



Public report

2018-19

Submitted by

Legal Name: Unity Bank Limited







Organisation and contact details

Submitting organisation details	Legal name	Unity Bank Limited
	ABN	11087650315
	ANZSIC	K Financial and Insurance Services 6221 Banking
	Business/trading name/s	Unity Bank Limited
	ASX code (if applicable)	
	Postal address	PO Box K237 HAYMARKET NSW 1240 AUSTRALIA
	Organisation phone number	1 300 362 000
Reporting structure	Number of employees covered by this report	152

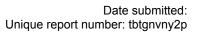




Workplace profile

Manager

Manager occupational categories	Reporting level to CEO	Employment status		No. of employees			
ivianager 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		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	1	3	4		
		Full-time contract	0	0	0		
	-1	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
	-2	Full-time permanent	0	2	2		
		Full-time contract	0	0	0		
Key management personnel		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
	-3	Full-time permanent	0	1	1		
		Full-time contract	0	0	0		
		Part-time permanent	1	0	1		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	1	4	5		
		Full-time contract	0	0	0		
Other executives/General managers	-2	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	4	3	7		
		Full-time contract	0	0	0		
Senior Managers	-3	Part-time permanent	0	1	1		
		Part-time contract	0	0	0		
		Casual	0	0	0		







Managar acquirational actogorica	Reporting level to CEO	Employment status	No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status		М	Total employees	
		Full-time permanent	4	5	9	
		Full-time contract	0	0	0	
	-4	Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
Other managers		Casual	0	0	0	
Other managers		Full-time permanent	2	2	4	
		Full-time contract	0	0	0	
		Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers			14	22	36	

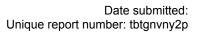




Workplace profile

Non-manager

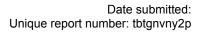
Non-management and actions	Considerate and adaptive	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Tatal amenia va aa
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Professionals	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
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	24	7	0	0	0	0	31
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	7	0	0	0	0	0	7
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	1	0	0	0	0	2
	Full-time permanent	48	13	0	0	0	0	61
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	14	0	0	0	0	0	14
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	0	0	0	0	0	1
	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 estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyage	
Non-manager occupational categories	Non-manager occupational categories Employment status		M	F	М	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	
	Part-time contract	0	0	0	0	0	0	0	
С	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		95	21	0	0	0	0	116	







Reporting questionnaire

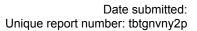
Gender equality indicator 1: Gender composition of workforce

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



	 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
1.5	Talent identification/identification of high potentials
	 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
1.6	Succession planning
	 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 30/06/20 □ Insufficient resources/expertise □ Not a priority
1.7	Training and development
	 ✓ 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
1.8	Key performance indicators for managers relating to gender equality
	 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
1.9	Gender equality overall
	 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





1.10 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	4	1	2	0
Permanent/ongoing part-time employees	0	0	2	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)	4	3
Number of appointments made to NON-MANAGER roles (including promotions)	12	10

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

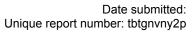
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	2	6	1
Permanent/ongoing part-time employees	1	0	2	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	1	3	0

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



	Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.				
	If your organisation's governing body organisation's name BUT the numerical				
2.1a.1	Organisation name?				
	Board of Directors				
2.1b.1	How many Chairs on this governing bo	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	remaie 1	Male 7		
	Number	1			
2.1d.1 Has a target been set to increase the representation of women on this governing body? ☐ Yes ☐ No (you may specify why a target has not been set) ☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Do not have control over governing body/board appointments (provide details why): ☐ Board members are elected by member vote ☐ Not a priority ☐ Other (provide details):					
2.1g.1	Are you reporting on any other organis	sations in this report?			
	☐Yes				

Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL

Please answer the following questions relating to each governing body covered in this report.

2.3 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)?

No (you may specify why no formal selection policy or formal selection strategy is in place)

Currently under development, please enter date this is due to be completed

Do not have control over governing body appointments (provide details why)

2.2

organisations covered in this report?

Yes (select all applicable answers)

☐ In place for some governing bodies

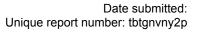
Board members are elected by member vote

☐ Insufficient resources/expertise

☐ Policy ☐ Strategy

☐ Not a priority

Other (provide details):







	Yes
\boxtimes	No

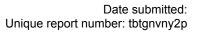
2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

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.

3.	Do yo	ou have a formal policy and/or formal strategy on remuneration generally?
	□Y€	es (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
		☐ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees paid market rate ☐ Not a priority
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
	☐ Ye	es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years
		☐ More than 2 years ago but less than 4 years ago ☐ Other (provide details):
	⊠ No	o (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	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
	•	ications) ☑ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there om for discretion in pay changes (because pay increases can occur with some discretion such as performance
	asses	ssments) Non-award employees paid market rate Not a priority
		Other (provide details):
	4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

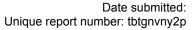






This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

	u 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?	
time o	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 over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please the how employer funded paid parental leave is provided to women ONLY): 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 ver which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks ☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)	
	, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funde arental leave is provided to men ONLY):	bŧ
me o	☐ 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 ver which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks ☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)	
] No	, not available (you may specify why this leave is not provided) 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):	
5.1.1		
	How many weaks of EMDLOVED ELINDED haid navental leave is provided for DDIMADY CAREDS that is	
	How many weeks of EMPLOYER FUNDED paid parental leave is provided for PRIMARY CARERS that is available for WOMEN ONLY (e.g. maternity leave)? If different amounts of leave are provided (e.g. based or length of service) enter the MINIMUM number of weeks provided to eligible employees:	1
,	available for WOMEN ONLY (e.g. maternity leave)? If different amounts of leave are provided (e.g. based or	1
f you carers	available for WOMEN ONLY (e.g. maternity leave)? If different amounts of leave are provided (e.g. based or length of service) enter the MINIMUM number of weeks provided to eligible employees:	1
If you carers arran Paid F emplo	available for WOMEN ONLY (e.g. maternity leave)? If different amounts of leave are provided (e.g. based or length of service) enter the MINIMUM number of weeks provided to eligible employees: 16 r organisation would like to provide additional information on your paid parental leave for primary se.g. eligibility period, where applicable the maximum number of weeks provided, and other	ו
If you carers arrang Paid F emplo	available for WOMEN ONLY (e.g. maternity leave)? If different amounts of leave are provided (e.g. based or length of service) enter the MINIMUM number of weeks provided to eligible employees: 16 r organisation would like to provide additional information on your paid parental leave for primary se.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below. Parental leave payments are available to mothers (permanent employees) after twelve months yment. Paid Parental Leave - Two weeks upon birth of baby, seven weeks paid to employee upon their	1
If you carers arrang Paid F emplo return	available for WOMEN ONLY (e.g. maternity leave)? If different amounts of leave are provided (e.g. based or length of service) enter the MINIMUM number of weeks provided to eligible employees: 16 r organisation would like to provide additional information on your paid parental leave for primary se.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below. Parental leave payments are available to mothers (permanent employees) after twelve months yment. Paid Parental Leave - Two weeks upon birth of baby, seven weeks paid to employee upon their to work and a further seven weeks is paid two months after date date. What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY	1
