

# Public Report - Employee Data Tables

**Program:** 2025 - 26 Gender Equality Reporting  
**Corporate group of:** Royal Automobile Club Of Victoria (Racv) Limited  
**Total group employee count:** 4,131

**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 | 243              | 278 | 0                                             | 0  | 521              |
|                                        | Full-time contract  | 4                | 4   | 0                                             | 0  | 8                |
|                                        | Part-time permanent | 17               | 2   | 0                                             | 0  | 19               |
| Professionals                          | Full-time permanent | 278              | 315 | 2                                             | 5  | 593              |
|                                        | Full-time contract  | 21               | 8   | 0                                             | 0  | 29               |
|                                        | Part-time permanent | 41               | 6   | 0                                             | 0  | 47               |
|                                        | Casual              | 5                | 0   | 0                                             | 0  | 5                |
| Technicians And Trades Workers         | Full-time permanent | 58               | 264 | 0                                             | 7  | 322              |
|                                        | Full-time contract  | 3                | 32  | 3                                             | 32 | 35               |
|                                        | Part-time permanent | 15               | 21  | 1                                             | 0  | 36               |
|                                        | Casual              | 26               | 61  | 0                                             | 0  | 87               |
| Community And Personal Service Workers | Full-time permanent | 49               | 66  | 0                                             | 0  | 115              |
|                                        | Part-time permanent | 134              | 76  | 0                                             | 0  | 210              |
|                                        | Casual              | 332              | 219 | 0                                             | 0  | 551              |
| Clerical And Administrative Workers    | Full-time permanent | 229              | 134 | 0                                             | 0  | 363              |
|                                        | Full-time contract  | 2                | 4   | 0                                             | 0  | 6                |
|                                        | Part-time permanent | 143              | 21  | 0                                             | 0  | 164              |
|                                        | Casual              | 42               | 12  | 0                                             | 0  | 54               |
| Sales Workers                          | Full-time permanent | 209              | 125 | 0                                             | 0  | 334              |
|                                        | Part-time permanent | 122              | 16  | 0                                             | 0  | 138              |
| Machinery Operators And Drivers        | Full-time permanent | 1                | 15  | 0                                             | 0  | 16               |
|                                        | Casual              | 0                | 2   | 0                                             | 0  | 2                |
| Labourers                              | Full-time permanent | 27               | 35  | 0                                             | 0  | 62               |
|                                        | Full-time contract  | 0                | 1   | 0                                             | 0  | 1                |
|                                        | Part-time permanent | 91               | 51  | 0                                             | 0  | 142              |
|                                        | Casual              | 133              | 138 | 0                                             | 0  | 271              |

\* Total employees includes Non-binary

**Table 2** – Gender composition of manager categories

| Manager category | Employment status   | No. of employees |     | Total employees* |
|------------------|---------------------|------------------|-----|------------------|
|                  |                     | F                | M   |                  |
| CEO              | Full-time permanent | 1                | 2   | 3                |
| KMP              | Full-time permanent | 7                | 11  | 18               |
| HOB              | Full-time permanent | 0                | 1   | 1                |
| GM               | Full-time permanent | 10               | 20  | 30               |
| SM               | Full-time permanent | 57               | 66  | 123              |
|                  | Full-time contract  | 0                | 2   | 2                |
|                  | Part-time permanent | 1                | 0   | 1                |
| OM               | Full-time permanent | 168              | 178 | 346              |
|                  | Full-time contract  | 4                | 2   | 6                |
|                  | Part-time permanent | 16               | 2   | 18               |

\* 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       |                   | 2    | 26                                    | 40   | 89           | 99   | 256    |
| Part-time     | Permanent       |                   |      | 1                                     |      | 23           | 8    | 32     |
| Full-time     | Fixed-term      |                   |      |                                       |      | 2            | 13   | 15     |
| Part-time     | Fixed-term      |                   |      |                                       |      |              |      |        |
| N/A           | Casual          |                   |      |                                       |      | 5            | 6    | 11     |

**Question 2**  
**How many employees were promoted from non-manager to manager?**

| Contract Type | Employment Type | All managers |      | Total* |
|---------------|-----------------|--------------|------|--------|
|               |                 | Female       | Male |        |
| Full-time     | Permanent       | 8            | 14   | 22     |
| Part-time     | Permanent       | 1            |      | 1      |
| 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       |                   |      | 27                                    | 22   | 55           | 47   | 151    |
| Part-time     | Permanent       |                   |      | 3                                     |      | 23           | 5    | 31     |
| Full-time     | Fixed-term      |                   |      |                                       |      | 1            | 1    | 2      |
| Part-time     | Fixed-term      |                   |      |                                       |      |              |      |        |
| N/A           | Casual          |                   |      |                                       |      | 11           | 8    | 19     |

**Question 4**  
**How many employees (including partners with an employment contract) were externally appointed?**

| Contract Type | Employment Type | CEOs, KMPs & HOBs |      | Managers<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       | 1                 | 1    | 23                                    | 34   | 144          | 153  | 356    |
| Part-time     | Permanent       |                   |      | 2                                     |      | 65           | 36   | 103    |
| Full-time     | Fixed-term      |                   |      | 4                                     | 4    | 27           | 18   | 53     |
| Part-time     | Fixed-term      |                   |      |                                       |      |              |      |        |
| N/A           | Casual          |                   |      |                                       |      | 322          | 222  | 544    |

\* 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       |                   | 2    | 19                                    | 27   | 125          | 130  | 303    |
| Part-time     | Permanent       |                   |      |                                       | 1    | 75           | 40   | 116    |
| Full-time     | Fixed-term      |                   |      |                                       | 1    | 5            | 5    | 11     |
| Part-time     | Fixed-term      |                   |      | 1                                     |      |              |      | 1      |
| N/A           | Casual          |                   |      |                                       |      | 237          | 138  | 375    |

**Question 6**  
**How many employees were on primary carer's parental leave (paid and/or unpaid)?**

| Contract Type | Employment Type | CEOs, KMPs & HOBs |      | Managers<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       | 1                 |      | 17                                    | 2    | 43           | 10   | 73     |
| Part-time     | Permanent       |                   |      | 4                                     |      | 48           |      | 52     |
| Full-time     | Fixed-term      |                   |      |                                       |      |              |      |        |
| Part-time     | Fixed-term      |                   |      |                                       |      |              |      |        |
| N/A           | Casual          |                   |      |                                       |      | 1            |      | 1      |

**Question 7**  
**How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

| Contract Type | Employment Type | CEOs, KMPs & HOBs |      | Managers<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       |                   |      |                                       | 5    |              | 45   | 50     |
| Part-time     | Permanent       |                   |      |                                       |      |              | 2    | 2      |
| Full-time     | Fixed-term      |                   |      |                                       |      |              | 1    | 1      |
| 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       |                   |      | 1                                     |      | 4            | 1    | 6      |
| Part-time     | Permanent       |                   |      |                                       |      | 2            |      | 2      |
| Full-time     | Fixed-term      |                   |      |                                       |      |              |      |        |
| Part-time     | Fixed-term      |                   |      |                                       |      |              |      |        |
| N/A           | Casual          |                   |      |                                       |      |              |      |        |

\* Total employees includes Non-binary