

## Public Report - Employee data tables

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

**Employer:** Integrated Clinical Oncology Network Pty Ltd

**Employee count:** 1,164

**Primary industry:** 8512 - Specialist Medical 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	113	37	0	0	150
	Part-time permanent	17	0	0	0	17
Professionals	Full-time permanent	196	97	0	0	293
	Full-time contract	14	11	0	0	25
	Part-time permanent	247	17	0	0	264
	Part-time contract	14	3	0	0	17
	Casual	64	8	0	0	72
Technicians And Trades Workers	Full-time permanent	0	1	0	0	1
Community And Personal Service Workers	Full-time permanent	4	1	0	0	5
	Part-time permanent	23	2	0	0	25
	Casual	7	0	0	0	7
Clerical And Administrative Workers	Full-time permanent	111	5	0	0	116
	Full-time contract	6	0	0	0	6
	Part-time permanent	131	4	0	0	135
	Part-time contract	3	1	0	0	4
	Casual	24	3	0	0	27

\* 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	
HOB	Full-time permanent	0	2	0	0	2
GM	Full-time permanent	6	4	0	0	10
SM	Full-time permanent	29	14	0	0	43
OM	Full-time permanent	78	17	0	0	95
	Part-time permanent	17	0	0	0	17

\* 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			11	4	20	5	40
Part-time	Permanent			1		10		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			6	4			10
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 (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			15	5	53	17	90
Part-time	Permanent			7		49		56
Full-time	Fixed-term					2	1	3
Part-time	Fixed-term					1		1
N/A	Casual					1		1

**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			15	5	53	17	90
Part-time	Permanent			7		49		56
Full-time	Fixed-term					2	1	3
Part-time	Fixed-term					1		1
N/A	Casual					1		1

\* 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			4	1	54	14	73
Part-time	Permanent			1	1	71	5	78
Full-time	Fixed-term					4		4
Part-time	Fixed-term					3	1	4
N/A	Casual					42	3	45

**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			5	1	20	1	27
Part-time	Permanent			2		30		32
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 (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1	2		4	7
Part-time	Permanent							
Full-time	Fixed-term						2	2
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

\* Total employees includes Non-binary

## Public Report - Employee data tables

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

**Employer:** Icon Holdings Services Pty Ltd

**Employee count:** 258

**Primary industry:** 8512 - Specialist Medical 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	29	29	0	0	58
	Full-time contract	0	2	0	0	2
	Part-time permanent	3	1	0	0	4
Professionals	Full-time permanent	43	60	0	0	103
	Full-time contract	9	3	0	0	12
	Part-time permanent	7	0	0	0	7
	Casual	4	0	0	0	4
Clerical And Administrative Workers	Full-time permanent	36	6	0	0	42
	Full-time contract	5	0	0	0	5
	Part-time permanent	18	1	0	0	19
	Casual	1	1	0	0	2

\* 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	2	3	0	0	5
	Part-time permanent	1	1	0	0	2
HOB	Full-time permanent	1	0	0	0	1
GM	Full-time permanent	1	2	0	0	3
SM	Full-time permanent	14	13	0	0	27
	Full-time contract	0	1	0	0	1
	Part-time permanent	2	0	0	0	2
OM	Full-time permanent	11	10	0	0	21
	Full-time contract	0	1	0	0	1

\* 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		1	2		6	2	11
Part-time	Permanent							
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			2				2
Part-time	Permanent							
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			3	6	10	11	30
Part-time	Permanent					2		2
Full-time	Fixed-term				1	1	1	3
Part-time	Fixed-term							
N/A	Casual					1		1

**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			1	4	11	13	29
Part-time	Permanent							
Full-time	Fixed-term					12	3	15
Part-time	Fixed-term						1	1
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			2	3	13	13	31
Part-time	Permanent			2		1		3
Full-time	Fixed-term				2	9	5	16
Part-time	Fixed-term					1		1
N/A	Casual					2		2

**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		3		4
Part-time	Permanent					6		6
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						4	4
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		1
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

\* Total employees includes Non-binary



## Public Report - Employee data tables

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

**Employer:** Slade Health Pty Ltd

**Employee count:** 509

**Primary industry:** 4271 - Pharmaceutical, Cosmetic and Toiletry Goods Retailing

**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	18	34	0	0	52
	Full-time contract	0	1	0	0	1
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	33	36	0	0	69
	Part-time permanent	5	2	0	0	7
Technicians And Trades Workers	Full-time permanent	106	96	0	0	202
	Full-time contract	11	17	0	0	28
	Part-time permanent	21	6	0	0	27
	Casual	9	4	0	0	13
Clerical And Administrative Workers	Full-time permanent	3	12	0	0	15
	Part-time permanent	2	8	0	0	10
	Casual	1	11	0	0	12
Machinery Operators And Drivers	Full-time permanent	3	17	0	0	20
	Full-time contract	0	1	0	0	1
	Part-time permanent	0	3	0	0	3
	Casual	2	3	0	0	5
Labourers	Full-time permanent	23	14	0	0	37
	Full-time contract	1	0	0	0	1
	Part-time permanent	2	2	0	0	4
	Casual	0	1	0	0	1

\* 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	
HOB	Full-time permanent	0	1	0	0	1
GM	Full-time permanent	2	1	0	0	3
SM	Full-time permanent	3	3	0	0	6
	Part-time permanent	1	0	0	0	1
OM	Full-time permanent	13	29	0	0	42
	Full-time contract	0	1	0	0	1

\* 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			5	1	4	2	12
Part-time	Permanent							
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			2	1			3
Part-time	Permanent							
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	4	7	17	13	42
Part-time	Permanent						2	2
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					46	38	84
Part-time	Permanent						1	1
Full-time	Fixed-term				1	11	15	27
Part-time	Fixed-term							
N/A	Casual					4	2	6

\* 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			3	2	40	46	91
Part-time	Permanent			1		7	6	14
Full-time	Fixed-term			1		5	3	9
Part-time	Fixed-term							
N/A	Casual					7	8	15

**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			3		9		12
Part-time	Permanent					3		3
Full-time	Fixed-term					1		1
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				1		1	2
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

\* Total employees includes Non-binary

## Public Report - Employee data tables

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

**Employer:** Epic Pharmacy Services Pty Ltd

**Employee count:** 149

**Primary industry:** 4271 - Pharmaceutical, Cosmetic and Toiletry Goods Retailing

**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	4	1	0	0	5
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	17	11	0	0	28
	Full-time contract	5	1	0	0	6
	Part-time permanent	34	5	0	0	39
	Casual	9	2	0	0	11
Technicians And Trades Workers	Full-time permanent	12	2	0	0	14
	Full-time contract	3	0	0	0	3
	Part-time permanent	20	1	0	0	21
	Part-time contract	1	1	0	0	2
	Casual	7	1	0	0	8
Community And Personal Service Workers	Part-time contract	1	0	0	0	1
	Casual	6	4	0	0	10

\* 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	
OM	Full-time permanent	4	1	0	0	5
	Part-time permanent	1	0	0	0	1

\* 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					1		1
Part-time	Permanent							
Full-time	Fixed-term					1		1
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							
Part-time	Permanent							
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		13	5	19
Part-time	Permanent					6		6
Full-time	Fixed-term					4	1	5
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					5	1	6
Part-time	Permanent					4		4
Full-time	Fixed-term					7	1	8
Part-time	Fixed-term					1	1	2
N/A	Casual					13	3	16

\* 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					8	1	9
Part-time	Permanent					4		4
Full-time	Fixed-term					4		4
Part-time	Fixed-term					2		2
N/A	Casual					8	2	10

**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
Part-time	Permanent					9		9
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						1	1
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

\* Total employees includes Non-binary