)	(405,495)

¹From 2010-11, the Government introduced net cash appropriation arrangements, where revenue appropriations for depreciation/amortisation expenses ceased. Entities now receive a separate capital budget provided through equity appropriations. Capital budgets are to be appropriated in the period when cash payment for capital expenditure is required.

Notes to financial statements

Note 4: Expenses

	2015 (\$)	2014 (\$)
Note 4A: Employee benefits		
Wages and Salaries	2,457,372	2,622,879
Superannuation – Defined Contributions Plans	304,587	324,105
Superannuation – Defined Benefit Plans	112,656	119,874
Leave and Other Entitlements	223,799	107,664
Other Employee Expenses	101,903	97,511
Total Employee Expenses	3,200,317	3,272,033
Note 4B: Suppliers		
Goods and services		
Consultants and contractors	249,365	646,967
IT and Office Equipment	671,297	373,874
Travel related expenses	57,035	69,025
Printing, Stationery and Publications	243,240	148,720
Building expenses	590,980	577,341
Audit, legal, subscription, training and insurance services	113,219	112,554
Other	90,293	62,101
Total goods and services	2,015,429	1,990,582
Goods and services are made up of:		
Provision of goods – external parties	491,406	495,772
Rendering of services – related entities	338,310	389,066
Rendering of services – external parties	795,235	713,073
Total goods and services	1,624,951	1,597,911
Other supplier expenses		
Operating lease rentals – external parties:		
Minimum lease payments	379,544	379,544
Workers compensation expenses	10,934	13,127
Total other supplier expenses	390,478	392,671
Total supplier expenses	2,015,429	1,990,582
Note 4C: Depreciation and amortisation		
Depreciation:		
Property, plant and equipment	82,789	81,023
Buildings	229,603	230,440
Total depreciation	312,392	311,463
Amortisation:		
Intangibles	337,240	94,032
Total amortisation	337,240	94,032
Total depreciation and amortisation	649,632	405,495

Note 5: Own Source Income

OWN-SOURCE REVENUE	2015 (\$)	2014 (\$)
Note 5A: Sale of Goods and Rendering of Services - external parties		
Rendering of services	189,891	31,154
Provision of goods	-	11,198
Total sale of goods and rendering of services - external parties	189,891	42,352
Note 5B: Other revenue		
Resources received free of charge from related entities:		
Auditor's Remuneration	32,900	30,000
Consulting	-	127,944
In Kind Support	95,293	-
Total resources received free of charge	128,193	157,944

Note 5C: Total comprehensive income (loss)

Delays in the passing of the *Workplace Gender Equality Act 2012* resulted in some reform projects already approved in the 2011-12 Budget measure *Gender Equality in the Workplace* being deferred. Expenditure on these reforms occurring in 2013-14 and again in 2014-15 were funded by unspent prior year appropriations.

Notes to financial statements

Note 6: Fair value measurements

The following tables provide an analysis of assets and liabilities that are measured at fair value.

The different levels of the fair value hierarchy are defined below.

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at measurement date.

Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.

Level 3: Unobservable inputs for the asset or liability.

Fair value measurements at the end of the reporting period by hierarchy for assets and liabilities in 2015

Note 6A: Fair Value Measurements	Fair value (\$)	Level 1 inputs (\$)	Level 2 inputs (\$)	Level 3 inputs (\$)
Non-financial assets				
Land and buildings	538,015	-	-	538,015
Property, plant and equipment	203,237	-	-	203,237
Total non-financial assets	741,252	-	-	741,252
Total fair value measurements of assets in the statement of financial position	741,252	-	-	741,252

Fair value measurements - highest and best use differs from current use for non-financial assets (NFAs)

The highest and best use of all non-financial asset are the same as their current use.

Note 6B: Level 1 and Level 2 Transfers for Recurring Fair Value Measurements

Recurring fair value measurements transferred between level 1 and level 2 for assets and liabilities

There has been no transfer between level 1 and level 2 fair value measurements during 2014-2015.

Level 2 and 3 fair value measurements - valuation technique and the inputs used for assets and liabilities in 2015

Note 6C: Valuation Technique and Inputs for Level 2 and Level 3 Fair Value Measurements	Category (Level 2 or Level 3)	Fair value (\$)	Valuation technique(s)¹
Non-financial assets			
Land and buildings	Level 3	538,015	Depreciated replacement cost
Property, plant and equipment	Level 3	203,237	Depreciated replacement cost

¹ No change in valuation technique occurred during the year.

Recurring and non-recurring Level 3 fair value measurements - valuation processes

Management has used current replacement cost which reflects depreciated cost price on the basis that land and buildings and property, plant and equipment is less than three years old. Depreciation is calculated using standard rates.

A review is undertaken by management at least yearly. WGEA engaged RHAS to undertake a full valuation at 30 June 2015.

Recurring Level 3 fair value measurements - reconciliation of assets

Note 6D: Valuation Technique and Inputs for Level 2 and Level 3 Fair Value Measurements	Land and buildings (\$)	Property, plant & equipment (\$)	Total (\$)
As at 1 July 2014	778,085	283,165	1,061,250
Addition:	-	2,862	2,862
Disposals: other	(10,468)	-	(10,468)
Depreciation expense	(229,602)	(82,790)	(312,392)
Net book value 30 June 2015	538,015	203,237	741,252

Notes to financial statements

Note 7: Financial assets

Note 7A: Trade and Other Receivables	2015 (\$)	2014 (\$)
Appropriations receivable:		
For existing programs	758,000	931,805
Total appropriations receivable	758,000	931,805
Other receivables:		
GST receivable from the Australian Taxation Office	7,639	11,749
Total other receivables	7,639	11,749
Total trade and other receivables (net)	765,639	943,554

Appropriations receivable are undrawn appropriations controlled by the Agency but held in the Official Public Account under the Government's just in time drawdown arrangements.

Receivables are expected to be recovered in no more than 12 months and are not overdue. Credit terms are net 30 days (2014:30).

Note 8: Non Financial Assets

Note 8A: Land and Buildings	2015(\$)	2014(\$)
Leasehold improvements:		
Land and Buildings Fair value	1,138,352	1,148,820
Land and Buildings Accumulated Depreciation	(600,337)	(370,735)
Total land and buildings	538,015	778,085

No indicators of impairment were found for leasehold improvements.

No land or buildings are expected to be sold or disposed of within the next 12 months.

Revaluations are conducted in accordance with the revaluation policy stated in note 6.

All revaluations of non-financial assets were conducted by an independent valuer (RHAS) as at 30 June 2015.

There was no increment or decrement to be recognised.

Note 8B: Property, Plant & Equipment

Property, plant and equipment:		
Property Plant & Equipment Fair Value	401,382	400,992
Property Plant & Equipment Accumulated Depreciation	(198,145)	(117,827)
Total property, plant and equipment	203,237	283,165

No Indicators of impairment were found for property, plant and equipment.

No property, plant and equipment is expected to be sold in the next 12 months.

Revaluations are conducted in accordance with the revaluation policy stated in note 6.

All revaluations of non-financial assets were conducted by an independent valuer (RHAS) as at 30 June 2015.

There was no increment or decrement to be recognised.

