



THE UNIVERSITY OF
NEWCASTLE
AUSTRALIA

University of Newcastle
Workplace Gender Equality Agency
Compliance Report
July 2013



The University of Newcastle has a real commitment to building a rewarding, stimulating and supportive place to work for each and every one of our staff members. We recognise that it is not only a vibrant workplace culture, it is also the practical solutions, which make the world of difference for staff, as they juggle busy lives and career challenges.

The University values staff as its greatest asset, and will continue to invest in our individual and institutional health by building the capacity and capability of staff as highlighted in our NeW Directions Strategic Plan 2013 - 2015 through our Future Workforce Plan. Strategic Objective 5 of the Future Workforce Plan specifically relates to gender:

- 5.2. Increase the proportion of academic and professional women in senior leadership positions to sector leading levels by maintaining UoN's status as an Employer of Choice for Women, addressing the *'Universities Australia Strategy for Women: 2011-2014'*, and developing and implementing Faculty and Division *'Gender Equity Action Plans'*

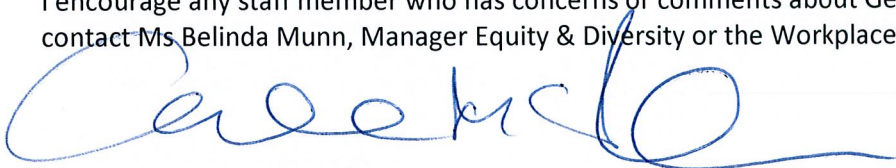
The University's ongoing commitment to build capacity and create opportunities for all members of the University, especially women, is reflected in the 2013 Gender Pay Audit. The pay audit is an analysis of the total average remuneration including allowances and/or market loadings rather than just base salaries. The audit is based on a headcount snapshot as at 31 March 2013. Points of note from the 2013 analysis include:

- The participation rate for women has risen to 61% up from 57% in 2008¹.
- For academic staff, the female participation rate is 45% up from 43% in 2008.
- The percentage of senior managers² who are female has increased to 39%. This figure exceeds the 35% by 2015 target that the University set in 2011.
- Representation of women in the senior academic levels of Associate Professor and Professor continues to remain around 29% for Associate Professor and 23% for Professor.
- The overall pay gap for women has decreased slightly from 21% in 2011 to 20.1% in 2013 against a national pay gap of 17.6% across all sectors. For academic staff the largest pay gap is 7% at Level E. The gender pay gap is the difference between the average of all female and all male earnings expressed as a percentage of male earnings.

The University is proud to be an Employer of Choice for Women and through NeW Directions, we will continue to work towards equal representation of men and women across all levels of the organisation and to gender pay equity.

Equity and social justice are part of the University's DNA – indeed these principals are embedded in our institutions values. In the coming months, we will continue to reflect on our practice, analyse our staff profile and develop and implement a range of leading initiatives to ensure that all of our staff can reach their full potential.

I encourage any staff member who has concerns or comments about Gender Equity at the University, to either contact Ms Belinda Munn, Manager Equity & Diversity or the Workplace Gender Equality Agency directly.



Professor Caroline McMillen
Vice-Chancellor and President

¹ The University of Newcastle initially commenced an analysis of data in 2008.

² Senior Staff/ Managers consist of General staff above HEW 10; Academic staff above Level E; and Academic staff at or below level E who have formal management/ leadership responsibility

Organisational Details Cover Sheet

To be completed and attached to EACH REPORT and APPLICATION

(This information is confidential and will be removed from any Public Report)

1. Organisation's details

Legal name of your organisation: (if changed since last report, complete Section 2 below)	The University of Newcastle			
Trading name (if applicable):	The University of Newcastle			
Total no. of employees:	3072 (Based on workplace profile attached - excludes casuals)	ABN:	15 736 576 735	
ASX Codes for organisations listed on Australian Securities Exchange :				
ANZSIC Code AND industry description: (refer www.abs.gov.au):	Class 8102 Higher Education			
Postal address:	University Drive, Callaghan,	State:	NSW	Postcode: 2308
	Switchboard No: +61 2 49215000	Facsimile No:	+61 2 4985 4200	
Physical address:	University Drive, Callaghan,	State:	NSW	Postcode: 2308

2. Confirm your organisation's hierarchy details by completing below

Name of the ultimate AUSTRALIAN Parent Company for your organisation/s?				
List ALL organisations covered in this Report: (if too many to list here, please attach a separate document):				
Have there been changes to ANY of your organisations since your last report? (If yes, detail below):	YES		NO	X
Reason For Change	Previous Org Name	New (Current) Org Name		
a) Change of Name:				
	Org Name	Name & Contact Details of New Owner		
b) Sold:				
	Org Name			
c) Ceased Trading:				

3. Contact information

	CEO Details	Report Contact Details
Title (eg Ms, Mr, Dr etc):	Professor	Ms
Family Name:	McMillen	Munn
First Name:	Caroline	Belinda
Job Title:	Vice-Chancellor and President	Manager, Equity and Diversity
Telephone:	+61 2 4921 5101	+61 2 4921 6552
Facsimile:	+61 2 4921 5115	+61 2 4921 6515
E-mail Address (or PA for CEO):	vc@newcastle.edu.au	belinda.munn@newcastle.edu.au
Postal Address (if different to above):		

WGEA may send your company non-reporting related material from other organisations for the sole purpose of notifying you of relevant gender equality information such as lectures, events, programs or publications. If you DO NOT want WGEA to send your Report Contact or CEO this information please advise WGEA by email at wgea@wgea.gov.au or by phone on (02) 9432 7000.

2013 Workplace Profile										The University of Newcastle																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
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Data Source: Alesco 31 March 2013 (based on headcount). Prepared by Planning, Quality and Reporting.