

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Corporate group of: Cleanaway Waste Management Limited
Total group employee count: 7,720

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	234	608	0	0	842
	Full-time contract	2	1	0	0	3
	Part-time permanent	4	2	0	0	6
Professionals	Full-time permanent	319	565	0	2	885
	Full-time contract	10	11	0	0	21
	Part-time permanent	21	3	0	0	24
	Part-time contract	1	2	0	1	3
	Casual	0	4	0	0	4
Technicians And Trades Workers	Full-time permanent	12	269	2	10	281
	Full-time contract	0	4	0	0	4
	Part-time permanent	0	3	0	0	3
	Casual	0	2	0	0	2
Clerical And Administrative Workers	Full-time permanent	570	137	0	0	710
	Full-time contract	17	4	0	0	21
	Part-time permanent	66	5	0	0	71
	Part-time contract	3	0	0	0	3
	Casual	10	3	0	0	13
Machinery Operators And Drivers	Full-time permanent	368	3,104	0	0	3,473
	Full-time contract	5	5	0	0	10
	Part-time permanent	15	50	0	0	65
	Casual	97	631	0	0	728
Labourers	Full-time permanent	149	320	0	0	469
	Full-time contract	1	0	0	0	1
	Part-time permanent	12	10	0	0	22
	Casual	16	38	0	0	54
Other	Full-time permanent	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	
CEO	Full-time permanent	0	1	0	0	1
KMP	Full-time permanent	1	2	0	0	3
GM	Full-time permanent	7	9	0	0	16
	Full-time permanent	21	69	0	0	90
SM	Full-time contract	0	1	0	0	1
	Part-time permanent	0	1	0	0	1
	Full-time permanent	205	527	0	0	732
OM	Full-time contract	2	0	0	0	2
	Part-time permanent	4	1	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		4	32	82	78	73	270
Part-time	Permanent			2		2	1	5
Full-time	Fixed-term				3		1	4
Part-time	Fixed-term							
N/A	Casual				5			5

**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			16	22			38
Part-time	Permanent			2				2
Full-time	Fixed-term				1			1
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			9	28	88	190	315
Part-time	Permanent					2	5	7
Full-time	Fixed-term				1	3	4	8
Part-time	Fixed-term						1	1
N/A	Casual					35	123	158

**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	28	66	408	914	1,420
Part-time	Permanent					21	7	28
Full-time	Fixed-term		1	2		38	28	69
Part-time	Fixed-term					3	2	5
N/A	Casual				1	35	209	245

* 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	13	73	268	750	1,112
Part-time	Permanent				1	28	13	42
Full-time	Fixed-term					10	11	21
Part-time	Fixed-term							
N/A	Casual					9	97	106

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	4	44	11	67
Part-time	Permanent			1		10		11
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual					1	1	2

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	10	1	100	113
Part-time	Permanent						2	2
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual						5	5

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