of you carers arrang Paid F emplo return	available for WOMEN ONLY (e.g. maternity leave)? If different amounts of leave are provided (e.g. based or length of service) enter the MINIMUM number of weeks provided to eligible employees: 16 r organisation would like to provide additional information on your paid parental leave for primary se.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below. Parental leave payments are available to mothers (permanent employees) after twelve months yment. Paid Parental Leave - Two weeks upon birth of baby, seven weeks paid to employee upon their to work and a further seven weeks is paid two months after date date. What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS that is available for WOMEN ONLY?	1
If you carers arrang Paid F emplo return	available for WOMEN ONLY (e.g. maternity leave)? If different amounts of leave are provided (e.g. based or length of service) enter the MINIMUM number of weeks provided to eligible employees: 16 If or organisation would like to provide additional information on your paid parental leave for primary se.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below. Parental leave payments are available to mothers (permanent employees) after twelve months yment. Paid Parental Leave - Two weeks upon birth of baby, seven weeks paid to employee upon their to work and a further seven weeks is paid two months after date date. What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS that is available for WOMEN ONLY? In your calculation, you MUST INCLUDE CASUALS when working out the proportion. <10%	ח
of you carers arrang Paid F emplo return	available for WOMEN ONLY (e.g. maternity leave)? If different amounts of leave are provided (e.g. based or length of service) enter the MINIMUM number of weeks provided to eligible employees: 16 r organisation would like to provide additional information on your paid parental leave for primary see.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below. Parental leave payments are available to mothers (permanent employees) after twelve months yment. Paid Parental Leave - Two weeks upon birth of baby, seven weeks paid to employee upon their to work and a further seven weeks is paid two months after date date. What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS that is available for WOMEN ONLY? In your calculation, you MUST INCLUDE CASUALS when working out the proportion. <10%	ח
f you carers arrang Paid F emplo eturn	available for WOMEN ONLY (e.g. maternity leave)? If different amounts of leave are provided (e.g. based or length of service) enter the MINIMUM number of weeks provided to eligible employees: 16 If or organisation would like to provide additional information on your paid parental leave for primary se.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below. Parental leave payments are available to mothers (permanent employees) after twelve months yment. Paid Parental Leave - Two weeks upon birth of baby, seven weeks paid to employee upon their to work and a further seven weeks is paid two months after date date. What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS that is available for WOMEN ONLY? In your calculation, you MUST INCLUDE CASUALS when working out the proportion. 100% 10-20% 21-30% 21-30% 31-40%	ו
f you carers arrang Paid F emplo return	available for WOMEN ONLY (e.g. maternity leave)? If different amounts of leave are provided (e.g. based or length of service) enter the MINIMUM number of weeks provided to eligible employees: 16 r organisation would like to provide additional information on your paid parental leave for primary see.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below. Parental leave payments are available to mothers (permanent employees) after twelve months yment. Paid Parental Leave - Two weeks upon birth of baby, seven weeks paid to employee upon their to work and a further seven weeks is paid two months after date date. What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS that is available for WOMEN ONLY? • In your calculation, you MUST INCLUDE CASUALS when working out the proportion. <10%	1







