

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Employer: Western Sydney University
Employee count: 6,267
Primary industry: 8102 - Higher Education
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	204	140	0	0	344
	Full-time contract	58	42	0	0	100
	Part-time permanent	5	5	0	0	10
	Part-time contract	6	1	0	0	7
Professionals	Full-time permanent	746	580	0	0	1,328
	Full-time contract	98	96	0	0	196
	Part-time permanent	92	38	0	0	131
	Part-time contract	71	44	0	0	117
	Casual	2,163	1,195	0	0	3,391
Technicians And Trades Workers	Full-time permanent	48	52	0	0	100
	Full-time contract	4	7	0	0	11
	Part-time permanent	4	2	0	0	6
	Part-time contract	1	1	0	0	2
Community And Personal Service Workers	Full-time permanent	17	5	0	0	22
	Full-time contract	1	2	0	0	3
	Part-time permanent	4	2	0	0	6
Clerical And Administrative Workers	Full-time permanent	297	54	0	0	351
	Full-time contract	51	15	0	0	67
	Part-time permanent	57	2	0	0	59
	Part-time contract	13	3	0	0	16

* 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 contract	0	1	0	0	1
KMP	Full-time permanent	0	1	0	0	1
	Full-time contract	5	4	0	0	9
GM	Full-time permanent	11	2	0	0	13
	Full-time contract	12	12	0	0	24
SM	Full-time permanent	31	16	0	0	47
	Full-time contract	21	9	0	0	30
	Part-time permanent	0	1	0	0	1
OM	Full-time permanent	162	121	0	0	283
	Full-time contract	20	16	0	0	36
	Part-time permanent	5	4	0	0	9
	Part-time contract	6	1	0	0	7

* 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	9	7	95	43	154
Part-time	Permanent	0	0	1	0	5	0	6
Full-time	Fixed-term	1	1	7	3	5	10	27
Part-time	Fixed-term	0	0	0	0	3	0	3
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			6	2			8
Part-time	Permanent			1	0			1
Full-time	Fixed-term			4	1			5
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	56	34	134	56	280
Part-time	Permanent	0	0	0	0	13	6	19
Full-time	Fixed-term	0	1	6	7	36	17	68
Part-time	Fixed-term	0	0	3	0	31	14	48
N/A	casual	0	0	0	0	1,881	950	2,846

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	0	0	7	4	61	28	101
Part-time	Permanent	0	0	1	1	10	1	13
Full-time	Fixed-term	2	1	11	6	44	33	97
Part-time	Fixed-term	0	0	1	0	7	7	17
N/A	casual	0	0	0	0	792	323	1,135

* 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	0	15	8	58	28	110
Part-time	Permanent	0	0	0	0	15	3	19
Full-time	Fixed-term	2	1	8	2	15	11	39
Part-time	Fixed-term	0	0	0	1	15	10	26
N/A	casual	0	0	0	0	10	3	13

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	5	1	64	5	75
Part-time	Permanent	0	0	0	0	3	0	3
Full-time	Fixed-term	0	0	1	0	10	0	11
Part-time	Fixed-term	0	0	0	0	4	0	4
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	3	0	18	21
Part-time	Permanent	0	0	0	0	0	1	1
Full-time	Fixed-term	0	0	0	0	0	5	5
Part-time	Fixed-term	0	0	0	0	0	1	1
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	1	0	1
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	1	0	1
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	casual							

* Total employees includes Non-binary