



# Public report

2018-19

Submitted by

Legal Name: Sydney Credit Union Ltd







# Organisation and contact details

Submitting organisation details	Legal name	Sydney Credit Union Ltd
	ABN	93087650726
	ANZSIC	K Financial and Insurance Services 6223 Credit Union Operation
	Business/trading name/s	SCU More Generous Banking
	ASX code (if applicable)	
	Postal address	PO Box 444 BLACKTOWN NSW 2148 AUSTRALIA
	Organisation phone number	(02) 9678 2100
Reporting structure	Number of employees covered by this report	146

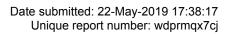




# Workplace profile

# Manager

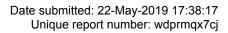
Managan assumational automotica	Deposition level to CEO	Franksiins ant status	No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees	
		Full-time permanent	0	1	1	
		Full-time contract	0	0	0	
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0	
3-5/1/300		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	0	4	4	
		Full-time contract	0	0	0	
Key management personnel	-1	Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	
	-1	Full-time permanent	2	1	3	
		Full-time contract	0	0	0	
		Part-time permanent	0	1	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	
	-2	Full-time permanent	0	5	5	
		Full-time contract	0	0	0	
Senior Managers		Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	1	0	1	
		Full-time contract	0	0	0	
	-3	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	1	0	1	
		Full-time contract	0	0	0	
Other managers	-1	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	







Manager occupational extension	Banarting layed to CEO	Employment status	No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees	
		Full-time permanent	3	1	4	
		Full-time contract	0	0	0	
	Pa	Part-time permanent	0	1	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	12	7	19	
		Full-time contract	0	0	0	
	-3	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers	_	_	21	21	42	



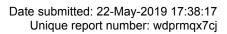




# Workplace profile

# Non-manager

Non manager accumational actogories	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total employees
Non-manager occupational categories	Limpioyinient status	F	M	F	М	F	M	Total employees
	Full-time permanent	7	2	0	0	0	0	9
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	0	1	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	18	2	0	0	0	0	20
	Full-time contract	2	0	0	0	0	0	2
Clerical and administrative	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	2	0	0	0	0	2
	Full-time permanent	36	9	0	0	0	0	45
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	18	0	0	0	0	0	18
	Part-time contract	0	0	0	0	0	0	0
	Casual	7	0	0	0	0	0	7
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0







Non manager equipational extension		No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Non-manager occupational categories   Employment status		M	F	M	F	М	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
Pa	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		88	16	0	0	0	0	104





# Reporting questionnaire

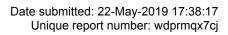
# Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

# NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2018 to 31 March 2019. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment  ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.2	Retention   ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.3	Performance management processes   ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority







1.4	Promotions
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>
1.5	Talent identification/identification of high potentials
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>☑ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.6	Succession planning
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>
1.7	Training and development
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.8	Key performance indicators for managers relating to gender equality
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.9	Gender equality overall
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>☑ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	0	2	0
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	2	0
Number of appointments made to NON-MANAGER roles (including promotions)	12	0

1.12 How many employees resigned during the reporting period against each category below?

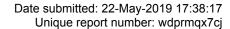
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	0	10	1
Permanent/ongoing part-time employees	1	0	1	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	1	1

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

# Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.



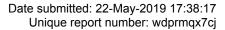




2.1 Please answer the following questions relating to each governing body covered in this report Note: If this report covers more than one organisation, the questions below will be repeated organisation before proceeding to question 2.2.							
	If your organisation's governing body organisation's name BUT the numeric	is the same as your parent entity's, y al details of your parent entity's gove	ou will need to add your rning body.				
2.1a.1	Organisation name?						
	Sydney Credit Union						
2.1b.1	How many Chairs on this governing b	ody?					
		Female	Male				
	Number	0	1				
2.1c.1	How many other members are on this	governing body (excluding the Chair/	s)?				
		Female	Male				
	Number	2	5				
	<ul> <li>No (you may specify why a target has not been set)</li> <li>☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Do not have control over governing body/board appointments (provide details why):</li> <li>SCU is a mutual organisation where elections of board members are democratically appointed by members</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>						
2.1g.1	Are you reporting on any other organi	sations in this report?					
	☐ Yes ⊠ No						
2.2	Do you have a formal selection policy organisations covered in this report?   Yes (select all applicable answers)	and/or formal selection strategy for g	overning body members for ALL				
	☐ Policy ☐ Strategy	⊠ Policy					
	☐ No (you may specify why no formal se		y is in place)				
	☐ Currently under development,	please enter date this is due to be comp	leted				
	<ul> <li>☐ Insufficient resources/expertis</li> <li>☐ Do not have control over gove</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>	e rning body appointments (provide details	s why)				

Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an

"incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?







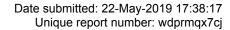
	Yes
$\boxtimes$	No

2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

# Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

⊠ Yes	s (select all applicable answers)  ☑ Policy
	Strategy Strategy
☐ No	(you may specify why no formal policy or formal strategy is in place)  ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
	☐ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees paid market rate ☐ Not a priority
	Other (provide details):
3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
	<ul> <li>✓ Yes (provide details in question 3.2 below)</li> <li>☐ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Salaries set by awards/industrial or workplace agreements</li> <li>☐ Insufficient resources/expertise</li> </ul>
	☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
	☐ To achieve gender pay equity
	<ul> <li>☑ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews)</li> <li>☑ To be transparent about pay scales and/or salary bands</li> </ul>
	<ul> <li>☐ To ensure managers are held accountable for pay equity outcomes</li> <li>☐ To implement and/or maintain a transparent and rigorous performance assessment process</li> <li>☐ Other (provide details):</li> </ul>
	Employees performing same work are paid the same amount as a starting point and then moving forward remuneration is based on performance, skill/experience and qualifications regardless of gender.
	Wages and conditions of our jobs are assessed in a non discriminatory way i.e. equal for male and female.
	SCU's organisational structure and processes do not impede any employee's access to work based training, promotions or flexible working arrangements.
	you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
	s - the most recent gender remuneration gap analysis was undertaken:
∐ Yes	s - the most recent gender remaineration gap analysis was undertaken.







		☐ Within last 12 months
		☐ Within last 1-2 years
		More than 2 years ago but less than 4 years ago
	⊠ N.	Other (provide details):
	⊠ No	(you may specify why you have not analysed your payroll for gender remuneration gaps)
		Currently under development, please enter date this is due to be completed
		Insufficient resources/expertise
	room f	Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no
		for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
	·	cations)  Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there
		m for discretion in pay changes (because pay increases can occur with some discretion such as performance
	assess	sments)
		□ Non-award employees paid market rate
		Not a priority  Other (provide details):
		Other (provide details):
		All employees with the exception of Senior and Executive Managers are remunerated under an Enterprise Agreement with discretion allowed for independent reviews based on performance and not gender.
		Senior and Executive Managers are able to negotiate their remuneration package based on the role performed combined with the qualifications and experience of the candidate. Annual index increase for Senior and Executive Manager salaries is the same as the rate applied to staff under the EBA with discretion for independent reviews for high performing Managers regardless of gender.
	4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
0	. <b>.</b>	
Ger	nder	equality indicator 4: Flexible working and support for employees
		equality indicator 4: Flexible working and support for employees nily and caring responsibilities
This ir emplo suppo to com	n fan dicator yment to rting em bine pa	
This ir emplo suppo to com	n fan dicator yment to rting em bine pa der equ	rwill enable the collection and use of information from relevant employers about the availability and utility of terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements inployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men aid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental utility and to maximising Australia's skilled workforce.  RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having
This ir emplo suppo to com to gen	n fan  dicator yment te rting em bine pa der equ  A "PR greate	rivill enable the collection and use of information from relevant employers about the availability and utility of terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements in indicator is to improve the capacity of women and men aid work and family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men aid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental utility and to maximising Australia's skilled workforce.  RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having the responsibility for the day-to-day care of a child.
This ir emplo suppo to com to gen	n fan  Indicator  Indi	rwill enable the collection and use of information from relevant employers about the availability and utility of terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements inployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men aid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental utility and to maximising Australia's skilled workforce.  RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having
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This ir emplo suppo to com to gen	n fan dicator yment te rting em abine pa der equ A "PR greate Do yo men, i	rwill enable the collection and use of information from relevant employers about the availability and utility of terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements in inployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men aid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental utility and to maximising Australia's skilled workforce.  RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having the provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?  In the collection and utility of the availability and utility of employers and to make the capacity of women and men aid work and family or caring responsibility for the day-to-day care of a child.  In the collection and utility of the availability and utility of employers and to working arrangements for employers and to working arrangements for employers and to working arrangements for employers and to improve the capacity of women and men aid work and family or caring responsibilities.
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This ir emplo suppo to com to gen	n fan  Indicator	will enable the collection and use of information from relevant employers about the availability and utility of terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements inployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men aid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental utility and to maximising Australia's skilled workforce.  RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having ar responsibility for the day-to-day care of a child.  For provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?  S. (Please indicate how employer funded paid parental leave is provided to the primary carer):  By paying the gap between the employee's salary and the government's paid parental leave scheme  By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of
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This ir emplo suppo to com to gen	n fan  Indicator	will enable the collection and use of information from relevant employers about the availability and utility of terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements inployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men aid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental utility and to maximising Australia's skilled workforce.  RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having the responsibility for the day-to-day care of a child.  For provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?  For provide Employee's funded paid parental leave is provided to the primary carer):  For paying the gap between the employee's salary and the government's paid parental leave scheme  For paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks  For paying the gap between the paying the employee's paying the employee's paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks  For paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
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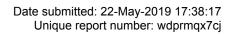
By paying the gap between the employee's salary and the government's paid parental leave scheme

