

# Police Credit Union's Commitment to Gender Equality

At Police Credit Union, our biggest strength is our people. We are committed to closing the gender pay gap and creating a workplace that is inclusive for all our employees. We embrace a broad range of views as this enhances our ability to make thoughtful decisions which represent our Members' interests. This in turn helps us provide our Members with a customer experience that is second to none.

Each year, Police Credit Union is required to submit a Workplace Gender Equality Report to the Australian Government Agency created by the Workplace Gender Equality Act 2012 (Act).

This report provides a snapshot on the gender balance within an organisation and reports on the average earnings of all male and female employees.

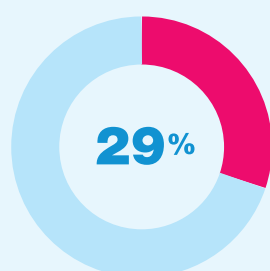
At Police Credit Union, our vision is to create a diverse workplace across every level, and we are pleased that the data from our latest report reflects this goal.

It's important to note, the Police Credit Union Board of Directors is appointed via nominations and Member vote at the Annual General Meeting, however we have three Board Appointed positions which are all held by females and another female director who was elected at our AGM to join the Board in November 2024.

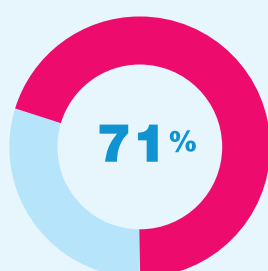
Female representation has also increased across the organisation at every level. In the 12-month reporting period from 1 April 2023 to 31 March 2024, 76% of promotions and 83% of internal transfers were awarded to females.

## Key takeaways from the report

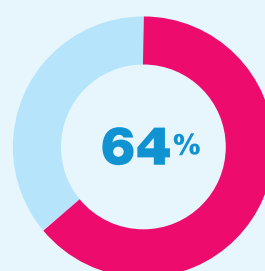
As of 30 June 2023, **54% of our leadership roles were held by females**, with the below breakdown.



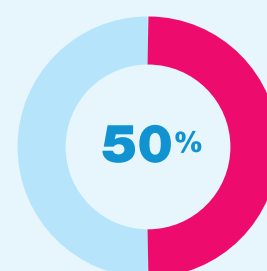
**Executives\***



**Senior  
Managers**



**Middle  
Managers**



**Assistant  
Managers**

\*Since this report was published, female representation has increased in our Executive team and has now reached 50% representation with the appointment of our Chief Financial Officer.

## Understanding the pay gap

It is prudent to remember that salary gaps are influenced by experience, skills attained, credentials held and lengths of service. When analysing salary data from the WGEA report, a gender pay gap was identified and is largely attributed to one area, the Executive team. This is due to the seniority of positions and length of tenure of male employees within the team. The CEO, Deputy CEO and CFO at the time of the report had a combined 59 years of service to Police Credit Union between them.

In examining other areas and titles across the business, we found that equivalent job roles, were compensated equitably across gender.

## Key actions

### Family Leave Entitlement

Providing flexibility is important to Police Credit Union. We have implemented a Family Leave Entitlement to support primary caregivers in returning to the workplace after having children and balancing their work and family obligations. Staff who have taken parental leave are credited with 10 additional days of Personal Leave as soon as they return to work. They then receive 12 days of family leave three months after their return to work and an additional 12 days after six months. The Family Leave entitlement was increased in our most recent EBA negotiations, from 20 days to 24.

### Workplace flexibility

We have also increased our flexible work options to equip our staff to better balance their professional and personal responsibilities. Currently 52% of our employees have either regular or ad-hoc work from home arrangements in place. We support flexible working hours to allow for school drop off and pick up times and have appointed part time employees into positions that previously required a full-time commitment. All employees have the ability to request flexible work arrangements and purchased leave (in addition to the 26-day annual leave entitlement).

An increase in workplace flexibility and family leave entitlement encourages a balance between professional and workplace responsibilities. This allows staff to continue to progress their careers regardless of traditional gendered responsibilities.

### Growth opportunities

We are committed to providing training and study opportunities to all our staff to foster self-development and improve career prospects and opportunities. In 2023, 10 staff were awarded scholarships, and six of the recipients were female. Three Diplomas of Leadership & Management were granted as well as a Certificate IV in Human Resources. We recognise our staff annually through a variety of awards for their achievements throughout the year. In 2023, 17 staff members received awards, with 11 of these being female.



### Attracting and retaining talent

New vacancies including available appointments to our Board and Executive teams are promoted publicly. We utilise recruitment practices that aim to attract the right people for the right role. Task based assessments as well as psychometric assessments which compare a candidate's suitability to a role have no consideration towards a particular gender.

At Police Credit Union, we aim to have the most talented people with the right values in our roles irrespective of their gender, however we are committed to encouraging and valuing the diversity and perspectives of our team to achieve maximum organisational performance. Generous leave entitlements and flexible work arrangements allow us to retain these staff members and offer continual career progression.

### Today and in the future

It is critical to our success that our people reflect the Members we serve and the communities that we support. We hope our work in monitoring and improving gender equality and equity produces engaged teams who share their diverse insights to help drive innovative solutions. These innovations will further improve our Members' lives and help them achieve their aspirations, continually propelling us to make strides in the Financial Services' Industry.

[View our Workplace Gender Equality Report here](#)