





2014-15 public report form submitted by Stockland Development Pty Limited to the Workplace Gender Equality Agency

Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	Stockland Development Pty Limited 71000064835 6711 Residential Property Operators
Organisation details	Trading name/s ASX code (if relevant)	Stockland SGP
	Postal address	GPO Box 998 SYDNEY NSW 2001 Australia
	Organisation phone number	(02) 9035 2000
Reporting structure	Ultimate parent Number of employees covered in this report submission Other organisations reported on in this report	Stockland Corporation Ltd 1,383





Workplace profile Manager

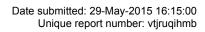
Managar acquirational actagorica	Departing level to CEO	Employment status		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees		
		Full-time permanent	0	1	1		
		Full-time contract	0	0	0		
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	0	7	7		
		Full-time contract	0	0	0		
Key management personnel	-1	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	9	14	23		
	-2	Full-time contract	0	0	0		
Other executives/General managers		Part-time permanent	1	0	1		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	28	71	99		
		Full-time contract	0	0	0		
Senior Managers	-3	Part-time permanent	8	1	9		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	124	151	275		
		Full-time contract	4	6	10		
Other managers	-4	Part-time permanent	36	1	37		
		Part-time contract	3	1	4		
		Casual	2	0	2		
Grand total: all managers			215	253	468		





Non-manager

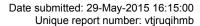
Non-manager occupational	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total
categories		F	M	F	М	F	М	- employees
	Full-time permanent	195	125	6	0	0	0	326
	Full-time contract	18	4	0	0	0	0	22
Professionals	Part-time permanent	65	2	0	0	0	0	67
	Part-time contract	0	0	0	0	0	0	0
	Casual	7	5	0	0	0	0	12
	Full-time permanent	3	55	0	0	0	0	58
	Full-time contract	0	2	0	0	0	0	2
Technicians and trade	Part-time permanent	0	0	1	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	1	0	0	0	0	1
	Full-time permanent	24	37	0	0	0	0	61
	Full-time contract	1	0	0	0	0	0	1
Community and personal service	Part-time permanent	74	36	2	0	0	0	112
	Part-time contract	1	0	0	0	0	0	1
	Casual	9	4	1	0	0	0	14
	Full-time permanent	86	4	0	0	0	0	90
	Full-time contract	4	0	0	0	0	0	4
Clerical and administrative	Part-time permanent	36	0	0	0	0	0	36
	Part-time contract	4	0	0	0	0	0	4
	Casual	4	0	0	0	0	0	4
	Full-time permanent	61	34	1	1	0	0	97
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	2	0	0	0	0	0	2







Non-manager occupational categories	Employment status		No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)	
Categories		F	M	F	М	F	М	employees
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers	·	594	309	11	1	0	0	915







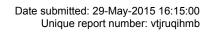
Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

Note: Additional help can be accessed by hovering your cursor over question text.

1 Do you have formal policies or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:

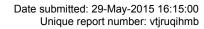
	No No, No,	Recruitment? (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority
	No No, No,	Retention? (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority
	Yes No No, No,	Performance management processes? (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority
1.4	Yes No No, No,	Promotions? (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority







1.5 Talent identification/identification of high potentials? ☑ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☑ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.6 Succession planning? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.7 Training and development? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise
 No, not a priority 1.8 Resignations? ∑ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise
 No, not a priority 1.9 Key performance indicators for managers relating to gender equality? ✓ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ✓ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority



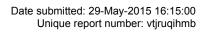




1.10 Gender equality overall? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority
 1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place: Participation by our Managing Director in the Property Male Champion Of Change Managing Director is the chair of the Diversity & Inclusion Committee An award winning on-site childcare facility A progressive Parental Transitions program that has helped us achieve a 90% return rate Two very successful women in leadership programs run in-house – The Senior Women's Program run annually and the more junior program - SpringBoard - now run four times per annum
Quarterly networking events that feature key-note speakersSponsorship of the NAWIC 'Innovation in Design' Award
 Participation in The Glass Elevator program Currently piloting an Executive Sponsor program for high potential females A Development Manager Capability Framework and web-page specifically designed to support women and others with diverse backgrounds move into our core P&L job family – Development
 CEO and COO hold regular round tables with small groups of females across the country Our Flexible Working Policy recognises the option to work flexibly is a key driver of engagement and retention, as our employee's personal circumstances change over their working lives. This includes also includes our offering of Job Sharing arrangements. We have added in a requirement for a female General Manager to be involved in the interview panel for all Senior Manager recruitment. Furthermore, a female manager is required to be involved in the interview panel for all hires. This is part of our Recruitment Policy.
1.12 Should you wish to provide additional information on any of your responses under Gender equality indicator 1, please do so below:
Gender equality indicator 2: Gender composition of governing bodies
 Does your organisation, or any organisation you are reporting on, have a governing body/board? ☑ Yes ☐ No
2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, enter the gender composition (in numbers, not percentages) of that governing body/board; and where in place, include what percentage target has been set relating to the representation of women, and the year the target is to be reached.

IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition NUMBERS of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number

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from 0-100 in the '% Target' column and a date in the format of YYYY in the 'Year to be reached' column

read	ched' column.						
	Organisation	NUN (N percen	er and /IBER OT tage) of erson/s	Gender and NUMBER (NOT percentage) of other board members		% target for representation of women on each board	Year to be reached
	name	F	M	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)
1	Stockland Property Group	0	1	2	6	0	
2							
3							
4							
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6							
7							
8							
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	Organisation	NUN (N percen	er and MBER OT tage) of erson/s	Gender and NUMBER (NOT percentage) of other board members		% target for representation of women on each board	Year to be reached
	name	F	M	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)
24							
25							
26							
27							
28							
29							
30							
0.4-		_					





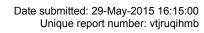
2.4 Partnership structures only: (do NOT answer this question if your organisation is an incorporated entity (i.e. Pty Ltd, Ltd or Inc)). For partnerships, please enter the total number of female and male equity partners (excluding the managing partner) in the following table. Details of your managing partner should be included separately in the CEO row of your workplace profile. If you have a separate governing body/board of directors, please enter its composition in question 2.1.

Composition in quotion 2:1:				
	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are NOT key management personnel (KMPs)				

2.5 Should you wish to provide additional information on any of your responses under Gender equality indicator 2, please do so below:

Gender equality indicator 3: Equal remuneration between women and men
Do you have a formal policy or strategy on remuneration generally? ⊠ Yes
☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No
 No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise
 No, salaries set by awards or industrial agreements No, non-award employees paid market rate No, not a priority No, other (provide details):
3.1 Are specific gender pay equity objectives included in your formal policy or formal strategy?
States (Provide details in questions 3.2 and/or 3.3 below) ☐ No
No, currently under developmentNo, insufficient human resources staffNo, don't have expertise
 No, salaries set by awards or industrial agreements No, non-award employees are paid market rate No, not a priority
No, other (provide details):
3.2 You have answered yes to question 3.1. Please indicate whether your formal policy or formal strategy includes the following gender pay equity objectives (more than one option can be selected):

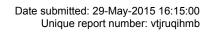
☐ To achieve gender pay equity







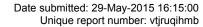
To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at salary, out-of-cycle pay reviews, and performance pay reviews)
 ☑ To be transparent about pay scales and/or salary bands ☑ To ensure managers are held accountable for pay equity outcomes ☑ To implement and/or maintain a transparent and rigorous performance assessment process
Other (details provided in question 3.3 below)
3.3 Provide details of other gender pay equity objectives that are included in your formal policy or formal strategy including timeframes for achieving these objectives: A comprehensive analysis of all proposed remuneration increases is also undertaken as part of the annual remuneration review. Completed by Human Resources and endorsed by the Managing Director, this special review assists in promoting pay equity.
 Has a gender remuneration gap analysis been undertaken? ✓ Yes. When was the most recent gender remuneration gap analysis undertaken? ✓ Within last 12 months ✓ Within last 1-2 years ✓ More than 2 years ago but less than 4 years ago
Other (provide details):
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications) No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) No, non-award employees are paid market rate No, not a priority No, other (provide details):
4.01 Should you wish to provide details on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like, organisation-wide), please do so below: We look at male and female compa-ratios by business, job family, seniority and within like roles. We highlight any instances of female pay being lower than average male pay for the same role to the business 2 months prior to the remuneration review so they are addressed during the remuneration review. In the most recent pay equity review, compa-ratio analysis (where males and females are matched against the same roles) was 98%.
There is also a Significant Increase fixed pay pool we use to address critical issues such as gender pay equity. Additional budget is allocated to address this.
4.1 Were any actions taken as a result of your gender remuneration gap analysis? ☐ Yes - please indicate what actions were taken (more than one option can be selected): ☐ Created a pay equity strategy or action plan ☐ Identified cause/s of the gaps
 ☒ Reviewed remuneration decision-making processes ☒ Analysed commencement salaries by gender to ensure there are no pay gaps ☒ Analysed performance ratings to ensure there is no gender bias (including
unconscious bias) ⊠ Analysed performance pay to ensure there is no gender bias (including
unconscious bias) ⊠ Trained people-managers in addressing gender bias (including unconscious bias) □ Set targets to reduce any like-for-like gaps







