

Media release

26 February 2019

TelstraSuper recognised as Employer of Choice for Gender Equality

We are delighted to announce that TelstraSuper has been recognised as a 2018-2019 Workplace Gender Equality Agency Employer of Choice for Gender Equality.

TelstraSuper CEO Chris Davies said that the Employer of Choice for Gender Equality (EOFCE) citation recognises TelstraSuper's active commitment to achieving gender equality and the fund's leadership in driving positive change for an inclusive workplace.

"This citation recognises our commitment and best practice in promoting gender equality," said Mr Davies. "We're committed to ensuring gender does not affect an employee's experience at TelstraSuper and our Diversity and Inclusion Commitment hold us very accountable for this."

The fund has a number of initiatives in place including analysis and correction of gender pay gaps and paid super on parental leave.

"Being in the super industry, we know that women often retire with around half the super than men – with time away from work a major factor in the equation. We have proudly paid super on employee parental leave since 2016 and will continue to do so."

To date, more than 60 staff members across all genders have graduated from TelstraSuper's six month Leadership Essentials development program – with more cohorts to come.

"We're developing leaders and have the appropriate mechanisms in place to make sure gender does not determine opportunity at TelstraSuper."

Among other things, TelstraSuper also offers informal flexibility for all roles, with around 20 per cent of our employees currently taking advantage of formal flexible working arrangements.

"This helps us attract and retain high performing talents and promotes a healthy work/life balance. We cater to a range of personal situations including caring commitments, commitments to sports teams and even for those living long distances from the workplace."

Trends amongst recipients of the citation this year include initiatives such as:

- Organisation wide flexible work
- Leadership development programs and opportunities
- Parental Leave programs for both women and men
- Analysis and correction of gender pay gaps
- Best practice policies and programs and WGEA Pay Equity Ambassadors

Ends