



Media Release

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2008 EOWA BUSINESS ACHIEVEMENT AWARDS

Organisations that work for women get diversity prize

A child rearing rather than a child bearing policy and extending employer superannuation contributions to women on maternity leave are just some of the initiatives that has propelled Mercy Healthcare CEO, John Ballard, to be named the Leading CEO for the Advancement for Women at a business awards event hosted by the Equal Opportunity for Women in the Workplace Agency (EOWA) today.

The Mercy Healthcare CEO joined a growing band of business leaders and organisations that are at the forefront of driving change for a more equitable workplace. EOWA Director Anna McPhee said, "the winners of the EOWA Business Achievement Awards understand and embrace the valuable contribution that women can make to their business".

Winners in other categories are:

Diversity Leader for the Advancement of Women

- Eva Freedman, HSBC Bank Australia Limited

Eva has developed a number of career development programs focussed on networking, mentoring and coaching. She also lobbied for the HSBC childcare centre which has 85 places and sought approval to apply for a private tax ruling allowing HSBC employees the option of salary sacrificing centre fees.

Leading Organisation for the Advancement of Women (<500 Employees)

- The Cancer Council QLD

Cancer Council Queensland schedules departmental meetings to accommodate staff working part-time and provides part time working opportunities, working from home arrangements, flexible working arrangements, and job-sharing. A full review of salary levels across the job ranges in the organisation is conducted annually to identify differences in male/ female remuneration. Female casual staff are transitioned to permanent part time or permanent full time wherever possible.

Leading Organisation for the Advancement of Women (>500 Employees)

- Deloitte

Deloitte's program "Inspiring Women" is a firm wide objective and is a business strategy focused on increasing the number of women in leadership positions. Deloitte monitors data to review the retention of women, pay differentials, promotions, ratings across gender, leadership pipeline, and exit interview data. Proof of Deloitte's commitment to women is that the total number of women partners at Deloitte has increased from 28 partners in FY2004 to 73 partners in FY2008 and 24% of new partners appointed on July 1, 2008 are women.

Outstanding Initiative/Result for the Advancement of Women

- Dell

The Women in IT Executive Mentoring program was founded with the aim of accelerating development of leadership skills of women within the IT industry and profession. The program forms part of a longer term strategy of attracting and retaining women within participating organisations, and combines one on one mentoring with cross organisational learning and facilitated group networking.

Outstanding Workplace Flexibility Achieved through Job Re-Design

- ConocoPhillips Australia Pty Ltd

ConocoPhillips Australia provide a supportive work environment aligned to an individual's own circumstances and situation. Of the female employee population 58% are in manager and or professional roles. 25% of this group are part time or have flexible work arrangements based on their individual circumstances and business need.

Outstanding EEO Practice for the Advancement of Women in a Non-Traditional Area/Role

- Mt Arthur Coal Pty Ltd

Mt Arthur Coal runs a Trainee Operator Program designed to encourage local candidates from the Hunter Valley to participate in the program and achieve a nationally recognised qualification and industry relevant skills, increasing the skilled labour pool for Mt Arthur, the mining industry and local employers. The selection criteria are based on behavioural attributes rather than experience in heavy industry or with machinery, thereby levelling the playing field for females who are applying for non-traditional roles.

Minister's Award for Outstanding EEO Practice in the Advancement of Indigenous Women

- SDN Children's Services Inc

SDN has recently joined forces with the Aboriginal communities in Redfern and Alexandria to promote a new program that offers local Aboriginal women the opportunity to gain experience in child, family and educational settings and encourages them to set up their own playgroup.

The EOWA Business Achievement Awards is the premier awards event recognising organisations for the advancement of women. The finalists were selected by an independent judging panel comprising Australian Industry Group's Mark Goodsell, University of South Australia's Dr Barbara Pocock as well as Victorian Equal Opportunity and Human Rights Commission's, Helen Szoke and AGSM's Professor Chris Adam.

EOWA's 2008 Business Achievement Awards are sponsored by American Express, Australian Industry Group, Commonwealth Bank of Australia, Exxon Mobil Australia Pty Ltd, Freehills, Hays and IBM.

ENDS

A comprehensive media kit including profiles of all winners and details of media talent in winning organisations can found in the Media Centre

www.eowa.gov.au/Information_Centres/Media_Centre/Media_Releases/2008_BAA_Winners.asp

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