By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of

time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks

No, not available (you may specify why this leave is not provided)

☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)





5a.



	<ul> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Government scheme is sufficient</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
	2
carers	r organisation would like to provide additional information on your paid parental leave for primary e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.
	our EBA the minimum of employer funded parental leave for the primary care giver is 2 weeks and ity is based continuous service of 12 months being achieved.
	an employee who is the primary care giver has achieved 24 months of continuous service the ment to paid parental leave increases to 3 weeks.
	aximum entitlement to paid parental leave is 4 weeks and this applies where the employee who is the y care giver has achieved 36 months continuous service.
5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS?  In your calculation, you MUST INCLUDE CASUALS when working out the proportion.    <10%
5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:  ☐ Adoption ☐ Surrogacy ☐ Stillbirth
	CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ry carer.
	u provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and n, in addition to any government funded parental leave scheme for secondary carers?
☐ No,	we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (you may specify why employer funded paid parental leave for secondary carers is not paid)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Government scheme is sufficient  Not a priority  Other (provide details):





7. How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	0	0	0	2

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	4	0	0	0

- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
  - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

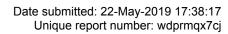
	Female	Male
Managers	0	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
  - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	1	0

9. Do you have a formal policy and/or formal strategy on flexible working arrangements?

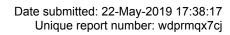
Yes	s (select all applicable answers)
	Policy
□ No	(you may specify why no formal policy or formal strategy is in place)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Don't offer flexible arrangements  Not a priority  Other (provide details):
9.1	You may indicate which of the following are included in your flexible working arrangements strategy:
	☐ A business case for flexibility has been established and endorsed at the leadership level
	Leaders are visible role models of flexible working
	Flexible working is promoted throughout the organisation
	Targets have been set for engagement in flexible work
	Targets have been set for men's engagement in flexible work
	Leaders are held accountable for improving workplace flexibility
	Manager training on flexible working is provided throughout the organisation







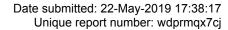
	<ul> <li>☐ Employee training is provided throughout the organisation</li> <li>☐ Team-based training is provided throughout the organisation</li> <li>☐ Employees are surveyed on whether they have sufficient flexibility</li> <li>☐ The organisation's approach to flexibility is integrated into client conversations</li> <li>☐ The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement)</li> <li>☐ Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel</li> <li>☐ Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body</li> </ul>
0.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	<ul> <li>Yes (select all applicable answers)</li> <li>Policy</li> <li>Strategy</li> <li>No (you may specify why no formal policy or formal strategy is in place)</li> <li>Currently under development, please enter date this is due to be completed</li> <li>Insufficient resources/expertise</li> <li>Included in award/industrial or workplace agreement</li> <li>Not a priority</li> <li>Other (provide details):</li> <li>Informal arrangements on a case by case basis</li> </ul>
1.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?
	<ul> <li>Yes</li> <li>No (you may specify why non-leave based measures are not in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> <li>☑ Other (provide details):</li> <li>Indirect access through Employee Assistance Program whereby employees are referred to external third parties for advice and/or assistance</li> </ul>
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Included in award/industrial or workplace agreements</li> <li>□ Not aware of the need</li> <li>□ Not a priority</li> <li>□ Other (please provide details):</li> </ul>
3.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>☑ Employee assistance program (including access to a psychologist, chaplain or counsellor)</li> <li>☐ Training of key personnel</li> <li>☑ A domestic violence clause is in an enterprise agreement or workplace agreement</li> <li>☐ Workplace safety planning</li> <li>☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement)</li> <li>☐ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)</li> <li>☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)</li> <li>☐ Access to unpaid leave</li> <li>☐ Confidentiality of matters disclosed</li> <li>☐ Referral of employees to appropriate domestic violence support services for expert advice</li> <li>☐ Referral from any adverse action or discrimination based on the disclosure of domestic violence</li> </ul>







