

2023 Progress audit compliance outcome report

30 September 2024

Orbost Regional Health

This report

This report provides feedback following review of your 2023 progress audit data submission for compliance with your organisation's obligations under the [Gender Equality Act 2020 \(Vic\)](#) (the Act) and the [Gender Equality Amendment Regulations 2023](#) (the Regulations).

We acknowledge the significant work that you have dedicated to the development and submission of your progress audit and thank you for your submission.

Outcome

The Commissioner has found that your submission:

- Includes enough information to determine whether your organisation has made progress against the workplace gender equality indicators.
- Does not meet all requirements for your data to be published on the Commission's [Insights Portal](#).
- Does not meet all requirements for your data to be used in the Commission's [research publications](#).
- Had no other issues identified by our review.

This means your progress audit submission is compliant with the option for change.

What happens next and what do you need to do?

We encourage you to review the feedback provided in the following sections. If you choose not to address the feedback provided, your audit data will be published to our public Insights Portal.

To preview how your results will appear on the public-facing Insights Portal please refer to the section **Your results on the Insights Portal** in this report.

If you want to revise your data to address the feedback provided, please

- Follow the instructions for [requesting resubmission](#) on our website.
- Submit your revised audit by 25 October 2024.

Please note:

- You have a single opportunity to revise your progress audit.
- Your resubmitted audit will be reassessed for compliance and an updated copy of this report generated.
- Your updated audit data will be published to our public Insights Portal.
- No further opportunity to revise and resubmit your 2023 progress audit will be offered.

Findings

The Commission has reviewed your progress audit:

1. to determine if your audit is compliant with the requirements under the Act and Regulations; and
2. for potential errors and discrepancies in your data.

This section identifies:

1. any critical issues that you are required to address – refer to the section **Action required**;
2. any non-critical issues that affect the quality, consistency and completeness of your audit which you should review – refer to the section **For your review**;
3. which parts of your audit data will be made available to the public via the Insights Portal – refer to the section **Your results on the Insights Portal**; and

Notes on alignment between this report and the Data Quality Review report.

The Data Quality Review (DQR) report available on the reporting platform, provides an indication of the quality of your audit data. While the DQR and the information in this report are similar, please note that:

- the results in this report supersede those in the DQR;
- more rigorous testing is done in the compliance assessment process than in the automated DQR report;
- this includes a suite of manual tests that cannot be performed by the DQR report;
- consequently, some 'pass' results from the DQR report may be flagged as issues in this report; and
- some 'fail' results from the DQR report may have been found not to be issues and not appear in this report.

Action required

Congratulations! The Commission did not find any issues in your audit that you need to fix.

However, there may be issues affecting the quality of your audit data. Please review the section titled '**For your review**' to review any quality issues with your audit data.

For your review

The Commission found one or more issues affecting the quality, consistency or completeness of your audit data.

What do you need to do?

You do not have to address the feedback provided in this section. However, the Commission may exclude parts of your data from its publications if you do nothing. This includes our [public-facing Insights Portal](#) as well as our [research publications](#).

What do we recommend you do?

- Review the feedback below.
- Review the following section titled '**Your results on the Insights Portal**' to make sure you understand if any of these issues will create a gap in your publicly reported audit results.
- If this is your first submission:
 - Decide if you want to fix the issues we have found, to avoid the noted impacts.
 - Refer to the instructions for [resubmitting your progress audit](#) on our website.
- If this is your second submission (first resubmission):
 - Note the impacts.
 - No further opportunity to revise and resubmit your 2023 progress audit is being offered for the 2023 progress reporting obligation cycle.

Issue	Data affected	Detail	Impact to Insights Portal
[E_ID_14] Your organisation's employee dataset does not include career development training data for most employees.	Career development training (Employee dataset)	Please refer to our website for more information about rule E_ID_14	Yes

If you believe we have made a mistake in our assessment, or don't understand what you need to do, please contact us at enquiries@genderequalitycommission.vic.gov.au

Your results on the Insights Portal

Following the compliance assessment process, the Commission will publish a high-level summary of your organisation's audit results on its [Insights Portal](#). Your organisation will be advised of the Commission's publishing plans in a separate communication to this report.

To meet the Commission's requirements for appearing in the Insights Portal, your audit data must meet the compliance requirements, and be of sufficient quality.

If it does not meet these requirements, it may be excluded – in part or in full – to ensure that:

1. your organisation's publicly presented data does not misrepresent the status of your workforce and their experiences; and
2. sector or industry results are not misrepresented because of the skewing effect of poor-quality data.

What do you need to do?

The information provided below is for your awareness. You are not required to take action.

What do we recommend you do?

- Review the table below to see which parts of your audit data may be visible when published.
- Make sure that your organisation's key stakeholders know how your information will be publicly reported.
- If this is your first audit submission
 - Decide if you want to fix the issues we have found, to avoid the noted impacts.
 - Refer to the instructions for [resubmitting your progress audit](#) on our website.
- If this is your second submission (first resubmission):
 - Note the impacts to your public report.
 - No further opportunity to revise and resubmit your 2023 progress audit is being offered for the 2023 progress reporting obligation cycle.

The following table lists the sections of your organisation's public report, whether or not your data will appear in each section, and a description of any issues preventing publication.

Notes regarding the use of the [reporting platform](#) 'Public (preview)' report.

- Users of the reporting platform can use the 'Public (preview)' report to inspect the data measures that are referred to as 'sections' in the table below.
- If using the report, please note that it may not reflect the table. This may be for any of the following reasons.
 - Your audit data is still being prepared for publishing by the Commission (i.e. the Commission is applying filters to hide sections that do not meet publishing standards).
 - The Commission is reviewing your audit for compliance.
 - Your audit is in the process of being updated and re-submitted by your organisation.

Public report section	Visible in report?	Issues preventing publication
Gender composition of workforce	Yes ✓	None
Gender pay gap	Yes ✓	None
Sexual harassment	Yes ✓	None
Recruitment	Yes ✓	None
Permanent promotions	No ✗	[E_DG_13] Your organisation's employee dataset does not include promotions data.
Career development training opportunities	No ✗	[E_ID_14] Your organisation's employee dataset does not include career development training data for most employees.
Higher duties	No ✗	[E_DG_15] Your organisation's employee dataset does not include higher duties data.
Internal secondments	No ✗	[E_DG_16] Your organisation's employee dataset does not include internal secondment data.

Public report section	Visible in report?	Issues preventing publication
Exits	Yes ✓	None
Flexible work	Yes ✓	None
Parental leave	Yes ✓	None
Occupational segregation	Yes ✓	None