



Date Created: 14-06-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 14-06-2023

2022 - 23 Gender Equality Reporting

Submitted By:

Westpac Banking Corporation 33007457141

#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.

We have a dedicated strategy for progressing gender equality which is reviewed annually by our Executive Team. Our Accelerate Gender Equality plan focuses on four key areas to achieve our targets for gender equality in leadership. This plan is designed to achieve our Board approved gender equality targets, including 40:40:20 in Senior Leadership roles, which is now our lead indicator of gender equality in leadership and reported externally. Our Accelerate Gender Equality plan includes investing in career development through dedicated leadership development programs and mentoring opportunities for women; recognising and elevating women through showcasing the achievements and lived experiences of women in regular communications and recognising women through dedicated awards, such as Westpac's Carla Zampatti Woman of Influence Award and external awards such as the annual Women in Banking and Finance Awards and Chief Executive Women; building a strong community through our Women of Westpac Employee Advocacy Group which has 4000+ members and provides opportunities for like-minded individuals to share, develop and grow; and supporting employees in moments that matter: by creating generous policy innovations that impact the lives of our people in moments that matter for their career and personal lives, for example, in 2021 we introduced leave for employees who experience pregnancy loss and furthered this

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support in 2022 by providing free access to confidential counselling with registered psychologists who specialise in pregnancy loss. In 2022 we also introduce a new paid leave provision for employees undergoing fertility treatment. We also have embedded our 10-point plan for sexual harassment in line with the recommendations from the Respect at Work report and now have uncapped leave available to employees who experience Domestic and Family Violence. Our commitment to gender equality has been recognised externally through Equileap's latest report naming Westpac as a top 10 company globally for gender equality and we have been included in the Bloomberg Gender Equality Index for the 7th consecutive year.

Governing Bodies

Organisation: Westpac Banking Corporation

1.Name of the governing body: Westpac Banking Corporation Board of Directors

2.Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 4	Male (M) 6	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 30/09/2023

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

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

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For 2022, the BNGC approved an objective of 40% women, 40% men and 20% any gender for the composition of the Westpac Board. Westpac's performance against the objective will vary at any given time depending on the timing of Board renewal and Board composition changes.

#Action on gender equality

Gender Pay Gaps

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

Yes

Policy; 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 ensure managers are held accountable for pay equity outcomes; 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.

We continue to focus on improving the representation of women at all levels, with specific attention to senior leadership and job families where women are less represented. We analyse recruitment trends, promotion rates and other key statistics to create visibility and maintain a continuous focus on pay equity.

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

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 commencement

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salaries by gender to ensure there are no pay gaps; 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; Reported pay equity metrics (including gender pay gaps) externally; Trained people-managers in addressing gender bias (including unconscious bias); Corrected like-for-like gaps; Conducted a gender-based job evaluation process

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

A like-for-like gap analysis; 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.

We conduct like-for-like, by-level and overall gender pay gap analysis. Our overall gender pay gap is impacted by the gender distribution across the business. We continue to focus on improving women participation at all levels, with specific attention to senior leadership and job families where women are less represented. We will continue to review gender pay data annually and adjust our strategies as required.

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?

Consultative committee or group; Focus groups; Exit interviews; Survey

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:01/06/2022

Shareholder:

Yes

Date:01/06/2022

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

No

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

#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

No

Not a priority

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

Other

Other: All employees can request a range of flexible working arrangements. Our approach to flexible working is mature and we have high levels of employees working flexibly.

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

No

Not a priority

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

No

Not a priority

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

Other

Other: All employees can request a range of flexible working arrangements. Our approach to flexible working is mature and we have high levels of employees working flexibly.

Team-based training is provided throughout the organisation

Yes

Other: Yes

Provide Details: Westpac have had an 'All in Flex' approach to roles since 2015, meaning all roles can be considered for flexible work arrangements.

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; Informal options are available

Part-time work: Yes

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

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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?

Don't know / Not applicable

7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

Westpac have had an 'All in Flex' approach to roles since 2015, meaning all roles are considered to be flexible. Employees agree on what flexible work arrangements they require and will work in their role directly with their manager and do not need to seek formal approval of their arrangement beyond this. This gives employees greater control to agree on what works best for them and the business with their people leader. We therefore do not centrally track formal approvals of flexible work arrangements of our employees. Throughout the pandemic we have maintained a comprehensive plan to support our people. Early in 2020 Westpac supported approximately 20,000 employees to work from home including provision of ergonomic equipment to set up including chairs, keyboard, mouse and monitors. Whilst we already had a working remotely policy including Health and Safety Checklists, all employees were required to complete online learning on working remotely and an updated work from home checklist. In addition, we developed a leader capability program to support leading a distributed team and updated our existing HSW Leader training to accommodate hybrid working. We have maintained a comprehensive mental health and wellbeing plan to support our people in new ways of working which included input from our Employee Action Groups to acknowledge our diverse workforce needs including mental health training; wellbeing pod-cast series and events by engaging Australia's leading experts on topics including vaccine hesitancy, work-life boundaries, loneliness, acute vulnerability, parenting through the pandemic; online activities and resources for children during lockdown to support working parents; new resources and tools to support new ways of working including a hybrid work hub of resources for both working from home and in the office; job design initiatives to reduced meeting times/meeting free times to allow for breaks to support mental health and wellbeing. To support our people through the pandemic we have introduced a number of leave provisions including paid leave for employees medically at risk of COVID-19 who were unable to work from home, employees required to be in self-isolation and couldn't work from home, employees required to care for children who were unable to attend childcare or schools, and COVID-19 vaccinations including to take children to COVID-19 vaccine appointments.

#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 using the primary/secondary carer definition

1.1. Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?

Yes

1.1.a. Please indicate whether your employer-funded paid parental leave for primary carers is available to:

All, regardless of gender

1.1.b. Please indicate whether your employer-funded paid parental leave for primary carers covers:

Birth; Adoption; Surrogacy; Stillbirth

1.1.c. How do you pay employer funded paid parental leave to primary carers?

Paying the employee's full salary

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

Yes, on employer funded parental leave; Yes, on government funded parental leave; Yes, on unpaid parental leave

1.1.e. How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?

16

1.1.f. What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?

91-100%

1.1.g. Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?

No

1.1.h. Do you require primary 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

1.2. Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?

Yes

1.2.a. Please indicate whether your employer-funded paid parental leave for secondary carers is available to:

All, regardless of gender

1.2.b. Please indicate whether your employer-funded paid parental leave for secondary carers covers:

Birth; Adoption; Surrogacy; Stillbirth

1.2.c. How do you pay employer funded paid parental leave to Secondary carers?

Paying the employee's full salary

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

Yes, on employer funded parental leave; Yes, on government funded parental leave; Yes, on unpaid parental leave

1.2.e. How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?

4

1.2.f. What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?

91-100%

1.2.g. Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?

No

1.2.h. Do you require secondary 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.

Our paid parental leave is gender neutral and encourages parents to share the care. Since increasing the time in which parents can take parental leave from 12 to 24 months in October 2021, we have seen an increase in the number of men who take parental leave as the primary carer, particularly after the child turns one to support their partner back into the workforce and reduce the burden of childcare costs. We have also recently launched a community dedicated to working fathers at Westpac to provide a forum for sharing experiences, connecting with other dads and providing community of support. The Westpac Dads community now has over 300 members. In 2021 we introduced additional paid leave (one week) for employees who have experiences early pregnancy loss and 16 weeks to those who experience a pregnancy loss after the 12th week of pregnancy. We also provide employees with access to fully confidential specialised

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counselling services for pregnancy loss. Employees who experience a premature birth have access to special paid leave from the birth date up until what would have been 37 weeks' gestation. Further supporting families, in 2022 we introduced a new entitlement for employees who are undertaking fertility treatment, providing one-week fertility leave per year.

Support for carers

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

Yes

Available at SOME worksites

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

No

Not aware of the need

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

Yes

Available at SOME worksites

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)

Yes

Available at ALL worksites

2.7. Internal support networks for parents

Yes

Available at ALL worksites

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

Yes

Available at ALL worksites

2.9. Parenting workshops targeting fathers

Yes

Available at ALL worksites

2.10. Parenting workshops targeting mothers

Yes

Available at ALL worksites

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

Yes

Available at SOME worksites

2.13. On-site childcare

Yes

Available at SOME worksites

2.14. Other details: Yes

Available at ALL worksites

Provide Details:Fertility Leave, Early Pregnancy Loss Leave, Pregnancy Loss Leave, Special Leave for Premature Birth, Pregnancy Loss and Fertility Counselling

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

We provide a Parents + Carers Hub, where all employees can access a wide range of resources, such as podcasts, articles, support services and webinars all focused on parenting and caring responsibilities. Our Employee Advocacy Groups (EAG) also support a wide diversity of working carers, for example our ABLE EAG, which advocates for disability, accessibility and carers regularly shares stories of lived experiences of carers for employees and their families living with disability, illness or injury. In October each year, we run a dedicated campaign of support for carers including events and opportunities for the community to connect. We also provide Gender Affirmation Leave, Sorry Business Leave, uncapped Domestic Violence Leave, Grandparent's Leave, Career Break, Defence Reserves Leave, Transition to Retirement, Study Assistance and Study Leave, and Cultural, Lifestyle and Wellbeing Leave Day.

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

At induction

Other

Provide Details: every 2 years

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.

In 2021 we introduced a heightened focus on sex-based harassment through our 'It Starts with Respect' strategy and policy. At Westpac, our philosophy on starts with respect and being committed to keeping everyone safe. That means zero tolerance for sexual harassment or assault, and zero tolerance also means serious consequences if we find there is an issue. If an employee experiences or witnesses sexual harassment, they need to know it's safe to speak up and will be supported. We've always treated employee safety and the management of sexual harassment as a priority – through our policies, training, and managing concerns when they're raised. To further strengthen what we already have in place, we have expanded the support available to our employees who experience sexual harassment by launching

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a dedicated hotline and intranet page. The people supporting the hotline are a team who are specialists in this area, and they can be accessed from any location. We have also created the 'No bystander rule' by reminding everyone, especially people leaders, of our obligation to speak up. This obligation is included in our Code of Conduct and our Sexual Harassment policy. Our Sexual Harassment policy has been updated to very clearly set out our expectations about workplace behaviour and reinforcing our position that we will act swiftly to address any poor behaviours. We've also updated the Group Consequence Management Framework to reflect the seriousness of the issue. We have zero tolerance for sexual harassment which means dismissal for this conduct, and we have also rolled out refreshed training for our people, and also our most senior leaders so they have the most up to date knowledge on how to support employees.

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

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

Yes

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

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

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

Yes

Training of key personnel

Yes

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

Yes

Workplace safety planning

Yes

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)

Yes

Is the leave period unlimited?

Yes

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

No

Other

Provide Details: We have unlimited paid leave contained in our enterprise agreement.

Access to unpaid leave

No

Other

Provide Details: We have unlimited paid leave contained in our enterprise agreement.

Other: Yes

Provide Details: We also provide up to 10 days paid leave to employees who are providing support to someone experiencing DFV and our Employee Assistance Program includes confidential counselling with specialised DFV consultants.

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

The 'Every Customer Matters' training module has been designed to help staff better recognise the signs of family or domestic violence including financial abuse, help them appropriately respond with extra care and provide practical guidance on how to best support the financial needs of impacted customers. This training was launched in July 2019 and is compulsory for select frontline staff. This module is also available on eAcademy for all staff to complete. In July 2020, our internal and external Family or Domestic Violence Position Statement was developed which outlines the principles we apply when supporting customers and employees experiencing family or domestic violence, including financial abuse. This helps impacted customers understand how we can support them with sensitivity, dignity, respect, and compassion. The Domestic and Family Violence Employee Advocacy Group (RESPECT) exists to support employees and customers experiencing domestic and family violence. RESPECT is made up of employees from across the organisation who advocate and influence on DFV issues. This includes hosting events to raise awareness of the issue of DFV, regular communications campaigns including driving all staff to sign the DFV Pledge encouraging staff to speak up and seek help. Identifying opportunities for our staff and customers to bank safely with us (noting

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most staff are also customers). Including Transaction Description Abuse Safeguards, quick exit functionality on DFV customer pages, and during COVID-19 we increased our communication to the group raising awareness of DFV and the impact of victims and perpetrators now in isolation – this was in the form of policy content on the dedicated intranet page, podcasts, editorial content and posts on the Group Yammer Page.

Workforce Management Statistics Table

Industry: Finance

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	160	131	291	
			Non-managers	1,535	1,309	2,844	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	1	1	
			Non-managers	23	24	47	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	10	0	10
				Non-managers	170	37	207
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	3	2	5	
	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	153	117	270	
			Non-managers	1,333	1,186	2,519	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	1	1	
			Non-managers	45	58	103	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	7	0	7
				Non-managers	351	45	396
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	10	4	14	
	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	58	61	119	
			Non-managers	1,728	2,001	3,729	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	1	1	
			Managers	5	5	10	
			Non-managers	359	356	715	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	2	1	3
				Non-managers	438	183	621
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	1	0	1	
			Non-managers	86	36	122	
	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: Finance

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	0	0	0
			Managers	95	100	195
			Non-managers	1,212	1,296	2,508
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	5	7
			Non-managers	101	97	198
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1		1
			Non-managers	559	190	751
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	29	7	36
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	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	63	25	88
			Non-managers	919	456	1,375
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	28	9	37
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	10	0	10
			Non-managers	491	6	497
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	5		5
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	7	1	8
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	2	41	43
			Non-managers	25	409	434
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	21	24
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	4	5
		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 Non-binary

Workforce Management Statistics Table

Industry: Finance

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	65	25	90
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	6	2	8
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	37	0	37
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	1	2

* Total employees includes Non-binary

Workplace Profile Table

Industry: Finance

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	1,250	1,423	0	0	2,673
	Full-time contract	13	19	0	0	32
	Part-time permanent	61	7	0	0	68
	Part-time contract	2	0	0	0	2
Professionals	Full-time permanent	7,221	9,238	7	3	16,471
	Full-time contract	242	308	0	0	550
	Part-time permanent	902	80	0	0	982
	Part-time contract	21	7	1	0	29
Clerical And Administrative Workers	Full-time permanent	4,156	2,603	99	68	6,927
	Full-time contract	263	229	0	1	493
	Part-time permanent	2,831	364	0	0	3,195
	Part-time contract	51	22	2	3	78

* 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: Finance

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	3	4	7
	Full-time contract	0	2	2
GM	Full-time permanent	26	36	62
	Full-time contract	2	0	2
SM	Full-time permanent	259	275	534
	Full-time contract	2	5	7
	Part-time permanent	9	2	11
OM	Full-time permanent	962	1,107	2,069
	Full-time contract	9	12	21
	Part-time permanent	52	5	57
	Part-time contract	2	0	2

* Total employees includes Non-binary