

GOVERNMENT DEPARTMENTS AND AGENCIES — EMPLOYEE ACHIEVEMENT TARGETS

2817. Hon Sally Talbot to the Leader of the House representing the Premier

In relation to all Agencies that fall under the Premier's responsibility, will the Premier provide information on the following —

- (1) What are the targets for the following areas —
 - (a) women in management;
 - (b) equity index for women;
 - (c) people from culturally diverse backgrounds;
 - (d) Indigenous Australians;
 - (e) people with disabilities; and
 - (f) youth?
- (2) What has been achieved for each of these areas —
 - (a) women in management;
 - (b) equity index for women;
 - (c) people from culturally diverse backgrounds;
 - (d) Indigenous Australians;
 - (e) people with disabilities; and
 - (f) youth?

Hon NORMAN MOORE replied:

Government agencies in the Premier's portfolio advise:

Department of the Premier and Cabinet:

The Department of the Premier and Cabinet advises the following targets were determined for the respective periods:

	2009-2010	2010-2011
(1) (a)	25%	26%
(b)	69	71 (calculated on current occupancies)
(c)	20%	22%
(d)	0.5%	0.6%
(e)	2%	2.5%
(f)	14%	16%

Public Sector Commissioner:

- (1) (a) The target for women in management is 37.5%;
- (b) The target equity index for women is 100;
- (c) The target for people from culturally diverse backgrounds is 18%;
- (d) The target for Indigenous Australians is 2%;
- (e) The target for people with disabilities is 5%; and
- (f) The target for youth is 8%.

Department of State Development:

- (1) (a) 2009/2010 — 44%
- (b) 2009/2010 — 78%
- (c) 2009/2010 — 13%
- (d) 2009/2010 — 3.2%
- (e) 2009/2010 — 3.7%
- (f) 2009/2010 — 8%

Acting Commissioner of the Public Sector Standards:

- (1) (a)-(f) Agencies that have up to 50 employees are not required to set targets. The Office of the Public Sector Standards Commissioner falls into this category.

Gold Corporation:

- (1) (a) 42.9%
- (b) 44%
- (c) 36.3%
- (d) 2%
- (e) 2.3%
- (f) 7.4%

Lotterywest:

- (1) (a) women in management — actual 41.65%
- (b) equity index for women — actual 74.6
- (c) people from culturally diverse backgrounds — actual 13.1%
- (d) Indigenous Australians — actual 0.5%
- (e) people with disabilities — actual 1.9%
- (f) youth — actual 1.9%

Western Australian Treasury Corporation

In its recruitment process Western Australian Treasury Corporation seeks to employ the best people for the relevant positions whilst maintaining equal opportunity. In this process Western Australian Treasury Corporation has established guidelines to monitor its diversity initiatives, which are shown below.

- (1) (a) 2010 — 30%
- (b) 2010 — Not applicable
- (c) 2010 — 20%,
- (d) 2010 — 1%,
- (e) 2010 — 2%,
- (f) 2010 — 6%,

Office of the Auditor General

- (1) (a) 48%
- (b) 84%
- (c) 24%
- (d) 3 %
- (e) 4.7 %
- (f) 23%

Insurance Commission of WA

The Insurance Commission's Strategic Business Plan for 2010/2011 and the 2010-2012 Equity and Diversity Management Plan includes the following targets:

- (1) (a) 14%
- (b) 45
- (c) 14%
- (d) 1%
- (e) 3%
- (f) 11%

Department of Treasury and Finance

- (1) (a) 32%
- (b) 65%
- (c) 15%
- (d) 0.9%
- (e) 3%

(f) 9.9%

GESB

- (1) (a) 50%
- (b) >= 90%
- (c) > / = 25%
- (d) At this stage, GESB has not specified an agency target for employment of indigenous Australians
- (e) At this stage, GESB has not specified an agency target for employment of people with disabilities
- (f) 8%

The response provided by Office of Public Sector Standards Commissioner is the collective achievement by all public sector agencies and authorities.

- (2) (a) There is a requirement for agencies to provide their diversity data to the Director of Equal Opportunity in Public Employment (DEOPE). This is reported on in the DEOPE Annual Report. For the 2009/10 reporting period the following has been achieved across the sector:
- Women in management
- Tier 1 26.9%
- Tier 2 31.7%
- Tier 3 35.1%
- (b) The equity index for women (distribution) in the 2009/10 reporting period is 62.
- There is a requirement for agencies to provide their diversity data to the Director of Equal Opportunity in Public Employment (DEOPE). This is reported on in the DEOPE Annual Report. For the 2009/10 reporting period the following has been achieved across the sector:
- (c) people from culturally diverse backgrounds 11.9%
- (d) Indigenous Australians 2.4%
- (e) people with disabilities 2.8% and
- (f) youth 6.2%.