

# MODERN SLAVERY COMMITTEE

## REVIEW OF THE MODERN SLAVERY ACT 2018

### Question on Notice 30<sup>th</sup> October 2023:

*Ms JENNY LEONG: If I can just follow up on Dr Kaine's point—and maybe you can take it on notice in the interests of time—it would be really helpful just in terms of the Committee's understanding of the scope of both of your organisations' work if we could get a little bit more detail about how it is funded and how the structure of the organisation works in terms of who and how, given the scope of the work you're doing, as well as any indication you're able to provide on the diversity of your workforce. Given their significant impact to culturally and linguistically diverse people when it comes to modern slavery, it would be great to know what kind of diversity there is within senior management and decision-makers, given the importance of lived experience being a key factor in how we do this appropriately and culturally appropriately.*

### Answer:

#### IFYS Funding and Resourcing

IFYS were accountable for 43 grants in 2022-2023 combined with fee for service government contracts representing 84.99% of our funding. IFYS works with state, federal and local levels of government, with key department stakeholders including:

- Department of Social Services
- Department of Children, Youth and Multicultural Affairs
- Department of Communities, Housing and Digital Economy
- Department of Employment, Small Business and Training
- Department of Justice and Attorney General

Each department provides various grants.

In addition, IFYS also provides support to clients under the National Disability Insurance Scheme. These client services represented 13.8% of organisational funding during this reporting period.

Fundraising and donations for 2022-2023 increased to a total of \$371,899 (0.5% of total revenue).

#### Workforce Diversity

##### **Workplace Gender Equality**

We have attached 2 separate reports to help explain the breakdown of staffing across the organisation. It will be noted in the Reporting Overview document that IFYS has a -3.0% pay gap (on page 3).

##### **Aboriginal Torres Strait Islanders within IFYS**

Currently 8% of IFYS employees have self-reported as being from Aboriginal and Torres Strait Islander heritage. For context, as of 30 June 2021, preliminary Australian Bureau of Statistics' (ABS)

estimates indicate that 984,000 First Nations people were living in Australia, representing **3.8%** of the total Australian population.

### **Lived Experiences**

IFYS does not require staff to disclose their trauma history or lived experiences, although anecdotally many staff who work in human services will have varying degrees of lived experiences in the areas in which they work. IFYS focus' on tertiary education, work history, professional qualifications, and aptitude & behaviour, reflective of both service and client needs, to ensure best outcomes for individuals engaging with frontline services across the organisation.

### **Sanctuary Model of Care**

The philosophical underpinnings of the Sanctuary Model are reflected in IFYS's eight simple commitments. These commitments are for the entire community, not only the Employees or administrators but also for the Service Users. These commitments sit beside our organisational values, assisting to uphold and enact the values.

IFYS has 8 Sanctuary Commitments which were ratified by the IFYS Executive Leadership Group in December 2022. The 5<sup>th</sup> Commitment: *We value the voices and views of each other*, provides a mechanism for ensuring that both staff and clients accessing IFYS services have a voice in decision making and service delivery.

# REPORTING OVERVIEW

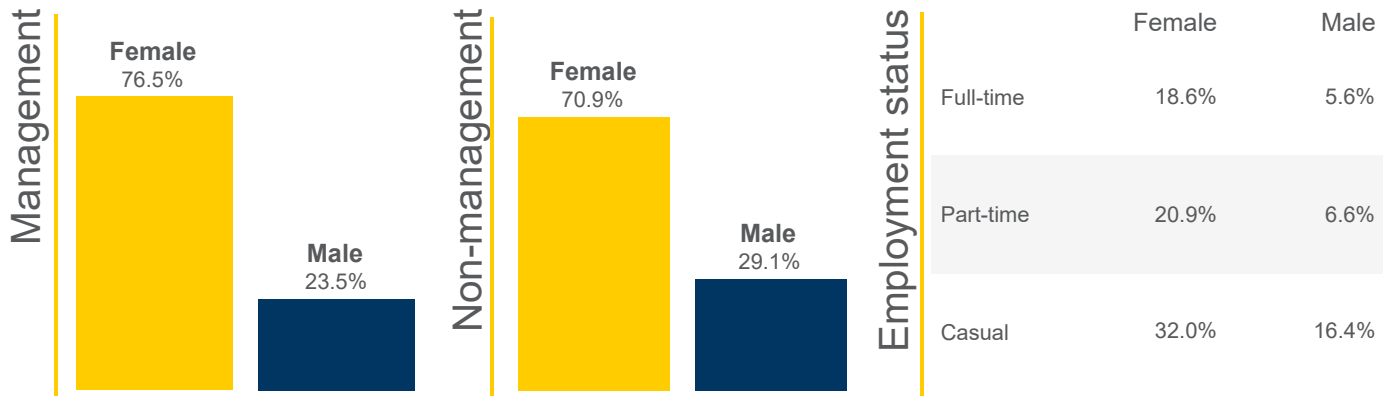
IFYS Limited 22-23  
807 employees

This Reporting Overview summarises your organisation's responses in the 2022 - 2023 Gender Equality Report, submitted in accordance with the Workplace Gender Equality Act 2012, against key areas where workplace gender inequality persists. The Gender Strategy Toolkit ([www.wgea.gov.au/tools/gender-strategy-toolkit](http://www.wgea.gov.au/tools/gender-strategy-toolkit)) provides comprehensive guidance to support organisations to take action on workplace gender equality.



## Workforce composition

Women are often underrepresented in leadership roles and overrepresented in lower-level roles.



## Employee growth\* and promotion by gender

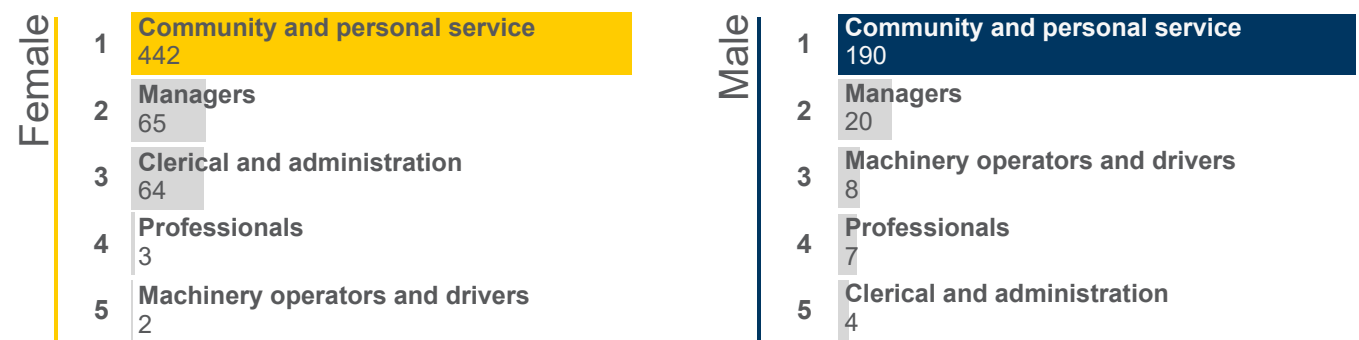


IFYS Limited 22-23 reported an overall growth in employee numbers for the reporting period.

Category	Gender	Change	Count
Growth	Female managers	Decrease	-1
	Female non-managers	Increase	24
Growth	Male managers	Decrease	-4
	Male non-managers	Decrease	-2
Promotion	Female managers		12
	Female non-managers		11
Promotion	Male managers		7
	Male non-managers		3



## Top occupations by gender



\*Employee growth equals external appointments minus resignations

# QUESTIONNAIRE OVERVIEW

IFYS Limited 22-23

807 employees

This section summarises your organisation's gender equality policies and practices. More than 80% of employers have policies and practices in recruitment, training and development and performance management, as primary areas where unconscious biases might occur.



