



Australian Government

Equal Opportunity for
Women in the Workplace Agency

Media Release

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2007 EOWA BUSINESS ACHIEVEMENT AWARDS

Short-list reveals the best workplaces for women

A federal government agency's business awards shortlist shows that Australian organisations are responding to the skills shortage with increasingly attractive incentives to lure and keep workers.

The EOWA Business Achievement Awards program highlights Australia's business leaders and organisations at the forefront of driving change for a more equitable workplace.

Some of the most outstanding practices include:

- Recognising that there is an untapped market of mature aged women with skills and life credentials, **Busways Group** set out to attract this group. Ten new female staff over the age of 45 years have commenced employment in the last 12 months including a senior manager and eight bus drivers.
- Both **Rio Tinto Coal Australia - Hail Creek Mine** and **Veolia Transport Perth** undertook a recruitment drive to attract women to their male dominated industries. A proactive campaign that involved advertising for female workers resulted in a significant increase of women in non-traditional roles.
- **Deutsche Bank**, generated a 100% parental leave retention rate following the introduction of a \$10,000 per annum return to work payment until the child's third birthday.
- **Accenture**, not only provides a career manager for six months to assist staff in the transition back to work but also pays half an employees regular salary if they undertake volunteer work.
- **BT Financial Group** provides opportunities for high potential staff to travel to Cape York to provide services to Indigenous communities.
- **The Cancer Council of NSW** provides up to eight weeks paid leave per annum for employees with cancer or who are primary caregivers of a person with cancer.

Other finalists include Cummins South Pacific, Uniting Care Ageing (South Eastern Region), Loreto College Marryatville, GM Holden and Heidelberg Graphic Equipment.

The winners of the eight award categories, including Leading CEO for the Advancement of Women and Leading Organisation (above and below 500 employees) for the Advancement of Women will be announced at a gala luncheon in Sydney on Wednesday 21 November.

The finalists were selected by an independent judging panel comprising Australian Industry Group's Mark Goodsell, Macquarie University academic Prof 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, IBM.

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

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EOWA 2007 BUSINESS ACHIEVEMENT AWARDS

Finalists

Award 1: Leading CEO for the Advancement of Women Finalists

- Gino Butera, Cummins South Pacific Pty Ltd (VIC)
- Rob Coombe, BT Financial Group
- Stuart Davis, HSBC Bank Australia Ltd
- James Laussen, Overnewton Anglican Community College (VIC)
- Doug Snedden, Accenture Australia Ltd

Award 2: Diversity Leader for the Advancement of Women Finalists

- Heather Cameron, Griffith University (QLD)
- Eva Freedman, HSBC Bank Australia Limited
- Marisa Mastroianni, UnitingCare Ageing South Eastern Region (NSW)
- Kate McCormack, Mercy Health & Aged Care Inc (VIC)
- Louise McKenzie, ExxonMobil Australia Group of Companies

Award 3: Leading Organisation for the Advancement of Women (<500 Employees) Finalists

- The Cancer Council of NSW
- Loreto College Marryatville (SA)
- Overnewton Anglican Community College (VIC)

Award 4: Leading Organisation for the Advancement of Women (>500 Employees) Finalists

- Deloitte
- HSBC Bank Australia Limited
- Mallesons Stephen Jaques
- The Shell Company of Australia

Award 5: Outstanding Initiative/Result for the Advancement of Women Finalists

- Catholic Education Office Sydney
- Deutsche Bank AG - Australia
- GM Holden Ltd
- UBS AG, Australia Branch
- University of Technology Sydney

Award 6: Outstanding EEO Practice for the Advancement of Mature-Aged Women Finalists

- Anglican Aged Care Services (Benetas) (VIC)
- Busways Group Pty Ltd (NSW)
- Overnewton Anglican Community College (VIC)

Award 7: Outstanding EEO Practice for the Advancement of Women in a Non-Traditional Area/Role Finalists

- Barro Group Pty Ltd (VIC)
- Rio Tinto Coal Australia - Hail Creek Mine (QLD)
- Heidelberg (VIC)
- SP AusNet (VIC)
- Veolia Transport Perth

Award 8: The Minister's Award for Outstanding Workplace Flexibility Achieved through Job Design

- Campbell Arnott's
- Chevron Australia Pty Ltd (WA)
- IBM Australia
- United Water International Pty Ltd (SA)

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