

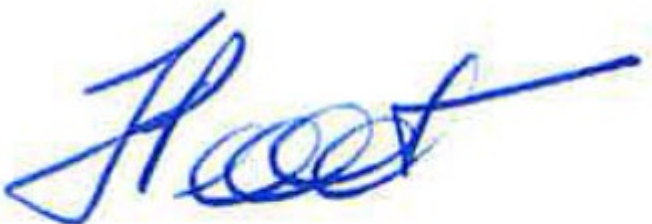
# 2026 Progress report for: Mallee Track Health and Community Service

|                                                                              |                                           |
|------------------------------------------------------------------------------|-------------------------------------------|
| Organisation name                                                            | Mallee Track Health and Community Service |
| Total number of employees (and full-time equivalent FTE), as at 30 June 2025 | Total employees: 254<br>Total FTE: 135.86 |
| Response rate to employee experience survey                                  | 2024 79%<br>2025 66%                      |
| Contextual information                                                       |                                           |
| Location (metropolitan, regional or rural. If other, please specify)         | Rural                                     |

## Attestation by head of organisation

I confirm that:

- ☒ I am the head of organisation (CEO or equivalent).
- ☒ I have reviewed and approved the submission of this progress report on behalf of my organisation (as named above). I attest to providing truthful and accurate information.
- ☒ I attest that my organisation has completed all relevant gender impact assessments under the Gender Equality Act 2020, or I have explained why not in the comment box below.

|               |                                                                                      |
|---------------|--------------------------------------------------------------------------------------|
| Any comments? |                                                                                      |
| Name          | Dr Frances Peart                                                                     |
| Role title    | Chief Executive Officer                                                              |
| Signed        |  |
| Date          | 30/04/2026                                                                           |

# Step 1: Reporting on gender impact assessments (GIAs)

## Section 1.1 Confirming GIA exemptions (required)

If you have not listed any GIAs, please choose one or more permitted reason:

- ☐ Reporting on the GIA(s) would make the progress report an exempt document. This is within the meaning of the *Freedom of Information Act 1982*.
- ☐ Reporting on the GIA(s) would result in a disclosure prohibited by a different Act.
- ☐ Reporting on the GIA(s) would reveal confidential information.
- ☐ Your organisation had no policies, programs or services requiring a GIA. This is under the parameters of the *Gender Equality Act 2020*.
- ☒ None of these apply (**go to 1.2**).

## Section 1.2 Describing policies, programs and services subject to a GIA (required and recommended)

| Ref # | A: Title (required)                                                                                             | B: Subject (required) | C: Description of the policy, program or service (required)                                                                                                                                                                                                                                                                                                                                                                             | D: Status (required) | E: Description of gendered impacts (recommended) |
|-------|-----------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------------------------------------------------|
| 1.    | Model of Nutritional Care-Mallee Mouth watering Meals                                                           | Service               | This model of care outlines the implementation of the Nutrition Standards and IDDSI to all facilities in Mallee Track Health and Community Service that provide meals. It ensures that MTHCS services offer consumers choice to engage in nutritious menus to enable support engagement consumers in enriching activities that relate to food and mealtimes to encourage conversations, evoke fond food memories, and stimulate senses. | New                  | There were no gendered impacts identified.       |
| 2.    | 1)Community Services Information Booklet<br>2)Fees Procedure<br>3)Service Agreement<br>4)Care and Services Plan | Program               | Delivery of Aged Care Services into the Community,<br><ul style="list-style-type: none"> <li>- Implement a rights based approach</li> <li>- All of the documents updated are inclusive and rights based, focusing on developing service and care plans that consumers have input into and whereby information is shared transparently with each service user in a way that meets their individual needs.</li> </ul>                     | Up for review        | There were no gendered impacts identified.       |
| 3.    | Tuckerbag Program                                                                                               | Program               | Bringing people together for social opportunity and skill development in preparing low cost nutritious meals.                                                                                                                                                                                                                                                                                                                           | New                  | There were no gendered impacts identified.       |

## Section 1.3 Describing actions taken as a result of a GIA (required and recommended)

| Ref # | F: Were actions taken as a result of the GIA? (required) | G: Describe the actions taken as a result of the GIA in order to: <ul style="list-style-type: none"> <li>Meet the needs of people of different genders; and/or</li> <li>Promote gender equality; and/or</li> <li>Address gender inequality.</li> </ul> If you did not take action, write N/A here and explain why in (H). (required) | H: If you did not take action, explain why.<br><br>If you did take action, describe it in (G) and write N/A here. (required) | I: Describe: How and why intersectionality was considered (or not) (required)                                                                                                                                                                                                                                                                                                     | J: Describe any actions taken specifically designed to address intersectional inequalities (compounded gender inequalities)? (recommended)                                                                                                                                     |
|-------|----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.    | Yes (go to column G)                                     | Meal options are discussed at resident meetings. Residents are also regularly surveyed via star rating surveys and QAL/QOC documents.                                                                                                                                                                                                | N/A                                                                                                                          | Person centred care and choice are key to autonomy and quality of life, therefore MTHCS will ensure that choice and diversity is always considered in regards to our residents.                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                |
| 2.    | Yes (go to column G)                                     | All of the documents updated are inclusive and rights based, focusing on developing service and care plans that consumers have input into and whereby information is shared transparently with each service user in a way that meets their individual needs.                                                                         | N/A                                                                                                                          | All of the documents updated are inclusive and rights based.                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                |
| 3.    | Yes (go to column G)                                     | The Program is inclusive with no anticipated negative impact. The program will maintain a safe, respectful environment for all attendees.                                                                                                                                                                                            | N/A                                                                                                                          | The program offers positive impact through opportunities for community connection, including cultural food discussions and reduced food stress. Ensure culturally safe environment and invite feedback from local culturally diverse community members. Ensure an accessible layout, seating and basic recipe instructions for participants who may have a disability, Carers and | Offering two smaller groups for comfort and accessibility. Explore car-pooling or volunteer transport options. Explore option of Tuckerbag in small communities. Ensure venue layout supports mobility needs. Provide recipe cards with visuals for low-literacy participants. |

|  |  |  |  |                                                                                                                                                                     |                                                                                                                                                                                                                                   |
|--|--|--|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  |  |  |  | support workers can attend to support them.<br>The program reduces isolation, supports food security and offers support in remote towns where services are limited. | Offer flexible and culturally inclusive recipe options.<br>Create a welcoming, non-judgemental environment – introduce code of conduct like Chatty Cafe<br>Consider alternating times, dependant on staff/volunteer availability. |
|--|--|--|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## Step 2: Reporting on progress against the indicators

### Section 2.1 Describing progress against the workplace gender equality indicators (required and recommended)

| K: Indicator * | L: Progress data (required)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | M: Additional progress data (recommended) | N: Has progress been made? (required) | O: Explain how the data does (or does not) demonstrate progress. (required)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|---------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1              | <p><b>Critical performance measures</b></p> <p>Gender composition of the duty holder organisation:</p> <ul style="list-style-type: none"> <li>2023: Women 94%; Men 5.5%; Self described 0.5%</li> <li>2025: Women 89.4%; Men 10.1%; Self described 0.4%</li> </ul> <p>Gender composition of part time workers in the duty holder organisation:</p> <ul style="list-style-type: none"> <li>2023: Women 62.6%; Men 45.5%; Self-described 100.00%</li> <li>2025: Women 66.0%; Men 43.5%; Self-described 100.0%</li> </ul> <p>Gender composition of senior leaders in the duty holder organisation:</p> <ul style="list-style-type: none"> <li>2023: Women 93.3%; Men 6.7%; Self-described 0.0%</li> <li>2025: Women 84.2%; Men 15.8%; Self-described 0.0%</li> </ul> |                                           | Yes                                   | <p>Between 2023 and 2025, the proportion of our employees in each gender group was as follows: - for women, decreased from 94.0% to 89.4% - for men, increased from 5.5% to 10.1% - for people of self-described gender, decreased from 0.5% to 0.4%</p> <p>Over the two year period we saw a number of long term women employees retire from the workforce, and an increase in men being sourced externally to fill senior Clinical roles.</p> <p>Between 2023 and 2025, the proportion of employees working part time was as follows: - for women, increased from 62.6% to 66.0% - for men, decreased from 45.5% to 43.5% - for people of self-described gender, stayed the same at 100.0%</p> <p>2025 shows in increase in the number of women joining/re-entering the workforce following time out of the workforce and following maternity leave.</p> <p>Between 2023 and 2025, the proportion of senior leaders for each gender group was as follows: - for women, decreased from 93.3% to 84.2% - for men, increased from 6.7% to 15.8% - for people of self-described gender, stayed the same at 0.0%</p> <p>2025 shows an increase in men appointed to a Senior Leadership role.</p> |
| 2              | <p><b>Critical performance measures</b></p> <p>Gender composition of the duty holder organisation's governing body:</p> <ul style="list-style-type: none"> <li>2023: Women 44.4%; Men 55.6%; Self-described 0.0%</li> <li>2025: Women 44.4%; Men 55.6%; Self-described 0.0%</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                           | Yes                                   | <p>Between 2023 and 2025, the proportion of our Board members for each gender group was as follows - for women, stayed the same at 44.4% - for men, stayed the same at 55.6% - for people of self-described gender, stayed the same at 0.0%</p> <p>The Board composition and numbers stayed the same in 2023 as in 2025. There is a DOH directive that the Governing Body be gender balanced. Timing of data reporting had figures slightly skewed as some members were not offboarded in time for data to be accurate.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 3              | <p><b>Critical performance measures</b></p> <p>Mean total remuneration gender pay gap by occupation group:</p> <ul style="list-style-type: none"> <li>2023: All Occupations: Women -17.3% Self-described – 25.1%</li> <li>2025: All Occupations: Women 31.1%; Self-described 49.8%</li> </ul> <p>Mean total remuneration senior leader gender pay gap:</p>                                                                                                                                                                                                                                                                                                                                                                                                        |                                           | Yes                                   | <p>Our gender base in 2023 was primarily female based, in 2025 3 Senior Clinical part time positions were filled -Director of Medical Services; Executive Director of Improvement and Innovation; Visiting Medical Officer and an interim Chief Financial Officer was appointed.</p> <p>All staff base salaries are paid according to their relevant award, with the inclusion of qualification, years of service, role etc there will be variance within work groups however not because of gender.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