Notes to financial statements

Note 8C: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment 2015

	Land and buildings (\$)	Property, plant and equipment (\$)	Total (\$)
As at 1 July 2014			
Gross book value	1,148,820	400,992	1,549,812
Accumulated depreciation and impairment	(370,735)	(117,827)	(488,562)
Net book value 1 July 2014	778,085	283,165	1,061,250
Additions:			
By purchase	-	2,862	2,862
Depreciation expense	(229,602)	(82,790)	(312,392)
Make-good on leased premises - reversed	(10,468)	-	(10,468)
Net book value 30 June 2015	538,015	203,237	741,252
Net book value as at 30 June 2015 represented by:			
Gross book value	1,138,352	401,382	1,539,734
Accumulated depreciation, amortisation and impairment	(600,337)	(198,145)	(798,482)
Net book value 30 June 2015	538,015	203,237	741,252

Note 8C: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment 2014	Land and buildings (\$)	Property, plant and equipment (\$)	Total (\$)
As at 1 July 2013			
Gross book value	1,152,506	400,992	1,553,498
Accumulated depreciation and impairment	(140,295)	(36,804)	(177,099)
Net book value 1 July 2013	1,012,211	364,188	1,376,399
Additions:			
Depreciation expense	(230,440)	(81,023)	(311,463)
Make-good on leased premises - reversed	(3,686)	-	(3,686)
Net book value 30 June 2014	778,085	283,165	1,061,250
Net book value as at 30 June 2014 represented by:			
Gross book value	1,148,820	400,992	1,549,812
Accumulated depreciation, amortisation and impairment	(370,735)	(117,827)	(488,562)
Net book value 30 June 2014	778,085	283,165	1,061,250

Note 8D: Intangibles	2015(\$)	2014(\$)
Computer software:		
Internally developed - in progress	698,670	337,175
Internally developed - in use	1,767,696	2,311,433
Accumulated amortisation	(436,140)	(749,320)
Total intangibles	2,030,226	1,899,288

No indicators of impairment were found for intangibles. Assets that have been fully amortised have been removed. Intangible asset disposals during the period is wholly comprised of the derecognition of the Agency Resolve database which had reached functional obsolescence. No intangibles are expected to be sold or disposed of within the next 12 months.

Notes to financial statements

	Computer software internally developed (\$)	Total (\$)
Note 8E: Reconciliation of the Opening and Closing Balances of Intangibles 2015		
As at 1 July 2014		
Gross book value	2,648,608	2,648,608
Accumulated amortisation and impairment	(749,320)	(749,320)
Net book value 1 July 2014	1,899,288	1,899,288
Additions:		
By purchase or internally developed	468,178	468,178
Amortisation	(337,240)	(337,240)
Net book value 30 June 2015	2,030,226	2,030,226
Net book value as of 30 June 2015 represented by:		
Gross book value	2,466,366	2,466,366
Accumulated amortisation and impairment	(436,140)	(436,140)
Net book value 30 June 2015	2,030,226	2,030,226

Note 8E: Reconciliation of the Opening and Closing Balances of Intangibles 2014

As at 1 July 2013		
Gross book value	1,197,420	1,197,420
Accumulated amortisation and impairment	(655,287)	(655,287)
Net book value 1 July 2013	542,133	542,133
Additions:		
By purchase or internally developed	1,451,188	1,451,188
Amortisation	(94,033)	(94,033)
Net book value 30 June 2014	1,899,288	1,899,288
Net book value as of 30 June 2014 represented by:		
Gross book value	2,648,608	2,648,608
Accumulated amortisation and impairment	(749,320)	(749,320)
Net book value 30 June 2014	1,899,288	1,899,288

Note 8F: Prepayments	2015 (\$)	2014 (\$)
Prepayments - not more than 12 months	7,260	5,584
Total prepayments	7,260	5,584
Total other non-financial assets are expected to be recovered in:		
No more than 12 months	7,260	5,584
Total other non-financial assets	7,260	5,584

No indicators of impairment were found for other non-financial assets.

Note 9: Payables

Note 9A: Other Payables	2015 (\$)	2014 (\$)
Salaries and wages	87,223	77,247
Superannuation	13,974	13,282
Lease incentive	65,168	53,673
Accruals	213,830	49,265
Total other payables	380,195	193,467
Total other payables are expected to be settled in:		
No more than 12 months	380,195	193,467
Total other payables	380,195	193,467

Notes to financial statements

Note 10: Provisions

Note 10A: Employee Provisions	2015 (\$)	2014 (\$)
Employee leave provisions	419,564	379,087
Total employee provisions	419,564	379,087
Employee provisions are expected to be settled in:		
No more than 12 months	294,681	306,267
More than 12 months	124,883	72,820
Total employee provisions	419,564	379,087
Note 10B: Provision for restoration obligation		
Obligation - more than 12 months	401,174	399,689
Total provision for restoration obligation	401,174	399,689

	Provision for restoration (\$)
Carrying amount 1 July 2014	399,689
Amounts reversed	(10,466)
Unwinding of discount or change in discount rate	11,951
Closing balance 2015	401,174

The Agency currently has an agreement for the leasing of premises which has a provision requiring the Agency to restore the premises to their original condition at the conclusion of the lease. The Agency has made a provision to reflect the present value of this obligation.

Note 11: Cash flow reconciliation

	2015 (\$)	2014 (\$)
Reconciliation of cash and cash equivalents as per Balance Sheet to Cash Flow Statement		
Cash and cash equivalents as per:		
Cash flow statement	216,179	182,297
Statement of financial position	216,179	182,297
Difference	-	-
Reconciliation of net cost of services to net cash from operating activities:		
Net cost of services	(5,431,052)	(5,320,552)
Add revenue from Government	5,008,000	5,073,000
Adjustments for non-cash items		
Depreciation / amortisation	649,632	405,495
Finance costs - unwinding of discount	11,951	10,681
Resources received free of charge	(128,193)	(157,944)
Changes in assets / liabilities		
(Increase) / decrease in net receivables	-	1,709
(Increase) / decrease in OPA receivables	173,805	597,857
(Increase) / decrease in prepayments	(1,676)	6,725
Increase / (decrease) in employee provisions	40,477	(31,712)
Increase / (decrease) in supplier payables	(8,862)	(246,256)
Increase / (decrease) in other payable	186,728	76,420
(Increase) / decrease in GST receivable	4,112	63,885
Net cash from (used by) operating activities	504,922	479,308

Notes to financial statements

Note 12: Senior Management Personnel Remuneration

Note 12A: Senior Management Personnel Remuneration	2015 (\$)	2014 (\$)
Short-term employee benefits:		
Salary	199,270	199,634
Motor vehicle and other allowances	9,739	-
Total short-term employee benefits	209,009	199,634
Post-employment benefits:		
Superannuation	35,362	27,516
Total post-employment benefits	35,362	27,516
Other long-term employee benefits:		
Annual leave	15,328	16,636
Long-service leave	5,478	5,466
Total other long-term employee benefits	20,806	22,102
Total senior management personnel remuneration expenses	265,177	249,252

The Agency has one senior management position being that of the Director. In March 2015 a new Director commenced on temporary appointment following the resignation of the former incumbent. The expenses reported represent the total amount paid for these consecutive appointments.

