

# 2022-23 Gender Equality Reporting Submission Approval

I, the CEO (or equivalent), confirm that the data provided in the 2022-23 Gender Equality Reporting submission is complete and correct, as reported in the full data appendices:

- Questionnaire – Public Report
- Workforce Management Statistics – Public Report
- Workplace Profile – Public Report
- Workplace Profile – Confidential

I approve the submission of this data to WGEA.

I also confirm that the organisation/s covered by this submission will meet the notification and access requirements as detailed below.

**CEO (or equivalent) signature**



**Name of CEO (or equivalent)**

Robert Potter

**Date:** 22 June 2023

## Please Note:

The Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023 requires WGEA to publish employer gender pay gaps. Employer gender pay gap will be calculated from the data that you provide to WGEA. WGEA will communicate to employers in advance of publishing gender pay gaps explaining the process for calculating and publishing the employer gender pay gap.

## What next?

The contact nominated for the submission of this report must complete the declaration and consent process in the WGEA Portal. The Agency does not require physical evidence of the CEO's signature.

To comply with the notification and access requirements, your organisation/s must:

- inform its employees and members or shareholders that it has lodged its report with the Agency and advise how the public data may be accessed
- provide access to the public data to employees and members or shareholders
- inform employee organisations with members in your workplace that the report has been lodged
- inform your employees and those employee organisations with members in your workplace of the opportunity to comment on the report to the employer or the Agency.

For more information on the notification and access requirements, read [here](#).



Date Created: 02-06-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**



# 2022 - 23 Gender Equality Reporting

## Submitted By:

Australian Municipal, Administrative, Clerical and Services Union 28519971998

Queensland Together Branch 97853552816

Queensland (Services and Northern Administrative) Branch 86351665653

New South Wales and ACT Services Branch 60715604720

Victorian And Tasmanian Authorities And Services Branch 76569632753

Victorian Private Sector Branch 15278369860

South Australian and Northern Territory Branch 55436538739

Australian Services Union Western Australian Branch 65118845644

Australian Municipal Administrative Clerical & Services Union Taxation Officers' Branch  
99019144646

NSW LOCAL GOVERNMENT CLERICAL ADMINISTRATIVE ENERGY AIRLINES & UTILITIES  
UNION 95571805442

# #Workplace Overview

## Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

**Recruitment:** Yes

Policy; Strategy

**Retention:** No

**Performance management processes:** Yes

Policy; Strategy

**Promotions:** Yes.

Policy

**Talent identification/identification of high potentials:** No

**Succession planning:** Yes

Strategy

**Training and development:** Yes

Policy; Strategy

**Key performance indicators for managers relating to gender equality:** No

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

No

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

## Governing Bodies

**Organisation:** Queensland Together Branch

**1.Name of the governing body:** AMACSU is the federally registered organisation

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 0	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 1	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** AMACSU is the federally registered organisation

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Other

**Other value:** AMACSU is the federally registered organisation

Date Created: 02-06-2023

**Organisation:** Australian Municipal, Administrative, Clerical and Services Union

**1.Name of the governing body:** ASU National Executive

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	11	13	0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** The governing body has gender equity

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

**Other value:**

**Organisation:** Australian Municipal, Administrative, Clerical and Services Union

**1.Name of the governing body:** ASU National Executive

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 11	<b>Male (M)</b> 13	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy:** Yes

Selected value: Policy

**6. Target set to increase the representation of women:** No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Other

Other value: Governing body has gender equity

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

Selected value: Policy

Other value:

**Organisation:** New South Wales and ACT Services Branch

**1. Name of the governing body:** AMACSU is the federally registered organisation

**2. Type of the governing body:** Management committee

**3. Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 0	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 1	<b>Male (M)</b> 2	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Policy

**6. Target set to increase the representation of women: No**

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** AMACSU is the federally registered organisation

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

**Other value:**

**Organisation:** Queensland (Services and Northern Administrative) Branch

**1. Name of the governing body:** AMACSU is the federally registered organisation

**2. Type of the governing body:** Management committee

**3. Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 0	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 1	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Policy