☑ 100%

	5.3	Please indicate	e whether your employ	yer funded paid p	arental leave for primary	carers covers:
		☐ Adoption ☐ Surrogacy ☐ Stillbirth				
6.		ECONDARY CAR ary carer.	ER" is a member of a	couple or a single	e carer, REGARDLESS C	OF GENDER, who is not the
					SECONDARY CARERS to scheme for secondary	that is available for men and carers?
		o, we offer paid pa o, we offer paid pa o (you may specify Currently un Insufficient r	arental leave for SECON y why employer funded der development, pleas esources/expertise t scheme is sufficient	NDARY CARERS to paid parental leave	hat is available to men ON hat is available to women e for secondary carers is n due to be completed	ONLY
7.			RS have taken parenta rental leave, regardles		reporting period (paid a menced.	nd/or unpaid)? Include
		_	Primary carer	's leave	Secondary ca	rer's leave
		_	Female	Male	Female	Male

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.

0

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	1	0	0	1

0

0

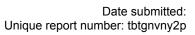
- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid 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.

Managers

0

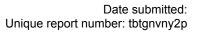






	Female	Male
Non-managers	0	0

9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	 ✓ 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 □ Don't offer flexible arrangements □ Not a priority □ Other (provide details):
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	☐ 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
	 ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☑ Other (provide details): Included in HR Policy
11.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?
	☐ Yes ☐ No (you may specify why non-leave based measures are not in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	 ✓ 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 ☐ Included in award/industrial or workplace agreements ☐ Not aware of the need ☐ Not a priority
13.	☐ Other (please provide details): 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?
	 ✓ Yes (select all applicable answers) ✓ Employee assistance program (including access to a psychologist, chaplain or counsellor) ✓ Training of key personnel ✓ A domestic violence clause is in an enterprise agreement or workplace agreement
	i∧i a domestic violence ciause is in an enterdise agreement of workblace agreement





14.



□No	Workplace safety planning Access to paid domestic violence leave (contour Access to unpaid domestic violence leave (contour Access to paid domestic violence leave (not Access to unpaid leave Access to unpaid leave Confidentiality of matters disclosed Referral of employees to appropriate domest Protection from any adverse action or discrimy Flexible working arrangements Provision of financial support (e.g. advance to Offer change of office location) Emergency accommodation assistance Access to medical services (e.g. doctor or nutour (provide details): (you may specify why no other support mechanisty Currently under development, please enter down Insufficient resources/expertise Not aware of the need Not a priority Other (provide details):	contained in an econtained in an econtained in an ic violence supplination based econus payment arse)	enterprise/workp enterprise/work port services for on the disclosure or advanced pay	lace agreemen place agreeme expert advice of domestic v	nt)
AND n Optior For ex	e any of the following options are available in yenen? flexible hours of work compressed working weeks time-in-lieu telecommuting part-time work job sharing carer's leave purchased leave unpaid leave. Ins may be offered both formally and/or inform tample, if time-in-lieu is available to women four systems, some/all options are not available to both women. Which options from the list below are available Unticked checkboxes mean this options	ally. rmally but to n en and men. n AND men. ole? Please tic	nen informally, k the related ch	you would se eckboxes.	
		Mana	agers	Non-m	anagers
		Formal	Informal	Formal	Informal
	Flexible hours of work	\boxtimes	\boxtimes	\boxtimes	
	Compressed working weeks				
	Time-in-lieu				
	Telecommuting				
	Part-time work		\boxtimes	\boxtimes	\boxtimes
	Job sharing		\boxtimes	\boxtimes	\boxtimes
	Carer's leave	\boxtimes	\boxtimes	\boxtimes	
	Purchased leave				

 \boxtimes

You may specify why any of the above options are NOT available to your employees.

☐ Currently under development, please enter date this is due to be completed
 ☐ Insufficient resources/expertise
 ☐ Not a priority
 ☑ Other (provide details):
 Not available under Enterprise Agreement

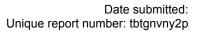
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Unpaid leave





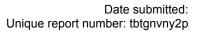


14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:

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.

5.	Have	you consulted with employees on issues concerning gender equality in your workplace?
	☐ Ye ⊠ No	(you may specify why you have not consulted with employees on gender equality) ☑ Not needed (provide details why): The majority of our employees are frontline employees who are women. A lot of these roles are perm part time which suit working mothers. ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Ge	nder	equality indicator 6: Sex-based harassment and discrimination
artic	ipation.	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.
6.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Ye	s (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 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?
		 Yes No (you may specify why a grievance process is not included) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority □ Other (provide details):







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 71.7% females and 28.3% males.

Promotions

- 2. 88.9% of employees awarded promotions were women and 11.1% were men
 - i. 80.0% 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 22.2% of promotions were awarded to part-time employees.

Resignations

- 4. 77.8% of employees who resigned were women and 22.2% were men
 - i. 50.0% of all managers who resigned were women
 - ii. 91.7% of all non-managers who resigned were women.
- 15.8% of your workforce was part-time and 16.7% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 0.0% 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
- iv. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: Australian Services Union Financial Services Union United Services Union CEO sign off confirmation Name of CEO or equivalent: Mark Genovese CEO signature: Date: