

13 January 2023

**Woolworths Group**

**Questions on Notice - Senate Select Committee into Work and Care**

Dear Committee Secretariat,

Thank you for the opportunity to provide responses to further Questions on Notice to the Senate Select Committee on Work and Care, following Woolworths Group's appearance on Tuesday 20 December 2022.

Below are our answers to the requests put forward by the Committee. This correspondence follows our previous responses to the Committee's Questions on Notice supplied to the Secretariat on Monday 19 December 2022.

We also note for clarity that the composition of employment type across our operational workforce in Woolworths Supermarkets, BIG W, Woolworths Metro stores and our Customer Fulfilment centres across Australia, as at November 2022, is as follows:

Employment Type	November 2022 headcount	Percentage (%)
Casual	65,680	40.7%
Full-Time	24,981	15.5%
Part-Time	70,572	43.8%
<b>Nationally</b>		<b>161,233</b>

If further clarification on any of these matters is required, please email [governmentrelations@woolworths.com.au](mailto:governmentrelations@woolworths.com.au).

**QoN1: What is the difference in hourly rates of pay between casual and permanent team members in like-for-like roles?**

The base hourly rate of pay for all team members in like-for-like roles is the same, however a casual team member receives a 25% loading (non-cumulative) for all hours worked.

**QoN2: What are the average hours worked broken down by permanent full-time, permanent part-time and casuals and by age bracket across the Group?**

The table below provides a breakdown of weekly average hours worked by **casual and part-time employees** across different age brackets across the Group for the period December 2021 - November 2022 for operational teams across Woolworths Supermarkets, Woolworths Metro, BIG W and Customer Fulfilment Centres.

Employment type	Weekly average hours worked by age group*			
	<18 yo	18 - 30 yo	31 - 45 yo	>45 yo
Casual	8.1	10	9.5	10.8
Part-Time	12.0	17.2	17.5	19

*\*Weekly average hours worked data does not include leave taken during the period from December 2021 - November 2022, and is also impacted by individual team member commencement and employment end dates during the period.*

For **full-time team members** in each of these operating businesses, the weekly average hours for each age group is **38 hours**. Hours worked can vary where team members take leave, or where team members commenced and concluded their employment at different times during the period.

**QoN3: What is the percentage of your workforce flexing up on average over the course of a week?**

'Flex up' in terms of hours is available to our part-time team members. Flex up occurs where part-time team members opt in to be offered additional hours as they become available, which varies week to week. These include coverage for peak times such as back to school, Easter and Christmas or where there are shifts to be covered for other team members during the week. Between December 2021 and November 2022, on average 40,638 part-time team members took up the option to 'flex up' each week. This represents 57.6% of our part-time workforce (and around 25% of our overall workforce).

**QoN4: What proportion of your total workforce will have fluctuating hours across their rosters?**

40.7% of our team members are casual, and given the nature of this employment type, they may have fluctuating hours across their rosters. The response to QoN3 outlines the average number of part-time team members who flex up on a weekly basis, which would see a change in hours, an option which is team member-led.

**QoN5: Who is on the Woolworths Wellbeing Advisory Council and what are their relevant qualifications?**

The members of the Woolworths Wellbeing Advisory Council (the Council) have backgrounds spanning clinical psychology, organisational psychology, academia, research and occupational and environmental medicine. Current members of the Council and their qualifications and relevant experience are set out below:

- **Audrey McGibbon**
  - Leadership coach, consultant, speaker, facilitator and advisor;
  - Registered psychologist in Australia;
  - MSc in Psychotherapy Studies;
  - MA (Hons) in Psychology and Business;
  - Chartered Occupational Psychologist with British Psychological Society (BPS);
  - Professional doctorate (PhD) candidate in Organisational Psychology, Birkbeck College, University of London, focusing on leader and employee wellbeing, the future of work, and preventing burnout.
- **David Burroughs**
  - Chief Mental Health Officer for Westpac Group;
  - Director - Australian Psychological Services;
  - Partner - Psychological Safety Australia.
  - Co-founder - Mantle Health;
  - 20 years of experience working in Psychologist and Principal Psychologist roles
  - Psychology degree from Australian National University.
- **Sharon K Parker**
  - John Curtin Distinguished Professor of Organisational Psychology;
  - Director, Centre for Transformative Work Design, Curtin Graduate School of Business, Curtin University, Australia;
  - Honorary Professor, University of Western Australia, Australia;
  - ARC Kathleen Fitzpatrick Laureate Fellow;
  - Honorary Professor, University of Sheffield, UK;
  - PhD., Occupational Psychology, MRC/ESRC Social & Applied Psychology Unit, University of Sheffield, United Kingdom;
  - BSc with First Class Honours in Psychology, University of Western Australia.
- **Dr Rob McCartney**
  - Chief Medical Officer, Woolworths Group;
  - Founder and CEO of Resile;
  - Bachelor of Medicine, Bachelor of Surgery (MBBS) - The University of Queensland;
  - Graduate Diploma, Occupational Health;
  - Fellowship, Occupational and Environmental Medicine - Royal Australian College of Physicians.

**QoN6: Has Woolworths undertaken or commissioned specific research in relation to work insecurity? Is this reflected in the psychosocial hazard analysis?**

No specific research has been undertaken at this time. A Woolworths Group risk analysis has been completed on psychosocial health risks from work related factors or events, and job insecurity has been identified as a psychosocial hazard as part of this analysis.

This can include uncertainty regarding work availability, including work without set hours, along with possibility of redundancy or temporary loss or work with reduced pay or low paid or insecure employment.

Evaluation of these risks informs our wellbeing strategy and workplace health and safety approach, including our approach to rostering, as noted in our response to QoN7 of 19 December 2022.

**QoN7: Do you have any survey insights prior to July-September 2022 on team sentiment towards the flexibility they have to manage work and other commitments?**

A review of relevant survey insights prior to the 2022 period does not provide a like-for-like comparison with the WGEA data discussed at our Senate Committee appearance and would not provide an accurate comparison for the Committee. The 2020 WGEA survey was the first time the question which provided the data was included.

**QoN8: How many flexible work requests have been made in the past 12 months?**

Our responses to QoNs 8-10 are outlined below.

**QoN9: How many times have flexible work requests been escalated within the Group in the past 12 months?**

Our responses to QoNs 8-10 are outlined below.

**QoN10: How many flexibility request disputes have been escalated to the Fair Work Commission in the past 12 months?**

Our responses to QoNs 8-10 are outlined below.

As requests are made in the course of ordinary operations, records of requests and approvals are not maintained unless the team member escalates the matter because agreement is not able to be reached. Woolworths endeavours to accommodate all team members' roster requests and roster changes are predominantly resolved internally, with minimal instances of escalation.

No flexible work requests made in accordance with section 65 of the *Fair Work Act 2009* (Cth) have been escalated to the Fair Work Commission.

From time to time, Woolworths initiates roster changes for operational reasons in accordance with the process set out in applicable industrial instruments, including consulting with impacted team members about the proposed roster changes. Team members are able to dispute the roster change, which may be determined by the Fair Work Commission.

In the past 12 months, there have been two such matters determined by the Fair Work Commission. In both cases, it was found that Woolworths had met its obligations.

**QoN11: What is your turnover or 'attrition' rate in your supermarkets business?**

For our Woolworths Supermarkets business, our annualised turnover rate in the 12 month period to November 2022 was 36%. The majority of this turnover - more than half - was from casual team members.

**QoN12: How many of these team members have listed lack of flexibility in work arrangements as grounds for resigning in the past 12 months?**

For our Woolworths Supermarkets business, in the 12 month period to November 2022, 732 team members listed lack of flexibility as their main reason for leaving employment, which represents 0.6% of the annualised turnover rate.

**QoN13: How is superannuation calculated for casuals who go on parental leave at Woolworths Group?**

Under Woolworths Group's policy, superannuation is only payable to part-time and full-time permanent team members on parental leave and not casuals.

**QoN14: How many team members did not return from parental leave in the period?**

In the period November 2021 - December 2022, 582 team members did not return from parental leave. This figure represents team members no longer employed by Woolworths at the conclusion of their parental leave as well as those who did not work any hours from their return date.

**QoN15: What is the breakdown of those who did not return from parental leave in terms of casual and permanent team members?**

The 582 team members comprise 91 full-time, 378 part-time and 113 casual.

**QoN16: Can you provide a copy of publicly available WGEA submission or other relevant documentation?**

We have provided at **Attachment A** a copy of the Woolworths Group 2020-21 submission to WGEA for the Committee's reference.

Since our 2020-21 submission, we have made a number of updates to our policy settings, such as doubling the amount of parental leave for secondary carers.

We have lodged a new submission with WGEA and anticipate we will be notified of the outcome in early 2023.

**QoN17: What is the rate of team members converting from casual to permanent work type in the past 12 months?**

From December 2021 - November 2022, Woolworths Group made 182 offers to eligible casual team members to convert to permanent part-time employment. Of these, 67 accepted the offer, 57 did not respond to the offer and 29 declined the offer. A team member is eligible for conversion following 12 months of employment, the last six months of which followed a regular pattern of hours.

## Attachment A

Workforce breakdown overall - Includes all operational team for Supermarkets, Metro, BIG W & CFCs										Current as at 30 November 2022																	
All team members, all operating businesses		Gender		Age																							
		Female						Male						Other													
Position Groups		Less than 18 Years Old		31 - 45 Years Old		Over 45 Years Old		18 - 25 Years Old		Over 45 Years Old		Less than 18 Years Old		31 - 45 Years Old		18 - 25 Years Old		Over 45 Years Old		31 - 45 Years Old		Less than 18 Years Old		18 - 25 Years Old		Grand Total	
Assistant Department Manager				1014		777		1066		284		8		875		1350		2		6				13	5417		
Assistant Store Manager					234		125		81		137				430		131							1138			
Department Manager					1636		1258		948		657		1		1866		1275		1		3				11	7656	
Store Manager					239		157		30		318				545		60								1349		
Team Member				8904		19371		23665		32275		6448		9358		10841		34229		32		92		173	616	146004	
<b>Grand Total</b>				<b>8904</b>		<b>22494</b>		<b>25982</b>		<b>34420</b>		<b>7844</b>		<b>9367</b>		<b>14557</b>		<b>37045</b>		<b>35</b>		<b>103</b>		<b>173</b>	<b>640</b>	<b>161564</b>	
All FT team members, all operating businesses		Gender		Age						Male						Other								Grand Total			
		Female						Male						Other										Grand Total			
Position Groups		Less than 18 Years Old		18 - 25 Years Old		31 - 45 Years Old		Over 45 Years Old		Less than 18 Years Old		Over 45 Years Old		18 - 25 Years Old		31 - 45 Years Old		Over 45 Years Old		31 - 45 Years Old		18 - 25 Years Old		Grand Total			
Assistant Department Manager					938		856		671		7		267		1184		809		2		8		12		4754		
Assistant Store Manager					79		215		122				135		131		430								1112		
Department Manager					918		1556		1203				649		1255		1857		1		3		11		7453		
Store Manager					29		224		152				316		60		544								1325		
Team Member				7	878		1477		3271		12		1713		1119		1834		4		13		10		10338		
<b>Grand Total</b>				<b>7</b>	<b>2842</b>		<b>4328</b>		<b>5419</b>		<b>19</b>		<b>3080</b>		<b>3749</b>		<b>5474</b>		<b>7</b>		<b>24</b>		<b>33</b>		<b>24982</b>		
All PT team members, all operating business		Gender		Age						Male						Other								Grand Total			
		Female						Male						Other										Grand Total			
Position Groups		Less than 18 Years Old		31 - 45 Years Old		18 - 25 Years Old		Over 45 Years Old		Less than 18 Years Old		Over 45 Years Old		31 - 45 Years Old		18 - 25 Years Old		Over 45 Years Old		Less than 18 Years Old		31 - 45 Years Old		18 - 25 Years Old		Grand Total	
Assistant Department Manager					149		138		103		1		16		65		150								1	623	
Assistant Store Manager					19		2		3				2													26	
Department Manager					79		28		55				8		8		16								194		
Store Manager					15		1		5				2		1										24		
Team Member				1441		11731		15095		15797		1464		3032		5359		15514		20		24		45		243	69765
<b>Grand Total</b>				<b>1441</b>		<b>11993</b>		<b>15264</b>		<b>15963</b>		<b>1465</b>		<b>3060</b>		<b>5433</b>		<b>15680</b>		<b>20</b>		<b>24</b>		<b>45</b>		<b>244</b>	<b>70632</b>
Casual		Gender		Age						Male						Other								Grand Total			
		Female						Male						Other										Grand Total			
Position Groups		Over 45 Years Old		31 - 45 Years Old		Less than 18 Years Old		18 - 25 Years Old		Over 45 Years Old		31 - 45 Years Old		Less than 18 Years Old		18 - 25 Years Old		Over 45 Years Old		31 - 45 Years Old		Less than 18 Years Old		18 - 25 Years Old		Grand Total	
Assistant Department Manager				3		9		10		1		1													40		
Department Manager					1		2				1		1		4										9		
Team Member				4597		6163		7456		16302		1703		3648		7882		17596		8		34		149		363	65901
<b>Grand Total</b>				<b>4600</b>		<b>6173</b>		<b>7456</b>		<b>16314</b>		<b>1704</b>		<b>3650</b>		<b>7883</b>		<b>17616</b>		<b>8</b>		<b>34</b>		<b>149</b>		<b>363</b>	<b>65950</b>

## 2020 - 21 Compliance Program

Submitted by:

**Woolworths Group Limited**  
**(ABN:88000014675)**

**Statewide Independent Wholesalers  
Limited (ABN:51009519546)**

**Woolworths Format Development Pty  
Limited (ABN:30159845333)**

**Vinpac International Pty. Limited**  
**(ABN:20008266779)**

**Queensland Property Investments Pty Ltd**  
**(ABN:92009661027)**

**Woolstar Pty. Limited (ABN:29008444513)**

**Jack Butler & Staff Pty. Ltd.**  
**(ABN:12009957171)**

**Woolworths (South Australia) Pty Limited**  
**(ABN:34007873118)**

**Hp Distribution Pty Limited  
(ABN:84154633619)**

**Philip Leong Stores Pty Limited  
(ABN:81009718941)**

**Woolworths Management Pty Ltd  
(ABN:39116463355)**

**ENDEAVOUR GROUP LIMITED  
(ABN:77159767843)**

# #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	Strategy
...Retention	Yes( <i>Select all that apply</i> )
...Yes	Strategy
...Performance management processes	Yes( <i>Select all that apply</i> )
...Yes	Strategy
...Promotions	Yes( <i>Select all that apply</i> )
...Yes	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	Strategy
...Key performance indicators for managers relating to gender equality	Yes( <i>Select all that apply</i> )
...Yes	Strategy

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

Yes(*Select all that apply*)

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

## Governing bodies

*Woolworths Group Limited*

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?	Woolworths Group 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)	5
...Male (M)	3
...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> )
	Strategy
1.5: Has a target been set to increase the representation of women on this governing body?	No( <i>Select all that apply</i> )
	Governing body has gender balance (i.e. 40% women / 40% men / 20% either)

#### Statewide Independent Wholesalers 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.

#### Woolworths Format Development 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.

#### Vinpac International Pty. Limited

1: Does this organisation have a governing	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</i>
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body?	<i>to be entered again for subsidiary organisations even if it is reported in a different submission group.)</i>
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11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.
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#### Queensland Property Investments 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>
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11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.
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#### Woolstar 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>
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11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.
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#### Jack Butler & Staff 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>
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11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.
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#### Woolworths (South Australia) 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>
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11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.
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#### Hp Distribution 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.

#### *Philip Leong Stores 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.

#### *Woolworths Management 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.

#### *ENDEAVOUR GROUP 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.

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?

Yes(*Select all that apply*)

...Yes	Strategy
1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?	Yes( <i>Select all that apply</i> )  To achieve gender pay equity To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews) To implement and/or maintain a transparent and rigorous performance assessment process
...Yes	

2: Did your organisation receive JobKeeper payments?

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

1-Jan-2021

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)?

Yes(*Provide further details on the most recent gender remuneration gap analysis that was undertaken.*)

1.1: When was the most recent gender remuneration gap analysis undertaken?	Within the last 12 months
1.2: Did you take any actions as a result of your gender remuneration gap analysis?	Yes( <i>Select all that apply</i> )  Identified cause/s of the gaps Analysed commencement salaries by gender to ensure there are no pay gaps Analysed performance pay to ensure there is no gender bias (including unconscious bias) Analysed performance ratings to ensure there is no gender bias (including unconscious bias) Reported pay equity metrics (including gender pay gaps) to the governing body Reported pay equity metrics (including gender
1.2: Did you take any actions as a result of your gender remuneration gap analysis?	
.. Yes	

pay gaps) to the executive  
Trained people-managers in addressing gender bias (including unconscious bias)  
Corrected like-for-like gaps

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?

Yes(*Provide further details on the employee consultation process.*)

1.1: How did you consult employees?

Survey  
Consultative committee or group  
Focus groups  
Exit interviews

1.2: Who did you consult?

ALL staff

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*)

	Policy Strategy
...Yes	
...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	Yes
...Targets have been set for engagement in flexible work	No( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	At Woolworths Group, all team members are entitled to flexible working arrangements. Due to the large and dynamic nature of Woolworths, flexibility is not the same for every role and every team member.
...Targets have been set for men's engagement in flexible work	No( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	At Woolworths Group, all team members are entitled to flexible working arrangements. Due to the large and dynamic nature of Woolworths, flexibility is not the same for every role and every team member.
...Leaders are held accountable for improving workplace flexibility	Yes
...Manager training on flexible working is provided throughout the organisation	Yes
...Employee training is provided throughout the organisation	Yes
...Team-based training is provided throughout the organisation	Yes
...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	Other (provide details)
...Other (provide details)	Not applicable
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	Yes
...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
...Compressed working weeks	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
...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
...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	Formal 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
...Job sharing	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
...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	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
...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, ALL managers

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

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( <i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i> )
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption Surrogacy Stillbirth
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	Yes, on employer funded parental leave Yes, on government funded parental leave
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	12
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	71-80%
1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes( <i>Please indicate how employer funded paid parental leave is provided to the secondary carers.</i> )
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption Surrogacy Stillbirth
1.2.c: How do you pay employer funded paid parental leave to secondary carers?	Paying the employee's full salary

1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	Yes, on employer funded parental leave Yes, on government funded parental leave
1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?	2
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	70-80%

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

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

...Employer subsidised childcare	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at SOME worksites
...On-site childcare	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...Breastfeeding facilities	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at SOME worksites
...Childcare referral services	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at SOME worksites
...Internal support networks for parents	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
...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> )
...Information packs for new parents and/or those with elder care responsibilities	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
...Referral services to support employees with family and/or caring responsibilities	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
	Yes( <i>Please indicate the availability of this</i>

...Targeted communication mechanisms (e.g. intranet/forums)	<i>support mechanism.)</i>
...Yes	Available at ALL worksites
...Support in securing school holiday care	Yes( <i>Please indicate the availability of this support mechanism.)</i>
...Yes	Available at SOME worksites
...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	Other (provide details)
...Other (provide details)	Woolworths Group provides live coaching sessions, facilitated by our parental leave support partners Grace Papers. These sessions are open to all carers and they are able access sessions, such as Keeping in Touch etc.
...Parenting workshops targeting fathers	No( <i>You may specify why the above support mechanism is not available to your employees.)</i>
...No	Other (provide details)
...Other (provide details)	Woolworths Group provides live coaching sessions, facilitated by our parental leave support partners Grace Papers. These sessions are open to all carers and they are able access sessions, such as Keeping in Touch etc.
...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	Every one-to-two years

...All employees	Yes( <i>Please indicate how often is this training provided (select all that apply):</i> )
...Yes	Every one-to-two years

3: If your organisation would like to provide additional information relating to sex-based harassment and 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(*Select all that apply*)

...Yes	Policy
...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)	Yes
...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) | No(*Select all that apply*) |

3: 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	CEO, KMPs, and HOBs	1	0	1
			Managers	1,489	2,024	3,514
			Non-managers	229	240	470
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	11	6	17
			Non-managers	7	4	11
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	36	14	50
			Non-managers	27	31	58
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	23	13	37
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	2	4	6
			Managers	2,400	3,970	6,370
			Non-managers	5,111	5,529	10,641
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	1	1
			Managers	19	25	44
			Non-managers	78	72	150
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	220	155	375
			Non-managers	9,837	7,688	17,529
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	2	2
			Non-managers	111	79	190
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	96	80	176
			Non-managers	9,834	9,719	19,554
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	1	2
			Managers	325	452	777
			Non-managers	483	759	1,242
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	69	46	115
			Non-managers	136	103	239
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	21	23	44
			Non-managers	2,069	2,196	4,266
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	6	2	8
			Non-managers	18	7	25
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	169	164	333
			Non-managers	23,160	19,669	42,834

\* 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	CEO, KMPs, and HOBs	0	2	2
			Managers	257	472	729
			Non-managers	423	705	1,128
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	4	7	11
			Non-managers	22	15	37
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	46	49	95
			Non-managers	4,598	3,460	8,058
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	1	3
			Non-managers	33	32	65
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	80	68	148
			Non-managers	10,609	9,492	20,101
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	465	10	475
			Non-managers	673	15	688
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	101	0	101
			Non-managers	2,403	14	2,417
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	3	0	3
			Non-managers	496	3	499
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	6	323	329
			Non-managers	1	353	354
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	0	2	2
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	4	4
			Non-managers	2	268	270
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	2	2
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	14	0	14
			Non-managers	36	3	39
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	7	0	7
			Non-managers	146	6	152
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Gender X

## Workforce Management Statistics Table

\* Total employees includes Gender X

## Workforce Management Statistics Table

\* Total employees includes Gender X

## Workforce Management Statistics Table

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Food Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1
			Managers	1,481	1,995	3,477
			Non-managers	224	233	458
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	11	5	16
			Non-managers	7	4	11
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	36	14	50
			Non-managers	24	31	55
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	23	13	37
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	2	4	6
			Managers	2,383	3,923	6,306
			Non-managers	5,064	5,166	10,231
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	1	1
			Managers	19	25	44
			Non-managers	78	72	150
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	219	155	374
			Non-managers	9,793	7,570	17,367
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	2	2
			Non-managers	111	79	190
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	96	80	176
			Non-managers	9,833	9,704	19,538
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	1	2
			Managers	314	447	761
			Non-managers	465	683	1,148
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	69	45	114
			Non-managers	135	96	231
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	21	23	44
			Non-managers	2,002	1,932	3,935
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	6	2	8
			Non-managers	17	7	24
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	169	164	333
			Non-managers	23,073	19,339	42,417

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Food Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	2	2
			Managers	249	456	705
			Non-managers	409	632	1,041
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	4	7	11
			Non-managers	21	15	36
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	46	48	94
			Non-managers	4,572	3,377	7,949
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	1	3
			Non-managers	32	31	63
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	80	68	148
			Non-managers	10,567	9,338	19,905
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	462	9	471
			Non-managers	661	11	672
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	101	0	101
			Non-managers	2,390	11	2,401
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	3	0	3
			Non-managers	493	3	496
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	6	318	324
			Non-managers	1	306	307
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	4	4
			Non-managers	2	248	250
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	2	2
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Food Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	14	0	14
			Non-managers	36	3	39
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	7	0	7
			Non-managers	144	5	149
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Gender X

## Workforce Management Statistics Table

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\* Total employees includes Gender X

## Workforce Management Statistics Table

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Warehousing and Storage Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	7	24	31
			Non-managers	4	5	9
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	0	2
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	11	24	35
			Non-managers	26	216	242
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	44	118	162
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	15	16
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	11	5	16
			Non-managers	14	52	66
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	0	4	4
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	58	253	311
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	87	330	417

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Warehousing and Storage 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	CEO, KMPs, and HOBs	0	0	0
			Managers	8	13	21
			Non-managers	9	61	70
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	26	82	108
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	1	2
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	42	154	196
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	12	4	16
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	11	3	14
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	0	3
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	5	5
			Non-managers	0	43	43
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	20	20
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Warehousing and Storage Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	1	3
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Gender X

## Workforce Management Statistics Table

\* Total employees includes Gender X

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\* Total employees includes Gender X

## Workforce Management Statistics Table

\* Total employees includes Gender X

## Workforce Management Statistics Table

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Building Cleaning, Pest Control and Other Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	5	6
			Non-managers	1	2	3
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	6	23	29
			Non-managers	19	144	163
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	18	21
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	9	11	20
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Building Cleaning, Pest Control and Other Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	3	3
			Non-managers	4	9	13
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	0	2
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	2	2
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Building Cleaning, Pest Control and Other Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Repair and Maintenance

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	3	5
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	6	7
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	3	4
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Repair and Maintenance

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	3	4
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	2	2
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Repair and Maintenance

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Gender X

# 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	5,715	8,260	0	0	13,975
	Full-time contract	40	36	0	0	76
	Part-time permanent	284	51	0	0	335
	Part-time contract	4	0	0	0	4
	Casual	7	5	0	0	12
Professionals	Full-time permanent	1,436	1,727	19	9	3,191
	Full-time contract	95	76	3	1	175
	Part-time permanent	185	19	0	0	204
	Part-time contract	9	4	0	0	13
	Casual	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	189	1,851	45	105	2,190
	Full-time contract	2	2	1	3	8
	Part-time permanent	88	306	6	1	401
	Part-time contract	0	1	0	0	1
	Casual	18	152	1	1	172
Community And Personal Service Workers	Full-time permanent	5	0	0	0	5
	Part-time permanent	2	0	0	0	2
	Casual	5	0	0	0	5
Clerical And Administrative Workers	Full-time permanent	600	251	0	0	851
	Full-time contract	40	10	0	0	50
	Part-time permanent	341	78	0	0	419
	Part-time contract	2	0	0	0	2
	Casual	9	6	0	0	15
Sales Workers	Full-time permanent	9,251	6,555	0	0	15,806
	Full-time contract	26	26	0	0	52
	Part-time permanent	46,484	27,340	0	0	73,824
	Part-time contract	158	136	0	0	294
	Casual	31,976	26,472	0	0	58,448
Machinery Operators And Drivers	Full-time permanent	411	3,234	0	0	3,645
	Full-time contract	1	6	0	0	7
	Part-time permanent	488	2,018	0	0	2,506
	Part-time contract	0	13	0	0	13
	Casual	229	1,044	0	0	1,273
Labourers	Full-time permanent	234	727	0	0	961
	Full-time contract	0	2	0	0	2
	Part-time permanent	113	287	0	0	400
	Part-time contract	1	0	0	0	1
	Casual	227	202	0	0	429

\* 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	0	1	1
KMP/HOB	-1	Full-time permanent	1	1	2
HOB	-1	Full-time permanent	2	4	6
	-2	Full-time permanent	2	7	9
GM	-1	Full-time permanent	2	7	9
	-2	Full-time permanent	23	55	78
		Full-time contract	1	0	1
		Part-time permanent	1	0	1
	-3	Full-time permanent	21	45	66
		Full-time contract	0	2	2
	-4	Full-time permanent	1	3	4
		Part-time permanent	1	0	1
	-5	Part-time permanent	1	0	1
SM	-6	Full-time permanent	0	1	1
	-1	Full-time permanent	0	1	1
	-2	Full-time permanent	11	13	24
		Part-time permanent	1	0	1
	-3	Full-time permanent	125	183	308
		Full-time contract	3	1	4
		Part-time permanent	8	1	9
		Part-time contract	1	0	1
	-4	Full-time permanent	145	272	417
		Full-time contract	3	0	3
OM		Part-time permanent	15	2	17
	-5	Full-time permanent	99	220	319
		Full-time contract	2	6	8
		Part-time permanent	10	3	13
	-6	Full-time permanent	1	7	8
	-7	Part-time permanent	1	0	1
	-8	Part-time contract	1	0	1
	-2	Full-time permanent	0	5	5
		Part-time permanent	2	0	2
	-3	Full-time permanent	53	59	112
HR		Full-time contract	3	1	4
		Part-time permanent	11	0	11
	-4	Full-time permanent	254	421	675
		Full-time contract	10	9	19
		Part-time permanent	27	0	27
		Part-time contract	2	0	2
	-5	Full-time permanent	370	573	943
		Full-time contract	7	7	14
		Part-time permanent	29	1	30
	-6	Full-time permanent	1,009	2,174	3,183
IT		Full-time contract	10	9	19
		Part-time permanent	51	13	64
	-7	Full-time permanent	2,909	2,981	5,890
		Full-time contract	1	0	1
		Part-time permanent	97	21	118
		Casual	7	4	11
	-8	Full-time permanent	564	819	1,383
		Full-time contract	0	1	1
		Part-time permanent	20	10	30
		Casual	0	1	1
R&D	-9	Full-time permanent	123	406	529
		Part-time permanent	9	0	9
	-10	Full-time permanent	0	1	1

\* Total employees includes Gender X

## Workplace Profile Table

\* 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

\* Total employees includes Gender X

# Workplace Profile Table

Industry: Food Retailing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	5,695	8,153	0	0	13,848
	Full-time contract	40	36	0	0	76
	Part-time permanent	282	51	0	0	333
	Part-time contract	4	0	0	0	4
	Casual	7	5	0	0	12
Professionals	Full-time permanent	1,434	1,701	19	9	3,163
	Full-time contract	95	75	3	1	174
	Part-time permanent	180	19	0	0	199
	Part-time contract	9	4	0	0	13
	Casual	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	189	1,660	40	97	1,986
	Full-time contract	2	2	0	0	4
	Part-time permanent	88	305	6	1	400
	Part-time contract	0	1	0	0	1
	Casual	18	152	1	1	172
Community And Personal Service Workers	Full-time permanent	5	0	0	0	5
	Part-time permanent	2	0	0	0	2
	Casual	5	0	0	0	5
Clerical And Administrative Workers	Full-time permanent	596	226	0	0	822
	Full-time contract	39	10	0	0	49
	Part-time permanent	331	76	0	0	407
	Part-time contract	2	0	0	0	2
	Casual	9	6	0	0	15
Sales Workers	Full-time permanent	9,250	6,553	0	0	15,803
	Full-time contract	26	26	0	0	52
	Part-time permanent	46,484	27,340	0	0	73,824
	Part-time contract	158	136	0	0	294
	Casual	31,976	26,472	0	0	58,448
Machinery Operators And Drivers	Full-time permanent	141	1,293	0	0	1,434
	Full-time contract	0	5	0	0	5
	Part-time permanent	177	853	0	0	1,030
	Part-time contract	0	8	0	0	8
	Casual	127	571	0	0	698
Labourers	Full-time permanent	200	616	0	0	816
	Full-time contract	0	2	0	0	2
	Part-time permanent	110	286	0	0	396
	Part-time contract	1	0	0	0	1
	Casual	226	199	0	0	425

\* 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 Retailing

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	0	1	1
KMP/HOB	-1	Full-time permanent	1	1	2
HOB	-1	Full-time permanent	2	4	6
	-2	Full-time permanent	2	7	9
GM	-1	Full-time permanent	2	7	9
	-2	Full-time permanent	23	55	78
		Full-time contract	1	0	1
		Part-time permanent	1	0	1
	-3	Full-time permanent	21	45	66
		Full-time contract	0	2	2
	-4	Full-time permanent	1	3	4
		Part-time permanent	1	0	1
	-5	Part-time permanent	1	0	1
SM	-6	Full-time permanent	0	1	1
	-1	Full-time permanent	0	1	1
	-2	Full-time permanent	11	13	24
		Part-time permanent	1	0	1
	-3	Full-time permanent	125	183	308
		Full-time contract	3	1	4
		Part-time permanent	8	1	9
		Part-time contract	1	0	1
	-4	Full-time permanent	145	269	414
		Full-time contract	3	0	3
OM		Part-time permanent	15	2	17
	-5	Full-time permanent	99	220	319
		Full-time contract	2	6	8
		Part-time permanent	10	3	13
	-6	Full-time permanent	1	7	8
	-7	Part-time permanent	1	0	1
	-8	Part-time contract	1	0	1
	-2	Full-time permanent	0	5	5
		Part-time permanent	2	0	2
	-3	Full-time permanent	53	59	112
HR		Full-time contract	3	1	4
		Part-time permanent	11	0	11
	-4	Full-time permanent	254	418	672
		Full-time contract	10	9	19
		Part-time permanent	27	0	27
		Part-time contract	2	0	2
	-5	Full-time permanent	368	558	926
		Full-time contract	7	7	14
		Part-time permanent	29	1	30
	-6	Full-time permanent	996	2,129	3,125
Other		Full-time contract	10	9	19
		Part-time permanent	51	13	64
	-7	Full-time permanent	2,904	2,940	5,844
		Full-time contract	1	0	1
		Part-time permanent	95	21	116
		Casual	7	4	11
	-8	Full-time permanent	564	819	1,383
		Full-time contract	0	1	1
		Part-time permanent	20	10	30
		Casual	0	1	1
Other	-9	Full-time permanent	123	406	529
		Part-time permanent	9	0	9
Other	-10	Full-time permanent	0	1	1

\* Total employees includes Gender X

## Workplace Profile Table

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

\*\* Total employees includes Gender X

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\*\* Total employees includes Gender X

## Workplace Profile Table

\* Total employees includes Gender X

# Workplace Profile Table

Industry: Warehousing and Storage 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	55	0	0	70
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	2	17	0	0	19
	Part-time permanent	5	0	0	0	5
Technicians And Trades Workers	Full-time permanent	0	20	0	0	20
	Part-time permanent	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	4	18	0	0	22
	Full-time contract	1	0	0	0	1
	Part-time permanent	7	2	0	0	9
Sales Workers	Full-time permanent	1	2	0	0	3
Machinery Operators And Drivers	Full-time permanent	259	1,874	0	0	2,133
	Full-time contract	1	1	0	0	2
	Part-time permanent	311	1,165	0	0	1,476
	Part-time contract	0	5	0	0	5
	Casual	101	473	0	0	574

\* 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: Warehousing and Storage Services

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
OM	-4	Full-time permanent	0	3	3
	-5	Full-time permanent	2	6	8
	-6	Full-time permanent	13	38	51
	-7	Full-time permanent	0	8	8
		Part-time permanent	1	0	1
		Temporary	0	0	0
		Other	0	0	0

\* Total employees includes Gender X

## Workplace Profile Table

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

\*\* Total employees includes Gender X

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\* 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

\* Total employees includes Gender X

# Workplace Profile Table

Industry: Building Cleaning, Pest Control and Other Support Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	5	41	0	0	46
	Part-time permanent	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	0	18	0	0	18
Clerical And Administrative Workers	Part-time permanent	2	0	0	0	2
Machinery Operators And Drivers	Full-time permanent	11	67	0	0	78
	Casual	1	0	0	0	1
Labourers	Full-time permanent	34	111	0	0	145
	Part-time permanent	3	1	0	0	4
	Casual	1	3	0	0	4

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

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
OM	-5	Full-time permanent	0	1	1
	-6	Full-time permanent	0	7	7
	-7	Full-time permanent	5	33	38
		Part-time permanent	1	0	1

\* Total employees includes Gender X

# Workplace Profile Table

Industry: Repair and Maintenance

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	0	11	0	0	11
Professionals	Full-time permanent	0	9	0	0	9
	Full-time contract	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	0	153	5	8	166
	Full-time contract	0	0	1	3	4
Clerical And Administrative Workers	Full-time permanent	0	7	0	0	7
	Part-time permanent	1	0	0	0	1

\* 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: Repair and Maintenance

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
SM	-4	Full-time permanent	0	3	3
OM	-5	Full-time permanent	0	8	8

\* Total employees includes Gender X

### *Attachment B*

Part-Time Workforce Overall (operational team)		Date range: 1 December 2021 - 30 November 2022																
Average Weekly Contracted Hours	Gender	Age Bracket																
		Female		Male														
Position Group	18 - 25 Years Old	31 - 45 Years Old	Less than 18 Years Old	Over 45 Years Old	18 - 25 Years Old	31 - 45 Years Old	Less than 18 Years Old	Over 45 Years Old	18 - 25 Years Old	31 - 45 Years Old	Less than 18 Years Old	Over 45 Years Old	18 - 25 Years Old	31 - 45 Years Old	Less than 18 Years Old	Over 45 Years Old	Grand Total	
Assistant Department Manager	2911	3993.9	0	2806.9	3376.9	1240.2	3.6	480	0.7									14813.1
Assistant Store Manager	67.9	527.6		75.1		15.4			61.2									747.1
Department Manager	410.2	1537.9		1060.1	748.3	236.1			253.8		6.3		0.6					4253.1
Store Manager	22.2	329.2		104.7	23	33.1			38.8									530.1
Team Member	268399.8	240390.2	11950.3	359926.5	266580.5	112663.7	11662.8	65529	3329.1	859.4	217.4	400	1341908.1					
<b>Grand Total</b>	<b>271811.1</b>	<b>246778.8</b>	<b>11950.3</b>	<b>363973.3</b>	<b>270708</b>	<b>114188.5</b>	<b>11666.4</b>	<b>66362.8</b>	<b>3336.1</b>	<b>860</b>	<b>217.4</b>	<b>400</b>	<b>1362252.1</b>					
Avg Weekly Hours Worked		Age Bracket																Grand Total
Position Group	Gender	Female		Male														Grand Total
		18 - 25 Years Old		31 - 45 Years Old		Less than 18 Years Old		Over 45 Years Old		18 - 25 Years Old		31 - 45 Years Old		Less than 18 Years Old		Over 45 Years Old		
Assistant Department Manager	5386	5445.1	1.1	3914.1	6409.1	2096.2		341	779.4	16.2								24081.1
Assistant Store Manager	21.9	427		59.5		13			46.1									567.1
Department Manager	853.9	1997.8		1686.9	1191.6	432.6			308.1	16.4	12.7							6500.1
Store Manager	20.4	298		87.3	23	28.7			28.8									465.1
Team Member	281716.4	213813.5	13605.9	319049.1	298147.4	105999.1	133899	59837.6	3904.3	796.4	247.8	371.5	1310878.1					
<b>Grand Total</b>	<b>287998.6</b>	<b>221981.4</b>	<b>13607</b>	<b>324796.9</b>	<b>305750.4</b>	<b>108569.6</b>	<b>13424</b>	<b>61000</b>	<b>3936.9</b>	<b>809.1</b>	<b>247.8</b>	<b>371.5</b>	<b>1342493.1</b>					

<u>Most Common In-Store Shift Lengths</u>		Includes: Woolworths Supermarket, CFCs, Big W Operations, and Metro.													
		5 hours	8 hours	5 hours	5 hours	Hours worked data is from 1 Dec 2021 - 30 Nov 2022									
Most common shift length for the group (in-store) overall:		5 hours	8 hours	5 hours	5 hours										
Most common shift length for full time:		8 hours													
Most common shift length for part time:		5 hours													
Most common shift length for casuals:		5 hours													
												* Other gender category includes gender diverse team and team who did not nominate or disclose gender			
<b>Supermarkets' Most Common Shift (across FT, PT &amp; casual)</b>	<b>Gender</b>	<b>Age Bracket</b>													
		<b>Female</b>										<b>Male</b>		<b>Other</b>	
<b>Position Group</b>		<b>18 - 25 Years Old</b>	<b>31 - 45 Years Old</b>	<b>Less than 18 Years Old</b>	<b>Over 45 Years Old</b>	<b>18 - 25 Years Old</b>	<b>31 - 45 Years Old</b>	<b>Less than 18 Years Old</b>	<b>Over 45 Years Old</b>	<b>18 - 25 Years Old</b>	<b>31 - 45 Years Old</b>	<b>Less than 18 Years Old</b>	<b>Over 45 Years Old</b>		
Assistant Department Manager		8	8	3	8	8	8	8	8	8	8	8	9		
Assistant Store Manager		8	8			8	8	8		8	5.52				
Department Manager		8	8			8	8	8	5	8	8	8	8		
Store Manager		8	8			8	8	8		8					
Team Member		5	5	3	5		5	3	5	5	5	3	5		
<b>CFCs Most Common Shift (across FT, PT &amp; casual)</b>	<b>Gender</b>	<b>Age Bracket</b>													
		<b>Female</b>										<b>Male</b>		<b>Other</b>	
<b>Position Group</b>		<b>18 - 25 Years Old</b>	<b>31 - 45 Years Old</b>	<b>Less than 18 Years Old</b>	<b>Over 45 Years Old</b>	<b>18 - 25 Years Old</b>	<b>31 - 45 Years Old</b>	<b>Less than 18 Years Old</b>	<b>Over 45 Years Old</b>	<b>18 - 25 Years Old</b>	<b>31 - 45 Years Old</b>	<b>Less than 18 Years Old</b>	<b>Over 45 Years Old</b>		
Assistant Store Manager		8	8			8	8	8		8					
Department Manager		8	8			8	8	8		8	7.98				
Store Manager		8	8			8	8	8		8					
Team Member		5	5	3	5	5	5	5	3	5	5	3	7.5		
<b>Metro Stores Most Common Shift (across FT, PT &amp; Casual)</b>	<b>Gender</b>	<b>Age Bracket</b>													
		<b>Female</b>										<b>Male</b>		<b>Other</b>	
<b>Position Group</b>		<b>18 - 25 Years Old</b>	<b>31 - 45 Years Old</b>	<b>Less than 18 Years Old</b>	<b>Over 45 Years Old</b>	<b>18 - 25 Years Old</b>	<b>31 - 45 Years Old</b>	<b>Less than 18 Years Old</b>	<b>Over 45 Years Old</b>	<b>18 - 25 Years Old</b>	<b>31 - 45 Years Old</b>	<b>Less than 18 Years Old</b>	<b>Over 45 Years Old</b>		
Assistant Department Manager		8	7.5			8	8	8	7.75	8		8			
Assistant Store Manager		8	8			8	8	8		8		8			
Department Manager		8	8			8	8	8		8		4			
Store Manager		8	8			8	8	8		8					
Team Member		5	5	5	5	5	5	5	5	5	5	5			
<b>Big W Most Common Shift (across FT, PT &amp; casual)</b>	<b>Gender</b>	<b>Age Bracket</b>													
		<b>Female</b>										<b>Male</b>		<b>Other</b>	
<b>Position Group</b>		<b>18 - 25 Years Old</b>	<b>31 - 45 Years Old</b>	<b>Less than 18 Years Old</b>	<b>Over 45 Years Old</b>	<b>18 - 25 Years Old</b>	<b>31 - 45 Years Old</b>	<b>Less than 18 Years Old</b>	<b>Over 45 Years Old</b>	<b>18 - 25 Years Old</b>	<b>31 - 45 Years Old</b>	<b>Less than 18 Years Old</b>	<b>Over 45 Years Old</b>		
Assistant Department Manager		8	8	3	8	8	8	8	8	8	8	8	9		
Assistant Store Manager		8	8			8	8	8		8	5.52				
Department Manager		8	8			8	8	8	5	8	8	8	8		
Store Manager		8	8			8	8	8		8					
Team Member		5	5	3	5	5	5	5	3	5	5	3	5		

<b>In-Store Parental Leave</b>		<i>Includes: Woolworths Supermarket, CFCs, Big W Operations, and Metro.</i>					<b>Last 12 months is from Dec 2021 - Nov 2022</b>	
<b>No. of team members who returned from parental leave in the last 12 months:</b>					<b>2364</b>			
<b>BIG W Operations</b>	<b>234</b>							
CFCs	37							
Metro	67							
<b>Woolworths Stores</b>	<b>2026</b>							
<b>No. of team members who returned from Parental leave in the last 12 months to the same role:</b>					<b>2266</b>	<b>95.85%</b>		
<b>BIG W Operations</b>	<b>223</b>							
CFCs	36							
Metro	62							
<b>Woolworths Supers</b>	<b>1945</b>							
<b>No. of Employees who came back from Parental leave to the same role &amp; had the same (within 5 hour margin) or more average working hours:</b>					<b>2049</b>	<b>90.42%</b>		
<b>BIG W Operations</b>	<b>196</b>	<b>87.89%</b>						
CFCs	30	83.33%						
Metro	53	85.48%						
<b>Woolworths Supers</b>	<b>1770</b>	<b>91.00%</b>						