



Unitywater
Serving you today, investing in tomorrow.

Healthy Families

A PROUDLY INCLUSIVE INITIATIVE

A message from our CEO

I am incredibly proud to bring to you Healthy Families; Unitywater's inclusive parental leave program which came into effect on 1 July 2019.

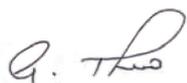
It further demonstrates my commitment to equality, and to providing an environment where both men and women can enjoy the same rewards, resources and opportunities.

This industry-leading, gender-neutral program will help us continue to build a diverse and inclusive *Proudly Unitywater* team.

This program will go a long way to attract and retain diverse talent, and support us in our commitment to close the gender pay gap.

This is a good business decision in support of Unitywater families and our community.

Healthy Families is another initiative that will enable Unitywater to become *Smarter. Better. Together.*



George Theo
Chief Executive Officer

Introducing Healthy Families

Healthy Families is an initiative of *Proudly Inclusive*, Unitywater's Diversity and Inclusion Strategy. It demonstrates Unitywater's commitment to equality and pay equity.

Healthy Families provides choice for all team members when considering starting or expanding their family.

It is offered to all families who welcome their addition(s) through birth or adoption. The program also provides for families who have experienced the loss of a child following 20 weeks gestation or shortly after birth.

The program provides industry-leading options for Unitywater families.



A PROUDLY INCLUSIVE INITIATIVE

Healthy Families Program Benefits

The options listed below are available to team members regardless of gender, who plan to start or expand their family. With no minimum tenure requirement, 'join at any stage of your career' encourages families to make important family decisions, together.

PARENTAL LEAVE

20 weeks of paid leave is available for the primary carer, and four weeks paid leave for the secondary carer.

Secondary carers who become primary carers at a later stage, can access the balance of the primary carer's benefit.

Continuation of long service leave accrual on paid and unpaid parental leave up to 52 weeks.

CONNECTION

Primary carers can access up to 10 optional paid days during parental leave to keep informed and connected with their team and attend Unitywater activities.

RETURNING TO WORK

There is opportunity to return to work flexibly.

Private breastfeeding facilities are available at all main sites. If you are not based at a main site, please have a conversation with your Leader or People Transformation Lead for arrangements to be put in place.

SUPER STRONG

Superannuation payments will continue on paid and unpaid parental leave, up to 52 weeks.

FAMILY EASE

A \$5000 return to work payment for the primary carer helps to ease the financial transition back to work and support the family with costs such as childcare, home help and career development.

Eligibility for Family Ease requires the carer to return to work at or before 52 weeks.

COACHING AND SUPPORT

Returning to work following an addition to your family can be a crazy and beautiful time for family and career.

Our support aims to strengthen your transition, connecting you with key coaching and support services to navigate through this time (access to financial, flexible work and career coaching and counselling services).



Healthy Families Program Benefits

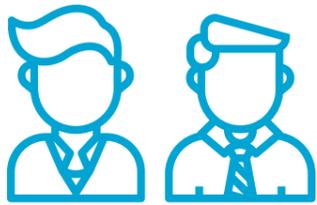
By delivering an inclusive program, we are offering an opportunity for families to decide what works for them and their individual situation.

- Parental responsibilities, including care and workplace flexibility, become a broader choice that families can make together.
- Improved superannuation outcomes strengthen long-term financial security.
- Career progression and ability to access opportunities will be enhanced.
- We can continue to build upon a *Proudly Inclusive* Unitywater where you can bring your whole self to work.
- Unitywater families will get greater satisfaction from the time they share with their families.
- Everyone benefits from an organisation that supports them through every stage of their career.

Refer to Unitywater's Healthy Families Parental Support Policy for comprehensive details on accessing these benefits.



Healthy Families Scenarios



SCENARIO 1

Daniel works for Unitywater full-time and his partner Jake works for a different organisation. Dan and Jake have welcomed a baby and Jake plans to take three months' leave from work. Dan plans to take six months' leave following Jake's return to work, and then return to Unitywater on a part-time basis.

In this scenario, Dan can access four weeks of secondary carer leave following the birth of their child. Once he becomes the primary carer, he can access the primary carer entitlement (minus the four weeks he has already taken).

For Dan, this means he will be paid for a total of 20 weeks' parental leave. When Dan returns to work part-time, he will continue to receive his superannuation payments at his full time rate up to 52 weeks and will receive a \$5,000 Family Ease payment.



SCENARIO 2

Sarah works for Unitywater part-time. Her partner John also works for Unitywater in a full-time capacity. Sarah will access primary carer entitlements and take parental leave for six months following the birth of their child. When Sarah returns to work, John will then take six months' parental leave and access primary carer entitlements also. Sarah and John will both return to their part-time/full-time roles following their period of leave.

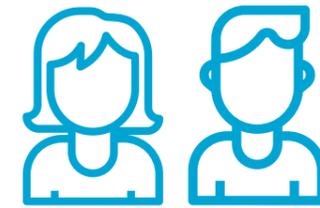
In this scenario, Sarah will be paid for 20 weeks of paid parental leave with no interruption to her superannuation. John will also receive 20 weeks of paid parental leave with no interruption to his superannuation. Sarah and John will receive one Family Ease payment of \$5,000 and they can choose to take that payment on Sarah's return or John's.



SCENARIO 3

Cameron works full-time for Unitywater. He is adopting a child and will be taking two years of parental leave before returning to work full-time. Once he is back at work, he will need to change his hours to be able to accommodate childcare arrangements.

In this scenario, Cameron will access primary carer entitlements of 20 weeks' paid leave. The balance of the two years will be unpaid. Cameron will not return to work within 52 weeks and so will not be eligible for the superannuation payments following the 20 weeks paid component or the \$5,000 Family Ease payment.



SCENARIO 4

Lisa works for Unitywater part-time and her partner Jason works for another employer. Lisa and Jason experienced a devastating loss of their child at birth.

In this scenario, Lisa can access primary carer entitlements of 20 weeks' pay and will be entitled to continued superannuation payments up to 52 weeks at the Superannuation Guarantee rate. Lisa and her family will have access to counselling through the EAP service.



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Proudly
Inclusive

If you would like more information about 'Healthy Families',
please contact your People Transformation Lead or email
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