

# 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)



Date: 25/05/2025.

## 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: 14-07-2023



Australian Government



Workplace  
Gender Equality  
Agency



# 2022 - 23 Gender Equality Reporting

## Submitted By:

Sigma Healthcare Limited 15088417403

MPS Hold Co. Pty Ltd 72621372138

Central Healthcare Services Pty Ltd 66142005552

Sigma Company Limited 44004132923



# #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

**Retention:** Yes

Strategy

**Performance management processes:** Yes

Policy

**Promotions:** Yes.

Policy

**Talent identification/identification of high potentials:** YesPolicy

**Succession planning:** Yes

Policy

**Training and development:** Yes

Policy

**Key performance indicators for managers relating to gender equality:** NoOther

**Other:** The number of women appointed to leadership positions is a Key Performance Indicator for the organisation.. This is a performance measure in our universal short term incentive plan.

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

YesPolicy

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:** Sigma Healthcare Limited

**1.Name of the governing body:** Sigma Healthcare Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

Date Created: 14-07-2023

**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> 2	<b>Male (M)</b> 3	<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:** In May 23, changes in Board composition have resulted in a gender balance of Board members.

**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:** In determining the process for the identification of suitable candidates for appointment to the Board, the Nomination and Remuneration Committee will ordinarily ensure the inclusion and diversity aspirations for the Board including diversity of gender.

**Organisation:** MPS Hold Co. Pty Ltd

**1. Name of the governing body:** Sigma Healthcare Limited

**2. Type of the governing body:** Board of Directors

**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>
--------------	-------------------	-----------------	-------------------



Date Created: 14-07-2023

	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	2	3	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:** In May 23, changes in Board composition have resulted in a gender balance of Board members.

**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:** In determining the process for the identification of suitable candidates for appointment to the Board, the Nomination and Remuneration Committee will ordinarily ensure the inclusion and diversity aspirations for the Board including diversity of gender.

**Organisation:** Central Healthcare Services Pty Ltd

**1. Name of the governing body:** Sigma Healthcare Limited

**2. Type of the governing body:** Board of Directors

**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

2	3	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:** In May 23, changes in Board composition have resulted in a gender balance of Board members.

#### 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:** In determining the process for the identification of suitable candidates for appointment to the Board, the Nomination and Remuneration Committee will ordinarily ensure the inclusion and diversity aspirations for the Board including diversity of gender.

**Organisation:** Sigma Company Limited

**1. Name of the governing body:** Sigma Healthcare Limited

**2. Type of the governing body:** Board of Directors

#### 3. Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 2	Male (M) 3	Non-Binary 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:** In May 23, changes in Board composition have resulted in a gender balance of Board members.

**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:** In determining the process for the identification of suitable candidates for appointment to the Board, the Nomination and Remuneration Committee will ordinarily ensure the inclusion and diversity aspirations for the Board including diversity of gender.

**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?**

Yes

Policy

**1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?**

Yes

To achieve gender pay equity; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To implement and/or maintain a transparent and rigorous performance assessment process



2. What was the snapshot date used for your Workplace Profile?  
30/06/2022
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)?  
Yes
  - 1.1 When was the most recent gender remuneration gap analysis undertaken?  
Within the last 12 months
  - 1.2 Did you take any actions as a result of your gender remuneration gap analysis?  
Yes  
Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Reported pay equity metrics (including gender pay gaps) to the governing body
  - 1.3 What type of gender remuneration gap analysis has been undertaken?  
A like-for-like gap analysis; A by-level gap analysis; An overall organisation-wide gender pay gap
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?  
Exit interviews; Other  
**Other:** The business conducted a workshop on gender equality with our senior and middle level management teams. We have also explored gender equality in our workplace with participants in our Women In Leadership program, and their

managers.

**1.2 Who did you consult?**

Women and men who have resigned while on parental leave; Other

**Other:** Exiting team members who participated in an exit interview. We have also consulted senior and middle level managers who participated in a gender equality workshop, along with participants (managers and team members) in our Women In Leadership Program,

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

No

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

**Employees:**

Yes

**Date:**26/05/2022

**Shareholder:**

Yes

**Date:**26/05/2022

**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

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

Date Created: 14-07-2023

**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

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

No

Not aware of the need

**Employee training is provided throughout the organisation**

No

Not aware of the need

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

No

Not aware of the need

**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

Not aware of the need

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

No

Not aware of the need

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

No

Not aware of the need



Date Created: 14-07-2023

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

Yes

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

No

Not aware of the need

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

No

Not aware of the need

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

No

**Other:** Yes

**Provide Details:** Training for managers is provided, on an as needs basis on supporting team members through pregnancy which includes information on flexible working arrangements.

**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:** Yes

SAME options for women and men Formal options are available

**Flexible hours of work:** Yes

SAME options for women and men Formal options are available

**Job sharing:** Yes

SAME options for women and men

Formal options are available

**Part-time work:** Yes

SAME options for women and men Formal options are available

**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

**Time-in-lieu:** Yes

SAME options for women and men

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

- 1.1. **Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?**

Yes

- 1.1.a. **Please indicate whether your employer-funded paid parental leave for primary carers is available to:**

All, regardless of gender

- 1.1.b. **Please indicate whether your employer-funded paid parental leave for primary carers covers:**

Birth; Adoption; Surrogacy; Stillbirth

- 1.1.c. **How do you pay employer funded paid parental leave to primary carers?**

Paying the employee's full salary

- 1.1.d. **Do you pay superannuation contribution to your primary carers while they are on parental leave?**

Yes, on employer funded parental leave; Yes, on government funded parental leave

- 1.1.e. **How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?**

6



Date Created: 14-07-2023

- 1.1.f. What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?**  
61-70%
- 1.1.g. Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?**  
Yes  
How long is the qualifying period (in months)?  
12
- 1.1.h. Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?**  
Yes  
Within 6 months

- 1.2. Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?**  
Yes
- 1.2.a. Please indicate whether your employer-funded paid parental leave for secondary carers is available to:**  
All, regardless of gender
- 1.2.b. Please indicate whether your employer-funded paid parental leave for secondary carers covers:**  
Birth; Adoption; Surrogacy; Stillbirth
- 1.2.c. How do you pay employer funded paid parental leave to Secondary carers?**  
Paying the employee's full salary
- 1.2.d. Do you pay superannuation contribution to your secondary carers while they are on parental leave?**  
Yes, on employer funded parental leave
- 1.2.e. How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?**  
1
- 1.2.f. What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?**  
61-70%
- 1.2.g. Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?**  
Yes  
How long is the qualifying period (in months)?  
12
- 1.2.h. Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption,**



**surrogacy and/or stillbirth?**

Yes

Within 6 months

**2. 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

- 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 ALL 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

Date Created: 14-07-2023

**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**

No

**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?**

Yes

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

All Managers:

Yes

At induction

Other

**Provide Details:** Following training at induction, training is repeated every 2 years

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

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

No

**Confidentiality of matters disclosed**

Yes

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

No



Date Created: 14-07-2023

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

Yes

**Emergency accommodation assistance**

No

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

No

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

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

No

**Training of key personnel**

No

Other

**Provide Details:** Training on our Domestic and Family Violence Leave Policy will be made available to managers this year.

**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)**

Date Created: 14-07-2023

No

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

Yes

**Is the leave period unlimited?**

No

**How many days are provided?** 10

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

No

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

No

**How many days are provided?**

**Other:** No

**Provide Details:**

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: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	16	23	39
			Non-managers	25	25	50
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	1	4	5
			Non-managers	15	6	21
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	36	39	75
			Non-managers	164	70	234
		Fixed-Term Contract	Managers	7	1	8
			Non-managers	6	2	8
	Part-time	Permanent	Managers	1		1
			Non-managers	9	2	11
		Fixed-Term Contract	Non-managers	3	1	4
	N/A	Casual	Non-managers	9	2	11

\* Total employees includes Non-binary



# Workforce Management Statistics Table

Industry: All Industries

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	1		1
			Managers	48	58	106
			Non-managers	83	46	129
		Fixed-Term Contract	Managers	5	2	7
			Non-managers	3		3
	Part-time	Permanent	Managers	2		2
			Non-managers	5	19	24
		Fixed-Term Contract	Managers		1	1
			Non-managers	5	6	11
	N/A	Casual	Non-managers	3	4	7
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	5		5
			Non-managers	11		11
	Part-time	Permanent	Managers	1		1
			Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1
			Non-managers		1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Building Cleaning, Pest Control and Other Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Non-managers	1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Other Goods Wholesaling

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	15	22	37
			Non-managers	23	20	43
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	1	1	2
			Non-managers	12	5	17
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	33	33	66
			Non-managers	139	62	201
		Fixed-Term Contract	Managers	2	1	3
			Non-managers	6	1	7
	Part-time	Permanent	Managers	1		1
			Non-managers	2		2
		Fixed-Term Contract	Non-managers	2		2

\* Total employees includes Non-binary



## Workforce Management Statistics Table

Industry: Other Goods Wholesaling

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	1		1
			Managers	44	43	87
			Non-managers	53	36	89
		Fixed-Term Contract	Managers	4	2	6
			Non-managers	3		3
	Part-time	Permanent	Managers	2		2
			Non-managers	5	1	6
		Fixed-Term Contract	Non-managers	5	1	6
	N/A	Casual	Non-managers		1	1
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	5		5
			Non-managers	3		3
	Part-time	Permanent	Managers	1		1
			Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1
			Non-managers		1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Building Cleaning, Pest Control and Other Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	1	1	2
			Non-managers	2	5	7
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers		3	3
			Non-managers	3	1	4
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	3	6	9
			Non-managers	25	8	33
		Fixed-Term Contract	Managers	5		5
			Non-managers		1	1
	Part-time	Permanent	Non-managers	7	2	9
		Fixed-Term Contract	Non-managers	1	1	2
	N/A	Casual	Non-managers	9	2	11

\* Total employees includes Non-binary



# Workforce Management Statistics Table

Industry: Building Cleaning, Pest Control and Other Support 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	Managers	4	15	19
			Non-managers	30	10	40
		Fixed-Term Contract	Managers	1		1
	Part-time	Permanent	Non-managers		18	18
			Managers		1	1
		Fixed-Term Contract	Non-managers		5	5
	N/A	Casual	Non-managers	3	3	6
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	8		8

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Building Cleaning, Pest Control and Other Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Non-managers	1	1

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: All Industries

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	36	59	0	0	95
	Full-time contract	2	0	0	0	2
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	102	59	0	0	161
	Full-time contract	9	13	0	0	22
	Part-time permanent	34	3	0	0	37
	Part-time contract	1	1	0	0	2
	Casual	3	2	0	0	5
Technicians And Trades Workers	Full-time permanent	0	4	0	0	4
Clerical And Administrative Workers	Full-time permanent	121	63	0	0	184
	Full-time contract	6	2	0	0	8
	Part-time permanent	30	0	0	0	30
	Part-time contract	1	0	0	0	1
	Casual	2	1	0	0	3
Sales Workers	Full-time permanent	42	23	0	0	65
	Full-time contract	1	0	0	0	1
	Part-time permanent	4	0	0	0	4
Labourers	Full-time permanent	179	106	0	0	285
	Full-time contract	1	1	0	0	2
	Part-time permanent	45	17	0	0	62
	Casual	2	14	0	0	16

\* Categorised 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: All Industries

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
GM	Full-time permanent	2	4	6
SM	Full-time permanent	5	11	16
OM	Full-time permanent	29	43	72
	Full-time contract	2	0	2
	Part-time permanent	1	0	1

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Other Goods Wholesaling

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	31	53	0	0	84
	Full-time contract	1	0	0	0	1
Professionals	Full-time permanent	80	46	0	0	126
	Full-time contract	8	12	0	0	20
	Part-time permanent	11	0	0	0	11
	Part-time contract	1	1	0	0	2
	Casual	1	2	0	0	3
Technicians And Trades Workers	Full-time permanent	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	110	54	0	0	164
	Full-time contract	5	2	0	0	7
	Part-time permanent	18	0	0	0	18
Sales Workers	Full-time permanent	41	22	0	0	63
	Full-time contract	1	0	0	0	1
	Part-time permanent	4	0	0	0	4
Labourers	Full-time permanent	81	66	0	0	147
	Full-time contract	1	1	0	0	2
	Part-time permanent	6	6	0	0	12
	Casual	1	3	0	0	4

\* 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: Other Goods Wholesaling

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
GM	Full-time permanent	2	4	6
SM	Full-time permanent	5	10	15
OM	Full-time permanent	24	38	62
	Full-time contract	1	0	1

\* Total employees includes Non-binary



# Workplace Profile Table

Industry: Building Cleaning, Pest Control and Other Support Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	5	6	0	0	11
	Full-time contract	1	0	0	0	1
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	22	13	0	0	35
	Full-time contract	1	1	0	0	2
	Part-time permanent	23	3	0	0	26
	Casual	2	0	0	0	2
Technicians And Trades Workers	Full-time permanent	0	3	0	0	3
Clerical And Administrative Workers	Full-time permanent	11	9	0	0	20
	Full-time contract	1	0	0	0	1
	Part-time permanent	12	0	0	0	12
	Part-time contract	1	0	0	0	1
	Casual	2	1	0	0	3
Sales Workers	Full-time permanent	1	1	0	0	2
Labourers	Full-time permanent	98	40	0	0	138
	Part-time permanent	39	11	0	0	50
	Casual	1	11	0	0	12

\* 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: Building Cleaning, Pest Control and Other Support Services

Manager category	Employment status	No. of employees		
		F	M	Total*
SM	Full-time permanent	0	1	1
OM	Full-time permanent	5	5	10
	Full-time contract	1	0	1
	Part-time permanent	1	0	1

\* Total employees includes Non-binary