



Date Created: 28-06-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 28-06-2023

Submitted By:

Commonwealth Bank Of Australia 48123123124

Bwa Group Services Pty Ltd 88111209440

#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: YesPolicy; Strategy

Succession planning: Yes

Policy; Strategy

Training and development: Yes

Policy; Strategy

Key performance indicators for managers relating to gender equality: YesStrategy

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

YesStrategy

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

Increase the number of women in management positions; Increase the number of women in male-dominated roles; Increase the number of men in female-dominated roles; To have a gender balanced governing body (at least 40% men and 40% women)

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: Commonwealth Bank Of Australia

1.Name of the governing body: The Board of Directors of Commonwealth Bank of Australia

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 |
|--------|------------|----------|------------|
| | 5 | 4 | 0 |

4. Formal section policy and/or strategy: Yes

Selected value: Policy

5. Does this organisation's governing body have limits on the terms of its Chair and/or Members: Yes

Enter maximum length of term [in years]:

For the Chair: 12

For the Members: 12

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

Selected value: Governing body has gender balance (i.e. 40% women / 40% men / 20% any gender)

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

8. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Aboriginal and/or Torres Strait Islander identity; Cultural and/or language and/or race/ethnicity background; Disability and/or accessibility; Sexual orientation; Gender identity; Age

9. Do you collect data on any of the following dimensions of the identities of members of this organisation's governing body?

Organisation: Bwa Group Services Pty Ltd

1.Name of the governing body: The Board of Directors of BWA Group Services Pty Ltd

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 |
| | 2 | 1 | 0 |

4.Formal section policy and/or strategy: Yes

Selected value: Policy

5. Does this organisation's governing body have limits on the terms of its Chair and/or Members:

Enter maximum length of term [in years]:

For the Chair:

For the Members:

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

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

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

8. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

9. Do you collect data on any of the following dimensions of the identities of members of this organisation's governing body?

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?

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)

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

31/03/2023

3. *Voluntary question:* Does your organisation publish its organisation-wide gender pay gap?

No

- 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)?**

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); 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) externally; Trained people-managers in addressing gender bias (including unconscious bias); Corrected like-for-like gaps

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

A like-for-like gap analysis; An overall organisation-wide gender pay gap

- 2. For organisations with partnership structures: Have you undertaken a gender remuneration gap analysis ('gender pay gap analysis') in the current reporting period to determine if there are any remuneration gaps between women partners and men partners in your organisation?.**

- 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?**

Yes

- 1.1 How did you consult employees?**

Consultative committee or group; Focus groups; Survey

1.2 Who did you consult?

ALL staff

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

Yes

Strategy

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

Employees:

Yes

Date:14/07/2022

Shareholder:

Yes

Date:01/07/2022

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

No

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

#Flexible Work

Flexible Working

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

Yes

Policy; Strategy

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

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

Yes

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

No

Other

Other: These conversations would generally happen informally but are not mandated.

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

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

Yes

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Other

Other: A large proportion of our employees already work flexibly.

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

No

Other

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Other: Our leaders are encouraged to review their team's engagement through our people and culture survey, which includes questions on flexible working.

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: A large proportion of our employees already work flexibly.

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; Informal options are available

Flexible hours of work: Yes

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

Job sharing: Yes

SAME options for women and men

Formal options are available

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: Yes

SAME options for women and men Formal options are available

Remote working/working from home: Yes

SAME options for women and men 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

4. **Voluntary question: 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 between the 2021-22 and the 2022-23 reporting periods?**

No

6. **Voluntary question: 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

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?**

Yes, we offer employer funded parental leave using the primary/secondary carer definition

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

Yes

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

All, regardless of gender

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- 1.1.b. Please indicate whether your employer-funded paid parental leave for primary carers covers:**
Birth; Adoption; Surrogacy; Stillbirth
- 1.1.c. How do you pay employer funded paid parental leave to primary carers?**
Paying the employee's full salary
- 1.1.d. Do you pay superannuation contribution to your primary carers while they are on parental leave?**
Yes, on employer funded parental leave; Yes, on unpaid parental leave
- 1.1.e. How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?**
13
- 1.1.f. What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?**
81-90%
- 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?**
Yes
How long is the qualifying period (in months)?
12
- 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 12 months
- 1.2. Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?**
Yes
- 1.2.a. Please indicate whether your employer-funded paid parental leave for secondary carers is available to:**
All, regardless of gender
- 1.2.b. Please indicate whether your employer-funded paid parental leave for secondary carers covers:**
Birth; Adoption; Surrogacy; Stillbirth
- 1.2.c. How do you pay employer funded paid parental leave to Secondary carers?**
Paying the employee's full salary
- 1.2.d. Do you pay superannuation contribution to your secondary carers while they are on parental leave?**
Yes, on employer funded parental leave
- 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?

