



Date Created: 28-06-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**



# 2022 - 23 Gender Equality Reporting

## Submitted By:

Trip A Deal Pty Ltd 50149240433

Taylor Fry Pty Ltd 29087047809

Vii Pty Limited 83619963263

National Jet Systems Pty Ltd 11008279203

Australian Air Express Pty Ltd 74054307336

Eastern Australia Airlines Pty. Limited 77001599024

Qantas Information Technology Ltd 99000005372

Qantas Superannuation Limited 47003806960

Sunstate Airlines (Qld) Pty. Limited 82009734703

Express Freighters Australia (Operations) Pty Limited 54119093999

Qantas Road Express Pty Limited 56130392111

Qf Cabin Crew Australia Pty Limited 46128382105

Qantas Domestic Pty Limited 21134556255

National Jet Operations Services Pty Ltd 33055887575

Network Aviation Pty Ltd 93533934838



Date Created: 28-06-2023

Network Turbine Solutions Pty Ltd 20110180008

Qantas Ground Services Pty Limited 43137771692

# #Workplace Overview

## Policies and Strategies

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

Recruitment: No

Other

Date Created: 28-06-2023

**Other:** 16 out of the 17 subsidiaries included in the Qantas Ground Services report have a strategy in place. The remaining subsidiary is under development with expected completion date 31/12/2023.

**Retention:** Yes

Strategy

**Performance management processes:** No

Other

**Other:** 16 out of the 17 subsidiaries included in the Qantas Ground Services report have a strategy in place. The remaining subsidiary is under development with expected completion date 31/12/2023

**Promotions:** No.

Other

**Other:** 16 out of the 17 subsidiaries included in the Qantas Ground Services report have a strategy in place. The remaining subsidiary is under development with expected completion date 31/12/2023.

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

**Other:** 16 out of the 17 subsidiaries included in the Qantas Ground Services report have a strategy in place. The remaining subsidiary is under development with estimated completion date 31/12/2023.

**Succession planning:** No

Other

**Other:** 16 out of the 17 subsidiaries included in the Qantas Ground Services report have a strategy in place. The remaining subsidiary is under development with estimated completion date 31/12/2023.

**Training and development:** No

Other

**Other:** 16 out of the 17 subsidiaries included in the Qantas Ground Services report have a strategy in place. The remaining subsidiary is under development with estimated completion date 31/12/2023.

**Key performance indicators for managers relating to gender equality:** No

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

NoOther

**Other:** 14 out of 17 of the subsidiaries included in the Qantas Ground services report have a policy & strategy in place. An additional 2 subsidiaries have a strategy in place. 1 subsidiary does not have a policy or strategy in place.

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

## Governing Bodies

**Organisation:** Trip A Deal Pty Ltd

**1.Name of the governing body:** Qantas Airways Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

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

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	3	4	0

**4.Formal section policy and/or strategy: Yes**

**Selected value:** Policy; Strategy

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

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

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

**Selected value:**

Other

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

**Organisation:** Taylor Fry Pty Ltd

**1.Name of the governing body:** Qantas Airways Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

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

Chair	Female (F)	Male (M)	Non-Binary
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	0	1	0
<b>Member</b>	<b>Female (F)</b> 3	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

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

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

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

**Selected value:**

Other

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

**Organisation:** Vii Pty Limited

**1. Name of the governing body:** Qantas Airways Limited

**2. Type of the governing body:** Board of Directors

**3. Specified governing body type:**

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

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 3	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

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

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

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

**Selected value:**

Other

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

**Organisation:** National Jet Systems Pty Ltd

**1.Name of the governing body:** Qantas Airways Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

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

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 3	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

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

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

## 6.2 Year of target to be reached:

### Selected value:

Other

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

**Organisation:** Australian Air Express Pty Ltd

**1.Name of the governing body:** Qantas Airways Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

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

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 3	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

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

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

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

**Selected value:**

Other



Date Created: 28-06-2023

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

**Organisation:** Eastern Australia Airlines Pty. Limited

**1.Name of the governing body:** Qantas Airways Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

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

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	3	4	0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

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

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

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

**Selected value:**

Other

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

**Organisation:** Qantas Information Technology Ltd

**1.Name of the governing body:** Qantas Airways Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

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

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 3	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

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

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

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

**Selected value:**

Other

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

**Organisation:** Qantas Superannuation Limited

**1.Name of the governing body:** Qantas Airways Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

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

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	3	4	0

**4.Formal section policy and/or strategy: Yes**

**Selected value:** Policy; Strategy

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

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

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

**Selected value:**

Other

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

**Organisation:** Sunstate Airlines (Qld) Pty. Limited

**1.Name of the governing body:** Qantas Airways Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

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

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

	0	1	0
<b>Member</b>	<b>Female (F)</b> 3	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

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

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

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

**Selected value:**

Other

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

**Organisation:** Express Freighters Australia (Operations) Pty Limited

**1. Name of the governing body:** Qantas Airways Limited

**2. Type of the governing body:** Board of Directors

**3. Specified governing body type:**

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

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 3	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

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

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

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

**Selected value:**

Other

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

**Organisation:** Qantas Road Express Pty Limited

**1.Name of the governing body:** Qantas Airways Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

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

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 3	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

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

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

## 6.2 Year of target to be reached:

### Selected value:

Other

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

**Organisation:** Qf Cabin Crew Australia Pty Limited

**1.Name of the governing body:** Qantas Airways Limited

**2.Type of the governing body:** Board of Directors

### 3.Specified governing body type:

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

Chair	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	1	0
Member	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	3	4	0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

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

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

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

### Selected value:

Other

Date Created: 28-06-2023

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

**Organisation:** Qantas Domestic Pty Limited

**1.Name of the governing body:** Qantas Airways Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

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

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	3	4	0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

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

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

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

**Selected value:**

Other

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

**Organisation:** National Jet Operations Services Pty Ltd

**1.Name of the governing body:** Qantas Airways Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

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

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	3	4	0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

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

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

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

**Selected value:**

Other

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

**Organisation:** Network Aviation Pty Ltd

**1.Name of the governing body:** Qantas Airways Limited

**2.Type of the governing body:** Board of Directors



**3.Specified governing body type:**

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

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	3	4	0

**4.Formal section policy and/or strategy: Yes**

**Selected value:** Policy; Strategy

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

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

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

**Selected value:**

Other

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

**Organisation:** Network Turbine Solutions Pty Ltd

**1.Name of the governing body:** Qantas Airways Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

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

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

	0	1	0
<b>Member</b>	<b>Female (F)</b> 3	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

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

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

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

**Selected value:**

Other

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

**Organisation:** Qantas Ground Services Pty Limited

**1. Name of the governing body:** Qantas Airways Limited

**2. Type of the governing body:** Board of Directors

**3. Specified governing body type:**

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

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 3	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

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

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

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

**Selected value:**

Other

**Other value:** Gender balance is a key consideration in the selection process and managed by Nominations Committee

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

Yes

**Selected value:** Policy; Strategy

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

# #Action on gender equality

## Gender Pay Gaps

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

No

Other

**Other:** 17 out of 17 of the subsidiaries included in the Qantas Ground services report have either a policy and/or strategy in place. 9 subsidiaries have both a policy and strategy in place, 7 subsidiaries have only a policy and 1 subsidiary has only a strategy.

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

30/06/2022

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

## Employer action on pay equality

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

Yes

- 1.1 When was the most recent gender remuneration gap analysis undertaken?

Other

**Other:** Yes, 13 subsidiaries completed the analysis with the last 12 months, 2 subsidiaries completed their analysis within the last 1-2 years and 1 subsidiary included in this report completed their analysis more than 2 years ago but less than 4 years ago

- 1.2 Did you take any actions as a result of your gender remuneration gap analysis?

No

- 1.3 What type of gender remuneration gap analysis has been undertaken?

None

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

## Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

No

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No

3. On what date did your organisation share your last year's public reports with employees and shareholders?

**Employees:**

Yes

**Date:**23/06/2022

**Shareholder:**

Yes

Date:20/06/2022

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

No

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

# #Flexible Work

## Flexible Working

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

No

Other

**Other:** 16 out of the 17 subsidiaries included in the Qantas Ground Services report have a strategy in place. The remaining subsidiary is under development with estimated completion 31/12/2023.

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?

**Carer's leave:** Yes

SAME options for women and men Formal options are available

**Compressed working weeks:** No

**Flexible hours of work:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Job sharing:** No

**Part-time work:** Yes

SAME options for women and men Informal options are available

**Purchased leave:** No

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

SAME options for women and men

**Time-in-lieu:** Yes

SAME options for women and men

Formal options are available

**Unpaid leave:** Yes

SAME options for women and men Formal options are available

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

No

**3.1. You need to indicate which of the following flexible working options are available to NON-MANAGERS in your workplace.**

**Carer's leave:** Yes

SAME options for women and men

Formal options are available

**Compressed working weeks:** No

**Flexible hours of work:** Yes

SAME options for women and men

Formal options are available

**Job sharing:** No

**Part-time work:** Yes

SAME options for women and men

Formal options are available

**Purchased leave:** No

**Telecommuting (e.g. working from home):**No

**Time-in-lieu:** Yes

SAME options for women and men

Formal options are available

**Unpaid leave:** No

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

No

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

# #Employee Support

## Paid Parental leave

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

No

Other

**Other:** 16 out of the 17 subsidiaries included in the Qantas Ground Services report provide employer funded paid parental leave

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?

No

Other

**Other:** 15 out of the 17 subsidiaries included in the Qantas Ground Services report have a Policy & Strategy in place. An additional 1 subsidiary has a strategy in place. 1 subsidiary does not have a policy or strategy in place.

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

- 2.1. Employer subsidised childcare

No

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

No

**2.3. Breastfeeding facilities**

No

**2.4. Childcare referral services**

No

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

No

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

No

**2.7. Internal support networks for parents**

No

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

No

**2.9. Parenting workshops targeting fathers**

No

**2.10. Parenting workshops targeting mothers**

No

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

No

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

No

**2.13. On-site childcare**

No

**2.14. Other details: No**



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

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

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

Yes

Policy

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

Yes

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

All Managers:

Yes

At induction

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

## Family or domestic violence

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

No

Other

**Provide Details:** 16 out of the 17 subsidiaries included in the Qantas Ground Services report have a policy in place. The remaining subsidiary is under development with estimated completion 31/12/2023

2. **Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?**

**A domestic violence clause is in an enterprise agreement or workplace agreement**

No

**Confidentiality of matters disclosed**

Yes

**Protection from any adverse action or discrimination based on the disclosure of domestic violence**

Yes

**Employee assistance program (including access to psychologist, chaplain or counsellor)**

Yes

**Emergency accommodation assistance**

No

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

No

**Flexible working arrangements**

Yes

**Offer change of office location**

No

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

No

**Training of key personnel**

No

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

Yes

**Workplace safety planning**

Yes

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

No

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

Yes

**Is the leave period unlimited?**

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

No

**Access to unpaid leave**

No

**Other: No**

**Provide Details:**



Date Created: 28-06-2023

- 1. 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	CEO, KMPs, and HOBs		5	5
			Managers	12	27	39
			Non-managers	474	417	891
		Fixed-Term Contract	Non-managers	2	6	8
	Part-time	Permanent	Non-managers	12	27	39
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		3	3
			Managers	13	24	37
			Non-managers	140	236	376
			Fixed-Term Contract	Non-managers	1	9
	Part-time	Permanent	Managers	1		1
			Non-managers	11	48	59
		Fixed-Term Contract	Non-managers	6	32	38
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1		1
			Managers	17	30	47
			Non-managers	818	580	1,398
		Fixed-Term Contract	Managers	1	6	7
			Non-managers	15	20	35
	Part-time	Permanent	Managers	2	1	3
			Non-managers	111	254	365
		Fixed-Term Contract	Non-managers	3	14	17
	N/A	Casual	Non-managers	9	12	21

\* Total employees includes Non-binary

# 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	CEO, KMPs, and HOBs		1	1
			Managers	6	17	23
			Non-managers	356	267	623
		Fixed-Term Contract	Non-managers	6	12	18
	Part-time	Permanent	CEO, KMPs, and HOBs	1		1
			Non-managers	74	136	210
			Fixed-Term Contract	Non-managers	1	15
	N/A	Casual	Non-managers	4	12	16
	5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	6	2
Non-managers				321	4	325
Part-time		Permanent	Managers	1		1
			Non-managers	66	1	67
			Fixed-Term Contract	Non-managers	1	
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?		Full-time	Permanent	CEO, KMPs, and HOBs		1
	Managers				2	2
	Non-managers				63	63
	Fixed-Term Contract		Non-managers		2	2
	Part-time	Permanent	Non-managers		8	8

\* Total employees includes Non-binary

# 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	Non-managers	26	1	27
	Part-time	Permanent	Non-managers	8		8

\* Total employees includes Non-binary

# 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	CEO, KMPs, and HOBs		5	5
			Managers	12	27	39
			Non-managers	474	417	891
		Fixed-Term Contract	Non-managers	2	6	8
	Part-time	Permanent	Non-managers	12	27	39
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		3	3
			Managers	13	24	37
			Non-managers	140	236	376
			Fixed-Term Contract	Non-managers	1	9
	Part-time	Permanent	Managers	1		1
			Non-managers	11	48	59
		Fixed-Term Contract	Non-managers	6	32	38
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1		1
			Managers	17	30	47
			Non-managers	818	580	1,398
		Fixed-Term Contract	Managers	1	6	7
			Non-managers	15	20	35
	Part-time	Permanent	Managers	2	1	3
			Non-managers	111	254	365
		Fixed-Term Contract	Non-managers	3	14	17
	N/A	Casual	Non-managers	9	12	21

\* Total employees includes Non-binary



# 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	CEO, KMPs, and HOBs		1	1	
			Managers	6	17	23	
			Non-managers	356	267	623	
		Fixed-Term Contract	Non-managers		6	12	18
	Part-time	Permanent	Non-managers	CEO, KMPs, and HOBs	1		1
					74	136	210
				Fixed-Term Contract	1	15	16
N/A	Casual	Non-managers		4	12	16	
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	6	2	8	
			Non-managers	321	4	325	
	Part-time	Permanent	Non-managers	Managers	1		1
					66	1	67
				Fixed-Term Contract	1		1
	6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
Managers					2	2	
Non-managers					63	63	
Fixed-Term Contract					2	2	
Part-time		Permanent	Non-managers		8	8	

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Air and Space Transport

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	Part-time	Permanent	Non-managers	8		8

\* Total employees includes Non-binary

# 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	71	154	0	0	225
	Full-time contract	0	2	0	0	2
	Part-time permanent	6	1	0	0	7
	Part-time contract	0	1	0	0	1
Professionals	Full-time permanent	212	963	5	6	1,186
	Full-time contract	5	12	0	0	17
	Part-time permanent	18	12	0	0	30
	Part-time contract	2	0	0	0	2
Technicians And Trades Workers	Full-time permanent	6	242	0	0	248
	Full-time contract	0	5	2	16	23
	Part-time permanent	0	2	0	1	3
Community And Personal Service Workers	Full-time permanent	1,603	648	0	0	2,251
	Full-time contract	24	10	0	0	34
	Part-time permanent	260	17	0	0	277
Clerical And Administrative Workers	Full-time permanent	105	145	0	0	250
	Full-time contract	6	1	0	0	7
	Part-time permanent	26	3	0	0	29
	Part-time contract	0	2	0	0	2
	Casual	1	0	0	0	1
Sales Workers	Full-time permanent	16	4	0	0	20
	Part-time permanent	7	0	0	0	7
Machinery Operators And Drivers	Full-time permanent	5	55	0	0	60
	Full-time contract	0	1	0	0	1
	Part-time permanent	9	61	0	0	70
	Part-time contract	4	31	0	0	35
	Casual	4	11	0	0	15
Labourers	Full-time permanent	0	135	0	0	135
	Part-time permanent	51	301	0	0	352
	Casual	1	10	0	0	11

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

\*\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Air and Space Transport

Manager category	Employment status	No. of employees		
		F	M	Total*
KMP	Full-time permanent	2	23	25
	Part-time permanent	2	0	2
HOB	Full-time permanent	1	8	9
GM	Full-time permanent	5	4	9
SM	Full-time permanent	5	10	15
	Full-time contract	0	1	1
OM	Full-time permanent	58	109	167
	Full-time contract	0	1	1
	Part-time permanent	4	1	5
	Part-time contract	0	1	1

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		F	M	Total*
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HOB	Full-time permanent	1	8	9
GM	Full-time permanent	5	4	9
SM	Full-time permanent	5	10	15
	Full-time contract	0	1	1
OM	Full-time permanent	58	109	167
	Full-time contract	0	1	1
	Part-time permanent	4	1	5
	Part-time contract	0	1	1

\* Total employees includes Non-binary