

2020 - 21 Compliance Program

Submitted by:

AustralianSuper Pty Ltd
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#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: 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 offer a number of practices to assist colleagues to thrive in their professional and personal lives.

- The AustralianSuper Board has endorsed gender equality actions for FY21 which include metrics to increase senior female representation in our Investments Group.
- The Fund has been granted the Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality (EOCGE) citation for 2019-20 for the eighth consecutive year.
- At AustralianSuper, recruitment shortlists comprise at least 40% male and 40% female candidates and we ensure gender diverse interview panels.
- AustralianSuper Chief Executive, Ian Silk 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 Women network hosted an International Women’s Day virtual morning tea in March 2021 for all colleagues, with presentations on taking action for equality, raising awareness against bias and celebrating women’s achievements.
- 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 Strategy strives to increase and enhance our external brand recognition as a leader in gender equality to our colleagues, prospective colleagues and members.

Governing bodies

AustralianSuper Pty Ltd

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 (F)	
...Male (M)	1
...Gender X	0
...Members	
...Female (F)	3

...Male (M)	8
...Gender X	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>)
1.5: Has a target been set to increase the representation of women on this governing body?	Yes(<i>Provide further details on your target</i>)
10.6: What is the percentage (%) target?	40.00%
10.7: What year is the target to be reached (select the last day of the target year)?	31-Dec-2023
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	

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

Working closely with shareholders, the Board has set the target of at least 40% female representation by 31/12/23. 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 sponsoring organisations, we have communicated our commitment to processes based on integrity. The Board and the Fund's sponsoring organisations are committed to having more women on the Board and take this into account when making Board appointments.

#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

Policy
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: Did your organisation receive JobKeeper payments?

No

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

31-Mar-2021

4: 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 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*)

Created a pay equity strategy or action plan
Identified cause/s of the gaps
Reviewed remuneration decision-making processes

1.2: Did you take any actions as a result of your gender remuneration gap analysis?	<p>Analysed commencement salaries by gender to ensure there are no pay gaps</p> <p>Analysed performance pay to ensure there is no gender bias (including unconscious bias)</p> <p>Analysed performance ratings to ensure there is no gender bias (including unconscious bias)</p> <p>Set targets to reduce any organisation-wide gap</p>
.. Yes	<p>Reported pay equity metrics (including gender pay gaps) to the governing body</p> <p>Reported pay equity metrics (including gender pay gaps) to the executive</p> <p>Reported pay equity metrics (including gender pay gaps) to all employees</p> <p>Trained people-managers in addressing gender bias (including unconscious bias)</p> <p>Corrected like-for-like gaps</p>
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: If your organisation would like to provide additional information relating to employer action on pay equity 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 our Investments group.
- Ian Silk, AustralianSuper Chief Executive is a WGEA Pay Equity Ambassador.

Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace?
Yes(Provide further details on the employee consultation process.)

1.1: How did you consult employees?	<p>Survey</p> <p>Exit interviews</p>
1.2: Who did you consult?	ALL staff

2: 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 Engagement Survey indicated that 97% of colleagues agree or strongly agree that their people leader genuinely supports equality between women and men.

The question "AustralianSuper is flexible with my work arrangements, allowing me to balance work and home life" received 92% of colleagues stating agree or strongly agree.

#Employee work/life balance

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>)
...Targets have been set for men's engagement in flexible work	No(<i>Select all that apply</i>)
...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>)
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...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: Were managers in your organisation allowed to make INFORMAL flexible working arrangements with their team members in response to the COVID-19 pandemic?

Yes, ALL managers

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce compared to pre-COVID-19?

No

6: If your organisation would like to provide additional information relating to flexible working and gender equality in 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.
- 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 (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%

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 generous 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 was named by HBF in 2020 as 6th place out of the Top 20 Workplaces for New Dads.

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
2: Do you offer any of the following support mechanisms for employees with family or caring responsibilities?	
...Employer subsidised childcare	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...On-site childcare	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Breastfeeding facilities	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at SOME worksites
...Childcare referral services	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Internal support networks for parents	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	14 weeks parental leave is paid to eligible colleagues, with no return to work bonus.
...Information packs for new parents and/or those with elder care responsibilities	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...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	30-Sep-2021
...Support in securing school holiday care	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Coaching for employees on returning to work from 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>)
...Parenting workshops targeting fathers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...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 Keep 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*)

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

- When a colleague joins AustralianSuper they are required to complete in person and online EEO training. An EEO online compliance module is then required to be completed as a refresher, every 12 months.

- Our annual colleague engagement survey told us that 98% of colleagues believe that sex-based harassment and discrimination is NOT tolerated at AustralianSuper.
- Chief Executive, Ian Silk has communicated to all AustralianSuper colleagues that there is a zero tolerance to sex-based harassment and discrimination in our workplace.
- Ian Silk has signed Diversity Council Australia's #IStandForRespect pledge – standing against gendered harassment and violence in all its forms.

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

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*)

...A domestic violence clause is in an enterprise agreement or workplace agreement

Yes

...Workplace safety planning

No (*Select all that apply*)

...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

Yes

...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

Yes

...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

No (*Select all that apply*)

...Access to unpaid leave

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>)
...Offer change of office location	Yes
...Emergency accommodation assistance	No(<i>Select all that apply</i>)
...Access to medical services (e.g. doctor or nurse)	No(<i>Select all that apply</i>)
...Other (provide details)	No(<i>Select all that apply</i>)

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

- 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".
- International Day for the Elimination of Violence against Women was acknowledged at the Fund, with an intranet post in November 2020. The post included a list of resources for any colleague/s experiencing family and domestic violence. The content included: "AustralianSuper recognises that family and domestic violence does not discriminate on the basis of the organisation you work for, the job you do or the suburb you live in and we are committed to supporting impacted colleagues. The Fund's 2019-2022 Enterprise Agreement offers uncapped paid leave for medical and legal assistance, court appearances, counselling, and relocation or to make any other arrangements for the safety and security of individuals and their family. Colleagues who may be experiencing family violence are encouraged to seek confidential support from their People & Culture Business Partner, so the Fund can support their safety and wellbeing."

Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*	
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	11	21	32	
			Non-managers	28	30	58	
		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	1	0	1
				Non-managers	7	1	8
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	1	0	1	
	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	12	9	21	
			Non-managers	11	9	20	
		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	0	0	0
				Non-managers	3	0	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	
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1	
			Managers	6	13	19	
			Non-managers	28	25	53	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	1	3	4	
			Non-managers	17	16	33	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	1	2	3
				Non-managers	9	6	15
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	1	1	
	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: Auxiliary Finance and Insurance Services

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	5	4	9
			Non-managers	16	11	27
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	5	6
			Non-managers	6	9	15
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	2	0	2
		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	7	5	12
			Non-managers	23	22	45
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	1	2
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	12	1	13
		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: Auxiliary Finance and Insurance Services

Question	Contract Ty..	Employment..	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	1	0	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workplace Profile Table

Industry: Auxiliary Finance and Insurance Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	88	107	0	0	195
	Full-time contract	1	3	0	0	4
	Part-time permanent	8	0	0	0	8
Professionals	Full-time permanent	231	317	6	2	556
	Full-time contract	15	25	0	0	40
	Part-time permanent	52	7	0	0	59
	Part-time contract	1	1	0	0	2
Clerical And Administrative Workers	Full-time permanent	33	2	0	0	35
	Full-time contract	9	0	0	0	9
	Part-time permanent	3	0	0	0	3

* 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: Auxiliary Finance and Insurance Services

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time permanent	0	1	1
KMP	-1	Full-time permanent	4	4	8
GM	-2	Full-time permanent	10	16	26
		Part-time permanent	1	0	1
	-3	Full-time permanent	1	10	11
		Part-time permanent	1	0	1
SM	-2	Full-time permanent	1	4	5
	-3	Full-time permanent	22	40	62
	-4	Full-time permanent	1	9	10
OM	-1	Part-time permanent	1	0	1
		Full-time permanent	1	1	2
	-3	Full-time permanent	27	20	47
		Part-time permanent	3	0	3
	-4	Full-time permanent	27	44	71
		Full-time contract	1	2	3
		Part-time permanent	5	0	5
	-5	Full-time permanent	5	15	20
Full-time contract		0	1	1	

* Total employees includes Gender X

Workplace Gender Equality Agency 2020–21 Compliance Program Submission approval

I, the CEO (or equivalent), confirm that the data provided in the 2020-21 Compliance Program submission is complete and correct, as reported in the full data appendices:

- Public Workplace Profile
- Public Workforce Management Statistics
- Public Questionnaire
- Confidential Data.

I approve the submission of this data to WGEA.

I also confirm that the organisation/s covered by this submission will meet the notification and access requirements as detailed below.

Name of CEO (or equivalent)

Ian Silk

CEO (or equivalent) signature



Date of signature

9 August 2021

What next?

The contact nominated for the submission of this report must complete the declaration and consent process in the WGEA Portal. The Agency does not require physical evidence of the CEO's signature.

To comply with the notification and access requirements, your organisation/s must:

- inform its employees and members or shareholders that it has lodged its report with the Agency and advise how the public data may be accessed
- provide access to the public data to employees and members or shareholders
- inform employee organisations with members in its workplace that the report has been lodged
- inform its employees and those employee organisations with members in its workplace of the opportunity to comment on the report to the employer or the Agency.

For more information on the notification and access requirements, read [here](#).