

# Public Report - Employee Data Tables

**Program:** 2024 - 25 Gender Equality Reporting  
**Employer:** Xero Australia Pty Limited  
**Employee count:** 1,325  
**Primary industry:** 5420 - Software Publishing  
**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	90	149	0	0	239
	Part-time permanent	3	1	0	0	4
Professionals	Full-time permanent	318	505	9	8	832
	Full-time contract	22	15	0	0	37
	Part-time permanent	17	4	0	0	21
	Part-time contract	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	61	43	0	0	106
	Full-time contract	4	1	0	0	5
	Part-time permanent	5	2	0	0	7
Sales Workers	Full-time permanent	40	31	0	0	72
	Full-time contract	0	1	0	0	1

\* 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	
KMP	Full-time permanent	1	2	0	0	3
GM	Full-time permanent	19	36	0	0	55
OM	Full-time permanent	70	111	0	0	181
	Part-time permanent	3	1	0	0	4

\* 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	4	5	7	10	47	55	128
Part-time	Permanent			1		2		3
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**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			5	5			10
Part-time	Permanent			1				1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**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		2	5	9	31	32	80
Part-time	Permanent			1		2		3
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**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	1	4	12	18	90	131	258
Part-time	Permanent					4	1	5
Full-time	Fixed-term		1	1		33	23	59
Part-time	Fixed-term					1	1	2
N/A	Casual							

\* 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	2		5	5	35	58	105
Part-time	Permanent					2	3	6
Full-time	Fixed-term			1		1	1	3
Part-time	Fixed-term							
N/A	Casual							

**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	4	1	10	2	37	13	67
Part-time	Permanent					8		8
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**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		3		1		34	38
Part-time	Permanent						1	1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

\* Total employees includes Non-binary