

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Cleanaway Operations Pty Ltd

Employee count: 7,770

Primary industry: 2919 - Other Waste Collection Services

Relevant employer: Yes

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	271	601	0	0	872
	Full-time contract	2	4	0	0	6
	Part-time permanent	11	1	0	0	12
Professionals	Full-time permanent	325	500	0	2	827
	Full-time contract	10	13	0	2	23
	Part-time permanent	23	1	0	0	24
	Part-time contract	1	0	0	0	1
	Casual	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	14	266	3	16	281
	Full-time contract	0	2	0	0	2
	Part-time permanent	1	4	1	0	5
	Casual	1	4	0	0	5
Clerical And Administrative Workers	Full-time permanent	500	122	0	0	624
	Full-time contract	40	9	0	0	49
	Part-time permanent	57	5	0	0	62
	Part-time contract	5	0	0	0	5
	Casual	11	3	0	0	14
Machinery Operators And Drivers	Full-time permanent	364	3,163	0	0	3,530
	Full-time contract	1	3	0	0	4
	Part-time permanent	11	43	0	0	54
	Casual	118	641	0	0	760
Labourers	Full-time permanent	157	345	0	0	503
	Full-time contract	1	0	0	0	1
	Part-time permanent	24	16	0	0	40
	Casual	24	41	0	0	65

* 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	0	1	1
KMP	Full-time permanent	1	2	3
GM	Full-time permanent	9	12	21
SM	Full-time permanent	24	65	89
	Part-time permanent	2	1	3
OM	Full-time permanent	237	521	758
	Full-time contract	2	4	6
	Part-time permanent	9	0	9

* 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	7	11	73	94	87	49	323
Part-time	Permanent			2		2	2	6
Full-time	Fixed-term					1	1	2
Part-time	Fixed-term							
N/A	Casual				2			2

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	22	26	49
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	23	36	65	170	297
Part-time	Permanent					1	1	2
Full-time	Fixed-term					8	3	11
Part-time	Fixed-term						1	1
N/A	Casual					21	79	100

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	3	29	70	250	717	1,076
Part-time	Permanent					13	7	20
Full-time	Fixed-term			2	7	53	25	87
Part-time	Fixed-term					10		10
N/A	Casual					51	171	223

* 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	6	7	21	94	239	651	1,019
Part-time	Permanent				1	18	7	26
Full-time	Fixed-term		1		3	20	2	26
Part-time	Fixed-term							
N/A	Casual				1	15	92	108

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	1	1	13	6	68	17	106
Part-time	Permanent	1		1		16		18
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual					2	1	3

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	1			23	3	124	151
Part-time	Permanent						1	1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual						4	4

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		9	3	13
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary