



Murdoch Childrens Research Institute

Short summary of some of our organisation's interesting EO initiatives and outcomes

Organisational Structure

- Murdoch Childrens Research Institute's organisational structure at the senior level is represented by six Research Themes. Three of the six Research Theme Directors are female Professors. Previously, this layer of management consisted of only male staff members.
- The Executive team, which is responsible for crafting the organisational strategy with the Director of the Institute and Chief Operating Officer, is also 50% female.
- Representation of females at Board level increased from 23% in 2005 to 33.5% in 2006.
- Murdoch Childrens Research Institute offers a full range of flexible work options to all staff.

Performance Evaluation

After consultation with staff, Murdoch Childrens individual Performance Evaluation Program (PEP) was revamped to make it more relevant, user-friendly and targeted. The outcome has been positive.

- Remuneration policies, ongoing career and grant mentoring and new promotion guidelines and PEP have improved decision making by supervisors. As a result staff are better informed about expectations and requirements as well as how they can develop and be rewarded.
- Leaders and managers within the Murdoch Childrens Research Institute promote an inclusive culture. These efforts are formally reviewed within the ethical management and leadership of each Research Theme and groups/work areas.
- All performance evaluation programs include mandatory evaluation of staff practices, especially in the areas of EEO and people management and particularly when evaluating senior staff.
- A recent gender equity survey showed staff understanding of EEO issues as a major contributor to increased organisational success.
- Efforts are ongoing and include revision of a Career Mentoring Program for all staff and the introduction of a comprehensive leadership and management program.

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Possible Media Talent:

- Professor Julie Bines (ex-Theme Director) – opportunities for female staff to progress to senior levels
- Professor Sheena Reilly, Theme Director – Healthy Development (Sheena was the contact last year) – opportunities for female staff to progress to senior levels and promoting a job-share arrangement on the return of her PA from maternity leave
- Anne Cronin, Chief Operating Officer) – opportunities for female staff to progress to senior levels
- Kathryn Bellion, Human Resources Manager – general information about our initiatives