



Public report

2017-18

Submitted by

Legal Name:

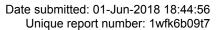
Australian Health Management Group Pty Limited





Organisation and contact details

Submitting organisation details	Legal name	Australian Health Management Group Pty Limited		
	ABN	96003683298		
	ANZSIC	K Financial and Insurance Services 6321 Health Insurance		
	Business/trading name/s	ahm		
	ASX code (if applicable)			
	Postal address	Locked Bag 3		
		WOLLONGONG NSW 2500		
		Australia		
	Organisation phone number	134 246		
Reporting structure	Ultimate parent	Medibank Private Limited		
	Number of employees covered by this report	220		



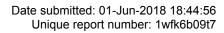




Workplace profile

Manager

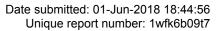
Manager occupational categories	Reporting level to CEO	Employment status	No. of employees			
ivianagei occupational categories	Reporting level to CEO	Employment status	F	М	Total employees	
		Full-time permanent	0	1	1	
		Full-time contract	0	0	0	
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	1	0	1	
		Full-time contract	0	0	0	
Other executives/General managers	-1	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
	-2	Full-time permanent	1	1	2	
		Full-time contract	0	0	0	
		Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
Canian Managana		Casual	0	0	0	
Senior Managers	-3	Full-time permanent	1	0	1	
		Full-time contract	0	0	0	
		Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	4	5	9	
		Full-time contract	0	0	0	
	-3	Part-time permanent	3	0	3	
		Part-time contract	0	0	0	
Other managers		Casual	0	0	0	
Other managers		Full-time permanent	4	6	10	
		Full-time contract	0	0	0	
	-4	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	







Managar accumational actogorica	Reporting level to CEO	Employment status	No. of employees		
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
Grand total: all managers					28



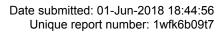




Workplace profile

Non-manager

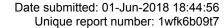
Non manager equipational estageries	Employment status	No. of employees (excluding gra	aduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total employees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	102	31	0	0	0	0	133
	Full-time contract	1	0	0	0	0	0	1
Professionals	Part-time permanent	57	0	0	0	0	0	57
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	0	0	0	0	0	1
	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	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	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
Sales	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
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 equipational estageries	Employment status	No. of employees (excluding gra	aduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	М	F	M	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		161	31	0	0	0	0	192







Reporting questionnaire

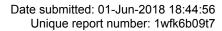
Gender equality indicator 1: Gender composition of workforce

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 2017 to 31 March 2018. (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	1	1	0	0
Permanent/ongoing part-time employees	2	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 (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)	14	5
Number of appointments made to NON-MANAGER roles (including promotions)	40	16

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

	Mana	Managers		nagers
	Female	Female Male		Male
Permanent/ongoing full-time employees	4	2	6	1
Permanent/ongoing part-time employees	0	0	3	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	1	0

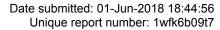
1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

Medibank has publicly stated targets within our Annual Report, in compliance with ASX Corporate Governance Principles, to ensure we have at least 40% women in our leadership population, and maintaining our status as an Employer of Choice for Gender Equality. We report on Gender Composition every month, and circulate this information to our senior leaders.

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.





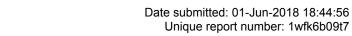


2.1	Please answer the following questions relating to each governing body covered in this report.				
	Note: If this report covers more organisation before proceeding	than one organisation, the questions to question 2.2.	below will be repeated for each		
		pody is the same as your parent entit Imerical details of your parent entity's			
2.1a.1	Organisation name?				
	AHM				
2.1b.1	How many Chairs on this govern	ning body?			
		Female	Male		
	Number	1	0		
2.1c.1	How many other members are o	n this governing body (excluding the	Chair/s)?		
		Female	Male		
	Number	4	3		
	☐ Currently under develop☐ Insufficient resources/e.	has gender balance (e.g. 40% women/40 oment, please enter date this is due to be	completed		
2.1g.1	Are you reporting on any other	organisations in this report?			
	∐ Yes ⊠ No				
2.2	Do you have a formal selection organisations covered in this re		y for governing body members for ALL		
	✓ Yes (select all applicable answ✓ Policy✓ Strategy	ers)			
		rmal selection policy or formal selection s ning bodies	strategy is in place)		

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)?

☐ 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) ☐ Not a priority

Other (provide details):







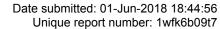
	Yes
\boxtimes	No

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.

⊠ 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
	☐ 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):
3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
	☑ 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 pay reviews) ☐ To be transparent about pay scales and/or salary bands
	 ☑ To ensure managers are held accountable for pay equity outcomes ☑ To implement and/or maintain a transparent and rigorous performance assessment process ☐ Other (provide details):
	you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
⊠ Ye	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):
☐ No	(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



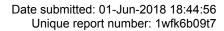




qualific	□ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or cations) □ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there m 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).
	During decisions about performance and remuneration outcomes, people leader are provided real-time analytics on outcomes by gender and full-time/part-time. This ensures people leaders can correct any bias in decision making at the point of the decision. Our Performance & Rewards team then conduct a gender pay equity gap analysis on the overall result to ensure any discrepancies are adjusted. This is reported to our Board and Executive Leadership Team.
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 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 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):
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

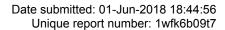
This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. 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.







-	er responsibility for the day-to-day care of a child.	d as having
	ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for won in addition to any government funded parental leave scheme for primary carers?	nen AND
time of indications of time of	s. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (For the how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer has a lump sum payment (paid pre- or post- parental leave, or a combination) By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid parental leave scheme), regardless of the over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), not available (you may specify why this leave is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Other (provide details): How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If di	Please period of oyer funded period of
5.1	amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of we provided to eligible employees:	
	14	
carer	r organisation would like to provide additional information on your paid parental leave for primary s e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.	
Medib Medib rearin acros	rch 2018, Medibank/AHM introduced FamilyFlex- a new approach to parental leave for employees. ank removed all references to primary and secondary care from our policies- ALL parents at ank/AHM are now entitled to a full 14 weeks paid parental leave, regardless of the role they play in child g. Employees are also able to take their 14 weeks leave flexibly within the first 2 years of the child's birth, is 2 distinct periods, if that suits their needs. We also reduced the eligibility period to 6 months after lencing employment.	
paren the tra - A pa proce - A me the pa	s all in addition to our existing supports- Medibank's parental leave support suite is aimed at supporting ts (men and women) during their pregnancy/adoption process, to prepare for parenthood, and to ease ansition onto parental leave and then back into the workplace. The suite includes: rental leave guide, which provides checklists and advice to employees across the parental leave ss, including how to manage their health and wellbeing; obile-first Parental Leave Navigator program, which connects people leaders and employees throughout arental leave process via reminders, check-ins and just-in-time resources; and cutive Coaching on managing parental leave transitions	
5.2	What proportion of your total workforce has access to employer funded paid parental leave for PI CARERS?	RIMARY
	In your calculation, you MUST INCLUDE CASUALS when working out the proportion.	

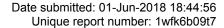






		☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☐ 91-99% ☐ 100%
6.		CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ry carer.
		u provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and n, in addition to any government funded parental leave scheme for secondary carers?
	☐ No	we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave), we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (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):
	6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
		70
6a.		r organisation would like to provide additional information on your paid parental leave for SECONDARY RS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	and to	esponse to 5a- this initiative is designed to encourage more men to take on an active care-giving role, take more parental leave to support their partners. We ultimately hope to make an impact in aging and reducing traditional gender norms around parental leave.
	6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion. <10%
		☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☑ 91-99% ☐ 100%
7.		nany MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	1	0	0	0







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.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	12	0	1	1

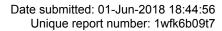
- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid 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

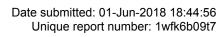
9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?				
	⊠ Ye	s (select all applicable answers)			
		☑ Policy☑ Strategy			
	П№	(you may specify why no formal policy or formal strategy is in place)			
		Currently under development, please enter date this is due to be completed			
		☐ Insufficient resources/expertise			
		☐ Don't offer flexible arrangements			
		☐ Not a priority			
		Other (provide details):			
	9.1	You may indicate which of the following are included in your flexible working arrangements strategy:			
		□ Leaders are visible role models of flexible working			
		☐ Flexible working is promoted throughout the organisation			
		Targets have been set for engagement in flexible work			
		Targets have been set for men's engagement in flexible work			
		Leaders are held accountable for improving workplace flexibility Manager training on flexible working in provided throughout the organization			
		 ✓ Manager training on flexible working is provided throughout the organisation ✓ Employee training is provided throughout the organisation 			
		☐ Team-based training is provided throughout the organisation			
		Employees are surveyed on whether they have sufficient flexibility			
		The organisation's approach to flexibility is integrated into client conversations			
		The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement)			
		Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel			
		Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body			







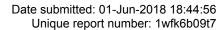
0.	Do yo	ou have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	⊠ Ye	es (select all applicable answers) Stratogy
	П №	☑ Strategy o (you may specify why no formal policy or formal strategy is in place)
		Currently under development, please enter date this is due to be completed
		☐ Insufficient resources/expertise
		☐ Included in award/industrial or workplace agreement
		☐ Not a priority ☐ Other (provide details):
		Utilei (provide details).
11.		ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities employer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye	es e
		o (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):
		Strict (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
		☐ Final Provides
		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 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
		☐ Targeted communication mechanisms, for example intranet/ forums
		Available at some worksites only
		☐ Support in securing school holiday care ☐ Available at some worksites only
		☐ Available at all worksites
		☐ Workshop of the Workshop of the Work from Street
		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
12.	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 □ Included in award/industrial or workplace agreements □ Not aware of the need □ Not a priority □ Other (please provide details):
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 unpaid deave 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 Not avare of the need Not provide details):
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men? I 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 o	otions from	the list below	w are available?	Please tick the relat	ed checkboxes
--------------	-------------	----------------	------------------	-----------------------	---------------

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

Man	agers	Non-managers		
Formal	Informal	Formal	Informal	
\boxtimes	\boxtimes	\boxtimes	\boxtimes	
	\boxtimes		\boxtimes	
\boxtimes	\boxtimes	\boxtimes	\boxtimes	
\boxtimes	\boxtimes	\boxtimes	\boxtimes	
\boxtimes		\boxtimes		
\boxtimes		\boxtimes		
\boxtimes		\boxtimes		
\boxtimes		\boxtimes		
	Formal		Formal Informal Formal □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □	

	Unpaid leave					\boxtimes		
14.3	You may specify why any of the above option	ns are NOT a	ıvailak	ole to you	r emp	oloyees.		
	 ☐ Currently under development, please enter d ☐ Insufficient resources/expertise ☐ Not a priority ☑ Other (provide details): Rather than offering purchased leave, we off 			·	ed			
14.4	If your organisation would like to provide add please do so below:	ditional infor	matio	n relating	to ge	ender eq	uality	indicator 4,
	Our employees are able to access an uncapped Violence Support Policy. We also provide emploration - Good Health Day (1 paid day per year) - Volunteer Leave (1 paid day per year) - Study Leave (paid) - Extended leave, including career breaks. We also offer all employees the ability to dress for the state of the stat	oyees with:				our Famil	y & Do	mestic
			, •••					

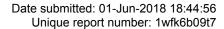
Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

	mig gender equality in the workplace
	equality indicator seeks information on what consultation occurs between employers and employees on issuender equality in the workplace.
Have	you consulted with employees on issues concerning gender equality in your workplace?
=	(you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):
15.1	How did you consult with employees on issues concerning gender equality in your workplace?
	SurveyConsultative committee or groupFocus groups
	ender e rning ge Have ; Ye:



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		☑ Exit interviews☐ Performance discussions☐ Other (provide details):
	15.2	Who did you consult?
		 All staff Women only Men only Human resources managers Management Employee representative group(s) Diversity committee or equivalent Women and men who have resigned while on parental leave Other (provide details):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
		We have a dedicated Gender Equality network who regularly run surveys and focus groups on issues related to gender equality. The group also hosts forums lead by senior female leaders for employees to discuss any challenges they are experiencing in relation to gender equality, flexibility and career development.
Gen	der	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)
	□No	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 □ 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?
	⊠ Yes	s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more







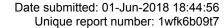
□ No	 Varies across business units Other (provide details): (you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:
	We extend awareness training to all employees. We also ensure unconscious bias training is available to all people leaders.

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.)

Medibank's FamilyFlex policy allows both parents to avail of 14 weeks paid parental leave, regardless of the role they play in care giving (i.e., secondary vs. primary). Employees may access their paid leave within the first 2 years of the child's birth. To allow for extra flexibility, and to meet the differing needs of different families, employees may choose to break their paid parental leave into two different chunks of leave across the two years.







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 80.0% females and 20.0% males.

Promotions

- 2. 75.0% of employees awarded promotions were women and 25.0% were men
 - i. 75.0% of all manager promotions were awarded to women
 - ii. 0.0% of all non-manager promotions were awarded to women.
- 3. 27.7% of your workforce was part-time and 50.0% of promotions were awarded to part-time employees.

Resignations

- 4. 82.4% of employees who resigned were women and 17.6% were men
 - i. 66.7% of all managers who resigned were women
 - ii. 90.9% of all non-managers who resigned were women.
- 5. 27.7% of your workforce was part-time and 17.6% 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: ANMF, CPSU, USU CEO sign off confirmation Name of CEO or equivalent: Craig Drummond CEO signature: Date: