



NORTH PARKES

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NORTH PARKES MINES

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as agent for and manager of the Northparkes Joint Venture

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Attention: Ms Cheryl Scarlett – Inquiry Secretary

The Secretary
Standing Committee on Employment and Workplace Relations
House of Representatives
PO Box 6021
Parliament House
Canberra ACT 2600

Submission No:	10
Date Received:	4.8.08
Secretary:	R

Dear Ms Scarlett

Thank you for your letter dated 15 July 2008 regarding Pay equity and associated issues related to increasing female participation in the workplace.

Northparkes Mines has recently completed and received back from the Equal Opportunity for Women in the Workplace Agency feedback on our report, in which we again have received a compliant notice. Recognition was made with regard to Northparkes Mines identification of four women for promotion through the Talent Review process and the appointment of four vacation students, three of which are in non-tradition roles within the mining industry.

Whilst Northparkes Mines continues to struggle to attract women to work underground as operators, we have focussed our attraction strategy to appeal to young women entering electrical apprenticeships, and graduates entering science-based employment within our industry.

At the point of entry into our workplace, all female apprentices and graduates commence on the same payband as their male counterparts. The only time a significant differentiator occurs is at the point that the female trades/professional staff member takes maternity leave, and falls behind the annual salary review process, which impacts their re-entry pay level. Other female trades / professional staff are primarily impacted in pay parity based on general experience (including project supervision), and leadership exposure that they may not have gained if time off from work was taken. An equaliser is where both male and female trades / professionals have taken time from work for study and specifically re-entered or part-timed to gain promotion opportunities.

Northparkes Mines offers flexible arrangements to professional women choosing to share their available hours between their young family commitments and their technical skill requirements. This ensures that the female professional is able to maintain her professional currency and networking opportunities.

In reviewing Northparkes Mines' payband parity across our trades / professionals, I'm satisfied that our female superintendents receive a base rate equal to their male counterparts, and that our female manager also receives a base rate midpoint to her male counterparts. Our female graduates are equal to their male colleagues, and our female apprentice is the highest earner amongst her fellow apprentices, based on her strong performance during her apprenticeship.

I believe that a combination of effort from the Federal, State and local governments will improve pay parity and female participation in the workplace. These efforts include, but are not exclusive to:

- more structured equal promotion of career opportunities to male and females at high school
- targeted communication strategy across media to attract females into non-traditional roles
- more efficient monitoring practices that promote user ease
- a register of preferred employers or businesses that specifically not only target female employees into their workforce, but actively work to achieve fair access to training and promotion

Whilst this is not a formal submission, it does reflect overall the opinion not only of myself, but Northparkes Mines management. We wish the committee the very best in their endeavours.

Yours faithfully
NORTHPARKES MINES



CRAIG STEGMAN
GENERAL MANAGER