



VicSuper Employer of Choice for Women

- 1) VicSuper has strong representation of females in leadership roles
 - We have 4 female executives and 3 male execs (including our CEO) at the time the report was submitted in October 2008. In the same reporting period we had 12 males and 8 females in the Senior Management team and in our Team Leader group we had 7 males and 7 females.
- 2) VicSuper has flexible work practices in place for all employees
 - VicSuper supports flexible work practices for all employees, both male and female
- 3) VicSuper encourages women returning to the workplace after maternity leave supported by best practice policy
 - During the reporting period (which was September 07 to October 08) 6 women commenced maternity leave and 5 women returned from maternity leave in a progressive part-time capacity, with the other returning in a full time capacity. This represents a 100% return to work rate during the reporting period. Our return from maternity leave rate over the past 4 years has also highlighted the benefits of our flexible work arrangements. Staff returned to work on conclusion of 18 out of the 19 completed maternity leave periods (95%), either resuming their full-time role, or converting over to a part-time capacity.

This return rate has been supported by paid parental leave of 14 weeks, our breastfeeding policy and access to part time work. These policies are made available to an employee once they inform VicSuper that they are pregnant. They are provided with a 'Parental Leave Pack' that includes the policies, their rights on returning to work, the options available to them on return to work including breastfeeding facilities and access to part time work and financial assistance.

Media Contacts:

Tarnia Puchlenko on 03 9667 9701 (tarnia.puchlenko@vicsuper.com.au)

Iain Crowther on 03 9667 9685 (iain.crowther@vicsuper.com.au)