



# Public report

2019-20

Submitted by

Legal Name: Police Credit Union Limited





# Organisation and contact details

Submitting organisation details	Legal name	Police Credit Union Limited
	ABN	30087651205
	ANZSIC	K Financial and Insurance Services 6223 Credit Union Operation
	Business/trading name/s	Police Credit Union
	ASX code (if applicable)	
	Postal address	PO Box 6074, Halifax Street ADELAIDE SA 5000 AUSTRALIA
	Organisation phone number	0882085620
Reporting structure	Number of employees covered by this report	127





# Workplace profile

## Manager

Manager acquiretional actogories	Departing level to CEO	Employment status		N	o. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	5	7
		Full-time contract	0	0	0
Key management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	1	3
		Full-time contract	0	0	0
Senior Managers	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	1	4
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Other managers		Casual	0	0	0
Other managers		Full-time permanent	6	2	8
		Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			13	10	23

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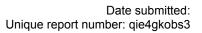


# Workplace profile

## Non-manager

Non manager appunational estagaries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total ampleyage
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	3	7	0	0	0	0	10
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	16	16	0	0	0	0	32
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	12	1	0	0	0	0	13
	Part-time contract	0	1	0	0	0	0	1
	Casual	0	0	0	0	0	0	0
	Full-time permanent	26	11	0	0	0	0	37
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	10	0	0	0	0	0	10
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0

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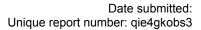






Non manager equipational estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		68	36	0	0	0	0	104

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# Reporting questionnaire

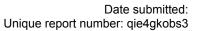
### Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

#### NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2019 to 31 March 2020. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.2	Retention
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.3	Performance management processes
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>







1.4	Promotions
	<ul> <li>Yes (select all applicable answers)</li> <li>☑ Policy</li> <li>☑ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.5	Talent identification/identification of high potentials
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>
1.6	Succession planning
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.7	Training and development
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>
1.8	Key performance indicators for managers relating to gender equality
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>☑ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.9	Gender equality overall
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	5	0	3	1
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	5	0
Number of appointments made to NON-MANAGER roles (including promotions)	3	1

1.12 How many employees resigned during the reporting period against each category below?

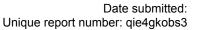
	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	1	9	9
Permanent/ongoing part-time employees	0	0	2	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

## Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

- 2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.
  - 2.1 Please answer the following questions relating to each governing body covered in this report.







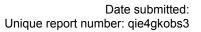
Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

	Police Credit Union Limited			
	Tolice Orealt Officir Littlited			
2.1b.1	What gender is the Chair on the Chair at your last meeting)?	his governing body (if the role	of the Chair rotates	s, enter the gender of the
		Female	;	Male
	Number	0	1	
2.1c.1	How many other members are	on this governing body (excl	ıding the Chair/s)?	
		Female	;	Male
	Number	1	7	
	☐ Currently under deve ☐ Insufficient resources ☐ Do not have control of Board Members are	arget has not been set) d has gender balance (e.g. 40% lopment, please enter date this is s/expertise over governing body/board appoil elected by the members of the P This Board appointed position is use.	women/40% men/20 s due to be complete ntments (provide det olice Credit Union wi undertaken by a wom	)% either) d ails why): ith the exception of one Board
		n policy and/or formal selection	n strategy for gove	rning body members for ALI
2.2	organisations covered in this	report?		
2.2	☐ Yes (select all applicable ans	•		
2.2	☐ Yes (select all applicable ans ☐ Policy ☐ Strategy ☐ No (you may specify why no	swers) formal selection policy or formal	selection strategy is	
2.2	☐ Yes (select all applicable ans ☐ Policy ☐ Strategy ☑ No (you may specify why no ☐ In place for some gov	formal selection policy or formal verning bodies lopment, please enter date this is		in place)

Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?

2.3







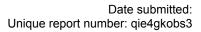
	Yes
$\boxtimes$	No

2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

## Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

	es (select all applicable answers)
	□ Policy   □ Po
	Strategy
ШΝ	o (you may specify why no formal policy or formal strategy is in place)
	☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
	☐ Salaries set by awards/industrial or workplace agreements
	☐ Non-award employees paid market rate
	□ Not a priority
	Other (provide details):
3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
•	
	Yes (provide details in question 3.2 below)
	No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)     □ Currently under development, please enter date this is due to be completed
	☐ Currently under development, please enter date this is due to be completed ☐ Salaries set by awards/industrial or workplace agreements
	☐ Insufficient resources/expertise
	Non-award employees paid market rate     Non-award employees paid mar
	☐ Not a priority
	☐ Other (provide details):
	Employees are covered by the Police Credit Union's Enterprise Agreement and pay levels are determined by level of experience, education, responsibility and performance as well as the technical requirements of the position (in line with the Market Salary Survey data).
	e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ducted a gender pay gap analysis)?
one	ducted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken:
con	es - the most recent gender remuneration gap analysis was undertaken:
con	es - the most recent gender remuneration gap analysis was undertaken:  Within last 12 months  Within last 1-2 years
one	es - the most recent gender remuneration gap analysis was undertaken:  Within last 12 months  Within last 1-2 years  More than 2 years ago but less than 4 years ago
cond ⊠ Y	es - the most recent gender remuneration gap analysis was undertaken:  Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details):
one⊠ Y	es - the most recent gender remuneration gap analysis was undertaken:    Within last 12 months   Within last 1-2 years   More than 2 years ago but less than 4 years ago   Other (provide details):   O (you may specify why you have not analysed your payroll for gender remuneration gaps)
cond ⊠ Y	es - the most recent gender remuneration gap analysis was undertaken:  Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details):
cond ⊠ Y	es - the most recent gender remuneration gap analysis was undertaken:    Within last 12 months   Within last 1-2 years   More than 2 years ago but less than 4 years ago   Other (provide details):  o (you may specify why you have not analysed your payroll for gender remuneration gaps)   Currently under development, please enter date this is due to be completed   Insufficient resources/expertise
one ⊠Y □N	es - the most recent gender remuneration gap analysis was undertaken:    Within last 12 months   Within last 1-2 years   More than 2 years ago but less than 4 years ago   Other (provide details): o (you may specify why you have not analysed your payroll for gender remuneration gaps)   Currently under development, please enter date this is due to be completed
one ⊠ Y  □ N	es - the most recent gender remuneration gap analysis was undertaken:    Within last 12 months   Within last 1-2 years   More than 2 years ago but less than 4 years ago   Other (provide details):   O (you may specify why you have not analysed your payroll for gender remuneration gaps)   Currently under development, please enter date this is due to be completed   Insufficient resources/expertise   Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no infor discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications)
Y Y	es - the most recent gender remuneration gap analysis was undertaken:    Within last 12 months   Within last 1-2 years   More than 2 years ago but less than 4 years ago   Other (provide details):   O (you may specify why you have not analysed your payroll for gender remuneration gaps)   Currently under development, please enter date this is due to be completed   Insufficient resources/expertise   Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no a for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications)   Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there
Y Y Oonn	es - the most recent gender remuneration gap analysis was undertaken:    Within last 12 months   Within last 1-2 years   More than 2 years ago but less than 4 years ago   Other (provide details):   O (you may specify why you have not analysed your payroll for gender remuneration gaps)   Currently under development, please enter date this is due to be completed   Insufficient resources/expertise   Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no a for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications)   Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there om for discretion in pay changes (because pay increases can occur with some discretion such as performance
Y Y Oon	es - the most recent gender remuneration gap analysis was undertaken:    Within last 12 months   Within last 1-2 years   More than 2 years ago but less than 4 years ago   Other (provide details):   O (you may specify why you have not analysed your payroll for gender remuneration gaps)   Currently under development, please enter date this is due to be completed   Insufficient resources/expertise   Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications)   Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there om for discretion in pay changes (because pay increases can occur with some discretion such as performance ssments)
S ro	es - the most recent gender remuneration gap analysis was undertaken:    Within last 12 months   Within last 1-2 years   More than 2 years ago but less than 4 years ago   Other (provide details):   O (you may specify why you have not analysed your payroll for gender remuneration gaps)   Currently under development, please enter date this is due to be completed   Insufficient resources/expertise   Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications)   Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there om for discretion in pay changes (because pay increases can occur with some discretion such as performance







	Other (provide details):
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
	Remuneration is based on the ranges within the Enterprise Agreement which are above the modern award. Pay levels for those above level 5 of the Enterprise Agreement are determined by level of experience, education, performance and responsibility as well as the technical / specialist requirements of the position in line with the McGuirk Mutuals Industry Salary Survey data.
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	Yes – indicate what actions were taken (select all applicable answers)   Created a pay equity strategy or action plan   Identified cause/s of the gaps   Reviewed remuneration decision-making processes   Analysed commencement salaries by gender to ensure there are no pay gaps   Analysed performance ratings to ensure there is no gender bias (including unconscious bias)   Analysed performance pay to ensure there is no gender bias (including unconscious bias)   Trained people-managers in addressing gender bias (including unconscious bias)   Set targets to reduce any organisation-wide gaps   Reported pay equity metrics (including gender pay gaps) to the governing body   Reported pay equity metrics (including gender pay gaps) to the executive   Reported pay equity metrics (including gender pay gaps) to all employees   Reported pay equity metrics (including gender pay gaps) externally   Corrected like-for-like gaps   Conducted a gender-based job evaluation process   Implemented other changes (provide details):   No (you may specify why no actions were taken resulting from your remuneration gap analysis)   No unexplainable or unjustifiable gaps identified   Currently under development, please enter date this is due to be completed   Insufficient resources/expertise   Salaries set by awards/industrial or workplace agreements   Non-award employees are paid market rate   Unable to address cause/s of gaps (provide details why):   Not a priority   Other (provide details):  There are no discrepancies or remuneration gaps that required action to be taken.

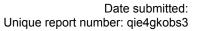
4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

Remuneration across the organisation is reviewed annually ensuring equity of pay in line with the salary ranges within the Enterprise Agreement. Pay levels for those above level 5 are determined by level of experience, education, performance and responsibility as well as the technical / specialist requirements of the position in line with the McGuirk Mutuals Salary Survey data.

# Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

5. A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.







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By patime over which As a l No, we offer indicate how em By patime over which As a l No, we offer paid parental lea By patime over which As a l No, not availa No, not availa Insuff Gove Not a	ying the gap between the e ying the employee's full salit is paid. For example, full pump sum payment (paid prepaid parental leave for primaployer funded paid parental ying the gap between the eying the employee's full salit is paid. For example, full pump sum payment (paid prepaid parental leave for primaple is provided to men ONL'ying the gap between the eying the employee's full salit is paid. For example, full pump sum payment (paid prepaid prepa	mployee's salary and ary (in addition to the pay for 12 weeks or heary carers that is availeave is provided to amployee's salary and ary (in addition to the pay for 12 weeks or heary carers that is availeave is salary and ary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay for 12 weeks or heary (in addition to the pay fo	ave, or a combination) lable to women ONLY (e.g. rwomen ONLY): the government's paid parer government's paid scheme), alf pay for 24 weeks ave, or a combination) lable to men ONLY. (Please the government's paid parer government's paid scheme), alf pay for 24 weeks ave, or a combination) led) due to be completed additional 2 weeks of Annua	ntal leave scheme, regardless of the period maternity leave). (Please ntal leave scheme, regardless of the period indicate how employer funtal leave scheme, regardless of the period
week empl	s annual leave after 6 mont	hs of return to work. ∃ his, employees are al	The 20 days can be cashed i lso provided with an addition	n part of in full to support
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Primary carer's leave

0

Male

0

Female

4

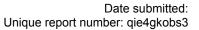
Non-managers

Secondary carer's leave

2

Male

Female







8.	How many MANAGERS, during the reporting period, ceased employment before returning to work from parental
	leave, regardless of when the leave commenced?

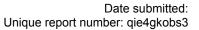
- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	0	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
  - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	0	0

	Non-managers	0	0
Do y	ou have a formal policy and/or forma	l strategy on flexible working an	rangements?
•	, ,	.,	
⊠ Y	es (select all applicable answers)		
	⊠ Strategy		
$\square$ N	o (you may specify why no formal policy		
		ase enter date this is due to be cor	mpleted
	<ul><li>☐ Insufficient resources/expertise</li><li>☐ Don't offer flexible arrangements</li></ul>		
	☐ Not a priority		
	Other (provide details):		
9.1	You may indicate which of the follo	owing are included in your flexib	ole working arrangements strategy:
	A business case for flexibility has		the leadership level
	<ul> <li>✓ Leaders are visible role models of</li> <li>✓ Flexible working is promoted through</li> </ul>		
	☐ Targets have been set for engage		
	☐ Targets have been set for men's e	engagement in flexible work	
	Leaders are held accountable for		
	Manager training on flexible worki		anisation
	Employee training is provided thro		
	<ul><li>☐ Team-based training is provided t</li><li>☑ Employees are surveyed on whet</li></ul>		
		exibility is integrated into client conv	versations
		ed (eg reduced absenteeism, incre	
	☐ Metrics on the use of, and/or the i	mpact of, flexibility measures are re	reported to key management personn
	☐ Metrics on the use of, and/or the i	mpact of, flexibility measures are re	reported to the governing body
Do y	ou have a formal policy and/or forma	I strategy to support employees	with family or caring responsibilit
⊠ Y	es (select all applicable answers)		
	Policy		
	⊠ Strategy		
∐ N	o (you may specify why no formal policy		mplotod
	☐ Currently under development, ple ☐ Insufficient resources/expertise	ase enter date this is due to be cor	mpietea
	☐ Included in award/industrial or wo	rkalago garoomont	



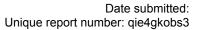




		☐ Not a priority ☐ Other (provide details):
11.	Do yo (eg, e	u offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye □ No	(you may specify why non-leave based measures are not in place)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Not a priority  Other (provide details):
	11.1	Please select what support mechanisms are in place and if they are available at all worksites.  • Where only one worksite exists, for example a head-office, select "Available at all worksites".
		Employer subsidised childcare

11.2 Please provide details of any other support mechanisms, other than leave, that are in place for employees with family or caring responsibilities, and whether they are available at all worksites.

PCU is a family friendly workplace which offers breast feeding facilities in most worksites, flexible work arrangements, additional annual leave and personal / carers leave is provided to those who return from parental leave as per the Enterprise Agreement. Access to Employee Assistance Programs are provided for







families and individuals and strong leadership is provided ensuring flexibility, reasonable adjustments and wellbeing support mechanisms are considered for Employees on an as needs or ongoing basis.

Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
☐ Yes (select all applicable answers) ☐ Policy
☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
<ul> <li>☐ Included in award/industrial or workplace agreements</li> <li>☐ Not aware of the need</li> <li>☐ Not a priority</li> </ul>
☑ Other (please provide details):     It is the position of the Executive Management team to provide Employees suffering from family or domestic violence with paid personal leave. When this is exhausted then as per the Enterprise Agreement there is an entitlement for additional paid personal leave for victims of crime (i.e. crimes such as family / domestic violence) In addition, the organisation has EAP counseling services for its employees and their direct relatives as well as the Employee can consent to the People & Culture department contacting local relevant housing bodies to seek temporary accommodation and support for victims.
Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
∑ Yes (select all applicable answers)
<ul> <li>         ⊠ Employee assistance program (including access to a psychologist, chaplain or counsellor)     </li> <li>         ∑ Training of key personnel     </li> <li>         ∆ A domestic violence clause is in an enterprise agreement or workplace agreement     </li> </ul>
<ul> <li>☐ Workplace safety planning</li> <li>☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement)</li> <li>☐ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)</li> <li>☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)</li> </ul>
☐ Access to unpaid leave ☐ Confidentiality of matters disclosed
<ul> <li>☒ Referral of employees to appropriate domestic violence support services for expert advice</li> <li>☒ Protection from any adverse action or discrimination based on the disclosure of domestic violence</li> <li>☒ Flexible working arrangements</li> </ul>
<ul><li>☑ Provision of financial support (e.g. advance bonus payment or advanced pay)</li><li>☑ Offer change of office location</li></ul>
<ul><li>☑ Emergency accommodation assistance</li><li>☑ Access to medical services (e.g. doctor or nurse)</li><li>☑ Other (provide details):</li></ul>
It is the position of the Executive Management team to provide Employees suffering from family or domestic violence with paid personal leave. When this is exhausted then as per the Enterprise Agreement there is an entitlement for additional paid personal leave for victims of crime (i.e. crimes such as family / domestic violence) In addition, the organisation has free confidential counseling services for its employees and their direct relatives With the victims consent, the People & Culture department will contact local relevant housing bodies to seek temporary accommodation and support for victims. The People & Culture department will also contact direct medical services if required for intervention and medical support. Additional security in office locations are considered where there is a risk to employee safety or wellbeing. Where an Employee needs access to their page.
in advance, this is considered in line with the needs of the individual (on a case by case basis).  No (you may specify why no other support mechanisms are in place)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise
<ul><li>☐ Not aware of the need</li><li>☐ Not a priority</li><li>☐ Other (provide details):</li></ul>

flexible hours of work





•	compressed	working	weeks
---	------------	---------	-------

- time-in-lieu
- telecommuting
- part-time work
- job sharing
- carer's leave
- purchased leave
- unpaid leave.

Options may be offered both formally and/or informally.

For example, if time-in-lieu is available to women formally but to men informally, you would select NO.

	the opti	on/s in p	lace ar	e availal	ole to b	oth wom	en and	men
□ No, s	some/all	options	are not	availabl	le to bo	th wome	n AND	men

#### 14.1 Which options from the list below are available? Please tick the related checkboxes.

• Unticked checkboxes mean this option is NOT available to your employees.

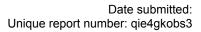
	Managers		Non-ma	anagers
	ormal	Informal	Formal	Informal
of work	$\boxtimes$	$\boxtimes$	$\boxtimes$	$\boxtimes$
vorking weeks	$\boxtimes$		$\boxtimes$	
			$\boxtimes$	
g	$\boxtimes$		$\boxtimes$	
	$\boxtimes$		$\boxtimes$	
	$\boxtimes$		$\boxtimes$	
	$\boxtimes$		$\boxtimes$	
ve	$\boxtimes$		$\boxtimes$	
			$\boxtimes$	
ve				

14.3	You may specify why any of the above options are NOT available to your employees.
	<ul> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
14.4	If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:
	Grandparent leave (unpaid) Staff development fee support (\$600 p.a. for Diploma / Cert and \$2000 p.a. for University fee studies).

# Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

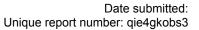
15.	Have you consulted with employees on issues concerning gender equality in your workplace?
	☐ Yes ☐ No (you may specify why you have not consulted with employees on gender equality)







		<ul> <li>Not needed (provide details why):</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> <li>☑ Other (provide details):</li> <li>The legislative requirements and the Credit Unions policies / practices around gender equality are covered off through Induction training at commencement of Employment as well as every 2 years as part of our compliance training program. It forms part of our operational practices and is made transparent through out Annual training plan.</li> </ul>
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Ger	nder	equality indicator 6: Sex-based harassment and discrimination
particip	oation. S	n of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Yes	s (select all applicable answers)  ☐ Policy
	_	
	□ No	(you may specify why no formal policy or formal strategy is in place)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Included in award/industrial or workplace agreement  Not a priority  Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		<ul> <li>✓ Yes</li> <li>☐ No (you may specify why a grievance process is not included)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
		s - please indicate how often this training is provided:  At induction  At least annually  Every one-to-two years  Every three years or more  Varies across business units  Other (provide details):  (you may specify why this training is not provided)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Not a priority  Other (provide details):







17.1 If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

### Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)





### Gender composition proportions in your workplace

#### Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

#### Based upon your workplace profile and reporting questionnaire responses:

#### Gender composition of workforce

1. the gender composition of your workforce overall is 63.8% females and 36.2% males.

#### **Promotions**

- 2. 88.9% of employees awarded promotions were women and 11.1% were men
  - i. 100.0% of all manager promotions were awarded to women
  - ii. 75.0% of all non-manager promotions were awarded to women.
- 3. 19.7% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

#### Resignations

- 4. 56.5% of employees who resigned were women and 43.5% were men
  - i. 66.7% of all managers who resigned were women
  - ii. 55.0% of all non-managers who resigned were women.
- 5. 19.7% of your workforce was part-time and 8.7% of resignations were part-time employees.

#### Employees who ceased employment before returning to work from parental leave

- i. 0.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access		
List of employee organisations: Police Credit Union Limited		
CEO sign off confirmation  Name of CEO or equivalent:  Costa Anastasiou	Confirmation CEO has signed the report:	
CEO signature:	Date: 27 April 2020	