□No	<ul> <li>☐ Flexible working arrangements</li> <li>☐ Provision of financial support (e.g. a</li> <li>☐ Offer change of office location</li> <li>☐ Emergency accommodation assistal</li> <li>☐ Access to medical services (e.g. doc</li> <li>☐ Other (provide details):</li> <li>Conditions in Enterprise Agreement</li> <li>☐ (you may specify why no other support r</li> <li>☐ Currently under development, please</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not aware of the need</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>	nce ctor or nurse) t enabling employees to nechanisms are in plac	access full perse)	onal leave enti	tlement
AND Optice For e	e any of the following options are availmen? flexible hours of work compressed working weeks time-in-lieu telecommuting part-time work job sharing carer's leave purchased leave unpaid leave. ons may be offered both formally and/oxample, if time-in-lieu is available to wees, the option/s in place are available to both, some/all options are not available to both.  Which options from the list below are Unticked checkboxes mean the	or informally.  omen formally but to into the women and men.  th women AND men.  e available? Please tice	men informally,	you would se neckboxes.	
		·	agers		anagers
		Formal	Informal	Formal	Informal
	Flexible hours of work				
	Flexible hours of work Compressed working weeks				
				_	
	Compressed working weeks			_	
	Compressed working weeks Time-in-lieu				
	Compressed working weeks Time-in-lieu Telecommuting				
	Compressed working weeks Time-in-lieu Telecommuting Part-time work				
	Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing				
	Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave				
14.3	Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave Purchased leave	U U U U U U U U U U U U U U U U U U U		□ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □	
14.3	Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave Purchased leave Unpaid leave  You may specify why any of the above  Currently under development, please Insufficient resources/expertise Not a priority	ve options are NOT ave enter date this is due	railable to your to be completed	employees.	





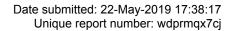


Natural Disaster Leave Transition to Retirement Condition

# Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

15.	Have y	ou consulted with employees on issues concerning gender equality in your workplace?
	☐ Yes ⊠ No	(you may specify why you have not consulted with employees on gender equality)  Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details): Gender pay equity is addressed through the transparent pay scales in our Enterprise Agreement. Flexible working arrangements are assessed on a case by case basis. Parental leave entitlements are covered in our Enterprise Agreement and are assessed on a case by case basis. All staff are educated in relation to sex based harassment and discrimination through policies and training modules
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Gen	der	equality indicator 6: Sex-based harassment and discrimination
particip	oation. S	n of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
		s (select all applicable answers)  Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		<ul> <li>Yes</li> <li>No (you may specify why a grievance process is not included)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>







17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
		s - please indicate how often this training is provided:  At induction  At least annually  Every one-to-two years  Every three years or more  Varies across business units  Other (provide details):  (you may specify why this training is not provided)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Not a priority  Other (provide details):
	17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

# Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)





# Gender composition proportions in your workplace

# Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

# Based upon your workplace profile and reporting questionnaire responses:

### Gender composition of workforce

1. the gender composition of your workforce overall is 74.7% females and 25.3% males.

# **Promotions**

- 2. 100.0% of employees awarded promotions were women and 0.0% were men
  - i. 100.0% of all manager promotions were awarded to women
  - ii. 100.0% of all non-manager promotions were awarded to women.
- 3. 15.8% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

# Resignations

- 4. 86.7% of employees who resigned were women and 13.3% were men
  - i. 100.0% of all managers who resigned were women
  - ii. 85.7% of all non-managers who resigned were women.
- 5. 15.8% of your workforce was part-time and 13.3% of resignations were part-time employees.

# Employees who ceased employment before returning to work from parental leave

- i. 25.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

# Notification and access List of employee organisations: Finance Sector Union CEO sign off confirmation Name of CEO or equivalent: Ashley Jennings Yes CEO signature: Date: