



# Women in Media model clauses

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## 1. Annual reporting

1.1 (THE COMPANY) agrees to conduct an annual audit of editorial staffing numbers to MEAA. The report is to be provided to MEAA no later than (DATE) each year of this agreement and to include:

- a. A breakdown of the number of staff covered by the Agreement by gender and business unit as defined in the Agreement; and
- b. A breakdown of those business units by gender and banding allocations; and
- c. Annual banding review outcomes, including how many women and men applied for a banding review and how many progressed to the next band in the previous year; and
- d. Reporting on average starting salary differences between male and female; and
- e. Reporting on average salary differences between male and female, by specific business units; and
- f. Reporting on a breakdown of full-time, part-time and casual workers by gender; and

## 2. Returning to work arrangements

2.1 Employees returning to work from parental leave or long-term illness will meet with their manager to formally review their performance and development over their previous performance cycle and the employee's Job Plan no later than six months after returning to work

PHONE

WEB

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