



**Australian Government**



**Workplace  
Gender Equality  
Agency**



# 2022 - 23 Gender Equality Reporting

## Submitted By:

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Maca Civil Pty Ltd 20146021347

INTERQUIP CONSTRUCTION PTY LTD 92118832465

# #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  
Policy  
**Retention:** Yes  
Strategy  
**Performance management processes:** Yes  
Policy  
**Promotions:** Yes.  
Strategy  
**Talent identification/identification of high potentials:** YesStrategy  
**Succession planning:** Yes  
Strategy  
**Training and development:** Yes  
Strategy  
**Key performance indicators for managers relating to gender equality:** YesPolicy
2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?  
YesPolicy
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:** INTERQUIP CONSTRUCTION PTY LTD

**1.Name of the governing body:** Interquip Board

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

**3.Specified governing body type:**

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

Date Created: 15-06-2023

<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> 0	<b>Male (M)</b> 3	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy:** No**Selected value:** Not a priority**Other value:****Details why there is no control over governing body/appointments:****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:** Currently under development**Estimated Completion Date:** 2024-06-30**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?**

No

**Selected value:** Currently under development**Estimated Completion Date:** 2024-06-30**Organisation:** Maca Infrastructure Pty Ltd**1. Name of the governing body:** Maca Director Board**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
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Member	Female (F)	Male (M)	Non-Binary
	0	3	0

4. Formal section policy and/or strategy: No

Selected value: Not a priority

Other value:

Details why there is no control over governing body/appointments:

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: Currently under development

Estimated Completion Date: 2024-06-30

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?

No

Selected value: Currently under development

Estimated Completion Date: 2024-06-30

Organisation: Maca Limited

1. Name of the governing body: Maca Director Board

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
	0	3	0

**4. Formal section policy and/or strategy:** No

**Selected value:** Not a priority

**Other value:**

**Details why there is no control over governing body/appointments:**

**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:** Currently under development

**Estimated Completion Date:** 2024-06-30

**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?**

No

**Selected value:** Currently under development

**Estimated Completion Date:** 2024-06-30

**Organisation:** Maca Mining Pty Ltd

**1. Name of the governing body:** Maca Director Board

**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
	0	3	0

**4. Formal section policy and/or strategy:** No

**Selected value:** Not a priority

Other value:

Details why there is no control over governing body/appointments:

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: Currently under development

Estimated Completion Date: 2024-06-30

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?

No

Selected value: Currently under development

Estimated Completion Date: 2024-06-30

Organisation: Maca Civil Pty Ltd

1.Name of the governing body: Maca Director Board

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
	0	3	0

4.Formal section policy and/or strategy: No

Selected value: Not a priority

Other value:

Details why there is no control over governing body/appointments:

**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:** Currently under development

**Estimated Completion Date:** 2024-06-30

**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?**

No

**Selected value:** Currently under development

**Estimated Completion Date:** 2024-06-30

**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?**

Yes

Strategy

**1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?**

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 be transparent about pay scales and/or salary bands; To ensure managers are held accountable for pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process

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



31/03/2023

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?

Within the last 12 months

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

Yes

Reviewed remuneration decision-making processes; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Set targets to reduce any organisation-wide gap; Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Corrected like-for-like gaps

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

A like-for-like gap analysis; An overall organisation-wide gender pay gap

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?

NoNot a priority

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

No

Not a priority

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

Employees:

Yes

Date:31/08/2022

Shareholder:

Yes

Date:31/08/2022

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?  
Yes
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?  
Yes  
Strategy
  - 1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:  
A business case for flexibility has been established and endorsed at the leadership level  
No  
Not a priority  
  
The organisation's approach to flexibility is integrated into client conversations  
Yes  
  
Employees are surveyed on whether they have sufficient flexibility  
Yes  
  
Employee training is provided throughout the organisation  
No

Not aware of the need

**The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)**

No

Insufficient resources/expertise

**Flexible working is promoted throughout the organisation**

Yes

**Targets have been set for engagement in flexible work**

No

Other

**Other:**

**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**

No

Insufficient resources/expertise

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**

No

Insufficient resources/expertise

**Leaders are held accountable for improving workplace flexibility**

No

Not aware of the need

**Leaders are visible role models of flexible working**

No

Not a priority

**Manager training on flexible working is provided throughout the organisation**

No

Not aware of the need

**Targets have been set for men's engagement in flexible work**

No

Other

**Other:**

**Team-based training is provided throughout the organisation**

No

Not aware of the need

Other: No

**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

Not a priority

**Flexible hours of work:** Yes

SAME options for women and men Informal options are available

**Job sharing:** Yes

SAME options for women and men

**Part-time work:** Yes

SAME options for women and men

**Purchased leave:** No

Not a priority

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

SAME options for women and men

**Time-in-lieu:** Yes

SAME options for women and men

Informal 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?**

Yes

**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?**

Yes, women and men

**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?**

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

**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 gap between the employee's salary and the government's paid parental leave scheme

**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?**

12

**1.1.f. What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?**

81-90%

**1.1.g. Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?**

Yes

How long is the qualifying period (in months)?

