

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Corporate group of: Challenger Limited
Total group employee count: 558

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	65	102	0	0	167
	Full-time contract	4	3	0	0	7
	Part-time permanent	6	1	0	0	7
Professionals	Full-time permanent	105	135	0	0	240
	Full-time contract	11	14	0	0	25
	Part-time permanent	19	0	0	0	19
	Part-time contract	5	1	0	0	6
	Casual	1	1	0	0	2
Clerical And Administrative Workers	Full-time permanent	14	5	0	0	19
	Full-time contract	1	0	0	0	1
	Part-time permanent	5	0	0	0	5
Sales Workers	Full-time permanent	18	36	0	0	54
	Full-time contract	0	1	0	0	1
	Part-time permanent	5	0	0	0	5

* 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	3	4	0	0	7
GM	Full-time permanent	11	30	0	0	41
SM	Full-time permanent	15	18	0	0	33
	Full-time contract	0	1	0	0	1
OM	Full-time permanent	36	49	0	0	85
	Full-time contract	4	2	0	0	6
	Part-time permanent	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	7	8	15	17	47
Part-time	Permanent	0	0	1	0	2	0	3
Full-time	Fixed-term	0	0	0	0	0	3	3
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	casual	0	0	0	0	1	0	1

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			3	4			7
Part-time	Permanent			1	0			1
Full-time	Fixed-term			0	0			0
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	7	12	11	12	42
Part-time	Permanent	0	0	0	1	1	0	2
Full-time	Fixed-term	0	0	2	1	1	0	4
Part-time	Fixed-term	0	0	0	0	1	0	1
N/A	casual	0	0	0	0	0	0	0

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	3	8	18	32	61
Part-time	Permanent	0	0	0	0	2	0	2
Full-time	Fixed-term	0	0	1	3	18	19	41
Part-time	Fixed-term	0	0	0	0	4	1	5
N/A	casual	0	0	0	0	5	4	9

* 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	3	3	30	31	67
Part-time	Permanent	0	0	1	0	1	1	3
Full-time	Fixed-term	0	0	0	0	7	3	10
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	casual	0	0	0	0	1	1	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	0	0	5	3	11	8	27
Part-time	Permanent	0	0	4	0	5	0	9
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	1	0	1
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	0	0	0	0
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
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	1	2	1	4
Part-time	Permanent	0	0	1	0	1	0	2
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	casual							

* Total employees includes Non-binary