Smart Healthcare Solutions
Online, On Demand and On Time

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WORKPLACE GENDER EQUALITY AGENCY (WGEA) – PUBLIC REPORTING

Our Commitment to Workplace Gender Equality

In April 2026, Smart Healthcare Solutions (SHS) completed its annual reporting obligations in accordance with the requirements of the Workplace Gender Equality Act 2012, administered by the Workplace Gender Equality Agency (WGEA).

WGEA is an Australian Government agency responsible for promoting and improving gender equality in Australian workplaces. Its reporting framework encourages organizations to assess their workplace practices, promote equal opportunities and create fair, inclusive and respectful working environments.

Why Does SHS Participate in WGEA Reporting?

As an organization committed to providing equal employment opportunities, SHS recognises the importance of workplace gender equality. The annual reporting exercise allows us to assess our workforce composition, employment practices and progress towards creating a workplace where all employees are treated fairly and have equal opportunities to grow and succeed.

What Are WGEA Public Reports?

WGEA Public Reports provide information about an organization's workplace gender equality performance. They generally comprise two documents:

- **Public Report – Questionnaire:** Provides information about the organization's workplace policies, practices and initiatives relating to gender equality.
- **Public Report – Employee Data Tables:** Presents workforce information, including employee composition and movements across different employment and management categories.

These reports promote transparency and accountability by allowing employees and other stakeholders to understand how organizations are progressing in promoting workplace gender equality.

Employee Privacy and Confidentiality

We understand that employees may have questions about how their information is used. WGEA reporting is undertaken in accordance with applicable privacy and confidentiality requirements. Individual employee names and identifiable personal information are not published in the public reports. Individual employee salary and remuneration information is also protected and is not published.

Our Commitment Moving Forward

At SHS, we believe that workplace gender equality is an ongoing responsibility rather than a once-a-year reporting exercise. We remain committed to fostering a workplace that values diversity, promotes fairness, encourages equal opportunities and supports the professional development of all employees, regardless of gender.

We encourage all employees to familiarise themselves with our WGEA Public Reports and contribute to building a more inclusive, equitable and supportive workplace.

Employee Review and Feedback

We encourage all employees to take some time to review the two WGEA Public Reports available on this page, namely the **Public Report – Questionnaire** and the **Public Report – Employee Data Tables**. Once you have familiarised yourself with the information presented in both documents, kindly proceed to complete the employee questionnaire provided below. Your feedback and participation are valuable in helping SHS understand employees' perspectives, promote transparency and continuously improve our workplace gender equality practices. We appreciate your cooperation and contribution to this important exercise.

For further information about WGEA and workplace gender equality reporting, please visit: *https://www.wgea.gov.au/*