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2007 EOWA BUSINESS ACHIEVEMENT AWARDS

Government Agency names the best workplaces for women

The boss of a company that manufactures diesel engines has been recognised as 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 EOWA Business Achievement Awards highlight Australia's business leaders and organisations at the forefront of driving change for a more equitable workplace.

Gino Butera, CEO of Cummins South Pacific received the award for his proactive approach to achieve greater female representation in both traditional and non-traditional roles at all levels of the organisation. As a result of a comprehensive strategy, female representation has increased to 17% and high potential women to 31%. More than 64% of leadership positions have females identified as part of succession plans. Targets are set to achieve greater female representation at all levels, with regular updates given on the status of individual development plans to ensure female employees have plans in place for both their current role and future interests. Gino chairs and participates in a company wide Leadership Diversity Council and was the catalyst for the creation of the Women's Leadership Network Group which has seen increased paid maternity leave, retention of company car and return to work bonuses for participants. Under Gino's leadership, Cummins South Pacific has driven a second generation of discrimination and harassment training - leading Cummins globally. These actions have resulted in increasing female representation, promotion and satisfaction rates, including a doubling of representation in senior management roles.

The Cancer Council New South Wales won the **Leading Organisation for the Advancement of Women (under 500 employees)** provides up to eight weeks paid leave per annum for employees with cancer or who are primary caregivers of someone with cancer including up to five days paid leave per annum for casual staff. A gradual return to work approach is available, together with an employer funded cancer specific counselling program for staff. The CEO and Executive strongly supported increases to paid leave and the expansion of the eligibility for accessing parental leave, by requesting a revised proposal for the Board to significantly increase the paid leave component that was originally recommended. 30% of appointments to new positions are internal staff and over 80% of managerial appointments are women.

At **Mallesons Stephen Jaques**, winner of **Leading Organisation for the Advancement of Women (more than 500 employees)**, 20% of partners are women which is higher than the industry average and 50% of Executive Directors and Directors are women. 63% of the firm's management roles (excluding partners) are held by women and of these, 20% are working part-time. Several women's networks have been established in the past 12 months including the senior mothers' network and the women's business network for women in senior roles. The firm introduced Time in Lieu to recognise and thank staff if they work additional hours and extended the Swap Pay for Leave (48/52) Policy to all staff following a trial of staff with school age children.

Rio Tinto's Hail Creek Mine, winner of the **Outstanding EEO Practice for the Advancement of Women in a Non-Traditional Area or Role**, focused on encouraging women to apply for various positions, particularly in non-traditional roles. They mounted a campaign in the local and regional press seeking a mix of experienced and inexperienced mobile equipment operators, as well as advertisements specifically encouraging inexperienced women to apply for operator roles. The

strategy resulted in a significant increase of female operators and all females across the site and higher level of skilled employees within the local community.

Recognising that there is an untapped market of mature-aged women with skills and 'life credentials' and that the industry has an ageing workforce, **Busways**, winner of the **Outstanding EEO Practice for the Advancement of Women**, set out to attract this group of women into their workforce. The company's marketing material was redesigned to include images of young and mature women in non-traditional, traditional and executive roles and employment advertisements targeted people who were re-entering the workforce. Ten new female staff over the age of forty-five have commenced employment in the last twelve months including one senior manager and eight bus drivers.

The winner of the **Minister's Award for Outstanding Workplace Flexibility achieved through Job Redesign, Campbell Arnott's**, put in place a number of successful flexible working arrangements to assist women at all levels of the organisation. Jobs have been designed and redesigned for a Strategic Planner, Administration Officer, job-share Group Marketing Managers, job-share Team Leaders and job-share maintenance planners. Campbell Arnott's has facilitated part-time working arrangements for 35% of women employed at Senior Executive level. They have recently developed a policy specifically related to flexible work practices. There is strong support for flexible working arrangements from the senior executive team which has had a cascading effect in changing the culture of the business.

The **Outstanding Initiative/Result for the Advancement of Women** Award was won by **UBS AG, Australia Branch**. UBS designed and hosted the "UBS Young Women's Leadership Academy", a four-day residential course run in conjunction with Women's College, Sydney University and the NSW Secondary Schools Association, to give 40 female students from public high schools in ACT, NSW and Victoria the chance to explore the possibilities of further education and a career in business. The Academy provides leadership skills to emerging women leaders in the school and community and promotes the financial services industry as a career choice for women. As a result of the Academy, a number of students have expressed interest in studying economics and finance.

Heather Cameron from Griffith University was recognised as the **Diversity Leader for the Advancement of Women**. She was responsible for establishing a child-care working party which resulted in changes to timetabling processes and the establishment of a child-care referral service for staff and was instrumental in changing the nature of funds available to staff on overseas or interstate placements, with more flexible funding available to ensure the essential care of dependents. This extends to elder care and to parents with disabled family members, enabling them to hire a carer for the period of time they are away. Heather has also coordinated a very successful Women in Leadership program for female staff in the University, which has seen over 100 academic and general staff women develop their skills and confidence in providing leadership.

EOWA Director, Anna McPhee, says "Smart business leaders, like those acknowledged today, are realising that it takes more than offering part-time work to attract and retain women. By consulting their female staff about what is important to them, these businesses have found innovative and simple ways to make it easier for all women to participate effectively in the workplace – regardless of their life situation. Whether a woman is a truck driver, CEO, teacher or engineer she needs to be working in an environment of equity and flexibility."

The finalists were selected by an independent judging panel comprising Australian Industry Group's Mark Goodsell, Macquarie University academic Professor Ed Davis and Sydney University academic Dr Marion Baird as well as SA Equal Opportunity Commissioner, Linda Matthews.

EOWA's 2007 Business Achievement Awards are sponsored by American Express, Australian Industry Group, Clayton Utz, Commonwealth Bank of Australia, Exxon Mobil Australia Pty Ltd, Hays and IBM.

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Background information about each finalist is available in the EOWA Media Centre at www.eowa.gov.au.

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