



Public report

2018-19

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	121				





All organisations covered by this report

Legal name	Business/trading name/s		
Police Credit Union Limited	Police Credit Union		
lan Berry Insurance Services Pty Ltd			

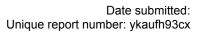




Workplace profile

Manager

Managanatanalaskanaia	Demonstrate Investor OFO	Faralas and adatus		١	No. 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
	-2	Full-time contract	0	0	0
Senior Managers		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	4	0	4
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	5	2	7
		Full-time contract	0	0	0
Other managers	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	0	2
		Full-time contract	0	0	0
	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0







Manager ecounational estegories	Reporting level to CEO Employment status No. of employee				No. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	M	Total employees
Grand total: all managers			15	9	24





Workplace profile

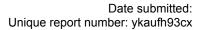
Non-manager

Non manager equipational estagaries	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	4	8	0	0	0	0	12
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	2	0	0	0	0	0	2
Floressionals	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	14	14	0	0	0	0	28
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	11	0	0	0	0	0	11
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	23	14	0	0	0	0	37
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	5	1	0	0	0	0	6
	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





Non manager acquiretional estagerica	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyage
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	1	0	0	0	0	1
	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		59	38	0	0	0	0	97







Reporting questionnaire

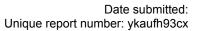
Gender equality indicator 1: Gender composition of workforce

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 2018 to 31 March 2019. (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
	 ✓ 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 ☐ Not a priority
1.2	Retention
	 ✓ 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 ☐ Not a priority
1.3	Performance management processes
	 ✓ 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 ☐ Not a priority







1.4	Promotions
	 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 ☐ Not a priority
1.5	Talent identification/identification of high potentials
	 ✓ 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 ✓ Not a priority
1.6	Succession planning
	 ✓ 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 ☐ Not a priority
1.7	Training and development
	 ✓ 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 ✓ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 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 □ Not a priority
1.9	Gender equality overall
	 ✓ 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 ✓ Not a priority





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	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	8	0	4	2
Permanent/ongoing part-time employees	1	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

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	9	1
Number of appointments made to NON-MANAGER roles (including promotions)	22	9

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

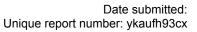
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	1	7	4
Permanent/ongoing part-time employees	4	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.13 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.







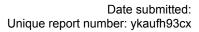
2.1	Please answer the following questions relating to each governing body covered in this report.					
	Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.					
	If your organisation's governing body organisation's name BUT the numeric	is the same as your parent entity's, your details of your parent entity's gover				
2.1a.1	Organisation name?					
	Police Credit Union Limited					
2.1b.1	How many Chairs on this governing b	ody?				
		Female	Male			
	Number	0	1			
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	s)?			
		Female	Male			
	Number	1	7			
2.14.1	☐ Currently under development, ☐ Insufficient resources/expertis ☐ Do not have control over gove Board Members are elected by	s not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comp	n/20% either) leted details why): n with the exception of 1 Board			
2.1g.1	Are you reporting on any other organi ☐ Yes ☑ No	isations in this report?				
2.2	Do you have a formal selection policy and/or formal selection strategy for governing body members for AL organisations covered in this report?					
	☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy					

☒ No (you may specify why no formal selection policy or formal selection strategy is in place)
 ☐ In place for some governing bodies
 ☐ Currently under development, please enter date this is due to be completed
 ☐ Insufficient resources/expertise
 ☒ Do not have control over governing body appointments (provide details why)

appointed Director. This Board appointed position is undertaken by a woman.

Board Members are elected by the members of the Police Credit Union with the exception of 1 Board

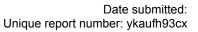
Not a priority
Other (provide details):







	2.3	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)? ☐ Yes ☐ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
Equal	remune	equality indicator 3: Equal remuneration between women and men ration between women and men is a key component of improving women's economic security and progressing
gende	r equali	ry.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
		s (select all applicable answers) ☐ Policy ☐ Strategy (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 □ Salaries set by awards/industrial or workplace agreements □ Insufficient resources/expertise □ Non-award employees paid market rate □ 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).
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. cted a gender pay gap analysis)?
	□ No room f qualific	s - 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): (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 or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or eations) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there in for discretion in pay changes (because pay increases can occur with some discretion such as performance sments)







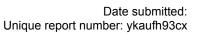
	 Non-award employees paid market rate Not a priority Other (provide details):
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
	Remuneration is like for like and based on the ranges within the Enterprise Agreement which is above the modern award. Pay levels for those outside of the agreement pay levels are determined by level of experience, education, performance and responsibility as well as the technical / specialist requirements of the position (in line with the Market 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 causes/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) ☐ Trained people-managers in addressing gender bias (including unconscious bias) ☐ Set targets to reduce any like-for-like gaps ☐ 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) 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 (you may specify why no actions were taken resulting from your remuneration gap analysis) ☑ No (you may specify why no actions were taken resulting from your remuneration gap analysis)
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

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.

Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?







	Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer):
6.	A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer. Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and
	women, in addition to any government funded parental leave scheme for secondary carers? Yes No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY No (you may specify why employer funded paid parental leave for secondary carers is not paid) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
7.	How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

7.1	How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)?
	Include employees still on parental leave, regardless of when it commenced.

Male

Primary carer's leave

0

Female

1

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	4	0	0	0

0

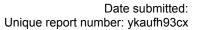
Secondary carer's leave

0

Male

Female

Managers







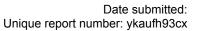
8.	How many MANAGERS, during the reporting period, ceased employment before returning to work from parental
	leave, regardless of when the leave commenced?

- 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.

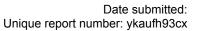
		Female	Male
	Non-managers	0	0
	ou have a formal policy and/or formal strategy on flexes (select all applicable answers)	ible working arrangements?	
	☐ Policy ☐ Strategy		
□ No	Strategy o (you may specify why no formal policy or formal strategy Currently under development, please enter date this Insufficient resources/expertise Don't offer flexible arrangements Not a priority Other (provide details):	r is in place) is due to be completed	
9.1	You may indicate which of the following are include	d in your flexible working arra	angements strategy
	☐ A business case for flexibility has been established a ☐ Leaders are visible role models of flexible working ☐ Flexible working is promoted throughout the organis ☐ Targets have been set for engagement in flexible wo ☐ Targets have been set for men's engagement in flex ☐ Leaders are held accountable for improving workpla ☐ Manager training on flexible working is provided thro ☐ Employee training is provided throughout the organi ☐ Team-based training is provided throughout the organi ☐ Temployees are surveyed on whether they have suffi ☐ The organisation's approach to flexibility is integrate ☐ The impact of flexibility is evaluated (eg reduced abs ☐ Metrics on the use of, and/or the impact of, flexibility ☐ Metrics on the use of, and/or the impact of, flexibility	ation ork ible work ce flexibility sughout the organisation anisation cient flexibility d into client conversations senteeism, increased employee measures are reported to key r	engagement) nanagement personn
Do y	ou have a formal policy and/or formal strategy to supp	oort employees with family or	caring responsibiliti
⊠ Ye	es (select all applicable answers) ⊠ Policy ⊠ Strategy		
□ No	o (you may specify why no formal policy or formal strategy Currently under development, please enter date this Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):	is due to be completed	







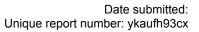
11.		ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities employer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye	
		you may specify why non-leave based measures are not in place) Currently under development, please enter date this is due 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
		☐ Available at some worksites only ☐ Available at all worksites
		☐ On-site childcare
		Available at some worksites only
		☐ Available at all worksites
		☐ Breastfeeding facilities
		Available at some worksites only
		Available at all worksites
		☐ Childcare referral services
		☐ Available at some worksites only ☐ Available at all worksites
		☐ Internal support networks for parents
		Available at some worksites only
		Available at all worksites
		Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave
		when an employee returns from leave)
		☐ Available at some worksites only ☐ Available at all worksites
		☐ Information packs to support new parents and/or those with elder care responsibilities
		Available at some worksites only
		Available at all worksites
		☐ Referral services to support employees with family and/or caring responsibilities
		Available at some worksites only
		Available at all worksites
		☐ Targeted communication mechanisms, for example intranet/ forums
		☐ Available at some worksites only ☐ Available at all worksites
		☐ Support in securing school holiday care
		Available at some worksites only
		Available at all worksites
		☐ Coaching for employees on returning to work from parental leave
		Available at some worksites only
		Available at all worksites
		Parenting workshops targeting mothers
		☐ Available at some worksites only ☐ Available at all worksites
		☐ Parenting workshops targeting fathers
		Available at some worksites only
		Available at all worksites
		☑ None of the above, please complete question 11.2 below
	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.
		As well as the additional Annual / Personal leave entitlements when someone returns to the workplace, we
		have breastfeeding / expressing spaces available on some work sites as per the Enterprise Agreement. We have a working from home policy and checklist to support flexibility in the workplace as well as Employee
		Assistance Programs to provide guidance and emotional support where required.







12.	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 ☐ Included in award/industrial or workplace agreements
	☐ Not aware of the need
	□ Not a priority
	☐ 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 People & Culture contacting local relevant housing bodies to seek temporary accommodation for victims.
13.	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)
	Employee assistance program (including access to a psychologist, chaplain or counsellor)
	☐ Training of key personnel
	 ☐ A domestic violence clause is in an enterprise agreement or workplace agreement ☐ Workplace safety planning
	□ Access to paid domestic violence leave (contained in an enterprise/workplace agreement)
	Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)
	Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
	 ☐ Access to unpaid leave ☐ Confidentiality of matters disclosed
	☐ Referral of employees to appropriate domestic violence support services for expert advice
	Protection from any adverse action or discrimination based on the disclosure of domestic violence
	☐ Flexible working arrangements
	Provision of financial support (e.g. advance bonus payment or advanced pay)
	☐ Offer change of office location
	☐ Emergency accommodation assistance ☐ Access to medical services (e.g. doctor or nurse)
	Other (provide details):
	☐ 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
	☐ Not aware of the need
	_ other (provide detaile).
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men?
	 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.
	 ✓ Yes, the option/s in place are available to both women and men. ✓ No, some/all options are not available to both women AND men.







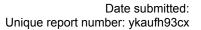
14.1 Which options from the list below are available? Please tick the related checkb	4.1	Which options from	the list below are availa	able? Please tick the rela	ated checkboxes
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Unticked checkboxes mean this option is NOT available to your employees.

	Mar	Managers		anagers
	Formal	Informal	Formal	Informal
Flexible hours of work	\boxtimes	\boxtimes	\boxtimes	\boxtimes
Compressed working weeks	\boxtimes		\boxtimes	
Time-in-lieu			\boxtimes	
Telecommuting	\boxtimes		\boxtimes	
Part-time work	\boxtimes		\boxtimes	
Job sharing				
Carer's leave	\boxtimes			
Purchased leave	\boxtimes		\boxtimes	
Unpaid leave				

	Telecommuting			\boxtimes			
	Part-time work	\boxtimes		\boxtimes			
	Job sharing	\boxtimes		\boxtimes			
	Carer's leave	\boxtimes		\boxtimes			
	Purchased leave	\boxtimes		\boxtimes			
	Unpaid leave	\boxtimes		\boxtimes			
14.3	You may specify why any of the above options are NOT available to your employees. Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority						
14.4	Other (provide details): 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). Education scholarships and traineeships to applicants Annual Influenza vaccinations Corporate uniform entitlements to all staff (every 2 years)						
Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace							
	equality indicator seeks information on what consu ender equality in the workplace.	Itation occurs t	oetween employe	ers and employ	ees on issues		
15. Have	Have you consulted with employees on issues concerning gender equality in your workplace?						
□ Ye	es o (you may specify why you have not consulted wit o (you may specify why you have not consulted wit o Not needed (provide details why): o Insufficient resources/expertise o Not a priority o Other (provide details): The legislative requirements and the Credit Uthrough Induction training at commencement training program. It forms part of our operation plan.	Jnions policies t of Employmer	/ practices arour	nd gender equary 2 years as p	art of our compliance		

If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below. 15.3







Gender equality indicator 6: Sex-based harassment and discrimination

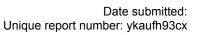
The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

	⊠ Ye	s (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 ☐ 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?				
		Yes No (you may specify why a grievance process is not included) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):				
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):				
	□ No	(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):				
		Market and the second like to provide additional information relation to produce a scale indicator C				
	17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:				

Other

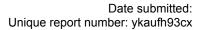
18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(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 61.2% females and 38.8% males.

Promotions

- 2. 88.2% of employees awarded promotions were women and 11.8% 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. 15.7% of your workforce was part-time and 17.6% of promotions were awarded to part-time employees.

Resignations

- 4. 72.2% of employees who resigned were women and 27.8% were men
 - i. 85.7% of all managers who resigned were women
 - ii. 63.6% of all non-managers who resigned were women.
- 5. 15.7% of your workforce was part-time and 22.2% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 0.0% of all women who utilised parental leave ceased employment before returning to work
- ii. N/A 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 Ltd						
CEO sign off confirmation						
Name of CEO or equivalent:	Confirmation CEO has signed the report:					
Costa Anastasiou						
CEO signature:	Date:					