

2020 - 21 Compliance Program

Submitted by:

Western Suburbs (N'Cle) Leagues Club Ltd
(ABN:24000973919)

The Executive Inn Pty Limited
(ABN:82080880691)

KNIGHTS RUGBY LEAGUE PTY LTD
(ABN:83169964523)



#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(<i>Select all that apply</i>)
...Yes	Policy
...Retention	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Performance management processes	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Promotions	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Talent identification/identification of high potentials	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Succession planning	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Training and development	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Key performance indicators for managers relating to gender equality	No(<i>Select all that apply</i>)
...No	Insufficient resources/expertise

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(<i>Select all that apply</i>)	
...Yes	Policy

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

Governing bodies

Western Suburbs (N'Cle) Leagues Club Ltd

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	The Wests Group Australia Board of Directors

1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female (F)	0
...Male (M)	1
...Gender X	0
...Members	
...Female (F)	1
...Male (M)	6
...Gender X	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
	Policy
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Other (provide details)
	We are seeking to increase female participation rates at all levels of our organisation, including at a Board level – however no targets have been set as yet.

The Executive Inn Pty Limited

1: Does this organisation have a governing body?	Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>)
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

KNIGHTS RUGBY LEAGUE PTY LTD

1: Does this organisation have a governing body?	Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>)
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, 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(Select all that apply)

...No

Non-award employees paid market rate
Salaries set by awards/industrial or workplace agreements

2: Did your organisation receive JobKeeper payments?

Yes

2.1: Please indicate which months in the reporting period your organisation received JobKeeper payments:

Yes

.. April 2020

...May 2020

Yes

...June 2020

Yes

...July 2020

Yes

...August 2020

Yes

...September 2020

Yes

...October 2020

No

...November 2020

No

...December 2020

No

...January 2021

No

...February 2021

No

...March 2021

No

3: What was the snapshot date used for your Workplace Profile?

30-Jun-2020

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 equity

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(Select all that apply)

...No

Salaries for ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in

	pay changes (for example because pay increases can occur with some discretion such as performance assessments)
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2: 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?

No(*Select all that apply*)

...No

Others (Provide Details)

...Others (Provide Details)

In a typical year, we consult with our people via an annual Employee Engagement Survey. This survey was not held during the reporting period due to the impact of COVID-19 including the Government-mandated closure of our venues and the stand down of the majority of our workforce.

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

#Employee work/life balance

Flexible working

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

Yes(*Select all that apply*)

...Yes	Policy
...A business case for flexibility has been established and endorsed at the leadership level	Yes
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	30-Sep-2021
...Targets have been set for engagement in flexible work	No(<i>Select all that apply</i>)
...No	Insufficient resources/expertise
...Targets have been set for men's engagement in flexible work	No(<i>Select all that apply</i>)
...No	Not a priority
...Leaders are held accountable for improving workplace flexibility	No(<i>Select all that apply</i>)
...No	Insufficient resources/expertise
...Manager training on flexible working is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Insufficient resources/expertise
...Employee training is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Insufficient resources/expertise
...Team-based training is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Insufficient resources/expertise Not aware of the need
...Employees are surveyed on whether they have sufficient flexibility	Yes
...The organisation's approach to flexibility is integrated into client conversations	No(<i>Select all that apply</i>)
...No	Not a priority

...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	No(<i>Select all that apply</i>)
...No	Insufficient resources/expertise
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	No(<i>Select all that apply</i>)
...No	Insufficient resources/expertise
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	No(<i>Select all that apply</i>)
...No	Not a priority
...Other (provide details)	No

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

...Flexible hours of work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	No(<i>You may specify why the above option is not available to your employees.</i>)
...No	Insufficient resources/expertise
...Currently under development	
...Other (provide details)	
...Time-in-lieu	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Telecommuting (e.g. working from home)	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Informal options are available
...Part-time work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Job sharing	No(<i>You may specify why the above option is not available to your employees.</i>)
...No	Insufficient resources/expertise
...Carer's leave	Yes(<i>Select one option only</i>)

...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Purchased leave	No(<i>You may specify why the above option is not available to your employees.</i>)
...No	Other (provide details)
...Currently under development	
...Other (provide details)	Purchased leave is being proposed to the Governing Body in the next few months.
...Unpaid leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...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

4: Were managers in your organisation allowed to make INFORMAL flexible working arrangements with their team members in response to the COVID-19 pandemic?

Yes, SOME managers

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce compared to pre-COVID-19?

No

6: 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 regardless of carer's status (i.e. primary/secondary) 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(*Please indicate how employer funded paid parental leave is provided to the primary carers.*)

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

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

Paying the gap between the employee's salary and the government's paid parental leave scheme

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

No

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

6

1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?

1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?

Yes(*Please indicate how employer funded paid parental leave is provided to the secondary carers.*)

1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:

Men only

1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:

Birth

1.2.c: How do you pay employer funded paid parental leave to secondary carers?

As a lump sum payment

1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	No
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?	

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(*Select all that apply*)

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

...Employer subsidised childcare	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Insufficient resources/expertise
...On-site childcare	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at SOME worksites
...Breastfeeding facilities	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Childcare referral services	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Insufficient resources/expertise
...Internal support networks for parents	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Insufficient resources/expertise Not a priority
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Insufficient resources/expertise
...Information packs for new parents and/or those with elder care responsibilities	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Insufficient resources/expertise
	Yes(<i>Please indicate the availability of this</i>

...Referral services to support employees with family and/or caring responsibilities	<i>support mechanism.)</i>
...Yes	Available at ALL worksites
...Targeted communication mechanisms (e.g. intranet/forums)	Yes(<i>Please indicate the availability of this support mechanism.)</i>
...Yes	Available at ALL worksites
...Support in securing school holiday care	No(<i>You may specify why the above support mechanism is not available to your employees.)</i>
...No	Insufficient resources/expertise
...Coaching for employees on returning to work from parental leave	Yes(<i>Please indicate the availability of this support mechanism.)</i>
...Yes	Available at ALL worksites
...Parenting workshops targeting mothers	No(<i>You may specify why the above support mechanism is not available to your employees.)</i>
...No	Insufficient resources/expertise
...Parenting workshops targeting fathers	No(<i>You may specify why the above support mechanism is not available to your employees.)</i>
...No	Insufficient resources/expertise
...Other (provide details)	No

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

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(*Select all that apply*)

...Yes	Policy Strategy
1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?	Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

...All managers	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction Varies across business units
...All employees	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction Varies across business units

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

This year we have trained a large cohort in Respectful Workplace training and will soon be training a large cohort in LGBTQ Awareness. This may be impacted by the current lockdown and restrictions in the Newcastle, NSW region where our organisation is based.

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(*Select all that apply*)

...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?

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

Yes

...Training of key personnel

Yes

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

Yes

...Workplace safety planning

Yes

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

No(*Select all that apply*)

...No

Other (provide details)

...Other (provide details)

All current enterprise agreements were negotiated between 6-10 years ago. We provide access to this type of leave under a policy/program.

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

Yes

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

Yes

...Access to unpaid leave

Yes

...Confidentiality of matters disclosed

Yes

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

Yes

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

Yes

...Flexible working arrangements

Yes

...Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
...Offer change of office location	Yes
...Emergency accommodation assistance	Yes
...Access to medical services (e.g. doctor or nurse)	Yes
...Other (provide details)	Yes
...Yes	Access to free/subsidised legal support as well as access to confidential internet and telephone services.

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

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	28	45	0	0	73
	Full-time contract	1	8	0	0	9
	Part-time permanent	1	0	0	0	1
	Part-time contract	0	1	0	0	1
Professionals	Full-time permanent	9	7	0	0	16
	Full-time contract	1	1	0	0	2
	Part-time permanent	8	0	0	0	8
Technicians And Trades Workers	Full-time permanent	14	55	2	6	77
	Part-time permanent	19	2	0	0	21
	Casual	5	6	0	0	11
Community And Personal Service Workers	Full-time permanent	64	38	1	0	103
	Full-time contract	2	7	0	0	9
	Part-time permanent	59	15	0	0	74
	Casual	259	133	0	0	392
Clerical And Administrative Workers	Full-time permanent	20	9	0	0	29
	Full-time contract	0	3	0	0	3
	Part-time permanent	18	2	0	0	20
	Casual	6	1	0	0	7
Labourers	Full-time permanent	3	12	0	0	15
	Part-time permanent	9	14	0	0	23
	Casual	57	29	0	0	86

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

** Total employees includes Gender X

Workplace Profile Table

Industry: All Industries

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time permanent	0	1	1
KMP	-1	Full-time permanent	2	5	7
		Full-time contract	0	2	2
GM	-1	Full-time permanent	1	0	1
SM	-2	Full-time permanent	0	14	14
OM	-1	Full-time permanent	1	0	1
	-2	Full-time permanent	11	9	20
		Full-time contract	1	6	7
		Part-time permanent	1	0	1
		Part-time contract	0	1	1
	-3	Full-time permanent	14	18	32

* Total employees includes Gender X

Workplace Profile Table

Industry: Accommodation

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	5	2	0	0	7
Technicians And Trades Workers	Full-time permanent	1	10	0	1	12
	Casual	1	2	0	0	3
Community And Personal Service Workers	Full-time permanent	13	4	0	0	17
	Full-time contract	2	0	0	0	2
	Casual	23	16	0	0	39
Clerical And Administrative Workers	Full-time permanent	3	1	0	0	4
	Part-time permanent	1	0	0	0	1
Labourers	Full-time permanent	1	2	0	0	3
	Part-time permanent	3	0	0	0	3
	Casual	53	4	0	0	57

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

** Total employees includes Gender X

Workplace Profile Table

Industry: Accommodation

			No. of employees		
Manager category	Level to CEO	Employment status	F	M	Total*
KMP	-1	Full-time permanent	0	1	1
SM	-2	Full-time permanent	0	1	1
OM	-2	Full-time permanent	3	0	3
	-3	Full-time permanent	2	1	3

* Total employees includes Gender X

Workplace Profile Table

Industry: Food and Beverage Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	20	40	0	0	60
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	8	5	0	0	13
	Part-time permanent	8	0	0	0	8
Technicians And Trades Workers	Full-time permanent	13	45	2	5	65
	Part-time permanent	19	2	0	0	21
	Casual	4	4	0	0	8
Community And Personal Service Workers	Full-time permanent	48	34	1	0	83
	Part-time permanent	59	15	0	0	74
	Casual	224	116	0	0	340
Clerical And Administrative Workers	Full-time permanent	13	8	0	0	21
	Part-time permanent	16	2	0	0	18
	Casual	5	1	0	0	6
Labourers	Full-time permanent	2	10	0	0	12
	Part-time permanent	6	14	0	0	20
	Casual	4	25	0	0	29

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

** Total employees includes Gender X

Workplace Profile Table

Industry: Food and Beverage Services

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time permanent	0	1	1
KMP	-1	Full-time permanent	2	3	5
GM	-1	Full-time permanent	1	0	1
SM	-2	Full-time permanent	0	11	11
OM	-1	Full-time permanent	1	0	1
	-2	Full-time permanent	6	9	15
		Part-time permanent	1	0	1
	-3	Full-time permanent	11	17	28

* Total employees includes Gender X

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	CEO, KMPs, and HOBs		3	3
			Managers	3	4	7
			Non-managers	2	2	4
	Part-time	Permanent	Non-managers	2		2
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers	11	14	25
	Part-time	Permanent	Non-managers	6	3	9
	N/A	Casual	Non-managers	7	6	13
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	1	4	5
			Non-managers	23	28	51
		Fixed-Term Contract	Non-managers		2	2
	Part-time	Permanent	Non-managers	10	6	16
		Fixed-Term Contract	Non-managers	1		1
	N/A	Casual	Non-managers	120	55	175

* Total employees includes Gender X

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	Managers	2	8	10
			Non-managers	37	27	64
	Part-time	Permanent	Non-managers	24	6	30
	N/A	Casual	Non-managers	142	84	226
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	2		2
			Non-managers	7		7
	Part-time	Permanent	Non-managers	3		3
	N/A	Casual	Non-managers	12		12
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		3	3
	N/A	Casual	Non-managers		1	1

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: All Industries

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	2	2
	Part-time	Permanent	Non-managers	1	1
		Fixed-Term Contract	Non-managers	1	1

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Accommodation

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	1		1
	Part-time	Permanent	Non-managers	2		2
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers	2	2	4
	N/A	Casual	Non-managers	3	4	7
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	1	2	3
			Non-managers	7	5	12
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers	50	18	68

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Accommodation

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	2	3	5
			Non-managers	6	5	11
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers	52	20	72
	Full-time	Permanent	Non-managers	3		3
		N/A	Casual	4		4

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Accommodation

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
	Part-time	Fixed-Term Contract	Non-managers	1	1

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Food and Beverage Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs		2	2
			Managers	2	4	6
			Non-managers	2	2	4
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers	9	12	21
	Part-time	Permanent	Non-managers	6	3	9
	N/A	Casual	Non-managers	4	2	6
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Non-managers	13	22	35
		Fixed-Term Contract	Non-managers		1	1
	Part-time	Permanent	Non-managers	9	6	15
	N/A	Casual	Non-managers	69	36	105

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Food and Beverage 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		5	5
			Non-managers	27	21	48
	Part-time	Permanent	Non-managers	22	6	28
	N/A	Casual	Non-managers	90	64	154
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	1		1
			Non-managers	3		3
	Part-time	Permanent	Non-managers	3		3
	N/A	Casual	Non-managers	8		8
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		3	3
	N/A	Casual	Non-managers		1	1

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Food and Beverage 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
	Part-time	Permanent	Non-managers	1	1

* Total employees includes Gender X

Workplace Gender Equality Agency

2020–21 Compliance Program

Submission approval

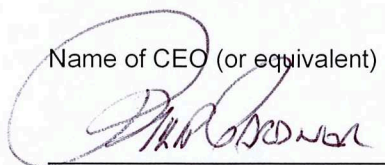
I, the CEO (or equivalent), confirm that the data provided in the 2020-21 Compliance Program submission is complete and correct, as reported in the full data appendices:

- Public Workplace Profile
- Public Workforce Management Statistics
- Public Questionnaire
- Confidential Data.

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.

Name of CEO (or equivalent)



CEO (or equivalent) signature



Date of signature

25/8/2021

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 its workplace that the report has been lodged
- inform its employees and those employee organisations with members in its 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](#).