



Public report

2018-19

Submitted by

Legal Name: NIB Health Funds Limited







Organisation and contact details

Submitting organisation details	Legal name	NIB Health Funds Limited
	ABN	83000124381
	ANZSIC	K Financial and Insurance Services 6321 Health Insurance
	Business/trading name/s	nib Health Funds Limited
	ASX code (if applicable)	NHF
	Postal address	Locked Bag 2010
		NEWCASTLE NSW 2300
		AUSTRALIA
	Organisation phone number	0249141325
Reporting structure	Ultimate parent	NIB Holdings Limited
	Number of employees covered by this report	984





All organisations covered by this report

Legal name	Business/trading name/s
NIB Health Funds Limited	nib Health Funds Limited
NIB Holdings Limited	THE FIGURE THROUGH
IMAN Australian Health Plans Pty Ltd	

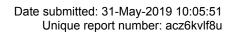




Workplace profile

Manager

Managan assumational automotics	Deposition level to CEO			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	3	4	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	12	25	37		
	-2	Full-time contract	0	0	0		
		Part-time permanent	1	1	2		
		Part-time contract	0	0	0		
Others are sufficient (One and I was a second		Casual	0	0	0		
Other executives/General managers	-3	Full-time permanent	4	6	10		
		Full-time contract	0	0	0		
		Part-time permanent	1	0	1		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	35	39	74		
		Full-time contract	1	0	1		
	-3	Part-time permanent	4	0	4		
		Part-time contract	0	0	0		
04		Casual	0	0	0		
Other managers		Full-time permanent	19	9	28		
		Full-time contract	2	0	2		
	-4	Part-time permanent	5	0	5		
		Part-time contract	0	0	0		
		Casual	0	0	0		







Managar acquirational actoroxica	ional estegarios — — — — — — — — — — — — — — — — — — —		No. of employees			
Manager occupational categories	Reporting level to CEO	level to CEO Employment status		M	Total employees	
		Full-time permanent	1	1	2	
		Full-time contract	0	0	0	
	-5	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers			88	86	174	

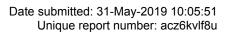




Workplace profile

Non-manager

Non manager conjugational estagaries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	es (if applicable)	No. of apprentic	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	148	129	0	0	0	0	277
	Full-time contract	13	7	0	0	0	0	20
Professionals	Part-time permanent	31	1	0	0	0	0	32
	Part-time contract	1	1	0	0	0	0	2
	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	269	86	0	0	0	0	355
	Full-time contract	21	4	0	0	0	0	25
Clerical and administrative	Part-time permanent	77	9	0	0	0	0	86
	Part-time contract	4	0	0	0	0	0	4
	Casual	2	0	0	0	0	0	2
	Full-time permanent	6	1	0	0	0	0	7
	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	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total employees
Non-manager occupational categories	Employment status	F	M	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		572	238	0	0	0	0	810





Reporting questionnaire

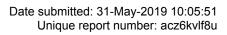
Gender equality indicator 1: Gender composition of workforce

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	9	15	20	15
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

1.11 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)	32	35
Number of appointments made to NON-MANAGER roles (including promotions)	214	128

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	9	6	90	53
Permanent/ongoing part-time employees	0	0	11	1
Fixed-term contract full-time employees	2	0	10	9
Fixed-term contract part-time employees	0	0	2	1
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.

nib understands that gender diversity at all levels of the organisation (at Board; in senior management and across our employee population) is a key driver of our success. Many of the benefits of gender equality include expanding our internal talent pipelines; building greater diversity in senior leadership teams to drive improved decision making and innovation; supporting employee engagement and retention; enhancing the customer experience and understanding of needs through a workforce that respects and reflects the diversity of our customers; and meeting best practice corporate governance guidelines. The People and Remuneration Committee of the nib Board of Directors review nib's performance against its diversity measurable objectives on a quarterly basis. In addition, the Board of Directors annually assess these measurable objectives and report on the progress in achieving them and review, note and monitor the effectiveness of nib's Diversity and Inclusion Policy, including to the extent it relates to Board diversity. nib's Diversity Measurable Objectives are:

- 1. Recruitment & Selection
- 2. Flexible Workplace Practices
- 3. Representation
- 4. Development and Succession Planning
- 5. Disability & Cultural Diversity
- 6. Gender Pay Equity

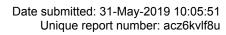




Gender equality indicator 2: Gender composition of governing bodies

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.

