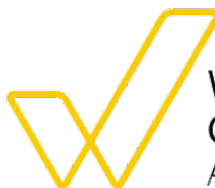




Australian Government



Workplace  
Gender Equality  
Agency



# 2022 - 23 Gender Equality Reporting

## Submitted By:

Autocare Services Pty Ltd 67004497607

Bapsh Pty Limited 54605702618

Linx Logistics Pty Ltd 80003658937

Linx Executive Services Pty Ltd 28600151933

C3 Australia Pty Ltd 49145302629

Linx Portlink Pty Ltd 80072506891

Linx Cargo Care Pty Ltd 95123685183

# #Workplace Overview

## Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

**Recruitment:** No

Insufficient resources/expertise

**Retention:** No

Insufficient resources/expertise

**Performance management processes:** No

Insufficient resources/expertise

**Promotions:** No.

Insufficient resources/expertise

**Talent identification/identification of high potentials:** YesStrategy

**Succession planning:** Yes

Strategy

**Training and development:** No

Insufficient resources/expertise

**Key performance indicators for managers relating to gender equality:**

NoInsufficient resources/expertise

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

YesPolicy

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

LINX&#39;s Equal Employment Opportunity Policy supports equality overall, including gender equality.

## Governing Bodies

Date Created: 12-07-2023

**Organisation:** Autocare Services Pty Ltd**1.Name of the governing body:** Board of Directors - Autocare**2.Type of the governing body:** Board of Directors**3.Specified governing body type:****Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 0	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy:** No**Selected value:** Not a priority**6. Target set to increase the representation of women:** No**6.1 Percentage (%) of target:****6.2 Year of target to be reached:****Selected value:**

Not a priority

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Not a priority**Organisation:** Bapsh Pty Limited**1.Name of the governing body:** LINX Cargo Care Group Board**2.Type of the governing body:** Board of Directors**3.Specified governing body type:****Number of governing body chair and member by gender:**

<b>Chair</b>
--------------

Date Created: 12-07-2023

	Female (F)	Male (M)	Non-Binary
	0	1	0
<b>Member</b>			
	Female (F)	Male (M)	Non-Binary
	1	2	0

**4. Formal section policy and/or strategy:** No

**Selected value:** Not a priority

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Not a priority

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Not a priority

**Organisation:** Linx Logistics Pty Ltd

**1. Name of the governing body:** N/A

**2. Type of the governing body:** Other governing body/authority

**3. Specified governing body type:** LINX Logistics Pty Ltd, LINX Executive Services Pty Ltd, LINX Portlink Pty Ltd, Autocare Services Pty Ltd and C3 Australia Pty Ltd are subsidiaries within the LINX CCG

**Number of governing body chair and member by gender:**

<b>Chair</b>			
	Female (F)	Male (M)	Non-Binary
	0	0	0
<b>Member</b>			
	Female (F)	Male (M)	Non-Binary
	0	0	0

**4. Formal section policy and/or strategy: No**

Selected value:

**6. Target set to increase the representation of women: No****6.1 Percentage (%) of target:****6.2 Year of target to be reached:**

Selected value:

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

Selected value:

**Organisation:** Linx Executive Services Pty Ltd**1. Name of the governing body:** N/A**2. Type of the governing body:** Other governing body/authority**3. Specified governing body type:** LINX Logistics Pty Ltd, LINX Executive Services Pty Ltd, LINX Portlink Pty Ltd, Autocare Services Pty Ltd and C3 Australia Pty Ltd are subsidiaries within the LINX CCG**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	0	0
Member	Female (F)	Male (M)	Non-Binary
	0	0	0

**4. Formal section policy and/or strategy: No**

Selected value:

**6. Target set to increase the representation of women: No****6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:**

**Organisation:** C3 Australia Pty Ltd

**1.Name of the governing body:** N/A

**2.Type of the governing body:** Other governing body/authority

**3.Specified governing body type:** LINX Logistics Pty Ltd, LINX Executive Services Pty Ltd, LINX Portlink Pty Ltd, Autocare Services Pty Ltd and C3 Australia Pty Ltd are subsidiaries within the LINX CCG

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	0	0
Member	Female (F)	Male (M)	Non-Binary
	0	0	0

**4.Formal section policy and/or strategy:** No

**Selected value:**

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Date Created: 12-07-2023

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

Selected value:

**Organisation:** Linx Portlink Pty Ltd**1.Name of the governing body:** N/A**2.Type of the governing body:** Other governing body/authority**3.Specified governing body type:** LINX Logistics Pty Ltd, LINX Executive Services Pty Ltd, LINX Portlink Pty Ltd, Autocare Services Pty Ltd and C3 Australia Pty Ltd are subsidiaries within the LINX CCG**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	0	0
Member	Female (F)	Male (M)	Non-Binary
	0	0	0

**4.Formal section policy and/or strategy:** No

Selected value:

**6. Target set to increase the representation of women:** No**6.1 Percentage (%) of target:****6.2 Year of target to be reached:**

Selected value:

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

Selected value:

**Organisation:** Linx Cargo Care Pty Ltd



Date Created: 12-07-2023

**1.Name of the governing body:** N/A**2.Type of the governing body:** Other governing body/authority

**3.Specified governing body type:** LINX Logistics Pty Ltd, LINX Executive Services Pty Ltd, LINX Portlink Pty Ltd, Autocare Services Pty Ltd and C3 Australia Pty Ltd are subsidiaries within the LINX CCG

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	0	0
Member	Female (F)	Male (M)	Non-Binary
	0	0	0

**4.Formal section policy and/or strategy:** No

Selected value:

**6. Target set to increase the representation of women:** No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

Selected value:

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

Director appointment is a matter for BAPSH Pty Ltd shareholders and is outside of the control of BAPSH Pty Ltd. Other entities listed are subsidiaries within the LINX Cargo Care Group which is overseen by the LINX Cargo Care Group Board.

# #Action on gender equality

# Gender Pay Gaps

1. Do you have a formal policy and/or formal strategy on remuneration generally?

Yes

Strategy

- 1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

No Insufficient resources/expertise; Salaries set by awards/industrial or workplace agreements; Non-award employees paid market rate

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

31/03/2023

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

# Employer action on pay equality

1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

No

Salaries for SOME employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (for example because pay increases can occur with some discretion such as performance assessments)Insufficient resources/expertise; Non-award employees paid market rateSalaries for SOME employees (including managers) are set by awards or industrial agreements and there is NO room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)

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?

NoInsufficient resources/expertise

Date Created: 12-07-2023

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?  
No  
Insufficient resources/expertise
3. On what date did your organisation share your last year's public reports with employees and shareholders?  
Employees:  
Yes  
Date:10/06/2022  
  
Shareholder:  
Yes  
Date:10/06/2022
4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?  
No
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
  - 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

**Employees are surveyed on whether they have sufficient flexibility**

No

**Employee training is provided throughout the organisation**

No

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

No

Insufficient resources/expertise

**Flexible working is promoted throughout the organisation**

No

**Targets have been set for engagement in flexible work**

No

Not a priority

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

No

Insufficient resources/expertise

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

No

Insufficient resources/expertise

**Leaders are held accountable for improving workplace flexibility**

No

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

No

Insufficient resources/expertise

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

No

**Team-based training is provided throughout the organisation**

No

Insufficient resources/expertise

**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

**Compressed working weeks:** No

**Flexible hours of work:** Yes

SAME options for women and men Formal options are available

**Job sharing:** No

**Part-time work:** Yes

SAME options for women and men Formal options are available

**Purchased leave:** Yes

SAME options for women and men Formal options are available

**Remote working/working from home:** Yes

SAME options for women and men

**Time-in-lieu:** No

**Unpaid leave:** Yes

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

**5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

Yes, women and men

7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

# #Employee Support

## Paid Parental leave

1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave using the primary/secondary carer definition

- 1.1. Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?

Yes

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

All, regardless of gender

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

Birth; Adoption; 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

- 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%

- 1.1.g. Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?

Yes

How long is the qualifying period (in months)?

52

- 1.1.h. Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?

Yes

Within 12 months

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

Yes

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

All, regardless of gender

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

Birth; Adoption; Stillbirth

**1.2.c. How do you pay employer funded paid parental leave to Secondary carers?**

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

**1.2.e. How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?**

1

**1.2.f. What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?**

71-80%

**1.2.g. Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?**

Yes

How long is the qualifying period (in months)?

52

**1.2.h. Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?**

Yes

Within 12 months

**2. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.**

30-40% of employees have different parental leave terms - 6 weeks paid PL (plus 1 week for each extra service year up to 12 weeks) for the newborn's mother (employee) and 1 week paid PL for the non-birth newborn parent (employee) after 12 months service.

# Support for carers

1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes

Policy

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

- 2.1. Employer subsidised childcare

No

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

No

- 2.3. Breastfeeding facilities

No

- 2.4. Childcare referral services

No

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

No

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

No

- 2.7. Internal support networks for parents

No

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

No

- 2.9. Parenting workshops targeting fathers

No

- 2.10. Parenting workshops targeting mothers

No



**2.11. Referral services to support employees with family and/or caring responsibilities**

No

**2.12. Support in securing school holiday care**

No

**2.13. On-site childcare**

No

**2.14. Other details: No**

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

## **Sexual harassment, harassment on the grounds of sex or discrimination**

- 1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?**

Yes

Policy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?**

- 2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**

**All Managers:**

Yes

Varies across business units

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

## Family or domestic violence

1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy

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

Provision of financial support (e.g. advance bonus payment or advanced pay)

No

Date Created: 12-07-2023

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

**Access to medical services (e.g. doctor or nurse)**

No

**Training of key personnel**

No

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

No

**Workplace safety planning**

No

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

Yes

**Is the leave period unlimited?**

No

**How many days are provided?**

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

No

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

Yes

Date Created: 12-07-2023

**Is the leave period unlimited?**

Yes

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

Yes

**Other: No**

**Provide Details:**

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

# Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0		0
			Managers	2	7	9
			Non-managers	5	72	77
	Part-time	Permanent	Non-managers	6	25	31
	N/A	Casual	Non-managers	1	20	21
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	1	7	8
			Non-managers	6	101	107
		Fixed-Term Contract	Non-managers		2	2
	Part-time	Permanent	Non-managers	9	67	76
	N/A	Casual	Non-managers	1	7	8
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	3	11	14
			Non-managers	27	215	242
		Fixed-Term Contract	Managers	1	1	2
			Non-managers	2	7	9
	Part-time	Permanent	Non-managers	2	2	4
		Fixed-Term Contract	Non-managers	1		1
	N/A	Casual	Non-managers	20	137	157

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	4	14	18
			Non-managers	29	210	239
		Fixed-Term Contract	Managers	1		1
			Non-managers	2	3	5
	Part-time	Permanent	Non-managers	8	14	22
	N/A	Casual	Non-managers	5	30	35
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	2	1	3
			Non-managers	7		7
	Part-time	Permanent	Non-managers	3	1	4
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		6	6
			Non-managers		14	14
	Part-time	Permanent	Non-managers		3	3
	N/A	Casual	Non-managers		1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Transport Support 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	Managers	1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Agriculture, Forestry and Fishing 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
			Managers		1	1
			Non-managers	1	29	30
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers		2	2
			Non-managers		20	20
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers		3	3
			Non-managers	17	129	146
	Part-time	Permanent	Non-managers	2	1	3
	N/A	Casual	Non-managers	1	5	6

\* Total employees includes Non-binary



# Workforce Management Statistics Table

Industry: Agriculture, Forestry and Fishing 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	Managers		5	5
			Non-managers	13	99	112
	Part-time	Permanent	Non-managers	2		2
	N/A	Casual	Non-managers		1	1
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Part-time	Permanent	Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		6	6

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Road Transport

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
			Managers	2	1	3
			Non-managers	2	41	43
	Part-time	Permanent	Non-managers	5	25	30
	N/A	Casual	Non-managers	1	20	21
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers		1	1
			Non-managers	5	77	82
		Fixed-Term Contract	Non-managers		1	1
	Part-time	Permanent	Non-managers	8	67	75
	N/A	Casual	Non-managers	1	7	8
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	2	2	4
			Non-managers	4	72	76
		Fixed-Term Contract	Managers		1	1
			Non-managers		6	6
	Part-time	Permanent	Non-managers		1	1
	N/A	Casual	Non-managers	19	132	151

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Road Transport

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	1	1	2
			Non-managers	7	97	104
		Fixed-Term Contract	Non-managers		3	3
	Part-time	Permanent	Non-managers	2	14	16
	N/A	Casual	Non-managers	5	29	34
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1
			Non-managers	2		2
	Part-time	Permanent	Non-managers	1	1	2
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1
			Non-managers		6	6
	Part-time	Permanent	Non-managers		3	3
	N/A	Casual	Non-managers		1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Transport 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
			Managers		5	5
			Non-managers	2	2	4
	Part-time	Permanent	Non-managers	1		1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	1	4	5
			Non-managers	1	4	5
		Fixed-Term Contract	Non-managers		1	1
	Part-time	Permanent	Non-managers	1		1
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	1	6	7
			Non-managers	6	14	20
		Fixed-Term Contract	Managers	1		1
			Non-managers	2	1	3
	Part-time	Fixed-Term Contract	Non-managers	1		1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Transport 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	Managers	3	8	11
			Non-managers	9	14	23
		Fixed-Term Contract	Managers	1		1
			Non-managers	2		2
	Part-time	Permanent	Non-managers	4		4
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	2		2
			Non-managers	5		5
	Part-time	Permanent	Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		5	5
			Non-managers		2	2

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Transport Support 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	Managers	1	1

\* Total employees includes Non-binary



# Workforce Management Statistics Table

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: All Industries

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	33	109	0	0	142
	Full-time contract	0	1	0	0	1
Professionals	Full-time permanent	29	41	0	0	70
	Full-time contract	1	1	0	0	2
	Part-time permanent	0	3	0	0	3
Technicians And Trades Workers	Full-time permanent	0	48	0	0	48
Clerical And Administrative Workers	Full-time permanent	40	37	0	0	77
	Part-time permanent	13	3	0	0	16
Machinery Operators And Drivers	Full-time permanent	21	398	0	0	419
	Full-time contract	1	5	0	0	6
	Part-time permanent	0	2	0	0	2
	Casual	2	20	0	0	22
Labourers	Full-time permanent	23	150	0	0	173
	Part-time permanent	22	222	0	0	244
	Casual	63	360	0	0	423
Other	Full-time permanent	3	74	0	0	77
	Part-time permanent	0	2	0	0	2
	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 Non-binary

# Workplace Profile Table

Industry: All Industries

		No. of employees		
Manager category	Employment status	F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	3	4	7
GM	Full-time permanent	0	7	7
	Full-time contract	0	1	1
SM	Full-time permanent	6	16	22
OM	Full-time permanent	24	81	105

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Agriculture, Forestry and Fishing 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	3	18	0	0	21
Professionals	Full-time permanent	0	2	0	0	2
Technicians And Trades Workers	Full-time permanent	0	17	0	0	17
Clerical And Administrative Workers	Full-time permanent	1	0	0	0	1
	Part-time permanent	4	0	0	0	4
Machinery Operators And Drivers	Full-time permanent	15	140	0	0	155
	Part-time permanent	0	1	0	0	1
	Casual	1	5	0	0	6
Labourers	Full-time permanent	0	3	0	0	3
	Part-time permanent	1	0	0	0	1
	Casual	0	3	0	0	3
Other	Full-time permanent	0	3	0	0	3

\* 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: Agriculture, Forestry and Fishing Support Services

		No. of employees		
Manager category	Employment status	F	M	Total*
GM	Full-time permanent	0	1	1
SM	Full-time permanent	1	2	3
OM	Full-time permanent	2	15	17

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Road Transport

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	18	68	0	0	86
	Full-time contract	0	1	0	0	1
Professionals	Full-time permanent	14	19	0	0	33
	Full-time contract	1	0	0	0	1
	Part-time permanent	0	2	0	0	2
Technicians And Trades Workers	Full-time permanent	0	31	0	0	31
Clerical And Administrative Workers	Full-time permanent	31	36	0	0	67
	Part-time permanent	9	3	0	0	12
Machinery Operators And Drivers	Full-time permanent	6	258	0	0	264
	Full-time contract	1	5	0	0	6
	Part-time permanent	0	1	0	0	1
	Casual	1	15	0	0	16
Labourers	Full-time permanent	23	147	0	0	170
	Part-time permanent	21	222	0	0	243
	Casual	63	357	0	0	420
Other	Full-time permanent	3	71	0	0	74
	Part-time permanent	0	2	0	0	2
	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 Non-binary



# Workplace Profile Table

Industry: Road Transport

		No. of employees		
Manager category	Employment status	F	M	Total*
GM	Full-time permanent	0	3	3
	Full-time contract	0	1	1
SM	Full-time permanent	5	9	14
OM	Full-time permanent	13	56	69

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Transport 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	12	23	0	0	35
Professionals	Full-time permanent	15	20	0	0	35
	Full-time contract	0	1	0	0	1
	Part-time permanent	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	8	1	0	0	9

\* 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: Transport Support Services

		No. of employees		
Manager category	Employment status	F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	3	4	7
GM	Full-time permanent	0	3	3
SM	Full-time permanent	0	5	5
OM	Full-time permanent	9	10	19

\* Total employees includes Non-binary

# Workplace Profile Table

\* 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

\* Total employees includes Non-binary