Note 13: Financial instruments

Note 13A: Categories of Financial Instruments	2015 (\$)	2014 (\$)
Financial Assets		
Loans and receivables:		
Cash and cash equivalents	216,179	182,297
Total	216,179	182,297
Carrying amount of financial assets	216,179	182,297
Financial Liabilities		
At amortised cost:		
Trade Creditors	4,735	13,597
Other payables	380,195	193,467
Carrying amount of financial liabilities	384,930	207,064

Note 13B: Fair Value of Financial Instruments

The fair value of financial instruments has been determined based on the following methodologies:

Financial assets

The net fair values of cash and cash equivalents and goods and services receivable approximate their carrying amounts.

Financial Liabilities

The net fair values of trade creditors and other payables approximate their carrying amounts.

Note 13C: Credit Risk

WGEA's maximum exposures to credit risk is the risk that arises from potential default from a debtor.

WGEA has no significant exposures to any concentrations of credit risk.

All figures for credit risk referred to do not take into account the value of any collateral or other security.

Note 13D: Liquidity Risk

WGEA's financial liabilities are trade creditors and other payables. The exposure to liquidity risk is based on the probability that WGEA may encounter difficulty in meeting its obligations. This is highly unlikely due to appropriations funding, and mechanisms available to WGEA and internal policies and procedures put in place to ensure there are appropriate resources to meet its financial obligations.

Note 13E: Market Risk

WGEA holds basic financial instruments that do not expose WGEA to market risks.

Notes to financial statements

Note 14: Financial Assets Reconciliation

	Notes	2015 (\$)	2014 (\$)
Total financial assets as per statement of financial position		981,818	1,125,851
Less: Non-financial instrument components			
Appropriations receivable	7A	758,000	931,805
Other receivables	7A	7,639	11,749
Total non-financial instrument components		765,639	943,554
Total financial assets as per financial instruments note		216,179	182,297

Note 15: Appropriations

Table A: Annual Appropriations ('Recoverable GST exclusive')

Annual Appropriations for 2015

	Appropriation Act		PGPA Act	Total appropriation (\$)	Appropriation applied in 2015 (current and prior years) (\$)	Variance (\$)	Section 51 Determination
	Annual appropriation (\$)	Appropriations Reduced ¹	Section 74 (\$)				
Departmental Ordinary annual services ¹	5,026,000	-	189,891	5,215,891	5,371,696	(155,805)	(18,000)
Other services							
Equity	-	-	-	-	-	-	-
Total departmental	5,026,000	-	189,891	5,215,891	5,371,696	(155,805)	(18,000)

Annual Appropriations for 2014

	Appropriation Act		FMA Act	Total appropriation (\$)	Appropriation applied in 2014 (current and prior years) (\$)	Variance (\$)
	Annual appropriation (\$)	Appropriations Reduced	Section 31 (\$)			
Departmental Ordinary annual services	5,074,000	(1,000)	50,611	5,123,611	5,721,469	(597,858)
Other services						
Equity	-	-	-	-	903,000	(903,000)
Total departmental	5,074,000	(1,000)	50,611	5,123,611	6,624,469	(1,500,858)

¹The delegate for the Minister for Finance signed a determination titled 'Direction to Permanently Withhold Access to Annual Appropriations' which took effect on 30 June 2015. This followed the implementation of a temporary savings measure in April 2015. The amount of the reduction for the Workplace Gender Equality Agency is \$18,000 and was reflected in a reduction of appropriation revenue for 2014-15.

Notes to financial statements

Table B: Departmental and Administered Capital Budgets ('Recoverable GST exclusive')

	2015 Capital Budget Appropriations		Capital budget appropriations applied in 2015 (current and prior years)			Variance (\$)
	Appropriation Act	Total capital budget appropriations (\$)	Payments for non-financial assets ² (\$)	Payments for other purposes (\$)	Total payments (\$)	
Annual capital budget (\$)						
Departmental Ordinary annual services						
- Departmental Capital Budget	-	-	468,178	-	468,178	(468,178)

	2014 Capital Budget Appropriations		Capital budget appropriations applied in 2014 (current and prior years)			Variance (\$)
	Appropriation Act	Total capital budget appropriations (\$)	Payments for non-financial assets (\$)	Payments for other purposes (\$)	Total payments (\$)	
Annual capital budget (\$)						
Departmental Ordinary annual services						
- Departmental Capital Budget	-	-	-	-	-	-

¹Departmental and Administered Capital Budgets are appropriated through Appropriation Acts (No.1,3,5). They form part of ordinary annual services, and are not separately identified in the Appropriation Acts. For more information on ordinary annual services appropriations, please see Table A: Annual appropriations.

²Payments made on non-financial assets include expenditure on the continued development of the Agency's online reporting portal and were funded by unspent prior year appropriations.

Table C: Unspent Annual Appropriations ('Recoverable GST exclusive')

	2015 (\$)	2014 (\$)
DEPARTMENTAL		
Appropriation Act (No.1) 2012-13	-	931,805
Appropriation Act (No.1) 2014-15	758,000	-
Cash and cash equivalents	216,179	182,297
Total	974,179	1,114,102

Note 16: Reporting of Outcomes

The Workplace Gender Equality Agency has one outcome being to promote and improve gender equality in Australian workplaces including through the provision of advice and assistance to employers and the assessment and measurement of workplace gender data.

Major classes of revenue and expenses are shown in the Statement of Comprehensive Income and assets and liabilities in the Statement of Financial Position.

Note 17: Budgetary Reports and Explanations of Major Variances

The following tables provide a comparison of the original budget as presented in the 2014-15 Portfolio Budget Statements (PBS) to the 2014-15 final outcome as presented in accordance with Australian Accounting Standards for the entity. The Budget is not audited.

Variances are considered to be 'major' based on the following criteria:

- ➔ the variance between budget and actual is greater than 10% and more than \$10,000; and
 - ➔ an item below this threshold but is considered important for the reader's understanding or is relevant to an assessment of the discharge of accountability and to an analysis of performance of the Agency.
1. WGEA's original budgeted financial statement that was first presented to parliament in respect of the reporting period.
 2. Between the actual and original budgeted amounts for 2015. Explanations of major variances are provided further below.

Notes to financial statements

Statement of Comprehensive Income for not-for-profit Reporting Entities

for the period ended 30 June 2015

	Actual	Budget estimate	
	2015 (\$)	Original ¹ 2015 (\$)	Variance ² 2015 (\$)
Note 17A: Departmental Budgetary Reports			
NET COST OF SERVICES			
Expenses			
Employee benefits	3,200,317	3,226,000	(25,683)
Suppliers	2,015,429	1,886,000	129,429
Depreciation and amortisation	649,632	595,000	54,632
Finance costs - unwinding of discount	11,951	10,000	1,951
Total expenses	5,877,329	5,717,000	160,329
Own-source income			
Own-source revenue			
Sale of goods and rendering of services	189,891	-	189,891
Other revenue	128,193	96,000	32,193
Total own-source revenue	318,084	96,000	222,084
Total own-source income	318,084	96,000	222,084
Net (cost of)/contribution by services	5,559,245	5,621,000	(61,755)
Revenue from Government	5,008,000	5,026,000	(18,000)
Surplus/(Deficit) attributable to the Australian Government	(551,245)	(595,000)	43,755
Total comprehensive income/(loss)	(551,245)	(595,000)	43,755

Statement of Financial Position for not-for-profit Reporting Entities

as at 30 June 2015

	Actual	Budget estimate	
	2015 (\$)	Original ¹ 2015 (\$)	Variance ² 2015 (\$)
ASSETS			
Financial assets			
Cash and cash equivalents	216,179	526,000	(309,821)
Trade and other receivables	765,639	1,088,000	(322,361)
Total expenses	981,818	1,614,000	(632,182)
Non-financial assets			
Land and buildings	538,015	705,000	(166,985)
Property, plant and equipment	203,237	206,000	(2,763)
Intangibles	2,030,226	1,301,000	729,226
Other non-financial assets	7,260	12,000	(4,740)
Total non-financial assets	2,778,738	2,224,000	554,738
Total assets	3,760,556	3,838,000	(77,444)
LIABILITIES			
Payables			
Suppliers	4,735	281,000	(276,265)
Other payables	380,195	77,000	303,195
Total payables	384,930	358,000	26,930
Provisions			
Employee provisions	419,564	430,000	(10,436)
Other provisions	401,174	393,000	8,174
Total provisions	820,738	823,000	(2,262)
Total liabilities	1,205,668	1,181,000	24,668
Net assets	2,554,888	2,657,000	(102,112)
EQUITY			
Parent entity interest			
Contributed equity	3,659,000	3,659,000	-
Reserves	-	40,000	(40,000)
Retained surplus/(Accumulated deficit)	(1,104,112)	(1,042,000)	(62,112)
Total equity	2,554,888	2,657,000	(102,112)

Notes to financial statements

(Opposite page) Statement of changes in Equity for not-for-profit Reporting Entities

for the period ended 30 June 2015

Cash Flow Statement for not-for-profit Reporting Entities

for the period ended 30 June 2015

	Actual	Budget estimate	
	2015 (\$)	Original ¹ 2015 (\$)	Variance ² 2015 (\$)
OPERATING ACTIVITIES			
Cash received			
Appropriations	5,181,805	5,480,000	(298,195)
Sale of goods and rendering of services	210,470	-	210,470
Net GST received	175,195	-	175,195
Other	-	66,000	(66,000)
Total cash received	5,567,470	5,546,000	21,470
Cash used			
Employees	3,149,173	3,226,000	(76,827)
Suppliers	1,913,375	1,856,000	57,375
Total cash used	5,062,548	5,082,000	(19,452)
Net cash from/(used by) operating activities	504,922	464,000	40,922
INVESTING ACTIVITIES			
Cash used			
Purchase of property, plant and equipment	2,862	200,000	(197,138)
Purchase of intangibles	468,178	-	468,178
Total cash used	471,040	200,000	271,040
Net cash from/(used by) investing activities	(471,040)	(200,000)	(271,040)
FINANCING ACTIVITIES			
Net cash from/(used by) financing activities	-	-	-
Net increase/(decrease) in cash held	33,882	264,000	(230,118)
Cash and cash equivalents at the beginning of the reporting period	182,297	262,000	(79,703)
Cash and cash equivalents at the end of the reporting period	216,179	526,000	(309,821)

	Retained earnings			Asset revaluation			Contributed equity/capital			Total equity		
	Actual	Budget estimate		Actual	Budget estimate		Actual	Budget estimate		Actual	Budget estimate	
		Original ¹	Variance ²		Original ¹	Variance ²		Original ¹	Variance ²		Original ¹	Variance ²
	2015 (\$)	2015 (\$)	2015 (\$)	2015 (\$)	2015 (\$)	2015 (\$)	2015 (\$)	2015 (\$)	2015 (\$)	2015 (\$)	2015 (\$)	2015 (\$)
Opening balance												
Balance carried forward from previous period	(552,867)	(447,000)	(105,867)	-	40,000	(40,000)	3,659,000	3,659,000	-	3,106,133	3,252,000	(145,867)
Adjustment for re-evaluation	-	-	-	-	-	-	-	-	-	-	-	-
Adjusted opening balance	(552,867)	(447,000)	(105,867)	-	40,000	(40,000)	3,659,000	3,659,000	-	3,106,133	3,252,000	(145,867)
Comprehensive income												
Surplus/(Deficit) for the period	(551,245)	(595,000)	43,755	-	-	-	-	-	-	(551,245)	(595,000)	43,755
Other comprehensive income	-	-	-	-	-	-	-	-	-	-	-	-
Total comprehensive income	(551,245)	(595,000)	43,755	-	-	-	-	-	-	(551,245)	(595,000)	43,755
Equity injection - appropriations	-	-	-	-	-	-	-	-	-	-	-	-
Departmental capital budget	-	-	-	-	-	-	-	-	-	-	-	-
Sub-total transactions with owners	-	-	-	-	-	-	-	-	-	-	-	-
Transfers between equity components	-	-	-	-	-	-	-	-	-	-	-	-
Closing balance as at 30 June	(1,104,112)	(1,042,000)	(62,112)	-	40,000	(40,000)	3,659,000	3,659,000	-	2,554,888	2,657,000	(102,112)

Notes to financial statements

**Note 17B: Departmental Major Budget
Variances for 2015**

Explanations of major variances	Affected line items (and statement)
Higher level of sponsorship opportunities and workshop events and provision of in-kind support	Total Own Source Revenue (Statement of Comprehensive Income) Sale of goods and rendering of services (Cashflow)
Increased investment in IT and use of prior year appropriations to support reporting arrangements.	Intangibles (Statement of Financial Position) Investing activities - Purchase of intangibles(Cashflow) Trade and other receivables (Statement of Financial Position) Net GST received (Cashflow)
The assets to which the revaluation reserve related were written off in 2014	Reserves (Statement of Financial Position)
Amortisation of non-financial assets impacting on total non-financial assets	Land and Buildings (Statement of Financial Position) Depreciation and amortisation (Statement of Comprehensive Income)
Total payables reflect new MOU arrangements for provision of shared services	Total payables (Statement of Financial Position)

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Appendix 1: Non-compliant organisations

The following is a list of organisations that have been assessed as not complying with the *Workplace Gender Equality Act 2012*. Non-compliant organisations may not be eligible to tender for contracts under Commonwealth and some state procurement frameworks, and may not be eligible for some Commonwealth grants or other financial assistance.

This list was correct as at 12 November 2015.

An up-to-date list of non-compliant organisations is available on the Agency's website.

Legal Name of Reporting Entity	Business/Trading names of reporting entity (where different to legal name)	Non-reporting Subsidiaries of Reporting Entity	Ultimate Parent of Reporting Entity (where different to reporting entity)
AI Topper & Co Pty Ltd		The Trustee for National Hide Processors Unit Trust Adelaide Processors Pty Ltd The Trustee For Walfertan Processors Unit Trust Gunnedah Leather Processors Pty Limited	
Alimfresh Pty Ltd		Pace Farm Pty Limited Neira Pty Ltd Pace Farm Distribution Pty Ltd Pace Farm Egg Products Pty Limited	
Bananacoast Community Credit Union Ltd			
Bing Lee Electrics Pty Ltd			
Buslink Queensland Pty Ltd			
C A P Security Services Pty Ltd			
Callactive Pty Ltd			

Legal Name of Reporting Entity	Business/Trading names of reporting entity (where different to legal name)	Non-reporting Subsidiaries of Reporting Entity	Ultimate Parent of Reporting Entity (where different to reporting entity)
Cantarella Bros Pty Ltd	Vittoria Food & Beverage Vittoria Coffee		
Casual Dining Concepts (Trading) Pty Limited	Bondi Pizza Bar and Grill		
Craig Mostyn & Co Pty Ltd		Derby Industries Pty Ltd	
Data Action Pty Ltd	Data Action		
Digga Australia Pty Ltd		Kanga Loaders Global Pty Ltd	
Electronics Boutique Australia Pty Limited			
Ensign Laboratories Proprietary Limited			
F. R. Ireland Pty Ltd	Irelands of Cairns		
Form 700 Pty Ltd			Form 700 Holdings Pty Ltd
Hosking's Jewellers Pty Ltd			
Hughes Drilling Limited		Express Hydraulics (Aust) Pty Ltd Hughes Drilling Corporate Pty Ltd	Hughes Drilling Limited

Appendix 1: Non-compliant organisations

Legal Name of Reporting Entity	Business/Trading names of reporting entity (where different to legal name)	Non-reporting Subsidiaries of Reporting Entity	Ultimate Parent of Reporting Entity (where different to reporting entity)
Imperial Cinema Services Pty Ltd	Palace Cinemas		
JMR Management Consultancy Services Pty Ltd			
Kennards Storage Management Pty Ltd	Kennards Self Storage		
Madill No 1 Pty Ltd			
MC Labour Services Pty Ltd			
Mykspen Pty Ltd			
Peter Stevens Motorcycle Retail Business Trust			
Pronto Software Pty Ltd		Pronto Hosted Services Pty Ltd	
Q.R.A. Pty Limited	Quay Restaurant	Quay Otto Pty Ltd	Scanhaze Pty Limited
Reading Entertainment Australia Pty Limited		Reading Cinemas Pty Limited	
Romaly Holdings Pty Ltd	Jim Pearson Transport	Fleetmaster Services Pty Ltd Crossborder Admin Pty Ltd Fleet Distribution Services Pty Ltd Fleetmex Pty Ltd	

Legal Name of Reporting Entity	Business/Trading names of reporting entity (where different to legal name)	Non-reporting Subsidiaries of Reporting Entity	Ultimate Parent of Reporting Entity (where different to reporting entity)
Southern Plumbing Supplies Pty Ltd			
Sparfacts Pty Ltd			
Srimap Pty. Limited	Zenith Hospitality Staffing Solutions		
SRXGlobal (Australia) Pty Limited			
STM Admin Pty Ltd			Vesture Limited
Stratco Holdings Pty Ltd		Stratco Pty Ltd Stratco International Pty Limited	
Super A-Mart Pty Ltd			
Tasmanian Freight Services Pty. Ltd.	Tas Freight		

Appendix 1: Non-compliant organisations

Legal Name of Reporting Entity	Business/Trading names of reporting entity (where different to legal name)	Non-reporting Subsidiaries of Reporting Entity	Ultimate Parent of Reporting Entity (where different to reporting entity)
Tasmanian Redline Coaches Pty. Ltd.	"Tasmania's own" Redline		
The Trustee for Fresh Food Solutions Trust	Fresh Food Solutions Pty Ltd	Munch Express	
The Trustee for J Markoff Family Trust	Belrose Care	ACK Proprietary Limited	
The Trustee for Kurc Family Trust	Riot Art & Craft		
The Trustee For Wittner Unit Trust	Wittners Shoes	Wittner's NSW Pty Ltd	
Thomas Jewellers (Aust) Pty Ltd			
Torrens Transit Services Pty Ltd			Transit Systems Pty Ltd

Appendix 2:

Supporting organisations

Through financial and in-kind support, and donations of time and expertise, the Agency is able to maximise the effectiveness and impact of its initiatives.

The Agency acknowledges the generous contribution of the following organisations and individuals who provided support during 2014-15.

American Express Australia Limited	Equity Practitioners of Higher Education Australia
ASX Compliance	KPMG
Australian Chamber of Commerce and Industry	Lend Lease Corporation Limited
Australian Council of Social Service	Mercer
Australian Council of Trade Unions	Mirvac
Australian Human Resources Institute	Network Ten
Australian Human Rights Commission	Norton Rose Fulbright
Australian Industry Group (Ai Group)	Professor Marian Baird
Australian Institute of Company Directors	Ramsay Health Care Australia Pty Ltd
Bankwest Curtin Economics Centre	Randstad
Brookfield Multiplex	Santa Sabina
Chief Executive Women	St Barbara Limited
Clayton Utz	Telstra
Colgate-Palmolive Pty Ltd	The Australian Workers Union
Commonwealth Bank of Australia	The Shell Company of Australia Limited
DDB	The University of Sydney
Diversity Council Australia	ThoughtWorks
Dr Graeme Russell	Westpac Banking Corporation
economic Security4Women	Woolworths

Pay Equity Ambassadors

David Anderson Managing Director and Market Leader, Mercer Pacific	Ger Doyle Managing Director, Ajilon
Peter Acheson CEO, Peoplebank Australia Limited	Phil Duthie General Manager Australia, GHD Pty Ltd
Peter Bailey CEO and Chair, Arup Australia	Gary Edstein Senior Vice President, DHL Express Australia
Andrew Bassat CEO and Co-Founder, SEEK Limited	Tracey Fellows CEO, REA Group
Brian Benari CEO, Challenger	Ange Ferguson Managing Director, Thoughtworks
Duncan Bennet Vice President and General Manager, VMware Australia	Dr Susanne Fiedler Managing Director and Vice President, ANZ, MSD Australia

Appendix 2: Supporting organisations

John Brazzale Managing Partner, Pitcher Partners	Thos Gieskes CEO, Rabobank Australia
Chris Brown Managing Director and CEO, Dixon Advisory Australia	Danny Gilbert Managing Partner, Gilbert + Tobin
Ellie Comerford CEO and Managing Director, Genworth Financial Mortgage Insurance Pty Ltd	Professor Barney Glover Vice Chancellor, Western Sydney University
Adj Prof Stephen Cornelissen Group CEO, Mercy Health	Rob Goudswaard CEO, CUA
William Cox General Manager, Aurecon Australasia Pty Ltd	Michael Greene Managing Partner, Henry Davis York
Frances Crimmins Executive Director, YWCA Canberra	Steve Harker CEO, Morgan Stanley
Mike Culhane Co Group CEO, Pepper Group Ltd	Brian Hartzer CEO, Westpac Group
Robert Cutler Chief Executive Partner, Clayton Utz	Sandra Hills CEO, Anglican Aged Care Services (Benetas)
Rob De Luca Managing Director, Bankwest	Andy Holmes President, BP Australia and New Zealand
John W. H. Denton Partner and CEO, Corrs Chambers Westgarth	John Hoffman CEO, Altis Consulting
Professor John Dewar Vice-Chancellor, La Trobe University	Guy Humble Former Managing Partner, McCullough Robertson
Michelle Dixon CEO, Maddocks	Tony Johnson CEO and Regional Managing Partner Oceania, EY
Andrew Thorburn Group CEO, NAB	Professor Paul Wellings CBE Vice-Chancellor, University of Wollongong
Paul Tully CEO, McInnes Wilson Lawyers	Gary Wingrove CEO, KPMG
Patrick Tuttle Co Group CEO, Pepper Group Ltd	Scott Wyatt CEO, Viva Energy
Neil Jones Chief Executive Officer, Adecco	Craig Oliver Director of Campus Life, CEO U@MQ Ltd
Sue Kench Managing Partner Australia, King & Wood Mallesons	Jack Percy Chairman and Managing Director, Accenture Australia and New Zealand
Greg Kilmister Managing Director and CEO, ALS Limited	Lara Poloni Chief Executive, AECOM Australia New Zealand
Andrew Little CEO, DDB Group Australia	Tina Price Interim CEO, Callista Software Solutions
Susan Lloyd-Hurwitz CEO and Managing Director, Mirvac	Andrew Ransley General Manager Asia Pacific, Caterpillar of Australia Pty Ltd
Anne Bardoel Monash University	Beverley Uther Fairfax Media

Leone Lorrimer CEO, dwp Australia Pty Ltd	Greg Roebuck Managing Director and CEO, Carsales.com Ltd
Jennie Mansfield Partner and Global Board Member, Ashurst Australia	Luke Sayers CEO, PwC
Pip Marlow Managing Director, Microsoft Australia	George Savvides Managing Director, Medibank
Marisa Mastroianni Group CEO, UOW College	Steven Sewell Former CEO and Managing Director, Federation Centres
Andrew Mather Managing Director, Property & Environment; Vice President, Asia Pacific, WSP	Ian Silk Chief Executive, AustralianSuper
Julian McGrath Managing Director, Law In Order	Andrew Smith Country Chair, Shell Australia
Ryan Meldrum CEO, Seventeen Hundred	Mike Smith CEO, ANZ
Jim Minto Former Group CEO, TAL	Wayne Spanner Managing Partner, Norton Rose Fulbright Australia
Alison Monroe CEO, Sageco Pty Ltd	Mark Steinert Managing Director and CEO, Stockland Property Group
John Mullen Managing Director and CEO, Asciano Limited	Clive Stiff Chairman and CEO, Unilever Australia
Bill Morrow CEO, NBN Co	Jost Stollmann CEO, Tyro Payments Limited
Ian Narev CEO, Commonwealth Bank	Rachel Stocks Managing Director, American Express Australia and New Zealand
Professor Ian O'Connor Vice Chancellor, Griffith University	Ümit Subasi President, Asia Pacific, Arnott's
David Thodey Former CEO, Telstra	David Webster President APJ, EMC Global Holdings
Bob Vassie Managing Director and CEO, St Barbara	David Zehner Vice President and Australian Practice Office Head, Bain & Company
Andrew Vesey Managing Director and CEO, AGL Energy	Chris Ward Managing Partner, Cooper Grace Ward Lawyers
Jesse Webb Managing Partner, Sparke Helmore Lawyers	

Appendix 2: Supporting organisations

Pay equity official supporters

Australian Council of Social Services	Diverse City Careers
Australian Human Rights Commission	Diversity Council of Australia
Australian Human Resources Institute	Economic Security4Women
Australian Industry Group	Fair Work Ombudsman
Australian Institute of Management	FINSIA
Australian Centre for Leadership for Women	Parents@Work and Mums@Work
Australian Women in Resources Alliance	National Association of Women in Construction
Business Council of Australia	NEEOPA
Chambers of Minerals and Energy WA	Recruitment and Consulting Services Association
Chartered Accountants Australia and New Zealand	The 100% Project
Consult	Women on Boards
Department of Local Government and Communities WA	Women in Mining and Resources WA

Data Consultation Group

Cecilia Herbert Diversity Program Manager, Google	Craig Gannon Information Solutions Market Leader – Pacific, Mercer
Maree Murray Acting Director, Equity & Diversity Strategy Centre, Sydney University	Linda Maniaci Associate Director, ANZ
Rae Cooper Senior Lecturer, Sydney University	Rebecca Cassells Principal Research Fellow, Curtin University
Sabina Neilsen University of Sydney/Copenhagen Business School	Sara Charlesworth Principal Research Fellow, University of SA
Victoria Weekes Financial Services Institute of Australasia (FINSIA)	

Equilibrium Challenge cheer squad

100mums	Jobs Shared
ASIC	Law Council Of Australia Ltd
Australian Business Women's Network	Law Institute of Victoria Limited
Australian Council Of Trade Unions (ACTU)	mums@work
Australian Human Resources Institute Limited	National Association Of Women In Construction
Australian Human Rights Commission	Playroom To Boardroom
Australian Information Industry Association Limited	Recruitment & Consulting Services Association Limited
Australian Institute of Management	Security4Women Incorporated
Australian Men's Health Forum Incorporated	The Australian And New Zealand Institute Of Insurance And Finance
Australian Mines And Metals Association	The Australian Industry Group
Australian Volleyball Federation	The Communications Council Limited
Business Council Of Australia	UN Women Australia Inc
Chartered Accountants Australia and New Zealand	Westpac Banking Corporation
Committee For Perth	Women in Banking and Finance Incorporated (WiBF)
Department Of Local Government And Communities	Women In Super
Diverse City Careers	YWCA NSW
Fair Agenda	Anglican Care
Financial Services Institute Of Australasia	Accenture Australia
Flexpert Careers	KPMG Australia
Grace Papers Pty Ltd	Peoplecorp

Appendix 3: Agency speaking engagements

Agency member Helen Conway
Host WomenInBusinessPodcast.com
Event Women in Business Podcast
Location Sydney – via podcast
Date 4 July 2014

Agency member Heidi Sundin and Yolanda Beattie
Host University of Technology Sydney (UTS)
Event Ethics in Advertising Lecture
Location Sydney
Date 29 July 2014

Agency member Helen Conway
Host Australian Graduate School of Management (AGSM)
Event Women in Leadership Program
Location Sydney
Date 1 August 2014

Agency member Heidi Sundin
Host Australian Human Resources Institute (AHRI)
Event National Convention
Location Melbourne
Date 18 August 2014

Agency member Yolanda Beattie
Host Australian Council of Trade Unions (ACTU)
Event Women's Conference
Location Melbourne
Date 21 August 2014

Agency member Helen Conway
Host The Queensland Police Service and The Australasian Council of Women and Policing
Event Aspire to Achieve Forum
Location Mooloolaba
Date 26 August 2014

Agency member Helen Conway
Host Clayton Utz
Event Managing Partners Lunch on Gender Diversity
Location Sydney
Date 29 August 2014

Agency member	Heather Gordon
Host	Economic Security4Women
Event	Equal Pay Day Event
Location	Melbourne
Date	2 September 2014

Agency member	Helen Conway
Host	University of Sydney
Event	Diversity and Future of Work MBA Masterclass
Location	Sydney
Date	13 September 2014

Agency member	Heidi Sundin
Host	Peoplecorp
Event	HR Practitioner Forum
Location	Sydney
Date	18 September 2014

Agency member	Heidi Sundin
Host	Diversity Council Australia
Event	Diversity Reporting Network Teleconference
Location	Sydney – teleconference
Date	29 September 2014

Agency member	Helen Conway
Host	Workplace Gender Equality Agency
Event	Pay Equity Launch Event
Location	Sydney
Date	30 September 2014

Agency member	Helen Conway
Host	UN Women and UN Global Compact Network Australia
Event	Women’s Empowerment Principles Roundtable
Location	Sydney
Date	1 October 2014

Agency member	Heidi Sundin
Host	HR Leaders Council
Event	HR Leaders’ Summit
Location	Gold Coast
Date	8 October 2014

Appendix 3: Agency speaking engagements

Agency member Heidi Sundin
Host Informa and The Conversation
Event Future of Industrial Relations Conference
Location Sydney
Date 9 October 2014

Agency member Helen Conway
Host American International Group (AIG)
Event Employee Resource Group, Women and Allies Panel Discussion
Location Sydney
Date 21 October 2014

Agency member Heidi Sundin
Host Mercer Australia
Event Gender on the Agenda Forum
Location Brisbane
Date 25 October 2014

Agency member Yolanda Beattie
Host Mercer Australia
Event Gender on the Agenda Forum
Location Melbourne
Date 22 October 2014

Agency member Heidi Sundin
Host Mercer Australia
Event Gender on the Agenda Forum
Location Sydney
Date 23 October 2014

Agency member Helen Conway
Host Women Lawyers Association of Queensland
Event 36th Annual Awards Dinner
Location Brisbane
Date 24 October 2014

Agency member Yolanda Beattie
Host Mercer Australia
Event Gender on the Agenda Forum
Location Perth
Date 28 October 2014

Agency member	Yolanda Beattie
Host	KPMG Australia and The Minerals Institute
Event	Diversity in Mining Event
Location	Sydney
Date	29 October 2014
Agency member	Yolanda Beattie
Host	Australian Human Resources Institute (AHRI)
Event	Inclusion and Diversity Conference and Awards
Location	Melbourne
Date	30 October 2014
Agency member	Linda Peach
Host	Australian Human Resources Institute (AHRI)
Event	Inclusion and Diversity Conference
Location	Melbourne
Date	30 October 2014
Agency member	Helen Conway
Host	Commonwealth Bank of Australia
Event	Women in Wealth Forum
Location	Sydney
Date	6 November 2014
Agency member	Heidi Sundin
Host	Mercer Australia
Event	Engineering and Construction Industry Forum
Location	Sydney
Date	15 November 2014
Agency member	Linda Peach
Host	The University of Sydney
Event	Australian Labour Law Association Conference
Location	Sydney
Date	15 November 2014
Agency member	Carolyn McDonnell
Host	Leading Age Services
Event	Employment Relations Advisory Committee Event
Location	Sydney
Date	27 November 2014

Appendix 3: Agency speaking engagements

Agency member Helen Conway
Host Women and Leadership Australia
Event Australian Women's Leadership Symposium
Location Hobart
Date 28 November 2014

Agency member Helen Conway
Host Australian and New Zealand Academy of Management (ANZAM)
Event 28 Annual ANZAM Conference
Location Sydney
Date 4 December 2014

Agency member Yolanda Beattie
Host Aurecon Australasia Pty Ltd
Event Employer of Choice for Gender Equality Programme Launch
Location Sydney
Date 5 December 2014

Agency member Helen Conway
Host Women and Work Research Group
Event 'The Best, Worst & Most Surprising of 2014 for Women at Work: a panel discussion'
Location Sydney
Date 10 December 2014

Agency member Helen Conway
Host Per Capita
Event Abbey Group Meeting Series Event
Location Sydney
Date 11 February 2015

Agency member Vanessa Paterson
Host Diversity Council Australia
Event Gender Reporting Network
Location Sydney – teleconference
Date 19 February 2015

Agency member Helen Conway
Host Australian Human Resources Institute (AHRI)
Event International Women's Day Event
Location Sydney
Date 3 March 2015

Agency member Helen Conway
Host UN Women
Event International Women's Day Event
Location Canberra
Date 4 March 2015

Agency member Yolanda Beattie
Host Females in IT & Telecommunications
Event International Women's Day Event
Location Melbourne
Date 4 March 2015

Agency member Yolanda Beattie
Host The National Association of Women in Construction (NAWIC)
Event International Women's Day Event
Location Fortitude Valley
Date 5 March 2015

Agency member Yolanda Beattie
Host PricewaterhouseCoopers and Women Lawyers Association of NSW
Event Gender Equality in Professional Services Firms Event
Location Sydney
Date 10 March 2015

Agency member Yolanda Beattie
Host Females in IT & Telecommunications
Event International Women's Day Event
Location Sydney
Date 20 March 2015

Agency member Louise McSorley
Host Shell Australia
Event Employee Engagement Information Session on Employer of Choice for Gender Equality Citation
Location Perth
Date 4 May 2015

Agency member Yolanda Beattie
Host DWP Suters
Event CEO pay equity roundtable
Location Sydney
Date 7 May 2015

Appendix 3: Agency speaking engagements

Agency member Yolanda Beattie
Host PeopleBank
Event Employee webinar
Location Sydney
Date 28 May 2015

Agency member Elizabeth Bray Chiplin
Host Playroom to Boardroom
Event Networking Evening
Location Sydney
Date 3 June 2015

Agency member Elizabeth Bray Chiplin
Host Vivid Ideas
Event Future of Work Event
Location Sydney
Date 4 June 2015

Appendix 4: Reporting workshops for relevant employers

City	Date	Time
Sydney	10 February 2015	9.30-11.30am
Sydney	10 February 2015	2-4pm
Brisbane	17 February 2015	10-11.30am
Brisbane	17 February 2015	2-3.30pm
Perth	24 February 2015	9.30-11am
Perth	24 February 2015	11.30am-1pm
Melbourne	23 February 2015	2-3.30pm
Melbourne	24 February 2015	9.30-11am
Melbourne	24 February 2015	2-3.30pm
Adelaide	3 March 2015	10.30am-12pm
Adelaide	3 March 2015	2-3.30pm
Sydney	10 March 2015	9.30-11am
Sydney	10 March 2015	2-3.30pm
Melbourne	16 March 2015	2-3.30pm
Melbourne	17 March 2015	9.30-11am
Melbourne	17 March 2015	2-3.30pm
Brisbane	17 March 2015	10.30am-12pm
Brisbane	17 March 2015	2-3.30pm
Sydney	24 March 2015	9.30-11am
Sydney	24 March 2015	2-3.30pm

Appendix 4: Reporting workshops for relevant employers

Third party-hosted workshops

Host	City	Date	Time
Anglican Care	Newcastle	17 February 2015	10-11.30am
AIG	Melbourne	16 March 2015	9.30-11am
AIG	Sydney	20 March 2015	10.30-12pm

Reporting workshops for software developers

Host	City	Date	Time
Australian Tax Office	Sydney	13 November 2014	2.55-3.25pm
Australian Tax Office	Melbourne	17 November 2014	2.55-3.25pm
Australian Tax Office	Brisbane	19 November 2014	2.55-3.25pm

Appendix 5: WGEA Employer of Choice for Gender Equality citation holders 2014

AGL Energy	Griffith University
Alcoa of Australia Limited	Hays Specialist Recruitment (Australia) Pty Limited
Allens	Henry Davis York
Allianz Australia Services Pty Limited	Holding Redlich
Arc@UNSW	HSBC Bank Australia Limited
Arup Pty Limited	K&L Gates
Ashurst	KPMG Australia Services
Australia and New Zealand Banking Group Limited	Lauriston Girls' School
Australian Catholic University	Little Company of Mary Health Care Limited
AustralianSuper	Maddocks
B & McK Services Trust	McCullough Robertson Lawyers
Baker & McKenzie	McDonald's Australia Limited
Bankwest	mecwacare
Becton Dickinson Pty. Ltd.	Merck Serono Australia Pty Ltd
Benetas	Mercy Health
BP Australia Pty Ltd	Minter Ellison
Callista Software Services Pty Ltd	Mirvac Group
Campus Life	Monash University
Citigroup Pty Limited	National Australia Bank Limited
Clayton Utz	Norton Rose Fulbright Australia
Commonwealth Bank of Australia	Origin Energy Limited
ConocoPhillips Australia	Peoplebank Australia Limited
Corrs Chambers Westgarth	PepsiCo
Credit Union Australia Ltd	Queensland Country Credit Union Limited
Curtin University	Queensland University of Technology
Deakin University	Shell Australia
Deloitte Touche Tomatsu	St Barbara Limited
DLA Piper Australia	St Michael's Grammar School
EY	Stockland
GHD Services Pty Ltd	Suncorp
Gilbert and Tobin	Swinburne University of Technology

Appendix 5: WGEA Employer of Choice for Gender Equality citation holders 2014

TAL Services Limited	University of Technology Sydney
Teachers Federation Health Ltd	UOWC LTD
Telstra Corporation Limited	Villa Maria Society
Transurban Limited	VMware Australia Pty Ltd
UBS AG	Western Sydney University
University of Canberra	Westpac Group
University of Newcastle	YWCA of Canberra

Appendix 6: Media releases

Date	Title
14 August 2014	National gender pay gap rises to 18.2%
29 September 2014	CEOs call for focus on equal pay as data exposes inaction
12 November 2014	2014 leaders in workplace gender equality announced
25 November 2014	Game-changing gender data launched
16 February 2015	Gender pay gap biggest in manager ranks
26 February 2015	National gender pay gap at record high of 18.8%

Appendix 7: Staffing information

Band	Culturally and linguistically diverse backgrounds	Aboriginal or Torres Strait Islander	People with a disability	Women	All staff
PEO	0	0	0	1	1
EL 1 and 2	0	0	1	8	8
APS Level 5 and 6	3	1	1	16	18
APS Level 2 to 4	1	0	0	2	2
Total	4	1	2	27	29

Band	Lower salary (\$)	Upper salary (\$)
PEO*		Not applicable
EL2	112,299	128,053
EL1	96,293	103,981
APS Level 6	74,248	84,945
APS Level 5	68,841	72,997
APS Level 4	61,342	66,655
APS Level 3	55,346	59,761
APS Level 2	48,523	53,571
APS Level 1	42,844	47,192

Agreement	Band	Employees covered
Individual industrial agreement	SES**	1
	Non-SES	0
Collective agreement	APS	28
Total		29

Key: **APS 1–6** Australian Public Service Levels 1 to 6
EL1 and EL2 Executive Level 1 and 2
PEO Principal Executive Officer

*PEO not covered by Enterprise Agreement or Individual Industrial Agreement.

**Acting PEO under Individual Industrial Agreement.

Appendix 8: Other mandatory information

Work health and safety performance

The Agency is committed to providing and maintaining a safe and healthy workplace, and meeting its responsibilities under the *Work Health and Safety Act 2011*.

The following information is provided in accordance with Schedule 2, Part 4 of the *Work Health and Safety Act 2011*.

Work health and safety (WH&S) policy

The Agency has a WH&S Officer to address issues and provide solutions to ensure the health, welfare, safety and wellbeing of staff. The officer consults with stakeholders at all stages of decision-making about WH&S in the workplace.

WH&S issues are discussed at staff meetings and the Agency has a health and safety representative.

As part of the induction program, new employees go through informal WH&S training and have an ergonomic assessment of their workstation by an occupational therapist.

The Agency also carries out ergonomic workstation assessments for all telecommuting staff.

The Agency's health, fitness and wellbeing policy encourages staff members to take part in activities that contribute to a healthy lifestyle.

Statistics

During the year, the Agency had no incidents or dangerous occurrences that arose from the conduct of its undertakings for which it would have been required to give notice under section 38 of the *Work Health and Safety Act 2011*.

Investigation

The Agency did not undertake any investigations or conduct any tests on any plant, substance or thing in the course of any such investigation. No notices were given to the Agency under sections 191, 195 or 198 of the *Work Health and Safety Act 2011* during the 2014–15 financial year.

Information Publication Scheme

Agencies subject to the Freedom of Information Act 1982 (FOI Act) are required to publish information to the public as part of the Information Publication Scheme (IPS). This requirement is in Part II of the FOI Act and has replaced the former requirement to publish a section eight statement in an annual report. The Agency plan showing the information that is published in accordance with the IPS requirements is accessible from the Agency website.

No requests were made to the Agency this year for information under the FOI Act.

Appendix 8: Other mandatory information

Advertising and market research

The Agency made no payments to advertising or market research organisations in 2014-15 which require disclosure under section 311A of the *Commonwealth Electoral Act 1918*.

- ➔ The Agency reduces waste generation by recycling paper, cardboard, glass, plastics and metals.

The Agency is a tenant in a non-Commonwealth-owned building, which has a NABERS energy rating of 4.5 and a NABERS water rating of 3.5.

Ecologically sustainable development and environmental performance

The following information is provided in accordance with section 516A of the *Environment Protection and Biodiversity Conservation Act 1999*.

The Agency's management and staff are committed to the principles of ecologically sustainable development. In accordance with government guidelines, the Agency participated in Earth Hour.

The Operations team has established the following initiatives to minimise the Agency's environmental impacts:

- ➔ Non-essential lighting and appliances are turned off and sensor devices and timers are used to minimise electricity consumption throughout the office.
- ➔ The Agency uses water-saving facilities to help minimise water consumption.
- ➔ All office equipment conforms to environmental standards and the Agency uses information technology that abides by strict ecologically sustainable development guidelines.
- ➔ All printers are defaulted to print on both sides of the paper. Printer ink cartridges and toners are recycled.

Grant programs

The Agency did not administer any grant programs.

Disability reporting

Since 1994, Commonwealth departments and agencies have reported on their performance as policy adviser, purchaser, employer, regulator and provider under the Commonwealth Disability Strategy. In 2007–08, reporting on the employer role was transferred to the Australian Public Service Commission's *State of the Service Report and the APS Statistical Bulletin*. These reports are available at www.apsc.gov.au. From 2010–11, departments and agencies are no longer required to report on these functions.

The Commonwealth Disability Strategy has been overtaken by the National Disability Strategy 2010–2020, which sets out a ten year national policy framework to improve the lives of people with disability, promote participation and create a more inclusive society. A high level two-yearly report will track progress against each of the six outcome areas of the Strategy and present a picture of how people with disability are faring. The first of these reports was published in 2014 on the Department of Social Services website www.dss.gov.au

Appendix 9: List of requirements

The Agency must provide certain information in accordance with the Requirements for Annual reports for Departments, Executive Agencies and other non-corporate Commonwealth entities issued by the Department of the Prime Minister and Cabinet in June 2015.

Below is a list of where this information is located.

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Contact officer	inside cover
Internet addresses and internet address for report	inside cover
Review by Director	
Review by Director	6-7
Summary of significant issues and developments	6-7
Overview of Agency's performance and financial results	18-28
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Agency overview	
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Outcome and program structure	16
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Report on performance	
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Narrative discussion and analysis of performance	20-28
Trend information	16
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Performance of purchaser and provider arrangements	not applicable

Area	Page
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Appendix 9: List of requirements

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