**1.1.h. Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?**

Yes

Within 6 months

**1.2. Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?**

Yes

Date Created: 15-06-2023

- 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
- 1.2.c. How do you pay employer funded paid parental leave to Secondary carers?**  
Paying the gap between the employee's salary and the government's paid parental leave scheme
- 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?**  
81-90%
- 1.2.g. Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?**  
Yes  
How long is the qualifying period (in months)?  
1
- 1.2.h. Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?**  
Yes  
Within 6 months

**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  
Insufficient resources/expertise

Date Created: 15-06-2023

**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

Not aware of the need

**2.3. Breastfeeding facilities**

No

Not aware of the need

**2.4. Childcare referral services**

No

Not a priority

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

No

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

Yes

Available at ALL worksites

**2.7. Internal support networks for parents**

Yes

Available at ALL worksites

**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**

Yes

Available at ALL worksites

**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; Strategy

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

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

Other

**Provide Details:** All Management New & Existing

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?**

Yes

Strategy

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

Insufficient resources/expertise

**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

Insufficient resources/expertise

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

No

Insufficient resources/expertise

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

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

Yes

**Training of key personnel**

No

Insufficient resources/expertise

**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)**

Yes

**Is the leave period unlimited?**

No

**How many days are provided?**

10

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

Yes

**Is the leave period unlimited?**

No

**How many days are provided?** 10

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

Yes

**Is the leave period unlimited?**

Yes

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

Yes

**Other: No**

**Provide Details:**

2. 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: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	5	29	34
			Non-managers	67	227	294
	Part-time	Permanent	Managers		1	1
			Non-managers	2		2
	N/A	Casual	Non-managers		6	6
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers		25	25
			Non-managers	104	637	741
	N/A	Casual	Non-managers	5		5
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	1	19	20
			Non-managers	195	734	929
		Fixed-Term Contract	Managers		1	1
			Non-managers	8	11	19
	Part-time	Permanent	Non-managers	4	2	6
	N/A	Casual	Managers		1	1
			Non-managers	22	138	160

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: All Industries

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	3	21	24
			Non-managers	160	677	837
	Part-time	Permanent	Non-managers	3		3
	N/A	Casual	Managers		1	1
			Non-managers	7	63	70
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	6	3	9
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		7	7

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* Total employees includes Non-binary



# Workforce Management Statistics Table

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Exploration and Other Mining Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	3	20	23
			Non-managers	56	200	256
	Part-time	Permanent	Managers		1	1
			Non-managers	1		1
	N/A	Casual	Non-managers		6	6
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers		11	11
			Non-managers	83	418	501
	N/A	Casual	Non-managers	5		5
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	1	6	7
			Non-managers	111	449	560
		Fixed-Term Contract	Managers		1	1
			Non-managers	7	10	17
	Part-time	Permanent	Non-managers	1	1	2
	N/A	Casual	Managers		1	1
			Non-managers	21	131	152

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Exploration and Other Mining Support Services

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	3	8	11
			Non-managers	128	541	669
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Managers		1	1
			Non-managers	7	63	70
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	3	3	6
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		6	6

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Heavy and Civil Engineering Construction

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	1	6	7
			Non-managers	8	22	30
	Part-time	Permanent	Non-managers	1		1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers		5	5
			Non-managers	16	55	71
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers		13	13
			Non-managers	80	232	312
		Fixed-Term Contract	Non-managers	1		1
	Part-time	Permanent	Non-managers	3	1	4
	N/A	Casual	Non-managers	1	3	4

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Heavy and Civil Engineering Construction

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		10	10
			Non-managers	26	87	113
	Part-time	Permanent	Non-managers	1		1
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Professional, Scientific and Technical Services (Except Computer System Design and Related

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	1	3	4
			Non-managers	3	5	8
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers		9	9
			Non-managers	5	164	169
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Non-managers	4	53	57
		Fixed-Term Contract	Non-managers		1	1
	N/A	Casual	Non-managers		4	4

\* Total employees includes Non-binary



# Workforce Management Statistics Table

Industry: Professional, Scientific and Technical Services (Except Computer System Design and Related

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		3	3
			Non-managers	6	49	55
	Part-time	Permanent	Non-managers	1		1
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	2		2

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: All Industries

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	11	131	0	0	142
	Full-time contract	0	1	0	0	1
	Part-time permanent	1	2	0	0	3
Professionals	Full-time permanent	73	444	4	17	538
	Full-time contract	1	4	0	0	5
	Part-time permanent	6	1	0	0	7
	Casual	2	12	0	1	15
Technicians And Trades Workers	Full-time permanent	1	220	2	45	268
	Full-time contract	0	1	1	10	12
	Casual	1	29	0	0	30
Clerical And Administrative Workers	Full-time permanent	91	6	1	1	99
	Full-time contract	3	1	0	0	4
	Part-time permanent	9	0	0	0	9
	Part-time contract	0	1	0	0	1
	Casual	4	0	0	0	4
Machinery Operators And Drivers	Full-time permanent	178	755	0	0	933
	Full-time contract	4	1	0	0	5
	Casual	11	61	0	0	72
Labourers	Full-time permanent	7	19	0	0	26
	Casual	0	1	0	0	1

\* Categorised 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: All Industries

		No. of employees		
Manager category	Employment status	F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	0	1	1
HOB	Full-time permanent	0	3	3
GM	Full-time permanent	1	11	12
SM	Full-time permanent	0	10	10
OM	Full-time permanent	10	105	115
	Full-time contract	0	1	1
	Part-time permanent	1	2	3

\* Total employees includes Non-binary

# Workplace Profile Table

\* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)  
\*\* Total employees includes Non-binary

# Workplace Profile Table

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Exploration and Other Mining Support Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	7	87	0	0	94
	Full-time contract	0	1	0	0	1
	Part-time permanent	1	1	0	0	2
Professionals	Full-time permanent	50	320	1	5	376
	Full-time contract	1	3	0	0	4
	Part-time permanent	5	1	0	0	6
	Casual	1	10	0	0	11
Technicians And Trades Workers	Full-time permanent	0	173	1	43	217
	Full-time contract	0	1	1	10	12
	Casual	1	29	0	0	30
Clerical And Administrative Workers	Full-time permanent	63	5	0	1	69
	Full-time contract	3	1	0	0	4
	Part-time permanent	3	0	0	0	3
	Part-time contract	0	1	0	0	1
	Casual	4	0	0	0	4
Machinery Operators And Drivers	Full-time permanent	145	629	0	0	774
	Full-time contract	4	1	0	0	5
	Casual	11	59	0	0	70
Labourers	Full-time permanent	3	3	0	0	6

\* 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: Exploration and Other Mining Support Services

		No. of employees		
Manager category	Employment status	F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	0	1	1
HOB	Full-time permanent	0	1	1
GM	Full-time permanent	1	8	9
SM	Full-time permanent	0	4	4
OM	Full-time permanent	6	72	78
	Full-time contract	0	1	1
	Part-time permanent	1	1	2

\* Total employees includes Non-binary



# Workplace Profile Table

Industry: Heavy and Civil Engineering Construction

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	2	34	0	0	36
	Part-time permanent	0	1	0	0	1
Professionals	Full-time permanent	22	97	3	12	134
	Full-time contract	0	1	0	0	1
	Part-time permanent	1	0	0	0	1
	Casual	1	1	0	1	3
Technicians And Trades Workers	Full-time permanent	1	14	0	2	17
Clerical And Administrative Workers	Full-time permanent	22	1	0	0	23
	Part-time permanent	5	0	0	0	5
Machinery Operators And Drivers	Full-time permanent	33	109	0	0	142
	Casual	0	2	0	0	2
Labourers	Full-time permanent	4	16	0	0	20
	Casual	0	1	0	0	1

\* Categorised 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: Heavy and Civil Engineering Construction

		No. of employees		
Manager category	Employment status	F	M	Total*
HOB	Full-time permanent	0	1	1
GM	Full-time permanent	0	1	1
SM	Full-time permanent	0	6	6
OM	Full-time permanent	2	26	28
	Part-time permanent	0	1	1

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Professional, Scientific and Technical Services (Except Computer System Design and Related

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	2	10	0	0	12
Professionals	Full-time permanent	1	27	0	0	28
	Casual	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	0	33	1	0	34
Clerical And Administrative Workers	Full-time permanent	6	0	1	0	7
	Part-time permanent	1	0	0	0	1
Machinery Operators And Drivers	Full-time permanent	0	17	0	0	17

\* Categorised 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: Professional, Scientific and Technical Services (Except Computer System Design and Related

		No. of employees		
Manager category	Employment status	F	M	Total*
HOB	Full-time permanent	0	1	1
GM	Full-time permanent	0	2	2
OM	Full-time permanent	2	7	9

\* Total employees includes Non-binary