



Commonwealth Bank

Women in Work at the Commonwealth Bank

- As at 31 December 2006, women make up 64.3% of the Bank's total workforce.
- The number of women aged 45 and above in the total workforce represents 14.1%

Commonwealth Bank Programs to improve career development and work-life balance for women

Executive Women's Forum - provide executive level and above women at the Bank with practical tips and advice for successful career building. The next forum coincides with International Women's Day on 8 March. The Bank has four forums planned for the year in Sydney and two events in Melbourne. On March 8, Executives have been asked to invite a non-Executive female to attend the lunch. This year's theme is collaboration.

Talent Reviews - the Bank's talent review framework sets out a consistent and transparent process for identifying talent.

Accelerated Development Program - this program is designed to help high potential Executive Managers transition into General Manager (GM) roles. Women make up 46% of ADP participants over the last 4 programs.

Executive Entry Curriculum - helps to prepare managers for executive positions. For this year's inaugural program 36% of participants are women, a slight decrease from initial entry numbers as some women were promoted ahead of the launch.

Diversity Council - the Bank recently announced the formation of a diversity council chaired by Bank CEO, Ralph Norris. A focus for the council is to leverage the skills and talent of the Bank's female workforce to build a leadership pipeline that increases the number of women in senior leadership roles.

Busting Diversity Myths – an e-learning program has been developed for all staff to assist in breaking down common myths that may be held in the workplace that act as potential barriers for people the workplace.

Flexibility in the workplace - to help our people through difficult times, the Bank offers a professional, confidential, short-term counselling service provided by an independent organisation whose staff are professionally qualified psychologists or social workers. Support is available at no cost to permanent employees and their immediate families who face personal, family or employment related problems.

LifeBalance – the Bank launched a LifeBalance program in June 06, which includes:

- Enhancements to our flexible working policies including the purchase of additional leave. So far, 68% of employees purchasing additional leave have been women.

- Corporate Child Care Centres for Bank staff offering priority access to long day child care places.
- Nursing Mother's Retreats - to help mothers returning to work from maternity leave to continue to breastfeed or express if they wish.
- Free support services - information services to assist staff in finding care vacancies and making arrangements, as well as providing other relevant information, for dependents who are elderly, disabled or children
- Free basic health checks for all permanent staff. More than 2000 employees have taken advantage of the Bank's free health checks with women accounting for 70% of participants.
- Free health seminars for staff as part of the Bank's learning curriculum.

Commonwealth Bank Statistics

- More than 7,000 employees work part-time for the Bank (i.e. 23% of the workforce) - 90% of these are female.
- The Bank has been named an Employer of Choice for Women (by EOWA) every year since the awards inception in 2001.
- Across the organisation women are more likely to be promoted in the organisation at rates above the current levels of female representation, including senior executive appointments
- Over 1,000 women last year proceeded on maternity leave.
- The resumption rate for maternity leave is very high at 91%.

Bank talent for media

Name	Contact details	Interesting background information
Irene Lamrock	Manager Strategic HR Support, PBS	Bank helped prevent childcare crisis when nanny quit without notice. Irene was offered an immediate place at Cheeky Monkeys and is so please with level of service and care, she actively promotes it within the Bank.
Lisa Cartwright	General Manager International Customer Service	Member Diversity Council and ADP graduate and General Manager promote
Kelly Bayer Rosmarin	General Manager Business Development PBS	Member Diversity Council and ADP graduate and General Manager promote
Vittoria Shortt	General Manager RBS Strategic Development	ADP graduate, promoted to GM
Linda Stamford	General Manager Finance CFS	ADP graduate, promoted to GM

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