

Women
in
Professions
Survey
Report
2000

The logo for APESMA, consisting of a solid black square with the acronym "APESMA" written in white, bold, sans-serif capital letters at the bottom.

APESMA

VICE-PRESIDENT'S MESSAGE

Dear Fellow Member,

I am delighted to present APESMA's survey of professional women's remuneration and employment conditions, in the *Women in Professions Survey Report 2000*. It is the first extensive national survey undertaken by the Association of women's employment conditions and also investigates the views of women members on various professional issues.

The survey is part of the efforts by our Association to understand the needs of our women members. Earlier this year, we identified the benefits of having a co-ordinated women's strategy to enhance and develop the services we offer to women members. The survey is part of a suite of actions being undertaken as part of this strategy.

The *Women in Professions Survey Report 2000* was designed to be statistically significant, and seek additional information about employment conditions which tend to be deemed "women's issues". All women members were invited to respond to our survey, with approximately 900 replying. I would like to thank all those who participated. We intend to put their contributions to good use.

This report will provide valuable information to members and employers, as well as the Association. It provides meaningful comparisons between the professional conditions across the professions we represent, as well as a broad comparison between women and men.

The survey report is provided free as a membership service to all members of APESMA. Further information regarding this survey, the use of extracts, or the APESMA's Women's Network will be available at <http://www.apesma.asn.au/women> or by contacting us directly (details on page 12).

Regards,



JANE WALDOCK
Vice-President
APESMA

CONTENTS

Introduction	2
Section 1 Employment Status	3
Section 2 Hours of Work	3
Section 3 Family and Working Life	4
Section 4 Education	4
Section 5 Career Development	5
Section 6 Job Mobility	6
Section 7 Remuneration	7
- Engineers	7
- Professional Scientists	8
- Computer Professionals	8
- Pharmacists	8
- Architects	9
- Other Professions	9
Section 8 Job Function	9
Section 9 Important Issues for Professional Women	10
Section 10 Seminar Topics	11
Conclusion	11
Bibliography	12

INTRODUCTION

The Association of Professional Engineers, Scientists and Managers, Australia, conducts a number of surveys of professional groups each year in order to ascertain information concerning prevailing market rates of pay and elicit the views of members on various issues relating to them as professionals.

The Women in Professions Survey was conducted by APESMA in June 2000. The intention of the survey was to elicit views from female APESMA members on a range of issues, so that the Association might best reflect their particular needs in the development of policy and the on-going provision of member services to them.

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1 - EMPLOYMENT STATUS

Table 1.1 shows 19.5% of professional women are engaged in part-time or casual work, a large number of these being professional Pharmacists (the Pharmacy industry being one where part-time and casual work are a significant feature of employment patterns).

The proportion of women working in part-time or hourly contract positions within other professionals groups was considerably lower.

By comparison, the Australian Bureau of Statistics reports just over two-thirds (68%) of all Australian wage and salary earners are employed on a full-time basis ⁶.

Yet, within the professions, comparison with male professionals by professional discipline reveals that where part-time and hourly contract work exists, it is much more likely the incumbent will be a female professional (See Table 1.2).

Table 1.1 - Employment Status of Women Professionals

	Sample	%
Full-time	658	72.8%
Part-time	138	15.3%
Self-employed prop/director	19	2.1%
Hourly contract employee	38	4.2%
Not working - on extended leave	25	2.8%
Not working - seeking work	11	1.2%
Not working - not seeking work	4	.4%
Retired	11	1.2%
Total	904	100.0%

Table 1.2 - Employment Status by Professional Discipline by Gender

	Engineering		Science		Computing		Pharmacy		Architecture	
	M	F	M	F	M	F	M	F	M	F
	%	%	%	%	%	%	%	%	%	%
Full-time	84	85.6	87.2	78.6	77.4	71.4	39	37.4	49.1	54.9
Part-time	0.7	5.6	1.5	11.3	1.1	8.2	11	30.2	0.7	3.1
Hourly Contract	4	2.1	2.8	1.8	12.4	9.9	14	14.6	1.4	4.7
Other	10.6	6.7	8.5	8.3	9.1	10.5	36	17.8	48.8	37.3

2 - HOURS OF WORK

In recent years, the issue of working hours has become a serious one for professionals, particularly in the absence of paid overtime and the growing expectation of employers that enough hours will be worked in order to complete tasks. Around two-thirds of all professionals receive no additional compensation for the average 5-6 additional hours worked each week.

