

## Public Report - Employee data tables

**Program:** 2024 - 25 Gender Equality Reporting  
**Corporate group of:** Newcastle Greater Mutual Group Ltd  
**Total group employee count:** 1,841

**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 | 180              | 131 | 0   | 0 | 312              |
|                                     | Full-time contract  | 0                | 6   | 0   | 0 | 6                |
|                                     | Part-time permanent | 26               | 0   | 0   | 0 | 26               |
|                                     | Part-time contract  | 1                | 0   | 0   | 0 | 1                |
| Professionals                       | Full-time permanent | 184              | 202 | 2   | 2 | 386              |
|                                     | Full-time contract  | 12               | 14  | 1   | 4 | 26               |
|                                     | Part-time permanent | 76               | 8   | 1   | 0 | 84               |
|                                     | Part-time contract  | 1                | 0   | 0   | 0 | 1                |
| Clerical And Administrative Workers | Full-time permanent | 129              | 32  | 0   | 0 | 161              |
|                                     | Full-time contract  | 2                | 1   | 0   | 0 | 3                |
|                                     | Part-time permanent | 94               | 1   | 0   | 0 | 95               |
|                                     | Part-time contract  | 1                | 1   | 0   | 0 | 2                |
|                                     | Casual              | 0                | 5   | 0   | 0 | 5                |
| Sales Workers                       | Full-time permanent | 323              | 116 | 0   | 0 | 439              |
|                                     | Full-time contract  | 0                | 2   | 0   | 0 | 2                |
|                                     | Part-time permanent | 273              | 10  | 0   | 0 | 283              |
|                                     | Part-time contract  | 2                | 0   | 0   | 0 | 2                |
|                                     | Casual              | 6                | 1   | 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 |                  |
| CEO              | Full-time permanent | 1                | 0  | 0   | 0 | 1                |
| KMP              | Full-time permanent | 3                | 6  | 0   | 0 | 9                |
| GM               | Full-time permanent | 18               | 31 | 0   | 0 | 50               |
|                  | Full-time contract  | 0                | 1  | 0   | 0 | 1                |
|                  | Part-time permanent | 1                | 0  | 0   | 0 | 1                |
| SM               | Full-time permanent | 57               | 60 | 0   | 0 | 117              |
|                  | Full-time contract  | 0                | 4  | 0   | 0 | 4                |
|                  | Part-time permanent | 13               | 0  | 0   | 0 | 13               |
|                  | Part-time contract  | 1                | 0  | 0   | 0 | 1                |
| OM               | Full-time permanent | 101              | 34 | 0   | 0 | 135              |
|                  | Full-time contract  | 0                | 1  | 0   | 0 | 1                |
|                  | Part-time permanent | 12               | 0  | 0   | 0 | 12               |

\* 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       | 0                 | 0    | 36                                    | 13   | 64           | 41   | 154    |
| Part-time     | Permanent       | 0                 | 0    | 7                                     | 0    | 21           | 0    | 28     |
| Full-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |
| Part-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |
| N/A           | Casual          | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |

**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       |                   |      | 35           | 13   |              |      | 48     |
| Part-time     | Permanent       |                   |      | 7            | 0    |              |      | 7      |
| Full-time     | Fixed-term      |                   |      | 0            | 0    |              |      | 0      |
| Part-time     | Fixed-term      |                   |      | 0            | 0    |              |      | 0      |
| N/A           | Casual          |                   |      | 0            | 0    |              |      | 0      |

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

| Contract Type | Employment Type | CEOs, KMPs & HOBs |      | Managers<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       | 1                 | 1    | 6                                     | 0    | 72           | 41   | 121    |
| Part-time     | Permanent       | 0                 | 0    | 2                                     | 1    | 23           | 2    | 28     |
| Full-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 1            | 0    | 1      |
| Part-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |
| N/A           | Casual          | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |

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

| Contract Type | Employment Type | CEOs, KMPs & HOBs |      | Managers<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       | 4                 | 5    | 10                                    | 3    | 141          | 73   | 237    |
| Part-time     | Permanent       | 0                 | 0    | 0                                     | 0    | 69           | 2    | 71     |
| Full-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 3            | 4    | 7      |
| Part-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 0            | 1    | 1      |
| N/A           | Casual          | 0                 | 0    | 0                                     | 0    | 1            | 1    | 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       | 4                 | 10   | 28                                    | 26   | 103          | 51   | 222    |
| Part-time     | Permanent       | 1                 | 0    | 1                                     | 0    | 81           | 9    | 92     |
| Full-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |
| Part-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 1            | 1    | 2      |
| N/A           | Casual          | 0                 | 0    | 0                                     | 0    | 6            | 0    | 6      |

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

| Contract Type | Employment Type | CEOs, KMPs & HOBs |      | Managers<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       | 0                 | 0    | 5                                     | 3    | 35           | 4    | 47     |
| Part-time     | Permanent       | 0                 | 0    | 4                                     | 0    | 44           | 0    | 48     |
| Full-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 2            | 0    | 2      |
| Part-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |
| N/A           | Casual          | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |

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

| Contract Type | Employment Type | CEOs, KMPs & HOBs |      | Managers<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       | 0                 | 0    | 0                                     | 3    | 0            | 10   | 13     |
| Part-time     | Permanent       | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |
| Full-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |
| Part-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |
| N/A           | Casual          | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |

**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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       | 0                 | 0    | 0                                     | 0    | 4            | 0    | 4      |
| Part-time     | Permanent       | 0                 | 0    | 0                                     | 0    | 3            | 0    | 3      |
| Full-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |
| Part-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |
| N/A           | Casual          |                   |      |                                       |      |              |      |        |

\* Total employees includes Non-binary