2013-2014 WGEA Report Commentary

The following information is provided to assist relevant stakeholders to interpret the information in the 2013-2014 UOW WGEA report:

1. The WGE Agency requires data to be collected from a point in time, not averaged across the reporting year. The selected date for 2014 reporting was 31 March 2014.

2. The WGE Agency requires a breakdown of occupational categories, to show gender representation at the different levels of the organisation. These are indicated in the first column of the Workplace Profile.

3. The Workplace Profile is divided into two sections, the manager profile and the non-manager profile.

4. Management responsibility was extracted from the position table in the HR system and is indicated in the Manager Profile (pages 1-2) by Reporting level to CEO (Vice Chancellor) in column 2.

5. At the reporting date, 'Key Management Personnel' include Direct reports to the Vice-Chancellor i.e. Senior Executives, Executive Deans and Deans. Although no longer comparable, the 2013 data was captured during a state of transition and included the new Executive Deans and the existing Deans of the Faculties, still in situ. Consequently the sample size of Key Management Personnel has reduced compared to the sum of these categories in the 2013 report.

6. Remuneration Data is not disclosed in the Public Report.

7. The workplace profile groups, averages and compares remuneration by gender by category e.g. Professionals, not necessarily by comparable roles.

8. Casual staff who have worked less than 2 months have not been included. In previous years all casual staff with a casual authority in the system on the 28th March 2013 were included in the data gathering. The number of casual staff captured this year is however significantly higher.

9. Salary is based on annual taxable salary.
10. Total Remuneration is based on salary (annualised as per occupancy record), plus allowances, market loading, car allowance and superannuation.

11. Remuneration for casual employees has been converted to an annual rate as per WGEA guidelines.

12. As required by WGEA, reporting is for Headcount (opposed to Full Time Equivalent Staff).

13. The second, third and fourth categories of managers and the category of Professionals include a combination of academic and professional staff roles.

14. This profile excludes subsidiaries of UOW and honorary staff members.