81-90%

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

Yes

How long is the qualifying period (in months)?

12

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 12 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.

Support for carers

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

Yes

Policy; Strategy

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

2.1. Employer subsidised childcare

No

Other: We offer the option to salary sacrifice childcare costs incurred at a Group nominated childcare centre.

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

Yes

Available at ALL worksites

2.3. Breastfeeding facilities

Yes

Available at ALL worksites

2.4. Childcare referral services

Yes

Available at ALL worksites

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

Yes

Available at ALL worksites

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

Yes

Available at ALL worksites

2.7. Internal support networks for parents

Yes

Available at ALL worksites

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

Yes

Available at ALL worksites

2.9. Parenting workshops targeting fathers

Yes

Available at ALL worksites

2.10. Parenting workshops targeting mothers

Yes

Available at ALL worksites

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

Yes

Available at ALL worksites

2.12. Support in securing school holiday care

Yes

Available at ALL worksites

2.13. On-site childcare

Yes

Available at SOME worksites

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.**

Other leave measures

- 1. Voluntary question: Do you provide employees paid leave for any of the following (in addition to personal/sick leave)?**

Gender affirmation

Sexual harassment, harassment on the grounds of sex and 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 and discrimination?**

Yes

Policy; Strategy

- 1.1 Voluntary question: Is this a standalone policy or strategy?**

No

- 1.2 Voluntary question: How frequently is the policy and/or strategy reviewed and approved by the governing body or the CEO or equivalent?**

Reviewed by the governing body

At least annually

Reviewed by the CEO

At least annually

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

Yes

- 1.4 Voluntary question: Does your policy and/or strategy include any of the following?**

A statement on the positive duty of the employer to provide a safe workplace, free of sexual harassment; Leadership accountabilities and responsibilities for prevention and response to sexual harassment; Expectations of manager and non-manager training on respectful workplace conduct and sexual harassment; Process to disclose, investigate and manage any sexual harassment; Process for parties to agree on the investigator of an incident; Expectations and management of personal/intimate relationships; Processes relating to the use of non-disclosure or confidentiality agreements; The frequency and nature of reporting to the governing body and management on sexual harassment; Expectations of safety, respect and inclusive conduct in recruitment materials, contracts and performance management; Guidelines for human resources or other designated responding staff on

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confidentiality and privacy; Inclusive and respectful behaviour is part of regular performance evaluation; How risks will be identified and assessed, and how control measures will be monitored, implemented and reviewed

Provide Details:

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

All Managers:

Yes

At induction

Other

Provide Details: Every two years

Voluntary question: All Non-Managers

Yes

At induction

Other

Provide Details: Every two years

Voluntary question: Governing Body

Yes

Annually

Voluntary question: Other people in the workplace(e.g. contractors, consultants, volunteers, interns)

Yes

At induction

Other

Provide Details:Every two years

2.1 Voluntary question: Does the training delivered to the above groups include any of the following?

Respectful workplace conduct;What sexual harassment, harassment on the grounds of sex and discrimination means;The drivers and contributing factors of sexual harassment, harassment on the grounds of sex and discrimination;The impacts of sexual harassment, harassment on the grounds of sex and discrimination;Roles and responsibilities of everyone in the workplace for prevention and response, including for bystanders;Internal processes and options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring;Information on worker rights, external authorities and relevant legislation;How to manage and respond to disclosures

3. Voluntary question: Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

Yes

Other communications are made annually

Provide Details:

Chief Executive Officer or equivalent

Yes

The expectations of the CEO or equivalent is made explicit at inductions;Other communications made more often than annually

Provide Details:

4. Voluntary question: Does your workplace health and safety risk management process include any of the following?

Identification and assessment of the specific workplace risks and industry-specific drivers of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the identified drivers and risks of sexual harassment; Consultation with workers and their representatives on the identification and control of risks for sexual harassment; Reporting to leadership on workplace sexual harassment risks, prevalence, actions to prevent and respond, incident management effectiveness and outcomes, trend analysis and actions; Identification, assessment and control measures in place to manage the risk of vicarious trauma to responding staff; Other (please specify)

Provide Details: Training on trauma-informed investigations and care principles

4.1 Voluntary question: What actions/responses have been put in place as part of your risk management process?

Make workplace adjustments; Change or develop new controls; Undertake a culture audit of the relevant business or division; Train identified contact officers; Implement other changes

Provide Details: Trained key stakeholders (HR and Health and Safety Reps)

5. Voluntary question: From the following list, what do you provide to support workers involved in and affected by sexual harassment?

