

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Employer: BHP Coal Pty Ltd
Employee count: 2,654
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	104	126	0	0	230
	Part-time permanent	2	2	0	0	4
Professionals	Full-time permanent	517	617	13	1	1,134
	Full-time contract	16	9	0	0	25
	Part-time permanent	61	7	0	0	68
	Part-time contract	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	8	171	0	0	179
	Full-time contract	22	10	22	10	32
	Part-time permanent	1	1	0	0	2
	Part-time contract	1	0	1	0	1
	Casual	1	0	0	0	1
Community And Personal Service Workers	Full-time permanent	4	5	0	0	9
	Full-time contract	6	0	0	0	6
Clerical And Administrative Workers	Full-time permanent	11	12	0	0	23
	Full-time contract	1	0	0	0	1
	Part-time permanent	1	0	0	0	1
	Casual	7	2	0	0	9
Machinery Operators And Drivers	Full-time permanent	259	614	0	0	873
	Full-time contract	4	4	1	4	8
	Part-time permanent	35	12	0	0	47

* 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
GM	Full-time permanent	0	1	0	0	1
SM	Full-time permanent	17	7	0	0	24
OM	Full-time permanent	86	118	0	0	204
	Part-time permanent	2	2	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			10	7	30	14	61
Part-time	Permanent					5	1	6
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			6	5			11
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			28	33	146	184	391
Part-time	Permanent					8		8
Full-time	Fixed-term					21	12	33
Part-time	Fixed-term					1		1
N/A	Casual					4	1	5

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			2	2	163	120	287
Part-time	Permanent					17		17
Full-time	Fixed-term					36	15	51
Part-time	Fixed-term					1		1
N/A	Casual					2		2

* 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			3	4	25	44	76
Part-time	Permanent					4	3	7
Full-time	Fixed-term					6	4	10
Part-time	Fixed-term							
N/A	Casual					1		1

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			6	15	63	58	142
Part-time	Permanent				1	21	2	24
Full-time	Fixed-term					4		4
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				4		38	42
Part-time	Permanent							
Full-time	Fixed-term						1	1
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			1		10		11
Part-time	Permanent							
Full-time	Fixed-term					3		3
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary