

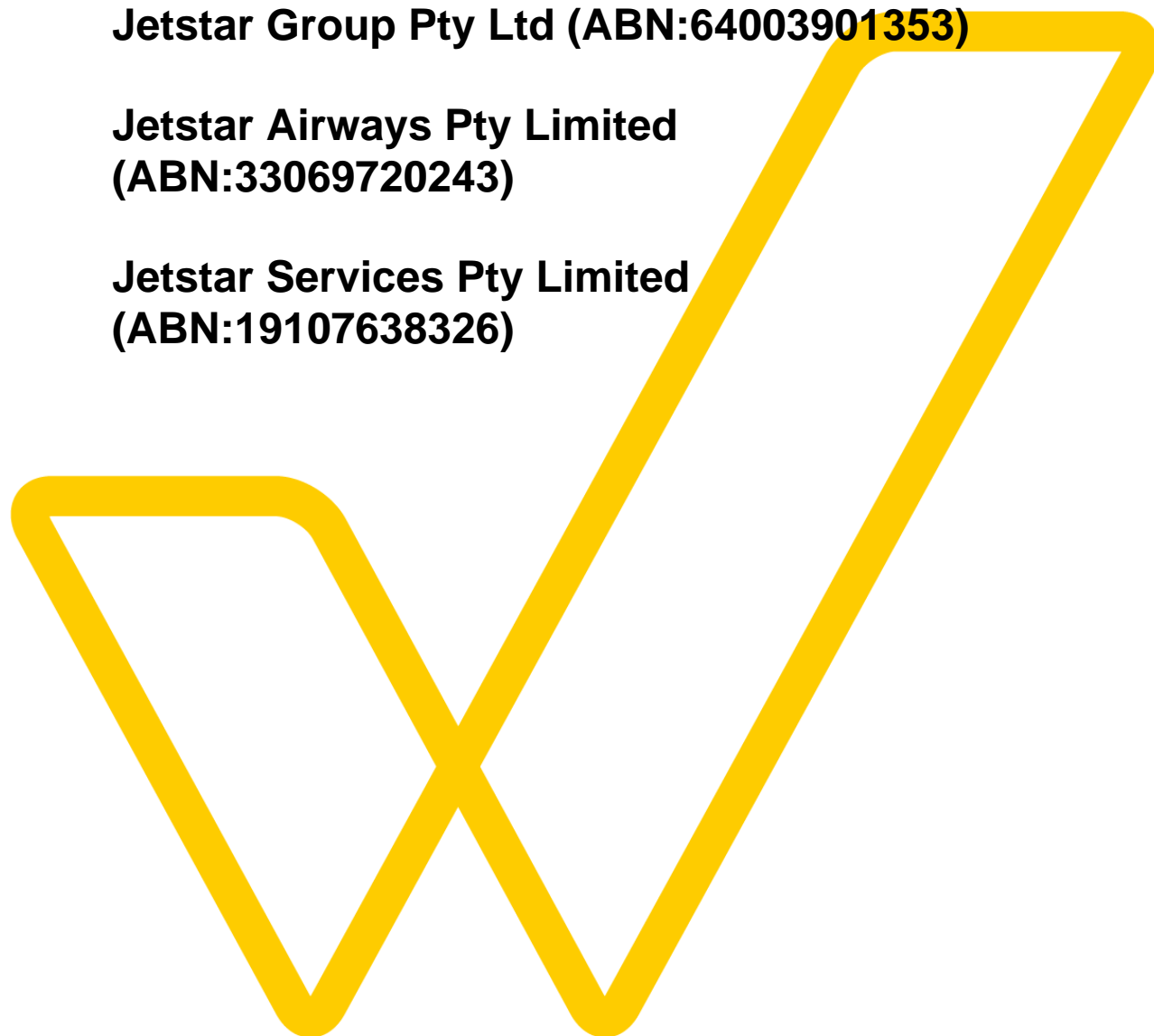
2020 - 21 Compliance Program

Submitted by:

Jetstar Group Pty Ltd (ABN:64003901353)

**Jetstar Airways Pty Limited
(ABN:33069720243)**

**Jetstar Services Pty Limited
(ABN:19107638326)**



#Workplace overview

Policies and strategies

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

...Recruitment	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Retention	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Performance management processes	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Promotions	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Talent identification/identification of high potentials	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Succession planning	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Training and development	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Key performance indicators for managers relating to gender equality	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy

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

Yes(*Select all that apply*)

...Yes	Policy Strategy
--------	--------------------

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

Governing bodies

Jetstar Group Pty Ltd

1: Does this organisation have a governing body?	Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>)
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of another submission group.

Jetstar Airways Pty Limited

1: Does this organisation have a governing body?	Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>)
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of another submission group.

Jetstar Services Pty Limited

1: Does this organisation have a governing body?	Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>)
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of another submission group.

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

#Action on gender equality

Gender pay gaps

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

Yes(*Select all that apply*)

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

2: Did your organisation receive JobKeeper payments?

Yes

2.1: Please indicate which months in the reporting period your organisation received JobKeeper payments:

.. April 2020	Yes
...May 2020	Yes
...June 2020	Yes
...July 2020	Yes
...August 2020	Yes
...September 2020	Yes
...October 2020	Yes
...November 2020	Yes
...December 2020	Yes
...January 2021	Yes
...February 2021	Yes
...March 2021	Yes

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

30-Jun-2020

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

Employer action on pay equity

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

Yes(<i>Provide further details on the most recent gender remuneration gap analysis that was undertaken.</i>)	
1.1: When was the most recent gender remuneration gap analysis undertaken?	Within the last 1-2 years
1.2: Did you take any actions as a result of your gender remuneration gap analysis?	Yes(<i>Select all that apply</i>)
1.2: Did you take any actions as a result of your gender remuneration gap analysis?	<ul style="list-style-type: none"> Created a pay equity strategy or action plan Identified cause/s of the gaps Reviewed remuneration decision-making processes Analysed commencement salaries by gender to ensure there are no pay gaps Analysed performance pay to ensure there is no gender bias (including unconscious bias) Analysed performance ratings to ensure there is no gender bias (including unconscious bias) Reported pay equity metrics (including gender pay gaps) to the executive Trained people-managers in addressing gender bias (including unconscious bias) Reported pay equity metrics (including gender pay gaps) to the governing body
.. Yes	
1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)	During the remuneration review, and after gathering recommendations from managers, a remuneration gap analysis is done by salary grade, and then by function within the salary grade. Adjustments may be recommended to further close existing gender pay gaps.

2: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace?

No(*Select all that apply*)

2: If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

#Employee work/life balance

Flexible working

1: Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes(*Select all that apply*)

...Yes	Policy Strategy
...A business case for flexibility has been established and endorsed at the leadership level	Yes
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	Yes
...Targets have been set for engagement in flexible work	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Flexible work arrangements are available to corporate staff
...Targets have been set for men's engagement in flexible work	No(<i>Select all that apply</i>)
...Leaders are held accountable for improving workplace flexibility	No(<i>Select all that apply</i>)
...Manager training on flexible working is provided throughout the organisation	No(<i>Select all that apply</i>)
...Employee training is provided throughout the organisation	No(<i>Select all that apply</i>)
...Team-based training is provided throughout the organisation	No(<i>Select all that apply</i>)
...Employees are surveyed on whether they have sufficient flexibility	No(<i>Select all that apply</i>)
...The organisation's approach to flexibility is integrated into client conversations	No(<i>Select all that apply</i>)
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	No(<i>Select all that apply</i>)
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	No(<i>Select all that apply</i>)

...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	No(<i>Select all that apply</i>)
...Other (provide details)	No
2: Do you offer any of the following flexible working options to MANAGERS in your workplace?	
...Flexible hours of work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Informal options are available
...Time-in-lieu	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Telecommuting (e.g. working from home)	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Part-time work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Job sharing	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Carer's leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Purchased leave	No(<i>You may specify why the above option is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	Program paused during COVID19. Normally offered to both males and females.
...Unpaid leave	Yes(<i>Select one option only</i>)

...Yes	SAME options for women and men(<i>Select all that apply</i>)
--------	--

...SAME options for women and men	Formal options are available
-----------------------------------	------------------------------

3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

4: Were managers in your organisation allowed to make INFORMAL flexible working arrangements with their team members in response to the COVID-19 pandemic?

Yes, ALL managers

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

Yes, for both women and men

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

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

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

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes(<i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i>)
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption Surrogacy Stillbirth
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	Yes, on employer funded parental leave
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	14
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	91-100%
1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes(<i>Please indicate how employer funded paid parental leave is provided to the secondary carers.</i>)
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption Surrogacy Stillbirth
1.2.c: How do you pay employer funded paid parental leave to secondary carers?	Paying the employee's full salary

1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	Yes, on employer funded parental leave
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?	90-100%

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

Support for carers

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

Yes(Select all that apply)

...Yes	Policy Strategy
--------	--------------------

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

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

...Targeted communication mechanisms (e.g. intranet/forums)	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Support in securing school holiday care	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Coaching for employees on returning to work from parental leave	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Parenting workshops targeting mothers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Parenting workshops targeting fathers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Other (provide details)	No

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

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(*Select all that apply*)

...Yes	Policy
1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?	Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

...All managers	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction Every three years or more
...All employees	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction Every three years or more

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

Family or domestic violence

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

Yes(*Select all that apply*)

...Yes	Policy
--------	--------

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?

--	--

...Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
...Training of key personnel	No(<i>Select all that apply</i>)
...A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
...Workplace safety planning	Yes
...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes
...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes
...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	Yes
...Access to unpaid leave	Yes
...Confidentiality of matters disclosed	Yes
...Referral of employees to appropriate domestic violence support services for expert advice	Yes
...Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
...Flexible working arrangements	Yes
...Provision of financial support (e.g. advance bonus payment or advanced pay)	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Reviewed on an individual basis
...Offer change of office location	Yes
...Emergency accommodation assistance	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Reviewed on an individual basis
...Access to medical services (e.g. doctor or nurse)	No(<i>Select all that apply</i>)
...Other (provide details)	No(<i>Select all that apply</i>)

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

Workforce Management Statistics Table

Industry: Air and Space Transport

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	3	6	9
			Non-managers	3	6	9
		Fixed-Term Contract	Non-managers		1	1
	Part-time	Permanent	Non-managers	11	1	12
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	2	8	10
			Non-managers	14	22	36
		Fixed-Term Contract	Non-managers	4	9	13
	Part-time	Permanent	Non-managers	6	1	7
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers		3	6
			Non-managers	3	29	32
		Fixed-Term Contract	Managers	1		1
			Non-managers	4	11	15
	Part-time	Permanent	Non-managers	8	3	11
		Fixed-Term Contract	Non-managers	2		2

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Air and Space 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	8	19	27	
			Non-managers	51	62	113	
		Fixed-Term Contract	Managers	2	1	3	
			Non-managers	5	13	18	
	Part-time	Permanent	Managers	1		1	
			Non-managers	69	23	92	
		Fixed-Term Contract	Non-managers	7	1	8	
	N/A	Casual	Non-managers	9	1	10	
	5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	15	1	16
				Non-managers	117	7	124
Fixed-Term Contract			Non-managers	1		1	
Part-time		Permanent	Managers	8		8	
			Non-managers	83	1	84	
		Fixed-Term Contract	Non-managers	0		0	
N/A		Casual	Non-managers	8		8	
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?		Full-time	Permanent	Managers		7	7
	Non-managers				54	54	
	Fixed-Term Contract		Non-managers		3	3	
	Part-time	Permanent	Non-managers		7	7	

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Air and Space Transport

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers	2		2
			Non-managers	15	2	17
		Fixed-Term Contract	Non-managers		1	1
	Part-time	Permanent	Managers	2		2
			Non-managers	6	4	10

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Air and Space Transport

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	3	6	9
			Non-managers	3	6	9
		Fixed-Term Contract	Non-managers		1	1
	Part-time	Permanent	Non-managers	11	1	12
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	2	8	10
			Non-managers	14	22	36
		Fixed-Term Contract	Non-managers	4	9	13
	Part-time	Permanent	Non-managers	6	1	7
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers		3	6
			Non-managers	3	29	32
		Fixed-Term Contract	Managers	1		1
			Non-managers	4	11	15
	Part-time	Permanent	Non-managers	8	3	11
		Fixed-Term Contract	Non-managers	2		2

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Air and Space 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	8	19	27	
			Non-managers	51	62	113	
		Fixed-Term Contract	Managers	2	1	3	
			Non-managers	5	13	18	
	Part-time	Permanent	Managers	1		1	
			Non-managers	69	23	92	
		Fixed-Term Contract	Non-managers	7	1	8	
	N/A	Casual	Non-managers	9	1	10	
	5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	15	1	16
				Non-managers	117	7	124
Fixed-Term Contract			Non-managers	1		1	
Part-time		Permanent	Managers	8		8	
			Non-managers	83	1	84	
		Fixed-Term Contract	Non-managers	0		0	
N/A		Casual	Non-managers	8		8	
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?		Full-time	Permanent	Managers		7	7
	Non-managers				54	54	
	Fixed-Term Contract		Non-managers		3	3	
	Part-time	Permanent	Non-managers		7	7	

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Air and Space Transport

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers	2		2
			Non-managers	15	2	17
		Fixed-Term Contract	Non-managers		1	1
	Part-time	Permanent	Managers	2		2
			Non-managers	6	4	10

* Total employees includes Gender X

Workplace Profile Table

Industry: Air and Space Transport

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	144	257	0	0	401
	Full-time contract	4	7	0	0	11
	Part-time permanent	26	0	0	0	26
	Part-time contract	1	0	0	0	1
Professionals	Full-time permanent	199	986	0	0	1,185
	Full-time contract	12	11	0	1	24
	Part-time permanent	23	1	0	0	24
	Part-time contract	2	0	0	0	2
Technicians And Trades Workers	Full-time permanent	4	259	0	0	263
	Full-time contract	0	4	4	34	42
	Part-time permanent	0	3	0	0	3
Community And Personal Service Workers	Full-time permanent	486	154	0	0	640
	Full-time contract	0	1	0	0	1
	Part-time permanent	477	77	0	0	554
	Part-time contract	22	4	0	0	26
	Full-time casual	20	2	0	0	22
	Part-time casual	58	13	0	0	71
Clerical And Administrative Workers	Full-time permanent	101	110	1	0	212
	Full-time contract	6	11	5	4	26
	Part-time permanent	52	16	0	0	68
	Part-time contract	18	3	0	0	21
Machinery Operators And Drivers	Full-time permanent	3	108	0	0	111
	Part-time permanent	17	227	0	0	244
	Part-time contract	1	4	0	0	5

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

** Total employees includes Gender X

Workplace Profile Table

Industry: Air and Space Transport

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
KMP	-3	Full-time permanent	2	4	6
HOB	-1	Full-time permanent	0	1	1
GM	-2	Full-time permanent	1	1	2
	-3	Full-time permanent	0	3	3
	-4	Full-time permanent	0	1	1
SM	-3	Full-time permanent	8	9	17
	-4	Full-time permanent	0	4	4
	-5	Full-time permanent	0	3	3
OM	-3	Full-time permanent	1	8	9
	-4	Full-time permanent	43	85	128
		Full-time contract	1	1	2
		Part-time permanent	10	0	10
	-5	Full-time permanent	55	108	163
		Full-time contract	3	4	7
		Part-time permanent	7	0	7
		Part-time contract	1	0	1
	-6	Full-time permanent	20	27	47
		Full-time contract	0	2	2
		Part-time permanent	2	0	2
	-7	Full-time permanent	14	2	16
		Part-time permanent	7	0	7
	-8	Full-time permanent	0	1	1

* Total employees includes Gender X

Workplace Profile Table

Industry: Air and Space Transport

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	144	257	0	0	401
	Full-time contract	4	7	0	0	11
	Part-time permanent	26	0	0	0	26
	Part-time contract	1	0	0	0	1
Professionals	Full-time permanent	199	986	0	0	1,185
	Full-time contract	12	11	0	1	24
	Part-time permanent	23	1	0	0	24
	Part-time contract	2	0	0	0	2
Technicians And Trades Workers	Full-time permanent	4	259	0	0	263
	Full-time contract	0	4	4	34	42
	Part-time permanent	0	3	0	0	3
Community And Personal Service Workers	Full-time permanent	486	154	0	0	640
	Full-time contract	0	1	0	0	1
	Part-time permanent	477	77	0	0	554
	Part-time contract	22	4	0	0	26
	Full-time casual	20	2	0	0	22
	Part-time casual	58	13	0	0	71
Clerical And Administrative Workers	Full-time permanent	101	110	1	0	212
	Full-time contract	6	11	5	4	26
	Part-time permanent	52	16	0	0	68
	Part-time contract	18	3	0	0	21
Machinery Operators And Drivers	Full-time permanent	3	108	0	0	111
	Part-time permanent	17	227	0	0	244
	Part-time contract	1	4	0	0	5

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

** Total employees includes Gender X

Workplace Profile Table

Industry: Air and Space Transport

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
KMP	-3	Full-time permanent	2	4	6
HOB	-1	Full-time permanent	0	1	1
GM	-2	Full-time permanent	1	1	2
	-3	Full-time permanent	0	3	3
	-4	Full-time permanent	0	1	1
SM	-3	Full-time permanent	8	9	17
	-4	Full-time permanent	0	4	4
	-5	Full-time permanent	0	3	3
OM	-3	Full-time permanent	1	8	9
	-4	Full-time permanent	43	85	128
		Full-time contract	1	1	2
		Part-time permanent	10	0	10
	-5	Full-time permanent	55	108	163
		Full-time contract	3	4	7
		Part-time permanent	7	0	7
		Part-time contract	1	0	1
	-6	Full-time permanent	20	27	47
		Full-time contract	0	2	2
		Part-time permanent	2	0	2
	-7	Full-time permanent	14	2	16
		Part-time permanent	7	0	7
	-8	Full-time permanent	0	1	1

* Total employees includes Gender X