



Australian Government



Workplace
Gender Equality
Agency

2021 - 22 Compliance Program

Submitted by:

**The Trustee for AUSTRALIANSUPER
(ABN:65714394898)**

#Workplace overview

Policies and strategies

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

...Recruitment	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Retention	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Performance management processes	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Promotions	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Talent identification/identification of high potentials	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Succession planning	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Training and development	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Key performance indicators for managers relating to gender equality	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(*Select all that apply*)

...Yes	Policy Strategy
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3: Does your organisation have any of the following targets to address gender equality in your workplace?

Reduce the gender pay gap
Increase the number of women in leadership positions
Increase the number of men taking parental leave

Increase the number of men in female-dominated roles
 Increase the number of women in male-dominated roles

4: If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

- AustralianSuper is proud to have been awarded the WGEA Employer of Choice for Gender Equality (EOCGE) citation for the 11th consecutive year in 2022. The EOCGE citation guides our Fund to ensure we have best practice policies and strategies in place which are reviewed and updated on a regular basis. We provide regular updates regarding our gender equality strategy and progress to colleagues, the Executive and the Board.
- At AustralianSuper, recruitment shortlists comprise at least 40% male and 40% female candidates and we ensure gender diverse interview panels.
- AustralianSuper Chief Executive, Paul Schroder is a member of the Champions of Change Coalition (2015 National Group, which describes their purpose as “affecting change on gender equality by interacting daily with people where they live, work, socialise and learn – key settings where culture and norms are reinforced”.)
- The AustralianSuper Women network offers networking and education opportunities with a view to improving connections and working relationships within the Fund.
- The AustralianSuper Thrive to Lead program is a professional development program designed to support emerging female talent transition into future career opportunities by developing their authentic leadership style, confidence to lead and stakeholder engagement effectiveness.
- AustralianSuper’s comprehensive Diversity & Inclusion Plan strives to increase and enhance our external brand recognition as a leader in gender equality to our colleagues, prospective colleagues and members.

Governing bodies

The Trustee for AUSTRALIANSUPER

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Board of Directors
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	1
...Non-binary	0
...Members	
...Female	6
...Male	5
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
	Policy

	Strategy
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Governing body has gender balance (i.e. 40% women / 40% men / 20% either)
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes(<i>Select all that apply.</i>)
	Policy Strategy
1.1.a.3: How many members are on the governing body and who holds the predominant Chair position?	

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

AustralianSuper is proud to have achieved 50% female / 50% male Board representation in December 2021, ahead of our December 2023 target. AustralianSuper has committed to maintaining a 50/50 gender balance of future Boards. AustralianSuper acknowledges that a diverse Board brings differences in skills, experience, background and personal characteristics such as age, gender, ethnicity and sexual orientation. Whilst Board appointments are controlled by the Fund's two shareholders, we have communicated our commitment to processes based on integrity. The Board and the Fund's sponsoring organisations are committed to maintaining a gender balanced Board.

#Action on gender equality

Gender pay gaps

1: Do you have a formal policy and/or formal strategy on remuneration generally?

Yes(*Select all that apply*)

...Yes

Strategy

1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?

Yes(*Select all that apply*)

...Yes

To achieve gender pay equity
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 reviews)

2: What was the snapshot date used for your Workplace Profile?

31-Mar-2022

3: Does your organisation publish its organisation-wide gender pay gap?

Yes(*Select all that apply.*)

...Yes

Shared internally with governing body members
Shared internally with employees

4: Do you give WGEA permission to publicly publish your organisation-wide gender pay gap?

No

5: If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

AustralianSuper continues to analyse the life cycle of pay including: recruitment, remuneration reviews and promotions to ensure that it is consistent, fair and without bias. We also continue to focus on developing opportunities for women in leadership roles across the Fund and strive to increase the representation of women in senior roles, particularly within our Investments group.

Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes(*Provide further details on the most recent gender remuneration gap analysis that was undertaken.*)

1.1: When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

Yes(*Select all that apply*)

1.2: Did you take any actions as a result of your gender remuneration gap analysis?	Reported pay equity metrics (including gender pay gaps) to the executive Reported pay equity metrics (including gender pay gaps) to the governing body Analysed performance ratings to ensure there is no gender bias (including unconscious bias) Trained people-managers in addressing gender bias (including unconscious bias) Corrected like-for-like gaps
.. Yes	
1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)	Our remuneration gap analysis included an organisation wide review and reviews by each group within the Fund - including by level and like for like roles.

