

Savings & Loans Credit Union

Savings & Loans is proud to receive its **seventh consecutive EOWA Employer of Choice for Women citation**. The credit union has a range of employment policies and practices that are designed to support our staff and encourage equality.

A new Certified Agreement was negotiated during 2008, which contained the following provisions:

- Up to **26 weeks of paid parental leave** (which can be taken at full pay or half pay)
- Up to 52 weeks of unpaid parental leave
- **Four weeks of paid bonding leave** for a non-primary caregiver
- Ability for new parents to switch from full-time to part-time if they choose
- **Two days of paid 'Grandparent's Leave'** following the birth of a grandchild
- The introduction of 'Lifestyle Leave' which allows staff to take a **12 month career break**
- Ability for staff to work at a reduced rate for four years, followed by **12 months of self-funded Lifestyle Leave**
- Formal workplace flexibility policies to provide appropriate work/life balance

Case study (available for comment)

Michele Marsden

Family commitments meant that Michele Marsden, Savings & Loans' Advertising and Promotions Manager, needed to spend more time in Naracoorte, in regional South Australia.

In consultation with Savings & Loans management, Michele developed a system which allows her to work from an office in the credit union's Naracoorte branch while still carrying out her role.

Michele works out of the Naracoorte branch for eight days of every fortnight, with the remaining time spent in Savings & Loans' Adelaide head office.

The arrangement allows Michele to continue her career with Savings & Loans, including managing a small team, while meeting her family obligations.

Overview

Savings & Loans is one of Australia's largest credit unions with more than \$3 billion in assets under management, over 190,000 members and branches across the country. This is Savings & Loans' seventh consecutive EOWA citation.

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