![Australian Government | Workplace Gender Equality Agency]

Employer Public Report

Contents

Submitted By:

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Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

· Public Report – Questionnaire
· Public Report – Employee Data Tables

The Public Report must be:

· Given to your CEO or equivalent for review, approval and sign off before lodgement.
· Shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012 (the Act).*

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on Notification and Access requirements.

Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on Gender Equality Standards.

Workplace Overview

Policies & Strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when backed up by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Policy; Strategy

1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality

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1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Policy; Strategy

1.2a Do the formal policies and/or formal strategies include any of the following?

Gender identity; Aboriginal and/or Torres Strait Islander background; Cultural and/or language background; Disability and/or accessibility; Age

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1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

Increase the number of women in management positions; Increase the number of women in key management personnel (KMP) roles; Increase the number of men taking parental leave; To have a gender balanced governing body (at least 40% men and 40% women)

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

NSW Land Registry Services has a stand-alone Board-approved policy for Diversity, Inclusion, Belonging and Equity (DIBE). The policy's purpose is to outline the commitments, procedures,

and responsibilities of NSW LRS, ensuring the adequate and successful creation of an environment with strong consideration for DIBE. It outlines clear definitions for DIBE, and highlights the clear consideration to gender equality within our procedures and frameworks. Additionally, the policy states the 11 commitments of NSW LRS, including those for the recognition and reduction of equality based issues and a zero tolerance approach to any forms of discrimination, intimidation, bullying, harassment or victimisation (inclusive for reasons of gender). NSW LRS has in place a clear Recruitment Guideline which incorporates very clear considerations to gender equality (i.e., shortlisting requirements that strive to achieve gender equal representation).

Workplace Overview

Governing Bodies

Gender balance on governing bodies or Boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance in the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of Board members, and taking action to drive change through term limits, gender equality targets and policies.

1.5 Identify your organisation/s' governing body or bodies.

Organisation: The Trustee For Australian Registry Services Trust

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A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

Yes

....

B. What is the name of your governing body?

ARI Board

....

C. What type of governing body does this organisation have?

Board of Directors

....

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	1	3

....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

No

Do not have control over governing body/appointments

Details why there is no control over governing body/appointments: Governing body/appointments are the responsibility of shareholders

....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Do not have control over governing body/appointments

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 50

G.2 Year of target to be reached: 2026-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

No

Organisation: Australian Registry Investments Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

Yes

B. What is the name of your governing body?

ARI Board

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	1	3

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

No

Do not have control over governing body/appointments

Details why there is no control over governing body/appointments: Governing body/appointments are the responsibility of shareholders

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No
Do not have control over governing body/appointments

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 50

G.2 Year of target to be reached: 2026-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

No

1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.
NSW LRS has a number of governing committees in place that ensure oversight of key decisions and performance in relation to gender equality issues in the workplace. The Board Audit and Risk Committee and board People and Culture Committee are both established governing bodies with oversight and considerations to gender equality. NSW LRS commitments to gender equality has resulted in embedded internal recruitment processes to ensure ongoing considerations of gender equality for our senior management personnel (i.e., initiating shortlisting requirements where necessary to achieve gender equal representation).

Action on Gender Equality

Gender Pay Gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Policy

2.1a Do the formal policies and/or formal strategies include any of the following?

To achieve gender pay equity; To close the gender pay gap; 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 implement and/or maintain a transparent and rigorous performance assessment process

2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation

2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

2.2c Did you take any actions as a result of your gender remuneration gap analysis?

Yes

Identified cause/s of the gaps; Reported results of pay gap analysis to the governing body

You may also provide more detail below on the gender remuneration gap analysis that was undertaken.

2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.

NSW LRS adopts the gender pay gap calculation methodology of the Workplace Gender Equality Agency (WGEA) for its workforce. Analysis of gender pay gap is conducted annually and reported to the NSW LRS People and Culture Committee. NSW LRS has initiated a number of actions to address pay equity in the workplace, including: Proactive recruitment of females into key roles, particularly in senior management, ensuring remuneration is equitable. Review of all remuneration changes as part of the annual remuneration review, assessing their impact on gender equality prior to decisions being actioned. Setting internal targets to reduce and improve gender equality in our workplace - utilising focused actions such as providing above average salary increases to female employees and targeting the promotion of females in underrepresented cohorts.

Action on Gender Equality

Employee Consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

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

Yes

2.4a How did you consult employees?

Employee experience survey; Consultative committee or group

2.4b Who did you consult?

Employee representative group(s)

2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Policy

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

NSW LRS utilises a number of employee consultation mechanisms to increase awareness and engage staff on a broad range of issues, including diversity, inclusion and gender equality. These consultation mechanisms include: Employee Engagement Surveys - surveys are conducted biannually, and specifically include a number of diversity, inclusion and equality focused indicators. This provides opportunity for staff to raise questions or concerns about issues of gender equality in the workplace. Survey results are analysed and communicated to the Executive Leadership and actions plans are put in place to ensure the feedback is being addressed. All Staff Town Hall Events - these communication forums are a key consultation mechanism used at NSW LRS. These sessions cover a broad range of business specific consultation, including issues of diversity, inclusion and gender equality, communicating the commitments of the organisation toward gender equality and providing an opportunity for staff to give direct feedback or ask questions. Women in Leadership (WIL) Program - current or emerging female employees are provided with career growth and development opportunities as part of a dedicated leadership program. This provides a mechanism to consult employees on gender equality issues experienced in the workplace and how NSW LRS can improve strategies to ensure an inclusive and equal employee experience.

Flexible Work

Flexible Working Arrangements

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee's commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

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

Yes

Policy

3.1a Do the formal policies and/or formal strategies include any of the following?

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; All employees are surveyed on whether they have sufficient flexibility; The impact of flexibility is measured and evaluated (e.g. reduced absenteeism, increased employee engagement); Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel; Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body; Flexible work offerings are available to all employees, with a default approval bias (all roles flex approach); 4-day work week/ 9 -day fortnight (reduced hours with full-time pay); Management positions are designed to be able to be done part-time

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3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	No	No
Time-in-lieu	No	No
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	No	No
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	No	No
Purchased leave	Yes	Yes
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	No	No

3.3 If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

NSW Land Registry Services has an established flexible working policy, enabling work from home capability for all employees (with the exception of certain direct customer facing roles). Our work from home enablement is designed to offer greatest flexibility options for our staff, ensuring no issues of gender equality are created or exacerbated. Currently, our embedded home/office attendance requirements are structured around a 40% in office requirement. This allows staff to determine their most suitable days spent at home and in the office and seeks to alleviate embedded socio-cultural gender equality issues specifically relating to female parental responsibilities, ensuring flexibility for employees with young children.

Employee Support for Parents and Carers

Paid Parental Leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that it's a policy that's available to all parents, irrespective of gender, recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave to all genders without using the primary/secondary carer distinction

4.1a Please indicate whether your employer-funded paid primary carers leave is available to:

All, regardless of gender

4.1b Please indicate whether your employer-funded paid primary carers leave covers:

Birth; Adoption; Surrogacy; Stillbirth

4.1c How do you pay employer-funded paid parental leave?

Paying the employee's full salary

4.1d How many weeks of employer-funded paid parental leave is available to eligible employees?

Lowest entitlement: 20
Highest entitlement:

4.1e Who has access to this type of employer-funded paid parental leave?

Permanent employees

4.1f Do you require carers to work for the organization for a certain amount of time (a qualifying period) before they can access employer-funded parental leave?

Yes a qualifying period is required

How long is the qualifying period (in months)?

6

Is the qualifying period the same as the probation period for new employees?

Yes

4.1g Do you require carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy and/or stillbirth?