Interestingly, professional women working somewhat less overtime than men, are more likely to receive some form of compensation for overtime worked.

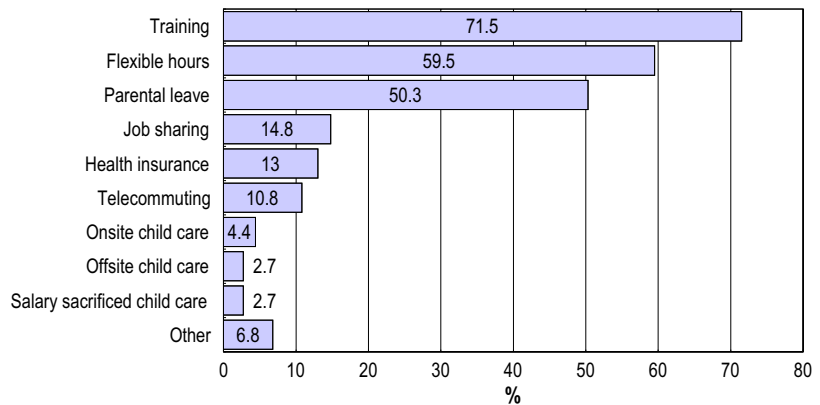
For example, whilst 63% of full-time male engineers receive no compensation for additional hours worked, the corresponding figure for full-time female engineers is 49%. Most often, the type of compensation received in greatest proportion by women is that of taking time off in lieu of overtime worked. The result suggests many women assert their need to be compensated for additional hours worked in order to cope with the demands of balancing work and family.

3 - FAMILY AND WORKING LIFE

The trend toward women having children later in life is evident amongst professional women surveyed.

68% of respondents to the Women in Professions Survey did not have children. Of those professional women under the age of 30, only 3% have children, whilst the average age at which professional women had had their first child was 29.

Graph 3.1 - Employer-Provided Benefits



In terms of employer-provided benefits, employer-provided assistance with child care is rare whilst access to flexible working hours was relatively common.

Graph 3.1 shows that whilst issues surrounding on-going training continue to be given great emphasis by employers, it was interesting to observe that only just over half of respondents (50.3%) believed they had access to parental leave. Reasons for this surprisingly low result may include confusion between paid and unpaid parental leave, confusion over the terms parental and maternity leave, or a lack of interest in entitlement given the large numbers of respondents to the Women in Professions Survey without children.

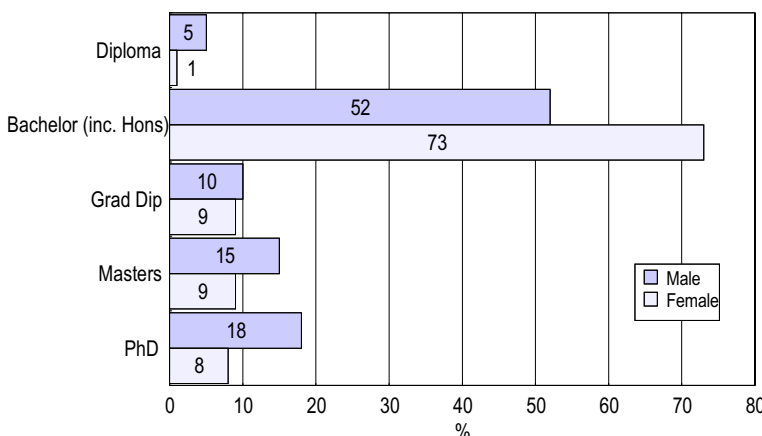
4 - EDUCATION

Overall, 75% of respondents to the Women in Professions Survey held a Bachelor degree with Pass or Honours.

As with male professionals, the extent to which higher qualifications are held will be influenced by professional discipline. Very few Pharmacists, for example, have their highest formal qualifications beyond the degree level (10% Graduate Diploma, a further 5% Masters or PhD) ³.

