

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Employer: Bm Alliance Coal Operations Pty Limited
Employee count: 6,575
Primary industry: 0600 - Coal Mining
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	65	109	0	0	174
	Part-time permanent	2	0	0	0	2
Professionals	Full-time permanent	719	1,195	30	12	1,914
	Full-time contract	6	3	0	0	9
	Part-time permanent	36	11	0	0	47
Technicians And Trades Workers	Full-time permanent	313	806	10	6	1,119
	Full-time contract	122	47	111	45	169
	Part-time permanent	4	18	0	0	22
Community And Personal Service Workers	Full-time contract	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	129	232	0	0	361
	Full-time contract	3	0	0	0	3
	Part-time permanent	5	14	0	0	19
	Casual	14	7	0	0	21
Machinery Operators And Drivers	Full-time permanent	874	1,630	0	0	2,504
	Full-time contract	50	7	1	0	57
	Part-time permanent	61	90	0	0	151
	Casual	2	0	0	0	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	0	1	0	0	1
GM	Full-time permanent	2	6	0	0	8
SM	Full-time permanent	7	5	0	0	12
OM	Full-time permanent	56	97	0	0	153
	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			12	8	42	28	90
Part-time	Permanent					1		1
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			8	6			14
Part-time	Permanent							
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			39	57	754	820	1,670
Part-time	Permanent			1		28	22	51
Full-time	Fixed-term					29	4	33
Part-time	Fixed-term							
N/A	Casual					17	5	22

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			11	10	611	369	1,001
Part-time	Permanent					4	2	6
Full-time	Fixed-term					91	15	106
Part-time	Fixed-term							
N/A	Casual					1	2	3

* 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			1	7	140	260	408
Part-time	Permanent			1		12	4	17
Full-time	Fixed-term					30	5	35
Part-time	Fixed-term					1		1
N/A	Casual					8	1	9

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			5	8	176	173	362
Part-time	Permanent			1	0	32	6	39
Full-time	Fixed-term			0	0	12	1	13
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	11	99	113
Part-time	Permanent				0	0	1	1
Full-time	Fixed-term				0	1	2	3
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					18	2	20
Part-time	Permanent					2		2
Full-time	Fixed-term					1		1
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary