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14 July 2023

Company Announcements Office  
ASX Limited  
20 Bridge Street  
SYDNEY NSW 2000

## 2022-23 Gender Equality Reporting to WGEA

To the Company Announcements Office,

nib has submitted its annual compliance report to the to the Workplace Gender Equality Agency (WGEA), in accordance with the requirements of the *Workplace Gender Equality Act 2012*.

Attached is a copy of the public report submitted to the WGEA. This report is also available on our shareholder website: [nib.com.au/shareholders](http://nib.com.au/shareholders)

A handwritten signature in black ink, appearing to read 'Roslyn Toms', with a stylized flourish at the end.

**Roslyn Toms**  
Company Secretary

For information please contact:

**Amber Jackson**

Head of Investor Relations



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**[a.jackson@nib.com.au](mailto:a.jackson@nib.com.au)**

This announcement has been authorised for release by Roslyn Toms, nib Company Secretary.



Date Created: 04-07-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**



# 2022 - 23 Gender Equality Reporting

## Submitted By:

N I B Health Funds Ltd 83000124381

Wng Services Pty Ltd 79128500998

Nib Holdings Ltd 51125633856

MAPLE PLAN PTY LTD 69624874219

PEAK PLAN MANAGEMENT PTY LTD 16621969337

CONNECT PLAN MANAGEMENT PTY LTD 73624994565

# #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

Strategy

**Performance management processes:** Yes

Policy; Strategy

**Promotions:** Yes.

Policy; Strategy

**Talent identification/identification of high potentials:** YesStrategy

**Succession planning:** Yes

Strategy

**Training and development:** Yes

Policy; Strategy

**Key performance indicators for managers relating to gender equality:** YesPolicy;  
Strategy

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

YesPolicy; Strategy

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

We believe feeling included for who we are and empowered to be our authentic selves is essential to wellbeing and living a fulfilling life. Our vision is to foster a sense of community where everyone is welcome, contributes and belongs. This vision is shared in our Diversity and Inclusion Action Plan which was published internally and externally in March 2021. Our plan is a commitment to our employees and the communities in which we operate, which details our equity and inclusion actions and objectives. We recognise there are many dimensions of diversity, however, we have identified three key focus areas for our Plan:

Date Created: 04-07-2023

- Accessibility
- Culture and Heritage
- Gender and Sexuality

Our Diversity, Equity and Inclusion Policy outlines our principles, measurable objectives, roles and responsibilities, related policies, definitions, and where employees can get help. Our diversity and inclusion measurable objectives are:

- Ensure that employees and directors are selected from diverse candidate pools:
  - 40/40/20 gender mix in interviewing panels and shortlisted candidates for all management, executive and Board positions.
- Develop diverse leadership teams and talent pipelines by having 40/40/20 gender mix represented in the following role levels: Managers and team leaders; heads of business; and executives.
- Ensure 40/40/20 gender mix representation in Board positions and a minimum 1 female or gender diverse member of the People and Remuneration Committee.
- Provide our people with workplace flexibility by ensuring 100% of roles are open to flexible working.
- Ensure our First Nations and LGBTQIA+ people have the support and opportunity to self-identify.
- 100% of cultural awareness training completed across key leadership roles by end of 2022.
- Create an inclusive workplace culture with an overall engagement score greater than 73% by end of 2023.
- Reward people fairly by supporting a gender pay equity target of less than 5% by end of 2025.
- Increase the representation of employees with accessibility requirements to greater than 15% by end of 2025.

Our Diversity and Inclusion Action Plan and Diversity, Equity and Inclusion Policy have been approved by the Board. The People and Remuneration Committee of the nib holdings limited Board of Directors review nib's performance against its diversity measurable objectives, actions and deliverables on a quarterly basis.

In February 2023, we announced our inclusion in the Bloomberg Gender Equality Index (GEI) for the fourth consecutive year. The GEI demonstrates the performance of public companies committed to disclosing their efforts to support gender equality through policy development, representation, and transparency. Being named one of nine Australian companies rated as high performers in gender equality is a testament to the actualisation of the deliverables in our Diversity and Inclusion Action Plan and diversity measurable objectives.

## Governing Bodies

**Organisation:** N I B Health Funds Ltd

Date Created: 04-07-2023

**1.Name of the governing body:** nib Holdings Limited Board of Directors

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**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
	2	3	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:** 31/12/2023

**Selected value:**

**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

**Organisation:** Wng Services Pty Ltd

**1.Name of the governing body:** nib Holdings Limited Board of Directors

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
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	0	1	0
<b>Member</b>			
	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	2	3	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: 31/12/2023

Selected value:

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

Organisation: Nib Holdings Ltd

1. Name of the governing body: nib Holdings Limited Board of Directors

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

<b>Chair</b>			
	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	1	0
<b>Member</b>			
	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	2	3	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: 31/12/2023**

**Selected value:**

**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

**Organisation:** MAPLE PLAN PTY LTD

**1.Name of the governing body:** nib Holdings Limited Board of Directors

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 3	<b>Non-Binary</b> 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: 31/12/2023**

**Selected value:**



**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

**Organisation:** PEAK PLAN MANAGEMENT PTY LTD

**1.Name of the governing body:** nib Holdings Limited Board of Directors

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 3	<b>Non-Binary</b> 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:** 31/12/2023

**Selected value:**

**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

**Organisation:** CONNECT PLAN MANAGEMENT PTY LTD

Date Created: 04-07-2023

1. Name of the governing body: nib Holdings Limited Board of Directors

2. Type of the governing body: Board of Directors

3. Specified governing body type:

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
	2	3	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: 31/12/2023

Selected value:

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.

Board of Directors tenure is three terms of 3-years each from the first election at an annual general meeting.

# #Action on gender equality

## Gender Pay Gaps

Date Created: 04-07-2023

**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 be transparent about pay scales and/or salary bands; 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.**

nib has a gender pay equity target of less than 5% by 2025. In FY23, nib developed a new Gender Pay Equity Strategy for FY23-24 to ensure we continue to make progress against this target across three different pay gap categories: like-for-like, by-level and organisation-wide. The new strategy includes a range of objectives across the areas of remuneration, representation, policy and practice and leadership, governance and reporting. We have also allocated a gender pay equity budget and will be running a dedicated gender pay equity remuneration review process during FY24.

An annual Gender Pay Equity Report is prepared and reviewed by our People and Remuneration Committee, with regular updates provided to the Committee throughout the year. This includes indicators that track the gender pay gap on both an absolute and relative basis as well as metrics that provide a deeper understanding of the underlying cause of the inequity.

## 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 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; Implemented other changes (provide details):

**Other:** Educated leaders about gender pay equity. Allocated a dedicated gender pay equity salary review budget to specifically address gender pay gaps.

### 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.

To support achievement of our diversity measurable objective to support a gender pay target of less than 5% by 2025, a targeted Gender Pay Equity Strategy was developed. The Strategy includes specific actions and deliverables across four key pillars including remuneration, representation, policy and practice, and leadership, governance and accountability.

## 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; Exit interviews; Survey; Other

**Other:** Gender Pay Equity sessions - allowed for questions and feedback.

#### 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

## Policy

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

**Employees:**

Yes

**Date:**17/06/2022

**Shareholder:**

Yes

**Date:**13/06/2022

- 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.**

In November 2022 we conducted our Employee Engagement Pulse Survey and invited all employees to participate and provide their feedback. The survey measured employee engagement and included an inclusion index, providing insight on how empowered our people feel to be themselves at work and succeed to their full potential, no matter who they are. Group wide results are shared with all employees on internal communications platforms and progress against our employee engagement diversity measurable objective is tracked and reported in our Corporate Governance Statement.

To support our Diversity, Equity and Inclusion Policy and Plan, we have an interactive internal resource centre designed to provide our employees with the most up to date content on Diversity, Equity and Inclusion. This is also coupled with people-led groups on our employee communications platform which create safe spaces for our employees to connect, share experiences and promote equity in our workplace and beyond. We currently have three employee resource groups in alignment with our Diversity and Inclusion Action Plan pillars: These groups include Pride @ nib, Accessibility @ nib and Culture and Heritage @ nib.

# #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

**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

Other

**Other:** 100% of roles are open to flexible working options, irrespective of gender identity, as reflected in our Diversity, Equity and Inclusion Policy.

**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

**Compressed working weeks:** Yes

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

**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?**

Yes, women and men

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

The shift to distributed working, also known as 'Life at nib', has and continues to provide a rare opportunity to rethink work, redefine our thinking and explore new and better work experiences for our people. Empowering our employees to work outside of a traditional office environment enables us to be more flexible in providing our people with work/life balance opportunities that work for their individual circumstances.

A series of principles have informed Life at nib, and at the heart of it is a focus on supporting flexibility and choice for our employees and encouraging diversity, equity and inclusion. A Distributed Work Policy has been developed and published internally to outline the support available to employees. This Policy also includes a Distributed Work Allowance to contribute to the reasonable ongoing costs of working remotely, including maintaining a safe workspace, home internet usage, utilities and consumables. This policy and allowance enable our employees to customise their flexible working experience. We also have an International Remote Working Policy to support employees who may need to travel internationally for family commitments and obligations.

Within our Diversity, Equity and Inclusion Policy we have a commitment to ensure that 100% of roles at nib are open to part-time and flexible work arrangements. nib's Flexible Work Policy continues to provide employees with the option of mutually beneficial flexible work arrangements. Managers continue to implement various flexible work arrangements with their teams, both formally and informally to support this objective.



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

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

18

**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?**

Yes

**1.6.1 How long is the qualifying period (in months)?**

12

**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.

18 weeks paid parental leave is available to all parents at nib, regardless of gender or carer status and is available to all employees globally. It is available for birth, adoption, surrogacy, foster care, kinship care, still birth and infant loss and can be taken within 24 months of the date of birth or placement of the child. Employees can utilise a range of flexible options to take leave: full pay, half pay, continuous blocks, single days (max. 50

Date Created: 04-07-2023

days) or combine with part-time work. Superannuation / KiwiSaver / pension is payable on paid and unpaid leave for up to 12 months. In addition, we provide 2 days of paid 'grandparent leave' to be taken within 24 months of the birth of a grandchild.

## Support for carers

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

Yes

Policy

**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

**2.3. Breastfeeding facilities**

Yes

Available at SOME worksites

**2.4. Childcare referral services**

No

**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**

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.**

We are committed to supporting our employees with caring responsibilities as per our Diversity Equity and Inclusion Policy, Diversity and Inclusion Action Plan, and flexible working policies and practices.

## **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

**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

Other

**Provide Details:** Every two 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.

## 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?**

No

**How many days are provided?**

20

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

Yes

**Is the leave period unlimited?**

No

**How many days are provided?** 20

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

Yes

**Is the leave period unlimited?**

Yes

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

Yes

**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**

We have several instruments in place to support our employees who are experiencing family and domestic violence. These instruments include:

- Domestic Violence Guidelines
- Employee advocates who are trained to provide help and support for people who are impacted by family and domestic violence
- Family and domestic violence paid and unpaid leave provisions
- Safe return to work strategy

In addition to the above, we provide training to leaders and employees on the identification of individuals experiencing family and domestic violence and how to support them. The training has a particular focus on how to support individuals experiencing family and domestic violence when working in a hybrid working environment.

nib acknowledges that there may be circumstances where an employee requires time away from the workplace in addition to the provisions in our Leave Policy or

**Date Created: 04-07-2023**

may need appropriate support over and above the leave itself, such as temporary or ongoing changes to their work arrangements. Employees are encouraged to reach out to their leader or People and Culture for a discussion on how nib can support their individual circumstances.



Date Created: 29-06-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**







Date Created: 29-06-2023

# 2022 - 23 Gender Equality Reporting

## Submitted By:

MIDNIGHT HEALTH PTY LTD 13647966738

# #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:** No

Currently under development

**Estimated Completion Date:** 2023-09-01

**Retention:** Yes

Strategy

**Performance management processes:** Yes

Policy; Strategy

**Promotions:** Yes.

Strategy

**Talent identification/identification of high potentials:** NoCurrently under development

**Estimated Completion Date:** 2023-09-01

**Succession planning:** No

Currently under development

**Estimated Completion Date:** 2023-09-01

**Training and development:** Yes

Policy

**Key performance indicators for managers relating to gender equality:** NoCurrently under development

**Estimated Completion Date:** 2023-09-01

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

NoCurrently under development

Estimated Completion Date: 2023-09-01

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

## Governing Bodies

**Organisation:** MIDNIGHT HEALTH PTY LTD

**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
	1	3	0

**4.Formal section policy and/or strategy:** No

**Selected value:** Not aware of the need

**6. Target set to increase the representation of women:** No

**Selected value:**

Do not have control over governing body/appointments

**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?**

No

**Selected value:**

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

# #Action on gender equality

## Gender Pay Gaps

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

No

Currently under development

**Estimated completion date:** 2023-09-01

**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.**

## 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)?**

No

Currently under development

Estimated completion date: 2023-09-01

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

## Employee Consultation

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

No Insufficient resources/expertise

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

No

Currently under development

Estimated Completion Date: 01/09/2023

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

Employees:

Shareholder:

Date Created: 29-06-2023

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.**

In 1H23, nib moved to majority ownership (63.14%) of Midnight Health, leading to consolidation of Midnight Health into nibs WGEA reporting from 2023 onwards. Prior to consolidation, Midnight Health was not required to report under the WGEA Act.

# #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**

No

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

No

Currently under development

**Estimated Completion Date:** 2024-01-31

**Flexible working is promoted throughout the organisation**

Yes

**Targets have been set for engagement in flexible work**

No

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

No

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

No

**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**

No

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

No

**Team-based training is provided throughout the organisation**

No

**Other:** No

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

Date Created: 29-06-2023

**Carer's leave:** Yes

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

**Compressed working weeks:** No

**Flexible hours of work:** Yes

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

**Job sharing:** No

Currently under development

**Estimated Completion Date:** 2024-01-31

**Part-time work:** Yes

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

**Purchased leave:** No

Insufficient resources/expertise; Not a priority

**Remote working/working from home:** Yes

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

**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

**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.**

# #Employee Support

## Paid Parental leave

1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

No

Currently under development

Estimated Completion Date: 2024-01-31

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.

## Support for carers

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

Yes

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

Insufficient resources/expertise

- 2.3. Breastfeeding facilities

No

- 2.4. Childcare referral services

No

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

No



**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**

No

**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.**

## **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:**

No

**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.**

## 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?**

No

Currently under development

**Estimated Completion Date:**

**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**

No

Currently under development

**Estimated Completion Date: 2023-09-01**

**Confidentiality of matters disclosed**

Yes

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

No

Currently under development

Date Created: 29-06-2023

**Estimated Completion Date:** 2023-09-01

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

No

**Emergency accommodation assistance**

No

Currently under development

**Estimated Completion Date:** 2023-09-01

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

Yes

**Flexible working arrangements**

Yes

**Offer change of office location**

No

Other

**Provide Details:** We only have one office location, however they can work remotely or make other arrangements to work offsite.

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

No

Currently under development

**Estimated Completion Date:** 2023-09-01

**Training of key personnel**

No

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

No

Currently under development

**Estimated Completion Date:** 2023-09-01

**Workplace safety planning**

No

Currently under development

**Estimated Completion Date:** 2023-09-01

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

No

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

Yes

**Is the leave period unlimited?**

No

**How many days are provided?** 10

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

No

Currently under development

**Estimated Completion Date:** 2023-09-01

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

No

**How many days are provided?**

10

**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



**Date Created: 29-06-2023**

# Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1
			Managers	20	18	38
			Non-managers	111	74	185
		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	2	0	2
			Non-managers	20	0	20
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	1	2
			Managers	19	12	31
			Non-managers	102	36	138
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	0	2	2
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	10	0	10
		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	15	10	25
			Non-managers	356	197	556
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	2	3
			Non-managers	19	11	30
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	7	1	8
			Non-managers	42	5	47
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	0	2
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	2	1	3

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: All Industries

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	10	9	19
			Non-managers	144	63	208
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	3	6
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	23	5	28
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	1	1	2
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	6	25
			Non-managers	57	12	69
		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	6	0	6
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
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: All Industries

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	4	0	4
		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



# 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	1	0	1
			Managers	15	15	30
			Non-managers	80	59	139
		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	2	0	2
			Non-managers	20	0	20
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	1	2
			Managers	19	11	30
			Non-managers	88	31	119
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	9	0	9
		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	9	5	14
			Non-managers	223	128	352
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	2	3
			Non-managers	12	8	20
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	20	0	20
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	0	2
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1

\* 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	0	0	0
			Managers	8	6	14
			Non-managers	94	40	135
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	2	5
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	16	1	17
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
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	16	5	21
			Non-managers	48	12	60
		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	5	0	5
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
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	2	0	2
		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

# Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

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	4	0	4
			Non-managers	20	6	26
		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
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	6	5	11
		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
	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	1	4	5
			Non-managers	72	31	104
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	4	0	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	1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

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	2	2	4
			Non-managers	24	7	31
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			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
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	3	1	4
			Non-managers	5	0	5
		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
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: Auxiliary Finance and Insurance Services

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	2	0	2
		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

# Workforce Management Statistics Table

\* Total employees includes Non-binary

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\* Total employees includes Non-binary



# Workforce Management Statistics Table

\* Total employees includes Non-binary

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# Workforce Management Statistics Table

Industry: Social Assistance Services

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	0	0	0
			Non-managers	10	9	19
		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
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	8	0	8
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	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
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	4	1	5
			Non-managers	51	22	74
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	6	3	9
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	6	0	6
			Non-managers	13	5	18
		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	1	0	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Social Assistance Services

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	0	1	1	
			Non-managers	24	14	38	
		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	3	4	7
	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	1	1	
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	0	0	0	
			Non-managers	4	0	4	
		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	
	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: Social Assistance Services

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: All Industries

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	102	110	0	0	212
	Full-time contract	2	2	0	0	4
	Part-time permanent	8	0	0	0	8
Professionals	Full-time permanent	243	246	7	4	500
	Full-time contract	10	6	0	0	16
	Part-time permanent	27	2	0	0	29
	Part-time contract	2	0	0	0	2
	Casual	0	4	0	0	4
Clerical And Administrative Workers	Full-time permanent	418	130	0	0	550
	Full-time contract	4	1	0	0	5
	Part-time permanent	96	10	0	0	106
	Part-time contract	1	0	0	0	1
	Casual	10	8	0	0	18
Sales Workers	Full-time permanent	66	38	0	0	104
	Full-time contract	1	0	0	0	1
	Part-time permanent	7	1	0	0	8

\* 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: All Industries

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	2	2
KMP	Full-time permanent	2	5	7
HOB	Full-time permanent	0	1	1
GM	Full-time permanent	20	35	55
OM	Full-time permanent	80	67	147
	Full-time contract	2	2	4
	Part-time permanent	8	0	8

\* 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	78	88	0	0	166
	Full-time contract	2	2	0	0	4
	Part-time permanent	6	0	0	0	6
Professionals	Full-time permanent	189	196	6	3	394
	Full-time contract	9	6	0	0	15
	Part-time permanent	19	2	0	0	21
	Part-time contract	2	0	0	0	2
	Casual	0	2	0	0	2
Clerical And Administrative Workers	Full-time permanent	278	95	0	0	374
	Full-time contract	4	1	0	0	5
	Part-time permanent	71	6	0	0	77
	Part-time contract	1	0	0	0	1
Sales Workers	Full-time permanent	55	31	0	0	86
	Full-time contract	1	0	0	0	1
	Part-time permanent	7	1	0	0	8

\* 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	5	7
GM	Full-time permanent	19	28	47
OM	Full-time permanent	57	54	111
	Full-time contract	2	2	4
	Part-time permanent	6	0	6

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Auxiliary Finance and Insurance Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	9	11	0	0	20
Professionals	Full-time permanent	16	22	1	1	40
	Full-time contract	1	0	0	0	1
	Part-time permanent	6	0	0	0	6
	Casual	0	2	0	0	2
Clerical And Administrative Workers	Full-time permanent	67	18	0	0	86
	Part-time permanent	3	0	0	0	3
Sales Workers	Full-time permanent	3	3	0	0	6

\* 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: Auxiliary Finance and Insurance Services

Manager category	Employment status	No. of employees		
		F	M	Total*
GM	Full-time permanent	0	3	3
OM	Full-time permanent	9	8	17

\* Total employees includes Non-binary

## Workplace Profile Table

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

\*\* Total employees includes Non-binary

# Workplace Profile Table

\* Total employees includes Non-binary

## Workplace Profile Table

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

\*\* Total employees includes Non-binary



# Workplace Profile Table

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Social Assistance Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	12	2	0	0	14
	Part-time permanent	2	0	0	0	2
Professionals	Full-time permanent	28	7	0	0	35
	Part-time permanent	2	0	0	0	2
Clerical And Administrative Workers	Full-time permanent	73	17	0	0	90
	Part-time permanent	20	4	0	0	24
	Casual	10	8	0	0	18
Sales Workers	Full-time permanent	8	4	0	0	12

\* 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: Social Assistance Services

Manager category	Employment status	No. of employees		
		F	M	Total*
OM	Full-time permanent	12	2	14
	Part-time permanent	2	0	2

\* Total employees includes Non-binary