



Date Created: 07-06-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 07-06-2023

2022 - 23 Gender Equality Reporting

Submitted By:

The Trustee for AUSTRALIANSUPER 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

Policy; Strategy

Retention: Yes

Policy; Strategy

Performance management processes: Yes

Policy; Strategy

Promotions: Yes.

Policy; Strategy

Talent identification/identification of high potentials: Yes Policy; Strategy

Succession planning: Yes

Policy; Strategy

Training and development: Yes

Policy; Strategy

Key performance indicators for managers relating to gender equality: Yes Policy; Strategy

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

Yes Policy; Strategy

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

AustralianSuper's comprehensive FY23-25 Diversity, Equity & Inclusion (DEI) Plan outlines our commitment to gender balance across the Fund. The DEI Plan includes a number of accountabilities and the Fund's target to reduce the gender pay gap.

AustralianSuper is proud to have been awarded the WGEA Employer of Choice for Gender Equality (EOCGE) citation for the 12th consecutive year in 2023. 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 (20% any gender) and we have mandated 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.

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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 strives to increase and enhance our external brand recognition as a leader in gender equality to our colleagues, prospective colleagues and members.

Governing Bodies

Organisation: The Trustee for AUSTRALIANSUPER

1.Name of the governing body: Board of Directors

2.Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	7	4	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 50

6.2 Year of target to be reached: 30/12/2023

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

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

The AustralianSuper Board achieved 50% female / 50% male representation in December 2021, ahead of our December 2023 target. At present, the Board comprises seven females and five males. AustralianSuper works with shareholders to maintain a minimum of 50% female representation. The Fund's Board Diversity

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Policy acknowledges that a diverse Board brings differences in skills, experience, background, and personal characteristics such as age, gender, ethnicity, and sexual orientation. Additionally, AustralianSuper advocates for gender balanced Boards of the organisations it invests in.

#Action on gender equality

Gender Pay Gaps

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

Yes

Strategy

- 1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

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); To implement and/or maintain a transparent and rigorous performance assessment process

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

31/03/2023

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

To mark WGEA's Equal Pay Day in August 2022, Paul Schroder, Chief Executive sent a message to all colleagues to share the Fund wide pay gap and his commitment to close the gap. AustralianSuper acknowledges that the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023 has been passed in Federal Parliament and notes that from 2024 organisations with 100+ employees will be required to publicly share their pay gap.

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 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 equality

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

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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

Created a pay equity strategy or action plan; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Set targets to reduce any organisation-wide gap; Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Reported pay equity metrics (including gender pay gaps) to all employees; Trained people-managers in addressing gender bias (including unconscious bias); Corrected like-for-like gaps

1.3 What type of gender remuneration gap analysis has been undertaken?

A by-level gap analysis; An overall organisation-wide gender pay gap

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.

Employee Consultation

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

Yes

1.1 How did you consult employees?

Exit interviews; Survey; Performance discussions

1.2 Who did you consult?

ALL staff

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

Yes

Strategy

- 3. On what date did your organisation share your last year's public reports with employees and shareholders?**

Employees:

Yes

Date:30/09/2022

Shareholder:

Yes

Date:30/09/2022

- 4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?**

Yes

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

<p>AustralianSuper's 2023 annual All Colleague Survey indicated that 96% of colleagues agree or strongly agree that their people leader genuinely supports equality between women. </p>

#Flexible Work

Flexible Working

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

Yes

Policy; Strategy

- 1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:**

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

Yes

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

Yes

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Not aware of the need

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

Yes

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel

Yes

Leaders are held accountable for improving workplace flexibility

Yes

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

Yes

Targets have been set for men's engagement in flexible work

No

Not aware of the need

Team-based training is provided throughout the organisation

Yes

Other: No

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

Carer's leave: Yes

SAME options for women and men Formal options are available; Informal options are available

Compressed working weeks: Yes

SAME options for women and men Formal options are available; Informal options are available

Flexible hours of work: Yes

SAME options for women and men Formal options are available; Informal options are available

Job sharing: Yes

SAME options for women and men

Formal options are available

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: Yes

SAME options for women and men Formal options are available

Remote working/working from home: Yes

SAME options for women and men

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes

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

5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?

No

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7. 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-timework, 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” had 95% colleagues stating agree or strongly agree in our 2023 all colleague survey.

Additionally, flexible work is enshrined in the Fund’s Enterprise Agreement. 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.

Permanent or maximum term (contract) colleagues are eligible to purchase office equipment supporting them to work remotely each year with a \$300 reimbursement offered by the Fund.

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 which incorporates unconscious bias training. This session includes discussions about flexible work being available for all colleagues and challenges 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 in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave to all genders without using the primary/secondary carer definition

1.1. Please indicate whether your employer-funded paid parental leave covers:

Birth; Adoption; Surrogacy; Stillbirth

1.2. How do you pay employer-funded paid parental leave to your carers, regardless of primary/secondary status?

Paying the employee's full salary

1.3. Do you pay superannuation contribution to your carers while they are on parental leave?

Yes, on employer funded parental leave

1.4. How many weeks of employer-funded paid parental leave for carers is provided?

14

1.5. What proportion of your total workforce has access to employer-funded paid parental leave, including casuals?

91-100%

1.6. 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

1.7. 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

within 24 months

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 full time rate into the colleague's superannuation fund, for a period of 104 weeks from the commencement of the period of parental leave, even if the colleague returns in a part time capacity.

AustralianSuper continues to promote men's uptake of parental leave with a virtual session held to acknowledge Movember: "Supporting dads and father figures" in the workplace. The November 2022 event was introduced by Chief Executive Paul Schroder and three male colleagues shared their experiences of taking parental leave and/or working flexibly. AustralianSuper hosts virtual Keep In Touch morning teas twice a year. Our most recent "Keep in Touch morning tea" was held February 2023 with 10 female and two male colleagues in attendance. The voluntary virtual morning tea enables colleagues on parental leave to hear key business updates, share their parenting experiences and remain connected to the Fund.

Support for carers

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

Yes

Policy; Strategy

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

2.1. Employer subsidised childcare

No

2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No

Not a priority

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

No

Not a priority

2.5. Coaching for employees on returning to work from parental leave

Yes

Available at ALL worksites

2.6. Targeted communication mechanisms (e.g. intranet/forums)

No

2.7. Internal support networks for parents

No

2.8. Information packs for new parents and/or those with elder care responsibilities

No

2.9. Parenting workshops targeting fathers

No

2.10. Parenting workshops targeting mothers

No

2.11. Referral services to support employees with family and/or caring responsibilities

Yes

Available at ALL worksites

2.12. Support in securing school holiday care

No

2.13. On-site childcare

No

2.14. Other 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.

• 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 refamiliarize 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".

Sexual harassment, harassment on the grounds of sex or discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?

Yes

Policy; Strategy

1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

Yes

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

All Managers:

Yes

Voluntary question: All Non-Managers

Yes

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

<p>AustralianSuper AustralianSuper has zero tolerance for harassment (including sexual harassment), discrimination and bullying. </p><p>AustralianSuper Chief Executive, Paul Schroder is a member of the Champions of Change Coalition. The Champions of Change Coalition in 2020 released a report “Disrupting the System: Preventing and responding to sexual harassment in the workplace” which was noted by People and Culture Committee and Board. The 2023 colleague survey told us that 97% of colleagues agree or strongly agree that sex-based harassment is not tolerated at AustralianSuper.</p>

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

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?

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

Yes

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

No

Not a priority

Provision of financial support (e.g. advance bonus payment or advanced pay)

No

Other

Provide Details: AustralianSuper financially supports colleagues suffering from family and domestic violence with unlimited paid leave.

Flexible working arrangements

Yes

Offer change of office location

Yes

Access to medical services (e.g. doctor or nurse)

No

Not aware of the need

Training of key personnel

No

Not a priority

Referral of employees to appropriate domestic violence support services for expert advice

Yes

Workplace safety planning

No

Not a priority

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

Yes

Is the leave period unlimited?

Yes

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

No

Other

Provide Details: The Enterprise Agreement covers all AustralianSuper colleagues for paid family and domestic violence leave.

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

No

Other

Provide Details: The Enterprise Agreement covers all AustralianSuper colleagues for paid family and domestic violence leave so unpaid leave is not required.

Access to unpaid leave

No

Other

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Provide Details:The Enterprise Agreement covers all AustralianSuper colleagues for paid family and domestic violence leave

Other: No

Provide Details:

1. 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".

• AustralianSuper acknowledged International Day for the Prevention of Violence against Women on 25 November 2022 with an internal communication reminding colleagues of our paid leave, EAP and other support mechanisms.

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	0	0
			Managers	30	29	59
			Non-managers	41	25	66
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	5	0	5
			Non-managers	8	0	8
		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	1	1
			Managers	33	35	68
			Non-managers	19	19	38
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	2	4
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	6	1	7
			Non-managers	3	1	4
		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	28	50	78
			Non-managers	84	82	166
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	17	14	31
			Non-managers	37	42	79
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	4	1	5
			Non-managers	6	1	7
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	3	0	3
			Non-managers	4	2	6
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

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	0	1
			Managers	13	21	34
			Non-managers	25	36	61
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	2	4
			Non-managers	12	13	25
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	8	1	9
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	1	2	3
	5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0
Managers				13	5	18
Non-managers				21	12	33
Fixed-Term Contract			CEO, KMPs, and HOBs	0	0	0
			Managers	7	0	7
			Non-managers	11	1	12
Part-time		Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
		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
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	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
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

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 Non-binary

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	230	362	0	0	592
	Full-time contract	23	17	0	0	40
	Part-time permanent	35	9	0	0	44
	Part-time contract	1	0	0	0	1
Professionals	Full-time permanent	248	214	8	3	473
	Full-time contract	29	40	0	0	69
	Part-time permanent	50	4	0	0	54
	Part-time contract	5	3	0	0	8
Technicians And Trades Workers	Full-time permanent	3	4	0	0	7
Clerical And Administrative Workers	Full-time permanent	50	6	5	5	66
	Full-time contract	9	1	0	0	10
	Part-time permanent	7	0	0	0	7
	Part-time contract	1	0	0	0	1

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

** Total employees includes Non-binary

Workplace Profile Table

Industry: Insurance and Superannuation Funds

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	2	4	6
GM	Full-time permanent	20	35	55
	Part-time permanent	1	2	3
SM	Full-time permanent	98	145	243
	Full-time contract	8	5	13
	Part-time permanent	10	1	11
OM	Full-time permanent	110	177	287
	Full-time contract	15	12	27
	Part-time permanent	24	6	30
	Part-time contract	1	0	1

* Total employees includes Non-binary