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| **Table 1 – Gender impact assessments progress** |
| **Title** | **Subject** | **Description** | **Status** | **Confirm if actions taken** | **Describe actions taken** |
| Waste Management Education - FY 22/23 | Program | The waste education program aims to educate Knox citizens about waste management and how to reuse and recycle items properly to help reduce waste, and waste going to landfills that could be recycled.  | For Review | Yes | Provide education at gender-friendly times for men. Deliver education to groups where there are a high number of male attendees. Target men at key community events like Knox Festival & Stringybark Festival and Park Pop-Ups, encouraging them to take a vested interest in household waste. Use gender neutral language in event listings and use imagery of men and boys engaging event listing and promotional material.  |
| Move Your Way - FY 21/22 | Program | A place-based physical activity program for the Knox Community.  | New | Yes | The program has 12 different activities at a range of different times, to ensure inclusivity. These activities are diverse to include different age groups and abilities. For those who would prefer not to join the classes, there is a 'tracker' option to allow people to log their own movements in such as stretching at home or walking the dog.  |
| Minor Grants Program - FY 21/22 | Service | Minor Grants Program that helps Knox-based not-for-profit community groups with quick response grants of up to $3,000 to support volunteer effort and civic participation. A community group can apply for funding for a range of purposes including one-off projects, purchasing equipment, repairs or running an activity that will benefit Knox residents.  | For Review | Yes | Monitoring the grants program and making adjustments where needed, including an additional question about the gender of beneficiaries and considering targeted promotion where needed to 'missing applicants'.  |
| Open Spaces - FY 21/22 | Service | Two regional scale playgrounds in Knox at Marie Wallace Reserve, Bayswater and Time Neville Arboretum, Ferntree Gully.  | For Review | Yes | Increased accessible signage at the park locations, disability accessible and inclusive play equipment design and installation and stronger acknowledgement of First Nations People  |
| Knox Community Gardens - FY 21/22 | Service | A facility needs analysis for the current facilities and future need for infrastructure at Knox Community Gardens.  | For Review | Yes | Inclusion of a section in the facility needs analysis report that provides an overview of the topics raised in the gender impact assessment to address this. |
| Ageism Campaign - FY 21/22 | Program | An annual Ageism Campaign for the next three years, (supported by additional strategies) with a significant focus on strengthening policy, improving education, and increasing intergenerational contact, within and across the community.  | New | Yes | Address the gap in information for how ageism impacts other diverse groups through engaging these groups to understand their different lived experiences and including education through providing examples of how different age groups experience ageism. |
| Public Art Policy - FY 21/22 | Policy | To create a public art policy that supports an equitable appointment of contracts, commission work from a diverse group of artists that is reflective of our community and to support artist professional development.  | New | Yes | To obtain further information about other diverse groups who are applying for public art commissions and build capacity to ensure applicants who have not previously been successful are gaining skills to be successful in applications. To have specified rounds for applications that are specifically for certain diverse groups i.e. rounds for women only, multicultural people, youth etc. |

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| **Table 2 - Strategies and measures progress** |
| **Strategies and measures** | **Status** | **Status description** |
| **Strategic action 1.1:**Develop and implement a sexual harassment prevention plan that provides a balanced and fair victim survivor centric approach. | Complete | Development and approval of Equal Opportunity & Prevention of Sexual Harassment Policy and Procedure.Policy approved December 2022 with review date scheduled December 2025.Policy made available for all staff to access via dedicated sexual harassment landing page on Knox intranet. |
| **Strategic action 1.2:**Implement improved data collection and reporting to create a more robust dataset to better understand the prevalence of intersectional gender inequality and pay inequity. | Not started | Initial work undertaken to construct a staff survey asking for demographic data, but was put on hold when decision made to implement a staff-wide engagement survey. First survey was developed in 2022 and rolled out across the business in February 2023 (forming the baseline of Knox's Organisational Health Scorecards - *refer action item 3.5*). In order to maximise completion rates, a conscious decision was made to reduce the amount of demographic related questions, strengthening the notion of anonymous responses.The engagement survey is scheduled to be distributed again in February 2024 with a key feedback item being greater consideration for the inclusion of demographic data (in line with indicators of intersectionality). This line of discussion will extend to wider organisation systems that capture employee data including across the application, onboarding and ongoing employment of Knox's workforce.  |
| **Strategic action 1.3:**Openly acknowledge the prevalence of sexual harassment and gender inequality to accelerate the pace of change. | Complete | Following the VAGO Report into Sexual Harassment, Knox undertook an information sharing process across all levels of leadership and the workforce, culminating in the development of this GEAP. Following the release of the VAGO Results, during December 2020 - March 2021, Knox's Strategy, People & Culture (SP&C) Team completed its review of the VAGO Results, including Knox data, as well as other internal and external plans, data and research to inform a series of recommendations and proposed next steps.- 20/04/2021 – Executive Management Team (EMT) received the VAGO Results including Knox data and endorsed SP&C recommendations- 03/06/2021 – Knox Audit and Risk Committee received VAGO Results, including Knox data and next steps- 29/06/2021 – Councillor Issues Briefing on VAGO Results, including Knox data and next steps- 08/07/2021 – Senior Management Team (SMT) workshop on VAGO Results, including Knox data and next steps and seeking SMT input to support leaders to communicate results- 20/07/2021 – SP&C workshop on VAGO Results, including Knox data and next steps, and seeking SP&C input to support leaders to communicate results.Following this, EMT and SMT representatives were provided a comprehensive Manager Guide Responding to VAGO Report on Sexual Harassment to help facilitate two workforce information sessions / focus groups.Two dedicated landing pages exist on Knox's intranet covering Gender Equality and Sexual Harassment information and related documents including VAGO and GEAP related audit findings. |
| **Strategic action 1.4:**Review the findings of the 2021-21 LGBTIQ+ Needs Analysis to explore additional prioritised strategies to address audit findings. | Complete | The (internal) Knox LGBTI+ Working Group met on 7/6/23 to specifically discuss this action item. Working Group determined that the organisation should focus on the original 50 recommendations already provided in the Needs Analysis rather than identifying additional actions.  |
| **Strategic action 1.5:**Investigate the application of gender-responsive budgeting, as part of building new and better systems and insights for enhancing gender equality outcomes. | In progress | Concept of gender responsive budgeting raised with Chief People Officer and Chief Financial Officer, with suggested actions provided by GenderWorks for consideration. Determination reached that introduction of dedicated gender responsive budgeting is not required at Knox. People, Culture & Development Officers to provide a guidance statement for all budget owners to consider that reinforces the considerations and benefits of having a gender-responsive approach to all budget decisions. In addition, Executive Management are to confirm a plan for ongoing delivery of Gender Impact Assessments across the organisation that will strengthen all decision making from policy owners and budget owners. |
| **Strategic action 1.6:**Undertake follow up workplace gender audit as at 30 June 2023 (incl, workplace survey). | Complete | All mandatory reporting datasets have been extracted from Knox's HR system and People Matter Survey results. Datasets provided to GenderWorks for review and uploaded into GCEPS workforce reporting template. Workforce data audit analysis provided by GenderWorks in line with 2021 baseline reporting and 2023 reporting requirements. |
| **Strategic action 2.1:**Continue to cultivate an inclusive environment that supports open dialogue on complex - and sometimes difficult - conversations about diversity, equity and inclusion. Redefine leadership expectations including role modelling and case study promotion. | Ongoing | Culture of learning and development is embedded at Knox with all employees required to complete mandatory e-learning training modules including:- Equal Employment Opportunity- Sexual Harassment in the Workplace- Staff Code of Conduct- Workplace BullyingIn addition to staff wide mandatory training, a dedicated development program titled Wholehearted Conversations was introduced for both staff and leaders to build workforce capability to have ‘real’ conversations that generate shared insight and action. |
| **Strategic action 2.2:**Update Knox CEO Statement of Commitment and take the Panel Pledge. Encourage other leaders to take up the Panel Pledge. | Complete | CEO statement of commitmentMade by Bruce Dobson at the GEAP launch event on the 11 August 2022*"Knox City Council continues a long term commitment to take action to achieve gender equality as a fundamental human right, a key contributor to economic growth and preventing family violence, and an organisational imperative.We will be a community leader, promoting and championing diversity and equality in all its forms. Our actions will strengthen our influence and representation in the community we serve.We will hold ourselves to account; we will do what is right, not what is easy. Our commitment starts internally, as we continue to ensure all of our people are treated with fairness, are included and have opportunities; creating a safe, inclusive, respectful and equal workforce at Knox City Council."*Statement lives on Knox intranet alongside a call to action for staff to take the panel pledge. Opportunity to pledge was circulated in all staff weekly update in June 2023. |
| **Strategic action 2.3:**Build inclusive leadership capability and implement bystander training, continue with our everyday sexism campaign, and expand unconscious bias education and training, to raise awareness, minimise blind spots, and foster a speak up culture. | Ongoing | Two new programs launched in 2021/2022:1. Everyday sexism course An interactive, game-based module, that explores examples of everyday sexism and how small actions can, often unwittingly, create a big impact and make many people feel excluded. Participants also receive practical guidance for creating a workplace that truly gives everybody the same opportunity to realise their potential and to feel that their gender is no obstacle to their goals.2. Active bystander trainingAn interactive workshop that supports participants to have: - The knowledge, confidence and capability to recognise and respond in situations where a colleague or member of the public may be experiencing or perpetrating sexism, gendered violence, sexual harassment or any other form of unacceptable behaviour.-The understanding that bystander intervention is critical to the elimination of everyday sexism, strengthens the core foundation of workplace equality and respect, and helps embed gender equality and the prevention of violence against women in our workplaceOne new program launched in 2023:1. Intersectional bystander training, including:- In person sessions teaching practical skills to call out harmful behaviour including sexism, racism and LGBTIQA+ discrimination- 1 x community facing online session - 2 x internal (staff) facing in person sessions - 1 x additional community facing session planned for Mental Health Month in November 2023. |
| **Strategic action 2.4:**Implement a refreshed flexibility model to support work-life integration and assist teams to continue to work together to service the changing needs of the community while adopting hybrid (remote-friendly) working. | In progress | Knox's Flexible Work Policy was endorsed in December 2021 and is in operation until a proposed review date of December 2024.Plan in place to undertake a review of Hybrid Working at Knox in 2024 to compliment the organisation's Flexible Work Policy. Flexible work options currently outlined in the policy include:- Varied start and finish times- Rostered or accrued day off- Compressed hours- Remote workplaces (not applicable to all roles)- Job sharing- Transition to part-time work- Phased return from parental leave- Transition to retirement- Individual flexibility agreement- Time in lieu (of overtime)- Purchased leave- Career break- Parental leave |
| **Strategic action 2.5:**Improve gender composition within directorates and/or functions experiencing significant gender imbalance. Improve recruitment and selection practices, focus on promoting career progression and advancement and implement talent programs including mentoring and sponsorship for under-represented groups, in particular, for those experiencing the compounding effects of intersectionality. | In progress | - Recruitment & selection practices – New recruitment training implemented with a total of 4 sessions planned in June, July, August and November 2023. The recruitment training includes a segment on unconscious bias, policy regarding gender-balanced panel selection and legislation relating to Equal Employment Opportunity, in particular attributes that are protected from discrimination. This recruitment training will be made available on an ongoing basis to existing and new hiring managers. - Progress audit reporting will highlight gender imbalance across directorates and will inform future planning. Planning in place to review application process to capture gender (and possibly wider intersectional) data to highlight trends flowing from application through to onboarding. Greater demographic data at each step of the recruitment channel will inform actions to improve gender balance across the business with greater emphasis on supporting those experiencing compounding effects of intersectionality. - People, Culture & Development team will be developing an organisational development plan across FY2024. This will integrate gender equality and intersectionality considerations across all phases of the employee lifecycle (including application stage) to strengthen diversity, equity and inclusion across the business. |
| **Strategic action 2.6:**Ensure adequate resources are allocated to developing and implementing the Gender Equality Action Plan. | Complete | Knox's Gender Equality Action Plan is published on our public facing website - https://www.knox.vic.gov.au/our-council/policies-strategies-and-plans/gender-equality-action-plan. Section 6 of this plan outlines the committed resources for the 4-year period to successfully deliver the plan. This includes internal and external resources with a commitment of two specialist roles within Strategy, People & Culture (now People, Culture & Development) and Community Wellbeing. External support has been provided by Right Lane Consulting and GenderWorks to support with collection and analysis of workforce data for the baseline and progress audits. |
