

Adult, Community and Other Education within **Adult, Community and Other Education Subdivision**

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Adult, Community and Other Education has 7,307 employees within 18 organisations* of any size.

Classes expand

Summary

Workforce composition

Governing bodies

Employee movements

Gender pay gaps

Employer action on pay equity

Gender equality strategy & consultation

Flexible working

Support for carers & paid parental leave

Sex-based harassment

Family and domestic violence

Filter collapse

Showing 18 organisations*



71.5% women
28.2% men



Full-time gender pay gap is 6.6%
Total gender pay gap including part-time & casuals is 6.2%

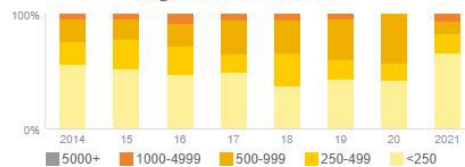


47.1% female CEOs
53.7% female KMPs
39.6% female directors



44.4% of employers offer paid primary carer's leave

Organisation size breakdown



Employee type breakdown



Adult, Community and Other Education within **Adult, Community and Other Education Subdivision**

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Adult, Community and Other Education has 7,307 employees within 18 organisations* of any size.

Organisations in Adult, Community and Other Education that reported in 2021

[ACON Health Limited](#)

[Bayley House](#)

[Blue Mountains Grammar School Limited](#)

[Boeing Training & Flight Services Australia Pty Limited](#)

[Djerriwarrh Employment & Education Services Inc](#)

[Flintwood Disability Services Incorporated](#)

[QS Enrolment Solutions \(Australia\) Pty Ltd](#)

[SEDA Group Pty Ltd](#)

[Skylight Mental Health Incorporated](#)

[St George & Sutherland Community College Incorporated](#)

[St John Ambulance Australia \(NSW\)](#)

[Study Group Australia Pty Limited](#)

[The Australian Institute Of Music Limited](#)

[The Roman Catholic Trust Corporation for the Diocese of Rockhampton](#)

[The Trustee for TAG Employee Service Trust](#)

[Translationz Pty Ltd](#)

[Verto Limited](#)

[Wyndham Community and Education Centre Inc](#)

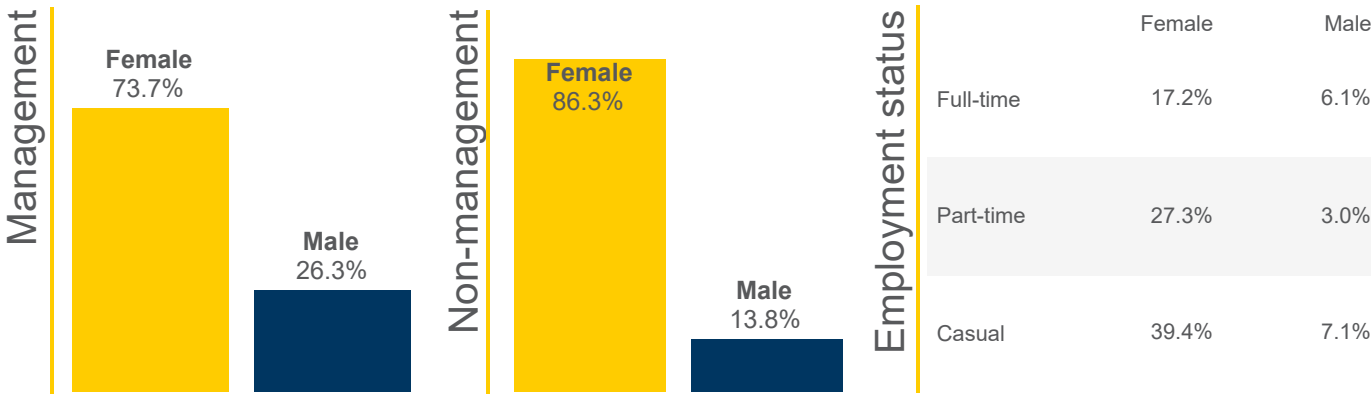
INSIGHTS at a glance

Multlit Pty Limited - 2021-22
99 employees

This report summarises your organisation's responses to the 2021 - 2022 Compliance Reporting program. It demonstrates how your organisation is tracking.



