

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Employer: National Australia Bank Limited
Employee count: 29,159
Primary industry: 6221 - Banking
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	1,709	2,613	0	0	4,324
	Full-time contract	8	10	0	0	18
	Part-time permanent	120	22	0	0	142
	Part-time contract	1	0	0	0	1
Professionals	Full-time permanent	4,893	7,071	0	0	11,974
	Full-time contract	72	63	0	0	136
	Part-time permanent	540	74	0	0	614
	Part-time contract	2	5	0	0	7
	Casual	3	4	0	0	7
Clerical And Administrative Workers	Full-time permanent	4,843	3,955	62	56	8,814
	Full-time contract	129	132	0	0	265
	Part-time permanent	2,132	436	0	0	2,571
	Part-time contract	29	15	0	0	44
	Casual	191	49	0	0	242

* 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
KMP	Full-time permanent	4	6	0	0	10
GM	Full-time permanent	114	219	0	0	333
	Full-time contract	1	3	0	0	4
	Part-time permanent	2	2	0	0	4
SM	Full-time permanent	647	1,104	0	0	1,752
	Full-time contract	3	4	0	0	7
	Part-time permanent	55	9	0	0	64
	Part-time contract	1	0	0	0	1
OM	Full-time permanent	944	1,283	0	0	2,228
	Full-time contract	4	3	0	0	7
	Part-time permanent	63	11	0	0	74

* 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	2	1	195	155	898	1,021	2,272
Part-time	Permanent	0	0	6	1	51	19	77
Full-time	Fixed-term	0	0	3	0	6	5	14
Part-time	Fixed-term	0	0	0	0	0	2	2
N/A	Casual	0	0	0	0	0	2	2

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			82	68			150
Part-time	Permanent			3	1			4
Full-time	Fixed-term			1				1
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	4	7	636	661	2,521	2,562	6,391
Part-time	Permanent	0	0	29	5	381	111	526
Full-time	Fixed-term	0	0	0	0	11	6	17
Part-time	Fixed-term	0	0	0	0	1	1	2
N/A	Casual	0	0	0	0	9	4	13

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	0	0	70	80	714	972	1,836
Part-time	Permanent	0	0	2	1	356	171	530
Full-time	Fixed-term	0	0	2	8	119	152	281
Part-time	Fixed-term	0	0	0	2	34	5	41
N/A	Casual	0	0	0	0	64	36	100

* 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	0	2	81	136	572	744	1,535
Part-time	Permanent	0	0	12	1	325	105	443
Full-time	Fixed-term	0	0	0	2	42	47	91
Part-time	Fixed-term	0	0	0	0	8	3	11
N/A	Casual	0	0	0	0	51	13	64

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	0	0	97	202	996	895	2,190
Part-time	Permanent	0	0	11	1	262	18	292
Full-time	Fixed-term	0	0	0	0	10	12	22
Part-time	Fixed-term	0	0	0	0	1	0	1
N/A	Casual	0	0	0	0	0	0	0

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							
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	0	0	3	4	23	12	42
Part-time	Permanent	0	0	0	0	17	1	18
Full-time	Fixed-term	0	0	0	0	2	0	2
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

* Total employees includes Non-binary