

## Public Report - Employee data tables

**Program:** 2024 - 25 Gender Equality Reporting  
**Employer:** Helia Insurance Pty Limited  
**Employee count:** 210  
**Primary industry:** 6322 - General Insurance  
**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	17	30	0	0	47
	Part-time permanent	3	1	0	0	4
Professionals	Full-time permanent	37	58	2	2	95
	Full-time contract	2	7	0	0	9
	Part-time permanent	4	1	0	0	5
Technicians And Trades Workers	Full-time permanent	5	9	0	0	14
Clerical And Administrative Workers	Full-time permanent	13	13	0	0	26
	Full-time contract	2	0	0	0	2
	Part-time permanent	5	1	0	0	6
	Casual	1	1	1	1	2

\* 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	1	0	0	0	1
KMP	Full-time permanent	0	4	0	0	4
GM	Full-time permanent	4	9	0	0	13
SM	Full-time permanent	9	8	0	0	17
	Part-time permanent	1	1	0	0	2
OM	Full-time permanent	3	9	0	0	12
	Part-time permanent	2	0	0	0	2

\* 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	1	0	3	3	7
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 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			0	0			0
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 (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	3	7	10
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 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	0	4	7	11	22
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	5	8	13
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	casual	0	0	0	0	1	0	1

\* 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	0	0	4	9	13
Part-time	Permanent	0	0	0	0	0	1	1
Full-time	Fixed-term	0	0	0	0	3	5	8
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	casual	0	0	0	2	0	0	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	0	0	9	5	14
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 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	0	1	0	1
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