Professional scientists on the other hand, are much more likely to pursue higher qualifications. Overall, only 56% of professional scientists hold a Bachelor degree (Pass or Honours) as their highest qualification ⁴.

Graph 4.1 - Highest Qualification - Professional Scientists



Amongst professional scientists however, there appears to be a significant difference in the rates at which higher qualifications are held, based on gender.

For example, it can be seen in Graph 4.1 that female professional scientists hold Masters and PhD qualifications at only half the rate of their male counterparts, placing them at a potential career disadvantage, particularly when pursuing senior roles where higher qualifications are often seen as highly desirable ⁴.

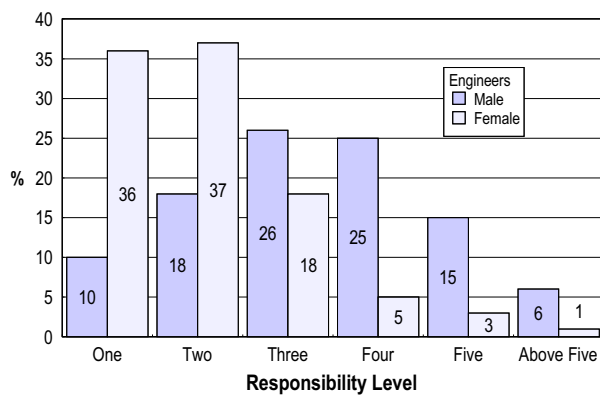
5 - CAREER DEVELOPMENT

The issue of career development and training was considered to be of greatest concern to the Women in Professions Survey group, with 74% of respondents identifying the issue in their top three issues facing women in the workplace (see p. 10).

The evidence on gender-based career pathing differences is varied and appears dependent on professional discipline. Amongst those professional disciplines such as Pharmacy which are not entirely dominated by one gender, little evidence emerged to suggest there was any disparity in the representation of women in more senior positions.

On the other hand, a good deal of evidence exists to suggest that women are under-represented at higher levels of responsibility in certain professions.

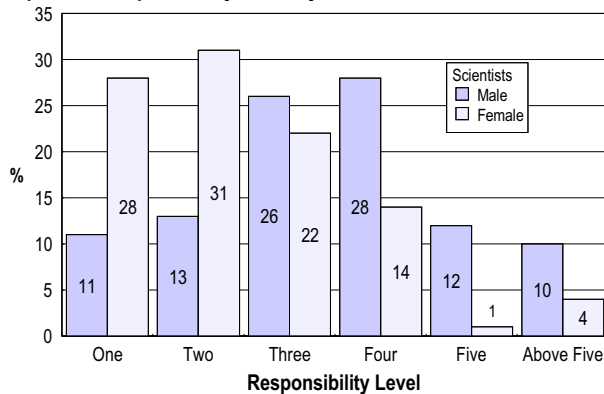
Graph 5.1 - Responsibility Level by Gender - Professional Engineers



Graph 5.1 shows an approximately normal distribution of positions for male engineers based on the responsibility level of positions ¹.

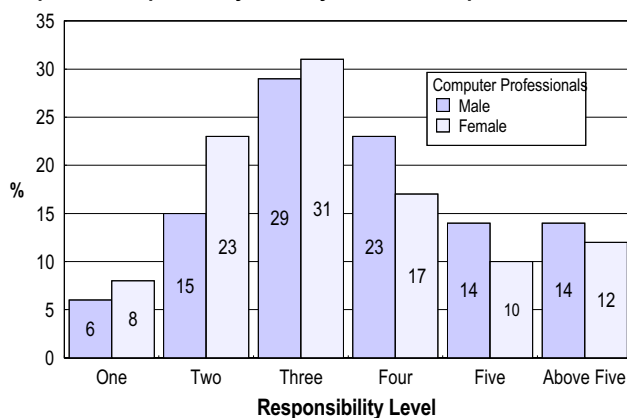
The same type of distribution is not found for those engineering positions where the incumbent is female. The distribution is skewed downward toward lower levels for these incumbents.

Graph 5.2 - Responsibility Level by Gender - Professional Scientists



Graph 5.2 shows that a similar pattern can be seen to exist for professional scientists, even though a greater proportion of professional scientists are women than professional engineers who are women ⁴.

Graph 5.3 - Responsibility Level by Gender - Computer Professionals



Graph 5.3 show that amongst computer professionals, women are still under-represented at more senior levels in the profession, although the degree of disparity is much less than for professional engineers and scientists ².

Table 5.1 - Age by Gender by Professional Discipline

	Average Age	
	Male	Female
Engineer	40.4	29.1
Scientist	40.3	33.6
Pharmacist	46.9	40.4
IT Professional	42.8	40.9
Architect	43.1	33.2

Table 5.1 describes the average ages of professionals based on gender, and shows the greatest disparity in average ages between men and women professionals to be amongst engineers; computer professionals have the least disparity between average ages based on gender.

The results suggest that where there exists broadly similar levels of experience between male and female professionals, the disparity in the rates of progression to more senior positions is reduced.

Further analysis of experience levels between male and female professionals confirmed a significant difference in professional experience across professional disciplines, with the exception again of computer professionals.

Table 5.2 suggests the gap in seniority levels between male and female professionals is also significantly influenced by the relative years of professional experience, although there is naturally a strong correlation between age and experience. It is expected that, as greater numbers of women enter these technical and scientific disciplines, the seniority gap will be narrowed.

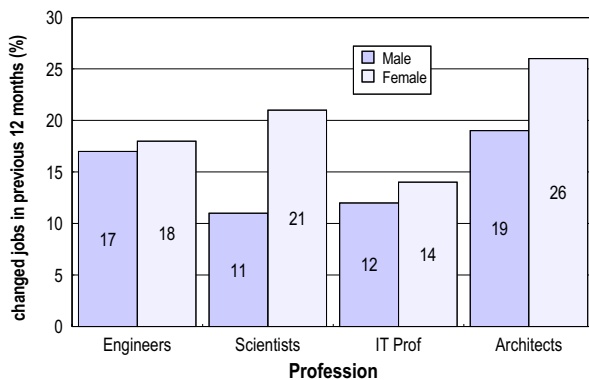
Table 5.2 - Age by Gender by Professional Experience

	Average Experience	
	Male	Female
Engineer	16.7	6
Scientist	15.8	9.5
Pharmacist	24.3	18.1
IT Professional	17.9	15
Architect	19.8	8.7

6 - JOB MOBILITY

Comparisons between the rate at which male and female professionals change jobs appears to show women in some professions changing jobs much more frequently than their male counterparts, particularly in the fields of science and architecture (Graph 6.1).

Table 6.1 - Job Mobility by Profession



Part of the explanation for this appears to again be related to issues surrounding the differing levels of professional experience between male and female groups within some professions. Of those positions where the incumbent has held the position for an extended period, the incumbent is more likely to be male, given historical gender imbalances.

When professionals with up to ten years of professional experience were analysed as a separate group, a substantial evening out of rates of job mobility between males and females appeared evident (Graph 6.2).

Table 6.2 - Job Mobility by Profession (experience 10 years or less)

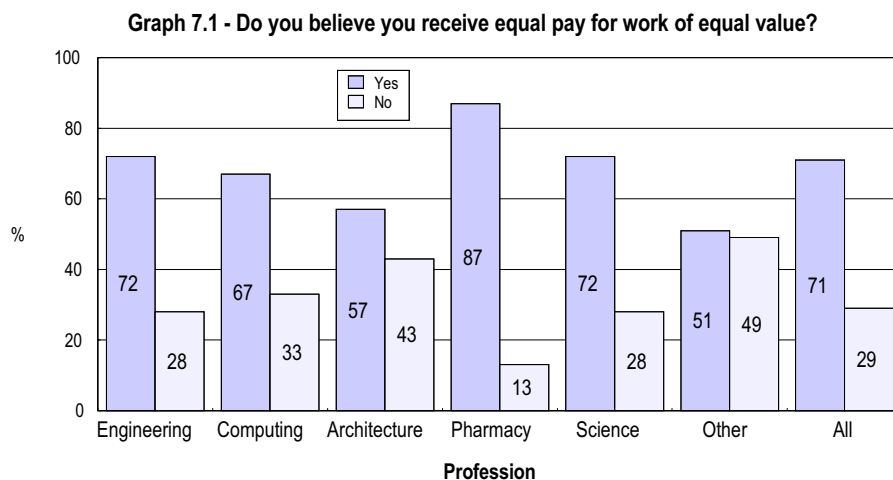


7 - REMUNERATION

Given differing levels of responsibility and experience in each profession for each gender, what difference, if any, exists between levels of salary paid between male and female professionals?

The answer to this is generally difficult to uncover, given the complex interplay of factors such as experience, qualification, industry settings, corporate policies and prevailing market and economic conditions.

The question is nonetheless an important one. As shown in Graph 7.1, over one-quarter (29%) of respondents to the Women in Professions Survey believed they did not receive equal compensation in the workplace compared to males. The perception of disparity was particularly evident amongst certain professions, particularly Architecture and the category of Other which contained largely business-related disciplines.



Whilst it is evident that, on average, women receive lower salaries than men, it is also apparent that female professionals are, on average, less experienced than their male counterparts and that this in large part explains the disparity in salaries when broad averages are used to describe the existing situation.

What is of greater benefit is to analyse the issue in terms of job responsibility, given that, ultimately, it is this parameter which should principally determine salary level.

ENGINEERS

Analysis of the results for full-time professional engineers is inconclusive across all levels because of the lack of sufficient numbers of women in senior positions in the profession.

Where numbers were sufficient it was evident that no real disparity existed at the graduate entry (Level 1) or in lower middle management (Level 3). Some difference emerged at Level 2 which suggests additional analysis is required as the degree of difference is too large to be dismissed by statistical error ¹.

Table 7.1 - Median Total Package & Years of Professional Experience by Gender - Full-time Engineers

	Level 1				Level 2				Level 3				Level 4				Level 5				Above Level 5			
	Total Package		Years of Experience		Total Package		Years of Experience		Total Package		Years of Experience		Total Package		Years of Experience		Total Package		Years of Experience		Total Package		Years of Experience	
	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median
Male	227	45,375	230	2.0	397	59,590	403	5.0	572	71,050	586	12.0	557	86,426	565	20.0	335	106,280	347	24.0	137	142,100	149	25.0
Female	59	45,360	61	1.0	59	52,006	63	4.0	30	72,635	30	7.0	8	86,957	8	15.5	6	95,464	6	9.5	2	164,393	2	17.0
TOTAL	286	45,367	291	2.0	456	59,013	466	5.0	602	71,143	616	12.0	565	86,426	573	20.0	341	106,248	353	23.0	139	142,100	151	24.0

PROFESSIONAL SCIENTISTS

Level for level, female professional scientists appear to earn less than their male counterparts, even though at some levels, the years of professional experience is, on average, not much different from those of their male colleagues. Whether or not the degree of difference in salaries is sufficient to discount statistical error is problematical, particularly with the much smaller number of female respondents. Yet, even if statistical error were to explain some difference, it does not explain why the pattern is so consistent, i.e. that female scientists earn less than male scientists at all levels of responsibility⁴.

Table 7.2 - Median Total Package & Years of Professional Experience by Gender - Full-time Professional Scientists

	Level 1				Level 2				Level 3				Level 4				Level 5				Beyond Level 5			
	Total Package		Years of Experience		Total Package		Years of Experience		Total Package		Years of Experience		Total Package		Years of Experience		Total Package		Years of Experience		Total Package		Years of Experience	
	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median
Male	51	43,705	54	3.0	63	53,500	64	6.0	137	64,581	140	13.0	144	75,735	145	19.0	59	84,912	60	20.0	45	118,890	49	22.0
Female	27	38,538	28	2.3	31	49,220	33	4.0	27	60,089	27	14.0	16	71,816	17	15.0	2	91,116	2	27.5	2	97,490	3	14.0
TOTAL	78	42,350	82	2.8	94	52,446	97	5.0	164	64,187	167	13.0	160	75,713	162	18.8	61	84,912	62	20.0	47	117,160	52	21.0

COMPUTER PROFESSIONALS

At the lower levels, and at the highest level, there was some difference in average salaries reported between male and female computer professionals, although female computer professionals were, on average, less experienced at these levels².

