

## Public Report - Employee data tables

**Program:** 2024 - 25 Gender Equality Reporting

**Corporate group of:** Hays Specialist Recruitment (Australia) Pty Limited

**Total group employee count:** 10,757

**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	82	91	0	0	173
	Part-time permanent	20	1	0	0	21
	Casual	320	461	0	0	791
Professionals	Full-time permanent	75	43	0	0	118
	Part-time permanent	6	0	0	0	6
	Casual	2,403	2,422	0	0	4,913
Technicians And Trades Workers	Casual	226	822	0	0	1,049
Community And Personal Service Workers	Casual	29	13	0	0	43
Clerical And Administrative Workers	Full-time permanent	110	5	0	0	115
	Part-time permanent	18	0	0	0	18
	Casual	1,083	302	0	0	1,390
Sales Workers	Full-time permanent	294	178	0	0	472
	Part-time permanent	33	0	0	0	33
Machinery Operators And Drivers	Casual	70	419	0	0	489
Labourers	Casual	284	840	0	0	1,126

\* 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	6	4	0	0	10
HOB	Full-time permanent	0	1	0	0	1
GM	Full-time permanent	9	17	0	0	26
	Part-time permanent	5	1	0	0	6
SM	Full-time permanent	25	27	0	0	52
	Part-time permanent	9	0	0	0	9
OM	Full-time permanent	42	41	0	0	83
	Part-time permanent	6	0	0	0	6
	Casual	320	461	0	0	791

\* 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		2	23	17	141	69	252
Part-time	Permanent			2		9		11
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

**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			15	16			31
Part-time	Permanent			2				2
Full-time	Fixed-term							
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		1	1	2	21	6	31
Part-time	Permanent						1	1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

**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			3	6	141	72	222
Part-time	Permanent					10		10
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

\* 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			12	11	176	79	278
Part-time	Permanent			1		17		18
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

**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	1	42	4	55
Part-time	Permanent			9		23		32
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

**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				2		10	12
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

**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		11		12
Part-time	Permanent					4		4
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

\* Total employees includes Non-binary