## Gender equality

**No**  
formal policy and/or strategy in place to support gender equality overall

**No**  
formal policy or strategy in key performance indicators for managers relating to gender equality

**No**  
formal policy or strategy in recruitment

**No**  
formal policy or strategy in promotions



## Gender pay 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



## Flexible work

**Yes**  
formal policy and/or strategy on flexible working arrangements



## Governing body

**Yes**  
governing body for this organisation

**Yes**  
formal selection policy and/or strategy for governing body members

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

# GENDER PAY GAP SUMMARY

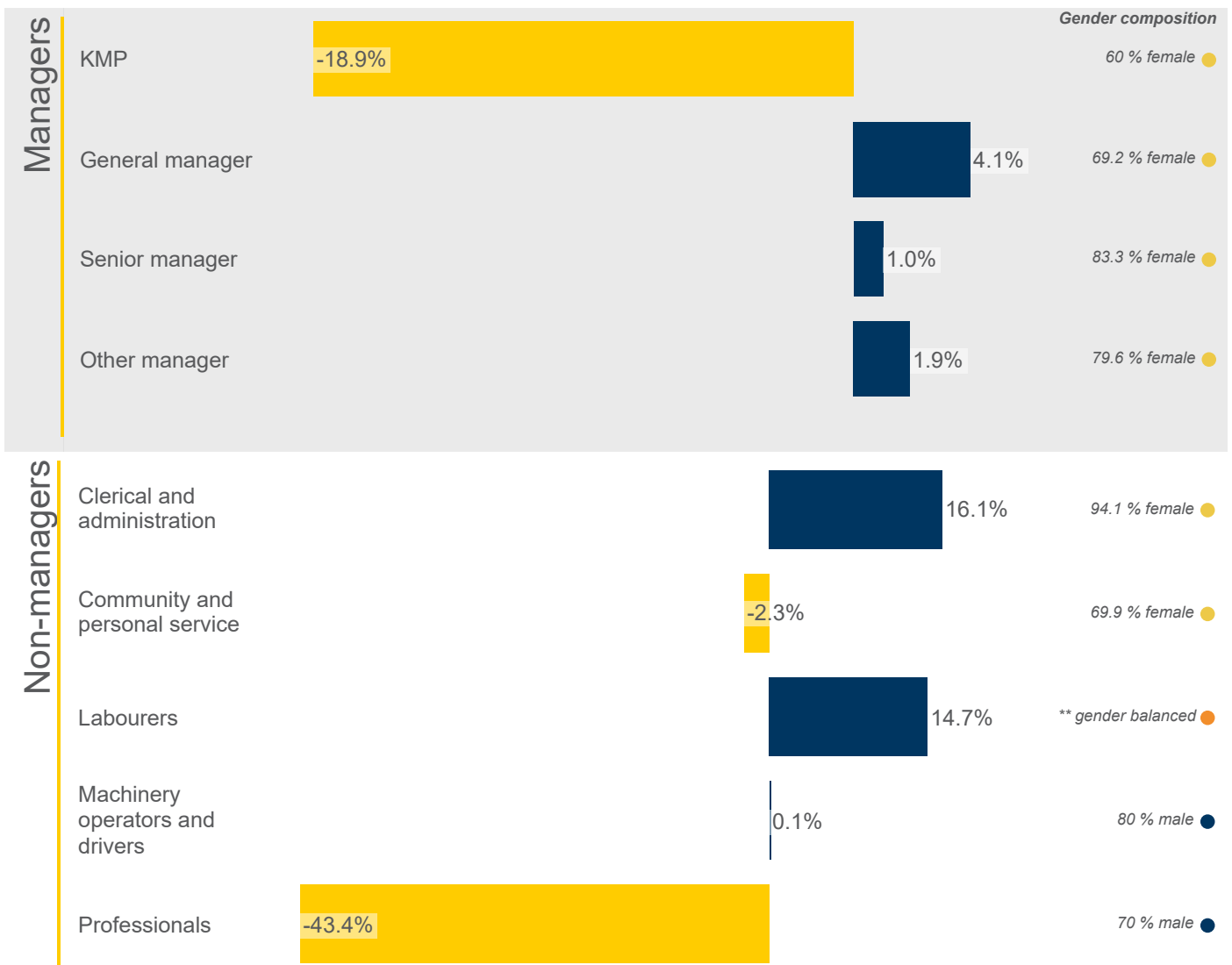
IFYS Limited 22-23  
807 employees

## Gender pay gap

The gender pay gap is a measure of how we value the contribution of men and women in the workforce. Men are twice as likely to be in the top earning bracket and women are 1.5 times more likely to be in the lowest.

Your gender pay gap\* is calculated using the salary and remuneration data you provided. Percentages greater than 0% represent a pay gap in favour of men. Tools are available to help you understand and take action on drivers of your organisation's gender pay gap at [www.wgea.gov.au/take-action](http://www.wgea.gov.au/take-action).

Organisation-wide gender pay gap for total remuneration: **-3.0%\***.  
*Pay gap favours women*



\* The gender pay gap excludes:

- salary data submitted voluntarily for your CEO, Head of Business(es), and Overseas Managers.
- employees who did not receive any payment during the reporting period
- gender X, while the Workforces Gender Equality Agency establishes the baseline levels for this new data point.

For more information, visit <https://www.wgea.gov.au/the-gender-pay-gap>

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

# Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*	
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	1	1	2	
			Managers	7	4	11	
			Non-managers	4	2	6	
		Fixed-Term Contract	Managers	3	2	5	
			Non-managers	1		1	
		Part-time	Permanent	Managers	1		1
	Non-managers			5	1	6	
	Fixed-Term Contract		Non-managers	1		1	
	2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	2	3
Managers				8	3	11	
Non-managers				7	1	8	
Fixed-Term Contract			CEO, KMPs, and HOBs	1		1	
			Managers	16	3	19	
			Non-managers	9		9	
Part-time			Permanent	CEO, KMPs, and HOBs	1		1
				Managers		1	1
				Non-managers	5	2	7
		Fixed-Term Contract	Managers	2		2	
			Non-managers	5		5	
N/A		Casual	Non-managers	8	1	9	
3. How many employees (including partners with an employment contract) were externally appointed?		Full-time	Permanent	CEO, KMPs, and HOBs		1	1
				Managers	9	1	10
				Non-managers	19	8	27
	Fixed-Term Contract		Non-managers	6	3	9	
	Part-time	Permanent	Non-managers	30	7	37	
		Fixed-Term Contract	Non-managers	3	1	4	
	N/A	Casual	Non-managers	232	101	333	

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: All Industries

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	8	5	13
			Non-managers	22	9	31
		Fixed-Term Contract	Managers	2	1	3
			Non-managers	8	2	10
	Part-time	Permanent	Non-managers	37	11	48
		Fixed-Term Contract	Non-managers	7	3	10
	N/A	Casual	Non-managers	192	97	289
	5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	10	
Part-time		Permanent	Managers	2		2
			Non-managers	3		3
N/A		Casual	Non-managers	6		6
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Residential Care Services

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Part-time	Permanent	Non-managers	1	1

\* Total employees includes Non-binary



# Workforce Management Statistics Table

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\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Administrative Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	2		2
			Non-managers	1		1
		Fixed-Term Contract	Managers		1	1
	Part-time	Permanent	Non-managers	2		2
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	2	1	3
			Non-managers	3		3
		Fixed-Term Contract	Managers	3		3
			Non-managers	2		2
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Non-managers	9	2	11
		Fixed-Term Contract	Non-managers	4		4
	Part-time	Permanent	Non-managers	4	2	6

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Administrative Services

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	Non-managers	4	4	8
		Fixed-Term Contract	Non-managers	1		1
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	4		4

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Residential Care Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*	
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	1		1	
			Managers	5	4	9	
			Non-managers	3	2	5	
		Fixed-Term Contract	Managers	3	1	4	
			Non-managers	1		1	
		Part-time	Permanent	Managers	1		1
	Non-managers			3	1	4	
	Fixed-Term Contract		Non-managers	1		1	
	2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	2	3
Managers				6	2	8	
Non-managers				4	1	5	
Fixed-Term Contract			CEO, KMPs, and HOBs	1		1	
			Managers	13	3	16	
			Non-managers	7		7	
Part-time		Permanent	CEO, KMPs, and HOBs	1		1	
			Managers		1	1	
			Non-managers	5	2	7	
		Fixed-Term Contract	Managers	2		2	
			Non-managers	5		5	
N/A		Casual	Non-managers	8	1	9	
3. How many employees (including partners with an employment contract) were externally appointed?		Full-time	Permanent	Managers	9	1	10
				Non-managers	10	5	15
			Fixed-Term Contract	Non-managers	2	3	5
	Part-time	Permanent	Non-managers	26	5	31	
		Fixed-Term Contract	Non-managers	3	1	4	
	N/A	Casual	Non-managers	226	101	327	

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Residential Care Services

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	8	5	13
			Non-managers	18	5	23
		Fixed-Term Contract	Managers	2	1	3
			Non-managers	7	2	9
	Part-time	Permanent	Non-managers	37	11	48
		Fixed-Term Contract	Non-managers	7	3	10
	N/A	Casual	Non-managers	191	97	288
	5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	6	
Part-time		Permanent	Managers	2		2
			Non-managers	3		3
N/A		Casual	Non-managers	6		6
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1

\* Total employees includes Non-binary



# Workforce Management Statistics Table

Industry: Residential Care Services

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Part-time	Permanent	Non-managers	1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Social Assistance Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Non-managers		1	1
	N/A	Casual	Non-managers	6		6

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Social Assistance Services

Question	Contract Type	Employment Type	Manager Category	Female	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	N/A	Casual	Non-managers	1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* Total employees includes Non-binary