

Minister for Primary Industries and Water  
Minister for Energy and Emissions Reduction  
Minister for Resources  
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9 December 2021

Hon Tania Rattray MLC  
Government Business Scrutiny, Committee B  
Legislative Council

Dear Ms Rattray

Thank you for your letter of 3 December 2021 requesting additional information following Committee B's scrutiny of Sustainable Timber Tasmania (STT).

Please find following the information requested, provided by STT.

**Question 1:**

*Provide how much area of specialty timber areas in PTPZ land are designated high conservation value 3.3 forests.*

The STT Forest Management Plan (October 2019) identifies that STT manages approximately 52,700 hectares of PTPZ land as a special species timbers zone.

Of this area, approximately 1,010 hectares constitute High Conservation Value 3.3 Old Growth Forest.

**Question 2:**

*Provide a copy of the 'diversity and equal opportunity policy'. Further, provide the average income and income range for those groups identified in this policy. Also, outline the representations of those groups at each level across STT.*

STT's Diversity and Inclusion Policy 2021 – 2024 is provided at Appendix I.

For the 2021 - 2024 period, five priorities have been identified as a focus of STT's Diversity and Inclusion Policy being:

1. Gender Equality
2. Generational Diversity
3. Physical or Mental Health Condition
4. Cultural Diversity
5. Sexual Orientation

NB: Sustainable Timber Tasmania acknowledge that additional diversity priorities may arise throughout the period.

STT has identified a goal as part of the Diversity and Inclusion Action planning process, to implement diversity data collection processes. This process has already commenced.

At this time STT can provide the requested information for two priorities: Gender and Generational Diversity. The requested information for the remaining three priorities (Physical or Mental Health Condition, Cultural Diversity and Sexual Orientation), cannot currently be provided as this data has not previously been captured by STT.

### Generational Diversity

Average salary and salary range by age group for STT as at 6 December 2021:

Age Group	Average Salary	Salary Range
< = 20	\$52, 226	\$52, 226 - \$52, 226
21- 30	\$69,799	\$52, 226 - \$90,000
31 - 40	\$88,288	\$55,974 - \$158,287
41 - 50	\$94,802	\$56,848 - \$295,000
51 – 60	\$95,030	\$56,848 - \$385,000
61 – 70	\$97,092	\$67,938 - \$205,000

NB: Salary refers to: base salary and package where applicable

Representation across levels (renumeration bands) by age group for STT as at 6 December 2021:

Age Group	Band B count	Band C count	Band D count	Band E count	Contract (managers and executive) count	Sub total of employees by age group
< = 20	1	-	-	-	-	1
21- 30	2	8	5	1	-	16
31 - 40	3	6	8	9	4	30
41 - 50	2	12	16	13	8	51
51 – 60	4	11	23	10	10	58
61 – 70	-	2	5	1	2	10
					Total employees	166

### Gender Diversity

Average salary and representation across levels (renumeration bands) by gender for STT as at 6 December 2021:

Gender	Band B count	Band C count	Band D count	Band E count	Contract (managers and executive) count	Sub total of employees by gender
Female	8	13	10	9	3	43
Female average salary	\$58,000	\$67,243	\$82,000	\$98,231	\$163,533	
Male	4	26	47	25	21	123
Male average salary	\$56,000	\$68,200	\$81,000	\$99,705	\$157,579	
					Total employees	166

NB: Salary refers to: base salary and package where applicable

Salary range by gender for STT as at 6 December 2021:

Gender	Salary Range
Female	\$52,226 - \$205,000
Male	\$52,226 - \$385,000

I trust this information is of assistance to Committee.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Guy Barnett', is written over a faint, light blue circular official stamp.

Hon Guy Barnett MP  
Minister for Energy and Emissions Reduction



## Diversity and Inclusion Policy

Sustainable Timber Tasmania (STT) is responsible for land management and wood production in Tasmania's Permanent Timber Production Zone.

### Background

STT recognises that a diverse and inclusive culture will result in a happier, more engaged, and more productive workforce. It will bring a diversity of ideas; help foster innovation and solve the complex business challenges ahead.

A focus on diversity and inclusion provides an opportunity for the business and individuals to demonstrate positive leadership within the broader Tasmanian community.

### Objective

To support and facilitate an inclusive and collaborative workplace culture which recognises and values differences and provides equal access to opportunities and resources. These differences may exist in gender, generational diversity, physical or mental health conditions, culture and sexual orientation as well as characteristics such as the employee's career path, life experiences and education.

Under this policy, Sustainable Timber Tasmania will:

- Build Awareness and Capability – equip STT employees with an understanding of the importance of diversity and inclusion and the skills to drive positive sustainable change.
- Provide Opportunities – Implement workforce processes where recruitment, recognition and progression are fair and equitable and based on employee contribution and performance.
- Create Change – Demonstrate leadership in driving diversity and inclusion practices such that STT is recognised as an innovator in this field.
- STT's Diversity and Inclusion Policy is supported by a diversity and inclusion action plan.

A handwritten signature in black ink, appearing to read "Steve Whiteley".

Steve Whiteley, Chief Executive Officer

September 2021

