

Media material
TNS EO initiatives and outcomes

TNS Australia's Achieving Balance workplace program is *focused* on promoting equal opportunities and advancement for female employees. Within Australia, females outnumber males, making up 67% of our workforce (as at June 2008).

During the 07-08 EOWA reporting period, there was an increase (up to 9%) in females in part-time employment on the previous year, particularly at the senior level. In addition to an increase in women employed part time, we have seen uptake of flexible working hours, work from home options and an increase in the number of females at a senior level, with five of six of the senior managers on our Australian Leadership Team female.

Key points (data current as at June 2008)

- Of the 50 new starters recruited in 2007-2008, 29 were female.
- During 07-08, there were 22 promotions (excl. the Leadership Team), 13 of which were female.
- A female was appointed as Managing Director, Australia in December 2007.
- The Leadership Team consists of six senior managers (five are female), all of whom were promoted in 2007. This is quite different to how The Leadership Team looked in 2004, when there were no females.
- In 2008, we launched '*TNS Learning Academy*' which comprises of a series of modules that caters for all employees. These modules range from research skills to computer skills to management training. Each staff member will have his or her own training plan developed by their manager, and this forms part of their career development plan.
- Grants awarded for our 'Sponsoring Individual Development' Awards have gone predominantly to female employees. In 07-08 three of the four grants were awarded to females.
- Our part-time positions have increased over the reporting period; this is largely due to flexible working alternatives which have been mostly taken up by females.
- Our *Family Care* benefit is an information service on support regarding dependant care. Employees can call a hotline to discuss their needs and a consultant provides a comprehensive, individual, tailored report. Services include pregnancy, home assistance for older relatives, short-term nanny services, emergency childcare, and childcare centre waiting lists.
- Our Annual Leave Plus scheme encourages employees to take annual leave every twelve months and provides employees with an opportunity to take a bonus week (five days) of leave per annum, thus promoting improved wellbeing and job fulfillment.
- TNS conducts workplace Harassment and Discrimination training which was initially rolled out by a member of the anti-discrimination board of NSW and tailored to suit individual state legislation.
- In September 2007, we decreased the length of service from 18 months to 12 months for all employees to be eligible for paid parental leave.
- We have introduced a process which aims to keep employees on parental leave in touch with all business communication.

EOWA's response to TNS' 07-08 EOWA report made reference to our policies around leave, training and career advancement, the increase in women recruited and promoted in the past year, and the improvement in outcomes for women afforded by Parental Leave, Family Care, and Annual Leave Plus initiatives.

TNS was assessed as highly compliant by EOWA in the 06-07 and 07-08 reporting periods.

Direct beneficiaries from EO initiatives

Tania Kullmann

Tania Kullmann was promoted to Managing Director of TNS Australia in 2007. In 2008 Tania had her first child, and returned to her position part time and working one day from home. While on maternity leave Tania was grateful for the Keep In Touch process, keeping her updated with the major events within the office, so her integration back into the team was seamless. Now working full time, Tania still works from home one day per week.

Sue-Anne Holzberger

Sue-Anne has three children and has been with TNS' Brisbane office for 12 years. After having her first child, Sue-Anne transitioned into part-time employment and continues to work part time. In 2008, Sue-Anne became part of Brisbane's leadership team – a group of five senior managers formed to assume general management responsibilities of the Brisbane office.

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