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|   | <ul style="list-style-type: none"> <li>2023: Women: -28.4%; Self-described Nil data</li> <li>2025: Women: -3.5%; Self-described Nil data</li> </ul> <p><b>Supplementary measures</b><br/>Mean base salary pay gap:</p> <ul style="list-style-type: none"> <li>2023: Women -17.1%, Self-described 25.1%</li> <li>2025: Women 31.1%; Self-described 49.1%</li> </ul> <p>Median total remuneration pay gap:</p> <ul style="list-style-type: none"> <li>2023: Women \$100; Men \$104</li> <li>2025: Women \$100; Men \$100</li> </ul> <p>Median base salary pay gap:</p> <ul style="list-style-type: none"> <li>2023:</li> <li>2025:</li> </ul>                                                                                                                                                                                                                                                                                                                                              |  |     | Women and Men are paid equally at Mallee Track                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 4 | <p><b>Critical performance measures</b><br/>Anonymous experience rate of sexual harassment:</p> <ul style="list-style-type: none"> <li>2023: Women 1.4% No other data available</li> <li>2025: Data Not available</li> </ul> <p>Number of formal reports of sexual harassment:</p> <ul style="list-style-type: none"> <li>2023:</li> <li>2025:</li> </ul> <p><b>Supplementary measures</b><br/>Participants who said they reported sexual harassment:</p> <ul style="list-style-type: none"> <li>2023:</li> <li>2025:</li> </ul> <p>Reasons for not making a formal sexual harassment complaint:</p> <ul style="list-style-type: none"> <li>2023:</li> <li>2025:</li> </ul> <p>Satisfaction with handling of workplace sexual harassment complaint:</p> <ul style="list-style-type: none"> <li>2023:</li> <li>2025:</li> </ul> <p>Satisfaction with handling of formal workplace sexual harassment complaint:</p> <ul style="list-style-type: none"> <li>2023:</li> <li>2025:</li> </ul> |  | Yes | <p>Due to the low number of respondents there no data is available to measure sexual harassment reporting.</p> <p>Understanding the prevalence and nature of sexual harassment within our organisation remains a developing area. We believe incidents are still underreported, highlighting the need for continued focus.</p> <p>Mallee Track continue to provide Supporting a Positive Workplace Culture and By stander training and refreshers sessions for all staff and Board Directors. We encourage the speaking up for Safety message. We deliver a sexual harassment e-learning module for staff.</p> <p>Strengthening psychological safety is essential, and we remain committed to fostering a culture where speaking up for safety is encouraged, supported, and embedded in everyday practice</p> <p>We have implemented an email address for staff that goes directly to the Manager People and Culture whereby an individual not wanting to report harassment/bullying to their Manager for whatever reason, can still do so.</p> |
| 5 | <p><b>Critical performance measures</b><br/>Gender composition of recruited employees:</p> <ul style="list-style-type: none"> <li>2023: Women 91.4% Men 8.6%</li> <li>2025: Women 72.1%; Men 27.9%</li> </ul> <p>Gender composition of employees who were promoted:</p> <ul style="list-style-type: none"> <li>2023:</li> <li>2025: Women 95%; Men 5.0%</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |  | Yes | <p>In 2025 three (3) Senior Clinical part time positions were filled -Director of Medical Services; Executive Director of Improvement and Innovation; Visiting Medical Officer and an interim Chief Financial Officer were appointed; all these appointments were Men.</p> <p>Due to our workforce being predominantly women, promotion within the Organisation is mostly women.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