2: For organisations with partnership structures: Have you undertaken a gender remuneration gap analysis ('gender pay gap analysis') in the current reporting period to determine if there are any remuneration gaps between women partners and men partners in your organisation?

Yes

3: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

AustralianSuper's commitment to reduce the gender pay gap is championed from the top by the Chief Executive, Paul Schroder. As a WGEA Employer of Choice for Gender Equality citation holder, we have publicly committed to actions which will drive down the gender pay gap.

Women in Australia retire with approximately 42% less superannuation than men. There are a numbers of factors which create this inequality including the gender pay gap. AustralianSuper provides free information to members to take control of their super to maximise their retirement outcome, including online resources and webinars targeting women.

Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes(*Provide further details on the employee consultation process.*)

1.1: How did you consult employees?	Survey Focus groups Exit interviews Performance discussions
1.2: Who did you consult?	Women and men who have resigned while on parental leave ALL staff

2: Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

Yes(*Select all that apply.*)

...Yes	Policy Strategy
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3: On what date did your organisation share your previous year's public reports with employees?

17-Aug-2021

4: Does your organisation have shareholders?

Yes

4.1: On what date did your organisation share your previous year's public reports with shareholders?

17-Aug-2021

5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

Yes

6: If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

AustralianSuper's most recent annual All Colleague Survey indicated that 97% of colleagues agree or strongly agree that their people leader genuinely supports equality between women and men.

#Flexible work

Flexible working

1: Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes (*Select all that apply*)

...Yes	Policy Strategy
...A business case for flexibility has been established and endorsed at the leadership level	Yes
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	Yes
...Targets have been set for engagement in flexible work	No (<i>Select all that apply</i>)
...No	Not aware of the need
...Targets have been set for men's engagement in flexible work	No (<i>Select all that apply</i>)
...No	Not aware of the need
...Leaders are held accountable for improving workplace flexibility	Yes
...Manager training on flexible working is provided throughout the organisation	Yes
...Employee training is provided throughout the organisation	Yes
...Team-based training is provided throughout the organisation	Yes
...Employees are surveyed on whether they have sufficient flexibility	Yes
...The organisation's approach to flexibility is integrated into client conversations	Yes
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	Yes

2: Do you offer any of the following flexible working options to MANAGERS in your workplace?

...Flexible hours of work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Time-in-lieu	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Telecommuting (e.g. working from home)	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Part-time work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Job sharing	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Carer's leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Purchased leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Unpaid leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available

3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

Yes

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

No

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

Not applicable

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

- All roles can flex at AustralianSuper. Our Flexible Working Policy outlines options such as part-time work, job sharing, flexible start/finish times, compressed work hours and working from home. The question "AustralianSuper is flexible with my work arrangements, allowing me to balance work and home life" received 96% of colleagues stating agree or strongly agree in our 2022 all colleague survey, a 4% increase from the previous year.
- In March 2022 the Chief Executive, Paul Schroder communicated to all colleagues our new blended working approach. The blended working approach was created after extensive consultation, including an all colleague survey and focus groups. The new work guidelines do require colleagues to return to the office on a regular basis, however the Fund has not mandated a number of days colleagues work on site, rather, we provide the flexibility for our people to determine when it suits them to work from home or the office based upon the activities they are doing each day to create the best possible retirement outcomes for members.
- A colleague may apply to increase their annual leave entitlement by up to 4 weeks with purchased leave. This leave may be used for any reason, illustrating the Fund's commitment colleague work/life balance and flexibility.
- After 12 months' employment, colleagues are entitled to apply for up to 52 weeks of leave without pay. Such unpaid leave may be used for family responsibilities, full time study, travel or any other purpose as agreed with AustralianSuper.
- Each new colleague joining the Fund is required to attend Employment Equal Opportunity training and Unconscious Bias training. Both sessions include discussions about flexible work being available for all colleagues and challenge gender stereotypes. Additionally, People Leaders are required to complete an online module about flexible work, which includes several examples of men and women working flexibly for a variety of reasons.

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave that is gender equal (without using the primary/secondary carer definition)

1.1: Please indicate whether your employer-funded paid parental leave is available to:	All, regardless of gender
1.2: Please indicate whether your employer-funded paid parental leave covers:	Birth Adoption Surrogacy Stillbirth
1.3: How do you pay employer funded paid parental leave?	Paying the employee's full salary
1.4: Do you pay superannuation contribution to your carers while they are on parental leave?	Yes, on employer funded parental leave Yes, on government funded parental leave
1.5: How many weeks (minimum) of employer funded paid parental leave is provided?	14
1.6: What proportion of your total workforce has access to employer funded paid parental leave, including casuals?	91-100%
1.7: Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	No
1.8: Do you require carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.8: Do you require carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 24 months
.. Yes	

2: If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

- The AustralianSuper Enterprise Agreement provides a parental leave benefit of 14 weeks paid leave, with no differentiation between primary and secondary carers or gender. There is no minimum period of employment required before taking up this benefit.
- AustralianSuper pays employer superannuation contributions at the colleague's fulltime rate into the colleague's superannuation fund, for a period of 104 weeks from the commencement of the period of parental leave.
- AustralianSuper continues to encourage men to take extended parental leave and looks for opportunities to use storytelling to promote this colleague benefit.

Support for carers

1: Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes(Select all that apply)

...Yes	Policy Strategy
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2: Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

...Employer subsidised childcare	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not a priority
...On-site childcare	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not a priority
...Breastfeeding facilities	Yes(Please indicate the availability of this support mechanism.)
...Yes	Available at SOME worksites
...Childcare referral services	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not a priority
...Internal support networks for parents	No(You may specify why the above support mechanism is not available to your employees.)
...No	Other (provide details)
...Other (provide details)	During 2022 we will complete work to assess whether there is a need for an internal support network for parents, which may complement our Keeping in Touch program.
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not a priority
...Information packs for new parents and/or those with elder care responsibilities	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not a priority
...Currently under development	30-Dec-2022

...Referral services to support employees with family and/or caring responsibilities	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Targeted communication mechanisms (e.g. intranet/forums)	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	23-Dec-2022
...Support in securing school holiday care	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Coaching for employees on returning to work from paid parental leave	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Parenting workshops targeting mothers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Parenting workshops targeting fathers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Other (provide details)	No

3: If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

- Colleagues are eligible for up to 52 weeks' unpaid grandparent leave to undertake care of their grandchildren.
- A colleague may apply to increase their annual leave entitlement by up to four weeks with purchased leave. This leave may be used for any reason, including caring.
- Leave without pay - after 12 months' employment, colleagues are entitled to apply for up to 52 weeks of leave without pay. Such unpaid leave may be used for family responsibilities, full time study, travel or any other purpose as agreed with AustralianSuper.
- The Fund's Keeping In Touch program offers colleagues the opportunity to stay connected with the option to work up to 10 days during the unpaid portion of their parental leave. Colleagues may choose to use such days for team planning sessions, training or performing their role or to refamiliarise themselves before returning to work.
- AustralianSuper's Employee Assistance Program provider, Converge International offers specialist services, including a disability and carers helpline which provides "specialised advice on disability support and referral to state and local resources and services, as well as emotional support around caring for family members or friends who live with disability".

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(*Select all that apply*)

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...Yes	Policy Strategy
1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?	Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

...All managers	Yes(Please indicate how often is this training provided (select all that apply):)
...Yes	At induction At least annually
...All employees	Yes(Please indicate how often is this training provided (select all that apply):)
...Yes	At induction At least annually

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

- Paul Schroder, Chief Executive, has communicated a zero tolerance approach to sex-based harassment and discrimination.
- When a colleague joins AustralianSuper they are required to complete in person and online Employment Equal Opportunity (EEO) training. An EEO online compliance module is then required to be completed as a refresher, every 12 months.

Family or domestic violence

1: Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes(Select all that apply)

...Yes	Policy Strategy
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2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

...Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
...Training of key personnel	No(Select all that apply)
...No	Not a priority
...A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
...Workplace safety planning	No(Select all that apply)
...No	Not a priority

...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(<i>Is the leave period unlimited?</i>)
...Yes	Yes
...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Our domestic violence leave in the Enterprise Agreement is paid and unlimited, this negates the need for colleagues to take unpaid leave.
...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	The Enterprise Agreement covers all AustralianSuper colleagues for paid family and domestic violence leave.
...Access to unpaid leave	Yes(<i>Is the leave period unlimited?</i>)
...Yes	Yes
...Confidentiality of matters disclosed	Yes
...Referral of employees to appropriate domestic violence support services for expert advice	Yes
...Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
...Flexible working arrangements	Yes
...Provision of financial support (e.g. advance bonus payment or advanced pay)	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	AustralianSuper financially supports colleagues suffering from family and domestic violence with unlimited paid leave.
...Offer change of office location	Yes
...Emergency accommodation assistance	No(<i>Select all that apply</i>)
...No	Not a priority
...Access to medical services (e.g. doctor or nurse)	No(<i>Select all that apply</i>)
...No	Not aware of the need
...Other (provide details)	No

3: If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below.

- To acknowledge the International Day for the Elimination of Violence Against Women, the Sustainability & Community Group and the AustralianSuper Women network held a special virtual morning tea with Felicity Pringle on Thursday 25 November 2021. Felicity is the Head of Advocacy, Marketing and Fundraising at McAuley Community Services for Women and shared insights on how McAuley supports women and children facing family violence, and resources for family and friends who may be experiencing family violence.
- AustralianSuper offers uncapped paid Family and Domestic Violence Leave, documented in our Enterprise Agreement.
- AustralianSuper's Employee Assistance Program provider, Converge International offers specialist services, including a domestic and family violence helpline. This helpline provides "a specialist counsellor and access support around domestic and family violence, including access to counselling, referral to specialist services and assistance with planning for safety at work and at home".

#Diversity and inclusion

Voluntary section

1: Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes (*Select all that is covered.*)

...Yes	Aboriginal and/or Torres Strait Islander identity Cultural and/or language and/or race/ethnicity background Disability and/or accessibility Sexual orientation Gender identity Age Other (<i>Provide details</i>)
...Other	Flexible work, gender pay gap, inclusive leadership, inclusive and diverse hiring and promotion practices.

2: Do you collect data on whether employees identify as Aboriginal and/or Torres Strait Islander?

Yes

...If this data can be shared and is not confidential, please complete the below table:

3: Do you currently collect data on any of the following dimensions of employees' identities?

Cultural and/or language and/or race/ethnicity background
Disability
Sexual orientation
Gender identity
Other

...Other

Caring responsibility

Workplace Profile Table

Industry: Insurance and Superannuation Funds

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	122	192	0	0	314
	Full-time contract	6	3	0	0	9
	Part-time permanent	13	1	0	0	14
Professionals	Full-time permanent	297	311	6	3	617
	Full-time contract	39	39	0	0	78
	Part-time permanent	62	8	0	0	70
	Part-time contract	2	4	0	0	6
Clerical And Administrative Workers	Full-time permanent	39	4	0	0	43
	Full-time contract	4	2	0	0	6
	Part-time permanent	3	0	1	0	4
	Part-time contract	0	1	0	0	1

* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Gender X

Workplace Profile Table

Industry: Insurance and Superannuation Funds

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO		Full-time permanent	0	1	1
KMP		Full-time permanent	3	4	7
GM		Full-time permanent	19	28	47
		Full-time contract	0	1	1
		Part-time permanent	1	1	2
SM		Full-time permanent	53	83	136
		Full-time contract	3	2	5
		Part-time permanent	4	0	4
OM		Full-time permanent	47	76	123
		Full-time contract	3	0	3
		Part-time permanent	8	0	8

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Insurance and Superannuation Funds

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	2	2
			Managers	22	30	52
			Non-managers	64	56	120
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	4	1	5
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	9	19	28
			Non-managers	17	30	47
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	6	0	6
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	30	26	56
			Non-managers	116	100	216
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	7	3	10
			Non-managers	53	51	104
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	7	1	8
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	4	6
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Insurance and Superannuation Funds

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	1	1	2
			Managers	14	18	32
			Non-managers	22	29	51
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	3	8	11
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	2	1	3
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	5	6	11
			Non-managers	26	16	42
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	0	3
			Non-managers	19	1	20
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Insurance and Superannuation Funds

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X