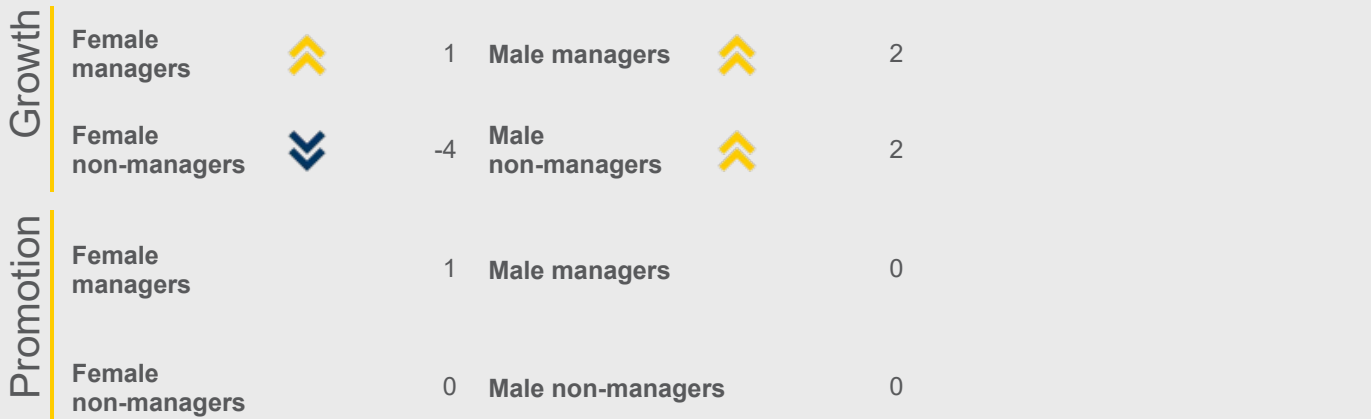
Workforce composition



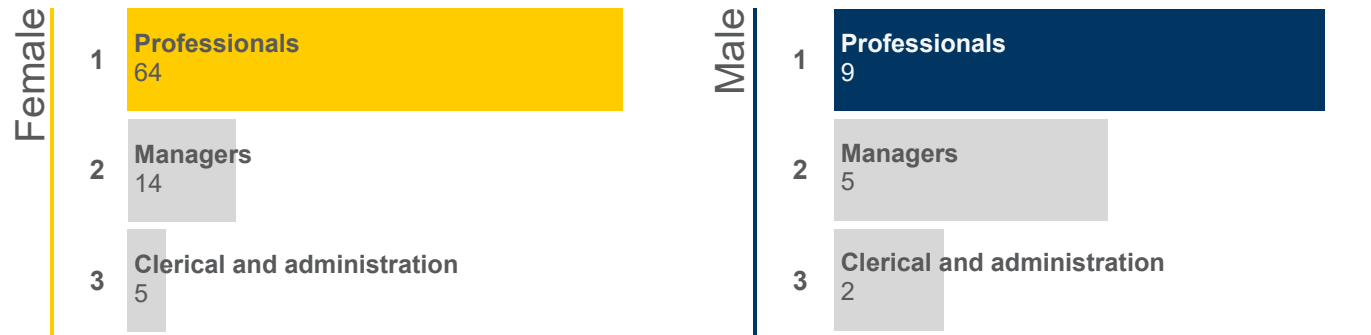
Employee growth and promotion



Multlit Pty Limited reported an overall growth in employee numbers for the reporting period.



Top occupations by gender



Note: employee growth is external appointments minus resignations

QUESTIONNAIRE overview

Multlit Pty Limited - 2021-22
99 employees

This section summarises your responses to the 'yes/no' questions in the questionnaire.



Workplace overview

Yes

formal policy and/or strategy in place to support gender equality overall

Yes

formal policy or strategy in key performance indicators for managers relating to gender equality

Yes

formal policy or strategy in recruitment

No

formal policy or strategy in promotions



Action on gender equity

Yes

specific pay equity objectives included in your formal policy and/or formal strategy

Yes

formal policy and/or strategy on remuneration generally

Yes

analysis of payroll to determine if there are any remuneration gaps between women and men



Employee support

Yes

formal policy and/or strategy to support employees experiencing family or domestic violence

No

provision of employer funded paid parental leave, regardless of carer's status and in addition to any government funded parental leave scheme

Yes

formal policy and/or strategy on sex-based harassment and discrimination prevention



Flexible work

Yes

formal policy and/or strategy on flexible working arrangements



Governing body

Yes

governing body for this organisation

No

formal selection policy and/or strategy for governing body members

No

target set to increase representation of women on the governing body*

* Some companies may not have a target for Board composition if the Board is currently gender balanced

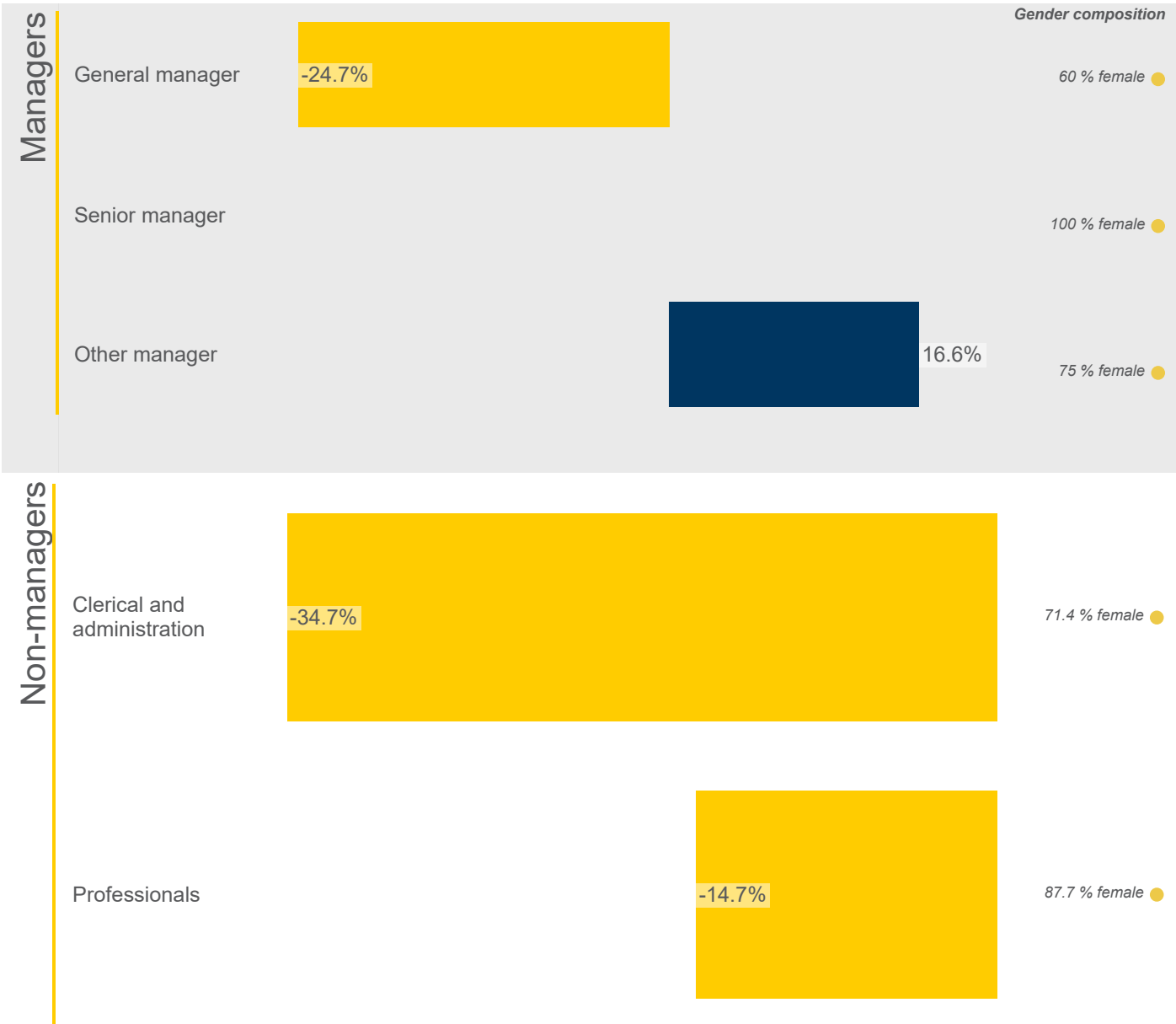
CONFIDENTIAL workplace profile

Multlit Pty Limited - 2021-22
99 employees

This section uses the salary and remuneration data provided in your workplace profile to calculate your gender pay gaps. Percentages greater than 0% represent a pay gap in favour of men.

Gender pay gap

Organisation-wide gender pay gap for total remuneration: **-0.2%***.
Pay gap favours women



* The gender pay gap excludes voluntary salary data submitted for your CEO, Head of Business(es), and KMP/HOBs. It also excludes employees who did not receive any payment during the reporting period. Gender X is excluded while the Agency establishes the baseline levels for this new data point.

** Gender balanced occupational groups is when no gender exceeds 60% of the headcount for the occupational group



2021 - 22 Gender Equality Reporting

Submitted by:

MULTILIT PTY LIMITED (ABN:37118315816)

Date: 2022-06-29

#Workplace overview

Policies and strategies

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

...Recruitment	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Retention	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Performance management processes	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	1-Dec-2022
...Promotions	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	1-Dec-2022
...Talent identification/identification of high potentials	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	1-Dec-2022
...Succession planning	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	1-Dec-2022
...Training and development	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	1-Dec-2022
...Key performance indicators for managers relating to gender equality	Yes(<i>Select all that apply</i>)
...Yes	Policy

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(Select all that apply)	
...Yes	Policy

3: Does your organisation have any of the following targets to address gender equality in your workplace?

4: If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Governing bodies

MULTILIT PTY LIMITED

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Board of directors
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	1
...Male	1
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No(<i>Select all that apply</i>)
	Not a priority
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Not a priority
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Not a priority

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

#Action on gender equality

Gender pay gaps

1: Do you have a formal policy and/or formal strategy on remuneration generally?

Yes(*Select all that apply*)

...Yes

Policy

1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?

Yes(*Select all that apply*)

...Yes

To achieve gender pay equity
To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews)
To ensure managers are held accountable for pay equity outcomes

2: What was the snapshot date used for your Workplace Profile?

26-May-2022

Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes(*Provide further details on the most recent gender remuneration gap analysis that was undertaken.*)

1.1: When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

No(*Select all that apply*)

...No

No unexplained or unjustifiable gaps identified
Non-award employees paid market rate

3: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes(*Provide further details on the employee consultation process.*)

1.1: How did you consult employees?

Performance discussions

1.2: Who did you consult?

ALL staff

2: Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No

...No

Currently under development(*Select the estimated completion date.*)

...Currently under development

1-Sep-2022

3: On what date did your organisation share your previous year's public reports with employees?

1-Jul-2021

4: Does your organisation have shareholders?

Yes

4.1: On what date did your organisation share your previous year's public reports with shareholders?

1-Jul-2021

5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

6: If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

#Flexible work

Flexible working

1: Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes(*Select all that apply*)

...Yes	Policy
...A business case for flexibility has been established and endorsed at the leadership level	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	1-Sep-2022
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	Yes
...Targets have been set for engagement in flexible work	No(<i>Select all that apply</i>)
...No	Not aware of the need
...Targets have been set for men's engagement in flexible work	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	1-Sep-2022
...Leaders are held accountable for improving workplace flexibility	Yes
...Manager training on flexible working is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	1-Sep-2022
...Employee training is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	1-Sep-2022
...Team-based training is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)

...Currently under development	1-Sep-2022
...Employees are surveyed on whether they have sufficient flexibility	Yes
...The organisation's approach to flexibility is integrated into client conversations	Yes
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	1-Sep-2022
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	1-Sep-2022
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	1-Sep-2022

2: Do you offer any of the following flexible working options to MANAGERS in your workplace?

...Flexible hours of work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Informal options are available Formal options are available
...Time-in-lieu	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Telecommuting (e.g. working from home)	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Informal options are available

...Part-time work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Job sharing	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Carer's leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Purchased leave	No(<i>You may specify why the above option is not available to your employees.</i>)
...No	Not a priority
...Unpaid leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available

3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

Don't know / Not applicable

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

No, we do not offer employer funded parental leave

...No, we do not offer employer funded parental leave

Insufficient resources/expertise

2: If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

Support for carers

1: Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

No(*Select all that apply*)

...No

Insufficient resources/expertise

2: Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

...Employer subsidised childcare

No(*You may specify why the above support mechanism is not available to your employees.*)

...No

Currently under development(*Select the estimated completion date.*)

...Currently under development

1-Sep-2022

...On-site childcare

No(*You may specify why the above support mechanism is not available to your employees.*)

...Breastfeeding facilities

No(*You may specify why the above support mechanism is not available to your employees.*)

