

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Employer: Spotless Services Australia Limited
Employee count: 1,730
Primary industry:
Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	0	1	0	0	1
	Part-time permanent	2	0	0	0	2
Professionals	Full-time permanent	1	1	0	0	2
	Full-time contract	3	0	0	0	3
	Part-time permanent	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	7	7	0	0	14
	Full-time contract	2	4	0	1	6
	Part-time permanent	1	0	0	0	1
	Part-time contract	2	0	0	0	2
	Casual	32	30	0	0	62
Community And Personal Service Workers	Full-time permanent	84	88	0	0	172
	Full-time contract	78	85	0	0	163
	Part-time permanent	53	58	0	0	112
	Part-time contract	72	41	0	0	113
	Casual	292	186	0	0	478
Clerical And Administrative Workers	Full-time permanent	14	4	0	0	18
	Full-time contract	6	2	0	0	8
	Part-time permanent	5	1	0	0	6
	Part-time contract	4	4	0	0	8
	Casual	3	4	0	0	7
Machinery Operators And Drivers	Full-time permanent	8	23	0	0	31
	Full-time contract	5	18	0	0	23
	Part-time permanent	5	7	0	0	12
	Part-time contract	3	4	0	0	7
	Casual	0	10	0	0	10
Labourers	Full-time permanent	83	42	0	0	125
	Full-time contract	63	56	0	0	119
	Part-time permanent	24	27	0	0	51
	Part-time contract	30	27	0	0	57
	Casual	51	65	0	0	116

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
OM	Full-time permanent	0	1	0	0	1
	Part-time permanent	2	0	0	0	2

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					4	2	6
Part-time	Permanent						2	2
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual						2	2

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

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

Question 3
How many employees were internally appointed?

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

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					37	41	78
Part-time	Permanent					28	8	37
Full-time	Fixed-term					11	5	16
Part-time	Fixed-term					2	4	6
N/A	casual					228	126	354

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1		25	19	45
Part-time	Permanent					19	9	28
Full-time	Fixed-term				1	13	16	30
Part-time	Fixed-term					25	14	39
N/A	casual					63	37	100

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

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

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

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

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

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

* Total employees includes Non-binary

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting

Employer: Spotless Facility Services Pty Ltd

Employee count: 3,738

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	1	4	0	0	5
	Full-time contract	1	3	0	0	4
	Casual	1	0	0	0	1
Professionals	Full-time permanent	5	2	0	0	7
	Full-time contract	3	2	0	0	5
	Part-time contract	0	1	0	0	1
	Casual	3	1	0	0	4
Technicians And Trades Workers	Full-time permanent	7	153	0	1	160
	Full-time contract	16	288	1	4	304
	Part-time permanent	2	4	0	0	6
	Part-time contract	0	13	0	0	13
	Casual	1	5	0	0	6
Community And Personal Service Workers	Full-time permanent	14	69	0	0	83
	Full-time contract	31	81	0	0	112
	Part-time permanent	87	36	0	0	125
	Part-time contract	59	54	0	0	113
	Casual	111	161	0	0	273
Clerical And Administrative Workers	Full-time permanent	46	39	0	0	85
	Full-time contract	70	21	0	0	91
	Part-time permanent	23	3	0	0	26
	Part-time contract	5	0	0	0	5
	Casual	5	2	0	0	7
Machinery Operators And Drivers	Full-time permanent	3	43	0	0	46
	Full-time contract	18	95	0	0	113
	Part-time permanent	2	1	0	0	3
	Part-time contract	1	7	0	0	8
	Casual	0	18	0	0	18
Labourers	Full-time permanent	110	188	0	0	298
	Full-time contract	223	228	0	0	451
	Part-time permanent	188	200	0	0	388
	Part-time contract	244	130	0	0	375
	Casual	183	417	0	0	602

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
OM	Full-time permanent	1	4	0	0	5
	Full-time contract	1	3	0	0	4
	Casual	1	0	0	0	1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

**Question 1
How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					2	5	7
Part-time	Permanent					2	1	3
Full-time	Fixed-term					3	5	8
Part-time	Fixed-term							
N/A	casual							

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

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

**Question 3
How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent						2	2
Part-time	Permanent					2		2
Full-time	Fixed-term					3	5	8
Part-time	Fixed-term					1		1
N/A	casual					1		1

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				1	39	75	116
Part-time	Permanent					69	25	95
Full-time	Fixed-term					59	86	145
Part-time	Fixed-term					27	18	46
N/A	casual			1	1	299	412	717

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					52	101	153
Part-time	Permanent					64	56	120
Full-time	Fixed-term					103	158	261
Part-time	Fixed-term					94	76	170
N/A	casual					152	137	289

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					4	1	5
Part-time	Permanent					6		6
Full-time	Fixed-term			1		14		15
Part-time	Fixed-term					13		13
N/A	casual							

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

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

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

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

* Total employees includes Non-binary

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Employer: Spotless Management Services Pty Ltd
Employee count: 981
Primary industry:
Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	74	180	0	0	254
	Full-time contract	28	60	0	0	88
	Part-time permanent	6	2	0	0	8
	Part-time contract	1	0	0	0	1
Professionals	Full-time permanent	61	82	0	1	143
	Full-time contract	17	33	1	0	50
	Part-time permanent	3	0	0	0	3
	Part-time contract	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	19	87	0	0	106
	Full-time contract	9	67	0	0	76
	Part-time contract	0	1	0	0	1
Community And Personal Service Workers	Full-time permanent	12	33	0	0	45
	Full-time contract	4	5	0	0	9
	Part-time permanent	3	0	0	0	3
	Part-time contract	0	1	0	0	1
	Casual	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	65	57	0	0	122
	Full-time contract	25	24	0	0	49
	Part-time permanent	3	0	0	0	3
	Part-time contract	2	0	0	0	2
	Casual	1	0	0	0	1
Labourers	Full-time permanent	2	5	0	0	7
	Full-time contract	2	5	0	0	7

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
GM	Full-time permanent	1	4	0	0	5
	Full-time permanent	7	24	0	0	31
SM	Full-time contract	0	2	0	0	2
	Full-time permanent	66	152	0	0	218
OM	Full-time contract	28	58	0	0	86
	Part-time permanent	6	2	0	0	8
	Part-time contract	1	0	0	0	1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

**Question 1
How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			10	18	11	9	48
Part-time	Permanent							
Full-time	Fixed-term			2	3		4	9
Part-time	Fixed-term				1			1
N/A	casual							

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			5	10			15
Part-time	Permanent							
Full-time	Fixed-term			1	1			2
Part-time	Fixed-term							
N/A	casual							

**Question 3
How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			4	12	5	5	26
Part-time	Permanent							
Full-time	Fixed-term			2	1	2	1	6
Part-time	Fixed-term				2		1	3
N/A	casual							

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			22	66	36	71	195
Part-time	Permanent					24	20	45
Full-time	Fixed-term			15	26	56	54	151
Part-time	Fixed-term					18	11	29
N/A	casual					54	46	100

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			7	26	26	38	97
Part-time	Permanent				2	3		5
Full-time	Fixed-term			10	15	11	39	75
Part-time	Fixed-term					1	3	4
N/A	casual					1		1

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			4	1	12	1	18
Part-time	Permanent			2				2
Full-time	Fixed-term			1		5	3	9
Part-time	Fixed-term							
N/A	casual							

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				1		1	2
Part-time	Permanent							
Full-time	Fixed-term				1		3	4
Part-time	Fixed-term							
N/A	casual							

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

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

* Total employees includes Non-binary

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting

Employer: Berkeley Challenge Pty Limited

Employee count: 308

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Technicians And Trades Workers	Full-time permanent	0	1	0	0	1
	Full-time contract	0	3	0	0	3
	Part-time permanent	0	2	0	0	2
	Part-time contract	1	0	0	0	1
	Casual	2	5	0	0	7
Clerical And Administrative Workers	Full-time contract	1	0	0	0	1
Labourers	Full-time permanent	13	26	0	0	39
	Full-time contract	14	6	0	0	20
	Part-time permanent	31	16	0	0	47
	Part-time contract	34	14	0	0	48
	Casual	89	50	0	0	139

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

This organisation has no managers

Table 3 – Employee movements over reporting period

**Question 1
How many employees were promoted?**

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

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			0	0			0
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

