

Catholic Care

-67% of CatholicCare Newcastle's Executive Team are females and 83% of service managers are also female.

-CatholicCare has a positive pay equity gap. The average female salary is higher than the average male salary by 5.59%

-Overall, CatholicCare has a female population of 91.5% as calculated in our submission.

-CatholicCare provides 9 weeks paid maternity leave after 40 weeks service. These conditions have been further improved with the introduction of the Enterprise Agreement, as CatholicCare now provides paid paternity (1 week) and paid adoption (9 weeks) leave for staff covered under the EA.

-Catholic Care also supports family friendly working conditions, by where possible allowing employees to work part time or to swap shifts to suit their family and personal needs. For eg:

*CatholicCare supports the return of women from maternity leave on a part time basis and this has been championed by the CEO Joseph McCarthy who has been a significant force in the negotiations with a number of women returning to the workforce on a part-time basis to roles they had previously occupied on a full time basis. As an example of the success of this consultative and flexible approach in assisting working women/ mothers to be able to balance their work responsibilities with their family needs, one of the organisation's managers has negotiated her employment conditions so that she can take one day off per week, for a period of six months, to allow her to participate in her son's education.

*CatholicCare's CEO champions equal opportunity for women in the workplace as he is willing to allow females to work on a part time basis in order to assist their career development while understanding they also have other responsibilities outside work. As an example of this: in 2009 CatholicCare employed a Communications and Marketing Manager on a part time basis. The role was in fact a full time position however the preferred candidate could only commit to the role on a part time basis due to other career options. After negotiations the CEO agreed to her employment into the role on reduced hours so she could fulfill her other commitments.