Anytime within 12 months

4.1h Does your organisation have an opt out approach to parental leave? (Employees who do not wish to take their full parental leave entitlement must discuss this with their manager)

Yes

4.2 Do you pay superannuation contributions to your employees while they are on parental leave?

Yes, on employer funded primary carer's leave or equally shared parental leave (if applicable)

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

NSW Land Registry Services offers a generous and considered Paid Parental Leave entitlements without any distinctions of primary and secondary carers. This ensures equality in our leaver offering and provides employees: - Paid leave entitlements for all parents of 20 weeks full-rate equivalent - Inclusion of superannuation contributions for carers while on paid parental leave NSW LRS recognise that issues of inequality can be reduced through design of progressive and equitable paid parental leave offerings that supports employees when they become parents. We are committed to tackling long standing gender equality levers in the Australian employment market. In addition, NSW LRS family support options also includes a policy where all employees are entitled to an additional 5 days of leave in the instances of miscarriage.

Employee Support for Parents and Carers

Support for Carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Policy

4.4a Do the formal policies and/or formal strategies include any of the following?

Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities

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

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	No
Referral services to support employees with family and/ or caring responsibilities	No
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	Yes
Internal support networks for parents and/or carers	No
Targeted communication mechanisms (e.g. intranet forums)	No
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No

Support mechanism	Answer
Breastfeeding facilities	Yes
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	No
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	No
On-site childcare	No
Employer subsidised childcare	No
Parenting workshop	No
Keep-in-touch programs for carers on extended leave and/or parental leave	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes

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

NSW Land Registry Services provides support for carers through dedicated paid leave options - all full-time and part-time employees are entitled to 5 days within a two year period of Family and Community Service (FACS) Leave to attend to caring responsibilities. In support of primary carers, NSW LRS also provides employment status transition to employees, where employees can transition to part-time work arrangements, generally this is provided until the youngest child is of school age, however part-time arrangements can be continued indefinitely at NSW LRS discretion.

Harm Prevention

Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women's workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy; Strategy

5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment ; Protection from adverse action based on disclosure of sexual harassment and discrimination; Manager and non-manager training on respectful workplace conduct and sexual harassment

5.1b If Yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

	Answer
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

5.2 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

Yes

Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	No	No	Yes	No
All non-managers	No	No	Yes	No
The Governing Body	No		Yes	No

5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; The diverse experiences of sexual harassment and the needs of different people, including women, LGBTIQ+ workers, culturally diverse workers and workers with a disability.; Trauma-informed management and response to disclosures; Self-care and vicarious trauma training for employees, witnesses and responding staff; Responding to employees who engage in harassment or associated behaviours

5.3 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

Yes

;Other

Provide Details: The governing body has implemented a Positive Duty Commitment Statement which is available to all employees at all times

Chief Executive Officer or equivalent

Yes

;Other

Provide Details: Ahead of actions and initiatives implemented as part of our positive duty response.

5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes

5.4a Does your risk management process include any of the following?

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions

5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Change or develop new control measures; Train people managers in prevention of sexual harassment; Train staff on mitigation and control measures

5.5 What supports are available to support employees involved in and affected by sexual harassment?

Trained, trauma-informed support staff/contact officers; Confidential external counselling (E.g. EAP); Information provided to all employees on external support services available; Union/worker representative support throughout the disclosure process and response; Reasonable adjustments to work conditions

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff; Process to disclose anonymously; Special procedures for disclosures about organisational leaders and board members; Other (please specify)

Provide Details: Formal whistleblower procedures

5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?

Yes

Number of formal disclosures or complaints made in a year; Number of informal disclosures or complaints made in a year; Anonymous disclosures through a staff survey; Outcomes of investigations

5.8 Does your organisation report on sexual harassment to the governing body and management (CEO, KMP) and how frequently?

Governing body

Yes

Multiple times per year

CEO or equivalent

Yes

As required

Key Management Personnel

Yes

As required

5.8a Do your reports on sexual harassment to governing body and CEO include any of the following?

Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment

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5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.

