

Health's Gender Equality & Flexibility BLUEPRINT 2017-20



Australian Government
Department of Health



Driving a
supportive and
enabling
workplace
culture

Culture is important at Health, and we strive to be a flexible and inclusive organisation. Together we seek to balance employees' personal and working lives, and offer flexible solutions to meet operational needs.

To achieve this, we will:

- Support leaders and managers to respect and appreciate differences, focussing on the needs of every individual so they can achieve their full potential
- Continue to promote the value of gender equality and working flexibly
- Support leaders and managers to model reasonable and flexible working hours and patterns
- Support staff who experience domestic and family violence, underpinned by our Domestic and Family Violence Policy
- Grow and support our internal diversity networks, and promote days of significance such as: International Women's and Men's Days; International Day against Homophobia, Transphobia and Biphobia; and White Ribbon Day.



Increasing
uptake of
flexible work
arrangements
by all staff

At Health, we recognise the organisational benefits of flexible work arrangements being available to everyone, regardless of gender, classification or role.

To achieve this, we will:

- Review, refresh and promote existing policies to ensure they continue to encourage greater uptake of flexible work, including:
 - Mainstreaming flexibility
 - Teleworking
 - Job sharing
- Develop a job share register to facilitate job share partners and to raise awareness about job sharing
- Build capability for managing a flexible workforce
- Develop tools to support individuals and managers to access and manage effective flexible working arrangements
- Support leaders and managers to actively encourage flexible working arrangements.



**Health's
Commitment**

The Department acknowledges and respects the importance of diversity in our workforce, its representation of the community we serve, and the strength it brings to our workforce.

We are building a culture where flexible working arrangements are for everyone.

People Strategy 2016-20



Achieving and
sustaining
gender
equality in
leadership

Together, we must ensure that Health sustains our gender equality and diversity in leadership.

To achieve this, we will:

- Encourage gender balance at all levels and across business units and job families
- Monitor the gender gap relating to 'time to promotion' and address if required
- Promote initiatives such as mentoring to support career advancement for all genders at all levels
- Normalise flexible work arrangements so they are not detrimental to career progression
- Encourage gender balance on boards
- Ensure gender balance on internal committees
- Encourage SES to commit to the 'Panel Pledge' where their participation on internal and external panels will be conditional on meaningful gender representation
- Identify areas of Health where occupational segregation has occurred and develop strategies to manage this.



Working
innovatively to
embed gender
equality in
employment
practices

At Health we recognise the need to take a fresh approach to attracting, developing and retaining talented staff that reflect the diverse community we serve.

To achieve this, we will:

- Review and promote employment practices to support gender equality and flexible working arrangements
- Encourage all hiring managers to state that flexible working arrangements will be considered
- Build awareness of unconscious bias
- Encourage gender balance on recruitment panels
- Provide an opportunity for staff to identify outside of the gender binary, recognising that not all individuals identify as either male or female
- Improve return to work experiences for staff after long term leave (eg maternity leave or other extended leave), through tools such as Health's Parental Leave Toolkit.

How will we measure our success?



Improved survey results related to access to flexible work arrangements and perceptions of SES support for flexible work



Monitoring and reporting on gender balances across the department



Increase in the number of staff accessing flexible working arrangements