

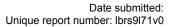




2014-15 public report form submitted by Protech Personnel Pty Ltd to the Workplace Gender Equality Agency

Organisation and contact details

Organication	Logal nama	Protoch Porconnal Pty I td
Organisation	Legal name	Protech Personnel Pty Ltd
registration	ABN	34117782466
	ANZSIC	7212 Labour Supply Services
Organisation	Trading name/s	
details	ASX code (if	
	relevant)	
	Postal address	PO Box 1172
		SPRINGWOOD QLD 4127
		Australia
	Organication	7 10.0 0.0 0.0
	Organisation	(07) 3440 2800
	phone number	
Reporting	Ultimate parent	The trustee for Protech Holdings Unit
structure		Trust
	Number of	2,564
	employees covered	·
	in this report	
	submission	
	Other	Protech Personnel (NSW) Pty Ltd
	organisations	Protech Personnel (WA) Pty Ltd
	reported on in this	Protech Personnel (NQ) Pty Ltd
	report	Protech Personnel (NT) Pty Ltd
		Protech Personnel (VIC) Pty Ltd
		Protech Business Services Pty Ltd







Workplace profile Manager

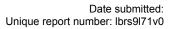
Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
ivianagei occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
<u> </u>		Full-time permanent	1	5	6
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Key management personnel		Casual	0	0	0
Rey management personner	-2	Full-time permanent	1	1	2
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	2	5
		Full-time contract	0	0	0
Other managers	-5	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			5	9	14





Non-manager

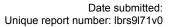
Non-manager occupational	Employment	No. of employees (No. of graduates (if applicable)		No. of apprentices (if applicable)		Total	
categories	status	F	M	F	М	F	М	employees
	Full-time permanent	1	2	0	0	0	0	3
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	12	37	0	2	0	0	51
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	4	572	0	0	0	2	578
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	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	20	3	0	0	0	0	23
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	69	17	0	0	0	0	86
	Full-time permanent	2	10	0	0	0	0	12
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0







Non-manager occupational Employment categories status		No. of employees (No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees	
categories		F	M	F	М	F	М	employees
	Part-time contract	0	0	0	0	0	0	0
	Casual	3	1	0	0	0	0	4
	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	18	584	0	0	0	0	602
	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	31	976	0	0	0	0	1,007
	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	66	118	0	0	0	0	184
Grand total: all non-managers		226	2,320	0	2	0	2	2,550







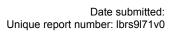
Reporting questionnaire

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:

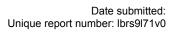
501	TOTAL OLIVELA EQUALITY III Telation to.
	Recruitment? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy Io Io, currently under development Io, insufficient human resources staff Io, don't have expertise Io, not a priority
	Retention? 'es (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 standalone strategy to strategy is contained within another strategy strategy is contained within another strategy strategy is contained within another strategy standalone strategy strategy is contained within another strategy standalone strategy strategy is contained within another strategy
	Performance management processes? 'es (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy to lo, currently under development lo, insufficient human resources staff lo, don't have expertise lo, not a priority
	Promotions? 'es (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy lo lo, currently under development lo, insufficient human resources staff lo, don't have expertise lo, not a priority







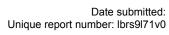
 1.5 Talent identification/identification of high potentials? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources 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







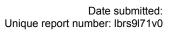
1.10 ⊠ Yes	Gender equality overall? (you can select policy and/or strategy optio				
	☐ Standalone strategy☐ Strategy is contained within another strategy	ategy			
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority	0,			
1.11 suppor	You may provide details of other formal po t gender equality that may be in place:	licies or for	mal strateg	gies that s	pecifically
1.12 Gender	Should you wish to provide additional information of the second of the s	mation on a	any of your	response	s under
Gende	r equality indicator 2: Gender composition of	f governing	bodies		
2 body/bo □ Yes ☑ No		n you are r	eporting or	ո, have a ថ្	governing
female Details workpla	Partnership structures only: (do NOT answorated entity (i.e. Pty Ltd, Ltd or Inc)). For parand male equity partners (excluding the mast of your managing partner should be included ace profile. If you have a separate governing sition in question 2.1.	rtnerships, naging par ed separate	please ent tner) in the ly in the Cl	er the tota following EO row of	al number of table. your
•	·	Full- time females	Part- time females	Full- time males	Part- time males
	onnel (KMPs) (excluding your managing partner)				
Equity	partners who are NOT key management personnel (KMPs)				
2.5 Gendei	Should you wish to provide additional information requality indicator 2, please do so below:	mation on a	any of your	response	s under
Gende	r equality indicator 3: Equal remuneration be	etween won	nen and m	en	
3 □ Yes	Do you have a formal policy or strategy on	remunerat	on genera	lly?	
	 ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy 				
⊠ No □ No,	currently under development				







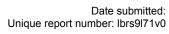
 No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees paid market rate No, not a priority No, other (provide details):
4 Has a gender remuneration gap analysis been undertaken? Yes. 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):
4.2 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
5 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):
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 not a priority other (provide o				
7 utilised		(paid and/or unpaid	d) during the p	nale and male non-r ast reporting period	?
		Primary care Female	r's leave Male	Secondary ca Female	rer's leave Male
N	Managers	0	0	1	1
Nor	n-managers	5	0	0	2
8 leave?		on of your total work	kforce has acc	ess to employer fur	nded paid parental
	Primar	y carer's leave		Secondary carer's	leave
%		0		0	
No, No, No, No, No,	Standalone Standalone Standalone Strategy is currently under insufficient hum included in worl don't have expe	policy ntained within anot strategy contained within ar development nan resources staff kplace agreement ertise ble arrangements	ther policy	on flexible working a	arrangements?
Yes	responsibilities? Standalone Policy is co Standalone Strategy is currently under insufficient hum included in work don't have expedon't offer flexible not a priority other (provide composibilities? Do you have a responsibilities?	policy ntained within anot strategy contained within ar development nan resources staff kplace agreement ertise ple arrangements details): ny non-leave base development	ther policy nother strategy d measures to	o support employees	
☐ No,		nan resources staff			

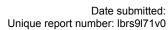






11.1 To understand where these measures are available, do you have other worksites in addition to your head office? Yes	No, not a priorityNo, other (provide details):
(if you do not have multiple worksites, you would select 'Head office only'): Employer subsidised childcare Head office only Other worksites only Head office and some other worksites All worksites including head office On-site childcare Head office only Other worksites including head office Head office and some other worksites All worksites including head office Breastfeeding facilities 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 Information packs to support new parents and/or those with elder care responsibilities Head office and some other worksites All worksites including head office Referral services to support employees with family and/or caring responsibilities Head office and some other worksites All worksites including head office Targeted communication mechanisms, for example intranet/forums Head office and some other 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 Targeted communication mechanisms, for example intranet/forums Head office only Other worksites including head office	addition to your head office? ☑ Yes
On-site childcare	(if you do not have multiple worksites, you would select 'Head office only'): ☐ Employer subsidised childcare ☐ Head office only ☐ Other worksites only
☑ Breastfeeding facilities ☐ 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 ☐ 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 ☐ Information packs to support new parents and/or those with elder care responsibilities ☐ Head office and some other worksites ☐ All worksites including head office ☐ Referral services to support employees with family and/or caring responsibilities ☐ Head office and some other worksites ☐ All worksites including head office ☐ Targeted communication mechanisms, for example in	☐ On-site childcare ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites
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 and some other worksites 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 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 All worksites including head office Targeted communication mechanisms, for example intranet/forums Head office and some other worksites All worksites including head office Targeted communication mechanisms, for example intranet/forums Head office and some other worksites All worksites including head office All worksites All worksites including head office All worksites All worksites All worksites All worksites All worksites Al	 ☑ Breastfeeding facilities ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☑ All worksites including head office
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 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 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 All worksites including head office Targeted communication mechanisms, for example intranet/forums Head office and some other worksites All worksites only Head office and some other worksites All worksites including head office	☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office ☐ Internal support network for parents
☐ 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 ☐ 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 ☐ 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	☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office ☐ Return to work bonus ☐ Head office only ☐ Other worksites only
☐ 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 ☐ 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	☐ All worksites including head office ☐ Information packs to support new parents and/or those with elder care responsibilities ☐ Head office only ☐ Other worksites only
 ☐ Targeted communication mechanisms, for example intranet/forums ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office 	☐ 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
	 ☐ Targeted communication mechanisms, for example intranet/forums ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites

11.3 Please provide details of any other non-leave based measures that are in place and at which worksites they are available:



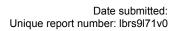




experiencing family or domestic violence?
experiencing fairing of defriced violeties.
⊠ Yes
☐ Standalone policy
Policy is contained within another policy
Standalone strategy
☐ Strategy is contained within another strategy
□ No
No, currently under development
□ No, insufficient human resources staff
No, included in workplace agreement
No, not aware of the need
No, don't have expertise
No, not a priority
No, other (provide details):
140, other (provide details).
Other than a policy or strategy, do you have any measures to support employees who
are experiencing family or domestic violence? Xi Yes - please indicate the type of measures in place (more than one option can be
∑ Yes - please indicate the type of measures in place (more than one option can be
∑ Yes - please indicate the type of measures in place (more than one option can be selected):
 ✓ Yes - please indicate the type of measures in place (more than one option can be selected): ✓ Employee assistance program
 ✓ Yes - please indicate the type of measures in place (more than one option can be selected): ✓ Employee assistance program ✓ Access to leave
 ✓ 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
 ✓ 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
 ✓ 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
 ✓ 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
 ✓ 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):
 ✓ 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 No, currently under development
 ✓ 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
 ✓ 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
 ✓ 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
 ✓ 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

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	Male		Female		M	ale		
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal		
Flexible hours						\boxtimes	\boxtimes	\boxtimes		
of work										
Compressed										
working weeks										
Time-in-lieu										
Telecommuting										
Part-time work	\boxtimes		\boxtimes				\boxtimes			
Job sharing										
Carer's leave							\boxtimes			
Purchased leave							\boxtimes			



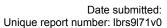




	Managers				Non-managers			
	Female		Male		Female		Male	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Unpaid leave								

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:

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):
14.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 4, please do so below:
Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace
15 Have you consulted with employees on issues concerning gender equality in your workplace? ☑ Yes ☐ No
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 you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)? Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details):
15.2 What categories of employees did you consult?





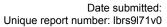


15.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 5, please do so below:

Sender equality indicator 6. Sex-based narassment and discrimination
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):
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):

Should you wish to provide additional information on any of your responses under

Gender equality indicator 6, please do so below:

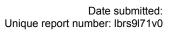






Other

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.)







Notification and access

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