

## Public Report - Employee data tables

**Program:** 2024 - 25 Gender Equality Reporting  
**Corporate group of:** Victoria Racing Club Limited  
**Total group employee count:** 887

**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	35	48	0	0	83
	Full-time contract	2	2	0	0	4
	Part-time permanent	7	0	0	0	7
	Casual	4	0	0	0	4
Professionals	Full-time permanent	15	12	0	0	27
	Full-time contract	3	3	0	0	6
	Part-time permanent	1	0	0	0	1
	Casual	5	11	0	0	16
Technicians And Trades Workers	Full-time permanent	2	26	1	1	28
	Part-time permanent	1	1	0	0	2
	Casual	0	1	0	0	1
Community And Personal Service Workers	Full-time permanent	1	1	0	0	2
	Part-time permanent	1	0	0	0	1
	Casual	312	262	0	0	574
Clerical And Administrative Workers	Full-time permanent	16	6	0	0	22
	Full-time contract	2	0	0	0	2
	Part-time permanent	2	0	0	0	2
	Casual	6	2	0	0	8
Sales Workers	Full-time permanent	12	12	0	0	24
	Part-time permanent	2	0	0	0	2
	Casual	4	4	0	0	8
Machinery Operators And Drivers	Full-time permanent	0	23	0	0	23
Labourers	Full-time permanent	0	2	0	0	2
	Casual	4	16	0	0	20
Other	Full-time permanent	0	2	0	0	2
	Part-time permanent	0	1	0	0	1
	Casual	2	13	0	0	15

\* 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	1	1	0	0	2
KMP	Full-time permanent	4	5	0	0	9
GM	Full-time permanent	1	1	0	0	2
SM	Full-time permanent	7	19	0	0	26
	Part-time permanent	1	0	0	0	1
OM	Full-time permanent	22	22	0	0	44
	Full-time contract	2	2	0	0	4
	Part-time permanent	6	0	0	0	6
	Casual	4	0	0	0	4

\* 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	0	0	3	1	2	7	13
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**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			2	0			2
Part-time	Permanent			0	0			0
Full-time	Fixed-term			0	0			0
Part-time	Fixed-term			0	0			0
N/A	Casual			0	0			0

**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	0	0	0	0	1	2	3
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**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	2	0	0	1	4	4	11
Part-time	Permanent	0	0	0	0	1	0	1
Full-time	Fixed-term	4	1	0	0	0	0	5
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	31	32	63

\* 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	0	1	1	2	7	8	19
Part-time	Permanent	0	0	0	0	1	0	1
Full-time	Fixed-term	0	0	0	0	0	2	2
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	17	15	32

**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	0	0	0	0	6	0	6
Part-time	Permanent	0	0	0	0	2	0	2
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**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	0	0	0	2	0	2	4
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**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	0	0	0	0	0	0	0
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

\* Total employees includes Non-binary