

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2011-12 Additional Estimates Hearings

Outcome Number: 6

Question No: 196

Topic: EOWA Gender Inclusive Job Evaluation

Hansard Page: Written

Senator Cash asked:

What is the status of the Australian Standard on Gender-inclusive Job Evaluation, which the 2010-11 annual report noted would be available in 2011?

1. What data is there on take-up and use of the tool and of its efficacy? (assuming it is in place)
2. What evidence is there that the tool is making a difference in terms of facilitating gender equality in workplaces?
3. What are EOWA staff doing to promote the tool in workplaces?
4. Please explain why the staff at EOWA and/or Office for Women, which are specialist units, do not have the requisite experience to complete work for this tool, which Standards Australia was given \$70,000 plus GST to complete?

Answer:

Standards Australia has advised that the Australian Standard on Gender-inclusive Job Evaluation and Grading is currently being prepared for ballot which is expected to be conducted by early May.

Questions 1-3

The Australian Standard on Gender-inclusive Job Evaluation is not yet available.

Question 4

Work on the proposed Standard required specialised expertise and experience not available in the Office for Women or EOWA. The Agency has engaged a non-ongoing employee who has specialist expertise and experience in this area, including having worked on the New Zealand Standard for gender-inclusive job evaluation. The \$70,000 paid to Standards Australia was to develop a project plan designed to facilitate the development of the Australian Standard, direct the technical committee and facilitate the development of the Standard.