

# 2020 - 21 Compliance Program

Submitted by:

**RAC Insurance Pty Limited  
(ABN:59094685882)**

**RACWA Holdings Pty Ltd  
(ABN:60008985877)**

**RAC Tourism Assets Pty Ltd  
(ABN:23168253085)**

**RAC Security Services (WA) Pty Ltd  
(ABN:44096235200)**

**RAC Travel Services Pty Limited  
(ABN:17009164176)**

**RAC Automotive Services Pty Ltd  
(ABN:93095467226)**

**RAC Distribution Pty Ltd  
(ABN:71092581470)**

**RAC Motoring Pty Ltd  
(ABN:33009292228)**

**RAC Finance Limited (ABN:77009066862)**

**The Royal Automobile Club of WA (Inc.)  
(ABN:33212133120)**

# #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
...Retention	No( <i>Select all that apply</i> )
...No	Currently under development( <i>Select the estimated completion date.</i> )
...Currently under development	30-Jun-2022
...Other (please provide)	
...Performance management processes	No( <i>Select all that apply</i> )
...No	Currently under development( <i>Select the estimated completion date.</i> )
...Currently under development	30-Jun-2022
...Other (please provide)	
...Promotions	Yes( <i>Select all that apply</i> )
...Yes	Policy
...Talent identification/identification of high potentials	Yes( <i>Select all that apply</i> )
...Yes	Policy
...Succession planning	Yes( <i>Select all that apply</i> )
...Yes	Policy
...Training and development	No( <i>Select all that apply</i> )
...No	Other (please provide)
...Other (please provide)	RAC have developed a targeted training program for new and emerging female leaders called the Empower Program.
...Key performance indicators for managers relating to gender equality	No( <i>Select all that apply</i> )
...No	Currently under development( <i>Select the estimated completion date.</i> )
...Currently under development	30-Jun-2022
...Other (please specify)	

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

Yes( <i>Select all that apply</i> )
...Yes
Strategy

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

RAC has a Diversity & Inclusion commitment which includes a Gender Equity Working Group sponsored by an Executive team member with a General Manager as the Lead; these include several streams, being:

- Talent Acquisition and Internal Mobility
- Leadership
- Flexible Working
- Gender Equity Pay Action Plan

## Governing bodies

### *RAC Insurance Pty Limited*

1: Does this organisation have a governing body?	Yes( <i>Provide further details on the governing body(ies) and its composition</i> )
1.1: What is the name of your governing body?	RAC Insurance Pty Ltd.
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female (F)	0
...Male (M)	1
...Gender X	0
...Members	
...Female (F)	1
...Male (M)	5
...Gender X	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No( <i>Select all that apply</i> )
	Not a priority
1.5: Has a target been set to increase the representation of women on this governing body?	No( <i>Select all that apply</i> )
	Not a priority

### *The Royal Automobile Club of WA (Inc.)*

1: Does this organisation have a governing body?	Yes( <i>Provide further details on the governing body(ies) and its composition</i> )

1.1: What is the name of your governing body?	The Royal Automobile Club of WA (Inc.)
1.2: What type of governing body does this organisation have?	Management committee
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female (F)	1
...Male (M)	0
...Gender X	0
...Members	
...Female (F)	4
...Male (M)	10
...Gender X	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No( <i>Select all that apply</i> )
	Not a priority
1.5: Has a target been set to increase the representation of women on this governing body?	No( <i>Select all that apply</i> )
	Do not have control over governing body/appointments
	Council elected by members (governing body is an incorporated association).

#### *RACWA Holdings Pty Ltd*

1.1: What is the name of your governing body?	RACWA Holdings Pty Ltd.
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female (F)	0
...Male (M)	1
...Gender X	0
...Members	
...Female (F)	1
...Male (M)	5
...Gender X	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No( <i>Select all that apply</i> )

	Not a priority
1.5: Has a target been set to increase the representation of women on this governing body?	No( <i>Select all that apply</i> )
	Not a priority

#### *RAC Tourism Assets 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 this submission group.

#### *RAC Security Services (WA) 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 this submission group.

#### *RAC Travel 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 this submission group.

#### *RAC Automotive Services 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 this submission group.

#### *RAC Distribution 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 this submission group.
<i>RAC Motoring Pty Ltd</i>	
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 this submission group.
<i>RAC Finance Limited</i>	
1: Does this organisation have a governing body?	Yes( <i>Provide further details on the governing body(ies) and its composition</i> )
1.1: What is the name of your governing body?	RAC Finance Limited
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female (F)	0
...Male (M)	1
...Gender X	0
...Members	
...Female (F)	1
...Male (M)	5
...Gender X	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No( <i>Select all that apply</i> )
	Not a priority
1.5: Has a target been set to increase the representation of women on this governing body?	No( <i>Select all that apply</i> )
	Not a priority

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?

No(Select all that apply)

...No

Other (provide details)

...Other (provide details)

RAC Group CEO approved bi-annual gender pay audits. Commenced 1 July 2017 till current. Prior to this audits were conducted annually since April 2015.

2: Did your organisation receive JobKeeper payments?

Yes

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

Yes

.. April 2020

...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?

1-Apr-2021

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(*Provide further details on the most recent gender remuneration gap analysis that was undertaken.*)

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(*Select all that apply*)

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

.. Yes

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 ratings to ensure there is no gender bias (including unconscious bias)  
Reported pay equity metrics (including gender pay gaps) to the executive  
Reported pay equity metrics (including gender pay gaps) to all employees  
Corrected like-for-like gaps  
Implemented other changes (provide details):

...Implemented other changes (provide details):

Two like-for-like gender pay gap audits have been completed company-wide. Findings were shared with the Executive and General Managers. An action plan was also created following each audit to correct any gender pay difference. Communications with metrics on RAC GPG have been provided to all employees via Yello (RAC Intranet). In FY21 RAC added an additional focus area to the Gender Equity Action Plan to include actions to address the Gender Pay Gap. This included steps to inform our employees through Group wide communication channels of the current position as well as preparing education sessions for our employees on Gender Pay Gap. Ongoing work continues with analysing our data and taking immediate actions if any gaps have been identified.

1.3: You may provide details below on the type of gender remuneration gap analysis

RAC has a formal Gender Equity Working Group (GEWG), with a Group Executive being the primary stakeholder and a General Manager as the Lead.

The GEWG is focusing on enhancing gender equity in remuneration and compensation. Detailed data analysis has been conducted to determine where these gaps

that has been undertaken (for example like-for-like and/or organisation-wide)

currently exist in like for like roles, as well as at the various employment levels in the organisation.

We also have a gender equity action plan, as well as other business processes currently in the works to be implemented in the coming months.

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?

Yes(Provide further details on the employee consultation process.)

1.1: How did you consult employees?

Consultative committee or group  
Focus groups  
Other (provide details)

...Other (provide details)

Consultation with employees through surveys, and Consultative Committee (GEWG), and focus groups (Gender Equity listening tours. Due to the pandemic we did not run the survey this year.

1.2: Who did you consult?

Human resources managers  
Management  
Employee representative group(s)  
Diversity committee or equivalent  
Other (provide details)

...Other (provide details)

Our Inclusion Council has a large proportion of Leaders and Executives on it. Varying levels of Leadership from across the organisation participate in this forum as well.

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

RAC post news articles on our internal intranet regarding WGEA and RAC's Gender Equity Working Group, for organisation-wide visibility and has also more recently provided updated Gender Pay stats to highlight what RAC is doing on this issue.

RAC initiated a series of "listening tours" in 2019 which have continued year on year for our General Managers and Executives to gain feedback directly from employees regarding Gender Equity in the workplace.

# #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
...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)	.
...Targets have been set for men's engagement in flexible work	No( <i>Select all that apply</i> )
...No	Not a priority
...Leaders are held accountable for improving workplace flexibility	Yes
...Manager training on flexible working is provided throughout the organisation	Yes
...Employee training is provided throughout the organisation	No( <i>Select all that apply</i> )
...No	Not aware of the need
...Team-based training is provided throughout the organisation	No( <i>Select all that apply</i> )
...No	Currently under development( <i>Select the estimated completion date.</i> )
...Currently under development	30-Jun-2022
...Employees are surveyed on whether they have sufficient flexibility	No( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	Work is underway and will continue for FY22 to ensure we are gathering more feedback from our employees. Due to COVID we have had to

	amend and reschedule some of our programs that would look to capture feedback regarding flexibility.
...The organisation's approach to flexibility is integrated into client conversations	No( <i>Select all that apply</i> )
...No	Not a priority
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	No( <i>Select all that apply</i> )
...No	Not a priority
...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> )
...No	Not a priority
...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> )
...No	Not a priority
...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	Formal options are available 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 Informal options are available
...Purchased 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
...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, SOME 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.

RAC has made significant progress to allow employees to be able to work from home since COVID19. This is now a key focus area for the organisation going forward as on of our Diversity and Inclusion Strategic Priorities for FY22.

# #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 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?	16
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	71-80%
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 Stillbirth Adoption
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?	4
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	70-80%

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.

Eligibility criteria for paid parental leave (secondary carers / non-primary caregivers) include access to 4 weeks paid leave for those permanent employees who have completed 12 months of continuous service with the organisation.

## Support for carers

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

No( <i>Select all that apply</i> )	
...No	Other (provide details)
...Other (provide details)	Employee entitlement provided under the National Employment Standards.

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

...Employer subsidised childcare	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Not a priority
...On-site childcare	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Not a priority
...Breastfeeding facilities	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at SOME worksites
...Childcare referral services	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Not a priority
...Internal support networks for parents	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Not a priority
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )



...No	Not a priority
...Information packs for new parents and/or those with elder care responsibilities	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
...Referral services to support employees with family and/or caring responsibilities	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
...Targeted communication mechanisms (e.g. intranet/forums)	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Not a priority
...Support in securing school holiday care	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Not a priority
...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> )
...No	Not aware of the need
...Parenting workshops targeting mothers	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Not aware of the need
...Parenting workshops targeting fathers	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Not aware of the need
...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
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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
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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	Yes
...A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
...Workplace safety planning	No( <i>Select all that apply</i> )
...No	Currently under development( <i>Select the estimated completion date.</i> )
...Currently under development	
...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	No( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	RAC has Paid Family and Domestic Violence (FDV) Leave in a leave policy applicable to all employees.
...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)	May be explored further as part of ongoing focus on FDV.
...Offer change of office location	Yes
...Emergency accommodation assistance	No( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	May be explored further as part of ongoing focus on FDV.
...Access to medical services (e.g. doctor or nurse)	No( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	May be explored further as part of ongoing focus on FDV.
...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: All Industries **All RAC WA**

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	10	15	25
			Non-managers	55	42	97
		Fixed-Term Contract	Non-managers	7	9	16
	Part-time	Permanent	Non-managers	12	3	15
	N/A	Casual	Non-managers	1	2	3
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	30	23	53
			Non-managers	89	72	161
		Fixed-Term Contract	CEO, KMPs, and HOBs	1	1	2
			Non-managers	5	15	20
	Part-time	Permanent	Managers	4		4
			Non-managers	54	9	63
		Fixed-Term Contract	Non-managers	5		5
	N/A	Casual	Non-managers	10	6	16
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	1	13	14
			Non-managers	91	52	155
		Fixed-Term Contract	Managers	1	5	6
			Non-managers	51	17	90
	Part-time	Permanent	Non-managers	9	1	11
		Fixed-Term Contract	Non-managers	11	1	12
	N/A	Casual	Non-managers	26	8	34

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: All Industries

**AII RAC WA**

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	73	64	137
		Fixed-Term Contract	Managers		1	1
			Non-managers	17	7	24
	Part-time	Permanent	Non-managers	34	6	40
		Fixed-Term Contract	Non-managers	4	1	5
	N/A	Casual	Non-managers	11	5	16
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	12	1	13
			Non-managers	33	5	38
		Fixed-Term Contract	Managers	2		2
			Non-managers	6	1	7
	Part-time	Permanent	Managers	4		4
			Non-managers	32		32
		Fixed-Term Contract	Non-managers	5		5
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	1	3	4
			Non-managers	2	14	16
		Fixed-Term Contract	Managers		1	1
			Non-managers		3	3
	Part-time	Fixed-Term Contract	Non-managers		1	1

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: All Industries     **AII RAC WA**

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	1		1
			Non-managers	5	1	6
	Part-time	Permanent	Non-managers	3		3

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Construction Services      **RAC Security Services (WA) Pty Ltd**

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Non-managers	1	1	2
2. How many employees (including partners with an employment contract) were internally appointed?	Part-time	Permanent	Non-managers	1		1
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Fixed-Term Contract	Non-managers	1		1
	Part-time	Fixed-Term Contract	Non-managers	1		1

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Construction Services      **RAC Security Services (WA) Pty Ltd**

Question	Contract Type	Employment Type	Manager Category	Male	Total*
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	1	1

\* Total employees includes Gender X



# Workforce Management Statistics Table

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Accommodation      **RAC Tourism Assets Pty Ltd**

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	3	7	10
			Non-managers	16	17	33
	Part-time	Permanent	Non-managers	1	1	2

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Accommodation     **RAC Tourism Assets Pty Ltd**

Question	Contract Type	Employment Type	Manager Category	Female	Total*
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	1	1

\* Total employees includes Gender X

# Workforce Management Statistics Table

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Finance

**RACWA Holdings Pty Ltd**  
**RAC Finance Limited**

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	1	5	6
			Non-managers	5	8	13
		Fixed-Term Contract	Non-managers	1	1	2
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	6	8	14
			Non-managers	16	15	31
		Fixed-Term Contract	CEO, KMPs, and HOBs	1	1	2
			Non-managers	2	3	5
	Part-time	Permanent	Managers	2		2
			Non-managers	15		15
		Fixed-Term Contract	Non-managers	2		2
	N/A	Casual	Non-managers		6	6
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers		11	11
			Non-managers	19		31
		Fixed-Term Contract	Managers	1	2	3
			Non-managers	26		48
	Part-time	Permanent	Non-managers			1
		Fixed-Term Contract	Non-managers	7		7
	N/A	Casual	Non-managers	1		1

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Finance

**RACWA Holdings Pty Ltd**  
**RAC Finance Limited**

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	5	8
			Non-managers	10	15	25
		Fixed-Term Contract	Managers		1	1
			Non-managers	4	3	7
	Part-time	Permanent	Non-managers	2		2
		Fixed-Term Contract	Non-managers	1	1	2
	N/A	Casual	Non-managers	1	1	2
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	3		3
			Non-managers	9	1	10
		Fixed-Term Contract	Managers	1		1
	Part-time	Permanent	Managers	2		2
			Non-managers	10		10
		Fixed-Term Contract	Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1
			Non-managers		7	7
		Fixed-Term Contract	Managers		1	1
			Non-managers		1	1
	Part-time	Fixed-Term Contract	Non-managers		1	1

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Finance      **RACWA Holdings Pty Ltd**  
**RAC Finance Limited**

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers	1	1

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Insurance and Superannuation Funds

**RAC Insurance Pty Limited**

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	5	2	7
	Part-time	Permanent	Non-managers	3		3
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	11	10	21
			Non-managers	22	22	44
		Fixed-Term Contract	Non-managers	1		1
	Part-time	Permanent	Managers	1		1
			Non-managers	12		12
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Non-managers	23	25	48
		Fixed-Term Contract	Managers		3	3
			Non-managers	9	7	16
	Part-time	Permanent	Non-managers	1		1
		Fixed-Term Contract	Non-managers	2	1	3
	N/A	Casual	Non-managers	2	1	3

\* Total employees includes Gender X



# Workforce Management Statistics Table

Industry: Insurance and Superannuation Funds

**RAC Insurance Pty Limited**

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	Non-managers	14	9	23
		Fixed-Term Contract	Non-managers	2	2	4
	Part-time	Permanent	Non-managers	6	1	7
	N/A	Casual	Non-managers		1	1
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	6	1	7
			Non-managers	9	2	11
		Fixed-Term Contract	Managers	1		1
			Non-managers	2		2
	Part-time	Permanent	Managers	2		2
			Non-managers	8		8
		Fixed-Term Contract	Non-managers	3		3
	Full-time	Permanent	Managers		2	2
			Non-managers		4	4

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Insurance and Superannuation Funds **RAC Insurance Pty Limited**

Question	Contract Type	Employment Type	Manager Category	Female	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	2	2
	Part-time	Permanent	Non-managers	3	3

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

**RAC Distribution Pty Ltd**

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	4		4
			Non-managers	28	11	39
		Fixed-Term Contract	Non-managers	3	2	5
	Part-time	Permanent	Non-managers	7	2	9
	N/A	Casual	Non-managers		2	2
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	12	5	17
			Non-managers	38	27	65
		Fixed-Term Contract	Non-managers	1		1
	Part-time	Permanent	Managers	1		1
			Non-managers	16	1	17
		Fixed-Term Contract	Non-managers	1		1
	N/A	Casual	Non-managers	8		8
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	1	1	2
			Non-managers	47	14	61
		Fixed-Term Contract	Non-managers	12	2	14
	Part-time	Permanent	Non-managers	6	1	7
	N/A	Casual	Non-managers	20	5	25

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

**RAC Distribution Pty Ltd**

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		2	2
			Non-managers	36	16	52
		Fixed-Term Contract	Non-managers	9	2	11
	Part-time	Permanent	Non-managers	17	1	18
		Fixed-Term Contract	Non-managers	1		1
	N/A	Casual	Non-managers	7	3	10
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	2		2
			Non-managers	10	1	11
		Fixed-Term Contract	Non-managers	4		4
	Part-time	Permanent	Non-managers	9		9
		Fixed-Term Contract	Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	1		1
			Non-managers		1	1

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services **RAC Distribution Pty Ltd**

Question	Contract Type	Employment Type	Manager Category	Female	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	3	3

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Administrative Services

RAC Travel Services Pty Ltd

Question	Contract Type	Employment Type	Manager Category	Female	Total*
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers	7	7
		Fixed-Term Contract	Non-managers	1	1
	Part-time	Permanent	Non-managers	8	8
3. How many employees (including partners with an employment contract) were externally appointed?	N/A	Casual	Non-managers	1	1

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Administrative Services

**RAC Travel Services Pty Ltd**

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	Non-managers	7	2	9
		Fixed-Term Contract	Non-managers	1		1
	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
	Part-time	Permanent	Non-managers	3		3
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Fixed-Term Contract	Non-managers		1	1

\* Total employees includes Gender X

# Workforce Management Statistics Table

\* Total employees includes Gender X



# Workforce Management Statistics Table

Industry: Repair and Maintenance

**RAC Automotive Services Pty Ltd**

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

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Repair and Maintenance

**RAC Automotive Services Pty Ltd**

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		1	1
			Non-managers	3	17	20
		Fixed-Term Contract	Non-managers	1		1
	Part-time	Permanent	Non-managers	1	1	2
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	1		1
		Fixed-Term Contract	Non-managers		1	1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		2	2
		Fixed-Term Contract	Non-managers		1	1

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Repair and Maintenance **RAC Automotive Services Pty Ltd**

Question	Contract Type	Employment Type	Manager Category	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	1	1

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Personal and Other Services

**RAC Motoring Pty Ltd**

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	1		1
		Fixed-Term Contract	Non-managers	3		3
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers	1		1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	1		1
			Non-managers	6	5	11
	Part-time	Permanent	Non-managers	2		2
		Fixed-Term Contract	Non-managers	2		2
	N/A	Casual	Non-managers	2		2
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Fixed-Term Contract	Non-managers		1	1
	Part-time	Permanent	Non-managers	2		2
		Fixed-Term Contract	Non-managers	1		1
	N/A	Casual	Non-managers	2	2	4

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Personal and Other Services

**RAC Motoring Pty Ltd**

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	Non-managers	3	5	8
	Part-time	Permanent	Non-managers	7	3	10
		Fixed-Term Contract	Non-managers	2		2
	N/A	Casual	Non-managers	3		3
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	3		3
	Part-time	Permanent	Non-managers	2		2
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	2		2

\* Total employees includes Gender X

# Workforce Management Statistics Table

\* Total employees includes Gender X

# Workplace Profile Table

Industry: \* **AII RAC WA**

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	85	84	0	0	169
	Full-time contract	3	21	0	0	24
	Part-time permanent	20	1	0	0	21
Professionals	Full-time permanent	114	176	0	0	290
	Full-time contract	25	28	0	0	53
	Part-time permanent	44	5	0	0	49
	Part-time contract	11	4	0	0	15
	Casual	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	3	158	0	0	161
	Full-time contract	0	3	0	0	3
	Part-time permanent	3	6	0	0	9
	Casual	0	1	0	0	1
Community And Personal Service Workers	Full-time permanent	19	24	0	0	43
	Part-time permanent	1	1	0	0	2
	Casual	117	56	0	0	173
Clerical And Administrative Workers	Full-time permanent	169	85	0	0	254
	Full-time contract	13	2	0	0	15
	Part-time permanent	111	9	0	0	120
	Part-time contract	4	0	0	0	4
	Casual	25	9	0	0	34
Sales Workers	Full-time permanent	95	46	0	0	141
	Full-time contract	6	1	0	0	7
	Part-time permanent	55	7	0	0	62
	Part-time contract	1	0	0	0	1
	Casual	20	3	0	0	23
Labourers	Full-time permanent	0	8	0	0	8
	Full-time permanent	34	25	0	0	59
	Full-time contract	4	7	1	22	34
	Part-time permanent	11	0	0	0	11
	Casual	2	7	0	0	9

\* Categorised 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: \* **AII RAC WA**

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time contract	0	1	1
KMP	-1	Full-time permanent	1	1	2
		Full-time contract	1	5	6
	-2	Full-time contract	0	1	1
GM	-1	Full-time contract	0	1	1
	-2	Full-time permanent	7	6	13
		Full-time contract	1	7	8
		Part-time permanent	2	0	2
	-3	Full-time permanent	0	4	4
		Full-time contract	0	2	2
SM	-2	Full-time permanent	0	2	2
	-3	Full-time permanent	12	11	23
		Part-time permanent	1	0	1
	-4	Full-time permanent	0	2	2
OM	-2	Full-time permanent	1	3	4
	-3	Full-time permanent	14	12	26
		Full-time contract	0	1	1
		Part-time permanent	4	0	4
	-4	Full-time permanent	27	20	47
		Full-time contract	1	2	3
		Part-time permanent	9	1	10
	-5	Full-time permanent	23	23	46
		Full-time contract	0	1	1
		Part-time permanent	4	0	4
	-6	Full-time permanent	3	7	10

\* Total employees includes Gender X



# Workplace Profile Table

Industry: Construction Services

**RAC Security Services (WA) Pty Ltd**

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	0	1	0	0	1
Professionals	Full-time permanent	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	0	3	0	0	3
Clerical And Administrative Workers	Full-time permanent	5	1	0	0	6
	Full-time contract	1	0	0	0	1
	Part-time contract	1	0	0	0	1
Sales Workers	Full-time permanent	0	3	0	0	3

\* Categorised 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: Construction Services **RAC Security Services (WA) Pty Ltd**

			No. of employees		
Manager category	Level to CEO	Employment status	F	M	Total*
GM	-3	Full-time permanent	0	1	1

\* Total employees includes Gender X

# Workplace Profile Table

Industry: Accommodation

**RAC Tourism Assets Pty Ltd**

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	1	0	0	0	1
	Full-time contract	0	1	0	0	1
Professionals	Full-time permanent	2	2	0	0	4
Community And Personal Service Workers	Full-time permanent	19	24	0	0	43
	Part-time permanent	1	1	0	0	2
	Casual	117	56	0	0	173
Clerical And Administrative Workers	Full-time permanent	1	0	0	0	1
Sales Workers	Full-time permanent	1	0	0	0	1

\* 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: Accommodation      **RAC Tourism Assets Pty Ltd**

			No. of employees		
Manager category	Level to CEO	Employment status	F	M	Total*
GM	-2	Full-time contract	0	1	1
OM	-4	Full-time permanent	1	0	1
	-6	Full-time permanent	3	7	10

\* Total employees includes Gender X

# Workplace Profile Table

Industry: Finance

**RACWA Holdings Pty Ltd**  
**RAC Finance Limited**

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	26	39	0	0	65
	Full-time contract	2	11	0	0	13
	Part-time permanent	8	0	0	0	8
Professionals	Full-time permanent	62	108	0	0	170
	Full-time contract	19	24	0	0	43
	Part-time permanent	22	3	0	0	25
	Part-time contract	6	2	0	0	8
	Casual	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	31	10	0	0	41
	Full-time contract	6	0	0	0	6
	Part-time permanent	12	1	0	0	13
	Part-time contract	2	0	0	0	2
Sales Workers	Full-time permanent	4	2	0	0	6
	Part-time permanent	1	0	0	0	1
	Full-time permanent	11	5	0	0	16
	Full-time contract	1	5	0	0	6
	Part-time permanent	6	0	0	0	6
	Casual	2	7	0	0	9

\* Categorised 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: Finance

**RACWA Holdings Pty Ltd**  
**RAC Finance Limited**

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time contract	0	1	1
KMP	-1	Full-time permanent	1	1	2
		Full-time contract	1	4	5
GM	-1	Full-time contract	0	1	1
	-2	Full-time permanent	4	4	8
		Full-time contract	0	3	3
		Part-time permanent	1	0	1
	-3	Full-time permanent	0	2	2
SM	-2	Full-time permanent	0	2	2
	-3	Full-time permanent	5	5	10
	-4	Full-time permanent	0	1	1
OM	-2	Full-time permanent	1	2	3
	-3	Full-time permanent	10	9	19
		Full-time contract	0	1	1
		Part-time permanent	3	0	3
	-4	Full-time permanent	4	6	10
		Full-time contract	1	1	2
		Part-time permanent	4	0	4
	-5	Full-time permanent	1	7	8

\* Total employees includes Gender X

# Workplace Profile Table

Industry: Insurance and Superannuation Funds

**RAC Insurance Pty Limited**

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	21	23	0	0	44
	Full-time contract	1	6	0	0	7
	Part-time permanent	11	1	0	0	12
Professionals	Full-time permanent	28	54	0	0	82
	Full-time contract	5	3	0	0	8
	Part-time permanent	15	1	0	0	16
	Part-time contract	3	2	0	0	5
Technicians And Trades Workers	Full-time permanent	1	26	0	0	27
	Part-time permanent	2	1	0	0	3
	Casual	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	90	57	0	0	147
	Full-time contract	2	2	0	0	4
	Part-time permanent	52	1	0	0	53
	Casual	2	0	0	0	2
	Full-time permanent	7	4	0	0	11
	Full-time contract	2	2	0	0	4
	Part-time permanent	2	0	0	0	2

\* Categorised 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: Insurance and Superannuation Funds

**RAC Insurance Pty Limited**

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
KMP	-1	Full-time contract	0	1	1
	-2	Full-time contract	0	1	1
GM	-2	Full-time permanent	2	1	3
		Full-time contract	1	2	3
		Part-time permanent	1	0	1
SM	-3	Full-time permanent	2	5	7
OM	-2	Full-time permanent	0	1	1
	-3	Full-time permanent	3	3	6
		Part-time permanent	1	0	1
	-4	Full-time permanent	10	10	20
		Full-time contract	0	1	1
		Part-time permanent	5	1	6
	-5	Full-time permanent	4	3	7
		Full-time contract	0	1	1
		Part-time permanent	4	0	4

\* Total employees includes Gender X



# Workplace Profile Table

Industry: Auxiliary Finance and Insurance Services

**RAC Distribution Pty Ltd**

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	30	4	0	0	34
Professionals	Full-time permanent	8	3	0	0	11
	Part-time permanent	2	0	0	0	2
Clerical And Administrative Workers	Full-time permanent	28	8	0	0	36
	Full-time contract	1	0	0	0	1
	Part-time permanent	40	6	0	0	46
	Casual	20	7	0	0	27
Sales Workers	Full-time permanent	83	41	0	0	124
	Full-time contract	6	1	0	0	7
	Part-time permanent	47	7	0	0	54
	Part-time contract	1	0	0	0	1
	Casual	20	3	0	0	23
	Full-time permanent	7	2	0	0	9
	Full-time contract	1	0	0	0	1
	Part-time permanent	2	0	0	0	2

\* Categorised 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: Auxiliary Finance and Insurance Services

RAC Distribution Pty Ltd

			No. of employees		
Manager category	Level to CEO	Employment status	F	M	Total*
GM	-2	Full-time permanent	1	0	1
SM	-3	Full-time permanent	3	0	3
OM	-4	Full-time permanent	10	1	11
	-5	Full-time permanent	16	3	19

\* Total employees includes Gender X

# Workplace Profile Table

Industry: Administrative Services

**RAC Travel Services Pty Ltd**

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	3	2	0	0	5
Clerical And Administrative Workers	Full-time permanent	1	1	0	0	2
Sales Workers	Full-time permanent	7	0	0	0	7
	Part-time permanent	7	0	0	0	7

\* Categorised 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: Administrative Services      **RAC Travel Services Pty Ltd**

			No. of employees		
Manager category	Level to CEO	Employment status	F	M	Total*
GM	-2	Full-time permanent	0	1	1
OM	-3	Full-time permanent	1	0	1
	-4	Full-time permanent	2	1	3

\* Total employees includes Gender X

# Workplace Profile Table

Industry: Repair and Maintenance

**RAC Automotive Services Pty Ltd**

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	1	8	0	0	9
Professionals	Full-time permanent	1	0	0	0	1
	Part-time permanent	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	0	56	0	0	56
	Full-time contract	0	2	0	0	2
	Part-time permanent	0	5	0	0	5
Clerical And Administrative Workers	Full-time contract	1	0	0	0	1
	Part-time permanent	1	0	0	0	1
Labourers	Full-time permanent	0	8	0	0	8
	Full-time permanent	7	11	0	0	18
	Full-time contract	0	0	1	22	23
	Part-time permanent	1	0	0	0	1

\* Categorised 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: Repair and Maintenance      **RAC Automotive Services Pty Ltd**

			No. of employees		
Manager category	Level to CEO	Employment status	F	M	Total*
OM	-4	Full-time permanent	0	1	1
	-5	Full-time permanent	1	7	8

\* Total employees includes Gender X

# Workplace Profile Table

Industry: Personal and Other Services

**RAC Motoring Pty Ltd**

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	3	7	0	0	10
	Full-time contract	0	3	0	0	3
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	13	8	0	0	21
	Full-time contract	1	1	0	0	2
	Part-time permanent	4	1	0	0	5
	Part-time contract	2	0	0	0	2
Technicians And Trades Workers	Full-time permanent	2	73	0	0	75
	Full-time contract	0	1	0	0	1
	Part-time permanent	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	13	8	0	0	21
	Full-time contract	2	0	0	0	2
	Part-time permanent	6	1	0	0	7
	Part-time contract	1	0	0	0	1
	Casual	3	2	0	0	5
	Full-time permanent	2	3	0	0	5

\* Categorised 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: Personal and Other Services

**RAC Motoring Pty Ltd**

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
GM	-2	Full-time contract	0	1	1
	-3	Full-time permanent	0	1	1
		Full-time contract	0	2	2
SM	-3	Full-time permanent	2	1	3
		Part-time permanent	1	0	1
	-4	Full-time permanent	0	1	1
OM	-4	Full-time permanent	0	1	1
	-5	Full-time permanent	1	3	4

\* Total employees includes Gender X