 Set targets to reduce any organisation-wide gaps ⋉ Reported pay equity metrics to the board ⋉ Reported pay equity metrics to the executive ⋉ Corrected like-for-like gaps ☐ Conducted a gender-based job evaluation process ☐ Implemented other changes (provide details):
 No No unexplainable or unjustifiable gaps identified No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees are paid market rate No, unable to address cause/s of gaps (provide details why):
No, not a priorityNo, other (provide details):
4.2 Should you wish to provide additional information on any of your responses under Gender equality indicator 3, please do so below:
Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities
Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers? Yes No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement No, not a priority No, other (provide details):
5.1 Please indicate the number of weeks of employer funded parental leave that are provided for primary carers.15
5.2 How is employer funded paid parental leave provided to the primary carer? ☐ By paying the gap between the employee's salary and the government's paid parental leave scheme ☐ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks ☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)
Do you provide employer funded paid parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater Yes, less than one week No No, currently being considered
No, insufficient human resources staff







 No, government scheme is sufficient No, don't know how to implement No, not a priority No, other (provide details): 									
6.1 Please indicate the number of weeks of employer funded parental leave that are provided for secondary carers.									
7 How many fem utilised parental leave	(paid and/or unpaid	d) during the p							
	Primary care		Secondary car						
	Female	Male	Female	Male					
Managers	23	5	0	18					
Non-managers	49	2	0	9					
8 What proportion of your total workforce has access to employer funded paid parental leave?									
ieave?			Primary carer's leave Secondary carer's leave						
	y carer's leave		Secondary carer's I	leave					
	y carer's leave 100		Secondary carer's I 100	eave					

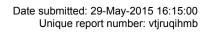
10	Do you have a formal policy or formal strategy to support employees with family and
caring i	responsibilities?

caring responsibilities?
⊠ Yes
Standalone policy
Policy is contained within another policy
☐ Standalone strategy
Strategy is contained within another strategy
□ No
No, currently under development
No, don't have expertise ■
☐ No, don't offer flexible arrangements
☐ No, not a priority
No, other (provide details):

No, not a priority

No, other (provide details):

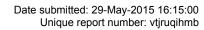
11 Do you have any non-leave based measures to support employees with family and caring responsibilities?







⊠ Yes
□ No
No, currently under development
No, insufficient human resources staff
No, don't have expertise
No, not a priority
No, other (provide details):
11.1 To understand where these measures are available, do you have other worksites in
addition to your head office? ⊠ You
⊠ Yes □ No
11.2 Please indicate what measures are in place and in which worksites they are available
(if you do not have multiple worksites, you would select 'Head office only'):
Employer subsidised childcare
Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office
☐ On-site childcare
☐ Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office
□ Breastfeeding facilities □ Breastfeeding facili
☐ Head office only
☐ Other worksites only
☐ Head office and some other worksites
All worksites including head office
☐ Childcare referral services
Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office
Internal support network for parents
Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office
☐ Return to work bonus
☐ Head office only
☐ Other worksites only ☐ Head office and some other worksites
☐ All worksites including head office
☐ All worksites including head office ☐ Information packs to support new parents and/or those with elder care responsibilities
Head office only
Other worksites only
Head office and some other worksites
☐ Fredd chied and some date worksites ☐ All worksites including head office
Referral services to support employees with family and/or caring responsibilities
Head office only
Other worksites only
Head office and some other worksites
☐ Fredd Gille Gille Giller Worksites ☐ All worksites including head office
☐ Targeted communication mechanisms, for example intranet/forums
Head office only
Other worksites only
Head office and some other worksites



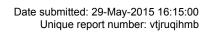




☒ All worksites including head office☒ None of the above, please complete question 11.3 below
11.3 Please provide details of any other non-leave based measures that are in place and at which worksites they are available:
Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise No, not a priority No, other (provide details): Stockland have been in discussions with White Ribbon regarding their broader accreditation program. Stockland is still determining their approach to this issue, as part
of a broader Well-Being strategy that is being developed in FY16. 13 Other than a policy or strategy, do you have any measures to support employees who are experiencing family or domestic violence? Yes - please indicate the type of measures in place (more than one option can be selected): Employee assistance program Access to leave Training of human resources (or other) staff Referral to support services Other (provide details):
 No No, currently under development No, insufficient human resources staff No, not aware of the need No, don't have expertise No, not a priority No, other (provide details):

Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):

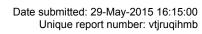
	Managers				Non-managers			
	Fer	male	M	ale	Female		Male	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours			\boxtimes			\boxtimes		\boxtimes
of work								
Compressed				\square		\boxtimes		\boxtimes
working weeks								
Time-in-lieu			\boxtimes					
			\square					
Telecommuting								
Part-time work	\boxtimes		\boxtimes		\boxtimes		\boxtimes	







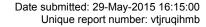
	Managers Non-managers							
		male		lale	Female		Male	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Info
Job sharing								_
Carer's leave								
Purchased leave								
Unpaid leave			\boxtimes				\boxtimes	
 14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below: Volunteering leave, emergency leave 14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below: Currently under development Insufficient human resources staff Don't have expertise Not a priority Other (provide details): Given the extent of other flexibility options, and a desire to encourage appropriate working hours, we do not formally offer compressed working weeks. 14.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 4, please do so below: 								
workplace? ⊠ Yes □ No	orkplace u consulte	ed with emp	oloyees or	employees n issues col				ur
 No, not needed (provide details why): No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details): 								
15.1 How did workplace (more ⊠ Survey ⊠ Consultative © Focus groups ⊠ Exit interview □ Performance □ Other (provide	than one committee s s discussion	option can		n issues co ed)?	ncerning (gender equ	ality in yo	ur
15.2 What car ⊠ All staff	tegories o	f employee	s did you	consult?				







 Women only Men only Human resources managers Management Employee representative group(s) Diversity committee or equivalent Women and men who have resigned while on parental leave Other (provide details):
15.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 5, please do so below:
Gender equality indicator 6: Sex-based harassment and discrimination
16 Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention? ☑ Yes ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy
Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, not a priority No, other (provide details):
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy? ☐ Yes ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority ☐ No, other (provide details):
17 Does your workplace provide training for all managers on sex-based harassment and discrimination prevention? ☑ Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected): ☑ At induction ☐ At least annually ☑ Every one-to-two years ☐ Every three years or more ☐ Varies across business units ☐ Other (provide details):
 No No, currently under development No, insufficient human resources staff No, don't have expertise







No,	not a	priority	
No,	other	(provide	details):

17.1 Should you wish to provide additional information on any of your responses under Gender equality indicator 6, please do so below:

Other

Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)

2 key initiatives were completed in the reporting period

1. Sponsorship of the WGEA Elevate Series

In partnership with UTS, utilising their design-thinking methodology, the Elevate Series delivered a series of workshops aimed at creating innovate solutions to gender equity in the workplace. Stockland sponsored this series with WGEA. WGEA is using the findings to shape their future projects/events and their education program.

2. Development Job Family Capability Framework and web-page

This Development job family project was established by the D&I Steering Committee in 2014, in response to seeking greater inclusion in the Development Job family, following feedback from female focus groups held in 2013.

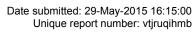
From this beginning, it progressed into a broader career initiative with the following key aims;

- Highlight career progression and development opportunities across our asset classes and through the Development career ladder
- Grow the strength and flexibility of the Development talent pool
- Encourage those with diverse career backgrounds to pursue careers in development; and
- Increase female talent within the development job family.

The first stage delivered a Capability Framework to align core capability areas and stages of progression for Development roles, across our asset classes. The framework clearly highlights pre-requisite capabilities and those capabilities that can be acquired, for each career level. An intranet web page has been developed to house the framework, links to job opportunities, Yammer feeds, employee case studies and who to contact for more information. A training curriculum supporting the framework is underway.

We've had great feedback on the value of the framework and web-site, and a further two non-development females have progressed into the job family, since the launch of the framework.

Please refer to the 2014 WGEA Citation case-studies for further information.







Notification and access

List of employee organisations	
CEO sign off confirmation	
Name of CEO or equivalent	Mark Steinert
Confirmation CEO has signed the report	Yes
CEO Signature:	Date: