

# Public Report - Employee Data Tables

**Program:** 2025 - 26 Gender Equality Reporting  
**Employer:** Southern Cross Austereo Services Pty Ltd  
**Employee count:** 1,464  
**Primary industry:** 5610 - Radio Broadcasting  
**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 | 115              | 131 | 0   | 0 | 246              |
|                                     | Full-time contract  | 2                | 0   | 0   | 0 | 2                |
|                                     | Part-time permanent | 11               | 1   | 0   | 0 | 12               |
| Professionals                       | Full-time permanent | 198              | 280 | 0   | 0 | 478              |
|                                     | Full-time contract  | 19               | 8   | 0   | 0 | 27               |
|                                     | Part-time permanent | 21               | 3   | 0   | 0 | 24               |
|                                     | Part-time contract  | 0                | 2   | 0   | 0 | 2                |
|                                     | Casual              | 89               | 106 | 0   | 0 | 195              |
| Clerical And Administrative Workers | Full-time permanent | 23               | 0   | 0   | 0 | 23               |
|                                     | Full-time contract  | 1                | 0   | 0   | 0 | 1                |
|                                     | Part-time permanent | 2                | 1   | 0   | 0 | 3                |
|                                     | Casual              | 1                | 0   | 0   | 0 | 1                |
| Sales Workers                       | Full-time permanent | 219              | 73  | 0   | 0 | 292              |
|                                     | Full-time contract  | 5                | 5   | 0   | 0 | 10               |
|                                     | Part-time permanent | 29               | 1   | 0   | 0 | 30               |
|                                     | Part-time contract  | 2                | 0   | 0   | 0 | 2                |
|                                     | Casual              | 63               | 53  | 0   | 0 | 116              |

\* Total employees includes Non-binary

**Table 2 – Gender composition of manager categories**

| Manager category | Employment status   | No. of employees |    | Total employees* |
|------------------|---------------------|------------------|----|------------------|
|                  |                     | F                | M  |                  |
| CEO              | Full-time permanent | 0                | 1  | 1                |
| KMP              | Full-time permanent | 10               | 14 | 24               |
| HOB              | Full-time permanent | 1                | 5  | 6                |
| GM               | Full-time permanent | 5                | 11 | 16               |
| SM               | Full-time permanent | 28               | 43 | 71               |
|                  | Part-time permanent | 1                | 0  | 1                |
| OM               | Full-time permanent | 71               | 57 | 128              |
|                  | Full-time contract  | 2                | 0  | 2                |
|                  | Part-time permanent | 10               | 1  | 11               |

\* 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       | 3                 | 6    | 31                                    | 18   | 39           | 22   | 119    |
| Part-time     | Permanent       | 0                 | 0    | 0                                     | 1    | 3            | 0    | 4      |
| Full-time     | Fixed-term      | 0                 | 0    | 1                                     | 0    | 0            | 0    | 1      |
| Part-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |
| N/A           | Casual          | 0                 | 0    | 0                                     | 0    | 2            | 1    | 3      |

**Question 2**  
**How many employees were promoted from non-manager to manager?**

| Contract Type | Employment Type | All managers |      | Total* |
|---------------|-----------------|--------------|------|--------|
|               |                 | Female       | Male |        |
| Full-time     | Permanent       | 14           | 10   | 24     |
| Part-time     | Permanent       | 0            | 0    | 0      |
| 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       | 0                 | 5    | 11                                    | 0    | 11           | 0    | 27     |
| Part-time     | Permanent       | 0                 | 0    | 3                                     | 7    | 35           | 29   | 74     |
| Full-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 15           | 2    | 17     |
| Part-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |
| 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       | 1                 | 0    | 10                                    | 7    | 120          | 63   | 201    |
| Part-time     | Permanent       | 0                 | 0    | 2                                     | 1    | 5            | 1    | 9      |
| Full-time     | Fixed-term      | 0                 | 0    | 1                                     | 0    | 11           | 5    | 17     |
| Part-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 2            | 2    | 4      |
| N/A           | Casual          | 0                 | 0    | 0                                     | 0    | 93           | 71   | 165    |

\* 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       | 0                 | 0    | 9                                     | 12   | 84           | 52   | 157    |
| Part-time     | Permanent       | 0                 | 0    | 4                                     | 0    | 10           | 1    | 15     |
| Full-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 5            | 5    | 10     |
| Part-time     | Fixed-term      | 0                 | 0    | 0                                     | 1    | 2            | 0    | 3      |
| N/A           | Casual          | 0                 | 0    | 4                                     | 2    | 62           | 48   | 116    |

**Question 6**  
**How many employees were on primary carer's parental leave (paid and/or unpaid)?**

| Contract Type | Employment Type | CEOs, KMPs & HOBs |      | Managers<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       | 0                 | 0    | 6                                     | 0    | 27           | 3    | 36     |
| Part-time     | Permanent       | 0                 | 0    | 1                                     | 0    | 14           | 0    | 15     |
| Full-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 2            | 0    | 2      |
| Part-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |
| 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       | 0                 | 1    | 0                                     | 6    | 1            | 9    | 17     |
| Part-time     | Permanent       | 0                 | 0    | 0                                     | 0    | 0            | 0    | 0      |
| Full-time     | Fixed-term      | 0                 | 0    | 0                                     | 0    | 0            | 1    | 1      |
| 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       | 0                 | 0    | 0                                     | 0    | 3            | 1    | 4      |
| 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          |                   |      |                                       |      |              |      |        |

\* Total employees includes Non-binary