

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Employer: BHP Nickel West Pty Ltd
Employee count: 456
Primary industry: 0806 - Nickel Ore 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	12	28	0	0	40
Professionals	Full-time permanent	71	128	1	0	199
	Full-time contract	2	2	0	0	4
	Part-time permanent	10	1	0	0	11
Technicians And Trades Workers	Full-time permanent	20	91	1	0	111
	Full-time contract	3	0	3	0	3
	Part-time permanent	0	1	0	0	1
Community And Personal Service Workers	Full-time permanent	5	6	0	0	11
Clerical And Administrative Workers	Full-time permanent	12	15	0	1	27
	Full-time contract	0	1	0	0	1
	Part-time permanent	1	0	0	0	1
Machinery Operators And Drivers	Full-time permanent	13	34	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	0	2	0	0	2
OM	Full-time permanent	11	25	0	0	36

* 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					4	8	12
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							
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			15	25	156	334	530
Part-time	Permanent					5	1	6
Full-time	Fixed-term					5	6	11
Part-time	Fixed-term							
N/A	Casual							

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					20	43	63
Part-time	Permanent							
Full-time	Fixed-term					1	1	2
Part-time	Fixed-term					1		1
N/A	Casual							

* 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	2	52	82	139
Part-time	Permanent					3	2	5
Full-time	Fixed-term			1		4		5
Part-time	Fixed-term							
N/A	Casual					7	3	10

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			2	1	46	48	97
Part-time	Permanent					6		6
Full-time	Fixed-term					1		1
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					1	40	41
Part-time	Permanent							
Full-time	Fixed-term							
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					7	2	9
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary