2021 - 22 Gender Equality Reporting

Submitted by:

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BOQ Finance (Aust) Limited (ABN:56065745735)

Bank Of Queensland Limited (ABN:32009656740)

Date: 2022-08-24

#Workplace overview

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

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

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

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

Reduce the gender pay gap Increase the number of women in male-dominated roles Increase the number of women in leadership positions

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

BOQ Group's commitment to recognising the importance of diversity and inclusion extends across the whole organisation. Through our gender equality strategy and organisational gender equality targets we are continually embedding and enhancing our People and Culture policies, procedures and practices. This ensures that all relevant policies, processes and practices include a diversity and inclusion lens and are appropriately structured to guard against discrimination and minimise conscious or unconscious bias. The initiatives and programs that we deliver across the organisation support us in continually building a diverse workforce and inclusive culture.

Governing bodies

Members Equity Bank Limited

1: Does this organisation have a governing body?	Yes(*Provide further details on the governing body(ies) and its composition*)
1.1: What is the name of your governing body?	Bank of Queensland Limited - 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	0
…Male	1
…Non-binary	0
…Members	
…Female	4
…Male	3
…Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(*Select all that apply*)
	Policy
1.5: Has a target been set to increase the representation of women on this governing body?	Yes(*Provide further details on your target*)
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-Aug-2022
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes(*Select all that apply.*)
	Policy Strategy

Virgin Money (Australia) Pty Limited

1: Does this organisation have a governing body?	Yes(*Provide further details on the governing body(ies) and its composition*)
1.1: What is the name of your governing body?	Bank of Queensland Limited - Board of Directors
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
…Chairs	
…Female	
…Male	1
…Non-binary	0
…Members	
…Female	4
…Male	3
…Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(*Select all that apply*)
	Policy
1.5: Has a target been set to increase the representation of women on this governing body?	Yes(*Provide further details on your target*)
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-Aug-2022
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes(*Select all that apply.*)
	Policy Strategy

BOQ Finance (Aust) Limited

1: Does this organisation have a governing body?	Yes(*Provide further details on the governing body(ies) and its composition*)
1.1: What is the name of your governing body?	Bank of Queensland Limited - 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	0
…Male	1
…Non-binary	0
…Members	
…Female	4
…Male	3
…Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(*Select all that apply*)
	Policy
1.5: Has a target been set to increase the representation of women on this governing body?	Yes(*Provide further details on your target*)
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-Aug-2022
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes(*Select all that apply.*)
	Policy Strategy

Bank Of Queensland Limited

1: Does this organisation have a governing body?	Yes(*Provide further details on the governing body(ies) and its composition*)
1.1: What is the name of your governing body?	Bank of Queensland Limited - 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	0
…Male	1
…Non-binary	0
…Members	
…Female	4
…Male	3
…Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this	Yes(*Select all that apply*)

organisation's governing body members?	
	Policy
1.5: Has a target been set to increase the representation of women on this governing body?	Yes(*Provide further details on your target*)
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-Aug-2022
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes(*Select all that apply.*)
	Policy Strategy

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

The BOQ Group Board Nomination & Governance Committee is responsible for making recommendations to the Board in relation to the appropriate mix of skills, knowledge, experience, independence and diversity on the Board, and the extent to which they are represented on the Board. The Nomination & Governance Committee is also responsible for reviewing and reporting to the Board, at least annually, in relation to Board diversity (including progress in achieving the measurable objectives set by the Board in relation to Board diversity). Female Directors act as Chair of two of the board committees: Transformation & Technology and Audit.

#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) 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?

30-Mar-2022

Employer action on pay equity

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

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

1.1: When was the most recent gender remuneration gap analysis undertaken?	Within the last 12 months
1.2: Did you take any actions as a result of your gender remuneration gap analysis?	Yes(*Select all that apply*)
1.2: Did you take any actions as a result of your gender remuneration gap analysis? .. Yes	Created a pay equity strategy or action plan Identified cause/s of the 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 executive Implemented other changes (provide details):

…Implemented other changes (provide details):	Increased reporting and focus on organisational wide pay gap
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)	At BOQ we complete a like for like gap analysis as part of our remuneration review. We more frequently review the organisational wide gap and report it to our executive.

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

BOQ has a Board approved target for the organisation wide gap for FY23.

Employee consultation

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

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

1.1: How did you consult employees?	Survey Consultative committee or group Exit interviews
1.2: Who did you consult?	ALL staff Human resources managers Management Employee representative group(s) Diversity committee or equivalent

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

No

…No	Currently under development(*Select the estimated completion date.*)
…Currently under development	

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

13-Oct-2021

4: Does your organisation have shareholders?

Yes

4.1: On what date did your organisation share your previous year's public reports with shareholders?	13-Oct-2021

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

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

At BOQ, Diversity and Inclusion is everyone's responsibility and requires a united collective approach. As an organisation we consult with our people on diversity and inclusion via a number of different platforms to ensure we are across what

really matters to our people and how as an organisation we can make tangible differences. Some of these platforms include;

- Parental Leave/Return Surveys

- Exit Surveys and Interviews

- Culture Survey

- Engagement Surveys

- Round table discussions with leadership

- Employee network channels and affinity groups. Including SPARK network – our affinity group focused on gender equality

BOQ Group's gender equality strategy is further brought to life through our SPARK employee network. SPARK's purpose is to drive gender equality across all levels of BOQ Group – from inspiring to enabling. They do this through connecting, developing and empowering BOQ's people to maximise the potential of a diverse workforce. They achieve this by:

- Engaging communications and events

- Community relationships

- Becoming an Employer of choice

- Driving BOQ to be a true flexible workplace

#Flexible work

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	Yes
…Targets have been set for men's engagement in flexible work	No(*Select all that apply*)
…No	Currently under development(*Select the estimated completion date.*)
…Currently under development	30-Sep-2022
…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(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Compressed working weeks	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Time-in-lieu	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Telecommuting (e.g. working from home)	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Part-time work	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Job sharing	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Carer's leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Purchased leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Unpaid leave	Yes(*Select one option only*)

…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available

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

Yes

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

Yes

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

Don't know / Not applicable

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

Training for managers on how to work with flexible and remote/hybrid teams
Training for non-managers on how to work with flexible and remote/hybrid teams
Training for all employees on how to work with flexible and remote/hybrid teams
Employee performance is measured by performance and not presenteeism
All team meetings are held online

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

Workplace flexibility supports our people being able to enjoy work life balance and succeed at BOQ. It is an important way to live our purpose and values by showing empathy for our people and their whole life - not just their work life. A key part of that is our commitment to gender equality and ensuring all of our people (regardless of gender) feel supported to be themselves and reach their potential. BOQ's Flexible Work Arrangement Policy provides a greater choice in how, when and where our team members work, and by doing so can provide a number of ongoing benefits to the business.

#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 (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(*Please indicate how employer funded paid parental leave is provided to the primary carers.*)
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 Surrogacy Stillbirth Adoption
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
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(*Please indicate how employer funded paid parental leave is provided to the secondary carers.*)
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?	90-100%
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
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.

At BOQ we recognise that working parents contribute significantly to our workplace and the global economy. It is essential that we support our employees to succeed both at home and at work. Key components to our parental leave policy include;

· Ability to use parental leave entitlements to return to work on a flexible basis, such as working 3 days per week and utilising parental leave for 2 days.

· Flexible parental leave needs to be taken within the first 24 months of the birth or adoption of a child and can be taken in a way that complements employees receiving payments under the Government Paid Parental Leave scheme.

· Employees who experience premature births or other birth-related complications that result in the newborn baby having to stay in hospital or being hospitalised immediately after birth can now request BOQ pause their parental leave.

- In the event an employee's pregnancy ends after 20 weeks because of a miscarriage, or in the event of stillbirth, or the death of a child during the first 24 months of life, an employee will be entitled to the initial period of paid parental leave.

- There is no minimum service requirement for permanent full time and part time employees.

- Casual employees engaged on a regular and systematic bases for a minimum of 12 months are entitled to paid parental leave.

- No claw back if an employee resigns.

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

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

…Employer subsidised childcare	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Not a priority
…On-site childcare	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Not a priority
…Breastfeeding facilities	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at SOME worksites
…Childcare referral services	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Not a priority
…Internal support networks for parents	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Not a priority
…Information packs for new parents and/or those with elder care responsibilities	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Referral services to support employees with family and/or caring responsibilities	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
	Yes(*Please indicate the availability of this*

…Targeted communication mechanisms (e.g. intranet/forums)	*support mechanism.*)
…Yes	Available at ALL worksites
…Support in securing school holiday care	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Not a priority
…Coaching for employees on returning to work from paid parental leave	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Insufficient resources/expertise
…Parenting workshops targeting mothers	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Insufficient resources/expertise
…Parenting workshops targeting fathers	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Insufficient resources/expertise
…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.

BOQ is committed to supporting balance to employees' work and personal responsibilities through the provision of flexible work arrangements. Flexibility is an important element in helping employees to achieve their best.

BOQ has a relationship with Benestar, an external organisation that provides confidential counselling and support services which is available to BOQ employees and their immediate families, as well as their leaders.

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

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

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

…All employees	provided (select all that apply):)
…Yes	At induction At least annually

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

> BOQ is committed to providing a work environment that is free from harassment, discrimination and bullying and takes complaints about inappropriate standards of conduct very seriously.
>
> BOQ is committed to providing an environment where employees feel supported and safe to report any behaviour or conduct which may be in breach of BOQ Values, Policy, Standards, Procedures or the Code of Conduct. BOQ encourages all employees to speak up and raise matters.

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

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	Yes
…A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
…Workplace safety planning	Yes
…Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(*Is the leave period unlimited?*)
…Yes	No
: How many days of paid domestic violence leave (contained in an enterprise/workplace agreement) are provided?	10
…Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(*Is the leave period unlimited?*)
…Yes	Yes
…Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	Yes(*Is the leave period unlimited?*)
…Yes	No

: How many days of paid domestic violence leave (not contained in an enterprise/workplace agreement) are provided?	10
…Access to unpaid leave	Yes(*Is the leave period unlimited?*)
…Yes	No
: How many days of unpaid domestic violence leave are provided?	10
…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)	Yes
…Offer change of office location	Yes
…Emergency accommodation assistance	Yes
…Access to medical services (e.g. doctor or nurse)	Yes
…Other (provide details)	No

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

BOQ Group is committed to providing support to our employees and customers affected by Domestic & Family Violence. Our workplace encourages a culture that supports people asking for help when needed, with processes and practices to provide the individualised help and assistance required.

In addition to the 10 days Domestic & Family Violence leave, BOQ enables staff to access all types of leave balances available to them if they are affected by Domestic & Family Violence. Our approach is to work with the staff member to formulate what support is necessary (including providing additional personal leave if required). BOQ Group is committed to raising awareness of the prevalence of Domestic & Family Violence and its impact across the organisation and within the broader community.

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	252	367	0	0	619
	Full-time contract	4	9	0	0	14
	Part-time permanent	27	4	0	0	31
Professionals	Full-time permanent	756	768	0	0	1,529
	Full-time contract	38	22	0	0	61
	Part-time permanent	145	20	0	0	165
	Part-time contract	8	1	0	0	9
	Casual	0	2	0	0	2
Clerical And Administrative Workers	Full-time permanent	231	182	0	0	424
	Full-time contract	4	6	0	0	10
	Part-time permanent	55	10	0	0	65
	Part-time contract	1	1	0	0	2
	Casual	12	1	0	0	13
Sales Workers	Full-time permanent	202	183	0	0	385
	Full-time contract	2	5	0	0	7
	Part-time permanent	54	6	0	0	60
	Part-time contract	1	1	0	0	2
	Casual	24	12	0	0	36

* Categorised 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: Finance

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	2	5	7
GM	-1	Full-time permanent	1	1	2
	-2	Full-time permanent	5	9	14
SM	-1	Full-time permanent	0	1	1
	-2	Full-time permanent	19	22	41
		Full-time contract	0	1	1
		Part-time permanent	0	2	2
	-3	Full-time permanent	43	78	121
		Full-time contract	0	1	1
		Part-time permanent	3	0	3
	-4	Full-time permanent	7	13	20
		Part-time permanent	1	0	1
OM	-2	Full-time permanent	1	1	2
	-3	Full-time permanent	24	41	65
		Full-time contract	0	2	2
		Part-time permanent	7	1	8
	-4	Full-time permanent	86	124	210
		Full-time contract	4	5	10
		Part-time permanent	9	0	9
	-5	Full-time permanent	57	67	124
		Part-time permanent	7	1	8
	-6	Full-time permanent	6	4	10
	-7	Full-time permanent	1	0	1

* Total employees includes Gender X

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	39	52	91
			Non-managers	159	140	299
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	5	2	7
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	5	0	5
			Non-managers	20	6	26
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	1	3
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	63	105	168
			Non-managers	328	369	702
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	2	4
			Non-managers	11	16	28
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	5	3	8
			Non-managers	64	6	70
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	2	3
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	2	5
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	40	64	104
			Non-managers	352	340	724
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	8	12	21
			Non-managers	58	39	99
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	25	14	39
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	8	5	13
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	23	13	36

* Total employees includes Gender X

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	47	54	101
			Non-managers	331	322	671
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	6	7
			Non-managers	31	23	55
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	1	3
			Non-managers	59	14	73
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	6	5	11
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	26	10	36
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	19	8	27
			Non-managers	106	26	132
		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	10	0	10
			Non-managers	74	0	74
		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	14	14
			Non-managers	0	44	44
		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	2	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

* Total employees includes Gender X

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	1	1	2
			Non-managers	11	1	12
		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	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