

National Australia Bank

- NAB is currently undertaking a Pay Equity Audit with the Finance Sector Union (FSU) as part of their Enterprise Agreement.
- The audit must be completed by February 2008. The Department of Industrial Relations Victoria (IRV) is participating in the audit and hopes to use NAB as a case study for other large firms undertaking such an audit.
- NAB currently pays six weeks total remuneration package (TRP) to employees availing of maternity leave. This payment has been increased to 12 weeks under their new Enterprise Agreement 2006 and will be effective from leave taken in March 2007. With the change in payment quantum, employees will be given the flexibility to choose their payment frequency. Employees will be able to take the payment as a lump sum or over 24 weeks at half-pay or at double-time over six weeks.
- In accordance with the NAB Enterprise Agreement 2006 — 2009 (EA), NAB has introduced pre-natal leave. This provides female employees with up to one week's leave for attendance at medical appointments during pregnancy. This leave can be taken by the hour, thus allowing employees to have flexibility to leave work for the period of their appointment, and then returning. Partners are also allowed to attend medical appointments for up to 8 hours for each pregnancy.
- Employees may apply for an additional 2, 3 or 4 weeks leave per annum and have their salaries averaged in proportion to the period of leave to be taken.
- Support when Sick is to be introduced from 1 January 2007 and based on mutual trust and respect, will provide support for employees when they are unwell. Employees will be paid 100% of their Total Employment Contribution (TEC) for the first 4 weeks of an illness. After that time, they can draw upon accrued sick leave or have their pay reduced to 75% of their TEC for up to 3 months.

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