

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Corporate group of: Heritage and People's Choice Limited
Total group employee count: 2,056

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	199	178	0	0	377
	Part-time permanent	21	3	0	0	24
	Part-time contract	6	0	0	0	6
Professionals	Full-time permanent	225	235	0	0	460
	Full-time contract	15	28	0	0	43
	Part-time permanent	40	7	0	0	47
	Part-time contract	3	0	0	0	3
Clerical And Administrative Workers	Full-time permanent	504	226	0	0	730
	Full-time contract	12	4	0	0	16
	Part-time permanent	290	45	0	0	335
	Part-time contract	3	0	0	0	3
	Casual	9	3	0	0	12

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
CEO	Full-time permanent	0	1	0	0	1
KMP	Full-time permanent	2	5	0	0	7
SM	Full-time permanent	44	66	0	0	110
	Part-time permanent	4	1	0	0	5
OM	Full-time permanent	153	106	0	0	259
	Part-time permanent	17	2	0	0	19
	Part-time contract	6	0	0	0	6

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent		2	13	20	70	27	132
Part-time	Permanent			1		9		10
Full-time	Fixed-term						2	2
Part-time	Fixed-term							
N/A	casual							

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			12	12			24
Part-time	Permanent			1				1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			7	6	102	46	161
Part-time	Permanent					25	3	28
Full-time	Fixed-term				1	1	1	3
Part-time	Fixed-term							
N/A	casual					1	2	3

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			16	13	119	103	251
Part-time	Permanent			1		75	36	112
Full-time	Fixed-term			1	2	27	38	68
Part-time	Fixed-term			5		2		7
N/A	casual					4	1	5

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent		1	15	26	116	79	239
Part-time	Permanent			2		67	14	83
Full-time	Fixed-term			1	1	9	15	26
Part-time	Fixed-term					2	2	4
N/A	casual					4	2	6

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			4	3	29	4	40
Part-time	Permanent			5		28		33
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					1	1	2
Part-time	Permanent						2	2
Full-time	Fixed-term						1	1
Part-time	Fixed-term							
N/A	casual							

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1		2	1	4
Part-time	Permanent					1		1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

* Total employees includes Non-binary