**Question 3
How many employees were internally appointed?**

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

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					3	3	6
Part-time	Permanent					7	8	15
Full-time	Fixed-term						1	1
Part-time	Fixed-term							
N/A	casual					70	71	141

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					6	3	9
Part-time	Permanent					5	9	14
Full-time	Fixed-term					7	4	11
Part-time	Fixed-term					5	4	9
N/A	casual					50	50	100

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

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

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

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

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

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

* Total employees includes Non-binary

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Employer: Downer EdI Engineering Power Pty Ltd
Employee count: 2,083
Primary industry:
Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	12	90	0	0	102
	Full-time contract	0	4	0	0	4
	Casual	0	14	0	0	14
Professionals	Full-time permanent	38	129	1	8	167
	Full-time contract	2	3	0	0	5
	Part-time permanent	9	1	0	0	10
	Casual	2	26	0	0	28
Technicians And Trades Workers	Full-time permanent	5	320	3	12	325
	Full-time contract	1	24	1	12	25
	Part-time permanent	0	2	0	0	2
	Casual	32	610	0	0	642
Community And Personal Service Workers	Full-time permanent	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	52	22	0	0	74
	Part-time permanent	9	1	0	0	10
	Casual	12	5	0	0	17
Machinery Operators And Drivers	Full-time permanent	0	21	0	0	21
	Full-time contract	0	4	0	0	4
	Part-time permanent	0	1	0	0	1
	Casual	3	42	0	0	45
Labourers	Full-time permanent	3	35	0	0	38
	Full-time contract	1	22	0	0	23
	Casual	107	418	0	0	525

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
GM	Full-time permanent	0	1	0	0	1
SM	Full-time permanent	2	6	0	0	8
	Full-time permanent	10	83	0	0	93
OM	Full-time contract	0	4	0	0	4
	Casual	0	14	0	0	14

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				3	2	3	8
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

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

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

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1	1	6	2	10
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual					12	18	30

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			3	28	28	135	194
Part-time	Permanent					2		2
Full-time	Fixed-term				7	4	82	93
Part-time	Fixed-term							
N/A	casual				17	68	491	576

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5

How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			4	28	47	190	269
Part-time	Permanent					3	1	4
Full-time	Fixed-term					6	133	139
Part-time	Fixed-term							
N/A	casual				3	13	146	162

Question 6

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					8		8
Part-time	Permanent					2		2
Full-time	Fixed-term					1		1
Part-time	Fixed-term							
N/A	casual							

Question 7

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

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

Question 8

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

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

* Total employees includes Non-binary

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting

Employer: Mineral Technologies Pty Ltd

Employee count: 188

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	4	18	0	0	22
	Casual	0	1	0	0	1
Professionals	Full-time permanent	9	44	1	1	53
	Full-time contract	0	1	0	0	1
	Part-time permanent	5	3	0	0	8
	Part-time contract	0	1	0	0	1
	Casual	0	21	0	1	21
Technicians And Trades Workers	Full-time permanent	2	50	0	0	52
	Part-time permanent	0	2	0	0	2
	Casual	3	7	0	0	10
Clerical And Administrative Workers	Full-time permanent	6	2	0	0	8
	Part-time permanent	5	0	0	0	5
	Casual	3	0	0	0	3
Machinery Operators And Drivers	Full-time permanent	0	1	0	0	1

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
GM	Full-time permanent	0	1	0	0	1
SM	Full-time permanent	0	6	0	0	6
OM	Full-time permanent	4	11	0	0	15
	Casual	0	1	0	0	1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

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

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

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

Question 3
How many employees were internally appointed?

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

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				3		4	7
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual				1	4	6	11

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				1	5	10	16
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual					1	2	3

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

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

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

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

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

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

* Total employees includes Non-binary

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Employer: Downer EdI Engineering Electrical Pty Ltd
Employee count: 305
Primary industry:
Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Technicians And Trades Workers	Full-time permanent	2	131	0	4	133
	Full-time contract	1	6	1	3	7
	Casual	1	77	0	0	78
Clerical And Administrative Workers	Casual	0	1	0	0	1
Machinery Operators And Drivers	Full-time permanent	6	15	0	0	21
	Casual	2	8	0	0	10
Labourers	Full-time permanent	2	12	0	0	14
	Full-time contract	0	1	0	0	1
	Part-time permanent	0	1	0	0	1
	Casual	2	37	0	0	39

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

This organisation has no managers

Table 3 – Employee movements over reporting period

**Question 1
How many employees were promoted?**

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

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

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

**Question 3
How many employees were internally appointed?**

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

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent						14	14
Part-time	Permanent							
Full-time	Fixed-term						8	8
Part-time	Fixed-term							
N/A	casual					3	42	45

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					2	47	49
Part-time	Permanent					1		1
Full-time	Fixed-term						3	3
Part-time	Fixed-term							
N/A	casual					8	30	38

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

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

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

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

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

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

* Total employees includes Non-binary

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Employer: Downer Edi Works Pty Ltd
Employee count: 1,821
Primary industry:
Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	31	172	0	0	203
	Full-time contract	0	2	0	0	2
	Casual	1	0	0	0	1
Professionals	Full-time permanent	44	152	0	1	196
	Full-time contract	0	10	0	1	10
	Part-time permanent	2	0	0	0	2
	Casual	1	2	0	0	3
Technicians And Trades Workers	Full-time permanent	17	326	0	4	343
	Full-time contract	0	18	0	15	18
	Part-time permanent	0	1	0	0	1
	Casual	13	21	0	0	34
Community And Personal Service Workers	Full-time permanent	1	1	0	0	2
Clerical And Administrative Workers	Full-time permanent	99	36	0	0	135
	Full-time contract	0	2	0	0	2
	Part-time permanent	9	0	0	0	9
	Casual	1	4	0	0	5
Machinery Operators And Drivers	Full-time permanent	42	506	2	3	548
	Full-time contract	1	8	1	0	9
	Part-time permanent	0	2	0	0	2
	Casual	0	18	0	0	18
Labourers	Full-time permanent	18	248	0	0	266
	Casual	1	11	0	0	12

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
GM	Full-time permanent	0	11	0	0	11
SM	Full-time permanent	3	9	0	0	12
	Full-time permanent	28	152	0	0	180
OM	Full-time contract	0	2	0	0	2
	Casual	1	0	0	0	1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1	6	3	19	29
Part-time	Permanent							
Full-time	Fixed-term						3	3
Part-time	Fixed-term							
N/A	casual						1	1

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

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

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			11	62	49	39	161
Part-time	Permanent					2		2
Full-time	Fixed-term			1			1	2
Part-time	Fixed-term							
N/A	casual							

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			3	59	82	320	464
Part-time	Permanent						1	1
Full-time	Fixed-term				3	3	24	30
Part-time	Fixed-term					1		1
N/A	casual			1		5	24	30

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1	26	57	266	350
Part-time	Permanent					6	1	7
Full-time	Fixed-term				2	4	10	16
Part-time	Fixed-term							
N/A	casual					6	13	19

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			3		13	1	17
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

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

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

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

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

* Total employees includes Non-binary

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting

Employer: Rpq Services Pty. Ltd.

Employee count: 170

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	1	19	0	0	20
Professionals	Full-time permanent	4	11	0	0	15
	Casual	1	1	0	0	2
Clerical And Administrative Workers	Full-time permanent	12	1	0	0	13
	Part-time permanent	5	0	0	0	5
Machinery Operators And Drivers	Full-time permanent	0	51	0	0	51
	Casual	0	1	0	0	1
Labourers	Full-time permanent	1	46	1	7	47
	Casual	0	16	0	0	16

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
OM	Full-time permanent	1	19	0	0	20

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

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

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

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

Question 3
How many employees were internally appointed?

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

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				4	5	19	28
Part-time	Permanent					2		2
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual						11	11

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1	1	1	22	25
Part-time	Permanent					1		1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual						4	4

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

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

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

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

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

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

* Total employees includes Non-binary

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting

Employer: Downer EdI Services Pty Ltd

Employee count: 870

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	107	172	0	0	279
	Full-time contract	2	4	0	0	6
	Part-time permanent	9	0	0	0	9
	Part-time contract	2	0	0	0	2
	Casual	0	1	0	0	1
Professionals	Full-time permanent	152	160	0	0	312
	Full-time contract	5	12	0	0	17
	Part-time permanent	12	2	0	0	14
	Part-time contract	0	1	0	0	1
	Casual	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	1	1	0	0	2
Community And Personal Service Workers	Full-time permanent	1	0	0	0	1
	Part-time permanent	1	1	0	0	2
Clerical And Administrative Workers	Full-time permanent	136	57	1	0	193
	Full-time contract	4	3	1	0	7
	Part-time permanent	19	1	0	0	20
	Part-time contract	0	1	0	0	1
Machinery Operators And Drivers	Full-time permanent	1	1	0	0	2

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
KMP	Full-time permanent	0	1	0	0	1
HOB	Full-time permanent	0	1	0	0	1
GM	Full-time permanent	7	24	0	0	31
	Part-time permanent	2	0	0	0	2
SM	Full-time permanent	19	47	0	0	66
	Full-time contract	1	1	0	0	2
	Casual	0	1	0	0	1
OM	Full-time permanent	81	99	0	0	180
	Full-time contract	1	3	0	0	4
	Part-time permanent	7	0	0	0	7
	Part-time contract	2	0	0	0	2

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			4	6	4	3	17
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			3	1			4
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			15	13	25	10	63
Part-time	Permanent					1		1
Full-time	Fixed-term			1	1			2
Part-time	Fixed-term						1	1
N/A	casual						1	1

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			22	46	65	75	208
Part-time	Permanent			1		1		2
Full-time	Fixed-term			2	2	9	13	26
Part-time	Fixed-term						1	1
N/A	casual					1	4	5

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			14	22	71	56	163
Part-time	Permanent					1	2	3
Full-time	Fixed-term					6	2	8
Part-time	Fixed-term							
N/A	casual							

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			10		20	3	33
Part-time	Permanent					2		2
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				4		2	6
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

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

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

* Total employees includes Non-binary

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Employer: Skilltech Consulting Services Pty. Ltd.
Employee count: 616
Primary industry:
Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	4	17	0	0	21
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	3	4	0	0	7
Technicians And Trades Workers	Full-time permanent	5	33	0	0	39
	Full-time contract	0	5	0	0	5
	Part-time permanent	0	1	0	0	1
	Part-time contract	0	1	0	0	1
	Casual	3	31	0	0	34
Community And Personal Service Workers	Full-time permanent	1	3	0	0	4
	Full-time contract	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	13	40	0	0	53
	Full-time contract	6	10	0	0	16
	Part-time permanent	1	3	0	0	4
	Part-time contract	0	2	0	0	2
	Casual	73	348	0	0	422
Machinery Operators And Drivers	Full-time permanent	1	4	0	0	5

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
SM	Full-time permanent	0	1	0	0	1
	Full-time permanent	4	16	0	0	20
OM	Part-time permanent	1	0	0	0	1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					3	1	4
Part-time	Permanent							
Full-time	Fixed-term					1		1
Part-time	Fixed-term							
N/A	casual							

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

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

Question 3
How many employees were internally appointed?

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

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			2	12	12	20	47
Part-time	Permanent							
Full-time	Fixed-term					5	13	18
Part-time	Fixed-term							
N/A	casual					99	308	409

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				4	6	24	34
Part-time	Permanent						2	2
Full-time	Fixed-term					1	12	13
Part-time	Fixed-term							
N/A	casual					57	249	307

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

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

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

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

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

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

* Total employees includes Non-binary

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting

Employer: Uam Pty Ltd

Employee count: 110

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	0	7	0	0	7
Professionals	Full-time permanent	2	5	0	0	7
	Casual	0	3	0	0	3
Technicians And Trades Workers	Full-time permanent	3	8	0	0	11
	Part-time permanent	0	1	0	0	1
	Casual	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	7	51	0	0	58
	Full-time contract	0	5	0	0	5
	Casual	0	3	0	0	3
Machinery Operators And Drivers	Full-time permanent	0	1	0	0	1
Labourers	Full-time permanent	0	12	0	0	12
	Full-time contract	0	1	0	0	1

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
SM	Full-time permanent	0	1	0	0	1
OM	Full-time permanent	0	6	0	0	6

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

**Question 1
How many employees were promoted?**

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

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

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

**Question 3
How many employees were internally appointed?**

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

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1		7	24	32
Part-time	Permanent							
Full-time	Fixed-term					1		1
Part-time	Fixed-term							
N/A	casual					2		2

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

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

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				1	6	7	14
Part-time	Permanent							
Full-time	Fixed-term						1	1
Part-time	Fixed-term							
N/A	casual					2	2	4

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

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

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

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

* Total employees includes Non-binary

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting

Employer: Skilltech Metering Solutions Pty Ltd.

Employee count: 555

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	1	2	0	0	3
Professionals	Full-time permanent	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	1	7	0	0	9
	Full-time contract	0	4	0	0	4
Community And Personal Service Workers	Full-time permanent	3	7	0	0	10
	Full-time contract	0	5	0	0	5
Clerical And Administrative Workers	Full-time permanent	9	15	0	0	24
	Full-time contract	11	28	0	0	39
	Part-time permanent	2	3	0	0	5
	Part-time contract	1	7	0	0	8
	Casual	47	400	0	0	447

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
OM	Full-time permanent	1	2	0	0	3

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

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

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

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

Question 3
How many employees were internally appointed?

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

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					1		2
Part-time	Permanent							
Full-time	Fixed-term				2	1		3
Part-time	Fixed-term						1	1
N/A	casual					31	142	175

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				1	5	6	12
Part-time	Permanent					2	1	3
Full-time	Fixed-term					3	8	11
Part-time	Fixed-term					4	6	10
N/A	casual					25	133	159

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

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

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

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

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

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

* Total employees includes Non-binary

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting

Employer: Downer EdI Engineering Pty Limited

Employee count: 495

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	6	84	0	0	90
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	33	109	0	0	142
	Full-time contract	1	2	0	0	3
	Part-time permanent	0	3	0	0	3
Technicians And Trades Workers	Full-time permanent	12	100	0	0	112
	Full-time contract	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	80	55	0	0	135
	Full-time contract	2	2	0	0	4
	Part-time permanent	4	0	0	0	4

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
SM	Full-time permanent	0	3	0	0	3
	Full-time permanent	6	81	0	0	87
OM	Part-time permanent	1	0	0	0	1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

**Question 1
How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1	10	5	3	19
Part-time	Permanent						1	1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				3			3
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

**Question 3
How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				6	2	6	14
Part-time	Permanent							
Full-time	Fixed-term						1	1
Part-time	Fixed-term							
N/A	casual							

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1	17	8	21	47
Part-time	Permanent							
Full-time	Fixed-term					3	3	6
Part-time	Fixed-term							
N/A	casual							

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				7	12	42	61
Part-time	Permanent							
Full-time	Fixed-term					1	2	3
Part-time	Fixed-term							
N/A	casual							

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

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

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

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

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

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

* Total employees includes Non-binary

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Employer: Downer Utilities Australia Pty Ltd
Employee count: 1,755
Primary industry:
Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	36	223	0	0	259
	Part-time permanent	1	2	0	0	3
	Part-time contract	0	1	0	0	1
	Casual	2	4	0	0	6
Professionals	Full-time permanent	92	233	2	5	325
	Full-time contract	3	1	0	1	4
	Part-time permanent	1	2	0	0	3
	Casual	0	5	0	0	5
Technicians And Trades Workers	Full-time permanent	19	776	2	9	795
	Full-time contract	4	36	3	35	40
	Part-time permanent	0	3	0	0	3
	Casual	3	5	0	1	8
Clerical And Administrative Workers	Full-time permanent	97	75	0	0	172
	Full-time contract	3	0	0	0	3
	Part-time permanent	8	3	0	0	11
	Casual	6	20	0	0	26
Machinery Operators And Drivers	Full-time permanent	1	25	0	0	26
Labourers	Full-time permanent	3	60	0	0	63
	Full-time contract	0	2	0	0	2

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
HOB	Full-time permanent	0	1	0	0	1
GM	Full-time permanent	1	6	0	0	7
	Full-time permanent	2	29	0	0	31
SM	Part-time contract	0	1	0	0	1
	Casual	0	1	0	0	1
	Full-time permanent	33	187	0	0	220
OM	Part-time permanent	1	2	0	0	3
	Casual	2	3	0	0	5

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1	18	6	10	35
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				8			8
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1	23	14	21	59
Part-time	Permanent							
Full-time	Fixed-term				1	1	3	5
Part-time	Fixed-term							
N/A	casual							

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent		1	13	108	68	213	403
Part-time	Permanent					1	1	2
Full-time	Fixed-term				6	7	13	26
Part-time	Fixed-term							
N/A	casual				1	9	17	27

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			5	41	35	160	241
Part-time	Permanent					3		3
Full-time	Fixed-term				1	2		3
Part-time	Fixed-term							
N/A	casual					3	12	15

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			2	1	15	6	24
Part-time	Permanent					2		2
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				1		22	23
Part-time	Permanent							
Full-time	Fixed-term						3	3
Part-time	Fixed-term							
N/A	casual							

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

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

* Total employees includes Non-binary

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Employer: Downer Ed Rail Pty Ltd
Employee count: 1,273
Primary industry:
Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	32	124	0	0	156
	Full-time contract	1	7	0	0	8
	Part-time permanent	2	2	0	0	4
	Casual	1	3	0	0	4
Professionals	Full-time permanent	80	282	5	16	362
	Full-time contract	6	8	0	1	14
	Part-time permanent	1	4	0	0	5
	Part-time contract	2	0	0	0	2
	Casual	0	3	0	0	3
Technicians And Trades Workers	Full-time permanent	15	450	0	4	465
	Full-time contract	13	58	13	31	71
	Part-time permanent	0	7	0	0	7
	Part-time contract	3	6	0	0	9
	Casual	0	5	0	0	5
Clerical And Administrative Workers	Full-time permanent	45	48	0	0	93
	Full-time contract	5	2	0	0	7
	Part-time permanent	5	1	0	0	6
Machinery Operators And Drivers	Full-time permanent	3	41	0	0	44
	Full-time contract	0	4	0	0	4
	Part-time permanent	0	1	0	0	1
Labourers	Full-time permanent	0	1	0	0	1
	Casual	0	2	0	0	2

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
GM	Full-time permanent	3	7	0	0	10
	Full-time contract	0	1	0	0	1
SM	Full-time permanent	2	22	0	0	24
	Full-time contract	0	1	0	0	1
OM	Full-time permanent	27	95	0	0	122
	Full-time contract	1	5	0	0	6
	Part-time permanent	2	2	0	0	4
	Casual	1	3	0	0	4

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1	9	1	3	14
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				8			8
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1	22	4	25	52
Part-time	Permanent							
Full-time	Fixed-term				4		6	10
Part-time	Fixed-term							
N/A	casual							

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			7	31	34	95	167
Part-time	Permanent				2	2	3	7
Full-time	Fixed-term			1	5	9	56	71
Part-time	Fixed-term					6	9	15
N/A	casual				2	1	9	12

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			3	21	15	83	122
Part-time	Permanent				1	1	1	3
Full-time	Fixed-term					5	29	34
Part-time	Fixed-term					1	1	2
N/A	casual						14	14

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					11	1	12
Part-time	Permanent							
Full-time	Fixed-term					1		1
Part-time	Fixed-term							
N/A	casual							

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

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

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

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

* Total employees includes Non-binary

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting

Employer: Edi Rail Ppp Maintenance Pty Ltd

Employee count: 199

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	0	1	0	0	1
Professionals	Full-time permanent	0	4	0	0	4
Technicians And Trades Workers	Full-time permanent	3	98	0	0	101
	Full-time contract	2	29	2	11	31
Clerical And Administrative Workers	Full-time permanent	1	1	0	0	2
Machinery Operators And Drivers	Full-time permanent	2	53	0	0	55
	Full-time contract	0	5	0	0	5

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
OM	Full-time permanent	0	1	0	0	1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

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

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

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

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				3		2	5
Part-time	Permanent							
Full-time	Fixed-term						2	2
Part-time	Fixed-term							
N/A	casual							

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent						5	5
Part-time	Permanent							
Full-time	Fixed-term				3		14	17
Part-time	Fixed-term							
N/A	casual							

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent						9	9
Part-time	Permanent							
Full-time	Fixed-term						3	3
Part-time	Fixed-term							
N/A	casual							

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

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

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

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

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

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

* Total employees includes Non-binary