| **Strategic action 3.1:**Support individuals to speak up in safe and respectful ways through providing effective avenues of redress and contemporary complaint handling processes for bullying, discrimination, harassment and victimisation, including the use of an anonymous reporting program. | Complete | 'Speak Up' reporting platform (using Whispli software) introduced in December 2022 allowing employees to anonymously submit issues involving illegal, inappropriate, and unprofessional behaviour.Reporting is supported by the Workplace Relations Team and complimented with a suite of policies and procedures to outline appropriate behaviour and foster a culture that encourages employees to speak up in a safe and respectful way. Policies and procedures include:- Workplace Bullying Prevention Policy and Procedure (approved December 2022)- Equal Opportunity & Prevention of Sexual Harassment Policy & Procedure (approved December 2022)Review of Speak Up platform scheduled in 2024 to evaluate effectiveness in managing complaints and supporting staff.Announcement in December 2022 staff wide weekly update, introducing Speak Up platform. Resources to support staff live on the organisation's intranet. |
| **Strategic action 3.2:**Conduct additional remuneration analysis to better understand where the pay gap is, and rectify the pay gap (like-for-like, by level, and organisation-wide) year on year. | In progress | 2021 baseline audit and subsequent progress audit of Knox employee data has been analysed (by Right Lane Consulting and GenderWorks) and submitted to the Commissioner. Progress report to highlight trends since implementation of Knox's GEAP and identify pay-gaps across a range of functions and employee levels. Knox participated in cross council (9 Victorian LGAs) benchmarking exercise in June 2023 related to gender pay equity. Conducted by Right Lane Consulting, participating Councils have been provided a good pay practice framework that identifies 14 leading practices and 2 good practices to support gender pay equity for local government Directors and Managers (Senior Officers) across 4 elements of an organisation’s pay practices.Benchmarking exercise and framework can be leveraged to identify actions for years 3 & 4 of Knox's GEAP. |
| **Strategic action 3.3:**Undertake a schedule of Gender Impact Assessments, taking action to address systemic drivers in policies, programs and services which directly and significantly impact the public. | Ongoing | 7 GIAs completed across FY21/22 and FY22/23 as per progress report template 1. 6 additional GIAs completed in FY23/24, with a further 8 included in forward planning schedule.Introduction of GIAs supported by 3 training sessions (1 x intermediate, 2 x advanced) delivered to 17 staff across 9 departments.Project plan in place for GIAs between January 2023 and December 2025. Proposal being presented to EMT December 2023 to determine course of action to resource ongoing GIAs into the future. |
| **Strategic action 3.4:**Explore feasibility of introducing a wide range of flexible and supportive leave options that recognise individual needs. | Complete | Knox City Council’s Enterprise Agreement #11 was adopted in June 2023. The process included gender equality considerations in relation to the Employer log of claims. As a result:- Gender Affirmation leave was introduced at Knox and comprises:(1) up to 4 weeks (20 days) paid leave for essential and necessary gender affirmation procedures; and(2) up to 48 weeks of unpaid leave.- Paid superannuation provision introduced on those taking unpaid parental leave to close the gender pay gap given our statistics tell us that parental leave is usually taken by the mother.- Enhancements to support mechanisms relating to Family Violence Leave. A statement on supporting on a case by case basis has been inserted allowing further support to be provided as required. |
| **Strategic action 3.5:**Create accountability mechanisms to plan, resource, evaluate and report on progress. Include gender equality performance measures within individual ROADmaps and Organisation Health performance scorecards. | In progress | Employee Engagement Survey introduced in February 2023 to better understand and enable improvement of our culture at Knox - an introduction to Organisational Health Scoring. Although gender specific identifiers were omitted from reporting (to strengthen anonymity and response rates), there were key factors covered relating to wellbeing, diversity & inclusion. These datasets will be reviewed for the 2024 survey with opportunities to consider wider demographic datasets including gender.The inclusion of gender equality performance measures in individual ROADmaps (Knox's performance and development plans) has also been put on hold. Due to the significant restructure of the Strategy, People & Culture (SPC) team, now the People, Culture & Development (PCD) team - a decision has been made to review and reinvent Knox's Organisational Development Plan in 2024. This will include considerations for gender equality across all aspects and will inform the inclusion of performance measures.  |
| **Strategic action 3.6:**Prepare and report progress to the Commission for Gender Equality in the Public Sector by 31 October 202**3** | Complete | Progress report completed and presented to Executive Management Team on 6 February. Progress report uploaded to VCGE reporting platform prior to revised 20 February deadline.  |

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| **Table 3 - Workplace gender equality indicators progress** |
| **Indicator** | **Progress made** | **Progress description** |
| **Gender composition of all levels of the workforce** | Yes | **Overall, there have been limited changes to quantitative data on gender composition of workforce.** Knox has reported 'Yes' to progress under Indicator 1, given consistency in quantitative data/very limited comparative quantitative change from FY21 to FY23, coupled with genuine efforts to drive progress under this indicator (see Column L) through GEAP implementation.*Summary of comparative FY23 to FY21 audit data below.* **Workforce composition by gender,** - In FY21, Knox workforce was dominated by women (72% WOMEN: 28% MEN in FY21).- Since FY21 reporting period, the proportion of women has decreased (72% to 70% in FY23), and proportion of men has increased (28% to 30% in FY23). (Note that we know this data change partially driven by exit of home care support staff, given Knox is no longer providing support services under the Commonwealth home support program as of July 2021).  **By gender and employment type,** - As at end FY23*,* men at Knox are twice as likely than women to work full-time. Women at Knox are more than twice as likely to work part-time and casually than men. - 74% men (approx. 3 in 4 men) work full time, compared to 37% women (just over 1 in 3 women). This data in FY23 remains consistent with FY21 data.- Among Knox's full-time workforce, gender split in FY23 is relatively unchanged since FY21 (54%W:46%M in FY23, 55%W:45%M in FY21).- Among Knox's part-time workforce, gender split in FY23 is unchanged since FY21 (85%W:15%M in FY23 and FY21).- Among Knox's casual workforce, slightly increased proportion of women since FY21 (83%W:17%M in FY23, 80%W:20%M in FY21). |
| **Gender composition of governing bodies** | No | **Overall no change in composition of Council members at Knox.** As at end FY23 gender composition of our Council is 89% (8) women: 11% (1) man. No change since FY21 baseline audit as there has been no Council election in the interim. Next Council election is FY24.  |
| **Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender** | Yes | **Overall, org-wide gender pay gaps have decreased since FY21Org-wide gender pay gaps (MEDIAN)**From FY21 to FY23, - Knox's org-wide *median* gender pay gap on annualised FTE base salary has *decreased* from 2.7% (FY21) to 1.6% (FY23). The median men's base annualised FTE salary is now 1.6%/$1,411 more than the median woman's.- Knox's org-wide *median* gender pay gap on total remuneration has also *decreased* from 2.7% (FY21) to 1.6% (FY23). The median men's total remuneration is now 1.6%/$1,559 more than women.**Org-wide gender pay gaps (MEAN)**From FY21 to FY23,- Knox's org wide *mean* gender pay gap on annualised FTE base salary has *remained consistent/decreased 0.1%* from 6.4% (FY21) to 6.3% (FY23).- Knox's org wide *mean* gender pay gap on annualised FTE base salary has *increased 0.4%* from 7.5% (FY21) to 7.9% (FY23).In order to better understand and address our gender pay gap, Knox has also participated in cross council (9 Victorian LGAs) benchmarking exercise in June 2023 related to gender pay equity. Conducted by Right Lane Consulting, participating Councils have been provided a good pay practice framework that identifies 14 leading practices and 2 good practices to support gender pay equity for local government Directors and Managers (Senior Officers) across 4 elements of an organisation’s pay practices. |
| **Sexual harassment in the workplace** | Yes | **Overall, reported experience of sexual harassment has decreased since FY21. Formal complaints of sexual harassment (workforce data report)**In FY23, Knox received no formal complaints of sexual harassment. This compares with 4 formal complaints received in FY21. **Experience of sexual harassment (via *People Matter* survey responses)(36% of Knox employees responded to the survey in 2023, 73%women, 23%men, 1% non-binary, 1% self-described, 3% prefer not to say),** In FY23, as in FY21 (no change) 5% of Knox's 2023 *People Matter Respondents* experienced some form of sexual harassment in the workplace in the past 12 months, including 4% of women (no change since FY21) and 3% of men (no change since FY21)While it is difficult to confirm progress based on the small dataset listed above, we report progress against this indicator given consistency (no increase) in quantitative data noted above, coupled with genuine efforts to drive progress via implementation of the following GEAP activities (also detailed in *tab 2.1 Strategies and Measure)*:- Councillor and Executive Management team review of VAGO results, Senior Manager team workshop on VAGO results (2021) & subsequent provision of Managers guide to responding to VAGO report on sexual harassment.- Developing and implementing Equal Opportunity & Prevention of Sexual Harassment Policy and Procedure (approved December 2022).- Dedicated landing pages on Knox intranet covering Gender Equality and Sexual Harassment information. - All employees are required to complete mandatory e-learning training modules including equal employment opportunity, sexual harassment in the workplace, staff code of conduct and workplace bullying. **-** Two new training programs also launched in 2021/22 - everyday sexism course and active bystander training.  |
| **Recruitment and promotion practices in the workplace** | No | **Overall, in FY23 Knox's ability to demonstrate quantitative progress under this indicator is affected by limited availability of data for comparison to FY21.**Significant restructure at Knox (including both People, Culture & Development and Business Intelligence teams) took place across 2022 and 2023 leading to increased demands on resources. This impacted team’s ability to provide data in as much detail as previous reporting period. *(In FY23, Knox was not able to supply data on higher duties, secondments, promotions, career development training uptake).* As such, decision was made to prioritise mandatory data over additional recommended data to ensure GEAP progress reporting was achievable. The restructure and subsequent data warehouse project aims to support a robust data collection/reporting solution across Knox which should place us in good stead for richer reporting in time for the next reporting period. While there has been no demonstrated quantitative progress in workforce data against this indicator, we note genuine attempts made to progress against this indicator in column L.Based on workforce data provided on recruitments and exits (in both FY21 and FY23), we note the following. **Recruitment data - FY21 to FY23** - In FY23, the gender composition of new recruits at Knox is 67%WOMEN:33%MEN (approx. 2 in 3 employees recruited in FY23 were women, 1 in 3 were men). - Since FY21, this represents a shift of -2%W/+2%M compared to FY21 composition of new recruits - 69%WOMEN:31%MEN. - We note that FY23 composition of new recruits is also comparative to FY23 overall workforce composition **Exit data - FY21 to FY23**- In FY23, the gender composition of exits at Knox was 76%WOMEN:24%MEN (approx. 3 in 4 employees exited in FY23 were women, 1 in 4 were men). - Since FY21, this represents a shift of +13%W/-13%MEN compared to FY21 composition of exits.- We note that women are also over-represented among composition of FY23 exits (76%W:24%MEN), comparative to FY23 overall workforce composition (70%W:30%M). |
| **Availability and utilisation of terms, conditions and practices relating to:- family violence leave; and- flexible working arrangements; and- working arrangements supporting employees with family or caring responsibilities** | No | **Overall, in FY23 Knox's ability to demonstrate quantitative progress under this indicator is affected by limited availability of data for comparison to FY21.**- Significant restructure at Knox (including both People, Culture & Development and Business Intelligence teams) took place across 2022 and 2023 leading to increased demands on resources. This impacted team’s ability to provide data in as much detail as previous reporting period. *(In FY23, Knox was not able to supply data on parental & carers leave uptake, uptake of formal flexible working arrangements & type of arrangements).* As such, decision was made to prioritise mandatory data over additional recommended data to ensure GEAP progress reporting was achievable. The restructure and subsequent data warehouse project aims to support a robust data collection/reporting solution across Knox which should place us in good stead for richer reporting in time for the next reporting period. - Due to nature of data collection on family violence leave uptake and the emphasis on privacy and confidentiality, Knox was also not able to supply detailed data on family violence leave uptake, however have reported on 7 employees utilising family violence leave provisions.While there has been no demonstrated quantitative progress in workforce data against this indicator, we note genuine attempts made to progress against this indicator in column L. |
| **Gendered segregation within the workplace** | Yes | **Overall, some progress is evident in quantitative data**Main change in data is a shift in *Community and Personal Service Workers,* previously a heavily woman-dominated workforce *(-18%W)*Comparing FY21 gender composition to FY23 gender composition, data has changed as follows:1. Managers- limited change, 55%W:45%M in FY21 to 57%W:43%M in FY23 (+2%W).2. Professionals - limited change, 82%W:18%M in FY21 to 83%W:17%M in FY23, (+1%W).3. Technicians and Trade Workers - limited change, 15%W:85%M in FY21 to 17%W:83%M in FY23, (+2%W).4. Community and Personal Service Workers - largest change, 77%W:23%M in FY21 to 59%W:41%M in FY23 (-18%W) - noting this is driven in part by exit of support services under the Commonwealth home support program (as of July 2021 Council no longer provides these services).5. Clerical and Administrative Workers - limited change, 78%W:22%M in FY21 to 72%W:28%M in FY23 (-6%W).6. Machinery Operators and Drivers - limited change, 17%W:83%M in FY21 to 11%W:89%M in FY23, (-6%W) - very small cohort so % less meaningful in analysis.7. Labourers - limited change, 52%W:48%M in FY21 to 53%W:47%M in FY23 (+1%W). |