

Employees

This section contains information about the Group's employee numbers and associated costs as well as the post employment benefits incurred by the Group.

Employees⁽¹⁾

58,000

(2022: 57,000)

⁽¹⁾Excluding contractors and associates' and joint ventures' employees and including a proportionate share of employees within joint operations.

28. Employee numbers and costs

Employee numbers

The average number of employees, excluding contractors and associates' and joint ventures' employees and including a proportionate share of employees within joint operations, by segment was:

Thousand	2023	2022 ⁽¹⁾
Copper	5	5
Nickel	1	1
Platinum Group Metals ⁽¹⁾	27	27
De Beers	9	9
Iron Ore	9	9
Steelmaking Coal	3	2
Crop Nutrients	1	1
Corporate and other	3	3
	58	57

⁽¹⁾ Platinum Group Metals prior year number of employees was restated to exclude contractors.

The average number of employees, excluding contractors and associates' and joint ventures' employees and including a proportionate share of employees within joint operations, by principal location of employment was:

Thousand	2023	2022 ⁽¹⁾
South Africa ⁽¹⁾	36	36
Other Africa	4	5
South America	10	9
North America	1	1
Australia and Asia	4	3
Europe	3	3
	58	57

⁽¹⁾ Prior year number of employees in South Africa was restated to exclude contractors.

Employee costs

Payroll costs in respect of the employees included in the tables above were:

US\$ million	2023	2022
Wages and salaries	3,357	3,180
Social security costs	181	193
Post employment benefits	365	258
Share-based payments	193	218
Total payroll costs	4,096	3,849
Reconciliation:		
Less: Employee costs capitalised	(160)	(219)
Less: Employee costs included within special items	(97)	—
Employee costs included in operating costs before special items and remeasurements	3,839	3,630

Post employment benefits include contributions to defined contribution pension and medical plans, current and past service costs related to defined benefit pension and medical plans and other benefits provided to certain employees during retirement.