

# FY24 People data and scorecard

## Workforce

FY24 Employees (headcount) <sup>1</sup>		Total	GENDER		EMPLOYMENT TYPE			AGE GROUP		
			Male	Female	Full time	Part time	Temporary	<30 years	30-50 years	>50 years
Ramsay Australia <sup>2</sup>	Australia	35,444	7,027	28,401	7,364	17,226	10,854	6,828	17,868	10,748
Ramsay UK	UK-Acute	7,661	1,518	6,117	3,334	2,448	1,879	1,065	3,425	3,171
	Elysium	9,386	3,362	6,024	6,569	1,344	1,473	1,748	5,477	2,161
Ramsay Santé	France	25,389	4,655	20,734	19,378	3,947	2,064	5,517	12,603	7,269
	Nordics	12,989	2,595	10,394	7,746	3,989	1,254	1,339	7,160	4,490
<b>Group</b>		<b>90,869</b>	<b>19,157</b>	<b>71,670</b>	<b>44,391</b>	<b>28,954</b>	<b>17,524</b>	<b>16,497</b>	<b>46,533</b>	<b>27,839</b>

FY24 New employees <sup>3</sup>		Total	GENDER		AGE GROUP		
			Male	Female	<30 years	30-50 years	>50 years
Ramsay Australia	Australia	7,552	1,838	5,708	2,702	3,724	1,126
Ramsay UK	UK-Acute	1,759	383	1,371	453	865	441
	Elysium	2,756	1,045	1,711	696	1,658	402
Ramsay Santé	France	3,933	757	3,176	1,854	1,697	382
	Nordics	1,979	365	1,614	388	1,199	392
<b>Group</b>		<b>17,979</b>	<b>4,388</b>	<b>13,580</b>	<b>6,093</b>	<b>9,143</b>	<b>2,743</b>

Collective bargaining agreements (%)		FY22	FY23	FY24
Ramsay Australia	Australia	89	91	91
Ramsay UK	UK-Acute	N/A	N/A	N/A
	Elysium	1	0.4	0
Ramsay Santé	France	100	100	100
	Nordics	93	96	89

Employee turnover <sup>4</sup> (%)		FY22	FY23	FY24
Ramsay Australia	Australia	14.0	13.0	12.3
Ramsay UK	UK-Acute	22.7	18.2	16.5
	Elysium	34.6 <sup>5</sup>	32.6	21.9
Ramsay Santé	France	17.8	16.9	15.6
	Nordics <sup>6</sup>	N/A	17.3	17.0

- 1 Full time and part time employees are permanent. Temporary employees are casual, bank, fixed term or non-guaranteed hours. Excludes agency labour. Totals may differ where individuals have not identified as male/female.
- 2 Australian figures based on direct mapping of FY24 data rather than using the prior year WGEA report, as done in previous reports.
- 3 The number of new employees represents gross additions and does not account for employee departures; therefore, it does not reflect the net change in total workforce size.
- 4 Percentage turnover is calculated to include all permanent employees who left during FY24 divided by the average of permanent head count from the start to end of the period.
- 5 Elysium data covers full year FY22.
- 6 Nordics calculated based on number of employees at end of June, rather than average. FY23 figures revised based on including only permanent employees.

**NOTE**  
FY22 and FY23 figures have been revised to exclude Ramsay Sime Darby Healthcare data. Nordic data includes Sweden, Norway and Denmark. Group totals include people who identify as neither male/female. The figures in the People Scorecard for Ramsay Australia, Ramsay UK, Elysium Healthcare are subject to limited assurance, see page 61 for details.

# FY24 People data and scorecard

## Diversity

### FY24 Employees (headcount)<sup>1</sup>

		Regional executive <sup>2</sup>		Facility CEO		Manager <sup>3</sup>		All other	
		Male	Female	Male	Female	Male	Female	Male	Female
Ramsay Australia	Australia <sup>4</sup>	4	4	22	22	484	1,361	6,517	27,012
Ramsay UK	UK-Acute	4	4	11	21	207	553	1,295	5,539
	Elysium	4	4	29	52	166	302	3,163	5,665
Ramsay Santé	France	6	4	53	63	825	1,744	3,770	18,923
	Nordics	3	1	5	6	42	46	2,545	10,340
<b>Group</b>		<b>21</b>	<b>17</b>	<b>120</b>	<b>164</b>	<b>1,724</b>	<b>4,006</b>	<b>17,290</b>	<b>67,479</b>

  

<b>53%</b>	<b>47%</b>	<b>42%</b>	<b>58%</b>	<b>30%</b>	<b>70%</b>	<b>20%</b>	<b>80%</b>
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### FY24 Employees (headcount)

	Group			
	Male	Female		
<b>Board (non-executive)</b>	<b>4</b>	<b>4</b>	<b>50%</b>	<b>50%</b>
<b>Global executive<sup>4</sup></b>	<b>5</b>	<b>5</b>	<b>50%</b>	<b>50%</b>
<b>Senior leadership<sup>5</sup></b>	<b>29</b>	<b>29</b>	<b>50%</b>	<b>50%</b>

## Workforce safety<sup>6</sup>

### Workplace fatalities

		FY22	FY23	FY24
Ramsay Australia	Australia	0	0	0
Ramsay UK	UK-Acute	0	0	0
	Elysium	0	0	0
Ramsay Santé	France	0	0	0
	Nordics	0	0	0

### Absenteeism rate (%)

		FY22	FY23	FY24
Ramsay Australia	Australia	6.4	5.9	5.6
Ramsay UK <sup>7</sup>	UK-Acute	7.3	5.2	4.6
	Elysium	5.7	4.0	3.9
Ramsay Santé	France	13.9	12.8	12.1
	Nordics	6.4	6.8	6.6 <sup>8</sup>

### Workplace injuries that result in lost time - LTI

		FY22	FY23	FY24
Ramsay Australia	Australia	69	75	81
Ramsay UK	UK-Acute	17	14	28
	Elysium	N/A	N/A	N/A
Ramsay Santé	France	856	N/A <sup>9</sup>	901
	Nordics	N/A	N/A	N/A

### Rate of lost time due to workplace injury - LTIFR (per 1 million hours worked)

		FY22	FY23	FY24
Ramsay Australia	Australia	1.95	2.09	2.34
Ramsay UK	UK-Acute <sup>9</sup>	2.05	1.61	3.11
	Elysium	N/A	N/A	N/A
Ramsay Santé	France	23.28	N/A <sup>10</sup>	23.29
	Nordics	N/A	N/A	N/A

- Totals may differ where individuals have not identified as male/female.
- Regional executive excluding regional CEO (counted as part of Group Executive).
- Mapping of Australian manager positions is based on current year rather than prior WGEA reporting as used in previous reports.
- Global executive includes the MD & CEO, Group Chief People Officer, Group Chief Financial Officer, Group Chief Medical Officer, Group Chief Transformation & Digital Officer, Group General Counsel & Company Secretary and the regional CEOs.
- Senior leadership is the direct reports of the Group executive and regional CEOs.
- Safety figures generally include casual and outsourced staff.
- FY22 and FY23 data revised to include total hours worked.
- Excludes Denmark.
- LTIFR figures have been revised to include total hours worked (including casual and agency hours worked).
- Accidents at work have not been consolidated for FY23 due to a change of service provider and system which results in a delay in the transfer of historical data.

#### NOTE

FY22 and FY23 figures have been revised to exclude Ramsay Sime Darby Healthcare data. Nordic data includes Sweden, Norway and Denmark, unless otherwise noted. Elysium FY22 data covers Feb-Jun 2022. The figures in the People Scorecard for Ramsay Australia, Ramsay UK and Elysium Healthcare are subject to limited assurance, see page 61 for details.