



*Making your life
choices work*

Rejuvenate › Rebalance › Reshape

ANZ

Plan your life balance

We are committed to making ANZ a great place to be, an inclusive workplace where employee differences of all kinds are valued and leveraged for individual and organisational success.

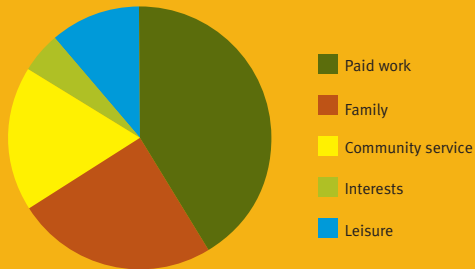
Part of this commitment includes creating a climate where your experience and performance are valued and where we make it easy for you to find ways to stay with us, if that's where you'd like to be.

We all have key decision points during our life and one of the most important is when to retire. That's an event we all need to plan for.

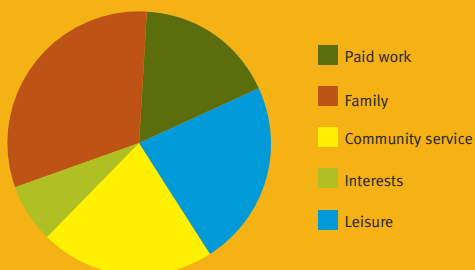
Did you think that retirement from the workforce or from ANZ was the only way you could wind down and spend more time doing the things you've dreamed of? Think again. You can achieve the balance you want whilst still working with us beyond the traditionally accepted retirement age. We're asking you to think about retirement in a different way. It's time to stop thinking about it as a one-time event that permanently divides your work life from leisure. We know most people want an active and fulfilling retirement.

It's a great deal. We invest in you by giving greater flexibility to accommodate your life style needs and you invest in us by performing for years to come – continuing to contribute to making ANZ a truly great company.

Is this where you are today?



Is this where you'd like to be in 5-10 years?



Your Future, Your Options

At ANZ, we value your experience. We want to enable you to achieve the life balance you desire, whilst continuing your successful career at ANZ beyond the traditional retirement age - if you choose.

You can achieve the life balance you desire without having to give up the enjoyment, challenge and 'financial fitness' that your career at ANZ provides.

Now a 'full time retirement' is just one of the paths you can choose.

The other path involves a 'career extension'.

Here are your options:

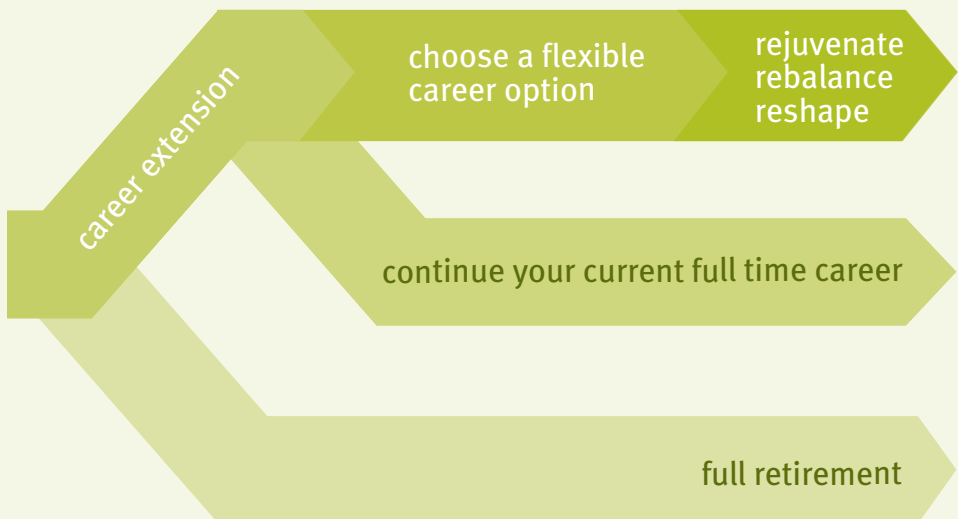
- › You can choose not to retire and extend your current full time career at ANZ; or
- › You can re-think the way you work in order to achieve the life balance that you've wished for without having to permanently leave ANZ. You might like to consider one of the following career extension options...the 3R's...

Rejuvenate

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Find out more on the following pages and start planning how you'll approach it today!



What's on offer?

You can Rejuvenate yourself and your career by taking advantage of the flexible leave options ANZ provides:

Lifestyle leave

Take up to an additional 4 weeks annual leave (unpaid or purchased) where other leave has already been used, or combine your leave for a longer break.

Flexible long service leave

Take double long service leave at half pay.

Career breaks

Take an extended career break of unpaid leave for meeting personal development or family needs.

Will it work for me?

Take the opportunity to return to study, re-skill, or pursue a dream such as volunteering abroad or taking some time out to look after your children or grandchildren.

These arrangements won't suit every role or team at ANZ, so think about how it could work in your area, review the relevant policies and explore your options with your line manager and People Capital consultant.

What about my finances?

You'll need to consider whether these options work for you financially.

Lifestyle Leave, for example, can be unpaid or you can 'buy it'. This means you receive some income while you are away and your salary is adjusted over the whole year to take into account the leave period.

You also need to take into account that Career Breaks are entirely unpaid and your time away does not count towards your length of service.

Long Service Leave is all paid, but you can use Flexible Long Service Leave and take double the time off at half the pay.



Be inspired

Mike and his wife have always dreamt of spending summer in Europe. Their oldest daughter is working in London and their middle daughter has just left to backpack across Europe. As virtual empty nesters, the time seems perfect. Rather than hurry retirement, Mike has arranged with his line manager to take annual leave and some lifestyle leave to take his wife and youngest daughter to Europe and catch-up with the other two for three weeks in a Spanish villa. After that they're off to Italy with old friends for some touring. Then it is back home with renewed enthusiasm to work and save for the next big trip. The deal suited Mike's boss too, who wasn't ready to lose him; he has a big project in the wings that will need Mike's experienced guidance when he returns.

Rejuvenate

Jim has always wanted to pursue his interest in philosophy. However doing a Doctorate in Philosophy, which is an 18-month commitment, would not fit in with a full time job. Jim is going to take a career break for 12 months to complete the main part of his course and then combine a 2.5-day working week with 2.5 days attending lectures and doing research to complete his doctorate. Jim hopes to then return to ANZ full time for another couple of years in order to accumulate some more superannuation benefit and ensure a financially fit retirement.



Be inspired

After a stunningly successful career with ANZ running a major business segment, Sean has decided he wants to take on a role that will give him more time with his family, while also reframing his career. He now works 4 days a week in a role in another business that allows him to do just that, while still contributing in a meaningful way to ANZ and his family.

Rebalance

Jane is an active founding member of a not-for-profit foundation that assists youth in crisis. For some time she has been acutely aware of the needs that the foundation has to build some infrastructure and planning disciplines. She has decided to opt for a 4-day work week with ANZ. This frees up one day a week to dedicate to the foundation, enabling her to give it the momentum it needs in its formative years.

What's on offer?

You can use the Rebalance options to redefine your work to suit your life.

Job Share

Consider a voluntary, flexible employment arrangement in which two employees share one position.

Telecommute

Work from home on specific assignments or projects with clear deliverables, at mutually agreed hours or 1 or 2 days a week in your current role.

Flexible Work Arrangements

Work part-time or full-time on a cyclical, seasonal or other flexible basis for a fixed or continuous period.

Will it work for me?

Job sharing is typically used by ANZ parents with young children who want to maintain employment and spend enough time with their families. However this and other Rebalance opportunities can also be used to help you rebalance your career in your current role or another position at ANZ.

These arrangements won't suit every role or team at ANZ, so think about how it could work in your area, review the relevant policies and explore your options with your line manager or People Capital consultant.

What about my finances?

Reducing your hours of work by job sharing or moving to flexible part time work will result in a decrease in your salary to a level that is commensurate with your hours of work. So you need to consider whether your financial circumstances will allow you to work less hours.

You can work the same hours, but use options such as telecommuting 1 or 2 days a week, and your salary will remain the same.

rebalance >>

What's on offer?

Reshaping options can be the classic tools for avoiding burn out, allowing you to consider taking a gradual approach to retirement or starting a new challenge and making a career switch.

Reduce work commitments gradually as a project winds down or is handed over, or take a job with less high-pressure demands or with greater emphasis on knowledge and experience sharing.

Some types of roles you may want to think about and explore

- › Sales Coach
- › Service Coach
- › Frontline 'Customer Care' role
- › Knowledge Transfer role
- › Internal Consultant
- › Project Resource
- › Client relationship role
- › Other roles where experience and knowledge are key

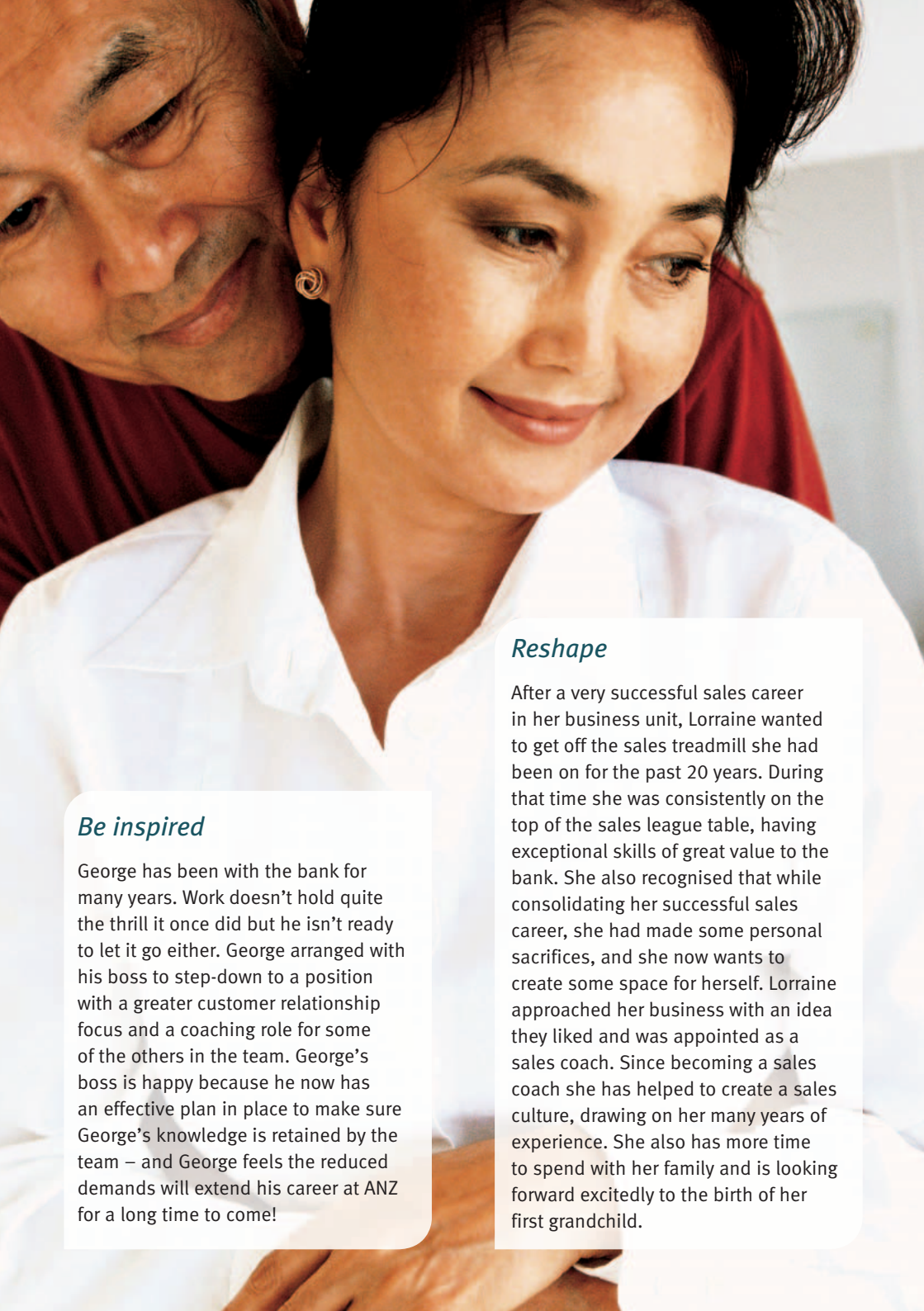
Will it work for me?

These arrangements won't suit every role or area in ANZ, so think about how it could work in your area, or another team, and explore your options with your line manager or People Capital consultant.

What about my finances?

Reshaping your career may mean you take up a new role with less high pressure work demands. Accordingly, it is possible that your remuneration and benefits will reduce relative to the new position.

Many people leave their long-time employer in order to accept a role elsewhere that offers less onerous work demands for reduced benefits. You can now do this without having to leave ANZ. You'll need to explore these options and work out whether your financial circumstances will allow you to earn less. If so, come to a mutual agreement on your role, responsibilities and potentially reduced hours via a new employment contract.



Be inspired

George has been with the bank for many years. Work doesn't hold quite the thrill it once did but he isn't ready to let it go either. George arranged with his boss to step-down to a position with a greater customer relationship focus and a coaching role for some of the others in the team. George's boss is happy because he now has an effective plan in place to make sure George's knowledge is retained by the team – and George feels the reduced demands will extend his career at ANZ for a long time to come!

Reshape

After a very successful sales career in her business unit, Lorraine wanted to get off the sales treadmill she had been on for the past 20 years. During that time she was consistently on the top of the sales league table, having exceptional skills of great value to the bank. She also recognised that while consolidating her successful sales career, she had made some personal sacrifices, and she now wants to create some space for herself. Lorraine approached her business with an idea they liked and was appointed as a sales coach. Since becoming a sales coach she has helped to create a sales culture, drawing on her many years of experience. She also has more time to spend with her family and is looking forward excitedly to the birth of her first grandchild.

A financially fit future

Now that you are thinking about how or when you plan to retire and the career extension options available to you, you should also take action to ensure you have the right strategies in place to be financially fit at any age.

This is something you simply cannot put off.

How much will I need?

Many financial professionals estimate that to have the same living standards in retirement that you currently have, your annual retirement income will need to be about 60% of your current income. With longer life expectancy and better health and quality of life, most people can expect to have a 20 year long retirement. The following table gives a basic estimate of what you might need to set aside in order to fund a retirement of 20 years.

Current annual income	60% of current income	Retirement savings required to enjoy 20 years of retirement at 60% of your current income
\$30,000	\$18,000	\$360,000
\$60,000	\$36,000	\$720,000
\$90,000	\$54,000	\$1,080,000
\$120,000	\$72,000	\$1,440,000

Note: this is a simple example only. It does not account for the effects of taxation, inflation or investment earnings, nor eligibility for social security benefits.

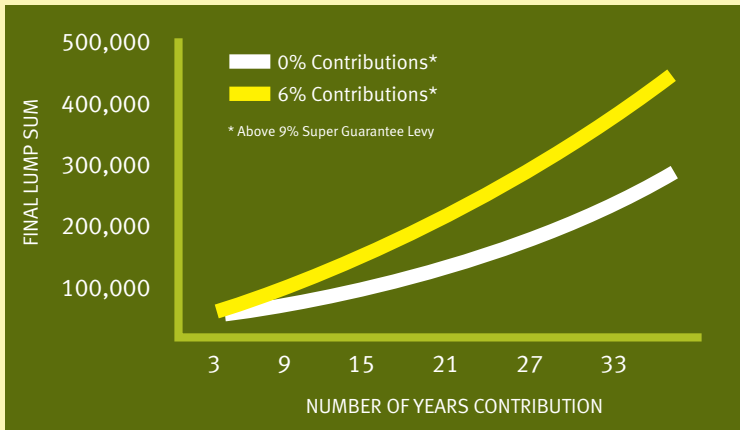
What should I do?

If you are thinking about full-time retirement from the workforce, or taking advantage of one of our career extension options, start planning now in order to minimise the impact on your finances, your family and your lifestyle.

- Work out how much money you will need to be comfortable and to have the financial flexibility to live life to the full.
- Start saving sooner rather than later to harness the power of compounding interest.

- Seek assistance from a qualified financial planner to help you consider your financial circumstances and superannuation position to find an arrangement that is right for you.
- Think about making extra contributions to your superannuation:
 - › Personal/voluntary contributions
 - › Salary sacrifice into your super
 - › Invest any bonus payments or windfalls
 - › Spouse contributions

Personal contributions – do they make a difference?



This chart is based on a final annual salary of \$50,000, an existing balance of \$10,000 and 35 years of contributions.

Source: Association of Superannuation Funds of Australia

- Remember that super can be a tax-effective vehicle as it is taxed at a lower rate than other forms of investment.
- Make sure you are aware of the fees you are paying on your super fund.
- Try to consolidate your super if you have collected a number of super funds from different employers over the years. This will make your super investments easier to keep track of and potentially reduce the amount you pay in fees.

More information

If you would like to make an appointment with an ANZ Financial Planner, ask at your local branch or visit anz.com

If you would like more information on your superannuation and insurance, please contact the ANZ Staff Super line on 1800 000 086 or visit www.anzstaffsuper.com

Make it happen

Now that you know the options available to you and have considered the financial implications of those choices, here are some tips to start you thinking about how you can use ANZ's career extension options:

- Determine what you really want and /or need in your life and from your work.
- Consider whether you really want to change the meaning of work in your life. Do you feel that you are not integrating all aspects of your life effectively? How well do you feel you look after the different aspects of your self?
 - › Physical self: e.g. exercise, yoga, weight and dietary management,
 - › Intellectual self: e.g. taking a class, reading, switching careers,
 - › Emotional self: e.g. resuming a religious commitment, resolving personal and family conflicts,
 - › Creative self: e.g. starting a collection, taking up painting or a musical instrument,
 - › Spiritual self: e.g. inner peace and strength; and
 - › Social self: e.g. connecting with friends and having fun.
- Reflect on the thoughts you have had about your life balance in the last 12 months. How has it worked for you?
- Would extending your current career past 55 or renegotiating your work arrangements make more sense?
- Chart how your life balance looks today and how you might like it to look in 5 or 10 years. How different will your life balance look? What will you need to give up for your desired life balance?
- Think about your current financial situation and determine what you will need to afford the life style and balance you desire into your 50s and 60s? Get professional advice.
- Logically and realistically measure personal “trade offs”. Consider also the financial trade offs you are willing to or can afford to make?
- Talk with your family about what’s important to them and how any changes you might make will impact them.
- Flexibility may not work in every area of the bank. Discuss the viability of your ideas with your People Capital consultant and line manager.

The next steps

Talk to your family

Talk to your financial planner/accountant

Enrol in a 3R Career Seminar

Speak to your PC Consultant

Speak to your line manager

Contacts and Resources

People Policies Online

Visit: Max > People > Policies & Contacts

Financial Fitness Max site

Visit: Max > ANZ > Major Initiatives > ANZ's Commitment to Financial Literacy > Kick-start your financial fitness

Life Balance Max site

ANZ > People > Life Balance

ANZ Staff Super

Visit: www.anzstaffsuper.com

ANZ Financial Planning

Visit any ANZ branch or anz.com

Work life options at a glance

Continue working full time beyond traditional retirement age or consider one or a mix of career extension options below:

Options available	What's on offer
Rejuvenate Flexible leave arrangements	Lifestyle Leave Flexible Long Service Career Break
Rebalance Innovative approaches to how you work	Job Share Telecommute Flexible Work Arrangements
Reshape Tools to change pace	Gradually reduced work commitments. Switch to a role with less demanding work pressures. Consider knowledge-sharing roles e.g. consultant, coach, troubleshooter etc.



Important notice:

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