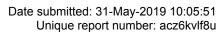
2.1	Discourse the fellowing second				
	Please answer the following quest	ions relating to each governing boo	ly covered in this report.		
	Note: If this report covers more than one organisation, the questions below will be repeated for ea organisation before proceeding to question 2.2.				
		ody is the same as your parent enti erical details of your parent entity's			
2.1a.1	Organisation name?				
	nib Holdings Group				
2.1b.1	How many Chairs on this governing	ng body?			
		Female	Male		
	Number	0	1		
2.1c.1	How many other members are on t	this governing body (excluding the Female	Chair/s)? Male		
	Number	4	1		
2.1d.1	☐ Currently under developm☐ Insufficient resources/expe	has not been set) s gender balance (e.g. 40% women/40 ent, please enter date this is due to be	0% men/20% either) e completed		
2.1g.1	Are you reporting on any other org ☐ Yes ☑ No	ganisations in this report?			
2.2	Do you have a formal selection po organisations covered in this repo	licy and/or formal selection strategy	v for governing body members fo		







		☐ 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) ☐ 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.
		Board of Directors and Executive Committee have good gender representation.
Equal		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 y.
3.	Do you	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):
	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):







⊠ Yes	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
	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)
IS rooi	Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and ther m for discretion in pay changes (because pay increases can occur with some discretion such as performance
a55653	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).
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	☐ 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) 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:
	The Gender Pay Equity Report is reviewed by the People and Remuneration Committee (subcommittee of the Board of Directors) annually in May and updates are provided quarterly to the Committee. The information





assumed drivers of any gender inequity and challenge historical assumptions.

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.

By By By time over whi By By time over whi As No, we off indicate how By time over whi By By time over whi As No, not av Cu Cu Co	se indicate how employer funded paid parental leave is provided to the primary carer): paying the gap between the employee's salary and the government's paid parental leave scheme paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ch it is paid. For example, full pay for 12 weeks or half pay for 24 weeks a lump sum payment (paid pre- or post- parental leave, or a combination) er paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please employer funded paid parental leave is provided to women ONLY): paying the gap between the employee's salary and the government's paid parental leave scheme paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ch it is paid. For example, full pay for 12 weeks or half pay for 24 weeks a lump sum payment (paid pre- or post- parental leave, or a combination) er paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded leave is provided to men ONLY): paying the gap between the employee's salary and the government's paid parental leave scheme paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ch it is paid. For example, full pay for 12 weeks or half pay for 24 weeks a lump sum payment (paid pre- or post- parental leave, or a combination) aliable (you may specify why this leave is not provided) rrently under development, please enter date this is due to be completed ufficient resources/expertise vernment scheme is sufficient t a priority ner (provide details):
amou provi	
12	nts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks led to eligible employees:
carers e.g. e	isation would like to provide additional information on your paid parental leave for primary igibility period, where applicable the maximum number of weeks provided, and other s you may have in place, please do so below.
5.2 What	proportion of your total workforce has access to employer funded paid parental leave for PRIMARY RS?





	□ 51	-90% -99%				
5.3	Please indic	ate whether your er	nployer funded paid p	parental leave for p	rimary carers covers:	
	□ Adoption □ Surrogacy □ Stillbirth	,				
	CONDARY CA	ARER" is a member	of a couple or a sing	le carer, REGARDL	ESS OF GENDER, who is no	ot the
Do yo	u provide EM		paid parental leave for funded parental leave		RERS that is available for mondary carers?	en and
☐ No	, we offer paid , we offer paid (you may spec	parental leave for SE cify why employer fur	ECONDARY CARERS nded paid parental leav please enter date this is	that is available to we re for secondary car	ers is not paid)	;)
	Governme Not a prio Other (pro	vide details): ERS have taken par	rental leave during the		(paid and/or unpaid)? Includ	e
	Governme Not a prio Other (pro	rity vide details): ERS have taken par			(paid and/or unpaid)? Includ	е
	Governme Not a prio Other (pro	rity vide details): ERS have taken par parental leave, rega	rental leave during the	menced.	(paid and/or unpaid)? Includ dary carer's leave Male	e

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

Female

37

• 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.

Male

0

Female

Male

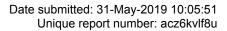
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• 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	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?

Non-managers



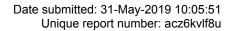




- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies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

	Female	Male
Non-managers	3	0

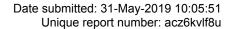
9.	Do yo	u have a formal policy and/or formal strategy on flexible working arrangements?
		s (select all applicable answers) Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise
		☐ Don't offer flexible arrangements ☐ Not a priority ☐ Other (provide details):
10.	Do yo	ou have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
		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 ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
11.		ou 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 ☐ 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
	☐ 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
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	 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 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): Addressed on a case-by-case basis and support would be provided as needed.
	☐ No (you may specify why no other support mechanisms are in place)





14.



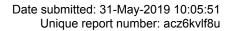
e offered both formally and/or info- itime-in-lieu is available to women on/s in place are available to both wo options are not available to both wor options from the list below are available to both work.	formally but to romen and men. men AND men.		you would se	elect NO.
options are not available to both wor	men AND men.			
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Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

violence guidelines has enabled individuals impacted to be provided with overt support.

Flexible work practices are well embedded and well known within the organisation. Articulation of domestic

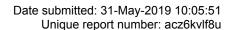
This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.







Yes No (you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Not needed (provide details why): Not needed (provide details): Not a priority Other (provide details): Other (provide details): Not will you consult with employees on issues concerning gender equality in your workplace? Survey Consultative committee or group Focus groups Section of	15.	Have	you consulted with employees on issues concerning gender equality in your workplace?
Survey Consultative committee or group Focus groups Ext 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): Female Leadership Representatives 15.3 If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below. 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. 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 Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):			y (you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Insufficient resources/expertise Not a priority
Consultative committee or group		15.1	How did you consult with employees on issues concerning gender equality in your workplace?
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): Female Leadership Representatives 15.3 If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below. 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. 16. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention? 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 agreement Not a priority Other (provide details):			 ☐ Consultative committee or group ☐ Focus groups ☐ Exit interviews ☐ Performance discussions
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): Female Leadership Representatives 15.3 If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below. 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. 16. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention? 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 agreement Not a priority Other (provide details):		15.2	Who did you consult?
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. 16. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention? 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 agreement Not a priority Other (provide details):			 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):
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. 16. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention? Yes (select all applicable answers)		15.3	
 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 agreement ☐ Not a priority ☐ Other (provide details): 	The p	revention.	on 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
 ☐ 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.	Do yo	ou have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
i ei i e e jeu moiade a grietanee process many sex-based narassinent and discrimination prevention formal			 ☐ Policy ☐ Strategy I (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







		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): (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.)

In addition to the information outlined above, nib also has a commitment to development activities and diversity events related to gender equity. The CEO and Executive team are focussed on enhancing gender diversity at the senior leadership levels and as part of our annual succession planning process each Group Executive is required to provide an update to the People and Remuneration Committee (subcommittee of the Board of Directors) on gender representation, key female talent and actions taken in the period to support the advancement of female talent into key successor roles and leadership. Each Group Executive has also identified key female talent at the early career levels. Each Group Executive has provided updates to the CEO to ensure any programs or challenges are being addressed in our organisational talent and leadership development programs.

Organisational cultural events are also held regularly to encourage diversity and inclusion. Board panels are held across the nib locations (coinciding with Board meetings) with topics including leadership; gender diversity; cross-cultural ethnicity and innovation. The objective of these panels is to provide a networking opportunity for leaders across the business; to raise awareness of the importance of diversity and commitment from the Board and Executives. An additional aim was to create awareness of nib's Diversity Policy, the measurable objectives and the activities currently being undertaken. We also look for opportunities to engage in external Diversity events and panels (for example International Women's Day lunches in March 2019). These events are another important way to build employee networks; support the career development of female talent and further raise awareness of the importance of diversity and inclusion to nib.

In addition, several of our senior Executives have held round table discussions to help understand how to best support gender diversity and career and development in our organisation.





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 67.1% females and 32.9% males.

Promotions

- 2. 50.8% of employees awarded promotions were women and 49.2% were men
 - i. 37.5% of all manager promotions were awarded to women
 - ii. 59.5% of all non-manager promotions were awarded to women.
- 3. 13.8% of your workforce was part-time and 3.3% of promotions were awarded to part-time employees.

Resignations

- 4. 64.1% of employees who resigned were women and 35.9% were men
 - i. 64.7% of all managers who resigned were women
 - ii. 64.0% of all non-managers who resigned were women.
- 13.8% of your workforce was part-time and 7.7% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 6.5% 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. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: United Services Union CEO sign off confirmation Name of CEO or equivalent: Mark Fitzgibbon CEO signature: Date: