



Date Created: 23-05-2023



Australian Government



**Workplace
Gender Equality
Agency**



2022 - 23 Gender Equality Reporting

Submitted By:

Verifact Traffic Pty Ltd 95156231793

Avada Group Limited 57648988783

Customised Traffic Management No 2 Pty Ltd 42650168335

Traffic Management People No.2 Pty Ltd 80652656016

Linemark Traffic Control Pty Ltd 50652512948

Arid To Oasis Traffic Solutions Pty Ltd 48133998740

D & D Traffic Management Pty Limited 36105286146

D & D Services (Australia) Pty Limited 85082271458

Platinum Traffic Services Pty Ltd 96153614245

The Traffic Marshal Pty Ltd 53118354395

#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:** Yes
Policy; Strategy
 - Performance management processes:** Yes
Policy; Strategy
 - Promotions:** Yes.
Policy; Strategy
 - Talent identification/identification of high potentials:** Yes
Policy; Strategy
 - Succession planning:** Yes
Policy; Strategy
 - Training and development:** Yes
Policy; Strategy
 - Key performance indicators for managers relating to gender equality:** Yes
Policy; Strategy
- 2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?**
Yes
Policy; Strategy

Date Created: 23-05-2023

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

The AVADA board actively review the Diversity Policy which covers gender and other forms of diversity. Diversity is also a key element of our ESG policies and programs. Diversity statistics are reported monthly to the board

Governing Bodies

Organisation: D & D Traffic Management Pty Limited

1.Name of the governing body: D&D Traffic Management Services

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) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 0	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2026-06-30

Selected value:

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; Strategy

Organisation: Avada Group Limited

1.Name of the governing body: AVADA Group 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
	3	2	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2023-08-31

Selected value:

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; Strategy

Organisation: Verifact Traffic Pty Ltd

1.Name of the governing body: Verifact Traffic

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
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	0	0	0
Member			
	Female (F)	Male (M)	Non-Binary
	2	4	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2026-06-30

Selected value:

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; Strategy

Organisation: Customised Traffic Management No 2 Pty Ltd

1. Name of the governing body: Customized Traffic Management

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
	1	2	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2026-06-30

Selected value:

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; Strategy

Organisation: Traffic Management People No.2 Pty Ltd

1.Name of the governing body: TMP No 2 Pty Ltd

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) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 2	Male (M) 2	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2026-06-30

Selected value:

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; Strategy

Organisation: Linemark Traffic Control Pty Ltd

1.Name of the governing body: Linemark Pty Ltd

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) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 0	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2026-06-30

Selected value:

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; Strategy

Organisation: Arid To Oasis Traffic Solutions Pty Ltd

1.Name of the governing body: Arid to Oasis Pty Ltd

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
	1	3	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2026-06-30

Selected value:

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; Strategy

Organisation: D & D Services (Australia) Pty Limited

1.Name of the governing body: D&D Services Pty Ltd

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
	0	0	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2026-06-30

Selected value:

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; Strategy

Organisation: Platinum Traffic Services Pty Ltd

1. Name of the governing body: Platinum Traffic Services Pty Ltd

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
	0	3	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2026-06-30

Selected value:

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; Strategy

Organisation: The Traffic Marshal Pty Ltd

1.Name of the governing body: The Traffic Marshall Pty Ltd

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) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 2	Male (M) 0	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2026-06-30

Selected value:

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; Strategy

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; Strategy

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 ensure managers are held accountable for pay equity outcomes

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

2023-05-01

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

At Board and Executive manager levels no gender pay gap exists in the AVADA Group

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?

No

No unexplained or unjustifiable gaps identified

1.3 What type of gender remuneration gap analysis has been undertaken?

The AVADA group has a small number of executive and white collar staff. The services of a external remuneration specialist are used to develop merit based pay ranges. The majority of staff are paid according to Enterprise agreements or an award.

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?

No/Not needed (provide details why)

Other/Details: AVADA Group is a start up company in a dynamic phase of its growth. High performers are attracted with market salaries via recruitment consultants, based on our review no gender pay gap exists.

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

No

Other

Other: As a start up company with strong gender balance at board and executive management levels, gender balance at lower management levels is a priority and discussed as a priority.

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 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

No

Currently under development

Estimated Completion Date: 2026-06-30

Employees are surveyed on whether they have sufficient flexibility

No

Currently under development

Estimated Completion Date:

Employee training is provided throughout the organisation

No

Other

Other: As a start up company staff work as required to achieve required outcomes

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

No

Currently under development

Estimated Completion Date:

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Other

Other: Staff surveys will guide our strategies

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

No

Other

Other: Fast growing decentralized company

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

No

Other

Other: Fast Growing decentralized company

Leaders are held accountable for improving workplace flexibility

No

Other

Other: Leaders are held accountable for creating a positive work environment of which flexibility is a part

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

No

Currently under development

Estimated Completion Date:

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

No

Other

Other: We do not differentiate
Team-based training is provided throughout the organisation

No
Other

Other: The majority of our workforce are permanent part time or casual and are able to indicate their availability

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; Informal options are available

Compressed working weeks: No

Other

Other: As above

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; Informal options are available

Purchased leave: No

Currently under development

Estimated Completion Date:

Remote working/working from home: Yes

SAME options for women and men

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?

No

Not a priority; Other

Other: The AVADA Group policy suite is still under construction

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

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

Other: AVADA group policies still under construction

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

No

Other

Other: AVADA Group policies still under construction

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

No

Currently under development

Estimated Completion Date:

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

No

Currently under development

Estimated Completion Date:

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

Yes

Available at SOME worksites

2.7. Internal support networks for parents

No

Not aware of the need; Other

Other: AVADA Group policies in construction phase

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

No

Other

Other: AVADA Group policies in construction

2.9. Parenting workshops targeting fathers

No

Not a priority

2.10. Parenting workshops targeting mothers

No

Not a priority

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

Other

Other: AVADA policies in construction

2.13. On-site childcare

No

Insufficient resources/expertise

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 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

Strategy

Date Created: 23-05-2023

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

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

Yes

Emergency accommodation assistance

No

Not aware of the need

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:

10

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

Yes

Is the leave period unlimited?

No

Number of days:

10

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: No

- 2. 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	20	37	0	0	57
Professionals	Full-time permanent	7	7	0	0	14
Technicians And Trades Workers	Full-time permanent	1	1	0	0	2
Clerical And Administrative Workers	Full-time permanent	22	9	0	0	32
	Part-time permanent	1	0	0	0	1
Labourers	Full-time permanent	0	1	0	0	1
	Part-time permanent	114	411	0	0	525
	Casual	291	653	0	0	944

* 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: All Industries

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	3	3	6
KMP	Full-time permanent	1	6	7
HOB	Full-time permanent	0	1	1
GM	Full-time permanent	0	6	6
SM	Full-time permanent	1	5	6
OM	Full-time permanent	15	16	31

* Total employees includes Non-binary

Workplace Profile Table

Industry: Heavy and Civil Engineering Construction

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	0	2	0	0	2
Professionals	Full-time permanent	3	5	0	0	8
Labourers	Full-time permanent	0	1	0	0	1
	Casual	66	130	0	0	196

* 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: Heavy and Civil Engineering Construction

Manager category	Employment status	No. of employees		
		F	M	Total*
GM	Full-time permanent	0	1	1
SM	Full-time permanent	0	1	1

* Total employees includes Non-binary

Workplace Profile Table

Industry: Construction 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	31	0	0	51
Professionals	Full-time permanent	4	2	0	0	6
Technicians And Trades Workers	Full-time permanent	1	1	0	0	2
Clerical And Administrative Workers	Full-time permanent	19	8	0	0	28
	Part-time permanent	1	0	0	0	1
Labourers	Part-time permanent	114	411	0	0	525
	Casual	225	523	0	0	748

* 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: Construction Services

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	3	3	6
KMP	Full-time permanent	1	6	7
GM	Full-time permanent	0	4	4
SM	Full-time permanent	1	2	3
OM	Full-time permanent	15	16	31

* Total employees includes Non-binary

Workplace Profile Table

Industry: Public Order, Safety and Regulatory Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	0	4	0	0	4
Clerical And Administrative Workers	Full-time permanent	3	1	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: Public Order, Safety and Regulatory Services

Manager category	Employment status	No. of employees		
		F	M	Total*
HOB	Full-time permanent	0	1	1
GM	Full-time permanent	0	1	1
SM	Full-time permanent	0	2	2

* Total employees includes Non-binary

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	5	6	11
			Non-managers	2	2	4
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers		4	4
			Non-managers	2	5	7
	Part-time	Permanent	Non-managers	0		0
	N/A	Casual	Non-managers	3		3
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	2	8	10
			Managers	10	12	22
			Non-managers	32	9	41
	Part-time	Permanent	Non-managers	44	99	143
	N/A	Casual	Non-managers	305	546	851

* 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	3	12	15
			Non-managers	14	6	20
	Part-time	Permanent	Non-managers	60	152	212
	N/A	Casual	Non-managers	236	343	579
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	6		6
	Part-time	Permanent	Non-managers	7		7
	N/A	Casual	Non-managers	10		10

* 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	1	1
	Part-time	Permanent	Non-managers	2	2

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Heavy and Civil Engineering Construction

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Non-managers	17	5	22
	Part-time	Permanent	Non-managers	42	99	141
	N/A	Casual	Non-managers	35	78	113

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Heavy and Civil Engineering Construction

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	Non-managers	10	2	12
	Part-time	Permanent	Non-managers	57	150	207
	N/A	Casual	Non-managers	22	45	67

* Total employees includes Non-binary

Workforce Management Statistics Table

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Construction Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Non-managers	2	2	4
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		3
3. How many employees (including partners with an employment contract) were externally appointed?	N/A	Casual	Non-managers	270	468	738

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Construction 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	Non-managers		2	2
	Part-time	Permanent	Non-managers	2		2
	N/A	Casual	Non-managers	214	298	512
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Part-time	Permanent	Non-managers	2		2
	N/A	Casual	Non-managers	10		10

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Construction 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?	Part-time	Permanent	Non-managers	2	2

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Public Order, Safety and Regulatory Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	5	6	11
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers		4	4
			Non-managers	0	3	3
	Part-time	Permanent	Non-managers	0		0
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	2	8	10
			Managers	10	12	22
			Non-managers	15	4	19
	Part-time	Permanent	Non-managers	2		2

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Public Order, Safety and Regulatory 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	12	15
			Non-managers	4	2	6
	Part-time	Permanent	Non-managers	1	2	3
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	6		6
	Part-time	Permanent	Non-managers	5		5

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Public Order, Safety and Regulatory 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