

Monash College Pty Ltd (MCPL) is a wholly owned company of Monash University, with its main focus being the delivery of pathway education programs, both onshore and offshore.

There is a proud and respected emphasis throughout MCPL to encourage female employees in achieving and exceeding their personal and professional ambitions.

While there are many activities that make MCPL an Employer of Choice for Women, two key areas stand out as being exceptional and have been cited in the following information.

Gender and Pay Equity

MCPL is a leader in attracting female employees with 61% of our 400 staff being women.

MCPL's female staff are employed within a diverse range of positions, a great proportion of these roles are held at a senior management and management level, these include:

- 60% board members (including Chair);
- 70% senior management team (including CEO);
- 62% management positions throughout the business

These figures strongly highlight MCPL is well above the Education industry standard of 47%.

Furthermore MCPL has minimal differences in salary ranges across all levels of the organisation, with an overall gap of 8% - well under the tertiary education average (16.8%). In addition, MCPL's professional staff group (which includes our teaching staff) is 56% female, with a pay equity gap of just 4%.

Maternity Leave

MCPL has excellent provisions for maternity leave. Staff who have completed a minimum of 12 months service can access 26 weeks paid maternity leave (14 weeks full-pay and 12 weeks half-pay).

Human Resources have implemented a program to support pregnant women and their managers throughout the parental leave cycle (pre, during and post) to ensure that the process is well managed.

Staff on maternity leave can access the "keep in touch" program which enables them to receive important company information and invitations to events whilst on this leave.

Some of the features MCPL are proud to provide:

- Pregnant women in the workplace continue to have the same access to activities such as training
- Pregnant women can use leave to attend pregnancy related medical appointments
- Pregnant women are entitled to return to a position of similar responsibility
- Women on maternity leave can access flexible work arrangements upon return to the organisation
- Breastfeeding facilities are available on campus
- Childcare facilities are available on the campus and fees can be paid through salary sacrifice options

Of the staff taking maternity leave over the last 12 months, 100% have returned to the workplace after their maternity leave in part-time capacity.

Media Contact

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