What was of interest was the remarkable similarity in salaries between male and females through the middle levels of responsibility. It might well be argued that demand factors have driven salaries in this sector so that whatever underlying difficulty might otherwise be faced by female computer professionals in obtaining salary parity, it has been overwhelmed by the need to attract appropriately qualified and capable staff.

Table 7.3 - Median Total Package & Years of Professional Experience by Gender - Full-time Computer Professionals

	Level 1				Level 2				Level 3				Level 4				Level 5				Above Level 5			
	Total Package		Years of Experience		Total Package		Years of Experience		Total Package		Years of Experience		Total Package		Years of Experience		Total Package		Years of Experience		Total Package		Years of Experience	
	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N	Median
Male	64	50,067	72	7.0	175	63,378	178	10.0	326	75,619	338	16.0	256	93,655	266	18.0	149	116,840	161	21.0	142	164,325	160	20.0
Female	15	47,560	15	6.0	45	58,850	46	8.0	58	74,483	61	11.0	32	93,012	33	17.0	19	116,414	19	18.0	22	148,975	24	18.0
TOTAL	79	50,029	87	7.0	220	62,474	224	10.0	384	75,377	399	15.0	288	93,616	299	18.0	168	116,737	180	20.0	164	160,575	184	20.0

PHARMACISTS

Surveys conducted by APESMA of Pharmacists revealed little overall difference in rates paid to male and females, although a greater proportion of males were employed as Pharmacy Managers (22% v 16%)³.

The industry differs from others in the professional stream in that there is heavy reliance on award rates of pay. The other crucial difference is that, unlike other engineering and scientific disciplines, a majority of those working in the industry are women.

ARCHITECTS

The level of analysis of any gender based salary gap amongst Architects was limited due to the small number of female architects who responded to the latest APESMA salary survey ⁵.

A small gap existed in the median total package paid to female architects at Levels 2 (5.7%) and Level 3 (5.5%), however, the reverse was true in respect of entry level positions, i.e., female architects earned more than male architects.

OTHER PROFESSIONS

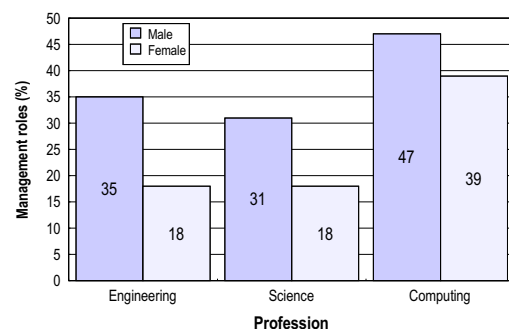
A significant proportion (40%) of respondents to the Women in Professions Survey in the category of Other professional disciplines perceived an inequality in remuneration between male and female professional colleagues. For the most part, the category was comprised of business professionals.

Whilst APESMA has not undertaken a salary survey specific to these groups, it is interesting to note that the Australian Institute of Management Salary Survey ⁷ concluded that a significant differential existed in salaries paid to men and women in key managerial roles. AIM gave the example of the surveyed position of Management Accountant where a male incumbent earned a total package of \$75,375 on average compared to a female incumbent who earned an average total package of \$60,119, or 20% less.

8 - JOB FUNCTION

As has been shown, with a few exceptions, women professionals are generally under-represented in positions of management. Whilst the primary cause of this will be the lower average levels of experience held by female professionals, it might be argued that over time, as more females enter previously male dominated professions, the imbalance will diminish.

Graph 8.1 - Management Positions by Gender by Profession



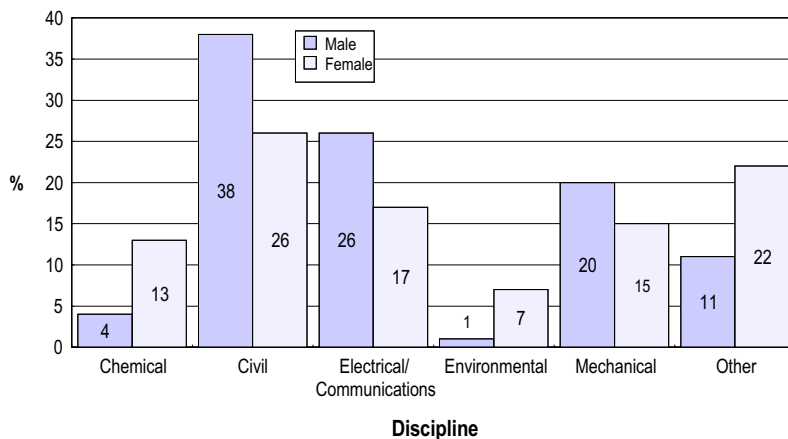
This argument presupposes that male and female professionals seek the same roles within organisations and are equally able to compete for all types of positions. This may or may not be the case; the results of the analysis performed on members the computing profession tends to undermine this assumption.

As has been demonstrated, the average amount of experience held by female computing professionals is not substantially different to that of males in the survey group. Yet, as is shown in Graph 8.1 above, the rate at which women fill managerial roles (the highest paying jobs) in the computing industry is lower than that of men, albeit by a relatively small proportion ².

What this result serves to highlight is that experience is not the only factor influencing career path and that men and women may not be able to compete equally for higher level positions even when similar levels of experience are taken into account.

The reasons for this may well lie in the fact that women continue to shoulder the bulk of parenting and domestic responsibilities, so that relevant experience may take longer to achieve and/or the types of positions sought by women are those which are more likely to allow greater flexibility in working arrangements. Such positions are those which demand a high level of technical expertise as against a greater demand on time resources as managerial jobs often require. The major problem which then may be faced by those pursuing a career along technical pathways is the limitation imposed by the scarcity of senior technical positions.

Graph 8.2 - Engineering Discipline Qualification by Gender



Another relevant feature in describing the career choices available to women is the differing fields of engineering and science pursued by them.

As can be seen in Graph 8.2, male engineers significantly outnumber female engineers in the largest engineering disciplines of civil, electrical/communications and mechanical. The position is reversed in the fields of chemical and environmental engineering ¹.

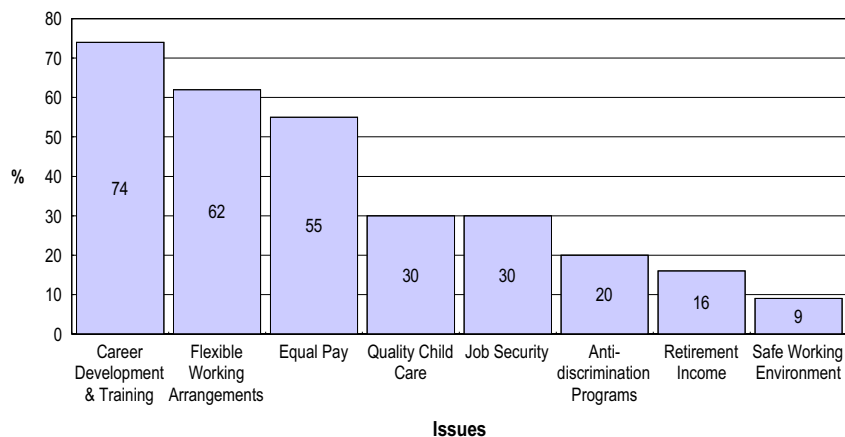
The particular nature of those industries which employ engineers in disciplines where the majority of engineers are women may serve to limit opportunities for advancement. This will be so where there is not a diverse range of size of employer as is the case in chemical and environmental engineering.

Chemical engineering is noted for having a few large employers, thus minimising the variation in the number and scope of more senior positions, whilst environmental engineering is often performed by small engineering and environmental consulting firms, which again often do not offer a large supply of senior positions.

9 - IMPORTANT ISSUES FOR PROFESSIONAL WOMEN

As part of the APESMA Women in Professions Survey, participants were asked to identify the three issues of greatest importance to them as professionals and so should be given the highest priority by the APESMA Womens Network. The results were as follows:

Graph 9.1 - Most Important Issues Facing Professional Women



The three issues identified as being of greatest importance were career development and training (74%), flexible working arrangements (62%) and equal pay (55%).

The perception of the need to constantly update skills in order to work productively and promote career opportunities is constantly cited by both male and female professionals and their employers as the key to career advancement. This is of particular relevance to those working in technical disciplines such as computing, engineering and scientific positions.

The next most important issue identified, that of flexible working arrangements, serves to highlight the effect of competing demands on many women in performing multiple roles as a professional and as a parent or carer. The fact that so many respondents identified this issue would suggest that existing arrangements may not be adequate and that problems continue to be experienced by large numbers of female professionals in trying to balance work and family life.

The third most significant issue raised was that of equal pay. As previously stated, large number of women perceived inequities in the levels of compensation offered to male and female professionals, especially in certain fields such as business and architecture.

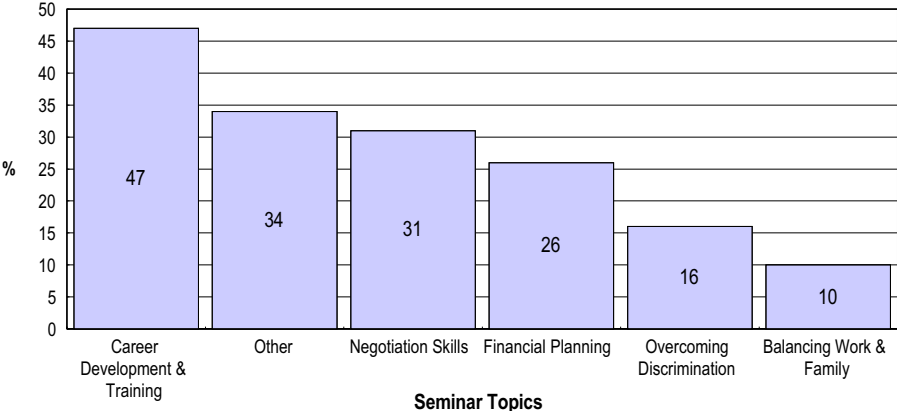
The varying degrees of importance given to the remaining issues indicated some level of interest in them, although they were not deemed to be a priority by most respondents. Some variation did occur within the survey group on these issues, the variation often corresponding to individual circumstance, e.g., those with young children were more interested in quality child care than older respondents who felt a quality retirement income policy was of greater concern.

10 - SEMINAR TOPICS

When given an opportunity to nominate topics suitable for seminars, respondents to the APESMA Women in Professions Survey indicated a strong preference for seminars dealing with topics concerning career development.

A large proportion of the survey group also saw issues surrounding financial planning, investment and superannuation as being of considerable value as a seminar topic.

Graph 10.1 - Seminar Topic Suggestions



CONCLUSION

For professional women, career development, flexible working arrangements and equal pay are the three most important issues in their professional lives.

Our surveys across a variety of technology professions confirm that there continues to be less women at the most senior levels. The most obvious example was engineering where significant numbers of women have only entered the profession in recent years. The typical female engineer is still young and working in a more junior role in their profession. Yet, even in pharmacy where women now dominate the profession, there were fewer female pharmacy managers.

Inequality between male and female earnings reflects the greater concentration of female professionals in roles of lower responsibility. Yet there is wide variation between professions. In science there is a consistent pattern of women earning less than men at most levels of responsibility. Whilst some difference was found between male and female earnings in IT, demand for professionals in this sector has mainly resulted in equivalent salaries. Little overall difference was also found in the salaries of male and female pharmacists, reflecting the highly regulated nature of that profession and the predominance of women.

The holding of higher degrees assists career progression, yet women were not always undertaking the same amount for further study as men. Women scientists were undertaking higher qualifications at half the rate of men.

Approximately 20% of women are working part-time or as casuals and where these positions exist in the profession they are mainly held by women.

20% of women professionals had children and of those respondents under 30, only 3% had children, reflecting women choosing to enter their professions and establish themselves before starting a family.

Flexible work practices, ability to undertake further education and greater numbers of women in the professions appear to be key factors in achieving female equality at the senior levels of the workforce.

BIBLIOGRAPHY

The analysis contained herein draws on all of these sources and is an amalgam of information, arising from responses to previous APESMA surveys, as well as the Women in Professions Survey, and indeed other sources and statistics. Where comparisons are made between male and female professionals, the information is drawn from within the latest source where a direct comparison is possible, normally the most recent remuneration survey conducted by APESMA for that professional discipline.

Where reporting is done relevant to female professionals only, the Women in Professions Survey was the primary source used.

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