**6. Target set to increase the representation of women: No**



**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** AMACSU is the federally registered organisation

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

**Other value:**

**Organisation:** Victorian And Tasmanian Authorities And Services Branch

**1.Name of the governing body:** AMACSU is the federally registered organisation

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	0	0
<b>Member</b>	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	1	2	0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** AMACSU is the federally registered organisation

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:**

**Other value:**

**Organisation:** Victorian Private Sector Branch

**1.Name of the governing body:** AMACSU is the federally registered organisation

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 0	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 0	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** AMACSU is the federally registered organisation

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

**Other value:**

**Organisation:** South Australian and Northern Territory Branch

**1.Name of the governing body:** AMACSU is the federally registered organisation

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 0	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 1	<b>Male (M)</b> 1	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** AMACSU is the federally registered organisation

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

**Other value:**

**Organisation:** Australian Services Union Western Australian Branch

**1.Name of the governing body:** AMACSU is the federally registered organisation

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 0	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 2	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** AMACSU is the federally registered organisation

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Other

**Other value:** AMACSU is the federally registered organisation

**Organisation:** Australian Municipal Administrative Clerical & Services Union Taxation Officers' Branch

**1.Name of the governing body:** AMACSU is the federally registered organisation

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 0	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 2	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy:** Yes

Selected value: Policy

**6. Target set to increase the representation of women:** No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Other

Other value: AMACSU is the federally registered organisation

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

Selected value: Policy

Other value:

**Organisation:** NSW LOCAL GOVERNMENT CLERICAL ADMINISTRATIVE ENERGY AIRLINES & UTILITIES UNION

**1. Name of the governing body:** AMACSU is the federally registered organisation

**2. Type of the governing body:** Management committee

**3. Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 0	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>

1

2

0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Policy

**6. Target set to increase the representation of women: No**

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** AMACSU is the federally registered organisation

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

**Other value:**

**2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.**

# #Action on gender equality

## Gender Pay Gaps

**1. Do you have a formal policy and/or formal strategy on remuneration generally?**

No

Salaries set by awards/industrial or workplace agreements

**2. What was the snapshot date used for your Workplace Profile?**

2022-06-30

**4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.**

## Employer action on pay equality

1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

No

Salaries for ALL employees (including managers) are set by awards or industrial agreements and there is NO room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

## Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

- 1.1 How did you consult employees?

Consultative committee or group

- 1.2 Who did you consult?

ALL staff

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

Yes

Strategy

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Shareholder:

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

No

5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

# #Flexible Work

## Flexible Working

1. Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

- 1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

**A business case for flexibility has been established and endorsed at the leadership level**

Yes

**The organisation's approach to flexibility is integrated into client conversations**

No

Not aware of the need; Not a priority; Other

**Other:** All staff are able to engage in flexible work arrangements, including work from home, change in hours, etc, but we have no specific targets for uptake.

**Employees are surveyed on whether they have sufficient flexibility**

No

Not aware of the need; Not a priority; Other

**Other:** All staff are able to engage in flexible work arrangements, including work from home, change in hours, etc, but ASU organisations have not implemented consistent staff consultation surveys.

**Employee training is provided throughout the organisation**

No

Not aware of the need; Not a priority; Other

**Other:** As an industrial organisation, employees are experts in workplace relations and already qualified to train in this area.



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**The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)**

Yes

**Flexible working is promoted throughout the organisation**

Yes

**Targets have been set for engagement in flexible work**

No

Not aware of the need

**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**

No

Other

**Other:** Not within the scope of the rules of the Management Committee (ASU National Executive)

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**

Yes

**Leaders are held accountable for improving workplace flexibility**

Yes

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

No

Other

**Other:** As an industrial organisation, managers are experts in workplace relations and already qualified to train in this area.

**Targets have been set for men's engagement in flexible work**

No

Other

**Other:** All staff are able to engage in flexible work arrangements, including work from home, change in hours, etc, but ASU organisations have not set specific

targets for uptake.

**Team-based training is provided throughout the organisation**

No

Other

**Other:** As an industrial organisation, employees are experts in workplace relations and already qualified to train in this area.

**Other:** No

2. **Do you offer any of the following flexible working options to MANAGERS in your workplace?**

**Carer's leave:** Yes

SAME options for women and men Formal options are available

**Compressed working weeks:** No

Not aware of the need

**Flexible hours of work:** Yes

SAME options for women and men Formal options are available

**Job sharing:** Yes

SAME options for women and men

**Part-time work:** Yes

SAME options for women and men

**Purchased leave:** Yes

SAME options for women and men Formal options are available

**Remote working/working from home:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Time-in-lieu:** Yes

SAME options for women and men

Formal options are available; Informal options are available

**Unpaid leave:** Yes

SAME options for women and men Formal options are available

3. **Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**

Yes

5. **Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

No

7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

# #Employee Support

## Paid Parental leave

1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave using the primary/secondary carer definition

1. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

## Support for carers

1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes

Policy; Strategy

2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

- 2.1. Employer subsidised childcare

No

- 2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No

- 2.3. Breastfeeding facilities

Yes

Available at SOME worksites

- 2.4. Childcare referral services

No

- 2.5. Coaching for employees on returning to work from parental leave

No

**2.6. Targeted communication mechanisms (e.g. intranet/forums)**

No

**2.7. Internal support networks for parents**

No

**2.8. Information packs for new parents and/or those with elder care responsibilities**

No

**2.9. Parenting workshops targeting fathers**

No

**2.10. Parenting workshops targeting mothers**

No

**2.11. Referral services to support employees with family and/or caring responsibilities**

Yes

Available at SOME worksites

**2.12. Support in securing school holiday care**

No

**2.13. On-site childcare**

No

**2.14. Other details:** No

**3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.**

## **Sexual harassment, harassment on the grounds of sex or discrimination**

**1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?**

Yes

Policy

**1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?**

No

Currently under development

**Estimated Completion Date:** 2024-03-31

**2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**

**All Non-Managers**

Yes

**Voluntary question: All Non-Managers**

**9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.**

## Family or domestic violence

**1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?**

Yes

Policy; Strategy

**2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?**

**A domestic violence clause is in an enterprise agreement or workplace agreement**

Yes

**Confidentiality of matters disclosed**

Yes

**Protection from any adverse action or discrimination based on the disclosure of domestic violence**

Yes

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**Employee assistance program (including access to psychologist, chaplain or counsellor)**

Yes

**Emergency accommodation assistance**

Yes

**Provision of financial support (e.g. advance bonus payment or advanced pay)**

Yes

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

**Access to medical services (e.g. doctor or nurse)**

Yes

**Training of key personnel**

Yes

**Referral of employees to appropriate domestic violence support services for expert advice**

Yes

**Workplace safety planning**

Yes

**Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

No

**Number of Days:**

20

**Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

Yes

**Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

Yes

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

Yes

**Provide Details:** Yes

Leave periods are not unlimited as such but if paid leave has been exhausted, employees have options to request more leave (paid and unpaid)

**2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below**

# Workforce Management Statistics Table

Industry: Personal and Other Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	5	2	7
			Managers	11	5	16
			Non-managers	7	2	9
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	3	1	4
			Managers	2	2	4
			Non-managers	5	6	11
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	1	1	2
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	3	5
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	24	20	44
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	9	7	16
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	7	5	13
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	1	2
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	2	2
			Non-managers	10	7	17

\* Total employees includes Non-binary



# Workforce Management Statistics Table

Industry: Personal and Other Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	3	1	4
			Managers	1	1	2
			Non-managers	24	26	50
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	2	4
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	7	2	9
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	6	0	6
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	8	0	8
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	2	2
			Non-managers	1	3	4
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Personal and Other Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Personal and Other Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	31	36	0	0	68
	Part-time permanent	2	0	0	0	2
Professionals	Full-time permanent	86	107	0	0	193
	Full-time contract	5	1	0	0	6
	Part-time permanent	31	8	0	0	39
	Part-time contract	2	2	0	0	4
	Casual	2	6	0	0	8
Clerical And Administrative Workers	Full-time permanent	26	9	0	0	35
	Full-time contract	1	0	0	0	1
	Part-time permanent	12	3	0	0	15
	Casual	4	4	0	0	8
Labourers	Full-time permanent	2	0	0	0	2
	Casual	1	0	0	0	1

\* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Personal and Other Services

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	19	9	28
SM	Full-time permanent	5	12	17
	Part-time permanent	2	0	2
OM	Full-time permanent	7	14	22

\* Total employees includes Non-binary