

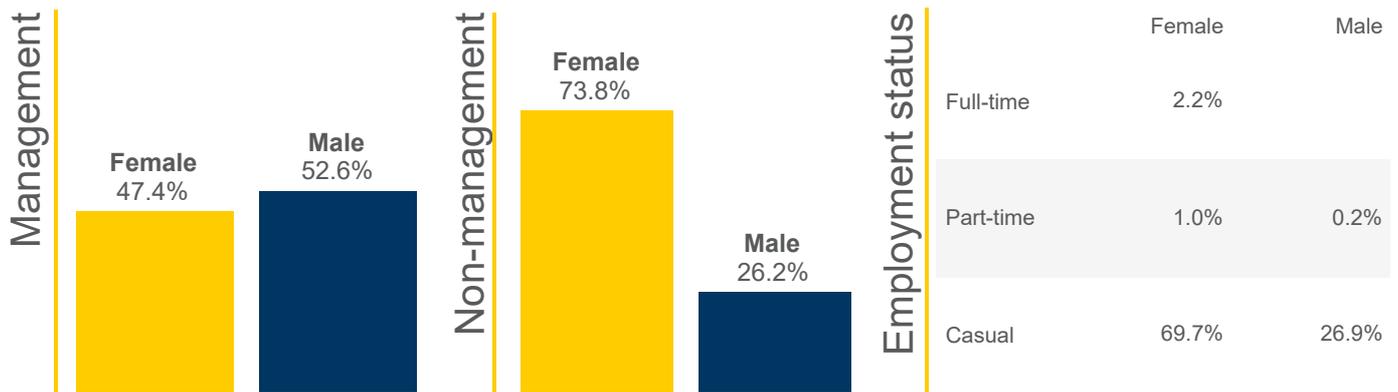
INSIGHTS at a glance

Dixon Appointments Pty Ltd - 2021-22
580 employees

This report summarises your organisation's responses to the 2021 - 2022 Compliance Reporting program. It demonstrates how your organisation is tracking.



Workforce composition



Employee growth and promotion

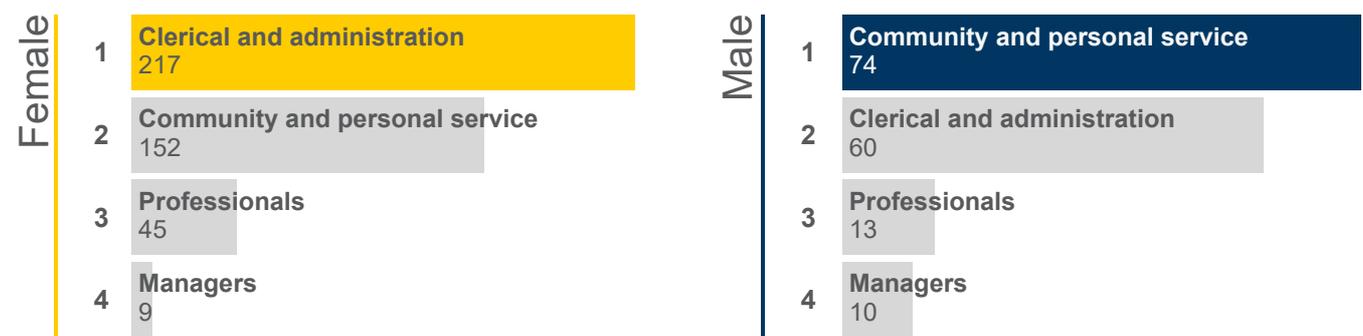


Dixon Appointments Pty Ltd reported an overall growth in employee numbers for the reporting period.

Category	Growth			Promotion		
	Female	Change	Male	Female	Change	Male
Managers	-1	Down	0	0	Down	0
Non-managers	317	Up	144	0	Up	0
Gender X	0	Stable	0	0	Stable	0



Top occupations by gender



Note: employee growth is external appointments minus resignations

QUESTIONNAIRE overview

Dixon Appointments Pty Ltd - 2021-22

580 employees

This section summarises your responses to the 'yes/no' questions in the questionnaire.



Workplace overview

Yes

formal policy and/or strategy in place to support gender equality overall

Yes

formal policy or strategy in key performance indicators for managers relating to gender equality

Yes

formal policy or strategy in recruitment

Yes

formal policy or strategy in promotions



Action on gender equity

No

specific pay equity objectives included in your formal policy and/or formal strategy

Yes

formal policy and/or strategy on remuneration generally

Yes

analysis of payroll to determine if there are any remuneration gaps between women and men



Employee support

Yes

formal policy and/or strategy to support employees experiencing family or domestic violence

No

provision of employer funded paid parental leave, regardless of carer's status and in addition to any government funded parental leave scheme

Yes

formal policy and/or strategy on sex-based harassment and discrimination prevention



Flexible work

Yes

formal policy and/or strategy on flexible working arrangements



Governing body

Yes

governing body for this organisation

Yes

formal selection policy and/or strategy for governing body members

No

target set to increase representation of women on the governing body*

* Some companies may not have a target for Board composition if the Board is currently gender balanced

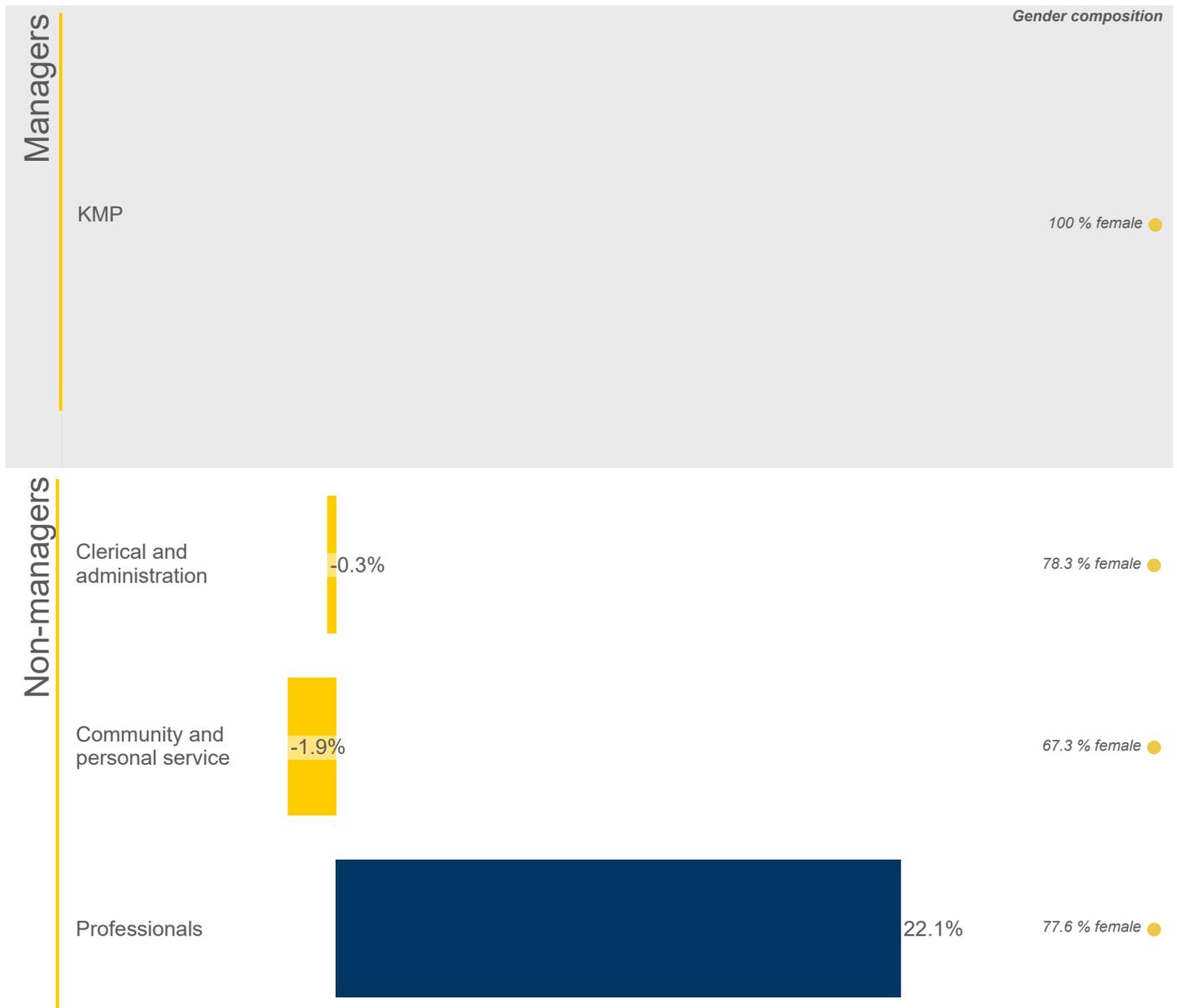
CONFIDENTIAL workplace profile

Dixon Appointments Pty Ltd - 2021-22
580 employees

This section uses the salary and remuneration data provided in your workplace profile to calculate your gender pay gaps. Percentages greater than 0% represent a pay gap in favour of men.

Gender pay gap

Organisation-wide gender pay gap for total remuneration: **-1.6%***.
Pay gap favours women



* The gender pay gap excludes voluntary salary data submitted for your CEO, Head of Business(es), and KMP/HOBs. It also excludes employees who did not receive any payment during the reporting period. Gender X is excluded while the Agency establishes the baseline levels for this new data point.

** Gender balanced occupational groups is when no gender exceeds 60% of the headcount for the occupational group