Healthy Families

A PROUDLY INCLUSIVE INITIATIVE

Unitywater

A message from our CEO

I am incredibly proud to bring to you Healthy Families; Unitywater's new inclusive parental leave program which comes 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*.

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 26 weeks gestation or shortly after birth.

The program provides industry-leading options for Unitywater families.

Healthy Families - Program Benefits

A *Proudly Inclusive* initiative

Options for all 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. This is paid as a lump sum upon return to work at the nominal rate.*

If you choose to return to work on a transitional part-time arrangement, superannuation will be paid at the nominal rate* for the balance of the 52 weeks.

FAMILY EASE

A $5,000 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 counseling services).

*The nominal rate refers to your contracted hours prior to commencing parental leave.

Benefits

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

- **Parental responsibilities including care and workplace flexibility becomes 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.**

If you would like more information and 'Healthy Families', please contact your People Transformation Lead or email Thriving@unitywater.com