

WOMEN

Written Questions on Notice provided by Richard Riordan MP

Question One

I refer to the DPC Questionnaire, p38 and 39. The DPC questionnaire doesn't appear to report the proportion of women appointed to senior executive roles. Are you able to provide a breakdown of the percentage of women appointed to senior executive roles in the DPC over the past 12 months?

Response

From July 2018 to June 2019, women were appointed to a total of 59% of Executive positions within DPC.

Question Two

Are you aware if the target of 50% women appointed to senior executive roles in DPC was met?

Response

Yes. DPC has appointed women to 59% of Executive positions over a 12-month period. 53% of total DPC Executives were women as of the end of June 2019.

Question Three

I understand that 100% of men have been appointed to these senior executive roles. How many women applied to these senior executive roles in DPC?

Response

DPC does not request gender details from applicants when applying for roles and are therefore unable to determine how many women applied for Executive positions within DPC.

Question Four

What programs are in place to effectively train and promote women currently in VPS5 and 6 positions to senior executive roles throughout the VPS?

Response

DPC has a suite of programs available to effectively develop women and men in VPS5 and 6 positions

- DPC Coaching Program
- DPC Mentoring Program
- Leading Edge (DPC's core Leadership Development offering for all VPS 6 managers)
- Empowering Women for the Future Summit (VPS wide)

DPC funds places on select external leadership and management programs provided by Australia and New Zealand School of Government (ANZSOG), Cranlana Centre for Ethical Leadership, Leadership Victoria, McKinsey & Company, Melbourne Business School, Melbourne University and QUT.

Question Five

The People Matters survey indicates the rate of bullying and sexual harassment in the public sector workplace.

Response

Yes.

Question Six

How many women (headcount and percentage) have reported to have been bullied at the Department?

Response

In 2018-19 (as of 28 June 2019), four formal bullying complaints were received from DPC employees, all women.

Question Seven

How many women (headcount and percentage) have reported to have been sexually harassed at the Department?

Response

In 2018-19, no reports of sexual harassment were received from DPC employees.

Question Eight

What mechanisms at the Department are in place to mitigate bullying and harassment of women?

Response

DPC has a Bullying Prevention Policy and Procedure and a Sexual Harassment in the Workplace Policy in place. Over 2018 -19, DPC's People and Culture Branch delivered presentations and training on respectful workplace behaviours to Groups within DPC. All DPC employees are required to complete a suite of online training modules as part of their induction, including the 'Respectful Workplace Behaviour' module, which provides information and training on bullying and harassment.

Question Nine

How many people have been terminated at the Department in the past 12 months for bullying or sexual harassment of women?

Response

None. No reports of sexual harassment have been received from DPC employees in the past 12 months and no bullying allegations have been substantiated within this time period.

Question Ten

Can you please provide a breakdown by Department of the number of reports of bullying and harassment of women and the number of people terminated for bullying and harassing women?

Response

See above.