Internal support from human resources or other designated staff trained on sexual harassment management; Internal support from human resources or other designated staff trained with trauma informed techniques; Confidential external professional counselling available without referral from the organisation (E.g. EAP); Information provided to workers on external support services available; Union/worker representative support throughout the disclosure process and response; Reporting on workplace sexual harassment risks, prevalence, actions to prevent and respond, incident management effectiveness and outcomes, trend analysis and actions; Referrals to behaviour change programs for perpetrators; Vicarious trauma training for employees, witnesses or responding staff; Reasonable adjustments to work conditions while an investigation is underway

Provide Details:

6. Voluntary question: From the following list, what options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process to disclose after their employment has concluded; Process to disclose anonymously; Option to provide the outcomes of an investigation, including any actions taken in response, to the affected worker/s; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring

Provide Details:

7. Voluntary question: Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?

Yes

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Number of formal disclosures or complaints made in a year; Outcomes of investigations

7.1 Voluntary question: Has your organisation reported prevalence data publicly during the reporting period?

No

Currently under development

Estimated Completion Date:

8. Voluntary question: Does your organisation report on sexual harassment to the governing body and management (CEO, KMP, HOB) and how frequently?

Governing Body:Yes

Multiple times a year

Management: Yes

Multiple times a year

8.1 Voluntary question: Do your reports on sexual harassment to governing body and management include any of the following?

Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Analysis of sexual harassment trends; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment; Effectiveness of response to reports of sexual harassment; Use of non-disclosure agreements or confidentiality clauses

9. If your organisation would like to provide additional information relating to measures to prevent and respond 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?

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

Yes

Confidentiality of matters disclosed

Yes

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

Yes

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

Yes

Emergency accommodation assistance

Yes

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

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

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

Yes

Training of key personnel

Yes

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

Yes

Workplace safety planning

Yes

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

Yes

Is the leave period unlimited?

Yes

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

Yes

Is the leave period unlimited?

Yes

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

No

Other

Provide Details:We offer unlimited paid leave to any employees experiencing domestic and family violence, and five days paid leave for any employee supporting an immediate family member or a member of their household who is experiencing domestic and family violence

Access to unpaid leave

No

Other

Provide Details:We offer unlimited paid leave to any employees experiencing domestic and family violence, and five days paid leave for any employee supporting an immediate family member or a member of their household who is experiencing domestic and family violence

Other: No
Provide Details:

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

We believe in a brighter financial future for all. That's why we are committed to helping end domestic violence and financial abuse. CommBank Next Chapter brings a range of services, support, resources and research to assist people impacted by domestic violence and financial abuse – regardless of who they bank with.

We are focused on three key areas: support, advocacy and prevention.

- Expanding support to all affected Australians regardless of where they bank, including our customers and our people.
- Advocating for improved awareness, understanding and response in partnership with community experts to better understand the issue and workplaces to make them more supportive.
- Taking steps to prevent financial abuse starting with our own products, processes and services.

As Australia's largest bank, we have a responsibility to help those impacted and in close collaboration with experts and sector partners, the ability to make a real difference through CommBank Next Chapter. Visit commbank.com.au/nextchapter

#Diversity and Inclusion

Voluntary Section

1. Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Aboriginal and/or Torres Strait Islander identity; Cultural and/or language and/or race/ethnicity background; Disability and/or accessibility; Sexual orientation; Gender identity; Age

2. Voluntary question : Does your organisation collect data on any of the following dimensions of employees' identities?

Yes, Aboriginal and/or Torres Strait Islander identity

This data not anonymous and is identifiable (i.e., the employer can determine which employees identify in this way)

Yes, Cultural and/or language and/or race/ethnicity background

This data not anonymous and is identifiable (i.e., the employer can determine which employees identify in this way)

Yes, Disability and/or accessibility

This data not anonymous and is identifiable (i.e., the employer can determine which employees identify in this way)

Yes, Sexual orientation

This data not anonymous and is identifiable (i.e., the employer can determine which employees identify in this way)

Yes, Gender identity

This data not anonymous and is identifiable (i.e., the employer can determine which employees identify in this way)

3. Voluntary question: Do you collect data on whether employees identify as Aboriginal and/or Torres Strait Islander?

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 | 4,660 | 5,969 | 3 | 0 | 10,632 |
| | Full-time contract | 76 | 85 | 0 | 0 | 161 |
| | Part-time permanent | 573 | 70 | 1 | 0 | 644 |
| | Part-time contract | 11 | 7 | 0 | 0 | 18 |
| Professionals | Full-time permanent | 10,640 | 9,948 | 230 | 317 | 21,135 |
| | Full-time contract | 341 | 309 | 3 | 5 | 658 |
| | Part-time permanent | 4,509 | 710 | 1 | 1 | 5,221 |
| | Part-time contract | 83 | 26 | 0 | 0 | 109 |
| | Casual | 208 | 140 | 1 | 0 | 349 |
| Clerical And Administrative Workers | Full-time permanent | 298 | 146 | 0 | 0 | 444 |
| | Full-time contract | 10 | 5 | 0 | 0 | 15 |
| | Part-time permanent | 624 | 55 | 0 | 0 | 679 |
| | Part-time contract | 11 | 5 | 0 | 0 | 16 |
| | Casual | 54 | 41 | 0 | 0 | 95 |

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

** Total employees includes Non-binary

Workplace Profile Table

Industry: Finance

| Manager category | Employment status | No. of employees | | |
|------------------|---------------------|------------------|-------|--------|
| | | F | M | Total* |
| CEO | Full-time permanent | 0 | 1 | 1 |
| KMP | Full-time permanent | 4 | 7 | 11 |
| HOB | Full-time permanent | 0 | 1 | 1 |
| GM | Full-time permanent | 32 | 48 | 80 |
| SM | Full-time permanent | 989 | 1,378 | 2,367 |
| | Full-time contract | 10 | 14 | 24 |
| | Part-time permanent | 109 | 15 | 124 |
| | Part-time contract | 2 | 1 | 3 |
| OM | Full-time permanent | 3,638 | 4,534 | 8,172 |
| | Full-time contract | 66 | 71 | 137 |
| | Part-time permanent | 465 | 55 | 520 |
| | Part-time contract | 9 | 6 | 15 |

* Total employees includes Non-binary

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 | 467 | 577 | 1,044 |
| | | | Non-managers | 1,007 | 1,034 | 2,041 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 3 | 4 | 7 |
| | | | Non-managers | 11 | 3 | 14 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 41 | 4 | 45 |
| | | | Non-managers | 143 | 22 | 165 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 1 | 0 | 1 |
| | | | Non-managers | 5 | 2 | 7 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 2 | 2 | 4 |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 1,220 | 1,201 | 2,421 |
| | | | Non-managers | 3,390 | 2,713 | 6,103 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 10 | 13 | 23 |
| | | | Non-managers | 64 | 71 | 135 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 145 | 15 | 160 |
| | | | Non-managers | 1,172 | 237 | 1,409 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 1 | 0 | 1 |
| | | | Non-managers | 13 | 5 | 18 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 31 | 21 | 52 |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 1 | 1 |
| | | | Managers | 347 | 598 | 945 |
| | | | Non-managers | 1,642 | 2,015 | 3,657 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 61 | 45 | 106 |
| | | | Non-managers | 377 | 368 | 745 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 16 | 9 | 25 |
| | | | Non-managers | 894 | 386 | 1,280 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 4 | 1 | 5 |
| | | | Non-managers | 110 | 34 | 144 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 253 | 179 | 432 |

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Finance

| Question | Contract Type | Employment Type | Manager Category | Female | Male | Total* |
|--|---------------|---------------------|---------------------|--------|-------|--------|
| 4. How many employees (including partners with an employment contract) voluntarily resigned? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 2 | 2 |
| | | | Managers | 284 | 474 | 758 |
| | | | Non-managers | 991 | 1,119 | 2,110 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 20 | 36 | 56 |
| | | | Non-managers | 143 | 141 | 284 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 53 | 4 | 57 |
| | | | Non-managers | 797 | 288 | 1,085 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 6 | 2 | 8 |
| | | | Non-managers | 51 | 18 | 69 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 70 | 65 | 135 |
| 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 | 370 | 244 | 614 |
| | | | Non-managers | 940 | 296 | 1,236 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 2 | 1 | 3 |
| | | | Non-managers | 14 | 2 | 16 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 62 | 1 | 63 |
| | | | Non-managers | 518 | 3 | 521 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 5 | 0 | 5 |
| | 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 | 2 | 233 | 235 |
| | | | Non-managers | 4 | 391 | 395 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 2 | 2 |
| | | | Non-managers | 0 | 4 | 4 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 3 | 7 | 10 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 1 | 1 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Finance

| Question | Contract Type | Employment Type | Manager Category | Female | Male | Total* |
|---|---------------|---------------------|---------------------|--------|------|--------|
| 7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 16 | 5 | 21 |
| | | | Non-managers | 63 | 12 | 75 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 1 | 0 | 1 |
| | | | Non-managers | 5 | 1 | 6 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 5 | 0 | 5 |
| | | | Non-managers | 54 | 0 | 54 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |

* Total employees includes Non-binary