...Childcare referral services

No(*You may specify why the above support mechanism is not available to your employees.*)

...Internal support networks for parents

No(*You may specify why the above support mechanism is not available to your employees.*)

...Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No(*You may specify why the above support mechanism is not available to your employees.*)

...No

Insufficient resources/expertise

...Information packs for new parents and/or those with elder care responsibilities

No(*You may specify why the above support mechanism is not available to your employees.*)

...Referral services to support employees with family and/or caring responsibilities

No(*You may specify why the above support mechanism is not available to your employees.*)

No(*You may specify why the above support*

...Targeted communication mechanisms (e.g. intranet/forums)	<i>mechanism is not available to your employees.)</i>
...No	Insufficient resources/expertise
...Support in securing school holiday care	No(<i>You may specify why the above support mechanism is not available to your employees.)</i>)
...Coaching for employees on returning to work from paid parental leave	No(<i>You may specify why the above support mechanism is not available to your employees.)</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	1-Sep-2022
...Parenting workshops targeting mothers	No(<i>You may specify why the above support mechanism is not available to your employees.)</i>)
...No	Insufficient resources/expertise
...Parenting workshops targeting fathers	No(<i>You may specify why the above support mechanism is not available to your employees.)</i>)
...No	Insufficient resources/expertise
...Other (provide details)	No

3: If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(<i>Select all that apply</i>)	
...Yes	Policy
1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?	Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

...All managers	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction At least annually
...All employees	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction At least annually

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

Family or domestic violence

1: Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes(*Select all that apply*)

...Yes

Policy

2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

...Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

...Training of key personnel

No(*Select all that apply*)

...No

Currently under development(*Select the estimated completion date.*)

...Currently under development

1-Dec-2022

...A domestic violence clause is in an enterprise agreement or workplace agreement

No(*Select all that apply*)

...No

Currently under development(*Select the estimated completion date.*)

...Currently under development

1-Dec-2022

...Workplace safety planning

Yes

...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

No(*Select all that apply*)

...No

Currently under development(*Select the estimated completion date.*)

...Currently under development

1-Sep-2022

...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

No(*Select all that apply*)

...No

Currently under development(*Select the estimated completion date.*)

...Currently under development

1-Sep-2022

...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

No(*Select all that apply*)

...No

Currently under development(*Select the estimated completion date.*)

...Currently under development

1-Sep-2022

...Access to unpaid leave

Yes(*Is the leave period unlimited?*)

...Yes

No

: How many days of unpaid domestic violence leave are provided?

5

...Confidentiality of matters disclosed

Yes

...Referral of employees to appropriate domestic violence support services for expert advice	Yes
...Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
...Flexible working arrangements	Yes
...Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
...Offer change of office location	Yes
...Emergency accommodation assistance	Yes
...Access to medical services (e.g. doctor or nurse)	Yes
...Other (provide details)	No

3: If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below.

Workplace Profile Table

Industry: Adult, Community and Other Education

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	8	3	0	0	11
	Part-time permanent	6	2	0	0	8
Professionals	Full-time permanent	8	3	0	0	11
	Part-time permanent	18	1	0	0	19
	Casual	38	5	0	0	43
Clerical And Administrative Workers	Full-time permanent	1	0	0	0	1
	Part-time permanent	3	0	0	0	3
	Casual	1	2	0	0	3

* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Gender X

Workplace Profile Table

Industry: Adult, Community and Other Education

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Part-time permanent	1	1	2
GM	-1	Full-time permanent	3	1	4
		Part-time permanent	0	1	1
SM	-1	Full-time permanent	1	0	1
	-2	Full-time permanent	3	0	3
OM	-1	Part-time permanent	1	0	1
	-2	Full-time permanent	1	2	3
		Part-time permanent	4	0	4

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Adult, Community and Other Education

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	1		1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers	1		1
	Part-time	Permanent	Managers	1		1
			Non-managers	3		3
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	2	2	4
			Non-managers	3	1	4
	Part-time	Permanent	Non-managers	2		2
	N/A	Casual	Non-managers	11	2	13

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Adult, Community and Other Education

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	1		1
			Non-managers	1		1
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers	18	1	19
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	1		1
	Part-time	Permanent	Managers	2		2
			Non-managers	1		1

* Total employees includes Gender X

Workforce Management Statistics Table

* Total employees includes Gender X