

2020 - 21 Compliance Program

Submitted by:

**Australasian Performing Right Association
Ltd (ABN:42000016099)**



#Workplace overview

Policies and strategies

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

...Recruitment	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Retention	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Performance management processes	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Promotions	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Talent identification/identification of high potentials	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Succession planning	No(<i>Select all that apply</i>)
...No	Other (please provide)
...Other (please provide)	Informal succession planning approach - using talent identification and development processes to ensure a robust and diverse pool of suitable candidates for leadership roles. APRA AMCOS does invest in developing leadership pathways into our broader industry for women and is pleased that a number of women who participated in our internal leadership programs have gone on to hold senior leadership roles in other organisations in our industry.
...Training and development	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Key performance indicators for managers relating to gender equality	No(<i>Select all that apply</i>)
...No	Not a priority

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(<i>Select all that apply</i>)	
	Policy

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

We first developed a gender equality strategy in 2015. Today, that strategy has come to fruition, with women representing approximately 54% of our overall workforce and 47% of our management team. While the leadership team (including the CEO) is still largely male, 20% of that team is now female compared to 12.5% a year ago.

Over the last year, we have partnered with Diversity Arts Australia to conduct a substantial Equity Audit of all our policies and practices to identify gaps in our approach to representation and inclusion. That Audit and training process has culminated in the development of an Equity Action Plan which takes an intersectional approach to enabling equality and representation across our employment, leadership, policy, community engagement, programming and marketing strategies and tactics. This plan includes specified outcomes we are seeking from our goals and activities in each key area and specifies how we will measure and report on these outcomes. We have appointed a Senior Manager, Culture & Engagement to coordinate our implementation of this Equity Action Plan across the company.

In addition, over the last year, we have been seminal in enabling a cross-industry conversation with other organisations and colleagues in our industry to explore how we can partner to address industry-wide concerns about safety, inclusion and sexual harm prevention. That initial conversation led to the formation of a Voluntary Interim Working Group that has now issued a call-out for Expressions of Interest from suitably qualified independent parties to conduct an industry-wide consultation and develop recommendations for a cross-industry approach to great inclusion, representation and safety in our industry. We recognise that to enable greater gender and other diversity in our companies will require

enabling systemic change in our industry and have committed to doing the work that is necessary to help create those pathways and maintain that momentum for change.

Governing bodies

Australasian Performing Right Association Ltd

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Australasian Mechanical Copyright Owners Society (AMCOS)
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female (F)	1
...Male (M)	0
...Gender X	0
...Members	
...Female (F)	2
...Male (M)	9
...Gender X	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
	Policy
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Insufficient resources/expertise
2.1: What is the name of your governing body?	Australasian Mechanical Copyright Owners Society (AMCOS)
2.2: What type of governing body does this organisation have?	Board of directors
2.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female (F)	
...Male (M)	1
...Gender X	0

...Members	
...Female (F)	0
...Male (M)	11
...Gender X	0
2.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
	Policy
2.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Insufficient resources/expertise

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

#Action on gender equality

Gender pay gaps

1: Do you have a formal policy and/or formal strategy on remuneration generally?

Yes(*Select all that apply*)

...Yes	Policy Strategy
1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?	Yes(<i>Select all that apply</i>)
...Yes	To achieve gender pay equity To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews) To implement and/or maintain a transparent and rigorous performance assessment process To ensure managers are held accountable for pay equity outcomes To be transparent about pay scales and/or salary bands

2: Did your organisation receive JobKeeper payments?

No

3: What was the snapshot date used for your Workplace Profile?

31-Mar-2021

4: If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

We have identified gender pay gaps in Professional roles and at Key Management Personnel level. These are largely a result of existing gender imbalances in the talent pool for technology roles and for highly specialised skillsets in the Legal, Finance and Sales job markets, which typically earn a higher market salary than sectors such as Admin, HR and Customer Service roles, where women make up a larger portion of the talent pool.

Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes(Provide further details on the most recent gender remuneration gap analysis that was undertaken.)

1.1: When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

Yes(Select all that apply)

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

.. Yes

Identified cause/s of the gaps
Analysed performance pay to ensure there is no gender bias (including unconscious bias)
Reviewed remuneration decision-making processes
Analysed commencement salaries by gender to ensure there are no pay gaps
Reported pay equity metrics (including gender pay gaps) to the governing body
Reported pay equity metrics (including gender pay gaps) to the executive
Corrected like-for-like gaps

1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)

APRA uses the WGEA Workplace Profile reporting data to assess gender pay parity on an organisation-wide basis, and the annual market salary review process to assess pay-parity on a like-for-like basis.

We also consult with external specialist firms such as Gartner and Aon Hewitt to adopt best practice approaches to remuneration and reward.

2: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

On the gender composition of our workforce and on equal remuneration, APRA AMCOS performs very well against the Australian market generally, based on the data provided by the Workplace Gender Equality Agency in its February 2021 issue of Australia's Gender Pay Gap Statistics. (Note: the Gender Pay Gap is a measure of women's overall position in the

paid workforce and does not compare like roles. APRA AMCOS conducts a like-for-like salary review to identify pay gaps and the more granular data shows any pay gap is minimal and is likely due to seniority or time in the role).

On the Gender Pay Gap measure used by the WGEA:

- * Australia’s full time gender pay gap across all industries is 13.4%
- * The full time gender pay gap in the Information Media and Telecommunications Industry is 16%
- * The fulltime gender pay gap in Australian Arts and Recreation Services is 9.4%
- * APRA AMCOS’ full time gender pay gap is 6.7%. This falls to 3.6% when management roles are removed from the calculation. “

Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace?
 Yes(Provide further details on the employee consultation process.)

1.1: How did you consult employees?	Survey Consultative committee or group Exit interviews Other (provide details)
...Other (provide details)	Over the last year we moved to a frequent feedback framework where managers hold frequent one-on-one conversations with staff to gauge not only their workload and progress, but also their experience of their teams and the organisation.
1.2: Who did you consult?	ALL staff

2: If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

We have developed a Draft Equity Action Plan under the mentorship of Diversity Arts Australia and are establishing the foundation for the implementation of this work. APRA and AMCOS Boards to consider the outcomes of the Audit and the Plan to assess how to progress these from a governance/Board perspective.

Further, 82% of staff agreed of that APRA AMCOS encourages and values diverse perspectives, that they feel

comfortable voicing their views, feel treated with respect and recognised when they do good work. They also

agreed that APRA values different genders, different ethnicities and accepts individual differences amongst

employees. This result was achieved in our November 2020 Engagement Survey (using the Qualtrics

platform) and was 5% higher than the result we achieved in June 2020.

Other notable results from our engagement survey, in comparison to other companies in Australia, include the

following measures on which APRA AMCOS significantly out-performed the benchmarks. We see these

measures as being critical to employee experience of inclusion and diversity in our workplace:

30% higher on work / family flexibility

11% higher on feeling treated well

19% higher on leadership support for diversity and inclusion

18% higher on acting in alignment with values

#Employee work/life balance

Flexible working

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

Yes (*Select all that apply*)

...Yes	Policy Strategy
...A business case for flexibility has been established and endorsed at the leadership level	Yes
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	Yes
...Targets have been set for engagement in flexible work	Yes
...Targets have been set for men's engagement in flexible work	Yes
...Leaders are held accountable for improving workplace flexibility	Yes
...Manager training on flexible working is provided throughout the organisation	Yes
...Employee training is provided throughout the organisation	Yes
...Team-based training is provided throughout the organisation	Yes
...Employees are surveyed on whether they have sufficient flexibility	Yes
...The organisation's approach to flexibility is integrated into client conversations	Yes
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	Yes

2: Do you offer any of the following flexible working options to MANAGERS in your workplace?