|   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |  |     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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|   | <p>Perceptions of recruitment, by gender:</p> <ul style="list-style-type: none"> <li>2023: Nil data</li> <li>2025: Women 69.4%; Men 75%</li> </ul> <p>Perceptions of promotion, by gender:</p> <ul style="list-style-type: none"> <li>2023: Nil Data</li> <li>2025: Women 63%; Men 50.0%</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |     | <p>We acknowledge that while our workforce reflects sector-wide trends—particularly a high proportion of women—this does not equate to equity of opportunity, experience, or outcomes. We are committed to addressing structural and cultural barriers that may limit participation, progression, and inclusion for all genders, particularly when compounded by intersectional factors such as location, culture, disability, or age.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 6 | <p><b>Critical performance measures</b></p> <p>Average weeks of parental leave, by gender:</p> <ul style="list-style-type: none"> <li>2023: Women 18.7</li> <li>2025: Women 23.0</li> </ul> <p>Uptake of flexible work, by gender:</p> <ul style="list-style-type: none"> <li>2023: data unavailable</li> <li>2025: Women 24.7%; Men 33.3%; Self-described 100%</li> </ul> <p>Perceptions of flexible work culture, by gender:</p> <ul style="list-style-type: none"> <li>2023: data unavailable</li> <li>2025: Women 83.3%; Men 75%</li> </ul> <p><b>Supplementary measures</b></p> <p>Gender composition of parental leave takers:</p> <ul style="list-style-type: none"> <li>2023: Women 100%</li> <li>2025: Women 100%</li> </ul> <p>Gender gap in carer's leave:</p> <ul style="list-style-type: none"> <li>2023: Women 31.5%; Men 13.3%</li> <li>2025: Women 24.7%; Men 12.1%; Self-described 100%</li> </ul> |  | Yes | <p>Mallee Track has a number of current female staff who have/are on parental leave, no applications have been made by any males on staff at this time.</p> <p>As a small rural health service, we have a high number of staff who are female with caring responsibilities. Casual conversions are offered to all employees who have worked on a regular and systematic basis for 6 months. Current Enterprise Agreements have improved the Long Services Leave accruals to continue accruing through parental leave without pay as well as paying superannuation when employees are on parental leave without pay. We employ staff over an 18,000 square km patch so travel is also an underlying cause of why females do request part time. Work life balances opportunities are also offered to staff i.e. start later and finish earlier for school pick up etc.</p> <p>Those returning from parental leave have negotiated flexible work arrangements that suit their home/family life.</p> <p>With employee couples, one has to be elected as the primary carer (as per EBA) and this person is the one who receives the long-term parental leave.</p> <p>Due to the lack of data we cannot show the upward trend in flexible working arrangements.</p> |
| 7 | <p><b>Critical performance measures</b></p> <p>Occupational gender segregation:</p> <ul style="list-style-type: none"> <li>2023:</li> <li>Managers Women 88.9% Men 11.1%</li> <li>Professionals Women 100%</li> <li>Community &amp; PSW Women 95.1% Men 3.7%; Self described 1.2%</li> <li>Machinery Ops Men 100%</li> <li>Labourers Women 77.3% Men 22.7%</li> <li>Clerical &amp; Admin Women 100%</li> <li>2025:</li> <li>Managers: Women 67% Men 33%</li> <li>Professionals Women 98.3% Men 1.7%</li> <li>Technicians &amp; Trade Women 100%</li> <li>Community &amp; PSW Women 91.6% Men 7.4 %</li> <li>Self described 1.1%</li> <li>Clerical &amp;&amp; Admin Women 100%</li> <li>Labourers women 71.8% Men 28.2%</li> </ul>                                                                                                                                                                                   |  | Yes | <p>Mallee Track Health and Community Service have a predominantly female workforce; however we have seen an increase in Senior roles being filled by men.</p> <p>The available workforce is just not available, we have been utilising Agency staff to fill roles with the hope that they might stay and transition to permanent roles.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

\*Indicators (column K)

1. Gender composition of all levels of the workforce

2. Gender composition of the governing body
3. Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender
4. Sexual harassment in the workplace
5. Recruitment and promotion practices in the workplace
6. Availability and utilisation of terms, conditions and practices relating to: family violence leave, flexible working arrangements, and working arrangements supporting employees with family or caring responsibilities
7. Gendered segregation within the workplace

## Section 2.2 Describing factors limiting and contributing to progress (required)

| P: Indicator | Q: Did any of the factors listed below limit or contribute to your progress?*(required)                                                                                                                                                                               | R: Explain how any factor(s) limited or contributed to your progress. If 'none' is selected, write N/A and move to (S) (required)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | S: List the strategies implemented that contributed to or aligned with the indicator. (required)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1            | <input type="checkbox"/> None<br><input type="checkbox"/> a<br><input checked="" type="checkbox"/> b<br><input type="checkbox"/> c<br><input type="checkbox"/> d<br><input type="checkbox"/> e<br><input type="checkbox"/> f<br><input checked="" type="checkbox"/> g | Part-time work remains one of our most significant gender disparities, our analysis shows that this is largely driven by employee choice rather than organisational barriers.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <p>All policies and position descriptions have been reviewed and have removed any language that is gender specific.</p> <p>Flexible working arrangements policy was introduced during COVID. All staff are able to request flexible working arrangements whether they are child bearing, child raising and have other responsibilities. Staff are also offered the opportunity to work from home and provided with resources to support and encourage this.</p> <p>We have implemented a process whereby we are tracking terminations to ensure that reasons for leaving were not driven by gender harassment or parental leave requirements.</p> <p>We have surveyed all staff seeking to understand if they feel they fit in and belong to the Organisation.</p> |
| 2            | <input checked="" type="checkbox"/> None<br><input type="checkbox"/> a<br><input type="checkbox"/> b<br><input type="checkbox"/> c<br><input type="checkbox"/> d<br><input type="checkbox"/> e<br><input type="checkbox"/> f<br><input type="checkbox"/> g            | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p>Board Composition is directed by the Department of Health, Expressions of Interest for the Board are advertised by the Department. We encourage members of our Community to apply when they become available.</p> <p>We remain at 50% men and women.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 3            | <input type="checkbox"/> None<br><input type="checkbox"/> a<br><input checked="" type="checkbox"/> b<br><input type="checkbox"/> c<br><input type="checkbox"/> d<br><input type="checkbox"/> e<br><input type="checkbox"/> f<br><input type="checkbox"/> g            | <p>All staff base salaries are paid according to their relevant award, with the inclusion of qualification, years of service, role etc there will be variance within work groups however not because of gender.</p> <p>The newly established senior clinical roles has altered our means based salary pay gap</p>                                                                                                                                                                                                                                                                                                                                                                                                                  | A Remuneration Policy is now in Place and the Committee meeting regularly.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 4            | <input type="checkbox"/> None<br><input checked="" type="checkbox"/> a<br><input type="checkbox"/> b<br><input type="checkbox"/> c<br><input type="checkbox"/> d<br><input type="checkbox"/> e<br><input type="checkbox"/> f<br><input type="checkbox"/> g            | <p>Due to the low number of staff responses received for the People Mater Survey, and the fact that we have not received any reports of sexual harassment it is difficult to ascertain actual incidents that maybe occurring.</p> <p>Understanding the prevalence and nature of sexual harassment within our organisation remains a developing area. We believe incidents are still underreported, highlighting the need for continued focus.</p> <p>Mallee Track continues to provide Supporting a Positive Workplace Culture and By stander training and refreshers sessions for all staff and Board Directors. We encourage the speaking up for Safety message. We deliver a sexual harassment e-learning module for staff.</p> | <p>With the introduction of VHIMS as a reporting mechanism MTHCS has seen an overall increase in reports being made, however no increase in reporting of sexual harassment has been seen.</p> <p>Strengthening psychological safety is essential, and we remain committed to fostering a culture where speaking up for safety is encouraged, supported, and embedded in everyday practice</p>                                                                                                                                                                                                                                                                                                                                                                      |

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| 5 | <input checked="" type="checkbox"/> None<br><input checked="" type="checkbox"/> a<br><input type="checkbox"/> b<br><input type="checkbox"/> c<br><input type="checkbox"/> d<br><input type="checkbox"/> e<br><input type="checkbox"/> f<br><input checked="" type="checkbox"/> g | <p>Mallee Track Health and Community Service is a small Rural Health Service, covering 18,000 square kms which is sparsely populated with predominantly farming land and National Park. Recruiting to roles within the Organisation entails advertising within the current population base and via on line platforms and Agency providers.</p> <p>Attracting applicants is challenging particularly males, for roles such as RN, Personal Carer, Administration Officer etc.</p> <p>Available Housing stock in our small communities is also challenging for persons from outside the area wanting to apply for positions, with Mallee Track having to purchase and then maintain a number of properties to have “something available” for potential employees.</p> | <p>Recruitment processes have been strengthened through a commitment to gender-balanced interview panels wherever possible, supporting a diverse and more transparent decision-making.</p> <p>Flexible work practices, career development pathways, and equitable access to leadership opportunities are critical to attracting and retaining talent.</p> <p>Organisational efforts to promote MTHCS as an Employer of Choice are being increased. Our recruitment strategy also includes offering subsidised rent with our housing stock for new staff where we are able to</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 6 | <input checked="" type="checkbox"/> None<br><input type="checkbox"/> a<br><input type="checkbox"/> b<br><input type="checkbox"/> c<br><input type="checkbox"/> d<br><input type="checkbox"/> e<br><input type="checkbox"/> f<br><input type="checkbox"/> g                       | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>All MTHCS staff attended Strengthening Hospital Response to family Violence to build awareness and knowledge. This training was confronting for some, however it helped increase employees knowledge of Family Violence leave that is available to all staff. In addition to the SHRFV training it is mandatory for all staff to attend our Supporting a Positive Workplace Culture and Bystander training, which includes information about sexual harassment and legislation.</p> <p>Training has been provided to increase awareness and support. Family Violence leave has also been communicated with staff via staff meetings, at training and within staff comms (newsletter). Policy reviewed and updated - all staff can access 20 days even if under NES We have strengthened our Flexibility in the Workplace Procedure, along with our leave procedure which includes parental leave.</p> <p>Our Orientation program for new staff includes information of all the leave types available to them including Family Violence leave. More people are taking up these leave arrangements.</p> |
| 7 | <input type="checkbox"/> None<br><input type="checkbox"/> a<br><input checked="" type="checkbox"/> b<br><input type="checkbox"/> c<br><input type="checkbox"/> d<br><input type="checkbox"/> e<br><input type="checkbox"/> f<br><input type="checkbox"/> g                       | <p>In our community, men are more likely to be employed in primary production and traditional trade occupations. Their partners often undertake part-time or flexible work arrangements to supplement household income while continuing to carry the majority of unpaid caring responsibilities. Access to post-secondary or higher education typically requires young people to relocate to larger regional or metropolitan centres, with many not returning unless there is a clear pathway to employment, such as succession within family farming enterprises.</p>                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

\*Factors (column Q):

- a. the size of the organisation, including the number of employees
- b. the nature and circumstances of the organisation, including any barriers to making progress
- c. requirements that apply to the organisation under any other Act, including an Act of the Commonwealth
- d. the organisation's resources
- e. the organisation's operational priorities and competing operational obligations
- f. the practicability and cost to the organisation of making progress; and
- g. genuine attempts made by the organisation to make progress.

# Step 3: Reporting on GEAP strategies

## Section 3.1 Explaining incomplete strategies (if any) (required)

Succession Planning – We have not been able to build our workforce to enable or support the Management of this -we do not have the depth in numbers at this stage. We have developed a Leadership program which will hopefully increase the capability and build a pipeline within our current staff base to assist with future succession planning. This strategy has been added to our next GEAP.

Sexual Harassment Awareness and Response – At this time we have not been able to partner with an external agency, we were planning on working in partnership with the Loddon Mallee to deliver this training.

## Section 3.2 Describing achievements, challenges and learnings (recommended)

One of the most significant learnings has been the need to strengthen awareness, education, and capability across the organisation in completing Gender Impact Assessments (GIAs). Earlier implementation showed that staff required clearer guidance on how to apply the GIA framework, and remembering the importance of this when planning new programs or reviewing existing ones. This reinforced the importance of building a shared understanding of the basics of gender equality, including how gendered impacts occur and how to embed gender analysis meaningfully into program design and decision-making.

Another key learning has been the importance of accurate and complete workforce data. Earlier reporting highlighted gaps in our system fields and inconsistencies in how information was recorded, which limited our ability to produce reliable workforce metrics and meet legislative requirements. Over time, and with the benefit of being part of the Loddon Mallee network, our systems have become more aligned and our capability has improved. This collaboration with other defined entities has supported shared problem-solving, consistent data practices and a clearer understanding of expectations. Data fields have been refined and data entry practices strengthened to ensure information is correct, consistent and suitable for analysis. These improvements have enhanced our ability to identify gendered trends, monitor progress and plan more effectively.

We have strengthened several internal systems to ensure that gender equality considerations are embedded into organisational practice and that our reporting is accurate, transparent and aligned with legislative expectations.

## Section 3.3 Providing other updates on implementation (recommended)

## Section 3.4 Describing resourcing allocation (required)

Implementation, monitoring and reporting of our first GEAP were primarily undertaken by the People and Culture Manager, with limited, support from other team members. This has required a substantial time commitment. Going forward, responsibility for GEAP actions will be distributed across a wider group of staff to better share the workload and support sustainable delivery and continue to embed the Gender Equality Principles.

Given the size of our organisation, we believe a regionally coordinated approach—supported and funded by the Department—to develop a single plan covering all Loddon Mallee Health Services, with specific localised strategies, would be a more efficient and effective use of resources

## Any other additions or comments (optional)

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Your feedback is valuable to us. You are welcome to provide us with feedback on how you went with reporting on your progress, including how useful the guidance, template and supports were to you. You can do this by clicking on the link: [Feedback to the Commissioner for Gender Equality in the Public Sector](#)