NSW LRS has developed a distinct Positive Duty Implementation Plan which details specific actions to demonstrate proactive elimination of 'relevant unlawful conduct' and satisfy the Positive Duty obligations under the Sex Discrimination Act. Guiding the Plan is a detailed framework, developed by the Australian Human Rights Commission (AHRC), that assists organisations in the determination of practical solutions and actions. NSW LRS has completed training implementation with a specialist consultant to deliver a bespoke Respect@Work Training Program. Training was provided to all levels of management and was mandatory to attend. NSW LRS has implemented a Board 'Statement of Commitment', outlining the commitment to a safe, respectful and inclusive workplace. This was communicated to all staff and made available on our website. NSW LRS has implemented a secure and confidential disclosure mechanism to ensure employees have a simple, safe and anonymous way to make disclosures regarding sexual harassment or any other related unlawful behaviours. In addition, NSW LRS has a stand-alone Board-approved policy for Diversity, Inclusion, Belonging and Equity (DIBE). The policys purpose is to outline the commitments, procedures, and responsibilities of NSW LRS, ensuring the adequate and successful creation of an environment with strong consideration for DIBE. The policy states the 11 clear commitments of NSW LRS, including specific commitments to a zero tolerance approach to any forms of discrimination, intimidation, bullying, harassment or victimisation. NSW LRS Code of Conduct explicitly provides a commitment to providing a workplace free from discrimination and harassment, noting that Unlawful discrimination, harassment of any kind, bullying or victimization or other unacceptable or offensive conduct will not be tolerated NSW LRS conducts mandatory annual compliance training for all employees, including a specific Code of Conduct and Workplace Bullying module, specifically addressing issues of workplace harassment and discrimination.

Harm Prevention

Family or Domestic Violence

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

No

5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	No
Flexible working arrangements	Yes
Workplace safety planning	no
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	No
Provision of financial support (e.g. advance bonus payment or advanced pay)	No
A domestic violence clause is in an enterprise agreement or workplace agreement	No
Access to medical services (e.g. doctor or nurse)	No
Offer change of office location	No
Emergency accommodation assistance	No

5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

Access to paid domestic violence leave?

Yes

Is it unlimited?

No

Do you offer paid family and domestic violence leave by negotiation or as needed?

Yes

How many days of paid domestic violence leave?

10

Access to unpaid domestic violence leave?

No

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

NSW Land Registry Services provides support in the instance of an employee experiencing family and domestic violence through dedicated paid leave options. All employees are entitled to family or domestic violence leave (10 days per annum).   Where appropriate flexible working arrangements may also be initiated in order to mitigate risk to the employees safety as a result of family or domestic violence. To accommodate NSW LRS flexible working options, staff are required to assess their home working environments in order to gather insight and feedback on current arrangements. A specific survey question is included, designed to allow staff an opportunity to express their overall feeling of safety while working from home.

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Employer: The Trustee For Australian Registry Services Trust
Employee count: 223
Primary industry: 7720 - Regulatory Services
Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	16	25	0	0	41
	Full-time contract	1	3	0	0	4
	Part-time permanent	1	0	0	0	1
	Part-time contract	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	66	69	0	0	135
	Full-time contract	11	7	0	0	18
	Part-time permanent	13	3	0	0	16
	Part-time contract	1	2	0	0	3
	Casual	1	3	0	0	4

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
CEO	Full-time permanent	0	1	0	0	1
KMP	Full-time permanent	4	1	0	0	5
GM	Part-time contract	1	0	0	0	1
SM	Full-time permanent	6	12	0	0	18
	Full-time contract	0	1	0	0	1
	Part-time permanent	1	0	0	0	1
OM	Full-time permanent	6	11	0	0	17
	Full-time contract	1	2	0	0	3

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	1		1	2	2	4	10
Part-time	Permanent							
Full-time	Fixed-term					2		2
Part-time	Fixed-term							
N/A	Casual							

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1	4			5
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	1		2		8	6	17
Part-time	Permanent	1		1				2
Full-time	Fixed-term			1	2	6	3	12
Part-time	Fixed-term							
N/A	Casual					1		1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent		1	1	2	4	8	16
Part-time	Permanent			2				2
Full-time	Fixed-term						1	1
Part-time	Fixed-term						1	1
N/A	Casual							

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1		4		5
Part-time	Permanent			1		2		3
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				1		2	3
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary