## John Readings Workforce Data 2019 - 2020

| Role | Sydney | Melbourne | Brisbane | Perth | Adelaide | Canberra | Hobart |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Senior manager** | Current: 4  Required: 3  Exiting: 1 | Current: 3  Required:1  Exiting: 0 | - | - | - | - |  |
| **Bookstore manager** | Current: 43  Required: 1  Exiting: 0 | Current: 35  Required: 1  Exiting: 0 | Current: 20  Required: 0  Exiting: 0 | Current: 20  Required: 1  Exiting: 0 | Current: 10  Required: 1  Exiting: 0 | Current: 5  Required: 1  Exiting: 1 | Current: 5  Required: 1  Exiting: 1 |
| **Line manager (service, sales)** | Current: 4  Required: 2  Exiting: 1 | Current: 4  Required: 2  Exiting: 0 | Current: 3  Required: 2  Exiting: 1 | Current: 3  Required: 2  Exiting: 1 | Current: 2  Required: 2  Exiting: 0 | Current: 2  Required: 2  Exiting: 0 |  |
| **Salesforce** | Current: 170  Required: 15  Exiting: 3 | Current: 150  Required: 15  Exiting: 3 | Current: 80  Required: 15  Exiting: 2 | Current: 100  Required: 13  Exiting: 3 | Current: 60  Required: 13  Exiting: 3 | Current: 20  Required: 6  Exiting: 2 | Current: 20  Required: 7  Exiting: 1 |
| **Retail assistants (redundant)** | Current: 70  Required: 0  Exiting: 10 | Current: 65  Required: 0  Exiting: 8 | Current: 30  Required: 0  Exiting: 5 | Current: 20  Required: 0  Exiting: 2 | Current: 10  Required: 0  Exiting: 1 | Current: 2  Required: 0  Exiting: 1 | Current: 3  Required: 0  Exiting: 0 |
| **Warehouse staff (general)** | Current: 25  Required: 25  Exiting: 2 | Current: 35  Required: 38  Exiting: 2 | Current: 1  Required: 1  Exiting: 0 | Current: 1  Required: 1  Exiting: 1 | Current: 1  Required: 0  Exiting: 0 | Current: 1  Required: 0  Exiting: 0 | Current: 1  Required: 0  Exiting: 0 |
| **Warehouse**  **apprentice** | 4 | 5 | 0 | 0 | 0 | 0 | 0 |

### **Current HR workforce trends**

#### Turnover FY 2018–19 (29%)

|  |  |  |  |
| --- | --- | --- | --- |
| Position | Number exits | Number staff | Reasons for leaving |
| Senior manager | 1 | 12 | 1. Retirement  2. Other opportunities |
| Bookstore manager | 22 | 139 | 1. Retirement  2. Other opportunities |
| Line manager | 3 | 18 | 1. Lack of opportunity  2. Unhealthy work culture  3. Retirement |
| Salesforce and customer service | 250 | 800 | 1. Lack of opportunity  2. Lack of recognition  3. Unhealthy work culture |
| Warehouse (general) Staff | 20 | 64 | 1. Better opportunities elsewhere  2. Lack of recognition  3. Unhealthy work culture |

#### Demographics FY 2018–19

|  |  |  |  |
| --- | --- | --- | --- |
| **Position** | **Number** | **Number women** | **Number Aboriginal or Torres Strait Islander** |
| Senior manager | 12 | 4 | 0 |
| Bookstore manager | 139 | 0 | 0 |
| Line manager | 18 | 2 | 0 |
| Salesforce | 800 | 700 | 0 |
| Warehouse (general) staff | 64 | 3 | 0 |

#### Turnover FY 2019–20 (20%)

|  |  |  |  |
| --- | --- | --- | --- |
| **Position** | **Number exits** | **Number staff** | **Reasons for leaving** |
| Senior manager | 4 | 12 | 1. Retirement  2. Other opportunities |
| Bookstore manager | 50 | 139 | 1. Retirement  2. Other opportunities |
| Line manager | 6 | 18 | 1. Other opportunities  2. Retirement |
| Salesforce | 250 | 800 | 1. Better opportunities  2. Pay  3. Lack of opportunity |
| Warehouse (general) staff | 8 | 64 | 1. Better opportunities elsewhere  2. Personal reasons |

#### Absenteeism (days) FY 2019 - 20

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Position** | **QTR1** | **QTR2** | **QTR3** | **QTR4** | **Total** | **Annual Rate** |
| **Managers** | 3 | 4 | 5 | 6 | 18 | 2% |
| **Managers** | 10 | 12 | 11 | 13 | 46 | 3% |
| **Line Managers** | 14 | 13 | 10 | 15 | 52 | 2% |
| **Salesforce** | 250 | 300 | 300 | 350 | 1200 | 6% |
| Warehouse | 30 | 22 | 32 | 45 | 129 | 1% |
| **Totals** | **307** | **351** | **358** | **429** | **1445** | **4%** |

#### Demographics FY 2019–20

|  |  |  |  |
| --- | --- | --- | --- |
| Position | Number | Number women | Number Aboriginal or Torres Strait Islander |
| Senior manager | 12 | 4 | 0 |
| Bookstore manager | 139 | 1 | 0 |
| Line manager | 18 | 2 | 0 |
| Salesforce | 800 | 550 | 1 |
| Warehouse (general) staff | 64 | 25 | 0 |
| Warehouse apprentice | 8 | 3 | 1 |