## People Strategy 2016 - 2020

### Gender Pay Action Plan 2017 – 2030

**Leading Transformation**
We will articulate and embrace leadership and staff behaviours which support our values and promote a diverse inclusive and enabling culture

**Attracting Talent**
We will build our brand as a global employer of choice and develop creative approaches to secure the best talent.

**Supporting Development**
We will develop career pathways to enable long-term development, progression and succession planning

### Goal 1
Achieve greater equality in reward outcomes

#### Actions
- Review all female Professorial profiles to identify those who are eligible to apply for re-zoning over next 3 years.
- Apply a matrix approach to professorial/Grade 10 professional services staff reward which will intrinsically link performance rating, position in the salary zone/band and affordability
- Review total remuneration and overall job design and terms and conditions of employment for those employed in the Operational Job Family

#### Success Measures
- Increase proportion of females in zones 1-3 by 2030 to:
  - Zone 1 - 33%
  - Zone 2 - 30%
  - Zone 3 - 25%
- Reduce pay gaps within each zone/band to:
  - +/- 5% by 2020
  - +/- 3% by 2025.
- Greater transparency across Professorial and Professional Services staff relative to remuneration and job size.
- Redress the balance between males and females within Campus Service functions

### Goal 2
Address occupational segregation through strategic job family review

#### Actions
- Positively promote the University to improve successful female application rates
- Create policy to enable the University to use positive action in recruitment, where a significant gender imbalance in the subject area can be demonstrated.
- Increase the number of female applicants and ensuing success rates of females to professorial roles through externally advertised roles through targeted advertising and clearer display of flexible working options
- Ensure parity of pay in Professorial salaries at senior level based on market and internal benchmarking data, particularly at appointment stage

#### Success Measures
- Standard principles in determination of appointing salary
- 90% of staff trained in Unconscious Bias by 2030.
- 10% increase in female applicants to Research and Teaching.
- Positive action policy/framework in place.
- At least 33% of Zone 1 Professors are female by 2020
- Reduce pay gaps within each zone to +/- 5% by 2020 and by +/- 3% by 2025

### Goal 1
Positively promote the University to improve successful female application rates

#### Actions
- Standard principles in determination of appointing salary
- Improve career development opportunities for female academics
- Devise, develop and fund female only fellowships which support independent research in any discipline where females are underrepresented
- Identify and support those on TLS career track to improve readiness to successfully apply for promotion
- To conduct a gender audit of all career development and progression processes to ensure the policies and processes are fair in their application

#### Success Measures
- Equitable, fair and transparent policies and processes that support career development.
- Females in the R&T job family to make up 50% and 45% in grades 8 and 9 respectively by 2025
- Increase in female TLS Professors by 2020 to no less than 33% of the total professorial population, in line with University Gender KPI
- Equitable, fair and transparent policies and processes. No significant gender differences in responses to 2018 Staff Survey questions on equal treatment