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14 August 2008

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

Dear Ms Scarlett,

**Pay Equity and Associated Issues Related to Increasing Female  
Participation in the Workforce**

Council refers to your letter dated 15 July 2008 and would like to provide feedback regarding female participation in Council's workforce.

Whilst Council aims to accommodate ideal work arrangements to increase female participation in the workplace it also realises that disadvantages may affect female staff wishing to return to work after maternity leave seeking more flexible working arrangements.

As Council positions vary significantly it is not always possible to accommodate these needs. Council however does review individual requests on a case by case basis. In some instances it may be possible to reduce work hours to a part time basis or even work from home on certain days as required however this may not be possible for every position that is held by female employees in Council's workforce.

In reference to other areas outlined in your letter regarding access to training and education Council provides opportunities for training from in house to university with pay being determined on the position as well as the knowledge and experience that person brings to the position.



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In conclusion the possible disadvantage affecting female participation in the workplace could be seen as those in positions where flexible working arrangements prove difficult to maintain.

Should you seek further information please do not hesitate to contact me

Yours faithfully,

**Stephen Harding**  
**Director of Finance & Corporate Services**