

Medtronic Australasia

Parental leave Policy

- After analysis into future workforce movements and identifying that a number of its female employees were due to commence maternity leave, Medtronic implemented a paid parental leave policy in July 2005, in the interest of retaining these employees and other female employees in the future. Highlights of this policy include;
 - 6 weeks paid maternity leave
 - 5 days paid paternity leave
 - Parental leave is available to all permanent full-time and permanent part-time employees
 - Staff on maternity leave are eligible for merit reviews and incentive payments
 - A car allowance and company car can be maintained for 3 months during maternity leave
 - Continuation of medical cover
 - Retention of mobile phone and laptops
 - Option to work casually if requested and agreed by manager
 - Flexible return to work arrangements
 - A "Keep in touch" program whereby managers are responsible for maintaining contact with their employee while they are on maternity leave.

Health & Wellness Programs

- Fresh fruit provided each week in all office locations
- Access to subsidised programs to assist in weight loss and quitting smoking, subsidised gym membership, community fun runs, bike rides etc.
- Access to discounted corporate massage and discounted fitness trainer.

Medtronic Family & Friends Day

- In August 2006, the Managing Director together with the Medtronic ANZ Management Board implemented an initiative called the "Family and Friends Day" which allowed all employees to take a day off to spend with their family and/or loved ones. This initiative was developed in recognition of the support and contribution of employees' families. A unique characteristic of this program is that employees were asked to provide feedback to the Managing Director on what they did and how they spent their day with their family and/or friends.

Medtronic Holiday Program

- This global program, which is hosted annually, encourages employees and their families in various Medtronic locations to attend the event and hear stories from patients whose lives have been dramatically improved as a result of the organisation's products.
- Every year Medtronic ANZ hosts a National Conference or 'Kick-Off' Meeting as a way to thank employees for their contribution over the past fiscal year and celebrate our success while also re-energising and motivating people for the year ahead. All employees are invited to attend this conference and it is a highlight of our calendar year as it brings employees from all levels and all locations across Australia & New Zealand to the one place. A morning spent listening to patient stories is the highlight of this event.

CRDM 'Recovery Program'

- Although Out of Hours work is an inherent requirement of sales and sales support roles and as such is factored into their remuneration package, Medtronic Australasia wanted to recognise and reward the commitment demonstrated by this group of employees. In July 2006, a 'Recovery Program' was introduced for the employees within our Cardiac Rhythm Disease Management (CRDM) business which entitles them to an additional 5 days leave for the remainder of the fiscal year. In addition to this, employees were given a \$100 voucher to be used for one of the recovery days should they wish to enjoy a massage or health & wellness activity.

Jamie Stanistreet - Vice President Medtronic Australasia

- Jamie has been responsible for increasing the presence of females on Management Board by appointing 4 females in the past four years. Many of the family friendly initiatives, programs and policies that have been developed, were championed by Jamie and endorsed by our Management Board Team. Some of these initiatives are;
 - Introduction of the Family & Friends Day, introduction of a paid parental leave policy,
 - practising family-friendly and flexible work practices by encouraging working from home, and
 - part-time and job-share arrangements.

Challenging inappropriate behaviour

- Communication is made to all employees prior to Medtronic's National Conference while ensuring senior management is made aware of any misconduct and that any issues are dealt with in a fair, impartial and expedient manner.

Other Initiatives

- HR metrics are reported to Management Board every month, including the number of women in leadership & management roles and the number of female "High Potentials". Through these discussions, managers are encouraged to increase the representation of women in leadership roles.
- The Medtronic executive team is looking to sponsor a one-day annual "Women's Leadership" forum whereby female Medtronic employees participate in a one-day developmental workshop which includes a guest key note speaker who is invited to talk specifically about issues concerning women in the workplace. This is due to be established in early 2007.

Outcomes

- In the last month, one of the four female Management Board members was promoted to Business Director for the Asia Pacific region.
- One senior male leader utilised the organisation's Paid Parental Leave policy and took paternity leave for a period of 6 months.
- Medtronic's Engagement' score for the 2005 Hewitt's Best Employer study was 82%, meaning over 8 out of every 10 employees is fully 'engaged'. As a result of this, they were awarded the Hewitt's Best Employer award.
- Medtronic's numerous Stock Programs are designed to recognise and reward key employees at all levels in the organisation for their contribution to Medtronic.
- In the reporting year, of all stock options awarded to employees, 47% were awarded to female employees. It should also be noted that 53% of all stock options were awarded to non-management employees.

Employees & their Profiles

Jamie Stanistreet Vice President Medtronic Australasia

Jamie joined Medtronic in 1998 with the acquisition of Arterial Vascular Engineering Inc (AVE) and was appointed as Country Manager of Australia/New Zealand in 2001 while assuming an acting role as the Australia/New Zealand Vascular business leader. In October 2004, Jamie became a dedicated Country Manager.

Jamie has formal qualifications in both accounting and marketing. He plays an active role in the medical device industry and is Chairman of the Market Development Committee of the Medical Industry Association of Australia. The committee deals with issues such as purchasing, medical insurance/reimbursement schemes, hospital funding, trade practices and industry surveys.

Jamie is married with four children.

Jacinta Jamieson HR Director ANZ

Jacinta was employed as a Senior HR Associate in May 2000 and was promoted to HR Manager whilst on maternity leave in October 2002. Since this time, Jacinta has been promoted to HR Director and is an integral part of Medtronic ANZ's Management Board team. Jacinta is currently on maternity leave but will be returning on a part-time basis initially and will remain in her role as HR Director ANZ.

Lisa Carlton & Sally Watson Territory Manager's, CRDM Victoria

Lisa Carlton was employed by Medtronic in March 2003 as a Clinical Specialist (entry level technical sales role) and was promoted to a Level I Territory Manager in August 2004. Lisa then took maternity leave in July 2005 for 12 months, returning in June 2006. Upon Lisa's return, she was promoted to a Level II Territory Manager, working four days per week.

Sally Watson was employed as a Clinical Specialist (entry level technical sales role) in August 2001 and was promoted to Level I Sales Representative in April 2003, then receiving a further promotion to Level II Sales Representative in July 2004. Sally then took maternity leave in November 2005, with an anticipated 12 month period. Due to childcare limitations, Medtronic happily extended this maternity leave period for an additional 2 months to accommodate. Prior to Lisa's return, she requested that she return as a Clinical Specialist on a part time basis as she felt she would not be able to fulfil the requirements of a Territory Manager role on a part time basis.

In January 2007, the managers consulted with both Lisa & Sally and subsequently put in place a job share arrangement whereby they would jointly share a territory. This was in line with our Parental Leave policy and has been positively embraced by Sally, Lisa, the business and our customers.

Other Potential Employees:

Katja Horne

Marketing Manager - Diabetes

Worked part time in a senior management role

Rachael DeSilva

Marketing Manager – Core Neurological

Worked part time in a senior management role