...Flexible hours of work

Yes (*Select one option only*)

...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	No(<i>You may specify why the above option is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	Currently being trialled by a small number of employees to assess impact on business and team.
...Time-in-lieu	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Telecommuting (e.g. working from home)	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Part-time work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Job sharing	No(<i>You may specify why the above option is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	We feel this flexible solution can be provided in other ways, through part-time work, for instance, or through job-crafting. flexible hours.
...Carer's leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Purchased leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Unpaid leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)

...SAME options for women and men

Formal options are available

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

Yes

4: Were managers in your organisation allowed to make INFORMAL flexible working arrangements with their team members in response to the COVID-19 pandemic?

Yes, ALL managers

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce compared to pre-COVID-19?

Yes, for both women and men

6: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

APRA AMCOS has always recognised the importance of flexible working arrangements in maintaining a

diverse and adaptable workforce. On 17 March 2020, APRA AMCOS activated Working From Home

Arrangements across the company as part of our Communicable Diseases Management and Response

Plan. We made this decision based on the advice of Government and health authorities, with a clear

focus on prioritising the wellbeing of our people and our communities.

As of February 2021, APRA AMCOS transitioned to hybrid working arrangements and introduced a

Hybrid Working Policy. These arrangements were planned as a result of our consultations in December

2020, where we learned that 43% of staff are very comfortable with a return to the office; and 57% are

somewhat comfortable. The biggest concerns noted were decreased flexibility to work from home (71%); and

potential exposure to COVID-19 on public transport (62%). We also asked what would help – and staff

overwhelmingly answered that an option to work from home for part of their week and flexibility of start, finish

and break times would help to alleviate their concerns. APRA AMCOS continues to monitor the 4 sqm social

distancing rule. Rosters and seating plans have been considered on a department-by-department basis, where

on average, staff is required to work from the office 3 days a week and 2 days from home.

We are now consulting with staff on the best approach to embedding Hybrid Working as a way of working going forward.

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave (without using the primary/secondary carer definition)

1.1: Please indicate whether your employer-funded paid parental leave is available to:	All, regardless of gender
1.2: Please indicate whether your employer-funded paid parental leave covers:	Birth Adoption Surrogacy Stillbirth
1.3: How do you pay employer funded paid parental leave?	Paying the employee's full salary
1.4: Do you pay superannuation contribution to your carers while they are on parental leave?	Yes, on employer funded parental leave
1.5: How many weeks (minimum) of employer funded paid parental leave is provided?	10
1.6: What proportion of your total workforce has access to employer funded paid parental leave, including casuals?	81-90%

2: If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

Permanent full-time and part-time employees who have completed at least 2 years of continuous service are

eligible for the APRA AMCOS 10 weeks' paid parental leave benefit. This benefit is carer-status neutral and

may be taken concurrently with the employee's partner so that both parents may have time together on the

birth or adoption of a child. We also offer a one-off \$2,000 Working Parent Childcare Allowance for primary

carers on the employee's return to work from parental leave. We offer staff returning from parental leave the

option to request and be considered for flexible work arrangements for a transition period. This may include

reduced hours, working from home arrangements, or adjusted start and finish times. Staff also receive paid

superannuation benefits while on unpaid leave for up to 12 months of parental leave, after the birth of adoption

of a child. This applies to all permanent staff who have completed at least 24 months of continuous service.

Support for carers

1: Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes(Select all that apply)

...Yes

Policy

2: Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

...Employer subsidised childcare

No(You may specify why the above support mechanism is not available to your employees.)

...No

Not aware of the need

...On-site childcare

No(You may specify why the above support mechanism is not available to your employees.)

...No

Not aware of the need

...Breastfeeding facilities

Yes(Please indicate the availability of this support mechanism.)

...Yes

Available at ALL worksites

...Childcare referral services

No(You may specify why the above support mechanism is not available to your employees.)

...No

Not aware of the need

...Internal support networks for parents

No(You may specify why the above support mechanism is not available to your employees.)

...No

Not aware of the need

...Return to work bonus (only select if this bonus is not the balance of paid parental leave)

Yes(Please indicate the availability of this support mechanism.)

...Yes

Available at ALL worksites

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

No(You may specify why the above support mechanism is not available to your employees.)

...No

Not aware of the need

...Referral services to support employees with family and/or caring responsibilities	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Targeted communication mechanisms (e.g. intranet/forums)	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not aware of the need
...Support in securing school holiday care	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at SOME worksites
...Coaching for employees on returning to work from parental leave	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Parenting workshops targeting mothers	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at SOME worksites
...Parenting workshops targeting fathers	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at SOME worksites
...Other (provide details)	No

3: If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

During the pandemic, we have explicitly provided options for increased flexibility including:
 taking annual leave or carer's leave at half pay to manage caring responsibilities during this working from home period
 working reduced hours or negotiating part-time hours for a limited period
 splitting the work day into two shifts of 3.5 or 4 consecutive hours each, any time between 6am and 11pm at night.

We have also provided support webinars run by industry experts on 'Parenting during a pandemic'. We regularly remind staff of the availability of the EAP for both staff and their immediate family.

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(Select all that apply)	
...Yes	Policy
1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?	Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

...All managers	Yes(Please indicate how often is this training provided (select all that apply):)
...Yes	At induction Every one-to-two years
...All employees	Yes(Please indicate how often is this training provided (select all that apply):)
...Yes	At induction Every one-to-two years

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

We are currently developing a comprehensive strategy for reviewing and strengthening APRA AMCOS' WHS

/ Sexual Harm Prevention framework and capability. This strategy will encompass Statement of Expectations

covering expected behaviours and alignment with APRA AMCOS values; comprehensive review of all related

policies and procedures; additional training on policies, processes, legal frameworks and on soft skills required

to respond to disclosures and to adopt effective bystander interventions.

Family or domestic violence

1: Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes(Select all that apply)

...Yes	Policy
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2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

...Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
...Training of key personnel	No(Select all that apply)

...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	31-Aug-2021
...A domestic violence clause is in an enterprise agreement or workplace agreement	No(<i>Select all that apply</i>)
...No	Not aware of the need
...Workplace safety planning	Yes
...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes
...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes
...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	Yes
...Access to unpaid leave	Yes
...Confidentiality of matters disclosed	Yes
...Referral of employees to appropriate domestic violence support services for expert advice	Yes
...Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
...Flexible working arrangements	Yes
...Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
...Offer change of office location	Yes
...Emergency accommodation assistance	Yes
...Access to medical services (e.g. doctor or nurse)	Yes
...Other (provide details)	No(<i>Select all that apply</i>)

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

All APRA AMCOS staff (including permanent, fixed-term and casual employees) are entitled to access up

to five (5) days paid Domestic and Family Violence leave each year. The number of days leave is

pro-rated for part-time employees.

Workplace Profile Table

Industry: Motion Picture and Sound Recording Activities

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	24	23	0	0	47
	Full-time contract	2	5	0	0	7
	Part-time permanent	2	3	0	0	5
Professionals	Full-time permanent	24	33	0	0	57
	Full-time contract	11	16	0	0	27
	Part-time permanent	4	2	0	0	6
	Casual	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	62	45	0	0	107
	Full-time contract	16	4	0	0	20
	Part-time permanent	10	3	0	0	13
	Part-time contract	0	1	0	0	1
	Casual	3	6	0	0	9
Sales Workers	Full-time permanent	8	10	0	0	18
	Full-time contract	2	1	0	0	3

* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Gender X

Workplace Profile Table

Industry: Motion Picture and Sound Recording Activities

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time permanent	0	1	1
KMP	-1	Full-time contract	1	5	6
GM	-2	Full-time permanent	3	6	9
		Part-time permanent	1	2	3
SM	-2	Full-time permanent	4	2	6
	-3	Full-time permanent	5	1	6
OM	-2	Full-time permanent	1	1	2
	-3	Full-time permanent	9	11	20
		Part-time permanent	1	1	2
		Full-time permanent	2	1	3
	-4	Full-time contract	1	0	1

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Motion Picture and Sound Recording Activities

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	4	6
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	5	2	7
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	14	7	21
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Motion Picture and Sound Recording Activities

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	0	3
			Non-managers	3	4	7
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	1	3
			Non-managers	9	4	13
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	0	2
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Motion Picture and Sound Recording Activities

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	0	2
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X