



Australian Government



Workplace
Gender Equality
Agency



2022 - 23 Gender Equality Reporting

Submitted By:

Western Suburbs (N'Cle) Leagues Club Ltd 24000973919

The Executive Inn Pty Limited 82080880691

KNIGHTS RUGBY LEAGUE PTY LTD 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: No

Other

Other: Wests has a merit-based recruitment process.

Retention: Yes

Strategy

Performance management processes: No

Other

Other: Performance management processes are not informed by gender and will be undertaken in conjunction with representatives from the internal HR team. During such processes, individual factors such as gender and any related factors will be considered.

Promotions: Yes.

Strategy

Talent identification/identification of high potentials: YesStrategy

Succession planning: Yes

Strategy

Training and development: Yes

Strategy

Key performance indicators for managers relating to gender equality: NoCurrently under development

Estimated Completion Date: 2023-12-30

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

YesStrategy

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: Western Suburbs (N'Cle) Leagues Club Ltd

1.Name of the governing body: The Wests Group Australia

2.Type of the governing body: Board of Directors

Date Created: 19-06-2023

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) 5	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: No - Board Members are popularly elected.

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: No - Board Members are popularly elected.

Organisation: The Executive Inn Pty Limited**1.Name of the governing body:** The Wests Group Australia**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
--------------	------------------------	----------------------	------------------------

Date Created: 19-06-2023

Member			
	Female (F)	Male (M)	Non-Binary
	2	5	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: No - Board Members are popularly elected.**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:** No - Board Members are popularly elected.**Organisation:** KNIGHTS RUGBY LEAGUE PTY LTD**1. Name of the governing body:** The Wests Group Australia**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	5	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: No - Board Members are popularly elected.

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: No - Board Members are popularly elected.

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; Non-award employees paid market rate

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

Date Created: 19-06-2023

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 SOME 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)Non-award employees paid market rate

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?

Survey

- 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?

No

Other

Other:The organisation consults with the workforce via informal methods.

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

Employees:

Yes

Date:01/07/2022

Shareholder:

Yes

Date:01/07/2022

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

Yes

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

Yes

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

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

Other

Other: The organisation has good levels of uptake with flexible work, both informally and formally.

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

Yes

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

Yes

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

No

Other

Other: The organisation has good levels of male uptake with flexible work, both informally and formally.

Team-based training is provided throughout the organisation

No

Other

Other: Flexible work guidance material is available to all teams across the organisation via HR platforms and upon request.

Other: No

Date Created: 19-06-2023

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; Informal options are available

Compressed working weeks: Yes

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

Flexible hours of work: Yes

SAME options for women and men Formal options are available; Informal 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: No

Not a priority

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; Informal 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?

Yes, women and men

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; Stillbirth

- 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?

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

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

18

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

41-50%

- 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)?

- 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 12 months

Date Created: 19-06-2023

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; Stillbirth

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?

41-50%

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 12 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.

The Wests Group Australia also provides up to 12 months paid superannuation to primary carers.

Support for carers

Date Created: 19-06-2023

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

Other: Associated costs too great.

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

No

Not a priority

2.3. Breastfeeding facilities

Yes

Available at ALL worksites

2.4. Childcare referral services

No

Insufficient resources/expertise

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

Yes

Available at ALL worksites

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

Yes

Available at ALL worksites

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 ALL 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; Strategy

- 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

Varies across business units

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

No

Other

Provide Details: Existing enterprise agreements were created between 2010-2015.

Confidentiality of matters disclosed

Yes

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

Yes

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)

No

Other

Provide Details: Provided by the National Employment Standards and our company policy.

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)

Date Created: 19-06-2023

Yes

Is the leave period unlimited?

Yes

Access to unpaid leave

Yes

Is the leave period unlimited?

Yes

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	4	2	6
			Non-managers	16	10	26
	Part-time	Permanent	Non-managers	1	2	3
	N/A	Casual	Non-managers	1	2	3
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	2		2
			Non-managers	8	10	18
	Part-time	Permanent	Non-managers	5	7	12
	N/A	Casual	Non-managers	14	5	19
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	2	10	12
			Non-managers	36	30	66
		Fixed-Term Contract	CEO, KMPs, and HOBs		1	1
			Managers		3	3
			Non-managers	2	6	8
	Part-time	Permanent	Managers	1		1
			Non-managers	18	12	30
	N/A	Casual	Non-managers	229	162	392

* 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	Managers	4	8	12
			Non-managers	41	36	77
		Fixed-Term Contract	Managers		2	2
			Non-managers	2	2	4
	Part-time	Permanent	Non-managers	19	15	34
		Fixed-Term Contract	Non-managers	2		2
	N/A	Casual	Non-managers	201	109	311
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	2		2
			Non-managers	6		6
	Part-time	Permanent	Managers	2		2
	N/A	Casual	Non-managers	7		7
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1
			Non-managers		2	2

* Total employees includes Non-binary

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	Managers	1	1
		Fixed-Term Contract	Non-managers	2	2

* Total employees includes Non-binary

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	Managers	1		1
			Non-managers	5	2	7
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	1		1
			Non-managers		2	2
	N/A	Casual	Non-managers	5		5
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	1	1	2
			Non-managers	5	3	8
	Part-time	Permanent	Managers	1		1
			Non-managers	3	1	4
	N/A	Casual	Non-managers	76	24	100

* Total employees includes Non-binary

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		2
			Non-managers	8	4	12
		Fixed-Term Contract	Non-managers	1		1
	Part-time	Permanent	Non-managers	1	1	2
		Fixed-Term Contract	Non-managers	1		1
	N/A	Casual	Non-managers	70	22	92
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	1		1
			Non-managers	2		2
	Part-time	Permanent	Managers	1		1
	N/A	Casual	Non-managers	3		3
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		1	1

* Total employees includes Non-binary

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	Permanent	Managers	1	1
		Fixed-Term Contract	Non-managers	2	2

* Total employees includes Non-binary

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	Managers	3	2	5
			Non-managers	9	7	16
	Part-time	Permanent	Non-managers	1	2	3
	N/A	Casual	Non-managers	1	2	3
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	1		1
			Non-managers	7	8	15
	Part-time	Permanent	Non-managers	5	7	12
	N/A	Casual	Non-managers	8	5	13
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	1	3	4
			Non-managers	29	27	56
		Fixed-Term Contract	Non-managers		3	3
	Part-time	Permanent	Non-managers	15	11	26
	N/A	Casual	Non-managers	149	136	286

* Total employees includes Non-binary

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		3	3
			Non-managers	30	31	61
		Fixed-Term Contract	Non-managers		2	2
	Part-time	Permanent	Non-managers	18	14	32
		Fixed-Term Contract	Non-managers	1		1
	N/A	Casual	Non-managers	127	87	215
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	1		1
			Non-managers	4		4
	Part-time	Permanent	Managers	1		1
	N/A	Casual	Non-managers	4		4
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		1	1

* Total employees includes Non-binary

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

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Sports and Recreation Activities

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

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Sports and Recreation Activities

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	5	7
			Non-managers	3	1	4
		Fixed-Term Contract	Managers		2	2
			Non-managers	1		1
	N/A	Casual	Non-managers	4		4
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1

* Total employees includes Non-binary

Workforce Management Statistics Table

* 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	21	51	0	0	72
	Full-time contract	2	7	0	0	9
	Part-time permanent	5	0	0	0	5
Professionals	Full-time permanent	8	9	0	0	17
	Part-time permanent	5	0	0	0	5
	Part-time contract	1	0	0	0	1
	Casual	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	12	37	0	5	54
	Part-time permanent	7	4	1	0	12
	Casual	2	8	0	0	10
Community And Personal Service Workers	Full-time permanent	58	45	0	0	103
	Full-time contract	2	13	0	0	15
	Part-time permanent	47	17	0	0	65
	Part-time contract	0	1	0	0	1
	Casual	203	123	0	0	326
Clerical And Administrative Workers	Full-time permanent	28	8	0	0	36
	Part-time permanent	20	1	0	0	21
	Part-time contract	1	0	0	0	1
	Casual	4	2	0	0	6
Sales Workers	Full-time permanent	1	1	0	0	2
	Casual	14	2	0	0	16
Labourers	Full-time permanent	2	8	0	0	10
	Part-time permanent	10	11	0	0	21
	Casual	50	29	0	0	79

* 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

		No. of employees		
Manager category	Employment status	F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	2	5	7
GM	Full-time permanent	1	1	2
	Full-time contract	0	2	2
SM	Full-time permanent	4	15	19
	Full-time contract	0	3	3
OM	Full-time permanent	14	29	43
	Full-time contract	2	2	4
	Part-time permanent	5	0	5

* Total employees includes Non-binary

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	4	4	0	0	8
Professionals	Part-time permanent	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	1	6	0	2	9
	Casual	1	1	0	0	2
Community And Personal Service Workers	Full-time permanent	11	9	0	0	20
	Part-time permanent	3	0	0	0	3
	Casual	23	9	0	0	32
Clerical And Administrative Workers	Full-time permanent	6	0	0	0	6
	Part-time contract	1	0	0	0	1
Sales Workers	Full-time permanent	1	0	0	0	1
	Casual	0	1	0	0	1
Labourers	Full-time permanent	1	0	0	0	1
	Part-time permanent	4	0	0	0	4
	Casual	47	8	0	0	55

* 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: Accommodation

		No. of employees		
Manager category	Employment status	F	M	Total*
KMP	Full-time permanent	0	1	1
SM	Full-time permanent	0	1	1
OM	Full-time permanent	4	2	6

* Total employees includes Non-binary

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	15	42	0	0	57
	Full-time contract	1	0	0	0	1
	Part-time permanent	4	0	0	0	4
Professionals	Full-time permanent	8	9	0	0	17
	Part-time permanent	4	0	0	0	4
	Part-time contract	1	0	0	0	1
	Casual	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	11	31	0	3	45
	Part-time permanent	7	4	1	0	12
	Casual	1	7	0	0	8
Community And Personal Service Workers	Full-time permanent	44	36	0	0	80
	Part-time permanent	44	17	0	0	62
	Casual	177	112	0	0	289
Clerical And Administrative Workers	Full-time permanent	18	7	0	0	25
	Part-time permanent	20	1	0	0	21
	Casual	4	2	0	0	6
Sales Workers	Casual	1	0	0	0	1
Labourers	Full-time permanent	1	8	0	0	9
	Part-time permanent	6	11	0	0	17
	Casual	3	21	0	0	24

* 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: Food and Beverage Services

		No. of employees		
Manager category	Employment status	F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	2	3	5
GM	Full-time permanent	1	0	1
SM	Full-time permanent	4	14	18
OM	Full-time permanent	8	24	32
	Full-time contract	1	0	1
	Part-time permanent	4	0	4

* Total employees includes Non-binary

Workplace Profile Table

Industry: Sports and Recreation Activities

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	2	5	0	0	7
	Full-time contract	1	7	0	0	8
	Part-time permanent	1	0	0	0	1
Community And Personal Service Workers	Full-time permanent	3	0	0	0	3
	Full-time contract	2	13	0	0	15
	Part-time contract	0	1	0	0	1
	Casual	3	2	0	0	5
Clerical And Administrative Workers	Full-time permanent	4	1	0	0	5
Sales Workers	Full-time permanent	0	1	0	0	1
	Casual	13	1	0	0	14

* 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: Sports and Recreation Activities

		No. of employees		
Manager category	Employment status	F	M	Total*
KMP	Full-time permanent	0	1	1
GM	Full-time permanent	0	1	1
	Full-time contract	0	2	2
SM	Full-time contract	0	3	3
OM	Full-time permanent	2	3	5
	Full-time contract	1	2	3
	Part-time permanent	1	0	1

* Total employees includes Non-binary